

Ministry of Energy

No. 222646/October 17, 2025

FINAL REPORT
OF THE SELECTION AND NOMINATION COMMITTEE
OF CANDIDATES FOR THE POSITION AS MEMBER OF S.N.G.N. ROMGAZ S.A.
BOARD OF DIRECTORS - 2025

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Chapter 1 - References

This report is prepared following completion of the selection procedure of Societatea Nationala de Gaze Naturale ROMGAZ S.A. board members, for the remaining period until mandate termination of the current board of directors, namely until 15.03.2027, according to the previous selection procedure.

This Final Report includes, according to art.1 paragraph (1) item 18 of Annex No.1 to GD No.639/2023 the following:

- the evaluation result of each candidate on the short list in the selection procedure;
- their ranking and weighted scores obtained in line with evaluation criteria;
- the manner in which the proposed candidates correspond to the board profile.

Public supervisory authority: the Ministry of Energy

Public company: Societatea Nationala de Gaze Naturale ROMGAZ S.A.

Societatea Nationala de Gaze Naturale “Romgaz” S.A., hereinafter called “SNGN Romgaz SA” or “the Company” is a Romanian legal person registered at the Trade Register Office with Sibiu Court of Law under No. J2001000392326 fiscal code RO 14056826, having the legal form of a joint stock company. The company operates in accordance with the Romanian law. The headquarters of S.N.G.N. Romgaz S.A. is in Medias, P-ta C.I. Motas No. 4, Sibiu County. The Company’s main field of activity, according to the Classification of Activities in the National Economy (CAEN Rev. 2) is the extraction of natural gas (CAEN code: 062).

ROMGAZ is the largest producer and main supplier of natural gas in Romania. The company has a vast experience in the field of natural gas exploration and production, its history starting more than 100 years ago in 1909, when the first natural gas reservoir was discovered in the Transylvanian Basin at Sarmasel.

ROMGAZ performs geological exploration to discover new gas reservoirs, produces methane by exploiting gas fields in the company’s reservoir, performs underground gas storage activities, and also carries out well workover, recompletions and special well operations, and provides professional technological transportation services.

As of November 12, 2013, the company’s shares are traded on the regulated market governed by BVB (Bucharest Stock Exchange) under the symbol of ‘SNG’. The Global Deposit Receipts (GDRs), issued by the Bank of New York Mellon, based ROMGAZ shares (1 GDR = 1 share), were traded on LSE (London Stock Exchange) main market for financial instruments - under the symbol “SNGR”. As a result of corporate decisions, as of December 31, 2024, ROMGAZ was delisted from LSE and trading of GDRs ceased.

According to the data from the Central Depository, ROMGAZ has a share capital of RON 3,854,224,000 split into 3,854,224,000 shares. The Romanian State holds 2,698,230,800 shares representing 70.0071 % of the Company’s share capital and exercises its rights as majority shareholder through the Ministry of Energy. The remaining of 955,288,283 shares representing 24.7855% of the share capital and 200,704,917 shares representing 5,2074 % of the share capital are held by legal entities and individuals, respectively.

The company is governed in a one-tier system, with a Board of Directors consisting of 7 members.

The selection procedure was carried out in compliance with the provisions of Art. 29 of GEO No.109/2011 on corporate governance of public companies, as subsequently amended and supplemented, together with Annex 1 to GD No.639/2023.

The selection procedure was organised on behalf of the Romanian State by the Ministry of Energy, as public supervisory authority (“APT”).

In view of these considerations, the Selection and Nomination Committee on the candidates for the vacant position as Member of S.N.G.N. Romgaz S.A. Board of Directors was established under Order No. 566/22.05.2025 issued by the Energy Minister.

The selection and nomination committee established at the public supervisory authority, the Ministry of Energy, had the following composition:

- a) 2 members appointed by order of the public supervisory authority;
- b) 2 members appointed by AMEPIP, by president order;
- c) one independent expert, selected by AMEPIP.

Order No. 1359/18.09.2024 of the energy minister, *approved the Rules of Organisation and Operation of Selection and Nomination Committees for Candidates for positions as members of the boards of directors/supervisory boards of public companies subordinated to the Ministry of Energy.*

Chapter 2 - Stages of the Selection Procedure

2.1 Start of the selection procedure

SNGN Romgaz SA Ordinary General Meeting of Shareholders No.2/14.04.2025 approved the start of the selection procedure of members of the Board of Directors according to GEO No.109/2011.

In line with Letter No. 220847/14.04.2025, SNGN Romgaz SA notified the Ministry of Energy on initiating the selection and nomination procedure for the vacant positions as Board member, in compliance with the provisions of GEO No. 109/2011, as subsequently amended and supplemented (item 9 of OGMS Resolution No. 2/14.04.2025).

The Ministry of Energy notified AMEPIP by letter No.673/SIB/15.04.2025, registered at AMEPIP under No.3720/15.04.2025, on the start of the selection and nomination procedure for the vacant positions as board member of SNGN Romgaz SA board of directors.

2.2 Initial Component of the Selection Plan

In accordance with the provisions of Article 5(1) of Annex No. 1 to Government Decision No. 639/2023 approving enforcement guidelines for the application of Government Emergency Ordinance No. 109/2011 on the corporate governance of public companies (GD No. 639/2023), the draft INITIAL COMPONENT OF THE SELECTION PLAN was prepared by APT, through the Corporate Governance Department of the Ministry of Energy, and the draft Letter of Expectations, an integral part of the Initial Component, was developed together with the specialized units within APT, as well as with the governing and management bodies of SNGN ROMGAZ S.A.

Between 24.04.2025 and 30.04.2025, in order to finalize the INITIAL COMPONENT OF THE SELECTION PLAN for nomination of candidates as board members at the public company SNGN ROMGAZ S.A., and to agree on the main expectations of the public supervisory authority and shareholders regarding the evolution of the public company over the next four years of activity, the Ministry of Energy, as public supervisory authority, organized consultations with the shareholders/associates of SNGN ROMGAZ S.A., who together or individually represent more than 5% of the share capital of the public company.

In this respect on 24.05.2025, both the Ministry of Energy and SNGN Romgaz SA published on their websites the following documents:

- ANNOUNCEMENT - INVITATION to consultation in order to finalize the initial component of the selection plan for nomination of candidates for the vacant positions of board members at the public company "SNGN Romgaz SA"
 - MINISTRY OF ENERGY:
https://energie.gov.ro/wp-content/uploads/2025/04/Invitatie-consultari_-componenta-initiala_ROMGAZ_24.04.2025.pdf

- SNGN ROMGAZ SA:
https://www.romgaz.ro/sites/default/files/2025-04/Invitatie%20consultari_%20componenta%20initiala_ROMGAZ_24.04.2025.pdf
- DRAFT INITIAL COMPONENT OF THE SELECTION PLAN for nomination of candidates for the for the vacant positions of board members at the public company “SNGN Romgaz SA”
 - MINISTRY OF ENERGY:
https://energie.gov.ro/wp-content/uploads/2025/04/Proiect-Componenta-initiala-ROMGAZ-S.A._24.04.2025.pdf
 - SNGN ROMGAZ SA:
https://www.romgaz.ro/sites/default/files/2025-04/Proiect%20Componenta%20ini%C8%9Bial%C4%83%20%20ROMGAZ%20S.A._24.04.2025.pdf
- DRAFT LETTER OF EXPECTATIONS in the recruiting process of SNGN Romgaz SA board members:
 - MINISTRY OF ENERGY:
https://energie.gov.ro/wp-content/uploads/2025/04/Proiect-Scrisoare-asteptari-actualizata-ROMGAZ-SA_24.04.2025.pdf
 - SNGN ROMGAZ SA:
https://energie.gov.ro/wp-content/uploads/2025/04/Proiect-Scrisoare-asteptari-actualizata-ROMGAZ-SA_24.04.2025.pdf

Until the deadline 30.04.2025 for sending observations/amendments/additions to the draft Initial Component of the Selection Plan, no letter was sent in this respect, APT management deemed it to be the form agreed by all SNGN Romgaz SA shareholders. As a consequence, and taking into account the legal provisions in force, namely art. 4⁴, para (5) letter (ii) of GEO No.109/2011 on corporate governance of public companies, as subsequently amended and supplemented, the Ministry of Energy submitted to AMEPIP, by letter 786/SIB/30.04.2025, in order to review and issue an opinion, the Draft Letter of Expectations in the Selection and Nomination Process of members for the vacant positions in SNGN Romgaz SA board of directors.

In letter no. 4092/09.05.2025, AMEPIP informed the Ministry of Energy that, following analysis, *"the draft received contains the minimum mandatory elements of the letter of expectations provided for by law, in particular those relating to the performance expected of governing and management bodies" and "in this context, legal steps may be taken to finalize the initial component, including aspects relating to the transparency of the letter of expectations."*

On 15.05.2025, in accordance with the legal provisions of the *INITIAL COMPONENT OF THE SELECTION PLAN for the positions of members of the Board of Directors of SNGN ROMGAZ S.A.*, as approved by Order of the Minister of Energy No. 536/14.05.2025, the *LETTER OF EXPECTATIONS*, an integral part of the Initial Component, was published on the website of the Ministry of Energy and of SNGN ROMGAZ S.A. It was also published on AMEPIP website. The documents can be found by accessing the following links:

- INITIAL COMPONENT OF THE SELECTION PLAN of members of SNGN Romgaz SA Board of Directors - Annex to the Order of the Minister of Energy No.536/14.05.2025;
 - MINISTRY OF ENERGY:
<https://energie.gov.ro/wp-content/uploads/2025/05/Componenta-initiala-ROMGAZ.pdf>
 - SNGN ROMGAZ SA:
<https://www.romgaz.ro/sites/default/files/2025-05/Componenta%20ini%C8%9Bial%C4%83%2014.05.2025.pdf>
- LETTER OF EXPECTATIONS in the selection process of board members of SNGN Romgaz SA - Annex to the Order of the Minister of Energy No.536/14.05.2025.
 - MINISTRY OF ENERGY
<https://energie.gov.ro/wp-content/uploads/2025/05/Scrisoare-de-asteptari-ROMGAZ.pdf>

- SNGN Romgaz SA
<https://www.romgaz.ro/sites/default/files/2025-05/Scrisoare%20de%20a%C8%99tept%C4%83ri%20SNGN%20ROMGAZ%20SA%2014.05.2025.pdf>
- AMEPIP
https://amepip.gov.ro/wp-content/uploads/api/admin Apt/scrisoni_asteptare/43507695/14056826/Scrisoare%20de%20asteptari%20ROMGAZ.pdf

2.3 Profile of the Board of Directors

The draft Profile of SNGN Romgaz SA Board of Directors was prepared by the public supervisory authority, through the Corporate Governance Department in compliance with the provisions art. 12 paragraph (1) of Annex 1 to GD No.639/2023.

The Ministry of Energy, as public supervisory authority organised consultations between 20.05.2025 and 26.05.2025 with SNGN Romgaz SA shareholders/associates which represent together or individually more than 5% of the company's share capital, in order to finalize the board profile for nominating candidates for the vacant board member positions and agreement on main expectations of the public supervisory authority and of shareholders related to the company's evolution in the following 4 years of activity.

In this respect, following documents were published on 20.05.2025, both on the website of the Ministry of Energy and of SNGN Romgaz SA:

- ANNOUNCEMENT - INVITATION to consultations to finalise the Board Profile for nominating candidates for the board members positions of SNGN Romgaz SA
 - MINISTRY OF ENERGY:
https://energie.gov.ro/wp-content/uploads/2025/05/Invitatie-consultari_Profilul-CA-Romgaz.pdf
 - SNGN ROMGAZ SA:
<https://www.romgaz.ro/sites/default/files/2025-05/Invita%C8%9Bie%20consultari%20%20Profilul%20Consiliului%20de%20Administra%C8%9Bie%20al%20SNGN%20ROMGAZ%20SA.pdf>
- DRAFT PROFILE OF SNGN ROMGAZ SA BOARD OF DIRECTORS
 - MINISTRY OF ENERGY:
<https://energie.gov.ro/wp-content/uploads/2025/05/proiect-Profilul-consiliului-ROMGAZ.pdf>
 - SNGN ROMGAZ SA:
<https://www.romgaz.ro/sites/default/files/2025-05/Invita%C8%9Bie%20consultari%20%20Profilul%20Consiliului%20de%20Administra%C8%9Bie%20al%20SNGN%20ROMGAZ%20SA.pdf>

Until 26.05.2025, deadline for sending observations/amendments/additions to the draft Board of Directors Profile, no letter was sent in this respect, the management of the public supervisory authority considered that this would be form agreed by all shareholders of SNGN Romgaz SA.

In compliance with legal provisions in force, the Ministry of Energy sent SNGN Romgaz SA Board of Directors Profile by letter No.932/SIB/20.05.2025, registered at AMEPIP under No. 4710/20.05.2025.

2.4 Integral Component of the Selection Plan

Between 28.05.2025 and 3.06.2025, in compliance with the provisions of art.10 (1) of Annex No. 1 to GD No. 639/2023, the Selection and Nomination Committee of Romgaz board members prepared the draft Integral Component of the selection plan and the related documents (Board Profile, Candidate Profile, Announcement on the selection for the printed and on-line media, F1-F5 Forms, Draft Mandate Contract).

Whereas:

- provisions of art.9 (15), Section II, Chapter III of the Order issued by the President of the Agency for Monitoring and Evaluation of Performances of Public Companies (AMEPIP) No. 126/12.03.2025 on approving the Rules of operation and organisation of selection and nomination committees of candidates for the position as board member/supervisory board member of public companies subordinated to the Ministry of Energy;
- provisions of art.5 (15), Chapter III of the Order issued by the Minister of Energy No. 1359/18.09.2024 on approving the Rules of operation and organisation of selection and nomination committees of candidates for the position as board member/supervisory board member of public companies subordinated to the Ministry of Energy;

The selection and nomination committee of candidates for the position of SNGN Romgaz SA board members issued **Decision No.1/03.06.2025 on approving the draft Integral Component of the Selection Plan for nominating candidates as members of SNGN Romgaz SA Board of Directors.**

Between 03.06.2025 and 10.06.2025, in order to finalize the integral component of the selection plan for nominating candidates for the vacant positions as SNGN Romgaz SA board members and the related documents, the Ministry of Energy, as public supervisory authority, organised consultations with SNGN Romgaz SA shareholders/associates, which represent together or individually, over 5% of the company's share capital.

In this respect, both the Ministry of Energy and SNGN Romgaz SA published on their respective websites the following documents:

- INVITATION to consultation in order to finalize the integral component of the selection plan for nomination of candidates for the vacant positions of board members at the public company "SNGN Romgaz SA"
 - MINISTRY OF ENERGY:
https://energie.gov.ro/wp-content/uploads/2025/06/Invitatie-consultari_-Componenta-integrala.pdf
 - SNGN ROMGAZ SA:
<https://www.romgaz.ro/sites/default/files/2025-06/%C3%8En%20aten%C8%9Bia%20ac%C8%9Bionarilor%20societ%C4%83%C8%9Bii%20SNGN%20ROMGAZ%20S.A.%20-20Invita%C8%9Bie%20la%20consult%C4%83ri%20%C3%AEn%20vederea%20definitiv%C4%83rii%20componentei%20integrale%20a%20planului%20de%20selec%C8%9Bie%20pentru%20nominalizarea%20candida%C8%9Bilor%20pentru%20posturile%20de%20administratori.pdf>
- DRAFT INTEGRAL COMPONENT OF THE SELECTION PLAN to nominate candidates for the positions as board members of SNGN Romgaz SA
 - MINISTRY OF ENERGY:
<https://energie.gov.ro/wp-content/uploads/2025/06/Componenta-Integrala-ROMGAZ-final.pdf>
 - SNGN ROMGAZ SA:
<https://www.romgaz.ro/sites/default/files/2025-06/Proiect%20Componenta%20Integrala%20a%20planului%20de%20selectie%20pentru%20pozi%C8%9Bile%20de%20Administratori%20ai%20Societatii%20SNGN%20ROMGAZ%20S.A..pdf>
- DRAFT BOARD PROFILE
 - MINISTRY OF ENERGY:
<https://energie.gov.ro/wp-content/uploads/2025/06/proiect-Profilul-consiliului-ROMGAZ.pdf>
 - SNGN ROMGAZ SA:

<https://www.romgaz.ro/sites/default/files/2025-06/Profilul%20Consiliului%20de%20Administra%C8%9Bie%20al%20Societ%C4%83%C8%9Bii%20SNGN%20ROMGAZ%20S.A..pdf>

- DRAFT CANDIDATE PROFILE
 - MINISTRY OF ENERGY:
<https://energie.gov.ro/wp-content/uploads/2025/06/Proiect-Profil-candidat-ROMGAZ.pdf>
 - SNGN ROMGAZ S.A.:
<https://www.romgaz.ro/sites/default/files/2025-06/Profilul%20Candidatului.pdf>
- DRAFT ANNOUNCEMENT ON THE SELECTION FOR THE PRINTED AND ON-LINE MEDIA
 - MINISTRY OF ENERGY:
<https://energie.gov.ro/wp-content/uploads/2025/06/Anunt-ROMGAZ.pdf>
 - SNGN ROMGAZ SA:
<https://www.romgaz.ro/sites/default/files/2025-06/Anun%C8%9Bul%20privind%20selec%C8%9Bia%20pentru%20presa%20tiparit%C4%83%20%C8%99i%20online.pdf/>
- FORM F1, F2, F3, F4, F5, DRAFT MANDATE CONTRACT, INITIAL COMPONENT OF THE SELECTION PLAN, LETTER OF EXPECTATIONS
 - MINISTRY OF ENERGY:
<https://energie.gov.ro/selectie-pentru-pozitiile-de-membri-in-consiliul-de-administratie-al-societatii-romgaz-s-a/>
 - SNGN ROMGAZ SA:
<https://www.romgaz.ro/procese-selectie-ca>

Until 10.06.2025, deadline for consultations with company's shareholders, the Ministry of Energy did not register any letter related to proposals to amend/make observations/additions to the Draft Integral Component of the Selection Plan and related documents.

The Ministry of Energy sent SNGN Romgaz SA, by letter No.1034/SIB/15.06.2025, the Integral Component of the Selection Plan, together with the related annexes, to be approved by the company's Ordinary General Meeting of Shareholders.

SNGN Romgaz SA OGMS approved by Resolution No. 5/30.06.2025 the Integral Component of the Selection Plan (together with the related annexes) to nominate candidates as member in SNGN Romgaz SA board of directors.

The Integral Component of the Selection Plan (together with the related annexes) to nominate candidates as member in Romgaz board of directors, approved by OGMS Resolution No. 5/30.06.2025, was published both on the website of the Ministry of Energy and of SNGN Romgaz SA on 01.07.2025:

- INTEGRAL COMPONENT OF THE SELECTION PLAN to nominate candidates as member in SNGN Romgaz SA board of directors
 - MINISTRY OF ENERGY:
<https://energie.gov.ro/wp-content/uploads/2025/07/Componenta-Integrata-ROMGAZ13.pdf>
 - SNGN ROMGAZ SA:
https://www.romgaz.ro/sites/default/files/2025-07/Componenta%20integral%C4%83%20a%20Planului%20de%20selec%C8%9Bie%20pentru%20pozi%C8%9Bile%20de%20administratori%20ai%20SNGN%20ROMGAZ%20SA%20-%2001.07.2025_0.pdf

2.5 Publishing the Selection Notice

On 22.07.2025, in line with the provisions of art. 29 paragraph (4) of GEO No. 109/2011, the **Selection Announcement for 2 (two) board member positions on SNGN Romgaz SA Board of Directors** was published in two wide spread economic and/or financial journals, namely *BURSA* (excerpt) and *ZIARUL FINANCIAR* - as well as on a national human resources recruiting platform/site *Best Jobs* <https://www.bestjobs.eu/loc-de-munca/selecție-membru-ca>

The selection announcement for the two board member positions on Romgaz Board of Directors together with Forms F1-F5 were also published:

- MINISTRY OF ENERGY
<https://energie.gov.ro/wp-content/uploads/2025/07/Anunt-ROMGAZ-complet-.pdf>
- SNGN ROMGAZ SA
<https://www.romgaz.ro/sites/default/files/2025-07/ANUN-S-1.PDF>
- AMEPIP
https://amepip.gov.ro/wp-content/uploads/api/admin Apt/scrisoni_asteptare/43507695/14056826/Anunt%20selectie%20ROMGAZ%20%20.pdf

Deadline for submission of candidate files was 25.08.2025, 4:00 pm. No requests for clarification were submitted by candidates by the deadline for submitting applications or after that date.

2.6 Candidate files submitted following publication of a recruitment announcement

Pursuant to the notice of selection of Board members, candidate files should have been submitted in paper format (printed form) at the Registry Office of the Ministry of Energy and in electronic format at the email address of the Selection and Nomination Committee selectie.romgaz@energie.gov.ro.

Until the deadline for submission of candidate files, namely 25.08.2025, at 16:00, 25 files were submitted, out of which: 24 (twenty-four) files submitted in the two formats specified in the selection notice, namely “both in paper format and in electronic format” and one (one) file submitted only in electronic format, as follows:

List of candidate files submitted during the selection procedure of SNGN ROMGAZ S.A. Board members

Item No.	Name and Surname	Member Type	File submitted electronically	Registration No./Submission Date
1		B	22.07.2025	401707/22.07.2025 at 12:00
2		B	23.07.2025	401760/30.07.2025 at 09:45
3		B	23.07.2025	401730/24.07.2025 at 8:45
4		B	06.08.2025	401846/06.08.2025 at 12:00
5		B	06.08.2025	401841/06.08.2025 at 11:35
6		A or B	08.08.2025 completed on 11.08.2025	401904/13.08.2025 at 13:40
7		B	08.08.2025	401922/18.08.2025 at 09:55
8		B	12.08.2025	The file was not submitted in paper format
9		A	19.08.2025	401942/20.08.2025 at 09:00
10		B	21.08.2025	401959/21.08.2025 at 12:45
11		B	24.08.2025	401947/21.08.2025 at 10:40
12		A	21.08.2025	401950/21.08.2025 at 11:00
13		A or B	21.08.2025 completed on 23.08.2025	401996/25.08.2025 at 11:00
14		A	22.08.2025	401987/25.08.2025 at 08:30
15		B	22.08.2025	401991/25.08.2025 at 10:05
16		A or B	25.08.2025 at 00:07	401999/25.08.2025 at 11:20
17		B	25.08.2025 at 10:50	401976/22.08.2025 at 11:25
18		B	25.08.2025 at 11:52	401944/20.08.2025 at 14:20
19		B	25.08.2025 at 12:57	402015/25.08.2025 at 15:10
20		A or B	25.08.2025 at 13:03	402014/25.08.2025 at 15:05

21			B	25.08.2025 at 14:03	402010/25.08.2025 at 14:50
22			B	25.08.2025 at 14:03	402003/25.08.2025 at 12:35
23			B	25.08.2025 at 14:18	402005/25.08.2025 at 13:20
24			A or B	25.08.2025 at 15:55	402016/25.08.2025 at 15:15
25			B	25.08.2025 at 15:55	402017/25.08.2025 at 15:40

Pursuant to Article 4⁵, paragraph 3 of Government Emergency Ordinance No. 109/2011 *on corporate governance of public companies*, as subsequently amended and supplemented, the public supervisory authority submits to AMEPIP in letter no. 221993/26.08.2025 and registered with AMEPIP under no. 8969/26.08.2025 the documents submitted by the candidates during the selection procedures of S.N.G.N. ROMGAZ S.A. Board members in electronic format.

The selection and nomination committee established that the following candidates are registered in the body of public company administrators managed by AMEPIP:

- [REDACTED] (401999/25.08.2025)
- [REDACTED] (401841/06.08.2025)
- [REDACTED] (401991/25.08.2025)
- [REDACTED] (401987/25.08.2025)

2.7 Long list of candidates

On 26.08.2025, at 11:00, at the headquarters of the Ministry of Energy, the meeting of the Selection and Nomination Committee took place, having the *“Presentation of the applications submitted in the selection and nomination procedure of candidates for the position of member of SNGN ROMGAZ S.A. Bord of Directors”* on the agenda.

Members of Romgaz Selection and Nomination Committee have analysed the documents submitted by the candidates with the following results:

Analysis of candidate files submitted in the selection procedure for members of SNGN ROMGAZ SA Board of Directors

Candidate Name	List of Contents	CV	Medical Certificate	Criminal Record	Fiscal Record	Copy of ID	Copy of Marriage Certificate	Copy of bachelor's degree	Copy of professional experience	F1	F2	F3	F4	F5	Registered on the long list
(401947/21.08.2025)	YES	YES	YES	YES	NO	YES	-	YES	YES	YES	YES	YES	YES	YES	NO
(402014/25.08.2025)	YES	YES	YES	YES	YES	YES	-	YES	YES	YES	YES	YES	YES	YES	YES
(402016/25.08.2025)	YES	YES	NO	YES	YES	YES	-	YES	YES	YES	YES	YES	YES	YES	YES
(401922/18.08.2025)	YES	YES	YES	YES	YES	YES	-	YES	YES	YES	YES	YES	YES	YES	YES
(401760/30.07.2025)	YES	YES	YES	YES	YES	YES	-	YES	YES	YES	YES	NO	NO	YES	NO
(401999/25.08.2025)	YES	YES	YES	YES	YES	YES	-	YES	YES	YES	YES	YES	YES	YES	YES
(401959/21.08.2025)	YES	YES	YES	YES	YES	YES	-	YES	YES	YES	YES	YES	YES	YES	YES
	NO														
(402017/25.08.2025)	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
(402003/25.08.2025)	YES	YES	YES	YES	YES	YES	-	NO	NO	YES	YES	YES	YES	YES	NO
(401976/22.08.2025)	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	NO	YES	NO
(401707/22.07.2025)	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
(401904/13.08.2025)	YES	YES	YES	YES	NO	YES	-	YES	YES	YES	NO	NO	NO	YES	NO
(402015/25.08.2025)	YES	YES	YES	YES	YES	YES	-	YES	YES	YES	YES	YES	YES	YES	YES
402005/25.08.2025	YES	YES	YES	YES	YES	YES	-	YES	YES	YES	YES	YES	YES	YES	YES
(401846/06.08.2025)	YES	YES	YES	YES	YES	YES	-	YES	YES	YES	YES	YES	YES	YES	YES
(401841/06.08.2025)	YES	YES	YES	YES	YES	YES	-	YES	YES	YES	YES	YES	YES	YES	YES
(402010/25.08.2025)	YES	YES	YES	YES	YES	YES	-	YES	YES	YES	YES	YES	YES	YES	YES
(401991/25.08.2025)	YES	YES	YES	YES	YES	YES	-	YES	YES	YES	YES	YES	YES	YES	YES
(401996/25.08.2025)	YES	YES	YES	YES	YES	YES	-	YES	YES	YES	YES	YES	YES	YES	YES
(401950/21.08.2025)	YES	YES	YES	YES	NO	YES	YES	YES	YES	YES	YES	YES	YES	YES	NO
(401730/24.07.2025)	YES	YES	YES	YES	YES	YES	-	YES	YES	YES	YES	YES	YES	YES	YES
(401987/25.08.2025)	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES

(401944/20.08.2025)	YES	YES	YES	YES	YES	YES	NO	YES	YES	YES	YES	YES	YES	YES	YES
(401942/20.08.2025)	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES

Considering that the candidate files are not complete and do not contain documents in the form publicly required in the *Selection announcement to fill 2 (two) positions of member of SNGN ROMGAZ SA Board of Directors*, the members of the selection committee unanimously decided not to include on the long list the following candidates and to send notifications in this regard:

1. (401760/30.07.2025)
2. (401904/13.08.2025)
3. ()
4. (401947/21.08.2025)
5. (401950/21.08.2025)
6. (401976/22.08.2025)
7. (402003/25.08.2025)

The committee for the selection and nomination of candidates for the position of member in SNGN ROMGAZ S.A. Board of Directors issued **Decision No. 2/26.08.2025** approving the Long List of candidates for the selection procedure for the positions of member of SNGN ROMGAZ S.A. Board of Directors.

The Long List of candidates for the selection procedure for the position of member of SNGN ROMGAZ S.A. Board of Directors.

1. [REDACTED] (402014/25.08.2025)
2. [REDACTED] (402016/25.08.2025)
3. [REDACTED] (401922/18.08.2025)
4. [REDACTED] (401999/25.08.2025)
5. [REDACTED] (401959/21.08.2025)
6. [REDACTED] (402017/25.08.2025)
7. [REDACTED] (401707/22.07.2025)
8. [REDACTED] (402015/25.08.2025)
9. [REDACTED] (402005/25.08.2025)
10. [REDACTED] (401846/06.08.2025)
11. [REDACTED] (401841/06.08.2025)
12. [REDACTED] (402010/25.08.2025)
13. [REDACTED] (401991/25.08.2025)
14. [REDACTED] (401996/25.08.2025)
15. [REDACTED] (401996/25.08.2025)
16. [REDACTED] (401987/25.08.2025)
17. [REDACTED] (401944/20.08.2025)
18. [REDACTED] (401942/20.08.2025)

In accordance with the provisions of Article 20, paragraph (2) of GD No. 639/2023 and for a more accurate and objective analysis , the following candidates were asked for clarifications on compliance with the conditions provided in Article 28 paragraph (1) and (3) of Government Emergency Ordinance No. 109/2011:

1. [REDACTED] (402014/25.08.2025)
2. [REDACTED] (401996/25.08.2025)

The two candidates answered to the requests for clarification, before the deadline, 01.09.2025 at 12:00.

The result of the verification of the compliance with the legal selection and appointment conditions for the candidates who submitted files for the appointment of members in SNGN ROMGAZ S.A. Board of Directors was sent in AMEPIP letter No. 8969/03.09.2025 and registered at the public supervisory authority under no. 222079/CGC/04.09.2025, as follows:

1. [REDACTED] (402014/25.08.2025) - AMEPIP Approval No. 776/02.09.2025
2. [REDACTED] (402016/25.08.2025) - AMEPIP Approval No. 777/02.09.2025
3. [REDACTED] (401922/18.08.2025) - AMEPIP Approval No. 778/02.09.2025
4. [REDACTED] (401959/21.08.2025) - AMEPIP Approval No. 779/02.09.2025
5. [REDACTED] (402017/25.08.2025) - the experience conditions provided in Article 28 paragraph (3) of GEO No. 109/2011 are not met
6. [REDACTED] (401707/22.07.2025) - the experience conditions provided in Article 28 paragraph (3) of GEO No. 109/2011 are not met
7. [REDACTED] (402015/25.08.2025) - AMEPIP Approval No. 780/02.09.2025
8. [REDACTED] (402005/25.08.2025) - AMEPIP Approval No. 781/02.09.2025
9. [REDACTED] (401846/06.08.2025) - the experience conditions provided in Article 28 paragraph (3) of GEO No. 109/2011 are not met
10. [REDACTED] (402010/25.08.2025) - the experience conditions provided in Article 28 paragraph (3) of GEO No. 109/2011 are not met
11. [REDACTED] (401996/25.08.2025) - AMEPIP Approval No. 782/02.09.2025

12. [REDACTED] (401996/25.08.2025) - the experience conditions provided in Article 28 paragraph (3) of GEO No. 109/2011 are not met
13. [REDACTED] (401944/20.08.2025) - the experience conditions provided in Article 28 paragraph (3) of GEO No. 109/2011 are not met
14. [REDACTED] (401942/20.08.2025) - the experience conditions provided in Article 28 paragraph (3) of GEO No. 109/2011 are not met

Between 27.08.2025 - 16.09.2025, members of Romgaz Selection and Nomination Committee analysed the documents in the candidate files submitted within the deadline, from the point of view of meeting the general and specific conditions and in conjunction with the result of the verification of the fulfilment of the legal selection and appointment conditions carried out by AMEPIP, the following resulted:

Selection Criteria	Name of the candidate registered on the Long List																	
	Andrei (402014/25.08.202)	(402016/25.08.2025)	(401922/18.08.2025)	(401999/25.08.2025)	(401959/21.08.2025)	(402017/25.08.2025)	(402017/25.08.2025)	(402017/25.08.2025)	(402005/25.08.2025)	(401846/06.08.2025)	(401841/06.08.2025)	(402010/25.08.2025)	(401991/25.08.2025)	(401996/25.08.2025)	(401996/25.08.2025)	(401987/25.08.2025)	(401944/20.08.2025)	(401942/20.08.2025)
Position of BoD member	A and B	A and B	A	A and B	B	B	B	B	B	B	B	B	B	A and B	B	A	B	A
GENERAL CONDITIONS																		
is not in any of the situations provided for in Art. 4, Art. 12 par (3), Art. 30 par (9) or Art. 36 par (7) of GEO No. 109/2011	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
is not in the situation provided for in Art. 169 par (10) of Law No. 85/2014 on insolvency prevention and insolvency procedures, as subsequently amended and supplemented	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
is not in the situation provided for in Art. 73 ¹ of Law No. 31/1990 on companies, republished, as subsequently amended and supplemented	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
are medically fit	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
have full legal capacity	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
have higher education completed with at least a Bachelor's Degree and a minimum of 7 years' experience in engineering, economic, social, legal field or in the field of activity of the public company	YES	YES	YES	YES	YES	NO	NO	YES	YES	NO	YES	NO	YES	YES	YES	YES	NO	YES
have experience in running a company or an autonomous regie	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	NO
meet all conditions provided for in GEO No. 109/2011 and GD No. 639/2023	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
SPECIFIC CONDITIONS - BoD MEMBER A																		
shall be authorized as financial auditor and shall be registered in the Public Electronic Register by the competent authority in Romania, in another member state, in the European Economic Area or Switzerland or shall have at least 3 years' experience in statutory audit gained in statutory audit missions in Romania or in audit committees established at the level of Board of Directors/Supervisory Board of public interest entities/companies, evidenced with supporting documents	YES	YES	NO	YES										YES		YES		YES
Shall have completed higher education with at least a bachelor's degree and at least 7 years of experience in the fields of engineering, economics, social sciences, law, or in the field of activity of S.N.G.N. Romgaz S.A.	YES	YES	YES	YES										YES		YES		YES

Shall have experience in management of companies or autonomous regies	YES	YES	YES	YES										YES		YES		YES
Shall have minimum 5 years experience in governing, leading, management or coordination of public or private entities	YES	YES	YES	YES										YES		YES		YES
Shall have at least 10 years of service	YES	YES	YES	YES										YES		YES		YES
SPECIFIC CONDITIONS BoD MEMBER B																		
Shall have completed higher education with at least a bachelor's degree and at least 7 years of experience in the fields of engineering, economics sciences	YES	YES		YES	YES	NO	NO	YES	YES	NO	YES	NO	YES	YES	NO		NO	
Shall have experience in management of companies or autonomous regies	YES	YES		YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES		YES	
Shall have minimum 5 years experience in governing, leading, management or coordination of public or private entities	YES	YES		YES	YES	YES	YES	YES	YES	YES	NO	YES	YES	YES	YES		YES	
Shall have at least 10 years of service	YES	YES		YES	YES	YES	YES	YES	YES	YES	YES	NO	NO	YES	YES		NO	

Considering the above, Romgaz Selection and Nomination Committee members have decided unanimously to remove the following candidates from the Long List and to send notifications in this regard:

1. [REDACTED] (401922/18.08.2025)
2. [REDACTED] (402017/25.08.2025)
3. [REDACTED] (402017/25.08.2025)
4. [REDACTED] (401846/06.08.2025)
5. [REDACTED] (401841/06.08.2025)
6. [REDACTED] (402010/25.08.2025)
7. [REDACTED] (401991/25.08.2025)
8. [REDACTED] (401994/20.08.2025)
9. [REDACTED] (401994/20.08.2025)

For a comparative, objective, thorough and accurate assessment of all candidates, the Selection and Nomination Committee decided to request additional information in line with Article 21 paragraph (1), paragraph (2), paragraph (3) and paragraph (4) of Government Decision no. 639/2023, the Selection and Nomination Committee decided to request information additional to that comprised in the candidate files. In this regard, the Form *"Request for clarification, additional information, and verification of previous activity"* was sent to the following candidates remaining on the Long List:

1. [REDACTED] (402014/25.08.2025)
2. [REDACTED] (402016/25.08.2025)
3. [REDACTED] (401999/25.08.2025)
4. [REDACTED] (401959/21.08.2025)
5. [REDACTED] (402017/25.08.2025)
6. [REDACTED] (402005/25.08.2025)
7. [REDACTED] (401996/25.08.2025)
8. [REDACTED] (401996/25.08.2025)
9. [REDACTED] (401987/25.08.2025)

Appeals received following the notification of candidate, regarding their removal from the Long List, and their resolution:

In line with Order No. 590/28.05.2025 of the Energy Minister, a Committee (Appeals Committee) was set up to settle appeals filed in the selection procedures, for members of the Board of Directors or Supervisory Board, organized by the Ministry of Energy, as the supervisory public authority.

During this stage of the selection and nomination procedure the following candidates filed appeals:

1. [REDACTED] (402017/25.08.2025), appeal filed on 22.09.2025, within the legal deadline, by email, on the official email address of Romgaz Selection and Nomination Committee; the appeal was reviewed by the Appeals Committee and rejected. By letter no. 222292/23.09.2025, the candidate was notified of the outcome of the appeal review;
2. [REDACTED] (401841/06.08.2025), appeal filed on 19.09.2025, within the legal deadline, by email, on the official email address of Romgaz Selection and Nomination Committee; the appeal was reviewed by the Appeals Committee and rejected. By letter no. 222290/23.09.2025, the candidate was notified of the outcome of the appeal review;
3. [REDACTED] (402/25.08.2025), appeal filed on 22.09.2025, within the legal deadline, by email, on the official email address of Romgaz Selection and Nomination Committee; the appeal was reviewed by the Appeals Committee and rejected. By letter no. 222291/23.09.2025, the candidate was notified of the outcome of the appeal review;

Following the review of the forms "*Request for clarification, additional information, and verification of previous activity*" submitted by the nine candidates, in relation to the candidate profile and the board profile, each member of Romgaz Selection and Nomination Committee awarded the score corresponding to the criteria in the Candidate Evaluation Grid.

The detailed scores obtained by the candidates for the mandatory and specific criteria are as follows:

Selection criteria			Mandatory/Optional	Percent	401996/25.08.2025	401959/21.08.2025	401996/25.08.2025	401987/25.08.2025	401999/25.08.2025	402017/25.08.2025	402014/25.08.2025	402005/25.08.2025	402016/25.08.2025	Total	Weighted Total	Minimum Collective Threshold	Collective Current Threshold	
					B	B	A and B	A	A and B	B	A and B	B	A and B					
A. COMPETENCES	1. BUSINESS-SPECIFIC COMPETENCES	1.1 Skills to comprehend and assess technological and operational processes specific to the Company's business area	Mandatory	1	3.00	4.80	4.20	2.00	2.60	4.80	4.20	3.80	3.80	33.20	67.4	60%		
		1.2 Skills to increase the company's performance	Mandatory	1	3.00	4.40	3.60	2.80	2.80	4.80	4.60	4.00	3.80	33.80	68.6	60%		
		1.3 Skills to comprehend, integrate, and comply with business-related environmental requirements	Mandatory	1	3.60	4.60	3.60	2.20	3.00	4.80	3.60	3.60	4.40	33.40	67.8	60%		
		1.4 Skills to integrate safety standards into own decisions and actions	Mandatory	1	3.20	4.40	3.80	2.00	3.00	4.80	4.20	4.00	4.40	33.80	68.6	60%		
		1.5 Skills to understand the need for and to enable the required investments to achieve strategic objectives	Mandatory	1	3.60	4.60	3.80	2.40	3.20	4.80	4.20	3.80	4.40	34.80	70.6	60%		
	2. Strategic importance of professional competences	2.1 Skills to effectively and sustainably manage the organization's physical, financial, and informational resources	Mandatory	1	3.40	4.20	4.00	3.00	3.20	4.80	4.20	4.00	4.20	35.00	71	60%		
		2.2 Skills to define clear objectives, assess the business environment, and put in place strategies that ensure the Company's sustainable development	Mandatory	1	3.60	4.00	3.80	3.00	3.00	4.80	4.20	3.40	3.60	33.40	67.8	60%		

		2.3 Skills to adapt to new economic, technological, and legal contexts, as well as resilience in the face of challenges	Mandatory	1	3.60	4.60	3.40	2.80	2.80	4.80	3.80	3.60	4.20	33.60	68.2	60%		
		2.4 Skills to understand the basic principles of corporate finance, effective cost management, and risk identification, assessment, and management	Mandatory	1	3.80	4.00	4.00	3.20	3.00	4.80	4.20	4.00	4.00	36.00	73	60%		
		2.5 Skills to understand the basic principles of corporate finance, effective cost management, and risk identification, assessment, and management	Mandatory	1	3.40	4.40	4.20	3.60	3.20	4.80	4.20	4.00	4.20	36.00	73	60%		
		2.6 Skills to supervise the implementation and development of digitization processes, advanced technology use, and integrating them into the company's operations	Mandatory	1	3.60	4.60	3.20	3.20	3.40	4.80	4.00	4.40	3.80	35.00	71	60%		
	Governance	3.1 Skills to build and maintain constructive and transparent relationships with social partners, including employees, trade unions, authorities, and other relevant stakeholders	Mandatory	1	3.80	4.20	3.60	2.80	3.20	4.80	4.00	4.20	4.00	34.60	70.2	60%		
		3.2 Skills to implement corporate governance principles in line with relevant legal provisions	Mandatory	0.8	3.60	4.60	4.00	3.40	3.60	4.80	4.20	4.60	3.80	36.60	74	60%		
	Corporate Competences	4.1 Institutional communication skills as required by the position	Mandatory	0.7	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0.00	0.7	60%		
		4.2 Skills required to represent the Company	Mandatory	1	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	00.0	1	60%		
	5. Local and international experience	5.1 Experience in dealing with public authorities, regulatory and supervisory authorities in the Company's business field	Mandatory	1										0.00	1	60%		

		5.2 Experience in dealing with European institutions	Mandatory	1											0.00	1	60%	
	6. Specific competences and restrictions for public servants or other categories of personnel within the supervisory public authority or within other public authorities or institutions	6.1 Skills to implement and monitor public policies in the energy sector	Mandatory	0.5											0.00	0.5	60%	
	7. Compliance with the Letter of Expectations	7.1 The skills to present specific, measurable, achievable, relevant, and time-framed objectives that they will need to achieve during their future term of office	Mandatory	1	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	60%	
		7.2 The skills to present their personal profile in direct alignment with these goals	Mandatory	1	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	60%	
		7.3 The skills to make coherent assessments of the specific business challenges the company faces	Mandatory	1	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	60%	
		7.4 Skills to define specific, measurable, achievable/feasible, socially relevant, and time-framed objectives that meet expectations regarding operational performance	Mandatory	1	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	60%	

		7.5 Skills to define specific, measurable, achievable/feasible, socially relevant, and time-framed objectives that meet expectations regarding financial performance	Mandatory	1	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	60%	
		7.6 Skills to define specific, measurable, achievable/feasible, socially relevant, and time-framed objectives that meet expectations regarding company rentability	Mandatory	1	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	60%	
		7.7 Skills to define specific, measurable, achievable/feasible, socially relevant, and time-framed objectives that meet expectations regarding services quality	Mandatory	1	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	60%	
		7.8 Skills to define specific, measurable, achievable/feasible, socially relevant, and time-framed objectives that meet expectations regarding the investment policy applicable to public enterprises	Mandatory	1	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	60%	
		7.9 Skills to define specific, measurable, achievable/feasible, socially relevant, and time-framed objectives that meet expectations regarding debt reduction	Mandatory	1	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	60%	
		7.10 skills to define specific, measurable, achievable/feasible, socially relevant, and time-framed objectives that meet expectations related to matters of ethics, integrity and corporate governance	Mandatory	1	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	60%	

		7.11 Skills to suggest indicators that they consider appropriate for monitoring the public enterprise's performance during their term of office, linked to the defined objectives	Mandatory	1	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	60%	
		7.12 Skills to define a realistic and comprehensive picture of constraints, risks and limitations that might be encountered while trying to achieve the objectives and the action plan for mitigating/removing them	Mandatory	1	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	60%	
B. CHARACTERISTICS		1. Professional and personal reputation	Mandatory	1													60%	
		2. Integrity	Mandatory	1													60%	
		3. Independence	Mandatory	1													60%	
		4. Political exposure	Mandatory	0.5													20%	
		5. Interpersonal communication skills	Mandatory	0.5													60%	
		6. Vision	Mandatory	0.5													60%	
C. OTHER CRITERIA		1. Economic-financial results of enterprises where the candidate exercised the board member or director mandate	Mandatory	1	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	45.00	91	100%	
		2. Entries in the tax and criminal records	Mandatory	1	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	45.00	91	100%	
		3. Gender criteria	Mandatory	1	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	45.00	91	100%	
		TOTAL			60.2	72.40	64.20	51.40	55.00	77.40	77.40	68.60	66.40	67.60	583.20	1186		
		TOTAL WEIGHTED			59.48	71.48	63.40	50.72	54.28	76.44	67.76	65.48	66.84					
		RANKING			7	2	6	9	8	1	3	5	4					

2.8 Short List of Candidates

Following the analysis of the documents related to the application files and the responses to the questionnaire “Request for clarification, additional information and verification of previous activity”, the members of ROMGAZ SNC (Selection and Nomination Committee) decided to reject the following candidates from the Long List and send notifications to that effect:

- (401999/25.08.2025) - rejection of application file for position A and position B
- (401987/25.08.2025) - rejection of application file for position A
- (401996/25.08.2025) - rejection of application for position B
- (401996/25.08.2025) - rejection of application for position B

Complaints received following the notification of candidates regarding their rejection from the Long List and the manner in which they were resolved

Order No. 590/28.05.2025 of the Minister of Energy established the Committee for the Resolution of Complaints submitted within the selection procedures of the members of Board of Directors or Supervisory Boards organized by the Ministry of Energy, as the supervisory public authority.

At this stage of the selection and nomination procedure, complaints were submitted by the following candidates:

1. (401996/25.08.2025), complaint submitted by email on 29.09.2025, within the legal deadline, sent to the institution address of Romgaz SNC; the complaint was analysed by the Committee for the Resolution of Complaints; it was rejected. By Address No. 222438/02.10.2025, the candidate was notified of the outcome of the complaint review.
2. (401987/25.08.2025), complaint submitted by email on 02.10.2025, within the legal deadline, sent to the institution address of Romgaz SNC; the complaint was analysed by the Committee for the Resolution of Complaints; it was rejected. By Address No. 222453/03.10.2025, the candidate was notified of the outcome of the complaint review.

In accordance with:

- The provisions of Article 9, item 15, Section II, Chapter III of Order No. 126/12.03.2024 of the President of the Agency for Monitoring and Evaluation of the Performance of Public Enterprises (AMEPIP) for the approval of the Rules of Organization and Operation of the Selection and Nomination Committees of candidates for the positions as members of the Boards of Directors/Supervisory Boards of public enterprises subordinated to/under the authority of the Ministry of Energy;
- The provisions of Article 5, item 15, Chapter III of Order No. 1359/18.09.2024 of the Ministry of Energy for the approval of the Rules of Organization and Operation of the Selection and Nomination Committees of candidates for the positions as members of the Boards of Directors/Supervisory Boards.

The Selection and Nomination Committee of candidates for positions as members of S.N.G.N. ROMGAZ Board of Directors issued **RESOLUTION No. 3/24.09.2025 approving the Short List of candidates for the selection procedure for the positions of members of S.N.G.N. ROMGAZ Board of Directors.**

The Short List of candidates for every position as member of S.N.G.N. ROMGAZ SA Board of Directors:

a) Short list for BOARD MEMBER A (1 position):

Item No.	Name and Surname	Total Weighted Score
1.	..... (402014/25.08.2025)	67.76
2.	..... (402016/25.08.2025)	66.84
3.	..... (401996/25.08.2025)	63.40

b) Shot list for BOARD MEMBER B (1 position):

Item No.	Name and Surname	Total Weighted Score
1.	..... (402014/25.08.2025)	67.76
2.	..... (402016/25.08.2025)	66.84
3.	..... (401959/21.08.2025)	71.48
4.	..... (402017/25.08.2025)	76.44
5.	..... (402005/25.08.2025)	65.48

Consequently, and in accordance with the legal provisions, ROMGAZ SNC unanimously decided to inform the candidates who were included on the Short list and to request the submission of a Declaration of Intent in response to the Letter of Expectations, within the legal deadline of 15 days from the date of communication, i.e. 10.10.2025.

Given the need to achieve the targets by the Romanian State through Milestone 121 and to fit within the estimated timeline of the selection procedure, the members of ROMGAZ SNC unanimously decided that the interviews with the candidates on the Short list would take place on 14.10.2025, at the headquarters of the Ministry of Energy.

The Invitation to interview and the schedule were communicated to the candidates on 07.10.2025. By the deadline 10.10.2025, 6 (six) Declarations of Intent were submitted, in hard copy to the Registry Office of the Ministry of Energy, No. 39-41 Academiei Street, Sector 1, Bucharest, postal code 010013, and in electronic format, institution address of the Selection and Nomination Committee, selectie.romgaz.@energie.gov.ro, specifically:

Item No.	Name and Surname	Submission of Declaration of Intent in hard copy	Submission of Declaration of Intent in electronic format
1	..... (402014/25.08.2025)	402.442/07.10.2025	07.10.2025
2	..... (402016/25.08.2025)	402.453/08.10.2025	09.10.2025
3	..... (401959/21.08.2025)	402469/10.10.2025	10.10.2025
4	..... (402017/25.08.2025)	402467/10.10.2025	10.10.2025
5	..... (402005/25.08.2025)	402474/10.10.2025	10.10.2025
6	..... (401996/25.08.2025)	402463/09.10.2025	10.10.2025

On 13.10.2025, Romgaz SNC members analysed the Declarations of Intent and integrated the results of the analysis into the evaluation of the candidates, assigning scores according to the evaluation grid for the criteria within the Council Profile that can be scored at this stage of the procedure:

The score resulting from the analysis of the Declarations of Intent is:

Selection Criteria			Mandatory/Optional	Weight	401959/21.08.2025	401996/25.08.2025	402017/25.08.2025	402014/25.08.2025	402005/25.08.2025	402016/25.08.2025	Total	Total Weighted	Minimum Collective Threshold	Current Collective Threshold
A. COMPETENCES	1. BUSINESS SPECIFIC COMPETENCIES	1.1 Skills to comprehend and assess technological and operational processes specific to the Company's business area	Mandatory	1	4.80	4.20	4.80	4.20	3.80	3.80	25.60	25.60	60%	
		1.2 Skills to increase the company's performance	Mandatory	1	4.40	3.60	4.60	4.60	4.00	3.80	25.00	25.00	60%	
		1.3 Skills to comprehend, integrate, and comply with business-related environmental requirements	Mandatory	1	4.60	3.60	4.80	3.60	3.60	4.40	24.60	24.60	60%	
		1.4 Skills to integrate safety standards into own decisions and actions	Mandatory	1	4.40	3.80	4.80	4.20	4.00	4.40	25.60	25.60	60%	
		1.5 Skills to understand the need for and to enable the required investments to achieve strategic objectives	Mandatory	1	4.60	3.80	4.80	4.20	3.80	4.40	25.60	25.60	60%	
	2. Strategic importance professional competences	2.1 Skills to effectively and sustainably manage the organization's physical, financial, and informational resources	Mandatory	1	4.20	4.00	4.80	4.20	4.00	4.20	25.40	25.40	60%	
		2.2 Skills to define clear objectives, assess the business environment, and put in place strategies that ensure the Company's sustainable development	Mandatory	1	4.00	3.80	4.60	4.20	3.40	3.60	23.60	23.60	60%	
		2.3 Skills to adapt to new economic, technological, and legal contexts, as well as resilience in the face of challenges	Mandatory	1	4.60	3.40	4.60	3.80	3.60	4.20	24.20	24.20	60%	
		2.4 Skills to understand the basic principles of corporate finance, effective cost management, and risk identification, assessment, and management	Mandatory	1	4.00	4.00	4.80	4.20	4.00	4.00	25.00	25.00	60%	
		2.5 Skills to understand the basic principles of corporate finance, effective cost management, and risk identification, assessment, and management	Mandatory	1	4.40	4.20	4.80	4.20	4.00	4.20	25.80	25.80	60%	

		2.6 Skills to supervise the implementation and development of digitization processes, advanced technology use, and integrating them into the company's operations	Mandatory	1	4.60	3.20	4.60	4.00	4.40	3.80	24.60	24.60	60%	
	3. Corporate governance competences	3.1 Skills to build and maintain constructive and transparent relationships with social partners, including employees, trade unions, authorities, and other relevant stakeholders	Mandatory	1	4.20	3.60	4.80	4.00	4.20	4.00	24.80	24.80	60%	
		3.2 Skills to implement corporate governance principles in line with relevant legal provisions	Mandatory	0.8	4.60	4.00	4.80	4.20	4.60	3.80	26.00	32.50	60%	
	4. Social and personal competences	4.1 Institutional communication skills as required by the position	Mandatory	0.7									60%	
		4.2 Skills required to represent the Company	Mandatory	1									60%	
	5. Local and international experience	5.1 Experience in dealing with public authorities, regulatory and supervisory authorities in the Company's business field	Mandatory	1									60%	
		5.2 Experience in dealing with European institutions	Mandatory	1									60%	
	6. Specific competences and restrictions for public servants or other categories of personnel within the supervisory public authority or within other public authorities or institutions	6.1 Skills to implement and monitor public policies in the energy sector	Mandatory	0.5									60%	
	7. Compliance with the Letter of Expectations	7.1 The skills to present specific, measurable, achievable, relevant, and time-framed objectives that they will need to achieve during their future term of office	Mandatory	1	4.40	4.20	4.20	4.20	4.20	4.40	25.60	25.60	60%	

		7.2 The skills to present their personal profile in direct alignment with these goals	Mandatory	1	4.40	4.20	4.00	3.80	4.20	4.40	25.00	25.00	60%	
		7.3 The skills to make coherent assessments of the specific business challenges the company faces	Mandatory	1	4.40	4.20	3.80	3.60	3.80	3.80	23.60	23.60	60%	
		7.4 Skills to define specific, measurable, achievable/feasible, socially relevant, and time-framed objectives that meet expectations regarding operational performance	Mandatory	1	3.80	3.80	3.80	3.60	3.60	3.80	22.40	22.40	60%	
		7.5 Skills to define specific, measurable, achievable/feasible, socially relevant, and time-framed objectives that meet expectations regarding financial performance	Mandatory	1	3.80	3.80	3.80	3.80	3.60	4.00	22.80	22.80	60%	
		7.6 Skills to define specific, measurable, achievable/feasible, socially relevant, and time-framed objectives that meet expectations regarding company rentability	Mandatory	1	3.80	3.80	3.80	3.60	3.80	3.80	22.60	22.60	60%	
		7.7 Skills to define specific, measurable, achievable/feasible, socially relevant, and time-framed objectives that meet expectations regarding services quality	Mandatory	1	4.00	3.80	3.80	3.60	3.60	4.00	22.80	22.80	60%	
		7.8 Skills to define specific, measurable, achievable/feasible, socially relevant, and time-framed objectives that meet expectations regarding the investment policy applicable to public enterprises	Mandatory	1	3.80	3.80	4.00	4.00	3.60	4.40	23.60	23.60	60%	
		7.9 Skills to define specific, measurable, achievable/feasible, socially relevant, and time-framed objectives that meet expectations regarding debt reduction	Mandatory	1	4.00	3.80	4.00	3.60	3.60	4.00	23.00	23.00	60%	
		7.10 Skills to define specific, measurable, achievable/feasible, socially relevant, and time-framed objectives that meet expectations related to matters of ethics, integrity and corporate governance	Mandatory	1	4.20	4.20	4.00	3.60	4.00	4.20	24.20	24.20	60%	
		7.11 Skills to suggest indicators that they consider appropriate for monitoring the public enterprise's performance during their term of office, linked to the defined objectives	Mandatory	1	3.80	3.80	3.80	3.60	3.60	4.00	22.60	22.60	60%	
		7.12 Skills to define a realistic and comprehensive picture of constraints, risks and limitations that might be encountered while trying to achieve the objectives and the action plan for mitigating/removing them	Mandatory	1	4.00	3.80	3.60	3.20	3.60	4.00	22.20	22.20	60%	
B. CHARACTERISTICS		1. Professional and personal reputation	Mandatory	1									60%	
		2. Integrity	Mandatory	1									60%	
		3. Independence	Mandatory	1									60%	

		4. Political exposure	Mandatory	0.5								20%		
		5. Interpersonal communication skills	Mandatory	0.5								60%		
		6. Vision	Mandatory	0.5								60%		
C. OTHER CRITERIA		1. Economic-financial results of enterprises where the candidate exercised the board member or director mandate	Mandatory	1	5.00	5.00	5.00	5.00	5.00	5.00	30.00	61	100%	
		2. Entries in the tax and criminal records	Mandatory	1	5.00	5.00	5.00	5.00	5.00	5.00	30.00	61	100%	
		3. Gender criteria	Mandatory	1	5.00	5.00	5.00	5.00	5.00	5.00	30.00	61	100%	
		TOTAL			120.80	111.40	123.20	112.80	111.60	116.40				
		TOTAL Weighted			119.88	110.60	122.24	111.96	110.68	115.64				
					2	6	1	4	5	3				

2.9 Ranking of Short List Candidates

On 14.10.2025 the interview stage with the candidates from the Short list took place. The planning for interviews was the following:

Item No.	Name and Surname	Date and time of the interview
1.	..... (402014/25.08.2025)	14.10.2025, 8:30
2.	..... (402016/25.08.2025)	14.10.2025, 09:10
3.	..... (401959/21.08.2025)	14.10.2025, 10:00
4.	..... (402017/25.08.2025)	14.10.2025, 10:40
5.	..... (402005/25.08.2025)	14.10.2025, 11:40
6.	..... (401996/25.08.2025)	14.10.2025, 12:00

The interviews were audio-video recorded, with the consent of the candidates.

Mr. CHIRIAC Petronel (402016/25.08.2025) and (402005/25.08.2025) did not attend the interview, and Mr. (401996/25.08.2025) refused to participate in the interview for personal reasons.

The Selection and Nomination Committee conducted the interview stage and integrated the results of this stage into the evaluation of the candidates, assigning scores according to the evaluation grid for each criterion within the Board Profile, as follows:

Selection Criteria			Mandatory/Optional	Weight	401959/21.08.2025	402017/25.08.2025	402024/25.08.2025	Total	Total Weighted	Minimum Collective Threshold	Current Collective Threshold
A. COMPETENCES	1. BUSINESS SPECIFIC COMPETENCIES	1.1 Skills to comprehend and assess technological and operational processes specific to the Company's business area	Mandatory	1	4.80	4.80	4.20	13.80	13.80	60%	92%
		1.2 Skills to increase the company's performance	Mandatory	1	4.40	4.80	4.60	13.80	13.80	60%	92%
		1.3 Skills to comprehend, integrate, and comply with business-related environmental requirements	Mandatory	1	4.60	4.80	3.60	13.00	13.00	60%	87%
		1.4 Skills to integrate safety standards into own decisions and actions	Mandatory	1	4.40	4.80	4.20	13.40	13.40	60%	89%
		1.5 Skills to understand the need for and to enable the required investments to achieve strategic objectives	Mandatory	1	4.60	4.80	4.20	13.60	13.60	60%	91%
	2. Strategic importance professional competences	2.1 Skills to effectively and sustainably manage the organization's physical, financial, and informational resources	Mandatory	1	4.20	4.80	4.20	13.20	13.20	60%	88%
		2.2 Skills to define clear objectives, assess the business environment, and put in place strategies that ensure the Company's sustainable development	Mandatory	1	4.00	4.80	4.20	13.00	13.00	60%	87%
		2.3 Skills to adapt to new economic, technological, and legal contexts, as well as resilience in the face of challenges	Mandatory	1	4.60	4.80	3.80	13.20	13.20	60%	88%
		2.4 Skills to understand the basic principles of corporate finance, effective cost management, and risk identification, assessment, and management	Mandatory	1	4.00	4.80	4.20	13.00	13.00	60%	87%
		2.5 Skills to understand the basic principles of corporate finance, effective cost management, and risk identification, assessment, and management	Mandatory	1	4.40	4.80	4.20	13.40	13.40	60%	89%

		2.6 Skills to supervise the implementation and development of digitization processes, advanced technology use, and integrating them into the company's operations	Mandatory	1	4.60	4.80	4.00	13.40	13.40	60%	89%
	3. Corporate governance competences	3.1 Skills to build and maintain constructive and transparent relationships with social partners, including employees, trade unions, authorities, and other relevant stakeholders	Mandatory	1	4.20	4.80	4.00	13.00	13.00	60%	87%
		3.2 Skills to implement corporate governance principles in line with relevant legal provisions	Mandatory	0.8	4.60	4.80	4.20	13.60	17.00	60%	91%
	4. Social and personal competences	4.1 Institutional communication skills as required by the position	Mandatory	0.7	4.80	4.60	4.60	14.00	20.00	60%	93%
		4.2 Skills required to represent the Company	Mandatory	1	4.80	4.40	4.60	13.80	13.80	60%	92%
	5. Local and international experience	5.1 Experience in dealing with public authorities, regulatory and supervisory authorities in the Company's business field	Mandatory	1	4.80	4.80	4.20	13.80	13.80	60%	92%
		5.2 Experience in dealing with European institutions	Mandatory	1	4.80	4.80	4.00	13.60	13.60	60%	91%
	6. Specific competences and restrictions for public servants or other categories of personnel within the supervisory public authority or within other public authorities or institutions	6.1 Skills to implement and monitor public policies in the energy sector	Mandatory	0.5							
	7. Compliance with the Letter of Expectations	7.1 The skills to present specific, measurable, achievable, relevant, and time-framed objectives that they will need to achieve during their future term of office	Mandatory	1	4.40	4.20	4.20	12.80	12.80	60%	85%

		7.2 The skills to present yheir personal profile in direct alignment with these goals	Mandatory	1	4.40	4.00	3.80	12.20	12.20	60%	85%
		7.3 The skills to make coherent assessments of the specific business challenges the company faces	Mandatory	1	4.40	3.80	3.60	11.80	11.80	60%	79%
		7.4 Skills to define specific, measurable, achievable/feasible, socially relevant, and time-framed objectives that meet expectations regarding operational performance	Mandatory	1	3.80	3.80	3.60	11.20	11.20	60%	75%
		7.5 Skills to define specific, measurable, achievable/feasible, socially relevant, and time-framed objectives that meet expectations regarding financial performance	Mandatory	1	3.80	3.80	3.80	11.40	11.40	60%	76%
		7.6 Skills to define specific, measurable, achievable/feasible, socially relevant, and time-framed objectives that meet expectations regarding company rentability	Mandatory	1	3.80	3.80	3.60	11.20	11.20	60%	75%
		7.7 Skills to define specific, measurable, achievable/feasible, socially relevant, and time-framed objectives that meet expectations regarding services quality	Mandatory	1	4.00	3.80	3.60	11.40	11.40	60%	76%
		7.8 Skills to define specific, measurable, achievable/feasible, socially relevant, and time-framed objectives that meet expectations regarding the investment policy applicable to public enterprises	Mandatory	1	3.80	4.00	4.00	11.80	11.80	60%	79%
		7.9 Skills to define specific, measurable, achievable/feasible, socially relevant, and time-framed objectives that meet expectations regarding debt reduction	Mandatory	1	4.00	4.00	3.60	11.60	11.60	60%	77%
		7.10 Skills to define specific, measurable, achievable/feasible, socially relevant, and time-framed objectives that meet expectations related to matters of ethics, integrity and corporate governance	Mandatory	1	4.20	4.00	3.60	11.80	11.80	60%	79%
		7.11 Skills to suggest indicators that they consider appropriate for monitoring the public enterprise's performance during their term of office, linked to the defined objectives	Mandatory	1	3.80	3.80	3.60	11.20	11.20	60%	75%
		7.12 Skills to define a realistic and comprehensive picture of constraints, risks and limitations that might be encountered while trying to achieve the objectives and the action plan for mitigating/removing them	Mandatory	1	4.00	3.60	3.20	10.80	10.80	60%	72%
		B. CHARACTERISTICS	1. Professional and personal reputation	Mandatory	1	5.00	5.00	4.80	14.80	14.80	60%	99%
2. Integrity	Mandatory		1	5.00	5.00	5.00	15.00	15.00	60%	100%	
3. Independence	Mandatory		1	5.00	5.00	5.00	15.00	15.00	60%	100%	

	4. Political exposure	Mandatory	0.5	5.00	5.00	5.00	15.00	30.00	20%	100%
	5. Interpersonal communication skills	Mandatory	0.5	5.00	4.80	5.00	14.80	29.60	60%	99%
	6. Vision	Mandatory	0.5	4.80	5.00	5.00	14.80	29.60	60%	99%
C. OTHER CRITERIA	1. Economic-financial results of enterprises where the candidate exercised the board member or director mandate	Mandatory	1	5.00	5.00	5.00	15.00	31.00	100%	100%
	2. Entries in the tax and criminal records	Mandatory	1	5.00	5.00	5.00	15.00	31.00	100%	100%
	3. Gender criteria	Mandatory	1	5.00	5.00	5.00	15.00	31.00	100%	100%
	TOTAL			169.80	172.40	160.00				
	TOTAL Weighted			160.04	162.66	150.28				

The Selection and Nomination Committee drafted the ranking of the candidates as follows:

a) for BOARD MEMBER A (1 position):

Item No.	Name and Surname, Candidate File Number	Total Weighted Score
1.	(402014/25.08.2025)	150.28

b) for BOARD MEMBER B (1 position):

Item No.	Name and Surname, Candidate File Number	Total Weighted Score
1.	..... (402017/25.08.2025)	162.66
2.	..... (401959/21.08.2025)	160.04

This Final Report was drafted on 16.10.2025 by the Selection and Nomination Committee for candidates for the position of member of S.N.G.N. Romgaz S.A. Board of Directors.

Name and Surname	Structure	Position in SNC	Signature
.....	Ministry of Energy	Chairperson	
.....	Ministry of Energy	Member	
.....	AMEPIP	Member	
.....	AMEPIP	Member	
.....	Independent Expert	Member	