

ANNOUNCEMENT OF THE SELECTION FOR THE POSITIONS OF DIRECTOR - GENERAL AND CHIEF FINANCIAL OFFICER OF SNTGN TRANSGAZ SA

In accordance with the provisions of Government Emergency Ordinance 109 /2011 on the corporate governance of public enterprises, as amended, and those of Government Resolution 639/2023 for the approval of the methodological rules for the implementation of Government Emergency Ordinance 109/2011 on the corporate governance of public enterprises, the Board of Administration of SNTGN TRANSGAZ SA together with the members of the Nomination and Remuneration Committee of the Board of Administration, hereby **initiates the selection and appointment procedure for the position of Director - General and the position of Chief Financial Officer of SNTGN Transgaz SA.**

SNTGN TRANSGAZ SA is the technical operator of the National Gas Transmission System and ensures the efficient, transparent, safe, non-discriminatory access and competitive fulfilment of the national strategy established for natural gas transmission, natural gas dispatching, research and design in the field of natural gas transmission, in compliance with national and European legislation and standards of quality, performance, environment and sustainable development.

A. MANDATORY REQUIREMENTS FOR THE POSITION OF DIRECTOR - GENERAL

- higher education completed at least with a bachelor's degree and at least 7 years of experience in the field of engineering, economics, social sciences, law or in the field of activity of SNTGN TRANSGAZ SA, and at least 20 years of total seniority in the employment;
- at least 8 years of cumulated experience in administration/leadership/management in public or private entities and in the management of listed, regulated energy companies or autonomous energy companies or energy companies listed on the stock exchange;
- achievement of economic and financial performance marked by profit in the last 5 years of management, general management of energy sector companies, with regulated and listed activity, with a turnover of at least 300 million euro;
- proven experience in attracting grants for strategic investment projects in the energy sector;
- is a Romanian citizen or a citizen of other EU Member States, provided he/she is domiciled or resides in Romania;
- knowledge of written / read / spoken Romanian;

- has full legal competence;
- is fit from a medical point of view;
- meets the criteria required by GEO 109/2011 on corporate governance of public enterprises, as amended, and Government Resolution 639/2023 for the approval of the methodological rules for the implementation of Government Emergency Ordinance 109/2011 on the corporate governance of public enterprises;
- proof of integrity by complying with the conditions for obtaining the ORNISS certificate at the level requested by the company (Law 182/2002 on the protection of classified information, the National Standards for the Protection of Classified Information in Romania, approved by Government Resolution 585/2002, and the Rules on the Protection of Classified Information of the North Atlantic Treaty Organization in Romania, approved by Government Resolution 353/2002);
- is not in a conflict of interest that would make him/her incompatible with the position of Director - General of the company for which he/she has applied;
- is not in any of the situations referred to in Art. 12 (3), Art. 30 (9) and Art. 36 (7) of the GEO 109/2011, as amended;
- does not have entries in the tax and criminal record - Art. 16, C - other criteria, b) of GR 639/2023;
- has not been convicted by final judgment for the commission of an offense against humanity, against the State or against authority, corruption and service offenses, offenses against the administration of justice, forgery, for offenses against property, for offenses under Law 656/2002 for the prevention and penalization against money laundering, as well as for the establishment of measures to prevent and combat the financing of terrorism, as amended, or for offenses under Law 85/2014 on insolvency prevention and insolvency proceedings, committed with intent that would make him/her incompatible with the exercise of the office;
- has not engaged in political policing as defined by law.

Note: Relevant experience in management activity means holding the following positions: member of the board of administration/supervisory board, director - general/executive director, regardless of its title, according to Art.143 (5) of the Companies' Law 31/1990 republished.

B. MANDATORY REQUIREMENTS FOR THE POSITION OF CHIEF FINANCIAL OFFICER

- higher education completed with bachelor degree (economic profile);
- at least one professional specialization/certification in finance/banking/accounting;
- professional experience (experience in financial strategy, investment strategy, financing and management of strategic projects, finance, budget and asset management, capital and accounting of energy sector companies; experience and knowledge of capital market and reporting obligations of issuers of securities) minimum 10 years of which at least 7 years in management positions in the field of economic activity, financial/banking/accounting management;
- knowledge and experience in the field of International Financial Reporting Standards - IFRS/ International Accounting Standards - IAS, ESG;

- has Romanian or other EU Member States citizenship, provided he/she is domiciled or resides in Romania;
- knowledge of written / read / spoken Romanian;
- meets the criteria required by GEO 109/2011 on corporate governance of public enterprises, as amended, and Government Resolution 639/2023 for the approval of the methodological rules for the implementation of Government Emergency Ordinance 109/2011 on the corporate governance of public enterprises;
- proof of integrity by complying with the conditions for obtaining the ORNISS certificate at the level requested by the company (Law 182/2002 on the protection of classified information, the National Standards for the Protection of Classified Information in Romania, approved by Government Resolution 585/2002, and the Rules on the Protection of Classified Information of the North Atlantic Treaty Organization in Romania, approved by Government Resolution 353/2002);
- has full legal competence;
- is fit from a medical point of view;
- is not in a conflict of interest that would make him/her incompatible with the position of Chief Financial Officer of the company for which he/she has applied;
- is not in any of the situations referred to in Art. 12 (3), Art. 30 (9) and Art. 36 (7) of the GEO 109/2011, as amended;
- does not have entries in the tax and criminal record - Art. 16, C - other criteria, b) of GR 639/2023;
- has not been convicted by final judgment for the commission of an offense against humanity, against the State or against authority, corruption and service offenses, offenses against the administration of justice, forgery, for offenses against property, for offenses under Law 656/2002 for the prevention and penalization against money laundering, as well as for the establishment of measures to prevent and combat the financing of terrorism, as amended, or for offenses under Law 85/2014 on insolvency prevention and insolvency proceedings, committed with intent that would make him/her incompatible with the exercise of the office;
- has not engaged in political policing as defined by law.

C. SELECTION CRITERIA (according to the provisions Government Resolution 639/2023 for approval of methodological rules for the application of Government Emergency Ordinance 109/2011 on corporate governance of public enterprises)

The selection criteria are competences and skills required for candidates to be able to successfully fulfil the role they will be assigned and are as follows

- Competences specific to the sector of activity of the public enterprise;
- Professional competences of strategic importance;
- Corporate governance competences, social and personal competences;
- National and international experience;
- Specific competences and restrictions for civil servants or other categories of personnel within the public supervisory body or other public authorities or institutions;
- Other, depending on the specificity of the public enterprise, skills and other criteria;

D. ASSESSMENT OF CANDIDATES

The assessment of the candidates is done by the method of documentary analysis of the documents contained in the application file, the method of analysis of information additional to that contained in the application file requested by the Board of Administration together with the members of the Nomination and Remuneration Advisory Committee, in writing, to review, improve and validate the score accuracy, the method of analysis of the statement of intent, the method of checking references provided by the candidates, the method of verifying the activity previously carried out by the candidates, the method of observing the candidates' behaviour during the interview with reference to the indicators describing the competencies that are criteria for the selection of candidates according to the above-mentioned documents, the method of integrating the results of the analysis of the statements of intent made based on the Letter of Expectations by the candidates and the method of the interview carried out considering the application file and the statement of intent of the candidate.

E. Selection criteria which represent an advantage in the selection and appointment process

- Experience in dealing with public and regulatory authorities in the field of activity of the public enterprise
- Experience in training, coordinating and developing teams/collectives of personnel and succession planning within them;
- Experience in the fields of managerial internal control and risk management, economic, legal, national security and safety;
- Experience in relations with the European institutions in the field of activity of the public enterprise
- Experience in negotiations, social dialog, institutional and interpersonal communication;
- Experience in the performance monitoring;
- Experience in communication and relations with investors;
- Experience in implementing the strategic regional energy investment projects;
- Experience in managing the listed companies in the gas transmission sector.

F. THE PARTICIPATION FILES MUST CONTAIN THE FOLLOWING DOCUMENTS:

- List of documents;
- Curriculum vitae;
- Medical certificate of good health;
- Criminal record;
- Tax record;
- Copy of identity card;
- Copy of marriage certificate or other documents, only if the name on the documents submitted is different from the name on the identity card;

- Copies of university/college diplomas obtained (according to the studies' cycle: short-term, bachelor, master, MBA, PhD). Copies of diplomas or certificates of participation in short-term training programs shall not be submitted;
- Copies of documents proving the required professional experience (excerpt, Reges/Revisal, copy of employment record, mandate/management contracts, certificates issued by employers, other documents endorsed by signature and stamp of the issuer, etc.)

BIBLIOGRAPHICAL REFERENCES:

- GEO no.109/2011 on the corporate governance of public enterprises, as amended
- Companies' Law 31/1990, republished, as amended;
- Government Resolution 639/2023 for the approval of the methodological norms for the application of Government Emergency Ordinance no. 109/2011 on the corporate governance of public enterprises;
- The Corporate Governance Code of the Bucharest Stock Exchange version 2025.

G. SUBMISSION OF APPLICATION FILES

Application files shall be submitted **no later than 23.06.2025, 2.00 p.m.**, both in written and electronic format.

➤ The file in written format (on paper)

The paper-based application files shall be submitted in person or sent by mail or courier in a sealed envelope, marked as appropriate:

- ***`Selection and appointment procedure for the position of Director - General of SNTGN TRANSGAZ SA, name and surname of the candidate`***, at the address: Bucharest, 55 Primăverii Blvd., district 1, attention of the Secretariat of the Board of Administration;
- ***`Selection and appointment procedure for the position of Chief Financial Officer of SNTGN TRANSGAZ SA, name and surname of the candidate`***, at the address: Bucharest, 55 Primăverii Blvd., district 1, attention of the Secretariat of the Board of Administration.

➤ The file in electronic format

The electronic submission of application files is mandatory. Such files shall be sent at: secretariat.ca_aga@transgaz.ro; elisabeta.ghidiu@transgaz.ro; angela.mates@transgaz.ro.

The following rules must be observed when submitting application files:

- All the documents submitted in the application file must be in Romanian;
- The documents written in a foreign language must be submitted in a certified copy, accompanied by a certified translation by an authorized translator;
- For studies carried out abroad, their equivalences should be submitted, where applicable;

- E-mails for the electronic applications and attached documents must contain the candidate's full name and surname;
- The CV shall be sent **in Word format** as well as in pdf format;
- The copies of the requested documents shall be scanned and saved **as separate documents**, with the title of the document bearing the name of the document and the candidate's surname and name;

The electronic files shall NOT be transmitted via file transfer applications (e.g. WeTransfer or other similar applications) - if the size of the file exceeds the message capacity, several successive numbered messages shall be sent;

- The electronic application files shall be submitted by the same date and time set for the submission of the application file in written format.

Additional information can be requested Monday to Friday, between 10.00 a.m. -12.00 p.m., by phone +40 269/803009/0743177342 - contact person: Ph.D in Economics Ms Elisabeta Ghidiu - Director of Strategy and Corporate Management Division, or by e-mail at: elisabeta.ghidiu@transgaz.

By submitting their application, the candidates implicitly agree that their personal data may be processed in accordance with the legal provisions in force regarding the processing of personal data.

