

GENERAL POLICY STATEMENT 2025-2029

Today, SNTGN Transgaz SA Romania together with Eurotransgaz SRL and Vestmoldtransgaz SRL from the Republic of Moldova, with Transport Romania Hidrogen SRL and Petrostar SA Ploiești, form the **TRANSGAZ GROUP**, a group of 5 companies oriented towards sustainable performance, with responsibility for the future, in which the corporate governance model has brought and brings added value and the transparency necessary to increase the degree of trust of stakeholders in the management of the company and the performance of the company.

SNTGN TRANSGAZ SA is the technical operator of the National Gas Transmission System (NTS) that ensures in conditions of safety, efficiency, competitiveness and in compliance with European performance and environmental standards, the transmission of over 90% of the natural gas consumed in Romania.

VISION	MISSION	ORGANIZATIONAL VALUE
<ul style="list-style-type: none"> The company aims to expand and consolidate its role as an internationally recognized operator in the field of natural gas transmission, as a leader in the region's energy market, with a modern national natural gas transmission system, integrated at European level, and with a competitive management system, in line with the best corporate governance models and practices. 	<ul style="list-style-type: none"> Implementation of the national energy strategy established for natural gas transmission, natural gas dispatching, research and design in the field of natural gas transmission in conditions of efficiency, transparency, safety, non-discriminatory access, and competitiveness, in compliance with national and European legislation and standards on quality, performance, environment, and sustainable development. 	<ul style="list-style-type: none"> Tradition, continuity, professionalism; Visionary leadership, corporate governance; Participatory management; Focus on business excellence; Ethics, transparency, compliance; Organizational learning; Resilience and flexibility; Added value and performance; Special emphasis on and for the quality of human resources; Team spirit, effective communication, social dialogue Social responsibility/Involvement in communications

GENERAL OBJECTIVE:

Carrying out the natural gas transmission service in safe and maximum efficiency conditions, according to the legislation in force and the national and European standards of performance, environment, quality and governance

STRATEGIC OBJECTIVES

STAKEHOLDERS' PERSPECTIVE	INTERNAL/PROCESS PERSPECTIVE	DEVELOPMENT PERSPECTIVE/ PERSONNEL	FINANCIAL PERSPECTIVE
<p>Business continuity/investment projects</p> <ul style="list-style-type: none"> Ensuring and strengthening energy security; Physical access to energy for all consumers. 	<p>Sustainable Development</p> <ul style="list-style-type: none"> Increasing energy efficiency; Low-carbon energy – Compliance with European decarbonization provisions; Increasing the competitiveness of the company. 	<p>Operational effectiveness and stability</p> <ul style="list-style-type: none"> Optimizing the quality, budgeting and execution of the company's management processes; Digitalization, smart grid development, cyber security and resilience; 	<p>Operational effectiveness and stability</p> <ul style="list-style-type: none"> Maintaining financial balance and operational and functional stability

COMMITMENTS

Organizational values are the guiding principles for how we take on challenges. These values are reflected in the best practices regarding the management of publicly traded companies on corporate governance, in professional management and in the rules that guide us towards the achievement of strategic objectives, an essential goal that will allow the validation of the proposed vision.

It is important that all employees of SNTGN TRANSGAZ SA, regardless of the hierarchical position within the company, understand this general policy statement, know the strategic objectives for the development of the company in the period 2025-2029 and make all the necessary efforts together with the management to achieve the assumed objectives with maximum efficiency.

**DIRECTOR GENERAL
ION STERIAN**