



SECRETARIATUL GENERAL AL GUVERNULUI

No. 147/CSN/02.04.2025

Final Report

**of the Commission for the selection and nomination of candidates to fill
the positions of members of the Board of Administration of the National
Gas Transmission Company Transgaz S.A**

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Chapter 1 - References

This report is prepared following the finalization of the selection procedure for the members of the Board of Administration of the National Gas Transmission Company Transgaz S.A., for a 4-year term of office.

The report is prepared in accordance with the provisions of Government Emergency Ordinance No. 109/2011 on the corporate governance of public enterprises, approved as amended by Law No. 111/2016, as amended (GEO No. 109/2011) and the provisions of Annex No. 1 to Government Decision No. 639/2023 for the approval of the methodological rules for the implementation of Government Emergency Ordinance No. 109/2011 on the corporate governance of public enterprises.

This report is prepared by the Selection and Nomination Committee, established by Order of the Secretary General of the Government no. 1258/28.11.2024, as amended, and on the basis of the exercise of the duties provided for by the Regulation on the Organization and Functioning of the Committees for the Selection and Nomination of Applicants for the position of member of the boards of administration/supervisory boards of public enterprises operating under the authority of the General Secretariat of the Government (G.S.G.), approved by G.S.G.S. no. 438/24.04.2024.

The selection procedure for the members of the Board of Administration of the National Gas Transmission Company Transgaz S.A., for a 4-year term of office, was conducted in a transparent manner, with the aim of ensuring the professionalization of the Board, in accordance with the standards of corporate governance of public enterprises, as developed in the Corporate Governance Principles of the Organization for Economic Cooperation and Development.

This Final Report includes, according to Art. 1, para. (1), point 18 of Annex no.1 of H.G. no. 639/2023 the following:

- the result of the evaluation of each short-listed applicant in the selection procedure;
- their ranking and the scores obtained according to the evaluation criteria;
- how, collectively, the proposed applicants correspond to the Council's profile.

Public guardian authority: General Secretariat of the Government

public enterprise: The National Gas Transmission Company Transgaz S.A. (S.N.T.G.N. Transgaz S.A.)

The company is managed on a unitary basis. Administration and management is carried out by the Board of Administration consisting of 5 administrators and the Managing Director.

By Resolution of the Ordinary General Meeting of Shareholders S.N.T.G.N. Transgaz S.A no. 2 dated 22.04.2021, the renewal of the mandates of 3 administrators was approved (for a term of 4 years, i.e. until 29.04.2025)

By Resolution of the Ordinary General Meeting of Shareholders No. 4 of May 16, 2024, the appointment of an administrator of the Board of Administration of S.N.T.G.N. Transgaz S.A. was approved, since 17.05.2024 until 29.04.2025, following the completion of the selection procedure.

By Resolution of the Ordinary General Meeting of Shareholders No. 10/16.12.2024, an interim administrator was appointed for a term of office of 5 months, since 17.12.2024 until 16.05.2025, i.e. Ms.3 5 3 4 / 0 7 . 0 2 . 2 0 2 5 .

Launch: By letter no. 20/30015/M.A./11.09.2024, the General Secretariat of the Government, as a guardian public authority, notified the Agency for Monitoring and Evaluation of the Performance of Public Enterprises (AMEPIP) regarding the need to launch the selection and nomination procedure for the administrators of the National Gas Transmission Company Transgaz S.A.

By Resolution no. 9 of October 23, 2024 of the Ordinary General Meeting of Shareholders of the National Gas Transmission Company Transgaz S.A., the launch of the selection and nomination procedure for the members of the board of administration of S.N.T.G.N. Transgaz S.A.

By letter no. 20/34979/M.A./24.10.2024, the General Secretariat of the Government notified AMEPIP regarding the initiation of the selection and nomination procedure for the administrators of S.N.T.G.N. Transgaz S.A.

The selection procedure was carried out in accordance with the provisions of art. 29 of O.U.G. no. 109/2011 on the corporate governance of public enterprises, as amended, in conjunction with Annex 1 to GD no. 639/2023.

Given these considerations, by Order of the General Secretary of the Government no. 1258/28.11.2024, as amended, the Selection and Nomination Commission for the positions of members of the Board of Administration of S.N.T.G.N. Transgaz S.A. was established. The selection and nomination commission established within the guardian public authority, the General Secretariat of the Government, had the following composition:

- a) 2 members designated by order by the head of the guardian public authority;
- b) 2 members designated by AMEPIP, by order of the president;
- c) an independent expert, selected by AMEPIP.

By Order of the Secretary General of the Government no. 438/24.04.2024, the Regulation on the organization and functioning of the selection and nomination commissions of applicants for the position of member of the boards of directors/supervisory boards of public enterprises operating under the authority of the General Secretariat of the Government (S.G.G.) was approved.

Chapter 2 - Selection procedure stages

2.1. Draft Initial Component

On 29.10.2024, on the official website of S.G.G. - <https://sgg.gov.ro/1/intreprinderi-publice/> - The Draft Initial Component of the Selection Plan for applicants for the positions of members of the Board of Administration of the National Gas Transmission Company Transgaz S.A. and the Draft Letter of Expectations necessary for the selection and evaluation of the members of the Board of Administration and directors of S.N.T.G.N. Transgaz S.A., for the period 2025 - 2029, as well as the Announcement for the consultation thereof with shareholders, was published.

Moreover, by letter no. 20/35636/M.A./29.10.2024, S.G.G. submitted to S.N.T.G.N. Transgaz S.A., for publication, on 29.10.2024, on the company's official website (<https://www.transgaz.ro/ro/procedura-de-selectie-si-evaluaire-membrilor-consiliului-de-administratie-si-directorilor-sntgn>), the announcement by which the General Secretariat of the Government,

organizes consultations with shareholders, who individually or together represent at least 5% of its share capital, having as subject the Draft Initial Component of the Selection Plan for the positions of members of the Board of Administration of S.N.T.G.N Transgaz S.A., as well as the Draft Letter of Expectations as part of the initial component of the selection plan.

By 04.11.2024, 10:00, the deadline for submitting a point of view, no observations were submitted regarding the matters subject to consultation.

By Order of the Secretary General of the Government no.1225/14.11.2024:

- the Initial Component of the Plan for the selection of applicants for the positions of members of the Board of Administration of the National Gas Transmission Company Transgaz S.A. was approved;
- the Letter of Expectations was approved as part of the Initial Component, necessary for the selection and evaluation of the members of the Board of Administration and directors of the National Gas Transmission Company Transgaz S.A., for the period 2025 - 2029.

2.2. Integral Component

on 09.12.2024, the draft Integral Component of the Selection Plan for the appointment of members of the Board of Administrators of the National Gas Transmission Company Transgaz S.A. (accompanied by annexes), as well as the Notice for its consultation, was published on the official website of S.G.G. - <https://sgg.gov.ro/1/intreprinderi-publice/> (with annexes), as well as the Notice for its consultation.

At the same time, by letter no. 20/40608/M.A./09.12.2024, S.G.G. submitted for publication, on 09.12.2024, on the company's official website, (<https://www.transgaz.ro/ro/procedura-de-selectie-si-evaluare-membrilor-consiliului-de-administratie-si-directorilor-sntgn-2>), the Draft Integral Component of the Selection Plan for the appointment of members of the Board of Administration of the National Gas Transmission Company Transgaz S.A.

By 16.12.2024, 16:00, the deadline for submitting a point of view, by shareholders representing, individually or together, at least 5% of the company's share capital, no proposals were formulated to modify and supplement the integral component of the selection plan.

By HAGOA no. 1/21.01.2025, the integral component of the selection plan for the appointment of members of the Board of Administration of the National Gas Transmission Company Transgaz S.A. was approved. The guardian public authority developed the draft profile of the board of administration, as part of the integral component of the selection plan. The selection and nomination committee developed the applicant profile. The draft Profile of the board of administration and the draft Profile of the applicant are part of the integral component of the selection plan and were approved together, with the approval of the integral component of the selection plan.

2.3. Notice publication

The recruitment notice for the position of member of the Board of Administration of the National Gas Transmission Company Transgaz S.A. was published by means of the guardian public authority, on 23.01.2025, in two economic and/or financial publications, respectively in the newspapers Bursa and News - national daily newspaper, on the recruitment platform posturi.sov.ro, on the website of the General Secretariat of the Government, AMEPIP and the National Gas Transmission Company Transgaz S.A., according to the annexes to the report.

The recruitment notice for the position of member of the Board of Administration of the National Natural Gas Transmission Company Transgaz S.A., (including the related forms), was approved by the Note of the Secretary General of the Government no. 20/1657/M.A./21.01.2025 and published on 23.01.2025 on the website of the General Secretariat of the Government ([chrome-extension://efaidnbmnnnibpcaiepglclefindmkai/https://sgg.gov.ro/1/wp-content/uploads/2025/01/Anunt-recrutare-TRANSGAZ-publicare-ziar-site-SGG-AMEPIP-23.01.2025.pdf](https://sgg.gov.ro/1/wp-content/uploads/2025/01/Anunt-recrutare-TRANSGAZ-publicare-ziar-site-SGG-AMEPIP-23.01.2025.pdf)), on the website of the public enterprise National Gas Transmission Company Transgaz S.A., ([chrome-extension://efaidnbmnnnibpcaiepglclefindmkai/https://transgaz.ro/sites/default/files/usprs/user360/Anunt%20recrutare%20TRANSGAZ%20%20publicare%20ziar%2C%20site%20SGG%2C%20AMEPIP%2022.01.2025.pdf](https://transgaz.ro/sites/default/files/usprs/user360/Anunt%20recrutare%20TRANSGAZ%20%20publicare%20ziar%2C%20site%20SGG%2C%20AMEPIP%2022.01.2025.pdf)) and the Agency for Performance Monitoring and Evaluation of Public Enterprises (<https://amepip.gov.ro/wp-content/uploads/api/adminapt/scriitoriasteptare/4283422/13068733/Anunt%20recrutare%20TRANSGAZ%20%20publicare%20ziar%20site%20SGG.%20AMEPIP%2023.01.2025.pdf>), on the posturi.gov.ro platform, as well as in the national daily News and Bursa newspaper.

The deadline for submission of applications was 24.02.2025, 04:00 p.m., there were no requests for clarification from applicants by the deadline for submission of applications, also there were no requests for clarification after the date of submission of applications from applicants.

Capitolul 3 - How the selection procedure is conducted

3.1. Application files submitted following the publication of the recruitment notice

on 26.02.2025, starting at 09.30 a.m., at the headquarters of the General Secretariat of the Government, Dunărea room, Victoriei Square no. 1, sector 1 - Bucharest, the meeting of the Selection and Nomination Commission took place, having as an item on the agenda the unsealing of the application files and the comparison with the documentation submitted by the applicants in electronic format, in the context of the recruitment and selection procedure for the positions of members of the Board of Administration of the National Natural Gas Transmission Company Transgaz S.A.

during the meeting, the Selection and Nomination Committee noted that 25 (twenty-five) applications were submitted in electronic format to the e-mail address selectietransa1@sov.ro, and 24 (twenty-four) in letter format, through the S.G.G. registry, within the deadline set in the announcement, namely 24.02.2025, 04.00 p.m, as follows:

No.	Name and surname of the applicant	Registry registration no.	SNC registration no.	Letric format documents	Digital format documents
1		2782/31.01.2025	6/SNC/29.01.2025	YES	YES
2		3420/06.02.2025	7/SNC/03.02.2025	YES	YES
3		3534/07.02.2025	8/SNC/07.02.2025	YES	YES

4.		3872/11.02.2025	9/CSN/10.02.2025	YES	YES
5.		4180/12.02.2025	10/CSN/12.02.2025	YES	YES
6.		4322/13.02.2025	11/CSN/12.02.2025	YES	YES
7.		4280/13.02.2025	12/CSN/13.02.2025	YES	YES
8.		4961/19.02.2025	13/CSN/17.02.2025	YES	YES
9.		5487/24.02.2025	14/CSN/18.02.2025	YES	YES
10.		5329/21.02.2025	17/CSN/21.02.2025	YES	YES
11.		5326/21.02.2025	18/CSN/21.02.2025	YES	YES
12.		5317/21.02.2025	19/CSN/24.02.2025	YES	YES
13.		Nu a depus dosar în termenul stabilit în anunț, respectiv 24.02.2025, ora 16.00 (dosar depus ulterior, în data de 04.03.2025, ora 17.50)	21/CSN/24.02.2025	NO	YES
14.		5540/24.02.2025	22/CSN/24.02.2025	YES	YES
15.		5565/24.02.2025	23/CSN/24.02.2025	YES	YES
16.		5539/24.02.2025	24/CSN/24.02.2025	YES	YES
17.		5567/24.02.2025	25/CSN/24.02.2025	YES	YES

18	5488/24.02.2025	26/CSN/24.,023.2025	YES	YES
19	5514/24.02.2025	30/CSN/24.02.2025	YES	YES
20	5504/24.02.2025	32/CSN/24.02.2025	YES	YES
21	5585/24.02.2025	27/CSN/24.02.2025	YES	YES
22	5578/24.02.2025	28/CSN/24.02.2025	YES	YES
23	5580/24.02.2025	29/CSN/24.02.2025	YES	YES
24	5589/24.02.2025	33/CSN/24.02.2025	YES	YES
25	5842/26.02.2025 post date 24.02.2025	31/CSN/24.02.2025	YES	YES

The Selection and Nomination Committee also decided to send to the following applicants requests for clarifications on the documents submitted in their files:

5842/26.02.2025 and 5589/24.02.2025 clarifications on the Medical Certificate,
3534/07.02.2025 and

5539/24.02.2025, clarifications on the "Tax Clearance Certificate (504)",

-Mr 5578/24.02.2025, clarifications on Form F1 - Request for Application

At the same time, the G.S.G., by letter no. 20/5961/MD/26.02.2025, has transmitted in electronic format the files of the applicants who were not found in the Body of Public Administrators in the database published by AMEPIP for verification and issuance of the compliant opinion, according to art. 4 5 para.

(3) and (4) of O.U.G. no. 109 /2011 on corporate governance of public enterprises, as subsequently amended and supplemented, respectively for the following applicants 3420/06.02.2025

4322/13.02.2025 4961/19. 02.02.2025, 5487/24.02.2025 5329/21.02.2025, 5326/21.02.2025

5540/24.02.2025, ||5565/24.02.2025, 5539/24.02.2025,5567/24.02.2025, 5488/24.02.2025, 5514 / 2
4.02.2025, 5504/24.02.2025, 5585/24.02.2025, 5578/24.02.2025, 5580/24.02.2025

5589/24.02.2025 and 5842/26.02.2025

who have submitted complete application files,

3532/07.02.2025 3872/11.02.2025 4180/12.02.2025 420/13.02.2025 and 5317/21.02.2025 are included in the Body of Public Administrators.

3.2. Long list of applicants

during the meeting, held on 28.02.2025, the Selection and Nomination Committee proceeded to the verification of the documentation submitted by the applicants in electronic format as well as in letter format and evaluated the submitted applications, against the minimum mandatory criteria in the context of the selection procedure during the meeting, held on 28.02.2025, the Selection and Nomination Committee proceeded to the verification of the documentation submitted by the applicants in electronic format as well as in letter format and evaluated the submitted applications, against the minimum mandatory criteria in the context of the selection procedure

Thus, the Selection and Nomination Committee decided to include the following applicants on the long list of applicants:

No.	Name and surname of the applicant	Registry registration no.	SNC registration no.	Documents letic format	Documents digital format
1		2782/31.01.2025	6/CSN/29.01.2025	YES	YES
2		3420/06.02.2025	7/CSN/03.02.2025	YES	YES
3		3534/07.02.2025	8/CSN/07.02.2025	YES	YES
4		3872/11.02.2025	9/CSN/10.02.2025	YES	YES
5		4180/12.02.2025	10/CSN/12.02.2025	YES	YES
6		4322/13.02.2025	11/CSN/12.02.2025	YES	YES
7		4280/13.02.2025	12/CSN/13.02.2025	YES	YES
8		4961/19.02.2025	13/CSN/17.02.2025	YES	YES
9		5487/24.02.2025	14/CSN/18.02.2025	YES	YES
10		5329/21.02.2025	17/CSN/21.02.2025	YES	YES
		5326/21.02.2025	18/CSN/21.02.2025	YES	YES

12.	██████████	5317/21.02.2025	19/CSN/24.02.2025	YES	YES
13.	██████████	5540/24.02.2025	22/CSN/24.02.2025	YES	YES
14.	██████████	5565/24.02.2025	23/CSN/24.02.2025	YES	YES
15.	██████████	5539/24.02.2025	24/CSN/24.02.2025	YES	YES
16.	██████████	5567/24.02.2025	25/CSN/24.02.2025	YES	YES
17.	██████████	5488/24.02.2025	26/CSN/24.02.2025	YES	YES
18.	██████████	5514/24.02.2025	30/CSN/24.02.2025	YES	YES
19.	██████████	5504/24.02.2025	32/CSN/24.02.2025	YES	YES
20.	██████████	5585/24.02.2025	27/CSN/24.02.2025	YES	YES
21.	██████████	5578/24.02.2025	28/CSN/24.02.2025	YES	YES
22.	██████████	5580/24.02.2025	29/CSN/24.02.2025	YES	YES
23.	██████████	5589/24.02.2025	33/CSN/24.02.2025	YES	YES
24.	██████████	5842/26.02.2025 DATA POȘTĂ 24.02.2025	31/CSN/24.02.2025	YES	YES

Considering the fact that Ms █████ did not submit her application in printed format through the GSG's registry, but only in electronic format - no. 21/CSN/24.02.2025, not complying with the requirement of the Recruitment Notice, which states that 'application files must be submitted by 24.02.2025, 4.00 p.m., both in printed and in electronic format', the Selection and Nomination Committee decided not to include her application in the long list.

The Selection and Nomination Committee also verified the documents submitted by the applicants, following the requests for clarifications dated 25.02.2025, regarding the documents submitted on file for Mr. █████ 5842/26.02.2025 and █████ 5589/24.02.2025 (clarifications regarding the Medical Certificate), █████ 3534/07.02.2025 and █████ 5539/24.02.2025 (clarifications regarding the Tax Clearance Certificate - 504) and █████ 3534/07.02.2025 and █████ 5539/24.02.2025 (clarifications regarding the Tax Clearance Certificate - 504) and █████ 3535/28.02.2025 (clarifications regarding the F1 form - Request for Application).

At the same time, the Selection and Nomination Committee took the decision to request additional clarifications regarding the fulfilment of the minimum criteria, clarifications with a deadline for submission by 04.03.2025, 12.00 p.m., in electronic format at selectietrangaz@gov.ro, for the following applicants:

■ 5326/21.02.2025, ■ 580/24.02.2025, ■ 5540/24.02.2025, ■ 4280/13.02.2025, ■ 5329/21.02.2025, ■ 5539/24.02.2025, ■ 5578/24.02.2025.

During the meeting held on 04.03.2025, the Selection and Nomination Committee proceeded to check the documentation submitted by the applicants. Thus:

- ■ 5326/21.02.2025- documents concerning the fulfilment of the condition set out in Chap. II, sub-chapter B, b) of the Recruitment Notice for the position of member of the Board of Administration of S.N.T.G.N. Transgaz S.A., namely 'minimum 7 years of experience in the field of higher education studies and at least 15 years of total seniority in the labour market'. Following verification of the documents/clarifications submitted, the Selection and Nomination Committee decided to admit the application..

- ■ 5580/24.02.2025- documents regarding fulfilment of the condition set out in Chap. II, subchapter A, a) of the Recruitment Notice for the position of member of the Board of Administration of S.N.T.G.N. Transgaz S.A., namely 'is authorised as a financial auditor and is registered in the Electronic Public Register by the competent authority of Romania, another Member State, the European Economic Area or Switzerland or has at least 3 years of experience in statutory auditing, acquired through participation in statutory audit missions, proven by supporting documents'. Following verification of the documents/clarifications submitted, the Selection and Nomination Committee decided to admit his candidature.

- ■ 5540/24.02.2025 - documents regarding the fulfilment of the condition set out in Chap. II, subchapter B, c) of the Recruitment Notice for the position of member of the Board of Administration of S.N.T.G.N. Transgaz S.A., namely 'at least 5 years of cumulative experience in administration / management /direction/management in public or private entities and in the management of companies or autonomous administrations'. Following the verification of the documents/clarifications, the Selection and Nomination Committee decided to reject his candidature, as the documents submitted did not prove that he fulfilled the above-mentioned condition.

- ■ 4280/13.02.2025- documents regarding the fulfilment of the conditions set out in Chap. II, subchapter A, a) of the Recruitment Notice for the position of member of the Board of Administration of S.N.T.G.N. Transgaz S.A., namely "is authorised as a financial auditor and is registered in the electronic public register by the competent authority of Romania, another Member State, the European Economic Area or Switzerland or has at least 3 years" experience in statutory auditing, acquired through participation in statutory audit missions, proven by supporting documents'. Following verification of the documents/clarifications submitted, the Selection and Nomination Committee decided to admit the application.

- ■ 5329/21.02.2025- documents and clarifications regarding the fulfilment of the conditions set out in Chap. II, subchapter B, a) and b) of the Recruitment Notice for the position of member of the Board of Administration of S.N.T.G.N. Transgaz S.A., namely 'higher studies in the field of engineering, economics, social sciences, law or in the field of activity of S.N.T.G.N. Transgaz S.A. graduated in a higher education institution' and "minimum 7 years of experience in the field of higher studies referred to in b) and at least 15 years of total seniority in the labour market, the Selection and Nomination Committee postponed the decision on his candidacy to the next meeting.

- ■ 5539/24.02.2025- documents regarding the fulfilment of the conditions set out in Chap. II, subchapter B, b) of the Recruitment Notice for the post of member of the Board of Administration of S.N.T.G.N. Transgaz S.A., namely 'at least 7 years of experience in the field of higher education studies and at least 15 years of total seniority in the labour market'. Following verification of the documents/clarifications submitted, the Selection and Nomination Committee decided to admit the application.

- ■ 5578/24.02.2025 - documents regarding the fulfilment of the conditions set out in Chap. II, subchapter B, b) of the Recruitment Notice for the position of member of the Board of Administration of S.N.T.G.N. Transgaz S.A., namely 'at least 7 years of experience in the field of higher education studies and at least 15 years of total seniority in the labour market'. The Selection and Nomination Committee postponed its decision on his candidature to the next meeting.

During the meeting held on 06.03.2025, the Selection and Nomination Committee took note of letter of the Agency for Monitoring and Evaluation of the Performance of Public Enterprises no. 2002/05.03.2025, which communicated the observations on the applicants' documents submitted by the General Secretariat of the Government in order to issue the compliant opinion, pursuant to Art. 4^5 (3) and (4) of GEO109/2011 on the corporate governance of public enterprises, as amended, for the applicants who submitted complete applications and are not registered in the Body of Public Administrators managed by AMEPIP, namely ■

Thus, by the above-mentioned letter, the applicants who fulfil the minimum legal requirements for selection were notified of the positive opinion, namely:

■ 5567/24.02.2025, ■ 5514/24.02.2025,
■ 5578/24.02.2025, ■ 5585/24.02.2025,
■ 5488/24.02.2025, ■ 5580/24.02.2025,
■ 5589/24.02.2025, ■ 5504/24.02.2025,
■ 5842/26.02.2025, ■ 5565/24.02.2025,
■ 3420/06.02.2025, ■ 5540/24.02.2025,
■ 4961/19.02.2025, ■ 5487/24.02.2025, ■ 5329/21.02.2025,
■ 5326/21.02.2025, ■ 5539/24.02.2025 și ■
■ 4322/13.02.2025.

■ 5578/24.02.2025 - Permit 68/05.03.2025,
■ 4961/19.02.2025 - Permit 69/05.03.2025,
■ 5504/24.02.2025 - Permit 70/05.03.2025,
■ 5580/24.02.2025 - Permit 71/05.03.2025,
■ 5488/24.02.2025 - Permit 72/05.03.2025,
■ 5567/24.02.2025- Permit 73/05.03.2025.

At the same time, following the analysis of the documents, as regards the fulfilment of the minimum legal conditions for selection, the following was communicated:

- ■ 5514/24.02.2025: the conditions of education and experience in the speciality of studies, as set out in Article 28 (3) of GEO 109/2011, as amended are not fulfilled ;
- ■ 1842/26.02.2025: the conditions of education and experience in the speciality of studies, as set out in Article 28 (1) of GEO 109/2011, as amended are not fulfilled;
- ■ 15589/24.02.2025: the conditions of education and experience in the speciality of studies, as set out in Article 28 (3) of GEO 109/2011, as amended are not fulfilled;
- ■ 24.02.2025: the conditions of experience as set out in Article 28 (1) of GEO 109/2011, as amended are not fulfilled;
- ■ 5565/24.02.2025: the conditions of education and experience in the speciality of studies, as set out in Article 28 (3) of GEO 109/2011, as amended are not fulfilled;
- ■ 3420/06.02.2025: the conditions of education and experience in the speciality of studies, as set out in Article 28 (1) of GEO 109/2011, as amended are not fulfilled;
- ■ 5540/24.02.2025: the conditions of experience as set out in Article 28 (1) and (3) of GEO 109/2011, as amended are not fulfilled;
- ■ 5487/24.02.2025: the conditions of experience as set out in Article 28 (3) of GEO 109/2011, as amended are not fulfilled;
- ■ 5326/21.02.2025: the conditions of experience as set out in Article 28 (3) of GEO 109/2011, as amended are not fulfilled;
- ■ 5329/21.02.2025: the conditions of experience as set out in Article 28 (3) of GEO 109/2011, as amended are not fulfilled;
- ■ 4322/13.02.2025: the conditions of experience as set out in Article 28 (1) of GEO 109/2011, as amended are not fulfilled;
- ■ 5539/24.02.2025: the conditions of experience as set out in Article 28 (3) of GEO 109/2011, as amended are not fulfilled;

Following the re-evaluation of the files, the Selection and Nomination Committee decided to send to the following applicants requests for clarifications (in electronic format to the e-mail address selectietrangaz@gov.ro, by 11.03.2025, 09.00 a.m.), concerning the fulfilment of the minimum criteria: ■ 15589/24.02.2025, ■ 539/24.02.2025, ■ 5514/24.02.2025 i ■ 5565/24.02.2025,

During the meeting held on 11.03.2025, the Selection and Nomination Committee proceeded to the verification of the documentation submitted by the applicants who were requested additional clarifications. Thus:

- ■ 5589/24.02.2025 - documents regarding fulfilment of the condition set out in Chap. II, subchapter B, b) of the Recruitment Notice for the position of member of the Board of Administration of S.N.T.G.N. Transgaz S.A., namely 'minimum 7 years of experience in the field of higher education studies and at least 15 years of total seniority in the employment'. Following the verification of the documents/clarifications submitted, the Selection and Nomination Committee decided to reject his application.
- ■ 5565/24.02.2025 - documents regarding fulfilment of the condition set out in Chap. II, subchapter B, b) of the Recruitment Notice for the position of member of the Board of Administration of S. N. T. G. N. Transgaz S. A., namely 'minimum 7 years of experience in

the field of postgraduate studies referred to in point b) and at least 15 years' total seniority in the field of higher education'. Following verification of the documents/clarifications submitted, the Selection and Nomination Committee decided to admit the applicant's application.

... 5539/24.02.2025- documents regarding fulfilment of the condition set out in Cap. II, subchapter B, letter b) of the Recruitment Notice for the post of member of the Board of Administration of S.N.T.G.N. Transgaz S.A., namely 'minimum 7 years of experience in the field of higher education studies and at least 15 years of total seniority in the employment'. following the verification of the documents/clarifications submitted, the Selection and Nomination Committee decided to admit the applicant's application.

██████████ 5514/24.02.2025 - documents regarding fulfilment of the condition set out in Cap. II, subchapter B, letter b) of the Recruitment Notice for the post of member of the Board of Administration of S.N.T.G.N. Transgaz S.A., namely 'minimum 7 years of experience in the field of higher education studies and at least 15 years of total seniority in the employment'. following the verification of the documents/clarifications submitted, the Selection and Nomination Committee decided to admit the applicant's application.

The Selection and Nomination Committee decided to reject the following applicants from the long list:

1	3420/06.02.2025	The conditions of Art. 28 para. (1) of GEO 109/2011 are not fulfilled
2	322/13.02.2025	The conditions of Art. 28 para. (1) of GEO 109/2011 are not fulfilled
3	5487/24.02.2025	The conditions of Art. 28 para. (1) of GEO 109/2011 are not fulfilled
		Application submitted without complying with the deadlines and submission procedure specified in the selection notice
5	85/24.02.2025	The conditions of Art. 28 para. (1) of GEO 109/2011 are not fulfilled
6	5842/26.02.2025	The conditions of Art. 28 para. (1) of GEO 109/2011 are not fulfilled
7	40/24.02.2025	The conditions of Art. 28 para. (1) of GEO 109/2011 are not fulfilled
8	5329/21.02.2025	The conditions of Art. 28 para. (3) of GEO no 109/2011 and does not prove at least 15 years of working experience
9	5589/24.02.2025	No proof of at least 15 years' working experience
10.	961/19.02.2025	No proof of at least 15 years' working experience

Also, in order to ensure the rigour and fairness of the decisions taken, the Selection and Nomination Committee has decided to send written requests for clarification in order to provide clear, concise and comprehensive answers to the long-listed applicants who meet the minimum requirements for participation namely:

2782/31.01.2025,
3534/07.02.2025, 3872/11.02.2025, 4180/12.02.2025,
5317/21.02.2025, 5567/24.02.2025,
5488/24.02.2025, 5504/24.02.2025, 4280/13.02.2025,
5580/24.02.2025, 5578/24.02.2025,
5565/24.02.2025, 326/21.02.2025,
5514/24.02.2025, 5539/24.02.2025, 14.03.2025, ora 12.00.

3.3. Shortlist of applicants

during the meeting of 14.03.2025, following the analysis of the application files for the post of administrator of the National Natural Gas Transmission Company Transgaz S.A., in relation to the profile of the Board and the profile of the applicant, and the answers to the request for clarifications made pursuant to art. (3) and para. (4) letter a) of Annex no. 1 of the methodological rules for the application of GEO no. 109/2011, approved by GEO no. 639/2023, the Selection and Nomination Committee reviewed, improved and validated the accuracy of the score obtained by each applicant based on the requirements of the applicant profile.

At the same time, the members of the Selection and Nomination Committee have established the short-list, in relation to the grades awarded to each applicant, as follows:

Position A¹

5580/24.02.2025
280/13.02.2025
3872/11.02.2025

Position B - higher education in the field of engineering, economics, social or legal sciences or in the field of activity of S.N.T.G.N. Transgaz S.A., graduated from a higher education institution

5578/24.02.2025
3534/07.02.2025
5504/24.02.2025
5567/24.02.2025
5317/21.02.2025
539/24.02.2025
5565/24.02.2025
5514/24.02.2025
326/21.02.2025
5488/24.02.2025
180/12.02.2025
4 2782/31.01.2025
580/24.02.2025
3872/11.02.2025

on 14.03.2025, the Selection and Nomination Committee asked the short-listed applicants to submit their declaration

¹ Calificare de auditor financiar conform unui document emis de către autoritatea competentă din România, din alt stat membru, dintr-un stat membru al Asociației Europene a Liberului Schimb, din Elveția sau din Regatul Unit al Marii Britanii și Irlandei de Nord, potrivit legii sau persoana care are experiență de cel puțin 3 ani în audit statutar, dobândită prin participarea la misiuni de audit statutar în România, în alt stat membru, într-un stat al AELS. În Elveția sau în Regatul Unit al Marii Britanii și Irlandei de Nord sau în cadrul comitetelor de audit formate la nivelul consiliilor de administrație/supraveghere ale unor societăți/entități de interes public

of intent, within 15 days from the date of notification, i.e. from 14.03.2025 until 31.03.2025, inclusive, in written form, to the registry of the Government Secretariat in Bucharest, Piața Victoriei nr.1, sector 1, and in electronic format, to the following e-mail address: selectietransgaz@gov.ro. As they were submitted, the Selection and Nomination Committee analysed the statements of intent communicated by the applicants, taking into account the mandatory elements thereof, as set out in Art. 3 of Annex 1c of GD no. 639/2023, and integrated the results of the analysis in the assessment of the applicants.

On 18.03.2025, notifications were sent regarding the decision of the Selection and Nomination Committee to reject the following applicants from the long list:

3420/06.02.2025, 4322/13.02.2025, 5487/24.02.2025,
5585/24.02.2025, 5842/26.02.2025, 5589/24.02.2025,
5540/24.02.2025, 5329/21.02.2025,
4961/19.02.2025.

By the Order of the Secretary General of the Government no. 210/20.03.2025, the Commission for settling the appeals within the selection procedure for the filling of the posts of members of the Board of Administration of S.N.T.G.N. Transgaz S.A. was established.

On 19.03.2025, Mr. 5585/24.02.2025a sent to the e-mail address setietetransga@gmail.com (reg. no. 122/CSN/19.03.2025), as well as to the Registrar's Office of the General Secretariat of the Government (reg. no. 17/8730/19.03.2025) a contestation requesting the re-evaluation of the application file, in order to verify the fulfilment of the condition provided for in Chap. II, sub-chapter B, lit. c), of the Recruitment Notice for the position of member of the Board of Administration of S.N.T.G.N. Transgaz S.A..

after analysing the contestation and the documents in the application file, the Commission decided to reject the contestation and to communicate the following to the applicant:

* According to the provisions of art. 4⁵ of the Government Emergency Ordinance no. 109/2011 on the corporate governance of public enterprises, the Agency for Monitoring and Evaluation of the hereby informs that the documents submitted in the application file do not provide proof of fulfilment of the minimum legal conditions for selection, as laid down in Art. 28 para. 2002/05.03.2025, (1) of GEO No 109/2011, according to which "in the case of companies managed according to the unitary system, they may be managed by a board of administration consisting of 3 to 7 members, natural or legal persons, with experience in the management of companies or autonomous entities.";

The documents submitted in the file do not prove fulfilment of the condition laid down in Chap. II, subchapter B, lit. c) of the Notice, i.e. „at least five years' cumulative experience in administration/management/direction/management in public or private organisations and in the management of companies or autonomous entities”;

Upholding the decision communicated by the Selection and Nomination Committee, forwarded by letter No. 117/CSN/18.03.2025.

At the same time, the applicant has been informed of the possibility to lodge an appeal to the competent administrative contentious proceedings court, in accordance with the provisions of Government Emergency Ordinance no. 109/2011 on the corporate governance of public enterprises, as amended and supplemented, as well as the provisions of the Administrative Contentious Proceedings Law no. 554/2004, as amended and supplemented.

On the same date, Mr. 4 3 3 2 2 / 1 3.02.2025 sent an e-mail registered under no. 123/CSN/19.03.2025, by which he submits additional documents to your application file, submitted in electronic format to the email address selectietransgaz@gov.ro (registration no. 11/CSN/12.02.2025) and in letter format to the Registry of the General Secretariat of the Government (registration no. 4322/13.02.2025), in order to fulfil the condition provided for in Cap. II, subchapter B, lit. c) of the Recruitment Notice for the position of member of the Board of Administration of S.N.T.G.N. Transgaz S.A., namely „cumulative experience of at least 5 years in

administration/leadership/management in public or private entities and in the management of autonomous companies or autonomous entities".

Thus, by letter No 123/CSN/24.03.2025, the Selection and Nomination Committee informed the applicant that the documents submitted after the deadline specified in the Recruitment Notice, namely: "Applications must be submitted by 24.02.2025, 16.00, both in letter and in electronic format", cannot be taken into consideration by the Selection and Nomination Committee.

During the meeting held on 24.03.2025, the Selection and Nomination Committee established the interview plan and the timetable for the next year for the interviews of the applicants on the short-list for the post of member of the Board of Administration of S.N.T.G.N. Transgaz S.A.

on 24.03.2025, has been published at the headquarters, as well as on the official website of the General Secretariat of the Government, in the Public Interest - Corporate Governance section, sub-section - public enterprises, Information section of the National Natural Gas Transmission Company Transgaz S.A., Announcement on the organisation of interviews for the short-listed applicants for the position of member of the Board of Administration of the National Natural Gas Transmission Company Transgaz S.A..

on the same date, short-listed applicants were informed of the interview timetable for the final selection of applicants and at the same time of the interview structure and schedule.

on 31.03.2025, at 18.10, Mr ----- 5589/24.02.2025 sent an e-mail registered under no. 143/CSN/01.04.2025, submitting additional documents to the application file, submitted in electronic format to the e-mail address selectietransgaz@gov.ro (no. registration no. 33/CSN/24.02.2025) and in letter format at the Registry of the General Secretariat of the Government (registration no. 5589/24.02.2025), in order to review the decision to reject the candidature for the position of member of the Board of Administration of S.N.T.G.N. Transgaz S.A., communicated by the address of the Selection and Nomination Committee no 116/CSN/18.03.2025.

Thus, by letter No 143/CSN/02.04.2025, the Selection and Nomination Committee informed the applicant that the documents submitted after the deadline specified in the Recruitment Notice, namely: "Applications must be submitted by 24.02.2025, 16.00, both in letter and in electronic format", cannot be taken into consideration by the Selection and Nomination Committee.

Taking into account the fact that, both at the time of the elaboration of the board profile by the supervising public authority, through the corporate governance department, and at the time of the approval of the integral component by decision of the general meeting of shareholders, no weights associated with the selection criteria were included, the selection committee set the value of 1 as the only weighting considered in the evaluation of applicants, in order to ensure their fair treatment.

The scores obtained by candidates passing from the long to the short list

Selection criteria	O/O	Pondere	5326/21.02.2025	5567/24.02.2025	5580/24.02.2025	5488/24.02.2025	5534/07.02.2025	5514/24.02.2025	2782/31.01.2025	5504/24.02.2025	3872/11.02.2025	5565/24.02.2025	4180/12.02.2025	4280/13.02.2025	5539/24.02.2025	5578/24.02.2025	5317/21.02.2025	Total	Weighted total	PMC	PMCC
1.1 The ability to analyze the context in which the company carries out its activities and to assess the possible constraints/risks of the business environment in which it operates	Ob.	1	3,8	4	4	4	4,8	3,6	3,8	4,2	4,8	3,8	5	3,8	5	3,2	4	61,8	62	80	82,40%
1.2 Ability to assess the company's management systems alignment with the requirements of current industry specific standards and regulations	Ob.	1	3,8	4	4,8	4	4,8	3,6	3,8	4	4,8	4	5	3,8	5	3,8	4,8	64	64	80	85,33%
2.1 Skills and experience in strategic planning and monitoring of the invested activity	Ob.	1	4	4,2	4,8	4,8	4,8	3,2	4	5	4,8	4,8	5	3,2	5	2,6	4,8	65	65	80	86,67%
2.2 Leadership	Ob.	1	4	4,2	4,8	4,8	4,8	3,2	4	5	4,8	4,8	5	4	5	3,2	4,8	66,4	66	70	88,53%
2.3 Expertise in analyzing and evaluating activity by budget control mechanisms	Ob.	1	4	4,2	4,8	4,8	4,8	3,2	4	4	4,8	4,8	4,8	4	5	2,6	4,8	64,6	65	80	86,13%
2.4 Ability to identify and manage risks in energy companies	Ob.	1	3,2	4,2	4,8	4,8	5	2,4	4	4,8	5	3,2	5	3,2	5	2,6	5	62,2	62	70	82,93%
2.5 Experience in negotiations, social dialog, institutional and interpersonal communication	Ob.	1	4	4,2	4,8	4,6	4,8	3	4	4,8	4,8	4,8	4,8	4	5	2,6	4,8	65	65	60	86,67%
3.1 Knowledge of good practice and corporate governance principles	Ob.	1	4	4	4,8	4	4	2,4	3,2	4,8	4,8	4	5	4	4	2,6	4,8	60,4	60	80	80,53%
4.1 Interpersonal communication at the position requirements level	Ob.	1	4	4,2	4	4,8	4,8	3,2	4	4,8	4,8	4,8	5	4	5	2,6	4,8	64,8	65	60	86,40%
4.2 Corporate and institutional communication	Ob.	1	4	4,2	4,8	4,8	4,8	3,2	4	4,8	4,8	4,8	5	4	5	2,6	4,8	65,6	66	70	87,47%
4.3 Representation abilities	Ob.	1	4	4,2	4,8	4,8	4,8	3,2	4	4,8	4,8	4,8	5	4	5	3,4	4,8	66,4	66	70	88,53%
5.1 Experience in relationships with public authorities, regulators and supervisors in the company's business area	Op.	1	4	4,2	4,8	4,8	4,8	2,4	3,2	4,8	4,8	3,2	5	3,2	5	2,4	4	60,6	61		80,80%

5.2 Experience in training, coordinating and developing staff teams/collectives and their succession planning	Op.	1	4	4	4	4	4	3,2	4	4	4	4	4,2	4	4	2,6	4	58	58	77,33%
5.3 Experience in the fields of audit/audit committees, managerial internal control and risk management, economic, legal, national security and safety	Op.	1	4	4,2	4,8	4,8	4,8	2,4	3,2	4,8	4,8	4,8	5	4,8	5	2,6	4,8	64,8	65	86,40%
5.4 Experience in relations with European institutions in the public enterprise's field of activity	Op.	1	4	4,2	4,8	4,8	4	2,4	3,2	4,8	4,8	3,2	5	2,4	5	2,6	4,8	60	60	80,00%
5.5 Experience in implementing investments or projects in the company's field of activity	Op.	1	3,2	4,2	4,8	4	4,2	2,4	3,2	4,8	5	3,2	5	2,4	5	2,6	4,8	58,8	59	78,40%
6.1 Leadership skills	Ob.	1	4	5	4	4	4	4	4	4	4	4	5	4	5	3,4	4	62,4	62	81,20%
7.1 Experience in performance monitoring	Ob.	1	4	4	4,8	4,8	4,8	3,2	4	4,8	4,8	4,8	5	4	4,8	2,6	4,8	65,2	65	86,93%
7.2 Master, PhD, MBA or postgraduate degree	Op.	1	5	5	4,8	4,8	1	4,8	4,8	4,8	1	4,8	5	4,8	1	5	4,8	61,4	61	81,87%
7.3 Experience in investor relations and communication	Op.	1	4	4,2	4,8	4,8	4,8	3,2	3,2	4,8	4,8	4,8	5	4	5	2,6	4,8	64,8	65	86,40%
7.4 Experience in the energy field	Op.	1	2,4	4,2	4,8	4,8	5	2,4	3,2	4,8	5	3,2	5	1,6	5	1,6	4	57	57	76,00%
7.5 Experience in implementing regional strategic energy investment projects	Op.	1	4	4,2	4,8	4,8	5	2,4	3,2	4,8	5	3,2	5	2,4	5	1,8	4,8	60,4	60	80,53%
7.6 Clear presenting of the goals to be achieved in the next mandate	Ob.	1	3,6	4,2	3,6	3,6	3,6	3,2	3,6	3,6	3,8	3,6	5	3,6	4,2	3,4	3,6	56,2	56	74,93%
7.7 Presents personal profile in direct correlation with these goals	Ob.	1	3,6	4,2	3,6	3,6	3,6	3,2	3,6	3,6	3,8	3,6	5	3,6	4,2	3,4	3,6	56,2	56	74,93%
7.8 Formulates coherent judgements on the specific challenges faced by the company in relation to its context	Ob.	1	3,6	4,2	3,6	3,6	3,6	3,2	3,6	3,6	3,8	3,6	4,2	3,6	4,2	3,4	3,6	55,4	55	73,87%
7.9 Formulates SMART goals that meet expectations on operational performance	Ob.	1	3,6	4,2	3,6	3,6	3,6	3,2	3,6	3,6	3,8	3,6	4,2	3,6	3,6	3,4	3,6	54,8	55	73,07%
7.10 Formulates SMART goals that meet expectations on financial performance	Ob.	1	3,6	4,2	3,6	3,6	3,6	3,2	3,6	3,6	3,8	3,6	4,2	3,6	4,2	3,4	3,6	55,4	55	73,87%
7.11 Formulates SMART goals that meet expectations on service quality and energy infrastructure management	Ob.	1	3,6	4,2	3,6	3,6	3,6	3,2	3,6	3,6	3,8	3,6	4,2	3,6	4,2	3,4	3,6	55,4	55	73,87%
7.12 Formulates SMART goals that meet expectations on investment policy applicable to the public enterprise	Ob.	1	3,6	4,2	3,6	3,6	3,6	3,2	3,6	3,6	3,8	3,6	4,2	3,6	4,2	3,4	3,6	55,4	55	73,87%
7.13 Formulates SMART goals that meet expectations on liabilities reduction	Ob.	1	3,6	4,2	3,6	3,6	3,6	3,2	3,6	3,6	3,8	3,6	4,2	3,6	4,2	3,4	3,6	55,4	55	73,87%

7.14 Formulates SMART goals that meet the expectations regarding the dividend/net profit policy applicable to the public enterprise	Ob.	1	3,6	4,2	3,6	3,6	3,6	3,2	3,6	3,6	3,8	3,6	4,2	3,6	4,2	3,4	3,6	55,4	55	70	73,87%
7.15 Formulates SMART goals that meet the expectations in the area of ethics, integrity and corporate governance	Ob.	1	3,6	4,2	3,6	3,6	3,6	3,2	3,6	3,6	3,8	3,6	4,2	3,6	4,2	3,4	3,6	55,4	55	70	73,87%
7.16 Proposes indicators that he/she considers appropriate for monitoring the performance of the public enterprise during the term of office, correlated with the goals formulated	Ob.	1	3,6	4,2	3,6	3,6	3,6	3,2	3,6	3,6	3,8	4	4,2	3,6	4,2	3,4	3,6	55,8	56	70	74,40%
7.17 Presents the picture of possible constraints, risks and limitations to be faced in achieving the proposed goals and the strategy on how to minimize/ overcome them	Ob.	1	3,6	4,2	3,6	3,6	3,6	3,2	3,6	3,6	3,8	3,6	4,2	3,6	4,2	3,4	3,6	55,4	55	70	73,87%
1.Reputa ie personal i profesional	Ob.	1	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	75	75	100	100,00%
2.Integritate	Ob.	1	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	75	75	100	100,00%
3.Independen	Ob.	1	4,8	5	4,8	4,8	5	4,8	4,8	4,8	4,8	4,8	5	4,8	5	5	4,8	73	73	80	97,33%
4.Expunere politic	Ob.	1	1	2,6	4,8	2,6	5	4,8	2,6	2,6	4,8	4,8	5	4,8	5	1	4,8	56,2	56	70	74,93%
5.Abilit i de comunicare interpersonal	Ob.	1	4	4,2	4	4	4	4	4	4	4,7	4	4,2	4	4,2	1,8	4	59,0667	59	60	78,76%
6.Capacitatea de a lua decizii strategice	Ob.	1	4	3,4	4,8	4,8	4,8	3,2	4	4,8	4,8	4,8	5	3,2	5	2,6	4,8	64	64	60	85,33%
7.Ability to cooperate interinstitutionally	Ob.	1	4	4,2	4,8	4,8	4,8	4	4	4,8	4,8	4,8	5	4	5	2,6	4,8	66,4	66	60	88,33%
1. Economical and financial results of the companies in which the applicant has been administrator or manager	Ob.	1	4,8	2,6	4,8	4,8	4,8	4,8	4,8	4,8	4,8	4,8	5	4,8	5	5	4,8	70,4	70	60	93,87%
2.Gender diversity	Ob.	1	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	75	75	70	100,00%
3. Tax and criminal records	Ob.	1	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	75	75	100	100,00%
4.Involvement in attracting financing from internal and external sources for the business development	Op	1	3,2	3,4	4,8	4,8	4,8	3,2	3,2	4,8	4,8	4,8	5	4	5	1,8	4,8	62,4	62		83,70%
5. Experience in the management of the natural gas transmission companies listed on the stock exchange	Op	1	1,6	1,6	1,6	1,6	5	1,6	1,6	1,6	5	1,6	5	1,6	5	1,6	1,6	37,6	38		50,33%
6. Ability to implement new, innovative technologies and solutions for the optimization and upgrading of public enterprises in the gas transmission industry	Op	1	3,2	3,2	4	4	4,2	2,4	3,2	4	4,2	4	4,2	3,2	4,2	1,6	4	53,6	54		71,47%

Position A		Score	Weighted score
	3872/11.02.2025	209,27	209,27
	5580/24.02.2025	204	204
	4280/13.02.2025	177,20	177,20

Position B		Score	Weighted score
	4180/12.02.2025	224,2	224,2
	5539/24.02.2025	217	217
	3872/11.02.2025	209,27	209,27
	3534/07.02.2025	204,2	204,2
	5580/24.02.2025	204	204
	5317/21.02.2025	203,4	203,4
	5504/24.02.2025	201,6	201,6
	5488/24.02.2025	200	200
	5565/24.02.2025	193,8	193,8
	5567/24.02.2025	193,6	193,6
	5326/21.02.2025	179,2	179,2
	2782/31.01.2025	177,4	177,4
	5514/24.02.2025	158,2	158,2
	5578/24.02.2025	145,4	145,4

The interview took place at the General Secretariat of the Government in Bucharest, Victoriei Square; no: 1, sector 1, according to the interview plan and the program, as follows:

on 01.04.2025, time interval 09.00-18.00: [REDACTED]
 [REDACTED] 5326/21.02.2025, [REDACTED] 5567/24.02.2025, [REDACTED]
 [REDACTED] 5580/24.02.2025, [REDACTED] 5488/24.02.2025, [REDACTED]
 [REDACTED] 3534/07.02.2025, [REDACTED] 2782/31.01.2025, [REDACTED]
 [REDACTED] 5504/24.02.2025, [REDACTED] 3872/11.02.2025.
 on 02.04.2025, time interval 09.00-14.30: [REDACTED]
 [REDACTED] 5565/24.02.2025, [REDACTED] 4180/12.02.2025, [REDACTED]
 [REDACTED] 4280/13.02.2025, [REDACTED] 5539/24.02.2025, [REDACTED]
 [REDACTED] 5578/24.02.2025, [REDACTED] 5317/21.02.2025.
 [REDACTED]

Mr. [REDACTED] 5514/24.02.2025 was evaluated solely on the basis of the application file submitted and the response to the clarifications requested in writing by the Selection and Nomination Committee. Thereafter, the applicant did not submit any further declaration of intention and on 31.03.2025, at 16.36 hrs, he sent through electronic mail a notification registered under No. 142/CSN/31.03.2025 informing that he was unable to attend the interview.

Thus, on 02.04.2025, following the analysis of the entire selection procedure, as reflected in the matrix attached to the final report, the Selection and Nomination Committee drew up the following ranking of the short-listed applicants:

POST A

No. Crt.	applicant name	Status	Result score	Weighted score
1	[REDACTED] 3872/11.02.2025	Independent	200,1	200,1
2	[REDACTED] 5580/24.02.2025	Independent	199,5	199,5
3	[REDACTED] 4280/13.02.2025	Independent	168,6	168,6

POST B

No. Crt.	applicant name	Status	Result score	Weighted score
1	[REDACTED] 4180/12.02.2025	Not independent	224,4	224,4
2	[REDACTED] 5539/24.02.2025	Independent	213,6	213,6
3	[REDACTED] 3534/07.02.2025	Independent	204,9	204,9
4	[REDACTED] 5504/24.02.2025	Independent	204,1	204,1
5	[REDACTED] 5488/24.02.2025	Independent	203,9	203,9
6	[REDACTED] 5317/21.02.2025	Independent	200,7	200,7
7	[REDACTED] 3872/11.02.2025	Independent	200,1	200,1
8	[REDACTED] 5580/24.02.2025	Independent	199,5	199,5
9	[REDACTED] 5565/24.02.2025	Independent	195,5	195,5
10	[REDACTED] 5567/24.02.2025	Independent	178	178
11	[REDACTED] 5326/21.02.2025	Independent	174,1	174,1
12	[REDACTED] 2782/31.01.2025	Independent	163,3	163,3
13	[REDACTED] 5578/24.02.2025	Not independent	133,8	133,8
14	[REDACTED] 5514/24.02.2025	Independent	-	-

² (The applicant did not show up for the interview

Through the proposal of the Committee for the selection and nomination of directors, it was taken into account that it is necessary to ensure a diversity of competences in the appointment of the members of the Board of Administration, in order to enable the new Board team to reach high thresholds of competence, which can be achieved by nominating both specialists in the field of activity of the company and specialists from other fields, who can have diverse contributions to the team's work.


The nomination/appointment decision may take into account best practice recommendations that over time have proven to be appropriate for creating effective and efficient teams.

These include:

- first selecting a 'pillar' of the team, a strong leadership profile, and then designating the other members to be compatible with it;
- the nominated applicants must have obtained overall weighted scores higher than the collective minimum threshold (according to the matrix);
- the administrators should be able to work together, complement each other, have diverse backgrounds and skills, so that through diversity, the board benefits from the widest possible range of skills and expertise.

The applicants, collectively, correspond to the council's profile and:

- have a good vision of the role of society, its position in the market and the constraints that it faces;
- have the ability to quickly identify and operationalize optimal solutions that respond effectively to the economic constraints that society is facing;
- have the ability to first analyze diverse situations, then to make the right decisions in a timely manner, decisions that are as relevant as possible to the context of the society;
- have the ability to quickly identify and operationalize optimal solutions that respond effectively to the technical, financial, economic and social constraints that society faces;
- are able, through appropriate measures and actions, to inspire the whole organization to work to achieve strategic goals;
- have the ability to establish an organizational culture which is based on understanding and meeting customer needs, based on quality and performance.

Selection criteria	O/O	Weight																Total	Weight total	PMC	PMCC
			Ob.	1	2	3	4	5	6	7	8	9	10	11	12	13	14				
1.1 The ability to analyze the context in which the company operates and to assess possible constraints/risks of the environment in which the company operates.																	59	59	80	78,67%	
1.2 Ability to assess the alignment of the company's management systems with the requirements of current industry specific standards and regulations	Ob.	1	3,6	3,6	4,2	4,2	4,8	-	3,4	4,6	4,4	4,2	5	3,6	5	3,4	4,2	59,4	59,4	80	79,20%
2.1 Capacity and experience in strategic planning and monitoring of investment activity	Ob.	1	3,8	3,6	4	4,8	4,8	-	3,4	4,8	4,4	5	5	3	4,8	2,4	4,4	59,6	59,6	80	79,47%
2.2 Leadership	Ob.	1	4	4	4,4	4,6	4,8	-	3,4	4,8	4,2	5	5	3,8	4,8	3,2	4,2	61,6	61,6	70	82,13%
2.3 Expertise in analyzing and evaluating activity through the budgetary control mechanisms	Ob.	1	3,8	3,8	4,4	4,8	4,8	-	3,6	4	4,2	4,8	4,8	3,8	5	2,2	4,4	59,8	59,3	80	79,73%
2.4 Capacity to identify and manage the risks in energy sector companies	Ob.	1	3	4	4,4	5	5	-	3,4	5	4,2	3,2	5	3	5	2,2	4,4	58	53	70	77,33%
2.5 Experience in negotiations, social dialog, institutional and interpersonal communication	Ob.	1	3,6	3,6	4,4	4,6	4,8	-	3,4	5	4,4	5	5	3,8	4,8	2,4	4,6	60,8	60,8	60	81,07%
3.1 Knowledge of best practice and corporate governance principles	Ob.	1	3,6	3,6	4,2	4,4	4,2	-	3	4,8	4,2	3,8	5	3,8	4	2,2	4,2	56,2	56,2	80	74,93%
4.1 Interpersonal communication to the level job requirements	Ob.	1	4	3,6	4	4,8	4,6	-	3,4	5	4,2	4,6	5	3,6	5	2,2	4,6	60	60	60	80,00%
4.2 Corporate communication and institutional	Ob.	1	4	4	4,4	5	5	-	3,6	5	4,4	5	5	3,8	4,8	2,4	4,8	62,6	62,6	70	83,47%
4.3 Representation skills	Ob.	1	4	3,6	4,6	5	4,8	-	3,4	5	4,4	4,8	5	3,8	4,8	3,2	4,8	62,6	62,6	70	83,47%

3. The applicant did not show up for the interview

5.1 Experience in dealing with the public, regulatory and supervisory authorities in the company's field of activity	Op.	1	3,8	4	4,6	5	4,8	-	3,2	4,8	4,4	3,2	5	2,8	4,8	2,4	4	58,6	58,6		78,13%
5.2 Experience in forming, coordinating and developing teams/staff collectives and the succession planning within them	Op.	1	4	3,8	4	4,4	4	-	3,6	4	3,8	4	4,2	4	3,8	2,2	4	56,4	56,4		75,20%
5.3 Experience in audit/audit committees, managerial internal control and risk management, economic, legal, safety and national security	Op.	1	3,8	3,8	4,8	4,8	4,6	-	3	4,8	4,6	4,8	5	5	5	2,2	4,6	62,6	62,6		83,47%
5.4 Experience in the relations with European institutions in the field of activity of the public enterprise	Op.	1	3,8	3,8	4,2	4,4	4	-	3	4,8	4,4	3,2	5	2,2	4,8	2,2	4,2	55,8	55,8		74,40%
5.5 Experience in implementing investments or projects in the company's field of activity	Op.	1	3	3,6	4,2	4	4	-	3,2	4,8	4,4	3,2	5	2,4	5	2,2	4,2	55	55		73,33%
6.1 Leadership skills	Ob.	1	3,5	3	4,5	4,5	4,5	-	3,5	4,5	3,5	4,5	5	4	5	3,2	4,5	59,7	59,7	80	79,60%
7.1 Experience in performance monitoring	Ob.	1	3,8	3,8	5	5	4,8	-	3,6	5	4,4	4,8	5	4	4,8	2,2	4,8	63,6	63,6	80	84,80%
7.2 Master's degree, Ph. MBA or postgraduate	Op.	1	5	5	5	5	1,8	-	5	5	1,8	5	5	5	1,8	5	5	64,6	64,6		86,13%
7.3 Experience in communication and investor relations	Op.	1	4	3,8	4,8	5	4,8	-	3,2	5	4,4	4,8	5	3,8	4,8	2,2	4,8	63	63		84,00%
7.4 Experience in the energy sector	Op.	1	2,2	3,6	4,8	5	5	-	2,8	4,8	4,2	3,4	5	1,2	5	1,4	3,8	54	54		72,00%
7.5 Experience in implementing strategic regional energy investment projects	Op.	1	3,6	3,6	4,8	4,8	4,8	-	2,6	4,8	4,2	3	5	2	5	1,2	4,4	55,6	55,6		74,13%
7.6 He clearly sets out the objectives he will have to achieve in his next mandate	Ob.	1	3,2	3,6	3,8	3,8	3,6	-	3,2	3,6	4	3,6	5	3,2	4	3	3,8	54	54	70	72,00%
7.7 Provide a personal profile directly linked to these objectives	Ob.	1	3,4	3,8	3,8	3,8	3,6	-	3,2	3,6	4	3,6	5	3,4	4	3	3,8	54,6	54,6	70	72,80%
7.8 Form coherent judgments on the specific challenges that society faces in relation to its context	Ob.	1	3,6	4	3,8	3,8	3,8	-	3	3,6	4	3,6	4,2	3,6	4,2	3	3,8	54,6	54,6	70	72,80%
7.9 Formulates SMART objectives that meet the operational performance expectations	Ob.	1	3,6	4	3,6	3,8	3,6	-	3,2	3,6	4,2	3,6	4,2	3,4	3,6	3	3,8	53,8	53,8	70	71,73%
7.10 Formulates SMART objectives that meet the financial performance expectations	Ob.	1	3,6	4	3,6	3,8	3,6	-	3,2	3,6	4	3,6	4,2	3,4	4,2	3	3,8	54,2	54,2	70	72,27%

7.11 Sets SMART objectives that meet the expectations regarding the quality of service and energy infrastructure management	Ob.	1	3,6	3,8	3,6	3,8	3,6	-	3,2	3,6	4	3,6	4,2	3,4	4	3	3,8	53,8	53,8	70	71,73%
7.12 Sets SMART objectives that respond to the investment policy expectations applicable to the public enterprise	Ob.	1	3,6	4	3,6	3,8	3,6	-	3,2	3,6	4	3,6	4,2	3,4	4,2	3	3,8	54,2	54,2	70	72,27%
7.13 Sets SMART objectives that respond to the expectations regarding debt reduction	Ob.	1	3,6	4	3,6	3,6	3,6	-	3,2	3,6	4	3,6	4,2	3,4	4	3	3,8	53,8	53,8	70	71,73%
7.14 Sets SMART objectives that meet the expectations related to the dividend/disbursement policy applicable to the public enterprise	Ob.	1	3,6	4	3,6	3,6	3,6	-	3,2	3,6	4	3,6	4,2	3,6	4	3	3,8	54	54	70	72,00%
7.15 Sets SMART objectives that meet the expectations in the field of ethics, integrity and corporate governance	Ob.	1	3,4	3,8	3,6	3,6	3,6	-	3,2	3,6	4	3,6	4,2	3,6	4,2	3,2	3,8	54	54	70	72,00%
7.16 Proposes indicators that he/she deems appropriate for monitoring the performance of the public enterprise during the term of office, correlated with the formulated objectives	Ob.	1	3,6	4	3,6	3,6	3,6	-	3,2	3,6	4	4	4,2	3,4	4	3	3,8	54,2	54,2	70	72,27%
7.17 Outlines the possible risks and constraints to be faced in achieving the proposed objectives and the strategy to reduce/exceed them	Ob.	1	3,4	4	3,6	3,6	3,8	-	3,2	3,6	4,2	3,6	4,2	3,4	4	3	3,8	54	54	70	72,00%
1.1. Personal and professional reputation	Ob.	1	4,8	4,8	5	5	5	-	4,8	5	4,8	5	5	4,6	5	5	5	73	73	100	97,33%
2. Integrity	Ob.	1	5	5	5	5	5	-	4,8	5	4,8	5	5	4,6	5	5	5	73,4	73,4	100	97,87%
3. Independence	Ob.	1	4,8	4,8	4,8	4,8	4,8	-	4,8	4,8	4,8	4,8	5	4,6	5	5	4,8	71,8	71,8	80	95,73%
4. Political exposure	Ob.	1	1	2,6	4,8	2,6	5	-	3,2	2,6	4,8	4,8	5	4,4	5	1	4,8	55,8	55,8	20	74,40%
5. Interpersonal communication skills	Ob.	1	4	3,6	4	4	4,2	-	3,4	4	4	4,2	4,2	3,8	4	1,8	4	56,6	56,6	60	75,47%
6. Ability to make strategic decisions	Ob.	1	4	3,2	4,8	4,8	4,8	-	3,8	4,8	4,4	4,8	5	3	5	2,6	4,8	62,4	62,4	80	83,20%
7. Ability to collaborate interinstitutionally	Ob.	1	4	3,8	4,6	4,8	4,8	-	3,8	4,8	4,4	4,8	5	3,8	5	2,6	4,8	64,4	64,4	60	85,87%
1. Economic-financial results of the companies in which the applicant has exercised the mandate of administrator or director	Ob.	1	4,8	2,4	4,8	4,8	4,8	-	4,8	4,8	4,6	4,8	5	4,4	4,8	5	4,8	68,8	68,8	80	91,73%

2. Gender diversity	Ob.	1	5	5	5	5	5	-	5	5	5	5	5	5	5	5	5	74,2	74,2	20	98,93%
3. entries in tax and criminal records	Ob.	1	5	5	5	5	5	-	5	5	5	5	5	5	5	5	5	74,2	74,2	100	98,93%
4. The ability to attract funding from internal and external sources, for the development of the activity carried out	Op	1	3,2	3,2	4,6	4,8	4,8	-	3,2	4,6	4,4	4,8	5	3,6	4,8	1,8	4,8	60,2	60,2		80,27%
5. Experience in the management of listed companies in the natural gas transmission sector	Op	1	1,6	1,6	1,6	1,6	4,6	-	1,6	1,6	4,6	1,6	5	1,4	4,8	1,4	1,6	35,6	35,6		47,47%
6. Capacity to implement new, innovative technologies and solutions for the optimization and modernization of public enterprises in the natural gas transmission sector	Op	1	3	3	4	3,8	4	-	3	4	4,4	4	4,2	3	4	1,4	3,6	51,2	51,2		68,27%
Total			174,1	178	199,5	203,9	204,9	-	163,3	204,1	200,1	195,5	224,4	168,6	213,6	133,8	200,7				
Weighted total			174,1	178	199,5	203,9	204,9	-	163,3	204,1	200,1	195,5	224,4	168,6	213,6	133,8	200,7				

3.4 Conclusion

Following the analysis of the application files for the position of Administrator of the National Natural Gas Transmission Company Transgaz S.A., in relation with the profile of the Board and the profile of the applicant, and the answers to the request for clarifications made pursuant to art.21, para. (3) and para. (4) letter a) of the Methodological Regulations for the application of GEO no.109/2011, approved by G.D. no. 639/2023, the Selection and Nomination Committee drew up the Short List provided for in paragraph 3.3 of this Report.

Following the analysis of the declarations of intent communicated by the applicants on the short list and the conduct of the interview test on 01.04.2025 and 02.04.2025, respectively, the Selection and Nomination Commission awarded marks according to the evaluation grid, by reference to the Board profile and the applicant profile.

Therefore, out of the 14 applicants on the short-list and who presented themselves for the interview, all of them have reached the collective minimum threshold*4, as per the provisions of Annex no.1 of the Government Decision no. 639/2023 for the approval of the methodological rules for the application of the Government Emergency Ordinance no. 109/2011 on the Corporate Governance of Public Enterprises.

In view of the full constitution of the Board of Administration, the appointment will be made in compliance with art. 4, art. 28 paras. (1), (3), (4), (4), (6) and (7), art. (9), Art. 33 and Art. 34 para. (1) and (3) of GEO no. 109/2011. In at least two of the positions of member of the Board of Administration shall be nominated applicants with at least 3 (three) years of experience in management/leadership/management gained in public or private entities, in the main field of activity of the company.

Pursuant to art. 29 of GEO no. 109/2011 on corporate governance of public enterprises, as amended and supplemented, the Commission for the selection and nomination of applicants shall propose and submit to the General Secretariat of the Government, in order to formulate proposals for appointment to the general meeting of shareholders, the final short list for the position of member of the Board of Administration with higher education and experience in the field of engineering, economics, social, law or in the field of activity of the National Natural Gas Transmission Company.

In the following ranking order of the applicants, respectively:

No. Crt.	Applicant name	Status	Bachelor degree	Score	Weighted score
1	██████████ 4180/12.02.2025	Not independent	Engineering	224,4	224,4
2	██████████ 5539/24.02.2025	Independent	Economics	213,6	213,6
3	██████████ 3534/07.02.2025	Independent	Economics	204,9	204,9
4	██████████ 5504/24.02.2025	Independent	Legal sciences	204,1	204,1
5	██████████ 3872/11.02.2025	Independent	Economics	200,1	200,1

*4 Percentage level of the maximum potential aggregated individual skills to be met by all members of the Board, for the fulfillment of the required capacities of the Board as a whole (calculated as the minimum score accepted for the criteria in total [number of applicants or members x maximum score] x 100)

This final report was drafted by the Selection and Nomination Committee of the applicants for the position of member of the Board of Administration of the National Natural Gas Transmission Company Transgaz S.A. on 02.04.2025.

[REDACTED]	SGG	Chairman
[REDACTED]	SGG	Member
[REDACTED]	AMEPIP	Member
[REDACTED]	AMEPIP	Member
[REDACTED]	AMEPIP	Alternate member-independent expert