

REPORT

on the status of achievement of financial and non-financial performance indicators annexed to the administrators' mandate contracts in Q1 2025

Financial performance indicators for calculating the variable component of remuneration

No.	Indicator	Objective	2025	
			Budgeted	Achieved Q I
1.	Outstanding payments	Maintenance of the outstanding payments at zero.	0	0
2.	Operating expenses (less depreciation, balancing, construction activity and provisions for impairment of assets and for risks and charges) (thousand lei)	Maintenance of the operating expenses (less depreciation, balancing, construction activity and provisions for impairment of assets and for risks and charges) at the level under the Management Plan.	1.782.027	340.663
3.	Liquidity ratio	Liquidity ratio to record values higher than 1	1	1,31
4.	Net leverage rate	Maintenance of a net leverage rate below the limits set for obtaining bank financing, i.e.: 5-2021, 5,5-2022-2024, 5-2025	5	4,00
5.	EBITDA (thousand lei)	Achievement of the EBITDA target under the Management Plan.	867.934	601.578

Non-financial performance indicators for the calculation of the variable component of the remuneration

No.	Indicator	Objective	No.	2025		Achievement degree
				Planned	Achieved Q I	
Operational						
6	Monitoring the Investment Strategy and Implementation	Achievement of the FID projects under the TYNDP (2024-2033) <i>I = (achieved+initiated actions)/proposed actions</i>				
		Development on the Romanian territory of the Southern Transmission Corridor for taking over the Black Sea gas	6.1	Construction 2023-2025 Completion deadline - 2025.	On 16 June 2023, the works commencement order was signed. The progress of the works as at 31.03.2025 is 90% according to the schedule.	100%
		Development of the SCADA system for the National Gas Transmission System	6.2	Project implementation 2024-2025 Completion deadline - 2025.	The works are in progress according to the established schedules.	100%
7	Increasing energy efficiency	Maintaining the share of the NTS gas consumption in the total circulated gas below 1%	7.1	<1	0,43%	100%
8	Customer satisfaction	Achievement of the targets established in the management plan (According to PP 165 Evaluation of Clients satisfaction, a score between 6-8 represents the fact that the services offered satisfied accordingly the requirements of the clients)	8.1	8	Achieved – 8 Report SMC/ 20511/11.03.2025 on the evaluation of SNTGN Transgaz SA clients satisfaction for 2024	100% Annual monitoring
9	Strengthening and diversifying cooperation and collaboration relations with European gas transmission system operators	Conclusion of memoranda of cooperation and collaboration with European gas transmission system operators (minimum 5 operators) regarding the collaboration on hydrogen injection	9.1	1	The Memorandum of Understanding was signed between four gas transmission system operators in Central Europe (Transgaz - Romania, Gaz-System - Poland, Eustream - Slovakia and FGSZ – Hungary SEEHyC), on exploring the possibilities of decarbonising their operations, transmitting green gas and investigating the potential of transmitting CO ₂ .	100%
Public service oriented						
10	Performance indicators related to the gas transmission service	Achievement of the targets established in the Performance Standard for the gas transmission service (ANRE Order 140/2021 entered into force as at 1 October 2022).	10.1	$IP_0^1 \geq 90\%$	100%	100%
			10.2	$IP_1^1 \geq 90\%$	100%	
			10.3	$IP_1^2 \geq 95\%$	*	
			10.4	$IP_1^3 \geq 95\%$	*	
			10.5	$IP_1^4 \geq 95\%$	100%	
			10.6	$IP_1^5 \geq 95\%$	*	
			10.7	$IP_2^1 \geq 95\%$	100%	
			10.8	$IP_3^1 \geq 95\%$	100%	

			10.9	$IP_3^2 \geq 95\%$	*	
			10.10	$IP_4^1 \geq 95\%$	*	
			10.12	$IP_5^1 \geq 98\%$	100%	
			10.12	$IP_5^2 \geq 98\%$	*	
			10.13	$IP_6^1 \geq 98\%$	*	
			10.14	$IP_6^2 \geq 98\%$	*	
Corporate governance						
11	Optimization of internal/management control system	Implementing the provisions of GSG Order 600/2018 for the approval of the Internal/Management Control Code of public enterprises as amended. I = implemented standards/ standards provided for in the Order 600/2018*100 Implementation of the measures established in the internal/management control system Implementation Plan I = Implemented measures /proposed measures *100	11.1	Development of the internal/management control system for maintaining it at a level considered compliant with the standards included in the Internal/Management Control Code.	Achieved - Monitoring Committee Decision 424/01.04.2025; - letter to GSG 5899/ 27.01.2025, entry no. to GSG 2246/28.01.2025 regarding the submission of the following internal/management control system reporting documents: ✓ Report of the Director General on the Internal/Managerial Control System as at 31 December 2024, no 5899/27.01.2025; ✓ Centralizing situation on the status of implementation and development of the internal/managerial control system within SNTGN Transgaz SA, as at 31 December 2024, no. 5899/ 27.01.2025. The data provided for in the above documents are uploaded in the SCIM-GSG (GSG (The General Secretariat of the Government) IT Platform. The General Secretariat of the Government notifies the approval of the forms uploaded in the IT Platform by e-mail dated 11.03.2025); - SCI/M (Internal Management Control System) development program, updated for the year 2025, no. DSMC/17231/03.03.2025; - information on the status of implementation of the internal/managerial control system at Transgaz level for the year 2024, no. DSMC/12957/ 17.02.2025; - information on performance monitoring at Transgaz level for 2024, no. DSMC/16175/ 26.02.2025; - information on the status of implementation of the internal/managerial control system at Transgaz level for the year 2024 is presented within the meeting of the Board of Administration in April 2025,	100%
			11.2	Streamline the processing and management of SCI/M documentation by implementing an	Achieved - Tender book no. 43806/08.06.2021 for the design and implementation of the SCI/M web platform . The analysis, diagnosis, assessment of the Internal/Managerial Control System	100%

				organisational structures.	<ul style="list-style-type: none"> - the list of operational objectives, activities and risks, year 2025; - The Risk Registers at service and departmental level, year 2025; - The plans of measures to minimize risks at service, departmental level, year 2025; <p>According to Letter No. DSMC/99965/28.11.2024 all organizational structures have posted the revised Risk Registers, December 2024, and Risk Management Report, year 2024 at the level of the divisions, independent units, independent departments and offices, regional offices, the Medias Subsidiary.</p>	
			12.3	Implementation of risk management policy, procedures and legal requirements and monitoring their application at company level.	<p>Achieved</p> <ul style="list-style-type: none"> - Company-wide Risk Register, 2024, No. DSMC/20439/ 31.12.2024, REVISED December 2024; - Company-wide Risk Register, year 2025, no. DSMC/ 17235/03.03.2025, pending approval in the Board of Administration in April 2025; - Risk Minimization Measures Plan, at company level, year 2025, no. DSMC/17233/03.03.2025 pending approval in the Board of Administration in April 2025; - Report on risk management and monitoring, within SNTGN Transgaz SA, for the year 2024, no. DSMC/11513/11.02.2025; - Report on risk management and monitoring within SNTGN Transgaz SA, for the year 2024 is presented to the Director general and in the Board of administration in April 2025; - the risk profile, December 2024 No DSMC/12923/17.02.2025 was approved in the Board of Administration by BoA Resolution no 4/26.02.2025. 	
13	Timely reporting of the performance indicators	Compliance with the legal deadlines for reporting I = actual reporting deadlines/reporting deadlines provided *100	13.1	Calendar for Financial communication to BSE	<p>Achieved</p> <p>(see the company's website) https://www.transgaz.ro/ro/calendar-financiar-2024</p>	100%
			13.2	Report on the status of implementation of the 10-Year Development Plan of the National Gas Transmission System	<p>Achieved</p> <p>Letter DSMC/1873/05.03.2025 entry registration number ANRE/28264/05.03.2025.</p>	

			13.3	Internal/management control system reporting	Achieved It was sent to the General Secretariat of the Government by Letter no. 5899/27.01.2025, entry no. SGG 2246/28.01.2025, -Report on the status of implementation and development of the internal/managerial control system within SNTGN Transgaz SA, as of 31 December 2024, no. 5899/27.01.2025; -Report on the internal/managerial control system as at 31 December 2024, no. 5899/27.01.2025	
			13.4	Reporting related to the achievement of the performance indicators of the gas transmission service	Achieved Letter 97388/19.11.2024 ANRE report for gas year 2023-2024	
			13.5	Reporting form S1100 on the monitoring of the application of the provisions of GEO 109/2011	Achieved - Letter no. 55962/03.07.2024 H1100 reporting for H1 2024; - Letter no. 520/08.01.2025 H1100 reporting for H2 2024.	
14	2021-2025 NAS implementation	Implementation of the measures established in the NAS $I = \text{measures achieved within the deadline / proposed measures} * 100$	14.1	Achievement of the objectives under the Integrity Plan for the implementation of the Anti-Corruption Strategy 2021-2025	Achieved The measures foreseen in the Integrity Plan for the implementation of the National Anti-Corruption Strategy 2021-2025, for 2025, were realized: -preparation, submission to the General Secretariat of the Government and publication on the Intranet page of Transgaz' Integrity Incident Assessment Report for 2025, - preparation, submission to A.N.I. and publication on the Intranet page of the Report on the application of Law no. 361/2022 on the protection of the public interest warnings in 2024, at SNTGN Transgaz SA level;	100%

Note: Given that in the period analysed at the performance indicators of the gas transmission service marked * no requests/notifications/complaints are registered, it results that the indicators are met according to the requirements in the Performance Standard but the degree of fulfilment of these indicators cannot be determined by mathematical calculation.