

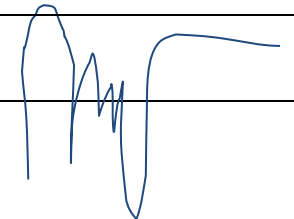
RECRUITMENT FOR THE POSITION OF MEMBER IN THE BOARD OF DIRECTORS OF ROMGAZ JSC

Ministry of Energy JSC assisted by their recruitment expert Pluri Consultants Romania LLC announces the launch of the recruitment and selection procedure in view of candidates nomination in order to be appointed as members of the Board of Directors at ROMGAZ JSC The recruitment and selection process aims to identify, recruit and select the most suitable candidates for the 7 positions of members of the Board of Directors of ROMGAZ JSC This recruitment and selection process is implemented in accordance with the provisions of applicable corporate governance legislation, G.E.O. no. 109/2011 on the corporate governance of public enterprises, approved by Law no. 111/2016 and with the provisions of G.D. no. 722/2016 for the approval of the Methodological Norms for the application of some provisions of the Government Emergency Ordinance no. 109/2011 on the corporate governance of public enterprises, with subsequent amendments and additions, as well as with those of General Data Protection Regulation (EU) 2016/679 on the protection of natural persons with regard to the processing of personal data.

1. RECRUITMENT AND SELECTION PROCESS

The process of recruitment and selection of candidates for the 7 available positions of members in the Board of Directors has the following stages:

	STAGE	Estimated DURATION	ACTIVITIES	RESULTS
1.	Submission of application files	30 days since the date of recruitment ad publication	Candidates submit, both in paper-based and electronic format, the documents required in the application files.	Application files submitted
2.	Evaluation of application files	3 days since the expiry date of the recruitment ad	We analyze the required applications	The Long List of candidates
3.	Initial selection	5 days since the Long List submission date	The degree of fulfillment of the requirements and skills stipulated in the profile description will be evaluated for each candidate on the Long List. Further, we proceed to a first evaluation of the skills and traits and a first ranking of the candidates.	The Short List



4.	Submission of declarations of intent	15 days since the Shortlist finalization date.	Candidates on the short list will have 15 days to prepare and submit the declaration of intent.	Submitted declaration of intent
5.	Final selection	3-5 days since the declarations of intent submission deadline	At this stage, we evaluate the skills and characteristics of the candidates, both on the basis of the final interview and the declaration of intent. At the end, the ranked list of candidates from which nomination proposals will be made is drawn up. Candidates proposed for nomination and accepted will sign the mandate contract.	Nomination proposals

All these stages are mandatory and candidates who do not meet the requirements can be rejected at any time.

The candidates will be informed in an operative and transparent manner, via telephone and/or e-mail, regarding the possible changes in the development plan of these stages, as well as the results obtained by each of them at each stage of this process.

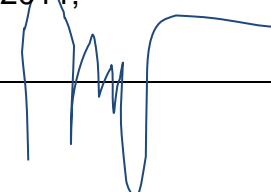
The up-to-date schedule of the recruitment and selection process will also be posted on the website www.energie.gov.ro and www.romgaz.ro ..

2. CONDITIONS OF PARTICIPATION

The candidates we aim in this selection process to be nominated and than appointed as members of the Board of Directors at Romgaz JSC must cumulatively meet the following requirements:

I. Common eligibility criteria for all Board of Directors member positions:

- a) know the Romanian language very well (written and spoken).;
- b) are not in a conflict of interests that would make them incompatible with the position of member of the Board of Directors of the company for which they applied;
- c) are not in any of the situations provided for in Article 30 paragraph 9 and article 36 paragraph 7 of G.E.O. no. 109/2011;



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- d) have not been definitively convicted by a court decision for committing unlawful acts against humanity, against the state or against the authority, for corruption and bancruptcy, crimes against the administration of justice, forgery, crimes against patrimony, for the crimes provided by Law no. 656/2002 for the prevention and sanctioning of money laundering, as well as for the establishment of measures to prevent and combat the financing of terrorism, with subsequent amendments and additions, or for the crimes provided for by Law no. 85/2014 regarding procedures carried out with intention that would make it incompatible with the exercise of the position;
 - e) did not perform political policing, as defined by law;
 - f) have full exercise capacity;
 - g) are medically fit;
 - h) meet the criteria required by O.U.G. no. 109/2011 on the corporate governance of public enterprises, approved with amendments and additions by Law no. 111/2016 and Government Decision no. 722/2016;
 - i) does not simultaneously exercise more than 3 mandates of member of the Board of Directors and/or member of the supervisory board in public companies or enterprises, according to art. 33 of GEO 109/2011.
 - j) there cannot be more than 2 members from among civil servants or other categories of personnel within the public guardianship authority or within other public authorities or institutions.

II. Specific eligibility criteria

A. For administrator positions with economic studies

- a) has graduated with a bachelor's degree economic studies.
- b) has at least 10 years of work experience and at least 5 years of specific professional experience in the economic field
- c) has at least 5 years of administration, management, management or coordination experience in public or private entities;

B. For administrator positions with economic studies and financial auditor qualification

- a) has graduated with a bachelor's degree economic studies.
- b) has at least 10 years of work experience and at least 5 years of specific professional experience in the economic field
- c) has at least 5 years of administration, management, management or coordination experience in public or private entities;
- d) In applying the provisions of art. 65 para. (3) from Law no. 162/2017, with subsequent amendments, regarding the attestation of professional skills both in the field of accounting and in the field of statutory audit, at least one member of the Audit Committee must hold the qualification of financial auditor or have at least 3 years of experience in statutory auditing acquired by participating in statutory audit missions in Romania, in another member state, in an EFTA state, in Switzerland or in the United Kingdom of Great

Britain and Northern Ireland or within the Audit Committees formed at the level of Boards of Directors/Supervisory of companies/entities of public interest, proven with documents.

C. For administrator positions with legal studies

- a) has graduated law studies with a bachelor's degree.
- b) has at least 10 years of work experience and at least 5 years of specific professional experience in the field of IW.
- c) has at least 5 years of administration, management, management or coordination experience in public or private entities;

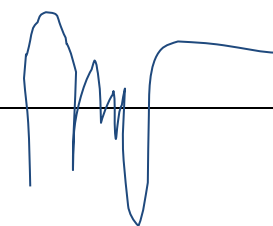
D. For administrator positions with studies other than economic or legal

- a) has at least 10 years of total work experience;
- b) has at least 5 years of administration, management, management or coordination experience in public or private entities;
- c) has at least 5 years of previous experience in management, administration, control or regulation within entities in the company's main field of activity;
- d) graduated a higher education program (equivalent to ISCED 6) completed with a diploma in a higher education institution;

III. Optional criteria

- Postgraduate studies diplomas are a plus;
- They have Romanian citizenship or citizenship of other member states of the European Union, provided they are domiciled in Romania;
- Experience in communication and relationship with investors;
- Relevant experience both locally and internationally;
- Experience in the relationship with public authorities, regulatory and supervisory authorities in the field of energy;
- Experience in training, coordinating and developing staff teams/groups and succession planning within them;
- Experience in the field of audit, economic, accounting, financial or legal, risk management;
- Knowledge and experience in the field of natural gas exploitation are a plus.
- Relevant experience in the relationship with European institutions is an advantage..

****For administrator positions with studies other than economic or legal from point D, we mention that candidates with economic or legal studies can also apply.***



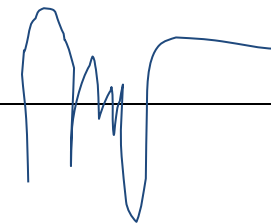
3. SUBMISSION OF APPLICATION DOSERS

The candidacy files will be submitted no later than the 22^h of December. 2022, 12:00 p.m., in paper-based format, in a closed and sealed envelope, on which the following text will be mentioned: "Application for the Board of Directors of Romgaz JSC / Name and Surname of the candidate, at Pluri Consultants Romania headquarters, located on Barbu Văcărescu Street No. 164 A, CARO Hotel premises, postal code 020285, sector 2, Bucharest. The application file will also be sent in electronic format, to the e-mail address 109@pluri.ro. Paper submission of all application documents is mandatory. Application files on paper can be submitted in person or sent by post or courier to the address mentioned above. The e-mail messages for submitting electronic candidacies, as well as the attached documents, must contain the name and surname of the candidate and the name of the company (for example "Candidature CA Romgaz Surname_Surname" respectively "CV Surname_Surname Romgaz).

4. DOCUMENTS REQUIRED FOR THE SUBMISSION OF THE APPLICATION

The application files must contain the following documents:

- a. List of documents;
- b. Curriculum vitae, according to the common European model;
- c. Medical certificate;
- d. Criminal record;
- e. Fiscal record;
- f. Copies:
 - a. Copy of the identity document;
 - b. Copy of the marriage certificate or other documents, only if the name on the submitted documents is different from the one on the identity document;
 - c. Copy of the bachelor's degree diploma or equivalent;
 - d. Copies of the documents that prove the required professional experience (mandatory extract from the Reges/Revisal and copy of work book, mandate/management contracts, certificates issued by employers, etc.)



g. Forms:

1. F1 - Enrollment application;
2. F2 - Declaration on personal responsibility regarding the conformity of the documents and information presented in the file, the absence of conflict of interests and situations of incompatibility.
3. F3 - Agreement regarding the obtaining of data in order to verify the information.
4. F4 - Consent for the processing of personal data.
5. F5 - Declaration of interests.

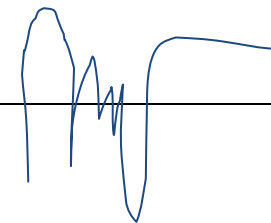
The forms can be downloaded from the website www.energie.gov.ro and www.romgaz.ro

If one of the documents mentioned above is missing from the application file and the candidate does not submit it in a timely manner, his application will be rejected.

5. SELECTION CRITERIA

First in the initial selection stage and then in the final selection stage, candidates' skills and behavioral traits will be assessed. The main selection criteria used in these 2 stages are:

1. COMPETENCIES	SPECIFIC TO THE FIELD OF NATURAL GAS EXPLOITATION
	OF STRATEGIC IMPORTANCE
	CORPORATE GOVERNANCE
	SOCIAL AND PERSONAL
2. EXPERIENCE	RELEVANT WORK EXPERIENCE
3. ALIGNMENT	ALIGNMENT WITH DECLARATION OF EXPECTATIONS



4. BEHAVIORAL TRAITS	Behavior and attitude specific to the member profile
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6. OTHER INFORMATION

a. Communication with candidates

Throughout this selection process, communication with candidates will be done by e-mail and telephone, therefore it is imperative that the e-mail address and telephone number entered in the CV are correct.

The long list, short list and nomination proposals are confidential and will not be published; the results obtained by the candidates on each of the stages of the selection process will be communicated to them individually in the ways described above.

b. Appeals

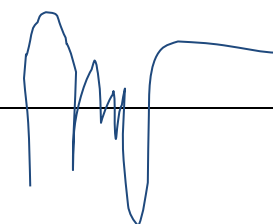
The corporate governance legislation of public enterprises does not provide for appeals. However, out of the desire to ensure maximum transparency of the recruitment and selection process, we will respond promptly to requests for clarification made by candidates, provided that they only request information that relates to their candidacy and that does not involve the results obtained by others candidates. Any requests for clarifications are submitted in the same way as candidacy files or declarations of intent, with the specification on the envelope "Request for clarifications regarding the results of the stage of __ (evaluation of files, or initial selection or final selection) ROMGAZ_ Surname Surname) and the document sent by e-mail will be saved with the title "Clarification request Surname Surname".

Requests for clarifications are submitted within a maximum of 24 hours from receiving the results and will be answered within the same maximum period of 24 hours from the registration of the request.

c. Protection of personal data

This recruitment and selection process described in detail above will be carried out in accordance with Regulation (EU) 2016/679 on the protection of natural persons with regard to the processing of personal data. In this sense, the following will be observed:

i. All candidates will consent to the processing of personal data.



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- ii. All the personal data that the candidates will provide will only be used by the expert or by the representatives of Ministry of Energy for the purpose of selecting the most competent and motivated candidate to occupy the position of member in the Board of Directors.
 - iii. All personal data provided by candidates will be deleted one year from the date of nomination.
 - iv. As long as the personal data of the candidates is in our possession, no information will be made available to any other party, in accordance with the legal provisions in force.
 - v. If they wish, candidates can at any time ask us for information about how their personal data is stored and used.
 - vi. Whenever a candidate decides to withdraw from this recruitment and selection process, we will ensure that their personal data is deleted from our database in accordance with the relevant legal provisions.

