

30 July 2018

Announcement on the selection of the Chief Executive Officer of S.N.G.N. ROMGAZ S.A.

SNGN ROMGAZ SA (<https://www.romgaz.ro/>) is the largest natural gas producer and main gas supplier in Romania. The company is listed since 2013 on Bucharest Stock Exchange ([BVB](#)) and London Stock Exchange ([LSE](#)).

The Romania state is the majority shareholder owning a 70% share. The Company has a vast experience in the field of gas exploration and production and a history that began in 1909 with the discovery of the first commercial gas reservoir in the Transylvanian Basin by drilling well Sarmasel. The selection of the Chief Executive Officer is made in compliance with the GEO No. 109/2011, as amended and approved by Law No. 111/2016 on Corporate Governance of Public Companies.

The eligibility criteria for the long list of candidates are the following:

- Higher education degree – Bachelor Degree;
- minimum 10 years professional experience in the oil and gas industry or energy generation industry;
- minimum 6 years of experience in top management position, out of which at least 4 years in the energy industry;
- minimum 4 years in relevant management positions in companies with minimum EUR 50 million revenue;
- solid knowledge in the area of commercial, financial-accounting, tax, public acquisition, audit, labor relations legislation;
- proven experience in elaboration and implementation of business development strategies;
- proven knowledge of corporate governance;
- experience in stakeholder communication and relationships;
- fluent in English language.

It would be considered an asset:

1. MBA/EMBA post-university degree issued by a reputable higher education institution;
2. Specialization or professional certification in the categories indicated as mandatory, other than the minimum requirements;
3. Knowledge on the capital market, listed companies, specific reports for the listed companies.

SELECTION CRITERIA

In the selection process the candidate's competences and behavior characteristics will be evaluated.

I. COMPETENCES

- **Field specific competences**
- **Strategic importance professional competences.**
 - Strategic thinking and forecasting
 - Accounting and finance.
 - Risk management
 - HR management
 - Legislation
- **Corporate governance competences**
 - Public company governance
 - Performance monitoring
- **Social and personal competences**
 - Decision making
 - Interpersonal relationships
 - Conflict management
- **English language knowledge**

II. Behavior characteristics

- Personal and professional reputation
- Integrity
- Interpersonal communication abilities

III. Intent declaration (complying with the shareholders expectation letter).

Candidate filing procedure:

The candidates will file the documents requested by this announcement in a closed envelope at SNGN ROMGAZ SA registry in Piața Constantin Motaș Street, no. 4, Mediaș, with written mention „Candidate for the SNGN ROMGAZ S.A. Mediaș CEO position/ Candidates name” as well as in digital format at the following email address: vasile.pumnea@romgaz.ro

Filing all the requested documents in hard copy is compulsory. The candidate's files on hard copy will be filed personally or sent by email or by courier at the address mentioned above. The e-mail candidate filing messages as well as the attached documents will have to contain the candidates first and last name.

The candidate filing documents will be presented in Romanian.

The deadline for filing the documents (in hard copy, digital format) is 30.08.2018 15³⁰ hours (registration hour at the company registry)

REQUIRED DOCUMENTS FOR CANDIDATE FILING;

- Checklist
- Application Form
- Curriculum Vitae in Romanian, in compliance with the European common model;
- Criminal record;
- Tax crime record
- Medical certificate.
- Two recommendation letters that contain the name and contact data of the persons offering the references;
- Identity card copy;
- Copies of the graduation documents, as true copies;
- Affidavit for the authenticity of the graduation documents presented as copies.
- Copies of the documents that prove the requested professional experience (excerpt from the labor register/ labour contracts, mandate, /labour certificates issued by the employer etc.).
- Affidavit regarding the statement of noncompliance with the conflict of interests status;
- Affidavit regarding the statement of noncompliance with one of the situations of dismissal from within public institutions or majority stated owned companies, decision for the disciplinary termination of the labor agreement, respectively.

Application forms (application form and declaration of conformity) can be downloaded from SNGN Romgaz SA site, „CEO selection procedure” section.

By sending their application the candidates agree that their personal data will be processed for the recruitment and selection process.