

DIRECTOR AGREEMENT NO. _____

executed today _____

I. Preamble

Whereas:

- Government Decision No. 575/June 14, 2001 on the establishment of Societatea Națională de Gaze Naturale „ROMGAZ” – S.A. Mediaș;
- the provisions of Government Emergency Ordinance No. 109/2011 on corporate governance of public companies („GEO No. 109/2011”), as subsequently amended and supplemented;
- the provisions of Law No. 31/1990, Company Law, republished, as amended and supplemented, („Law No. 31/1990”);
- the Articles of Incorporation of the company, as updated;
- the provisions of Art. 1913-1919, Art.1924, as well as Art. 2009 and following of the Civil Law;
- The Resolution of the Ordinary General Meeting of Shareholders of the company, No..... of for approval of the agreement between company and company’s Directors

and whereas:

- the Resolution of the Ordinary General Meeting of Shareholders No. as ofappointing Mr./Mrs.as member of the Board of Directors, who has expressly accepted such appointment, and who will exercise, together with the other members of the Board of Directors its duties provided by Law 31/1990, by Articles of Incorporation of the Company („The Articles of Incorporation”) and by GEO No. 109/2011;
- Law 31/1990, GEO No. 109/2011, as subsequently amended and supplemented, and the Articles of Incorporation require the members of the Board of Directors to be free of any legal labour relationship with the company during the term of their mandate;

the rights and obligations of the signing parties have to be established within the framework of a civil law legal relationship, consistent with the position as interim Board member, the parties hereby agree to conclude this contract of mandate, hereinafter called Director Agreement („Director Agreement”), in accordance with the free will expressed by the signing parties.

II. Contracting Parties

and

Mr./Mrs., Romanian national, born on, domiciled in, street., no.....apartment....., county....., identified with Identity

Card series..... no., personal numeric codeacting as nonexecutive director (“Director”)

III. Definitions

Art. 2. As used in this Director Agreement, the terms listed below will have the following meaning:

- a. **Articles of Incorporation** – the Articles of Incorporation of, approved by the GMS of the Company, effective on the date of this Director Agreement or as further modified/supplemented/reworded by resolution of Company’s GMS;
- b. **Applicable legal framework** – all Romanian legal provisions included in GEO no. 109/2011, as supplemented and amended, in Company Law no. 31/1990, as supplemented and amended, the Civil Law, the Fiscal Code, as well as other laws related to this Director Agreement, which are applicable to the parties;
- c. **Conflict of interests** – any defined/definable situation or circumstance relative to the applicable legal framework and to the Company Rules of Organisation and Operation(ROO), where the direct or indirect personal interest of the Director interferes with the Company interest, in a way that affects or could affect the independence or fairness of Director’s business decisions or timely and objective fulfilment of his duties during the performance of his mandate on behalf of the Company;
- d. **Permanent inability to exercise the mandate/legal impediment** – (i) any circumstance which makes the Director unavailable for 90 consecutive calendar days or more, and thus the Director is not able to fulfil his duties either personal or by representative, (ii) preventive custody (iii) arrestment of the Director, (iv) cancelation of the (O)GMS Resolution of the *Company* appointing the Director, and others;
- e. **Remuneration** due to Director – means the remuneration composed of a monthly fixed component established by resolution of the GMS, in compliance with Art. 153¹⁸ of Company Law no. 31/1990, as subsequently amended and supplemented and of Art. 37 of GEO No. 109/2011, as subsequently amended and supplemented;
- f. **Force Majeure** – means any external event, unpredictable, invincible and inevitable, that could not have been foreseen at the effective date of this Director Agreement and which makes the performance and the fulfilment of the Director Agreement impossible; such events are considered the following: wars, revolutions, fires, floods or any acts of God, restrictions further to a quarantine, embargo, such list being declarative and non-exclusive. It is not considered a Force Majeure event an event such as those presented above that does not make the performance impossible, even though it makes the fulfilment of one party’s obligations extremely costly.
- g. **Business Decision** – means any decision for taking or not taking measures related to the governing of the Company;
- h. **Contingency** – means an unforeseeable event, which could not be foreseen and prevented by the Director; contingencies are considered to be: modification of Romanian legal, regulatory or fiscal framework that was effective at the execution date of this Director Agreement and which encumbers the Company in excess;

IV. Scope of Agreement

Art. 3. The Director is authorized by this Director Agreement to adopt together with the other Directors all the measures required to manage the Company, according to the provisions of the applicable law in force, as well as of the Company Articles of Incorporation and of this Director

Agreement, within the scope of activity of the Company and in compliance with the exclusive competencies reserved by Law 31/1990, GEO no. 109/2011, the Articles of Incorporation, to the Board of Directors, the Chairman of the Board of Directors, the General Meeting of Shareholders and the managers of the Company.

Art. 4. In order to fulfil the scope of this Director Agreement, the Director will undertake all activities acts required to govern the Company's assets in the interest of the Company, in order to achieve its scope of activity, and will perform the duties established in this respect by the Articles of Incorporation and this Director Agreement.

Art. 5. The place for performing this Mandate is the Company's headquarters, as mentioned in Article 1 of this Agreement or the place where he/she acts as Company representative. The place for performing the mandate may be modified by the Company and may be established either at the Company's branches or at a place established by the Company. The decision related to changing the place for performing the mandate will be notified by the Company, according to the Board of Directors Terms of Reference.

V. The Duration of Director Agreement

Art. 6. The Director Agreement is concluded for a period of 4 months, starting on.....and untilor until the GMS appoints directors, under the provisions of GEO No. 109/2011 on public companies corporate governance, as amended and supplemented, if the selection procedure is completed before the end of a.....month period. The Director Agreement can be renewed by GMS resolution, in compliance with the law.

VI. Director's Obligations

Art. 7. Director will be bound to perform the following main obligations, **together with the other members of the Board of Directors:**

- 7.1.** to set activity and development guidelines for the Company;
- 7.2.** to establish the Nomination and Remuneration Committee and the Audit Committee, according to the law in force;
- 7.3.** to establish accounting policies and financial control system and to approve the financial planning within the limits approved by GMS, if applicable;
- 7.4.** to assign the Company management to one or more managers, appointing one of them as Director General, to revoke the managers and the Director General and to establish their remuneration subject to recommendation of the Nomination and Remuneration Committee;
- 7.5.** to assess the activity of the Director General related to the performance of the Contract of Mandate;
- 7.6.** to approve the Board of Directors Terms of Reference;
- 7.7.** to establish the competencies assigned to the Company's managers, namely the competencies of the director general and of other managers with managerial duties in the meaning of Law 31/1990 as subsequently amended and supplemented, in order to perform Company's operations;
- 7.8.** to approve conclusion of any contracts, within the scope of the Articles of Incorporation, for which the competencies have not been assigned to the Director General or the managers;
- 7.9.** to elaborate an annual report on the Company's activity, in compliance with the provisions of Art. 56 of GEO No. 109/2011, as subsequently amended and supplemented;

- 7.10.** to convene/or to approve the convening, as the case may be, of the general meeting of shareholders, to organise such meetings, to participate in the general meeting of shareholders and to implement the resolutions of the general meeting of shareholders, to notify all shareholders on all acts or events that could have a significant impact on company's position;
- 7.11.** to submit annually to the Company's general meeting of shareholders, within the term provided by the applicable law, the report on the Company's activity, balance sheet, profit and loss account of such year, to make recommendations on the profit distribution and to approve the Company's income and expenditure budget for the current year;
- 7.12.** to approve the management plan of the management (director general and managers), to perform quarterly monitoring, and to require management plan revision, as the case may be, if such does not provide measures for achieving the objectives that are included in the managers and Director General's contract of mandate and if it does not include the foreseen results that allow for the evaluation of performance indicators set in the mentioned contract;
- 7.13.** to establish the level of current bank loans, short and medium term trade credits and approve the return/set up of guarantees;
- 7.14.** to give the Director General or the negotiation committee the mandate to negotiate the collective labour agreement, and to approve and sign its final version;
- 7.15.** to file for insolvency of the Company, according to the law, if needed;
- 7.16.** to propose the Company's General Meeting of Shareholders the increase of share capital when it is required for development of activity, establishing/dissolving new units/subunits, mergers, separations and incorporation of legal entities, with or without legal status, by association with other local/foreign persons;
- 7.17.** to fulfil the duties delegated by Company's General Meeting of Shareholders according to Law 31/1990, as subsequently amended and supplemented, as well as any other duties provided by law or the Articles of Incorporation.
- 7.18.** to approve the level of the professional insurance of the Director General;

Art. 8. The Director will also have following obligations:

- 8.1.** he/she will not be bound by a labour contract with the Company;
- 8.2.** he will exercise the assignment faithfully, prudently and diligently, as a good director, for the exclusive interest of the Company, and will not undertake any special obligations against one or another shareholder of the Company with respect to the Company's activity; The Director will not be in breach of the above mentioned obligation, if when making a business decision he is reasonably entitled to consider (i) that he acts on behalf of the Company and (ii) that he made the decision based on adequate information.
- 8.3.** he will take all necessary measures to protect the Company's patrimony;
- 8.4.** he will keep confidential the information and the business secrets of the Company, he had access to by means of documents presented to the Board of Directors, except for the cases when such disclosure is required by law or necessary in the relation with public authorities and/or involvement of the Director in a litigation referring to the Company's scope of activity;
- 8.5.** he will avoid conflicts of interest related to the Company;
- 8.6.** he will not conclude any legal documents with the Company, except those provided by law.

Art. 9. The Director, together with the other directors, has to call the General Meeting of Shareholders to approve any transaction, if its value, individually or in a series of transactions, is higher than 10% of the company's net assets value or higher than 10% from the company's revenue, according to the latest audited financial statements or to the Directorate, with the employees,

shareholders having control of the Company or a company controlled by them, this obligation is incumbent also upon transactions concluded with the spouse, relatives or in-laws up to the IVth degree inclusively.

Art. 10. The Director, together with the other Directors, is obliged to inform the shareholders during the first General Meeting of Shareholders following the execution of the legal instrument, upon any transaction concluded by the Company with:

- persons provided at article 10, if the value of the transaction is below 10% of the company's net asset value or higher than 10% of the company's revenue, according to the latest financial statements;
- another company or the higher authority, if the value of the transaction, individually or a series of transactions, equals at least EUR 100,000.

Art. 11. The Director, together with the other directors, is obliged to submit quarterly to the General Meeting of Shareholders, in a special sub-chapter, the legal instruments concluded under Art. 9 herein, providing the following elements: the parties to the instrument, the execution date and the nature of instrument, description of the scope, total value of the instrument, reciprocal debts, provided guarantees, terms and methods of payment and any other essential and material information related to such instruments, as well as any information required for establishing the effects of such instruments on the financial statements of the Company.

Art. 12. The Director is not allowed to use for his own interest or to disclose to any unauthorized person any confidential or secret information referring to the Company. The Director undertakes, to this effect, to comply with all confidentiality rules provided in Annex 1 to this Director Agreement.

Art. 13. The Director will not use Confidential Information – as this concept is defined in Annex 1 - directly or indirectly, for his personal use or third party use, except when such use is required by law or by participation of the Director in an action at law.

Art. 14. The Director will fully comply with non-competition obligations provided in Annex 2 to this Director Agreement.

VII. Director's Rights

Art. 15. The Director has the right to a monthly fixed allowance of for performance of his mandate, equal with the 12 months average monthly gross earnings of the branch in which the company operates, as communicated by the National Institute of Statistic prior to appointment.

Art. 16. Remuneration will be paid once a month, namely on the of the month, irrespective of the number of board meetings held during that month.

Art. 17. The expenses incurred by the Director for fulfilment of his mandate are paid on the basis of supporting documents, in the amount applicable to the director general, including, without limitation: the accommodation, allowance, per-diem, transportation and other expenses related to the achievement of the mandate, and no matter if they were made locally or abroad, or use of inventory/fixed asset goods required for performance of activity.

Art. 18. The Director has the right to professional indemnity insurance. Payment of related insurance premiums, whose quantum is approved by the General Meeting of Shareholders, will be made by the Company and will not be deducted from Director's remuneration.

VIII. Company's Rights

Art. 19. The Company has the right to require the Director to perform his mandate in the exclusive interest of the Company and to be liable for the performance of the mandate in front of the Company.

Art. 20. The Company has the right to assess quarterly, semi-annually and annually, by its representatives in the General Meeting of Shareholders, the activity of the Board of Directors members.

IX. Company's Liabilities

Art. 21. The Company undertakes to pay in due time all monies due to director under this Director Agreement, including to withhold and to pay in due time the income tax and all mandatory contributions, tax or other kind, which are under Director's responsibility, on his account and behalf.

Art. 22. The Company undertakes to secure Director's full freedom in fulfilment of his mandate/assignments/liabilities, under the limits provided by the Articles of Incorporation, under this Agreement and applicable framework, as provided by Art. 2, letter b) of this Agreement.

Art. 23. The Company undertakes to secure necessary conditions for the performance of Director's activity.

X. Parties Liabilities

Art. 24. Non-fulfilment and/or unsatisfactory performance of liabilities undertaken by any party to this Director Agreement imply contractual liability of the party in default.

Art. 25. The Party who caused termination of this Director Agreement by culpable default and /or culpable unsatisfactory performance of assumed obligations is liable to the other party for all damages arising out of Director Agreement termination.

Art. 26. The Director is liable for culpable breach: (i) of the provisions under this Director Agreement, (ii) of the provisions of the resolutions adopted by Company General Meeting of Shareholders and (iii) of the provisions of the Articles of Incorporation.

Art. 27. The Director is not in breach of prudence and due diligence obligations and will not be considered liable when a business decision is made, if he has reasonable grounds to believe that he acts on behalf of the Company based on adequate information, unless a contingent event occurs, as it is defined.

Art. 28. The Company is responsible for the culpable breach of the obligations undertaken under this Director Agreement and will pay for the damages so caused.

XI. Force majeure

Art. 29. The parties are held harmless in case of force majeure events, as defined in article 2, letter f) of this Director Agreement.

Art. 30. In case of a force majeure event, the parties will use joint endeavours in order to diminish the possible damages that would result further to such event.

Art. 31. The parties also commit themselves to mutually notify each other in writing within at most 5 (five) days from the occurrence of any force majeure event, and generally to inform each other and in due time on the potential obstacles that might lead to difficulties in achieving the scope of this Director Agreement.

XII. Amending the Director Agreement

Art. 32. This Director Agreement may be amended only by the written agreement of the signing parties expressed in an addendum.

Art. 33. This Director Agreement shall be consistent with the applicable legal regulations issued subsequent to the conclusion of this Agreement.

XIII. Termination of the Director Agreement

Art. 34. This Director Agreement terminates if:

- 34.1. the contract period expires;
- 34.2. the Director is immediately dismissed by the General Meeting of Shareholders due to the unjustified non-performance of the obligations provided for a certain stage;
- 34.3. the Director deceases;
- 34.4. the Company goes bankrupt or insolvent;
- 34.5. the signing parties agree thereto;
- 34.6. the Director resigns through no fault of the undersigned;
- 34.7. the occurrence of legal impediments as defined at article 2 letter d) herein, that prohibit the Director to take this position;

XIV. Disputes

Art. 35. Any dispute between the parties related to the conclusion, performance, modification, termination or construction of the articles of this Director Agreement that cannot be settled amicably shall be submitted to competent Romanian courts.

XV. Confidentiality obligation between the parties

Art. 36. The Parties undertake to keep confidential all data, information and documents received from the other party and related to the performance of this Director Agreement.

Art. 37. The Parties may disclose information or documents related to the performance of this Director Agreement only to persons involved in its performance who, at their turn, will be bound by the obligation not to use the information for other purposes than those related to the performance of the Agreement, such persons being informed of this obligation by the signing party of the Agreement.

Art.39. The disclosure of information is not considered confidentiality obligation in the following cases:

- 38.1. if the information was known to the party before receiving it from the other party and if this can be proven;
- 38.2. if the disclosure was made after having the written agreement of the other party;
- 38.3. if the information was known on the date of its disclosure;
- 38.4. if the party disclosed such information in order to comply with legal provisions or with a court decision.

XVI. Final provisions

Art. 39. The Director declares that he is aware of the provisions of the Articles of Incorporation and of the Board of Directors Terms of Reference.

Art. 40. The Director declares that he does not fall under none of the incompatibility situations provided by G.E.O. no.109/2011 and by Law no.31/1990, or under the competition situation provided in Annex 2 to the Agreement.

Art. 41. Annexes 1-2 are an integral part of this Agreement.

Art. 42. This Director Agreement is governed by and construed in accordance with the provisions of the Romanian law. Related any issue expressly not mentioned herein, this Director Agreement is supplemented with the provisions of the Romanian Civil Code. Moreover, this Agreement is supplemented with the provisions of Law no. 31/1990 and of G.E.O. no.109/2011.
This Director Agreement is not a labour contract and is not governed by labour law.

Art. 43. This Director Agreement constitutes the entire agreement between the parties and supersedes any previous, written or verbal, agreements between the parties related to the scope of this agreement.

Art. 44. If certain clauses of this Director Agreement become legally ineffective, the validity of the other Agreement provisions will not be affected. In such instances, the parties agree to renegotiate in good faith any legally ineffective clause, adding the renegotiated clause to the provisions of this Director Agreement.

Art. 45. All amendments mutually made by the parties subject to this Director Agreement will be made in writing and send by fax, e-mail, certified mail with acknowledgement of receipt or express

courier at the addresses indicated at item II of this Agreement. Depending on the specific situation, the parties will, reasonably and in good faith, choose the most suitable notification manner mentioned above, in such a way as to fulfil its scope and to lead to the fulfilment of the contractual obligations.

Art. 46. If at any time during this Director Agreement, one of the parties does not expressly insist on enforcing a certain provision of the Agreement, it does not mean that this party has relinquished such provisions or that it has waived its right to enforce such provisions.

In witness thereof we concluded today _____, at the Company's headquarters, this Director Agreement in 2 (two) original copies, therewith the parties declare that, they each received a copy thereof.

The Company

Director

By:

.....

CONFIDENTIALITY RULES

1. Definition

The term “**Confidential Information**” means and includes any information related to the economic activity of the Company that is not public, according to (i) the law, (ii) to the resolutions of the General Meeting of Shareholders, (iii) the resolutions of the Board of Directors and (iv) inner rules of the Company.

Without limitation to the above mentioned, confidential information include:

- a) Contractual terms and any information in connection with business partners, clients, agents, employees, entrepreneurs, investors or suppliers of the Company, as well as the conditions under which the Company develops economic activities with each of these persons;
- b) Computer programs (inclusive the source code and the object code) or the software developed, modified or used by the Company;
- c) Information of any kind compiled by the Company, including, but without limitation to, information related to products and services, advertising and marketing, as well as information compiled by existing or potential clients, suppliers and/or business partners;
- d) Algorithms, procedures or techniques, or essential ideas and principles that lie at the basis of such algorithms, procedures or techniques developed or used by the Company or familiar in any other manner to the Company (except any public algorithm, procedure or technique) irrespective whether these algorithms, procedures, techniques are part of a computer program or not, inclusive, but without limitation to techniques for:
 - Identifying possible clients;
 - Actual communication with existing or potential clients;
 - Reducing operation costs or increasing system efficiency
- e) The fact that the Company uses, used or evaluated as possibility to use any certain data base, data source, algorithms, procedures or techniques or ideas, developed or supplied by a person, other than the Company (inclusive any public algorithm, procedure or technique), regardless if such algorithms, procedures or techniques are part of a computer program or not;
- f) The marketing strategies, developed, investigated, acquired (from a third party or otherwise), evaluated, modified, tested or used by the Company, or any information on or that might reasonably lead to the development of such strategies;
- g) Information related to the Company’s future plans, inclusive, but without limitation to, plans to extend on geographical areas, market segments or services, any information that might usually be included in the financial statements of the Company, inclusive but without limitation to, the amount of the assets, liabilities, net value, income, expenses or the net income of the Company, except those information whose disclosure is authorised according to the inner rules of the Company;
- h) Information that will be disclosed exclusively under the conditions provided at point 5;
- i) Any other information acquired by the Director during his mandate, which could be reasonably appreciated as reflecting vulnerabilities of the Company, and that might help a competitor or a potential competitor of the Company to successfully compete against the Company;
- j) Any information received by the Company from third parties who, in their turn have a

- confidentiality obligation and inform the Company on this matter;
- k) Any information derived from the above mentioned and
 - l) Any copies of all the information mentioned above, except the situation when such copies are requested by a court or by another public authority, as provided by law.

2. Use and disclosure of Confidential Information

The Director admits that he has acquired and/or will acquire Confidential Information during or in connection with his mandate within the Company, and also admits that the use, by himself or by other persons, of such Confidential Information in order to compete with the Company would severely compromise the capacity of the Company to continue its economic activity.

Therefore, the Director agrees that, directly or indirectly, at any moment during the term of the Director Agreement concluded with the Company or at any time after its termination and irrespective of the moment and of the reasons that lead to its termination, he will not use or cause the use of any Confidential Information in connection with any activities or business, except the economic activities of the Company, and will not disclose or cause the disclosure of any Confidential Information to any natural person, company, organisation, group or any other entity, except the case when this disclosure was specifically authorised in writing by the Company, or except the case when it is requested by any applicable law, or disposed by court order or by arbitration or by any public authority that is qualified by law to receive such information.

Additionally, the Director is obliged to promptly notify the Company with respect to any instrument of a court or arbitration court, or of another public authority, of the same kind as those mentioned above, so that the Company may legally adopt precautions or another proper solution, and will continue to offer the support the Company may request in order to warrant such precautions or solutions.

In case precautions mentioned above are not sufficient, the Director will disclose only that part of the Confidential Information that is legally requested by the relevant public authority and will use all reasonable and legal endeavours to maintain the confidentiality of such disclosed Confidential Information.

3. Use and disclosure of information related to third parties

The Director understands that the Company sometimes receives information from third parties that have to be classified as confidential and used only with limited purposes, (“Information related to third parties”).

The Director agrees that, directly or indirectly, at any moment during the term of the Director Agreement concluded with the Company or at any time after its termination and regardless of the moment and the reasons that lead to its termination, he will not use or cause the use of any Information related to third parties, except the cases when it is allowed subject to a written agreement concluded between the Company and the third party, respectively, except the case when such disclosure is required by any applicable law or by the order of a competent court or arbitration court or by any public authority that is qualified by law to receive such information.

Additionally, the Director is obliged to promptly notify the Company with respect to any instrument

of a court or arbitration court, or of another public authority, of the same kind as those mentioned above, so that the Company may legally adopt precautions or another proper solution. If the precautions mentioned above are not sufficient, the Director will disclose only that part of the Information related to third parties as legally requested.

4. Protection of trade secrets

No provision of this Director Agreement will involve the Company and will affect in any way its rights to protect its trade secrets by any legal means.

5. Disclosure of information by the Company

During the term of the Director Agreement and on the date of its termination, the Director will disclose, as far as such disclosure would be in the benefit of the Company, and promptly deliver to the Company, in writing or otherwise, the following information reasonably requested by the Company, (“Information that will be disclosed”):

- (i) All and any algorithms, procedures or techniques related to the economic activity of the Company or to the activity of the Director within the Company, the essential ideas and principles that lie at the basis of such algorithms, procedures or techniques developed, original, adapted, discovered, acquired (from a third party or otherwise), evaluated, tested or applied by the Director during his mandate, irrespective whether such algorithms, procedures, techniques are part of a computer program or not;
- (ii) All and any marketing strategies, essential ideas and principles that lie at the basis of these strategies and any information that might reasonably lead to the development of such strategies developed, original, adapted, discovered, acquired (from a third party or otherwise), evaluated, tested or applied by the Director during his mandate at the Company;
- (iii) Information related to all and any products and services, essential ideas and principles that lie at the basis of these products and services, designed, original, adapted, discovered, developed, acquired (from a third party or otherwise), evaluated, tested or applied by the Director during his mandate within the Company, and
- (iv) Any other ideas or information designed, original, adapted, discovered, acquired (from a third party or otherwise), evaluated, tested or applied by the Director during his mandate within the Company, if such information would be reasonably considered as useful or valuable for the Company.

6. Confidentiality of the Information to be disclosed

The parties agree that the Information to be disclosed according to point 5, fall into the range of Confidential Information, in accordance with the definition stated at point 1 herein, and the Director undertakes to use and to keep all Information that will be disclosed under point 5, in the same manner as the Confidential Information, concurrently complying with the provisions of point 3 herein on the confidentiality of Information related to third parties.

7. Term of complying with confidentiality obligations

Confidentiality obligations of the Director under this Annex, an integral part of the Director Agreement, continue to be applicable after the termination of this Director Agreement and will be effective for an unlimited time period.

The Company

Director

By:

Mr./Mrs.....

NON-COMPETE OBLIGATIONS

1. Non-competition

During his mandate within the *Company*, the Director, directly or indirectly, either in his own name or as employee, agent, director, partner, shareholder, investor or in any other capacity, agrees and undertakes not to:

- a) Enter into any activity or business that competes or is similar to an activity or business of the *Company* or an activity or business that the *Company* performs or intends to perform;
- b) Assist by any means, any person whose activities compete with or otherwise prejudice the trade activities of the *Company*.

The non-compete obligation is effective on the entire territory of Romania with respect to any competing third party.

2. Abstain to request for services

During his mandate within the *Company*, the Director, directly or indirectly, with or without commission, either in his own name or as employee, agent, consultant, director, manager, partner, shareholder, investor or in any other capacity, shall not:

- a) Cause or try to cause any independent employee, consultant, supplier, buyer or entrepreneur of the *Company* to terminate its relationship with the *Company*;
- b) Use, retain as consultant or entrepreneur, or cause the employment or retaining of any employee, employment/rental of a contractual relationship with an agent, consultant, services or product supplier, independent buyer or entrepreneur of the *Company*.

3. Breach of non-compete obligations

Any breach by the Director of the obligations set forth herein authorises the *Company* to request compensation for the damages caused to the *Company*.

The Company

Director

By:

Mr./Mrs.....