

The background features a large, flowing, green, translucent wave-like graphic that spans across the top and middle of the page. In the bottom left corner, there is a detailed, grayscale image of a complex industrial gas valve or wellhead with multiple pipes, flanges, and handwheels.

ROMGAZ

2024 – 2027 **Social and Corporate Responsibility Policy**

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1. Preamble

The National Gas Company „Romgaz” S.A. („Romgaz” or „The Company” is the most important natural gas producer and provider in Romania, with an experience of over 100 years in gas exploration and production and a history dating back in 1909 when the first commercial gas reservoir was discovered in the Transylvanian basin by drilling Sărmășel-2 well.

ROMGAZ owns the biggest market segment in Romania for natural gas underground storage through a subsidiary in which Romgaz is sole shareholder. Also, Romgaz has the capacity to produce electricity from natural gas.

2021 - 2030 Company development strategy, Mission, Vision and Scope:

- Value-added sustainable growth for the company, employees and shareholders, long term resilience.
- Obtaining profit from hydrocarbons and electricity production and sales, including from renewable sources, operating under efficient and emission-reducing conditions.
- Our future goal NetZeRomGAZ throughout the company’s entire activity. ROMGAZ aims at developing its business by reaching net zero carbon emissions by 2050.

The strategic objectives, the measures and actions to be taken by management and the company’s executives, on short and long term, are oriented towards durable development, performance and competitiveness enhancement, as well as increasing the company’s value by making good use of the owned shares and the human potential, practicing predictable and profitable business.

Social corporate responsibility for Romgaz means the business culture that includes ethics and integrity, clients rights, social and economic equity, environment friendly technologies, fair treatment of workforce, transparent relationships with central and local authorities, moral integrity and investments in the community.

Social responsibility policy is a voluntary and aware option of ROMGAZ for promoting a transparent business climate and integrating the social responsibility causes, and the strategic objectives, in a coherent action plan, in order to increase the value-added for the company, employees and shareholders, in an ethical and sustainable manner, keeping account of all interested parties, pursuing the development of solid, constructive and efficient relationships, essential for effectively managing the environment and social impact and risks of S.N.G.N. Romgaz S.A.

2. Corporate Social Responsibility Policy Principles

ROMGAZ aims through its Corporate Social Responsibility Policy to define the main lines of action in the field of social responsibility, aiming, in line with the Company’s strategic development options, the application of principles and commitments made to its stakeholders to outline specific responsibilities and monitoring tools to ensure compliance.

Corporate Social Responsibility Policy (CSR) represent a set of applied principles for establishing trustworthy, stable, solid and mutually beneficial relationships with all stakeholders.

The principles underlying the Social Responsibility Policy set out an action framework to guide responsible social behavior for ROMGAZ, applying the following:

- Sustainability - promoting practices that mitigate negative impact on environment and ensure resources durable use;
- Transparency - providing clear and honest information on operations, practices and impact on community;
- Ethics and integrity - adopting ethical practices and avoiding behaviors or decisions that might prejudice the employees, clients or other stakeholders;

- Responsibility towards the employees - ensuring a safe, respectful and equitable work environment focused on the employee's professional development and well being;
- Social responsibility towards the community - active involvement in the communities to support social, educational and health related needs;
- Diversity and inclusion - promoting diversity among the workforce and creating an inclusive environment to value the contribution of all employees;
- Engaging with stakeholders - interaction and collaboration with different stakeholders, including clients, suppliers, employees and local communities;
- Responsible governance - implementing a governance system to promote ethical and responsible decisions at the level of management and the entire Company;
- Social innovation - using innovation to develop solutions for the social challenges and to contribute to durable development;
- Respect for human rights - ensuring compliance with the employees' fundamental needs and also the contributing to prevent human rights violation in supply chains;
- Sustainable company development - aims to balance the economic, social and environment aspects.

The Social Responsibility Policy defines the actions to be taken and specific obligations, oriented towards applying some social responsibility solid principles, to contribute to the sustainable growth of company's value-added, employees, shareholders and also other stakeholders, in compliance with business ethics, clients' rights, social and economic equity, work force fair treatment, transparent relationships with public authorities, moral integrity, appropriate protection conditions for the environment and the interest of the stakeholders by investing in the sustainable development of communities.

S.N.G.N. Romgaz S.A. applies and promotes the Corporate Social Responsibility Policy internally and externally, to employees and stakeholders, supplementing this policy with other policies and regulations designed to make tangible the obligations defined in this policy.

3. Corporate Social Responsibility general objectives

- Raising awareness among the employees and other stakeholders related to the importance and benefits of applying the Social Responsibility Policy by involvement of the Company and the stakeholders in social responsibility initiatives;
- Complying with ROMGAZ main strategic orientations towards profitability, safety, reliability and sustainable development in order to define a durable business model, supported by responsible management policies;
- Intensifying the dialog and collaboration with stakeholders to harmonize joint efforts for improving the quality of life and well-being of present and future generations;
- Increasing confidence in higher standards provided in the areas of safety, health, work environment, ethics and transparency for the fair treatment of the workforce;
- Preventing, minimizing and removing risks with negative social impacts on stakeholders and encouraging positive impact measures by investing in sustainable development;
- Engaging in collective, innovative action to actively and consistently contribute to improved environmental performance;
- Raising awareness among the stakeholders on the importance and benefits of applying social responsibility in line with international good practice.

4. Corporate Social Responsibility obligations undertaken by ROMGAZ

4.1. Business ethics, transparency and integrity

S.N.G.N. Romgaz S.A. considers that the trust of employees, customers, suppliers, shareholders, investors, central and local authorities and representatives of the communities in which the Company operates, is based on integrity, understood as the ethical, honest, responsible and good faith actions of every stakeholder working in and for the Company or collaborating with the Company.

Obligations undertaken:

- Developing a sound business model with real potential for sustainable development of the Company;
- Developing constructive and effective relationships, essential to the effective management of the Company's environmental and social risks and impacts;
- Promoting a social active dialog between ROMGAZ and stakeholders through appropriate and accessible channels;
- Rejecting acts of corruption, fraud and bribery in the conduct of the Company's business and establishing measures to avoid and fight them, developing internal channels that allow anonymous communication of irregularities;
- Complying with the law, especially with the national and international applicable regulations, the principles outlined in the United Nations Organization - Universal Declaration for Human Rights and the Declaration of International Work Organization, the United Nations World Pact principles, as well as the United Nations Guiding Principles on Business and Human Rights;
- Responsible business management and complying with tax obligations by undertaking the obligations of transparency and collaboration with the competent tax authorities;
- Complying with fair competition on the market, not admitting any misleading, fraudulent or malicious behavior that would allow the Company to obtain undue advantage;
- Promoting information transparency and responsible, truthful, efficient, complete and to-the-point communication through the regular publication of financial and non-financial information, in order to highlight the Company's actions and provide a specific response to the information needs of the Company's stakeholders.

4.2. Managerial performance and efficiency

Corporate Social Responsibility is part of ROMGAZ management principles that promote respect for people, responsibility towards the environment and sustainable development of the company for the benefit of present and future generations.

In this respect, ROMGAZ undertakes the following obligations:

- Applying corporate governance for complying with shareholders' legitimate rights and interests, promoting an equitable, equal and fair treatment of shareholders, complying with the legitimate rights and interests of stakeholders, applying the transparency principle in business and accurately present the Company's results and perspectives in order to define roles, competencies and clear responsibilities for the Board of Directors and the executive management;
- Promoting through the Ethics and Integrity Code of fundamental ethical values: fairness and honor in exercising the profession, expertise, objectivity, impartiality and independence, integrity, non-discrimination and other ethical principles;
- Applying the internal management control system and an efficient risk management system;

- Applying the integrated quality, environment and work health and security management system, according to SREN ISO 9001:2015, SREN ISO 14001:2015, respectively SR ISO 45001:2018 standards, ensuring the compliance with all legal requirements applicable in the field;
- Fight corruption and eliminate conflicts of interest, including the protection of integrity whistleblowers;
- Promoting competitive behavior through human resource development for the transition to projected future trends in sustainable energy;
- Compliance with legal provisions on the personal data processing;
- Responsible management of IT systems security;
- Responsible management of national energy security information;
- Compliance with corporate governance standards, as an issuer of securities traded on the regulated market, provided for by the Corporate Governance Code of the Bucharest Stock Exchange.

4.3. Human Resources

Our activity is within a field where the human resource is vital for the business, the employees being at the core of our entire activity, and therefore the recruitment process is carried out under strict conditions, in line with the requirements and complexity of the positions they hold.

The appropriate internal climate and the work environment safety, as well as appropriate personnel training are the basis for ensuring the human resources necessary. In close connection with the Company's general objectives, S.N.G.N. Romgaz S.A. human resources policy is focused on emphasizing the existing human potential, able to ensure the activity at the requested level and/or to identify external human resources that could be recruited for improving the level of expertise personnel and professional training.

In this respect, ROMGAZ undertakes the following obligations:

- Promoting a quality work environment, based on respect, diversity and professional and personal development.
- Complying with employees' rights and implementing training and education programs for continuous development of professional competencies at Company level;
- Adopting flexible principles to facilitate balance between the personal and professional life and to help human and social development of the employees;
- Ensuring compliance with human rights within the Company;
- Promoting responsible practices for attracting and keeping employees;
- Promoting a transparent and fair relationship of employees with Company Management by promoting a constant dialog to ensure feedback in the decision making process;
- Promoting compliance of business partners with employees' rights and work health and security measures;
- Encouraging gender diversity, ensuring equality of chances and avoiding discrimination at the workplace.

4.4. Emergency situations, work health and security

Employees' work, health and security is a very important matter for ROMGAZ. 2021-2030 Development Strategy defines objectives as well as performance indicators related to work health and security. Thus, ROMGAZ set the following objectives: zero fatal accidents due to work accidents, reducing the number

of incidents/accidents resulting in lost work time and implementing process safety monitoring and reporting.

Work, health and security undertaken obligations:

- Elaborating specific plans for Emergency situations (Fire Fighting and Civil Protection) for preventing severe consequences events;
- Work health and security management effectiveness and applying the best practices to prevent work accidents;
- Beyond its legal obligations and other voluntarily adopted requirements, ROMGAZ promotes continuous enhancement of work conditions and management of security, employees' health and wellbeing;
- Avoiding and preventing employees' accidents and problems by ensuring a safe and sound environment;
- Permanent monitoring of appropriate notification, evaluation and management of any situations with potential risk that might impact workers, suppliers, customers and security when using equipment;
- Ensuring the necessary resources and means to permanently allow security standards compliance;
- Ensuring compliance with all legal requirements applicable in the field through the integrated quality, environmental and occupational health and safety management system, in line with the following standards: SREN ISO 9001:2015, SREN ISO 14001:2015, SR ISO 45001:2018;
- Promoting enhancement measures for employees' work health and security by establishing principles related to prevention of professional risks, workers' health and security protection, elimination of risk and injury factors, information, consultation, balanced participation according to law, training workers and their representatives in line with the applicable law;
- Promoting a healthy life style within the personnel.

4.5. Responsibility for the environment

ROMGAZ aims for continuous growth of performance, competitiveness and value by a strict management of environment risks and the ones related to climate and legal changes. Protecting biodiversity and contributing to mitigating climate change represents a priority for ROMGAZ and it is part of the sustainable development strategy.

ROMGAZ pays special attention to the environment aspects that the Company might impact through its activity, focusing on reducing energy consumption, water consumption as well as on electricity and natural gas production with low impact on the environment.

Certifying the quality, environment, health and occupational security management system represents a guarantee of the way ROMGAZ manages aspects related to environment protection, but also the way relevant environment information is shared outside the company.

Maintaining activities at the level committed by the Company by adopting these international standards ensures the conformity with the increasingly strict legal requirements, contributing to pollution prevention and also reducing the negative impact on the environment.

Environment protection obligations:

- Responsible management of Company's waste;
- Complying with technical parameters specific to the business and the environment regulations;
- Biodiversity protection and ecosystems restoration;

- Implementing some measures to reduce the energy consumption and increasing the Company's energy efficiency;
- Responsible management of greenhouse gas emissions generated by the Company;
- Responsible management of waste water;
- Investing in renewable sources energy production;
- Reducing the volume of gas leakage;
- Evaluating the impact on the environment produced by its activities in areas where these are carried out and rationalizing natural resources;
- Contributing to sustainable development through ecological efficiency, promoting innovation and using the best technology and processes available;
- Integrating the environment protection criteria in the business processes, in new projects, activities and services, as well as selecting and evaluating suppliers.

4.6. Supply chain

ROMGAZ foundation and history are closely tight to the national and local development, constantly supported by the company. We always try to involve them in the company's supply process, as well as our corporate social responsibility practices.

The obligations undertaken in this respect:

- Adding in all technical specifications on supply of product, services, works some chapters related to environment, requiring potential suppliers to comply with the legal requirements related to environment protection;
- Promoting human rights compliance within the value chain;
- Maintaining long term trustful, stable, solid and mutually beneficial relationships with all collaborators, based on efficiency and risk management principles;
- S.N.G.N. Romgaz S.A. codes and policies compliance by the participants in the supply chain, especially around human rights, ethics, security and health.

4.7. Community

ROMGAZ involvement in the community progress programs is driven by the will to meet the society's expectations by financially supporting actions and initiatives through partial or total sponsorship, limited to the budgeted financial resources, proving a proactive conduct related to social responsibility, and raising awareness of the parties involved on the importance and benefits of applying the social responsibility principles.

Given the permanent dialog with the community in general, ROMGAZ knows the community's expectations and interests facilitating active involvement on behalf of the Company in developing communities as a response to their needs by undertaking the following obligations:

- Applying Sponsorship Policy provisions and ROMGAZ Sponsorship Guide, applicable for accurate identification of all social actions to be supported;
- According to the Sponsorship Policy, ROMGAZ aims to support communities' development through enhancement of the quality of life, communities' wellbeing and health programs, aiming especially the areas where the Company conducts its business, without excluding the extension of the intervention area;
- The identified involvement areas shall be based on the benefits, opportunities assessment and determination of the materiality value of each course of action, such as:

- Supporting programs to improve health services and increase the quality of care for patients and programs, dedicated to the development of disadvantaged communities;
 - Efficient investment in human capital by supporting the implementation of tangible and relevant projects for the benefit of the education system and lifelong learning;
 - Supporting community representatives with sports performance skills as the values represented by sports become essential tools for social and educational integration;
 - Actions to support local-regional community identity and respect for cultural heritage and traditions;
 - Involvement in volunteering actions on environmental issues, projects for sustainable management of existing resources, raising public and private awareness on the importance of environment preservation measures.
- Developing social responsibility projects involving local communities;
 - Assessment of the Company's activities environmental or social impact;
 - Ensuring an active dialogue with community representatives and promote the Company's involvement in local communities while respecting mentalities, norms and the environment, so that their concerns receive appropriate and timely responses;
 - Developing volunteering initiatives to create collective values and achieve positive social impact;
 - Knowledge and values transfer to society through collaboration agreements with the scientific communities and the educational environment.

5. Applicability and Monitoring

S.N.G.N. Romgaz S.A. monitors the compliance with its Social Responsibility Policy principles and the obligations undertaken, at the same time assessing all nonfinancial aspects of the Company, including the operational, technological, legal, social, environment, political and reputational aspects in order to fulfill the corporate social responsibility objectives.

Each year, the progress regarding the implementation of the Corporate Social Responsibility Policy is made public through the Sustainability Report and the Annual BoD Report.

The Corporate Social Responsibility Policy defines the commitments ROMGAZ undertakes and acts upon to support the sustainable development of the Company and communities.

The activities carried out by ROMGAZ within the field of social responsibility are conducted voluntarily beyond the legal obligations. The Company is aware of its role within the society and its responsibility towards social environments impacted by its activity.

The Corporate Social Responsibility Policy of S.N.G.N. Romgaz S.A. covers an implementation period from 2024 to 2027.