

" A RESPONSIBLE COMPANY IS A COMPANY OF THE FUTURE"

GENERAL POLICY STATEMENT 2021-2025

SNTGN TRANSGAZ SA is the technical operator of the National Gas Transmission System (NTS), which ensures the safe, efficient and competitive transmission of more than 90% of the natural gas consumed in Romania in compliance with European performance and environmental standards.

VISION:

The company intends to become a transmission operator recognized on the international gas market, a leader on the energy market in the region with a modern gas transmission system integrated at European level and with an effective management system.

MISSION:

The fulfilment in conditions of efficiency, transparency, safety and competitiveness of the national energy strategy established for domestic and international gas transmission, natural gas dispatching and research and design in the field of natural gas transmission, in compliance with national and European legislation and standards for quality, performance, environment and sustainable development

THE ORGANISATIONAL VALUES defining Transgaz's business ethics are the following:

- Professionalism and performance;
- team spirit;
- mutual respect;
- responsibility towards the environment and people.

GENERAL OBJECTIVE:

To perform the natural gas transmission service under safe and efficient conditions in accordance with the legislation in force and performance standards.

The **STRATEGIC OBJECTIVES and the action directions** aligned to the European energy policy requirements on **ENERGY SECURITY AND SAFETY, COMPETITIVENESS and SUSTAINABLE DEVELOPMENT** and grouped in the four perspectives of the **BALANCE SCORE CARD** are:

STAKEHOLDERS' PERSPECTIVE - Business continuity and ensuring ENERGY SAFETY AND SECURITY

- Increasing the level of NTS security and ensuring the natural gas supply;
- Competitive energy markets by creating the necessary technical conditions for the development of the gas market;
- Upgrading the Corporate Governance System

INTERNAL / PROCESS PERSPECTIVE - Increasing the COMPETITIVENESS of the company

- Development and upgrading of all operational processes;
- Increasing the energy efficiency and reducing the negative environmental impact related to technological processes.

DEVELOPMENT / STAFFING PERSPECTIVE - Increasing the company's SUSTAINABLE DEVELOPMENT by increasing human, informational and organisational capital and aligning with European regulations applicable to the company's activity and ensuring its sustainability.

- Optimising the human resources management processes;
- Alignment with European regulations applicable to the company's activity and ensuring sustainability.

FINANCIAL PERSPECTIVE - Maintaining the financial balance and improving the company's performance

- Maintaining the financial balance and operational and functional stability by ensuring sustainable financial, economic and social performance.

It is important for all employees of SNTGN TRANSGAZ SA, regardless of their hierarchical position within the company, to understand this general policy statement prepared in accordance with the provisions of the 2021-2025 Management Plan approved by the BoA Resolution no. 29 of 6 October 2021, as subsequently amended and supplemented, to be aware of the strategic objectives for the company's development over the next 4 years and to make every effort, together with the management, to achieve the undertaken objectives as efficiently as possible.

DIRECTOR-GENERAL
Ion STERIAN