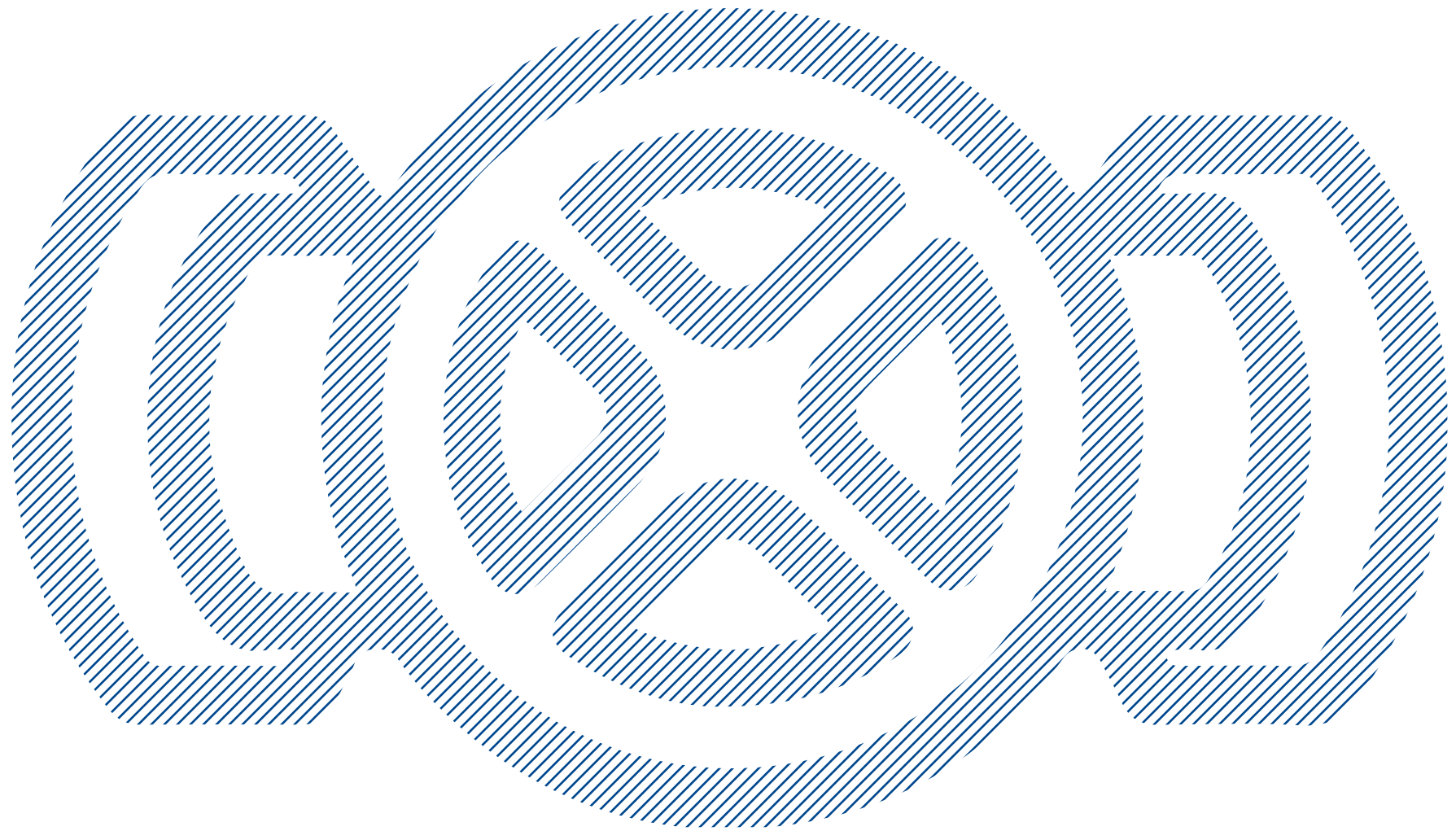




**THE ENERGY
OF THE FUTURE**
Sustainability report
2018



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Dear readers,

I am delighted to introduce the second sustainability report of Romgaz Group, which represents our annual commitment to communicate to all our stakeholders the non-financial performance achieved in 2018.

The report was developed in accordance with the internationally recognized reporting standard Global Reporting Initiative (GRI) Standards, and responds as well to the national legislative provisions for reporting non-financial information.

Having the motto “Energy of the future”, the report I invite you to go through presents more details about the material non-financial topics identified in order to understand the performance and the impact of our activities on the economy, society and environment, as well as our position in the markets of natural gas and electricity supply.

The year 2018 was marked by a series of activities aimed to improve our economic, social and environment performance. Thus, by implementing various measures in order to optimize the energy consumption, we recorded a decrease of 7,381,785 GJ compared with last year, resulting in an 8.2% reduction in greenhouse gas emissions.

Moreover, based on the “Prevention and reduction program for generated waste”, established in the previous years, we are continuing to implement the assumed measures, achieving significant results. At the same time, we have capitalized the human potential by carrying out different vocational training and qualification programs.

All these results are consistent with the main strategic directions set out by the 2015 – 2025 Romgaz development strategy. Therefore, the message I want to convey through this report is that we are continuously integrating sustainability principles in our activities, creating added value for all our stakeholders.

Adrian Volintiru
Chief Executive Officer

The Sustainability Report 2018 – “Energy of the future”

represents our annual commitment to communicate transparently with all our stakeholders on the measures implemented in 2018 to improve our sustainability performance. This report responds as well to the legislative provisions established by the Ministry of Finance Order no. 1938/2016 and the Ministry of Finance Order no. 2844/2016 which oblige public interest companies, with over 500 employees, to report the non-financial information that are necessary to understand the development, performance, market position and the impact of their activity on the economy, society and environment.

Reporting period

The information presented in 2018 Sustainability Report – “Energy of the future”, make reference to the activities carried out by Romgaz Group in the period January 1st, 2018 – December 31st, 2018. The last Sustainability Report was published in 2018, by reporting the non-financial performance for 2017 year.

The content of the report

The present sustainability report was prepared in accordance with the GRI (Global Reporting Initiative) Standards: Core Option. Thus, in determining the content and ensuring the report quality, were taken into account the principles established by this international reporting standard, the indications stated in the Guidelines on non-financial reporting published by European Commission and the IPIECA Oil and gas industry guidance on voluntary sustainability reporting. The non-financial topics presented in this report were determined through a materiality analysis process that involved the most important stakeholders’ groups, including national experts of the Oil & Gas industry. In drafting the 2018 Sustainability Report, we have benefited from the support of INNOVA Project Consulting S.R.L (www.innovaconsulting.ro), a consulting company specialized in elaborating the non-financial and sustainability reports.

GRI: 102-45, 102-50, 102-51, 102-52, 102-54, 102-56, 102-3, 102-53

The information presented in this report make references to the non-financial performance of Romgaz Group, consisting of SNGN Romgaz S.A. („The company”/„Romgaz”) as parent company and the Filiala de Înmagazinare Gaze Naturale “Depogaz” Ploiești SRL , a wholly owned subsidiary of SNGN Romgaz S.A. For information referring only to the non-financial performance of SNGN Romgaz S.A. and not the whole group, this is specifically mentioned.

Insurance

The content of the report has not been audited by a third party.

Contact details

Societatea Națională de Gaze Naturale ROMGAZ S.A.

Piața C.I. Motas, nr. 4, 551130 Mediaș, Sibiu, Romania

Phone: +4-0374-401020,+4-0374-474325

Fax: +4-0269-846901

E-mail: secretariat@romgaz.ro

Web: www.romgaz.ro

Contact person

Radu Costică Moldovan

Position: management advisor

Department: General Manager’s Cabinet

E-mail: radu.moldovan@romgaz.ro

Phone: 0374 401 032

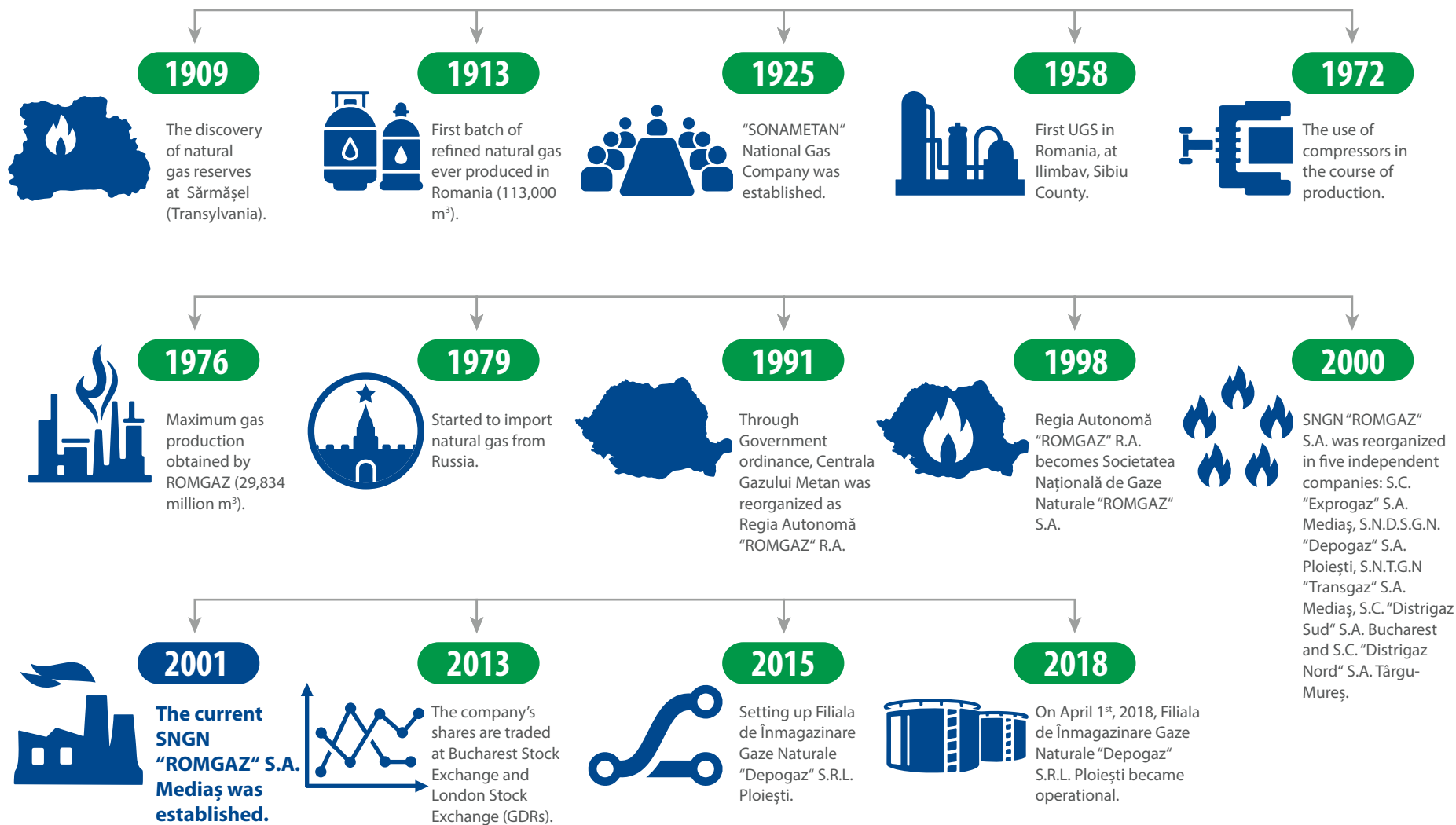


3. ROMGAZ Group Profile



3.1 History

Our story begins over one hundred years ago with the discovery of the first commercial gas reservoir in Transylvania Basin upon the drilling of the Sărmășel – 2 well in 1909. Since then, we continue to deliver clean energy to the whole country, contributing to its development.

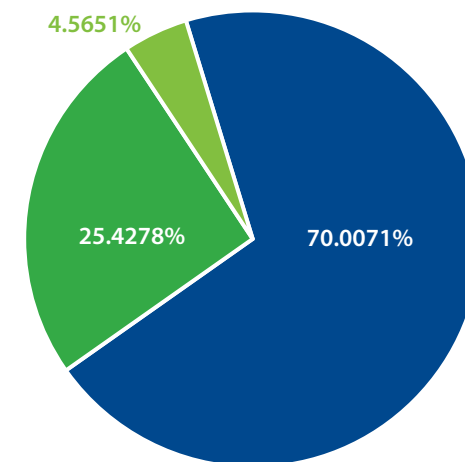


3.2 ROMGAZ Group

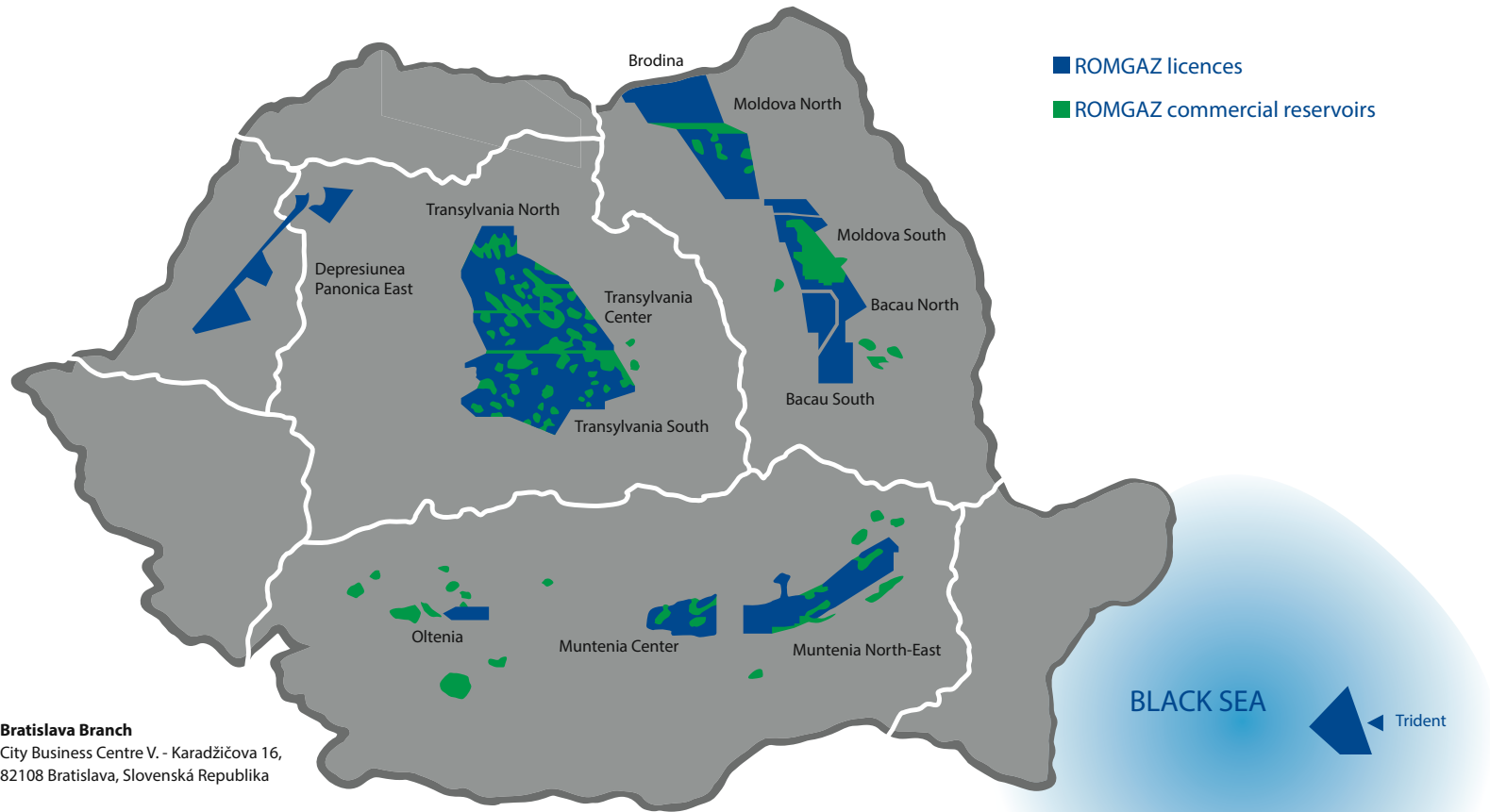
Societatea Națională de Gaze Naturale "ROMGAZ" S.A. is the largest gas producer and one of the main suppliers of natural gas from Romania. We are a joint stock exchange company and we operate in compliance with the Romanian law and the company Articles of Incorporation. The company is listed on the Bucharest Stock Exchange (BVB) and the London Stock Exchange (LSE) since 2013.

On December 31st 2018 the structure of the company's shareholdings is as follows:

Owner	Shares number	Percent
The Romanian State, through the Ministry of Energy	269,823,080	70.0071%
Free float (total, out of which):	115,599,320	29.9929%
legal persons	98,004,388	25.4278%
natural persons	17,594,932	4.5651%
TOTAL:	385,422,400	100 %



3.2 ROMGAZ Group



Bratislava Branch
City Business Centre V. - Karadžičova 16,
82108 Bratislava, Slovenská Republika

ROMGAZ is:

the most important Romanian gas producer with a market share of gas deliveries from domestic production of:

50.67%

Net income (turnover):

5,004.2 million lei

the largest supplier of natural gas in Romania, with a market share during 2013-2018 between:

39-46%

the most important provider of natural gas storage services with a share of of:

90%

7 operations, carried out by:
Medias branch, Târgu Mureş branch; SIRCOSS (Medias) branch; Transport Tehnologic si Mentenanță Târgu Mureş (STTM) branch; Producție Energie Electrica Iernut (SPEE) branch, Bratislava branch, Depogaz Ploiesti S.R.L. subsidiary.

GRI: 102-4, 102-6

Overview of the main consolidated economic and financial indicators (mn. lei):

	2016	2017	2018
Turnover (mn. lei)	3,411.9	4,585.2	5,004.2
Gross profit (mn. lei)	1,280.7	2,119.8	1,585.2
Income tax (mn. lei)	256.1	316,1	219.0
Net profit (mn. lei)	1,024.6	1,803.6	1,366.2
Number of employees at December 31st	6,246	6,198	6,214
Number of operations	7	7	7
Equity (mn. lei)	9,391.8	8,975.4	7,668.6
Debts (mn. lei)	1,591.7	1,943.1	1,466.3
Quantity of supplied products:			
• total methane gas delivered (mn. m ³)	4,308.0	5,656.3	5,602.7
• electricity produced (GWh)	1,628.3	1,863.8	1,165.2
Quantity of supplied services:			
• gas injections in reservoirs (mn. m ³)	1,367.4	1,497.6	1,731.2
• gas extraction from reservoirs (mn. m ³)	1,440.9	1,745.5	1,949.9



Generated and distributed direct economic value

	2017 (RON)	2018 (RON)
Direct economic value generated	4,953,468,418	5,075,788,540
Income	4,953,468,418	5,075,788,540
Economic Value Distributed	4,360,731,495	5,366,744,463
Operational costs	493,029,807	810,776,738
Employee wages and benefits (tax included)	465,863,494	608,516,630
Payments to providers of capital	2,220,002,960	2,640,143,440
Payments to government	1,174,091,739	1,293,308,195
Community investments	7,743,495	13,999,460
Economic Value Retained	592,736,923	(290,955,923)

Financial assistance from public authorities

	2017 (RON)	2018 (RON)
Tax relief and tax credits	16,198,807	35,286,505
Subsidies	413,200	21,107,667



GRI: 201-4

| Main activities

Exploration – production of natural gas

The exploration activity is carried out, since October 1997, in 8 blocks located in Transylvania, Moldova, Muntenia and Oltenia, in accordance with the Concession Agreement stipulated in GD no. 23/2000. In 2018 6 exploration wells had positive results during the production tests, which were transferred to conservation status until the necessary infrastructure will be finalized to turn these into experimental and final production. In 2018, the natural gas production was higher than in 2017 (5,333 mn. m³ vs 5,158 mn. m³) and at the same time it exceeded by 1.6% the planned production mainly due to the improvement and expansion of the surface facilities.

A new metering panel was put into operation for delivering gas into the National Transport System (NTS) and a new gathering pipeline for Caragele was installed. Due to this investment, the production increased with around 500 thousand m³/day. Furthermore, the production rehabilitation of the main mature fields (Filitelnic, Delenii, Laslău, Sădinca, Nadeş-Prod-Seleuş, Roman, Corunca Sud, Târgu Mureş, Grebeniş, Piscu Stejari-Hurezani) continued and new wells were put into operation alongside with workover and well recompletion operations.

Underground natural gas storage

According to the provisions of EC Directive 73/2009, transposed at national level by Law on electricity and natural gas no.123/2012 (art. 141), starting with April 1st 2018, the storage activity is carried out by the subsidiary Filiala de Inmagazinare Gaze Naturale "DEPOGAZ" Ploieşti S.R.L., with the headquarter in Ploiesti, 184 Gheorghe Grigore Cantacuzino Street, Prahova county. DEPOGAZ subsidiary took over the operation of the storage reservoirs under the concession of SNGN Romgaz S.A., the operation of the assets that contributes to the activity owned by SNGN ROMGAZ SA and has fully taken over the personnel involved in storage activity. During 2018, Romgaz Group held and operated 6 reservoirs with a storage capacity of 4.335 billion m³ and with a working gas volume of 2.920 billion m³.

Natural gas supply

The Romanian natural gas market includes a NTS operator (Transgaz), producers (SNGN Romgaz S.A. and OMV Petrom S.A. with a 97% market share), UGS operators, companies for the distribution and supply of gas to non-eligible customers, and suppliers on the wholesale market. During 2011-2018, our market share at national level was between 37% – 46%.

	Unit	2011	2012	2013	2014	2015	2016	2017	2018
Nationwide consumption	bn. m ³	14.4	13.5	12.5	12.2	11.6	11.8	12.3	12.3
Romgaz traded volumes (domestic and import)	bn. m ³	6.3	5.9	5.7	5.7	5.1	4.4	5.7	5.7
Romgaz market share	%	43.87	42.82	44.5	46.1	44	37.1	46.3	46

Wells workover, Recompletions and Special Operations

The wells workover, recompletions and special operations are carried out through SIRCOSS branch (Sucursala de Intervenții, Reparații Capitale și Operațiuni Speciale la Sonde) which was established in 2003 on the basis of GMS Decision no. 5 of June 13, 2003. The branch performs two main activities:

- well workover, recompletion operations and production tests;
- special well operations.

Transportation and Maintenance

Transportation and Maintenance services are provided through the STTM Branch (Sucursala de Transport Tehnologic și Mentenanță Târgu Mureș), which was established in 2003. The main activity of the branch is the transportation of goods and people, the specific technological transportation and the maintenance activity for the benefit of the company and of third parties.

Electricity generation and supply

Within the branch Sucursala de Producție Energie Electrică (SPEE) is present the Thermolectric Power Plant Iernut (CTE Iernut), an important node of the National Energy System (NES).

The power plant has an installed capacity of 600 MW split into 4 energy groups: two 100 MW energy units of Czechoslovakian manufacturing and two 200 MW energy units of Soviet manufacturing. The groups were commissioned between 1963 and 1967. Starting with January 20th, 2019, the energy units 2 and 3 of 100 MW were excluded from CTE Iernut.

An especially important objective in this area is the *“Development of CTE Iernut through the construction of a new gas turbine combined cycle power plant”*, which will be finalized until the 1st Quarter 2020.

Natural gas distribution

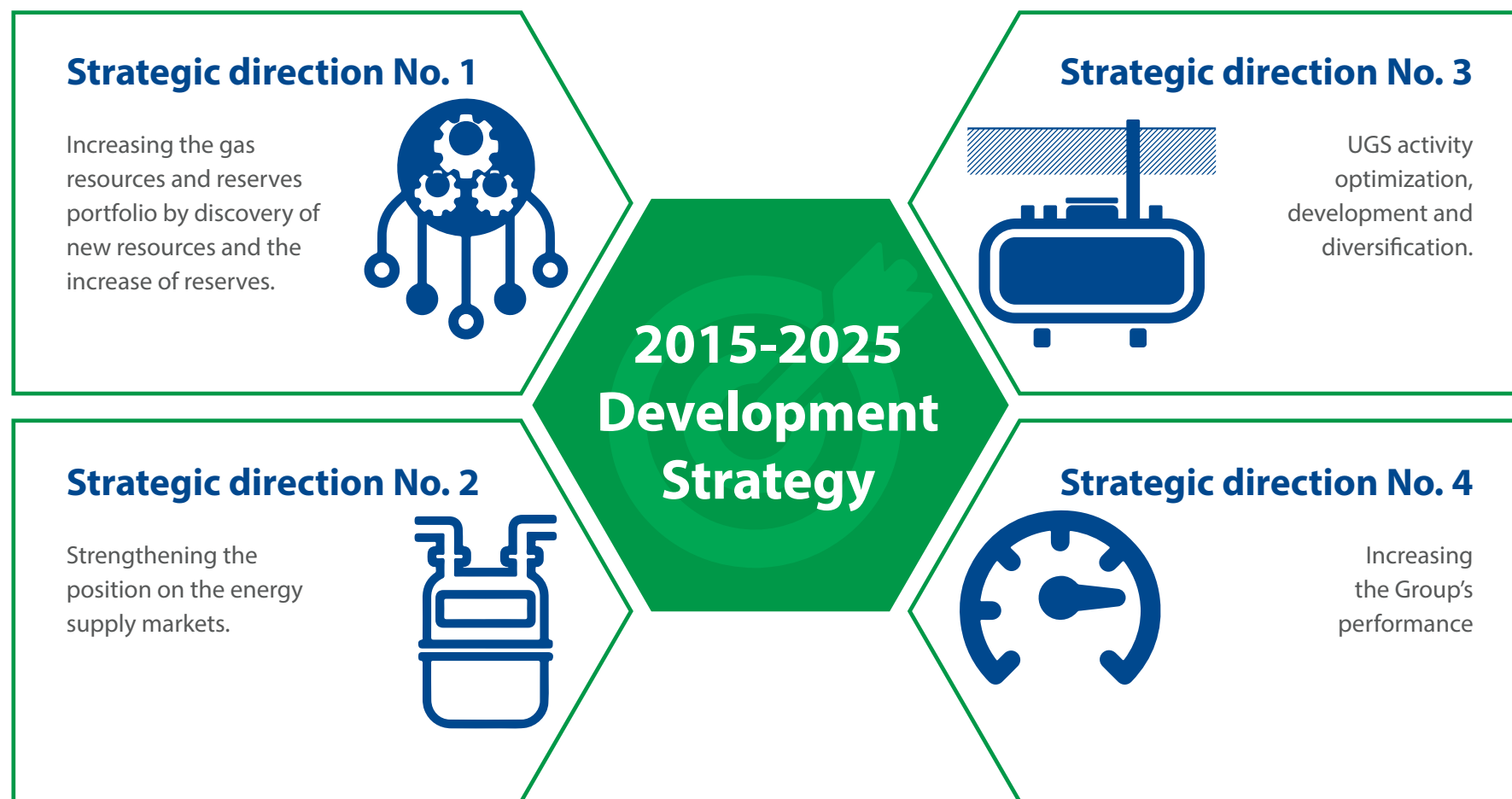
The natural gas distribution is a regulated activity segment and is currently performed in Ghercesti and Piscu Stejari areas. Romgaz has concession agreements with the Ministry of Economy for Ghercesti area and with Piscu Stejari Town Hall for Piscu Stejari distribution. The activity is carried out by Târgu-Mureș Branch.



3.3 The 2015 – 2025 Development Strategy

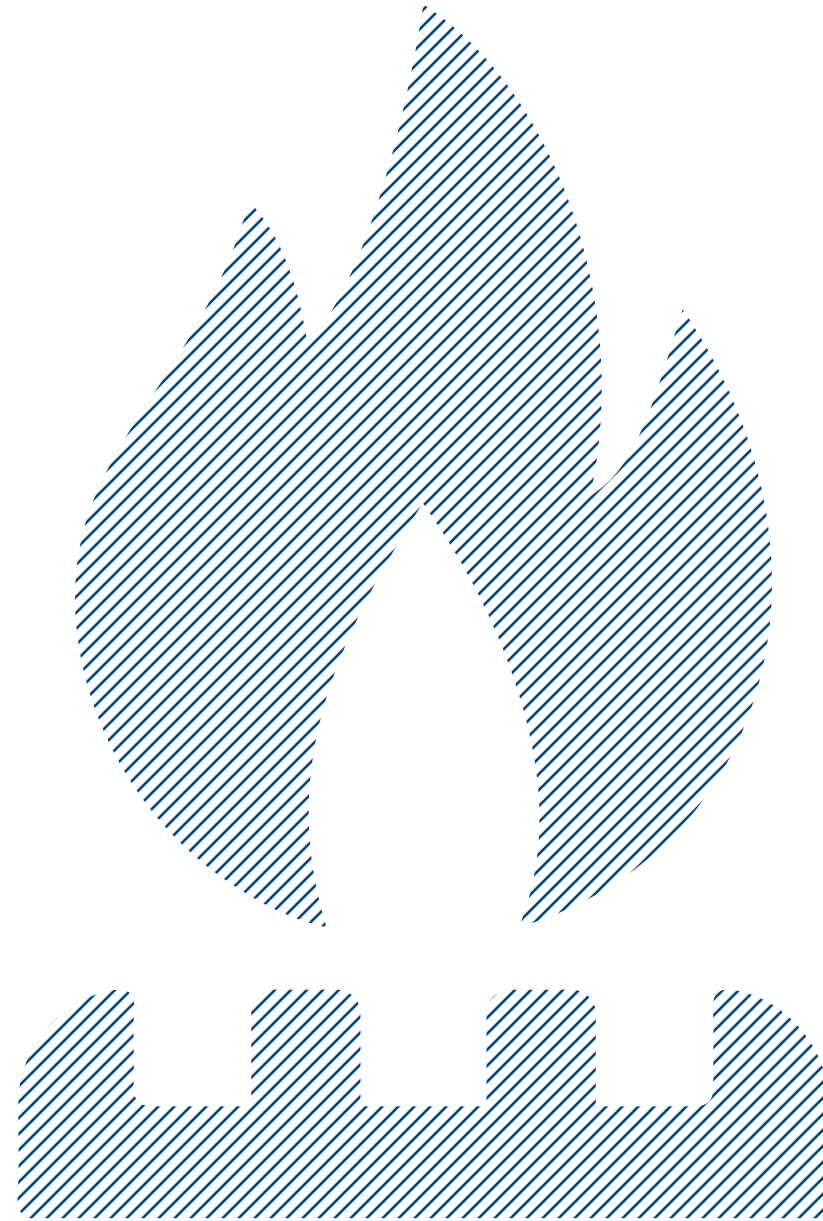
Romgaz Group aims to strengthen its leadership position in the natural gas sector and to satisfy the national energy demand in a responsible manner. Thus, we are well aware that, for fulfilling our mission, we must set ambitious medium and long-term goals regarding both the financial and non-financial performance.

Through the 2015 – 2025 Development Strategy we aim to increase the investment level to discover new resources and reserves, as well as to develop new major projects with a positive impact on the community in which we operate. We will also invest in the environmental protection and improvement of the energy efficiency performance within our company, thus contributing significantly to reducing greenhouse gas emissions.





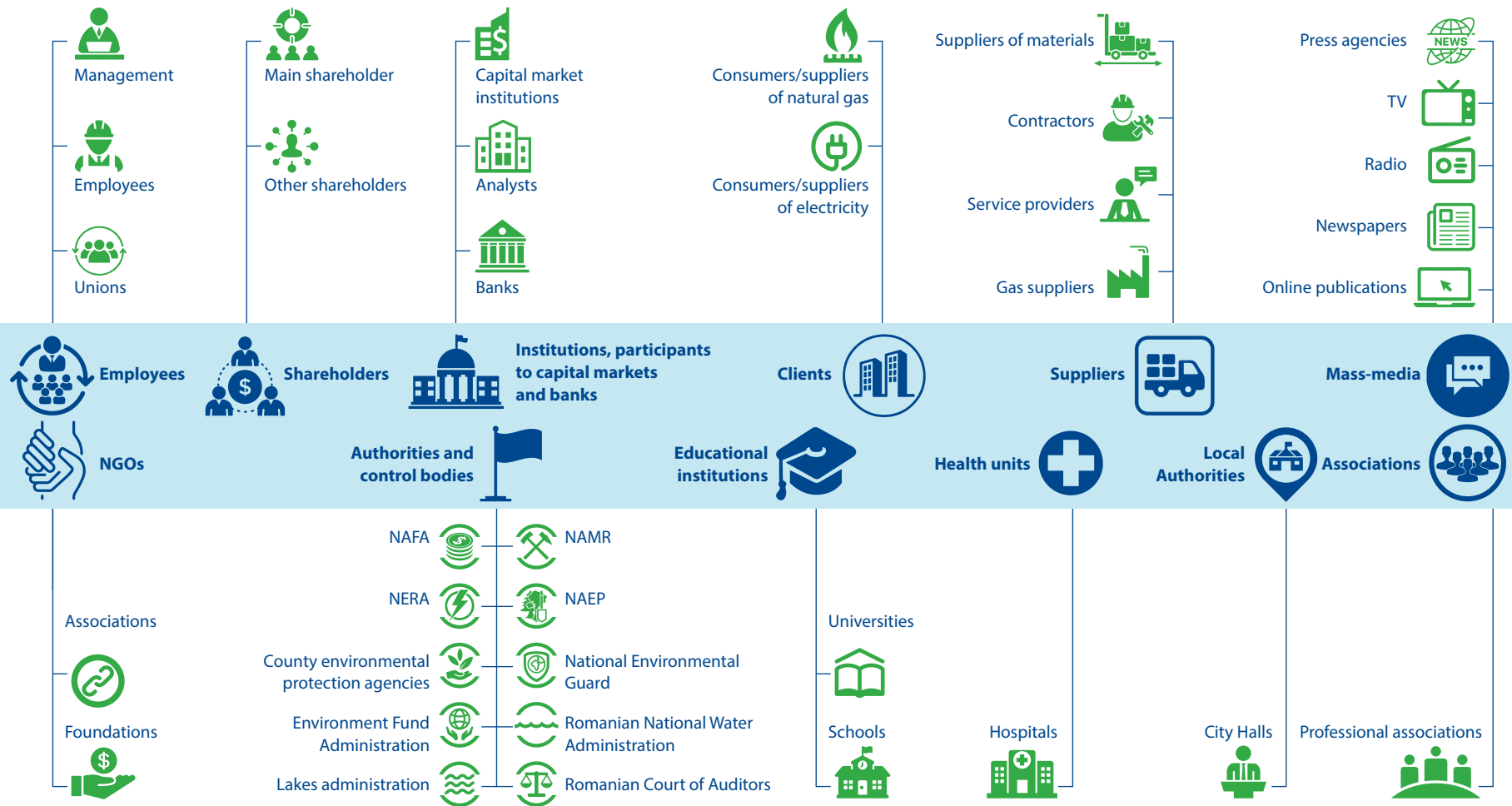
4. Non-financial performance



4.1. Our Stakeholders

We are aware of our role in the Romanian economy and society. This allows us to maintain an open dialogue with all stakeholders that influence our activity and in turn are influenced by us. For this reason, we update our stakeholder map every year, helping us in determining the priority level of each stakeholder category and to respond in an appropriate manner and in time to their expectations.

In order to identify and prioritize our stakeholders, within the company was set up a working group that elaborated an initial list of potentially relevant stakeholders. Successively, during an internal workshop, the initial list was verified and approved, resulting in a list of relevant stakeholders of the company. The stakeholders were prioritized based on two variables: the influence of the stakeholders on the company and the impact of the company on them.



4.2. Materiality Analysis

For the realization of the Sustainability Report 2018, we carried out a materiality analysis in order to identify the economic, social and environmental topics through which our company has a significant impact on the economy, society and environment as well as the level of influence we have on the stakeholders

Identification

With the support of our Consultant, we conducted an analysis of the sustainability context to better understand the main trends in the Oil & Gas sector, both at national and international level. By analyzing the most important reporting standards and specific methodologies (GRI Standards, GRI G4 sector disclosure, IPIECA Oil and gas industry guidance on voluntary sustainability reporting, Sustainability Accounting Standards Board – S.A.S.B., ROBECOMSAM 2018 Sustainability Yearbook) and the peers' sustainability reports, we identified 52 potentially relevant non-financial topics.

These topics have been the subject of an internal analysis conducted by our reporting team in order to determine the relevance of each topic, as well as the associated impacts and risks. At the end of this process, 33 relevant non-financial topics were identified and validated by the management team and included into the consultation process with the stakeholders.

Prioritizing

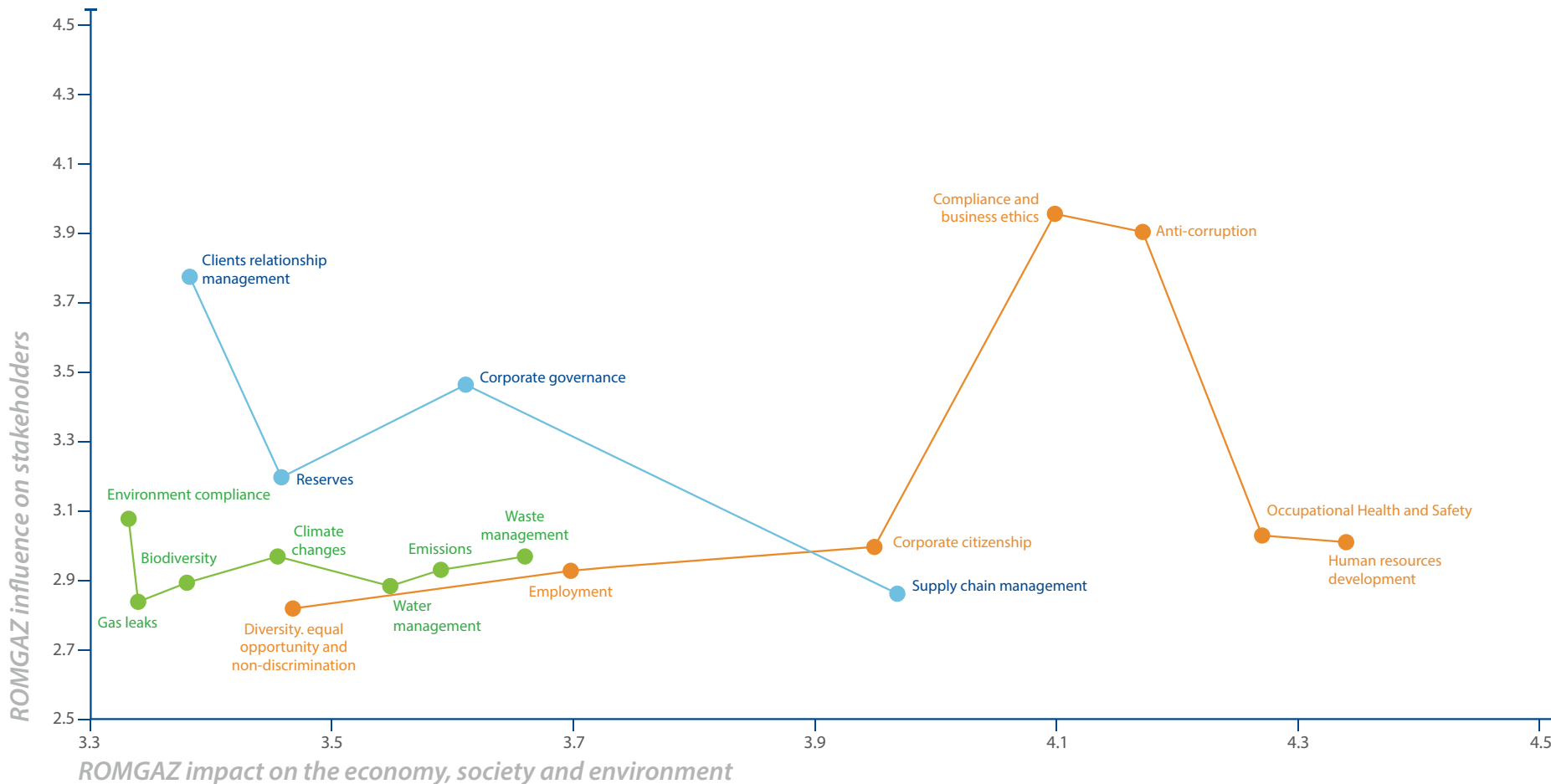
In order to prioritize the identified non-financial topics, we carried out two consultation processes. Within the first one, 1,012 representatives of internal and external stakeholders were involved aiming to determine the level of influence our company has on them by how it manages the identified non-financial topics. The second consultation process involved 78 internal and external experts of the Oil & Gas sector, who determined the magnitude of our company's impact on the economy, society and environment by managing the identified non-financial topics. At the end of the prioritization process, 19 non-financial material topics were identified and are detailed in this report for a better understanding of our non-financial performance related to 2018 activities.

Validation

The identified material topics were internally validated by the company's management team



ROMGAZ Materiality Matrix



Economic material aspects	Environment material aspects	Social material aspects
<ul style="list-style-type: none"> Corporate governance Supply chain management Client relationship management Reserves 	<ul style="list-style-type: none"> Climate changes Energy management Waste management Water management Environment compliance Biodiversity Gas leaks Emissions 	<ul style="list-style-type: none"> Compliance and business ethics Anti-corruption Occupational Health and Safety Employment Human resource development Diversity, equal opportunity and non-discrimination Corporate citizenship

GRI: 102-44, 102-47, 102-49

Material topics area

Material topic	GRI Standards Topic	GRI Standards Indicators	Inside ROMGAZ	Outside ROMGAZ	Associated risk in line with ROMGAZ risk registry
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ECONOMIC

Corporate Governance	General disclosure – Governance	102-18,102-19, 102-20, 102- 22, 102-23, 102-24, 102-26, 102-27, 102-28, 102-29, 102-30, 102-31, 102-32, 102-33, 102-34, 102-35	●		Risk for non-compliance with specific legislation and industry good practices. Reputational risk. Risk of sanction for failure to accomplish our obligations.
Supply Chain Management	Procurement practices – 204	102-9, 204-1	●	●	Risk of non-implementation of exploration and development programs. Risks associated with exploration and development.
Client Relationship Management	Marketing and labeling – 417. Customer privacy – 418	417-3 , 418-1		●	Reputational risk. Risk of losing major clients.
Reserves	Reserves	OG1		●	Sustainability risk.

ENVIRONMENT

Climate Change	Economical performance – 201-2	102-11		●	Risk of polluting the air.
Energy Management	Energy – 302	302-1, 302-3, 302-4, OG3		●	Risk of depleting non-renewable resources.
Waste Management	Effluents and wastes – 306	306-1, 306-2, OG7	●	●	Risk of environmental damage to water, air, soil. Risk of receiving sanctions and complaints.

Material topic	GRI Standards Topic	GRI Standards Indicators	Inside ROMGAZ	Outside ROMGAZ	Associated risk in line with ROMGAZ risk registry
ENVIRONMENT					
Water Management	Water – 303	303-1, 303-2, 303-3, OG5	●		Risk of depleting non-renewable energy by using water in a non-responsible way.
Environment compliance	Environment compliance – 307	307-1	●	●	Reputational risk. Risk of polluting environment factors. Risk of receiving fines and sanctions.
Gas leaks	Effluents and wastes – 306	306-3	●	●	Risk of polluting the air and endangering the safety of population. Risk of fines. Operational risk – production losses.
Biodiversity	Biodiversity – 304	304-1, 304-2, 304-3	●	●	Risk of destroying flora, fauna and soil.
Emissions	Emissions – 305	305-1, 305-5, 305-7, OG6		●	Risk of climate change.
SOCIAL					
Compliance and Business Ethics	Socio-economic conformity – 419	102-16, 102-17, 419-1	●	●	Reputational risk with possible impact on the company image.
Anti-corruption	Anti-corruption – 205	102-25, 205-1, 205-2, 205-3	●		Reputational risk with possible impact on the company image.

GRI: 103-1, 102-46, 102-15, 102-29

Material topic	GRI Standards Topic	GRI Standards Indicators	Inside ROMGAZ	Outside ROMGAZ	Associated risk in line with ROMGAZ risk registry
SOCIAL					
Occupational health and safety	Occupational health and safety – 403	403-1, 403-2, 403-3	●	●	Risk of injury and or accidents and/or occupational illness of employees. Reputational risk.
Employment	Market presence – 202-1 Employment – 401 Labor management relations – 402	102-8, 102-36, 202-1, 401-1 , 401-2, 401-3, 402-1	●	●	Operational risk.
Human Resources Development	Work force employment – 401, Training and education - 404	404-1, 404-2, 404-3	●		Risk of human resources.
Diversity, Equal Opportunities and Non-discrimination	Diversity-and-equal-opportunities – 405 Non-discrimination – 406	405-1, 405-2, 406-1	●	●	Risk of human resources. Reputational risk.
Corporate citizenship	Local Communities – 413	413-1, 413-2	●	●	Risk of non-compliance with specific legislation and good international industry practices.

4.3. Sustainability Objectives

Objectives	Material topics
Increase clients and stakeholders' satisfaction	Clients relationship management. Corporate citizenship
Prevent pollution and reduce the undesirable effects of our operations on the environment	Climate change. Waste management. Water Management. Environmental compliance. Biodiversity. Gas leaks. Emissions
Protection of the health and safety of employees by the proper control of the working environment	Occupational health and safety
Reducing our energy consumption, in conformity with the applicable legislative requirements and the possibilities to optimize the processes we are carrying out	Energy management
Maintain an adequate internal climate in which our employees can achieve their goals	Employment. Human resources development Diversity and equal opportunity and non-discrimination.
Continuous monitoring and systematic analysis of the processes carried out in order to ensure their efficiency and effectiveness	Corporate governance. Compliance and business ethics Anti-corruption
Detailed analysis of flows and energy consumption for each process to identify opportunities in order to improve our energy performance	Energy management
Empowering each employee to contribute to the performance of our integrated quality, environment, occupational health and safety, energy management system	Human resources development
Adopting the best operating practices and impose the same standards to our contractors and suppliers	Supply Chain Management



4.4. Material issues

4.4.1. Corporate Governance System

Each of the two companies within ROMGAZ Group has an own governance system that corresponds to a hierarchical-functional structure, with a number of six hierarchical levels, from the company's shareholders to the execution personnel. In the case of Filiala de Înmagazinare Gaze Naturale „DEPOGAZ” Ploiesti SRL, considering that it is wholly owned by SNGN ROMGAZ S.A., there is only the Sole Shareholder. Both SNGN ROMGAZ S.A. and Filiala de Înmagazinare Gaze Naturale „DEPOGAZ” Ploiesti SRL are administrated in a unitary system by a Board of Directors consisting of 7 directors and 5 directors, respectively.

The Board of Directors' responsibilities are detailed both in the Company's Articles of Incorporation and in the Board of Directors Terms of Reference at the level of each company. The company's management structures are composed of key people who provide the current management: the Chief Executive Officer, the Deputy General Directors, the Chief Financial Officer, as well as the branches' directors. The heads of compartments (branches/departments/directions/offices etc.), representing the connection between the upper structure and the employees of the respective compartment, are directly subordinated to the afore-mentioned.

Each compartment has its own well-defined attributions in the company's Organization and Operating Regulation and all these elements work as a whole.



Board of Directors of SNGN ROMGAZ S.A. at December 31st, 2018:

No	Surname and name	Position in the Board of Directors	Type	Professional qualification	The institution they come from
1	Nistoran Dorin Liviu	Chairman	non-executive independent	engineer	Evolio
2	Volintiru Adrian Constantin	Member	executive non- independent	economist	SNGN Romgaz S.A.
3	Ungur Ramona	Member	non-executive independent	economist	-
4	Grigorescu Remus	Member	non-executive independent	Doctor of Economic Sciences	University "Constantin Brâncoveanu"
5	Ciobanu Romeo Cristian	Member	non-executive independent	doctor inginer	Technical University Iași
6	Jude Aristotel Marius	Member	non-executive non-independent	jurist MBA	SNGN Romgaz S.A.
7	Jansen Petrus Antonius Maria	Member	non-executive independent	economist	London School of Business and Finance

GRI: 102-18, 102-22, 102-23

In accordance with the companies' Articles of Incorporation, the Board of Directors establishes the main development directions of each company and develops, together with the company's directors, the Management Plan for the duration of their mandate. The Management Plan is approved by the GMS or the Sole Shareholder together with the financial and non-financial key performance indicators.

The strategic objectives of each company, established by the Board of Directors and approved by the GMS or the Sole Shareholder, together with the measures and actions included in the Management Plan are transposed by the executive management of each company into programs necessary for their achievement.

Board of Directors of Filiala de Înmagazinare Gaze Naturale „DEPOGAZ” Ploiesti SRL at December 31st, 2018

No	Surname and name	Position in the Board of Directors
1	Stănescu Nicolae Bogdan Codruț	Chairman
2	Cârstea Vasile	Member
3	Offenberg Iulian	Member
4	Baicu Ciudin Alexandru	Member
5	David Georgeta	Member

SNGN ROMGAZ S.A. Board of Directors' Structure

	2016	2017	2018
Total number of members	11	18	10
out of which women	3	2	2
out of which members under the age of 30	0	0	0
out of which members aged 30-50 years	7	14	7
Out of which members over 50 years old	4	4	3
Out of which members of minorities	0	0	0

Filiala de Înmagazinare Gaze Naturale „DEPOGAZ” Ploiesti SRL Board of Directors' Structure

	2018
Total number of members	5
out of which women	1

In conformity with the BoD's Terms of Reference, the President regularly organizes training courses for BoD's members on important areas or the Company.

Within each company of ROMGAZ Group there are also three advisory committees:

Nomination and Remuneration Committee

The Committee establishes the principles for the selection of candidates for membership of the Board of Directors, the selection of candidates for the election or re-election as a member of the Board of Directors, proposals for the remuneration of directors and Board of Directors' members and the proposals to be submitted to the Board of Directors' decision.

Auditing Committee

The Committee fulfils the legal powers provided by art. 65 of the Law no. 162/2017, which consist mainly in the monitoring of the financial reporting process, internal control systems, internal audit and risk management within the company, as well as in the supervision of the statutory audit activity of the annual financial statements and in the management of the relationship with the external auditor.

Strategy Committee

The Committee assists the Board of Directors in fulfilling its responsibilities in the development and updating of the Company's general development strategy.

During 2018, the Board of Directors, in order to ensure compliance with the Corporate Governance Code of the Bucharest Stock Exchange, approved both the revision of existing regulations (Board of Directors' Terms of Reference and the Audit Committee Charter) and some new ones (Board Evaluation Policy, Remuneration Policy and Policy on related party transactions).

Selection and remuneration of Board of Directors' members

The members of the Board of Directors are selected and nominated in accordance with the provisions of GEO no. 109/2011 on Corporate Governance of Public Enterprises, as subsequently amended and supplemented, approved by Law no. 111/2016 and the Methodological Norms of Application (GD No. 722/2016). In the selection process, equal opportunities for all candidates are ensured, without the possibility of imposing conditions / restrictions / requirements on age, gender, position towards the company (stakeholders), etc.

Each year the assessment process of the Board of Directors' performance and efficiency is conducted through an internal self-evaluation procedure. Until December 31st, 2018 no internal self-evaluation of the Board of Directors was conducted. Regarding the remuneration of the Board of Directors' members, this is determined by a decision of the General Meeting of Shareholders based on the provisions of art. 153[^]18 of the Law no. 31/1990 - Companies Law, republished, with the subsequent modifications and completions in the structure and limits provided by art. 37 and art. 38 of GEO no. 109/2011. Also, the remuneration of directors is established by the Board of Directors within the limits established by the General Meeting of Shareholders.

Risk Management

Within SNGN ROMGAZ S.A. an Integrated Risk Management System (ERM) involving all management levels is implemented. Thus, the Board of Directors is involved in the risk management process ensuring an effective operational framework at company level to identify the key risks, assess and monitor these risks according to the potential impact and the likelihood of their materialization, as well as the establishment of key risk indicators for monitoring the performance of the company in relation to the types of risk to which it is subject. Periodically, the Audit Committee informs the Board of Directors of the main risks assumed by the company.

In addition, at company level there is also the "Risk Management Service" which analyzes and manages the risks related to the development projects, investments, cooperation / association with internal and external partners.

Its main tasks are:

- centralizing the risks identified at company level;
- coordinating the realization of risk identification methodologies related to the main activities of the company;
- performing comparative analysis on the efficiency of investments within SNGN ROMGAZ S.A. Mediaș;
- carrying out economic, financial and risk analyses to evaluate the effectiveness and cost-effectiveness of geological resources and SNGN ROMGAZ S.A. Mediaș performance in the reservoirs' exploitation activities;
- identifying, analyzing, evaluating, managing and monitoring the types of risk that appear in the cooperation / association projects of SNGN ROMGAZ S.A. Mediaș with internal and / or external partners;
- performing risk analysis for projects and studies on the rehabilitation of gas infrastructure and production;
- attending the meetings of T.E.C. (Technical and Economic Council) to present the Economic and Financial Analysis and Risk Analysis carried out for the efficiency and cost-effectiveness evaluation studies of the geological resources and the SNGN ROMGAZ S.A. performance in the reservoirs' exploitation activities.

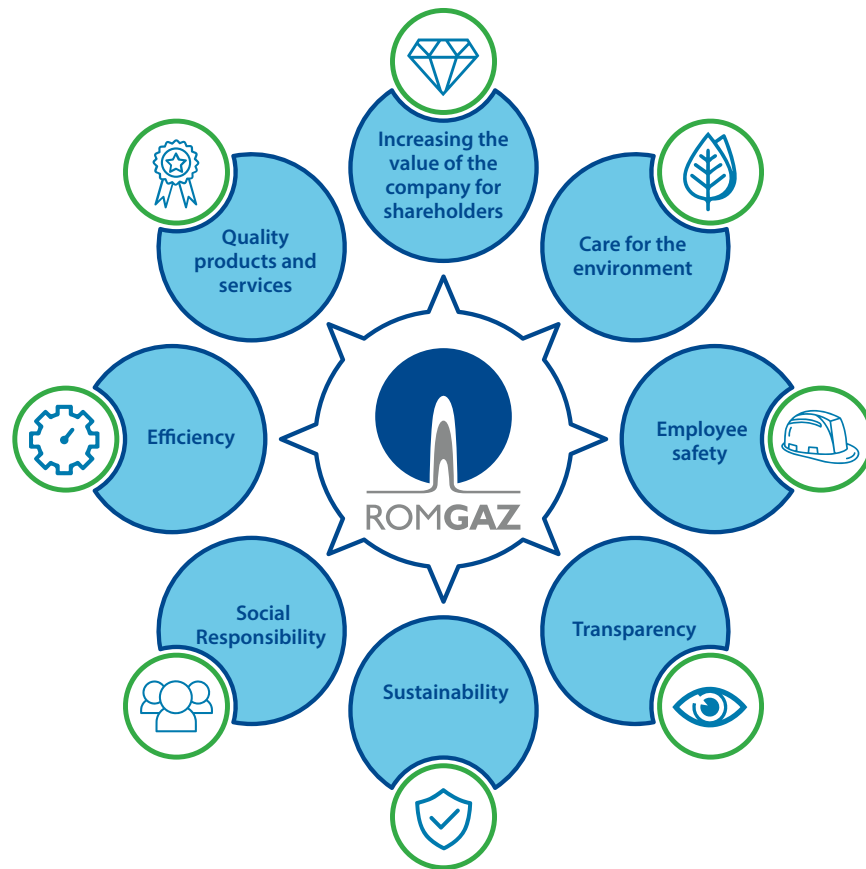


4.4.2. Compliance and Business Ethics

Our actions are based on a set of solid values that are shared by the entire company. These values guide us in establishing internal and external behavioral rules, keeping always in mind the expectations of our stakeholders.

Thus, the company executive management has established a strong and rigorous management system that supports us in managing all the aspects of compliance and business ethics.

The reference document is the Code of Ethics and Integrity which, during 2018, was updated with the corporate governance, internal control, and National Anti-Corruption Strategy requirements that we have adhered to. The Code of Ethics and Integrity applies directly to all persons working for the company, within all branches and subsidiaries - employees, directors with a mandate contract and the Board of Directors members. The Code is available to everyone interested on our company's website along with the Integrity Plan, which is updated every year.



GRI: 102-16, 102-17

Ethics Advisor

The Ethics Advisor is appointed by the General Director and he/she is responsible for coordinating and managing all the Code of Ethics and Integrity's matters. Thus, he/she mainly deals with setting up and conducting training sessions for employees, offering permanent support and advice, and monitoring possible deviations from ethics rules. At the same time, at the level of each branch of the company, the General Director appoints a responsible person to support the Ethics Advisor with regard to his/her activities. At least once a year or whenever necessary, the Ethics Advisor organizes meetings with employees (at least with the heads of functional and operational compartments) in order to conducting training sessions and / or to resolve ethical dilemmas.

The Ethics Advisor also carries out monitoring activities in order to ensure the respect of the conduct rules established in the Code of Ethics and Integrity. Thus, the Ethics Advisor reports half-yearly to the Audit Committee on the reported irregularities, the manner of resolution and the measures taken. In 2018 were registered 28 complaints about violation of conduct rules.

A number of 22 complaints were resolved, out of which 12 were confirmed. In the case of confirmed complaints, disciplinary measures were taken for 23 employees (6 managerial staff employees, respectively 17 staff executive employees).

Reporting violation of the Code of Ethics and Integrity

Within our company, a system is in place that allows anyone in the company to report any violation of the law, internal ethics and integrity rules, without the fear of dismissal or repercussions of any kind.

Using the form available on the Infoweb internal network, notifications can be sent to the Ethics Advisor via mail, fax, e-mail (consilierdeetica@romgaz.ro), on the Company's website (), at the Registrar's office in a closed envelope with the mention "Notification for the Ethics Advisor" and by personal submission of the notification to the Ethics Advisor.

At the recommendation of the Ethics Advisor, the Chief Executive Officer, respectively the Branch Manager, shall, in conformity with the law and internal regulations, dispose the verification of the documents and facts. Verification and resolution of the complaint will be carried out in a timely manner without exceeding the deadlines set by the applicable legal regulations. The company clearly prohibits any repercussions on an employee who, in good faith, reports an act of conduct violation, known or suspected. Implementing any kind of repercussions will lead to a disciplinary action in relation to those found guilty. The same steps will be taken in relation to persons who deliberately provided false information in the complaint.

The Code of Ethics and Integrity update

In order to comply with the National Anti-Corruption Strategy and the provisions of Order GSG no. 600/2018*, in 2017 we began a process of revision of the Code of Ethics and Integrity which was finalized in 2018 with the approval of the new Code by the Board of Directors. In order to update the Code of Ethics and Integrity, a specific Commission was set up to discuss this subject in our company, but also with the union "Sindicatul Liber Romgaz". The Code of Ethics and Integrity was approved by the Decision of the Board of Directors no. 47 / 01.10.2018.



* Order of the General Secretariat of the Government no. 600 from April 20th, 2018 for approval of the Code of internal/managerial control of public entities.

4.4.3. Anti-corruption

In accordance with the Code of Ethics and Integrity, within our company, the policy we adopt towards corruption is zero tolerance. As a public company, in 2016 Romgaz adhered to the National Anticorruption Strategy. Thus, the fundamental values and principles promoted in terms of increasing integrity and preventing corruption have been assumed by all the company's employees. In this respect, by Decision no. 47/01.02.2018 the company Integrity Plan was adopted for 2018. The plan contains specific measures to improve our performance on the anti-corruption issues. In 2018, no corruption case was confirmed.

In order to manage potential corruption risks, we have developed the Inventory of Sensitive Functions, which identified the functions with a higher degree of vulnerability to corruption for each operation. As a result of this process, the list of persons in these positions was drawn up and approved. Also, at the end of 2018, the system procedure "Inventory of Sensitive Functions" was realized.

Operations at high risk of corruption are: procurement, investment, human resources, information & telecommunication technology, economic, legal, drilling, exploration, production, landform and marketing.

Corruption risks

- Disclosure and dissemination of confidential information and documents to unauthorized persons.
- Subjective (preferential / biased) treatment of tender.
- Preferential relations with contractors.
- Preferential relationship with the solicitor of clearances.
- Influence or authority in order to obtain for himself/herself or for others money, goods or other undue benefits.
- Drafting proposals in the sectorial procurement plan or other documentation that may harm the interests of the company.
- Acceptance of defective performance of contract terms by the contractor.
- Mismanagement of funds by accepting the execution of works outside the contract, draft, specifications and technical regulations in force.
- Subjective and / or biased accordance of the full performance certificate.
- Selective treatment of sponsorship / social assistance applications.
- Non-formalized management of the conflict of interests.
- Selection of trainers on the basis of preferential criteria.
- Recruiting and hiring on preferential established criteria that might create an advantage for some candidates.
- Issuance of certificates with unrealistic information.

GRI: 205-3, 103-2, 103-3, 205-1. *The operation is considered as an organizational unit within SNGN Romgaz S.A. which, according to the provisions of the Organization and Operation Regulation of the company "may be: branch, department, division, direction, center, office, service, compartment, formation, column, workshop, agency, warehouse - provided as such by internal documents or internal organizational and operational decisions".

Training and information activities on anti-corruption

We are constantly conducting training and information activities for all our employees on the implemented anti-corruption policies. In 2018, 402 employees with leadership positions were informed about the basic principles and values of the National Anti-Corruption Strategy. Thus, the employees' awareness on the detection, combating and reduction of corruption cases was increased, making the correlation between the National Anticorruption Strategy and Standard 1 and 2 of Order GSG no. 600/2018. Based on the internal procedures implemented, the employees with management function have the obligation to train the subordinated employees regarding the provisions of the National Anticorruption Strategy and the Procedure "Inventory of Sensitive Functions". In 2018, 100% of Romgaz employees were informed about anti-corruption policy and procedures.

Conflict of interests

Within our company, conflict of interest is managed at any level. In order to avoid conflicts of interest of the Board of Directors members, a specific procedure is implemented. If a director has, in a particular operation, directly or indirectly, interests contrary to the interests of the Company, he / she must notify the other directors and the internal auditor accordingly and not take part in any deliberations concerning that operation. The director has the same obligation if, in a certain operation, he/she knows that are involved his/her wife/husband, his/her relatives or other relative ties up including fourth degree relatives.

The Audit Committee, each year, assesses the existence / absence of conflicts of interest related to each director and will report on this assessment to the Board of Directors. At the same time, the conflict of interest is also managed through the Code of Ethics and Integrity, in which are specified modalities to avoid real or potential conflict of interest between the employees' interests and the company's interests.

4.4.4. Supply Chain Management

Always aware about our role in Romanian society and the importance of our presence in the communities in which we operate, we have set up specific procedures for managing procurements that allow us to comply both with the law and our internal regulations' provisions. We have done this because we are aware that our work also supports many people in our value chain, including suppliers and contractors, with whom we have excellent relationships as valuable business partners.

Mainly, to manage all the procurements we are guided by a number of principles that allow us to respect the sectorial procurement law*: non-discrimination, equal treatment, mutual recognition, transparency, proportionality and accountability. At the same time, all procurements are carried out in accordance with the Annual Sectorial Procurement Strategy, which is based on the Annual Sectorial Procurement Plan.

The main types of procurements

Goods: tubular material, well cement, rasping heads, column heads, gasoline, diesel oil, compressor spare parts, automotive spare parts, labor protection equipment, software, computer equipment (computers, servers, UPS etc.), instrumentation for measuring natural gas, compressors for natural gas and air, various consumables.

Works: Exploratory and production drilling works for gas, upgrading of gas storage compartments, surface work at groups of wells (drying, separation, heating, cooling, adjusting and metering stations), collector building works wells at SNTGN Transgaz SA's gas delivery points, environmental protection works, equipment and equipment repairs, mature gas wells rehabilitation, etc.

Services: 2D and 3D geophysical investigations, drilling services for gas wells, investigations in tubed and non-tubed wells, communications services, design services for investment objectives (drilling of wells, modernization of natural gas reservoir, feasibility studies, etc.).

In the last quarter of each year, the Annual Procurement Strategy for the next year is realized. The strategy includes the Sectorial Procurement Annual Program (S.P.A.P), which is a managerial tool for planning and monitoring the procurement process portfolio at the contracting entity level, for planning the resources necessary to run the processes and to verify how the objectives are being met. This document is prepared on the basis of the purchase requisitions sent by the organizational units of SNGN Romgaz S.A. and comprises all the sectorial agreements / framework agreements that SNGN Romgaz S.A. intends to assign them in the course of the year. The Sectorial Procurement Annual Program is approved by the Chief Executive Officer.

Number of suppliers in the last three years

SUPPLIERS	2016	2017	2018	2016 (%)	2017 (%)	2018 (%)
Total suppliers	1,545	1,662	1,652	100.00	100.00	100.00
Suppliers from Romania	1,515	1,630	1,610	98.06	98.07	97.46
<i>out of which Sibiu, Mureş and Prahova counties</i>	556	546	541	36.70	33.50	33.60
Suppliers from abroad	30	32	42	1.94	1.93	2.54
New suppliers	301	447	401	19.48	26.90	24.27

Expenditures with suppliers in the last three years

Mn. Lei	2016	2017	2018	2016 (%)	2017 (%)	2018 (%)
TOTAL	716,52	961,30	1,811.58	100.00	100.00	100.00
Suppliers from Romania	712,85	897,36	1,573.75	99.49	93.35	86.87
<i>out of which Sibiu, Mureş and Prahova counties</i>	393,40	411,48	577.36	55.19	45.85	36.69
Suppliers from abroad	3,67	63,94	237.84	0.51	6.65	13.13
New suppliers	7,64	62,84	74,89	1.07	6.54	4.13

Procurement process

Assigning a sectorial procurement contract / framework agreement is the result of a sectorial procurement process that takes place in three distinct phases:

- a. planning/preparation;
- b. organization of the procedure and assignment of the sectorial procurement contract / framework agreement;
- c. executing and monitoring the implementation of the sectorial procurement contract / framework agreement.

The planning / preparation phase of a sectorial procurement process starts with the identification of the needs and the elaboration of the purchase requisitions and ends with the approval of the tender documents by the contracting entity's manager, including all the supporting documents, and, where appropriate, the strategy contracting for the specific procedure.

The organization phase of the procedure for assigning the sectorial procurement contract/ framework agreement starts with the submission of the tender documents in SEAP and ends when the sectorial procurement contract / framework agreement enters into force.

The post-assignment phase of each sectorial procurement process begins at the time of signing the sectorial procurement contract/ framework agreement and is finalized by carrying out a contracting entity performance analysis of the contractor's performance. This analysis presents the conclusions of the implemented procurement process, including also an analysis of the benefits for the contracting entities as identified in the planning / preparation phase.

4.4.5. Clients Relationship Management

Our group is an important player in the European gas market and a significant one in the electricity market. We continued our commercial approach, insisting on the development of methods to identify the needs and satisfy the gas market demands. The effort to diversify import sources and increase the quantities of stored gas allow us to provide a level of security and safety in the supply of natural gas, superior to competition.

The situation in the Romanian gas market allowed us to have an extensive portfolio of clients, both in centralized markets and through direct negotiation. Furthermore, our company also has a balanced portfolio in terms of the relationship between the final consumer market (especially CETs) and the wholesale market that sells natural gas to suppliers.

At the same time, within the Iernut Power Plant located in an important node in the National Energy System, in Transylvania, in Mureş County, on the left bank of the Mureş River between Iernut and Cuci, we produce electricity. The plant has an installed capacity of 600 MW and the capacity to produce electricity with a market share in electricity production at national level of 5%.

In 2018, Romgaz sold natural gas and electricity only on the Romanian markets.

Main clients for natural gas

- ENGIE ROMANIA
- Electrocentrale Bucharest
- E-ON Energie Romania
- E-ON Gaz Furnizare
- Premier Energy
- Termoficare Oradea
- Tinmar
- Electrocentrale Constanța
- CET Govora
- Trafigura
- Electrocentrale Galați.

Main clients for electricity

- Electrica Furnizare
- CEZ Vânzare
- E-Distribuție Muntenia
- TINMAR Energy
- Transelectrica
- ALRO Slatina.

Sectors

Type of clients and beneficiaries

Industrial

Residential

Thermal energy production for the population

Electricity production

Technological consumption

Final consumers

Distributors

Suppliers

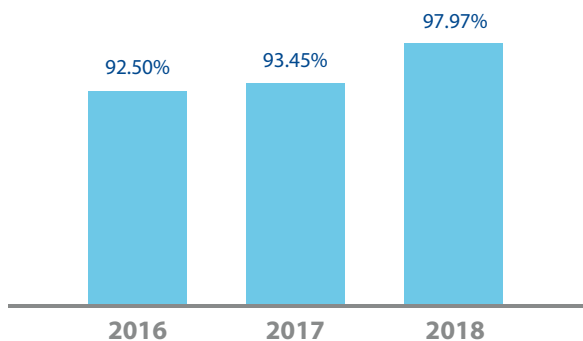
Electric/thermal energy producers.

Transporters (electricity, natural gas)

Underground natural gas storage operators

Intermediaries (Operators of Centralized Markets – Natural Gas)

Customer satisfaction



In order to manage efficiently the relationship with our clients, we have developed and implemented 23 procedures and working instructions, internal regulations that guided us in pre-contractual negotiation activities, reporting to NERA, solving customer complaints, tracking market price evolution, customer satisfaction, closing IPPRC contracts, tracking IPPRC contracts, contracting to STTM, etc.

In accordance with the procedure for measuring customer satisfaction, customer assessment questionnaires are sent to the clients each year. The results are centralized, analyzed and reported to the management.

4.4.6. Reserves

One of the strategic objectives of our group is to increase the reserve and resource portfolio by discovering new resources and improving the recovery of resources already discovered. Also, the capitalization of the production resulted from the exploitation of reserves is the main source of revenue for the company. Thus, the way our reserves are managed provides a forecast on the activity and future outcomes of our company.

The ways in which the proven reserves can be replaced are the following:

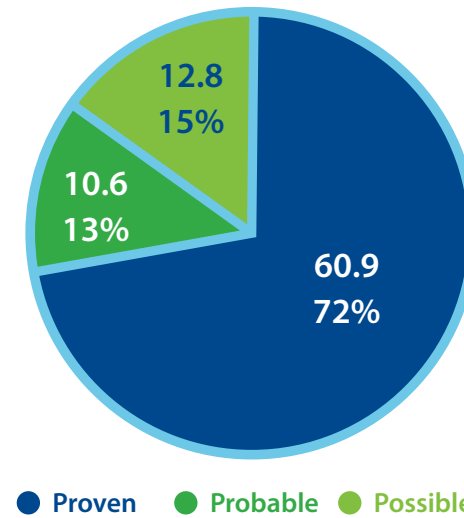
1. updating the volume of reserves from existing reservoirs on the basis of additional information obtained during the exploitation by developing evaluation studies;
2. promoting new reserves from exploration activities by: identifying new prospectuses using 3D seismic procurement; exploration-opening drilling;
3. testing of new wells drilled for quantitative and qualitative verification of possible reservoirs;
4. exploiting reserves reasonably.

Exploration works are designed and programmed by Romgaz based on its own concepts. In this respect, we use modern specialized software, evaluations of the geological area's prospectively displaying specific features within the blocks under concession, and these are carried out by specific surface exploration methods for the identification of the areas with hydrocarbon accumulations (prospects), followed by exploration drilling to prove the presence of accumulations.

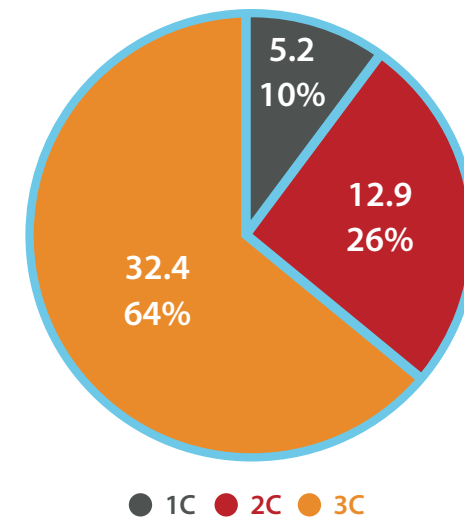
In 2018, investments in geological exploration for the discovery of new natural gas reserves accounted for 25.16% of total investment. Reserve replacement rate of approx. 56% was affected by the reduced volume of updating commercial reservoirs and postponing the finalization of infrastructure investments necessary for commissioning production facilities.

In the first semester of 2018 was carried out an external audit of Romgaz natural gas reserves and contingent resources by the American company DeGolyer&MacNaughton. The audit final report was delivered to Romgaz on May 31st, 2018. In 2018, reserves of hydrocarbons have slightly decreased compared to 2017. This decrease was partly compensated by the addition of new reserves from exploration activities.

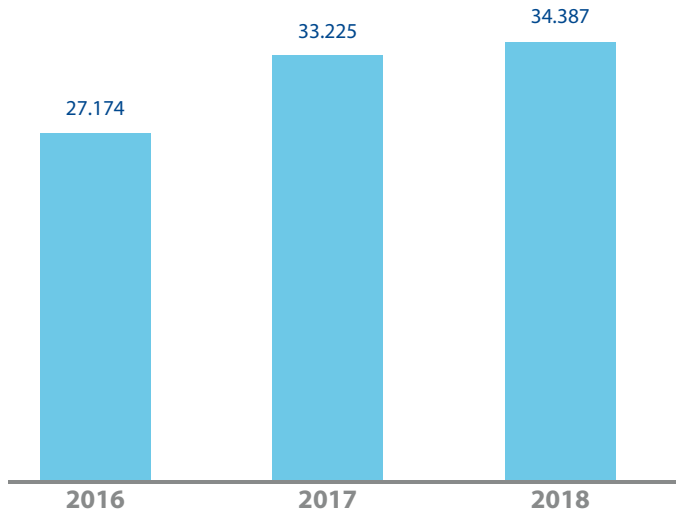
ROMGAZ Group's reserves
(bn.m³/% of the total)



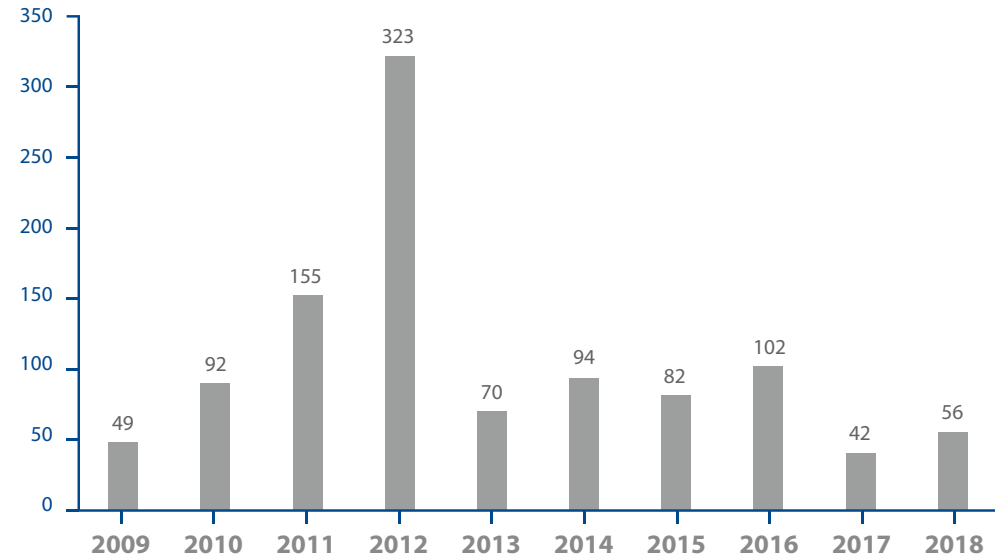
ROMGAZ Group's contingent resources
(bn.m³/% of the total)



Natural gas production volume (bep)



Reserves replacement ratio between 2009 – 2018



4.4.7. Climate Change

We are aware that we are operating in an industry that can give a significant contribution to finding effective solutions to ensure a low-carbon future. On one hand, there is the possibility to promote the use of natural gas as a fuel for the electricity generation in the process of transition to a low-carbon economy. On the other hand, the gas industry must minimize methane emissions in the production process. Methane has a strong warming effect on the climate, even if it has a relatively short life span in the atmosphere.

Thus, we are committed to preventing pollution and reducing the undesired effects of our operations on the environment by adopting an integrated quality, environmental, health and safety management system that allows us to continuously improve our environmental performance. Also, our management system helps us to constantly monitor all the environmental factors that may be affected by our activities.

Through the greenhouse gas emission monitoring procedure, we keep the emission levels under control, reporting the results on yearly base. Thus, we are committed to reducing methane emissions associated with our activities by correctly identifying methane fugitive emissions generated by our operations and timely intervening.

GRI: 103-2, 103-3, 102-11

4.4.8. Energy Management

Monitoring energy consumption is an essential part of the environmental management system that is implemented within our company. Through the Quality, Environment, Health, Safety and Energy Policy Statement, we are committed to reducing the specific energy consumption of our activities, taking into account the applicable legislative requirements and the possible optimization of the carried out processes.

Energy managers who are responsible for monitoring, optimizing and reporting energy consumption are appointed within each branch and at Romgaz headquarters. At the same time, every year and whenever major changes are realized to facilities, equipment, systems or processes, an energy analysis is performed by a dedicated team. This analysis aims to establish the actual situation of consumption on the proposed contour, the level of energy efficiency, as well as measures to improve the energy regime and to prevent the effects of environmental pollution.

Considering that an Energy Management System is not implemented at group level, during the meeting of the Integrated Management Board Committee, that took place on 11.06.2018, was decided the implementation of the reference standard SR EN ISO 50001: 2011 "Energy Management" requirements by 2020.

Energy consumption (GJ)	2017	2018
Total fuel consumption from conventional sources in joule or multiple	23,639,771.63	14,031,937.19
Total fuel consumption from renewable sources	390.09	238.65
Total electrical energy consumption in joule, watt per hour or multiple	846,687.60	1,165,884.91
Total thermal energy consumption in joule, watt per hour or multiple		8,508
Quantity of self-generated electrical energy in joule, watt per hour or multiple	14,112.74	16,403.45
Quantity of sold electrical energy in joule, watt per hour or multiple	5,797,591.20 by SPEE Iernut-delivered in the NPS 2,067.60 by Mureş branch and Ploieşti branch-delivered directly to household consumers	3,917,566.86
Total energy consumption in joule or multiple	18,687,190.50	11,305,405.33

GRI: 103-2, 103-3, 302-1. * Total energy consumption is achieved by adding up the total consumption of: electricity, fuels, etc. expressed in toe / year, (tons of oil equivalent / year) in accordance with Law no. 121/2014.

In 2018, was registered a 7,381,785.17 GJ decrease in the energy consumption due to the implementation of some measures that contributed to this:

- performing modernization works for indoor and outdoor artificial lighting at administrative buildings;
- modernization / replacement of thermal heating systems;
- washing the condensers to improve the temping temperature;
- reducing water-steam losses by eliminating imminent leaks;
- using frequency converters for electric drives;
- replacing 130 high-emission and high-consumption cars with new ones;
- optimization of the program for gas injection in the natural gas reservoirs through the conclusion of the contract for electricity supply;
- modernization of the energy complex from the Danes gas phase II stage (stage I - 2017) and the use of natural gas for electricity generation (pre-feasibility study);
- Performing the energy efficiency study to reduce energy consumption (diesel, gasoline) which has been completed by installing the lithrometric probes and GPS on the fleet's cars.

	2017	2018
Saved energy (GJ)	4,961.36	158,609,989.57
Investments made to reduce energy consumption (RON)	158,583,000	279,947
Solar Energy (GJ)	390,087	399,700
Energy intensity related to turnover (GJ/1,000 RON)	4.08	2.26

The Cojocna project

The Cojocna project has emerged as an urgent need to find a way to experimentally produce a series of wells resulting from exploration drilling to determine as rigorously as possible the productive potential of the area. The wells were located far away from each other and far away from the National Gas Transmission System (NTS).

Thus, the gases from the wells 1 Palatca, 1 and 2 Vaida are used as combustion gases for two power generating units, each with a power of 1.5 MW, and the connection to the National Energy System (NTS) does not represent a problem.

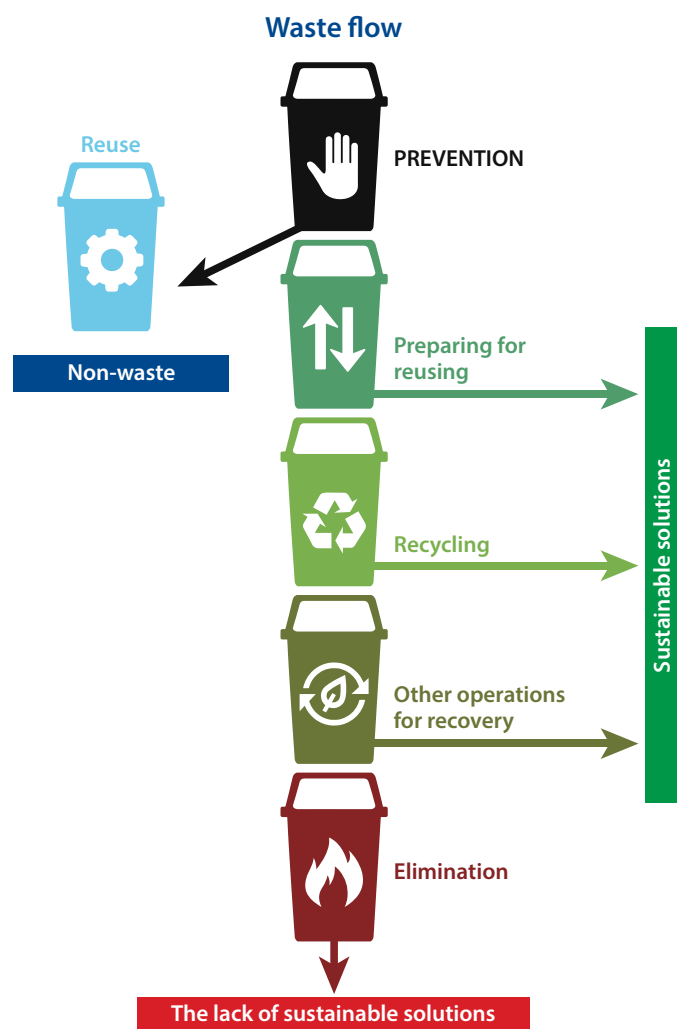
The project aimed at identifying an alternative for the gas production from isolated wells for which the construction of tens of kilometers of collecting pipelines is not justified. The commissioning of the two power generating units represented a technological success. The electricity is sold on the Centralized Markets for Bilateral Contracts (CMBC) through the Electricity Market Operator OPCOM.



4.4.9. Waste Management

In 2018, the measures taken under the “Program for prevention and reduction of waste quantities generated by SNGN Romgaz S.A. activity” were pursued. This program addresses the measures and methods to prevent and minimize the amount of waste resulting from the company’s activity, in accordance with applicable regulations and a preferential waste management ranking.

The program aims to continuously identify objectives, targets and policy actions that company has to respect in the field of waste management in order to achieve its strategic objectives. This program was developed in accordance with the Integrated Management Policy Statement endorsed by Romgaz and approved by the National Environmental Protection Agency of Bucharest.



GRI: 103-2, 103-3

The objectives of the Program for prevention and reduction of waste quantities generated by SNGN Romgaz S.A. activity

A. preventing or reducing waste production and their degree of hazardousness by:

- developing clean technologies, with low-consumption of natural resources;
- developing technologies and purchasing products which do not have an impact or have the lowest possible impact on the increase in the volume or dangerousness of the waste or on the risk of pollution, considering how they are manufactured, used and disposed.
- establishing the need of investments in the field of waste management;
- establishing measures to achieve the objectives by the allocation of financial and human resources;
- developing responsible behavior regarding the prevention of waste generation and management;
- increasing the implementation of legislation on waste management efficiency.

B. waste reuse, recovery by recycling, recovery or any other process by which secondary raw materials are obtained:

- developing and expanding separate waste collection systems to promote high quality recycling.

Total quantity of disposed non-hazardous waste		Unit	2016	2017	2018
Total quantity of disposed non-hazardous waste		t	3,060.25	3,868.231	2,979.712
Out of which recycled waste		t	203.778	362.962	393.025
Out of which recovered waste (including energy recovery)		t	335.194	179.851	43.322
Out of which incinerated waste		t	34.9	40.1	36.98
Out of which landfilled waste		t	2,486.378	3,285.318	2,506.385

Total quantity of disposed hazardous waste		Unit	2016	2017	2018
Total quantity of disposed hazardous waste		t	99.1728	165.7474	545.9928
Out of which reused waste		t	0	2.7	1.71
Out of which recycled waste		t	56.352	73.658	372.947
Out of which recovered waste (including energy recovery)		t	36.548	86.434	62.771
Out of which incinerated waste		t	1.754	2.429	24.472
Out of which landfilled waste		t	4.5188	0.5264	84.0928

Total quantity of drilling mud resulted from the use of water-based drilling fluids

Treatment method/ Type of fluid	Drilling fluid based on freshwater (t)			Freshwater drilling muds (t)			Chloride-containing drilling muds and wastes other than those mentioned in 01 05 05 and 01 05 06 (t)		
	2016	2017	2018	2016	2017	2018	2016	2017	2018
Recycling	156	313.36	625.5	-	-	-	-	-	-
Onshore landfilling (with or without pretreatment)	-	-	-	1,209.9	1,704.84	988.46	105	370.2	256.68

Recycled waste	2017	2018
	Quantity (t)	Quantity (t)
Packaging materials (paper)	14.421	11.894
Glass	-	0.72
Aluminum	0.518	0.633
Lighting fittings	1.021	0.169
Oils	299.318	11.894
Batteries	4.094	356.161
Plastic	6.545	3.022
Sawdust, shavings, cuttings, wood, particle board and veneer other than those mentioned in 03 01 04	0.236	6.119
Oily sludges from maintenance operations of the plant or equipment	12.000	0.215
Petroleum refining wastes not otherwise specified	73.700	14.3
Natural gas purification wastes not otherwise specified (formation water and TEG)	13.380	1.108
Wastes not otherwise specified (rubber wastes - tubing)	0.700	86.18
Waste printing toner containing hazardous substances	0.300	2.5
Ferrous metal filings and turnings	5.970	0
Machining emulsions and solutions free of halogens	0.360	6.236
Oily water from oil/water separators	28.200	0.18
Packaging containing residues of or contaminated by hazardous substances	3.839	86.12
Absorbents, filter materials, wiping cloths and protective clothing other than those mentioned in 15 02 02*	1.257	6.377
Absorbents, filter materials (including oil filters not otherwise specified), wiping cloths, protective clothing contaminated by hazardous substances	9.644	0.502
End-of-life tires	24.917	8.459
Oil filters	0.072	9.905
Antifreeze fluids containing hazardous substances	4.500	1.907
Ferrous metal	105.056	13.424
Components removed from discarded equipment other than those mentioned in 16 02 15 *	5.555	48.651
Coal tar and tarred products (tar board)	10.000	1.78
Copper, bronze, brass	0.130	0
Iron and steel	304.219	0.867
Decommissioned cable insulation	1.820	290.787
Insulation materials containing asbestos	0.500	0
Insulation materials other than those mentioned in 17 06 01 and 17 06 03 (mineral wool)	34.570	0
Discarded electrical and electronic equipment other than those mentioned in 20 01 21 and 20 01 23 containing hazardous components	0.207	0
Discarded electrical and electronic equipment other than those mentioned in 20.01.21, 20.01.23 and 20.01.35	5.158	0.436

4.4.10. Water Management

For the optimal and responsible management of water consumption required to perform our activities, there are 4 working instructions that regulate the way of working and associated responsibilities. Also, responsibilities for monitoring, quantitative and qualitative reporting of water volumes used for industrial, hygienic, sanitary and drinking purposes are established. The amount of water extracted from underground or received from local operators is centralized and reported to the authorities by the Environmental Protection Service, the centralization being provided by the representatives appointed at each site.

Water consumption depending on source (m ³)	2017	2018
Total amount of water supplied for use	240,057,430	163,794,816.62
Surface waters (water from rivers, lakes, oceans, etc.)	239,714,080	163,667,179
Groundwater	31,935	57,856
Rain water, collected directly and stored by the company	3,280.24	5,321.62
Waste water from other companies	0	0
Water supplied by the municipality or by similar utilities providers	80,414	64,460

At the SPEE Iernut level, the Plan for prevention and mitigation of accidental pollution for the use of water is implemented, presenting the main sources that can lead to water pollution, how to intervene in case of pollution, and the intervention teams.

In order to reduce the negative impact on the environment, our company aims to reduce water consumption, discharge to the emissary and wastewater plants within the maximum admissible limits of the parameters analyzed according to the regulatory acts. The amount of consumed water complies with the water requirement based on the Water Management Authorizations. Monitoring of quality parameters imposed in regulatory acts is periodically performed. The discharged water is monitored, measured with water meters, and test reports are issued.

Recycled and reused water (m ³)	2017	2018
Total amount of recycled and reused water for use	81,086,389	20,003,253
Surface waters (water from rivers, lakes, oceans, etc.)	81,086,389	19,992,913
Groundwater	0	10,340

In 2018, no exceedances of the limits allowed by the regulations in force were registered for effluents discharged into surface water bodies or sewage networks.

	Unit	2016	2017	2018
Total volume of discharged water	m ³	587,484	539,540	383,532
Out of which planned volume	m ³	-	-	365,032
Emissions in discharged water	t	13	12	8
Chemical oxygen demand (COD)	mg/l	23	22	23
Hydrocarbons	mg/l	0.46	0.47	0.45

Mureş River

The only source of water affected during the technological process (electricity production) is the Mureş River (length 2520 Hm), taking into consideration that the Iernut Electricity Production Branch (SPEE) is located on the upper course of the river, between Luduş and Iernut, about 5 km away from the city of Iernut respectively, in the west direction. The technological water supply is provided from the Mureş River and is used as cooling water (cooling of condensers, bearings, aggregates) and for the chemical treatment plant (filtration and softening) and treatment for drinking purpose. In 2018 there was an incident, an accidental pollution of the Mureş River due to a failure that occurred at evacuation no. 2 from Iernut. Immediately, all necessary measures were taken to minimize the effects of the pollution produced, as well as technical and organizational measures to prevent such possible events. Also, all the measures imposed by the regulatory authorities were strictly followed.

Formation water

The discharge of formation water is made in accordance with Water Law no. 107 of 25 September 1996, as amended and supplemented. Waters containing substances resulting from hydrocarbon exploration and extraction or mining operations can be injected only in very deep layers, in geological formations from which hydrocarbons or other substances were extracted or in geological formations that, for natural reasons, are permanently unfit for other purposes, based on special studies and measures and water management permit.

mn. m ³	2018		
Total volume of produced formation water	216,331.100		
Out of which re-injected	216,331.100		
t	2016	2017	2018
Estimated t volume of hydrocarbons from formation water*	21.4	15.7	16

GRI: 306-1, 303-2, OG 5. *The amounts are estimated based on Existing Analysis Bulletins (for some injection scenarios) and extrapolated for total calculation.

4.4.11. Environmental Compliance

During 2018, environmental protection activity focused its efforts mainly on meeting the Group's compliance obligations. The pursued objectives were:

- raising awareness level regarding compliance with legal requirements on environmental protection;
- monitoring the realization of all the reporting required by the environmental legislation in force, through the centralization of the information requested and reported by our branches and submitting them to the public authorities;
- enhance environmental protection activity.

Thus, in order to ensure environmental compliance, we implemented some specific procedures and working instructions regarding internal audit, environmental inspections, identification and assessment of compliance obligations and management review. These procedures are specific to the following processes: natural gas production, interventions, production test, re-equipping and additions to wells, execution of special operations on wells, maintenance services, car transport, car repairs, infrastructure insurance, spumogenic sticks microproduction, electricity production and system services supply, drilling of wells. Also, environmental compliance is periodically assessed through environmental inspections and integrated management system audits that allow us to verify the effectiveness and efficiency of the adopted procedures.

At the same time, in order to ensure a higher level of environmental compliance, we are constantly performing a monitoring and measurement activity on the main features of activities that can have a significant impact on the environment. Any environmental nonconformities are evaluated and managed by the Monitoring Committee that is appointed by the Chief Executive Officer.

To improve our environmental compliance performance, we developed an application that helps us to monitor the environmental / water / injection authorizations, providing an ongoing review and monitoring of compliance with legal provisions regarding environmental protection.



Number of administrative and / or judicial penalties for non-compliance with legislation and regulations regarding environmental aspects

Value of administrative and / or judicial penalties for non-compliance with legislation and regulations regarding environmental aspects (RON)

2017	2018
-	4
-	75,000

GRI: 103-2, 103-3, 307-1

In 2018, the level of compliance with legal requirements regarding environmental authorization was 100% (144 objectives). For 6 objectives the authorization reviews were requested and obtained, for 7 objectives the reauthorization was requested and obtained, for 4 objectives were submitted the documentation for temporary activity suspension and for 7 objectives were submitted the documentation for abandoning of natural gas extraction wells. Regarding the compliance with the legal provisions on authorizing waste water management, in 2018 an 100% level of compliance was achieved for 88 objectives, mentioning that 7 objectives are under reauthorization, for 13 objectives was requested a point of view regarding the necessity of reauthorization, and for 2 objectives was submitted abandonment documentation. Compliance was achieved for 40 objectives on formation water injection systems / wells, 1 of which is under reauthorization, and for 3 objectives was submitted the abandonment documentation.

4.4.12. Biodiversity

The importance of effectively managing the biodiversity aspects in Oil and Gas industry is widely recognized. In this respect, various industry actors recognize that biodiversity management is extremely important in meeting the expectations of stakeholders. This avoids the costs of project compliance, allows the maintenance of operating licenses and the exploitation of new business opportunities. In the industry in which we operate, exploration and production of natural gas can significantly affect the natural and social environment in which they are performed. Also, these activities can have potential and real effects on biodiversity and the natural resources that local communities depend on. In this respect, it is extremely important for our company to identify, assess and monitor the impact or impacts that our activities can have on biodiversity so that we can manage the possible risks in time.

In order to perform exploration and production activities in areas that are located or adjacent to protected areas, it is necessary to obtain environmental agreements by carrying out the environmental impact assessment study. In 2018, in order to obtaining environmental agreements, environmental impact assessment was requested by the National Environmental Protection Agency Braila for the drilling of 7 wells on the Caragele structure. Also, an environmental impact study was carried out for Sonda 66 Visani (Drilling of an exploration well at a depth of 5,000 m) because the project was performed inside the area of community interest ROSCI0005 Balta Alba - Amara - Jirlau - Lacul Sarat Caineni and in the immediate vicinity of the special avifaunistic protection area ROSPA0004 Balta Alba - Amara - Jirlau.

In 2018, we performed activities in sites adjacent to protected natural areas and / or areas of high biodiversity value: RO SPA 0041 – Elestele lernut – Cipau and RO SCI 0210 – Rapa Lechintei.

Mureş River's biodiversity

Taking into account the activities carried out within the lernut Electricity Production Branch (SPEE lernut), we periodically perform tests that allow us to identify the possible impacts on Mureş River in terms of biodiversity. The direct impact that SPEE lernut activities have on Mureş River is produced by the discharge of cooling water at high temperature in the river during the fish breeding period. During 2017 - 2020, we are performing monitoring activities of the Mureş ichthyofauna in upstream and downstream of the dam. At this time, the monitoring reports confirmed the presence of 7 community interest species previously identified. The monitoring data shows a thermal regime change in downstream of the dam, respectively an increase in temperature (about 4 °C) without affecting biodiversity.

4.4.13. Gas Leaks

In order to manage and reduce gas leaks, we have realized a technological consumption study specific to oil operations that we perform. The study sets out methods for calculating technological consumption including gas leaks (blowing gases). The negative impact is managed by preventive and corrective maintenance works on the productive infrastructure in order to minimize these leaks. Also, gas leaks are highlighted by analytical methods specific to each type of gas leaks. Due to these maintenance activities, in 2018 there were no significant leaks that would have a negative influence on the technological consumption compared to other years.

	2018
Total number of gas leaks (thousand m³)	2,649.162

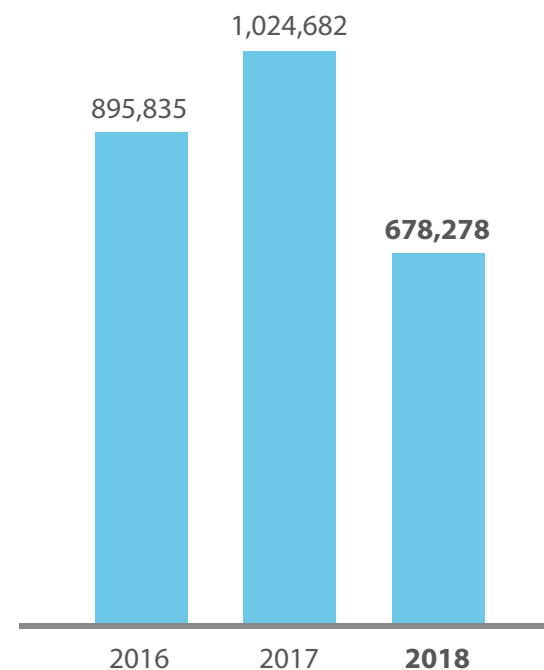


4.4.14. Emissions

Within our company, greenhouse gas emissions are mainly generated by the activities of thermal energy production through stationary thermal power plants and transport activities. To manage and monitor this topic effectively, we have adopted the Policy on Quality, Environment, Health, Safety and Energy, which includes commitments to prevent pollution and reduce the undesirable effects of Romgaz operations on the environment. There are also two working instructions that regulate the way of working and responsibilities related to emissions. Mainly, emissions from natural gas combustion are measured in gas drying stations, natural gas compressing stations, well heaters and thermal power plants according to the monitoring plan. The „Greenhouse Gas Emissions Monitoring and Reporting” procedure sets out the responsibilities and ways for obtaining the greenhouse gas emissions authorization, the methodology for monitoring greenhouse gas emissions and the reporting methodology.

This procedure applies to SPEE Iernut level, which is included in the list of activities and installations of G.D. no. 780/2006 in the category “Combustion installations with a rated thermal input > 20 MW”, having the following obligations: to obtain the greenhouse gas emission authorization; to prepare and submit annually the Greenhouse Gas Monitoring and Reporting Plan to the National Environmental Protection Agency; to monitor the amount of CO₂ emitted; to prepare annually the report that is verified and validated by certified auditors and subsequently submitted to the National Environmental Protection Agency. The emission monitoring activity is continuous.

Total Direct GHG scope 1 (t)



GRI: 306-3, 103-2, 103-3, 305-1

In 2018, pollutant emissions measurements were performed at the installations that consume fuel gas. The measurements were finalized by the preparation of an analytical report for the parameters resulting from the burning of natural gas. The analytical reports were made available to the Environmental Guard during the performed inspections and submitted to the Environmental Protection Agencies.

Air pollutants	Unit	2016	2017	2018	Source of pollution 2016	Source of pollution 2017	Source of pollution 2018
SO₂ (sulphur dioxide)	t	-	-	0.75	-	-	Compressing stations, Drying stations, Heaters
NOx (nitrogen oxides)	t	716.442	846.018	1,683.874	IMA1,4,5	IMA1,4,5	IMA1,4,5 Compressing stations, Drying stations, Heaters
NM-VOC (Non-methane volatile organic compound)	t	-	-	150.1	-	-	Compressing stations, Drying stations, Heaters
Particulate emissions	t	-	-	0.33	-	-	Compressing stations, Drying stations, Heaters

In order to reduce the emissions from transport activities, in 2018 the modernization activity of the fleet continued. In this regard, 130 high-emission and high-consumption cars were replaced by new ones. This led to an 8.2% reduction in greenhouse gas emissions.

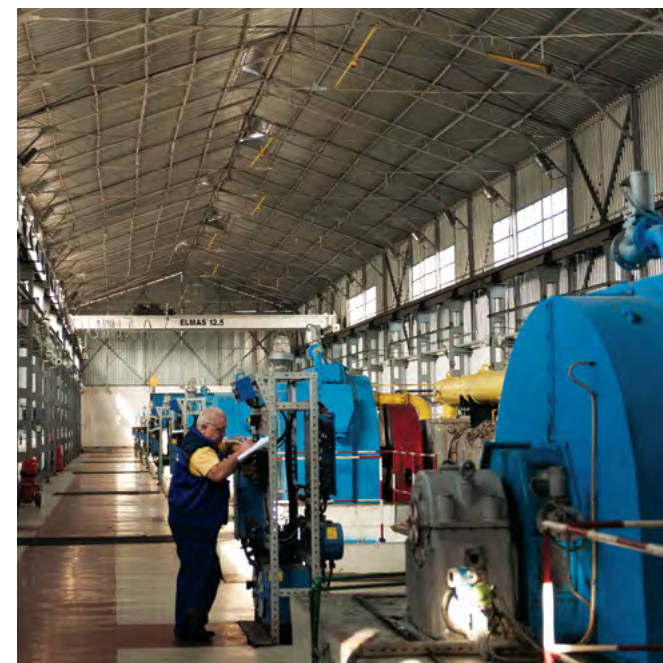
Initiatives that contributed to reducing GHG emissions scope 1	Emissions	Unit	2017	2018	% reducere
Fleet modernization	GHG scope 1	mn. t CO ₂ equivalent	726 x 10 ⁻⁶	663 x 10⁻⁶	9.1%

The volume of discharged hydrocarbons during the reporting period was 16 t.

4.4.15. Occupational Health and Safety

The Integrated Management System within our company is implemented in accordance with *OHSAS 18001: 2008 Occupational Health and Safety Management Systems* and aims to improve occupational health and safety performance, to eliminate or minimize occupational health and safety risks, fulfilling occupational health and safety objectives. In this respect, we have adopted working procedures that set out the responsibilities and rules for hazard identification, risk assessment and occupational risk control, to protect workers' health and safety by implementing appropriate technical, organizational and hygienic-sanitary measures. The procedure applies to all organizational units of our company and to all our employees.

In this respect, all employees are informed on the occupational health and safety risks, as well as on the prevention and protection measures and activities taken at the level of the organization in general and at the level of each workstation and / or each function. In 2018, the control objectives of legal requirements regarding occupational health and safety were fully achieved (100%).



Occupational Health and Safety Committees

According to the legislation in force, within our company and each branch there is a Health and Safety Committee which is composed by the employer or its legal representative; representatives of the employer with occupational health and safety responsibilities; workers' representatives with specific responsibilities in the field of the occupational health and safety and the Doctor of Labor Medicine. The number of employees' representatives is equal to the number formed by the employer or his legal representative and the employer's representatives. In this sense, 100% of our employees are represented by these committees.

Occupational Health and Safety Committees

The level at which they operate

- C.S.S.M. S.N.G.N. ROMGAZ S.A.**
- C.S.S.M. MEDIAS**
- C.S.S.M. MURES**
- C.S.S.M. SIRCOSS**
- C.S.S.M. STTM**
- C.S.S.M. SPEE**

- SNGN ROMGAZ S.A.
- SUCURSALA de producție MEDIAS
- SUCURSALA de producție TG. MURES
- SUCURSALA de Intervenții și reparații capitale și operații speciale la sonde Mediaș
- SUCURSALA de Transport tehnologic și Mentenanță Tg. Mureș
- SUCURSALA de Producție Energie Electrică Iernut

GRI: 103-2, 103-3, 403-1

Work accidents

In order to ensure a safe work environment for our employees in terms of occupational health and safety, we focus our attention on the causes that can be responsible for accidents in which employees can be involved. Thus, we strictly comply with the provisions of Law no. 319/2006 on occupational health and safety and of G.D. no. 1425/2006 for the approval of the Methodological Norms for the application of the provisions of Law no. 319/2006 on occupational health and safety.

Also, each year we perform various activities to reduce the number of accidents and improve employees' working conditions. During 2018, individual protection equipment was purchased, based on framework agreements and subsequent contracts, for all employees in the company.

Also, 3,985 doses of flu vaccine were purchased, according to the needs of the branches / headquarters. Moreover, the Territorial Labor Inspectorates performed 3 inspections where no deficiencies were found. At the same time, according to the provisions of the Collective Labor Agreement, additional voluntary health insurance services were purchased for all employees.

Even though we are constantly concerned about creating a safe work environment for our employees and contractors, unfortunately, on July 20, 2018, while an extraction operator performs the wastewater discharge operation from the underground separator to the collector basin, an explosion of the underground separator occurred, surprising the extraction operator and resulting in his death. Immediately after the accident, the causes were investigated and all the necessary measures to secure employees and infrastructure were implemented.

Types of work accidents, occupational diseases, sick leave and absences and number of deaths caused by work accidents

	Women		Men	
	2017	2018	2017	2018
Number of accidents*	0	0	6	8
Accidents requiring hospitalization	0	0	6	8
Rate of accidents	0	0	0.01%	0.129 %
Rate of occupational disease	0	0.31%	-	1.59 %
Working days with temporary incapacity of work, due to work accidents**	0	0	345	387
Rate of days with temporary incapacity of work	0	0	0.23%	6.27%
Absence	0	0.67%	3.36%	2.77%
Fatalities	0	0	0	1

GRI: 403-2. *Accidents are recorded in the Single Register of Evidence according to the provisions of G.D. no. 1425/2006, as subsequently amended and supplemented. ** No events took place in Depogaz Ploiești.

Total hours	2017	2018
The total number of hours of sick leave that employees have received from work accidents or as a result of occupational diseases	2,760	4,032
Total hours of sick leave (includes sick leave not related to accidents and occupational diseases)	415,344	424,120
The total number of hours that should have been worked	12,350,400	12,378,288

	2017	2018
Number of employees involved in activities that present a high risk of developing occupational diseases	497	497



GRI: 403-3



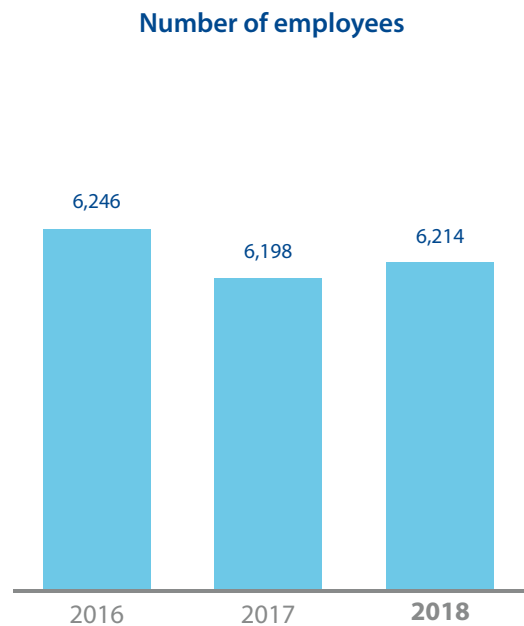
4.4.16. Employment

Our activities are carried out in a highly competitive sector and undergoes an accelerated change process due to the different challenges of the external environment. This requires us to identify the best human resources that can help us to respond successfully to these challenges.

For this reason, ensuring a fair and efficient human resource management throughout the employee's lifecycle is a priority for us. In this regard, we provide our employees with a safe and adequate working environment in which they can achieve their goals and develop in the long run.

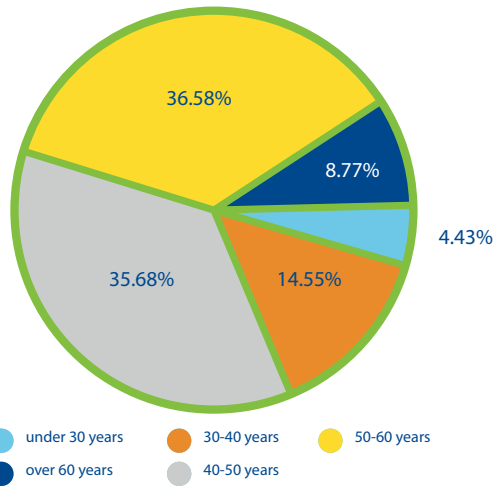
We have also adopted a procedure governing the recruitment of staff to ensure the provision of human resources in terms of quantity and quality in line with the requirements and complexity of the jobs and the coherent and effective allocation of internal human resources.

At the end of 2018, we had a total of 6,214 employees at Romgaz Group level.

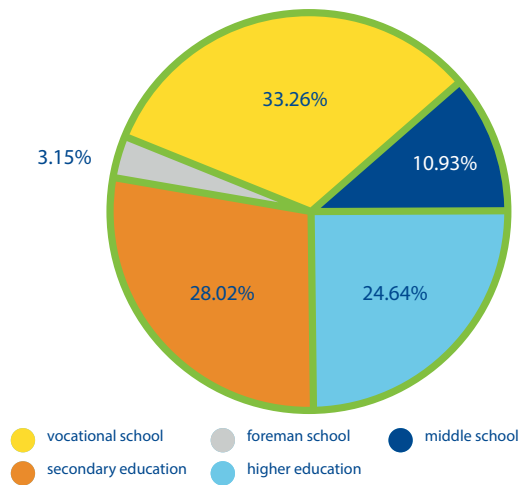


In 2018, the administrative staff structure consisted of 1,374 permanent contract workers, of whom 605 were women. At the branches level, 5,649 employees were registered with the permanent employment contract, of which 764 were women. The average age was 48 years.

Romgaz employees' structure by age category in 2018*



Romgaz employees' structure by level of education in 2018*



* The subsidiary is not included for the period April 1st – December 31st, 2018.



Classification of employees according to the type of labour contract:	ADMINISTRATIVE				BRANCHES			
	Women		Men		Women		Men	
	2017	2018*	2017	2018*	2017	2018*	2017	2018*
Permanent	660	605	854	769	848	764	5,318	4,885
Temporary	5	10	10	12	5	10	29	29
Total	665	615	864	781	853	774	5,347	4,914

Classification of employees according to work rate / working hours	Women		Men		TOTAL	
	2017	2018*	2017	2018*	2017	2018*
Full time	853	770	5,347	4,912	6,200	5,682
Part time	0	4	0	2	0	6
Total	853	774	5,347	4,914	6,200	5,688

Category	New employees				Employees' turnover			
	Number		Percent %		Number		Percent %	
	2017	2018*	2017	2018*	2017	2018*	2017	2018*
Gender								
Women	32	57	13.85	23.65	40	51	14.23	20.90
Men	199	184	86.15	76.35	241	193	85.77	70.10
Total	231	241	100	100	281	244	100	100
Age groups								
<30	60	59	25.97	24.48	4	3	1.42	1.23
30-50	128	146	55.41	60.58	38	42	13.52	17.21
>50	43	36	18.62	14.94	239	199	85.05	81.56
Total	231	241	100	100	281	244	100	100

GRI: 102-8, 401-1. *The subsidiary is not included for the period April 1st – December 31st, 2018.

Employees' turnover	New employees				Employees who left the company			
	Number		Percent %		Number		Percent %	
	2017	2018*	2017	2018*	2017	2018*	2017	2018*
Location								
Company Headquarters	20	62	8.66	25.73	32	32	6.41	13.11
Mediaș Branch	73	70	31.60	29.05	73	73	32.74	29.92
Târgu Mureș Branch	44	55	19.05	22.82	62	62	15.66	25.41
Ploiești Branch	26	1	11.26	0.41	7	7	8.90	2.87
SIRCOSS	32	31	13.85	12.86	26	26	8.54	10.66
STTM	20	17	8.66	7.05	23	23	9.61	9.43
SPEE	16	5	6.93	2.07	21	21	18.15	8.61
Total	231	241	100	100	244	212	100	100

Trade union organizations

In order to ensure a more transparent social dialogue, at the group level there are two trade unions, namely SNGN S.A. Free Trade Union, affiliated with the Federation of Trade Unions Gaz Romania, The Trade Union Federation ATLAS and C.N.S.L.R. Fratia, consisting of 6,146 members, and the Syndicate of Gas and Services Extraction, which consists of 10 members. Thus, the total number of trade union members within the Romgaz Group is 6,156 of the total number of employees of 6,214, resulting a percentage of 99.07%.

Employees' remuneration and benefits

The remuneration of our employees is determined on the basis of the provisions of the Collective Labor Agreement (CLA) and the Individual Labor Agreement (ILA) that is negotiated with each employee. Individual salaries resulting from ILA negotiation based on the CLA are the counter value of employee work.

The salary is based on the work done, the professional competence, the level and the degree of mechanization, the automation, the cybernetization of the work processes, the level of knowledge, the social importance of the labor, in relation to other branches of the national economy and compared to the average levels reached in similar activities at European level. The Collective Labor Agreement also sets out the notice period and the arrangements for consultation and negotiation before implementing significant operational changes. Based on the Collective Labor Agreement, the notice period is 4 weeks.

GRI: 102-36, 402-1. * The subsidiary is not included for the period April 1st – December 31st, 2018.

The minimum wage, applicable to the Oil and Gas sector, for entry-level new employees in every significant operating location

Operating Location	Minimum wage for men (RON)	Minimum wage for women (RON)
Mediaş Branch	2,307	2,307
Mureş Branch	2,536	2,536
SIRCOSS Branch	2,536	2,536
STTM Branch	2,536	2,536
Headquarters	2,613	2,613
Iernut Branch	1,694	1,694

The wage established by ROMGAZ Group for entry-level new employees in every significant operating location

Operating Location	Minimum wage for men (RON)	Minimum wage for women (RON)
Mediaş Branch	3,062	2,452
Mureş Branch	3,569	3,569
SIRCOSS Branch	3,569	3,487
STTM Branch	4,042	4,091
Headquarters	3,788	4,267
Iernut Branch	2,300	2,439

Our employees also have a number of benefits, such as: payments of voluntary pension fund on behalf of the employees, within the limit of an amount of EUR 400/employee in one fiscal year; payments of voluntary health insurance premiums within the limit of an amount of EUR 400/employee in one fiscal year; coverage of disability or invalidity costs resulting from work accidents; partial payments of tourist services packages; retirement benefits; granting of material support for special events in the life of the employee. Benefits are granted without any distinction between full-time or part-time employees, permanent or temporary, or by location.

Parental Leave

In 2018 there were 61 employees in parental leave, out of whom 37 entered in childcare leave in 2016 - 2017 and 34 of them in 2018. In 2018, 26 employees returned to work and the rest will return in 2019 and 2020. The Return to work and retention rates in 2018 is 100%.

Parental leave	Women		Men	
	2017	2018*	2017	2018*
Total number of days	5,585	10,250	1,946	2,925
Number of employees who had the right to parental leave	40	41	21	20
Number of employees who returned to work after completion of the parental leave	40	16	21	10
Number of employees who returned to work after completion of the parental leave and were still hired after 12 months	40	16	21	10
Return to work rates	100%	100%	100%	100%



GRI: 401-3. *The subsidiary is not included for the period April 1st – December 31st, 2018.

4.4.17. Human Resources Development

We give great importance to the process of human resource development. In order to increase performance and develop our business, we are constantly ensuring that our employees are trained to be able to cope with technological and regulatory changes. In this respect, we have implemented a procedure that ensures training and awareness needs assessment (training, qualification, professional reconversion) and training provision for employees and for those working for or on behalf of Romgaz.

The goal is to provide employees with the tools and development opportunities they need to perform in their professional activity and to improve intra and inter-departmental relationships.

Professional Training

The Human Resources Development Service, based on the information transmitted by the branches and the headquarter and after trade union consultation, prepares the Annual Training Plan which is then approved by the management of the company. The Annual Training Plan for 2018 took into consideration, the main areas of company activity, the necessity of updating the specific knowledge and skills of each employee, the necessity of acquiring advanced knowledge, modern methods and procedures, as well as the authorizations / attestations mandatory for some professions according to the legal provisions.

Average hours of training per year per employee per category

Professional category	Women		Men	
	2017	2018**	2017	2018**
Top Management	24.00	50.89	31.05	42.81
Middle Management	11.85	39.62	37.88	34.99
Other management positions	24.00	4.68	16.33	10.69
Specialists with higher education	6.34	7.07	7.78	16.25
Specialists with secondary education	2.69	1.44	3.75	5.15
Workers	1.74	1.63	4.37	6.23
Total*	6.42	10.15	5.42	8.55

The training programs organized during 2018 aimed at developing the knowledge and skills of the employees and were organized with national and international professional training providers. At the same time, the trainers and employees of the organization were involved in the training process for the workplace qualification courses.

GRI: 103-2, 103-3, 404-1; *Weighted average. ** The subsidiary is not included for the period April 1st – December 31st, 2018.

Training programs organized in 2018

Program category	Program name	Skills acquired
Programs provided by external trainers	Downhole Remediation of Production of Gas Wells/Next Schlumberger Company	Learning Methods and Technologies for Preventing, Redressing or Mitigating Impact on Well Productivity
Programs provided by external trainers	GIS Information Systems	Specialization in AutoCAD, AutoCADMap, SQL
Programs provided by external trainers	Wellsite Geology	Specialization in tracking geological projects of exploration wells
Programs provided by external trainers	GM Masterclass Academy	Learning the tools and professional methods necessary to control the objectives, activities and actions of the subordinate employees.
Programs provided by external trainers	Income and expenditures budget	Establishing income and expenditures budget
Programs provided by external trainers	Risk Management	Methods of risk identification and assessment, and risks controlling
Programs provided by external trainers	Non-financial statement realization	Non-financial statement realization
Programs provided by external trainers	IFRS	Improving the Implementation of International Financial Reporting Standards
Programs provided by external trainers	Cyber Security	Ensure cyber security
Programs provided by external trainers	SICAP Course	Develop skills in using the SICAP procurement platform
Programs provided by external trainers	Health and Safety Management System	Acquiring the knowledge necessary for the transition from OHSAS 18001: 2008 to SR ISO 45001: 2018
In-house training programs	Qualification course in the chief drilling profession	Acquiring theoretical and practical knowledge to practice the chief drilling profession

Internship

Within our company, at branches level, we are constantly organizing internships, contributing to the professional training of the students and to the improvement of the quality of the technical and vocational education. Starting with the 2018/2019 school year, SNGN Romgaz S.A. has concluded a Partnership Contract with the National High School of Technology for the vocational training of 19 students through dual education system. In this way, Romgaz provides practical training and financial support by granting monthly scholarships for the entire period of theoretical and practical training.

Performance evaluation

An essential part of the human resources management is represented by the performance evaluation. The purpose of this activity is to determine the extent to which our employees effectively fulfill their tasks or responsibilities. In this sense, we have implemented a procedure that regulates the process of managing employee performance. The goal is to provide employees with the tools and development opportunities they need to perform in their professional activity and to improve intra and inter-departmental relationships, activities for which employees need to take responsibility for their own improvement and professional development. In 2018, the individual employee's performance evaluation was done through the evaluation sheet that was based on the job description.

Percentage of employees who are regularly evaluated and receive professional development counseling

Category	Women				Men			
	Number		Percent %		Number		Percent %	
	2017	2018*	2017	2018*	2017	2018*	2017	2018*
Top Management	8	9	100.00	100.00	42	36	76.19	98
Middle Management	67	70	95.52	94.56	134	203	93.28	99.53
Other management positions	2	4	100.00	100.00	281	252	98.58	99.69
Specialists with higher education	459	420	94.34	96.06	592	460	96.11	97.25
Specialists with secondary education	131	117	95.42	98.01	96	80	100.00	98.50
Workers	186	154	92.47	93.18	4,202	3,882	95.26	98.50
Total	853	774	94.26	96.10	5,347	4,913	95.42	98.39

GRI: 404-3. * The subsidiary is not included for the period April 1st – December 31st, 2018.

4.4.18. Diversity, Equal Opportunities and Non-discrimination

In our company, we don't accept any kind of discrimination which is well-defined in our Internal Regulation and Code of Ethics and Integrity. All employees are obliged to have an objective, neutral attitude to any political, economic, religious, cultural or other interest in the exercise of their jobs. Discrimination of any gender, age, disability, nationality, ethnic origin, religion, sexual orientation, political option, trade union membership, etc. is strictly forbidden.

We also greatly value diversity as an important feature of a company's team that can generate a competitive edge as it leads to a wide range of abilities. In this regard, we provide our employees with a working environment where each person's skills, talents, experience and contribution to the performance of the company are appreciated and respected, and we encourage the cultivation of an atmosphere of trust, openness and sincerity by each employee. In 2018, we had zero cases of discrimination.

Employees structure by category

Professional categories	Women						Men					
	<30 years		30-50 years		>50 years		<30 years		30-50 years		>50 years	
	2017	2018*	2017	2018*	2017	2018*	2017	2018*	2017	2018*	2017	2018*
Top Management	0	0	2	2	6	6	0	0	10	9	32	29
Middle Management	1	0	30	30	36	40	1	1	62	78	71	126
Other management positions	0	0	0	1	2	3	6	3	115	101	160	147
Specialists with higher education	17	11	284	263	158	144	25	22	340	285	227	152
Specialists with secondary education	5	3	58	49	67	67	5	5	41	35	50	40
Workers	4	4	84	66	98	85	198	189	2,312	1,995	1,692	1,697
Total	27	18	458	411	368	345	235	220	2,880	2,503	2,232	2,191

In accordance with the provisions of the Code of Ethics and Integrity, if a negative event related to the Diversity, Equal Opportunities and Non-discrimination aspect is confirmed, measures are immediately put in place to correct identified irregularities and attract disciplinary and patrimonial responsibility to the persons responsible.

The Ethics Advisor is responsible for informing the company's management of the breaches of the above internal regulations, monitors the solutions implemented and reports the results obtained to the Chief Executive Officer. Every six months, he/she is reporting to the audit committee within the Board of Directors the reported irregularities, the solutions implemented and the results achieved. No irregularities were reported in 2018.

Ratio of basic salary and remuneration of women to men

Ratio of basic salary	Average salary				Ration between the salaries	
	Men		Women		2017	2018**
	2017	2018**	2017	2018**		
Top Management	20,156	26,912.24	15,807	22,057.38	1.28	1.22
Middle Management	11,175	14,852.16	10,925	15,227.17	1.02	0.98
Other management positions	6,178	8,294.06	6,319	7,952.00	0.98	1.04
Specialists with higher education	6,456	7,930.45	5,563	7,489.09	1.16	1.06
Specialists with secondary education	4,714	5,838.30	4,040	5,408.03	1.17	1.08
Workers	3,845	5,162.95	3,243	4,278.05	1.19	1.21
Total	4,584	6,164.78	5,342	7,378.89	0.86	0.84

Ratio of basic salary and remuneration of women to men by significant location of operations

Ratio of basic salary*	Average salary				Ration between the salaries	
	Men		Women		2017	2018**
	2017	2018**	2017	2018**		
Mediaş Branch	4,177	5,565.29	4,787	6,421.18	0.87	0.87
Târgu Mureş Branch	4,172	5,619.93	5,239	7,069.59	0.80	0.79
Ploieşti Branch	4,599	5,648.16	5,370	6,552.9	0.86	0.86
SIRCOSS	5,584	7,444.47	5,488	7,444.58	1.02	1.00
STTM	4,713	6,356.76	4,890	6,691.72	0.96	0.95
SPEE	3,580	4,891.42	4,094	5,780.51	0.87	0.85
Headquarters	8,915	11,771.26	6,524	9,137.26	1.37	1.29
Total	4,584	6,164.78	5,342	7,378.89	0.86	0.84

GRI: 405-2; *The average salary in 2018 is calculated in December and does not include the Ploieşti Branch. The information related to "Ploieşti Branch" refers only to the first three months of 2018, as Depogaz Branch was established in April 2018. **The subsidiary is not included for the period April 1st – December 31st, 2018.

4.4.19. Corporate Citizenship

Our relationship with the communities in which we operate is characterized by the willingness to work and to cooperate openly with all the stakeholders who can be positively and negatively influenced by our activities. In this regard, by engaging in programs of interest for the progress of communities, we try to meet the expectations of society and support multilateral initiatives that can contribute to sustainable development for the benefit of present and future generations.

We mainly focus on areas of interest to the community, following the main directions of the social responsibility strategy set out in the active dialogue with stakeholders to harmonize efforts to articulate a common goal for sustainability: environment, community, health, education, culture and sports.

Social Responsibility

Over the years we have been involved in various social responsibility activities on a voluntary basis, being aware of the role that our company has in society.

Social responsibility for us is a business culture that includes business ethics, customer rights, economic and social equity, environmentally friendly technologies, fair labor treatment, transparent relations with public authorities, moral integrity, and investment in community. In this respect, we support the sustainable development of the society and community by supporting, partially or totally, financial/ sponsorship of actions and initiatives in the following main areas: education, sports, culture, medical and health, environmental protection, energy efficiency, social, disadvantaged groups/communities.

In 2018 we financed projects in value of 13,999,460 RON in the following fields: medical, health, treatments and medical interventions, education, social and sports, cultural, energetic, environmental, other.

Sponsorship expenditures in 2018

Category	Budget 2018 (RON)	Actual 2018 (RON)
Medical and health sponsorships	5,600,000	5,599,461
Education, social and sport sponsorships	6,900,000	6,900,000
Sponsorship for other activity and action	1,500,000	1,500,000
Total Sponsorships	14,000,000	13,999,460



Main sponsored projects and actions, social responsibility initiatives in 2018

Field/Fields	Beneficiary	Project/Action/Initiative
<p>Medical, health, treatments and medical interventions</p> <p>Benefits for the community: The financed projects ensure the improvement of the medical act's quality and efficiency, facilitate the extension of medical interventions' range by introducing modern equipment, minimally invasive for the patients, contribute to the improvement of the practice's conditions of health professionals through the implementation of new techniques due to the modern equipment. The results of the funded projects will also stimulate high-performance specialty education for practicing trainees trained and coordinated each year within the clinics.</p>	Clinical Emergency County Hospital Târgu Mureş	Provision with medical equipment of the Pediatric Clinic Section – Târgu Mureş
	City Hospital Mediaş	Acquisition and installation of the Roentgen Digital Radiology Unit
	City Hospital Mediaş	Rehabilitation of the bloc operator and the birthplace of the Department of Obstetrics and Gynecology
	"Grigore T. Popa" University of Medicine and Pharmacy of Iaşi	Advanced Early Diagnostic Method through THz Imaging of Early-Staying Neoplasms
	Emergency County Hospital Vâlcea	Acquisition of medical equipment for the Legal Medicine Service Gas – Chromatograph
	Clinical Emergency County Hospital Sibiu	Provision of advanced medical equipment at SCJU Sibiu - Orthopedic Operator Block, ATI and Cardiology II
	Clinical Emergency County Hospital Sibiu	Endovascular treatments in stable and acute arterial and venous pathologies - within the Research Laboratory for cardiac and vascular pathology in adults
	Foundation "Speranța pentru Copiii României", Bucharest	Provision of the operator block ENT of Clinical Emergency Children Hospital M.S. Curie, Bucharest
	Clinical County Hospital Tîrgu Mureş	Provision with medical equipment the Obstetrics and Gynecology Clinic no.2 Târgu Mureş
	<p>Education, learning, social and sport</p>	"Lucian Blaga" University of Sibiu
Hoghilag Commune, Sibiu		Rehabilitation of the secondary school
Şcoala Superioară Comercială Nicolae Kretzulescu, Bucharest		Entrepreneurship education through the entrepreneurial circle

Education, learning, social and sport

Benefits for the community:

Romgaz understands the value of an innovative and robust educational strategy, appreciates and encourages important projects for the progress of the young generation and wishes to be involved in projects that contribute to fulfill the essential role the school has in forming the young generation, considering that the educational system today has to rapidly adapt to the new knowledge and communication technologies. Also, Romgaz is committed to support projects that aim to strengthen the positive perception of the sport, to be aware of the importance of practicing sport in the community life, and to assimilate sport as a daily behavior by promoting values such as will, perseverance, leadership, discipline, health and sports performance.

Field/Fields	Beneficiary	Project/Action/Initiative
	Povestaşii Association, Bucharest	Financial support for the project "School full of energy"
	Pacenta Foundation, Sibiu	Sibiu introduces itself during the Centenary of the Great Union.
	Rază de Soare Association, Iernut, Mureş	"Change the destiny of a person with special needs" – housing adaptation for people with disabilities, place. Iernut, Gh Doja street no 62; place. Incl. 42, Mures County
	Club Sportiv AMC RACING Association, Arad	Participation in the 2017 National Coast Speed Championship for Mihai Leu, with a Ferrari 458. Promotion through the Rally of Arad, which will be the international phase of the National Rally Championship
	Club Sportiv "Elisabeta Polihroniade" Association Bucharest	The Romgaz Kings Tournament – In Memoriam Elisabeta Polihroniade, XII th Edition
	Club Sportiv "Elisabeta Polihroniade" Association Bucharest	Elisabeta Polihroniade National Chess School Championship – mixed teams
	Sport Club Gaz Metan Mediaş	The participation of the First League football team
	Sport Club Electromureş, Jud. Mureş	Supporting the activity of Romgaz Electromureş female bowling team in 2018
	Romanian Olympic Committee of Sports "Handbal Club Dinamo" Association Bucharest	Organization and participation in the World Wrestling Championship U23, Bucharest
	Sport Club Municipal Mediaş	Promoting handball at the level of children, juniors and seniors, sports education and improving general health
	Sport Club Romgaz Mediaş Tenis de Masă	Operating and development of the basketball and table tennis sections within the City Sport Club Mediaş. "Cupa Costel Totan" 2 nd edition

Field/Fields	Beneficiary	Project/Action/Initiative
<p>Cultural, energetic, environmental, others</p> <p>Benefits for the community: Local civic involvement, community identity development, and respect for cultural heritage are values that Romgaz wants to promote by supporting projects that have a positive impact on the community and contribute to their harmonious development. Projects funded in the cultural and artistic field facilitate the access of community members to cultural events and determine the increase of the interest of the communities for the good cultural and artistic activity. Besides this, many of these projects will contribute to the development of the country brand, by promoting traditions/folklore and by promoting and supporting young talents that are distinguished by their cultural and artistic excellence and excellence.</p>	Universitatea Petrol – Gaze Ploiești	70 th Anniversary of the Oil and Gas University of Ploiești
	Asociația Profesională Societatea Inginerilor de Petrol și Gaze din România	Financial support for the organization of technical events specific to the Oil and Gas Industry.
	Comitetul Național Român al Consiliului Mondial al Energiei (CNR-CME) Association, Bucharest	Regional Energy Forum for Central and Eastern Europe – Foren 2018
	Bun Gust Association, Sibiu	Financial support for the Christmas Concert, performed by Johann Strauss Ensemble from Viena
	Focus Association, Sibiu	“Sibiu 2018 International Photography Festival” consisting of communication costs (communication campaign, events, PR)
	Astra Film Foundation, Sibiu	“2018Astra film festival 2018”
	Association for the Promotion of the Romanian Film	Financial support for the project “Tiff Movie Caravan”
	County Center for the Preservation and Promotion of Traditional Culture “Cindrelul – Junii” Sibiu	National Folklore Festival Ioan Macrea – the XX th edition
	Constantin Foundation, Bucharest	“The Flame Cenacle - Adrian Păunescu”
	Rotary Club Association Mediaș	“Rotary plants!!!”
Municipal Direction for Culture, Sport, Tourism and Youth, Mediaș	“Christmas fair”	

Local communities' security

Considering the activities our company is implementing, we are aware that in the areas where our operations are present there is the possibility of major accidents that can endanger the employees, the community and the environment.

That is why we have implemented various measures that support us to reduce the negative impact that can be generated in the event of a major accident. We prepare Security Reports and the Internal Emergency Plan. We also perform exercises simulating some emergency situations involving the County Emergency Situations Inspectorates, representatives of local police, City Halls, and first aid medical services.

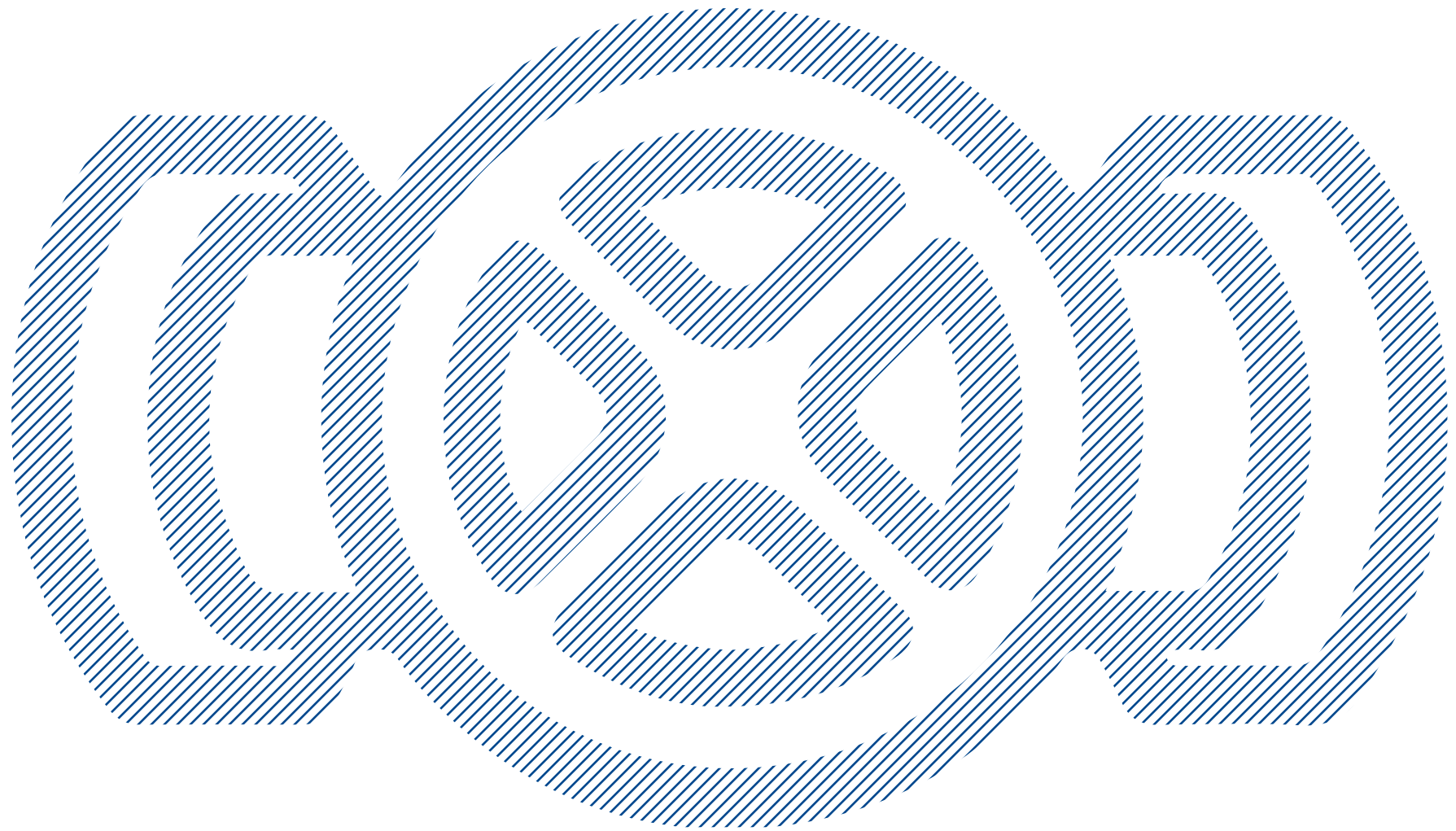
In order to approve major investments projects regarding gas reservoirs, several impact studies have been carried out to identify potential negative impacts on the environment and community. Since 2007, when these targets were included on the list of major-accident hazards due to the large quantities of hazardous substances present at the site, local, county and national authorities were informed through: notifications, announcements on the company website and City Hall notice board.

These studies have shown the economic importance to the local community, as well as the possible risks of producing fires or explosions due to the presence of extremely dangerous, highly flammable substances and how the local community and local authorities should react to the information presented in the Emergency Plan specific for each gas storage.

Dialogue with the local community is constantly open and we ensure that we analyze and respond to all complaints that we receive. In this respect, within our company there is a specific procedure for handling complaints received from the local community.







5.1. Membership

- Gas Infrastructure Europe (GIE) - (Depogaz Subsidiary)
- Balkan and Black Sea Petroleum Association (BBSPA)
- International Gas Union (IGU)
- European Federation of Energy Traders (EFET)
- Romanian Black Sea Titleholders Association
- Romanian National Committee of the World Energy Council
- Romanian National Committee of the International Chamber of Commerce
- Romanian Energy Center
- National Standardization Body
- Chamber of Commerce, Industry and Agriculture Sibiu
- Chamber of Commerce and Industry Mureş
- "The Oil and Gas Engineers Society" Association

5.2. Communication with Stakeholders

No	Category	Sub-category	Engagement / communication method	Frequency
1	Employees	Management	meetings, mail, e-mail, telephone, fax	daily
		Employees	meetings, mail, e-mail, telephone, fax	daily
		Unions	meetings, mail, e-mail, telephone, fax	whenever it is necessary
2	Shareholders	Majority shareholder	mail, e-mail, telephone, fax	random
		Other shareholders	e-mail, telephone, fax	random
3	Institutions, capital market and banks	Capital market institutions	e-mail, telephone, fax	daily/weekly
		Romanian Commodities Exchange	Electronic platform, e-mail, telephone	random
		Bucharest Stock Exchange	Electronic platform, telephone	random
		Financial Supervisory Authority	Electronic platform, e-mail, telephone	random/monthly
		Depozitarul Central	e-mail, telephone	monthly
		BRD	meetings, mail, e-mail, telephone, fax	quarterly on a regular basis and whenever needed
4	Clients	Analysts	meetings, mail, e-mail, telephone, fax	quarterly on a regular basis and whenever needed
		Banks	meetings, mail, e-mail, telephone, fax	quarterly on a regular basis and whenever needed
		Consumers / suppliers of natural gas	e-mail, telephone, fax	daily/weekly
		Consumers / suppliers of electricity	e-mail, telephone, fax	daily/weekly

GRI: 102-40, 102-13

No	Category	Sub-category	Engagement / communication method	Frequency
5	Suppliers	Suppliers of materials	e-mail, telephone, fax	daily/weekly
		Contractors	e-mail, telephone, fax	daily/weekly
		Service providers	e-mail, telephone, fax	daily/weekly
		Gas suppliers	e-mail, telephone, fax	daily/weekly
6	Mass-media	Press agencies	meetings, mail, e-mail, telephone, fax	quarterly on a regular basis and whenever needed
		TV	e-mail, telephone, fax	random
		Radio	e-mail, telephone, fax	random
		Newspapers	e-mail, telephone, fax	random
		Online publications	e-mail, telephone, fax	random
7	NGOs	Associations	e-mail, telephone	daily/weekly
		Foundations	e-mail, telephone	daily/weekly
8	Authorities and control bodies	National Agency for Fiscal Administration	meetings, mail, e-mail, telephone, fax	random
		National Agency for Mineral Resources	meetings, mail, e-mail, telephone, fax	random
		National Energy Regulatory Authority	meetings, mail, e-mail, telephone, fax	random
		National Agency for Environmental Protection	e-mail, internal system, telephone, surveys	high
		County environmental protection agencies	e-mail, internal system, telephone, surveys	high
		National Environmental Guard	e-mail, internal system, telephone, surveys	average
		Environment Fund Administration	e-mail, internal system, telephone, surveys	high
		National Administration Apele Romane	e-mail, internal system, telephone, surveys	average
		Water basin administrations	e-mail, internal system, telephone, surveys	high
		Romanian Court of Accounts	meetings, mail, e-mail, telephone, fax	random
		Territorial Labour Inspectorate	electronic platform	daily
		Local agency for employment	paper support	whenever it is necessary
		National Institute of Statistics	electronic platform, e-mail	monthly
9	Educational Institutions	Universities	e-mail, telephone	daily/weekly
		Schools	e-mail, telephone	daily/weekly
10	Health Institutions	Hospitals	e-mail, telephone	daily/weekly
11	Local authorities	City halls	meetings, mail, e-mail, telephone, fax	random
12	Professional associations	Professional associations	e-mail, telephone	daily/weekly

5.3. GRI Content Index

GRI Standard	Disclosure	Page number and/or URLs	Order MPF 2.844/2016 Requirements Index	
GRI 101: Basics				
General disclosures				
	Organizational profile		Business Model	
GRI 102	102-1 Name of the organization	6	ART 44 (1)(a)	Business Model
	102-2 Activities, brands, products, and services	10,11	ART 44 (1)(a)	Business Model
	102-3 Location of headquarters	2	ART 44 (1)(a)	Business Model
	102-4 Location of operations	7	ART 44 (1)(a)	Business Model
	102-5 Ownership and legal form	6	ART 44 (1)(a)	Business Model
	102-6 Markets served	7, 32	ART 44 (1)(a)	Business Model
	102-7 Scale of the organization	8	ART 44 (1)(a)	Business Model
	102-8 Information on employees and other workers	53	ART 44 (1)(a)	Business Model
	102-9 Supply chain	30	ART 44 (1)(a)	Business Model
	102-10 Significant changes to the organization and its supply chain	10	ART 44 (1)(a)	Business Model
	102-11 Precautionary Principle or approach	35	ART 44 (1)(a)	Business Model
	102-12 External initiatives	Not applicable	ART 44 (1)(a) ART 44 (6)	Business Model Additional info
	102-13 Membership of associations	69	ART 44 (1)(a)	Business Model
STRATEGY				
	102-14 Statement from senior decision-maker	1	ART 44 (1)(a)	Business Model
	102-15 Key impacts, risks, and opportunities	18, 19, 20	ART 44 (1)(a) ART 44 (1)(d)	Business Model Main Risks and Business Relationships

GRI: 102-55

GRI Standard	Disclosure	Page number and/or URLs	Order MPF 2.844/2016 Requirements Index	
	Organizational profile		Business Model	
	ETHICS AND INTEGRITY			
	102-16 Values, principles, standards, and norms of behaviour	27		
	102-17 Mechanisms for advice and concerns about ethics	27		
	GOVERNANCE			
	102-18 Governance structure	23		
	102-19 Delegating authority	24		
	102-20 Executive-level responsibility for economic, environmental, and social topics	24		
	102-21 Consulting stakeholders on economic, environmental, and social topics	15	ART 44 (6)	Additional info about social dialogue
GRI 102: General disclosures	102- 22 Composition of the highest governance body and its committees	23, 24		
	102-23 Chair of the highest governance body	23, 24		
	102-24 Nominating and selecting the highest governance body	25		
	102-25 Conflicts of interest	30		
	102-26 Role of highest governance body in setting purpose, values, and strategy	24		
	102-27 Collective knowledge of highest governance body	24		
	102-28 Evaluating the highest governance body's performance	25		
	102-29 Identifying and managing economic, environmental, and social impacts	18, 19, 20, 26		

GRI Standard	Disclosure	Page number and/or URLs	Order MPF 2.844/2016 Requirements Index		
	Organizational profile		Business Model		
GRI 102: General disclosures	102-30 Effectiveness of risk management processes	26			
	102-31 Review of economic, environmental, and social topics	16			
	102-32 Highest governance body's role in sustainability reporting	The Sustainability Reports is approved by the Board of Directors			
	102-33 Communicating critical concerns	26			
	102-35 Remuneration policies	25			
	102-36 Process for determining remuneration	54			
	STAKEHOLDERS ENGAGEMENT				
	102-40 List of stakeholder groups	15, 69, 70			
	102-41 Collective bargaining agreements	The provisions of the collective bargaining agreement apply to all our employees.			
	102-42 Identifying and selecting stakeholders	15			
	102-43 Approach to stakeholder engagement	15	ART 44 (6)	Additional info about social dialogue	
	102-44 Key topics and concerns raised	17			
	REPORTING PRACTICES				
	102-45 Entities included in the consolidated financial statements	2			
102-46 Defining report content and topic Boundaries	18, 19, 20	ART 44 (1)	Disclosure on sustainability matters		
102-47 List of material topics	17	ART 44 (1)	Disclosure on sustainability matters		

GRI: 102-55

GRI Standard	Disclosure	Page number and/or URLs	Order MPF 2.844/2016 Requirements Index	
	Organizational profile		Business Model	
MATERIAL TOPICS. GRI 200: Economic Standard Series				
	102-48 Restatements of information	Where necessary and possible, restatements are explained in footnotes to the respective graphics		
	102-49 Changes in reporting	17		
	102-50 Reporting period	2		
	102-51 Date of most recent report	2		
	102-52 Reporting cycle	2		
	102-53 Contact point for questions regarding the report	2		
	102-54 Claims of reporting in accordance with the GRI Standards	2		
	102-55 GRI content index	75-84		
	102-56 External assurance	2	ART 48	Assurance
ECONOMIC PERFORMANCE				
GRI 103: The management approach	103-1 Explanation of the material topic and its Boundary	16, 18, 19, 20		
	103-2 The management approach and its components	21, pag. 19 -23 Consolidated Board of Directors' Report 2018		
	103-3 The evaluation of the management approach	pag. 19 -23 Consolidated Board of Directors' Report 2018		
GRI 201: Economic performance	201-1 Direct economic value generated and distributed	8		
	201-4 Financial assistance received from government	9		

GRI Standard	Disclosure	Page number and/or URLs	Order MPF 2.844/2016 Requirements Index	
	Organizational profile		Business Model	
GRI 103: The management approach	MARKET PRESENCE			
	103-1 Explanation of the material topic and its Boundary	16, 18, 19, 20		
	103-2 The management approach and its components	21, 55		
GRI 202: Market presence	103-3 The evaluation of the management approach	55		
	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	55		
GRI 103: The management approach	PROCUREMENT PRACTICES			
	103-1 Explanation of the material topic and its Boundary	16, 18, 19, 20		
	103-2 The management approach and its components	21, 30		
GRI 204: Procurement practices	103-3 Evaluation of the management approach	30		
	204-1 Proportion of spending on local suppliers	30, 31		
GRI 103: The management approach	ANTI-CORRUPTION		Anti-Corruption and Bribery	
	103-1 Explanation of the material topic and its Boundary	16, 18, 19, 20	ART 44 (1)	Disclosure on sustainability matters
	103-2 The management approach and its components	21, 29	ART 44 (1)(b)	Policy and Due Diligence Processes
GRI 205: Anti-corruption	103-3 The evaluation of the management approach	29	ART 44 (1)(c)	The Outcomes of the Policy
	205-1 Operations assessed for risks related to corruption	29	ART 44 (1)(e) ART 44 (6)	Non-financial KPIs. Additional information about instruments in place to fight corruption and bribery
	205-2 Communication and training about anti-corruption policies and procedures	30	ART 44 (1)(e) ART 44 (6)	Non-financial KPIs. Additional information about instruments in place to fight corruption and bribery
	205-3 Confirmed incidents of corruption and actions taken	29	ART 44 (1)(e) ART 44 (6)	Non-financial KPIs. Additional information about instruments in place to fight corruption and bribery

GRI: 102-55

GRI Standard	Disclosure	Page number and/or URLs	Order MPF 2.844/2016 Requirements Index	
	Organizational profile		Business Model	
GRI 103: The management approach	RESERVES			
	103-1 Explanation of the material topic and its Boundary	16, 18, 19, 20		
	103-2 The management approach and its components	21, 34		
	103-3 The evaluation of the management approach	34		
GRI G4 - Oil&Gas Sector Disclosures	OG1 Volume and type of estimated proved reserves and production	10, 34		
	GRI 300: Environmental Standards Series			
GRI 103: The management approach	ENERGY		Environment	
	103-1 Explanation of the material topic and its Boundary	16, 18, 19, 20	ART 44 (1)	Disclosure on sustainability matters
	103-2 The management approach and its components	21, 36	ART 44 (1)(b)	Policy and Due Diligence Processes
	103-3 The evaluation of the management approach	36	ART 44 (1)(c)	The Outcomes of the Policy
GRI 302: Energy	302-1 Energy consumption within the organization	36	ART 44 (1)(e) ART 44 (6)	Non-financial KPIs Additional information about the use of renewable and/or non-renewable energy
	302-3 - Energy intensity	37	ART 44 (1)(e) ART 44 (6)	Non-financial KPIs Additional information about the use of renewable and/or non-renewable energy
GRI G4 - Oil&Gas Sector Disclosures	302-4 Reduction of energy consumption	37	ART 44 (1)(e)	Non-financial KPIs
	OG3 Total amount of renewable energy generated by source	37	ART 44 (1)(e)	Non-financial KPIs

GRI Standard	Disclosure	Page number and/or URLs	Order MPF 2.844/2016 Requirements Index	
	Organizational profile		Business Model	
	WATER		Environment	
GRI 103: The management approach	103-1 Explanation of the material topic and its Boundary	16, 18, 19, 20	ART 44 (1)	Disclosure on sustainability matters
	103-2 The management approach and its components	21, 41	ART 44 (1)(b)	Policy and Due Diligence Processes
	103-3 The evaluation of the management approach	41	ART 44 (1)(c)	The Outcomes of the Policy
GRI 303: Water	303-1 Water withdrawal by source	41	ART 44 (1)(e) ART 44 (6)	Non-financial KPIs. Additional information about water use
	303-2 Water sources significantly affected by withdrawal of water	42	ART 44 (1)(e) ART 44 (6)	Non-financial KPIs. Additional information about water use
	303-3 Water recycled and reused	41	ART 44 (1)(e) ART 44 (6)	Non-financial KPIs. Additional information about water use
	ECOSYSTEMS SERVICES, INCLUDING BIODIVERSITY		Environment	
GRI 103: The management approach	103-1 Explanation of the material topic and its Boundary	16, 18, 19, 20	ART 44 (1)	Disclosure on sustainability matters
	103-2 The management approach and its components	21, 44	ART 44 (1)(b)	Policy and Due Diligence Processes
	103-3 The evaluation of the management approach	44	ART 44 (1)(c)	The Outcomes of the Policy
GRI 304: Biodiversity	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	44	ART 44 (1)(e)	Non-financial KPIs
	304-2 Significant impacts of activities, products, and services on biodiversity	44	ART 44 (1)(e)	Non-financial KPIs

GRI Standard	Disclosure	Page number and/or URLs	Order MPF 2.844/2016 Requirements Index	
Organizational profile		Business Model		
		EMISSIONS		Environment
GRI 103: The management approach	103-1 Explanation of the material topic and its Boundary	16, 18, 19, 20	ART 44 (1)	Disclosure on sustainability matters
	103-2 The management approach and its components	21, 45	ART 44 (1)(b)	Policy and Due Diligence Processes
	103-3 The evaluation of the management approach	45	ART 44 (1)(c)	The Outcomes of the Policy
GRI 305: Emissions	305-1 Direct (Scope 1) GHG emissions	45	ART 44 (1)(e) ART 44(6)	Non-financial KPIs. Additional information about Greenhouse gas emissions Additional about air pollution
	305-5 Reduction of GHG emissions	46	ART 44 (1)(e) ART 44(6)	Non-financial KPIs. Additional information about Greenhouse gas emissions Additional about air pollution
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	46	ART 44 (1)(e) ART 44(6)	Non-financial KPIs. Additional information about Greenhouse gas emissions Additional about air pollution
		EFFLUENTS AND WASTE		Environment
GRI 103: The management approach	103-1 Explanation of the material topic and its Boundary	16, 18, 19, 20	ART 44 (1)	Disclosure on sustainability matters
	103-2 The management approach and its components	21, 38, 45	ART 44 (1)(b)	Policy and Due Diligence Processes
	103-3 The evaluation of the management approach	38, 45	ART 44 (1)(c)	The Outcomes of the Policy
GRI 306: Effluents and Waste	306-1 Water discharge by quality and destination	42	ART 44 (1)(e)	Non-financial KPIs
	306-2 Waste by type and disposal method	39	ART 44 (1)(e)	Non-financial KPIs

GRI Standard	Disclosure	Page number and/or URLs	Order MPF 2.844/2016 Requirements Index	
	Organizational profile		Business Model	
GRI G4 - Oil & Gas Sector Disclosures	306-3 Significant spills	45	ART 44 (1)(e)	Non-financial KPIs
	OG5 Volume and disposal of formation or produced water	42	ART 44 (1)(e)	Non-financial KPIs
	OG6 Volume of flared and vented hydrocarbon	46	ART 44 (1)(e)	Non-financial KPIs
	OG7 Amount of drilling waste (drill mud and cuttings) and strategies for treatment and disposal	39	ART 44 (1)(e)	Non-financial KPIs
	ENVIRONMENTAL COMPLIANCE		Environment	
GRI 103: The management approach	103-1 Explanation of the material topic and its Boundary	16, 18, 19, 20	ART 44 (1)	Disclosure on sustainability matters
	103-2 The management approach and its components	21, 43	ART 44 (1)(b)	Policy and Due Diligence Processes
GRI 307: Environmental compliance	103-3 The evaluation of the management approach	43	ART 44 (1)(c)	The Outcomes of the Policy
	307-1 Non-compliance with environmental laws and regulations	43	ART 44 (1)(e)	Non-financial KPIs
GRI 400: Social Standards Series				
	EMPLOYMENT		Social	
GRI 103: The management approach	103-1 Explanation of the material topic and its Boundary	16, 18, 19, 20	ART 44 (1)	Disclosure on sustainability matters
	103-2 The management approach and its components	21, 51	ART 44 (1)(b)	Policy and Due Diligence Processes
	103-3 The evaluation of the management approach	51	ART 44 (1)(c)	The Outcomes of the Policy
GRI 401: Employment	401-1 Newly hired employees and employee turnover	53	ART 44 (1)(e) ART 44 (6)	Non-financial KPIs. Additional information about working conditions

GRI Standard	Disclosure	Page number and/or URLs	Order MPF 2.844/2016 Requirements Index	
	Organizational profile		Business Model	
GRI 401: Ocuparea forței de muncă	401-2 Benefits provided to full-time employees	55	ART 44 (1)(e) ART 44 (6)	Non-financial KPIs. Additional information about working conditions
	401-3 Parental leave	56	ART 44 (1)(e) ART 44 (6)	Non-financial KPIs. Additional information about working conditions
LABOR MANAGEMENT RELATIONS			Personal	
GRI 103: The management approach	103-1 Explanation of the material topic and its Boundary	16, 18, 19, 20	ART 44 (1)	Disclosure on sustainability matters
	103-2 The management approach and its components	21, 51	ART 44 (1)(b)	Policy and Due Diligence Processes
	103-3 The evaluation of the management approach	51	ART 44 (1)(c)	The Outcomes of the Policy
GRI 402: Relații de muncă	402-1 Minimum notice periods regarding operational changes	54	ART 44 (1)(e) ART 44 (6)	Non-financial KPIs. Additional information about working conditions. Additional information about the respect for the rights of workers to be informed and consulted
OCCUPATIONAL HEALTH AND SAFETY			Personal	
GRI 103: The management approach	103-1 Explanation of the material topic and its Boundary	16, 18, 19, 20	ART 44 (1)	Disclosure on sustainability matters
	103-2 The management approach and its components	21, 47	ART 44 (1)(b)	Policy and Due Diligence Processes
	103-3 The evaluation of the management approach	47	ART 44 (1)(c)	The Outcomes of the Policy
GRI 403: Sănătatea și siguranța ocupațională	403-1 Workers representation in formal joint management-worker health and safety committees	47	ART 44 (1)(e) ART 44 (6)	Non-financial KPIs. Additional information about working conditions. Additional information about Health and safety at work

GRI Standard	Disclosure	Page number and/or URLs	Order MPF 2.844/2016 Requirements Index	
	Organizational profile		Business Model	
GRI 403: Occupational health and safety	403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	48	ART 44 (1)(e) ART 44 (6)	Non-financial KPIs. Additional information about working conditions. Additional information about Health and safety at work
	403-3 Workers with high incidence or high risk of diseases related to their occupation	48	ART 44 (1)(e) ART 44 (6)	Non-financial KPIs. Additional information about working conditions. Additional information about Health and safety at work
TRAINING AND EDUCATION			Personal	
GRI 103: The management approach	103-1 Explanation of the material topic and its Boundary	16, 18, 19, 20	ART 44 (1)	Disclosure on sustainability matters
	103-2 The management approach and its components	21, 57	ART 44 (1)(b)	Policy and Due Diligence Processes
	103-3 Evaluation of the management approach	57	ART 44 (1)(c)	The Outcomes of the Policy
	404-1 Average hours of training per year per employee	57	ART 44 (1)(e) ART 44 (6)	Non-financial KPIs. Additional information about working conditions.
GRI 404: Training and education	404-2 Programs for upgrading employee skills and transition assistance programs	58	ART 44 (1)(e) ART 44 (6)	Non-financial KPIs. Additional information about working conditions
	404-3 Percentage of employees receiving regular performance and career development reviews	59	ART 44 (1)(e) ART 44 (6)	Non-financial KPIs. Additional information about working conditions
DIVERSITY AND EQUAL OPPORTUNITIES			Personal	
GRI 103: The management approach	103-1 Explanation of the material topic and its Boundary	16, 18, 19, 20	ART 44 (1)	Disclosure on sustainability matters
	103-2 The management approach and its components	21, 60	ART 44 (1)(b)	Policy and Due Diligence Processes

GRI Standard	Disclosure	Page number and/or URLs	Order MPF 2.844/2016 Requirements Index	
	Organizational profile		Business Model	
GRI 405: Diversity and equal opportunities	103-3 The evaluation of the management approach	60	ART 44 (1)(c)	The Outcomes of the Policy
	405-1 Diversity of governance bodies and employees	24, 60	ART 44 (1)(e) ART 44 (6)	Non-financial KPIs. Additional information about actions taken to ensure gender equality. Additional information about working conditions
	405-2 Ratio of basic salary and remuneration of women to men	61	ART 44 (1)(e) ART 44 (6)	Non-financial KPIs. Additional information about actions taken to ensure gender equality. Additional information about working conditions
NON-DISCRIMINATION			Human rights	
GRI 103: The management approach	103-1 Explicarea temei materiale și a perimetrului său	16, 18, 19, 20	ART 44 (1)	Disclosure on sustainability matters
	103-2 The management approach and its components	21, 60	ART 44 (1)(b)	Policy and Due Diligence Processes
	103-3 The evaluation of the management approach	60	ART 44 (1)(c)	The Outcomes of the Policy
GRI 406-1: Non-discrimination	406-1 Incidente legate de discriminare și măsuri corective aplicate	60	ART 44 (1)(e) ART 44 (6)	Non-financial KPIs. Additional information about actions taken to ensure gender equality. Additional information about working conditions
LOCAL COMMUNITIES			Social	
GRI 103: The management approach	103-1 Explicarea temei materiale și a perimetrului său	16, 18, 19, 20	ART 44 (1)	Disclosure on sustainability matters
	103-2 The management approach and its components	21, 62	ART 44 (1)(b)	Policy and Due Diligence Processes
	103-3 The evaluation of the management approach	62	ART 44 (1)(c)	The Outcomes of the Policy

GRI Standard	Disclosure	Page number and/or URLs	Order MPF 2.844/2016 Requirements Index	
	Organizational profile		Business Model	
GRI 413: Local communities	413-1 Operations with local community engagement, impact assessments, and development programs	62, 64	ART 44 (1)(e) ART 44 (6)	Non-financial KPIs. Additional information about dialogue with local communities and actions taken to ensure the protection and the development of those communities
	413-2 Operations with significant actual and potential negative impacts on local communities	62, 64	ART 44 (1)(e) ART 44 (6)	Non-financial KPIs. Additional information about dialogue with local communities and actions taken to ensure the protection and the development of those communities
MARKETING AND LABELLING			Social	
GRI 103: The management approach	103-1 Explanation of the material topic and its Boundary	16, 18, 19, 20	ART 44 (1)	Disclosure on sustainability matters
	103-2 The management approach and its components	21, 32	ART 44 (1)(b)	Policy and Due Diligence Processes
	103-3 The evaluation of the management approach	32	ART 44 (1)(c)	The Outcomes of the Policy
GRI 417: Marketing and labelling	417-3 Incidents of non-compliance concerning marketing communications	In 2018 no incidents of non-compliance concerning the marketing communication were verified	ART 44 (1)(e)	Non-financial KPIs
CUSTOMER PRIVACY			Social	
GRI 103: The management approach	103-1 Explanation of the material topic and its Boundary	16, 18, 19, 20	ART 44 (1)	Disclosure on sustainability matters
	103-2 The management approach and its components	21, 32	ART 44 (1)(b)	Policy and Due Diligence Processes
	103-3 The evaluation of the management approach	32	ART 44 (1)(c)	The Outcomes of the Policy

GRI Standard	Disclosure	Page number and/or URLs	Order MPF 2.844/2016 Requirements Index	
	Organizational profile		Business Model	
GRI 418: Customer Privacy	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	In 2018, we do not receive any substantiated complaints concerning breaches of customer privacy and losses of customer data.	ART 44 (1)(e)	Non-financial KPIs
SOCIO-ECONOMIC COMPLIANCE			Social	
GRI 103: The management approach	103-1 Explanation of the material topic and its Boundary	16, 18, 19, 20	ART 44 (1)	Disclosure on sustainability matters
	103-2 The management approach and its components	21, 62	ART 44 (1)(b)	Policy and Due Diligence Processes
	103-3 The evaluation of the management approach	62	ART 44 (1)(c)	The Outcomes of the Policy
GRI 419: Socio-Economic Compliance	419-1 Non-compliance with laws and regulations in the social and economic area	In 2018, there were no cases of Non-compliance with laws and regulations in the social and economic area	ART 44 (1)(e)	Non-financial KPIs

5.4. Abbreviations

Bn – billion

BoD – Board of Directors

CO₂ – Carbon Dioxide

CLA – Collective Labor Agreement

EC – European Commission

ERM – Enterprise Risk Management

GD – Government Decision

GEO - Government emergency Ordinance

GJ – Gigajoule

GHG - Greenhouse Gas

GHG scope 1 – Direct emissions from operations that are owned or controlled by the organization

GMS – General Meeting of Shareholders

GRI – Global Reporting Initiative

GSG – General Secretariat of the Government

GWh – Gigawatt hours

IFRS – International Financial Reporting Standards

ILA – Individual Labor Agreement

IPIECA – International Petroleum Industry Environmental Conservation Association

M – thousand

m³ – Cubic meter

Mn – million

MW – Megawatt

NAEP – National Agency for Environmental Protection

NAFA – National Agency for Fiscal Administration

NAMR – National Agency for Mineral Resources

NERA – National Energy Regulatory Authority

NES – National Energy System

NO_x – nitrogen oxides

NM-VOC – Non-methane volatile organic compound

NTS – National Transport System

S.A.S.B – Sustainability Accounting Standards Board

S.P.A.P. – Sectorial Procurement Annual Program

SIRCOSS – Sucursala de Intervenții, Reparații Capitale și Operațiuni Speciale la Sonde

SNGN – National Company of Natura Gas

SO₂ – sulphur dioxide

S.P.A.P. – Sectorial Procurement Annual Program

SPEE – Sucursala de Producție Energie Electrică

STTM – Sucursala de Transport Tehnologic și Mentenanță Târgu Mureș

t – tons

T.E.C. – Technical and Economic Council

toe / year – tonne of oil equivalent / year

UGS - Underground gas storage

Contact

Societatea Națională de Gaze Naturale ROMGAZ S.A.

Green Line: 0800801007

Headquarters

551130, Mediaș, P-ta C.I. Motas, nr.4
Phone: +4-0374-401020, +4-0374-474325
Fax: +4-0269-846901
Email: secretariat@romgaz.ro
www.romgaz.ro

CIF: RO 14056826
Reg. No/year: J32/392/2001

PR & Communications

Phone: +4-0374-401687
Email: comunicare@romgaz.ro

Work point – Bucharest

Str. Grigore Alexandrescu, nr.59
Sector 1, Bucharest – România
Phone: +4-0374-407280 (între orele 8 – 16)
Email: secretariat@romgaz.ro

Mediaș Branch

551025, Mediaș, Str. Gării nr. 5
Phone: +4-0269-839467; +4-0374-401050
Fax: +4-0269-846297

CIF: RO 14056826
Reg. No/year: J32/466/2001

Târgu Mureș Branch

540202, Târgu Mureș, Str. Salcânilor, nr 23
Phone: +4-0374-402800; +4-0374-402803
Fax: +4-0265-306340
Email: secretariat.mures@romgaz.ro

CIF: RO 14056826
Reg. No/year: J26/574/2001

Sircoss Branch

551129, Mediaș, Șos. Sibiului nr. 5
Phone: +4-0269-834509; +4-0374-405000
Fax: +4-0269-830283
Email: secretariat.sircoss@romgaz.ro

CIF: RO 14056826
Reg. No/year: J32/1190/2003

STTM Branch

540101, Tg. Mureș, Str. Barajului nr 6
Phone: +4-0374-164104, +4-0374-164106
Fax: +4-0265-306098
Email: secretariat.sttm@romgaz.ro

CIF: RO 14056826
Nr.ord.reg.com./an: J26/1235/2003

Bratislava Branch

City Business Centre V. - Karadžičova 16
82108 Bratislava
Slovenská Republika
Romania: 551130, Mediaș, P-ta C.I. Motas, nr.4
Tel/Fax: +4-0374-401020; +4-0269-839364
Email: ladislau.veress@romgaz.ro

CIF: SK 4020238552
Reg. No/year: 44 465 734/2008

Sucursala de Producție Energie Electrică Iernut

545100, Mureș, Iernut, Str. Energeticii nr 1
Phone: +4-0265-471333
Fax: +4-0265-471388
Email: secretariat.iernut@romgaz.ro

CIF: RO 14056826
Reg. No/year: J26/194/2013

Filiala de Înmagazinare Gaze Naturale Depogaz Ploiești S.R.L.

100492, Ploiesti, Str. Gh. Gr. Cantacuzino nr 184
Phone: +40-374-403737 +40-374-403800;
Fax: +4-0344-569391; +4-0244-515160
Email: secretariat@depogazploiesti.ro
www.depogazploiesti.ro

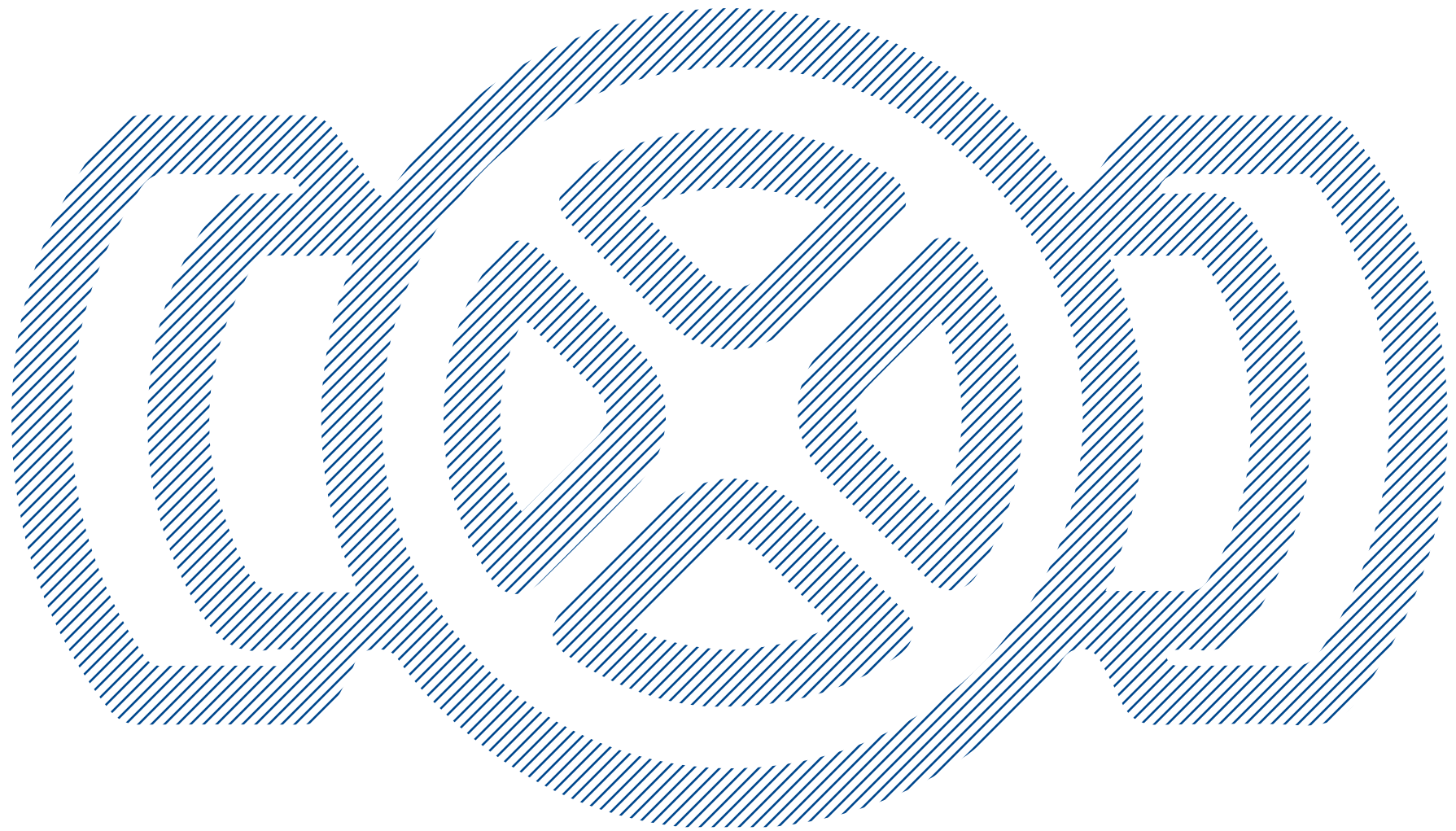
CIF: RO 34915261
Reg. No/year: J29/1181/2015

GDPR – DPO

Email: protectiadatelor@romgaz.ro

Ethics Advisor/Petitions

Email: consilierdeetica@romgaz.ro
petitii@romgaz.ro
Fax: +4-0269-846901



www.romgaz.ro