



CONPET S.A., Romania
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TIN: RO 1350020; NACE Code 4950; CRN J29/6/22.01.1991
Subscribed and paid-up share capital 28 569 842.40 RON

No. 10 490 / 16.03.2018

Current Report no. 10/ 2018
As per Law no. 24/ 2017 and CNVM Regulation no. 1/2006

Date of the report: 16.03.2018
Name of the issuing entity: CONPET S.A. Ploiești
Registered offices: No. 1-3, Anul 1848 Street, Ploiești
Telephone/facsimile/email: 0244/ 401360/ 516451/ 402385/
actionariat@conpet.ro
Tax Identification Number: 1350020
No. at the Trade Registry: J29/6/22.01.1991
Subscribed and paid-up share capital: 28,569,842.40 RON
Total number of shares: 8,657,528 nominative shares
The regulated market where the issued securities are being traded: B.S.E., PREMIUM Category

Reporting significant events:

On 16.03.2018, the Board of Administration approved the Initial Component of the Selection Plan of the Board of Administration of the company CONPET S.A., in final form, following the proposals received from the company's shareholders.

Concurrently, the Board of Administration approved the initiation, by the company, of the selection procedure of the independent expert specialized in human resources recruitment, namely for the appointment of the candidates for the capacities of members in the Board of Administration of CONPET S.A. and approved the reference criteria (terms) for the selection of the independent expert; the executive management is to perform the procurement as per the legal provisions and the internal procurement procedural norms.

We hereby attach to this current report the *Initial Component of the Selection Plan of the Board of Administration of the company CONPET S.A., registered under number 10489/16.03.2018.*

Director General
Eng. Dan - Silviu BACIU, M.B.A.
S.s. Illegible, Stamp

Head of Corporate Governance
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NO. 10489/16.03.2018

THE INITIAL COMPONENT OF THE SELECTION PLAN FOR THE CAPACITIES OF MEMBERS IN THE BOARD OF ADMINISTRATION OF THE COMPANY CONPET SA

HEAD NOTE:

The company CONPET S.A. is the concessionaire of the operation of the National Transport System of crude oil, rich gas, condensate and ethane, quality acquired following the conclusion with A.N.R.M. (The National Authority for Mineral Resources), in 2002, of the Oil Concession Agreement approved by GD no.793/27.07.2002.

As per the provisions of the oil Law no. 238/ 2004, the National Oil Transport System represents the ensemble of interconnected major pipelines, providing the collection of the crude oil from the extraction sites or import crude and their routing from the sites they have been delivered by the producers/importers towards the processing units, by the pumping stations, loading-unloading ramps on the railway, as well as all the installations, equipment and the facilities related thereto and its concessionaire has the quality of common carrier and the obligation to provide, as per the legal provisions, free access to the available capacity of the system, to all the applicants, certified legal persons, under equal conditions, in a non-discriminatory and transparent manner. Concurrently, the National Oil Transport System is part of the State public domain and is considered of strategic importance. By the oil concession Agreement, the National Oil Transport System is being declared unique and indivisible.

As per the provisions of the same normative act – the oil law – the oil transport via the National Transport System stands for a public service of national interest and strategic importance, and CONPET S.A., by EGO no.216/2000 approved by Law no.254/2001 was declared, on its turn, of strategic importance.

CONPET S.A. is set up based on GD 1213/ 20.11.1990 related to the set-up of the joint-stock commercial companies in the industry, under Law no.15/1990 on the reorganization of the state economic units as autonomous administrations and commercial companies. The company CONPET S.A. was registered at Prahova Trade Register on 22.01.1991, under no. J29/6/22.01.1991, date where it operates as joint-stock company, whose major shareholder is the Romanian State by the Ministry of Energy, having the registered office in Prahova County, Ploiesti, No.1-3 Anul 1848 Street, TIN 1350020.

"CONPET" S.A. total share capital amounts to 28,569,842.40 RON subscribed and entirely paid-up. The company's share capital is divided in 8,657,528 nominative shares issued in dematerialized form, in nominal value of 3.3 RON each.

The shareholding structure corresponding to the shareholders consolidated synthetic structure at the reference date 22.02.2018 is the following:



Shareholder	Number of Shares	Share
The Romanian State by the Ministry of Energy	5 083 372	58.72%
Legal persons	2 566 952	29.65%
Natural persons	1 007 204	11.63%
Total	8 657 528	100%

The company is being administered in unitary system. To date, the company is being administered by a Board of Administration made up of 7 members, of which: 7 non-executive provisional members appointed by Resolutions no.5/28.11.2017 and no.1/ 05.03.2018 of the Ordinary General Meeting of Shareholders of CONPET S.A.

The selection procedure is carried out pursuant to the provisions of EGO no. 109/ 2011 on the corporate governance of the public enterprises, approved with amendments and completions by Law no.111/2016 and GD no. 722/ 2016 for the approval of the methodological Norms of application of several provisions from EGO no.109/2011.

In this respect, the Nomination and Remuneration Committee (NRC) legally established within the Board of Administration of CONPET S.A., advances this draft of the initial component of the selection Plan, component that falls under the consultation of the coordinating public Authority and the shareholders, in view of formulating proposals for the finishing off thereof.

1. SCOPE AND DOMAIN OF APPLICATION OF THE SELECTION PLAN- THE INITIAL COMPONENT

The selection procedure is being carried out in view of providing the transparency and professionalism of the members of the administration boards, as per the standards of corporate governance of the public enterprises, in compliance with the corporate governance Principles of the Organization for Economic Co-operation and Development.

As per GD no.722/2016, the selection plan represents the working paper by which is being established the selection procedure calendar as of the date of initiation of the selection procedure up to the date of appointment of the persons appointed for the capacities of administrators and is being structured on two components: the **initial component**, which, within 10 days as of the initiation of the selection procedure and the **integral component**, which is being drafted after the establishment of the selection commission, the selection of the independent expert or the commencement of the selection procedure by the nomination and remuneration committee within the board, if applicable.

The **initial component** of the selection plan is being defined at Art.1, item 8 of GD no.722/2016 and is a working paper that is being drafted at the beginning of the selection procedure and includes, without limitation, the key-aspects of the selection procedure, identifying the commencement date of the selection procedure, the documents that are to be submitted, the requirements with regards to the independent expert, in case one decides the contracting thereof, the completion date of the selection



plan in its wholeness and other elements that can be acknowledged until the appointment of the administrators.

This initial component of the selection plan is being drafted for the recruitment and selection of the members of the Board of Administration of CONPET S.A., by observing the provisions of EGO no.109/2011 amended and approved by Law 111/2016 and GD 722/2016.

The initial component is elaborated with the purpose of providing basis for the integral component of the selection plan. The selection plan, in its wholeness, stands for the basis of the selection procedure, revealing the main activities that must be performed and decisions that must be made, the performance terms, the involved structures, as well as the working papers. The integral component of the selection plan, as per the provisions of Art.14 letter c) of GD no.722/2016 is being elaborated by the independent expert in consultation with the Nomination and Remuneration Committee, as well as with the coordinating public authority.

2.PRINCIPLES

The preparation of the draft of the initial component of the selection plan was clearly fulfilled so that the key aspects of the selection procedure be determined, in compliance with the provisions of EGO 109/2011 amended and approved by Law 111/ 2016 and GD 722/ 2016.

The selection plan is drafted so that the recruitment and selection procedure be performed by observing the right to free competition, equity and equal opportunities, non-discrimination, transparency, equal treatment and accountability.

3. STAGES OF THE SELECTION PROCEDURE

The commencement date of the selection procedure, as per Art. 4 of GD no.722/2016 is the date where the general meeting of shareholders, called upon the request of the State shareholder, has decided the initiation of the selection procedure of the members of the Board of administration. Therefore, by OGMS no.1/05.03.2018 was approved the initiation of the selection procedure of the administrators of Conpet SA and the granting mandate to the Board of administration of the Company Conpet S.A. for the initiation and carry out of the selection procedure of the company's administrators. The selection procedure will be performed by an independent expert as per the dispositions of Art.29 Para 5) of EGO no.109/2011, approved with amendments and completions by Law no.111/2016. The selection procedure of the members of the board of administration is being completed within 150 days at the latest from the initiation, as per the provisions of Art. 64⁴ Para (3) of EGO no.109/ 2011, approved with amendments and completions by Law no.111/ 2016 .

3.1 Letter of Expectations

The letter of expectations represents a working paper by which the coordinating public authority in consultation with the shareholders representing individually or together 5% of the share capital of the public enterprise, settles the records expected from the administration and management organisms of the public institution, for a period of 4 years. The Expectations letter is being elaborated together with the administration and management organisms of CONPET S.A.



The letter of expectations will be submitted to all shareholders who, individually or together hold 5% of the share capital of CONPET S.A., in view of harmonizing the main expectations of the coordinating public authority and the shareholders.

The organization of the consultations will be published at least 10 days prior to the meeting itself, by notice on the company's webpage and on the webpage of the coordinating public authority as per Art.9 Para 4) of Annex 1c to GD no.722/ 2016.

The final form of the expectations letter is being approved by order issued by the manager of the coordinating public authority, namely by the Ministry of Energy.

The letter of expectations will be published on the webpage of the coordinating public authority and the economic operator, together with the settlement of the short List of candidates at the latest.

3.2 The Board of Administration Profile

The board of administration profile must contain the capacities, features and requirements that the board should hold at collective level, in relation to the organizational context, the mission and expectations of the shareholders as per the Letter of expectations. The profile of the board is being elaborated by CNR, in consultation with the independent expert and the corporate governance structure within the coordinating public authority.

The final form of the profile for the position of member in the board of administration is being approved in the GMS, after having been endorsed by the Board of Administration at CNR recommendation.

3.3 The Candidate Profile

The candidate profile for the position of member of the board of administration is being approved by GMS after having been endorsed by the BoA at CNR recommendation.

3.4 The Selection Plan

According to the provisions of GD no.722/ 2016, the selection Plan represents the working paper by which is established the calendar of the selection procedure from the date of initiation of the selection procedure until the date of appointment of the persons designated for the capacities of member of the board of administration and is being structured on two components: the initial component and the integral component.

The selection plan must be drafted so that the recruitment and selection procedure be performed by observing the non-discriminatory principles, equal treatment and transparency and the taking into consideration of the particularity of the core business of CONPET S.A., tracking, at the same time, the diversification of the competences at the level of the board of administration.

The selection plan will contain, without limitation, samples of materials and samples of materials and customized documents as per Art.17 of GD no.722/2016.

As per the application norms of EGO 109/ 2011, approved with amendments and completions by Law no. 111/ 2016, the nomination and remuneration Committee will consult with the shareholders and the coordinating public authority in view of elaboration of the initial component of the selection plan, which should be completed in no more than 10 days as of the date of initiation of the selection procedure.



To this aim, the nomination and remuneration Committee will submit to the ministry of Energy and the relevant shareholder and will publish on the company's webpage, in view of consultation by the shareholders, the draft of the initial component of the selection plan (12.03.2018) for the formulation of proposals, in view of finishing off thereof (16.03.2018). In case the shareholders do not send opinions within the legal term will be considered that the selection plan – the initial component - has been implicitly accepted thereby.

The integral component of the selection plan is being elaborated by the independent expert in consultation with the nomination and remuneration Committee (CNR) and the coordinating public authority, as per Art.14 letter c) of GD no. 722/ 2016.

The completion date of the selection plan – the integral component is being represented by the date of execution of the mandate contract by the members of the Board of administration.

3.4 The Independent Expert

The selection of the independent expert specialized in the recruitment of the human resources is being performed in compliance with the legal provisions in force and the Internal Procurement Procedural Norms, Rev.II.

As per the dispositions of Art. 8 of the application Norms of EGO 109/2011, approved with amendments and completions by Law no. 111 /2016 , approved by GD no722/ 2016, the reference terms are being proposed, based on the initial component of the selection plan, by the nomination and remuneration Committee (CNR).

The reference terms are being apporved by the Board of administration. The latter can request to the independent expert a consultative opinion on the profile of the company's board of administration.

The selection of the independent expert specialized in the recruitment of human resources is being performed as per the legal provisions in force, of the Internal Procurement Procedural Norms, Rev.II and the taking into consideration of the criteria settled at Art.10 of GD no.722/2016, namely:

- The clients' portfolio in the last 3 years for the selection of the administrators and directors at public or private enterprises;
- The total value of the recruitment contracts in the last 3 years for the selection activity of the administrators and the directors;
- The composition of the project team with reference to the number of experts that can be allocated to the project and the expertise thereof in administrators recruitment procedures;
- The degree of expertise of the independent expert legal person related to the administrators/directors recruitment in the business sector of the public enterprise;
- The project management and the expert's coordination capabilities;

- Experience in the development of the profile for the board, based on the personalized integration of the needs for business, organizational, management and governance strategies;
- The percentage of the recommended and subsequently selected candidates, who maintain this capacity for more than one year within the last 3 years.



4. ROLES AND RESPONSIBILITIES

This section defines the main activities the parties involved in the recruitment and selection process must fulfil in view of a good management of the recruitment and selection process.

The coordinating public authority has the following competencies:

- Convenes the General Meeting of Shareholders in order to decide upon the initiation of the selection procedure related to the Board of Administration members;
- Drafts the letter of expectations by consulting the shareholders having over 5% of the share capital and publishes it on the company webpage;
- Collaborates with NRC for the finish off of the initial and integral component of the selection plan;
- Grants mandate to its representatives in the General Meeting of Shareholders of the company CONPET S.A. to negotiate and approve the financial and non-financial performance indicators for the Board of Administration of the company CONPET S.A..

The General Meeting of Shareholders has the following competencies:

- Decides upon the initiation of the selection procedure of the Board of Administration members;
- Approves the board profile after having been endorsed by the Board, at the recommendation of the Nomination and Remuneration Committee (Art. 34 of GD no. 722/2016);
- Approves the candidate profile after having been endorsed by the Board, at the recommendation of the Nomination and Remuneration Committee (Art. 36 (10 of GD no. 722/2016);
- Appoints the administrators included in the short list as per the provisions of the EGO no. 109/2011 and GD no. 722/2016);

The Board of Administration, by the Nomination and Remuneration Committee has the following competencies:

- Prepares the initial component of the selection plan, in consultation with the nomination and remuneration committee and with the shareholders, in no more than 10 days as of the decision of initiating the selection procedure;
- Coordinates the services for the procurement of an independent expert services;
- Publishes on its own internet webpage, within 5 days as of the date of initiation of the selection procedure, the draft initial component of the selection plan, for the formulation of proposals for the finish off thereof (Art. 5 G.D. 722/2016);
- Proposes the reference terms for the independent expert, which, as per Art.8 Para (3) of GD. 722/2016 are being approved by the Board of Administration;

- Together with the Independent Expert arranges for the publication of the notice regarding the selection of the Board of Administration members in at least two economic and/or financial newspapers of wide circulation and on the internet page of the public enterprise;
- When drafting the integral component of the selection plan, gives assistance to the independent expert (Art. 14 of GD .722/2016);



- Collaborates with the coordinating public authority at the elaboration of the initial component of the selection plan and with the independent expert for finishing off the integral component of the selection plan;
- Elaborates, together with the expert the Project related to the profile matrix of the Board of Administration of the company CONPET S.A., in consultation with the coordinating public authority;
- Elaborates, together with the expert, the profile of the board of administration of the company CONPET S.A., in consultation with the corporate governance structure within the coordinating public authority;
- Performs and updates the analysis of the contextual requirements component part of the council's profile, on behalf of the board of administration;
- Establishes which of the criteria provided at Art.33 Para 1 of GD no.722/2016 and exemplified in Annex no.1 to the mentioned normative act are binding criteria and which are optional, according to the specific and complexity of the activity of the public enterprise, as well as the share thereof in drafting the short list;
- Elaborates, together with the expert, the candidate's profile;
- Submits for endorsement by the Board of Administration of the company CONPET S.A. the board of administration profile and the candidate's profile;
- Coordinates the activities based on which is being elaborated the long list;
- Assesses the declaration of intention and integrates the results of the analysis in the profile matrix of the candidate;
- Performs the final selection of the candidates on the short list by interview, under the interview plan;
- After the interview drafts the report for the final appointments that include the candidates classification with the motivation thereof and submits it to the manager of the coordinating public authority in view of granting mandate to the State representatives in General Meeting of Shareholders of CONPET S.A. for the members proposal in the Board of Administration of the company CONPET S.A.

The Independent Expert has the following competencies:

In order to designate the candidate for the capacity of Board of Administration member, the **Independent Expert** is bound to carry out the activities provided in the EGO no. 109/2011 and by the methodological norms approved pursuant to the GD no. 722/2016, given for the application of the provisions of EGO no. 109/2011, having the following duties, without limitation hereto, in recruiting and selecting the candidates in compliance with the provisions of the applicable legislation.

- Elaborates the Selection Strategy, as well as the timeline of the selection procedure;
- Collaborates with the Nomination and Remuneration Committee in all the activities necessary to the selection procedure (Art. 7 GD 722/2016);
- Collaborates with the Nomination and Remuneration Committee when drafting the Board of Administration profile and the candidate profile;
- Elaborates **the selection plan, respectively the integral component of the selection plan** in consultation with the NRC, in order to be able to determine all key-aspects of the selection procedure and introduce the data in this plan;



- Sets the contents of the candidacy submission file for every Board of Administration member position;
- Elaborates the replies to potential requests for clarifications during the period running from the notice publication, to the candidacy submission date.
- Prepares and drafts **the notice** regarding the selection of candidates and provides the publication in at least two economic and/or financial newspapers of wide circulation and on the internet page of the public enterprise; the notice includes the conditions that need to be met by the candidates and the evaluation criteria thereof;
- Performs and coordinates the activities underpinning the preparation of the long list. **The long list** of candidates represents the list with all the candidates having submitted the complete candidacy file, within the timeframe stipulated by the norms approved pursuant to GD no. 722/2016.
- Verifies the information from the candidacy files left on the long list;
- Sets the scoring as per the scoring grid for every criterion in the profile matrix for every candidate, which is being made in writing or based on oral clarifications;
- Requires additional information other than the ones included in the candidacy when deemed necessary, in order to provide the rigor and correctness of the decisions made. The additional information can be obtained, without limitation hereto, by way of one or more **direct interviews with the candidates**, based on the check of the activity priory performed by the candidates, by the verification of the references submitted by the candidates;
- Reviews, improves and validates the accuracy of the results based on the scoring obtained in the matrix of the candidate profile;
- **Evaluates the candidates** for the respective positions, to be found in the candidates' long list;
- Requests **additional clarifications** or decides upon the rejection of the candidacies, if the information included in the files are not conclusive in what concerns the meeting of the minimum criteria set for selection by the candidates;
- Informs in writing about the decisions taken regarding the candidates rejected from the long list;
- Drafts **the replies to any challenge**, following the publication of the result related to the selection procedure;
- Prepares **the short list** which includes no more than 5 candidates for each position, based on the elimination from the long list according to the decreasing order of the scoring achieved as per the profile matrix. The short list also contains the scoring obtained by every candidate;
- Informs the candidates included on the short-list on the fact that in no more than 15 days as of the date of issue or settlement of the short list they are bound to submit, in writing, the declaration of intent at the public enterprise;
- **Evaluates the candidates** for the said position, included in the short list;
- **Reviews the letter of expectations**, a working document containing the performances expected from the administration and management bodies and the shareholders' policy regarding the administration and management of the public enterprise, based on which the candidates on the short list drafts a declaration of intention;
- Analyses **the declaration of intentions** in relation to the provisions of Chapter II of Annex 1d of GD no. 722/2016 for the approval of the Methodological norms for the application of certain provisions from EGO no. 109/2011;
- Integrates the results of the analysis of the declaration of intent in the candidate profile matrix;



- Prepares the interview plan in consultation with the Nomination and Remuneration Committee (hereinafter called NRC);
- Makes available to the Nomination and Remuneration Committee, for the latter to be able to organize and performs its own interviews with the candidates included in the short list, no limitation hereto, the following documents:
 - The candidacy file;
 - The candidate profile matrix;
 - The evaluation report of every candidate included in the short list;
 - The draft of the interview plan;
- After the conclusion of the interviews, prepares the reports for the final appointments, which include the candidates' classification accompanied by the substantiation thereof;
- Submits the final reports to the Nomination and Remuneration Committee; the appointment of the candidates is being performed by the GMS based on the selection of the candidates on the short list;
- Recommends the candidates for the respective positions and formulates proposals regarding the remuneration thereof;
- Upon requests, prepares draft mandate contracts in compliance with the provisions of the contingent legislation;
- Recommends the performance indicators which are to be monitored in order to measure performance;
- Recommends the remuneration policies and criteria, in compliance with EGO no. 109/2011;
- Assists the beneficiary during the guarantee period related to the integration of the selected candidates and provides the survey of the performance thereof;
- Guarantees the occupation of the positions for at least 12 months as of the signing of the contract of mandate of the candidates selected and appointed as per the law, for whom the selection procedure has been performed; during the guarantee period, the replacement of the Board of Administration members who dropped the mandate shall be fully borne by the Expert in terms of costs, by the observance of the procedures stipulated by the legislation in force and the contract.

5. RECRUITMENT AND SELECTION PROCEDURE. THE ACTIONS PLAN

This section defines the stages in the recruitment and selection procedure, the deadlines, the necessary documents as well as the involved parties. The date and deadlines are just for reference. The table below summarizes these elements:

Crt. no.	Action/Stage	Deadline	Responsible person	Comments/document
1.	Initiation of the administrators' selection procedure	05.03.2018	GMS NRC/BoA	GMS Resolution no. 1/05.03.2018
2.	Appointment of NRC to carry out the selection procedure	12.03.2018	BoA NRC	BoA Decision no.4/ 12.03.2018



3.	a)Request of the letter of expectations b) Publishing of the letter of expectations on the websites of the Ministry of Energy, respectively CONPET S.A.	12.03.2018 Once with the settlement of the short list, the latest	BoA/NRC	Application letter to the Minstry of Energy
4.	Preparation of the initial component of the selection plan, the publishing thereof on the company's website and submission for consultation to the coordinating public authority and to the shareholders	12.03.2018	NRC/BoA	Selection plan-initial component
5.	Formulating proposals on the initial component	15.03.2018	The coordinating public authority and/or the shareholders accounting for over 5% of the share capital NRC	Letter of proposals
6.	Finish off of the initial component	16.03.2018	NRC/BoA	Selection plan Initial Component
7.	Finish off the integral component of the selection plan	Date of signing the contracts of mandate by the elected administrators (no later than 02.08.2018)	Independent Expert NRC/BoA	Selection plan Integral component
8.	Contracting the independent expert	26.03.2018	BoA Executive management Under the coordination of the NRC	BoA Decision based on which has been approved the initial component and the means of selection
9.	Preparation of the BoA profile	12.03.2018-10.04.2018	BoA NRC in collaboration with the independent expert, the corporate governance structure	BoA profile Matrix Contextual requirements



			of the coordinatin g public authority	
10.	Approval of the BoA profile (inclusive of the BoA candidate profile)	No later than 11.05.2018	GMS	GMS Resolution
11.	Publishing of the BoA candidates selection notice	No later than 11.05.2018	NRC Independent Expert Executive management	Selection Notice
12.	Submission of candidacies	Within 30 days as of the notice's publishing date	Independent Expert	Candidate file Report of the independent expert
13.	Carry on of the candidates' evaluation procedure	15 days starting the first day following the expiry of the due date for candidates' submission	Independent Expert By the consultation of the NRC	Long list Interview plan Clarifications Evaluation matrix Short list Declaration of intention Form regarding the analysis of the Letter of intent with the Candidate profile matrix Expert Reports
13	Call of GMS for the election of the BOA with proposals resulted following the selection	The first day following the presentation of the short list	BoA	BoA Decision Candidates proposals' list
14.	Election of the BoA as per EGO 109/2011	In no more than 150 days as of the initiation of the procedure (05.03.2018)	GMS	GMS Resolution Contract of mandate

6. RULES FOR THE COMPOSITION OF THE BOARD OF ADMINISTRATION

- At least two of the board of administration members must have economic or legal studies and no less than 5 years of experience in the economic, legal, accounting, audit or financial fields;
- In the Board of Administration there cannot be more than two members from the civil servants or other categories of personnel from the coordinating public authority or from other public authorities or institutions.



- The majority of the board of administration members is made of non-executive and independent administrators, for the purposes of art. 138² of law no. 31/1990, republished, further amendments and completions.
- The board of administration shall be thus appointed as to provide a diversification of the competencies at the board of administration level.
- Any member may concurrently exercise no more than 3 administrator mandates.

7. IDENTIFIED/POSSIBLE RISK AND MEASURES TO BE TAKEN FOR THE DIMINUTION OF SUCH RISKS

Identified risk	Impact	Probability of occurrence	Minimization risks
Lack of time/not-falling within the deadlines stipulated by law	moderate	average	Documents preparation in due time; Knowledge of the applicable legislation by the NRC members; Allocation of a sufficient number of personnel to provide the technical secretariat of NRC; Setting the attributions of every team member from the beginning of the project; Good collaboration with the independent expert
Delays in the performance of the procedure, caused by the independent expert	moderate	average	Compliance with the engagements assumed pursuant to the submitted technical bid;



			Allocation of a sufficient number of HR specialists; Organization of NRC consultation/planning meetings
Small number of candidates applying for the procedure	moderate	average	Adequate publicity – The selection notice will be published of the website of the Ministry of Energy, of the public enterprise, on the website of the independent expert, in business electronic newspapers The independent expert will be required to proceed to a direct approach of the potential candidates corresponding to the profile existing in the database made available to him.
The abandon of the candidates on the short list or of those who have been already selected	moderate	average	Acknowledgement of the candidate in relation to the procedure performance, the implications a possible renunciation may trigger over the whole GMS appointment process. Clarification, as much as possible, of the questions/issues of the candidate in relation to the filling of the post.

8. FUTURE ACTIONS IN VIEW OF FINISHING OFF THE SELECTION PLAN

In view of finishing off the Selection Plan, NRC in collaboration with the selected independent expert shall perform the necessary activities in order to comply with the provisions of the EGO no. 109/2011 and the Methodological Norms approved pursuant to the GD no. 722/2016.



In this respect, the independent expert, in consultation with and under the coordination of the NRC, shall prepare, without limitation hereto, the following documents necessary in the recruitment and selection process:

- The profile of the board in capacity;
- The profile of the candidate for the capacity of board of administration member;
- The notices on the selection, for the written and online media;
- Materials related to the declaration of intention;
- The summary sheets for every stage of the selection plan;
- Interview plan;
- Nomination forms for the proposed candidates;
- Nomination recommendations
- Draft contract of mandate;
- Non-disclosure forms;
- Forms of the declarations necessary to be filled in by the candidates;
- List of confidential elements and of those that can be made public;
- The detailed list of documents necessary for the submission of candidacies by the natural and legal persons, according to the stages of the selection process;
- The list of elements for the verification of the candidates to be found of the short list.

CONTACT DETAILS

Entity	Contact details
Ministry of Energy	DGPAPSE Secretariat (General Directorate for the Privatization of Assets and State Ownership in Energy), no. 202E Splaiul Independentei, District 6, Bucharest, tel. 021.3166574, office@energie.gov.ro
Shareholders having more than 5%.....	
S.I.F. BANAT CRIŞANA	no. 35 A, Calea Victoriei Street, Arad tel.: 0257.304.438; facsimile: 0257.250.165 e-mail: sifbc@sif1.ro or comunicare@sif1.ro
FONDUL PROPRIETATEA S.A.	no. 78-80, Buzeşti street, floors 7 - 8, district 1, Bucharest tel: 021.200.9600; facsimile: 021.200.96.31/ 32 e-mail: office@fondulproprietatea.ro / investor.relations@fondulproprietatea.ro
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CONPET S.A.	no. 1-3 , Anul 1848 street, Ploieşti Tel: 0244.401360; facsimile: 0244.516.451
Independent Expert	Following contracting

The data and deadlines included in this Selection Plan - initial component - except for those provided at items I-IV, are for reference; they are to be finished off at the date of approval of the Selection Plan - integral component.

