

Analysis of the declaration of intent and how the results of the analysis were integrated into the evaluation of the candidate

The final selection stage of candidates for the positions of Administrators of..... S.A. started with the collection of Declarations of Intent submitted by the following candidates:

- X1
- X2
- Xn

We note that at this stage, the candidate ... has formally announced his decision to withdraw from the selection procedure, so he has not submitted the declaration of intent (if applicable).

The analysis carried out on the declarations of intent drawn-up and submitted within the specified term, by the other X candidates, was aimed at verifying the following criteria:

1. It clearly presents the objectives that it will have to achieve in the upcoming mandate;
2. It presents the personal profile in direct correlation with these objectives;
3. It formulates coherent assessments regarding the specific challenges facing the company/management in relation to its context;
4. It formulates relevant objectives that meet operational performance expectations;
5. It formulates relevant objectives that meet financial performance expectations;
6. It formulates relevant objectives that meet expectations regarding the quality of services and/or the way the infrastructure is managed;
7. It formulates relevant objectives that meet the expectations regarding the investment policy applicable to the public enterprise;
8. It formulates relevant objectives that meet expectations regarding the debt reduction;
9. It formulates relevant objectives that meet the expectations regarding the policy of dividends/payments from the net profit applicable to the public enterprise;
10. It formulates relevant objectives that meet expectations in the field of ethics, integrity and corporate governance

11. It proposes indicators that it considers appropriate for monitoring the performance of the public enterprise during the term of office, correlated with the formulated objectives;
12. It realistically and comprehensively presents the picture of possible constraints, risks and limitations to be encountered in achieving the proposed objectives and the plan of actions to reduce/eliminate thereof.

By common agreement with the members of the Selection and Nomination Commission, we agreed that the score related to these criteria should be unique and consensual, given after the final selection interviews, to be able to verify the degree to which the candidates have integrated the solutions and suggestions presented in their declarations of intent.

For each of the 6 candidates, we have identified areas of interest in their declarations of intent, to which we will ask questions about in the final selection interviews. We noted that their declarations of intent contain all the elements explicitly provided for in G.D. no. 639/2023, being thus compliant; moreover, we appreciated the depth of the strategic analysis presented by most of the candidates, as well as the pragmatism of the solutions to optimize the organizational performance which they suggested.

Members of the Selection and Nomination Committee:

(Surname Forename – Signature)

(Surname Forename – Signature)

(Surname Forename – Signature)