

RECRUITMENT ANNOUNCEMENT FOR POSITIONS General Manager, Financial Manager and Deputy General Managers within Societateii Nationale Nuclearelectrica S.A.

Societatea Nationala Nuclearelectrica S.A. ("SNN" or "Company") recruits a **GENERAL MANAGER**, a **FINANCIAL MANAGER** and two **DEPUTY GENERAL MANAGERS** according to the provisions of GEO no. 109/2011 regarding the corporate governance of public companies, as further amended and supplemented, and the provisions of GR no. 722/2016 for approving provisions from the Government Emergency Ordinance no. 109/2011 regarding the corporate governance of public companies. The company shall conclude with the General Manager, the Financial Manager and the two Deputy General Managers mandate contracts according to the provisions of the Articles of Incorporation of the Company, Law no. 31/1990 regarding companies, as further amended and supplemented, GEO no. 109/2011, GR no, 722/2016, the Civil Code.

1. RECRUITMENT AND SELECTION PROCESS

The candidate recruitment and selection process for the 4 Manager positions under recruitment is as follows:

	STAGE	Estimated DURATION	PERFORMANCE	RESULT
1.	Submittal of candidate files	30 days after the publication of the announcement December 03, 2018	The candidates shall submit their candidate files both in physical format and in electronic format	Provisional long list
2.	Assessment of candidate files	1-2 days after the expiry of the recruitment announcement December 05, 2018	We assess the administrative compliance of the files and the eligibility of the candidates. In case of unclear aspects, we request clarifications from the candidates.	Final long list

3.	Initial selection	2-3 days after the date on which the long list is drafted December 05, 2018	The candidates from the final long list shall fill in two electronic assessment questionnaires, and then they shall be interviewed. An initial assessment of the candidates' skills and traits and an initial hierarchization are performed.	Short list
4.	Submittal of letters of intent	15 days after the date on which the short list is drafted December 21, 2018	The candidates nominated on the short list draft and submit the letter of intent, both in physical format and in electronic format, which shall be cored in the final selection stage	
5.	Final selection	3-5 days after the date on which the letter of intent is submitted January 07, 2019	In this stage we shall assess the candidates' skills and traits, both based on the interview and based on the letter of intent. In the end we shall draft the hierarchized list of candidates, out of which we shall select the nomination proposals. The candidates proposed for nomination and accepted shall sign the mandate contract.	Nomination proposals

All these stages are eliminatory.

The candidates shall be adequately and transparently informed, by telephone and e-mail, regarding the changes, if any, occurred in the plan for the performance of these stages, and the results obtained by any of them in each stage of this process.

The mandatory condition to be met by the Managers (General Manager, Financial Manager, Deputy General Manager) within 180 days after taking over the mandate:

The selected managers, within 180 calendar days after the start of the mandate, must obtain the authorization/permit or any other document issued by the Nuclear Activity Inspection National Board, certifying the fact that he/she has the knowledge, skills and attitude that are necessary for taking decisions that impact nuclear security, by complying with the provisions of NSN - 23 - Nuclear security norms on training, qualifying and authorizing the personnel of the organizations that operate nuclear installations approved by the Nuclear Activity Inspection National Board by Order no. 108 published in the Official Gazette, Part I, no. 438 of June 13, 2017. We emphasize that, if this obligation is not observed until the set deadline, the mandate contract shall be terminated when CNCAN / the Manager notifies SNN regarding the fact that the Manager has not passed the CNCAN verifications provided by NSN - 23 and, in this case, SNN shall not owe damage compensations to the Manager for this termination case.

2. PARTICIPATION CONDITIONS

The candidates we want to identify in the selection process for nomination in view of the appointment as managers of S.N.N. must cumulatively comply with the following MANDATORY initial eligibility requirements:

GENERAL MANAGER

- a) Romanian citizenship, the citizenship of other member states of the European Union or non-EU countries;
- b) they know Romanian (listening, reading, writing, speaking);
- c) they know English;
- d) they are medically fit, they have full work capacity;
- e) they are graduates of a higher education program;
- f) they have professional experience of at least 10 years accumulated within public or private companies;
- g) they have experience in managing or administering public or private legal entities of at least 5 years;
- h) they do not have conflicts of interests making them incompatible for exercising the position of General Manager of S.N. NUCLEARELECTRICA S.A.;
- i) they have not been dismissed or revoked for not having complied with their contractual obligations in a position within public institutions or of companies with state majority capital in the last 7 years or their individual employment contract has not been terminated for disciplinary reasons in the last 5 years;
- j) they have not been convicted by a final and irrevocable judgment for having committed a crime against humanity, against the state or against authority, corruption and occupational crimes, crimes against justice, forgery crimes, crimes against patrimony, for the crimes provided by Law no. 656/2002 for preventing and punishing money laundering, and for instituting measures for preventing and fighting terrorism, as further amended and supplemented, or for the crimes provided by Law no. 85/2014 regarding the procedures for preventing insolvency and regarding insolvency, committed with intent, which would make them incompatible for holding this position, or any other criminal priors;
- k) have not been involved in political policing, as defined by the law;
- l) they meet the conditions provided by Law no. 31/1990 and GEO no. 109/2011 regarding the manager position;

Optional criteria:

- a) MBA/EMBA postgraduate studies;
- b) Professional experience of at least 3 years in management positions in companies / groups of companies the entity which operated in the energy field is part of, with a turnover of at least EUR 200 mil. and at least 1,500 employees on company / company group level;
- c) Experience in the nuclear field;
- d) Experience in relating to public authorities, regulation authorities, regulation authorities and supervision in the energy field;
- e) International professional experience;
- f) Knowledge about the capital market, companies listed on the stock exchange, reports specific to listed companies;
- g) Relevant experience and negotiation skills in relating to social partners.

FINANCIAL MANAGER

- a) Romanian citizenship, the citizenship of other member states of the European Union or non-EU countries;
- b) they know Romanian (listening, reading, writing, speaking);
- c) they know English;
- d) they are medically fit, they have full work capacity;
- e) they are graduates of a higher education program in the financial-accounting field;
- f) they have professional experience of at least 10 years accumulated within public or private companies;
- g) they have experience in managing or administering public or private legal entities of at least 5 years;
- h) they have proven reporting experience of at least 5 years in international financial reporting standards (IFRS);
- i) they do not have conflicts of interests making them incompatible for exercising the position of Financial Manager of S.N. NUCLEARELECTRICA S.A.;
- j) they have not been dismissed or revoked for not having complied with their contractual obligations in a position within public institutions or of companies with state majority capital in the last 7 years or their individual employment contract has not been terminated for disciplinary reasons in the last 5 years;
- k) they have not been convicted by a final and irrevocable judgment for having committed a crime against humanity, against the state or against authority, corruption and occupational crimes, crimes against justice, forgery crimes, crimes against patrimony, for the crimes provided by Law no. 656/2002 for preventing and punishing money laundering, and for instituting measures for preventing and fighting terrorism, as

further amended and supplemented, or for the crimes provided by Law no. 85/2014 regarding the procedures for preventing insolvency and regarding insolvency, committed with intent, which would make them incompatible for holding this position, or any other criminal priors;

- l) have not been involved in political policing, as defined by the law;
- m) they meet the conditions provided by Law no. 31/1990 and GEO no. 109/2011 regarding the manager position;

Optional criteria:

1. MBA/EMBA postgraduate studies;
2. Professional experience of at least 3 years in management positions in the financial-accounting field (financial manager or economic manager) within companies with a turnover (5-year average) on the level of the coordinated entity of at least 25 million Euros and at least 200 employees. In the candidate's 5-year activity period, the coordinated entity or the group the coordinated entity is part of must be a listed company and/or an issuer of bonds in one of the European stock exchanges or on another relevant global market (USA, Canada, Asia);
3. Experience in the nuclear field;
4. Holding a valid certification of Accounting Expert issued by CECCAR;
5. Experience in relating to public authorities, regulation authorities, regulation authorities and supervision in the energy field;
6. Knowledge about the capital market, companies listed on the stock exchange, reports specific to listed companies;
7. Relevant experience and negotiation skills in relating to social partners.

DEPUTY GENERAL MANAGER

- a) Romanian citizenship, the citizenship of other member states of the European Union or non-EU countries;
- b) they know Romanian (listening, reading, writing, speaking)
- c) they know English;
- d) they are medically fit, they have full work capacity;
- e) they are graduates of a higher education program;
- f) they have professional experience of at least 10 years accumulated within public or private companies;
- g) they have experience in managing or administering public or private legal entities of at least 5 years;
- h) they do not have conflicts of interests making them incompatible for exercising the position of Deputy General Manager of S.N. NUCLEARELECTRICA S.A.;

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- i) they have not been dismissed or revoked for not having complied with their contractual obligations in a position within public institutions or of companies with state majority capital in the last 7 years or their individual employment contract has not been terminated for disciplinary reasons in the last 5 years;
 - j) they have not been convicted by a final and irrevocable judgment for having committed a crime against humanity, against the state or against authority, corruption and occupational crimes, crimes against justice, forgery crimes, crimes against patrimony, for the crimes provided by Law no. 656/2002 for preventing and punishing money laundering, and for instituting measures for preventing and fighting terrorism, as further amended and supplemented, or for the crimes provided by Law no. 85/2014 regarding the procedures for preventing insolvency and regarding insolvency, committed with intent, which would make them incompatible for holding this position, or any other criminal priors;
 - k) have not been involved in political policing, as defined by the law;
 - l) they meet the conditions provided by Law no. 31/1990 and GEO no. 109/2011 regarding the manager position;

Optional criteria:

1. MBA/EMBA postgraduate studies;
2. Professional experience of at least 3 years in management positions in companies / groups of companies the entity which operated in the energy field is part of, with a turnover of at least EUR 200 mil. and at least 1,500 employees on company / company group level;
3. Experience in the nuclear field;
4. Experience in relating to public authorities, regulation authorities, regulation authorities and supervision in the energy field;
5. Experience in coordinating public procurements and/or coordinating investment projects;
6. Knowledge about the capital market, companies listed on the stock exchange, reports specific to listed companies;
7. Relevant experience and negotiation skills in relating to social partners.

3. SUBMISSION OF APPLICATION FILES

Candidate files shall be submitted until **December 03, 2018**, at **12:00**, on hard copy, in a closed and sealed envelope, marked with the following text: „Candidate file for the position of General Manager / Financial Manager / Deputy General Manager of SNN / Candidate’s full name”, at the headquarters of Pluri Consultants Romania, at address: 164 A, Barbu Văcărescu Street, CARO Hotel, zip code 020285, district 2, Bucharest. We suggest the candidates to also send their candidate files in electronic format, to address e-mail 109@pluri.ro. It is mandatory that all the application file documents should be sent in hard copy, on paper. Applications on paper can be submitted personally or sent by mail or courier to the address mentioned above. E-mail messages for submitting electronic candidate files and the attached documents must contain the candidates’ full name and the name of the company (e.g. “Candidate file for the position of General Manager / Financial Manager / Deputy General Manager SNN Full_name”, and “CV Full_Name SNN”, respectively).

4. DOCUMENTS REQUIRED TO SUBMIT THE APPLICATION

Application files should contain the following documents, on a compulsory basis:

- a. The list of documents;
- b. Curriculum vitae, according to the European template;
- c. Medical certificates;
- d. Criminal record certificate;
- e. Fiscal record;
- f. Copies:
 - a. Copy of the identity document;
 - b. Copy of the marriage certificate or other documents, only if the name on the submitted documents is different from the one on the identity document;
 - c. Copy of the bachelor's degree or equivalent;
 - d. Copies of documents that prove the required professional experience (mandatory: Reges / Revisal extract, copy of the employment records, mandate / management contracts, certificates issued by employers, etc.)
- g. Forms:
 1. F1 - Application for registration;
 2. F2 - Sworn statement on the compliance of the documents and information submitted in the file, lack of any conflicts of interest and incompatibility situations.
 3. F3 - Agreement on obtaining data for the purpose of checking the information.
 4. F4 - Consent for the processing of personal data.

5. F5 - Declaration of interests.

The form templates can be downloaded on www.nuclearelectrica.ro and pluriconsultants.ro.

If one of the above mentioned documents is missing from the application file and the candidate fails to send it in due time, his application will be rejected.

The long list, the short list and the nomination proposals are confidential and shall not be published; the results obtained by the candidates in each of the stages of the selection process shall be individually communicated to the candidates by the aforementioned methods.

5. SELECTION CRITERIA

First in the initial selection stage and then in the final selection stage, the candidates' skills and behavioral traits shall be assessed. The main selection criteria used in these 2 phases are:

Sector-specific skills

Professional skills of strategic importance.

- Strategic thinking and forecasts
- Finances and accounting.
- Risk management.
- Human resource management.
- Legislation.

Corporate governance skills

- Public company governance.
- Performance monitoring.

Social and personal skills

- Decision taking.
- Interpersonal relationships.
- Conflict management
- Interpersonal communication skills.

Letter of intent (alignment with the shareholders' expectation letter)

6. FURTHER INFORMATION

a. Submission of the Statement of Intent

The Statement of Intent is prepared and submitted only by short-listed candidates within 15 days of the announcement of the shortlist. In order to draft it, the candidates shall use the Expectation Letter published by Nuclearelectrica on its website, and all the public information available on the current context of the company. The format of the letter of intent must comply with the provisions of GR no. 722/2016 for approving the Methodological norms for the application of provisions from Emergency Government Ordinance no. 109/2011 regarding the corporate governance of public companies.

The submittal of this document is the same as the submittal of the candidate file, with the difference that the envelope specifies "Letter of intent, Full name _ Nuclearelectrica", and the Word document sent by e-mail shall be saved with the title "Nuclearelectrica DI Full Name" (e.g. "Nuclearelectrica DI Ion Popescu"). Scanned documents will not be considered.

b. Communication with the candidates

Throughout this selection process, communication with the candidates will be done by e-mail and telephone, so it is imperative that the e-mail address and the phone number entered in the CV are correct.

The long list, the short list and the nomination proposals are confidential and shall not be published; the results obtained by the candidates in each of the stages of the selection process shall be individually communicated to the candidates by the aforementioned methods.

c. Appeals

The legislation specific to the corporate governance of public companies does not provide appeals. However, in order to ensure the maximum transparency of the recruitment and selection process, we shall promptly respond to requests for clarifications from candidates, provided they only request information that relates to their candidate file and does not involve the results obtained by the others candidates. Any clarification requests shall be submitted in the candidate files or the letters of intent, by specifying on the envelope "Clarification request regarding the results of the _ stage) (file assessment or initial selection or final selection) Nuclearelectrica _ Full Name), and the document sent by e-mail shall be saved as "Clarification request Full Name".

Requests for clarification shall be submitted within 24 hours of receipt of the results and shall be answered within the same maximum deadline of 24 hours from the filing of the application.

d. Personal data protection

This recruitment and selection process described in detail above will take place in accordance with Regulation (EU) 2016/679 on the protection of natural persons with regard to the processing of personal data. In this respect, the following will be observed:

- i. All candidates will agree to the processing of their personal data.
- ii. All the personal data the candidates shall provide shall only be used by the consultant or by the representatives of Nuclearelectrica in order to select the most competent and motivated candidate to hold the Manager position.
- iii. All the personal data provided by the candidates shall be deleted one year after the nomination date.
- iv. As long as the candidates' personal data is in our possession, no information shall be made available to any other party, according to the legal provisions in force.
- v. If they wish, candidates can ask us at any time for information on how their personal data is stored and used.

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- vi. Whenever a candidate decides to withdraw from this recruitment and selection process, we shall ensure that his/her personal data shall be deleted from our database according to the applicable legal provisions.