

ANNEX 2

to the Association Agreement Nr. 26D0031 / 07.04.2026

KEY PERSONNEL AND PROJECT TEAM ORGANIZATION

Association: Ringhel Team S.R.L. (Leader) — ETA2U S.R.L.

In accordance with Article 3.3 of the Association Agreement, the key personnel team allocated to the MMS Moldelectrica Project includes at minimum: Project Manager (minimum 10 years experience), Functional Architect (minimum 8 years), Technical Architect (minimum 8 years), Test Manager (minimum 8 years). All team members are proposed by Ringhel Team S.R.L. (Leader of the Association). Individual CVs of all experts are available in the folder **CVs si Organigrama!**.

1. General Overview

This document describes the organizational structure and key personnel of the proposed project team for the implementation of the Market Management System (MMS) at Moldelectrica, the Transmission System Operator of the Republic of Moldova. The MMS system will cover the following functional modules: Scheduling Management (SM), Balancing Market (BM), Cross-border Capacity Management (CM), Procurement of Grid Losses (GL), Settlement (ST), Reporting (RS) and Market Participant Registration (MPR).

The proposed team is composed of 12 specialists with extensive experience in implementing complex software systems for the energy sector, with relevant references to clients such as E.ON, Electrica Furnizare, Engie, Romgaz and other major operators in the energy market.

2. Key Personnel List

Nr.	Name	Role in Project	Min. Exp. (Art. 3.3)	Actual Exp.	Key Qualifications
1	Alexandru BUCATARU	Project Manager	10 years	10+ years	PMP certified. 10+ years leading complex software projects in energy and industrial sectors. Coordination of cross-functional teams.
2	Marius Valentin DRAGANUS	Functional Architect	8 years	16+ years	16+ years designing enterprise software systems. Expert in HLD/LLD documentation, energy market process mapping, functional specifications.
3	Victor ROSU	Technical Architect	8 years	17+ years	17+ years designing complex software systems. Enterprise platforms, CRM, ERP. Infrastructure architecture (servers, network, storage, virtualization).
4	Costin Catalin MERODE	Test Manager	8 years	19+ years	19+ years in software testing and QA management. Manual and automated testing, quality management, QA team leadership.
5	Alexandru GAL	Technical Director / CTO	N/A	20+ years	Ph.D. in Engineering. 20+ years in software development and technical leadership.

					Technological strategy and implementation quality oversight.
6	Mihai CIOCAN	Technical Lead / Senior Programmer	N/A	15+ years	15+ years developing enterprise solutions for the energy sector. Core engine implementation (scheduling, balancing, settlement).
7	Constantin IORDACHE	Energy Market Specialist	N/A	13+ years	13+ years in energy market operations, trading, contracting, analysis. Direct experience with Romanian markets (PZU, PCCB, PI, BRM).
8	Madalina Elena GIURA	Business Analyst / Energy Specialist	N/A	8+ years	8+ years in complex energy sector projects. Requirements collection (BRD, Use Cases), workshop facilitation with stakeholders.
9	Diana Georgiana ARGHIRA	Senior Software Developer	N/A	20+ years	20+ years in web application development. PHP, SQL Server, Laravel, Vue.js. Frontend components and integration modules.
10	Corina RUSU	Software Developer	N/A	12+ years	12+ years in backend development. C#, .NET Framework/.NET Core, Entity Framework. RESTful APIs and system integration.
11	Sonia MATNER	Software Developer	N/A	3+ years	Full Stack Developer. Vue.js, TypeScript, PHP (Laravel). Frontend interfaces and responsive UI development.
12	Gabriel GEORGESCU	Quality Tester	N/A	Professional	QA Engineer specializing in manual and automated testing. API testing (Swagger, Postman), web and mobile application testing.

3. Project Organization Chart

The structure of the project team is organized according to the following hierarchical levels:

PROJECT MANAGER — Alexandru BUCATARU			
FUNCTIONAL ARCHITECT Marius Valentin DRAGANUS	TECHNICAL ARCHITECT Victor ROSU	TECHNICAL DIRECTOR Alexandru GAL	TEST MANAGER Costin MERODE
ENERGY MARKET SPECIALIST	TECHNICAL LEAD Mihai CIOCAN	SOFTWARE DEVELOPER	QUALITY TESTER Gabriel GEORGESCU

Constantin IORDACHE BUSINESS ANALYST Madalina GIURA	SR. SOFTWARE DEV. Diana ARGHIRA	Corina RUSU SOFTWARE DEVELOPER Sonia MATNER	
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4. Detailed Role Descriptions

4.1 Project Manager — Alexandru BUCATARU

Coordinates the entire project team and is responsible for timely delivery of all MMS components. Manages the relationship with Moldelectrica and ensures continuous alignment of project objectives with procurement requirements.

Main responsibilities:

- Planning, coordination and monitoring of all project activities (implementation, testing, deployment)
- Management of budget, resources and delivery schedule
- Risk management, escalations and scope changes
- Regular communication with Moldelectrica (progress reports, project committee meetings)
- Coordination of development, testing, architecture and market specialist teams
- Ensuring delivery quality according to ENTSO-E and European energy market standards
- Management of training process and knowledge transfer to Moldelectrica staff

Qualification requirements:

- Minimum 10 years of experience in managing complex IT projects
- Experience in projects for the energy sector (TSO, DSO, energy suppliers)
- Skills in Agile/Scrum and Waterfall methodologies
- Scaled Agile Product Manager Certification

4.2 Functional Architect — Marius Valentin DRAGANUS

Designs the functional architecture of the MMS system, ensuring the translation of energy market business requirements into detailed technical specifications. Validates solution compliance with ENTSO-E regulations and Moldovan legislation.

Main responsibilities:

- Development of High Level Design (HLD) and Low Level Design (LLD) documentation for all MMS modules
- Mapping of energy market business processes (scheduling, balancing, settlement, cross-border capacity) into system functional flows
- Definition of functional interfaces between MMS modules and external systems (SCADA/EMS, allocation platforms, European balancing platforms)
- Validation of compliance with ENTSO-E standards (ESS, ECAN, ERRP, FSKAR)
- Specification of data validation rules and business rules engine
- Coordination with market specialists for validation of functional requirements
- Review and approval of technical design documentation

Qualification requirements:

- Minimum 8 years of experience in functional architecture of complex software systems
- Experience in enterprise solution design (ERP, CRM, integration platforms)
- Knowledge of web services, API design (REST, SOAP), XML/JSON
- Experience with relational databases (MS SQL, Oracle, MySQL, PostgreSQL)

4.3 Technical Architect — Victor ROSU

Responsible for the technical architecture of the entire MMS system, including hardware/software infrastructure, security, availability and disaster recovery strategy. Designs the technical solution for the two locations (Main Site and Back-up Site).

Main responsibilities:

- Design of technical architecture of MMS platform (servers, network, storage, virtualization)
- Definition of deployment strategy across 3 environments (Production, Test, Disaster Recovery)
- Ensuring 99.5% availability and complete redundancy at Main Site level
- Design of failover and fall-forward mechanisms between sites (downtime < 15 min)
- Definition of security policies (SSO, LDAP/AD, 2FA, traffic encryption)
- Design of backup solution (daily, incremental/full, quarterly validation)
- Specification of network infrastructure (firewall, routers, Internet isolation, VPN)
- Coordination with development team for architectural alignment

Qualification requirements:

- Minimum 8 years of experience in technical architecture of enterprise systems
- Experience with deployment on Azure AppServices, dedicated servers, virtualization
- In-depth knowledge of IT security (SSL, encryption, identity management)
- Experience with databases (MS SQL, MySQL, Elasticsearch) and performance optimization

4.4 Technical Director / CTO — Alexandru GAL

Ensures strategic technical direction of the project and supervises implementation quality. With a PhD in Engineering and over 20 years of experience, brings expertise in cloud technologies, microservices and distributed systems.

Main responsibilities:

- Definition of technology strategy and technology stack for the MMS platform
- Supervision of code quality and development standards
- Assessment and integration of emerging technologies (cloud, containerization, CI/CD)
- Coordination with functional and technical architects for solution coherence
- Technical review of critical deliverables and design documentation
- Mentoring of technical team and facilitation of architectural decisions
- Ensuring scalability and performance of the MMS platform

Qualification requirements:

- Over 20 years of experience in software development and technical leadership
- PhD in Mechanical Engineering, Master in Information Security
- Extensive experience with .NET (6-8), C#, cloud services (AWS, Azure)
- Database management knowledge (MySQL, MS-SQL, Cassandra, Redis)

4.5 Test Manager — Costin Catalin MERODE

Coordinates all testing activities of the MMS platform, from planning the testing strategy to final validation. Ensures functional compliance with technical specifications and ENTSO-E regulations.

Main responsibilities:

- Development of testing strategy and test plans for all MMS modules
- Definition of functional, integration, performance and regression test cases
- Coordination of test execution and QA team
- Validation of interfaces with external systems (SCADA/EMS, allocation platforms, ENTSO-E)
- Testing of market processes: scheduling, balancing, settlement, cross-border capacity
- Defect reporting and tracking resolution
- Coordination of User Acceptance Testing (UAT) with Moldelectrica staff
- Validation of failover, backup and disaster recovery mechanisms

Qualification requirements:

- Minimum 8 years of experience in software testing management
- ISTQB Foundation Level Certification
- Experience with test management tools (JIRA, TestManager, ALM)
- Experience in testing systems for the energy and defense sectors

4.6 Technical Lead / Senior Programmer — Mihai CIOCAN

Leads the development team and is responsible for technical implementation of MMS modules. With over 15 years of experience in .NET/C#, ensures code quality and compliance with architectural standards.

Main responsibilities:

- Leadership of development team and distribution of technical tasks
- Implementation of core MMS modules (scheduling engine, balancing market, settlement calculator)
- Development of interfaces with external systems through RESTful APIs and XML/SOAP web services
- Code review, mentoring and guidance of developers
- Implementation of business rules engine and validation engines
- Optimization of database performance and calculation processes
- Coordination with architects for alignment of implementation with design

Qualification requirements:

- Over 15 years of experience in C# development, .NET Framework, .NET Core
- Experience with ASP.NET, MVC, WCF, Entity Framework, SQL Server
- Previous experience as Product Manager (product vision, roadmap)
- Knowledge of microservices, event-driven patterns, RESTful APIs

4.7 Energy Market Specialist — Constantin IORDACHE

Brings expertise of over 13 years in the Romanian electricity market, with direct experience in market operations, energy trading, contracting and relations with major clients in the energy sector (E.ON, Electrica, Engie, Romgaz). Validates MMS functional requirements from the perspective of energy market users.

Main responsibilities:

- Validation of market processes implemented in MMS from the market operator perspective
- Expertise in scheduling, balancing, settlement and energy trading processes
- Assistance in defining workflows for market participants (BRP, BSP, MP)
- Validation of interfaces with energy markets (PZU, PCCB, PCCB-NC, PI, BRM)
- Participation in requirements gathering sessions with Moldelectrica
- Support in designing market participant registration module (MPR)
- Contribution to development of training materials for Moldelectrica operators
- Validation of settlement rules and financial calculations in MMS

Qualification requirements:

- Over 13 years of experience in the electricity market (trading, contracting, analysis)
- Experience with major clients: E.ON, Electrica Furnizare, Engie, Romgaz, CEZ
- In-depth knowledge of energy markets (PZU, PCCB, PI, BRM)
- Experience in implementation and validation of software systems for the energy sector

4.8 Business Analyst / Energy Specialist — Madalina Elena GIURA

Combines business analysis expertise with knowledge of the energy sector, with studies in Power Systems Engineering. With over 8 years of experience in complex projects for clients such as E.ON, Electrica, Engie and Romgaz, ensures correct translation of energy market requirements into software specifications.

Main responsibilities:

- Gathering and documentation of functional requirements from Moldelectrica
- Development of functional specifications (BRD, Use Cases, User Stories, Diagrams)
- Facilitation of workshop sessions and requirements validation with stakeholders
- Analysis of energy market processes and mapping to MMS functionalities
- Coordination between technical team and end users from Moldelectrica
- Definition and documentation of functional scope for each MMS module
- Preparation of training materials and user manuals
- Support in the User Acceptance Testing (UAT) process

Qualification requirements:

- Over 8 years of experience in business analysis and project management
- Bachelor's degree in Power Systems Engineering - Politehnica University of Bucharest
- Experience with major clients in the energy sector: E.ON, Electrica, Engie, Romgaz
- Documentation skills (Redmine, Miro, Google Workspace)

4.9 Senior Software Developer — Diana Georgiana ARGHIRA

Senior Software Developer with over 20 years of experience in web application development, with in-depth expertise in PHP, SQL Server, Laravel, Vue.js and TypeScript. Extensive experience developing software platforms for the energy sector at Ringhel Team.

Main responsibilities:

- Development of MMS frontend components (Vue.js/TypeScript for energy market data visualization)
- Implementation of user interfaces for Scheduling, Balancing Market and Settlement modules
- Integration of frontend with RESTful APIs and backend services
- Development of data visualization and reporting dashboards
- Code review and mentoring of junior developers
- Contributing to technical documentation for developed components

Qualification requirements:

- Over 20 years of experience in software development (PHP, JavaScript, Vue.js, TypeScript)
- Extensive experience in developing energy sector platforms at Ringhel Team
- Expertise in full-stack web development, API integration and database management
- Proven competencies in code review, mentoring and CI/CD processes

4.10 Software Developer — Corina RUSU

Develops backend components of the MMS platform, with focus on business logic services, integration APIs and database management.

Main responsibilities:

- Development of MMS backend (C#/.NET services for market data processing)
- Implementation of RESTful APIs for integration with frontend and third-party systems
- Database management (SQL Server, Entity Framework, optimizations)
- Configuration and maintenance of CI/CD pipelines (Azure DevOps)
- Participation in code review and continuous code improvement
- Contribution to technical documentation of developed components
- Implementation of reporting and data export modules

Qualification requirements:

- Over 12 years of experience in software development (.NET, C#)
- Previous experience in investment banking (X-One, Société Générale) — critical systems
- Skills in Scrum Master and Agile methodologies
- Cisco CCNA Certification, Linux skills

4.11 Software Developer — Sonia MATNER

Full Stack Developer with over 3 years of experience, proficient in Vue.js, TypeScript and PHP (Laravel). Proven track record of delivering high-quality web applications for the energy sector at Ringhel Team.

Main responsibilities:

- Development of MMS frontend interfaces using Vue.js and TypeScript
- Implementation of responsive user interfaces with Vuetify for energy market data visualization
- Development of charts and dashboards for market data using Chart.js/visualization libraries
- Integration of frontend components with Laravel backend services
- Client-side routing and state management using Vue Router
- Contributing to technical documentation and participating in code review

Qualification requirements:

- Over 3 years of experience in full-stack web development (Vue.js, TypeScript, PHP, Laravel)
- Current experience developing energy market web applications at Ringhel Team
- Expertise in frontend development, data visualization and responsive UI design
- Experience with LIMS systems, Agile/Scrum and cross-functional team collaboration

4.12 Quality Tester — Gabriel GEORGESCU

Executes functional, regression and performance tests on MMS modules, under the coordination of the Test Manager.

Main responsibilities:

- Execution of manual and automated test cases on the MMS platform
- Testing REST APIs (Swagger, Postman) and web interfaces
- Creation and maintenance of test cases in JIRA
- Debugging using development tools (Network payloads, Console, DataDog)
- Functional, regression, smoke and performance testing
- Test automation using Selenium WebDriver and SpecFlow (C#)
- Detailed defect reporting and tracking resolution

Qualification requirements:

- Experience in manual and automated testing (Selenium, SpecFlow, C#)
- Competency in API testing (Swagger, Postman, RESTSharp)
- Master’s in Electrical Engineering — Politehnica University of Bucharest
- Experience with Agile/Scrum methodologies and JIRA tools

5. Team Competencies Matrix

The table below summarizes the mapping of team competencies to the functional modules of MMS:

Specialist	SM	BM	CM	GL	ST	RS	MPR
Bucataru (PM)	✓	✓	✓	✓	✓	✓	✓
Draganus (FA)	✓	✓	✓	✓	✓	✓	✓
Rosu (AT)	✓	✓	✓	✓	✓	✓	✓
Gal (CTO)	✓	✓			✓	✓	
Merode (TM)	✓	✓	✓	✓	✓	✓	✓
Ciocan (TL)	✓	✓	✓	✓	✓	✓	✓
Rusu (Dev)	✓	✓		✓	✓	✓	✓
Georgescu (QA)	✓	✓	✓	✓	✓	✓	✓
Iordache (SP)	✓	✓	✓	✓	✓	✓	✓
Giura (BA)	✓	✓	✓	✓	✓	✓	✓
Arghira (Sr Dev)	✓	✓	✓	✓	✓	✓	✓
Matner (Dev)	✓	✓		✓	✓	✓	✓

SM = Scheduling Management | BM = Balancing Market | CM = Cross-border Capacity | GL = Grid Losses | ST = Settlement | RS = Reporting | MPR = Market Participant Registration

6. Notes

- Positions Nr. 1–4 (Project Manager, Functional Architect, Technical Architect, Test Manager) are “Key Personnel” as per Art. 3.3, with minimum experience requirements. All exceed the minimum requirements.
- Positions Nr. 5–12 are additional specialists proposed to fully cover all activities in the WBS (Annex 1).
- All team members are employees of Ringhel Team S.R.L. and will be dedicated to the Project for the duration of implementation (12 months) and the warranty period (12 months).

- Replacement of any key personnel member shall be made only with the approval of the Contracting Authority and with a replacement of equivalent competence, in accordance with Art. 3.4 of the Association Agreement.

7. Signatures

Approved on behalf of the Association:

Mihai DARZAN

Director General, Ringhel Team SRL

Leader of the Association

(signing on behalf of all Association members)

Date: 10.04.2026