

Decision No. 295/2025 on the General Record of Employees - REGES-ONLINE (&ldquo;Decision No. 295/2025&rdquo;;) entered into force on 31 March 2025, replacing Government Decision No. 905/2017 on the General Record of Employees (&ldquo;Decision No. 905/2017&rdquo;).

1. What is REGES? REGES is the new national electronic platform designed for the full digitisation of the management of data related to employment relationships. The IT platform is intended for the completion, submission, management, consultation and processing of information relating to the elements of employment contracts.

2. When does Decision No. 295/2025 take effect? Decision No. 295/2025 entered into force on 31 March 2025, with Decision No. 905/2017 to be repealed within 6 months of that date. This means that employers have a six-month transition period to comply with the new record-keeping system. Failure to comply with the new obligations may result in fines of between RON 5,000 and RON 20,000. More precisely, if employers fail to register in the REGES system in 6 months from the entry into force of Decision No. 295/2025, this constitutes a misdemeanour punishable by a fine of between RON 15,000 and RON 20,000.

Furthermore, employers have the obligation to enter and submit to REGES all elements of the employment contracts that are active on the date the record is accessed and which are not already included in the IT system that constitutes the technical solution for the transmission of data from employers to the record, as provided for in Article 10 of Government Decision No. 905/2017 on the General Record of Employees. Employers' failure to comply with the aforementioned obligation for 6 months from entry into force of Decision No. 295/2025 will constitute a misdemeanour punishable by a fine of between RON 5,000 and RON 10,000.

3. What are the changes introduced by Decision No. 295/2025?

A. ELECTRONIC PERSONAL FILE Decision No. 295/2025 introduces the obligation for employees who have used an advanced electronic signature or a qualified electronic signature when concluding, amending, suspending or, as the case may be, terminating their employment contract, to create a personal file in electronic format, in compliance with the legal provisions on the archiving of documents in electronic form.

B. MODIFICATION OF CERTAIN DEADLINES If a court decision modifies the position/occupation, the type of employment contract, the duration of the employment contract, the workplace or the duration and distribution of working time, the employer has the obligation to transmit the modification to the record, within 10 working days from the date the employer becomes aware of the content of the court decision. The previous deadline was 20 days. If the gross salary is modified by court decision, the employer has the obligation to transmit the modification to the record, within 10 working days from the date the employer becomes aware of the content of the court decision. The previous deadline was of 20 business days.

C. SUBMISSION OF SUSPENSIONS BASED ON MEDICAL CERTIFICATES The suspensions based on medical certificates are included among the data that the employer is obligated to submit to the record. This obligation did not exist in the previous regulation. In this case, the suspension must be registered in the record within 3 working days from the date the medical certificate is registered with the employer.

D. REGISTRATION OF INFORMATION FOR PEOPLE WITH DISABILITIES Contrary to the provisions of Decision No. 905/2017, employers now have the obligation to record the data for people with disabilities, the degree, the type of disability and the validity period of the related certificate.

E. PROVIDING ADDITIONAL INFORMATION ABOUT THE WORKPLACE The new regulation imposes the obligation for the employer to record data as to whether the workplace is fixed or mobile.

F. CONTRACTING SERVICES FOR ENTRIES IN THE RECORD Employers who contract service providers to enter data in the record now have the obligation to submit the information concerning the service provider and the contract.

G. PENALTIES As to the penalties employers might incur for failing to fulfil their obligations relating to the record of employees, some of them have been reduced. As such, failure to record the date of secondment within deadline was previously penalised with a fine of between RON 5,000 and RON 8,000. Now, Decision No. 295/2025 has reduced the fine to amounts between RON 3,000 and RON 5,000. The same modification also applies to the failure to record within deadline the period, the causes and the end date of the suspension of the employment contract. For some non-

compliances, however, the limits of the applicable fines have been increased. The obligation to keep the employees' personal files was previously punishable by a fine of between RON 2,000 and RON 5,000. After the entry into force of Decision No. 295/2025, the fine is between RON 3,000 and RON 6,000. For failure to provide the employee with copies of their personal file within 15 days from request date the previous fine was between RON 300 and RON 1,000, but now, with Decision No. 295/2025, the fine limits are between RON 3,000 and RON 5,000.</p>