



Societate Administrată în Sistem Dualist

The National Power Grid Company Transelectrica
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No. 22880/30.05.2025

Supervisory Board Remuneration and Nomination Committee

ASSESSMENT REPORT for the activity of the Directorate Member of National Power Transmission Company Transelectrica for the period 01.01.2024 – 31.12.2024

I. GENERAL DATA

NAME: Florin-Cristian TĂTARU

POSITION: Directorate Member

Provisional mandates during 01.01.2024 -02.10.2024: based on Supervisory Board resolutions no. 39/2023, 11/2024 and 23/2024

Four –years mandate starting on 03.10.2024 – 29.02.2028: based on Supervisory Board resolutions no. 39/2024

Legal ground: GEO 109/2011 regarding corporate governance of public enterprises with later amendments and additions, art 36 para (5).

II. THE OBJECTIVE OF THE ASSESSMENT PROCESS

The purpose of the assessment process is to appreciate the manner in which Florin-Cristian TĂTARU, Directorate Member has fulfilled his duties assumed through the mandate contract as well as the implementation of the management component of the Administration Plan - the management component. The assessment considers the achievement degree of performance indicators set by mandate contract, the operational and financial performances, risk management, leadership and organizational culture performances gained during the assessed period, the conformity degree with corporate governance principles, the contribution to strategic objectives of the company and to the relationships with the interested parties.

III. THE ASSESSMENT PROCESS METHODOLOGY

The assessment was made based on the following documents and sources: Activity report no. 22880 from May 29, 2025 for the year 2024 of Florin-Cristian TĂTARU, Directorate Member, the Financial Statements of the year 2024, the achievement degree of key performance indicators from the mandate contract no. 890/03.10.2024 and the Administration Plan, the management component, external auditor reports for the assessed period, the reports and communications to public tutelary authority, namely to other public relevant institutions as well as other context information given by Audit Committee, Supervisory Board and organizational entities of the Company.

The assessment process was guided by the following fundamental principles:

- Objectivity and impartiality – by using verifiable data and multiple sources;
- Transparency – clear criteria, known ex-ante and communicated within the process;

c. Strategic alignment – correlation with the objectives from the administration plan and the strategy of the institution;

d. Responsibility and consistency – using a unitary grid, comparable over time
The Committee has used a qualitative and quantitative approach, incorporating multiple perspectives on the performance of Florin-Cristian TĂTARU.

The quantitative component involved the analysis of the following measurable indicators:

- a. the achievement degree of key performance indicators (KPIs) in the mandate contract and the Administration Plan - the management component;
- b. the fulfillment level of the objectives established by the mandate contract and the Administration Plan - the management component;
- c. the evolution of the indicators of economic efficiency and financial autonomy

The qualitative component aimed at the following:

- a. the quality of the management process and the decision making coherence in relation to the institution mission;
- b. degree of adaptation to position profile;
- c. response capacity to systemic challenges;
- d. the efficiency of executive management team and the relationship with the Supervisory Board;
- e. compliance with the corporate governance, ethics, transparency and conformity principles;
- f. assumed strategic initiatives (new programs, partnerships, institutional reforms);
- g. The quality of external communication and the representation of the institution in relation with the interested parties.

IV. ASCERTAINMENT

Florin-Cristian TĂTARU has provided the coordination of the following organizational entities during the year 2024:

During 01.01.2024 - 02.10.2024	Commercial Division Economic and Financial Division Regulatory and ENTSO-E Relation Division Corporate Governance, Investor Relations and Representation Division Legal and Litigation Division European Affairs, Strategy, Development and Access to European Funds Division
During 03.10.2024 - 04.12.2024	National Energy Dispatcher Investment Division Economic and Financial Division Regulatory and ENTSO-E Relation Division Internal and External Events Coordination and Protocol Division Commercial Division
During 05.12.2024 - 31.12.2024	National Energy Dispatcher Corporate Governance, Investor Relations and Representation Division

	Technical, Energy Efficiency and New Technologies Division Regulatory and ENTSO-E Relation Division Commercial Division Information Technology and Communication Division
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He has attended meetings with representatives of regulatory authority, ministries and other authorities involved in the activity of the Company (Finance Ministry, Ministry of Administration and Public Works Development, Ministry of Environment, Waters and Forests, General Secretariat of the Government, National Agency for Public Procurement, National Energy Regulatory Authority, Financial Supervisory Authority, Ministry of Labor and Social Solidarity, etc.) in order to clarify legal issues and to obtain methodological guidance for important investment projects or for initiatives related to regulatory authority relationship;

Also regarding strategic ways, he attended the following meetings during the time mentioned:

- Attendance to the Economic Forum Italy – Romania, 14-16.02, resulting in very relevant communication of the Company with the representatives of some important European level companies (ex: Terna, SNAM Spa, Net Engineering, Xori Holding etc.);
- Attendance to the Southern Gas Corridor Advisory Council Meeting in Azerbaijan during 29.02.2024 - 03.03.2024, together with the supervisory board members and with the attendance of Energy Minister, Sebastian Burduja;
- Attendance to the South – East European Cooperation Meeting organized by ENTSO-E in Athene, Greece during 01.10.2024 - 03.10.2024 together with the supervisory board members;
- Other two important meetings, after the mentioned period to COP29 in Azerbaijan 10.11.2024 -13.11.2024 and to the energy regional cooperation in Belgium 03.12.2024 - 04.12.2024;

To what regards the activity related to DAESDAFE, taking into consideration the strategic importance, regarding the projects financed by European funds he actively followed:

- The implementation process of the financing contract “Campus Dual Politehnica Bucharest”. The project develops for a period of 3 years (maximum implementation deadline: until June 30, 2026). Since November 2023 until present, internships are held within Transelectrica for 5 pupils registered in the dual education at Post and Telecommunication Technical College “Gheorghe Airinei”.
- The project “LEA 400 kV d.c. Gutinaș Smârdan”, Cod MySMIS 2014 + 129245, financed by non-reimbursable European funds through Great Infrastructure Operational Program 2014 – 2020, priority axis 8 – intelligent and sustainable electricity and natural gas transmission systems, specific objective 8.1 - the increase of National Power System capacity to take over the energy produced from renewable sources, during this period there have been submitted 2 (two) reimbursable requests with a total reimbursed value of 27,590,123.87 RON to the Management Authority – POIM;
- Implementation of the 9 projects related to Modernization Fund during January – September 2024 in accordance with the provisions of the financing contracts, there have been drawn up and sent to Ministry of Energy annual and progress reports for

the year 2023 as well as other types of information requested by the Ministry (Notifications, addendum requests, reports related to public procurement procedures etc.). I have also made sure the responsible people with financing contracts attend constantly the online technical reunions with Energy Ministry representatives with the purpose of monitoring the financing contracts from Modernization Fund;

- Signing the financing contract between Ministry of Energy and Transelectrica in order to finance through Modernization Fund the „Pilot Project DigiTEL Green – Refurbishment of 220/110/20 kV Mostiștea Station in a digital station concept with a low impact on environment” (assigning 48,340,733.89 euro);
- Approving the non-reimbursable financing of 56,237,200 euro for Investment 5. Digitalization, efficiency and modernization of national power transmission network through National Recovery and Resilience Plan, 16 Component. REPowerEU;
- Participation within the Consortiums made for the development of the projects financed through Research and Innovation Program of Horizon European Union, with TwinEU project, the ELECTRON project, the CyberSEAS project and the mutual interest project CARMEN.

During 2024 the General Assembly approved on 28.02.2024 the Revenue and Expenses Budget of the Company and on 29.04.2024 approved the financial statements, the annual report and the other documents related to them without observations. Consequently, having the structure responsible for these reporting in my coordination, before the two meetings there have been a series of work meetings with the attendance of DEF Director and other employees of DEF and of the structures responsible for sending information for the substantiation of the Revenue and Expenses Budget and of financial statements. As a result the documents subject to Directorate, Supervisory Board and later AGA approval have been drawn up. He has coordinated the achievement of a memorandum through which with a solid substantiation and an active and efficient communication with the decision makers, it was possible to obtain a lower percentage (50% from 90%) from the profit allocated as dividends, thus keeping a considerable amount for the achievement of strategic investments.

During January –October 2024 he attended the Mixt Commission meetings that led to concluding a new labor collective contract at the end of the year 2024, after the provisional mandate.

During 01.01.2024 - 03.10.2024 he attended the talks within the Directorate regarding the mandates given to the Company's representatives within the shareholders' general assemblies of the subsidiaries of Transelectrica. With what concerns their number, during the period mentioned there have been 9 AGA meetings within OPCOM, 14 AGA meetings within SMART S.A., 7 AGA meetings within Teletrans S.A. and 7 AGA meetings within Formenerg S.A.

He took part in the approval and endorsement of some important contracts at the Company's level according to the table below:

No.	Contract object	Contractor	Date of signing	Value (RON)
1	Services /strategic works from Transelectrica SA	SMART S.A.	21.06.2024	338,107,825
2	Switching the Portile De Fier	Partnership	11.09.2024	199,990,355

	– Resita – Timisoara – Sacalaz – Arad Axis to the 400 kV voltage, Step II: 400 kV D.C. Resita – Timisoara – Sacalaz OHL	Electromontaj S.A. + ELM Electromontaj Cluj S.A.		
3	Modernization of 220/110 kV Calafat Station	Electromontaj Carpati S.A.	05.08.2024	65,276,959
4	RC 400 kV Mintia – Arad OHL	Partnership Electromontaj S.A. + ELM Electromontaj Cluj S.A.	16.02.2024	49,013,736
5	Power Quality Monitoring System	Partnership Energobit S.A. + Digitronix Tehology SRL + CEM Power International SRL	09.05.2024	37,820,292
6	Power Station 400 kV Stalpu and modernization of 110 kV cells and average voltage in Stalpu Power Station- Equipment	Grid Solutions Romania SRL	29.03.2024	32,124,000
7	RC 400 kV Cernavoda - Gura Ialomitei OHL, Circuit 1, pillars 65 -196	Partnership Electromontaj S.A. + ELM Electromontaj Cluj S.A.	06.08.2024	29,913,097
8	Modernization of the electronic messaging system within Transelectrica SA	Cancom Romania SRL	07.08.2024	26,982,192

Corporate Governance

During the provisional mandate 01.01.2024 - 02.10.2024 there have been 30 (thirty) meetings of the Company's Directorate and Mr. Florin-Cristian Tătaru attended all of them. During his 4 year mandate, starting with 03.10.2024 – 31.12.2024 there have been 9 (nine) meetings of the Company's Directorate and Mr. Florin-Cristian Tătaru empowered Mr. Ștefăniță Munteanu for 3 (three) of them.

The main resolutions of the Directorate taken in Directorate meetings during 01.01.2024 – 02.10.2024, namely 40 (forty) major resolutions during January – October 2024 and 22 (twenty two) during October – December 2024:

January – October 2024

- The Company's Directorate approved an AGOA OPCOM meeting to be held with the agenda: appointing the company Mazars Romania SRL to conclude a financial audit services contract and the financial audit contract for 3 years, namely for 2023-2025 – Resolution no. 1/17.01.2024;
- Pursuant to art 15 para (1) and art 25 letter g) and under the conditions set by the provisions of art 24 para (5) from the Articles of Association and of section 7 from Internal Rules, by unanimous agreement of Directorate members the convocation of Transelectrica AGA was decided for February 28, 2024 (first convocation), namely February 29, 2024 (second convocation), according to convocation draft with the agenda: establishing the Investment Program for financial exercise 2024 and the

estimations for the years 2025 and 2026, approving the Revenue and Expenses Budget of the Company for the year 2024 and the estimations for the years 2025 and 2026 - Resolution no. 7/25.01.2024;

- The Company decided for the OPCOM shareholders' general ordinary meeting to take place on 07.02.2024 with the following agenda: appointing the provisional administrators of the company, setting the mandate length, the mandate contract shape and the remuneration as well as empowering a person from the shareholders' representatives in order to sign the mandate contracts in the name of the company simultaneous with the appointment of the Chairman of the Administration Board of the company - resolution no. 11/07.02.2024;
- The Company's Directorate accepted the commissioning of the monitoring systems installed at (1) AT 200 MVA Arad, (2) AT 25 MVA Arad, (3) AT 200 MVA Paroşeni, according to the commissioning acceptance reports – resolution no. 13/07.02.2024;
- Taking into consideration the request of the stakeholder the Romanian State represented by SGG to add items on the agenda of the Shareholders' General Ordinary Assembly convened for February 28/29, 2024 it was approved the addition of the AGOA convening notice from February 28/29, 2024 with the following items: the appointment of 7 members of the Supervisory Board with a mandate length of 4 years starting on 01.03.2024 until 29.02.2028, establishing the remuneration for the members of the Supervisory Board and approving the mandate contract that shall be concluded with the members of the Supervisory Board;
- By unanimous agreement of Directorate members of the Company it was decided under the provisions of art 121 of Corporation Law no. 31/1990 republished with later amendments and additions for an AGA OPCOM ordinary meeting to take place between 14.02.2024-16.02.2024 with the following agenda: approving the remuneration due to OPCOM administrators, concluding addendums to mandate contracts of administrators and empowering a person to sign the addendums in the name of Opcom, appointing a provisional administrator at Opcom with setting the mandate length, the mandate contract shape, the remuneration as well as empowering a person from the shareholders' representatives in order to sign the mandate contracts in the name of the company- resolution no. 26/15.02.2024;
- Pursuant to art. 25 letter h) from the Articles of Association, the Company's Directorate has approved the following mandate for Opcom AGOA meeting convened for 26/27.02.2024 with the following agenda: approving the Global Strategy for OPCOM development for 2024 – 2026, the Revenue and Expenses Budget for the year 2024 and empowering the General Director of Opcom to perform registration and publishing procedures regarding this resolution in accordance with the applicable legal provisions - resolution no. 29/22.02.2024;
- By unanimous agreement of Directorate members pursuant to art.15 para (1) and art.25 letter g) and under the conditions set by the provisions of art.24 para 5 from the Articles of Association and of section 7 from Internal Rules, the Directorate convened the AGOA of Transelectrica for April 29/30, 2024 with the following agenda: the annual report regarding the financial – economic activity of Transelectrica, the Supervisory Board report regarding the managing activity for the year 2023, showing the Independent Auditor Reports on annual stand alone and consolidated financial statements, the approval of the company's stand alone and consolidated financial statements, of the profit distribution and gross dividend per share, the approval of the

establishment of reserves related to revenues generated from the allocation of transmission capacity on interconnection lines, discharge of the Directorate and Supervisory Board members for the financial year 2023, approving the remuneration report and showing the audit committee report and the risk management report with the Supervisory Board of Transelectrica related to year 2023 on internal control and significant risk management systems of the Company, approving the Remuneration Policy for executive and non – executive leading members of the Company updated on March 2024 – resolution no. 52/27.03.2024;

- Pursuant to art. 25 para. 1 from the Articles of Association, the Company's Directorate has approved the following mandate for AGOA Teletrans meeting convened for 28/29.03.2024 with the following agenda: approving the Revenue and Expenses Budget project for the year 2024 and the estimations for 2025 and 2026 – resolution 53/28.03.2024;
- Directorate members of the Company decided under the provisions of art 121 of Corporation Law no. 31/1990 republished with later amendments and additions for an AGA Smart ordinary meeting to take place on 28.03.2024 with the following agenda: approving the Revenue and Expenses Budget for the year 2024 and the estimations for 2025 and 2026 and actions to publish and register regarding AGA Resolution - resolution 54/28.03.2024;
- The Company agreed under the provisions of art 121 of Corporation Law no. 31/1990 republished with later amendments and additions for an OPCOM AGA to take place between 2 – 7.04.2025 having on the agenda the start of the selection and nomination procedure of OPCOM administration board members by properly apply the provisions of GEO 109/2011 on corporate governance of public enterprises with later amendments and additions - resolution 61/03.04.2024;
- The Company's Directorate accepted the commissioning for the objective –metering and data management systems for electricity measurement on wholesale market – 110 kV power station location Țuțora, Stanca, Huși, partly , 220/110.20 kV Târgoviște power station - resolution 64/03.04.2024;
- By unanimous agreement of its members the Directorate of the Company approved the addition on AGOA convening notice from April 29/30, 2024 on the request of the stakeholder the Romanian State represented by SGG with the following items on the agenda: ratification by AGA of the Supervisory Board decisions for the designation of the provisional members of the company's Directorate members, setting the general limits of remuneration and other advantages that shall be granted by the Company to Directorate provisional members including fix compensation and other advantages given, other advantages for Transelectrica Directorate members – resolution no. 70/12.04.2024;
- Pursuant to art. 25 para. 1 letter h) from the Articles of Association, the Company's Directorate has approved the following mandate for AGOA Formenerg meeting convened for 29/30.04.2024 with the following agenda: approving the nomination of the audit company Consult Group SRL as financial auditor of the company - resolution no.71/18.04.2024;
- The Company's Directorate accepted the commissioning at the end of assembly works for objective - metering and data management systems for electricity measurement on wholesale market for many locations of power stations – resolutions no. 77/24.04.2024, 84/10.05.2024, 102/27.05.2024, 109/03.06.2024, 112/05.06.2024;

- The Company's Directorate approves the attendance of the Company's representatives at CIGRE – CEO forum 2024 between August 25 – 30, 2024 – resolution no. 80/25.04.2024;
- Pursuant to art. 25 para. 1 letter h) from the Articles of Association, the Company's Directorate has approved the following mandate for AGOA of OPCOM on 27/28.05.2024 with the following agenda: approving the annual financial statements drawn up on 31.12.2023, the approval of the proposal of the net profit distribution on 31.12.2023, approval of the OPCOM administration board discharge for the financial exercise ended on 31.12.2023 and authorizing the general director of the company to sign all the necessary documents – resolution 93/24.05.2024;
- The Company's Directorate accepted the commissioning for the objective – 400 kV mobile cells lot 1 - C01 mobile cell for 400/200/110 Reșița power station - resolution 94/27.05.2024;
- It admitted the reception upon the end of construction works and related installations for - 400 kv Isaccea-Varna OHL and 400 kv Isaccea-Dobruja OHL connection in 400 kV Medgidia Sud station Step II –400 kV d.c. OHL connections in Medgidia Sud station, according to the commissioning minutes for many investment objective – resolution 101/27.05.2024;
- It approved the signing of the Memorandum of Understanding between the company and AzerEnerji JSC, Georgian State Electrosystem and MVM Energetika Zartkoruen Mukodo Reszvenytarsasag - resolution 103/27.05.2024;
- The Company's Directorate empowered Mr. Ștefăniță Munteanu, Chairman of the Directorate to represent the company as beneficiary of non-reimbursable European funds within Sustainable Development Program 2021 – 2027, Priority 4 –promoting the energy efficiency of smart energy systems and networks and reducing greenhouse gas emissions, specific objective RSO 2.3 Local Development of some energy systems, networks and smart storage systems outside trans-European energy network, the title of call Action 4.5 – smart energy systems and networks – resolution 110/04.06.2024;
- The Company decided under the provisions of art 121 of Corporation Law no. 31/1990 republished with later amendments and additions for an AGA Smart ordinary meeting to take place on 21.06.2024 having on the agenda the approval of contracts for two credit facilities from BCR, one for the financing of the current activity like financing the VAT related to investments and the second one, working capital for works per connection tariff, as well as other works, creating the guarantees related to the two facilities - resolution 115/20.06.2024;
- The Company's Directorate accepted the commissioning for the investment objective-refurbishment of transformation power station 400/110 kV Pelicanu- resolution 119/28.06.2024;
- The Company's Directorate accepted the reception of the commissioning of the objective – Expansion of the 400 kV Gura Ialomitei power station with two cells 400 kV OHL Cernavoda 2 and 3, equipment purchase, assembly and services – resolution no. 120/28.06.2024;
- The Company's Directorate decided to accept the reception of the commissioning for 21 integrated monitoring systems for the transformer units in the Company's power stations – resolution 121/28.06.2024;

- The Company's Directorate decided to accept the reception of the commissioning for the investment objective – refurbishment of 220/110/20 kV Baru Mare power station” – resolution 123/04.07.2024;
- By unanimous agreement of Directorate members of the Company it was decided that when the provisions of art. 121 of Corporation Law no. 31/1990 republished with later amendments and additions are met, an AGA OPCOM ordinary meeting shall take place with the following agenda: approval of the integral component of the Selection Plan for the appointment of members of the OPCOM Supervisory Board, registration and publicity formalities in connection with the AGA decision – resolution 128/05.07.2024;
- Pursuant to art. 5 para (1) and art 25 letter g) from the Articles of Association, the Company's Directorate called for Transelectrica AGEA meeting to take place on 12.08.2024 with the following agenda: approving for the Company to take part in the social capital of a new company, approval for purchase of legal services in order to carry on projects and transactions with an element of foreignness – resolution no. 130/09.07.2024;
- The Company agreed for when and where the provisions of art 121 of Corporation Law no. 31/1990 republished with later amendments and additions are met for an OPCOM AGA to take place with the following agenda: appointing the provisional administrators of the company, setting the mandate length, the mandate contract shape and the remuneration as well as empowering a person from the shareholders' representatives in order to sign the mandate contracts in the name of the company, appointing the Chairman of SB of OPCOM, registration and publicity formalities in connection with the AGA decision – resolution 140/23.07.2024;
- By unanimous agreement of Directorate members it was decided to add to the AGEA convening notice from August 12/13, 2024 at the request of the stakeholder Romanian State the following item:approval of RET Development Plan for 2024 – 2033 resolution no. 144/29.07.2024;
- It has approved for a contract between the company and TSO Cooperation Agreement for Market Coupling to be concluded with the purpose of performing the tasks arising from EU Regulation 2015/1222. For this Mr. Gheorghe-Cristian VIȘAN, DPE Director and Mr. Costel BUSCOVEANU, Manager PE are empowered to represent the Company in what concerns the signing of the contract – resolution no. 145/05.08.2024;
- The Company admitted the reception upon the end of the assembly works of online monitoring subsystems related to 400 kV București Sud – Pelicanu OHL , based on contract C676/2023 for the investment objective- optimizing the operation of 400 kV OHL existing in SEN used in interconnection and in power evacuation from Cernavoda nuclear power plant and the renewable energy plants in Dobrogea by installing on-line monitoring systems (Smart Grid type) according to the acceptance certificate upon completion of the installation works – resolution 146/06.08.2024.
- Pursuant to art. 25 para. 1 letter h) from the Articles of Association, the Company's Directorate has approved the following mandate for AGOA Formenerg meeting convened for 08.08.2024 having on the agenda the appointment of Formenerg provisional administrators with setting the mandate length, the mandate contract shape as well as empowering a person in order to sign the mandate contracts in the name of the company, the appointment of the Chairman of the Administration Board

of Formenerg, registration and publicity formalities in connection with the AGA decision – resolution no. 147/07.08.2024;

- It set the content of the Monitoring Commission for the implementation of Managing Internal Control System within the Company –resolution 155/20.08.2024;
- By unanimous agreement of Directorate members it approved for the document SHAREHOLDERS AGREEMENT to be concluded between the Company and AzerEnerji OJSC, Georgian State Electrosystem JSC and MVM Energy Private Limited Company, with the subject of establishing a Joint Venture type company with headquarters in Romania and empowered Mr. Ștefăniță Munteanu, CEO to represent the Company in what concerns the signing of the contract – resolution 158/02.09.2024;
- It decided for the company to adhere to the Standardization Association in Romania as collective member - ASRO and nominated Mr. Nicolae Vlăduț to represent the company within ASRO managing bodies of administration or control - resolution 160/05.09.2024;
- It admitted the reception at assembly works completion and the reception on commissioning for Augmented Reality system related to 400/110/20 kV Domnești power station and DigiTEL Innovation Hub according to reception minute on finishing the assembly works and the reception minute on commissioning - resolution 167/12.09.2024;
- It decided the acceptance of the final reception upon completion of construction and assembly works, equipment and technological installations for the objectives -400 kV Oradea – Bekescsaba OHL. Installation of a 100 MVar compensation coil in the 400 kV Oradea south substation. Telecommunications and tele transmission equipment for the 400 kV Oradea – Bekescsaba (completion of section 1-42), refurbishment of 400/110/20 kV Domnești station, installing Trafo T3 - 400/110 kV, 250 MVA in station 400/220/110/20 kV Sibiu Sud, 250 MVA primary trafo equipment + the related 400/110 kV cells, 400 kV mobile cells for connecting the BC in the 400 kV Bradu and Sibiu South stations according to the final acceptance report – resolutions 168/12.09.2024 and 169/12.09.2024;
- The Directorate of the Company admitted the reception upon the end of the assembly works of the online monitoring subsystems related to 400 kV Cernavodă – Constanța North OHL for the investment objective - optimizing the operation of 400 kV OHL existing in SEN used in interconnection and in power evacuation from Cernavoda nuclear power plant and the renewable energy plants in Dobrogea by installing on-line monitoring systems (Smart Grid type) according to the FINAL RECEPTION Minutes – resolution no. 172/25.09.2024.
- The Directorate of the Company admitted the reception for commissioning for the investment objective - metering and data management systems for electricity measurement on wholesale market on the following locations: 400/220/110/20 kV Târgu Jiu Nord power station , 400 kV SE Rovinari power station – partially, 220 kV CHE Mărișelu power station, 400 kV Gădălin power station, Platinum Olteni 2-4 headquarters, CET Borzești, CET Borzești Termo, 400/220/110 kV Arad power station, 400/220/110 kV Mintia power station, 400(220) kV Calea Aradului power station , 220/110 kV Săcălaz power station, 220/110 kV Timișoara power station – resolution 176/02.10.2024;

- It decided for an extraordinary AGA of Teletrans to take place on 14.10.2024 with the following agenda: approving the manner of distribution of the net profit related to financial exercise 2023, registration and publicity formalities in connection with the AGA decision – resolution no. 183/11.10.2024.

October – December 2024

- The Directorate of the Company authorized Mr. Ștefăniță Munteanu, Directorate Chairman to sign all the documents necessary for the declaration in accordance with provisions of art. 56 of Law 129/2019 with later amendments and additions that the real beneficiaries of the Company are: Ștefăniță MUNTEANU, Cătălin-Constantin NADOLU, Vasile Cosmin NICULA, Victor MORARU și Florin Cristian TĂTARU, as Directorate members – Resolution 184/21.10.2024;
- Pursuant to art. 25 letter h) from the Articles of Association, the Directorate of the Company convened the OPCOM AGOA meeting on 25.10.2024 (first call)/ 28.10.2024 (second call) having on the agenda: the approval of the correction of OPCOM Revenue and Expenses Budget for 2024, registration and publicity formalities in connection with the AGA decision – resolution no. 186/22.10.2024;
- The Company authorized Mr. Cătălin-Constantin NADOLU, Directorate member to represent the Company as Partner within dual education consortium, with Politehnica Bucharest University as a consortium leader for the project implementation – dual campus Politehnica Bucharest within PNRR IV PILLAR: Policies for the new generation, Component C15; Education, reform 4; creating a complete professional route for high technical education, Investment 6; Developing at least 10 regional consortiums and endowing at least 10 integrated professional campuses – resolution no. 192/28.10.2024;
- The Directorate of the Company authorized Mr. Ștefăniță Munteanu, Directorate Chairman to represent the Company as Beneficiary in the financing contract 276/03.10.2019 (C883/03.10.2019) - 400 kV d.c. Gutinaș – Smârdan OHL within the financing program POIM, O.S.: 8.1. The increase of SEN capacity to take the energy generated from regenerable sources- resolution no. 193/28.10.2024;
- The Directorate of the Company decided to convene Transelectrica AGOA for 9.12.2024 (first call)/ 10.12.2024 (second call) according to convocation project which has on the agenda: approval of purchase by the Company of legal assistance services and representation in courts of law in order to defend the interests of the Company in the case of file 28414/3/2024, showing the semestrial report of the Supervisory Board of Transelectrica on administration activity (January – June 2024), information regarding commitments that involve important obligations of the Company with a value higher than 5 mil euro – resolution no. 204/04.11.2024;
- The reception for the commissioning of investment project Metering and data management systems for electricity measurement on wholesale market was admitted - final commissioning according to Minutes registered with no. 51785/25.10.2024 – Resolution no. 206/06.11.2024;
- By unanimous agreement of Directorate members of the Company it was decided for an AGA OPCOM ordinary meeting to take place when and where the provisions of art 121 of Corporation Law no. 31/1990 republished with later amendments and additions are met pursuant to art 25 para 1 letter h) of Articles of Association with the following mandate: AGA ratifies the Expectations Letter (annex to SGG Order

559/4.06.2024) as integrated part in the Full Component of Selection Plan for nomination of OPCOM SB Members as approved by AGA resolution no. 8/8.07.2024 – resolution 207/12.11.2024;

- The Directorate of the Company decided to have a Teletrans AGOA meeting on 13.11.2024 on the Company's headquarters with the following agenda: appointing the administrators, setting the mandate length, the contract draft and remuneration of administrators as well as authorizing a person in order to sign the mandate contract in the name of the company with the new administrators, nomination of SB Chairman, the registration and publicity formalities in connection with the AGA decision – resolution no. 208/12/11/2024;
- It convened AGOA of Transelectrica on 30/31.12.2024 with the agenda: information regarding commitments that involve important obligations of the Company with a value higher than 5 mil euro – resolution no. 211/28.11.2024;
- Through unanimous agreement of the Directorate members it was finalized the management component of the Company's Administration Plan after the negotiation with Supervisory Board and was sent to Supervisory Board for approval – resolution 212/6.12.2024;
- It approved that the contracts Amendment no.1 to Agreement on Congestion Income Re-Distribution across Capacity Calculation Regions due to active allocation constraints on Poland's interconnectors following implementation of Core Flow Based Market Coupling and Agreement on Congestion Income Re-Distribution across Capacity Calculation Regions due to Nordic Advanced Hybrid Coupling following implementation of Nordic Flow-Based Market Coupling to be concluded by the Company and it authorized Mr. Gheorghe-Cristian VIȘAN - DPE director and Mr. Costel BUSCOVEANU – manager Energy Markets Department (DPE) to represent the Company in what regards the signing of the contracts – Resolution no. 213/09.12.2024;
- It decided to have a Teletrans AGOA meeting on 9.12.2024 on the Company's headquarters with the following agenda: appointing two provisional administrators of the subsidiary, setting the mandate length, the mandate contract draft and remuneration as well as authorizing a person to sign – Resolution no. 214/9.12.2024;
- The final reception was admitted for the investment objective – 400 kV mobile cells for the BC connection in the 400 kV Bradu and Sibiu South stations – 400 kV mobile cell for 400/220/110/20 kV Bradu station, according to final reception minute for the investment objective - Resolution no. 216/11.12.2024;
- It approved the maximum prices for the purchase of reactive energy system service related to voltage regulation in the transmission network – resolution no. 218/12.12.2024;
- It was admitted the reception on assembly work completion and the commissioning for investment objective - increase of energy transmission 220kV Stejaru – Gheorgheni – Fântânele OHL - contract no. C254/2021 STT Bacau area, STT Sibiu area – resolution no. 224/17.12.2024;
- The Directorate of the Company decided to establish a limited liability company together with the other partners Azerenerji Open Joint Stock Company, JSC Georgian State Electrosystem and MVM Energy Private Limited Liability Company, with the headquarters in Romania, organized and operating according to the

Romanian Law under the name - GECO Power Company – Green Energy Corridor Power Company - resolution no. 226/17.12.2024;

- The Directorate of the Company decided to have an OPCOM AGOA meeting on 20.12.2024 on the subsidiary headquarters with the following agenda: setting the mandate length, the contract body and the administrators' remuneration as well as the authorization of a person to sign the mandate contracts in the name of the company with the new administrators, the nomination of SB chairman, registration and publicity formalities in connection with the AGA decision – resolution no. 234/20.12.2024;
- It decided to have an OPCOM AGOA meeting on 23.12.2024 on the subsidiary headquarters with the following agenda: the nomination of administrators, setting the mandate length, the contract body and the administrators' remuneration as well as the authorization of a person to sign the mandate contracts in the name of the company with the new administrators, the nomination of SB chairman, registration and publicity formalities in connection with the AGA decision – resolution no. 235/20.12.2024;
- The Directorate of the Company decided to have an Formenerg AGOA meeting on 23.12.2024 on the subsidiary headquarters with the following agenda: the nomination of administrators, setting the mandate length, the contract body and the administrators' remuneration as well as the authorization of a person to sign the mandate contracts in the name of the company with the new administrators, the nomination of SB chairman, registration and publicity formalities in connection with the AGA decision – resolution no. 238/23.12.2024;
- The Directorate of the Company decided to have an Smart AGOA meeting on 23.12.2024 on the subsidiary headquarters with the following agenda: the nomination of administrators, setting the mandate length, the contract body and the administrators' remuneration as well as the authorization of a person to sign the mandate contracts in the name of the company with the new administrators, the nomination of SB chairman, registration and publicity formalities in connection with the AGA decision – resolution no. 239/23.12.2024;
- It approved for the company to conclude the contract Framework Agreement for Consultancy Services, between TSO from Europe and Joint Allocation Office SA (JAO) and it authorized Mr. Gheorghe-Cristian VIȘAN - director DPE and Mr. Costel BUSCOVEANU – manager Energy Markets Departament (DPE) to represent the Company in what regards the signing of the contracts – Resolution no. 240/23.12.2024;

V. CONCLUSION OF THE REMUNERATION AND NOMINATION COMMITTEE

The remuneration and nomination committee values the fact that Mr. Florin Cristian Tătaru fulfilled his mandate contract duties in a rigorous, professional manner with a strong strategic vision.

Therefore, the Committee assesses that the activity carried on during the year 2024 was positive, bringing a direct contribution to the strengthening of the Company's position.

VI. ASSESSMENT OF MANDATE CONTRACT PERFORMANCE

During the year 2024 the Directorate member performed the mandate contract in an exemplary manner, standing out through managerial rigor, strategic coherency and a permanent orientation towards sustainable results.

Performing the mandate integrated also a substantial innovation component with an accent on the digitalization of the processes and automatization of repetitive actions as well as on transforming the organizational culture in one oriented towards performance, transparency and responsibility. Thus, the reporting to Supervisory Board, to tutelary public authority (General Secretariat of Government) and to AMEPIP was made on a regular basis with a high accuracy and with transparency.

Moreover, Mr. Florin Cristian Tătaru showed irreproachable ethical conduct, with strict compliance with all legal provisions, corporate governance norms and institutional representation responsibilities. The relationship with the managing bodies was characterized by a constructive dialogue and a functional colaboration in the general benefit of the Company.

VII. CONCLUSION REGARDING THE PERFORMANCE OF MANDATE CONTRACT

At the end of the analysed period the performance of the mandate contract of the Directorate member for the year 2024 can be qualified without reservations as efficient and coherent.

The obtained performances exceeded the financial area where the numbers show a sustainable positive evolution and aimed a structural transformation of the manner in which the company operates in relation with the external environment, the European partners, the national authorities and especially the direct beneficiaries of services.

The Directorate member has equally proved a capacity for resources mobilization with a notable efficiency, succeeding to line up the external partners, support structures and operational teams around major objectives of the company.

In conclusion, the remuneration and nomination committee recommends the positive assessment for the year 2024 of the Directorate member Florin Cristian Tătaru in the year 2024, from the perspective of the proven performance and of the results gained in the operational and strategic plan and from the mandate contract performance.

The Remuneration and Nomination Committee
Chairman
Alexandru - Cristian VASILESCU