



Societate Administrată în Sistem Dualist

The National Power Grid Company Transelectrica
2-4 Olteni Street Bucharest, District 3, 030786, Romania
Trade Register Number J2000008060404, Single Registration Code 13328043
Phone +4021 270 04 53, Fax +4021 303 56 10
Share capital subscribed and paid: 733.031.420 lei www.transelectrica.ro

Registering no. 28727/15.07.2025

Annual information on gender balance, according to art. 109⁶ of Law no. 24/2017 on issuers of financial instruments and market operations

In application of the provisions of **art. 109⁶ of Law no. 24/2017 on issuers of financial instruments and market operations**, with subsequent amendments and completions ("Law no. 24/2017"), we hereby submit to you **the situation of gender representation within the management bodies of the Romanian Power Grid Company "Transelectrica"-SA, a company managed in a dual system, as of June 30, 2025:**

Administrators	Total number of members	Men	Women	% women
executives (members of the Board of Directors)	5	5	0	0 %
non-executives (members of the Supervisory Board)	7	6	1	14,28 %
Total members of the management bodies	12	11	1	8,33 %

By reference to the objectives established according to **art. 109³ of Law no. 24/2017:**

Criterion	****
a) members of the underrepresented sex must hold at least 40% of non-executive director positions	- unattainable (14,28 %)
b) members of the underrepresented sex to hold at least 33% of all director positions, both executive and non-executive directors	- unattainable (8,33 %)

1. Specific factual and legal aspects affecting the selection of members of the Company's management bodies

The company is a public enterprise pursuant to Emergency Ordinance No. 109/2011 on the corporate governance of public enterprises, as subsequently amended and supplemented ("OUG No. 109/2011"). From this perspective, the selection procedure for the members of the Supervisory Board is carried out at the level of the tutelary public authority (General Secretariat of the Government) with the involvement of the Agency for Monitoring and Evaluation of the Performance of Public Enterprises.

During July 2023, the General Secretariat of the Government, as a public guardianship authority, launched the recruitment and selection procedure for candidates for nomination for appointment as members of the Supervisory Board, in accordance with the provisions of O.U.G. no. 109/2011 and subsequent regulatory acts. The recruitment and selection process resulted in the appointment of members of the Supervisory Board with a term of office of 4 years, starting with 01.03.2024 and ending with **29.02.2028**, by virtue of the Decision of the General Meeting of Shareholders no. 1/28.02.2024.

Subsequently, the selection of candidates for the position of member of the Directorate, initiated on June 25, 2024, was completed on September 30, 2024 by appointing the members of the Directorate for a term until **February 29, 2028**.

Thus, the recruitment and selection procedures of the members of the Supervisory Board and of the members of the Company's Management Board were carried out and completed prior to the entry into force of Law no. 11/2025 amending and supplementing Law no. 24/2017.

We would like to point out that the selection procedures of the management bodies within CNTEE Transelectrica S.A. were carried out in compliance with the principles of equal opportunities, without imposing restrictions that would limit gender diversity¹.

2. Measures to be taken

Given the specific aspects specified above, in order to comply with the legal requirements from the perspective of gender representation within the management bodies, the Company will inform the public guardianship authority regarding these requirements. On the other hand, we are considering the development and assumption at the Company level of a Nomination Policy that will also take into account the objectives established according to art. 109³ of Law no. 24/2017.

3. Availability and transparency

The annual corporate governance statement Apply or Explain shall also include these data in accordance with art. 109⁶ para. (3) of Law no. 24/2017

Directorate				
Chief Executive Officer	Directorate Member	Directorate Member	Directorate Member	Directorate Member
Ștefăniță MUNTEANU	Victor MORARU	Cătălin-Constantin NADOLU	Vasile-Cosmin NICULA	Florin-Cristian TĂTARU

¹ see example recruitment documents, namely the Profile of the CNTEE Transelectrica SA Directorate final.pdf, the Selection Plan - integral component.pdf, public documents on the TEL website