



Transelectrica®

Societate Administrată în Sistem Dualist

Compania Națională de Transport al Energiei Electrice
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No.55097/08.12.2025

Supervisory Board

Note

Regarding the approval by the Shareholders' General Assembly of the key performance indicators resulted from the Administration Plan of Transelectrica, approved by AGOA resolution no. 1/2025 as a result of the provisions of Law no. 158/2025 to amend and complete G.E.O. 109/2011

On February 28, 2024, the Shareholders' General Assembly approved the nomination of Supervisory Board members with 4 years duration, starting 01.03.2024 until 29.02.2028, and on 30.09.2024 the Supervisory Board nominated according to provisions of G.E.O. 109/2011 with later amendments and additions the Directorate members of the Company with a mandate starting 03.10.2024 until 29.02.2028.

On 06.12.2024 Supervisory Board approved the Administration Plan including the management component of the National Power Transmission Company in its integrity.

On 10.12.2024 the Agency for Monitoring and Assessing the Performance of Public Enterprises gave a favorable opinion to key performance indicators resulted from the Administration Plan, according to article 30 paragraph (3) of G.E.O 109/2011 regarding corporate governance of public enterprises, with later amendments and additions. On January 15, 2025 by AGOA resolution no. 1, the key performance indicators were approved.

The publication in the Official Gazette of Romania of the Law number 158/17.10.2025 which alters G.E.O. 109/2011 regarding corporate governance of public enterprises, sets according to article 2, item 19, that " the key performance indicators - *ICP* - mandatory key performance indicators, *foreseen in annex to mandate contract; for a balanced approach of performance assessment and of variable component, ICP percentages, which added represent a percentage of 100 % are established according to the model below:*

- 50-75% financial *ICP*;

- 25-50% non- financial *ICP* - operational, specific to public enterprise, including indicators through which the degree of reaching the public and economic policy of the government is measured, the European policies objectives incident to the activity field of public enterprise, the sectorial objectives of the tutelary public authority;"

Through note no. 1029 from 09.12.2025 of the Agency for Monitoring and Assessing the Performance of Public Enterprises, registered in Transelectrica with no. 55320 from 09.12.2025

the compliant notification for the financial and non-financial key performance indicators resulted from Administration Plan 2024-2028, approved by AMEPIP by compliant notification number 33/28.01.2025 was issued.

Taking into consideration the unique and complex character of the operations developed at Transelectrica's level as well as the legislative changes occurring by amending G.E.O 109/2011 by law 158/2025, we submit to Shareholders' General Assembly approval the attached key performance indicators resulted from Administration Plan, initially approved by AGOA resolution no. 1/2025, changed as a result of the provisions of Law 158/2025 to amend and complete Government Emergency Ordinance number 109/2011 and the empowerment of Government General Secretariat representative in the Shareholders' General Assembly to sign in the name of the Company the addendums to mandate contracts with the people appointed as members of Supervisory Board by AGOA resolution no. 1/28.02.2024.

Chairman

Supervisory Board

Cătălin Andrei DASCĂL