



Transelectrica®
Societate Administrată în Sistem Dualist

The National Power Grid Company Transelectrica
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Supervisory Board
Remuneration and Nomination Committee

ASSESSMENT REPORT FOR THE ACTIVITY OF THE DIRECTORATE MEMBER of National Power Transmission Company Transelectrica for the period 01.01.2025 – 31.12.2025

I. GENERAL DATA

Name: Cătălin-Constantin NADOLU

Position: Directorate Member

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

Legal ground: G.E.O. 109/2011 regarding corporate governance of public enterprises with later amendments and additions, art 36 para (5) in accordance with the Supervisory Board resolution number 25/15.04.2026.

II. THE OBJECTIVE OF THE ASSESSMENT PROCESS

The purpose of the assessment process is to appreciate the manner in which the 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. 26154 from May 15, 2026 of Directorate Member for the year 2025, Financial Statements of the year 2025, the achievement degree of key performance indicators from the mandate contract no. 893/3.10.2024 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:

- a. Objectivity and impartiality – by using verifiable data and multiple sources;
- b. 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 the Directorate Member.

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

- a. the achievement degree of key performance indicators 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 regarded the following dimensions:

- a. the quality of the management process and 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

| Indicator name / Calculation formula | | 2024 | 2025 | 2026 | 2027 | 2028 |
|--|---|---------------|-----------------|-------|-------|-------|
| FINANCIAL INDICATORS | | | | | | |
| 1. Capital expenditure rate (%) | <i>Capital expenditure × 100 / Total assets</i> | 5.57% | 6.48%* | 5.57% | 5.57% | 5.57% |
| 2. Performing PAI (% from the Plan approved by SGA) | <i>Investments achieved × 100 / Planned investment plan</i> | 91% | 104.91%* | 91% | 91% | 91% |
| 3. Dividends payment rate (%) | <i>Paid dividends × 100 / Net profit distributed</i> | 50% | - | 50% | 50% | 50% |
| 4. Current liquidity rate | <i>Current assets / Current debts</i> | 1.04 | 1.13* | 1.04 | 1.04 | 1.04 |
| 5. Asset turning rate | <i>Net turnover × 100 / Average value of all assets</i> | 0.52 | 0.52* | 0.52 | 0.52 | 0.52 |
| 6. Return on assets (ROA) (%) | <i>Net Profit × 100 / Average value of all assets</i> | 2.05% | 3.37%* | 2.05% | 2.05% | 2.05% |
| TOTAL OF FINANCIAL INDICATORS share | | 75.00% | 75.00% | | | |

| NON-FINANCIAL INDICATORS | | | | | | |
|---|---|--------|----------------|--------|--------|--------|
| 1. PAM achievement (%) | <i>Achieved maintenance activities ×100 / Planned activities in annual PAM</i> | 90% | 97%* | 90% | 90% | 90% |
| +2. Average number of training hours/employee | <i>Total number of training hours / Total number of employees</i> | 18.00 | 22.82* | 18.00 | 18.00 | 18.00 |
| 3. Number of trainings in safety field | <i>Total number of trainings in safety field performed during the year</i> | 5.00 | 5.00* | 5.00 | 5.00 | 5.00 |
| 4. Number of gatherings, Directorate Committee | <i>Number of meetings of Directorate committee held during the reporting year</i> | 38 | 66* | 38 | 38 | 38 |
| 5. Electrical energy internal consumption (MWh) | <i>Electrical energy internal consumption</i> | 46,400 | 46,204 | 46,400 | 46,400 | 46,400 |
| NON – COMMERCIAL INDICATORS | | | | | | |
| TOTAL OF NON- FINANCIAL AND NON-COMMERCIAL INDICATORS 25.00% share | | | 22.,00% | | | |
| DIRECTORATE TOTAL INDICATORS | | | 97.00% | | | |

Cătălin-Constantin NADOLU has ensured the coordination of the following organizational entities during the year 2025:

- OMEPA Metering Division;
- Energy Markets Division;
- Classified Information and Critical Infrastructure Division
- Logistics, Administrative and Heritage Division
- Public Relations and Communication Department
- Integrated Management Division

Energy Markets Division (DPE)

The Energy Markets Division represents one of the structures with the highest degree of operational and regulatory complexity within the Company, through the multitude of markets managed and the obligations arising from Transelectrica's status as transmission and system operator, balancing market operator, administrator of the support scheme through green certificates and administrator of the support scheme through contracts for difference.

During the year 2025, Energy Markets Division has worked with four main services: market development activity, transmission market service, administrated markets service, and customer relationship service, the last one including the CPT office, cogeneration office and green certificate and contracts for difference service.

Allocation of interconnection capacities and coupled markets

DPE managed in 2025 a number of 202 interconnection capacities allocation contracts, managing the financial guarantees related to all the contracts where the capacity is actually allocated. The annual collaboration agreement for the interconnection capacities with Ukrenergo (Ukraine) was agreed and signed and the Intraday Allocation Rules were agreed upon with Ukraine, by starting the intraday allocation capacity for 2026. ANRE has approved the Specific annexes for bidding areas Romania – Ukraine and Romania –Serbia to the Harmonized rules for the allocation of long-term transmission rights (HAR). The first bid through JAO was organized in December 2025 for the border Romania – Ukraine. The capacity allocation was achieved by bid for the borders RO-UK, RO-S and RO-MD, through DAMAS platform.

Transelectrica actively participated in the working teams related to the PZU and intraday market coupling projects, within the MCSC, MSD, OPSCOM, Core SG, Core JSC, Core MaWG and IDA working groups. In August 2025, the second OPEED in Romania, the Romanian Commodity Exchange, was successfully integrated into the intraday trading platform. The company is part of the Core CCR, SEE CCR, CE CCR and EE CCR capacity calculation regions, according to the ACER decision of December 16, 2025. Participation was sought in the BZRRs working groups on the revision of bidding zones in Central Europe and in the regional project for the integration of Ukraine and Moldova into SDAC and SIDC, with an estimated implementation date of the end of 2026.

Transmission and settlement market

It aimed to manage contracts for the provision of electricity transmission services and system services at the SEN level, to carry out monthly settlements of services provided, to determine and bill reactive energy of consumers directly connected to the RET, to track and collect receivables, to manage contracts for cross-border exchanges with non-EU countries and to implement the ITC mechanism for compensating for the effects of using electricity transmission networks for electricity transit at regional level.

Administrated markets

The Administrated Markets Service managed in 2025 166 active PRE Agreements out of 1,796 registered PRE Agreements, 35 PPE Agreements and 127 Contracts for congestion management outside the balancing market

29 contracts for balancing capacities procurement and **7 procurement contracts** for frequency stabilization reserve were carried on. At the level of high efficiency cogeneration support scheme, there have been **20 contracts** carried on with the producers and **182 contracts** with contribution payers.

Green certificate and contracts for difference

The green certificate and contracts for difference service has managed the Register of Beneficiaries of the Green Certificate Support Scheme with **843 registered accredited economic operators and issued in year 2025, 20,000,000 green certificates** for the electrical energy from renewable sources. Two CfD (contract of difference), CfD II and CfD III bids were carried out and completed with **3,066 MW allocated** within CfD bids during 2025, including the assessment of the eligibility of applicants, notifying the results and executing the tender guarantees.

OTC procurement and expenses management

It has aimed the efficient management of the procurement activity of energy necessary to cover own technological consumption. In 2025, 60 bids were submitted on the markets managed by OPCOM and BRM, using a continuous strategy of analyzing energy markets and establishing efficient trading strategies. The result was **a reduction in expenses by about 10% compared to the previous year**, fitting the approved BVC (budget of income and expenditure). 15-minute granularity was introduced on the Day-Ahead Market and the Intraday Market. The opportunity to implement software solutions for automating trading on the intraday market was analyzed, in order to optimize processes and reduce the risk of human error.

2026 challenges and prospects

The main identified challenges for 2026 aim at keeping the high standards in relationship with the partners and the market operation without complaints, ensuring the energy necessary for OTC for the year 2027 and the automation of the trading process on PZU and intraday market under safety and flexibility conditions.

OMEPA Metering Division

To what concerns the OMEPA Metering Division activity, in year 2025 it aimed at ensuring the operation under conditions of safety, continuity and compliance with of strategic activities related to energy metering for energy wholesale market, monitoring the energy quality at the level of the energy transmission network and the exploitation of remote metering and monitoring systems managed by the Company.

The activity carried out was achieved in accordance with the provisions of applicable national and European legislation, the Electricity Metering Code, the RET Technical Code and the relevant ANRE regulations, contributing to maintaining the Company's essential functions in relation to electricity market participants and relevant operators of the National Electricity System.

Within the operational activities carried out by the division, the administration of the electricity metering platform for the wholesale market, the collection, processing and aggregation of metering data, as well as their transmission and publication to market participants and interested entities were ensured. At the same time, the operation and maintenance of the measurement equipment and remote metering systems in the power stations of CNTEE Transelectrica SA and in the locations of third parties was ensured, including by fully implementing the preventive and corrective maintenance programs with our own forces. The activity carried out contributed to reducing downtime and increasing the operational safety of the systems in operation.

An important element developed in 2025 was the continuity in implementing the digitization projects financed by Modernization Fund related to the contract regarding energy transmission network digitization by implementing the online systems for metering data management and for energy quality monitoring. In this context it aimed at carrying on the project 'Power Quality Monitoring System (PQMS)', including the attendance of DM OMEPA specialists to technical approval steps, FAT and SAT testing, installation and commissioning of the related equipment and informatics platforms. 70 % of the value of the investment component related to contract C360 /2024 was achieved by the end of year 2025, the value of 15,852,024 RON being executed from the Annual Investment Plan related to year 2025. It also monitored the implementation and operation of the Electricity Metering and Measurement Data Management System on the Wholesale Market (SCMPA), put into operation in 2024 and currently in the warranty period, a system developed as part of the digitalization project financed by the Modernization Fund. At the same time, the cyber security requirements related to the implemented systems were taken into account, with security audit sessions being carried out for the SCMPA system and similar stages being foreseen for the PQMS system after the completion of the works.

In the field of metrology, it aimed to ensure the performance of metrological verification activities through the Company's authorized laboratories and maintain their compliance with legal requirements and applicable standards. In 2025, the authorizations of metrology laboratories and metrological verifiers were re-evaluated and renewed, as well as the approvals necessary for the performance of

specific activities. Moreover the internal audit carried on at metrology laboratories confirmed the suitable implementation of the management system according to standard SR EN ISO /CEI 17025:2018 and the efficient operation of related processes.

Within the current activity, DM OMEPA specialists were involved in all stages related to the projects of refurbishment, modernization and expansion of electrical stations, including the development and analysis of technical documentation, issuing technical approvals for connection, carrying out contracts, performing works and participating in the FAT, SAT and PIF stages. At the same time, the annual program of verification and testing in installations for the subsystems managed by the division was fully implemented.

From the analysis of the activity carried out in 2025, it results that the technical failures recorded in the systems under the management of DM OMEPA did not lead to the interruption of the activity of the division and were not repetitive after their remediation. I believe that these results reflect an appropriate management of the operational activities, maintenance and risk management processes associated with the systems managed by the department, contributing to increasing the degree of safety and operational stability of the infrastructure related to the measurement and monitoring activities within the RET.

Integrated Management Division

Regarding the activity of the Integrated Management Division, during 2025 it aimed to maintain an integrated framework of coordination, control and compliance at the Company level, considering the role of the DMI as a support structure for the functioning of all other divisions of Transelectrica. The Division's activity targeted the areas of occupational health and safety, quality management, environmental protection, risk management, internal managerial control, internal ISO audit, occupational medicine and psychological assessment.

The specific objectives of DMI were fulfilled in year 2025, namely, keeping the ANRE license no. 2706/02.12.2025, keeping the employees' health and security, keeping a clean environment and unpolluted, keeping under control the human and operational risks, ensuring a high level of quality of processes and of Company's organization, as well as maintaining a high level of coordination and control on the grounds distributed to the division.

A central element of the activity was maintaining the certification of the Integrated Quality, Environment, Safety and Occupational Health Management System, a mandatory requirement for maintaining the ANRE license. Following the external supervision audit II, there have been maintained the certifications related to quality management system SR EN ISO 9001:2015, the environment management system according to SR EN ISO 14001:2015 and occupational health and safety management system according to SR EN ISO 14001:2023.

Documents necessary for the operation of the integrated system were developed and implemented, including the Program of Measures for the Analysis of the Effectiveness of the Integrated Management System, the SMI Objectives for 2025, the Report on the Operation of the Integrated Management System in 2024, as well as the permanent monitoring of the operational and system procedures related to the Company's processes and activities. At the same time, the system procedure for the development of documented procedures was revised, in order to improve the unique way of initiating, developing, verifying, approving documented procedures at the Company level.

In the field of occupational health and safety, the aim was to maintain a preventive and compliant framework, oriented towards eliminating work accidents, maintaining the health of the staff and ensuring the necessary conditions for carrying out the activity safely. SSM training topics were drafted for all categories of staff, risk sheets were developed for new employees, occupational medicine activity was carried out and voluntary health insurance contracts for the Company's staff were managed.

It was also aimed at fulfilling the Safety and Occupational Health Management Program, including by the coordination of mutual procurement of individual equipment for protection, making monthly, quarterly, annual reporting, improving the 2025 budget, fitting in the limits approved by BVC, the substantiation of financial resources needed for the year 2026. In this framework the contract regarding

the collecting and removal of medical waste, performance assessment of refurbished installations on professional risks and voluntary health insurance for the Company's personnel were carried on.

In the area of environment protection, the aim was to hold a clean and unpolluted environment at the level of the company, by implementing the environmental management program, the monitoring of used waters, monitoring the emissions of pollutants into the atmosphere and the assessment of the compliance with the legal applicable criteria. The contracts regarding the monitoring of used waters in the electrical transmission/connection stations and the headquarters of the Company as well as the contract regarding the evaluation of the influence of RET installations on the quality of air by monitoring the emissions of pollutants into the atmosphere were carried out.

At the same time, mandatory reports were made to the competent authorities, including reports to the Environmental Fund, the National Environmental Protection Agency, the National Institute of Statistics, the Ministry of Environment, Waters and Forests, as well as reports through the SIM electronic system on waste and packaging management and statistics. The necessary data for the National Greenhouse Gas Emissions Inventory 2026 and the Approximate Greenhouse Gas Inventory 2025 were collected and transmitted.

In risk management field, the implementation level of standard 8 – risk management -was pursued by issuing the documents related to identification, administration, decreasing and holding under control of the risks at the company's level.

In 2025, the Company-wide Risk Register, the Control Measures Implementation Plans for significant, high and medium risks, the report on the preparation of the Risk Register and the Measures Plan, the prioritization of significant risks, risk summaries at the Executive and branch levels, information on the implementation of the risk management process, the risk management policy statement and the decision on the risk management team were drawn up. Also, the high risks at the Company level were permanently monitored and certain risks were reanalyzed, at the request of the Supervisory Board.

To what concerns the quality of processes and the organization of the Company, the issuance of the documents specific to the Integrated management system analysis made by the management, the update of the providers list accepted by Transelectrica and the issuance of the Company's SMI processes map with the purpose of highlighting the functional connections between organizational entities, internal processes and the related operational or system procedures were pursued.

At the same time, DMI participated, through its specialists, in project teams and reception committees for investment and maintenance works, as well as in the development of viewpoints for documentation subject to CTES pre-approval and approval, in the areas of quality, environment, occupational health system and risk management.

In the field of internal managerial control, the aim was to increase the level of implementation of internal managerial control standards, by developing the Internal Managerial Control System Development Program, its revision, the Business Continuity Management procedure, the Business Continuity Plan and monthly reports to the competent structures. Reports were also submitted to the General Secretariat of the Government on the status of implementation and development of the internal managerial control system, the report on the internal managerial control system and the summary of the self-assessment results.

Regarding the internal audit of the Integrated Management System, the aim was to achieve the SMICMSSM Internal Audit Program for the year 2025 through the evaluation of the standard requirements at the level of many organizational entities from the executive and subsidiaries. The audit was completed by internal audit reports with improvement recommendations, followed by their implementations stage. The centralizing registry of the measures taken after the internal audit sessions in digital shape was also maintained.

An important role of DMI in 2025 was represented by the contribution to the Company's non-financial and sustainability reporting. The division ensured the coordination and provision of relevant information regarding environmental impacts, occupational health and safety, risk management and sustainability indicators, contributing to the development of the 2024 Annual Sustainability Report, the 9-month reporting for the 2025 Annual Sustainability Report on the platform of the external auditor Deloitte, as well as to the non-financial reporting - Sustainability Statement.

It also sought to integrate climate change issues into the specific objectives of DMI, through monitoring and reporting activities on environmental factors, measurements of air quality, gas emissions and wastewater, as well as by integrating environmental, quality and OHS requirements into the documentation related to investment projects intended for connection to the SEN and integration of renewable sources. Through these activities, DMI contributed to aligning the Company with European requirements regarding sustainability, taxonomy of economic activities, non-financial reporting and environmental protection.

The objectives assumed by PAAS in 2025 were 100% achieved, being carried out the contracts on collecting and removing medical waste, refurbished installation performance evaluation on professional risks, voluntary health insurance for the company's personnel and the monitoring of waste waters in the company's electrical stations and headquarters.

Regarding the difficulties encountered, it was taken into account that, starting with 2025, the development of the Sustainability Report required an additional workload for some of the DMI staff, especially for specialists in the environment, occupational health and safety and risk management areas. At the same time, the quality management activity at Bacău branch was ensured by a DMI employee with additional responsibilities. In this context, the need to analyze the possibility of increasing the level of remuneration was highlighted, given the strategic role of employees within DMI, the complexity of the activities carried out and the reduced number of staff.

Overall, the activity of the Integrated Management Division in 2025 contributed to maintaining the Company's compliance with legal, regulatory and standardization requirements, strengthening the integrated management system, maintaining control over risks, protecting the health and safety of the personnel, monitoring the environmental impact and supporting sustainability reporting and strategic objectives of Transelectrica.

Logistics, Administrative and Heritage Division

To what concerns the activity of the Logistics, Administrative and Heritage Division the aim during 2025 was to ensure a logistics, administrative, heritage and technical functional framework necessary for the development of the activity of the executive, the national dispatching center and the related support structures. The activity had a complex component aiming both at managing the heritage of the company and the goods owned, used or leased as well as managing the administrative services, the parking, the insurance contracts, the technical infrastructure of real estate and the support activity necessary for the current operation.

In the heritage area, the Heritage Service was intended to ensure the management, coordination and approval of activities regarding land, buildings, equipment and goods belonging to the public or private domain of the state, owned, administered or under concession by the Company. The activity aimed at updating the technical and legal situation of patrimonial assets, administering the database regarding the state's public domain, managing the Leasing contract no.1/2004, coordinating the processes of inventory, valorization, transfer, decommissioning or modification of the legal regime of assets, as well as supporting the cadastral and evaluation procedures necessary for a compliant and efficient administration of the heritage.

In 2025 the Heritage Service started and completed the documents and contracts assumed by PAAS, including contract no. C848/18.09.2024 regarding the issuance of topographic and cadastral documentation, the contract C1234/17.01.2025 regarding assessment services for equipment and contract C2599/02.12.2025 regarding the assessment of the asset garage located in Putul de Piatra street no.11A. At the same time, steps were taken to clarify the legal situation related to the space located in the basement of the building in Bucharest Putul de Piatra street no.11A through cadastral rectifications,

seizures and entries in the land register, in order to correlate the legal records with the real situation of the building.

The aim was also that the heritage activity shall be correlated with the objectives of the administration plan by unitary application of the provisions regarding the administration of goods from the public and private domain of the state, update of the topographic and cadastral documentation and of assessment, clarifying the legal situations with a potential heritage risk and monitoring the contracts specific to the field. Through these steps, the Heritage Service contributed to reducing the risks of non-compliance, consolidating heritage records and ensuring a coherent framework for managing the Company's assets. Regarding the activity of the Car Service, the aim was to manage the means of transport within the Company and to ensure the services necessary for the operation of the car fleet. In 2025, contracts were concluded and carried out regarding the maintenance and accidental repairs of Kia C'eed, Kia PRO C'eed/C'eed și Kia Sportage/Ceed vehicles, psychological examination services for traffic safety and technical car inspection services. Also, purchases were made regarding windshield washer fluid and tires for vehicles. The degree of achievement of the objectives at the level of the Car Service was 89%, the objectives and measures provided for in the Management Plan being achieved in this proportion.

In the administrative area, the Administrative Service was aimed at ensuring the continuous and compliant operation of the administrative buildings and facilities related to the Company's Executive. The activity included the administration of the offices, the provision of utilities and services necessary for their operation, the monitoring of service and supply contracts, the management of administrative expenses in correlation with the approved budgets, the compliance with obligations regarding local taxes and duties, the management of the registry activity and the support of the procurement processes through the specific documentation.

In 2025 the objectives assumed in PAAS at the level of the Administrative Service were fulfilled in full, the achievement degree being of 100%. The service's activity allowed the smooth operation of the Company's Executive offices, the proper execution of utility and service contracts, the monitoring of local tax obligations, the management of registry and correspondence activities, and the administration of material assets through MIS Oracle R12 system, the recovery of the expenses related to services for third party and the support of the procurement processes through full specific documentation.

It also took into consideration the management of the difficulties occurring in the administration activity, as well as the increase of costs for services and facilities, the necessity to adjust to the legal modifications in the fiscal field and procurements, as well as the extended deadlines of some procurement procedures generated by external factors. These situations were managed by organizational and administrative measures, without the significant touch of the continuity of the activity developed.

Regarding the Insurance and Related Activities Service, the aim was to ensure the services related to the executive body of the company and to the national energy dispatching center, as well as to carry out the insurance contracts company-wide. In the year 2025 there have been ensured and in progress the insurance contracts regarding the insurance of buildings, goods and equipment, professional civil liability insurance for supervisory board and directorate members, including the chairmen, as well as the car insurance RCA and CASCO for the cars found in the property of Transelectrica. The measures and objectives foreseen in the administration plan at SACA level were reached 100%, without significant reported difficulties.

Regarding the Technical Support and Accounting Service, the aim was the safe, continuous and reliable operation of installations and technical equipment that serve the executive body of the company, with priority to national energy dispatching center building. The activity of the service aimed at permanent monitoring, periodic technical checks, preventive maintenance and operational interventions on air conditioning units, heating and sanitary installations, elevators, automated gates and auxiliary technical infrastructures.

During the year 2025, the Technical Support and Accounting Service managed the technical installations related to national energy dispatching center headquarters, the ex-headquarters from Gheorghe Magheru Bvd no. 33 and the car garage from Putul de Piatra no. 11. Monitoring and permanent technical supervision activities, periodic inspections, technical assessment, interventions in accidental situations, coordination of service providers, management of administrative and technical documentation, as well as risk preventive measures and operational security insurance measures were carried out.

During the year 2025, the Technical Support and Accounting Service ensured the carrying out of the maintenance contracts for elevators, access gates, heating plant, air conditioning units for the rooms with DEN servers, technical experts report and repair services for sanitary, sewage, hot water, cold water, waste waters, rain water installation in the national energy dispatching center building. Also, documents for the new contracts related to PAI 2026 regarding the replacement of items, materials, parts, pumping installations, water supply installations, fire installations, waste waters installations, interior design and the design of the installations necessary to obtain the fire security authorization were prepared.

The activity of the Technical Support and Accounting Service included actual interventions to repair some technical deficiencies at Transelectrica's garage, the building of the gas and electricity company palace and DEN building, including problems at the waste waters and rain water sewage installations, electrical and lighting equipment, air conditioning and ventilation units, heating installations and water and sewage installations. These interventions do not allow the operational continuity, the protection of the technical infrastructure and the ensuring of the operation of technological and administrative spaces.

The activity of the Technical Support and Accounting Service brought contribution to the logistics, administrative, heritage and technical support necessary for the functioning of the company, by managing the heritage, the infrastructure and buildings, carrying out the contracts for services, keeping the technical operation of installations, managing the auto park and ensuring the contracts related to insurable risks.

These activities aim at keeping a stable, compliant, and efficient operational framework that would give support to the activity of the executive body of the company and to the critical structures, including the National Energy Dispatching Center.

Critical Infrastructure Department

Regarding the Critical Infrastructure Department activity, in the year 2025, the aim was to strengthen the protection, security and resilience framework applicable to critical objectives of the company, taking into account the strategic role of the company in the operation of the national energy system and the importance of the infrastructure managed for the national energy security. In the field of critical infrastructure, the duties of the security connection officers were fulfilled, as contact of the Company in relation with the Government General Secretariat and the National Center for the Coordination of Critical Infrastructure Protection within the Ministry of Foreign Affairs. The requested situations status was sent to the National Administration of State Reserves and Special Problems and the representatives of the department attended the work meetings held by Government General Secretariat and CNCPIC, including on the subject of 2557/2022 European Directive transposed in the Romanian legislation by Law no. 294/2024 regarding critical entities resilience.

In the same context, the internal coordination necessary for the collection and transmission of information requested by the authorities was pursued, with working meetings being organized with the National Energy Dispatcher and with Transelectrica subsidiaries, given that the non-exhaustive list of essential services also includes some of the Company's subsidiaries. These activities aimed to ensure a unified approach regarding the resilience of critical entities and compliance with the new applicable regulatory framework.

In the area of cooperation, monitoring and control, the documentation submitted for CTES approval was analyzed and points of view were developed from the perspective of the department's competencies. At

the same time, activities were carried out regarding the accreditation of third-party personnel and the Company's subsidiaries for access to spaces and objectives designated as special sectors, as well as analyses regarding the integrated treatment of security issues, information security and employee timekeeping by reporting to the technical facilities of the access control system.

Regarding the security of facilities and integrated security systems, the continuation of the investment project regarding the installation of an electronic security system in 89 of the Company's facilities was pursued. In 2025, the physical security risk analyses were mostly updated by the risk assessors within the territorial transmission branches, the action regarding the scrapping of security systems that meet the necessary conditions was initiated, and the project was at the stage of signing the contract.

Also, the action regarding the equipment left from contracts C175/2008 and C134/2013 was completed, being assessed by an expert, taken into the management of the Bacau, Bucharest, Cluj and Timisoara branches and moved from the ongoing investment account into stocks, namely exchange parts. This measure brought contribution to the clarification of the situation of this equipment and to their use in conditions compliant with the operational necessities.

In the repair and maintenance field, based on contract C357 regarding repair and maintenance services for DEN security system, all necessary repairs were made, the system being brought to the initial designed state, and later, corrective and preventive maintenance services continued. The department also provided technical support necessary for the transmission territorial branches to issue the documentation, contracts and to carry out maintenance and repair services for the fire security systems. Regarding the security, defense and guard of the company's goods and objectives, Critical Infrastructure Department personnel attended the commissions created at the level of territorial branches for the procurement of guard, monitoring and interventions services, including at the level of Craiova, Bacau, Cluj, Sibiu, Timisoara and Constanta transmission territorial branches. Risks analysis to physical security were also made where need, and the control reports issued by IGPR company-wide were analyzed in order to monitor the implementation of the measures ordered.

Another important item was the update and transmission to the National Administration of State Reserves and Special Problems of the important territorial infrastructure objective status for defense national system, economic-military monograph of the counties and Bucharest as well as of other relevant situations for the defense national system. In this context the company attended the MOBEX B-IF-25 exercise organized during 13-17.10.2025 in Bucharest, the observation-evaluation teams being present at DEN and Bucharest transmission territorial branch headquarters.

In the field of emergency situation management the aim was to organize and develop the defense activities against fire at the working place in accordance with OMAI no.163/2007. In 2025, the Emergency Exercise Program was carried out in Transelectrica's facilities, the Guidance and Control Program approved at the Company level was carried out, the Evacuation Plan for the Platinum Center - Transelectrica Executive building was drawn up, and the training schedule and topics for personnel in the field of emergency situations, respectively fire protection and civil protection, were developed.

At the same time, general introductory training in the field of fire prevention and extinguishing and civil protection was permanently carried out for newly hired personnel, the decisions developed at the MICr level were updated and advice was provided to employees on completing individual training sheets in the field of fire prevention and extinguishing and civil protection.

Regarding the control of compliance with fire protection measures, the Program for Guidance and Control of the Activity in the Field of Emergency Management in the Company's Objectives was developed, according to Law no. 307/2006, with 10 guidance and control actions being carried out at the Executive, DEN and territorial branches. These activities were finalized through notes of findings, control minutes, control sheets and action plans for improving the activity.

Also, evacuation drills for the Executive and branch staff were planned, organized and executed, according to the approved program. The personnel responsible for evacuating employees in emergency

situations were trained, and the evacuation drills were carried out according to the approved schedule at all branch offices and the Executive, with reports being prepared for each activity.

Overall, the activity of the Critical Infrastructure Department in 2025 contributed to strengthening the security and resilience of the Company's objectives, maintaining the operational relationship with the responsible public authorities, improving integrated security systems, supporting security and protection activities, as well as training staff and internal structures for managing emergency situations.

The Classified Information Department

Regarding the activity of the Classified Information Department, during 2025, the aim was to maintain a rigorous framework for the protection of classified information managed at the Company level, given the strategic nature of the activities carried out by CNTEE Transelectrica SA and the impact that compromising sensitive information could have on the security of the Company's objectives and, implicitly, on national security.

The activity of the department was structured on three main components, namely the Security Office, INFOSEC Office and National Level Classified Documents Office, each having different duties in applying legal and procedural measures regarding classified information protection, physical protection, industrial security, personnel protection, informatics system protection and classified documents management.

The Security Office focused on applying the measures regarding physical protection and prevention of classified information leakage, including by updating the lists of categories of classified information, updating the programs for preventing the leakage of classified information, inventorying classified documents in all branches of the Company and carrying out controls on the protection of classified information, according to the approved plan.

In the field of industrial security, documents related to security addendum to classified ongoing contracts, including contracts 05/2009 with Teletrans, 806 with Rasirom, C357/2023 with UTI and C13/2023 with Senzor Guard were managed. Also, records of security authorizations and industrial security certificates were maintained, with permanent updating of data in the security annexes and interfacing with contract developers and designated authorities, namely ORNISS and SRI.

Regarding personnel protection, the processes of authorizing personnel with access to information classified as official secrets and state secrets were followed, including by drawing up and updating lists of positions, lists of persons and lists of holders, issuing access authorizations, training authorized personnel and maintaining the relationship with Romanian Information Service and ORNISS, as the case.

Within INFOSEC Office the activity aimed at applying the security measures for the protection of processing, stocked or sent classified information in computer systems, ensuring the confidentiality, integrity, availability, authenticity and non-repudiation objectives.

In 2025, the security reaccreditation of the information system SI-TEL-2017 intended for storing and processing classified state secret information was carried out following ORNISS control, the Security Accreditation Certificate no.AS 0816 being issued available until 22.07.2028. Also, the computer systems SI-SSV-STCT, SI-SSV-STSB and SI-SSV-STCJ intended for storing and processing classified official secrets information were accredited at the level of Constanta, Sibiu and Cluj branches, being accredited TEL 61, TEL 62, TEL 63, available until 31.12.2026. The current activities developed in accordance with the security operational procedures approved by ORNISS for SI-TEL 2017 system and with the company-wide approved procedures for SI-SSV systems.

Also, in 2025, the substantiation notes regarding the acquisition of IT equipment intended for the processing and storage of information classified as state secrets and official secrets were prepared and approved, namely note no.48549/19.11.2025 and note no.46632/05.11.2025. These steps support the

continuation of the accreditation and re-accreditation process of INFOSEC information systems at the level of the Executive and the territorial transmission branches.

Within the National Classified Documents Office, the implementation of measures regarding the record keeping, storage, handling, transport, multiplication, dissemination and destruction of classified information was pursued, in accordance with applicable legislation and the Company's internal rules. In 2025, records of classified information, appropriate storage conditions, integrity of means of marking and surveillance of protected spaces, as well as coordination of corresponding activities within the transmission branches were ensured.

At the same time, activities were carried out to inventory classified documents both at the Executive level and at the level of territorial transmission branches, training of personnel responsible for the protection of classified information, controls on the protection of classified information and management of the delivery-reception activity of classified and unclassified correspondence with representatives of the specialized unit of Romanian Information Service. The degree of achievement of the objectives on the INFOSEC line and on the management of classified documents was 100%, with no problems identified in the management of classified information. The activity was carried out under normal working conditions, under the coordination of the security structure, in compliance with the applicable legal and procedural framework.

Regarding the difficulties identified, the need to remedy the deficiencies related to the proper functioning of the physical security systems at the branch and Executive levels was taken into account, since their malfunctioning, even partially, may affect the maintenance of the security accreditation of the IT systems intended for the management of classified information. The lack of a dedicated position within the Security Office for the industrial security component and for taking over the activities regarding the implementation of electronic security systems for the areas where classified information is managed was also highlighted.

Overall, the activity of the Classified Information Department, during 2025 brought contribution in keeping the appropriate level of protection of classified information, ensuring compliance with legal and applicable procedural requirements and maintaining the company's strategic activity security through prevention, control, authorization, accreditation and rigorous management measures of documents and classified computer systems.

Communication and Public Relations Department (DCRP):

- Provided editorial content for the website www.transelectrica.ro; managed official social media pages (LinkedIn, Facebook); managed electronic correspondence through office@transelectrica.ro; took and directed external telephone calls
- Successfully carried out 4 procurement procedures for services specific to the field; 4 ongoing service contracts (press monitoring, Official Gazette subscription, mandatory public information, advertising consultancy)
- Anniversary campaign "Transelectrica: 25 years of people and deeds. 25 years of energy in motion for Romania": 35 video interviews, average of 5,000 views/episode, carried out between June and December 2025
- CSR tree planting action – "Transelectrica 25 years – Roots for the future": actions at Bacău territorial transmission branch (April 11) and Pitești territorial transmission branch (April 3), promoted online video
- Participation in conferences, job fairs and events with technical universities in the country (Polijobs, EnergyFest, Career in the Energy Industry at Politehnica Bucharest); Anniversary event 70 years since the establishment of the National Energy Dispatcher

European Energy Markets (through DPE)

The annual collaboration agreement for the interconnection capacities with Ukrenergo (Ukraine) was agreed upon and signed and the Intraday Allocation Rules with Ukraine is in final stage of approval of technical details, being estimated to start in 2026. ANRE has approved the Specific annexes for bidding areas Romania –Ukraine and Romania –Serbia for the allocation of long-term transmission rights (HAR). There have been managed 202 interconnection capacity allocation contracts with managing the related financial guarantees.

During the year, DPE representatives actively participated in the working teams related to the implementation of EU Regulations 1222/2015 and 1719/2016, respectively in the committees and working groups MCSC, MCSC TSO, MSD, OPSCOM, XTG, Core SG, Core JSC, Core MaWG, Core Budget TF, Core CID TF and Core LT FBA. In the IDA Auctions project, participation was sought in the IDA SG and IDA TG groups, and in August 2025, the second OPEED in Romania, the Romanian Commodity Exchange, was successfully integrated. Participation in the regional project for the integration of Ukraine and Moldova into SDAC and SIDC was ensured, together with Hungary, Slovakia and Poland, with a proposed implementation deadline of end of 2026.

The first monthly capacity allocation bid through JAO was organized in December 2025 for the border Romania –Ukraine and DPE attended the working teams BZ SC and BZ TF to revise the bidding areas from Central Europe.

ANRE relationship (through DRAR –ENTSO-E)

DRAR ENTSO-E ensured all the communication and reports foreseen in the in force regulation to ANRE. The main communication being monitored:

On the line of tariff regulation: Ad. TEL no. 18623/06.05.2025 regarding tariff revision for technological system services; Ad. TEL no. 26716/30.06.2025 regarding the re-linearization of revenues and the redesign of tariffs for the transmission service in the regulatory period V 2025-2029, with proposed tariffs for 2026; Ad. TEL no. 31146/31.07.2025 and 41499/01.10.2025 regarding system services tariff proposals; Ad. TEL no. 46701/06.11.2025 regarding tariff revision for technological system services.

On the line of the Annual Investment Plan: Ad. TEL no. 8862/07.03.2025 (PAI 2025 forecast); Ad. TEL no. 10729/17.03.2025 (observations on the draft order regarding the methodological norms for substantiating development and investment plans, ANRE Order no. 98/2022); Ad. TEL no. 16976/28.04.2025 and no. 22472/02.06.2025 (observations on the draft amendment to Order no. 98/2022); Ad. TEL no. 41964/03.10.2025 and no. 54417/18.12.2025 (PAI amendments).

Regarding projects financed from non-reimbursable funds: TEL addresses no. 6579/19.02.2025, no. 20549/20.05.2025, no. 34736/01.09.2025 and no. 49470/20.11.2025, representing quarterly reports on the status of non-reimbursable projects.

On the maintenance and operational costs line: Ad. TEL no. 25893/24.06.2025 (status of the PAM implementation); Ad. TEL no. 45054/06.11.2025 (maintenance cost forecast for the 5th regulatory period); Ad. TEL no. 9224/07.03.2025 (OPEX distribution and PAM forecast).

Regarding the transmission license: Ad. TEL no. 13540/31.03.2025 (update of the specific conditions of the license); Ad. TEL no. 43792/15.10.2025 and no. 50040/19.11.2025 (requests for granting a new transport service license).

On the reactive energy and OTC line: TEL addresses no. 11054/19.03.2025, no. 24697/26.06.2025 and no. 37590/18.09.2025 regarding the status of implementation of own means of compensation for reactive energy; addresses no. 6397/20.02.2025 and no. 46432/30.10.2025 regarding capitalized OTC; Ad. TEL no. 35085/29.08.2025 regarding 2024 corrections

In terms of reporting on performance indicators: Ad. TEL no. 25072/19.06.2025 (Report on performance indicators for 2024); Ad. TEL no. 23303/03.06.2025 (achievements in 2024 according to Order no. 98/2022); Ad. TEL no. 22446/28.05.2025 (TSO cost and revenue monitoring templates according to Decision no. 1007/2021); Ad. TEL no. 6325/19.02.2025 (multi-annual study 2024-2026: CPT post-calculation, energy balance by branches and RET, energy loss forecast).

On the line of monetary contributions and declarations: TEL Declarations no. 7603/25.02.2025 and no. 20809/29.05.2025 regarding the achieved values of net turnover and the calculation elements of the annual ANRE monetary contribution 2025 according to Order no. 93/2024; Ad. TEL no. 52978/05.12.2025 and no. 62344/08.01.2025 regarding the draft orders regarding monetary contributions and the granting of licenses

In terms of periodic monthly and quarterly reports: monthly reports according to ANRE Order no. 92/2020 on the accreditation of RES power plants; monthly reports on incidents in the RET; monthly cogeneration monitoring reports; quarterly reports on physical flows of electricity from imports (Ad. TEL no. 1487/19.01.2026); quarterly reports on the assessment of the connection of available production capacities in the SEN according to ANRE Order no. 52/2021 (Ad. TEL no. 7209/06.02.2026); PRETIND 2025 Statistical Research Reporting (Ad. TEL no. 57/08.01.2026).

On the line of congestion income and derogations: Ad. TEL no. 46809/30.10.2025 (Report on the use of congestion income 2025-2035); Ad. TEL no. 24043/24.12.2025 (request for derogation from the provisions of art. 16(8) of EU Regulation 714/2009); Ad. TEL no. 15551/14.04.2025 (report on undue/not granted bonus in 2024).

National Security Authorities (through DICr)

DICr ensured in 2025 the Company's representation in the relationship with National Security Authorities and fulfilled the obligations emerging from the quality of critical infrastructure operator. DICr representatives attended working meetings organized by SGG and CNCPIC regarding the implementation of the 2022/2557 European Directive transposed in the national legislation by law 294/2024 regarding termination of critical entities and organized working meetings with DEN and Transelectrica's subsidiaries regarding the data and information requested by these authorities on essential services. The aim was for the company to attend the MOBEX B-IF -25 exercise (October 13-17, 2025 Bucharest) organized and led by ANRSPS according to law 477/2003 and CSAT decision, with the observation-evaluation teams present at DEN and Bucharest territorial branch.

The important territorial infrastructure objective status for defense national system and the economic-military monograph were updated annually and sent to the National Administration of State Reserves and Special Problems.

ENTSO-E research an innovation (through DTEETN)

In 2025 DTEETN kept the presence of Transelectrica in the research and innovation structures of ENTSO-E. the permanent representatives within DTEETN attend Research, Development and Innovation Committee in 6 working groups: WG1 Assets and Technologies, WG2 Security and System Operation of Tomorrow, WG3 Flexibility and Markets, WG4 Future of Energy Systems, WG5 Digital and Communication and WG Research, Development and Innovation Planning. Transelectrica is part of the team for the Implementation Plan issuance as a result of RDI Roadmap 2024-2034. A reference moment in 2025 was the organization of RDIC reunion no.76 at Bucharest on April 2025, having Transelectrica as host, a confirmation of the role of the Company as active actor in the European community of transmission operators.

We mention that all the information presented in this report is public information made available to the shareholders and the investing public by the Company on March 25, 2026 by having the Shareholders' General Asseby convened for the approval of the financial batch of the year 2025.

V. CONCLUSION OF THE REMUNERATION AND NOMINATION COMMITTEE

The remuneration and nomination committee values the fact that Mr. Cătălin Constantin Nadolu has fulfilled the duties from his mandate contract in a rigorous and professional manner. Therefore, the Committee assesses that the activity carried on during the year 2025 was positive, bringing a direct contribution to the strengthening of the Company's position.

VI. ASSESSMENT OF MANDATE CONTRACT PERFORMANCE

During the year 2025 the Directorate member Cătălin Constantin Nadolu 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 automation 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.

VII. CONCLUSION REGARDING THE PERFORMANCE OF MANDATE CONTRACT

At the end of the analyzed period the performance of the mandate contract of the Directorate member can be qualified without reservations as 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.

In conclusion, the remuneration and nomination committee recommends the positive assessment for the year 2025 of the Directorate member Cătălin Constantin Nadolu from the perspective of the proven performance and of the results gained in the operational and strategic plan and from the mandate contract performance.

Annual assessment report – Directorate

1. Introduction

The report is drawn up in accordance with G.E.O. 109/2011 AND G.D. 639/2023 and it shows the assessment of the activity of the Directorate for the assessed year.

2. KPI results (60%)

It includes the analysis of the financial and non-financial indicators and the degree of achievement towards the targets set in the mandate contract.

3. Execution of the mandate contract (20%)

The assessment of the compliance with contractual obligations, implementation of SB decisions, managerial conduct and compliance with audits/controls.

4. The management component (20%)

Analysis of the implementation of the objectives in the Management Plan, strategic and operational management, risk management and team coordination.

5. Final score

Total KPI: 98 %

Execution of the mandate: 90.91 %

Management PA: 90.75 %

Final score: 95 %

6. Conclusion

The annual assessment confirms the fulfillment of the objectives assumed through mandate contract, as well as the management competence assumed in the Administration Plan.

ATANASIU Teodor

DASCĂL Cătălin-Andrei

ORLANDEA Dumitru-Virgil

PĂUN Costin-Mihai

RUSU Rareș-Stelian

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