



Transelectrica®
Societate Administrată în Sistem Dualist

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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: Florin-Cristian TĂTARU

POSITION: Directorate Member

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 paragraph (5) and in accordance with Supervisory Board decision no. 25/15.04.2026.

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. 26341 from May 18, 2026 for the year 2025 of Florin-Cristian TĂTARU, Directorate Member, the Financial Statements of the year 2025, 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:

- 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 Florin-Cristian TĂTARU.

- The quantitative component involved the analysis of the following measurable indicators:
- the achievement degree of key performance indicators (KPIs) in the mandate contract and the Administration Plan - the management component;
 - the fulfillment level of the objectives established by the mandate contract and the Administration Plan - the management component;
 - the evolution of the indicators of economic efficiency and financial autonomy

The qualitative component aimed at the following:

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

IV. ASCERTAINMENT

According to financial statements of the year 2025 approved by the Shareholders' General Assembly on May 22, 2026, we present the fulfillment degree of financial and non-financial indicators of TEL:

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 75.00% share			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%			

Florin-Cristian TĂTARU has provided the coordination of the following organizational entities during the year 2025: National Energy Dispatcher, Representation, Investors' relationship and Corporate Governance Division, New Technologies, Energy Efficiency, Technic Division, ENTSO-A and Regulating Authorities Relationship Division; Communications and Information Technology Division; Commercial Division.

National Energy Dispatcher (DEN)

DEN represents one of the structures with the highest systemic impact within the Company, as its mission is to manage, through dispatch, the operation of the National Power System in conditions of safety and quality of electricity, as well as to achieve international cooperation at the operative and operational level. The activity of DEN has a direct effect on the safety of SEN, interconnected operation, company's budget, managed markets and image of the institution.

In practice, DEN operates two of the Company's three process IT systems - the EMS-SCADA system for operational management through the dispatcher of the SEN and the Balancing Market platform. From this perspective, DEN's activity is transversal: it includes contributions to regulations, operational procedures, technical specifications, procurement documentation, testing and implementation of projects, operation, monitoring and data publication.

In 2025, the DEN activity was characterized by high operational volume, increased technical complexity, European and national compliance pressure, the increase in the number of entities in SEN and the accelerated integration of renewable and storage capacities. Under these conditions, the most

important result is that no major incident was recorded in the SEN, which confirms the continuity and responsibility of the operation.

The volume of activity has increased significantly: over 900 entities with a commercial operating license, 197 balancing parties, 273 participants in the Cross-Border Capacity Allocation Market, 35 balancing service providers and 126 entities with class C and D units. This context explains the high operational pressure, but does not change the positive conclusion regarding the achievement of safety and compliance objectives.

0	30,706	28,854
Major incidents in SEN in 2025	withdrawal requests analyzed/issued	Approved requests
2,068 MW	150	55
New capacities integrated in the connection process	Storage installations and plants	C/D capacities directly integrated in EMS-SCADA
777	1,803,652	1.56%
Points of view of DEN in CTES	Files published for transparency	The lowest percentage PE/gross internal consumption

At the level of market and transparency processes, DEN implemented in 2025 the daily explicit auctions for the Serbian border, SAX flows through PCN to the ENTSO-E Verification Platform, IDAx implicit auctions, the integration of the second commercial operator - the Romanian Commodity Exchange, the transition to 15-minute granularity in SDAC and the migration of publications through ECP to EMFIP. These elements confirm that DEN's activity has supported not only the operation of the SEN, but also the maturation of the markets and European compliance.

From the perspective of SEN indicators, the year 2025 was marked by the increase in photovoltaic capacities and prosumers, with the installed power of prosumers reaching 3,454 MW at the end of December 2025, as well as the emergence of storage as a relevant element, with 494 MW and 914 MWh at the beginning of 2026. At the same time, the share of energy produced from sources without CO2 emissions remained at 66%, and the share of transactions on the Balancing Market was 1.56% of gross domestic consumption, the lowest since the operation of the Balancing Market.

The results of my activity regarding DEN must be evaluated by reference to the strategic objectives and relevant KPIs: SEN safety, continuity, interconnected operation, market, transparency, compliance and the capacity to integrate new resources. DEN activities are instruments for achieving these objectives, and the available data do not indicate the failure of any strategic objective.

Relevant information regarding the commissioning of the SEN during 2025, the monthly evolution of the installed power by the prosumers connected to the distribution networks during 2022-2025, the value of the average annual gross consumption during 2000-2025 and the variation of the balance of energy exchanges with neighbors during 2012-2025 are available in the annex and can be consulted for a clearer picture of the evolution related to 2025 (annex 2-5).

Representation, Investors relations and Corporate Governance Division

This division maintained the governance discipline, the investors' relationship, the communication with institutions, external representation and decision transparency. The collaboration with DTIC was important for the digitization of the governance processes, including for the electronic voting system and electronic data management. The division's activity gave contribution to the credibility of the company, the investors' trust and the quality of the reporting, including on the ESG component.

We must mention the fact that DGCRIR fulfilled the strategic objective in which it was involved as a structure, especially to what concerns the sustainability, thus:

Strategic objective 1: Alignment with European sustainability requirements, from the perspective of respecting the entire regulatory framework regarding taxonomy.

Suggested actions	Responsive	Study
Implementation of Sustainability Strategy – ESG - as part of the Corporate Strategy (annual monitoring)	DGCRIR	fulfilled
Implementation of Action Plan for the areas of interest and the ESG pillars.	DGCRIR	fulfilled
Implementation of ESG standards and the policies, the own internal specific procedures.	DGCRIR	fulfilled
Implementation of Corporate Sustainability Reporting Directive (CSRD) –(EU) 2022/2464 Directive to amend the (EU) Rules no. 537/2014, the 2004/109/CE Directive, the 2006/43/CE Directive and the 2013/34/EU Directive to what regards reporting on durability by enterprises.	DGCRIR	fulfilled
Implementation of (UE) 2023/2772 delegated Rules to complete the 2013/34/EU Directive of the European Parliament and the Council to what regards the reporting standards on durability.	DGCRIR	fulfilled

7.3. New Technologies, Energy Efficiency and Technical Division

DTEETN was an implementation vector for digitalization, new technologies, energy efficiency, standardization, diagnosis and technical support for investments. DigiTEL projects directly supported the objectives of SEN digitalization, network optimization and integration of renewable sources.

DTEETN field		Relevant achievement
Ongoing projects	DigiTEL	DigiTEL Smart Lines; DigiTEL Green – refurbishment of 220/110/20 kV Mostiștea station in digital station concept and low impact on environment; DigiTEL Power Lines of the Future – switching the 400 kV OHL Isaccea - Tulcea West to double circuit; DigiTEL Alba Iulia - digital station.

Projects in preparation	Expanding the online DigiTEL Smart Lines monitoring system, with approved SF in CTES and finance from the Modernization Fund of 18,623,422 euro; NPDS connected to IPDE within CARMEN, with a general estimation of 7,995,627.54 RON.
New technologies and partnerships	Agreements with Entegra for 3D/Digital Twin design, Enevo for verification and assets management, WIKA for SF6 monitoring, Maschinenfabrik Reinhausen for DigiTEL Trafo Status and Procesio for DigiTEL AI Automation.
Standardization	8 internal technical norms and 2 guides were updated; the NTI 2026 Program was prepared and technical documents were maintained in the internal portal and on the website.
CTES/CTA	1,089 CTES meetings scheduled, 977 documentation approved, 112 documented rejections and 628 points of view issued.
Technical risks and diagnosis	Scans in 26 stations, over 1,008 IR, 737 UV and 777 tipper equipment checked; defects were reported to territorial transmission subsidiary for interventions.
Technical data and energy efficiency	Program of measures for energy efficiency 2025, about 380 solution studies for renewable connections, contribution to RET Development Plan 2026-2035, Infotehnic and GIS.

ENTSO-E and Regulatory Authority Relationship Division

DRAR/ENTSO-E is a division where performance has a major component of compliance with rules, requirements and standards. At the same time, the results in 2025 went beyond the strictly administrative level and had significant economic and strategic impact for the company.

DRAR/ENTSO-E field	Strategic impact and achievement
Tariff framework	Successive increases in the transmission tariff: +15.16% in 2025 compared to 2024 and +10.35% in 2026 compared to 2025, amid the improvement of the tariff methodological framework for the period 2025-2029
License and ANRE compliance	Obtaining the new transmission license for the period 2025-2050, regular and ad-hoc reporting to ANRE, positions on regulatory projects, steps to amend regulations and support for cost recognition.
PCI/PMI projects	Inclusion of projects in the European PCI/PMI list: Hungary - Romania, Georgia - Romania Black Sea Submarine Cable and Interconnection Ukraine - Romania; preparation of applications, data and presentations for the European Commission - DG Energy.
ENTSO-E and European Studies	Attendance at TYNDP, ERAA, Seasonal Outlook, East Central Continental and Continental South East regional groups and market regional analysis.
KPI ANRE Methodology	Starting the internal implementation of the new ANRE methodology regarding the monitoring and financial stimulation of public electricity network operators, with a reward/penalty mechanism of approximately 0.5% of the BAR, approximately 17 million RON.
RES/storage in stations	Continuation of documentation for ANRE authorizations required for the project of local production and storage capacities from RES sources for the internal services of RET stations, with an effect on security of supply, reduction of carbon footprint and reduction of energy acquisition costs for internal services.

Communications and Information Technologies Division

DTIC was one of the priorities of the mandate since IT&C represents critical infrastructure for SEN operation, for market, for investments, for data governance and for cybernetic security. In 2025, DTIC operated with an effective occupancy rate of approximately 75% (18 positions filled out of 24), given that the project portfolio was large, complex and with national/European impact. This resource constraint was handled managerially and did not jeopardize the strategic objectives.

Numerous meetings were organized on IT&C topics: backup and recovery, private cloud, web portal, cyber security, SOC, data traffic, messaging, SCADA/EMS, European platforms, application management, data governance, resources, IT/OT responsibilities and investment prioritization. The identified problems were significant, but were resolved or brought on a resolution path with the specialized department, through notes, market consultations, Directorate decisions, technical clarifications and the involvement of suppliers/beneficiary structures.

DTIC project/activity	2025 status and managerial relevance	Sustained objectives
Back-up & Restore System	Investment estimated at 24,260,927 RON VAT free; documentation completed and published in SEAP on 01.09.2025; 5 submitted offers; DTIC personnel involved in assessment; CNSC contestation is treated by procedure without strategic risk on the objective.	Cyber security; continuity; high-performance informatics system.
Expansion of private Cloud	Investment of 3,919,050 RON; the Directorate approved POC; request to test the OpenStack/RedHat vs Vmware solution; project in time until 2028, with additional specialized resources required.	Digital infrastructure; resilience; scalability.
Web Portal	Investment estimated at 8,670,670 RON; after the difficulties with Teletrans and incomplete OTE, DTIC requested a decision from the Directorate, initiated market consultation and separated the functionalities from ANRE Order no. 53/2024 where necessary. The slower pace reflects the complexity and dependencies, not the failure of the strategic objective	Transparency; communication; digitalization; data governance.
Modernizing electronic messaging	Contract C701/07.08.2024, value 26,982,192 RON; project ended in 2025, currently in guarantee, maintenance and administration for 54 months.	Collaboration, continuity; information security.
Data traffic monitoring, detection and protection	The investment was substantiated by market consultation; the approved value was increased to 33,512,907.33 RON excluding VAT; CTES observations are being implemented for re-approval	Cyber security; availability; critical infrastructure protection.
Upgrade SAP ECC	Contract C2255/26.09.2025, value 137,500 RON, cu with ordered and approved specialized technical assistance services.	Support systems; operational continuity; compliance.
Private Cloud communication network and new EDC SCADA	Project to increase communications capacity from up to 2.5 Gbit/s to 100 Gbit/s; documentation published in SEAP on 28.08.2025; bid evaluation started on 17.10.2025	SCADA; DEN; cloud; European platforms; resilience.
IT&C capacities development	Investment estimated at 10,584,670 RON; market consultation ended, discussions with E&Y, updated	Technological Audit; target architecture; IT

	specifications, integrating the process automation objective by Directorate resolution on 15.12.2025.	governance; ISO 27001.
SOC and Cyber security system	investment estimated at 50,000,000 RON; USTDA-funded feasibility study was temporarily suspended and resumed in September 2025, with extension until 03/25/2026; technical sessions with Pythia/USTDA/Fortinet	Cyber security; SOC; critical infrastructure protection.
Support applications and automations	MCA-WEB being tested; EveRET - Module 1 received and constituted as intangible asset; electronic voting system completed and presented to the beneficiary; automatic transcription application; smart reporting platform for ANRE KPIs with basic front-end completed and phase II planned	Reported critical processes; automation; data based decision.
European and IT/OT projects	Involvement in OPDE, DAMAS, EMS-SCADA, MARI, PICASSO, IGCC, AMPRION, Delgaz, Oltenia Distribution, SMART GRID, NPDS/IPDE, CyberSEAS, SentryOT, AI DEN, DigiTEL CyberTwin, OPC/STA, Țițeica 3, EE-ISAC, ENCS and cooperation agreements with TSO from Serbia, Ukraine and Republic of Moldova.	Digitalization of SEN; European platforms; interoperability; cyber security

Commercial Division

The Commercial Division had a major contribution in achieving the plan by concluding contracts for network, stations, CEF/storage, maintenance and digitization critical projects. In 2025 there have been 91 procurement contracts signed in amount of 1,497,072,527 RON, without VAT and 13 direct procurements in amount of 254,639 RON.

CD field	Relevant results
Non-reimbursable financing	8 contracts of 1,038,928,453 RON financed from the Modernization Fund; 3 contracts of 50,324,122 RON financed through PNRR; an order of 26,450 RON financed through Sustainable Development Program.
Major contracts	400 kV OHL Gădălin - Suceava (688,354,977 RON); 400 kV OHL Timișoara - Arad (185,212,633 RON); Teleajen Station (161,945,981 RON); 400 kV OHL Suceava - Bălți (133,427,536 RON); Stâlpu station (95,331,066 RON); Ostrovu Mare Station (76,944,037 RON).
CEF and storage	Contracts for the installation of photovoltaic power plants and storage facilities intended to supply internal services in stations, including Cluj/Pitești/Sibiu/Timișoara, Bacău and Craiova areas.
2026 Outlook	PAAS 2026 has an estimated value of 2,802,702,798 RON and 1,082/1,083 procurement processes; at the reporting time, CD had 28 procedures and 4 ongoing direct procurements with estimated values of 730,236,093 RON.
Measurements and difficulties	Difficulties were identified regarding excessive technical requirements, non-uniform approach to contracts, PAAS planning, documentation errors, human resources and appeals; solutions aim at standardization, actual verification, procurement by categories/framework agreements and professionalization of staff

Compliance with the reporting and contractual obligations

During the analyzed period, the coordinated structures provided data, reports and justifying documents for the Supervisory Board, tutelary authority, ANRE, ENTSO-E, external and internal auditors, Court

of Accounts/ANAF, AMEPIP, periodical reporting and other institutional requests. The reports were not treated as secondary administrative activities but as obligations related to mandate and governance instruments;

- Quarterly reports and performance reports regarding the Administration Plan;
- Financial statement, budgets, execution, annual procurement programs and annual investments programs;
- Specific reporting to ANRE, including ad-hoc and scheduled reporting, performance standard reporting and reporting regarding the performance indicators.
- ENTSO-E documents, PCI/PMI projects, TYNDP, ERAA, Seasonal Outlook and voting mandates;
- Audit, control, sustainability, corporate governance, investors' relationship documents and answers to SB requests.
- Operational data and DEN reporting regarding SEN operation, markets operated by Transelectrica, EMFIP/ENTSO-E, ACER, ANRE platforms, SEN adequacy, winter program and authorities' requests.

Implementation of the Supervisory Board resolutions

Supervisory Board resolutions have impact on planning, investment programs, budget, strategic procurements, internal reorganization, compliance; the remedies resulted from audits and reporting were pursued by operative meetings and by status requests from the specialized structures.

Representing the company externally and inter-institutional

The company's representation was supported through the relationship with ANRE, ENTSO-E, the Ministry of Energy, the European Commission - DG Energy, investors and relevant stakeholders. Through DRAR/ENTSO-E, applications, data, presentations and additional information were prepared to support Romanian projects on the PCI/PMI list, including the Hungary - Romania, Georgia - Romania Black Sea Submarine Cable and Interconnection Ukraine - Romania projects. At the same time, active participation in the technical groups of the international Green Energy Corridor and Black Sea Submarine Cable projects was maintained.

In the DEN component, external representation and operational cooperation included participation in ENTSO-E groups and regional security coordination centers, collaboration with TSOs from the Republic of Moldova and Ukraine, implementation of flows to the EMFIP transparency platform and connection to the international IPDE platform.

Managerial conduct, ethics and integrity

The managerial conduct was based on decisions taken in the interest of the company, on documenting the stages, on respecting the document circuit and on transparency in communication with specialized structures. Sensitive issues were not minimized, but were escalated and dealt with in a documented manner, with requests for clarifications, information notes, market consultations, CTES opinions and the involvement of the Directorate when the decision exceeded the technical level of a division.

Compliance with, controls, audit

Answers to audit and controls were pursued by collecting justifying documents and by implementing remedy measures in the field of responsibility. In the IT&C area, audit and security included, among others, security audit services for the OPDE platform, DAMAS/SCADA audit, audit according to Law

362/2018 and preparation of certification according to the SR EN ISO/IEC 27001 standard within the IT&C capabilities development project.in the sustainability area, the activity related to year 2025 developed at the highest level. The external confirmation of the quality of these actions was given by the audit to the sustainability reports in 2026 by Deloitte, top auditor that issued an opinion without reserves. From the perspective of the SB procedure, this result is relevant both for ESG component as well as for governance quality, reported data and internal compliance processes.

Compliance and risks management

The risks were treated preventively and documented. In IT&C, risks related to continuity, cyber security, IT/OT interoperability, insufficient human resources, third-party dependency and project complexity were identified. In procurement, risks of appeals, incomplete documentation, unrealistic planning, contracts difficult to execute and rigidity in the grouping of procurements were analyzed. In regulation, the main risk was that of not recognizing justified costs or not adapting to ANRE/ENTSO-E requirements. None of these risks materialized by missing a strategic objective; on the contrary, they were brought into the decision-making process and dealt with through control measures. For DEN, the major risks managed came from the increase in the number of entities in SEN, the complexity of integrating new renewable and storage capacities, the pressure on EMS-SCADA platforms and the Balancing Market, and overwork of For DEN, the major risks managed came from the increase in the number of entities in the NES, the complexity of integrating new renewable and storage capacities, the pressure on EMS-SCADA platforms and the Balancing Market, and staff overwork.

We mention that all the information in this assessment report is public information, presented by the Company on March 25, 2026 to the shareholders and the investors by convening the shareholders' general assembly 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. 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 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 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. 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 collaboration in the general benefit of the Company.

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 for the year 2025 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 2025 of the Directorate member Florin Cristian Tătaru, 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

VASILESCU Alexandru-Cristian

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