To the: Bucharest Stock Exchange – Department of Operations Issuers Regulated Markets
Financial Supervision Authority - General Directorate Supervision - Issuers Division

Current report according to the provisions of Law no 24/2017, ASF Regulation 5/2018 and the BVB Code
Date of current report: **November 23, 2026**
Name of Issuer Company: **NPG Co. TRANSELECTRICA S.A., managed under two-tier system**
Headquarters: Bucharest 3, 2-4 Olteni Street
Phone/fax numbers: 021 30 35 611/021 30 35 610
Single registration code: 13328043
LEI code: 254900OLXCOUQC90M036
Number in the Trade Register: J2000008060404
Share capital subscribed and paid: 733,031,420 LEI
Regulated market where the issued securities are transacted: Bucharest Stock Exchange

Event to report - Memorandum regarding the application of the average price increase index forecast for 2026 set at 6.5 percent, while strictly adhering to the 2026 salary related expenditure limits approved in the Income and Expenditure Budget (BVC) for C.N.T.E.E. Transelectrica S.A.

The National Power Grid Company "Transelectrica" S.A. informs the interested investing public that, during the Government meeting held on November 20, 2026, a memorandum was approved regarding the application of an average price increase index of 6.5% for the year 2026, in accordance with the provisions of Article 36, paragraph 2 of Emergency Government Ordinance (OUG) 89/2025 (which amends and supplements Law no. 227/2015 on the Fiscal Code, establishes certain fiscal-budgetary measures, and amends and supplements other normative acts), provided that the total expenditure on salaries for C.N.T.E.E. Transelectrica S.A. remains strictly within the limits approved in the 2026 Revenue and Expenditure Budget (BVC).

The Company states that the indexation of gross base salaries in line with the consumer price index applies exclusively to employees working under an individual employment contract, in accordance with the provisions of the Collective Labour Agreement.
The most recent indexation of salaries for employees with individual employment contracts took place in April 2024, at a rate of 4%.

As of 2026, the company is implementing an annual investment program exceeding 900 million lei. This program includes investments essential to the safe operation of the National Power System, such as interconnections with neighboring countries, the refurbishment and modernization of substations, and the construction of new 400 kV internal power lines. Furthermore, the development of the energy market has led to an exponential increase in the number of market participants, with over 1,000 licenses now issued. The complexity of recent developments within the Power System presents a challenge that is increasingly reflected in the responsibilities of Transelectrica's specialists.

We emphasize that the failure to carry out Transelectrica's planned investments leads to increased risks to the country's energy security—specifically: aging equipment, system vulnerabilities, and limitations on energy exchanges with other countries. In an energy system, any delay can trigger a chain reaction. Therefore, **Transelectrica's investments in the development and modernization of the electricity transmission grid are of national importance.**

All these investments, European projects, and legal obligations depend on one critical factor: people. The specialists working at Transelectrica are difficult to train and essential to the safety of the system; through their expertise and work, they ensure continuity, stability, and protection for Romania's

economy. The personnel involved in investments, operations, innovation, and digitalization are highly specialized, difficult to train and hard to replace.

The Company aims to consolidate and maintain the stability of its human resources through a competitive compensation policy,aligned with market remuneration levels and commensurate with the complexity and scale of the projects and responsibilities managed by Transelectrica. This approach is intended to foster the retention of qualified personnel and prevent operational, contractual, and energy security risks that could arise from the loss of professional skills and expertise.

Given Transelectrica's particular importance to the electricity market and to the achievement of the Company's objectives in line with developments in the business environment and the legislative framework,its employees represent the Company's most valuable resource.

It is essential to ensure the necessary legal and budgetary conditions for implementing a human resources policy that guarantees an attractive environment for the Company's employees, in terms of both organizational aspects and compensation.

A priority objective within the Company's development policy must necessarily include:

- Sustainable performance: motivated and well-trained employees who contribute to the stability of the national electricity grid.
- Contribution to energy security: through the professionalism of its staff, Transelectrica fulfills its role as a guarantor of energy balance.

The caliber of Transelectrica's employees is of great importance and underpins their status as personnel essential to national security, given that:

- requires specific practical and theoretical knowledge, essential for fulfilling the responsibilities of a Transmission System Operator (TSO), including management and interpersonal skills, at the highest level;
- involves a unique, hyper-specialized niche, electricity transmission, which is exclusive to CNTEE Transelectrica SA;
- entails complex challenges and a specific operational context (covering the energy market, the balancing market, the National Power Dispatch Center, operations and maintenance, power exchange activities, relations with the national regulatory authority, ANRE, corporate governance, critical infrastructure, and participation in projects of European interest, among others).

The Company's personnel represent a strategic element for CNTEE Transelectrica SA to fulfill its objectives within the National Energy System as a Transmission System Operator.

DIRECTORATE

Directorate Chairman	Directorate Member	Directorate Member	Directorate Member
Ștefăniță MUNTEANU	**Cătălin-Constantin NADOLU**	**Vasile-Cosmin NICULA**	**Florin-Cristian TĂTARU**