23.11.2026

RELEASE

Further to information that has appeared in the public domain regarding the Memorandum on the indexation of SNTGN Transgaz SA staff salaries to the level achieved in 2025, capped at the average price increase index forecast for 2026, pursuant to Article 36(2) of Government Emergency Ordinance No. 89/2025 amending and supplementing Law No. 227 on the Fiscal Code, the regulation of certain fiscal and budgetary measures, as well as the amendment and supplementation of certain legislative acts, SNTGN Transgaz SA states the following:

The salary indexation approved by the Memorandum dated 20 November 2026 is in accordance with the provisions of the collective labour agreement in effect at SNTGN Transgaz SA and with the provisions of Government Emergency Ordinance No. 89/2025; the most recent salary indexation at SNTGN Transgaz SA took place in June 2025.

This measure helps protect employees' purchasing power and retain experienced specialists in a field where technical skills are essential. SNTGN TRANSGAZ SA ensures the safe and efficient operation of the National Natural Gas Transmission System and makes an essential, vital contribution to the safe operation of the National Energy System. Its activities require qualified personnel not only for the operation, dispatching, management, and maintenance of existing infrastructure, but also for the implementation of strategic investment projects. In this context, the salary policy also serves as a tool to support the company's ability to implement the strategic projects it has undertaken.

The indexation applies only to employees hired under individual labour contracts and does not apply to company administrators and directors (Director General, Chief Financial Officer) who perform their duties under mandate contracts approved by the General Meeting of Shareholders.

The National Gas Transmission Company "TRANSGAZ" S.A. is the operator of critical infrastructure of national interest and operates the National Gas Transmission System (NTS), which is classified as critical European and national infrastructure in accordance with the provisions of Government Emergency Ordinance No. 98/2010 on the identification, designation, and protection of critical infrastructure, as subsequently amended and supplemented, in conjunction with Council Directive 2008/114/EC and Directive (EU) 2022/2557 on the resilience of critical entities.

Transgaz is listed on the regulated market managed by the Bucharest Stock Exchange, in the Premium category, under the stock symbol TGN, and is included in the BET, BET-BK, BET-NG, BET-TR, BET-TRN, and BET-XT, and has recorded a significant increase in market capitalization of

1158% compared to 2008, the year of its listing. This substantial growth underscores the value the company generates for shareholders and partners, as well as investors' confidence in the company's strategic direction.

For the 2025 financial year, Transgaz reports a positive net, continuing its profitability track record from previous years, and had no overdue payments as of 31 December 2025. Likewise, for 2026 the Company forecasts a positive financial result and has committed to having no overdue payments. This financial performance demonstrates prudent and efficient management of resources, including human resource expenditure.

Transgaz is financed exclusively from its own revenue and does not depend on any source allocated from the State Budget. Transgaz is a significant net contributor to the state consolidated budget through: (i) annual dividends distributed to the majority shareholder, the Romanian State through the General Secretariat of the Government (58.51% of the share capital); (ii) corporate income tax; (iii) royalties for the use of public property; and (iv) social contributions and income taxes on employees' salaries. Over the last five years, Transgaz has paid cumulative amounts of over lei 3.2 billion to the state budget.

Transgaz has made major investments in modernising and expanding the National Gas Transmission System, developing regional interconnections, and preparing the infrastructure to take on Black Sea production. These projects contribute to diversifying supply routes, increasing transmission capacity, and strengthening Romania's role on the regional natural gas market.

Transgaz has used European funding to achieve major natural gas transmission projects, especially for infrastructure of regional interest. European support has contributed to developing transmission and interconnection capacities, facilitating the integration of energy markets and strengthening security of supply. At the same time, the company is working to adapt its infrastructure to the transformations in the energy sector, including the prospects for transporting hydrogen and other low-carbon gases.

Recognising the importance of TRANSGAZ both as a driver of economic activity and as a vector of economic growth through its role in developing the national, regional and European energy sector, and in transforming Romania into an energy power of Europe, the company undertakes to continue launching and implementing one of the largest and most important natural gas transmission infrastructure development programmes in Romania in the last 20 years, a programme with investment projects estimated at EUR 9.1 billion.

Given the strategic role of Transgaz in ensuring the security of natural gas transmission in Romania, maintaining the stability and motivation of its human resources is an essential condition for achieving the operational and investment objectives it has undertaken.

In the context of the ongoing investment programmes, which are unprecedented in scale for the company, as well as the objectives regarding the maintenance of the National Transmission System, we consider it necessary to apply the mechanism established in Article XXXVI(2) of Government Emergency Ordinance No. 89/2025, namely the Government's approval, by memorandum, of an increase in salary-related expenses.

SNTGN Transgaz SA is the technical operator of the National Natural Gas Transmission System (NTS) and ensures the implementation, under conditions of efficiency, transparency, safety, non-discriminatory access, and competitiveness of the national strategy on domestic and international natural gas transmission and dispatching, as well as research and design in its specific field of activity, in compliance with the requirements of European and national legislation, the standards of quality, performance, environment, and sustainable development.

COMMUNICATION DEPARTMENT