



NUCLEARELECTRICA

No. E-DSRU-NOTA AGA-APROB-04043-17-03-2026

**Endorsed by Resolution of the Board of Directors no. .... dated .....**

**Chairman of the Board of Directors  
Laurentiu Nicolae Cazan**

**NOTE**

**regarding the endorsement of the update of the Remuneration Policy of SNN for their further submission for approval by the Ordinary General Meeting of Shareholders of Societatea Nationala Nuclearelectrica S.A.**

**In view of the aspects listed below:**

- The fact that the Remuneration Policy of Societatea Nationala Nuclearelectrica S.A. was approved under item 8 of the Resolution of the Ordinary General Meeting of Shareholders no. 5/26.04.2021, in accordance with the provisions of Article 106 of Law no. 24/2017 on the issuers of financial instruments and market operations, republished, as subsequently amended and supplemented;
- The fact that, Law no. 158/2025 introduced amendments to the content of Government Emergency Ordinance No. 109/2011 on the corporate governance of State-owned enterprises as regards the remuneration of the directors and executives holding contracts of mandate;
- The provisions of Article 106(7) of Law No. 24/2017 on issuers of financial instruments and market operations, reading that: *“Issuers shall submit the remuneration policy to a vote at the ordinary general meeting of shareholders whenever significant changes occur and, in any case, at least once every 4 years.”*
- The Recommendation of the Nomination and Remuneration Advisory Committee no. CNR\_CA-26-01076-17-03-2026

Given the above, we submit for approval of the Ordinary General Meeting of SNN Shareholders, the Remuneration Policy of Societatea Nationala Nuclearelectrica S.A. in its updated form enclosed hereto.

CEO

Cosmin GHITA

CFO

Daniel ADAM

Head of Legal and Corporate Governance Directorate

Vlad CHIRIPUS

Manager of the Human Resources Strategy Directorate

Loredana MACANEATA

**Societatea Nationala NUCLEARELECTRICA S.A.**

Bulevardul Iancu de Hunedoara 48, Bucharest 011745, Romania; Phone +4021 203 82 00, Fax +4021 316 94 00;

Registered with the National Office of the Trade Register under no. J1998007403409, European Unique Identifier (EUID) ROONRC.

J1998007403409, Unique Registration Code with the Trade Register (CUI) 10874881, Tax identification Code (CIF) RO10874881, IBAN code RO94

RNCB 0072 0497 1852 0001, opened with BCR - Sector 1 Branch;

Subscribed and paid-up share capital: RON 3,016,438,940.

[office@nuclearelectrica.ro](mailto:office@nuclearelectrica.ro), [www.nuclearelectrica.ro](http://www.nuclearelectrica.ro)