



Cleared by,
Board of Directors
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NOTE
on the substantiation of the draft 2026 Income and Expenditure Budget of S.N.
“Nuclearelectrica” S.A.

The Draft 2026 Income and Expenditure Budget (“IEB”) of S.N. Nuclearelectrica S.A. (“SNN”) was prepared in observance of the provisions of the Government Ordinance no. 26/2013 *on the strengthening of financial discipline in certain economic operators the sole or control stockholder of which is the State or administrative and territorial units, or where the State or administrative and territorial units hold a majority interest*, as subsequently amended and supplemented, which regulates as follows:

- Article 6(1[^]1) *The economic operators provided at Article 4(1)(d), the shares of which are admitted to trading on a regulated market and their subsidiaries, shall submit to the General Meeting of Shareholders, according to the law, for approval, after the prior consultation of the trade union organizations, the income and expenditure budget accompanied by the substantiating appendices prepared in accordance with the legal provisions in force, within 60 days of the coming entry into force of the State Budget Law, or of the approval date of the local budgets of communes, towns, cities, the district of City of Bucharest, counties and the City of Bucharest, as applicable;*
- Article 7(1) *Annually, under the State Budget Law, waging policy objectives are set based on which economic operators substantiate their income and expenditure budget indicators;*
- Article 9(1) *When substantiating their income and expenditure budgets, economic operators shall consider including, but without limitation to, the following:*
 - a) *observance of the policy of the Government and of the administrative and territorial units as to improvement of the economic and financial performances of economic operators;*
 - b) *observance of the waging policy objectives set out under the annual State Budget Law.*
- Article 9(3) *The increase in average monthly gross earnings per employee is determined as a percentage of the labour productivity growth index calculated in value or physical units, as applicable. The maximum percentage limit of the increase in the gross average earnings per employee is set out under the annual State Budget law.*

Additionally, the provisions of the Government Emergency Ordinance no. 89/23.12.2025 *amending and supplementing Law no. 227/2015 on the Tax Code, regulating certain tax and budgetary measures, and amending and supplementing certain regulatory acts*, lay down at Article XXXV: *“By way of derogation from the provisions of Article 7(1) and Article 9(3) of the Government Ordinance no. 26/2013 on strengthening the financial discipline for certain economic operators the sole or majority shareholders of which State or the administrative-territorial units or in which the latter hold, directly or indirectly, a majority interest, as approved with supplements by Law no. 47/2014, as subsequently amended and supplemented, the salary policy objectives applicable for substantiation and preparation of the 2026 income and expenditure budgets are set out in this Emergency Ordinance.”*

The 2026 Income and Expenditure Budget (“IEB”) of S.N. Nuclearelectrica S.A. (“SNN”) is the instrument used to programme and analyse the economic and financial activity, and aims to ensure internal financial balance for a profitable pursuit of the business activity.

The SNN Income and Expenditure Budget was substantiated in observance of the principles of prudence and going concern and in keeping with the provisions contained in:

- Law no. 43/2026 of the 2026 State Budget;
- Government Ordinance no. 26/2013, on the strengthening of financial discipline at the level of certain economic operators in which the State or administrative-territorial units are sole or majority shareholders or in which they hold directly or indirectly a majority stake, as subsequently amended and supplemented;
- The Order of the Minister of Public Finance Order no. 3.818/2019 approving of the format and structure of the income and expenditure budget, as well as of its substantiating appendices;
- Government Emergency Ordinance no. 109/2011 on corporate governance, as subsequently amended and supplemented;
- Government Emergency Ordinance no. 64/2001 on the profit distribution at national enterprises, national companies and companies with full or majority State capital, as well as at self-governed administrations, as subsequently amended and supplemented;
- Law no. 227/2015 on the Tax Code, as subsequently amended and supplemented;
- the Government Emergency Ordinance no. 89/23.12.2025 *amending and supplementing Law no. 227/2015 on the Tax Code, regulating certain tax and budgetary measures, and amending and supplementing certain regulatory acts;*
- Law no. 74/2023 approving the signature of the Support Agreement between the Romanian State and Societatea Nationala “Nuclearelectrica” - S.A. for the Cernavoda NPP Units 3 and 4 Project;
- The SNN 2026 – 2030 cost-reduction framework-action plan, as approved by the BoD Resolution no. 246/12.11.2025;
- The company’s 2026 valid Collective Bargaining Agreement (“CBA”);
- other applicable regulations and laws in force.

as well as:

- the directions and objectives laid down in the approved Management Plan;
- the performance indicator targets set out for directors and executive officers holding mandate contracts;
- any other matters related to the 2026 business activity, inflation and the average EUR exchange rate for 2026.

The draft 2026 income and expenditure budget was subjected to the financial management control according to the provisions of the Government Decision no. 1151/2012 approving the methodological rules for organization and exercise of the financial management control activity, and received clearance.

The financial indicators proposed by SNN in the draft 2026 IEB were intended to secure implementation of the company’s strategy and objectives, and attainment of the key financial, non-financial and operational indicators assumed by the company’s non-executive directors and the executive officers under their respective mandate contracts, at least at the minimum level agreed under such mandate contracts. With regard to the key financial performance indicators relating to operations and the dividend policy, for the 2026 financial year, the SNN Board of Directors will provide monitoring of the internal processes, performance appraisal, and support for corporate actions, so that their attainment rate is 100%.

The draft 2026 income and expenditure budget provides for a **gross profit of RON 2,400,611 thousand** which is **RON 377,818 thousand/-13.6%** lower than the gross profit made in 2025, and - **RON 5,058 thousand /-**

0.2% lower than the 2025 rectified budgeted gross profit, approved by the BoD Resolution no. 276/09.12.2025, and for a net profit of **RON 2,064,611 thousand**, which is - **RON 334,020 thousand/-13.9%** lower than the net profit made in 2025, and + **RON 38,377 thousand /+1.9%** higher than the 2025 rectified budgeted net profit. The results are obtained on the basis of **total revenues of RON 5,835,364 thousand** (-5.2% v the 2025 actual figure, and -3.9% v the 2025 rectified budgeted amount) and **total expenses of RON 3,434,753 thousand** (+1.8% v the 2025 actual figure, and -6.4% v the 2025 rectified budgeted amount), as well as in reliance of an estimated corporate income tax of **RON 336,000 thousand** (-11.5% v the 2025 actual figure, and -11.4% v the 2025 rectified budgeted amount).

*The percentage comparisons below refer to the amounts budgeted for 2026 compared to the **actual** amounts for 2025, being indicated as "+/- x%", unless otherwise indicated.*

I. TOTAL INCOME

Total income was estimated at **RON 5,835,364 thousand** (- RON 318,620 thousand /-5.2% v the 2025 actual figure), of which operating income **RON 5,464,091 thousand** (- RON 252,278 thousand /-4.4% v the 2025 actual figure) and financial income of **RON 371,273 thousand** (- RON 66,342 thousand /-15.2% v the 2025 actual figure).

1. Operating income (Line 2) of RON 5,464,091 thousand includes revenues from sold production of **RON 5,372,849 thousand** (-4.1% v the 2025 actual figure) (Line 3), of which the proceeds from the sale of products, namely electricity and heat, amounts to **RON 5,367,298 thousand** (-4.0% v the 2025 actual figure) (Line 4).

1.1. Income from sale of electricity – RON 5,359,663 thousand, at a quantity planned for sale of **9,493 GWh**, resulting into a weighted average sale price of **564,60 RON/MWh** (price without Tg).

The assumptions of the budget construction for the income from the sale of electricity are as follows:

a. Cernavoda NPP's electricity delivery programme

The amount of electricity forecasted to be **delivered was prudently estimated**, based on the latest NPP forecast under the **2026 electricity generation programme**, as approved by the Bod Resolution no. 32/24.02.2026, at **9,080 thousand MWh** for a maximum planned outage period of 86 days for Unit 1, as this time period allows for performance of potential activities related to Cernavoda NPP's Unit 1 Refurbishment Project. Under the same BoD resolution, a minimum period of 63.5 days was approved for the Unit 1 planned outage, which corresponds to a generation programme of 9,376 thousand MWh. To the 9,080 thousand MWh programme adds a quantity estimated to be required to be purchased to optimize the sales mix, particularly during (planned and unplanned) outages. The production and delivery programme was devised considering operation of the nuclear units at a high capacity factor, similar to the levels of the previous years, a duration of the planned outage of Unit 1 of about 86 days, as well as unplanned outages of Units 1 and 2 of 288 hours, based on historical data over a longer time period. In the nuclear industry, unplanned outages are part of a normal operation of the nuclear units, and prudent management requires budgeting of a number of unplanned outage hours based on resulting multiannual average figures.

b. SNN's electricity sale programme

The income projection was based on an **electricity sale programme** of **9,493 GWh**, under the **contracts already concluded** on the IEB preparation date, for the deliveries of electricity due to take place in 2026, as well as on price assumptions related to the average price on different OPCOM platforms, for **the remaining quantity to be contracted**.

Thus, from the correlation of the data related to the quantities and certain prices related to the concluded sales transactions with the assumptions related to the quantities remaining to be sold and the estimated prices, it follows that the value of the electricity production projected to be sold/delivered in 2026 is **RON 5,359,663 thousand** (without TG).

c. Generation of certain income with a limited production capacity

It should be noted that, for SNN, **the production capacity is limited by the installed power of the two nuclear reactors in service, that have already been operating at a high average capacity factor**, significantly above the industry average, as well as by the duration of the planned outage of Unit 1, which can be of a maximum of 86 of days, and the estimated budgeted number of unplanned outage hours. Units 1 and 2 rank 1st worldwide, judged by the combined utilization factor of the production capacity since commissioning. The prices on the competitive market are formed freely and competitively, based on the demand/supply ratio. Thus, the key driver of the operating income is the market price of electricity.

However, for 2026, there is a high degree of certainty as to realization of the income envisaged under this draft IEB.

1.2. The income from sale of heat - RON 7,636 thousand, accounting for a small share of the total operating income, was estimated taking into account an amount of delivered heat, of about 70,07 thousand Gcal.

1.3. The income from royalties and rents (Line 6) was estimated at **RON 2,238 thousand**, and represent the income obtained from rental of land and administrative premises according to the lease contracts.

1.4. Other income (Line 7) of **RON 3,313 thousand** is represented by proceeds from utilities recharging for leased and service spaces, including proceeds from the sale of green allowances and the sale of by-products.

1.5. Income from sale of goods (Line 8), of **RON 33,037 thousand**, represents the value of electricity transmission set out under the ANRE Order no. 74/16.12.2025 at 3,63 RON/MWh (regulated tariff) effective 1 January 2026, compared to the transmission tariff set out under the ANRE Order no. 99/20.12.2024 at 3,29 RON/MWh, as applicable for 2025. This type of income has a correspondent in the cost of goods sold, which is invoiced to customers of SNN.

1.6. Income from production of non-current assets (Line 12) – for 2026, the Company does not expect any income from production of non-current assets, as the related costs are capitalized directly into the investment amount, and are not booked under the profit and loss account, in accordance with IFRS.

1.7. Income related to the cost of production in progress (Line 13) – RON 39,937 thousand, estimated in accordance with the planned production of nuclear fuel bundles of Pitesti NFP.

1.8. Other operating income (Line 14) of **RON 18,268 thousand** (-27.1% v the 2025 actual figure), mainly includes income from investment subsidies (RON 7,560 thousand), representing loan repayments and interest payments made by the Romanian State to banks, on behalf of SNN, to finance Unit 1. These amounts are

restated annually as income, as the plant, property and equipment financed from those subsidies are depreciated; their decrease compared to 2025 stems from their correlation with the Unit 1 lifetime extension. An amount of RON 8,818 thousand, representing the 3% bonus granted to SNN in accordance with the Government Emergency Ordinance no. 107/2024 for the corporate income tax due for 2024, was forecasted under Other Income. Other factors for the decrease observed compared to the 2025 actual figures are the recognition in 2025 of the impact of the revaluation of tangible non-current assets and of income from penalties and indemnities that were not estimated in 2026.

2. The **financial income of RON 371,273 thousand** (-15.2% v the 2025 actual figure) was estimated to decrease based on the forecasting of the income from exchange rate differences, the interest to be received from banks for deposits in RON and EUR set up by the Company, as well as the interest payable related to financial investments made in both RON and foreign currency.

II. TOTAL EXPENSES

The **total expenses of RON 3,434,753 thousand** (+ RON 59,197 thousand /+1.8% v the 2025 actual figure) include operating expenses of **RON 3,385,792 thousand** (+ RON 46,107 thousand /+1.4% v the 2025 actual figure) and financial expenses of **RON 48,961 thousand** (+ RON 13,091 thousand /+36.5%).

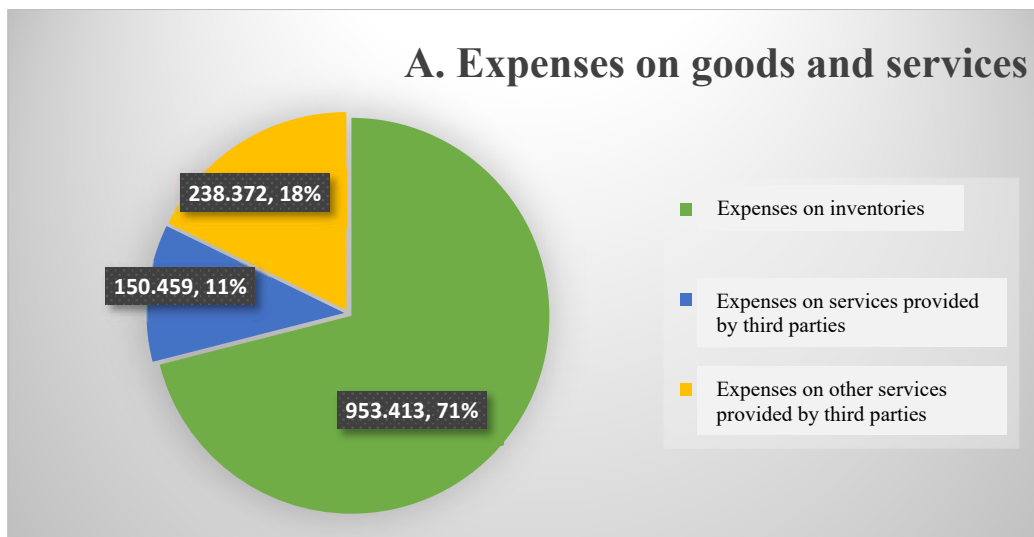
The expenses have been substantiated taking into account the estimated inflation indices and/or the evolution of the forecasted exchange rates according to the 2025 fall forecast of the National Forecasting Commission, for those costs which, by their nature, have a relatively straight-line evolution, as adjusted in accordance with SNN's own expectations as to the evolution of the exchange rate.

A nuclear power plant can only operate under full nuclear safety and operational excellence conditions if it has the necessary financial resources for maintenance, operation and investment activities; thus, for the operating and maintenance costs, the budgeting philosophy adopts a "bottom-up" approach, *i.e.* the activities programmed in detail give annual and multi-annual needs. This is how the company provides for the resources needed to achieve the abovementioned goals, specific to the nuclear industry.

1. The operating expenses of RON 3,385,792 thousand (+1.4% v the 2025 actual figure, -6.0% v the 2025 rectified budgeted amount) consist of the expenses on goods and services, the expenses on taxes, duties and similar transfers, the payroll costs and other operating expenses.

A. The expenses on goods and services of RON 1,342,244 thousand (+ RON 306,998 thousand /+29.7% v the 2025 actual figure, + RON 91,707 thousand /+7.3% v the 2025 rectified budgeted amount) includes the expenses detailed below:

A. Expenses on goods and services



- thousand RON -

INDICATORS	Line no.	Provisions for the previous year 2025		Proposal Year 2026	5=4-3	6=5/3
		Approved according to BoD Resolution no. 276/09.12.2025	2025 actual figure			
0	1	2	3	4	5	6
A1 Expenses on inventories	31	889,253	721,316	953,413	232,097	32.2%
A2 Expenses on services provided by third parties	39	143,725	135,620	150,459	14,839	10.9%
A3 Expenses on other services provided by third parties	45	217,559	178,310	238,372	60,062	33.7%
Total		1,250,537	1,035,246	1,342,244	306,998	29.7%

A1 - expenses on inventories of RON 953,413 thousand (+32.2% v the 2025 actual figure, +7.2% v the 2025 rectified budgeted amount) are established depending on consumption of raw materials and materials needed for both the current maintenance programme with the Power Plant in operation, as well as the maintenance programme due to be carried out during the planned or unplanned outages, i.e. spare parts, ancillary materials, other consumables, inventory items and work protective equipment, the consumption of energy, water and gas, cost of goods (electricity purchased on the competitive market during outages, purchase of green allowances, charge for injecting the electricity into the transmission network payable to CN Transelectrica SA - zonal transmission tariff Tg).

- thousand RON -

A1 - Expenses on inventories	Line no.	Provisions for the previous year 2025		Proposal Year 2026	5=4-3	6=5/3
		Approved according to BoD Resolution no. 276/09.12.2025	2025 actual figure			
0	1	2	3	4	5	6
a) expenses on raw materials	32	244,504	244,244	289,696	45,452	18.6%
b) expenses on consumables	33	121,770	118,720	126,239	7,519	6.3%
c) expenses on materials similar to inventory items	36	5,008	2,446	1,852	-594	-24.3%
d) expenses on energy and water	37	162,280	159,796	175,851	16,055	10.0%
e) expenses on goods	38	355,691	196,111	359,775	163,664	83.5%
Total		889,253	721,316	953,413	232,097	32.2%

a) The expenses on raw materials (Line 32) of **RON 289,696 thousand** (+18.6% ν the 2025 actual figure, +18.5% ν the 2025 rectified budgeted amount) are expected to increase in 2026 and are based on the electricity generation programme and the cost of manufacturing the nuclear fuel.

For the electricity generation programme considered in this budget, as many as 10,664 fuel bundles are expected to be used this year, compared to the 10,312 bundles used in 2025 (+3.4%). These bundles will be used from the stock available with Cernavoda NPP on 31 December 2025 and from the deliveries made by Pitesti NFP in 2026, estimated at 10,800 bundles.

The nuclear fuel production cost is determined based on the standard usage rates and the estimated costs of sintered U powder UO₂ powder, the costs of Zircaloy-4 materials and other raw materials. Pitesti NFP's 2026 fuel bundle production programme provides for 10,800 bundles, for which the expenses on sinterable U powder in UO₂ are estimated at RON 298,943 thousand (+ RON 68,603 thousand/+29.78% ν the 2025 actual figure); this increase is mainly caused by the higher cost of technical-grade uranium concentrate (TGUC) used to obtain the sinterable U powder in UO₂. The average usage cost used to substantiate the total cost of the sinterable U powder in UO₂ is RON 1,333.43 KgU in UO₂.

The expenses on Zircaloy-4 products amount to RON 30,201 thousand (+ RON 6,046 thousand/+25.04% ν the 2025 actual figure). The expense on Zircaloy products was determined taking into account the stock on 31 December 2025 and the USD/EUR unit prices in the supply contracts in force, and the prices featured in the ongoing procurement procedures. The increase compared to the 2025 actual figure is caused by the higher purchase prices under the contracts concluded in August 2025/December 2025 for the purchase of Zircaloy-4 bars, sheets and tubes.

The expenses on other raw materials are projected to be in RON 1,087 thousand (- RON 453 thousand ν the 2025 actual figure). These lower expenses on other raw materials are due to the decrease in the purchase price of "Helium 99.995", from EUR 52/m³ (the price under the contract in force in 2025) down to RON 117,59/m³ (price under the contract no. 988/30.06.2025).

These increases in the fuel bundle production cost give rise to an increase in the cost of nuclear fuel estimated for 2026.

b) The expenses on consumables of **RON 126,239 thousand** (+ RON 7,519 thousand /+6.3% ν the 2025 actual figure, + RON 4,469 thousand /+3.7% ν the 2025 rectified budgeted amount) consist of:

- expenses on spare parts (Line 34) amounting to RON 35,953 thousand (+ RON 5,461 thousand ν the 2025 actual figure), are mainly caused by the current maintenance, repair and replacement programmes concerning the nuclear units, and include the estimated usage from the stock existing on 31 December 2025, as well as the purchases envisaged to be made in 2026 (this chapter of expenses does not include essential, vital and critical spare parts, as the elements that have a period of usage longer than 1 year are recognized as non-current assets under IAS 16, and depreciation is calculated for them). The increase compared to 2025 stems from the estimates made according to the maintenance programmes. Thus, the following are estimated: an increase in the amount of spare parts for the turbine generator during the planned outage of Unit 1 (+ RON 1,100 thousand); an increase in maintenance activities related to the nuclear fuel loading/unloading machine (+ RON 2,800 thousand); the use in 2026 of spare parts for the physical protection systems, the costs of which were initially provided in 2025 (+ RON 1,400 thousand);
- expenses on fuels (Line 35) of RON 3,132 thousand, increased by 5.8% ν the 2025 actual figure, reflecting mainly developments in price, including fuels used both for the operating needs of the Diesel generators of the two Units and for the Start-Up Thermal Plant, and the fuel used for motor-vehicles;
- expenses on other consumables amounting to RON 87,154 thousand (+ RON 1,885 thousand ν the 2025 actual figure), represents the cost of protective food provided to exposed staff, materials used for current maintenance and repairs, radiation protection and occupational safety, administrative purposes, and materials such as: technical and special gases, oils, chemicals, radioprotection materials and other consumables for maintenance and operation of the power plant, in accordance with the needs estimated for 2026. This increase is mainly due to the higher expenses on occupational safety and radiation protection materials;

c) **The expenses on materials similar to inventory items (Line 36)**, amounting to **RON 1,852 thousand** (- RON 594 thousand *v* the 2025 actual figure) are expected to decrease. The main expenses included in this category concern expenses made to support the activities of maintenance and repairs, radiation protection, administrative and physical protection departments, and represent individual equipment required for bodily protection;

d) **The expenses on energy and water (Line 37) of RON 175,851 thousand** (+16,055 *v* the 2025 actual figure) include the expenses on process water, and the current use of water, electricity and natural gas. The main increase driver is represented by the higher tariff charged for the cooling water taken from the Danube, from 46,99 RON/thousand m³ up to 50,43 RON/thousand m³, having been indexed by +7.32% for 2026 (+ RON 13,660 thousand *v* the 2025 actual figure), as well as by the higher expenses on electricity and heat (+ RON 2,719 thousand *v* the 2025 actual figure).

e) **Expenses on goods (Line 37) of RON 359,775 thousand** (+ RON 163,664 thousand /83.5% *v* the 2025 actual figure, + RON 4,084 thousand /+1.1% *v* the 2025 rectified budgeted amount). This category includes:

- **consideration of the electricity transmission** at a regulated tariff (TG) paid to CN “Transelectrica” SA for injection of electricity into the electricity transmission network, which is also found under the income from sale of goods, in the same amount, and is charged to and recovered from customers – **RON 33,037 thousand** (- RON 241 thousand *v* the 2025 actual figure), at a tariff of 3,63 RON/MWh effective 1 January 2026, according to the ANRE Order no. 74/16.12.2025, compared to the transmission tariff set out under the ANRE Order no. 99/20.12.2024, *i.e.*, 3,29 RON/MWh (regulated tariff) applicable in 2025. The increase in the transmission tariff, combined with the lower quantity of electricity expected to be delivered in 2026, leads to a decrease in the estimated cost of electricity transmission;

- **expenses on electricity estimated to be purchased** on the competitive market during outages – **RON 326,738 thousand** (+ RON 163,905 thousand *v* the 2025 actual figure), in particular unplanned outages. This quantity is provided for fulfilment of the obligations under the electricity sales contracts concluded with customers, considering the quantities unavailable due to outages. The variation in 2026 compared to the 2025 actual comes from inclusion of the amount of electricity due to be purchased to cover the production shortage during planned or unplanned outages, so as to allow the sale of additional band quantities, to optimize the sales mix.

Execution savings can be obtained under this chapter of expenses (similar to 2025); however, only provided that the actual number of hours of unplanned outage is lower than the budgeted number of hours of unplanned outage, and the cost of the purchased energy is to be lower than or at most equal to the budgeted amount.

According to the recommendations made by the CANDU technology manufacturer and to the industry standards, for a CANDU 6-type nuclear power plant, a number of approximately 150 hours of unplanned outages is estimated annually for each unit. Prudentially, for 2026, SNN estimates a number of hours of unplanned outages of approximately 288 hours for the two nuclear reactors; however, depending on the effective operation of the power plant, the actual number of hours of unplanned outage may be higher or lower than planned. Execution cost savings can be achieved, but which cannot be ignored or diminished when in IEB preparation; on the other hand, if the number of unplanned outage hours is exceeded and purchase price of this needed energy fluctuates, this may lead to the budgeted expenses being exceeded.

The amount of the expenses is influenced by the need to budget a quantity of energy to be purchased during planned and unplanned outages, which results in a high level of “commodity expenses” at least at the budgeted level.

The expenses are prudentially substantiated, but without prejudice to the high level of the quality standards required for operation and maintenance of nuclear power plants.

The abovementioned aspects led to the increase in the expenses on goods (a chapter which also covers for the electricity purchased for the planned and unplanned outages) compared to the 2025 actual figure.

A2 - expenses on services provided by third parties of RON 150,465 thousand (+10.9% v the 2025 actual figure, +4.7% v the 2025 rectified budgeted amount). The estimated amount of the necessary services is based on the specific operating requirements, as well as on ongoing contracts which are generally multiannual.

- thousand RON -

A2 - Expenses on services provided by third parties	Line no.	Provisions for the previous year 2025		Proposal Year 2026	5=4-3	6=5/3
		Approved according to BoD Resolution no. 276/09.12.2025	2025 actual figure			
0	1	2	3	4	5	6
a) expenses on maintenance and repairs	40	127,512	120,213	134,260	14,047	11.7%
b) expenses on rents	41	735	-24	360	384	-1572.9%
c) insurance premiums	44	15,478	15,432	15,839	407	2.6%
Total		143,725	135,620	150,459	14,839	10.9%

a) Expenses on maintenance and repairs (Line 40), amounting to **RON 134,260 thousand**, which include both the services required for the current maintenance programme with the Power Plant in operation for all the Power Plant's systems (electrical, ventilation and mechanical systems, process parameters monitoring, equipment and plant from the fixed front, sieving unit and pumping unit, power transformers, lifting gear, "WTP" water treatment plant, etc.), as well as the repair and maintenance services for Unit 1, scheduled for the planned outage in May - August 2026 (those repair and maintenance services that do not qualify as investment, but are expensed).

For 2026, the amount increased by RON 14,047 thousand compared to the 2025 actual figure, mainly due to the higher volume of activities presented below, but also to the indexation of the tariffs according to the contractual clauses:

- maintenance of mechanical and ventilation equipment – an increase by approx. RON 3,600 thousand further to conclusion in the second half of 2025 of a new contract with higher hourly rates;
- corrective maintenance services to the Diesel generators – an increase compared to 2025, when such services were not needed (+ RON 1,100 thousand);
- CB01 maintenance, of approx. RON 1,100 thousand;
- maintenance services for the electrical systems and equipment – an increase by RON 1,900 thousand due to the indexation of the rates under the contract in force since September 2025, and to the increase estimated under the new contract to be concluded as of September 2026;
- scaffold erection/dismantling activities due to activities in OP U1 – an increase by approx. RON 1,000 thousand;
- a new activity commenced in 2026 related to the cleaning and calibration of the diesel fuel tanks (+ RON 1,100 thousand);
- preventive and corrective maintenance services for the radiation protection systems – new contracts that entered into force during 2025 (+ RON 1,000 thousand);
- non-destructive testing services during the planned outage of Unit 1 – an increase by approx. RON 600 thousand;

b) Expenses on rents (Line 41), amounting to **RON 360 thousand**, include updated costs in 2026 related to the areas rented for storage of equipment and materials managed by NPP in Saligny area, the rent for the nitrogen and hydrogen storage tanks, the rent for the lease of an overhead power line PHPL # 5606.

c) Expenses on insurance premiums (Line 44), amounting to **RON 15,839 thousand**, include nuclear risk insurance of the Power Plant, liability insurance for the management and administrative staff, insurance for accidents at work and occupational diseases for the SNN staff, as well as and other covers. The amount budgeted for 2026 represents the maximum amount that can be achieved, under the terms of these types of insurance, higher than in 2025, the period where company benefited from the reimbursement of an insurance premium from the total consideration of the nuclear risk insurance.

A3 - expenses on services provided by third parties of RON 238,372 thousand (+ RON 60,062 thousand /+33.7% v 2025 actual figure, + RON 20,813 thousand /+9.6% v 2025 rectified budgeted amount) represent: expenses on commissions and fees, business entertainment, advertising and publicity, sponsorship, freight and passenger transport, travel, posting and transfers, banking services, postal services and telecommunications, security and protection of the facilities and of the staff, computing technology maintenance, staff training, radioactive waste management services, etc. Also for this category of expenses, those services that are generated by Cernavoda NPP account for the largest share and require budgeting of resources that would cover for all the programmed activities. At contractual level, the ongoing multiannual services contracts add certainty to the quantitative and value amount of the expenses on these services.

- thousand RON -

A3 - Expenses on services provided by third parties	Line no.	Provisions for the previous year 2025		Proposal Year 2026	5=4-3	6=5/3
		Approved according to BoD Resolution no. 276/09.12.2025	2025 actual figure			
0	1	2	3	4	5	6
a) expenses on collaborators	46	0	0	0	0	-
b) expenses on commissions and fees	47	8,015	2,429	4,684	2,255	92.8%
c) expenses on business entertainment, advertising and publicity	49	1,805	1,484	2,896	1,412	95.1%
d) Expenses on sponsorship	56	1,993	1,918	1,800	-118	-6.2%
e) expenses on freight and passenger transport	61	10,362	10,277	10,431	154	1.5%
f) expenses on travel, secondment, transfer	62	6,175	5,931	7,588	1,657	27.9%
g) expenses on postal services and telecommunications	66	297	283	372	89	31.3%
h) expenses on banking and similar services	67	808	750	905	155	20.6%
i) other expenses on services provided by third parties	68	38,024	37,706	46,464	8,758	23.2%
j) other costs	77	150,080	117,530	163,232	45,702	38.9%
Total		217,559	178,310	238,372	60,062	33.7%

- **Expenses on commissions and fees (Line 47) – RON 4,684 thousand** mainly represent expenses on legal advice in accordance with the estimates made for the external legal advice needed in 2026.
- **Expenses on business entertainment, advertising and publicity (Line 49) are estimated at RON 2,896 thousand**, as follows:
 - Expenses on business entertainment of RON 468 thousand (+ RON 177 thousand v the 2025 actual figure) were sized below the level of deductibility set out in the Tax Code;
 - Expenses on advertising and publicity, amounting to RON 2,428 thousand (+ RON 1,234 thousand v the 2025 actual figure), are aimed at increasing the understanding and acceptance of nuclear

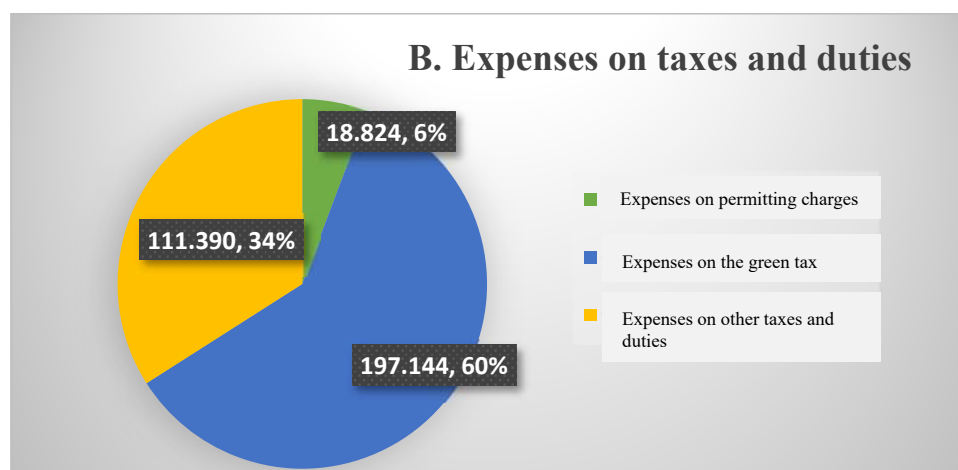
energy domestically and internationally, maintaining a positive image for SNN, counteracting actions with an adverse impact on the development of the national energy programme, and advancing the projects of SNN;

- **Expenses on sponsorship (Line 56) – RON 1,800 thousand**, are set at a lower level than the actual amount of 2025, below the deductibility threshold provided in the Tax Code. These expenses are subject to the provisions of Law no. 32/1994 on sponsorship, as subsequently amended and supplemented, and to the express approval of the Board of Directors, and the actions for which sponsorship is granted are presented for information in the GMS; allocation of sponsorships between the medical and healthcare (40%), education, teaching, social and sport (40%) and other actions and activities (20%) is in accordance with the provisions of the Government Emergency Ordinance no. 2/2015, but there may be execution differences. Substantiation of the expenses for sponsorship considered the provisions of Article LX of the Government Emergency Ordinance no. 115/2023.
- **The expenses on freight and passenger transport (Line 61) – RON 10,431 thousand**, representing expenses on passenger and freight transport services, went up by RON 136 thousand compared to the 2025 actual figure, mainly due to tariff indexation under the contracts in force.
- **The expenses on travel, secondment and transfer (Line 62) – RON 7,588 thousand**, increased by RON 1,657 thousand compared to the actual amount of 2025, as a result of resizing the travel needs for training the NPP staff in the country and abroad and other needed business trips, such as for participation in benchmarking, and for attending various product manufacturing stages, in line with the market prices.
- **The expenses on postal services and telecommunications (Line 66) - RON 372 thousand** include the expenses estimated for telephone and internet services, at a similar level to the actual figure of 2025, in accordance with the required level of activity and with the changes in the landline, mobile and data services, as well as courier services.
- **The expenses on banking and similar services (Line 67)**, estimated at **RON 905 thousand**, include the estimated expenses on bank commissions/fees, going up by RON 155 thousand v the 2025 actual figure, as a result of the higher volume of FX banking transactions, especially for the Unit 1 Refurbishment project. These include the commissions charged by commercial banks for payments to suppliers.
- **Other expenses on services provided by third parties (Line 68) - RON 46,464 thousand** (+ RON 8,758 thousand/23.2% v the 2025 actual figure), of which:
 - a) **The expenses on insurance and security (Line 69) - RON 10,190 thousand** include insurance and security/guard services for facilities and staff, increasing by + RON 2,997 thousand compared to the 2025 actual figure, following conclusion in May 2025 of a physical protection full-service contract for the facilities on the Cernavoda NPP platform, which had previously been covered by in-house staff, as well as the indexation of the estimated rates under the contract for security/guard services.
 - b) **The expenses on maintenance and operation of the computing equipment (Line 70) - RON 24,893 thousand**, include expenses on maintenance of the workstations, servers and HP equipment, the database management systems, and for the new IT equipment further to expansion and upgrading of the network of computers. The estimated increase of RON 4,190 thousand in 2026 compared to the 2025 actual amount mainly accommodates ORACLE and ORACLE HR technical support services (+ RON 1,100 thousand); subscriptions for extension of the software products in the VMware virtual infrastructure (+ RON 1,270 thousand); renewal of subscriptions for the Trend Micro antivirus

solutions (+ RON 304 thousand); printing and copying services (+ RON 214 thousand); InTec technical support (+ RON 132 thousand); and a subscription to a cyber-security awareness training solution with integrated phishing simulations (+ RON 132 thousand, a new activity);

- c) **The expenses on professional training (Line 71) amounting to RON 11,107 thousand** went up by RON 2,389 thousand compared to the 2025 actual figure, to provide staff training, including management/coordination, operation, maintenance and technical staff through experts from external specialized organizations, training of newly hired operating staff in accordance with the mandatory training programme, as well as training under the leadership programme;
- d) **Expenses on revaluation of tangible and intangible non-current assets (Line 72) - RON 138 thousand** as needed for valuation of tangible non-current assets;
- e) **Expenses on tender and other notices (Line 76) - RON 136 thousand**, consist of broadcasting, via a regional radio station, of the public information program, notices of public consultation in the environmental assessment stages for the projects of the Cernavoda NPP branch, according to legal requirements, and notices/announcements of sale or lease of assets or recruitment;
- **Other expenses (Line 77) – RON 163,232 thousand**, increasing by RON 45,702 thousand v the 2025 actual figure, include other operating services, such as radioactive and non-radioactive waste management and decontamination services, technical assistance, maintenance of the heat supply system and water circuit, cleaning services for process and administrative spaces, maintenance of storage spaces, services provided by specialized nuclear organizations for development of common programmes. The main variations stem from:
 - Expenses on studies, including nuclear safety studies, nuclear safety assessment studies for buildings and digitalization studies (+ RON 3,724 thousand);
 - Expenses on technical assistance, including expenses on participation in the Conexus Research and Development Programmes and other programmes, as well as technical assistance for feeders, snubbers, fuel channels, and the turbine generator (+ RON 2,279 thousand);
 - Expenses on weather forecast services, radiation protection and environmental protection, medical and occupational health services, including occupational safety (+ RON 246 thousand);
 - Expenses on management, treatment and storage of radioactive and non-radioactive waste (+ RON 1,715 thousand);
 - Expenses on industrial test analyses and determinations (+ RON 1,350 thousand);
 - The expenses on consultancy include mainly consultancy services for the NPP management, ESG reporting services, consultancy services on ISO:27001:2022, consultancy for certification of the electronic archive, tax consultancy and advice on preparation of the transfer pricing documentation file, consultancy services to improve NPP's operational performance, and consultancy on ERP acquisition (+ RON 1,372 thousand);
 - Expenses on permitting by ISCIR, CNCAN and National Boiler Control Company (- RON 306 thousand);
 - Other expenses on services provided by third parties include building maintenance and repair services, warehouse/storage management services, financial auditing services, event organization services, investor relations services, data entry, processing and validation services, and other services needed for the conduct of the current business activity (+ RON 16,980 thousand).

B. Expenses of taxes, charges and similar transfers in the amount of **RON 327,358 thousand** (-56.7% v the 2025 actual figure, -56.3% v the 2025 rectified budgeted amount) include the permitting charge, the green tax, the construction tax and other taxes and duties



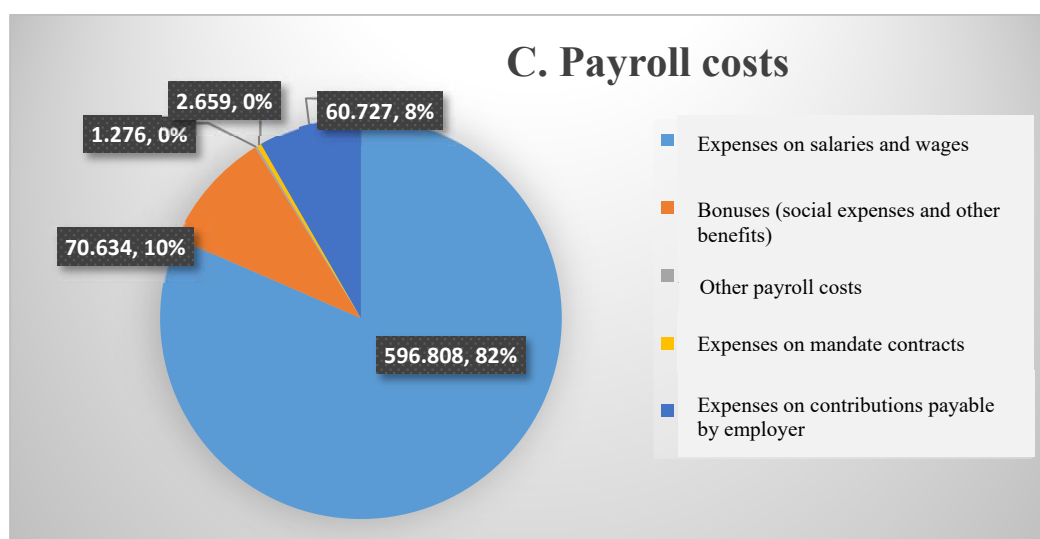
- thousand RON -

B - Expenses on taxes, duties and similar transfers	Line no.	Provisions for the previous year 2025		Proposal Year 2026	5=4-3	6=5/3
		Approved according to BoD Resolution no. 276/09.12.2025	2025 actual figure			
0	1	2	3	4	5	6
a) expenses on the charge on exploitation of mineral resources	79	0	0	0	0	-
b) expenses on the royalty on concession of public goods and mineral resources	80	0	0	0	0	-
c) expenses on licensing fees	81	0	0	0	0	-
d) expenses on permitting charges	82	9,962	9,962	18,824	8,862	89.0%
e) expenses on the green tax	83	132,032	130,225	197,144	66,919	51.4%
f) expenses on other taxes and duties	84	607,099	615,438	111,390	-504,048	-81.9%
Total		749,093	755,625	327,358	-428,267	-56.7%

- **The expenses on the permitting charge** (Line 82) estimated at **RON 18,824 thousand** (+ RON 8,862 thousand compared to the 2025 actual figure) mainly represent the charge and tariff payable to CNCAN for the latter to issue the nuclear safety operating permit. The increase of RON 8,862 thousand is estimated further to publication on CNCAN's website of the draft amending and updating the amount of the charges and rates set out in the Regulation on Charges and Rates Applied for Authorization and Control of Nuclear Activities, as approved by the Government Decision no. 712/2009.
- **The expenses on the green tax** (Line 83) estimated at **RON 197,144 thousand** (+ RON 66,919 thousand compared to the 2025 actual figure), mainly represent SNN's contribution to the Plan for Decommissioning and Final Disposal of Radioactive Waste for the decommissioning of Units 1 and 2, by transferring to ANDR a contribution set under Government Decision no. 613/2025, as well as other environmental/green charges payable under the applicable legislation. Effective 1 October 2025, the contribution for decommissioning and disposal increased from EUR 2/MWh to EUR 4/MWh, leading to the increase shown in the budget. This charge is set in EUR currency, while its consideration is paid in RON, so that the 2026 budgeted amount is considered so as to cover for the potential exchange rate differences.
- **Expenses on other taxes and duties** (Line 84) estimated at **RON 111,390 thousand** (-RON 504,048 thousand v the 2025 actual figure). In 2026 SNN will no longer owe the contribution to the energy transition fund, which amounted to RON 504,507 thousand in 2025. The main estimated taxes and duties are:

- **Monitoring rate charged by AMEPIP** - Agency for Monitoring and Performance Appraisal of State-Owned Enterprises of **RON 5,532 thousand** (+ RON 937 thousand v the 2025 actual figure), in accordance with the provisions of Law no. 187/2023 amending and supplementing the Government Emergency Ordinance no. 109/2011 on corporate governance of state-owned enterprises, which, under Chapter I¹ Article (4¹)(4) reads that: “*AMEPIP's own income come from fines and a monitoring fee of up to 0.1% of the total income disclosed by the annual financial statements of state-owned enterprises, as approved for the previous year, and set annually by order of the AMEPIP's President*”;
- The **ANRE charge of RON 5,634 thousand** (+ RON 953 thousand v the 2025 actual figure) represents the estimated contribution to be paid in 2026 by the Company to ANRE. According to the ANRE Order no. 82/2025, the money contribution related to 2026 is equal to 0.1% of the turnover obtained in 2025;
- **Local taxes of RON 99,990 thousand**, going up by RON 94 thousand v the 2025 actual figure;
- **Other taxes of RON 224 thousand**, representing expenses related to the non-deductible VAT, the non-resident income tax and other road tolls.

C. Payroll costs of RON 732,102 thousand (-2.5% v the 2025 actual figure, -7.7 v the 2025 rectified budgeted amount) include: expenses on salaries and wages, bonuses, other payroll items, mandate contracts and other management and control bodies, commissions and committees, as well as for social insurance and security, special funds and other statutory obligations. These costs are detailed below and are represented in the following chart.



INDICATORS	Line no.	Provisions for the previous year 2025		Proposal Year 2026	5=4-3	6=5/3
		Approved according to BoD Resolution no. 276/09.12.2025	2025 actual figure			
0	1	2	3	4	5	6
C Payroll costs	85	792,782	751,162	732,102	-19,060	-2.5%
C0 Wage-like costs	86	720,940	684,544	667,441	-17,103	-2.5%
C1 Expenses on salaries and wages	87	646,586	616,480	596,808	-19,672	-3.2%
C2 Bonuses	91	74,354	68,064	70,634	2,569	3.8%
C3 Other payroll costs	99	1,120	1,210	1,276	66	5.5%
C4 Expenses under the mandate contract and of other management and control bodies, commissions and committees	103	6,691	6,527	2,659	-3,868	-59.3%
C5 Expenses on contributions payable by employer	112	64,031	58,882	60,727	1,845	3.1%

Substantiation of the payroll costs for 2026 was done in accordance with the provisions of the Government Emergency Ordinance no. 26/2013 *on the strengthening of financial discipline in certain economic operators the sole or control stockholder of which is the State or administrative and territorial units, or where the State or administrative and territorial units hold a majority interest*, as follows:

- Article 9(1)(b): "When substantiating their income and expenditure budgets, economic operators shall consider including, but without limitation to, the following: [...]; b) observance of the waging policy objectives set out under the annual State Budget Law;"
- Article 9(3): "The increase in average monthly gross earnings per employee is determined as a percentage of the labour productivity growth index calculated in value or physical units, as applicable. The maximum percentage limit of the increase in the gross average earnings per employee is set out under the annual State Budget law."

and in accordance with the Government Emergency Ordinance no. 89/2025 *amending and supplementing Law no. 227/2015 on the Tax Code, regulating certain tax and budgetary measures, and amending and supplementing certain regulatory acts*, which reads as follows:

- Article XXXV: *By way of derogation from the provisions of Article 7(1) and Article 9(3) of the Government Ordinance no. 26/2013 on strengthening the financial discipline for certain economic operators the sole or majority shareholders of which State or the administrative-territorial units or in which the latter hold, directly or indirectly, a majority interest, as approved with supplements by Law no. 47/2014, as subsequently amended and supplemented, the salary policy objectives applicable for substantiation and preparation of the 2026 income and expenditure budgets are set out in this Emergency Ordinance.*

C0) Wage-like costs of RON 667,441 thousand (- RON 17,103 thousand /-2.5% v the 2025 actual figure, - RON 53,499 thousand /-7.4% v the 2025 rectified budgeted amount) consist of expenses on salaries and wages (C1 – RON 596,808 thousand) and on bonuses (C2 – RON 70,634 thousand), itemized as follows:

INDICATORS	Line no.	Provisions for the previous year 2025		Proposal Year 2026	5=4-3	6=5/3	
		Approved according to BoD Resolution no. 276/09.12.2025	2025 actual figure				
0	1	2	3	4	5	6	
C0	Wage-like costs (Line 86 = Line 87 + Line 91)	86	720,940	684,544	667,441	-17,103	-2.5%
C1	Expenses on salaries and wages (Line 87 = Line 88 + Line 89 + Line 90), of which:	87	646,586	616,480	596,808	-19,672	-3.2%
	a) base salaries and wages	88	525,598	508,277	511,733	3,456	0.7%
	b) increments, bonuses and other rewards related to the base pays (according to CBA)	89	91,665	87,877	83,605	-4,272	-4.9%
	c) other rewards (according to CBA)	90	29,322	20,325	1,470	-18,856	-92.8%
C2	Bonuses (Line 91 = Line 92 + Line 95 + Line 96 + Line 97 + Line 98), of which:	91	74,354	68,064	70,634	2,569	3.8%
	a) social expenses provided at Article 25 of Law no. 227/2015 on the Tax Code, as subsequently amended and supplemented, of which:	92	31,487	26,325	27,471	1,145	4.3%
	b) food vouchers;	95	2,047	1,964	2,480	516	26.3%
	c) holiday vouchers;	96	503	0	9,432	9,432	-
	d) expenses on employee participation in the profit obtained in the previous year	97	36,713	36,664	27,874	-8,790	-24.0%
	e) other costs according to the CBA.	98	3,604	3,110	3,376	265	8.5%

When sizing the wage-like costs for 2026, account was taken of the waging policy objectives set out in the Government Emergency Ordinance no. 89/2025, namely:

“Article XXXVI

(1) **For 2026**, economic operators that apply the provisions of the Government Ordinance no. 26/2013 on strengthening the financial discipline for certain economic operators the sole or majority shareholders of which State or the administrative-territorial units or in which the latter hold, directly or indirectly, a majority interest, as approved with supplements by Law no. 47/2014, as subsequently amended and supplemented, **shall maintain payment the wage-like entitlements as at 30 November 2025 for their actual headcount at the end of that year, plus the amounts representing the increase in the national gross minimum base pay for 2026 and the other related wage-like costs, only for the staff falling under scope these regulations, at the same time with meeting the following cumulative requirements:**

- not to increase/index or, as applicable, not to provide for other pay increase mechanisms in 2026 for the wage entitlements paid as at 30 November 2025;
- maintain in 2026 the amount** of the food entitlements/food allowances/food vouchers/food rates and other similar wage-like entitlements **as paid as at 31 December 2025, granted in accordance with the legal provisions;**
- the amount of the hot meal provided to employees who render at least 50% of their working time underground shall not exceed RON 35 net for each day worked, regardless of their earned net monthly pay. If a hot meal cannot be provided under the specific legal conditions, economic operators may pay its cash equivalent or grant in lieu food vouchers of RON 35 for each day worked;
- maintain payment of the amount of the awards and bonuses and other wage-like entitlements paid in 2025, which were granted in accordance with the legal provisions, except for the social expenses provided at Article 25 of Law no. 227/2015, as subsequently amended and supplemented, in the case of economic operators that booked losses from previous years and expect losses also in 2026; however, provided that the losses incurred as at 31 December 2025 are reduced by at least 5% compared to the their amount as at 31 December 2025, **or maintain payment of the amount of the awards and bonuses**

and other wage-like entitlements paid in 2025, in the case of economic operators that didn't book losses from previous years and do not expect losses either in 2026, save for the amount representing the employee participation in profit and the social expenses provided at Article 25 of Law no. 227/2015, as subsequently amended and supplemented, as the case may be."

C1) The expenses on salaries and wages (Line 87) in the amount of **RON 596,808 thousand** (- RON 19,672 thousand/-3.2% v the 2025 actual figure, and - RON 49,778 thousand/-7.7% v the 2025 rectified budgeted amount) represent the amount of the expenses on salaries and wages required to maintain payment of the wage-like entitlements as at 30 November 2025 for the staff existing as at 31 December 2025, in compliance with the applicable CBA.

C2) Bonuses of RON 70,634 thousand (+ RON 2,569 thousand /+3.8% v the 2025 actual figure, - RON 3,720 thousand /-5.0% v the 2025 rectified budgeted amount)

The following expenses were listed under this sub-chapter:

- **social expenses** (Line 92) of **RON 27,471 thousand**, being estimated under the limit of 5% rate applied on the amount of the expenses on salaries and wages, up to the limit of deductibility of these costs under Law no. 227/2015 *on the Tax Code*.
- **food vouchers** (Line 95) – **RON 2,480 thousand**, limited to the amount in paid as at 31 December 2025, namely RON 45;
- **holiday vouchers** (Line 96), of **RON 9,432 thousand**, estimated in the amount of one national gross minimum base pay of RON 4,050, as set out by the Government Decision no. 1506/2024, in compliance with the provisions of Article 1¹ of the Government Emergency Ordinance no. 8/2009. Holiday vouchers shall be granted after approval of the income and expenditure budget, and only in compliance with the terms of the applicable legislative framework. At this time, the Company has requested legislative clarifications from the Ministry of Public Finance, and the granting of holiday vouchers shall be conditional upon the answer received.
- **expenses on employee participation in the profit** obtained by the Company in the previous year (Line 97) – **RON 27,874 thousand**, according to the amount approved in the 2025 IEB, and in observance of the legal provisions;
- **expenses on benefits in kind** granted to employees, *i.e.* expenses on company housing (Line 98) – budgeted amounting to **RON 3,376 thousand**.

In this proposal of an income and expenditure budget, the wage-like costs for the staff involved in development of investment projects are capitalized directly in the investment programme, in accordance with the hence IFRS principles, and have no impact on the gross result. Unlike the method of accounting through the profit and loss account, where these expenses used to be offset by recognizing income from production of non-current assets, the current method of accounting requires these to be shown only in the investment programme (Appendix 4). For a consistent analysis of the payroll costs and in order to show compliance with the waging policy applicable in 2026, Appendix 2, paragraph V. Substantiation Data, shows these capitalizable expenses under the structure of Chapter C, but outside it. Chapter C. Payroll Costs (Line 85) reflects the expense with employees whose salary entitlements are not eligible for capitalization under IFRS.

Please find below present the payroll cost for the staff assigned to the investment projects:

- thousand RON -

		Actual December 2025	Proposals for the current year 2026
C. Payroll costs related to investment projects, of which:		41,662	48,685
C0	Wage-like costs	38,835	44,515
C1	Expenses on salaries and wages, of which:	35,138	39,769
	a) base salaries and wages	31,833	38,718
	b) increments, bonuses and other rewards related to the base pays (according to CBA)	1,939	1,011
	c) other rewards (according to CBA)	1,366	40
C2	Bonuses, of which:	3,697	4,746
	a) social expenses provided at Article 25 of Law no. 227/2015 on the Tax Code (*), as subsequently amended and supplemented	1,422	1,725
	b) food vouchers;	-	-
	c) holiday vouchers;	-	684
	d) expenses on employee participation in the profit obtained in the previous year	2,079	2,126
	e) other costs according to the CBA.	197	211
C5	Expenses on contributions payable by employer	2,827	4,170

For analysis consistency and in order to reflect the fact that the waging policy applicable in 2026 is observed both for the wage-like costs of the staff involved in operating activities and for the wage-like costs of staff involved in the investment activities, the relevant indicators/ratios were calculated for the cumulative cost.

INDICATORS	Line no.	Previous year 2025		Proposal Year 2026	5= 4-3	6= 5/4	
		Approved according to BoD Resolution no. 276/09.12.2025	2025 actual figure				
		0	1				2
Wage-like costs of the staff involved in operating activities	Operation	-	645,709	667,441	21732	3.4%	
Wage-like costs of the staff involved in investment activities	Investments	-	38,835	44,515	5,680	14.6%	
Total wage-like costs under the Government Ordinance no. 26/2013			720,940	684,544	711,956	27,412	4.0%
Headcount projected at the end of the year	148	2,558	2,498	2,498	0	0.0%	
Average headcount	149	2,477	2,377	2,477	100	4.2%	
Monthly average earnings per employee (RON/person) determined based on the wage-like costs (Line 147/Line 149)/12*1000)	150	24,254	23,999	23,952	-47	-0.2%	
Monthly average earnings per employee (RON/person) determined based on the wage-like costs, according to Government Ordinance no. 26/2013 [(Line 147 – Line 92* - Line 97)/Line 149]/12*1000	151	21,960	21,791	22,090	300	1.4%	
Monthly average earnings per employee (RON/person) determined based on the wage-like costs, recalculated according to Government Ordinance no. 26/2013 and the State Budget Annual Law	152	21,960	21,791	22,090	300	1.4%	
Work productivity in value units per total average headcount (thousand RON/person) (Line 2/Line 149)	153	2,288	2,405	2,206	-199	-8.3%	
Work productivity in value units per total average headcount, as recalculated pursuant to the State Budget Annual Law	154	2,288	2,405	2,206	-199	-8.3%	

The wage-like costs for 2026, estimated at RON 711,956 thousand, based on the provisions of Government Emergency Ordinance no. 85/2025, include an increase of RON 27,412 thousand compared to RON 684,544 thousand achieved in 2025, corresponding to the maintenance of the salary-like entitlements as at 30 November 2025 for the staff existing at 31 December 2025. This amount is duly reflected in Appendix 2, Line 147.

In this draft income and expenditure budget, the Company does not envisage any increase in the actual headcount as at 31 December 2025, *i.e.*, 2,498 employees, representing an occupancy rate of 87% of the number of positions approved under the current organizational chart.

A correlation between the increase index of the average monthly earnings per employee and the increase index of labour productivity is not required under the legislation applicable to the 2026 income and expenditure budget; their figures reflect compliance with the provisions of the Government Emergency Ordinance no. 89/2025, and with the Company’s commitments related to implementation of major investments.

C3) Other payroll costs (Line 99) estimated at RON 1,276 thousand - this sub-chapter lists the expenses on severance payments for staff layoffs, the expenses on pay entitlements awarded under court judgments, wage-like costs related to restructuring, privatization, special administration, and other commissions and committees, as well as expenses on internship allowances. The amount budgeted for 2026 represents the allowances for 70 collaborators, for a period of 3 months, as the programme is carried out in the second half of the year. The amount was determined by applying the provisions of the SNN CBA, *i.e.* “in an amount equal to 1.5 times the national gross minimum base pay for interns attending internship programmes to get trained for positions/jobs requiring higher education”; hence, 70 interns x 1.5 x RON 4,050 x 3 months = RON 1,275,750.

C4) Expenses under the mandate contract and for other management and control bodies, commissions and committees amounting to RON 2,700 thousand

- thousand RON -

INDICATORS	Line no.	Provisions for the previous year 2025		Proposal Year 2026	5=4-3	6=5/3
		Approved according to BoD Resolution no. 276/09.12.2025	2025 actual figure			
0	1	2	3	4	5	6
C4 Expenses under the mandate contract and of other management and control bodies, commissions and committees (Line 103 = Line 104 + Line 107 + Line 110 + Line 111), of which:	103	6,691	6,527	2,659	-3,868	-59.3%
a) for executives/directorship	104	4,407	4,260	1,194	-3,066	-72.0%
- fixed component	105	1,325	1,299	1,194	-105	-8.1%
- variable component	106	3,082	2,960	0	-2,960	-100.0%
b) for the board of directors/supervisory board, of which:	107	1,961	1,945	1,465	-480	-24.7%
- fixed component	108	1,370	1,370	1,465	95	6.9%
- variable component	109	592	575	0	-575	-100.0%
c) for auditors	110	0	0	0	0	-
d) for other commissions and committees set up according to the law	111	0	0	0	0	-
e) expenses on compensatory indemnities for the Board of Directors, under Article III of the Government Emergency Ordinance no. 4/2025	111'	323	323	0	-323	-100.0%

A. Mandate contracts concluded with executive officers (Line 104) - RON 1,194 thousand

For 2026, the expenses under mandate contracts concluded by the Company with the Chief Executive Officer and the Chief Financial Officer were in a total amount of RON 1,194 thousand.

At the beginning of 2026, the executive management has the following membership:

Position	Appointment Decision of the BoD	Term of long-term mandate contract (4 years)
Chief Executive Officer	BoD Resolution no. 154/10.08.2022	12.02.2023 – 12.02.2027
Chief Financial Officer	BoD Resolution no. 266/08.10.2024	01.11.2024 – 15.02.2027

For 2026, the gross fixed allowance shall be paid to the 2 executive officers holding mandate contracts for all 12 months of 2026, as follows:

Position	Period	Gross fixed component / month	Gross fixed component / year
Chief Executive Officer	01.01.2026 – 31.12.2026	49,755	12 months x RON 49,755 = RON 597,060
Chief Financial Officer	01.01.2026 – 31.12.2026	49,755	12 months x RON 49,755 = RON 597,060
TOTAL			RON 1,194,120

B. Mandate contracts concluded with directors (Line 107) - RON 1,506 thousand

For 2026, expenses of RON 1,506 thousand were provided for the mandate contracts concluded by the Company with the members of the Board of Directors. At the beginning of 2026, the Board of Directors has the following membership:

Position	Appointment documents	Term of office expiry date
Non-Executive Member	OGMS Resolution no. 1/15.02.2023	15.02.2027
Non-Executive Member	OGMS Resolution no. 1/15.02.2023	15.02.2027
Non-Executive Member	OGMS Resolution no. 12/24.11.2025	15.02.2027
Non-Executive Member	OGMS Resolution no. 12/24.11.2025	15.02.2027
Non-Executive Member	OGMS Resolution no. 12/24.11.2025	15.02.2027
Non-Executive Member	OGMS Resolution no. 12/24.11.2025	15.02.2027
Vacant position		

When determining the estimated amount for 2026, the monthly amount set out in the mandate contracts was taken into account, namely a fixed allowance of RON 17,926, as well as the actual amount for the first quarter. According to the contract provisions, the fixed monthly allowance shall be paid to directors under their respective mandate contract in the last business day of the month this is due for, regardless of the number of meetings in that month.

On 27 March 2026, the Company received the favourable opinion of the Agency Monitoring and Assessing the Performance of State-Owned Enterprises (“AMEPIP”) on the amount proposed in the 2026 IEB as the

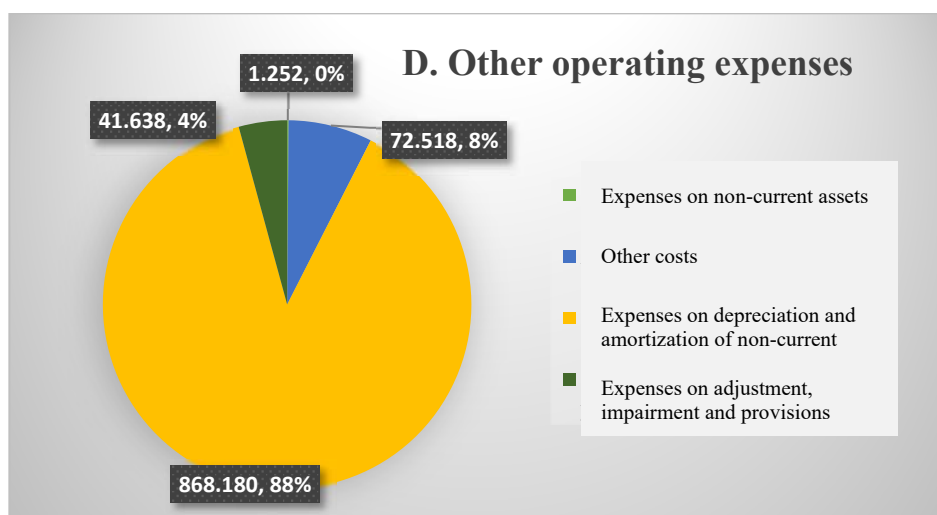
fixed remuneration of the Company's executive officers holding mandate contracts and directors, in accordance with the provisions of the Government Emergency Ordinance no. 89/2025.

The estimates for 2027 and 2028 in Appendix 1, for the entire Chapter C4 *Expenses under the mandate contract and of other management and control bodies, commissions and committees* are determined considering the fixed and variable allowances set out in the mandate contracts, in full for 12 months of each year, namely RON 6,921 thousand.

C5) Expenses on contributions payable by employer (Line 112) of RON 60,727 thousand (+ RON 1,845 thousand /+3.1% v the 2025 actual figure). This sub-chapter lists expenses on:

- ✓ the insurance contribution for work;
- ✓ the social security contribution payable by the employer for employees working under special and exceptional working conditions;
- ✓ the contribution for disabled persons not hired;
- ✓ the unit contribution to voluntary pension funds;
- ✓ monthly allowance for teleworking days granted according to the provisions of the Tax Code;
- ✓ the consideration of the health insurance policy or healthcare subscription, according to the provisions of the Collective Bargaining Agreement, settled within the deductibility limit specified by the Tax Code of the equivalent of EUR 400 per year per employee.

D. Other operating expenses of RON 984,062 thousand (+ RON 186,410 thousand /+23.4% v 2025 actual figure, + RON 175,419 thousand /+21.7% v 2025 rectified budgeted amount) include: expenses on non-current assets, depreciation and amortization of tangible and intangible non-current assets, adjustment and depreciation for impairment and provisions (the provision set up for the expenses on the intermediate storage of spent fuel, the provision set up for radioactive and non-radioactive waste, the provision set up for pensions, the provision set up for employee participation in profit) and other expenses (annual contributions to governmental and non-governmental organizations, consideration of electricity for the balancing market, etc.).



D - Other operating expenses	Line no.	Provisions for the previous year 2025		Proposal Year 2026	5=4-3	6=5/3
		Approved according to BoD Resolution no. 276/09.12.2025	2025 actual figure			
0	1	2	3	4	5	6
a) expenses on increases and penalties	114	237	236	500	264	111.6%
b) expenses on non-current assets	117	1,219	3,008	1,252	-1,756	-58.4%
c) expenses on transfers for staff payment	118	0	0	0	0	-
d) other costs	119	59,849	51,075	72,518	21,443	42.0%
e) expenses on depreciation and amortization of tangible and intangible non-current assets	120	705,267	705,412	868,180	162,768	23.1%
f) adjustments and write-downs for value losses and provisions	121	42,071	37,921	41,638	3,717	9.8%
Total		808,643	797,652	984,088	186,436	23.4%

A significant share in this category of expenses is represented by the **expenses on depreciation and amortization of tangible and intangible non-current assets (Line 120 - RON 868,180 thousand**, i.e. a share of 88% of the total). The projected increase of + RON 162,768 thousand/+23.1% is mainly driven by the increase in the value of tangible non-current assets after the revaluation of the land and buildings carried out on 31 December 2025, correlated with the investments made in previous years and commissioned in 2025, as well as with the inflows of non-current assets estimated to be observed in 2026.

Chapter D also includes a number of other non-monetary expenses, particularly related to provisions and adjustments and depreciations for write downs (both new one and restatements), so that their evolution is influenced by the need to set up or restate them in order to comply with the financial reporting standards.

The expenses on non-current assets (Line 117) of RON 1,252 thousand represent expenses resulting from derecognition of replacements made under the investment programme due to be completed in 2026, as well as expenses on the scrapping of plant, property and equipment.

Other operating expenses (Line 119) under Chapter D of **RON 72,518 thousand** (+ RON 21,443 thousand /+42.0% v the 2025 actual figure), mainly represent the consideration of the daily imbalances estimated for 2026 (+ RON 20,613 thousand), as well as charges related to the Company's membership of specialized organizations, especially in the nuclear industry.

Adjustments, write downs and provisions (Line 121), of **RON 41,638 thousand**, are determined by netting of the expenses on adjustments, write downs and provisions of RON 91,580 thousand, plus the income from reinstatement of adjustments, write downs and provisions of RON 52,942 thousand.

The **expenses** estimated at **RON 94,580 thousand** mainly include:

- provision set up for expenses on low and medium radioactive and non-radioactive waste management (RON 6,861 thousand);
- provision set up the expenses on intermediate storage of spent fuel in DICA modules – Modules 19 and 20 (RON 22,620 thousand);
- depreciation adjustments for non-current assets, representing the depreciation of DICA modules 15 and 16 according to the transfer of burned fuel - RON 15,948 thousand;
- provision set up for disputes initiated by trade unions for the radiological pay increase (RON 15,000 thousand);
- provision set up for participation of employees in the 2026 profit (RON 30,000 thousand), estimated according to the legal provisions;
- provision set up for pensions and other liabilities of RON 3,000 thousand;

- adjustments for impairment of current assets and losses from receivables (RON 1,150 thousand).

The **income** obtained from the writing off or restatement of adjustments, write downs and provisions, in a total amount of **RON 52,942 thousand**, mainly include:

- writing off the provision set up for low and medium radioactive and non-radioactive waste (RON 1,164 thousand), gradually as this is managed;
- writing off the provision set up for the expenses on intermediate storage of spent fuel - DICA Modules 15 and 16 (RON 15,948 thousand), as these are gradually filled with bundles of spent nuclear fuel in 2026;
- writing off the impairment adjustments for non-current and current assets (RON 2,830 thousand);
- writing off the provision set up for employee benefits according to the Actuarial Report (RON 3,000 thousand);
- writing off the provision set up for participation of employees in the 2025 profit at the time of its granting (RON 30,000 thousand).

The provision set up for participation of employees in the 2026 profit is calculated at the level allowed under the law, *i.e.*, “not more than one average monthly base pay obtained from the economic operator in the reference financial year”.

The provision set up for benefits, estimated at RON 3,000 thousand, includes the provision estimated for employee benefits in accordance with the provisions of the SNN CBA valid for the period 1 October 2023 – 30 September 2026, namely anniversary bonuses, retirement aid granted at retirement as quota of 1,200 kWh/year of electricity, and the aid granted in the event of the employee’s death. The amount of the update shall be based on the actuarial report prepared by the actuary employed by SNN.

2. Substantiation of the **financial expenses (Line 130)** of **RON 48,961 thousand** (+ RON 13,091 thousand /+36.5% *v* the 2025 actual figure, - RON 18,915 thousand /-27.9% *v* the 2025 rectified budgeted amount) factored in the interest expenses, the unfavourable exchange rate differences, and other financial expenses. The expenses on the exchange rate differences can only be estimated, but their actual amount is influenced by the impact of the realized and unrealized negative exchange rate differences, falling outside the control of the Company.

III. GROSS RESULT

For 2026, based on the forecasted income and expenditure, the **gross profit amounts to RON 2,400,611 thousand**, lower by -13.6% than the 2025 actual profit (- RON 5,058 thousand/-0.2% *v* the 2025 rectified budgeted amount); this trend is significantly influenced by the decrease in the quantity sold should a planned outage of Unit 1 of 86 days be decided, the increase in the expenses on depreciation and amortization expense and the conservative estimate of the expenses on the purchase of electricity required during the planned and unplanned outages, which variations are partially offset by the disappearance in 2026 of the contribution to the energy transition fund.

The 2026 Income and Expenditure Budget proposal provides for the distribution of 50% from the accounting profit distributable to shareholders, in observance of the provisions of the Government Emergency Ordinance no. 64/2001, which sets out a minimum of 50%, as well as of the provisions of Law no. 74/2023 approving the signing of the Support Agreement between the Romanian State and Societatea Nationala “Nuclearelectrica” - S.A. for the Project of Cernavoda NPP’s Units 3 and 4.

The level of the gross profit is determined by the aggregate of the operating profit and the budgeted financial result. The **operating profit** is at **RON 2,078,299 thousand** (- RON 298,385 thousand /-12.6% *v* the 2025

actual figure and + RON 10,852 thousand /+0.5% v the 2025 rectified budgeted amount), and the **financial result** is estimated at **RON 322,312 thousand** (- RON 79,433 thousand /-19.8% v the 2025 actual figure and - RON 15,910 thousand /-4.7% v the 2025 rectified budgeted amount).

The main factors with a significant bearing on determination of the operating profit, in terms of their impact on the operating income, are the estimated sale prices of electricity terms of influencing operating income; in terms of the impact on the operating expenses, the legislative amendments applicable to SNN have a material impact; the other expenses estimated at sufficient amounts, as necessary to carry out the Company's activities, while ensuring nuclear safety and maintaining a certain amount of electricity available to meet electricity sale contracts. The amount of the expenses is influenced also by the need to budget a quantity of energy to be purchased during the unplanned outage, which results in a high level of the expenses on goods at least in the prudently budgeted amount.

Another important driver is the need to ensure an amount of the expenses that allows for all repair and maintenance activities planned for the budgeted year to be carried out according to internal estimates as a result of the experience and expertise of staff qualified to carry out such repair and maintenance plans, as well as according to regulations in force and compliance requirements. At the same time, the budgeting exercise takes into account the needs that are adjacent to the core activity, which are carried out in order to sustain it and without which the proper functioning of the activity is hindered.

IV. CORPORATE INCOME TAX

The expenses on corporate tax (RON 336,000 thousand) were determined according to the provisions of the Tax Code. The estimate of non-deductible expenses for tax purposes and non-taxable income for the calculation of corporate income tax for the year 2026 was made taking into account the 2025 actuals.

The non-deductible expenses (RON 341,808 thousand) comprise, mainly, the value of scrapped spare parts, the amount of the provision set up for the interim storage of spent fuel, the amount of the provision set up for radioactive and non-radioactive waste, the amount of the provision set up for employee benefits, the amount of sponsorships, and the amount of the provision set up for employee participation in profit.

Non-taxable income (RON 118,483 thousand) consists mainly of income from restatement of provisions.

V. INVESTMENT FINANCING SOURCES for 2026, of RON 5,364,864 thousand are represented by own sources and depreciation of RON 2,017,814 thousand, and external bank loans, of RON 3,347,050 thousand.

VI. EXPENSES ON INVESTMENTS made in 2026, of **RON 3,420,930 thousand**, representing the **investment programme**, which have been sized according to the investment projects needed to be completed and provided in the Company's strategic programmes, structured as follows:

- the amount of RON 133,549 thousand, representing the investment programme of SNN Headquarters;
- the amount of RON 3,263,119 thousand, representing the consideration of the investment programme of Cernavoda NPP;
- the amount of RON 24,371 thousand, representing the consideration of the investment programme at Pitesti NFP branch.

Of the total amount of RON 3,420,930 thousand, representing ongoing investments provided in the 2026 IEB, some of the key investments are:

Name of investment	Amount (thousand RON)
Refurbishment of Unit 1 (RTH)	2,848,175
D2O Tritium removal installation (CTRF)	22,362
RoPower loan	63,809
Planned outage of Unit 1 within Cernavoda NPP	150,859
U5 Fit-Out	42,448
FPCU loan	10,000
Facilities	162,663
Intermediary Spent Fuel Storage Facility (DICA)	36,118

Depending on how the investments are implemented, it shall be possible to reallocate amounts between the different investment projects, as long as the total approved investment costs and the existing financing sources are observed. Also, during the year, new investment costs could unexpectedly emerge that could be financed up to the existing financing sources.

The investment programme is detailed in Appendix 4 of the 2026 Income and Expenditure Budget, and additional information is provided about facilities in Appendix 4.1.

VII. Other substantiating data concerning the 2026 Income and Expenditure Budget

For 2026, this proposal of Income and Expenditure Budget does **not** provide for any overdue payments, and the amount of the outstanding receivables is estimated at RON 3,425 thousand.

With the Resolution of the Board of Directors no. 121/25.05.2023 the 2023-2027 Management Plan of SNN was approved in its entirety; it contains both the administration and the management components. The 2026 income and expenditure budget is correlated with the Management Plan.

The estimates of 2027 and 2028 indicators are made on the basis of information currently available to the Company; these detailed indicators will be further detailed and substantiated in the annual budgets for 2027 and 2028.

The substantiations of the 2026 Income and Expenditure Budget were cleared by the Management Financial Control. Also, this draft of 2026 Income and Expenditure Budget is submitted for clearance and approval after prior consultation with the trade union organizations.

**Chief Executive Officer,
Cosmin Ghita**

**Chief Financial Officer,
Daniel Adam**

Appendices:

- Income and Expenditure Budget for year 2026 and estimates for years 2027 and 2028 (Appendix no. 1);
- Details of the economic and financial indicators provided for in the Income and Expenditure Budget and their distribution by quarters (Appendix no. 2);
- Total income realization (Appendix no. 3);
- Investment Programme (Appendix no. 4);
- List of item „Facilities” for year 2026 (Appendix no. 4.1);
- Measures for improving the gross result and reducing outstanding payments (Appendix no. 5).