

Registration no.: SNN_ACTIONARI-26-03740-05-10-2026

**Cleared by,
Chairman of the Board of Directors
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NOTE
substantiating amendment of the 2026 Income and Expenditure Budget
of S.N. “Nuclearelectrica” S.A.

I. INTRODUCTION

1. Legislative provisions

The 2026 **Income and Expenditure Budget (“IEB”)** of S.N. Nuclearelectrica S.A. (“SNN”) was approved under the OGMS Resolution no. 4 of 28 May 2026. This was later amended and approved under the SNN BoD’s Decision no. 186/09.07.2026, the latter being the latest approved budget we refer to in this note. We point out that the previous the 2026 IEB amendment only changed the 2026 investment expenditure, *i.e.*, only Appendix 4 to the 2026 IEB titled “2026 Investment, Equipping and Financing Source Programme” was modified, whereas the estimates of the other 2026 IEB indicators were kept as such. The investment expenditure increased by RON 49,000 thousand compared to the amounts initially approved under the 2026 IEB, going up from RON 3,420,930 thousand up to RON 3,469,930 thousand; this represented reallocation from 2027 to 2026 of a tranche of a loan granted by the Company to its subsidiary Energonuclear SA, while the financing sources of RON 5,517,098 thousand were maintained.

The Company submitted the draft 2026 IEB amendment to the representative Trade Union with the letter no. SNN_SINDICAT-26-03700-30-09-2026 in accordance with the provisions of Article 6(1) of the Government Ordinance no. 26/2013 on submission of the Draft Amended 2026 IEB for consultation with the Company’s representative trade union organization.

In accordance with the provisions of Order of the Ministry of Public Finance no. 3818/2019, Annex no. 6, the Draft Amendment of the 2026 Income and Expenditure Budget was subjected to clearance by the financial management control according to the Government Decision no. 1151/2012 approving the Implementing Rules for organization and performance of the financial management control.

The amended 2026 Income and Expenditure Budget was substantiated in keeping with the legal provisions laid down 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;

- *MoPF Order no. 3818/2019 approving of the format and structure of the income and expenditure budget, as well as of its substantiating annexes;*
- *Government Emergency Ordinance no. 109/2011 on corporate governance, as subsequently amended and supplemented;*
- *Government 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 company’s 2026 valid collective bargaining agreement (“CBA”);*
- *Memorandum on the Topic: "Approval of the increase of wage-like expenses due to be incurred to fill the vacant positions at the end of 2025, according to the procedures in force in the Company, with the corresponding increase in the wage-like expenses of Societatea Nationala Nuclearelectrica S.A., by applying the provisions of Article XXXVI(3) of 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”, as approved by the Government of Romania in its meeting of 14 August 2026.*

Substantiation of the proposed 2026 IEB amendment considered both the implementation and fulfilment of the directions and objectives set out in the approved Administration Plan, and the performance indicator targets provided for directors and executive officers with mandate contracts.

Amendment of SNN’s Income and Expenditure Budget is necessary due to the unfavourable developments of a number of internal/external factors affecting the Company’s financial position. These impacts require alignment of the projections for the remaining four months of 2026 with the current market conditions and the year-to-date performance in the first eight months. SNN’s lower profitability in 2026 is the outcome of the combined effect of environmental factors (drought), which caused the unplanned outages of Units 1 and 2 under a market climate marked by volatile purchase and selling prices. This IEB amendment proposal estimates a decline in profitability, namely a gross profit of only RON 1,404,854 thousand that is lower by 41.5% when compared to the approved budgeted figure, due to a decrease in total income by 14.9% compared to the approved figure and an increase in total expenditure by 3.6% compared to the approved figure. A detailed reasoning of these variations is presented below.

We enclose hereto Appendix no. 1 containing the amended 2026 IEB, as supplemented in accordance with the provisions of Annex no. 6 to OMPF Order no. 3818/2019 *approving the format and structure of the Income and Expenditure Budget, and of its substantiating annexes*. This budget amendment proposal aims to strike an internal financial balance and to support an efficient pursuit of the business activity, and relies on actuals for January – June 2026 and estimates for July – December 2026. The need for a downward budget amendment is driven by both the financial and risk data, and the occurrence during budget implementation of a combination of adverse factors significantly altering the assumptions used in the initial budgeting process, such as:

- Lowering the electricity sale income estimates and adjusting the operating expenses after the controlled outages of Units 1 and 2 caused by severely low Danube water levels that compromised the cooling water supply; this came after an earlier unplanned outage of Unit 2 in May 2026 caused by a technical failure of the power output transformer, a BoP piece of equipment;
- Downscaling the NFP's fuel bundle manufacturing production and delivery programme to the NPP, due to the lower electricity output in 2026, caused by the unplanned outages of the two units;
- Adjusting the wage-like expenses further to the Government of Romania approving the memorandum on the filling of 250 vacant positions at the end of 2025, with the corresponding increase in the wage-like expenses by RON 14,804 thousand, pursuant to the provisions of Article XXXVI(3) of the Government Emergency Ordinance no. 89/2025.

According to the provisions of Article 10(2), (3) and (4) of the Government Emergency 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 further amended and supplemented:

“(2) The economic operators may amend their income and expenditure budgets, according to the provisions of Article 4, when, for duly justified reasons, it is necessary to modify the level of the following approved economic and financial indicators, as follow:

a) exceeding the maximum limits of the economic and financial indicators provided for at para. (1) letter a), according to the salary policy goals established by the annual law of the State budget and to the provisions of Article 9(3);

b) decrease in gross profit /increase in loss and/or dividends due to the State or local budget, if the provisions of paragraph (1)(b) are not complied with;

c) decrease of labour productivity;

d) increase of the total expenses level to RON 1,000 total income;

e) exceeding the level of outstanding payments;

f) in other situations imposed by legal provisions.

(3) The economic operators falling within the provisions of Article 9(2) may increase the total income by amending the income and expenditure budgets in the second half of the current year, provided that in the first half of the current year the total income realization is exceeded and the efficiency indicators achieved are at least at the approved level.

(4) The amendment of the income and expenditure budgets provided for at para. (2) is approved, according to the conditions of Article 4(1)-(3), until 31 October current year, except for the situation

provided for at para. (2) letter f), that is approved until the end of the financial exercise of the current year.

Hence, the request to have the 2026 IEB amended is a consequence of application of the provisions of Article 10 of the Government Ordinance 26/2013 *on the strengthening of the financial discipline of economic operators the sole or majority shareholder of which is the State or a territorial and administrative unit, or in which these hold a majority participating interest*, considering that the amendment conditions are met, with the approval of the General Meeting of Shareholders. Thus, the Company is required to request a budget amendment.

The proposed 2026 IEB amendment, for the duly justified reasons set out below in this Note, revisits the figures of a number of economic and financial indicators provided in Article 10(2) of the Government Ordinance 26/2013, as follows: **the headcount estimated at the end of the year increases** (item (a)), **gross profit is reduced** (item (b)), **labour productivity decreases** (item (c)), **and total expenses per RON 1,000 of total income increase** (item (d)); consequently, the Company proceeds to amending its Income and Expenditure Budget, in accordance with the provisions of Article 4 of the Government Ordinance no. 26/2013, and submits it for approval to the General Meeting of Shareholders. The other economic and financial indicators listed in Article 10(2) of the Government Ordinance no. 26/2013 do not show any changes, their evolution is estimated as follows:

- a) the maximum limit provided in the amended budget for wage-like expenses is not exceeded; however, the headcount at the end of the year will be exceeded after accounting for the impact of the 250 positions approved under memorandum;
- b) the amended level of gross profit is 41.5% lower than the approved budgeted gross profit;
- c) the amended work productivity decreases by -17.3% v the approved budgeted value;
- d) the amended total expenses to RON 1,000 income observe a 21.8% increase v the approved budgeted figure;
- e) the level of outstanding payments remained unchanged at 0;
- f) no circumstances mandated by the legal regulations have been identified.

The provisions of Article 10(3) of the Government Ordinance no. 26/2013 do not apply to this amendment present proposal, given the decrease in total income.

Therefore, the amendment proposed incurs under the situations disposed at Article 10(2) of the Government Ordinance no. 26/2013, letters a), b), c) and d), therefore, the amendment of the income and expenditure budget for the year 2026 is approved by decision of the General Meeting of Shareholders.

The draft 2026 Income and Expenditure Budget amendment was subjected to the financial management control according to the provisions of the Government Decision no. 1151/2012 approving the Implementing Rules for organization and performance of the financial management control activity, and received the specialty clearance.

2. Key variations between the proposed amended amount and approved budgeted amount (by SNN BoD decision no. 186/09.07.2026)

2026 IEB amendment aims to obtain a gross profit of RON 1,404,854 thousand (-41.5%; - RON 995,757 thousand), by decreasing the total income by -14.9% and increasing the total expenses by +3.6%. The proposal also concerns a decrease from RON 3,469,930 thousand up to RON 3,366,576 thousand of the investment programme.

This budget amendment proposal is prepared in line with the prudence principle, and relies on two different assumptions: Income forecasts assume the restart of both nuclear units as of 1 November 2026; operating expenses have been prudently projected based on a more favourable scenario.

This prudent estimation of both income and expenditure is further needed and advisable also because the Resolution of the National Emergency Committee no. 20 of 21 August 2026 *approving urgent response measures and works to ensure the flowrates and levels required by the Nuclear Power Plant of Cernavoda during the state of alert declared under the Resolution of the National Emergency Committee no. 15/2026*, made the Company aware that the expenditure made based on this Resolution would be recovered from SN Nuclearelectrica SA; nevertheless, their amount is neither known, nor can it be estimated for the time being.

The key drivers of the variations in gross profit figures between the previously amended budget and the currently proposed amendment are:

- a decrease by RON -991,072 thousand in the electricity sale income due to unplanned and complete outage of the two units in 2026;
- an increase by RON +91,497 thousand in financial income, in particular interest income and exchange rate differences;
- the unplanned outages led to a cumulative decrease by RON -149,222 thousand in certain direct operating expenses, such as the nuclear fuel cost, the process water usage cost, and the cost of the decommissioning contribution payable to the Nuclear and Radioactive Waste Agency (ANDR); concurrently, because the unplanned outages caused a RON +260,903 thousand spike in electricity purchase costs, which far outweighed the savings in direct costs, they exerted a net negative impact on profit;
- a decrease by RON -20,124 thousand of wage-like expenses, reflecting the combined impact of the lower payroll cost as of 31 December 2025, discontinuation of the holiday vouchers, and addition of the required amounts for the 250 positions approved under memorandum;
- a decrease by RON -10,498 thousand of the expenses on depreciation and amortization of tangible and intangible non-current assets further to revision of the commissioning plan;
- an increase by RON 9,904 thousand in financial expenses, mainly expenses on exchange rate differences.

The amount of the amendment investment programme, as proposed by this Note, shows a decrease of RON 103,354 thousand compared to the approved amount of RON 3,469,930 thousand; hence, the amended amount becomes RON 3,366,576 thousand, and it is driven mainly by the decrease (for 2026) in the capitalized amounts related to Unit 1 Refurbishment (-2.5% v the approved IEB).

We present below the details of the economic and financial indicators of the income and expenditure budget for the year 2026, related to the proposed budget amendment. Unless otherwise indicated, the shown variations are calculated by reference to the amended amounts in the 2026 IEB as approved under the SNN BoD's Decision no. 186/09.07.2026 (hereinafter referred to as the "approved budget").

II. BACKGROUND FOR THE PROPOSAL

The proposal on the modification of indicators in the background appendixes of IEB 2026 is presented in Appendix 1 – "2026 Amended Income and Expenditure Budget", Appendix 2 – "Details about the economic and financial indicators included in the Income and Expenditure Budget and their breakdown by quarters", and Appendix 4 – "2026 Investment Programme, Facilities and Financing Sources", prepared in the format found in the Order of the Minister of Public Finance no. 3818/2019.

The background for the elements provided is presented below, on the analytical IEB elements included in Appendix 2.

Ratios	row A2	thousand RON			
		Approved 2026 IEB (BoD decision no. 186/09.07.2026)	Rectification proposals for 2026	Differences	%
		a	b	c = b-a	d = c/a
Total income, of which:	1	5,835,364	4,964,350	(871,014)	-14.9%
Operating income, of which:	2	5,464,091	4,501,580	(962,511)	-17.6%
a) sold production (electricity + heat)	3	5,372,849	4,381,834	(991,015)	-18.4%
c) from sale of goods (Tg)	8	33,037	24,408	(8,629)	-26.1%
c) from operating subsidies and transfers related to the net turnover	9	-	-	-	-
d) from production of fixed assets	12	-	1,461	1,461	-
e) income related to costs of production in progress	13	39,937	66,915	26,978	67.6%
f) other operating income	14	18,268	26,962	8,694	47.6%
Financial income	22	371,273	462,770	91,497	24.6%
Total expenses, of which:	28	3,434,753	3,559,496	124,743	3.6%
Operating expenses, of which:	29	3,385,792	3,500,631	114,839	3.4%
A. Expenses on goods and services, of which:	30	1,342,244	1,522,180	179,936	13.4%
A1. Expenses on inventories	31	953,413	1,100,866	147,453	15.5%
A2. Expenses on services provided by third parties	39	150,459	162,489	12,030	8.0%
A3. Expenses on other services executed by third parties	45	238,372	258,825	20,453	8.6%
B. Expenses on taxes and duties	78	327,358	295,723	(31,635)	-9.7%
C. Payroll expenses, of which:	85	732,102	709,289	(22,813)	-3.1%
C0. Wage-like expenses (C1+C2)	86	667,441	647,317	(20,124)	-3.0%
C1. Expenses on salaries and wages	87	596,808	587,463	(9,345)	-1.6%
C2. Bonuses (social expenses and benefits)	91	70,634	59,854	(10,780)	-15.3%
C3. Other payroll expenses	99	1,276	1,200	(76)	-5.9%
C4. Expenses on mandate contracts	103	2,659	2,394	(265)	-10.0%
C5. Expenses on contributions payable by employer	112	60,727	58,378	(2,349)	-3.9%
D. Other operating expenses	113	984,088	973,439	(10,649)	-1.1%
Financial expenses	130	48,961	58,865	9,904	20.2%
Operating result	x	2,078,299	1,000,949	(1,077,350)	-51.8%
Financial result	x	322,312	403,905	81,593	25.3%
GROSS RESULT	138	2,400,611	1,404,854	(995,757)	-41.5%
Net cost of corporate income tax	141	336,000	226,990	(109,010)	-32.4%
NET RESULT	x	2,064,611	1,177,864	(886,747)	-42.9%

III. TOTAL INCOME

The structure of total income is presented as follows:

Ratios	row A2	Approved 2026 IEB (BoD decision no. 186/09.07.2026)	Rectification proposals for the current year 2026	thousand RON	
				Differences	%
		a	b	c = b-a	d =c/a
Total income (rows 2+22), of which:	1	5,835,364	4,964,350	(871,014)	-14.9%
1. Operating income	2	5,464,091	4,501,580	(962,511)	-17.6%
a) sold production (electricity + heat)	3	5,372,849	4,381,834	(991,015)	-18.4%
c) from sale of goods (Tg)	8	33,037	24,408	(8,629)	-26.1%
c) from operating subsidies and transfers related to the net turnover	9	-	-	-	-
d) from production of fixed assets	12	-	1,461	1,461	-
e) income related to costs of production in progress	13	39,937	66,915	26,978	67.6%
f) other operating income	14	18,268	26,962	8,694	47.6%
2. Financial income	22	371,273	462,770	91,497	24.6%

The projected **decrease** in total income is **RON -871,014 thousand** (-14.9% v the approved 2026 IEB), as the cumulative effect of the **decrease** by **RON -962,511 thousand** of operating income and the **increase** by **RON 91,497 thousand** of financial income, based on the actual results of January – June 2026 and the estimates for July – December 2026.

1. Operating income – decrease by RON -962,511 thousand (-17.6% v the approved 2026 IEB)

1.1. Income from sold output (row 3) – decrease by RON -991,015 thousand (-18.4% v the approved 2026 IEB), caused by the unplanned outages of the two units in 2026, resulting into a 2,337 GWh downward revision of the projected electricity delivery to the National Power System (SEN), from 9,080 GWh down to 6,743 GWh. Unit 2 was shut down from 4 May to 30 May a total of 624 hours due to a technical fault in the power output transformer, while the significant drop in the Danube River flowrate led to the controlled outage of Unit 1 starting 28 July and of Unit 2 starting 13 August. The amount of electricity projected to be delivered under this proposal to amend the 2026 IEB is derived from the revised electricity generation programme, under which reconnection of both units to the National Power System is envisaged to taken place on 1 November, based on the long-term hydrological forecasts. Should their operation be resumed after this date, achievement of this income will be adversely affected.

- **the decrease by RON -991,072 thousand** in income from electricity sale is mainly caused by the decrease in the quantity sold (with a value impact of RON -1,103,559 thousand), partially offset by a slight increase in the estimated average prices (value impact of RON +109,359 thousand). For the amounts traded on the balancing market, the estimated income increases by RON +3,128 thousand, based on the actuals of January - June 2026;
- **increase by RON +380 thousand** in income from heat sale, driven by the increase in the actual income during January – June 2026 and of the estimates for July – December 2026;

- **increase by RON +318 thousand** in rental income, backed by the actual income obtained in January – June 2026 from leases executed for land and administrative premises, although partially offset by the lower-than-expected rental income for the property on Polona Street;
- **decrease by RON -642 thousand** in other income, chiefly due to unbilled utility costs for the property on Polona Street, that had been estimated in the approved budget.

1.2. Income from sale of goods (row 8) – this income represents the recharged network transmission tariff, which **drops by RON -8,629 thousand** (-26.1% v the approved 2026 IEB), in correlation with the drop in electricity output projected in the proposed budget amendment, as compared to the approved budget. The transmission tariff remains unchanged, *i.e.*, that set out under the ANRE Order no. 74/16.12.2025 of 3.63 RON/MWh (regulated tariff) effective 1 January 2026. This income shrinkage has a correspondent in the cost of goods sold, with the charging of the transmission tariff to the SNN customers.

1.3. The income from production of non-current assets (row 12) – going up by RON 1,461 thousand compared to the approved 2026 IEB, represent the capitalized amount of the costs of the two investment projects: Unit 1 Refurbishment (RON +444 thousand, representing depreciation expenses and interest calculated for vehicle leases under IFRS 16, plus expenses on staff travel), and Cernavoda Tritium Removal Facility (RON +598 thousand, representing expenses on depreciation of the CTRF office building), including capitalization of the cost of other investment projects under development by Cernavoda NPP (RON +379 thousand).

1.4. Income related to the cost of work in progress (row 13) – an increase by RON 26,978 thousand, estimated based on the impact on work in progress of the increase in the inventories of finished products as at 31 December 2026 compared to 31 December 2025 by 440 fuel bundles (“FBs”) versus the initial estimate, due to the decrease in FB production by 1,000 FBs (according to the Fuel Bundle Manufacturing and Delivery Issue 1/03.09.2026) and the decrease by 1,440 FBs in the number of bundles transferred to Cernavoda NPP according to the request received from the NPP no. CNE-FRZI-26-08713/21.09.2026.

1.5. Other operating income (row 14) – increase by RON +8,694 thousand (+47.6% v the approved 2026 IEB), caused mainly by a rise by RON +3,646 thousand in income from late-payment penalties recorded in the first 6 months of the year, and by an increase by RON +4,630 thousand in other operating income (income awarded under court rulings and recognized as such, and dividends not distributed for 2021 and 2022).

2. Financial income (row 22) – increase by RON +91,497 thousand (+24.6% v the approved 2026 IEB) caused by the increase by RON +32,269 thousand of interest income, the increase by RON +53,209 thousand of income from exchange rate differences and the increase by RON +6,482 thousand of other financial income.

IV. TOTAL EXPENSES

The structure of total expenses is presented as follows:

Ratios	row A2	thousand RON			
		Approved 2026 IEB (BoD decision no. 186/09.07.2026)	Rectification proposals for the current year 2026	Differences	%
		a	b	c = b-a	d = c/a
Total expenses, of which:	28	3,434,753	3,559,496	124,743	3.6%
Operating expenses, of which:	29	3,385,792	3,500,631	114,839	3.4%
A. Expenses on goods and services, of which:	30	1,342,244	1,522,180	179,936	13.4%
A1. Expenses on inventories	31	953,413	1,100,866	147,453	15.5%
A2. Expenses on services provided by third parties	39	150,459	162,489	12,030	8.0%
A3. Expenses on other services executed by third parties	45	238,372	258,825	20,453	8.6%
B. Expenses on taxes and duties	78	327,358	295,723	(31,635)	-9.7%
C. Payroll expenses, of which:	85	732,102	709,289	(22,813)	-3.1%
C0. Wage-like expenses (C1+C2)	86	667,441	647,317	(20,124)	-3.0%
C1. Expenses on salaries and wages	87	596,808	587,463	(9,345)	-1.6%
C2. Bonuses (social expenses and benefits)	91	70,634	59,854	(10,780)	-15.3%
C3. Other payroll expenses	99	1,276	1,200	(76)	-5.9%
C4. Expenses on mandate contracts	103	2,659	2,394	(265)	-10.0%
C5. Expenses on contributions payable by employer	112	60,727	58,378	(2,349)	-3.9%
D. Other operating expenses	113	984,088	973,439	(10,649)	-1.1%
Financial expenses	130	48,961	58,865	9,904	20.2%

Total expenses of RON 3,559,496 thousand (+3.6% v the approved IEB) includes operating expenses of **RON 3,500,631 thousand** (+3.4% v the approved IEB) and financial expenses of **RON 58,865 thousand** (+20.2% v the approved IEB).

The expenses have been substantiated taking into account the actual amounts of the period January – June 2026 and the estimates for the period July – December 2026, the estimated inflation indices and/or the evolution of the forecast exchange rates projected according to the 2026 Spring Forecast of the National Commission for Strategy and Prognosis, 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 exchange rate evolution.

The unplanned outages occurred in 2026 have, on the whole, a net upward impact on the operating expenses. Although cost reductions were observed for nuclear fuel consumption, process water usage, and the ANDR charge – due to the drop in the electricity output, as well as savings from the reduced transmission tariff (Tg) and the fuel bundle manufacturing programme, there were eventually wiped out by substantial cost of purchasing electricity on the market in order to cover for the own process consumption (CPT) and to meet the Company's delivery obligations under contracts.

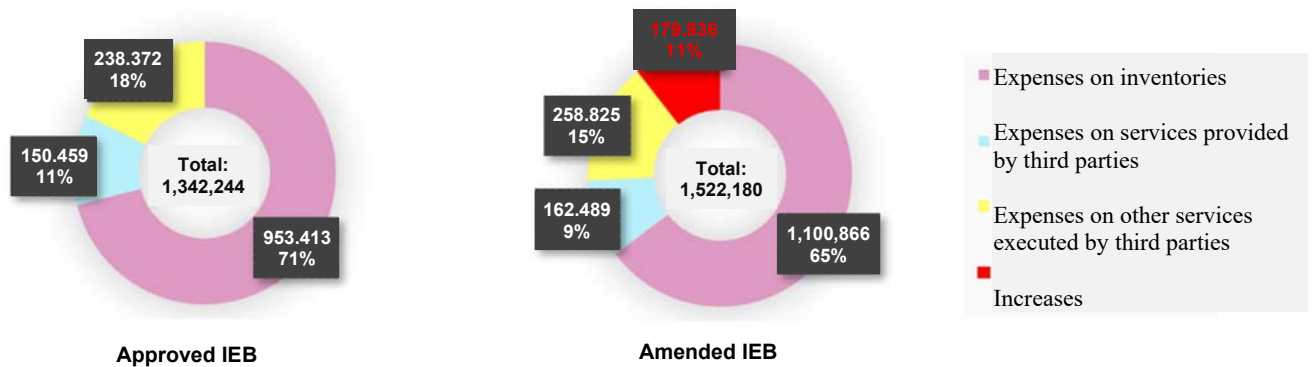
A nuclear power plant can only operate under full nuclear safety and operational excellence conditions if it has the necessary financial resources for maintenance, operation and investment activities; thus, for the operating and maintenance expenses, the budgeting philosophy adopts a "bottom-up" approach, *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.

- Operating expenses** – increase by RON 114,839 thousand (+3.4% compared to IEB 2026 approved)

Chapter A. Expenses on goods and services (row 30)

A. Expenses on goods and services (approved IEB v amended IEB) – thousand RON



The structure of expenses on goods and services is presented as follows:

Ratios	row A2	thousand RON			
		Approved 2026 IEB (BoD decision no. 186/09.07.2026)	Rectification proposals for the current year 2026	Differences	%
		a	b	c = b-a	d = c/a
A. Expenses on goods and services, of which:	30	1,342,244	1,522,180	179,936	13.4%
A1. Expenses on inventories	31	953,413	1,100,866	147,453	15.5%
a) expenses on raw materials	32	289,696	204,576	(85,120)	-29.4%
b) expenses on consumables, of which:	33	126,239	127,791	1,552	1.2%
b1) expenses on spare parts	34	35,953	29,124	(6,829)	-19.0%
b2) expenses on fuels	35	3,132	7,309	4,177	133.4%
c) expenses on materials similar to inventory items	36	1,852	3,032	1,180	63.7%
d) expenses on energy and water	37	175,851	144,789	(31,062)	-17.7%
e) expenses on goods	38	359,775	620,678	260,903	72.5%
A2. Expenses on services provided by third parties	39	150,459	162,489	12,030	8.0%
A3. Expenses on other services executed by third parties	45	238,372	258,825	20,453	8.6%

The increase by RON +179,936 thousand (+13.4% compared to IEB 2026 approved) of expenses on goods and services is due to the following:

1.1. Expenses on inventories (row 31) - increase by RON +147,453 thousand based on the following variations:

1.1.1. Expenses on raw materials (row 32) decrease by RON -85,120 thousand, reflecting a lower consumption of fuel bundles due to the unplanned outages (-2,288 FBs);

1.1.2. Expenses on consumables (row 33) increase globally by RON +1,552 thousand, based on the following variations:

- decrease by RON -6,829 thousand in expenses on spare parts;
- increase by RON +4,204 thousand in consumables required for the Plant's safe operation;
- increase by RON +4,177 thousand in expenses on fuels, mainly to ensure the needed of light fuel oil ("LFU") and non-process fuel. As to the unplanned outage of May 2026, these types of fuel were needed to restart Unit 2 since it overlapped the planned outage of Unit 1, a circumstance that could not have been foreseen at the time the initially approved budget was prepared.

Moreover, an incremental cost for diesel fuel has been projected for the period from September to December 2026 due to the planning of additional testing work at Unit 2.

Additional RON 2,000 thousand have been estimated too for the purchase and consumption of the demineralized water needed in the event that the Danube level would continue to fall and reach the threshold of 1.25 m; in such an instance, the Water Treatment Station that produces the demineralized water used in the plant's processes would have to be shut down.

1.1.3. Expenses on materials similar to inventory items (row 36) increase by RON +1,180 thousand based on the actual amounts of the period January – June and the estimates made for the period July – December;

1.1.4. Expenses on energy and water (row 37) decreases by RON -31,062 thousand mainly due to the lower expenses on the use of Danube water and water intake during the unplanned outages;

1.1.5. Expenses on goods for sale (row 38) increase by RON 260,903 thousand as the cumulative effect of:

- the increase by RON +266,324 thousand (+82%) in the estimated cost of electricity purchased during planned and unplanned outages, caused mainly by the amount of electricity needed, *i.e.*, +399,067 MWh;
- in addition to the approved budget, this amendment proposal estimates a cost of RON +3,208 thousand as the amount of the grid withdrawal tariff (TL);
- the decrease by RON -8,628 thousand of the electricity transmission costs (Tg) due to the decrease in the amount of electricity delivered, as provided in the amendment proposal compared to the approved budget;

Ratios	row A2	thousand RON			
		Approved 2026 IEB (BoD decision no. 186/09.07.2026)	Rectification proposals for the current year 2026	Differences	%
		a	b	c = b-a	d = c/a
A. Expenses on goods and services, of which:	30	1,342,244	1,522,180	179,936	13.4%
A1. Expenses on inventories	31	953,413	1,100,866	147,453	15.5%
A2. Expenses on services provided by third parties	39	150,459	162,489	12,030	8.0%
a) expenses on maintenance and repairs	40	134,260	147,049	12,789	9.5%
b) expenses on rents (Row 43 + Row 44), of which:	41	360	237	(123)	-34.2%
b1) to operators with full/majority State capital	42	131	85	(46)	-35.1%
b2) to privately-owned operators	43	229	152	(77)	-33.6%
c) insurance premiums	44	15,839	15,203	(636)	-4.0%
A3. Expenses on other services executed by third parties	45	238,372	258,825	20,453	8.6%

1.2. Expenses on other services executed by third parties (row 39) are **supplemented by RON +12,030 thousand**, mainly due to the increase in the expenses on maintenance and repairs (row 40) caused in turn by the higher expenses on waterproofing, thermal insulation and expert examination of the line systems during planned and unplanned outages, isolation of the containment during these outages, and other necessary activities that arose due to the unplanned outages (response actions, measurements, handling); moreover, the severely low Danube water levels led to more repair requests in connection with the hydro-technical circuit's facilities, and to deployment of supplementary machinery to remove the algae from the Cernavoda NPP intake canal. Finally, the projection for the remaining months has been adjusted upward based on the revised scope of activities. These expenses also include an additional amount needed to apply the plan of actions devised based on the Resolution of the National Emergency Committee no. 20/2026, namely lease of mobile chillers, recirculating pumps and gensets to ensure power supply sources for these chilling sets.

1.3. Expenses on other services executed by third parties (row 45) – increase by RON 20,453 thousand, as the cumulative effect of the following variations:

Ratios	row A2	thousand RON			
		Approved 2026 IEB (BoD decision no. 186/09.07.2026)	Rectification proposals for the current year 2026	Differences	%
		a	b	c = b-a	d = c/a
A. Expenses on goods and services, of which:	30	1,342,244	1,522,180	179,936	13.4%
A1. Expenses on inventories	31	953,413	1,100,866	147,453	15.5%
A2. Expenses on services provided by third parties	39	150,459	162,489	12,030	8.0%
A3. Expenses on other services executed by third parties	45	238,372	258,825	20,453	8.6%
a) expenses on collaborators	46	-	-	-	-
b) expenses on commissions and fees, of which:	47	4,684	263	(4,421)	-94.4%
<i>b1) expenses on legal advice</i>	48	4,376	45	(4,331)	-99.0%
c) expenses on business protocol, advertising and publicity (Row 51 + Row 53), of which:	49	2,896	2,844	(52)	-1.8%
<i>c1) expenses on business protocol</i>	50	468	562	94	20.1%
<i>c2) expenses on advertising and publicity</i>	52	2,428	2,282	(146)	-6.0%
d) Expenses on sponsorship, according to the Government Emergency Ordinance no. 2/2015 (Row 58 + Row 59 + Row 61), of which:	56	1,800	1,800	-	0.0%
<i>d1) expenses on sponsorships in the medical and healthcare field</i>	57	720	720	-	0.0%
<i>d2) expenses on sponsorships in the education, tuition, social and sport fields</i>	58	720	930	210	29.2%
<i>d4) expenses on sponsorships for other actions and activities</i>	60	360	150	(210)	-58.3%
e) expenses on freight and passenger transport	61	10,431	10,490	59	0.6%
f) expenses on travel, secondment, transfer, of which:	62	7,588	5,999	(1,589)	-20.9%
- <i>expenses on per diem (Row 65 + Row 66), of which:</i>	63	1,033	896	(137)	-13.3%
g) expenses on post and telecommunications	66	372	361	(11)	-3.0%
h) expenses on banking and similar services	67	905	619	(286)	-31.6%
i) other expenses on services executed by third parties, of which:	68	46,464	44,194	(2,270)	-4.9%
<i>i1) expenses on insurance and security</i>	69	10,190	10,462	272	2.7%
<i>i2) expenses on maintenance and operation of computing technique</i>	70	24,893	23,921	(972)	-3.9%
<i>i3) expenses on professional training</i>	71	11,107	9,610	(1,497)	-13.5%
<i>i4) expenses on revaluation of tangible and intangible non-current assets, of which:</i>	72	138	61	(77)	-55.8%
<i>i7) expenses on contract and other notices</i>	76	136	140	4	2.9%
j) other expenses	77	163,232	192,255	29,023	17.8%

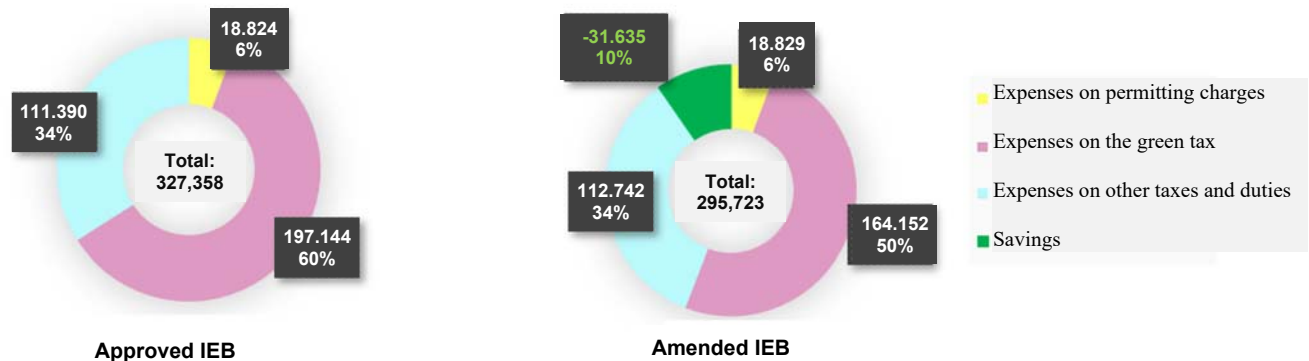


- 1.3.1. Expenses on commissions and fees (row 47) decrease by RON 4,421 thousand, mainly as a result of the lower consultancy costs;
- 1.3.2. Expenses on business protocol (row 50) increase by RON 94 thousand to accommodate both the actual amounts incurred in the period January – June 2026 and the amounts still needed until the end of 2026. The overrun is in line with the acceleration of the investment project financing process, which involved the consumption of protocol resources;
- 1.3.3. Expenses on sponsorship (row 56) – stay as approved, with the amount of 210 thousand RON being reallocated from sponsorships for other actions and activities to sponsorships for the fields of education, schooling, social work, and sports. These are estimated in line with the deductibility level allowed under the Tax Code, as updated with the provisions of Article LX of the Government Emergency Ordinance no. 115/2023. These expenses may only be made subject to the provisions of Law no. 32/1994 on sponsorship, as subsequently amended and supplemented, and with the express approval of the Board of Directors, and further conditional upon the actions which sponsorship is granted for being presented for information in the general meetings of shareholders; allocation of sponsorships between medical and healthcare (minimum 40%), education, teaching, social and sport (minimum 40%) and other actions and activities (maximum 20%) is in accordance with the provisions of the Government Emergency Ordinance no. 2/2015;
- 1.3.4. Expenses on transport of goods and staff (row 61) increase by RON 59 thousand compared to the approved IEB due to the demand for such services during the planned and unplanned outages, the tariff update starting 6 July 2026, and addition of one bus on Fetesti – Cernavoda route and back starting September 2026, as needed to carry out the activity;
- 1.3.5. Expenses on travels (row 62) decrease by RON -1,589 thousand to reflect the actual amounts of the period January – June 2026 and the estimates as revisited for the period July – December 2026;
- 1.3.6. Expenses on postal services and telecommunications (row 66) decrease by RON -11 thousand to capture the actual amounts of the period January – June 2026;
- 1.3.7. Expenses on insurance and security (row 69) show an increase of RON +272 thousand, due to tariff adjustments starting 1 July 2026, the effective date of the Government Decision no. 146/2026 on the increase of the national guaranteed minimum wage as of 1 July 2026;
- 1.3.8. Expenses on maintenance and operation of computing technology (row 70) decreases by RON -972 thousand based on the actual amounts of the period January – June 2026 and the estimates as revisited for the period July – December 2026;
- 1.3.9. Expenses on professional training (row 71) decrease by RON -1,497 thousand to accommodate the savings made during January – June 2026 with training of the staff subject to CNCAN licensing requirements;
- 1.3.10. Other expenses on services executed by third parties (row 77) increase by RON +29,023 thousand due to the impact on these expenses of the accounting adjustment related to the FB transfer from the Pitesti NFP branch to Cernavoda NPP branch, the unit cost of

which increases because the direct and indirect manufacturing costs are now shared by a lower number of FBs under the shrunk manufacturing and delivery plan.

Chapter B. Taxes and duties

B. Expenses on taxes and duties (approved IEB v amended IEB) – thousand RON



The structure of expenses on taxes and duties is presented as follows:

Ratios	row A2	thousand RON			
		Approved 2026 IEB (BoD decision no. 186/09.07.2026)	Rectification proposals for the current year 2026	Differences	%
		a	b	c = b-a	d = c/a
B. Expenses on taxes and duties	78	327,358	295,723	(31,635)	-9.7%
a) expenses on the charge on exploitation of mineral resources	79	-	-	-	-
b) expenses on the royalty on concession of public goods and mineral resources	80	-	-	-	-
c) expenses on licensing fees	81	-	-	-	-
d) expenses on permitting charges	82	18,824	18,829	5	0.0%
e) expenses on the green tax	83	197,144	164,152	(32,992)	-16.7%
f) expenses on other taxes and duties	84	111,390	112,742	1,352	1.2%

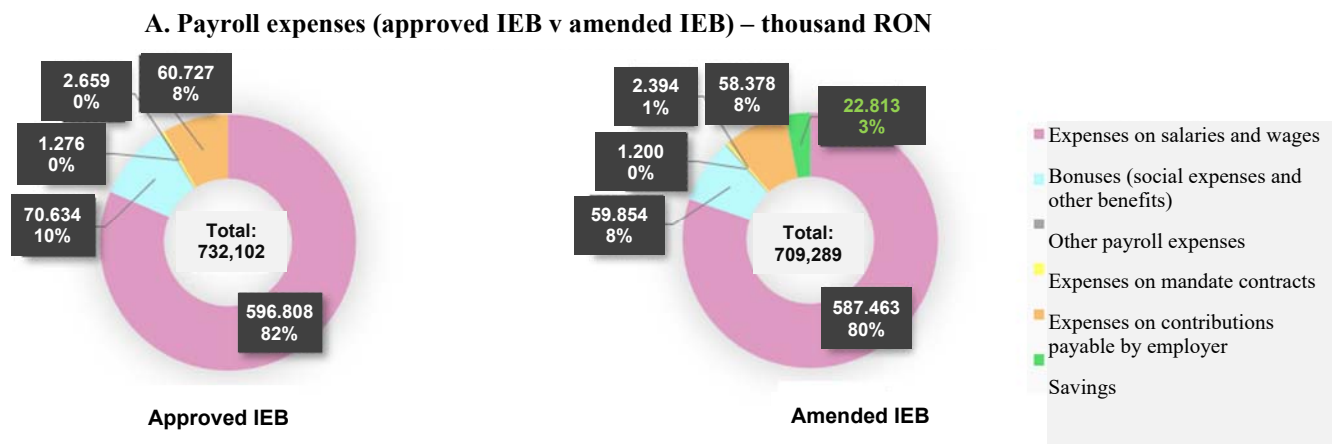
Expenses on taxes and duties decrease by RON -31,635 thousand (-9.7% v the approved 2026 IEB), based on the following:

- Decrease in expenses on environmental tax (row 83) by **RON -32,992 thousand** (-16.7% v the approved IEB), to reflect the lower electricity output;
- The other expenses on taxes and duties increase by **RON +1,357 thousand** compared to the approved 2026 IEB following the update of the building and land tax rate.

Chapter C. Payroll expenses

Payroll expenses go down from the approved value of RON 732,102 thousand to RON 709,289 thousand, i.e., a decrease of -3.1% (RON -22,813 thousand), mainly due to discontinuation of the holiday voucher fund according to the clarifications received with the Letter no. 1009766/28.04.2026 from the Ministry of Finance after the 2026 IEB had been submitted for approval (see the details provided at Chapter C2 Bonuses below), as well as to inclusion of a certain savings estimated for the whole of 2026, which are partially offset by addition to this proposal of the wage-like expenses that would be incurred in relation to filling the 250 vacant positions at the end of 2025, by applying the provisions of Article XXXVI(3) of the Government Emergency Ordinance 89/2025, based on the Memorandum approved by the Government of Romania on the Topic: “Approval of the increase of wage-like expenses due to be incurred to fill the vacant positions at the end of 2025, according to the procedures in force in the Company, with the corresponding increase in the wage-like expenses of Societatea Nationala Nuclearelectrica S.A., by applying the provisions of Article XXXVI(3) of 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” (referred to in this Note as the “Memorandum”).

The structure of payroll expenses is presented as follows:



						thousand RON
Ratios	row A2 IEB	2026 according to the BoD decision no. 186/09.07.2026	2026 IEB Amendment Proposal	Proposal to amend the 2026 IEB v the approved 2026 IEB	%	
a	b	c	d	e=d-c	f=e/c	
C. Payroll expenses, of which:	85	732,102	709,289	(22,813)	-3.1%	
C0. Wage-like expenses (C1+C2)	86	667,441	647,317	(20,124)	-3.0%	
C1. Expenses on salaries and wages	87	596,808	587,463	(9,445)	-1.6%	
C2. Bonuses (social expenses and benefits)	91	70,634	59,854	(10,780)	-15.3%	
C3. Other payroll expenses	99	1,276	1,200	(76)	-5.9%	
C4. Expenses on mandate contracts	103	2,659	2,394	(265)	-10.0%	
C5. Expenses on contributions payable by employer	112	60,727	58,378	(2,349)	-3.9%	

C0) Wage-like expenses of RON 647,317 thousand – decrease by -3.0%, i.e., by RON 20,124 thousand

Ratios	row A2 IEB	2026	Amendment proposal 2026 IEB	Proposal to amend the 2026 IEB v the approved 2026 IEB	%
		according to the BoD decision no. 186/09.07.2026			
a	b	c	d	e=d-c	f=e/c
C0. Wage-like expenses (C1+C2)	86	667,441	647,317	(20,124)	-3.0%
C1. Expenses on salaries and wages	87	596,808	587,463	(9,345)	-1.6%
a) base pays	88	511,733	498,993	(12,740)	-2.5%
b) increments, bonuses and other rewards related to the base pay (according to CBA)	89	83,605	87,231	3,626	4.3%
c) other rewards (according to CBA)	90	1,470	1,239	(231)	-15.7%
C2. Bonuses (social expenses and benefits)	91	70,634	59,854	(10,780)	-15.3%
a) social expenses provided at Article 25 of Law no. 227/2015 on the Tax Code	92	27,471	26,413	(1,058)	-3.8%
b) meal vouchers	95	2,480	2,275	(205)	-8.3%
c) vacation vouchers	96	9,432	(38)	(9,470)	-100.4%
d) expenses on employee participation in the profit obtained in the previous year	97	27,874	27,937	63	0.2%
e) other expenses according to CBA	98	3,376	3,267	(109)	-3.2%

Substantiation of the payroll expenses for 2026 was done in accordance with the provisions of the 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 expenses (row 86) go down by -3.0%, *i.e.*, RON 20,124 thousand, from RON 667,441 thousand to **RON 647,317 thousand**, due to the decrease in the amount of heading C1. Expenses on salaries and wages (row 87) and of heading C2. Bonuses (row 91), as shown in the table below.

Please be reminded that the 2026 Income and Expenditure Budget capitalizes the wage-like expenses for staff involved in development of the investment projects directly in the investment programme, in line with the IFRS principles; hence, these have no bearing whatsoever on the gross income. 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 expenses 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 Expenses (Row 85) reflects the expense with employees whose salary entitlements are not eligible for capitalization under IFRS.

We further point out that the waging policy is applied consistently across the Company, both for directly operational employees (OpEx employees) and for employees involved in the development of the investment projects (CapEx employees), and in strict observance of all applicable legal provisions.

The table below is a spreadsheet of the wage-like expenses for both categories of employees:

	Approved 2026 IEB	Discontinuation of the holiday voucher fund	Variation from fund re- estimation	Impact of the Memorandum	Amended 2026 IEB	Amended 2026 IEB v approved 2026 IEB
Directly operational employees (OpEx)						
C0. Wage-like expenses	667,441	-9,432	-17,150	6,458	647,317	-20,124
C1. Expenses on salaries and wages	596,808	-	-15,000	5,654	587,463	-9,345
C2. Bonuses	70,634	-9,432	-2,150	804	59,854	-10,780
Investment employees (CapEx)						
C0. Wage-like expenses	44,515	-684	435	3,032	47,297	2,782
C1. Expenses on salaries and wages	39,769	-	539	2,768	43,076	3,307
C2. Bonuses	4,746	-684	-104	264	4,221	-525
TOTAL C0 CAPEX + OPEX	711,956	-10,117	-16,715	9,490	694,614	-17,342

Thus, it can be seen that the rectified amount of wage-like expenses in this amendment proposal has been determined taking into account the following factors:

- Discontinuation of the holiday voucher fund

The expenses on holiday vouchers (row 96) was estimated in the approved budget having as reference one national guaranteed minimum gross wage of RON 4,050, as set out in the Government Decision no. 1506/2024, in compliance with the provisions of Article 11 of the Government Emergency Ordinance no. 8/2009, on the condition that they would be granted after approval of the Income and Expenditure Budget and only after having received the legislative clarifications requested by the Company from the Ministry of Public Finance; thus, at that time, the expense on holiday vouchers was estimated to be RON 9,432 thousand for

OpEx employees and RON 684 thousand for CapEx employees. The requested clarifications were provided with the Letter no. 1009766/28.04.2026, as follows: “the Company may provide/grant holiday vouchers in an amount of RON 800 to the staff the net base pays of whom in the month preceding their granting are up to RON 8,000”.

Thus, this amendment proposal no longer contains any fund for holiday vouchers for any employees whatsoever; hence, the amount of heading C2. Bonuses decreases by RON -9,432 thousand, concurrently with a decrease for CapEx employees of RON -684 thousand (total impact: RON -10,117 thousand).

- Impact of the Memorandum

The Memorandum passed by the Government of Romania on 14 August 2026 on the Topic: *"Approval of the increase of wage-like expenses due to be incurred to fill the vacant positions at the end of 2025, according to the procedures in force in the Company, with the corresponding increase in the wage-like expenses of Societatea Nationala Nuclearelectrica S.A., by applying the provisions of Article XXXVI(3) of 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"*, approved the filling of the 250 vacant positions at the end of 2025, at the same time with a corresponding increase in the wage-like expenses by RON 14,804 thousand.

This amendment proposal increases the wage-like expenses with the impact of the Memorandum by RON +9,490 thousand for filling 250 vacant positions at the end of 2025, which is below the amount of RON 14,804 thousand approved under the said Memorandum; of this, RON +6,458 thousand is an increase of the heading C0 (Appendix no. 2). Wage-like expenses, namely for OpEx employees (of which C1. Expenses on salaries and wages RON +5,654 thousand and C2. Bonuses RON +804 thousand), and for CapEx employees of RON +3,032 thousand (of which expenses under heading C1. Expenses on salaries and wages +RON 2,768 thousand and heading C2. Bonuses RON +264 thousand). The decrease of the fund from RON 14,804 thousand, the amount approved in the Memorandum, down to RON 9,490 thousand is driven by the need to resize the amount corresponding to the 250 vacant positions envisaged be filled at the time when this amendment proposal was written, taking into account the most recent assumptions underlying this estimate (mainly discontinuation of the holiday vouchers, the actual time period in 2026 during which these positions would be effectively filled, the pay amount).

- Variations from re-estimation of the fund required for the employees existing in the Company as at 31 December 2025

This amendment proposal was prepared giving due regard to the savings made in the wage-like expenses in the first months of the year, as well as to the re-estimated amount of the wage-like expenses that would be needed by the end of the year, taking into account the BoD Decision no. 218/12.08.2026.

Thus, this amendment proposal reduces by RON -17,150 thousand the heading C0. Wage-like expenses: RON -15,000 thousand for heading C1. Expenses on salaries and wages and RON -2,150 thousand for heading C2. Bonuses; these amounts are re-estimates for OpEx employees.

The re-estimated amounts for CapEx employees leads to an increase of wage-like expenses by RON +435 thousand, mainly due to the total actual and estimated overtime hours, that exceed the initial projections.

We point out that the overtime demand in 2026 was higher than as initially estimated. Moreover, under the Company's policy, the rendered overtime has to be compensated with paid days off in not more than 3 months of their effective rendering, insofar as the activity allows it; after this 3-month time limit, overtime shall be paid to the employee in line with the legal provisions.

The proposal to amend SNN's 2026 IEB considered that, effective 1 October 2026 (the effective date of the Company's new CBA), the retirement benefit will be granted as an one-off payment equal to the maximum amount provided by the then in force legislation (Article LXXI of Law no. 296/2023, as updated by the Government Emergency Ordinance no. 4/2025), namely equal to one pay, for employees who meet the legal conditions to be enjoy this entitlement. This entitlement is found under heading C2. Bonuses, in the category "a) social expenses provided by Article 25 of Law no. 227/2015 on the Tax Code" (row 92 of Appendix no. 2 to IEB).

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.

Ratios	row A2 IEB	2026	2026 IEB	Var.	%
		according to the BoD decision no. 186/09.07.2026	Amendment Proposal		
a	b	c	d	e=d-c	f=e/c
Wage-like expenses of the staff involved in operating activities	Operation	667,441	647,317	-20,124	-3.0%
Wage-like expenses of the staff involved in investment activities	Investments	44,515	47,297	2,782	6.3%
Total wage-like expenses under the Government Ordinance no. 26/2013		711,956	694,614	-17,342	-2.4%
Headcount projected at the end of the year	148	2,498	2,748	250	10.0%
Average headcount	149	2,477	2,467	-10	-0.4%
Monthly average earnings per employee (RON/person) determined based on the wage-like expenses	150	23,952	23,464	-489	-2.0%
Monthly average earnings per employee (RON/person) determined based on the wage-like expenses, according to the Government Ordinance no. 26/2013	151	22,090	21,628	-463	-2.1%
Monthly average earnings per employee (RON/person) determined based on the wage-like expenses, recalculated according to Government Ordinance no. 26/2013 and the State Budget Annual Law	152	22,090	21,628	-463	-2.1%
Work productivity in value units per total average headcount (thousand RON/person) (Row 2/Row 149)	153	2,206	1,825	-381	-17.3%
Work productivity in value units per total average headcount, as recalculated pursuant to the State Budget Annual Law	154	2,206	1,825	-381	-17.3%

The actual headcount at the end of 2026 is re-estimated at 2,748 employees, that is to say 250 more employees than at the end of 2025, due to the captured impact of the Memorandum.

Bearing in mind the during-the-year turnover of the actual headcount and the impact of the additional 250 employees in the next period, and considering a phased recruitment plan, the average headcount estimated for 2026 decreases from 2,477 to 2,467.

C3) Other payroll expenses - this sub-chapter lists the expenses on severance payments for staff layoffs, the expenses on pay entitlements awarded under court judgments, wage-like expenses related to restructuring, privatization, special administration, and other commissions and committees, as well as expenses on internship allowances. The amount initially budgeted for 2026 is the value of the allowances paid to 70 collaborators for a period of 3 months, “which is equal to 1.5 times the national guaranteed minimum gross wage for interns undergoing internship programmes to get trained for positions/jobs requiring higher education”, according to the SNN’s CBA. In fact, both interns who graduated upper-secondary education (whom the 1.5 coefficient does not apply), and interns who graduated higher education were recruited, hence the estimated saving.

C4) Expenses on contracts of mandate contract and on other management and control bodies, commissions and committees amounting to **RON 2,394 thousand** (-10% v the approved budget):

Ratios	row A2 IEB	2026	2026 IEB Amendment Proposal	Proposal to amend the 2026 IEB v the approved 2026 IEB	%
		according to the BoD decision no. 186/09.07.2026			
a	b	c	d	e=d-c	f=e/c
C4. Expenses on mandate contracts	103	2,659	2,394	(265)	-10.0%
a) for executives/directorship	104	1,194	1,194	(0)	0.0%
- fixed component	105	1,194	1,194	(0)	0.0%
- variable component	106	-	-	-	-
b) for the Board of Directors	107	1,465	1,200	(265)	-18.1%
- fixed component	108	1,465	1,200	(265)	-18.1%
- variable component	109	-	-	-	-

A. Contracts of mandate concluded with executive officers (row 104) – RON 1,194 thousand,
show no changes compared to the approved budget

For 2026, the expenses on contracts of mandate concluded by the Company with the CEO and the CFO amounted to a total of RON 1,194 thousand, representing the fixed component of their respective contracts of mandate.

Position	Appointment Decision of the BoD	Term of the mandate contract
Chief Executive Officer	BoD decision no. 154/10.08.2022	12.02.2023 – 02.10.2026
Chief Executive Officer	BoD decision no. 241/31.08.2026	03.10.2026 – 03.03.2027
Chief Financial Officer	BoD decision 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
CEO	01.01.2026 – 31.12.2026	49,755	12 months x RON 49,755 = RON 597,060
CFO	01.01.2026 – 31.12.2026	49,755	12 months x RON 49,755 = RON 597,060
TOTAL			RON 1,194,120

B. Contracts of mandate concluded with directors (row 107) – RON 1,200 thousand, go down by RON 265 thousand compared to the approved budget of RON 1,465 thousand.

Estimation of the 2026 figure of this budget item considered the monthly amount set out in the contracts of mandate, namely a fixed allowance of RON 17,926 and the actual amounts paid in Q1, including that, effective 15 July 2026 the Company has 5 directors instead of 7, under the OGMS Resolution no. 5/15.07.2026; hence, the decrease in this cost. 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.

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

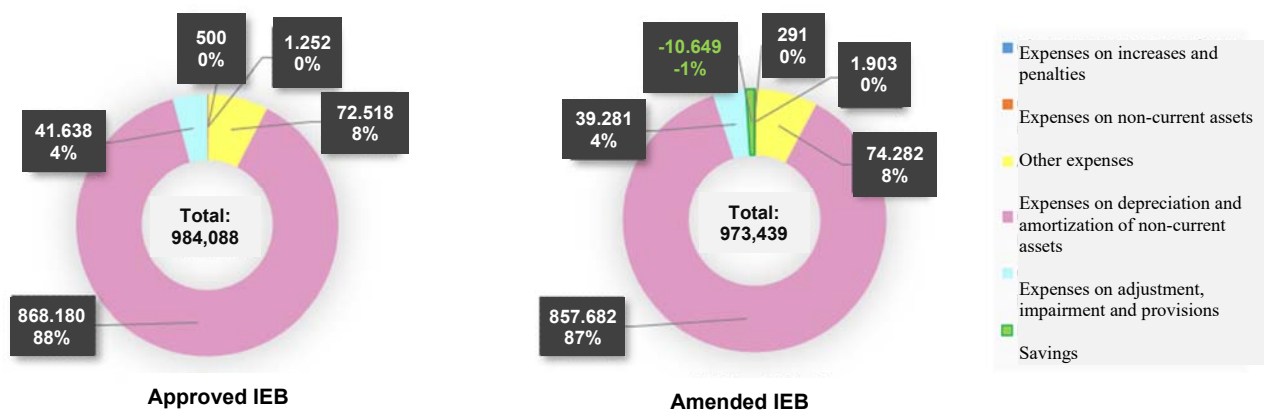
The estimates for 2027 and 2028 in Appendix 1, for the entire Chapter C4 *Expenses on the mandate contract and other management and control bodies, commissions and committees* are determined considering the fixed and variable allowances set out in the actual mandate contracts, in full for 12 months of each year, namely RON 2,309 thousand.

C5) Expenses on contributions payable by the employer of RON 58,378 thousand were reduced by -3.9%, *i.e.*, by RON -2,349 thousand, due to the decrease in the contribution base, as stated for heading C0 above. This subheading covers the following:

- 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 cost of the medical insurance policy or medical 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.

Chapter D. Other operating expenses

D. Other operating expenses (approved IEB v amended IEB) – thousand RON



The structure of other operating expenses is presented as follows:

Ratios	row A2	thousand RON			
		Approved 2026 IEB (BoD decision no. 186/09.07.2026)	Rectification proposals for the current year 2026	Differences	%
		a	b	c = b-a	d = c/a
D. Other operating expenses	113	984,088	973,439	(10,649)	-1.1%
a) expenses on increases and penalties	114	500	291	(209)	-41.8%
b) expenses on non-current assets	117	1,252	1,903	651	52.0%
c) expenses on transfers for staff payment	118	-	-	-	-
d) other expenses	119	72,518	74,282	1,764	2.4%
e) expenses on depreciation and amortization of tangible and intangible non-current assets	120	868,180	857,682	(10,498)	-1.2%
f) adjustments and write-downs for value losses and provisions	121	41,638	39,281	(2,357)	-5.7%

The decrease in other operating expenses by RON -10,649 thousand (-1.1% v the approved 2026 IEB), is driven mainly by:

- Expenses on default interest and penalties (row 114) – decrease by RON -209 thousand** driven by the January – June 2026 actuals;
- Expenses on non-current assets (row 117) – increase by RON +651 thousand**, representing the consideration of the building and land valuation services hired for the envisaged sale of the domestic wastewater pumping station located at block FE 5 Constanta;
- Other expenses (row 119) – increase by RON +1,764 thousand, as an effect of the following variations:**
 - increase by RON +3,516 thousand in the expenses projected to be incurred on the balancing market (BM) based on the January – June 2026 actuals and the prudent re-estimates made for the last six months of the year. This represents the value of the energy received from the BM to compensate for negative imbalances, which arose due to differences between the quantities of energy actually delivered and the quantities notified to the market according to the daily forecast for each hourly interval;
 - decrease by RON -575 thousand in the expenses on the membership fees payable to governmental and non-governmental bodies which SNN is affiliated to;
 - decrease by RON -144 thousand in the expenses on private scholarships granted under Law no. 376/2004 *on private scholarships*, as subsequently amended and supplemented;
 - decrease by RON -1,033 thousand in other operating expenses.
- Expenses on depreciation and amortization of tangible and intangible non-current assets (row 120) – decrease by RON 10,498 thousand**, as a result of revisiting the 2026 investment commissioning plan.

5. Expenses on adjustments and impairment for write-downs and provisions (row 121) – net decrease of RON -2,357 thousand, as the cumulative effect of:

- a net decrease by RON -3,409 thousand in the provisions set up for the Spent Fuel Intermediate Storage (DICA), correlated with the lower consumption of fuel bundles;
- an increase by RON +1,032 thousand in the provision set up for the dispute concerning the granting of the nuclear risk allowance;
- a net decrease by RON -146 thousand in the impact of the adjustments for impairment or write-down;
- a net increase by RON +459 thousand in other provisions;
- a net decrease by RON -293 thousand in the provision for radioactive and non-radioactive waste;
- the provision set up for participation of employees in the 2026 profit does not change and is still calculated at the level allowed under the law, *i.e.*, “not more than one average monthly base pay earned from the economic operator in the reference financial year”;
- the provision for pensions and other liabilities remains unchanged compared to the approved IEB and includes the estimated provision for employee benefits granted at retirement in the form of a quota of 1,200 kWh of electricity/year, in accordance with the provisions of SNN’s CBA valid for 2026;

Financial expenses – increase by RON 9,904 thousand (+20.2% v the approved 2026 IEB), as a result of the exchange rate differences recorded during January – June 2026, and of estimating the impact of the exchange rate developments for the period July – December 2026.

V. GROSS RESULT

The estimated **gross result** following the amendment process amounts to **RON 1,404,854 thousand**, lower by RON 995,757 thousand (-41.5% v the approved 2026 IEB).

The **proposal to amend** the 2026 Income and Expenditure Budget further **provides**, similar to the approved 2026 IEB, **for distribution of 50% of the accounting profit to shareholders**, in observance of the provisions of the Government Emergency Ordinance no. 64/2001, which sets out a minimum of 50%, and of the provisions of Law no. 74/2023 approving the execution 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 **operating profit** is estimated at the level of **RON 1,000,949 thousand** (-51.8% v the approved 2026 IEB), and the **financial result** is estimated at the level of **RON 403,905 thousand** (+25.3% v the approved 2026 IEB).

The key factors with a material impact on the operating profit envisaged in the amendment proposal, in terms of their bearing on the operating income, are the electricity sale prices that would be applied, the legislative amendments, and the Danube’s flowrate and level variations, which may condition the restart of the units and generation facilities. As to the impact on the operating expenses, these are estimated at

amounts that would suffice to support the Company's business activities under nuclear safety conditions and a certain available electricity output to meet the Company's obligations under its electricity sale contracts. The expense amount is further influenced also by the need to prudently budget an amount of electricity that would have to be purchased during unplanned outages.

VI. CORPORATE INCOME TAX

Corporate income tax (row 141) – of RON 226,990 thousand – decrease by RON -109,010 thousand (-32.4% v the approved 2026 IEB), due to the lower gross profit estimated for 2026 under the terms of the Tax Code.

The non-deductible expenses (RON 257,383 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 123,346 thousand) consists mainly of income from restatement of provisions.

VII. INVESTMENT FINANCING SOURCES for 2026, of **RON 5,141,216 thousand** are represented by own sources and depreciation of **RON 2,007,316 thousand**, and also by external bank loans, of **RON 3,133,900 thousand**.

VIII. EXPENSES ON INVESTMENTS (APPENDICES NOS. 4 AND 4.1)

The amended amount, as proposed under this note for the investment programme is **RON 3,366,576 thousand (a decrease by RON 103,354 thousand)** and no amounts are provided for repayment of loans; hence, the amended amount of the **total expenses on investments becomes RON 3,366,576 thousand**. The amended investment programme is structured as follows:

- the amount of RON 134,313 thousand, representing the investment programme coordinated by SNN Headquarters;
- the amount of RON 3,213,391 thousand, representing the consideration of the investment programme of Cernavoda NPP;
- the amount of RON 18,872 thousand, representing the consideration of the investment programme at Pitesti NFP branch.

The budget, as approved under the BoD Decision no. 186/09.07.2026 for the 2026 investment programme is **RON 3,469,930 thousand**, and no amounts were provided for repayment of loans; hence, the **total expenses on investments become RON 3,469,930 thousand**. The approved investment programme is structured as follows:

- the amount of RON 182,439 thousand, representing the investment programme of SNN Headquarters;
- the amount of RON 3,263,120 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

The details of the investment program are presented in Appendix 4 thereto. **Expenses on investments (row II)** were cut down to the amount of the revised 2026 investment programmes by **RON 103,354 thousand (-3%)**, as follows:

- **Investments in progress (row A)** - decrease by RON 65,762 thousand;
- **New investments (row B)** - decrease by RON 22,636 thousand;
- **Investments in existing tangible non-current assets (row C)** - increase by RON 5,570 thousand;
- **Facilities (row D)** - decrease by RON 20,526 thousand;
- **Repayments of instalments on investment loans (row E)** - not applicable.

We list below the key investments featured in the 2026 investment programme:

Name of investment	Approved 2026 IEB (BoD decision no. 186/09.07.2026)	Rectification proposals for the current year 2026	Differences	%
Refurbishment of Unit U1	2,848,175	2,777,014	-71,161	-2.5%
Loan/Contribution to the capital of EnergoNuclear	49,000	49,000	-	0.0%
RoPower Nuclear S.A. loan	63,809	64,376	567	0.9%
Planned outage of Unit 1	150,859	163,459	12,600	8.4%
Tritium Removal Facility - CTRF	22,362	23,805	1,443	6.5%
U5 Retrofitting	42,448	34,388	-8,060	-19.0%
Intermediary Spent Fuel Storage Facility - DICA	35,660	48,891	13,231	37.1%
F.P.C.U. Feldioara loan	10,000	10,000	-	0.0%
Other investments	84,954	53,503	-31,451	-37.0%
Facilities	162,663	142,138	-20,525	-12.6%
Total	3,469,930	3,366,576	(103,354)	-3.0%

- **Unit 1 Refurbishment** – decrease from RON 2,848,175 thousand to RON 2,777,014 thousand (a difference of RON -71,160 thousand); the funds needed to hire the 60 new employees, as approved under the Memorandum, have been added to this project's budget.
- **Intermediary Spent Fuel Storage (DICA)** – the increase by RON 13,231 thousand is mainly due to a faster-than-expected work progress.
- **Tritium Removal Facility (CTRF)** – from RON 22,362 thousand up to RON 23,805 thousand; the increase of RON 1,444 thousand is caused by the delays reported in the EPC contract, leading to a lower advance payment reversal in 2026; the funds needed to hire the 2 new employees, as approved under the Memorandum, have been added to this project's budget.
- **U5 Fit-Out** – the budget decrease from RON 42,448 thousand to RON 34,388 thousand, *i.e.*, by RON 8,059 thousand, is justified by the significant discrepancies between the design and the actual works, which required a longer time period to address, in particular because of the issue of the automation design.
- **Contribution to the share capital of the subsidiary FPCU Feldioara** – this budget amendment proposal features conversion of the loan granted to FPCU under the agreement no. 364/20.03.2023 into a capital contribution of RON 10,634 thousand.
- **RoPower Nuclear S.A.** – the updating of the exchange rate used for loan purposes gives rise to an increase in value of RON 567 thousand. For 2026, the amount provided is USD 14.4 million, up to the maximum limit of the ceiling approved under the Framework Loan Agreement no. 1/16.08.2023, as updated by Addendum no. 1/10.01.2024, of USD 243,000,000, of which a first tranche of USD 3.2 million was disbursed in July.

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 expenses and the existing financing sources are observed. Also, during the year, new investment expenses could unexpectedly emerge that could be financed up to the existing financing sources.

IX. Other state substantiating the 2026 IEB amendment

For 2026, this proposal to amend the Income and Expenditure Budget does **not** provide for any overdue payments, and the amount of the outstanding receivables is increased by RON 1,095 thousand compared to the approved budget of RON 3,425 thousand.

The supporting arguments for the 2026 Income and Expenditure Budget amendment proposal were cleared by the Management Financial Control. Also, this draft of 2026 Income and Expenditure Budget is submitted for approval after prior notification of the trade union organizations.

The estimates for 2027 and 2028 assume that the units will be in service for the whole 2027, insofar as approvals from the shareholders of SN Nuclearelectrica SA are obtained separately, as part of the updated Strategy of Unit 1 Refurbishment Project.

X. CONCLUSION

The amendment proposals concerning the indicators included in the substantiation appendices of the 2026 IEB lead to obtaining **an estimated gross profit lower by RON 995,757 thousand, i.e., a decrease by of -41.5% v the approved budgeted level.**

The proposed amendment falls under the cases listed at Article 10(2) of the Government Ordinance no. 26/2013; therefore, modification of the figures of the economic and financial indicators provided for in the 2026 Income and Expenditure Budget adjustment **has to be approved by Resolution of the General Meeting of Shareholders.**

XI. PROPOSALS

In view of the above, we hereby submit, first for clearance by the Board of Directors, and then for approval by the General Meeting of Shareholders, this proposal to amend the 2026 Income and Expenditure Budget.

Chief Executive Officer,
Mihai Laurentiu Gioara

Chief Financial Officer,
Daniel Adam

Appendices:

- Income and Expenditure Budget Amended 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 Amended and their distribution by quarters (Appendix no. 2);
- Total income realization (Appendix no. 3);
- Amended investment program, facilities and financing sources (Appendix no. 4);
- List of item „Facilities” amended for year 2026 (Appendix no. 4.1);
- Measures for improving the gross result and reducing outstanding payments (Appendix no. 5);