



S.P.E.E.H. Hidroelectrica S.A.
Two-tier system Company
15-17 Ion Mihalache Blvd., District 1,
Bucharest
Tower Center Building, 10-15 floors
RO 13267213, J2000007426409
Share Capital: RON 4,498,025,670

**To: Bucharest Stock Exchange (BSE)
Romanian Financial Supervisory Authority (FSA)**

Current report in compliance with the Law 24/2017, republished, on issuers of financial instruments and market operations, Regulation FSA no. 5/2018 on issuers of financial instruments and market operations, and the Bucharest Stock Exchange Code

Report Date: 21 November 2025

Company name: S.P.E.E.H. HIDROELECTRICA S.A. (Hidroelectrica)

**Headquarters: 15-17 Ion Mihalache Blvd., Tower Center Building, 10-15 floors District 1,
Bucharest**

Phone/fax no.: 021.30.32.500

Fiscal Code: RO13267213

Trade Register registration number: J2000007426409

Subscribed and paid in share capital: RON 4,498,025,670

Regulated market where the issued securities are traded: Bucharest Stock Exchange (BSE)

Significant events to be reported: Initiation of the procedure of selection of a Management Board member - CFO

Hidroelectrica informs the shareholders and investors that, during the meeting held on 19 November 2025, the Supervisory Board (SB) approved the initiation of the selection procedure for one Management Board member – CFO, in accordance with the provisions of GEO no. 109/2011, as subsequently amended and supplemented.

The procedure will be carried out by the Supervisory Board/Nomination and Remuneration Committee (NRC) with the support and professional assistance of an independent expert specialised in human-resources recruitment, whose services are contracted in accordance with the law, as per the NRC recommendations dated 18 November 2025.

The decision was issued as a result of the fact that the procedure initiated through the Supervisory Board Decision dated 22 September 2025 for this position (Management Board member – CFO) was declared closed, as no eligible candidate who could be proposed for



HIDROELECTRICA

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appointment was identified, according to the report of the independent expert specialised in human-resources recruitment.

Bogdan BADEA
Chairman of the Management Board

Radu CONSTANTIN
Member of the Management Board