



Approved,
Board of Directors
Chairman
Teodor Minodor Chirica

**NOTE regarding the erratum to the
Substantiation note regarding the rectification of the Revenue and Expense budget
of S.N. "Nuclearelectrica" S.A. for year 2021**

In the *Note regarding the substantiation of the rectification of the Revenue and Expense Budget of S.N. Nuclearelectrica S.A. for 2021*, approved by BoD Resolution no. 157/20.09.2021, subject to the approval of the Ordinary General Assembly of Shareholders of 28.10.2021, an omission was found in the records from the Substantiation Data section within Annex 2 to the rectified REB 2021, of the *distribution* of the salary increase **by the categories** provided by Law no. 15/2021 – Law on the state budget for 2021, categories which emphasize the destination and motivation of the salary increase in 2021 compared to the approved budget for 2020. The non-indication of the salary increase provided in the rectified REB 2021 caused the modification of the *monthly gross average earnings per employee* presented both in Annex 2 and in Annex 1 from the rectified REB 2021.

Thus, the total amount of 10,004 thousand RON was registered, related to the salary increase, in **Row 147** of Annex 2 to the rectified REB 2021, and this amount was not divided into the five versions provided in the Law of the state budget for 2021, namely the amount was not registered in **Row 147 e) from Annex 2**, related to the allocation in case of SNN, *of the entire salary increase related to 2021, for destination "increases of salary expenses related to the increase in the number of employees in 2021 following the diversification / extension of the activity provided by legislative acts"*.

This impacted **only** the calculation of the indicator *Monthly earnings per employee (RON/person) determined based on salary expenses, recalculated according to GO no. 26/2013 and the Annual law on the state budget* (Row 152 of Annex 2) and led to its **decrease** by approximately **0.2%** compared to the initial form of the rectified REB 2021.

In the *Note regarding the substantiation of the rectification of the Revenue and Expense Budget of S.N. Nuclearelectrica S.A. for 2021*, a single modification shall be applied, as follows:

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Initial form

According to the rectified 2021 REB, the growth rates of average gross monthly earnings per employee and labour productivity, calculated by comparing the planned level of 2021 (rectified 2021 REB) to the achieved level of 2020, as provided for in art. 48 par. (8) of Law no. 15/2021, are:



	Achieved in 2020	Rectified REB 2021	Var abs	Var %
No. of employees estimated at the end of the year	2,011	2,509	498	25%
Average number of employees	2,028	2,103	75	4%
Average earnings per employee (RON/person) determined based on salary expenses, recalculated according to GO no.26/2013 and the Annual Law	15,611	16,039	429	3%
Labor productivity in value units for all employees (average) recalculated according to the state budget annual law	1,233	1,418	185	15%

To be read:

According to the rectified 2021 REB, the growth rates of average gross monthly earnings per employee and labour productivity, calculated by comparing the planned level of 2021 (rectified 2021 REB) to the achieved level of 2020, as provided for in art. 48 par. (8) of Law no. 15/2021, are:

	Achieved 2020	Rectified REB 2021	Var abs	Var %
No. of employees estimated at the end of the year	2,011	2,509	498	25%
Average number of employees	2,028	2,103	75	4%
Average earnings per employee (RON/person) determined based on salary expenses, recalculated according to GO no.26/2013 and	15,611	15,643	32	0%
Labor productivity in value units for all employees (average) recalculated according to the state budget annual law	1,233	1,418	185	15%

We would like to mention that no other indicator or information presented in the Substantiation note shall be modified.

In relation to the aforementioned aspects, we request the approval of the Note on the substantiation of the rectification of the Revenue and Expense Budget of S.N. Nuclearelectrica S.A. for 2021, in a corrected form, in order to be submitted for the approval of the Ordinary General Assembly of Shareholders of 28.10.2021.

Chief Executive Officer
Cosmin Ghita

Deputy Chief Executive Officer
Dan Laurentiu Tudor

Chief Financial Officer
Paul Ichim

Annexes:

- Rectified Revenue and Expense Budget for 2021 and estimates for 2022 and 2023 (Annex no. 1), in a corrected form;
- Details of the economic-financial indicator provided in the Rectified Revenue and Expense Budget and their distribution by quarters (Annex no. 2), in a corrected form;
- Achievement degree of total revenues (Annex no. 3), unmodified;
- Rectified investment program (Annex no. 4), unmodified;
- List for the "Equipment" position rectified for 2021 (Annex no. 4.1), unmodified;
- Measures for improving the gross result and reducing outstanding payments (Annex no. 5), unmodified.