

Performance indicators for the non-executive directors of S.A. Nuclearelectrica S.A. during the term of their contracts of mandate

#	Objective/Performance indicators		Review tool	Target values for performance indicators			
	Name of indicator	weight in the variable component		2023	2024	2025	2026
	Governance indicators						
1	Financial reporting transparency	11%	Publication of financial information in accordance with the financial timetable	100%	100%	100%	100%
2	SMIC standards implementation	11%	Annual report on the management internal control system	100%	100%	100%	100%
3	Risk management process monitoring	11%	Quarterly risk management report	Achieved	Achieved	Achieved	Achieved
4	Observance of the ethics and integrity standards	11%	Ethical Advisor quarterly report	100%	100%	100%	100%
5	Executive Management performance monitoring	11%	Quarterly report of SNN executives under contracts of mandate	Achieved	Achieved	Achieved	Achieved
	Operational indicators						
1	No operational event that exceeded level 1 on the international scale of nuclear events	2%	INES scale acc. to IEAE.org website	Achieved	Achieved	Achieved	Achieved
2	Obtaining an installed power usage coefficient of at least % (since commencement of commercial operation)	10%	Obtained production MWh/Maximum theoretical production MWh	80%	80%	80%	80%
3	EHS - Annual collective dose	3%	Total dose, average per unit, man Sv (ALARA Quarterly Report)	0.42	0.45	0.42	0.45
4	EHS - Effluents in the environment	3%	MSv/NPP (ALARA Quarterly Report)	200	200	200	200
5	EHS - Maximum admissible dose	2%	mSv/person (ALARA Annual Report)	20	20	20	20
	Financial indicators						
1	Gross profit	6%	Annex no. 1 IEB	80% of the budgeted figure, but not less than RON 400 mil.*	80% of the budgeted figure, but not less than RON 400 mil.*	80% of the budgeted figure, but not less than RON 400 mil.*	80% of the budgeted figure, but not less than RON 400 mil.*

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	Name of indicator	weight in the variable component		2023	2024	2025	2026
2	Observance of the total budgeted operating expenditure, except for the contribution to the energy transition fund**	8%	Annex no. 1 IEB	100%	100%	100%	100%
3	Realization of the investment budget	6%	Annex no. 4 IEB	60%	60%	60%	60%
<b>Indicators directed towards public services</b>							
1	Company's involvement in the community	5%	Report on implementation of SNN's CSR programme SNN (contracting) against the figure set under the approved Income and Expenditure Budget	90%	90%	90%	90%

*\* in exceptional cases generated by market operation conditions or significant legislative developments, this minimum gross profit target will be reduced by their impact, thoroughly justified, substantiated and transparently communicated*

*\*\*contribution to the energy transition fund means the contribution due according to the Government Emergency Ordinance no. 119/2022, as subsequently amended and supplemented, or its equivalent after renaming*