

Performance indicators for the executive director of SN Nuclearelectrica SA during the term of its contract 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	4%	Publication of financial information in accordance with the financial timetable	100%	100%	100%	100%
2	SCIM implementation, development and self-assessment	4%	Quarterly and self-assessment report on the management internal control system	100%	100%	100%	100%
3	Development of human capital (composite indicator formed of: Rate of occupancy of the organizational chart in accordance with the approved plans and programmes, Rate of occupancy of the successor positions, Rate of staff training and diversity rate)	4%	HR report	80%	80%	80%	80%
4	Assessment of the implementation and effectiveness of the risk management measures	4%	Quarterly risk management report	Achieved	Achieved	Achieved	Achieved
5	Observance of the ethics and integrity standards	4%	Ethical Advisor quarterly report	100%	100%	100%	100%
	Operational indicators						
1	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%
2	EHS - Annual collective dose	6%	Total dose, average per unit, man Sv (ALARA Quarterly Report)	0.42	0.45	0.42	0.45
3	EHS - Effluents in the environment	6%	MSv/NPP (ALARA Quarterly Report)	200	200	200	200
4	EHS - Maximum admissible dose	3%	mSv/person (ALARA Annual Report)	20	20	20	20
	Financial indicators						
1	Gross profit	10%	Annex no. 1 IEB	80% of the budgeted	80% of the budgeted	80% of the budgeted	80% of the budgeted

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				figure, but not less than RON 400 mil.*	figure, but not less than RON 400 mil.*	figure, but not less than RON 400 mil.*	figure, but not less than RON 400 mil.*
2	Observance of the total operating expenditure, except for the contribution to the energy transition fund**	20%	Annex no. 1 IEB	100%	100%	100%	100%
3	Return on equity	10%	EBITDA/Equity	min 2,5%	min 2,5%	min 2,5%	min 2,5%
4	Realization of the investment budget	10%	Annex no. 4 IEB	60%	60%	60%	60%
Indicators directed towards public services							
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*

