

The following table shows the non-executive members of the Board of Directors, as well as the remunerations related to the mandate contracts for 2021:

Item No.	Directors	Fixed monthly indemnity [RON]	Variable component for 2021 (12 * monthly indemnity) [RON]	Value of the short-term variable component for 2021 (80 % of the variable component for 2021 corresponding to the mandate period) [RON]	Medium term component for 2022 10 % of the variable component for 2022 corresponding to the mandate period [RON]	Long term component 2022 10 % of the variable component for 2022 corresponding to the mandate period [RON]
1	Popescu Elena	11,331	135,972	108,778	13,597	13,597
2	Vulpescu Dumitru Remus	11,331	135,972	108,778	13,597	13,597
3	Anitei Mihai Daniel	11,331	135,972	108,778	13,597	13,597
4	Chirica Minodor Teodor	15,057	180,684	144,547	18,068	18,068

Fixed indemnity of the managers, according to the mandate contracts:

Managers	Monthly gross fixed indemnity according to the contract [RON]	Mandate starting date	Mandate ending date
Ghita Cosmin	RON 37,077	February 11, 2019	N/A
Tudor Laurentiu Dan	RON 35,727	February 11, 2019	N/A
Paul Ichim	RON 37,077	August 1, 2020	N/A

Variable component of Managers set under the mandate contracts for 2021:

Item No.	Managers	Variable component for 2021 [RON]	Variable component for 2021 corresponding to the mandate period [RON]	Short term component for 2021 - 80 % of the variable component for 2021 corresponding to the mandate period [RON]	Medium term component - 10 % of the variable component for 2022 corresponding to the mandate period for 2022 [RON]	Long term component - 10 % of the variable component for 2022 corresponding to the mandate period for 2022 [RON]
1	Ghita Cosmin	222,464	222,464	177,971	22,246	22,246
2	Tudor Laurentiu Dan	222,464	222,464	177,971	22,246	22,246
3	Paul Ichim	222,464	222,464	177,971	22,246	22,246

Considerations justifying any scheme of annual bonuses or non-cash benefits.

SNN does not grant bonuses to directors and managers under mandate contracts.

According to the mandate contracts concluded by the Company with the Managers, they benefit from a gross monthly fixed indemnification and a variable component set based on financial and nonfinancial performance indicators negotiated and approved by the Board of Directors, determined in full observance of the methodology stipulated by HG No. 722/2016, for the fulfilment of the entrusted mandate, and the following monetary advantages:

1. Professional liability insurance, the amount insured being of Euro 3 million;
2. The right to reimbursement of travel expenses for professional purposes;
3. The right for the entire period of time during which they were Manager within SNN to be considered seniority and/or years of service in the electricity, thermal and nuclear field;
4. The right to permanently benefit from a company car (the cost whereof will be fully borne by SNN) company telephone, laptop, desktop, office equipment, fax machines, logistics, stationery etc. and any other devices/equipment/facilities that are specific to the level of representation of the position of Manager;
5. The right to benefit from an office space, according to the position of Manager thereof, with all the appropriate equipment and facilities;
6. The right to benefit from insurance against occupational accidents and occupational diseases, at the expense of the Company;
7. The right to benefit from the services of a secretariat, whereupon the cost of the salaries corresponding to this position will be fully covered by the Company;
8. The right to request mediation, consultancy and/or other protective measures from the Board of Directors, the General Meeting of the Shareholders, the confederation, federation or employer organization that the Company is part of, in resolving conflict situations with the trade unions and/or the employees' representatives, as well as with other organizations, with the right to receive, in these cases, the necessary legal assistance, at the expense of SNN;
9. The right to have a protocol fund from the protocol fund of the Company, approved by the Board of Directors;
10. The right to be provided with a job corresponding to the training and professional experience thereof within SNN (according to an individual employment contract of indefinite duration, concluded within the terms of the law), and all rights related to this job, according to legal provisions and/ or of the Collective Labor Agreement applicable to the Company, after the termination of the mandate contract for any reason, or after the dismissal from this position for reasons not related to them.

According to the mandate contracts concluded by the Company with the Directors, they benefit from:

- For the directors whose term of office is of 4 years, the gross fixed monthly remuneration amounting to RON 11,331, approved by the Resolution of the Ordinary General Meeting of Shareholders No. 12/September 28, 2018 for the accomplishment of the entrusted mandate, equal to twice the average for the last 12 months of the average gross monthly salary for the activity performed according to the main scope of business registered by the company at class level according to the classification of activities in the national economy, by the National Institute of Statistics, prior to the appointment.

For the directors whose term of office is of 26 months, a gross monthly fixed remuneration amounting to RON 15,057, approved by Resolution No. 9/July 27, 2020 of the Ordinary General Meeting of Shareholders, for the fulfillment of the entrusted mandate, equal to twice the average for the last 12 months of the average gross monthly salary for the activity performed according to the main scope of business registered by the company at class level according to the classification of activities in the national economy, by the National Institute of Statistics, prior to the appointment.

- The variable component established based on the financial and non-financial performance indicators negotiated and approved by the General Meeting of Shareholders, determined in full observance of the methodology stipulated by HG No. 722/2016 and aiming at the long-term sustainability of the Company and providing the compliance with the good governance principles.

The variable component of the directors' remuneration is reviewed on a yearly basis, depending on the level of achievement of the goals included in the management plan and the degree of achievement of the financial and non-financial performance indicators approved by the General Meeting of Shareholders.

Any supplementary pension schemes or anticipated. - Not applicable.