

The table below lists the non-executive members of the Board of Directors, as well as their allowances under the 2022 mandate contracts:

No.	Last name and first name	Fixed monthly gross allowance - R-OGMS 12/2018	Fixed monthly gross allowance - R-OGMS 6/2022	Variable component 2022 (12 times the monthly allowance) related to the mandate term	Amount of the 2022 short-term variable component (80% of the 2022 variable component) related to the mandate term	2022 medium-term component 10% of the 2022 variable component	2022 long-term component 10% of the 2022 long-term component
		RON	RON	RON	RON	RON	RON
1	Popescu Elena	11,331	17,926	100,955	80,764	10,096	10,096
2	Vulpescu Dumitru Remus	11,331	17,926	100,955	80,764	10,096	10,096
3	Anitei Mihai Daniel	11,331	0	100,955	80,764	10,096	10,096
4	Chirica Minodor Teodor	15,057	17,926	134,152	107,322	13,415	13,415
5	Valeca Serban Constantin	15,057	0	33,167	26,534	0	0
6	Niculescu Sergiu George	15,057	17,926	110,886	88,709	0	0
7	Chirlesan Dumitru	15,057	17,926	71,284	57,027	0	0
8	Grajdean Vasilica	0	17,926	0	0	0	0

Fixed allowance of Executives under mandate contracts:

Executives	Monthly fix gross allowance according to the contract	Office start date	Office end date
Ghita Cosmin	RON 37,077	11.02.2019	N/A
Tudor Laurentiu Dan	RON 35,727	11.02.2019	31.01.2022
Ichim Paul	RON 37,077	01.08.2020	10.02.2022
Niculaie Faranga Dan	RON 37,077	11.02.2022	11.08.2022
Niculaie Faranga Dan	RON 37,077	12.08.2022	N/A

Variable component of Executives, as set out under the 2022 mandate contract:

No.	Last name and first name	Variable component 2022	Variable component for 2022, related to the mandate term	2022 short-term component - 80% of the 2022 variable component related to the mandate term	2022 medium-term component - 10% of the 2022 variable component related to the mandate term	2022 long-term component - 10% of the 2022 variable component related to the mandate term
		RON	RON	RON	RON	RON
1	Ghita Cosmin	222,464	222,464	177,971	22,246	22,246
2	Niculae Faranga Dan	222,464	197,475	157,980	0	0
3	Tudor Dan Laurentiu	222,464	18,894	15,115	1,889	1,889
4	Ichim Paul	222,464	18,894	15,115	1,889	1,889

SNN does not grant any bonuses to Directors and Executives with mandate contract.

In accordance with the mandate contracts concluded by the Company with the Executive, these benefit of a fixed gross monthly allowance and a variable component set out on the basis of financial and non-financial performance indicators negotiated and approved by the Board of Directors, determined in compliance with the methodology provided under the Government Decision GD no. 722/2016, for performance of the entrusted mandate, as well with the following non-cash benefits:

1. Professional liability insurance, with an insured amount of EUR 3 million;
2. Right to refund of the business travel expenditure;
3. Right to have the entire time when they served as Executive in SNN recognized as length of service and/or service in the electricity, heat and nuclear industry’;
4. Right to company car at all times (the costs of which will be fully borne by SNN), company phone, notebook, desktop computer, office supplies, fax machines, logistics, stationery, etc. as well as any other type of equipment/facilities that are specific to the level of their Executive position;
5. Right to an office space, corresponding to their Executive position, with all the appropriate equipment and facilities;
6. Right to insurance against accidents at work and occupational illnesses paid by the Company;

7. Right to secretariat services, with the salary costs of this position borne in full by the Company;

8. Right to seek mediation, advice and/or other protective measures from the Board of Directors, the General Meeting of Shareholders, the employers' confederation, federation or organization the Company is a part of, in solving conflicts with the trade unions and/or the employee representatives, as well as with other organization and, in such cases, the right also to the necessary legal assistance at the expense of SNN;

9. Right to a business entertainment fund from the Company's business entertainment fund approved by the Board of Directors;

10. Right to have a job that matches their training and professional experience in SNN (under an individual employment agreement for an indefinite time period, concluded under the terms of the law), as well as all the rights related to this job, according to the legal provisions and/or of the Collective Bargaining Agreement applicable to the Company, after the termination for whatever reason of their mandate contract, and after their revocation from this office for reasons that are not their fault.

Under the mandate contracts concluded by the Company with Directors, they benefit of:

- For the Directors the mandate of whom was of 4 years (28 September 2018 - 28 September 2022), a fixed gross allowance of RON 11,331, as approved under the Resolution of the Ordinary General Meeting of Shareholders no. 12/28.09.2018, for performance of the mandate entrusted, equal to two times the average gross monthly salary for the last 12 months for the activity carried out according to the registered main scope of business of the company, at a class level according to the classification of activities in the national economy, as communicated by the National Institute of Statistics before appointment.

For the Director the mandate of whom was valid during the period 27 July 2020 - 28 September 2022, the fixed gross allowance of RON 15,057, as approved under the Resolution of the Ordinary General Meeting of Shareholders no. 9/27.07.2020, for performance of the mandate entrusted, equal to two times the average gross monthly salary for the last 12 months for the activity carried out according to the registered main scope of business of the company, at a class level according to the classification of activities in the national economy, as communicated by the National Institute of Statistics before appointment.

For the Directors the mandate of whom was renewed for 4 years (29 September 2022 - 29 September 2026), the fixed gross allowance of RON 17,926, as approved under the Resolution of the Ordinary General Meeting of Shareholders no. 6/10.08.2022, for performance of the mandate entrusted, equal to two times the average gross monthly salary for the last 12 months for the activity carried out according to the registered main scope of business of the company, at a class level according to the classification of activities in the national economy, as communicated by the National Institute of Statistics before appointment.

- the variable component set based on financial and non-financial performance indicators, as negotiated and approved by the General Meeting of Shareholders in keeping with the methodology described in the Government Decision no. 722/2016, which concern the long-term sustainability of the Company and ensuring observance of the good governance principles.

- The mandate contracts entered into by the Company with the members of the Board of Directors, for a 4-year period and valid between 29 September 2022 - 29 September 2026, shall be supplemented by an

addendum setting out their variable remuneration, objectives and financial and non-financial performance indicators defined by the general meeting of shareholders, as well as under the letter of expectations, in line with the provisions of the Government Emergency Ordinance no. 109/2011 on corporate governance of public enterprises.

The variable component of the Director's remuneration is reviewed annually, depending on the level of achievement of the objectives included in the management plan and the degree of fulfilment of the financial and non-financial performance indicators approved by the general meeting of shareholders.

Any potential additional or early retirement schemes. - Not applicable