



PERFORMANCE INDICATORS FOR THE NON-EXECUTIVE DIRECTORS OF S.N. NUCLEARELECTRICA S.A.  
DURING THE TERM OF THE CONTRACT OF MANDATE

Registration No.	Performance Objective/Indicators							Verification Tools	Target values for performance indicators			
	Indicator name	short-term indicators	medium-term indicators	long-term indicators	share in the variable component				2019	2020	2021	2022
					short-term indicators	medium-term indicators	long-term indicators					
<b>Governance indicators</b>												
1	Monitoring the performance of the Executive Management	x	-	-	12.00%	-	-	Quarterly Report of SNN Managers	Achieved	Achieved	Achieved	Achieved
2	Monitoring risk management	x	-	-	10.00%	-	-	Quarterly Report of risk management	Achieved	Achieved	Achieved	Achieved
3	Monitoring communication transparency (*)	x	-	-	8.00%	-	-	Periodic publication of corporate governance information	Achieved	Achieved	Achieved	Achieved
4	Implementing the company's strategy	-	x	x	-	5.00%	5.00%	Progress Report		Achieved		Achieved
<b>Operational Indicators</b>												

1	No operating event exceeding level 1 on the International Nuclear Event Scale	x	x	x	2.00%			INES Scale as per the IEAE.org site	Achieved	Achieved	Achieved	Achieved
2	Degree of achievement of Investment Budget	x	x	x	10.00%	2.00%	2.00%	Annex no. 4 BVC	60%	60%	60%	60%
3	Obtaining a Capacity Factor of minimum	x	x	x	7.00%	1.00%	1.00%	Production achieved MWh/Maximum theoretical production MWh	80%	80%	80%	80%
4	EHS - Annual collective dose	x	-	-	2.00%	-	-	Total dose, unit average, man Sv (ALARA Quarterly Report)	0.35	0.42	0.32	0.4
5	EHS - Effluents in the environment	x	-	-	2.00%	-	-	Msv/ CNE (ALARA Quarterly Report)	250	250	250	250
6	EHS - Maximum admissible dose	-	x	x	-	0.50%	0.50%	Msv/ person (ALARA Annual Report)	20	20	20	20
<b>Financial Indicators</b>												
1	Gross profit	x	x	x	7.00%	1.00%	1.00%	Profit and Loss Account Form	RON 100,000,000	RON 100,000,000	RON 100,000,000	RON 100,000,000
2	Average price/MWh on the competitive market	x	x	x	8.00%	1.00%	1.00%	Price published by OPCOM	90% x ROPEX_FM December 31 <sup>st</sup> , 2018	90% x ROPEX_FM December 31 <sup>st</sup> , 2019	90% x ROPEX_FM December 31 <sup>st</sup> , 2020	90% x ROPEX_FM December 31 <sup>st</sup> , 2021
3	Falling within the total operating expenses budgeted	x	x	x	9.00%	1.00%	1.00%	Annex no. 1 BVC	Achieved	Achieved	Achieved	Achieved

Note: The short-term variable component granted based on quarterly indicators shall be adjusted depending on the cumulative achievements at the end of each financial year.  
For calendar quarters not fully covered by the contract of mandate, the variable component shall be granted proportionally, in relation to the period covered by the contract of mandate.

-M - micro

---

## The Presidency of Romania to the Council of the European Union

---

The Presidency of Romania to the Council of the European Union

202E Splaiul Independentei, district 6, 060023, Bucharest, Romania  
Tel: 021.407.99.11; Fax 021.316.68.03  
[www.energie.gov.ro](http://www.energie.gov.ro) | email:office.cabinet@energie.gov.ro