

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

Run. No.	Performance Objective / Indicators		Verification Tools	Target values for performance indicators			
	Description	share in the variable component of short-term indicators		Quarter I	Quarter II	Quarter III	Quarter IV
<b>Governance indicators</b>							
1	Monitoring the performance of the Executive Management	14%	Quarterly Report of SNN Managers	Achieved	Achieved	Achieved	Achieved
2	Monitoring risk management	13%	Quarterly Report of risk management	Achieved	Achieved	Achieved	Achieved
3	Monitoring communication transparency	13%	Periodic publication of corporate governance information	Achieved	Achieved	Achieved	Achieved
<b>Operational Indicators</b>							
1	No operating event exceeding level 1 on the International Nuclear Event Scale	2.00%	INES Scale as per the IEAE.or	Achieved	Achieved	Achieved	Achieved
2	Degree of achievement of Investment Bu	8.00%	Annex no. 4 BVC	10.00%	20.00%	30.00%	50.00%
3	Obtaining a Capacity Factor of minimum	6.00%	Production achieved MWh/Maximum theoretical production MWh	80%	80%	80%	80%
4	EHS - Annual collective dose	2.00%	Total dose, unit average, man Sv (ALARA Quarterly Report)	level of annual indicator	level of annual indicator	level of annual indicator	level of annual indicator
5	EHS - Effluents in the environment	2.00%	Msv/ CNE (ALARA Quarterly	250	250	250	250
<b>Governance indicators</b>							
1	Gross profit	7.00%	Profit and Loss Account Form	30,000,000 lei	40,000,000 lei	70,000,000 lei	100,000,000 lei
2	Average price/MWh on the competitive	6.00%	Price published by OPCOM	90% x ROPEX_FM December 31 <sup>s</sup>	90% x ROPEX_FM December 31 <sup>s</sup>	90% x ROPEX_FM December 31 <sup>s</sup>	90% x ROPEX_FM December 31 <sup>st</sup> (*N-1)
3	Falling within the total operating expenses budgeted	7.00%	Annex no. 1 BVC	Achieved	Achieved	Achieved	Achieved

\*N - represents the current year

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.