

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			
	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					
Governance indicators												
1	Monitoring the performance of the Executive Management	x	-	-	14.00%	-	-	Quarterly Report of SNN Managers	Achieved	Achieved	Achieved	Achieved
2	Monitoring risk management	x	-	-	13.00%	-	-	Quarterly Report of risk management	Achieved	Achieved	Achieved	Achieved
3	Monitoring communication transparency (*)	x	-	-	13.00%	-	-	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
Operational Indicators												
1	No operating event exceeding level 1 on the International Nuclear Event Scale	x	x	x	2.00%			INES Scale as per the IEAE or	Achieved	Achieved	Achieved	Achieved
2	Degree of achievement of Investment Bu	x	x	x	8.00%	1.00%	1.00%	Annex no. 4 BVC	50%	50%	50%	50%
3	Obtaining a Capacity Factor of minimum	x	x	x	6.00%	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
Financial Indicators												
1	Gross profit	x	x	x	7.00%	1.00%	1.00%	Profit and Loss Account Form	100,000,000 lei	100,000,000 lei	100,000,000 lei	100,000,000 lei
2	Average price/MWh on the competitive	x	x	x	6.00%	0.50%	0.50%	Price published by OPCOM	90% x ROPEX_FM December 31	90% x ROPEX_FM December 31	90% x ROPEX_FM December 31	90% x ROPEX_FM December 31 st , 2021
3	Falling within the total operating expenses budgeted	x	x	x	7.00%	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.