

QUARTERLY PERFORMANCE INDICATORS FOR THE EXECUTIVE DIRECTOR 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	share in the variable component of short-term indicators		Quarter I	Quarter II	Quarter III	Quarter IV
Financial indicators							
1	Gross profit	10.00%	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 market	10.00%	Price published by OPCOM	90% x ROPEX_FM December 31 st	90% x ROPEX_FM December 31 st	90% x ROPEX_FM December 31 st	90% x ROPEX_FM December 31 st (**N-1)
3	Achievement of financial indicators mentioned in the contract with EURATOM (*)	10.00%	External Auditor Report	Achieved	Achieved	Achieved	Achieved
4	Falling within the total operating expenses budgeted	10.00%	Annex no. 1 BVC	Achieved	Achieved	Achieved	Achieved
Operational Indicators							
1	Degree of achievement of Investment Budget	6.40%	Annex no. 4 BVC	10.00%	20.00%	30.00%	50.00%
2	Obtaining a Capacity Factor of minimum 60%	6.40%	Production achieved MWh/Maximum theoretical production MWh	80%	80%	80%	80%
3	EHS - Annual collective dose	3.60%	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
4	EHS - Effluents in the environment	3.60%	Msv/ CNE (ALARA Quarterly Report)	250	250	250	250
Governance indicators							
1	Monitoring the Internal Control	8.00%	Report on the implementation status of the management internal control system	Achieved	Achieved	Achieved	Achieved
2	KPI Reporting	4.00%	Quarterly report of the Board of Directors	Achieved	Achieved	Achieved	Achieved
3	Risk management	8.00%	Quarterly Report of risk management	Achieved	Achieved	Achieved	Achieved

*The 3 financial indicators mentioned in the contract with Euratom are:

- debt service cover degree over 1.5;
- debt ratio under 2;
- the revenues collected are sufficient to cover the operating costs.

**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.