

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	short-term indicators	medium-term indicators	long-term indicators	share in the variable component				2019	2020	2021	2022	2023
					short-term indicators	medium-term indicators	long-term indicators						
Financial indicators													
1	Gross profit	x	-	-	10.00%	-	-	Profit and Loss Account Form	100,000,000 lei	100,000,000 lei	100,000,000 lei	100,000,000 lei	100,000,000 lei
2	Average price/MWh on the competitive market	x	-	-	10.00%	-	-	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	90% x ROPEX FM December 31 ¹ , 2022
3	Achievement of financial indicators mentioned in the contract with EURATOM (*)	x	-	-	10.00%	-	-	External Auditor Report	Achieved	Achieved	Achieved	Achieved	Achieved
4	Falling within the total operating expenses budgeted	x	-	-	10.00%	-	-	Annex no. 1 BVC	Achieved	Achieved	Achieved	Achieved	Achieved
5	Return on equity	-	x	x	-	5.00%	5.00%	EBIT/Equity	-	1.70%	-	1.70%	-
Operational Indicators													
1	Degree of achievement of Investment Budget	x	x	x	6.40%	0.80%	0.80%	Annex no. 4 BVC	50%	50%	50%	50%	50%
2	Obtaining a Capacity Factor of minimum	x	x	x	6.40%	0.80%	0.80%	Production achieved MWh/Maximum theoretical production MWh	80%	80%	80%	80%	80%
3	EHS - Annual collective dose	x	-	-	3.60%	-	-	Total dose, unit average, man Sv (ALARA Quarterly Report)	0.35	0.42	0.32	0.4	0.31
4	EHS - Effluents in the environment	x	-	-	3.60%	-	-	Msv/ CNE (ALARA Quarterly Report)	250	250	250	250	250
5	EHS - Maximum admissible dose	-	x	x	-	0.90%	0.90%	Msv/ person (ALARA Annual Report)	20	20	20	20	20
Governance indicators													
1	Monitoring the Internal Control	x	x	x	8.00%	1.00%	1.00%	Report on the implementation status of the management internal control system	Achieved	Achieved	Achieved	Achieved	Achieved
2	KPI Reporting	x	x	x	4.00%	0.50%	0.50%	Reports to the Board of Directors	Achieved	Achieved	Achieved	Achieved	Achieved
3	Risk management	x	x	x	8.00%	1.00%	1.00%	Quarterly Report of risk management	Achieved	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.

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.