

ANNEX
Key financial and non-financial performance indicators
resulting from the 2023-2027 management plan of Societatea Națională
NUCLEARELECTRICA S.A. for non-executive directors of the Board of Directors

No.	Indicator classification		Name of key performance indicators (KPIs)	Verification tool/formula	Minimum level in Order 651/2024 of the President of AMEPIP	2025	2026
	Type	Category					
FINANCIAL INDICATORS – 50%							
1	Financial indicators	Investment policy	Capital expenditure ratio	Capital expenditure / Total assets	2.69%	Minimum 2.69%	Minimum 2.69%
2	Financial indicators	Financing policy	Current liquidity ratio / Current liquidity	Current assets (current) / Current liabilities	1.00	Minimum 1	Minimum 1
3	Financial indicators	Operations	1) Receivables turnover ratio	Net turnover / [(Receivables at the beginning of the period (T0) + Receivables at the end of the period (T1)) / 2]	7.56	Minimum 4.00	Minimum 4.00
4	Financial indicators	Profitability	2) Net profit margin	Net profit/Net turnover	25.17%	Minimum 25.17%	Minimum 25.17%
5	Financial indicators	Dividend policy	3) Dividend payout ratio	-	50%	In accordance with the legal provisions in force	In accordance with the legal provisions in force
NON-FINANCIAL INDICATORS – 50%							
6	Non-financial indicators	Governance indicators	4) Degree of transparency in financial reporting	Publication of financial information in accordance with the financial calendar	Specific indicator SNN	100%	100%
7	Non-financial indicators	Governance indicators	5) Establishment of risk management policies	Quarterly risk management report	Yes	Achieved	Achieved

8	Non-financial indicators	Governance indicators	Number of board meetings	Number of board meetings held during the year_t	4	Minimum 4	Minimum 4
No.	Indicator classification		Name of key performance indicators (KPI)	Verification tool/formula	Minimum level in Order 651/2024 of the President of AMEPIP		
	Type	Category				2025	2026
9	Non-financial indicators	Public service-oriented indicators	6) Supply of thermal energy to the local community, in accordance with contractual conditions	Efficiency of the forecast for thermal energy delivered (%) = Thermal energy production sold / Thermal energy production forecast (estimated)	Specific SNN indicator	>= 80%	≥ 80%
10	Non-financial indicators	Employee-related indicators	Number of safety training sessions	Report on employee safety training	4	Minimum 4	Minimum 4
11	Non-commercial indicators	Job creation	Full-time equivalent number of employees	Report on the number of full-time jobs - monitoring is ongoing	Monitoring	Monitoring	Monitoring
12	Non-financial indicators	Operational indicators	EHS - Effluents in the environment	MSv/ CNE (ALARA quarterly report)	Specific indicator SNN	200	20

Notes

1) Request to reduce the minimum indicator level from 7.56 to 4.00, considering:

(a) the forecast reduction in turnover during the major investment project "Retrofitting of Unit 1 at CNE Cernavoda" (which involves shutting down the reactor during the works and, implicitly, reducing electricity production);

(b) the specific nature of the electricity market, which may cause turnover and receivables not to evolve simultaneously in the same direction.

2) During the implementation of the major investment project "Retrofitting of Unit 1 at CNE Cernavoda", the "Net profit margin" indicator is considered to be implicitly achieved.

3) Request to change the minimum level of the indicator, namely to replace the minimum level of "50%" with the expression "In accordance with the provisions of the relevant normative acts and legal approvals in force". SN Nuclearelectrica SA has always complied with the legal provisions on dividends, being among the top 3 public companies that contribute to the state budget through the transfer of dividends. Since major investment projects with high financing requirements are approved (and assumed by the PNIESC and Romania's Energy Strategy) for the period 2025-2031, we cannot

assume a 50% dividend payout ratio, and we will comply with the applicable legislation on the date of dividend distribution.

4) The indicator is considered to be 100% fulfilled if, for the previous reporting period, the financial information was published in accordance with the financial calendar approved and submitted to the BVB. The supporting document is the current report published on the SNN website in the approved and signed form, announcing to shareholders and investors the availability of financial information.

5) The indicator is considered to be met if the Risk Management Report has been prepared and approved.

6) The indicator is considered to be met if the forecast for thermal energy delivered reaches a minimum level of 80%, reflecting SNN's commitment to ensuring a constant supply of the necessary thermal energy to the local community.

The company

By:mandated, By
Decision No.of the AGM

ADMINISTRATOR

Mr/Ms

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