

Nr crt	DIRECTORATE Objective/Performance Indicators			Checking Instrument	Target values for performance indicators				
	Indicators name	u.m.	Pondereea în componenta variabilă		2024	2025	2026	2027	2028
	Financial indicators								
1	Capital expenses rate	%	5.00%	Achieving approved, updated, annual PAI / Balance related to annual financial statement submitted to BVB and ASF	5.56%	5.57%	5.58%	5.59%	5.60%
2	The performance degree of Annual Investment Plan in percentage stated from Investment Plan approved by AGA	%	10.00%	Achieving approved, updated, annual PAI	90%	91%	92%	93%	94%
3	Dividend payment ratio (in accordance with the provisions of G.O. 64/2001)	%	25.00%	GO 64/2001	50%	50%	50%	50%	50%
4	Current liquidity rate	nr	25.00%	Balance related to annual financial statement submitted to BVB and ASF	1.03	1.04	1.05	1.06	1.07
5	Asset rotation ratio	nr	5.00%	Profit and loss account and Balance related to annual financial statement submitted to BVB and ASF	0.50	0.52	0.53	0.54	0.55
6	Return on assets ROA	%	5.00%	Annually achieved budget- Annex 2 and annual financial statement submitted to BVB and ASF	2.04%	2.05%	2.06%	2.07%	2.08%
	TOTAL Financial Indicators		75.00%						
	Indicatori nefinanciari								
1	The performance of Annual Investment Plan	%	10.00%	Achieved from the approved annual budget - Annex 2 and annual financial statement submitted to BVB and ASF	90%	90%	90%	90%	90%
3	The average number of training hours per employee	nr	3.00%	Report DRU	16.00	18.00	18.50	19.00	19.50
4	The number of safety trainings	nr	3.00%	Report DMI	4.50	5.00	5.00	5.00	5.00
5	The number of gatherings of Directorate committee	nr	3.00%	SB secretariat Report	36	38	40	42	46
2	Internal electricity consumption	MW	3.00%	Report DGCRIR	46,500	46,400	46,300	46,200	46,100
	Non-commercial indicators								
6	The pay gap between female and male employees	%	3.00%	Report DRU	0.75%	0.50%	0.25%	0.00%	0.00%
	TOTAL Financial Indicators and non-commercial indicators		25.00%						
	TOTAL indicators (line 12+ line22)		100.00%						

#### Note

##### 1) Motivation I 1 and I 2 financial

The achievement of objectives can be influenced by various internal and external risks that can affect the achievement of Annual Investment Programs, having an impact on the achievement degree with financial consequences for the Company..

This risks are:

##### I. External:

Delays in carrying out works according to the estimations provided and the contractual deadlines, mainly caused by:

- the world economic situation, namely the war in Ukraine and the energy crisis
- legal context, including the ANRE regulations;
- technical and financial situation of third parties (supply of products and services, planners, work performers)
- significant delays in issuing GD for initiation of expropriation/removal procedures from the forest fund ;
- decreased number of design/execution companies in the field, which leads to the failure to end the public procurement procedure.

The impact of these risks might be of about 25 % from expenses for own investments of the Company.

II. Internal (other causes) - with an impact of 5%

##### 2) Motivation I 1. 90% The achievement degree of Maintenance Plan of 90% is established as a target by ANRE

3) In exceptional cases generated by the operating conditions of the energy market, legislative changes with significant impact and unfavorable developments on the balancing market, non profit activity for the company, as well as the non-financial income from additional OTC, that will affect the target minimum level of net turnover, will be adjusted with their impact, thoroughly justified, substantiated and communicated transparently

4) Execution of administration plan with management component will be presented in a report which will represent the checking instrument and will be made annually, so that for the quarterly periods, the indicator is considered fulfilled.