

Nr crt	SB Objective/Performance Indicators			Checking Instrument	Target values for performance indicators				
	Indicators name	u.m.	Percentage		2024	2025	2026	2027	2028
	Financial indicators								
1	Interest coverage ratio	nr	20.00%	Profit and loss account and Balance related to annual financial statement submitted to BVB and ASF	3.5	4	4.5	5	5.5
2	Outstanding payments to the State budget	RON	15.00%	financial statement submitted to BVB and ASF	0.00	0	0	0	0
3	Arrears reduction	RON	15.00%	financial statement submitted to BVB and ASF	0.00	0	0	0	0
	TOTAL Financial Indicators	50.00%							
	Non- Financial Indicators								
1	Customer retention rate	%	5.00%	Report DEF	100%	100%	100%	100%	100%
2	Customer satisfaction score	%	5.00%	Report DPE	75%	75%	75%	75%	75%
3	The number of gatherings of Supervisory Board	nr	15.00%	Report DGCRIR	8	10	12	14	16
4	The number of gatherings of the committees	nr	15.00%	Report DGCRIR	8	10	12	14	16
5	Establishing the policies to manage risks	%	10.00%	Report DMI	DA	DA	DA	DA	DA
	NON-FINANCIAL INDICATOR TOTAL	50.00%							
TOTAL INDICATORS (row 9+r.18)			100.00%						

Note

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

2) 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