

Santierul Naval Orsova S.A. Orsova

Indicators	value	Weight Director with Mandate	Weight Board of directors
gross profit	min. 3.271.000 lei *	30%	10%
operational profit	min. 3.071.000 lei *	15%	5%
EBITDA margin	min. 8,25%*	30%	10%

* according to the project BVC/2023

Objective/ Qualitative indicators	Weight Director with Mandate	Weight Board of directors
The degree of achievement of the investment plans in correlation with the business development objectives	25%	75%
The implementation of the business strategy with the effect of increasing the profit margin, including in the case of the Agigea Branch.		

The weight of individual qualitative indicators in total qualitative indicators is equal.