



ȘANTIERUL NAVAL ORȘOVA S.A.
Nr. RC J1991000150257 CIF: RO 1614734
Capital social: - subscris 28.557.297,5 lei
- varsat 28.557.297,5 lei
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Codul LEI (Legal Entity Identifier): 254900UXAJ8TPIKLXG79
Cod IBAN: RO96RNCB0181022634120001- B.C.R. Orșova
Cod IBAN: RO59BRDE260SV03176142600- B.R.D. Orșova



PERFORMANCE INDICATORS AND OBJECTIVES FOR **2026**

- Annex to the General Manager's mandate contract

Quantitative KPI indicator	Quantitative KPI indicator	Quantitative KPI indicator
EBITDA margin	Min. 10.420.000 lei	30%
Gross profit	Min. 6.620.000 lei	25%
Value of new signed contracts (backlog)	Min.107.865.000 lei	10%
Operational efficiency (production cost / delivered unit)	Min.5%	10%

Qualitative KPI Indicator Weight in total score	Qualitative KPI Indicator Weight in total score
Quality and on-time delivery (delivery rate according to contracts, without penalties)	15%
Compliance and audit — existence and implementation of quality standards, quality management, ESG report, occupational safety, ISU, environment, financial and external audit, internal procedures	10%