

KOZLODUY NPP EAD HUMAN RESOURCE MANAGEMENT POLICY

The Kozloduy NPP EAD Human Resource Management Policy is aligned with the strategic goal stated by the Company Management and is implemented to maintain an adequate number of licensed, competent, and motivated staff.

THE HUMAN RESOURCES MANAGEMENT POLICY OF KOZLODUY NPP EAD AIMS AT ACHIEVING THE FOLLOWING OBJECTIVES:

- Attracting and securing the necessary personnel through professional recruitment, in accordance with the requirements for employees at nuclear facilities
- Maintaining a training and qualification process that ensures the availability of a sufficient number of certified and qualified personnel in accordance with national and international standards, and improving it through the application of good global practices in the field
- Managing the risk of loss of nuclear knowledge within the Company and ensuring continuity
- Cultivating a process of individual performance assessment that identifies each employee's needs and potential for professional development
- Developing an organisational culture based on the Company's values, and leadership for safety culture enhancement
- Maintaining a high level of personnel motivation.

THE ACTIVITIES FOR ACHIEVING THE HUMAN RESOURCE MANAGEMENT OBJECTIVES ARE GUIDED BY THE FOLLOWING PRINCIPLES:

- Effective work organisation with clear allocation of responsibilities
- Effective training for staff development through the application of a systematic approach to training
- Setting realistic expectations for work performance and assessing objectively the extent to which they have been achieved
- Establishing transparent and equitable procedures for professional development of the personnel
- Providing effective incentives to motivate personnel
- Establishing effective communication methods.

Kozloduy NPP EAD managers at all levels are committed to self-development and to supporting the workforce development to foster an effective organisation that incorporates diversely qualified and experienced personnel, capable of sustaining excellent performance in the long-term.

The Human Resources Management Policy is communicated to all the Company's employees and each and every one of them is responsible for the implementation of its principles in their efforts towards achieving the set objectives.