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:

- Ensuring 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, its continuous enhancement through the application of global industry best practices
- Managing the risk of loss of nuclear knowledge within the Company and ensuring continuity
- Promoting the development of employee potential and the demonstration of leadership to ensure safety at all levels within the Company
- Providing a work environment based on the principles of equality, fairness, and integrity
- Achieving sustainably high levels of motivation and commitment among the nuclear power plant personnel.

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

- Respecting the rights and dignity of the individual and precluding any acts of harassment, violence, and discrimination
- Establishing transparent and equitable procedures for selection, assessment, and professional development of the personnel
- Maintaining an optimal organisational structure with clearly defined roles and responsibilities across all respective positions
- Implementing effective training for staff development through the application of a systematic approach to training
- Integrating corporate values through the application of leadership principles in daily operations to continuously enhance safety culture
- 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 has been communicated to all employees of the Company and each and every one of them is responsible for applying its principles in their daily work to achieve the established objectives.