

## I.8.Approval of the objectives included in the management plan for the members of the Management Board on 2017

In order to achieve the strategic objectives, the priority actions have been grouped on the following five pillars of the strategy:

1. *Pillar 1: The internationalization of the business;*
2. *Pillar 2: The strategic adaptation of the portfolio (providing a sustainable and marketable portfolio, supporting the portfolio through the modernization and the development of production capacities);*
3. *Pillar 3: Managing the operating costs and increasing the efficiency of exploitation, financial and investment activities;*
4. *Pillar 4: The adaptation of the human resources to the strategic orientation and the orientation of the organizational culture towards innovation and performance;*
5. *Pillar 5: The Quality Management.*

The General Meeting of Shareholders approves the objectives of the non-executive members of the Board of Directors for 2017 as follows:

No.	Indicators of the non-executive members Management Board	UM	Degree of weighting	Planned
1	SALES INCOME	THOUSAND LEI	15%	340,188
2	GROSS PROFIT	THOUSAND LEI	15%	34,945
3	ARREARS	THOUSAND LEI	25%	0
4	TOTAL EXPENDITURE ON 1000 REVENUES	LEI	15%	899
5	The achievement of 3 social responsibility projects/year: - "The school orchard" - "Donate blood! Put soul for life!" - "Donate from the heart! Be Santa Claus!"	no. of projects	10%	100%
6	Adapting the company's efficient development strategy	%	10%	100%
7	Monitoring of the transparency and communication processes	%	10%	100%

The General Meeting of Shareholders approves the objectives of the Executive Board members for the year 2017 as follows:

No.	Indicators of the executive members Management Board	UM	Degree of weighting	Planned
1	SALES INCOME	THOUSAND LEI	15%	<b>340,188</b>
2	GROSS PROFIT	THOUSAND LEI	15%	<b>34,945</b>
3	ARREARS	THOUSAND LEI	25%	<b>0</b>
4	TOTAL EXPENDITURE ON 1000 REVENUES	LEI	15%	<b>899</b>
5	The share of audits without critical observations	%	10%	<b>100%</b>
6	Achieving a degree of customer satisfaction on the domestic market of at least 80%	%	10%	<b>80%</b>
7	The average number of hours of continuous training per employee	No. of hours/ employee/year	10%	<b>35</b>

Vice-president of the Board,  
General Manager,  
Ec. Ioan NANI

Economic Director,  
Ec. Paula COMAN