

I.7 Approval of achieving objectives and performance criteria for 2017 for the members of the Management Board

As a result of the financial statements of 2017, we submit the approval of the achievement of the **Objectives and performance criteria** of the members of the Management Board as follows:

Indicators of non-executive directors	Weighting degree	2017		Index	
		Planned	Achieved		
SALES INCOME (thousand lei)	0.15	340,188	336,905	0.990	0.15
GROSS PROFIT (thousand lei)	0.15	34,945	35,361	1.012	0.15
ARREARS (thousand lei)	0.25	0	0	1.000	0.25
TOTAL EXPENSES TO 1000 LEI REVENUE	0.15	899	899	1.000	0.15
Achievement of 3 social responsibility projects / year:	0.10	100%	100%	1.000	0.10
- "The School Orchard Project"		100%	100%		
- "Donate blood! Put soul for life!"		100%	100%		
- "Be generous, be Santa Claus!"		100%	100%		
Adapting the company's efficient development strategy	0.10	100%	100%	1.000	0.10
Monitoring of transparency and communication processes	0.10	100%	100%	1.000	0.10
TOTAL - MANAGEMENT BOARD					1.000

The achievement degree of the **Objectives and performance criteria** of the members of the Board for the financial year 2017 is **100%**, the achievement degree fulfilled according to the Management Plan.

As a result of the financial statements of 2017, we submit the approval of the achievement of the **Objectives and performance criteria** of the Executive Director (General Manager) as follows:

INDICATORS OF EXECUTIVE DIRECTORS GENERAL MANAGER	Weighting degree	2017		Index	
		Planned	Achieved		
SALES INCOME (thousand lei)	0.15	340,188	336,905	0.990	0.15
GROSS PROFIT (thousand lei)	0.15	34,945	35,361	1.012	0.15
ARREARS (thousand lei)	0.25	0	0	1.000	0.25
TOTAL EXPENSES TO 1000 LEI REVENUE	0.15	899	899	1.000	0.15
Share of audits without critical observations	0.10	100%	90.9%	0.91	0.09
Achieving a level of customer satisfaction on the domestic market of at least 80%	0.10	80%	90.9%	1.14	0.11
The average number of hours of training continues on the employee	0.10	35	36.26	1.04	0.10
TOTAL - GENERAL MANAGER					1.008

The achievement degree of the **Objectives and performance criteria** of the Executive Director (General Manager) for the financial year 2017 is **100.8%**, the achievement degree fulfilled according to the Management Plan.

It is subject to GMS approval to grant the variable indemnity to the members of the Board of Directors and to the executive director (general manager) for 2017 as approved by the OGM on 28.06.2017 by the Decision no. 2.

Deputy Chairman of the Board,
General Manager,
Ec. Ioan NANI

Economic Director,
Ec. Paula COMAN