

### I.5. Approval of the achievement degree of objectives and performance criteria of the Management Board's members in 2018

In compliance with the financial statements for 2018, we submit for approval the achievement degree of objectives and performance criteria of the Management Board's members, as follows:

In the financial year 2018, the achievement degree of objectives and performance criteria of the Management Board's members was **99.9%**, an achievement degree fulfilled in accordance with the Management Plan.

INDICATORS - NON-EXECUTIVE ADMINISTRATORS	Weighting degree	2018		Index	Achievement degree
		Planned	Achieved		
SALES INCOME (thousand LEI)	0.05	360,048	364,576	1.01	0.05
GROSS PROFIT (thousand LEI)	0.05	35,957	35,089	0.98	0.05
ARREARS (thousand LEI)	0.05	0	0	1.00	0.05
TOTAL EXPENSES AT 1000 LEI TOTAL REVENUES	0.05	900.37	907	0.99	0.05

Government social policies (gender equality, work, health)	0.20	100%	100%	1.00	0.20
Establishing risk management policies and risk monitoring	0.20	100%	100%	1.00	0.20
Monitoring of transparency and communication processes	0.20	100%	100%	1.00	0.20
Revision, evaluation and reporting of the performance of the administrator and manager	0.20	100%	100%	1.00	0.20

<b>TOTAL - MANAGEMENT BOARD</b>		<b>100%</b>			<b>99.9%</b>
---------------------------------	--	-------------	--	--	--------------

In compliance with the financial statements for 2018, we submit for approval the achievement degree of **objectives and performance criteria** of the executive administrator (general director), as follows:

INDICATORS - EXECUTIVE ADMINISTRATOR	Weighting degree	2018		Index	Achievement degree
		Planned	Achieved		
GENERAL DIRECTOR					
SALES INCOME (thousand LEI)	0.10	360,048	364,576	1.01	0.101
GROSS PROFIT (thousand LEI)	0.15	35,957	35,089	0.98	0.146
ARREARS (thousand LEI)	0.15	0		1.00	0.150
TOTAL EXPENSES AT 1000 LEI TOTAL REVENUES	0.10	900	907	0.99	0.099
Governmental social policies (gender equality, work, health)	0.10	100%	100%	1.00	0.100
Utilization degree of manufacturing capacity not less than 60%	0.10	60%	75%	1.25	0.125
Achieving a customer satisfaction degree on the internal market of at least 80%	0.10	80%	90%	1.13	0.113
Average number of hours of continuing training per employee	0.10	35	35	1.006	0.101
Monitoring of transparency and communication processes	0.10	100%	100%	1.00	0.100
<b>TOTAL - GENERAL DIRECTOR</b>		<b>100%</b>			<b>103.5%</b>

In the financial year 2018, the achievement degree of **objectives and performance criteria** of the executive administrator (general director) is **103.5%**, an achievement degree fulfilled in accordance with the Management Plan.

We submit for approval to GMS the achievement degree of objectives and performance criteria of the Management Board's members and executive administrator (general director) for 2018, as approved by the OGMS held on 26.04.2018 by the Decision no.6.

VicePresident of Management Board,  
General Director,  
Ioan NANI

Financial Director,  
Ec. Paula COMAN