

I.7. The approval of the objectives included in the management plan for the Management Board members for 2020

In order to achieve the strategic objectives, the priority actions were grouped in the following strategic directions:

- I. The internationalization of the business and the consolidation on the internal market;
- II. The strategic adaptation of the portfolio;
- III. The development of the sustainable development accelerated through efficient investments and effective management of assets;
- IV. The motivation of the human resource and the provision with the necessary competences for the achievement of the strategic directions;
- V. The integrated quality management.

The objectives of the non-executive members of the Management Board for 2020 are subject to the approval of the General Meeting of Shareholders as follows:

INDICATORS OF THE NON-EXECUTIVE ADMINISTRATORS	Weighting degree	YEAR 2020 Planned
SALES INCOME (thousand lei)	5%	435,204
GROSS PROFIT (thousand lei)	5%	35,192
ARREARS (thousand lei)	5%	0
TOTAL EXPENDITURE AT 1000 (lei) INCOME	5%	919

Governmental social policies (gender equality, work, health)	20%	100%
Establishing risk management policies and risk monitoring	20%	100%
The monitoring of the transparency and communication processes	20%	100%
The reviewing, evaluating and reporting of the administrator and director performance	20%	100%

TOTAL MANAGEMENT BOARD	100%	100%
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The objectives of the executive members of the Management Board for 2020 are subject to the approval of the General Meeting of Shareholders as follows:

INDICATORS OF THE EXECUTIVE ADMINISTRATORS		YEAR 2020
GENERAL MANAGER	Weighting degree	Planned
SALES INCOME (thousand lei)	10%	435,204
GROSS PROFIT (thousand lei)	15%	35,192
ARREARS (thousand lei)	15%	0
TOTAL EXPENDITURE AT 1000 (lei) INCOME	10%	919

Governmental social policies (gender equality, work, health)	10%	0%
Degree of use of production capacity not less than 60%	10%	60%
Achieving a degree of customer satisfaction on the internal market of at least 80%	10%	80%
The average number of hours of continuous professional training per employee	10%	35
The monitoring of transparency and communication processes	10%	100%
TOTAL GENERAL MANAGER	100%	100%

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

Financial Director,
Ec. Paula COMAN