

## Approval of the 2020 Management Board's objectives in correlation with the rectified 2020 Revenue & Expenditure Budget

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

- I. Internationalization of our business and its consolidation in the domestic market;
- II. Strategic portfolio adjustment;
- III. Accelerated sustainable development through efficient investments and efficient patrimony management;
- IV. Motivating the human resources and ensuring them with the proper training for developing their skills needed to achieve the company's strategic directions;
- V. Integrated Quality Management.

The below-mentioned objectives of the non-executive members of the Management Board correlated with the rectified 2020 Revenue & Expenditure Budget are submitted to the General Meeting of Shareholders for approval:

INDICATORS TO BE ACHIEVED BY NON-EXECUTIVE ADMINISTRATORS	Weighting degree	2020 Planned
SALES REVENUE (thousand LEI)	5%	376,961
GROSS PROFIT (thousand LEI)	5%	24,500
ARREARS (thousand LEI)	5%	0
TOTAL EXPENSES PER 1,000 LEI INCOME	5%	939

Government social policies (gender equality, work, health)	20%	100%
Establishing risk management policies and risk monitoring	20%	100%
Monitoring the transparency and communication processes	20%	100%
Reviewing, evaluating and reporting the performance of the administrator and director	20%	100%
<b>TOTAL - MANAGEMENT BOARD</b>	<b>100%</b>	<b>100%</b>

The below-mentioned objectives of the executive members of the Management Board correlated with the rectified 2020 Revenue & Expenditure Budget are submitted to the General Meeting of Shareholders for approval:

<b>INDICATORS TO BE ACHIEVED BY EXECUTIVE ADMINISTRATORS GENERAL DIRECTOR</b>	<b>Weighting degree</b>	<b>2020 planned</b>
SALES REVENUE (thousand LEI)	10%	<b>376,961</b>
GROSS PROFIT (thousand LEI)	15%	<b>24,500</b>
ARREARS (thousand LEI)	15%	<b>0</b>
TOTAL EXPENSES PER 1,000 LEI INCOME	10%	<b>939</b>

<b>Government social policies (gender equality, work, health)</b>	10%	<b>100%</b>
<b>Production capacity utilization rate not less than 60%</b>	10%	<b>60%</b>
<b>Achieving a level of customer satisfaction in the domestic market of at least 80%</b>	10%	<b>80%</b>
<b>Average number of continuing training hours per employee</b>	10%	<b>32</b>
<b>Monitoring the transparency and communication processes</b>	10%	<b>100%</b>
<b>TOTAL - GENERAL DIRECTOR</b>	<b>100%</b>	<b>100%</b>

Vice President of the Management Board,  
General Director,  
Ioan NANI, Economist

Financial Director,  
Paula COMAN, Economist