

Approval of the Management Board objectives in correlation with the 2022 Income & Expenditures Budget

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

Pillar 1: Strategic adaptation of human resources

Pillar 2: Strategic adaptation of the product portfolio

Pillar 3: Business sustainability through the continuous improvement of the Integrated Management System (quality, environment, occupational health and safety)

Pillar 4: Performance management

Pillar 5: Improving the Corporate Governance System

The administrators' objectives are established according to art. 37 and 38 of GEO no. 109/2011, meeting the criteria and weights established by art. 25 and 26 of Annex 2 to GD no. 722/2016.

The objectives of the non-executive members of the Management Board in correlation with the 2022 Income & Expenditure Budget are subject to the approval of the General Meeting of Shareholders, as follows:

INDICATORS - NON-EXECUTIVE ADMINISTRATORS	Weighting degree	2022 Planned
TURNOVER (thousand lei)	5%	432.314
GROSS PROFIT (thousand lei)	5%	32.500
ARREARS (thousand lei)	5%	0
TOTAL EXPENSES PER 1,000 LEI TOTAL REVENUES (lei)	5%	928

Government social policies (gender equality, work and 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%

TOTAL - MANAGEMENT BOARD	100%
--------------------------	------

The objectives of the executive members of the Management Board in correlation with the 2022 Income & Expenditure Budget are subject to the approval of the General Meeting of Shareholders, as follows:

INDICATORS - EXECUTIVE ADMINISTRATORS	Weighting degree	AN 2022 Planned
GENERAL DIRECTOR		
TURNOVER (thousand lei)	10%	432.314
GROSS PROFIT (thousand lei)	15%	32.500
ARREARS (thousand lei)	15%	0
TOTAL EXPENSES PER 1,000 LEI TOTAL REVENUES (lei)	10%	928

Government social policies (gender equality, work and health)	10%	100%
Utilization degree of production capacity not less than 60%	10%	60%
Achieving a customer satisfaction degree of at least 80% in the domestic market	10%	80%
The average number of continuing education hours per employee	10%	35
Monitoring the transparency and communication processes	10%	100%
TOTAL - GENERAL DIRECTOR	100%	

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

Financial Director
Paula COMAN, Economist