

## Approval of the degree in which the Management Board members met their objectives and performance criteria in 2021

Taking into account the 2021 Financial Statements, we submit for approval the degree in which the Management Board members met their objectives and performance criteria, as follows:

In 2021, the Management Board members met their objectives and the performance criteria in an achievement degree of **100.040%**, in accordance with the **Management Plan**.

INDICATORS- NON-EXECUTIVE ADMINISTRATORS	Weighting degree	IEB 2021	ACHIEVED 2021	Real Index/IEB 2021	Achievement percentage
TURNOVER (thousand lei)	5%	366,500	368,422	1.005	5.03%
GROSS PROFIT (thousand lei)	5%	30,260	30,303	1.001	5.01%
ARREARS (thousand lei)	5%	0	0	1.000	5.00%
TOTAL EXPENSES PER 1,000 LEI TOTAL REVENUES (lei)	5%	923	922	1.001	5.01%
<b>Government social policies</b>	20%	100%	100%	1.00	20.00%
<b>Establishing risk management policies and risk monitoring</b>	20%	100%	100%	1.00	20.00%
<b>Monitoring the transparency and communication processes</b>	20%	100%	100%	1.00	20.00%
<b>Reviewing, evaluating and reporting the performance of the administrator and director</b>	20%	100%	100%	1.00	20.00%
<b>TOTAL - MANAGEMENT BOARD</b>	100%				<b>100.040%</b>

Taking into account the 2021 Financial Statements, we submit for approval the degree in which the executive administrator (General Director) met his objectives and performance criteria, as follows:

INDICATORS- EXECUTIVE ADMINISTRATORS	Weighting	IEB 2021	ACHIEVED 2021	Real Index/IEB 2021	Achievement percentage
	degree				
TURNOVER (thousand lei)	10%	366,500	368,422	1.005	10.05%
GROSS PROFIT (thousand lei)	15%	30,260	30,303	1.001	15.02%
ARREARS (thousand lei)	15%	0	0	1.000	15.00%
TOTAL EXPENSES PER 1,000 LEI TOTAL REVENUES (lei)	10%	923	922	1.001	10.01%
<b>Government social policies</b>	10%	100%	100%	1.000	10.00%
<b>Utilization degree of production capacity not less than 60%</b>	10%	60%	62.7%	1.05	10.45%
<b>Achieving a customer satisfaction degree of at least 80% in the domestic market</b>	10%	80%	88%	1.11	11.05%
<b>The average number of continuing education hours per employee</b>	10%	34	34	1.01	10.10%
<b>Monitoring the transparency and communication processes</b>	10%	100%	100%	1.00	10.00%
<b>TOTAL - DIRECTOR GENERAL</b>	100%	100%			<b>101.69%</b>

The executive administrator (General Director) met his objectives and performance criteria in 2021 in an achievement degree of **101.69%**, in accordance with the **Management Plan**.

The granting of the variable allowance for the Management Board members and for the executive administrator (General Director) for 2020 shall be subject to the approval of the General Meeting of Shareholders, as approved by the OGMS held on 20.04.2021 through the Decision no. 7.

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

Financial Director,  
Paula COMAN, Economist