

## Approval of the Management Board objectives in correlation with the 2023 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 objectives of the non-executive members of the Management Board in correlation with the 2023 Income & Expenditure Budget are subject to the approval of the General Meeting of Shareholders, as follows:

INDICATORS - NON-EXECUTIVE ADMINISTRATORS	Weighting degree	2023 Planned
TURNOVER (thousand lei)	5%	560,512
GROSS PROFIT (thousand lei)	5%	50,007
ARREARS (thousand lei)	5%	0
TOTAL EXPENSES PER 1,000 LEI TOTAL REVENUES (lei)	5%	914

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%

<b>TOTAL - MANAGEMENT BOARD</b>	<b>100%</b>	
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The objectives of the executive members of the Management Board in correlation with the 2023 Income & Expenditure Budget are subject to the approval of the General Meeting of Shareholders, as follows:

<b>INDICATORS - EXECUTIVE ADMINISTRATORS GENERAL DIRECTOR</b>	<b>Weighting degree</b>	<b>AN 2022 Planned</b>
TURNOVER (thousand lei)	10%	<b>560,512</b>
GROSS PROFIT (thousand lei)	15%	<b>50,007</b>
ARREARS (thousand lei)	15%	<b>0</b>
TOTAL EXPENSES PER 1,000 LEI TOTAL REVENUES (lei)	10%	<b>914</b>

<b>Government social policies (gender equality, work and health)</b>	10%	<b>100%</b>
<b>Utilization degree of production capacity not less than 60%</b>	10%	<b>60%</b>
<b>Achieving a customer satisfaction degree of at least 80% in the domestic market</b>	10%	<b>80%</b>
<b>The average number of continuing education hours per employee</b>	10%	<b>40</b>
<b>Monitoring the transparency and communication processes</b>	10%	<b>100%</b>
<b>TOTAL - GENERAL DIRECTOR</b>	<b>100%</b>	

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

Financial Director  
Paula COMAN, Economist