

Approval of the degree in which the Management Board members met their objectives and performance criteria in 2022

Taking into account the 2022 Financial Statements, we submit for approval the degree in which the Management Board members met their objectives and performance criteria, as follows:

In 2022, the Management Board members met their objectives and the performance criteria in an achievement degree of **102.08%**, in accordance with the Management Plan.

| INDICATORS- MANAGEMENT BOARD | Weighting degree | 12/31/2022 | | Real Index | Achievement percentage |
|--|---------------------|------------|----------|------------|---------------------------|
| | | Planed | ACHIEVED | | |
| TURNOVER (thousand lei) | 5% | 432,314 | 483,724 | 1.12 | 5.59% |
| GROSS PROFIT (thousand lei) | 5% | 32,500 | 41,903 | 1.29 | 6.45% |
| ARREARS (thousand lei) | 5% | 0 | 0 | 1.00 | 5.00% |
| TOTAL EXPENSES PER 1,000 LEI TOTAL REVENUES (lei) | 5% | 928 | 920 | 1.01 | 5.04% |

| | | | | | |
|---|-----|------|------|------|-----|
| Government social policies | 20% | 100% | 100% | 1.00 | 20% |
| Establishing risk management policies and risk monitoring | 20% | 100% | 100% | 1.00 | 20% |
| Monitoring the transparency and communication processes | 20% | 100% | 100% | 1.00 | 20% |
| Reviewing, evaluating and reporting the performance of the administrator and director | 20% | 100% | 100% | 1.00 | 20% |

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|---------------------------------|-------------|--|--|--|----------------|
| TOTAL - MANAGEMENT BOARD | 100% | | | | 102.08% |
|---------------------------------|-------------|--|--|--|----------------|

Taking into account the 2022 Financial Statements, we submit for approval the degree in which the executive administrator (General Director) met his objectives and performance criteria, as follows:

| INDICATORS- GENERAL DIRECTOR | Weighting degree | 12/31/2022 | | Real Index | Achievement percentage |
|---|------------------|------------|----------|------------|------------------------|
| | | PLANED | ACHIEVED | | |
| TURNOVER (thousand lei) | 10% | 432,314 | 483,724 | 1.12 | 11,19% |
| GROSS PROFIT (thousand lei) | 15% | 32,500 | 41,903 | 1.29 | 19,34% |
| ARREARS (thousand lei) | 15% | 0 | 0 | 1.00 | 15,00% |
| TOTAL EXPENSES PER 1,000 LEI TOTAL REVENUES (lei) | 10% | 928 | 920 | 1.01 | 10,09% |

| | | | | | |
|---|-----|------|-------|------|--------|
| Government social policies | 10% | 100% | 100% | 1.00 | 10.00% |
| Utilization degree of production capacity not less than 60% | 10% | 60% | 70.1% | 1.17 | 11.68% |
| Achieving a customer satisfaction degree of at least 80% in the domestic market | 10% | 80% | 91.2% | 1.14 | 11.40% |
| The average number of continuing education hours per employee | 10% | 35 | 42.21 | 1.21 | 12.06% |
| Monitoring the transparency and communication processes | 10% | 100% | 100% | 1 | 10.00% |

| | | | | | |
|---------------------------------|------|------|--|--|----------------|
| TOTAL - GENERAL DIRECTOR | 100% | 100% | | | 110.76% |
|---------------------------------|------|------|--|--|----------------|

The executive administrator (General Director) met his objectives and performance criteria in 2022 in an achievement degree of **110.76%**, 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 2022 shall be subject to the approval of the General Meeting of Shareholders, as approved by the OGMS held on 27.04.2022 through the Decison no. 6.

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

Financial Director,
Paula COMAN, Economist