



# TURISM, HOTELURI, RESTAURANTE MAREA NEAGRA S.A.

Headquarters: Eforie Nord, Traian Street no. 1 B, Lot.1, ground floor, commercial space no. 1 and no. 3, Constanta County  
 Romania, Tel:+40-241-751-656 [Tel:+40-241-755-559](tel:+40-241-755-559), e-mail [office@thrmareaneagra.ro](mailto:office@thrmareaneagra.ro)  
 Constanta Trade Register Registration No.: J13/696/1991, CIF: RO2980547,  
 IBAN account: RO71 RNCB 0117 0151 6314 0001, Banca Comercială Română – Agenția Mangalia  
 Subscribed and paid-up share capital: RON 19,679,451.40

[www.thrmareaneagra.ro](http://www.thrmareaneagra.ro)

TO

## GENERAL MEETING OF SHAREHOLDERS

### Item 11 - Proposal of performance indicators and objectives for the financial year 2026

Objectives		Performance indicator for 2026	Director's Weight	Turnover Weight
Quantitative objectives	Realization of operating income from operational activity	12,200,000 (lei)	40%	40%
	- Operational restructuring of the company by adapting expenses to the new business model:	Gross operating profit margin from operating activity - <b>42%</b>	20%	20%
	- reduction of operational expenses, renegotiation of contracts with third parties;			
	- streamlining the activity;			
	- with a direct effect on the margin of the gross operating profit from the operating activity			
Implementation of the recovery plan approved by the General Shareholders' Meeting	100%	40%	40%	
			<b>100%</b>	<b>100%</b>

Chairman of the Board of Directors

Turcu Vasile Cosmin



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