



Soluții pentru construcții durabile în armonie cu natura

GENDER EQUALITY PLAN

GEOSTUD SRL

Nr. Reg. Com.: J40/4048/2001 | C I F: RO13840425

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1. INTRODUCTION

Gender equality is a democratic principle enshrined in the United Nations Charter of 1945 and the Universal Declaration of Human Rights of 1948. It is also incorporated into International Labour Organization conventions and the legislation underlying the European Union. Over time, various instruments of European policy have been added and developed to promote equality among all members of society regarding their rights, treatment, responsibilities, opportunities, and economic and social achievements, regardless of whether they are women, men, transgender people, or gender-diverse, children, and families. Gender equality exists when all genders have equal rights, responsibilities, and opportunities in all sectors of society, and when the different interests, needs, and priorities of genders are equally assessed.

Regarding Romania, national legislation is in line with European Union directives on gender equality. Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation constitutes the legal basis for promoting gender equality in the workplace.

Within Romanian legislation, there are several normative acts addressing topics such as gender equality, including:

- Law no. 202/2002 on equal opportunities for women and men and measures to improve them establishes the legal framework for promoting gender equality in all areas, including the workplace. This legal framework protects employees against gender-based discrimination and ensures that companies adhere to the principle of equal opportunities;
- Decision 77/2021 concerning the Joint Communication to the European Parliament and the Council - EU Action Plan for Gender Equality (Gap) III - An ambitious agenda for gender equality and women's emancipation in EU external actions - JOIN(2020);
- Decision 49/2020 regarding the adoption of the opinion on the Commission Communication to the European Parliament, the Council, the European Economic and Social Committee, and the Committee of the Regions – A Union of Equality: Gender Equality Strategy 2020-2025 – COM (2020) 152;
- Decision 34/2020 concerning the Commission Communication to the European Parliament, the Council, the European Economic and Social Committee, and the Committee of the Regions on 'A Union of Equality: Gender Equality Strategy 2020-2025' – COM (2020) 152 final and on the Commission Report to the European Parliament, the Council, the European Economic and Social Committee, and the Committee of the Regions on the implementation of the EU 2017-2019 Action Plan on tackling the gender pay gap – COM (2020) 101 final;
- Decision 70/2021 concerning the Commission Communication to the European Parliament, the Council, the European Economic and Social Committee, and the Committee of the Regions – A Union of Equality: LGBTIQ Equality Strategy 2020-2025 – COM(2020).

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In the professional sphere, gender equality entails equal, fair, and non-discriminatory treatment of all genders to ensure equal opportunities both in the hiring process and throughout their professional development. The gender equality plan represents a tool that supports equality in the professional sphere, aiming to eliminate disparities present in the workplace, regardless of their nature.

GEOSTUD is committed to promoting gender equality by respecting current rules and recommendations, encouraging promotion based on merit.

GEOSTUD's Gender Equality Plan is part of a comprehensive set of measures developed by GEOSTUD that align with commitments and principles regarding workplace diversity:

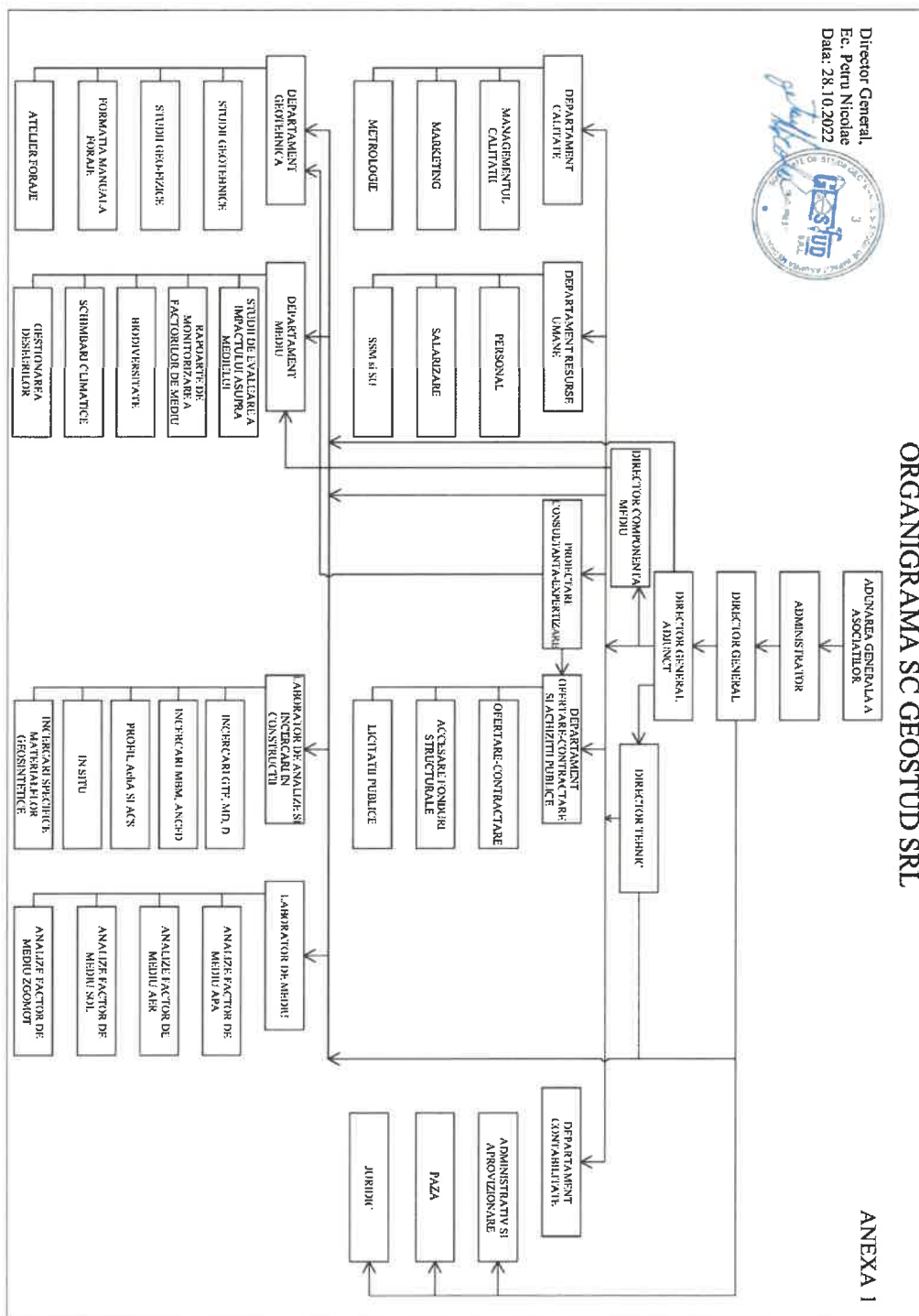
- Promoting mutual respect and ensuring equal opportunities;
- Recognizing differences as a potential for strengthening human rights and leveraging diversity in the organization, at the management and business leadership levels;
- Adopting non-discriminatory measures and internal awareness, as well as within the community, to effectively implement the gender equality policy.

As a company committed to promoting the values of inclusion and diversity, we are committed to developing a comprehensive plan to ensure gender equality in the workplace. This Gender Equality Plan will represent a comprehensive analysis of gender equality within GEOSTUD, contributing to creating a safe and accessible professional environment where all employees have equal opportunities for advancement and development, regardless of their gender.

This analysis aims to implement the approved plan starting in 2024.

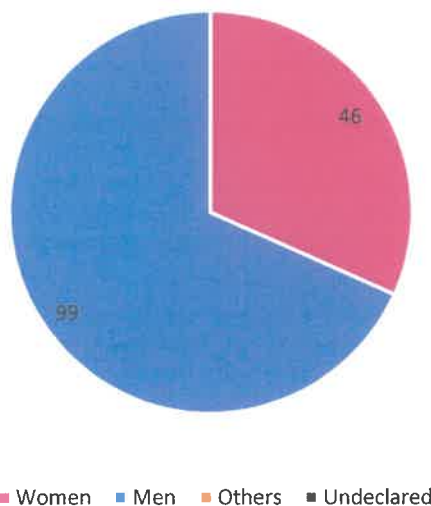
2. ANALYSIS: GENDER REPRESENTATION IN THE COMPANY - 2023

The organizational structure of GEOSTUD is reflected in the following organizational chart:

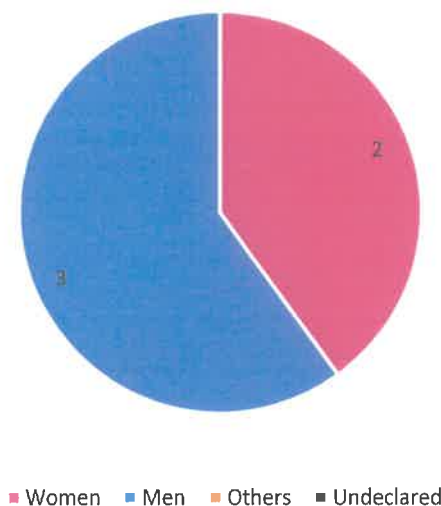


The gender distribution of employees is as follows:

Employees - gender distribution



Top Management - gender distribution



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2.1. STRATEGY, MISSION, AND VALUES

GEOSTUD has developed a robust strategy regarding gender balance and equal opportunities for its employees. Below are highlighted the most important elements in support of the Gender Equality Plan.

The GEOSTUD plan includes a set of objectives, policies, and principles developed to address current challenges in terms of best practices and legal requirements in the areas of diversity and inclusion.

Focusing on gender equality issues, GEOSTUD reinforces the idea that leveraging differences in the field of activity is equivalent to recognizing that all individuals have equally important professional roles, regardless of gender, and can bring benefits to the organization through diverse experiences and perspectives.

Therefore, GEOSTUD is committed to promoting and incorporating a culture of diversity and inclusion based on respect for human beings and equality of opportunities, which is present in GEOSTUD's identity and in its employee management, serving as a reference for both the internal environment and the external performance of the organization.

Commitment to gender equality:

- Displaying GEOSTUD's commitment to gender equality in internal policies and communications.
- Integrating inclusion and diversity values into GEOSTUD's mission and strategy..

2.2. EQUAL ACCESS TO EMPLOYMENT

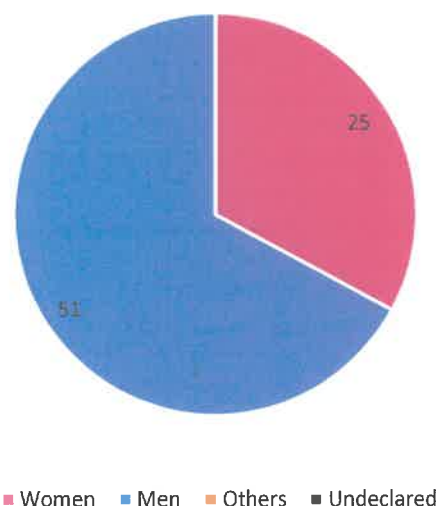
GEOSTUD promotes a culture of equal access to employment to ensure the achievement of the following objectives:

- a) Ensuring a fair and objective selection and recruitment process for all genders, through measures such as:
 - Specifying in company policies a commitment to objectivity in the recruitment process, regardless of gender;
 - Collaborating with academic institutions to attract candidates from a diverse spectrum of genders;
 - Participating in job fairs to promote our gender equality policies.
- b) Combating structural barriers to gender equality:
 - Clearly defining the qualifications required for each position, avoiding gender biases.
 - Rigorous training of recruitment staff to implement fair selection procedures.
- c) Promoting the principle of gender equality and non-discrimination in the workplace, by:
 - Creating a non-discriminatory work environment by promoting a culture of respect and mutual understanding;

- Organizing training sessions to raise awareness among employees about gender equality issues and prevent discrimination.

In 2023, out of the total number of new hires made within GEOSTUD, 34.24% were women, 69.86% were men, and 0% were of other genders or did not declare their gender.

2023 Hires - gender distribution



2.3. INITIAL AND CONTINUOUS TRAINING

The primary objective of GEOSTUD is to empower its employees by investing in their training and implementing actions that contribute to their personal and professional development, ensuring equitable access for all employees of the organization.

Training plans are developed taking into account the principle of equality and non-discrimination based on gender, aiming to ensure balanced representation in all training and development initiatives.

GEOSTUD is developing a multidirectional training program dedicated to the subject, aiming to provide employees with knowledge, tools, and strategies to recognize the importance of diversity and inclusion in their practices beneficial for the organization, with the following objectives:

- Promoting and ensuring equal opportunities in accessing training, regardless of gender.
- Promoting gender desegregation within GEOSTUD.

2.4. EQUAL WORKING CONDITIONS

GEOSTUD promotes a culture of workplace equality to ensure the achievement of the following objectives:

- a) Actively promoting meritocracy, where differences in performance and employee contributions are supported by evaluation and recognition processes and tools.
- b) Ensuring a fair and objective evaluation process, regardless of gender.
- c) Promoting transparency regarding performance evaluation methods.
- d) Promoting gender equality in career advancement and professional development.
- e) Encouraging balanced participation of all genders in decision-making positions.
- f) Promoting gender equality in career development and promoting gender desegregation in the profession.
- g) Encouraging employee participation in promoting gender equality.
- h) Promoting gender balance in strategic positions within GEOSTUD.
- i) Ensuring the principle of equal pay for equal work.
- j) Promoting internal transparency in salary policies.
- k) Ensuring employees are informed about their rights and responsibilities regarding equality and non-discrimination.

2.5. ENSURING EQUALITY REGARDING EMPLOYEES' FAMILY LIFE

GEOSTUD promotes a culture of protection regarding childcare to ensure the following equality objectives:

- a) Ensuring employees' right to parental leave.
- b) Ensuring employees' right to reduce working hours for parental duties.
- c) Ensuring employees' right to a program for reintegrating into the workforce after parental leave.
- d) Ensuring the health and safety protection of pregnant, postpartum, or breastfeeding individuals in the workplace.
- e) Ensuring protection against dismissal for pregnant, postpartum, or breastfeeding individuals, or those on parental leave.
- f) Ensuring communication regarding the renewal of a fixed-term contract with a pregnant person, recent mother, breastfeeding individual, or someone on parental leave.

GEOSTUD promotes actions that recognize the value and importance it places on its employees' families, such as:

- a) Various events for both employees and their families.
- b) Actively supporting its employees in supporting their family members through flexible work schedules, anticipatory leave days, and extended periods of telecommuting.

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	Men	Women	Others
The number of employees eligible for parental leave	99	46	0
The number of employees who have taken parental leave	2	0	0

Table one – Parental leave 2023

2.6. WORK-LIFE BALANCE

GEOSTUD has implemented a set of measures whose mission is to actively contribute to the balance between employees' professional and personal lives. Among these measures, the following specific actions stand out:

- Creating a football team that offers employees the opportunity to participate in sports, recreational activities, and compete in championships.
- Organizing team-building events and themed parties focused on employees, such as "The Person Behind the Profession," where GEOSTUD staff and their passions outside of work were showcased. This event provided an opportunity for colleagues to get to know each other outside of the professional sphere, exploring their artistic or entrepreneurial interests.
- Establishing a platform where topics of general interest involving employees are put to a vote by each GEOSTUD employee to express their views and represent the clear and objective preferences of employees in GEOSTUD's decisions.
- Implementing a "permission slip" system to allow employees to use time as needed for both professional and personal requirements. This method allows employees to address personal matters during work hours when there are no immediate deadlines or heavy workloads. Employees can make up for the missed hours at another time, offering flexibility in managing their schedules.

The culture of maintaining a balance between professional and personal life promoted by GEOSTUD aims to achieve the following objectives:

- Promoting the reconciliation of employees' professional and personal/family lives.
- Providing a work schedule that considers the needs to balance professional, personal, and family life, especially for those with family responsibilities.
- Ensuring an absence policy that considers the needs to reconcile professional, personal, and family life, especially for those with family responsibilities.
- Providing exemptions for certain work arrangements and overtime that maintain a balance between professional, personal, and family life, especially for those with family responsibilities.

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e) Offering telecommuting options to meet the needs of employees regarding the balance between professional, personal, and family life, especially for those with family responsibilities.

2.7. PREVENTION OF WORKPLACE HARASSMENT

GEOSTUD does not tolerate any form of harassment or behaviour that jeopardizes the dignity of its employees, promoting a set of principles and rules of professional conduct to guide and discipline employees, aiming to prevent and combat any workplace harassment practices.

The measures for preventing workplace harassment promoted by GEOSTUD aim to achieve the following objectives:

- a) Preventing and combating workplace harassment (including sexual harassment).
- b) Preventing and combating other practices that threaten the physical or moral integrity, freedom, or dignity of employees.

Considering these aspects, GEOSTUD aims to build a diverse organization, emphasizing the importance of inclusion, and to provide equal opportunities and freedoms regardless of gender. The action plan outlined below will provide more details on the measures already implemented or in progress, as well as the plan that will come into effect on January 1, 2024, to strengthen gender equality.

3. ACTION PLAN FOR IMPLEMENTING GENDER EQUALITY MEASURES

The main objectives of this plan are to raise awareness and promote gender equality within GEOSTUD's work teams and decision-making bodies.

GEOSTUD is obligated to implement measures in this regard, monitor their compliance, and apply sanctions in case of possible deviations.

The regulations presented are to be adopted in GEOSTUD's policy starting in 2024.

1. Strategy, Mission, and Values	
Objectives	Measures
Adoption of the gender equality plan both internally and externally	Recording in GEOSTUD's policy the adoption of the gender equality plan
	Provision of documents regarding the gender balance status within GEOSTUD (e.g., statistics)
	Ensuring employees' and the general public's access to the gender equality plan and

	publication of data obtained from the annual analysis
Creation of the plan itself and monitoring its implementation	Definition of objectives and measures for promoting gender equality
	Compilation of statistics regarding gender distribution within GEOSTUD, its departments, and the leadership structure
	Monitoring compliance with the measures adopted in the gender equality plan among employees
Promotion of the gender equality plan and its importance among partners	Publication of the gender equality plan on GEOSTUD platforms and informing partners about GEOSTUD's adoption of this plan
	Organization of awareness sessions within GEOSTUD, their promotion on GEOSTUD platforms, and encouragement of partners' participation in these sessions
Ensuring a non-discriminatory work environment in decisions regarding the balance between personal and professional life (e.g., decision to request paternity leave)	Conducting feedback sessions on the balance between personal and professional life, analysing employees' needs, and adopting measures to encourage their development in both spheres
Ensuring a non-discriminatory work environment based on gender	Conducting feedback sessions on workplace safety, analysing employees' needs, and adopting measures to maintain the best working conditions
	Combating the perpetuation of stereotypes and strengthening a culture of gender equality
Ensuring compliance with the principle of gender equality in external relations	Establishing partnerships with collaborators that promote values common to those of GEOSTUD

Table 2 - Strategy, Mission, and Values

2. Equal Employment Access	
Objectives	Measures
Establishment of a fair and objective selection and recruitment process regardless of gender	Specifying in GEOSTUD's policy the objectivity of recruitment regardless of gender
	Partnerships with universities to attract candidates without gender segregation
	Promotion of candidate attraction activities (e.g., participating in job fairs), emphasizing GEOSTUD's gender equality policy
	Clearly defining the requirements and qualifications necessary for the position to be filled, including job requirements and the corresponding compensation
	Implementation of training actions for individuals responsible for the hiring process regarding unbiased selection and recruitment procedures
Ensuring absence of gender discrimination in the hiring process	Formulating job announcements within GEOSTUD that do not contain gender-based restrictions
	Creation and implementation of an internal procedure to ensure that GEOSTUD maintains records of recruitment processes conducted over five years, with appropriate gender breakdowns
	Organizing an inclusive recruitment strategy, eliminating discriminatory factors

Table 3 - Equal Employment Access

3. Initial and Continuous Training	
Objectives	Measures
Promotion of a culture of gender equality within GEOSTUD management	Implementation of a cross-cutting training policy for all employees
	Training leaders to manage gender-diverse teams
	Creation of a staff development program establishing efficient collaboration strategies in mixed teams and preparing employees for leadership positions regardless of gender

Addressing issues that may hinder workplace activities in accordance with the gender equality plan	Development and integration of modules related to gender equality into the training plan
Ensuring and promoting equal opportunities	Execution of mandatory training only during working hours
	Creation of an internal procedure to ensure the use of inclusive and non-discriminatory terms in the formulation of documents of any kind
	Access to staff training activities without gender-based restrictions
	Monitoring the participation of all employees in training activities, regardless of gender

Table 4 - Initial and Continuous Training

4. Equal Working Conditions	
Objectives	Measures
Ensuring a fair and objective evaluation process, regardless of gender	<p>The performance evaluation model will be structured objectively, based on Key Performance Indicators¹ (Appendix 1), so employees will be evaluated based on principles that do not consider gender, age, etc.</p> <p>During performance evaluation and bonus allocation, eligibility criteria will be communicated to all employees through specific meetings.</p>
Promotion of gender equality in career progression and development	Promotion of a meritocratic system
Encouraging balanced participation of all genders in decision-making positions	Creation of a framework to support the involvement of employees in strategic decision-making processes, regardless of gender.
Promotion of gender equality and gender desegregation	<p>Ensuring mobility within GEOSTUD regardless of gender, based on company needs, thus contributing to the multifaceted development of employees and promoting equal access to information.</p> <p>Exclusion of criteria associated with worker availability or family responsibilities for career progression, providing equal opportunities for all employees regardless of personal situations,</p>

¹ Performance indicators represent the criteria based on which professional evaluation is conducted. This type of indicators varies depending on the department and refers to the way employees' performance is assessed, for example, annually.

	thus promoting a culture of respect, integrity, and responsibility.
Encouraging employee participation in activities promoting gender equality	Clarification sessions aimed at addressing issues related to performance evaluation and career development policies.
Promotion of gender balance	Equal representation regardless of gender in leadership positions.
Ensuring the principle of equal pay	Presentation of a salary table according to the current professional framework system, indicating the values to be attributed to each position, ensuring equal pay for equal work or work of equal value.
	Conducting an internal analysis and review of the job analysis system to ensure compliance with clear, objective, and transparent evaluation criteria.
	Conducting an internal check and review of job descriptions and functions to ensure they fall within the same parameters, regardless of gender.
	Annual analysis of salary levels based on employee performance evaluation.

Table 5 - Workplace Equality

5. Protection of Parental Rights of Employees	
Objectives	Measures
Ensuring parental leave and guaranteeing a framework that allows flexibility regarding employees' childcare needs	Informing employees about parental rights legislation
	Annual verification of parental leave to ensure this right for all eligible employees
	Providing an internal procedure allowing interruption of service duties in a clinical risk situation, enabling the individual to take leave during pregnancy
	Providing an internal procedure guaranteeing leave for pregnancy interruption
	Providing an internal procedure guaranteeing the right to childcare leave for all employees
	Ensuring an internal procedure to respect employees' rights to absences, leaves, or dismissals when necessary

Guaranteeing the right to benefit from a reduced work schedule for childcare	Ensuring an internal procedure to guarantee respect for employees' rights regarding reduced work schedules
Guaranteeing the right to training for professional reintegration	Ensuring an internal procedure to respect the employee's right to training for professional reintegration after childcare leave or caring for a person with a disability or chronic illness
Ensuring health and safety at work for pregnant, postpartum, or breastfeeding individuals	Providing an internal procedure respecting the rights of pregnant, postpartum, or breastfeeding employees to flexibility regarding work schedules
	Providing an internal procedure respecting the rights of pregnant, postpartum, or breastfeeding individuals to optimal working conditions to avoid exposure to health and safety risks
Guaranteeing protection in the event of dismissal of a pregnant, postpartum, breastfeeding, or childcare leave individual	Creating and implementing an internal procedure to ensure compliance with legal provisions for the dismissal of a pregnant, postpartum, breastfeeding, or childcare leave individual
Ensuring communication in case of the need to renew a fixed-term contract for pregnant, postpartum, breastfeeding, or childcare leave individuals	Creating and implementing an internal procedure to ensure communication between GEOSTUD and the employee for contract renewal

Table 6 - Parental Rights Protection

6. Balancing Personal, Family, and Professional Life	
Objectives	Measures
Promoting balance between personal, family, and professional life for all employees	Allocating funds to cover some family expenses, such as childcare/nursery costs, education expenses for children in pre-university or university studies, transportation or fuel expenses, medical insurance expenses, housing-related expenses (fixed amounts allocated based on legal exemptions and GEOSTUD budget limit, discussed with employees at the beginning of each year)
	Organizing awareness campaigns on psychosocial well-being to raise awareness and prevent behavioural issues and mental health deterioration
	Providing physical spaces conducive to well-being in GEOSTUD, such as leisure and socializing areas

Creating a work schedule that allows for balancing personal, family, and professional life	Respecting vacation days and holidays offered on legal holidays
	Adopting telecommuting in situations that require it
	Creating and implementing internal procedures to allow employees with family responsibilities to work part-time or with modified schedules tailored to their family needs and obligations
	Creating and implementing internal procedures to ensure compliance with all rights regarding parental protection
	Creating and implementing internal procedures to allow employees completing specialized studies to work part-time or with modified schedules adapted to their academic needs and obligations

Table 7 - Balancing Personal, Family, and Professional Life

7. Prevention of Workplace Harassment	
Objectives	Measures
Prevention and combating of workplace harassment (including sexual harassment), as well as prevention and combating of other attacks on the physical or moral integrity, freedom, and dignity of employees	Adaptation and dissemination of a "Code of Conduct" for preventing and combating workplace harassment
	Adoption of measures to ensure compliance with the "Code of Conduct," as well as applicable legislation
	Creation of an internal procedure to ensure not only communication but also sanctions regarding actions that fall within the practice of workplace harassment
	Ensuring an investigation procedure that guarantees the dignity and confidentiality of the individuals involved are not affected

Table 8 - Prevention of Workplace Harassment

4. MONITORING THE IMPLEMENTATION OF THE PLAN

The implementation of the GEOSTUD Gender Equality Plan will undergo a systematic monitoring process to assess the effectiveness of actions and the achievement of objectives, identifying potential improvements or new measures to be implemented.

This monitoring is ensured by the Company Administrator and their delegates, as well as the Human Resources department, along with other cross-functional departments, aiming to:

- Ensure and monitor the implementation of initiatives, improvements, and measures to respect diversity.
- Ensure the dissemination of various initiatives, plans, and continuous improvement measures regarding diversity.
- Monitor the impact of diversity policies through the analysis of specific indicators.
- Ensure the respect of employees' needs, regardless of gender.

5. CONCLUSION

The main objectives of GEOSTUD are to contribute to improving the quality of life of its employees, to eliminate career obstacles, to promote a better balance between personal and professional life, and to always promote gender equality.

By adopting the Gender Equality Plan, GEOSTUD guarantees compliance with commitments regarding diversity consolidation and promoting a workplace culture. This encourages the personal and professional development of employees, supports collaboration and involvement of all employees, recognizes and rewards merits, fosters teamwork, and creates an environment that offers respect, productivity, and equal opportunities for all.

GEOSTUD S.R.L.
GENERAL MANAGER
PETRU NICOLAE



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Annex 1 - Performance Indicators

Productivity of employees - results obtained in a certain period of time
Efficiency of employees - time required to complete a task
Involvement level of employees in the organization
Performance evaluation of employees - comparing results obtained in different periods
Achievement of objectives by employees - percentage of objectives achieved by members/employees
Development of skills of employees - number of training programs attended by employees
Collaboration among employees - level of collaboration and teamwork within a department
Innovation of employees - number of innovative ideas and solutions contributed by employees

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