

Statement of compliance of SC BERMAS SA with the new Corporate Governance Code of the Bucharest Stock Exchange as of 31.12.2016

	Provisions to comply with	Compliance Yes / No / Partial	Explanations
SECTION A - Responsibilities			
A.1.	All companies should have an internal regulation of the Board which includes the terms of reference / responsibilities of the Board and the key management positions of the company and which applies, inter alia, the General Principles of Section A.	Yes	
A.2.	The provisions for managing conflicts of interest should be included in the Board regulation. In any event, the Board members must notify the Board of any conflicts of interest that have arisen or may arise and refrain from participating in discussions (including by default, unless such failure would prevent the formation of quorum) and from voting for the adoption of a decision on the matter giving rise to this conflict of interest.	Yes	
A.3.	The Board of Directors or Supervisory Board should be composed of at least five members.	No	The current organizational structure and management of SC BERMAS SA contained in the Articles of Incorporation sets out a number of three members for the Board of Directors. The change of number of members will be approved by the General Meeting of Shareholders and amendment of the articles of incorporation.
A.4.	The majority of the Board members must have no executive position. At least one member of the Board of Directors or the Supervisory Board must be independent in case of the companies included in the Standard category. Each independent member of the Board or of the Supervisory Board, as appropriate, should submit a statement at the time of his nomination for election or re-election, and when there is any change in his/her status, indicating the elements based on which it is considered that he/she is independent in terms of character and judgment.	Yes	Of the three current members of the Board of Directors, one is executive and two non-executive. The two non-executive members are independent.
A.4.1	- is not General manager / Executive manager of the company or of a company controlled by it and has not held such a position during the last five (5) years;		
A4.2	- is not employee of the company or of a company controlled by it and has not held such a position during the last five (5) years;		
A4.3	- does not receive and did not receive additional remuneration or other benefits from the company or companies controlled by it, besides those appertaining to the position of non-executive director;		
A4.4	- is not or was an employee or has or had during the previous year a contractual relationship with a significant shareholder of the company, a shareholder who controls more than 10% of the voting rights, or with a company controlled by this one;		
A4.5	- has not had in the previous year a business or professional report with the company or a company controlled by this one, either directly or as a customer, partner, shareholder, member of the Board / Director, General Manager / executive manager or employee of a company that, by its substantial character, can affect the objectivity of this relationship;		
A4.6	- is not and has not been in the last three years internal or external auditor, or partner or associate employee of the current external financial auditor or of the internal auditor of the company or of a company controlled by this one;		

A4.7	- is not general manager/ executive manager of another company where another general manager / executive manager of the company is non-executive director;		
A4.8	- has not been non-executive director of the company for more than twelve years;		
A4.9	- has no family ties to a person in the cases referred to in points A.4.1. and A.4.4.		
A.5.	Other relatively permanent professional commitments and obligations of a member of the Board, including executive and non-executive positions on the Board of non-profit companies and institutions, should be disclosed to the shareholders and potential investors before and during his/her mandate.	Yes	
A.6.	Any member of the Council should provide to the Board information on any relation to a shareholder who directly or indirectly holds shares representing more than 5% of all voting rights. This obligation also applies to any report that may affect the member's position on issues decided by the Board.	Yes	
A.7.	The company must appoint a secretary of the Board responsible for supporting the activity of the Board.	Yes	
A.8.	The Corporate Governance Statement should inform whether there has been conducted an assessment of the Board under the leadership of its President or of the Nomination Committee and, if so, should summarize the key measures and changes resulting from it. The company must have a policy / guidelines on the assessment of the Board including the purpose, criteria and frequency of the assessment process.	No	To be implemented
A.9.	The Corporate Governance Statement should include information on the number of meetings of Board and Committees during the last year, the participation of directors (in person and in absentia) and a report of the Board and committees on their activities.	Yes	The Board of Directors meets regularly at least once every three months and whenever deemed necessary for the effective operation of the company.
A.10.	The Corporate Governance Statement should include information on the exact number of independent members of the Board of Directors or Supervisory Board	Yes	
A.11.	The Board of the companies in the Premium Category should establish a nomination committee composed of non-executive members, that shall lead the nominations procedure for new members of the Board and make recommendations to the Board. The majority of the members of the Nomination Committee should be independent.	NU	According to the regulations of the BSE, SC BERMAS SA is classified in the Standard Category on its market segment.

SECTION B - The risk management system and the internal audit

B.1	The Board should establish an audit committee in which at least one member must be non-executive independent director. The majority of the members, including the president, must have shown to have appropriate skills for the positions and responsibilities of the committee. At least one member of the audit committee must have proven and appropriate accounting or auditing experience. For the companies in the Premium Category, the audit committee should be composed of at least three members and the majority of the audit committee members should be independent.	No	The Company has contracted an internal audit agreement with a specialized company - independent third party.
B.2.	The president of the audit committee should be non-executive independent member.	No	Not applicable
B.3.	Among its responsibilities, the audit committee shall conduct an annual assessment of the internal audit system.	No	The Annual Audit Report contains references to the company's internal control system.
B.4.	The assessment should consider the effectiveness and extent of the internal audit position, the adequacy of the risk management and internal audit reports submitted by the audit committee of the Board, the timeliness and effectiveness of the executive management in solving deficiencies or weaknesses identified during the internal audit and the presentation of relevant reports to the Board.	No	The internal audit assessment is made in the annual report of the directors.

B.5.	The Audit Committee should assess the conflicts of interest in connection with transactions of the company and its subsidiaries with related parties.	No	Not applicable
B.6.	The Audit Committee should assess the effectiveness of the internal audit and risk management system.	No	Not applicable
B.7.	The Audit Committee should monitor the application of legal standards and of internal audit standards generally accepted. The Audit Committee should receive and assess the reports of internal audit team.	No	Not applicable
B.8.	Whenever the Code provides reports or analyses initiated by the Audit Committee, they should be followed by periodic reports (at least annually) or adhoc and subsequently submitted to the Council.	No	Not applicable
B.9.	None of the shareholders may be given preferential treatment over other shareholders in relation to transactions and agreements made by the company with shareholders and their affiliates.	Yes	
B.10.	The Board should adopt a policy to ensure that any transaction of the company with any of the companies it has close connections whose value is equal to or greater than 5% of the net assets of the company (according to the latest financial report) is approved by the Board following a mandatory audit committee review of the Board and properly disclosed to shareholders and potential investors and to the extent that such transactions fall within the category of events subject to reporting requirements.	No	Not applicable
B.11.	Internal audits should be conducted by a separate structural division (internal audit department) of the company or by hiring an independent third party entity.	Yes	Internal auditor – independent third party.
B.12.	In order to ensure the fulfilment of the main tasks of the internal audit department, this one should report in functional terms to the Board through the audit committee. For administrative purposes and under the management's obligations to monitor and reduce risks, this one should report directly to the General Manager.	No	Not applicable

SECTION C - Fair compensation and motivation

C.1.	<p>The company shall publish on its website the remuneration policy and shall include a statement in the annual report on the implementation of the remuneration policy during the annual period covered by the analysis.</p> <p>The remuneration policy shall be formulated so as to allow the shareholders to understand the principles and arguments based on which the remuneration of Board members and the General Manager and also of the Executive Board is established in two tier system. It should describe the way of conducting the process and of making decisions regarding remuneration, detailing the components of the remuneration of the executive management (such as salary, annual bonus, long-term incentives related to the value of shares, benefits in kind, pension and others) and describing the purpose, principles and assumptions underlying each component (including the general performance criteria related to any form of variable remuneration). In addition, the remuneration policy should specify the length of the agreement signed with the Executive manager and of the period of notice stipulated in the agreement, and any compensation for unjust dismissal. (...). Any significant change occurred in the remuneration policy shall be timely published on the website of the company.</p>	Partial	To be implemented
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SECTION D - Adding value through the relations with investors

D.1.	The company should provide an Investor Relations service - indicating the public the person / persons responsible or the organising company. In addition to the information required by the law, the company should include on its website a section dedicated to investor relations in Romanian and English, with all relevant information of interest for investors, including:	Partial	To be implemented
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D.1.1.	The main corporate regulations: association, procedures for the general meetings of shareholders;	Partial	
D.1.2.	Professional CVs of the management members of the company, other professional commitments of Board members, including executive positions and non-executive in the board of directors of non-profit companies or institutions;	No	To be implemented
D.1.3.	Current reports and periodic reports (quarterly, semi-annual and annual) - at least those mentioned in paragraph D.8 - including current reports with detailed information on non-compliance with this Code;	Yes	
D.1.4.	Information on the general meetings of shareholders: agenda and information documents; procedure for electing board members; arguments supporting nominations for election in the Board, together with their professional CVs; the shareholders' questions regarding the items on the agenda and the responses from the company, including the decisions taken;	Yes	
D.1.5.	Information on corporate events such as payment of dividends and other distribution to shareholders, or other events that lead to the acquisition or limitation of a shareholder's rights, including deadlines and principles for such operations. This information shall be published within a period to allow investors to make investment decisions;	Yes	
D.1.6.	Name and contact details of a person who can provide, upon request, relevant information;	No	To be implemented
D.1.7.	Presentations of the company (i.e. presentations for investors, presentations on quarterly results etc.), financial statements (quarterly, semi-annual, annual), audit reports and annual reports.	Yes	
D.2.	The company should have an annual dividend distribution policy or other benefits to shareholders, as proposed by the General manager or the Executive Board and adopted by the Council, as a set of guidelines that the company intends to follow on the distribution of net profits. The principles of the annual distribution policy to shareholders should be published on the website of the company.	No	To be implemented
D.3.	The company will adopt a policy regarding forecasts, whether they are made public or not. Forecasts refer to quantified findings of certain studies aimed at determining the overall impact of a number of factors relating to a future period (the so-called hypotheses): by its nature, this projection has a high level of uncertainty; its actual results may differ significantly from forecasts initially presented. The policy regarding forecasts will determine the frequency, the period covered and the content of forecasts. If published, forecasts can only be included in the annual, semi-annual or quarterly reports. The policy regarding forecasts will be published on the website of the company.	No	To be implemented
D.4.	The rules of the general meetings of shareholders should not limit the participation of shareholders in general meetings and the exercise of their rights. Changes to the rules will enter into force at the earliest, starting the next meeting of shareholders.	Yes	
D.5.	External auditors should attend the general meeting of shareholders when their reports are discussed at these meetings.	Yes	
D.6.	The Board should present during the annual general meeting of shareholders a brief assessment of the internal audit and risk management systems and opinions on issues subject to the decision of general meeting.	Yes	
D.7.	Any specialist, consultant, expert or financial analyst may participate to the meeting of shareholders based on a prior invitation from the Board. Accredited journalists may also participate to the general meeting of shareholders, unless the President of the Board decides otherwise.	Yes	
D.8.	Quarterly and semi-annual financial reports should include information both in Romanian and in English on the key factors that influence changes in the level of sales, operational profit, net profit and other relevant financial indicators both from one quarter to	Yes	

	another, and from one year to another.		
D.9.	A company should hold at least two meetings / teleconferences with analysts and investors every year. The information presented on these occasions will be published in the section Investor Relations on the website of the company at the date of meetings / teleconferences.	No	To be implemented
D.10.	If a company maintains various forms of artistic and cultural expression, sporting, educational or scientific activities and it considers their impact on the innovative nature and competitiveness of the company are part of its mission and its development strategy, it should publish the policy on its activity in this area.	No	Not applicable

***PRESIDENT OF THE BOARD OF DIRECTORS OF SC „BERMAS” SA SUCEAVA
ec. Anisoii Elena***