

## **I.5 Approval of Management Board's degree of reaching objectives and performance criteria on 2015**

As a follow up of the financial statements of 2015, we submit for approval the degree of achieving the **Objectives and Performance Criteria** of the Management Board members, as follows:

No.	2015 Indexes as per Bucharest Stock Exchange	Planned	Obtained	Ratio degree	Degree of achievement	
1	SALES REVENUE	323,000,000	330,087,509	25%	1.02	0.26
2	NET PROFIT	21,262,000	27,178,823	25%	1.28	0.32
3	ARREARS	0	0	25%	1.00	0.25
4	TOTAL EXPENSES FOR 1000 LEI REVENUE	923	908	25%	1.02	0.25
						<b>1.079</b>

The degree of achieving objectives and performance criteria of the Board members for the financial year 2015 is 1.079, met as per the Management planning.

Granting Board members the variable indemnity calculated as 4 fixed monthly compensations of a non-executive director is subject to approval in the General Meeting of Shareholders.

**Vice President of the Management Board,**

CEO,  
Ec. Ioan NANI

Finance Director,  
Ec. Paula COMAN