

I.7 Approval of achieving objectives and performance criteria for 2016 for the members of the Management Board

As a result of the financial statements of 2016, we submit the approval of the achievement of the **Objectives and performance criteria** of the members of the Management Board as follows:

No.	Estimated indicators at 12 months 2016 according to BIE	Planned	Achieved	Weighting degree	Degree of achievement	
1	SALES INCOME (thousand lei)	339,085	332,435	25%	0,980	0,245
2	GROSS PROFIT (thousand lei)	34,161	34,882	25%	1,021	0,255
3	ARREARS (thousand lei)	0	0	25%	1,000	0,250
4	TOTAL EXPENSES TO 1000 LEI REVENUE	902	899	25%	1,004	0,251
						1,001

The achievement degree of the **Objectives and performance criteria** of the members of the Board for the financial year 2016 is **100.1%**, the achievement degree fulfilled according to the Management Plan.

The granting of the variable indemnity to the members of the Board is subject to the GMS approval.

Deputy Chairman of the Board,
General Manager,
Ec. Ioan NANI

Economic Director,
Ec. Paula COMAN