



**FINANCIAL REPORT FOR  
THE FIRST QUARTER  
OF 2016.**



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Pursuant to Article 53 of the Capital Market Law (*Official Gazette of the Republic of Serbia*, No. 31/2011) and Article 4 of the Rulebook on the Content, Form and Manner of Publication of Annual, Semi-Annual and Quarterly Reports Submitted by Public Companies (*Official Gazette of the Republic of Serbia* No. 14/2012), Metal Industry ALFA-PLAM VRANJE A.D., Registration Number 07137923, publishes:

***FINANCIAL REPORT ALFA-PLAM FOR  
THE FIRST QUARTER OF 2016.***

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- 1. ANNUAL FINANCIAL STATEMENTS OF ALFA-PLAM AD VRANJE FOR 2016**  
*(Balance Sheet, Income Statement, Cash Flow Statement,  
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***FINANCIAL STATEMENTS ALFA-PLAM AD FOR  
THE FIRST QUARTER OF 2016***



## 1.1. BALANCE SHEET

BALANCE SHEET as at 31 Mar. 2016				
Item	ADP	Amount		in RSD thousand
		Current year	Previous year Ending balance 31 Dec. 2015	4
1	2	3		4
<b>ASSETS</b>				
<b>A. UNPAID SUBSCRIBED CAPITAL</b>	<b>0001</b>			
<b>B. NON-CURRENT ASSETS (0003 + 0010 + 0019 + 0024 + 0034)</b>	<b>0002</b>	3.542.139		3.820.284
I. INTANGIBLE ASSETS (0004 + 0005 + 0006 + 0007 + 0008 + 0009)	<b>0003</b>	587.684		607.033
1. Investment in development	<b>0004</b>	5.084		4.725
2. Concessions, patents, licenses, trade and service marks, software and similar rights	<b>0005</b>	569.119		588.083
3. Goodwill	<b>0006</b>			
4. Other intangible assets	<b>0007</b>	13.481		14.225
5. Intangible assets under construction	<b>0008</b>			
6. Advances for acquisition of intangible assets	<b>0009</b>			
II. PROPERTY, PLANT AND EQUIPMENT (0011 + 0012 + 0013 + 0014 + 0015 + 0016 + 0017 + 0018)	<b>0010</b>	2.348.312		2.332.497
1. Land	<b>0011</b>	63.140		63.140
2. Buildings	<b>0012</b>	989.515		989.773
3. Plant and equipment	<b>0013</b>	558.407		574.549
4. Investment property	<b>0014</b>	114.458		115.233
5. Other property, plant and equipment	<b>0015</b>			
6. Property, plant and equipment under construction	<b>0016</b>	385.050		363.412
7. Investment in property, plant and equipment of other parties	<b>0017</b>			
8. Advances for property, plant and equipment	<b>0018</b>	237.742		226.390
III. NATURAL ASSETS (0020 + 0021 + 0022 + 0023)	<b>0019</b>			
1. Forests and plantations	<b>0020</b>			
2. Livestock	<b>0021</b>			
3. Natural assets under construction	<b>0022</b>			
4. Advances for natural assets	<b>0023</b>			
IV. LONG TERM FINANCIAL INVESTMENT (0025+0026+0027+0028+0029+0030+0031+0032+0033)	<b>0024</b>	606.143		880.754
1. Investment in capital of subsidiaries	<b>0025</b>			
2. Investment in capital of associated companies and joint ventures	<b>0026</b>			
3. Investment in capital of other legal entities and other securities available for sale	<b>0027</b>	66.296		66.296
4. Long-term loans to parent companies and subsidiaries	<b>0028</b>			
5. Long-term loans to other associated companies	<b>0029</b>	539.768		814.455
6. Long term domestic loans	<b>0030</b>			
7. Long term foreign loans	<b>0031</b>			
8. Securities held to maturity	<b>0032</b>			
9. Other long term financial investments	<b>0033</b>	79		3
V. LONG-TERM RECEIVABLES (0035+0036+0037+0038+0039+0040+0041)	<b>0034</b>			
1. Receivables from parent company and subsidiaries	<b>0035</b>			
2. Receivables from other associated entities	<b>0036</b>			
3. Receivables from trade credit sales	<b>0037</b>			
4. Receivables from sales under financial leasing contracts	<b>0038</b>			
5. Receivables from sureties	<b>0039</b>			
6. Bad debts	<b>0040</b>			
7. Other long-term receivables	<b>0041</b>			
<b>C. DEFERRED TAX ASSETS</b>	<b>0042</b>	21.623		21.623
<b>D. CURRENT ASSETS (0044+0051+0059+0060+0061+0062+0068+0069+0070)</b>	<b>0043</b>	4.206.702		4.003.590

I. INVENTORIES (0045+0046+0047+0048+0049+0050)	0044	2.471.680	1.776.779
1. Raw material, spare parts, tools and inventory	0045	737.230	748.712
2. Work in progress and services in progress	0046	89.207	89.207
3. Finished products	0047	1.265.526	763.817
4. Merchandise (Goods, purchase for sale)	0048	131.530	129.815
5. Non-current assets held for sale	0049		
6. Advances paid for inventories and services	0050	248.187	45.228
II. RECEIVABLES FROM SALES (0052+0053+0054+0055+0056+0057+0058)	0051	359.965	604.662
1. Trade receivables - domestic, parent company and subsidiaries	0052		
2. Trade receivables - foreign, parent company and subsidiaries	0053		
3. Trade receivables, domestic - other associated entities	0054	3.955	3.926
4. Trade receivables, foreign - other associated entities	0055		
5. Trade receivables – domestic	0056	208.796	163.185
6. Trade receivables – foreign	0057	147.214	437.551
7. Other receivables from sales	0058		
III. RECEIVABLES FROM SPECIFIC BUSINESS OPERATIONS	0059		
IV. OTHER RECEIVABLES	0060	5.028	7.119
V. FINANCIAL ASSETS MEASURED AT FAIR VALUE THROUGH INCOME STATEMENT	0061		
VI. SHORT-TERM FINANCIAL INVESTMENTS (0063+0064+0065+0066+0067)	0062	1.152.238	1.526.255
1. Short-term loans and investments - parent company and subsidiaries	0063		
2. Short-term loans and investments - other associated companies	0064		
3. Short term loans – domestic	0065	26.496	10.186
4. Short term loans – foreign	0066		
5. Other short-term financial investments	0067	1.125.742	1.516.069
VII. CASH AND CASH EQUIVALENTS	0068	78.801	20.033
VIII. VALUE ADDED TAX	0069	105.838	40.974
IX. PREPAYMENTS AND ACCRUED INCOME	0070	33.152	27.768
<b>E. TOTAL ASSETS = OPERATING ASSETS (0001+0002+0042+0043)</b>	0071	7.770.464	7.845.497
<b>F. OFF-BALANCE SHEET ASSETS</b>	0072	641.312	739.677
<b>LIABILITIES</b>			
A. <b>CAPITAL</b> (0402+0411-0412+0413+0414+0415-0416+0417+0420-0421) ≥ 0 = (0071-0424-0441-0442)	0401	6.553.531	6.529.071
I. CORE CAPITAL (0403+0404+0405+0406+0407+0408+0409+0410)	0402	1.217.288	1.217.288
1. Share capital	0403	1.171.240	1.171.240
2. Stakes in limited liability companies	0404		
3. Participating interests	0405		
4. State owned capital	0406		
5. Socially owned capital	0407		
6. Stakes in co-operatives	0408		
7. Share issuing premiums	0409		
8. Other core capital	0410	46.048	46.048
II. SUBSCRIBED CAPITAL UNPAID	0411		
III. OWN SHARES PURCHASED	0412	117.116	117.116
IV. RESERVES	0413	677.528	677.528
V. EFFECTS OF RESTATEMENT OF CAPITAL BASED ON RESTATEMENT OF INTANGIBLE ASSETS, PROPERTY, PLANT AND EQUIPMENT	0414		
VI. UNREALISED GAINS ON SECURITIES AND OTHER COMPONENTS OF THE OTHER COMPREHENSIVE INCOME (credit balances of accounts of the group 33 except 330)	0415		
VII. UNREALISED LOSSES FROM SECURITIES AND OTHER COMPONENTS OF THE OTHER COMPREHENSIVE INCOME (debit balances of accounts of the group 33 except 330)	0416	28.127	28.127
VIII. RETAINED PROFIT (0418+0419)	0417	4.803.958	4.779.498
1. Retained profit from previous years	0418	4.779.498	4.018.259
2. Retained profit from current year	0419	24.460	761.239
IX. NON-CONTROLLING SHARE	0420		
X. LOSS (0422+0423)	0421		
1. Loss from previous years	0422		
2. Loss in current year	0423		

<b>B. LONG-TERM PROVISIONS AND LIABILITIES (0425+0432)</b>	<b>0424</b>	137.152	137.152
I. LONG-TERM PROVISIONS (0426+0427+0428+0429+0430+0431)	<b>0425</b>	137.152	137.152
1. Provisions for costs incurred during the warranty period	<b>0426</b>	14.042	14.042
2. Provisions for the recovery of natural resources	<b>0427</b>		
3. Provisions for restructuring costs	<b>0428</b>		
4. Provisions for fringe benefits and other benefits to employees	<b>0429</b>	123.110	123.110
5. Provisions for lawsuits costs	<b>0430</b>		
6. Other long-term provisions	<b>0431</b>		
II. LONG-TERM LIABILITIES	<b>0432</b>		
(0433+0434+0435+0436+0437+0438+0439+0440)			
1. Liabilities that can be converted into capital	<b>0433</b>		
2. Liabilities to parent companies and subsidiaries	<b>0434</b>		
3. Liabilities to other associated companies	<b>0435</b>		
4. Liabilities for issued long-term securities in a period longer than a year	<b>0436</b>		
5. Long-term loans and borrowings – domestic	<b>0437</b>		
6. Long-term loans and borrowings – foreign	<b>0438</b>		
7. Liabilities on financial leasing	<b>0439</b>		
8. Other long-term liabilities	<b>0440</b>		
<b>C. DEFERRED TAX LIABILITIES</b>	<b>0441</b>		
<b>D. SHORT-TERM LIABILITIES (0443+0450+0451+0459+0460+0461+0462)</b>	<b>0442</b>	1.079.781	1.179.274
I. SHORT-TERM FINANCIAL LIABILITIES	<b>0443</b>		1.622
(0444+0445+0446+0447+0448+0449)			
1. Short-term loans from parent company and subsidiaries	<b>0444</b>		
2. Short-term loans from other associated companies	<b>0445</b>		
3. Short term loans – domestic	<b>0446</b>		
4. Short term loans – foreign	<b>0447</b>		
5. Liabilities for non-current assets and available-for-sale assets of discontinuing operations	<b>0448</b>		
6. Other short-term financial liabilities	<b>0449</b>		1.622
II. RECEIVED ADVANCES, DEPOSITS AND CAUTION MONEY	<b>0450</b>	119.918	45.711
III. LIABILITIES FROM BUSINESS OPERATIONS	<b>0451</b>	795.259	966.244
(0452+0453+0454+0455+0456+0457+0458)			
1. Trade payables - parent company and subsidiaries - domestic	<b>0452</b>	22.536	32.803
2. Trade payables - parent company and subsidiaries - foreign	<b>0453</b>		
3. Trade payables - other associated entities - domestic	<b>0454</b>	21.957	42.400
4. Trade payables - other associated entities - foreign	<b>0455</b>		
5. Trade payables – domestic	<b>0456</b>	541.272	548.969
6. Trade payables – foreign	<b>0457</b>	209.494	342.072
7. Other liabilities from business operations	<b>0458</b>		
IV. OTHER SHORT-TERM LIABILITIES	<b>0459</b>	101.398	102.717
V. LIABILITIES FOR VALUE ADDED TAX	<b>0460</b>		
VI. LIABILITIES FOR OTHER TAXES, CONTRIBUTIONS AND OTHER DUTIES	<b>0461</b>	62.345	62.678
VII. ACCRUALS AND DEFERRED INCOME	<b>0462</b>	861	302
<b>E. LOSS OVER CAPITAL (0412+0416+0421-0420-0417-0415-0414-0413-0411-0402) ≥ 0 = (0441+0424+0442-0071) ≥ 0</b>	<b>0463</b>		
<b>F. TOTAL LIABILITIES (0424+0442+0441+0401-0463) ≥ 0</b>	<b>0464</b>	7.770.464	7.845.497
<b>G. OFF-BALANCE SHEET LIABILITIES</b>	<b>0465</b>	641.312	739.677

## 1.2. INCOME STATEMENT

INCOME STATEMENT							
from	01.01.2016.	to	31.03.2016.	in RSD 000			
Item	ADP	current period		previous period			
1	2	quarter	cumulative	quarter	cumulative	3	4
<b>INCOME FROM REGULAR OPERATIONS</b>							
A. OPERATING INCOME (1002+1009+1016+1017)	<b>1001</b>	765.108	765.108	668.766	668.766		
I. INCOME FROM SALE OF MERCHANDISE (1003+1004+1005+1006+1007+1008)	<b>1002</b>	5.430	5.430	8.188	8.188		
1. Sales of merchandise to domestic parent companies and subsidiaries	<b>1003</b>						
2. Sales of merchandise to foreign parent companies and subsidiaries	<b>1004</b>						
3. Sales of merchandise to other domestic associated companies	<b>1005</b>						
4. Sales of merchandise to other foreign associated companies	<b>1006</b>						
5. Sales of merchandise to domestic customers	<b>1007</b>	3.365	3.365	6.255	6.255		
b. Sales of merchandise to foreign customers	<b>1008</b>	2.065	2.065	1.933	1.933		
II. INCOME FROM SALES OF PRODUCTS AND SERVICES RENDERED ( 1010+1011+1012+1013+1014+1015)	<b>1009</b>	757.170	757.170	658.200	658.200		
1. Sales of finished goods and services rendered to domestic parent companies and subsidiaries	<b>1010</b>						
2. Sales of finished goods and services rendered to foreign parent companies and subsidiaries	<b>1011</b>						
3. Sales of finished goods and services rendered to other associated domestic entities	<b>1012</b>	24	24				
4. Sales of finished goods and services rendered to other associated foreign entities	<b>1013</b>						
5. Sales of finished goods and services rendered to domestic customers	<b>1014</b>	293.004	293.004	255.355	255.355		
b. Sales of finished goods and services rendered to foreign customers	<b>1015</b>	464.142	464.142	402.845	402.845		
III. INCOME FROM PREMIUMS, SUBVENTIONS, DONATIONS, ETC.	<b>1016</b>						
IV. OTHER OPERATING INCOME	<b>1017</b>	2.508	2.508	2.378	2.378		
<b>EXPENSES FROM REGULAR OPERATIONS</b>							
B. OPERATING EXPENSES (1019-1020-1021+1022+1023+1024+1025+1026+1027+1028+1029) ≥ 0	<b>1018</b>	761.605	761.605	599.615	599.615		
I. COST OF MERCHANDISE SOLD	<b>1019</b>	3.515	3.515	7.373	7.373		
II. INCOME FROM OWN USE OF PRODUCTS, SERVICES, AND MERCHANDISE	<b>1020</b>	8.025	8.025	8.254	8.254		
III. INCREASE OF INVENTORIES OF FINISHED PRODUCTS, WORK IN PROGRESS, AND SERVICES IN PROGRESS	<b>1021</b>	501.709	501.709	493.397	493.397		
IV. DECREASE OF INVENTORIES OF FINISHED PRODUCTS, WORK IN PROGRESS, AND SERVICES IN PROGRESS	<b>1022</b>						
V. NON-PRODUCTION COSTS	<b>1023</b>	836.033	836.033	721.743	721.743		
VI. COSTS OF FUEL AND ENERGY	<b>1024</b>	24.155	24.155	23.649	23.649		
VII. COSTS OF SALARIES, FRINGE BENEFITS, AND OTHER PERSONAL EXPENSES	<b>1025</b>	228.725	228.725	200.005	200.005		
VIII. COSTS OF PRODUCTION SERVICES	<b>1026</b>	80.136	80.136	55.462	55.462		
IX. COSTS OF DEPRECIATION	<b>1027</b>	63.398	63.398	35.539	35.539		
X. COSTS OF LONG-TERM PROVISIONS	<b>1028</b>			13.824	13.824		
XI. NON-PRODUCTION COSTS	<b>1029</b>	35.377	35.377	43.671	43.671		
C. OPERATING PROFIT (1001-1018) ≥ 0	<b>1030</b>	3.503	3.503	69.151	69.151		
D. OPERATING LOSS (1018-1001) ≥ 0	<b>1031</b>						
E. FINANCIAL INCOME (1033+1038+1039)	<b>1032</b>	26.624	26.624	23.451	23.451		
I. FINANCIAL INCOME FROM ASSOCIATED COMPANIES AND OTHER FINANCIAL INCOME (1034+1035+1036+1037)	<b>1033</b>	1.451	1.451	45	45		

1. Financial income from parent companies and subsidiaries	<b>1034</b>				
2. Financial income from other associated companies	<b>1035</b>				
3. Income from the share in profit of associated companies and joint ventures	<b>1036</b>				
4. Other financial income	<b>1037</b>	1.451	1.451	45	45
II. INCOME FROM INTEREST (FROM THIRD PARTIES)	<b>1038</b>	3.912	3.912	14.656	14.656
III. FX GAINS AND POSITIVE EFFECTS OF THE CURRENCY CLAUSE (TOWARDS THIRD PARTIES)	<b>1039</b>	21.261	21.261	8.750	8.750
F. FINANCIAL EXPENSES (1041+1046+1047)	<b>1040</b>	4.802	4.802	13.495	13.495
I. FINANCIAL EXPENSES INCURRED FROM RELATION WITH ASSOCIATED COMPANIES AND OTHER FINANCIAL EXPENSES (1042+1043+1044+1045)	<b>1041</b>	142	142		
1. Financial expenses incurred with parent companies and subsidiaries	<b>1042</b>				
2. Financial expenses incurred with other associated companies	<b>1043</b>	142	142		
3. Expenses from the share in loss of associated companies and joint ventures	<b>1044</b>				
4. Other financial expenses	<b>1045</b>				
II. COSTS OF INTEREST (TOWARDS THIRD PARTIES)	<b>1046</b>	60	60	1.114	1.114
III. FX LOSSES AND NEGATIVE EFFECTS OF THE CURRENCY CLAUSE (TOWARDS THIRD PARTIES)	<b>1047</b>	4.600	4.600	12.381	12.381
G. PROFIT FROM FINANCE (1032-1040)	<b>1048</b>	21.822	21.822	9.956	9.956
H. LOSS PROFIT FROM FINANCE (1032-1040)	<b>1049</b>				
I. INCOME FROM VALUATION OF OTHER ASSETS MEASURED AT FAIR VALUE THROUGH INCOME STATEMENT	<b>1050</b>			29.944	29.944
J. EXPENSES FROM VALUATION OF OTHER ASSETS MEASURED AT FAIR VALUE THROUGH INCOME STATEMENT	<b>1051</b>				
K. OTHER INCOME	<b>1052</b>	498	498	346	346
L. OTHER EXPENSES	<b>1053</b>	1.363	1.363	1.875	1.875
M. OPERATING PROFIT BEFORE TAX (1030-1031+1048-1049+1050-1051+1052-1053)	<b>1054</b>	24.460	24.460	107.522	107.522
N. OPERATING LOSS BEFORE TAX (1031-1030+1049-1048+1051-1050+1053-1052)	<b>1055</b>				
O. NET PROFIT FROM DISCONTINUED OPERATIONS, THE EFFECTS OF CHANGES IN ACCOUNTING POLICIES, AND ALLOWANCES FOR IMPAIRMENT FROM PREVIOUS PERIODS	<b>1056</b>				
P. NET LOSS FROM DISCONTINUED OPERATIONS, THE EFFECTS OF CHANGES IN ACCOUNTING POLICIES, AND ALLOWANCES FOR IMPAIRMENT FROM PREVIOUS PERIODS	<b>1057</b>				
Q. PROFIT BEFORE TAX (1054-1055+1056-1057)	<b>1058</b>	24.460	24.460	107.522	107.522
R. LOSS BEFORE TAX (1055-1054+1057-1056)	<b>1059</b>				
<b>S. TAX ON PROFIT</b>					
I. TAX EXPENSE FOR THE PERIOD	<b>1060</b>				
II. DEFERRED TAX EXPENSE FOR THE PERIOD	<b>1061</b>				
III. DEFERRED TAX INCOME FOR THE PERIOD	<b>1062</b>				
T. PERSONAL EARNINGS OF THE EMPLOYER PAID	<b>1063</b>				
U. NET PROFIT (1058-1059-1060-1061+1062)	<b>1064</b>	24.460	24.460	107.522	107.522
V. NET LOSS (1059-1058+1060+1061-1062)	<b>1065</b>				
I. NET PROFIT THAT BELONGS TO NON-CONTROLLING INVESTORS	<b>1066</b>				
II. NET PROFIT THAT BELONGS TO CONTROLLING OWNER	<b>1067</b>				
III. NET LOSS THAT BELONGS TO NON-CONTROLLING INVESTORS	<b>1068</b>				
IV. NET LOSS THAT BELONGS TO CONTROLLING OWNER	<b>1069</b>				
V. BASIC EARNINGS PER SHARE					
1. Basic earnings per share	<b>1070</b>				
2. Diluted earnings per share	<b>1071</b>				

### 1.3. CASH FLOW STATEMENT

<b>CASH FLOW STATEMENT</b>					
from	01.01.2016.	to	31.03.2016.	in RSD 000	
	Item	ADP	Total cumulative for current year quarter	cumulative for previous year quarter	
	1	2	3	4	
<b>A. CASH FLOWS FROM OPERATING ACTIVITIES</b>					
I.	Cash inflows from operating activities (1 to 3)	3001	1.208.974	924.387	
1.	Sale and received advances	3002	1.205.062	909.731	
2.	Interest received from operating activities	3003	3.912	14.656	
3.	Other inflows from regular operation	3004			
II.	Cash outflows from operating activities (1 to 5)	3005	1.506.914	1.411.291	
1.	Pay outs to trade payables and given advances	3006	1.115.954	1.209.659	
2.	Salaries, fringe benefits and other personal expenses	3007	272.500	200.005	
3.	Interest paid	3008	2.206	1.627	
4.	Tax on profit	3009			
5.	Outflows from other public revenues	3010	116.254		
III.	Net cash inflow from operating activities (I-II)	3011			
IV.	Net cash outflow from operating activities (II-I)	3012	297.940		
<b>B. CASH FLOWS FROM INVESTMENT ACTIVITIES</b>					
I.	Cash inflows from investment activities (1 to 5)	3013	381.476	509.542	
1.	Sale of equities and shares (net inflows)	3014			
2.	Disposals of intangibles, property, plant, equipment and natural assets	3015			
3.	Other financial investment (net inflows)	3016	381.476	507.468	
4.	Interest received from investment activities	3017		2.074	
5.	Dividend received	3018			
II.	Cash outflows from investment activities (1 to 3)	3019	45.709	12.032	
1.	Purchase of equities and shares (net outflows)	3020			
2.	Purchase of intangibles, property, plant, equipment and natural assets	3021	45.709	12.032	
3.	Other financial investment (net outflows)	3022			
III.	Net cash inflows from investment activities (I-II)	3023	335.767	497.510	
IV.	Net cash outflows from investment activities (II-I)	3024			
<b>C. CASH FLOWS FROM FINANCING ACTIVITIES</b>					
I.	Cash inflows from financing activities (1 to 5)	3025			
1.	Increase of basic capital	3026			
2.	Long-term loans (net inflows)	3027			
3.	Short-term loans (net inflows)	3028			
4.	Other long-term liabilities	3029			
5.	Other short-term liabilities	3030			
II.	Cash outflows from financing activities (1 to 6)	3031			
1.	Purchase of own equities and shares	3032			
2.	Long-term loans (outflows)	3033			
3.	Short-term loans (outflows)	3034			
4.	Other liabilities (outflows)	3035			
5.	Financial leasing	3036			
b.	Dividend paid	3037			
III.	Net cash inflow from financing activities (I-II)	3038			
IV.	Net cash outflows from financing activities (II-I)	3039			
D.	GROSS CASH INFLOW (3001+3013+3025)	3040	1.590.450	1.433.929	
E.	GROSS CASH OUTFLOW (3005+3019+3031)	3041	1.552.623	1.423.323	
F.	NET CASH INFLOW (3040-3041)	3042	37.827	10.606	
G.	NET CASH OUTFLOW (3041-3040)	3043			
H.	CASH AT THE BEGINNING OF ACCOUNTING PERIOD	3044	40.974	18.483	
I.	FX GAINS FROM CASH CALCULATION	3045			
J.	FX LOSSES FROM CASH CALCULATION	3046		6.091	
K.	CASH AT THE END OF THE ACCOUNTING PERIOD (3042-3043+3044+3045-3046)	3047	78.801	22.998	

## 1.4. OTHER COMPREHENSIVE INCOME

STATEMENT ON OTHER RESULTS							
from	01.01.2016.	to	31.03.2016.		in RSD 000		
	Item		ADP	current period		previous period	
	1		2	quarter	cumulative	quarter	
				3	4	3	
						cumulative	
						4	
<b>A. NET RESULT FROM OPERATION</b>							
I . NET PROFIT (ADP 1064)			<b>2001</b>	24.460	24.460	107.522	107.522
II. NET LOSS (ADP 1065)			<b>2002</b>				
<b>B. OTHER COMPREHENSIVE PROFIT OR LOSS</b>							
a) Items that will not be reclassified to profit or loss in future periods							
1. Changes of revaluation of intangible property, plant, and equipment							
a) Increase of revaluation reserves			<b>2003</b>				
b) Decrease of revaluation reserves			<b>2004</b>				
2. Actuarial gains or losses from plans of defined earnings							
a) Gains			<b>2005</b>				
b) Losses			<b>2006</b>				
3. Gains or losses from investment in equity securities							
a) Gains			<b>2007</b>				
b) Losses			<b>2008</b>				
4. Gains or losses from share in other comprehensive profit or loss of associated companies							
a) Gains			<b>2009</b>				
b) Losses			<b>2010</b>				
a) Items that may be reclassified subsequently to profit or loss in future periods							
1. Gains or losses from calculation of financial statements on foreign business operations							
a) Gains			<b>2011</b>				
b) Losses			<b>2012</b>				
2. Gains or losses from hedge instruments of a net investment in foreign operation							
a) Gains			<b>2013</b>				
b) Losses			<b>2014</b>				
3. Gains or losses from the hedge instruments on cash flow hedging							
a) Gains			<b>2015</b>				
b) Losses			<b>2016</b>				
4. Gains or losses from securities available for sale							
a) Gains			<b>2017</b>				
b) Losses			<b>2018</b>				
I . OTHER GROSS COMPREHENSIVE PROFIT (2003+2005+2007+2009+2011+2013+2015+2017)- (2004+2006+2008+2010+2012+2014+2016+2018) ≥ 0			<b>2019</b>				
II. OTHER GROSS COMPREHENSIVE LOSS (2004+2006+2008+2010+2012+2014+2016+2018)- (2003+2005+2007+2009+2011+2013+2015+2017) ≥ 0			<b>2020</b>				
III. TAX AND OTHER COMPREHENSIVE PROFIT OR LOSS FOR THE PERIOD			<b>2021</b>				
IV. NET OTHER COMPREHENSIVE PROFIT (2019-2020-2021) ≥ 0			<b>2022</b>				
V. NET OTHER COMPREHENSIVE LOSS (2020-2019+2021) ≥ 0			<b>2023</b>				
<b>C. TOTAL NET COMPREHENSIVE RESULT OF THE PERIOD</b>							
I . TOTAL NET COMPREHENSIVE PROFIT (2001-2002+2022-2023) ≥ 0			<b>2024</b>	24.460	24.460	107.522	107.522
II. TOTAL NET COMPREHENSIVE LOSS (2002-2001+2023-2022) ≥ 0			<b>2025</b>				
D. TOTAL NET COMPREHENSIVE PROFIT OR LOSS (2027+2028)=ADP2024 ≥ 0 or ADP2025 > 0			<b>2026</b>				
1. Attributable to controlling equity owners			<b>2027</b>				
2. Attributable to non-controlling owners			<b>2028</b>				



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## NOTES TO THE FINANCIAL STATEMENTS



## 1.6. COMPANY PROFILE

Metal Industry ALFA-PLAM Vranje Joint Stock Company was established on 16 November 1998 by a Decision of the Assembly organising the state-owned company into a joint stock company.

The company emerged as a result of transformation of the socially-owned capital of then state-owned company ALFA-PLAM, and was first entered in the Commercial Court as a joint stock company on 16 February 2000. (Fi 124/00).

Basic data	
<b>Full name of the company:</b>	<i>Metal Industry</i> <b>ALFA-PLAM Vranje Joint Stock Company</b>
<b>The abbreviated business name is:</b>	ALFA-PLAM AD
<b>Seat, street and number:</b>	Vranje, Radnička 1
<b>Registration number from statistics records:</b>	7137923
<b>TIN:</b>	100402750
<b>Number and date of entry into the company register</b>	BD 14264/2005 of 11 July 2005
<b>Cote of predominant activity:</b>	2752 - Manufacturing of non-electric household appliances
<b>Form of organisation:</b>	Joint Stock Company
<b>Director of the company:</b>	Goran Kostić
<b>Number of employees</b>	665
<b>Phone:</b>	017/421-121
<b>Fax:</b>	017/421-552
<b>E-mail address:</b>	firma@alfaplam.rs
<b>Web site:</b>	www.alfaplam.rs
<b>Current account number:</b>	275-10221807082-07 Societe Generale Banca 160 -7007-07 Banca Intesa ad Beograd

**Share capital value and number of issued shares**

<b>Share capital value</b>	<b>RSD 1,171,240,000.00</b>
<b>Number of shareholders on 31 March 2016</b>	571
<b>Number of shares</b>	174,812
<b>Nominal value of shares</b>	RSD 6,700.00
<b>ISIN number (CFI)</b>	RSALFAE34014 (ESVUFR)
<b>Business name of the organised market in which shares are quoted</b>	Begradska berza, Omladinskih brigada 1, Novi Beograd
<b>Business name, seat and business address of the audit firm that audited the last financial report</b>	MOORE STEPHENS Revizija i Računovodstvo doo Beograd, Auditing, Accounting and Consulting Company, Studentski trg 4/V, Beograd

**Ten largest shareholders**

<b>SHAREHOLDER</b>	<b>NUMBER OF SHARES</b>
<b>AMASIS DOO</b>	95.351
<b>ALFA PLAM AD</b>	17.480
<b>CALUKS DOO</b>	11.213
<b>EAST CAPITAL (LUX) – BALKAN FUND</b>	7.096
<b>SM NET</b>	6.485
<b>VOJVODANSKA BANKA AD NOVI SAD – CUSTODY ACCOUNT</b>	3.366
<b>ERSTE BANK AD NOVI SAD – CUSTODY ACCOUNT</b>	3.303
<b>SOCIETE GENERALE BANKA SRBIJA – CUSTODY ACCOUNT - FO</b>	2.792
<b>ANDELOVIĆ SRĐAN</b>	1.362
<b>KERAMIKA JOVANOVIĆ DOO</b>	1.173

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ALFA-PLAM deals with the manufacturing of heating devices on solid, liquid and gaseous fuels, electric cookers, and a combination of solid fuel-electricity and electricity-gas. The company boasts a wide range of stoves, furnaces and fireplaces of recognisable design distinguished by quality and durability, which are primarily intended for households. Long-year production and a number of satisfied customers have led to recognisability of many products of Alfa-Plam.

In terms of scope of production, marketing and quality, the company is a leading manufacturer of heating items in Serbia and Southeast Europe, and ranks amongst the five largest producers in Europe.

Nowadays, production is carried out in 5 technical-technological entities, as per the group of products, that is:

- Solid fuel furnaces and stoves;
- Solid fuel fireplaces and stoves;
- Gas furnaces;
- Stoves, furnaces and fireplaces for floor heating;
- Stoves and hot plates

Total annual production is over 150,000 units. We permanently expand our production range in line with the requirements of the market, and new technologies are introduced with a purpose of increasing quality of product making. All products of the company have relevant home and foreign attestations, which fully meets the strict requirements for marketing in the EU market.

The company markets its products in the domestic market (about 40%) and in Europe's markets (about 60%). The basic export markets are former Yugoslav republics (Bosnia and Herzegovina, Macedonia, Montenegro, Slovenia and Croatia), then Germany, Italy, Austria and Poland

## **1.7. HISTORICAL DEVELOPMENT OF THE COMPANY**

The beginnings of the company are related to distant 1948 when an enterprise that initially made products of sheet metal was established. The history of Alfa-Plam and its development over years is shown in the following overview:

- 1948 – Metalac, a town craftsmanship service enterprise was established in Vranje; the company had locksmith, blacksmith, electrical installation, horseshoe, wheelwright, and tin workshops. It produced tin pots, water buckets, troughs, and drum-like furnaces and tailor-made products.
- 1950 – Metalac had 58 employees.
- 1959. – Metalac put into operation a galvanising plant. The plant employed new four workers, who put black tin buckets into chemicals, and then into zinc that was oil-heated in a large boiler.
- 1960 – The company planned production and galvanising of 100,000 buckets.
- 1962 – A factory for tin packaging was constructed in the industrial district of Vranje; during the construction, the factory changed its production programme into production of various technical devices for wide use. The factory was named Alfa-Vranje Technical Device Industry, and employed 87 workers.

- 1964. – Alfa-Vranje won production of Feniks 140, a room oil-fueled furnace, a planned production of other appliances for households (electricity powered laundry dryer, washing machine, hardware and furniture). The factory employed 300 workers. It exhibited Feniks 15.000 - an oil-fueled furnace for floor heating, at the Belgrade Technical Fair.
- 1965. – after 16 years of operation in premises without adequate conditions, Metalac got an adequate area in the industrial zone of Vranje, next to Alfa. The enterprise specialised in all craftsmanship and metal-installation works in civil engineering.
- 1967 – Business and technical cooperation between Alfa and the French manufacturer Henry Potez was established, and it resulted in production of oil furnaces Alfa Potez in Alfa, under Potez's license.
- 1968 – A new dye plant put into operation in Alfa.
- 1969 – Record annual production was achieved (the hundred thousandth Alfa-Potez furnace in that year was produced in October). Exports of 10,000 Alfa-Potez oil burning heaters to Hungary were contracted. Such a large quantity of heaters had not been exported at once by any producer of heaters in Yugoslavia. The factory employed 520 people.
- 1971 – Alfa-Vranje factory procured a crane with the capacity of up to 8 tons, for sheet metal unloading. By that time, the job had been performed by workers. A cooperation agreement was signed with Belgian Efel, a specialised company for production of gas stoves and solid and liquid fuel stoves, providing for exports of 30,000 fireplaces – oil heaters into Belgium.
  - Cooperation between Metalac, which currently had 200 employees and produced solid and liquid fuelled ovens and Alfa, which had 760 employees and produced ultramodern oil heaters was developed. The two companies were only divided by a wire fence.
- 1973 – Alfa won over production of solid fuel ovens and planned production of 6,000 unit in the first production series. Besides ovens, production of spring mattresses for the needs of the Simpo furniture factory and production of sinks were introduced.
- 1975 – It was concluded that Alfa had operated with loss, and that loss had resulted not only from the previous year but from earlier years as well. Bad business operation was caused by the global energy crisis and rising raw material prices, with concurrent impossibility of Alfa to reorient itself in programme terms. Despite decline of sales, starting in 1971, huge quantities of products were produced and held in stock. A recovery programme provided for referral of a part of workers to unpaid leave, a new job classification was made for 400 employees (200 less than currently employed), and minimum salaries were paid until the expected exit from the crisis.
- 1977 – Alfa ended the year without loss after many years of bad operation.
- 1978. – Alfa won production of gas-fuelled furnaces.
- 1980 – Alfa Technical Equipment Industry and Metalplam, the basic organisation of associated labour for production of goods for wide consumption (within Metalac) merged into a work organisation, MIV Vranje Metal Industry. The new work organisation had 873 employees. Total 230,000 heaters were produced.
- 1981 – Metal Industry Vranje became a part of SOUR Gorenje in Velenje (Slovenia).
- 1984 – Exports of 100,000 liquid fuel heaters for Algeria were contracted.
- 1989 – More than 243,000 heaters were produced, that is: 102,782 solid fuel stoves, 68,630 fuel oil furnaces, 44,766 gas heaters, and 27,062 solid fuel heaters.
- 1990 – The name of the company was changed into Alfa Plam.
- 1994 – Half a production was exported (Slovenia, Macedonia, Bulgaria and Albania).

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- 1997 – General overhaul of the enameling plant was made and state-of-the-art equipment for enamel baking was installed (producer was the German WGT company). Investment amounting to DEM 500,000, realised from own funds.
  - 1998 – Production of electric stoves with ceramic top started, ISO 9001 quality system was introduced, and a process of proprietary transformation of the state-owned capital started. The company had 1,100 employees.
  - 2000 – In the first round of the proprietary transformation, 1,544 workers, former workers and pensioners became the owner of 70% shares of Alfa-Plam and acquired the pre-emption right in the purchase of the remaining 30% equity. The company was registered as a joint stock company.
  - 2001 – A computer-based highly productive line for laquering of metal parts was put into operation. Investment worth DEM 800,000. After the balance sheet for 2000, the first dividend was paid.
  - 2002 – Huge technological leap forward: in the Enameling plant 1 the overall equipment was replaced, a new technology of enameling with the procedure of 2 layers – 1 baking was introduced, and the whole procedure was automated (for the first time in Serbia). Alfa-Plam shares were quoted at the Belgrade stock exchange.
  - 2003 – Total production of 164,000 heater units. A serial production of a new solid fuel floor heating furnace, Alfa Term 20, started. In Vranje, the first selling and exhibiting room opened, and the whole production programme of this producer was displayed there.
  - 2005 – Equipment in the Enamel Plant II was replaced. The investment amounted to EUR 1,500,000, and was realised from own funds.
  - 2006 – A laser machine for punctuation and sheet metal stamping was procured, tools for new stoves and furnaces were made and the second phase of construction works in the Plant I was completed. The investments amounted to EUR 1,500,000, and were realised from own funds.
  - 2007 – The value of one share at the Stock Exchange reached record maximum of EUR 527.77 (at the middle exchange rate). Production of furnaces on pellet under the Italian technology was contracted for a renowned Italian customer. The company had 960 employees.
  - 2008 – A new technology with complete equipment for wet dyeing in Plant 2 was introduced along with a new tin tailoring line, and a press was purchased and installed. The total investment from own funds amounted to EUR 1,200,000. A marketing management project was drafted in service of further improvement of the market position of the company. A new logo of the company and motto: Alfa-Plam – Security and Warmth! were adopted.
  - 2009 – A robotic welding machine, a line for longitudinal and transversal tin cutting, 2 machines for sheet metal folding, a hydraulic press and other equipment were procured in the amount of about EUR 500,000. The company had 880 employees.
  - 2010 – Laser for sheet metal cutting and punctuation was purchased. Serial production of solid fuel furnaces for floor heating, Alfa Term 27 was launched. The company bought 12,500m<sup>2</sup> of constructed production storage area and about 13,000m<sup>2</sup> land in the immediate vicinity of its seat.  
Dividend for the previous year, the tenth consecutive annual dividend, was paid to the shareholders.



- 2011 – Production of pellet burner furnaces was launched, an eccentric press was purchased, a line for electrostatic enameling was procured, along with waste water purification equipment, gas analyser.
- 2012 – Reconstruction of the administrative building was made, a steel plate grinding machine was procured, an enameling plant was procured, the foundation for a weighbridge was laid and a weighbridge was purchased, the management was changed, all services were reorganised, a new marketing service was introduced, new jobs were created, own shares were acquired.



- 2013 – Purchase of business areas (Bor, Surdulica, Niš, Subotica, Zemun), a restaurant providing meals for workers was restored with new equipment, a mechanical press and a radial drill were purchased, a new production hall was constructed.
- 2014- Business premises (Šabac , Subotica) were purchased, a boiler welding hall was constructed, a Trumpf laser cutting centre was opened, Amada press, enameling equipment, electrical forklifts, and new computers were procured.
- 2015 - Shopping mounting tape with the conveyor, welding generators, new presses Amada, purchase of industrial technology and brand, the beginning of construction of the assembly hall of the product pellet, the acquisition of modern forklift.

Today, Alfa-Plam is a joint stock company the shares of which are quoted freely on the stock exchange. It employs 665 workers, and continually improves quality of its products following the market trends thus showing its quality and justifying its position among the most successful enterprises in our country.

## 1.8. DATA ON THE COMPANY MANAGEMENT

The managing body of the company is the Board of Directors, which consists of 6 members, 2 executive, 3 non-executive and one independent. The members of the Board of Directors are:

Marija Subotic	Chairman of the Board of Directors, Non-Executive Director
Avram Milenkovic	Independent Direktor
Goran Kostic	Managing Director, Executive Director
Branislav Popovic	Executive Director
Miroljub Aleksic	Non-Executive Director
Igor Markićević	Non-Executive Director

Efficient, responsible and transparent corporate management is one of the crucial factors contributing to the successful operation of the company. It is a precondition for a stable long-term growth and development of the company and further enhancing of competitiveness. Guided by this principle, ALFA-PLAM is dedicated to the application of high standards in this area, which are constantly reconsidered and further developed. In this manner, the company strives to ensure responsible management of the Company, with a view of creating values for its shareholders and acquiring the trust of domestic and foreign customers, business partners, suppliers, employees and public in the company and its management.

### 1. GROUNDS FOR PREPARATION AND PRESENTATION OF FINANCIAL STATEMENTS

The enclosed financial statements are prepared in line with the applicable regulations in the Republic of Serbia based on the Law on Accounting (Official Gazette RS, No. 62/2013), which prescribes the International Accounting Standards (IAS), that is the International Financial Reporting Standards (IFRS) as the basis for compilation and presentation of financial statements.

A Decision of the Minister of Finance of the Republic of Serbia (No. 401-00-1380/2010-16 of 25 October 2010) defined translation of the basic IAS, or IFRS texts, which were issued by the International Accounting Standard Board until 1 January 2009, and interpretation issued by the Accounting Standard Interpretation Committee by 1 January 2009. Amendments of the existing IAS, that is IFRS and the standard interpretation, replacements of the applicable IAS with new ones that became effective starting from 1 January 2009 along with the application of new interpretations that entered into force in the following period, did not result in significant changes in the accounting policies of the company or did not have any substantially significant influence on the financial statements in the period of initial application. Besides the fact that many of those applications were not applicable to the operation of the company, the management of the company does not express explicit and unreserved statement of the compliance of the financial statements with IAS and IFRS, which apply to period shown in the enclosed financial statements.

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The financial statements were prepared in line with the historical cost concept and the going concern concept of the company.

The financial statements were prepared in the format prescribed by the Rules on the Forms and Content of Financial Statement Forms to be Completed by Business Companies, Cooperatives and Entrepreneurs (Official Gazette of the Republic of Serbia Nos. 95/2014 and 144/2014), which derogates from the manner of presentation of some balance items as provided by IAS 1 – Presentation of Financial Statements. Accordingly, the enclosed financial statements are not adjusted to all requirements IAS and IFRS.

According to the Law on Accounting, the financial statements include: balance sheet, income statement, other comprehensive income, cash flow statement, statement on changes in equity, and notes to the financial statements.

In preparing these financial statements, the company applied the accounting policies disclosed in Note 3, which are based on the applicable accounting and tax regulations of the Republic of Serbia.

## **2. REVIEW OF SIGNIFICANT ACCOUNTING POLICIES**

### **2.1. Use of estimate**

Preparation and presentation of financial statements in line with IAS and IFRS and the accounting regulations in the Republic of Macedonia requires the management of the company to use the best possible estimates and reasonable assumptions, which have effects on the amounts expressed in the financial statements and notes to the financial statements.

These estimates and assumptions are based on information available on the date of the balance sheet.

The most significant estimates relate to determination of impairment of financial and non-financial assets, recognition of deferred tax assets, definition of provisions for court proceedings and definition of assumptions necessary for actuarial calculation of fringe benefits to employees based on severance pay, and they are disclosed in corresponding accounting policies and/or notes to the financial statements.

### **2.2. Calculation of foreign currencies and the accounting treatment of exchange rate differences and effects of the currency clause**

Items included in the financial statements of the Company are measured using the currency of the principal economic environment in which the Company operates (“functional currency”). The financial statements are presented in thousand RSD, which is the functional and reporting currency of the Company.

All assets and liabilities in foreign currencies are calculated on the day of the balance in their RSD counter value applying the official middle exchange rate of the National Bank of Serbia applicable on that day. Business changes in foreign currencies over the year are calculated in the RSD counter value using the official middle exchange rates of the National Bank of Serbia applicable on the day of change.

FX gains and FX losses that occurred in calculation of assets and liabilities expressed in foreign currencies and calculation of transactions during the year are recorded in the income statement, as financial income, that is financial expense.

Positive and negative effects of agreed foreign currency clauses in relation to assets and liabilities, which occurred using the agreed exchange rate, are also expressed as part of financial income, that is, financial expense.

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### **2.3. Comparative data**

Comparative data consists of quarterly financial statements of the company for 2015, which were the subject of auditing.

### **2.4. Income from operation**

Income from sale is expressed in the amount of invoiced realisation, i.e. performed sale to the end of the accounting period, under the condition that on that day the debt creditor relationship occurred on that day and an invoice was issued. Income is measured at fair value of the received compensation or receivable, taking into account the amount of all trade discounts and quantity rebates which the company grants. The difference between the fair value and the nominal amount of the compensation is recognised as income from interest.

Income from sale is recognised when all conditions are met:

- /a/ The company has transferred on the customer all significant risks and benefits from ownership;
- /b/ The management of the company retains neither the influence on the management to the extent that is usually related to ownership nor control of the products and goods sold;
- /c/ When it is possible to measure reliably the amount of income;
- /d/ When any change in operation will probably be followed with an inflow of economic benefits into the company and
- /e/ When costs incurred or to be incurred in relation with the change in operation can be measured reliably.

Income from services is expressed proportionately to the level of completion of service on the day of balance.

### **2.5. Expenses from operation**

Total expenses from operation are: costs of the merchandise sold; decrease of finished goods, work in progress and services in progress; costs of material; costs of fuel and energy, costs of salaries, fringe benefits and other personal expenses; costs of production services; costs of depreciation, costs of long-term provisions; non-production costs, decreased for income from the own use of products, services and merchandise, and increase of finished goods, work in progress and services in progress.

The basic elements of the expense recognition principle are as follows:

- /a/ Expenses are recognised, i.e. recorded and expressed when decrease of future economic benefits that is related to decrease of assets or increase of liabilities can be measured reliably;
- /b/ Expenses are recognised based on the immediate relation of expenses with income (causality principle);
- /c/ When economic benefits are expected to inflow over several accounting periods, and the connection with income can be established in a wider sense or indirectly, expenses are recognised using the systemic and reasonable allocation procedure;
- /d/ Expenses are recognised when expense does not bring any economic benefits or when and up to the amount to which future economic benefits do not meet the conditions or have stopped meeting the conditions for recognition in the balance sheet as assets;
- /e/ Expenses are also recognised in those cases where a liability occurs without concurrent recognition of an asset.

Costs of the merchandise sold in wholesale are determined in the amount of the selling value of wholesale merchandise, decreased by the amount of the determined difference in price and calculated VAT contained in the value of the merchandise sold in wholesale.

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Costs of the merchandise sold in retail are determined in the amount of income from merchandise sold, decreased by the amount of the determined difference in price, and the amount of calculated VAT, contained in the value of the merchandise sold in retail.

## **2.6. Borrowing costs**

Borrowing costs that are directly attributable to acquisition, construction or production of a qualifying asset are included in the cost/price of that asset. Other borrowing costs are recognised as expenses.

## **2.7. Financial income and expenses**

Financial income and expenses include: income and expenses incurred with parent companies and subsidiaries; income and expenses from interest – from third parties (independent if they have become due or are paid or attributable in the amount of receivable or liability on the day of balance); income and expenses from exchange rate differences and the currency clause effects – towards third parties; and other financial income and expenses.

Income from dividend is recognised as income in the year when it is approved for disbursement.

## **2.8. Gains and losses**

Gains represent increase of economic benefits, and include income that occurs in case of sale of non-current assets at the value higher than their book value, then not realised losses from sales of market securities (in case valuation of securities is made at their market values), and gains that occur at the increase of book value of non-current assets due to the cessation of conditions for decrease of their value.

Losses occur based on sale of assets at prices lower than their book value, then based on writing-offs of unwritten fixed assets, based on damages that may be compensated in full or partially from an insurance company, based on application of the imparity principle (impairment of assets).

## **2.9. Intangible assets**

An intangible asset is a definable non-monetary asset without physical content:

- that serves for production or delivery of goods and services, for lease to other persons or is used for administrative purposes;
- that the company controls as a result of past events; and
- from which an inflow of future economic benefits is expected.

Intangible assets consist of: investment in development; concessions, patents, licenses and similar rights; other intangible investment; intangible investment under construction and advances for intangible investments.

Purchase of intangible assets during the year is recorded at cost. Cost represents the invoiced value of the assets acquired, plus all associated costs of procurement and costs of bringing into use. Costs of intangible assets produced within the company are direct costs and indirect related costs, which relate to the investment.

Costs of borrowing that occurred by the point of putting intangible assets into use are capitalised, that is, included in the cost value.

After being recognised as an asset, intangible assets are stated at purchase value or at cost decreased by the total amount of calculated depreciation and total amount of loss due to impairment.

On the day of each balance sheet, the company estimates whether there is an indication that the asset may be impaired. If there is such an indication, the company evaluates the amount of the asset that can be recovered. If the recoverable value of the asset is lower than its book value, the book value is reduced to the recoverable value, and the expense for the period is recognised by the amount of loss from impairment of value.

If on the day of balance there are indications that previously recognised loss from value impairment does not exist or is decreased, estimate of the recoverable value of that asset is made. Loss from impairment of value recognised in previous years is recognised as income, and the book value of this asset increases until the recoverable value.

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Additional expense that relates to already recognised intangible assets, is attributed to the expressed amount of that asset, if it is probable that inflow of future economic benefits will be higher than the initially estimated rate of proceed of that asset.

The company recognises costs of replacement of some parts of intangible asset in the book value of that item, at the point when costs occur and the criteria of recognition under IAS 38 - Intangible asset (paragraph 21) are met.

Any other recoverable expense is recognised as expense in the period in which it occurred.

Intangible assets cease to be expressed in the balance sheet after their disposal or when the asset is permanently withdrawn from use and its disposal is not expected to produce any future economic benefits.

Gains and losses that arise from the writing-off or disposals are determined as difference between the estimated net inflows from sales and expressed amount of the asset and is recognised as income or expense in the income statement.

## **2.10. Property, plant and equipment**

Property, plant and equipment are tangible assets:

- that the company holds for use in the production or delivery of goods or rendering services, for lease to other parties or for administrative purposes;
- which are expected to be used longer than one accounting period; and
- whose individual purchase price at the time of purchase is higher than the average gross salary per employee on the national level, according to the latest released data of the national authority competent for the statistics affairs.

The purchase value/cost of property, plant and equipment is recognised as an asset if, and only if:

- it is likely that future economic benefits related to that asset will inflow into the company; and
- purchase value/cost of that asset can be determined reliably.

Purchase of property, plant and equipment over the year is recorded at cost.

Cost represents the invoiced value of the assets acquired, plus all associated costs of procurement and costs of bringing the asset into use. Cost of the said intangible assets produced within the company are direct costs and indirect related costs, which relate to that investment.

Costs of borrowing that occurred by the point of putting intangible assets into use are capitalised, that is, included in the cost value.

After being recognised as assets, property, plant and equipment are stated at purchase value or at cost decreased by the total amount of calculated depreciation and total amount of loss due to impairment.

On the day of each balance sheet, the company estimates whether there is an indication that the asset may be impaired. If there is such an indication, the company evaluates the amount of the asset that can be recovered. If the recoverable value of the asset is lower than its book value, the book value is reduced to the recoverable value, and the expense of the period is recognised as an amount of loss due to impairment.

If on the day of balance there are indications that previously recognised loss from value impairment does not exist or is decreased, estimate of the recoverable value of that asset is made. Loss from impairment of value recognised in previous years is recognised as income, and the book value increases until the recoverable value.

Additional expense that relates to already recognised property, plant and equipment is attributed to the expressed amount of that asset, if it is probable that inflow of future economic benefits will be higher than the initially estimated rate of proceed of that asset and that the purchase value/cost of the additional expense can be determined reliably.

The company recognises costs of replacement of some parts of property, plant and equipment in the book value of those items, at the point when those costs occur and the criteria of recognition under IAS 16 - Property, plant and equipment (paragraph 7) are met.

Any other recoverable expense is recognised as expense in the period in which it occurred.

Urban land is expressed separately from the value of property at cost (or as residual value of property that is on that land), and additional valuation is done in the same manner as with property, plant and equipment.

Depreciation of land is not carried out.

Property, plant and equipment cease to be expressed in the balance sheet after their disposal or when the asset is permanently withdrawn from use and its disposal is not expected to produce any future economic benefits.

Gains and losses that arise from the writing off or disposal are determined as difference between the estimated net inflows from sales and expressed amount of the asset and is recognised as income or expense in the income statement.

## **2.11. Investment property**

Investment property is property (*part of a building*) which the company holds as the owner with a view of making earning from rental of the property or increasing the value of capital or both, not with a view of using it for production or supply of merchandise or rendering services or for the needs of administrative operation, or for sales within regular operations.

Initial measurement of investment property is made at purchase value or cost. At initial measurement, associated costs of procurement are included in the purchase value or cost.

After initial recognition, investment property is measured at purchase value or cost decreased by the total amount of allowance based on depreciation and the total amount of allowance for impairment.

## **2.12. Depreciation**

Calculation of depreciation shall be made from the beginning of the next month in relation to the month when asset was put into use.

Depreciation is calculated by the proportionate method using the rates that are determined based on the estimated useful life of the asset.

The basis for calculation of depreciation of an asset is purchase value.

The useful life, that is depreciation rates, are reconsidered periodically and if expectations are based on new estimates that are significantly different from previous ones, calculation of costs of depreciation for the current and future periods is adjusted.

Depreciation rates for the main categories of property, plant and equipment are given in the following overview:

<b>Intangible assets</b>	15.00%
<b>Buildings</b>	rates 2.00 to 2.50%
<b>Production equipment</b>	rates 7.00 to 15.00%
<b>Passenger and commercial carrier vehicles</b>	rates 10.00 to 15.50%
<b>Office equipment</b>	rates 5.00 to 10.00%
<b>Computer equipment</b>	rates 20.00 to 30.00%

Calculation of depreciation for taxation purposes is made in line with the Corporate Income Tax Law of the Republic of Serbia and the Rulebook on the Manner of Classification of Fixed Assets in Groups and Methods of Determining Depreciation for Tax Purposes, which results in deferred taxes.

## **2.13. Impairment of assets**

Pursuant to the accounting policies, the management of the company verifies on every day of the balance whether there are indicators of impairment of assets. In case such indicators exist, the company evaluates the recoverable value of assets.

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Recoverable amount is defined as higher than net selling price and the use value. Net selling price is the amount that can be obtained at sales of assets in a transaction between two willing independent parties, decreased by costs of sale, whereas value in use is the current value of the estimated future cash flows which are expected to occur from continuing use of assets through their economic life and sales at the end of life.

The recoverable amount is estimated for any separate asset or, if that is not possible, for a unit that makes money which that asset belongs to. Where the book amount exceeds that estimated recoverable amount, value of assets is decreased to their recoverable amount. Loss from impairment is recognised in the amount of difference, charged to expenses in compliance with IAS 36 - Impairment of assets.

The management of the company has estimated that there are no indicators of impairment of assets as at 31 December 2015 so that impairment of assets has not been made.

## **2.14. Inventories**

Inventories of merchandise and material are measured at purchase value. Purchase value represents all purchase costs for bringing inventories to their current place and state.

Costs of procurement include purchase price, import duties and other liabilities (except for those the company can recover additionally from tax authorities), transportation costs, manipulation costs and other costs that can be attributed to the procurement directly. Discounts, rebates and other similar items shall be deducted when determining the cost of goods.

Output of inventories of materials and merchandise is recorded with the method of average weighed price.

Inventories of work in progress and finished goods are measured at cost, that is net selling value, if it is lower. Cost represents all costs of conversion and other occurred costs necessary for bringing of inventories to their current place and state, that is:

- costs of direct work;
- costs of direct material; and
- indirect, that is general production costs.

Value of inventories of work in progress and finished goods does not include the following, or the following represents expense for the period:

- unusually high waste of material, manpower or other production costs;
- costs of storage, except if those costs are not necessary in the production process before the following phase of production;
- overhead costs of administration that do not contribute to bringing inventories to the current place and in the current state; and
- costs of sale.

Net sale value is the estimated sale value less estimated costs of sale and estimated costs of finalisation (with work in progress). If net sale value of inventories of work in progress and finished goods is lower than their cost, partial writing off to the net sale value is made.

By charging other expenses, allowance for inventories is made in cases where it is estimated that the value of inventories should be reduced to their net sale value.

Damaged inventories and inventories that do not meet the standards with their quality are written off in full.

Inventories of goods in retail are expressed at sale price over the year. At the end of the accounting period, reducing the value of inventories to the purchase value is made via allocation of realised difference in price and value added tax, calculated on the average basis, on the value of inventories in the balance at the end of the year and purchase value of the goods sold.

## **2.15. Non-current assets intended for sale and assets of discontinued operation**

The company weighs non-current assets (or the group for disposal) classified as assets held for sale, at the lower of the two following amounts: at book value or fair value decreased by the costs of sale.

## 2.16. Financial instruments

Financial investments are financial assets that are measured during their initial recognition at their purchase value, which is a fair value of compensation given for them. Costs of transaction are included in the initial measurement of all financial assets.

For the needs of measurement of a financial asset upon the initial recognition, financial assets are classified in four categories:

- (a) financial assets held for trade, initially recognised at fair value through profit or loss;
- (b) investments that are held to maturity;
- (c) loans and receivables derived from the company, which are held for trade and
- (d) financial assets available for sale.

A financial asset is classified as a financial asset held for sale if it does not belong to any of the remaining three said categories of financial assets.

A financial asset is classified as a financial asset held for trade, not as a financial asset available for sale, if that asset is a part of a portfolio of similar assets for which there is a pattern of trade with a view of making profit from short-term fluctuations of prices or dealer's margin.

After initial recognition, the company measures financial assets, (including derivatives that are assets) at their fair values, without any decrease for transaction costs that it can incur during sale or other disposal, except:

- Loans and receivables and investments that are held to maturity, which are measured at depreciated price, using the method of effective interest rate;
- Investment in proprietary securities that are not quoted in the active market, whose fair value cannot be measured reliably, which are measured at purchase price.

In Serbia, there is no sufficient market experience, stability and liquidity at purchase and sale of financial assets and official market information is not available any time. Therefore, the fair value most often cannot be established reliably in the conditions of lack of active market, such as IFRS require so.

Recognised gain or loss that derives from changes in fair value of a financial asset or liability (that is not a part of the hedging relationship), initially recognised at fair value through profit or loss, is recognised as gain or loss in the balance sheet, and with financial assets available for sale at revaluation reserves.

Financial assets are initially valued at fair value, increased by the costs of transactions (except for the financial assets or financial liabilities that are valued at fair value through the income statement), which are directly attributable to procurement or issuing of a financial asset or a financial liability. Financial assets and liabilities are recorded in the balance sheet of the company from the moment when the company is bound under contract to the provisions related to the instrument.

The management makes the classification of its financial investments at the time of initial recognition. The classification depends on the purpose for which the financial assets were acquired.

Financial assets cease to be recognised when the company loses control over the contracted rules over those instruments. A financial liability ceases to be recognised where the company meets its obligation or where the liability to payment provided for under a contract has been repealed or has expired.

Financial instruments in line with IAS 39 – Financial instruments: Recognition and weighing, include the following categories of financial instruments:

- (a) Financial instrument or financial liability at fair value through income statement;
- (b) Investments held to maturity;
- (c) Loans and receivables;
- (d) Financial assets available for sale;

### 2.16.1. Loans and receivables

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in the active market, except:

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- (a) assets that the company intends to sell immediately or within a short period, which would then be classified as assets held for trade and those which the company, after initial recognition, denotes at fair value through income statement;
- (b) those that the company, after initial recognition, denotes as available for sale; or
- (c) those for which the holder cannot recover in a significant measure its overall initial investment except if it is not due to worsening of a loan, which will be classified as available for sale.

Share acquired in the package of assets that are not loans or receivables (for example, share in a mutual fund or similar funds) is not a loan or receivable.

#### *2.16.2. Financial assets available for sale*

Financial assets available for sale are non-derivative financial assets that are denoted as available for sale and are not classified as (a) loans and receivables (b) investments held to maturity or (c) financial assets denoted at fair value through income statement.

### **2.17. Short-term receivables and investments**

Short-term receivables include trade receivables from domestic and foreign associated legal entities and other trade receivables - domestic and foreign based on sales of products, goods and services.

Short-term investments include loans, securities and other short-term investments with maturity, i.e. sale of up to one year from the date of action, that is date of the balance.

Short-term trade receivables shall be measured at the cost from the original invoice. If the value in an invoice is expressed in a foreign currency, conversion into the reporting currency is made at the exchange rate applicable on the day of the transaction. Changes of the exchange rate from the date of the transaction to the date of collection of receivables are expressed as foreign exchange differences on behalf of income or will be charged to expenses. Receivables expressed in a foreign currency on the day of the balance are calculated according to the applicable exchange rate of NBS, and foreign exchange differences are recognised as income or expense of a period.

Short-term financial investments held for trade are measured at the depreciated value, not taking into consideration the intent of the company to hold them to maturity.

If there is probability that the company will not be able to collect all due amounts (principal and interest) according to contracting conditions for given loans, receivables or investments held to maturity, which are expressed at depreciated value, loss due to impairment or non-collected receivables has occurred.

On the day of the balance, the management of the company assesses collectability of receivable. Receivables whose 60-day term from the date of maturity for collection has expired on the date of the balance, are corrected indirectly at the expense of expenses for the period, without previously made assessment by the management, but obligatorily with a written decision of the Board of Directors.

In non-collectability is certain, direct writing off of those receivables is made by a decision of the company board of directors.

### **2.18. Cash and cash instruments**

Cash equivalents and cash are included in assets on accounts with banks, cash in hand, and highly liquid assets with the initial term of maturity up to three months or shorter, which can be converted in known amounts of cash with insignificant risk of changes in value.

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## **2.19. Provisions, potential liabilities and potential assets**

Provisions are recognised when the company has a legal or contracted obligation as a result of past events, when it is more probable than not that the settlement of the obligation will require outflow of resources, and when the amount of the obligation can be estimated reliably.

Provisions for severance pay and jubilee awards are weighed for current value of expected future outflows using the discount rate that reflects interest at high quality securities that are expressed in a currency in which liabilities for pensions will be paid.

Provisions for judiciary proceedings are formed in the amount that corresponds to best assessment of the management of the company in terms of expenses that will occur in order to meet such liabilities.

Potential liabilities are not recognised in financial statements, they are disclosed in the notes to the financial statements, except if the probability of outflow of resources that contain economic benefits is very small.

The company does not recognise potential assets in financial statements but discloses them in the notes to the financial statements, if an inflow of economic benefits is probable.

## **2.20. Employee benefits**

### *2.20.1. Taxes and contributions for compulsory social insurance*

In line with the regulations applied in the Republic of Serbia, the company is obliged to pay contribution to different state funds for social insurance. These obligations include contributions charged to employees and charged to employer in amounts that are calculated using the legally prescribed rates. The company has legal obligation to make suspension of calculated contributions from gross salaries of employees and on their behalf make transfer of the suspended funds on behalf of respective state funds. The company is not obliged to pay to employees after they retire contributions that are obligation of the pension fund of the Republic of Serbia. Contributions charged to employees and charged to employer are booked as costs in the period which they relate to.

### *2.20.2. Liabilities based on severance pay and jubilee awards*

In line with the Labour Law (*Official Gazette of the Republic of Serbia* Nos. 24/2005, 61/2005, 54/2009, 32/2013, and 75/2014) and the Individual General Act on Labour, the company is obliged to pay severance pay at retirement in the amount of 2 monthly gross salaries which the employee made in the month preceding the month in which severance is paid, which cannot be lower than 2 monthly average gross salaries paid in the company in the month preceding the month in which severance is paid.

In addition, the company is obliged to pay jubilee awards amounting to one half to three average monthly salaries. The number of monthly salaries for jubilee awards is determined based on the number of years the employee spent in the company.

Calculation and expression of long-term liabilities based on severance pay and jubilee awards is made using the method of present value of future expected disbursements, based on the actuarial calculation.

The company charges severance pay to current expenses. The management of the company is of opinion that the current value of defined long-term benefits to employees is not substantially significant so the enclosed financial statements do not contain provisions on the above grounds in the amount of their present value, in line with the requirement of IAS 19 - Employee Benefits.

### *2.20.3. Short-tem paid leave*

Accumulated paid leaves may be transferred and used in further periods, if they were not used in full in the current period. Expected expenses of paid leave are recognised in the amount of cumulated unused rights on the day of the balance, which are expected to be used in the following period. In case of non-accumulated paid leave, liability or cost is not recognised to the point when a leave is used.

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#### 2.20.4. Share in employee earnings

The company recognises liabilities and cost for share in employee earnings in line with the Decision of the Board of Directors or another decision of the management of the Company.

### 2.21. Income Tax

#### 2.21.1. Current tax

Tax expense of the period is an amount that is calculated and paid in line with provisions of the Corporate Income Tax Law (*Official Gazette of the Republic of Serbia*, Nos. 18/2010, 101/2011, 119/2012, 47/2013, 108/2013 and 68/2014 - 142/2014, 91/2015 -Authentic Interpretation, 112/2015). Income tax is calculated at the rate of 15% on the tax basis that is shown in the tax balance, upon deduction for used tax credits. The taxable basis includes gain expressed in the income statement, which has been corrected in line with tax regulations of the Republic of Serbia.

Unused part of the tax credit may be transferred onto the account of income tax from future accounting periods, but not longer than 10 years. Loss from the current period may be used for reducing the tax basis of future accounting periods, but not longer than 5 years.

#### 2.21.2. Deferred taxes

Deferred income tax is calculated for all temporary differences between the tax basis of assets and liabilities and their book value. Currently applicable tax rates on the day of balance sheet are used to calculate the amount of deferred tax. Deferred tax liabilities are recognised for all taxable temporary differences. Deferred tax assets are recognised for deductible temporary differences and for effects of the transferred loss and unused tax credits from previous periods to the level to which it is probable that future taxable gains will exist, to which deferred tax assets can be charged.

Current and deferred taxes are recognised as income and expenses and are included in the net profit for the period.

### 2.22. Earnings per Share

The company calculates and discloses the basic earnings per share. The basic earnings per share is calculated dividing net earnings that belong to shareholders, holders of ordinary shares of the company, weighed with the average number of issued ordinary shares during the period.

### 2.23. Distribution of Dividend

Distribution of dividend to shareholders of the company is recognised in the financial statements of the company as liability in the period in which the shareholders of the company approved dividend.

If dividends are published after the date of the balance sheet, but before the financial statements are approved for publications, these dividends are not recognised as liability on the date of the balance sheet,

because they do not meet the criterion of the current liability in line with IAS 37 - Provisions, Contingent Liabilities and Contingent Assets. Such dividends are disclosed in the notes to the financial statements, in line with IAS 1 - Presentation of Financial Statements.

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## **2.24. Related Party Disclosure**

For the purposes of these financial statements, the legal entities are treated as associated if a legal entity has a possibility to control another legal entity or make significant influence on the financial and operational decisions of the other entity, which is defined in IAS 24 Related Party Disclosure.

Relations between the company and its related parties are regulated on a contractual basis and under market conditions. The states of receivables and liabilities on the day of the balance sheet and transactions during reporting periods that occurred with related parties are specially disclosed in the notes to the financial statements.

## **2.25. Fair Value**

The business policy of the company is to disclose information on the fair value of assets and liabilities for which there are official market information even when fair value significantly differs from the book value. In the Republic of Serbia, there is no sufficient market experience, stability and liquidity at purchase and sale of receivables and other financial assets and liabilities since official market information is not available any time.

Therefore, fair value cannot possibly be determined with reliability in the absence of an active market. The management of the company makes assessment of risk, and in cases where it is seen that the value at which assets are kept in business books will not be realised, allowance for impairment is made.

## **3. FINANCIAL RISK MANAGEMENT**

In its regular operation, the company is exposed to certain financial risks to a different scope, such as:

- Credit risk,
- Market risk (which includes risk of change of foreign exchange rates, risk of change of interest rates i risk of price change) and
- Liquidity risk.

Management of risks in the company is focused on endeavour to minimise potential adverse influences on financial state and operations of the company in a situation of unpredictability of financial markets. Risk management is defined in the *Rulebook on the Internal Control System and Risk Management*.

### **3.1. Credit Risk**

Credit risk is risk that one party in the financial instrument, by failure to meet its obligations, causes financial loss to the other party.

Credit risk occurs with cash and cash equivalents, deposits in banks and financial institutions, receivables of legal and natural persons and assumed obligations.

### **3.2. Market Risk**

Risk that fair value or future cash flows of the financial instrument will fluctuate due to the change in market prices. Market risk consists of three types of risks:

- Currency risk,
- Interest rate risk; and
- Other risks of change of price.

#### *3.2.1. Risk of change of foreign exchange rates*

Currency risk is risk that fair value or future cash flows of the financial instrument will fluctuate due to the change in exchange rate.

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Currency risk (or risk of exchange rate changes) occurs with financial instruments that are denoted in a foreign currency, i.e. currency that is not functional currency in which they are weighed.

### *3.2.2. Risk of change of interest rates*

Risk of change of interest rates is risk that fair value or future cash flows of the financial instrument will fluctuate due to the change in market interest rates.

Interest rate risk occurs with interest bearing financial instruments recognised in the balance sheet (e.g. loans and receivables and issued debt instruments) and with some financial instruments that are not recognised in the balance sheet (e.g. some liabilities for loans).

### *3.2.3. Risk of change in price*

Risk of change in price is risk that fair value or future cash flows of the financial instrument will fluctuate due to the change in market prices (other than those that occur from risk of interest rate or currency risk), whether those changes are caused by factors specific for individual financial instrument or its issuer, or the factors influence on all similar financial instruments that are traded in the market.

Risk of change in price occurs with financial instruments due to change, for example, in prices of goods or prices of capital.

## **3.3. Liquidity Risk**

Liquidity risk is risk that the company will have difficulties in settling obligations related to financial liabilities.

## **4. CHANGES IN ACCOUNTING POLICIES AND SUBSEQUENTLY DETERMINED ERRORS**

An amount that changes taxable profit or loss in the tax balance by more than 2% is seen as a substantially important error. If the amount of error is lower, correction is made through the income statement of the current year.

Substantially important effects of changes in accounting policies and subsequently determined errors are corrected retroactively while adjusting comparative data in financial statements, except if it is practically impracticable (then, change in accounting policy applies prospectively).

## 5. INCOME STATEMENT

### 5.1 INCOME FROM SALE OF PRODUCTS

	2016	2015
	RSD thousand	RSD thousand
<b>Domestic market</b>		
Income from sale of goods	3.365	6.255
<b>Total</b>	<b>3.365</b>	<b>6.255</b>
<b>Foreign market</b>		
Income from sale of goods	2.065	1.933
<b>Total</b>	<b>2.065</b>	<b>1.933</b>
<b>In All</b>	<b>5.430</b>	<b>8.188</b>

### 5.2 INCOME FROM SALE OF PRODUCTS AND SERVICES

	2016	2015
	RSD thousand	RSD thousand
<b>Domestic market</b>		
Income from sale of products and services to other associated companies	24	/
Income from sale of products and services	293.004	<b>255.355</b>
<b>Total</b>	<b>293.028</b>	255.355
<b>Foreign market</b>		
Income from sale of products and services	464.142	<b>402.845</b>
<b>Total</b>	<b>464.142</b>	<b>402.845</b>
<b>In All</b>	<b>757.170</b>	658.200

### 5.3 CHANGE IN VALUE OF INVENTORIES OF WORK IN PROGRESS AND FINISHED PRODUCTS

	2016	2015
	RSD thousand	RSD thousand
Work in progress as at 31 December	89.208	67.463
Finished goods as at 31 December	763.817	698.194
Minus:		
Work in progress as at 31 Mart	89.208	67.463
Finished goods as at 31 Mart	1.265.526	1.191.591
<b>Total:</b>	<b>501.709</b>	<b>493.397</b>

#### 5.4 OTHER OPERATING INCOME

	2016	2015
	RSD thousand	RSD thousand
Income from premiums, subventions, donations, compensations and tax returns	2.508	2.378
<b>In All</b>	<b>2.508</b>	<b>2.378</b>

#### 5.5 COSTS OF MERCHANDISE SOLD

	2016	2015
	RSD thousand	RSD thousand
Costs for merchandise sold - wholesale	3.515	7.373
<b>In All</b>	<b>3.515</b>	<b>7.373</b>

#### 5.6 INCOME FROM THE OWN USE OF PRODUCTS, SERVICES AND MERCHANDISE

	2016	2015
	RSD thousand	RSD thousand
Income from the own use of products and services	8.025	8.254
<b>In All</b>	<b>8.025</b>	<b>8.254</b>

#### 5.7 COSTS OF MATERIAL

	2016	2015
	RSD thousand	RSD thousand
Costs of raw material	819.334	716.108
Costs of other material (overhead	16.699	5.635
Costs of fuel and energy	24.155	23.649
<b>In All</b>	<b>860.188</b>	<b>745.392</b>

## 5.8 COSTS OF SALARIES, FRINGE BENEFITS AND OTHER PERSONAL EXPENSES

	2016 RSD thousand	2015 RSD thousand
Costs of net salaries and fringe benefits	164.038	148.878
Tax cost and cost of contributions for salaries and fringe benefits charged to employer	29.047	26.581
Costs of remunerations according to temporary and provisional contracts	24.164	12.703
Costs of remunerations to individuals according to other contracts	2.540	880
Costs of remuneration to director, that is to members of Management Board and Supervisory Board	1.211	1.256
Other personal expenses and remunerations	7.725	9.707
<b>In All</b>	<b>228.725</b>	<b>200.005</b>

## 5.9 COST OF PRODUCTION SERVICES

	2016 RSD thousand	2015 RSD thousand
Transport services costs	9.603	9.472
Maintenance costs	2.555	2.586
Rental costs	13.643	7.807
Fairs exhibit costs	6.918	3.107
Advertising costs	33.950	21.214
Costs of other services	13.467	11.276
<b>In All</b>	<b>80.136</b>	<b>55.462</b>

## 5.10 COSTS OF DEPRECIATION AND LONG-TERM PROVISIONS

	2016 RSD thousand	2015 RSD thousand
Depreciation of intangible assets	22.217	182
Depreciation of buildings	8.857	8.758
Depreciation of equipment and plant	31.549	25.893
Depreciation of investment property	775	706
<b>Total:</b>	<b>63.398</b>	<b>35.539</b>
Provision for compensation of employees	/	13.824
<b>Total:</b>	<b>63.398</b>	<b>49.363</b>

## 5.11 NON-PRODUCTION COSTS

	2016 RSD thousand	2015 RSD thousand
Costs of non-production services	16.878	24.344
Hospitality and entertainment expenses	1.311	2.495
Costs of insurance premiums	2.785	3.331
Costs of payment operations	2.729	4.212
Membership costs	1.128	787
Tax costs	4.585	3.813
Contribution costs	/	13
Other non-production costs	5.961	4.676
<b>In All</b>	<b>35.377</b>	<b>43.671</b>

## 5.12 FINANCIAL INCOME AND EXPENSES

	2016 RSD thousand	2015 RSD thousand
<b><i>Financial income</i></b>		
Interest income	3.912	14.656
Foreign exchange gains	21.261	8.706
Income based on effects of the currency clause	/	44
Other financial income	1.451	45
<b>Total:</b>	<b>26.624</b>	<b>23.451</b>
<b><i>Financial expenses</i></b>		
Expenses from interest - related companies	142	/
Interest expenses	60	1.114
Foreign exchange losses	4.542	11.826
Expenses based on effects of the currency clause	58	555
<b>Total:</b>	<b>4.802</b>	<b>13.495</b>

## 5.13 OTHER INCOME

	2016 RSD thousand	2015 RSD thousand
<b><i>Other income</i></b>		
Collected written-off receivables	30	30
Other not mentioned income	468	316
<b>Total</b>	<b>498</b>	<b>346</b>
<b><i>Income from valuation adjustments of assets</i></b>		
Income from valuation adjustments of financial investment receivables	/	29.944
<b>Total</b>	<b>/</b>	<b>29.944</b>
<b>In All</b>	<b>498</b>	<b>30.290</b>

## 5.14 OTHER EXPENSES

	2016 RSD thousand	2015 RSD thousand
<i>Other expenses</i>		
Losses from sales of materials	7	1
Expenses for humanitarian, cultural, sport and other activities	1.120	673
Costs of disputes	179	839
Expenses from previous years	57	357
Other not mentioned expenses	/	5
<b>In All</b>	<b>1.363</b>	<b>1.875</b>

## 6. BALANCE SHEET

### 6.1. INTANGIBLE ASSETS

Description	Purchase value	Depreciation	Present value
1	2	3	4
Intangible assets	615.953	28.269	587.684
<b>Total</b>	<b>615.953</b>	<b>28.269</b>	<b>587.684</b>

Purchase of intangible assets is mostly (RSD 580,108 thousand) relating to the purchase of industrial technology "Calux Know How and projects" for the production of pellet stoves brands - Brenda Calux. Procurement is carried out by the company Foverome Holdings LTD Limassol, Cyprus.

### 6.2 PROPERTY, PLANT AND EQUIPMENT

Opis	Purchase value	Depreciation	Present value
1	2	3	4
Construction land	63.140	/	63.140
Buildings	1.524.013	534.498	989.515
Plant and equipment	1.866.417	1.308.010	558.407
Investment property	124.205	9.747	114.458
Property, plant, equipment under construction.	508.800	123.750	385.050
Advances for property, plant and equipment	244.616	6.874	237.742
<b>Total fixed assets</b>	<b>4.331.191</b>	<b>1.982.879</b>	<b>2.348.312</b>

### 6.3

### LONG-TERM FINANCIAL INVESTMENTS

Shares in capital represent long-term financial investments in (regular or preferential) shares and market, bank and insurance company shares.

Capital shares are expressed:

- according to the purchase value method, under which an investor expresses its investment at purchase value. The investor recognises income only to the extent in which it receives its part from distribution of retained net profit of user of investment, which is obtained after the day the investor acquired it. A part from distribution that is accepted in the amount higher than such profit is regarded as return of investment and expressed as decrease of purchase value of investment.

- in line with IAS 39, in the manner described in point 3(l).

Shares in capital relate to shares with:

	31.03.2016 RSD thousand	31.12.2015 RSD thousand
<b><i>Other legal entities and other securities available for sale</i></b>		
Jubmes banka (14,415 shares)	66.050	66.050
Gumoplastika	70	70
Komercijalna banka (60) Dunav banka ad, Beograd	97	97
Nikšićanka Department Store	49	30
Regional Economic Development Agency-VEEDA	30	49
Univerzal banka (28,284 shares)	16,970	16.970
Univerzal banka – allowance for impairment	-16,970	-16.970
<b>Total:</b>	<b>66.296</b>	<b>66.296</b>

Long-term investments relate to investments:

	31.03.2016 RSD thousand	31.12.2015 RSD thousand
<b><i>to other associated companies</i></b>		
Pionir DOO - Beograd	539.768	814.455
<b>In All</b>	<b>539.768</b>	<b>814.455</b>

Annex 3 to the Loan Agreement number OKO 7/2014 of 01.07.2015. the interest rate is defined in the amount of 1% per year, and Annex 4 from 30.10.2015. the height of the loan with accrued interest increased to a maximum of 8,000,000.00 eur.

*There is not any incompliance*

#### 6.4 OTHER LONG-TERM INVESTMENTS

	31.03.2016 RSD thousand	31.12.2015 RSD thousand
Other long-term financial investments	79	3
<b>Total:</b>	<b>79</b>	<b>3</b>

#### 6.5 INVENTORIES

	31.03.2016 RSD thousand	31.12.2015 RSD thousand
Material	701.599	714.352
Spare parts	34.658	33.393
Tools and small inventory	973	967
Work in progress	89.208	89.207
Finished products	1.265.526	763.817
Merchandise (Goods, purchase for sale)	131.530	129.815
Paid advances for inventories and services	248.187	45.228
<b>In All</b>	<b>2.471.680</b>	<b>1.776.779</b>

#### 6.6 RECEIVABLES FROM SALE

Sale-based receivables relate to receivables from customers:

	31.03.2016 RSD thousand	31.12.2015 RSD thousand
<i>Sale-based receivables</i>		
Trade receivables - domestic - associated companies	3.955	3.926
Trade receivables - domestic	214.815	169.203
Trade receivables - foreign	285.760	576.098
Minus: Allowance for impairment	144.565	144.565
<b>In All</b>	<b>359.965</b>	<b>604.662</b>

#### 6.7 DEFERRED TAX ASSETS AND LIABILITIES

Deferred tax assets amounting to RSD 21.623 thousand include amounts of profit tax that can be returned in the following period based on deductible temporary differences, unused tax losses and credits. They are recognised to the extent in which it is probable that future taxable profit will be accomplished.

Deferred tax assets by years:

	31.03.2016 RSD thousand	31.12.2015 RSD thousand
Deferred tax assets	21.623	21.623
<b>Net deferred tax assets</b>	<b>21.623</b>	<b>21.623</b>

Settling-off of deferred tax assets and liabilities is allowed.

They relate to derogations between the book and tax depreciation, actuarial statement based on jubilee awards and based on severance pay for retirement.

## 6.8 OTHER RECEIVABLES

Other receivables include:

	31.03.2016 RSD thousand	31.12.2015 RSD thousand
Interest and dividend receivables	931	3.711
Receivables from employees	/	31
Receivables from state authorities and organisations	4.097	3.377
Other short-term receivables	/	/
<b>In All</b>	<b>5.028</b>	<b>7.119</b>

## 6.9 SHORT-TERM FINANCIAL INVESTMENTS

	Currency symbol	Interest rate	31.03.2016 RSD thousand	31.12.2015 RSD thousand
Short-term consumer loans			5.155	5.928
Trade union loans			3.097	4.002
<b>Total</b>			<b>8.252</b>	<b>9.930</b>
<i>Short-term loans to other associated companies</i>				
Krušik akumulatori ad, Beograd	EUR		18.244	18.244
Minus: Allowance for impairment			17.988	17.988
<b>Total</b>			<b>256</b>	<b>256</b>
<i>Other short-term financial investments</i>				
Other receivables			110	/
Societe Generale banka	EUR	2015 2%	1.143.620	1.516.069
<b>Total</b>			<b>1.143.730</b>	<b>1.516.069</b>
<b>Total:</b>			<b>1.152.238</b>	<b>1.526.255</b>

## 6.10 CASH EQUIVALENTS AND CASH

	31.03.2016 RSD thousand	31.12.2015 RSD thousand
<b><i>In RSD:</i></b>		
Current (operating) accounts	7.561	16.196
Cash in hand	206	84
<b>Total</b>	<b>7.767</b>	<b>16.280</b>
<b><i>In foreign currency:</i></b>		
Foreign currency account	71.034	3.753
Foreign currency cash in hand		
<b>Total</b>	<b>71.034</b>	<b>3.753</b>
<b>In All:</b>	<b>78.801</b>	<b>20.033</b>

## 6.11 VALUE ADDED TAX

Value added tax relates to:

	31.03.2016 RSD thousand	31.12.2015 RSD thousand
<b><i>Value added tax</i></b>		
Receivables for value added tax liabilities on other grounds	105.838	40.974
<b>In All</b>	<b>105.838</b>	<b>40.974</b>

## 6.12 PREPAYMENTS AND ACCRUED INCOME

Prepayments and accrued income consists of:

	31.03.2016 RSD thousand	31.12.2015 RSD thousand
<b><i>Prepayments and accrued income</i></b>		
Accrued costs based on liabilities	14.337	21.153
Other prepayments and accrued income	18.815	6.615
<b>In All</b>	<b>33.152</b>	<b>27.768</b>

## 6.13 CORE CAPITAL

Core capital includes the following forms of capital:

	31.03.2016 RSD thousand	31.12.2015 RSD thousand
Equity capital	1,171,240	1,171,240
Other equity capital	46,048	46,048
<b>In All</b>	<b>1,217,288</b>	<b>1,217,288</b>

Equity capital consists of 174,812 common shares of individual nominal value of RSD 6,700.00.

Share capital - common shares include founding shares and emitted controlling shares during the operation, with the right to taking part in the profit of the joint stock company and to a part of bankruptcy estate in line with the articles of association, i.e. decisions on share emission.

Adjustment to the Central Registry of Securities has been made.

Adjustment to the Business Registers Agency has been made.

**Other core capital** has been created by re-booking of sources of out-of-operation assets.

#### **6.14 OWN SHARES PURCHASED**

A decision on acquisition of own shares or other securities of the joint stock company was adopted by the Board of Directors on 18 September 2012.

The company will acquire own shares in the regulated market – Beogradska berza with a view of preventing disturbances in the security market from the values and preventing a higher and immediate damages for the company.

The Board of Directors thinks that the price of the company shares at this point does not reflect fair value of the company and there is a danger, because of non-economic reasons that are not related to the operation, for the share value to decline, and hence, the value of the company that recorded positive business results in the previous years.

Any failure to respond to the decline in prices might damage shareholders, by forming excessive supply at low price, so that potential investors may be misled that shares they intend to buy or own do not have adequate market valuation.

	31.03.2016 RSD thousand	31.12.2015 RSD thousand
Own shares purchased	117.116	117,116
<b>In All:</b>	<b>117.116</b>	<b>117,116</b>

#### **6.15 RESERVES**

Reserves include the following forms of reserves:

	31.03.2016 RSD thousand	31.12.2015 RSD thousand
Legal reserves	131,738	131,738
Statutory and other reserve	545,790	545,790
<b>In All</b>	<b>677,528</b>	<b>677,528</b>

Statutory reserves were obligatorily formed by 2004 in that each year, at least 5% were entered from profit until the reserves reached at least 10% of the core capital; after that, they formed based on the general act of the Company.

Statutory and other reserves are reserves that are formed in line with the general act of the company.

**6.16 GAINS/(LOSSES) BASED ON SECURITIES AND OTHER COMPONENTS OF OTHER COMPREHENSIVE INCOME**

	31.03.2016 RSD thousand	31.12.2015 RSD thousand
	/	/
Gains from investment in proprietary instruments of capital	28.127	28.127
	<b>28.127</b>	<b>28.127</b>

**6.17 RETAINED EARNINGS**

Retained earnings relates to:

	31.03.2016 RSD thousand	31.12.2015 RSD thousand
Retained earnings from previous years	4.779.498	4.018.259
Retained earnings for the current year	24.460	761.239
<b>In All:</b>	<b>4.803.958</b>	<b>4.779.498</b>

**6.18 LONG-TERM PROVISIONS**

Long-term provisions are recognised when:

	31.03.2016 RSD thousand	31.12.2015 RSD thousand
Provisions for costs in warranty period	14.042	14.042
Provisions for jubilee awards	17.728	17.728
Provisions for severance pay	105.382	105.382
<b>In All:</b>	<b>137.152</b>	<b>137.152</b>

Provisions for fees and other benefits of employees done using actuarial assessment. Provision assessment was made by: 2DM Top Business Service – Enterprise for business services doo, Beograd in relation to practical application of requirement IAS 19 – Employee Benefits, and for the needs of calculation of costs and liabilities based on severance pay at retirement and jubilee awards of employees in Alfa-Plam ad, Vranje on 31 December 2015, in line with the actuarial assumptions on 31 December 2015.

## 6.19 SHORT-TERM FINANCIAL LIABILITIES

Short-term financial liabilities include:

	31.03.2016 RSD thousand	31.12.2015 RSD thousand
Other short-term financial liabilities	/	1.622
<b>In All:</b>	/	<b>1.622</b>

## 6.20 LIABILITIES FROM OPERATION

Liabilities from operation relate to liabilities from trade payables:

	31.03.2016 RSD thousand	31.12.2015 RSD thousand
<i>Liabilities from operation</i>		
Advances received, deposits and caution money	119.918	45.711
Trade payables - parent companies	22.536	32.803
Trade payables - other related legal entities	21.957	42.400
Trade payables - domestic	541.272	548.969
Trade payables - foreign	209.494	342.072
<b>In All:</b>	<b>915.177</b>	<b>1.011.955</b>

## 6.21 OTHER SHORT-TERM FINANCIAL LIABILITIES

<i>Liabilities for salaries and fringe benefits (gross)</i>	31.03.2016 RSD thousand	31.12.2015 RSD thousand
Liabilities for net salaries and fringe benefits	34.746	34.281
Tax liabilities and contributions for salaries and fringe benefits charged to employer	26.265	26.372
Tax liabilities and contributions for salaries and fringe benefits charged to employee		
<b>Total</b>	<b>61.011</b>	<b>60.653</b>
<i>Other liabilities</i>		
Interest and financing costs liabilities	1	/
Liabilities for dividend	1.937	1.937
Liabilities for profit share	13	13
Obligations to the employees	1.766	2.036
Liabilities to director, that is to members of Management Board and Supervisory Board	248	304
Obligations to individuals	124	/
Liabilities za short-term provisions	30.339	31.173
Other liabilities	5.959	6.601
<b>Total</b>	<b>40.387</b>	<b>42.064</b>
<b>In All</b>	<b>101.398</b>	<b>102.717</b>

## 6.22 LIABILITIES FOR OTHER TAXES, CONTRIBUTIONS AND OTHER DUTIES

	31.03.2016 RSD thousand	31.12.2015 RSD thousand
Liabilities for taxes, customs duties and other duties from purchase or charged to expenses	61.868	62.163
Liabilities for contributions charged to expenses	294	296
Other liabilities for taxes, contributions and other duties	183	219
<b>In All</b>	<b>62.345</b>	<b>62.678</b>

## 6.23 ACCRUALS AND DEFERRED INCOME

	31.03.2016 RSD thousand	31.12.2015 RSD thousand
Other accruals and deferred income	559	/
Other accruals and deferred income	302	302
<b>In All</b>	<b>861</b>	<b>302</b>

## 7. TRANSACTION WITH ASSOCIATED PERSONS

Account of state of liabilities and receivables from associated companies on 31 March 2016, and accomplished income and expenses from associated parties in 2016 is the following:

In thousand rsd

Name of the company/person	Activity	Role of the person or company in our company	Liabilities	Receivables	Income	Expenses
			as at 31 March 2016 towards our company		1 January 2016 - 31 March 2016 with out company	
AMASIS DOO-BEOGRAD	5510- Hotels and similar accommodation	Parent legal entity	8,238	/	/	2,723
PIONIR-BEOGRAD	1082- Production of cocoa, chocolate and confectionery products	Associated legal entity	4,560	624,375	/	5,127
HOTEL IZVOR DOO - ARANDJELOVAC	5510- Hotels and similar accommodation	Associated legal entity	/	/	/	/
PIONIR DOO-PARAĆIN	1072- Production of rusk biscuit, preserved pastry goods and cakes	Associated legal entity	11,785	/	/	5,045
ALKON GROUP DOO-VRANJE	4120-Construction of residential and non-residential buildings of products to various markets	Associated legal entity	/	5,917	/	260
SLOBODA AD -ŠABAC	5510- Hotels and similar accommodation	Associated legal entity	1,089	/	/	548
TURISTICKI SVET DOO - BEOGRAD	5811- Publishing books	Associated legal entity	/	/	/	60

## 8. OFF-BALANCE RECORDS

	31.03.2016	31.12.2015
	RSD thousand	RSD thousand
Given letters of credit	20.838	/
Received letters of credit	/	1.984
Received guarantees and mortgages	506.693	654.718
Guarantees and sureties given	107.755	82.975
Fixed assets under customs control	6.026	/
<b>In All:</b>	<b>641.312</b>	<b>739.677</b>

## 9. POTENTIAL AND ASSUMED OBLIGATIONS

The company does not have any potential and assumed liabilities.

## 10. EVENTS AFTER BALANCE SHEET DATE

There were no events after the date of the balance sheet that would require disclosure in financial statements.

## 11. EXCHANGE RATES

The official exchange rates of NBS received for calculation of foreign exchange items in balance sheet into functional currency were as follows:

	31 March 2016	31 December 2015
EUR	<b>122,9245</b>	<b>120,2153</b>
USD	<b>108,6001</b>	<b>111,4240</b>

## 12. GOING CONCERN

The management is of opinion that the company is able to continue operation for an indefinite time, in accordance with the going concern principle.

The financial statements were prepared in line with the going concern principle.

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## THE COMPANY OPERATION REPORT



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## ***ABOUT THE COMPANY - GENERAL INFORMATION***

Our main activity is manufacture of heating devices for solid, liquid and gaseous fuel, electric stoves, and a combination of solid fuel-electricity and electricity-gas stoves. Alfa-Plam's products are mainly intended for households.

By the scope of production, the placement and the quality we are the leading manufacturer of heating devices in Serbia and South-East Europe, ranging among the five largest in Europe as well.

At present, we realise the production in 6 technical and technological unities, according to the groups of products, such as:

1. Solid fuel stoves and furnaces
2. Solid fuel fireplaces and furnaces
3. Gas furnaces
4. Stoves, furnaces and fireplaces for floor heating
5. Stoves and hot-plates
6. Furnaces, stoves and pellet boilers

Our total annual production exceeds 160,000 units. We permanently expand the range of products in line with the market demands, and in order to increase the quality of the production we keep introducing new technologies. All our products have adequate domestic and international certificates, thus making us entirely compliant with the strict requirements for placing of products on the EU market.

We sell our products on the domestic market (35%) and on the European market (about 65%). The basic export markets are former Yugoslav republics (Bosnia and Herzegovina, Macedonia, Montenegro, Slovenia and Croatia), and then Germany, Italy, Austria and Poland.



## ABOUT THE COMPANY - REWARDS AND RECOGNITIONS

At the ceremony marking the 11 "Best of Serbia 2014" which is traditionally organized by Serbian Chamber of Commerce, the Ministry of Trade and Economic Review Journal last night in Belexpocentru declared the 24 best brand on the market Srbije. Među winners Alfa Plam is the only company that has won even two awards: "best exporter" and the "introduction of a new brand - Commo." (We recall that the company last year was the recipient of awards for best corporate brand in Serbia in 2013) .In the name of the company Alfa Plam, awards were received Dragi Stojanović - Head of the unit Assembly and Dragan Stojanovic - transport worker, a forklift driver in work unit Welding and locksmith tinsmith jobs, in line with the innovations introduced by the Serbian Chamber of Commerce introduced this year that the awards handed to selected employees.

Goran Kostic, Managing Director of the company in a statement to the media said: "Alfa Plam is among the five largest manufacturers of heating appliances in Europe by recognizing the" best exporter "is the logical outcome of previous business activities, or are all employed itinski happy that the furnace commo declared the best new product that appeared on the market of Serbia in the previous year. This is confirmation that the only good teamwork leads to superior results. In this year's slogan of the event "the best in people," we recognize their own values we build our company. "



In 2015, "Alfa - Plam" a.d. won 2 prizes awarded by Chamber of Commerce and Industry of Serbia: "The best exporter" and "The introduction of a new brand - Commo".



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Organized exclusive magazine TOP SERBIAN BRANDS bestofserbia.rs and portals, published the winners in 58 categories of traditional and prestigious awards:

#### TOP SERBIAN BRANDS - WINNER FOR 2015

This prestigious award is traditionally given at the beginning of each year for the previous year in 58 major categories - solely by the votes of citizens of Serbia, based on independent and objective survey conducted from 11-28.12.2015. as 2,780 adult citizens of Serbia.

The winner of this prestigious award in the category of consumer durables is a product of Alfa-Plam, pellet stove for central heating Commo.



## A.D. "ALFA PLAM" BUSINESS REPORT FOR THE PERIOD JANUARY - MARCH 2016.

### 1. PRODUCTION ACHIEVED

Total production value achieved in the period January - March 2016. is 1.642.687.925,00 RSD and it is increased by 23,5% compared to the same period from the previous year, and decreased by 1,1% compared to the plan.

Description	Achieved in 2015	Operative plan	Achieved in 2016	2016/2015	2016/plan
1	2	3	4	4/2	4/3
AD "Alfa - Plam"	1.330.324.550,00	1.660.756.825,00	<b>1.642.687.925,00</b>	<b>123,5%</b>	<b>98,9%</b>

The results achieved in the production process, expressed in working hours, are 198.361 working hours and they show an increasement of 17% compared to the same period from the previous year.

#### **The results observed at the corporate level of A.D."ALFA PLAM" are:**

Description	Achieved in 2015	Achieved in 2016	2016/2015
Achieved production (in workig hours)	<b>169.501</b>	<b>198.361</b>	117,0
Number of production workers	<b>445</b>	<b>462</b>	103,8
Number of working days	<b>55</b>	<b>57</b>	103,6
Daily effect per one production worker	<b>6,93</b>	<b>7,53</b>	108,7

The presented data above shows that the achieved daily effect per one production worker is 7,53 working hours and it shows a decreasement by 8,7% compared to the same period from the previous year.

## Structure and assortment by groups of heating devices

Group of heating devices	Achieved in 2015	Operative plan	Achieved in 2016	2016/2015	2016/plan
1	2	3	4	4/2	4/3
Solid fuel stoves	27.866	26.738	<b>26.012</b>	93,3%	97,3%
Electrical stoves	5.165	7.836	<b>7.718</b>	149,4%	98,5%
Combined stoves	1.650	2.184	<b>1.751</b>	106,1%	80,2%
Solid fuel furnances	4.878	9.728	<b>9.547</b>	195,7%	98,1%
Other devices	4.868	1.000		0,0%	0,0%
<b>Heating devices in total</b>	<b>39.559</b>	<b>46.486</b>	<b>45.028</b>	<b>113,8%</b>	<b>96,9%</b>

Total production quantity of heating devices for the period January - March 2016. is 45.028 pieces and it is increased by 13,8% compared to the same period from the previous year and by 3,1% compared to the plan.

## 2. SALE ACHIEVED

Total sale value planed for the period January - March 2016. is 668.549.465,47 RSD, achieved sale value for the same period is 668.191.823,88 RSD and it is increased by 18,5% compared to the same period from the previous year and decreased by 0,1% compared to the plan.

Description	Achieved in 2015	Operative plan	Achieved in 2016	2016/2015	2016/plan
1	2	3	4	4/2	4/3
AD "Alfa - Plam"	563.994.973,65	668.549.465,47	<b>668.191.823,88</b>	118,5%	99,9%

### Sale quantity:

Group of heating device	Achieved in 2015	Operative plan	Achieved in 2016	2016/2015	2016/plan
1	2	3	4	4/2	4/3
Solid fuel stoves	8.073	8.959	<b>9.839</b>	121,9%	109,8%
Electrical stoves	6.178	7.122	<b>7.318</b>	118,5%	102,8%
Combined stoves	1.952	2.107	<b>2.100</b>	107,6%	99,7%
Solid fuel furnances	2.332	1.763	<b>2.722</b>	116,7%	154,4%
Gas furnances	255	171	<b>284</b>	111,4%	166,1%
Other devices	1.734	295	<b>2.701</b>	155,8%	915,6%
<b>Hetanig devices in total</b>	<b>18.790</b>	<b>20.122</b>	<b>22.263</b>	118,5%	110,6%

Total sale quantity of heating devices in the period January - March 2016. is 22.263 pieces, which is 18,5% more compared to the same period from the previos year, and 10,6% compared to the plan.

Total net export value achieved in the period January - March 2016. is 3.110.136,09 EUR and it is 6,75% more compared to the same period from the previous year.

### 3. INVENTORY STATUS

Description	Inventory status on 31.03.2015.	Inventory status on 31.03.2016.	2016/2015
1	2	3	3/2
Units of heating devices	<b>55.052</b>	<b>55.614</b>	1,01

## MARKETING ACTIVITIES

### Fairs:

In the period from 24-28. February, the company Alfa-Plam participated in the fair in Verona. On this occasion, the company is the European market presented a rich variety of its products.

Among the many European and world-renowned exhibitors booth Alfa-Plam's caused great interest of visitors. The visitors were mostly attracted a diverse range of products, in the domain of the program on solid fuel and pellet.

Visible progress in product design and mode of exposure in one of the largest fairs in the field of heating shims, did not go unnoticed either by visitors from other parts of the world (Chile, Canada, Australia, Japan ...).



In the period of 10-14th of March, company "Alfa-Plam" a.d. took part at the fair ISH in Franfurth. On this occasion, we presented our brands Alfa-Plam and Calux. Also, in the period of 08-14th of Septembre, we took part at the fair TIF in Solun providing the possibility to many visitors of the fair to make sure in the quality that lasts for decades.



**ALFA PLAM**

**CALUX**  
member of  
ALFA PLAM



### Showroom:

In order to upgrade communication with customers and products presentation , in 2015, we opened showrooms in Belgrade and Sabac.

#### **Belgrade**



An opportunity that gives you the possibility, in an exclusive area of over 400m<sup>2</sup>, familiarize yourself with all the products from the portfolio of Alfa-Plam.

Opening hours:

Mon-Fri 10-20h

Saturday 10-18h

Contact phone in the house: 011 / 30-50-799

Address: Pozeska 65b

## Sabac



An opportunity that gives you the possibility, in an exclusive area familiar with all the products from the portfolio of Alfa-Plam.

Opening hours:

Mon-Fri 10-20h

Saturday 10-18h

Contact phone in the house: 015 / 314-440

Address: Trg Šbačkih zrtava bb

### Activities:

"Alfa-Plam is giving" - In January, within the New Year's activity that started in December the previous year, we continued implementation of the previously started activity. During its realization each buyer of solid fuel and pellet product received a gift package. In addition to the buyers, we also awarded retailers who took part in the selection of "The best salesman in Serbia", based on their delivered fiscal bill.

"Alfa-Plam corner" - Based on the visit of 517 retail stores in the country and previously set criteria, a selection was made that included 40 stores in which "Alfa-Plam corner" was realized. Goal of this action was sale stimulation by exposing different assortment and providing possibility for customers to directly get to know to our products. Besides the products, this action also included different marketing materials.

"New Year's action" - At the time of New Year's and Christmas holidays, "Alfa-Plam" a.d. gave special gift packages to the best retail sellers and distributors.

### "GIZ project"

During 2015, in several cities across the country, was realized GIZ project with the goal of promoting the usage of firewood in households.

Residents of the visited cities, on this occasion, could meet the benefits of using biomass as a fuel, to get information in the ways of using firewoods, all the opportunities of saving, etc. The entire project was supported by the Regional Development Agency Zlatibor and Government of the Federal Republic of Germany.



### Donations:

During 2015, we had investments in the community through different kinds of help and donations in accordance with the concept of social responsibility, such as help provided to the organization "Debra Leptirić" and the "Center for development of local services of social protection" in Vranje.



### Socializing:

At the hotel "Izvor" in Arandelovac, in the period of 23-26th of August, was set a traditional meeting with our business partners. Distributors and their best customers attended the meeting. Through workshops and presentations, we presented them the newest products and gave them the opportunity to give their own suggestions of which new products should "Alfa-Plam" develop in the future.

### Sponsorships:

"Alfa-Plam" a.d. sponsored several concerts, shows and different manifestations in 2015.

### Media advertising:

Several spots were made and published in 2015 as well as advertisement on local and regional tv and radio stations, and printed media.

#### Thematic Bulletin

The company Alfa-Plam as a socially responsible company, concerned about sustainable development and environmental protection. Thematic Bulletin E-gate dedicated to energy efficiency deals with the latest developments in the construction industry. As part of the heating system, the company Alfa-Plam highlights pellets as an environmentally clean fuel and lists the main benefits of heating with wood pellets:

Automatic system that provides complete comfort in the management and maintenance.

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High efficiency saves energy and avoiding environmental pollution. Low emissions and minimum amount of ash due to the characteristics of the fuel and the high capacity utilization in the whole system.



Easy transportation and storage of fuel.

All of the above characteristics indicate that the pellet fuel of the future. Think of environmental protection and energy saving because:

Energy efficiency - investing today, tomorrow, profit!

**Communication:**

All the information on the website are updated and are available on 2 languages (serbian and english). Also, Call Center actively works and it's employees are trained to answer to any question regarding our products.

Call Centre: 017/7 155 155

E-mail: [servis@alfaplam.rs](mailto:servis@alfaplam.rs)



## SOCIAL RESPONSIBILITY

On the global market the quality is proved through continuous improvement of all business segments of a company. Compliance with the requirements of the ISO standard is one of the conditions for participation on the European market. The quality management system of the Alfa-Plam Company meets all the requirements of the SRPS ISO 9001:2008 standard, whose consistent implementation implies:

- high level of quality of products and services,
- stable product development,
- higher share in the market,
- higher profit, and
- easier implementation of the work assignments.

Most of the products meets the following requirements of European and Russian standards “Alfa-Plam” a.d. operates in line with the principles of social responsibility through its care about the environment and the community where it operates, as well s of its employees.All products from the production range are in compliance with the international quality standard

- 1) EN 12815 - European standards for solid fuel stoves
- 2) EN 13240 – European standards for solid fuel furnaces
- 3) EN 14785 – European standards for pellet stoves, furnaces and boilers
- 4) EN 303-5 – European standard for boilers
- 5) BimSch – German protective measures for heating devices
- 6) 15a-BvG – Austrian protective measures for heating devices
- 7) GOST 9817 – 95 - Russian standard for solid fuels stoves and furnaces
- 8) EN 60355-1 – European standard for safety of electrical devices - general requirements
- 9) EN 60335-2-6 – European standard for safety of electrical devices
- 10) EN-55014-1 – European standard for electromagnetic compatibility
- 11) EN 60100-3 – European standard for electromagnetic compatibility
- 12) GOST 52161.2.6 – Russian standard for safety of electrical devices
- 13) GOST R 51377-99 – Russian standard for safety of gaseous devices



Developing a range of products whose operation is based on the use of renewable energy sources, Alfa-Plam a.d. wishes to answer to the needs of all customers that follow the trends and respect the requirements for the environmental protection. Beside the products, the whole quality managements system of the Company meets all the requirements of the SRPS ISO 9001/2008 standard (quality management system), whose consistent application implies: high level of quality of products and services, stable product development, higher market share, higher profit and easier implementation of the work assignments.

## Occupational safety and health:

Alfa-Plam a.d. operates in compliance with the occupational safety and health policy which is verified by the certification of the Company for the application of the OHSAS (Occupational health and Safety) 18001/2005 Standard in 2014. This information is additionally verified by the fact that in 2014



Alfa-Plam a.d. was awarded the *28 April Charter* for the III place in the category of over 250 employees in the area of occupational safety and health for 2013, awarded by the Directorate for Occupational Health and Safety of the Republic of Serbia for the Day of Occupational Health and Safety in the Republic of Serbia.

In line with the adopted policies, conditions of the working environment are inspected periodically once in three years for the winter and for the summer period. Last inspections for the winter period were conducted in January 2012, next inspections are planned for January 2015. Last inspections for the summer period were conducted in 2013, next are expected in 2016. In 2014, tests were conducted with regard to chemical hazards in the department of glass gluing, with the measured value within acceptable limits. In addition, according to the plan for occupational health and safety for 2014, all tests and measurements designed with the plan were performed.

With the purpose of adequate protection, the employees are equipped with modern and high-quality protective equipment which is in line with the standards of the Republic of Serbia and international standards. With the use of this equipment, the risk for occurrence of injuries of employees is significantly smaller. In 2015 there were 8 injuries in total, of 6 minor and 2 severe injuries.

## Environmental protection:

Alfa-Plam a.d. pays special attention to the implementation and enforcement of measures for environmental protection. In 2014, this was confirmed by certification of the Company for the application of ISO 14001: 2005 Standard, Environmental Management System.

As a socially responsible company Alfa-Plam a.d., in order to implement measures to protect the environment and reduce the impact on the environment, observes and implements all legislation such as:

- 1) The Law on Environmental Protection
- 2) The Law on Environmental Impact Assessment,
- 3) The Law on the Protection of the Nature,
- 4) The Law on the Air Protection,
- 5) The Law on the Waters Protection,
- 6) The Law on the Waste Management,
- 7) The Law on Packaging and Packaging Waste



The Company applies procedures and guidance that governs the application and enforcement of the above laws. Emissions of pollutants on technological and energy sources are regularly measured, obtained values with regard to the air quality are recorded. Sampling of the waste water quality is made on a quarterly basis, and the values obtained are reported to the competent state authorities in line with the legal obligation.

As for the waste management, there are places in the Company for temporary disposal of the waste, the waste is classified on the spot. The quantity of waste is duly recorded on a daily, monthly and annual basis. All types of waste that are generated in the Company are managed through authorised companies for collection, transportation, disposal, treatment and recycling of the waste.

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## DESCRIPTION OF MOST SIGNIFICANT RISKS AND CONTINGENCIES THAT THE COMPANY IS EXPOSED TO

The Company has the Rules on internal control and risk management in place. These Rules establish a system of internal controls, procedures for identifying, measuring, assessing and managing risks in the ALFA-PLAM's operation, all in order to increase the efficiency and effectiveness of the activities of the Company in the short- and long-term perspective.

Risk management is a set of practices and methods for risk identifying, measuring and monitoring, including the reporting on the risks that the Company is exposed to or could be exposed to in its operation. The main objective of the risk management is the identification, measurement, confinement and minimising of the expected and potential risks for the Company.

The objective of the Company in the field of risk management is to provide additional guarantees for achieving the strategic goals of the Company through timely identification / prevention of risks, to define effective measures and to ensure maximum effectiveness of the risk management.

In its operation, the Company is particularly exposed to the following risks:

1. **Market risk** - this is the risk of changes in market prices and terms of trade that lead to a lowering of the value of certain financial assets and their packages (portfolios). The market risk includes currency risk, price risk and interest rate risk.
2. **Credit risk** - this is the risk of occurrence of financial loss to the Company as a result of default by the clients or the counterparty in the settlement of contractual obligations. The credit risk is primarily linked to the Company's exposure arising from trade receivables, cash and cash equivalents, deposits in banks and financial institutions, investments in securities, other receivables from legal entities and natural persons.
3. **Liquidity risk** - this is the risk from the possibility of occurrence of negative effect on financial result and the capital of the Company due to inability of the Company to meet due obligations.
4. **Operational risk** - this is the risk of loss due to errors, interruptions or damage that may arise due to inadequate internal procedures, acting by people, systems or external events, including the risk of changes to the legal framework.
5. **Reporting risk** - includes accounting risk, but it is a broader concept because periodic reporting and communication of a company with the external environment and its stakeholders is not limited to the financial statements. Reporting risk, therefore, also applies to other opportunities like deceiving the potential investors by malicious reporting. Availability of information about a company is of the utmost importance and the Company continuously update the same. All information about the Company can be found on [www.alfaplam.rs](http://www.alfaplam.rs), and on the site of the Belgrade Stock Exchange where the Company regularly submits its financial statements on operation.

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6. **Country risk and political risk** - refers to the risk of investing in a particular country, depending on changes in the business environment that may have a negative impact on the realisation of profits or the value of assets in that particular country. As examples of factors that influence the risk of the country the most often cited are the state control of the exchange rate, devaluation, changes in legislation, etc. In addition to these factors, the country risk is also influenced by the factors of (in)stability such as mass protests or civil war that could lead to an increase in operational risk for that company in that particular country. These risks are often associated with political changes, such as changes in macroeconomic policy and social policy, and they are also called political risks.
  7. **Environmental risk** - is defined as the risk of potential harm that the company may suffer due to environmental degradation by the company itself, or by another party if it can have an impact on its operations.
  8. **Compliance risk** - can be defined as the risk the current income and capital of the company to be exposed to losses resulting from violations or non-compliance with laws, rules, regulations, prescribed business practices, internal rules and procedures, and ethical standards.
  9. **Reputational risk** - is the risk of loss of current or future revenues and capital, because of the negative public opinion on the manner of operations of the company. It stems from a negative perception of the partners, shareholders, investors or regulators that could adversely affect the Company's ability to maintain the existing, or establish new business relationships and continued access to sources of funding. Reputational risk involves the inability to sufficiently meet the needs and expectations of customers or unreliable or inefficient delivery systems.

#### **10. Other risks**

For identification and assessment of risk that the Company is exposed to or could be exposed to, the following applies:

- Assessment of the financial and business position of the Company,
- Analysis of the external environment of the Company,
- Analysis of business processes and critical points in business processes,
- Analysis that refer to the placement of new product / market,
- Regular meetings of the management board of the Company, as well as meetings on lower levels,
- Reporting by the Company about performed activities for the own portfolio of the Company,
- Report by the internal auditor,
- Report of the function of monitoring of compliance with relevant regulations,
- Other internal records and reports (analysis of profitability, analysis of operative efficiency, analysis of growth potentials, analysis of the financial structure, DuPont system of analysis).

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## ALFA PLAM DEVELOPMENT STRATEGY

### **Mission**

With common years of work we have created a company that is a leading manufacturer of heaters and stoves in South Eastern Europe. Reputation and tradition oblige us to continue our journey towards achieving the set goals.

Competence staff and possession of specific knowledge of modern technology and improved manufacturing processes make it possible to sell products that have a distinctive quality.

### **Vision**

We are focused on strengthening our leadership position in existing and new markets, by creating a winning team composed of satisfied employees, shareholders, business partners and consumers, while respecting the principles of social responsibility.

In order to come to the ultimate satisfied partner - the consumer, our strategy relates to improving quality, reducing costs and respecting deadlines with the education of the employees.

*We are ready now for everything that will happen tomorrow!*

### **Strategy of quality of:**

- Products
  - Services
  - Processes
- 
- Increase of export > 30 mill. EUR/yr.
  - Decrease of complaints on the products for 50%
  - Sale of pellet and wood boilers in the quantity of over 3000 pieces per year
  - Implemented some of the Kaizen processes (5S, Total productive meaintenance, Kanban...)
  - Development of at least 4 product per year
  - Sale on new markets over 5 million EUR/yr.
  - Standard OHSAS 18001 - Occupational health and safety, and standard EMS 14001 - Environmental management system
  - Opening of retail shops and showrooms in largest cites in Serbia

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### **Strategy of costs of**

- Materials
  - Parts and services
  - Production costs
  - Non-production costs
  - Stocks
- 
- Maintenance of the material, parts and services costs on the same level
  - Reduction of rejects and additional processing by 50%
  - Decrease of stock of materials and parts by 20%
  - Decrease of average annual values of finished goods stocks by 30%

### **Observance of deadlines**

- Delivery to buyers
  - Finishing of production
  - Completion of projects in full and on time
- 
- Average realisation of the monthly production plans 99%
  - Delivery of products to buyer within 2 days
  - Managing of project with clearly defined phases, project managers, communication and timely inclusion of necessary

### **Human resources**

- Development
  - Training
  - Performance management
- 
- Implemented system for reward and promotion to individual worker
  - Implemented system for merit-based annual increase of salaries (within the defined budget), not linear
  - Entering of CVs of each employee in the Register with records of training, rewards, penalties ...
  - All employees in the sales / purchase department speak English
  - Decrease sick leaves to < 4%

### LUCA

kW	8,37 kW
mm	500 x 470 x 940 mm
mm	80 mm
kg/h	0,82 / 2,03 kg/h
h	28 h
kg	23 kg
m²	140 m²
m²	54 m²
kg	170 / 128 kg
%	84,55 %



### COMMO COMPACT

kW	25 kW
mm	900 x 642 x 1222 mm
mm	80 mm
kg/h	22,57 kg/h
h	25,5 h
kg/h	1,48 / 5,05 kg/h
h	30 h
kg	45 kg
m²	168 - 376 m²
m²	65 - 145 m²
kg	230 / 259 kg
%	90,75 %



### ALFA 90 H DOMINANT

kW	8 kW
mm	900 x 600 x 850 mm
mm	490 x 490 x 260 mm
mm	120 mm
m²	133 m²
m²	51 m²
kg	145 / 164 kg
%	76,3 / 77%



### COMMO 21

kW	20,78 kW
mm	982 x 620 x 1200 mm
mm	80 mm
kg/h	2,52 kg/h
kg/h	12,86 kg/h
h	32 h
kg/h	1,7 / 5,05 kg/h
h	26,5 h
kg	45 kg
m²	136 - 346 m²
m²	48 - 123 m²
kg	196 / 225 kg
%	84,29 %



### AMELIA

kW	7 kW
mm	120 x 480 x 967 mm
mm	80 mm
kg/h	0,9 / 1,7 kg/h
h	25,5 h
kg	23 kg
m²	115 m²
m²	45 m²
kg	125 / 142 kg
%	87 %



### GRANDE

kW	7,30 - 28 kW
mm	1070 x 740 x 1400 mm
mm	80 mm
kg/h	28 kg/h
h	24 h
kg/h	1,7 / 6,7 kg/h
h	118 h
kg	200 kg
m²	270 - 666 m²
m²	80 - 180 m²
kg	250 / 245 kg
%	91,4 %



### DINO

kW	16,5 kW
mm	1274 x 568 x 1237 mm
mm	80 mm
kg/h	2 kW
kg/h	14,5 kW
h	32 h
kg/h	1,3 / 3,7 kg/h
h	34,6 h
kg	45 kg
m²	124 - 275 m²
m²	47 - 106 m²
kg	181 / 222 kg
%	94 %



### PREMIER K

kW	7 kW
mm	580 x 534 x 1125 mm
mm	130 mm
m²	116 m²
m²	44 m²
kg	215 / 245 kg
%	77 / 82 %



## DATA ON ACQUIRED OWN SHARES

At the date of preparation of this report, the Company has a total of 17,480 shares, which on the day of 31.03.2016. makes 9.99931% of the total number of shares. Own shares are acquired by the decision of the Board of Directors on 18 September 2012.

The decision was made in order to protect the interests of shareholders, secure implementation of the development plans of the Company and preventing the immediate and significant damage to the Company.



## INFORMATION ON SIGNIFICANT TRANSACTIONS BETWEEN RELATED PERSONS

In the course of 2016 the Company entered into business relations with its related legal entities. The most significant transactions with related legal entities in the aforementioned periods related to the provision of services.

### Company for tourism production and trading AMASIS DOO, Belgrade

Basic information	Legal form	Limited Liability company
	ID Number	17243047
	TIN	101018106
	Seat	Požeška 65 B, Beograd - Čukarica
	Code of activity	5510- Hotels and similar accomodation

### Company for production of chocolate, candies and bakery products PIONIR DOO, Beograd

Basic information	Legal form	Limited Liability Company
	ID Number	17450689
	TIN	102248114
	Seat	Požeška 65 B, Beograd - Čukarica
	Code of activity	1082-Manufacture of cocoa, chocolate and sugar confectionery

### Company for production of dairy products, mill products and chocolate PIONIR PARAĆIN doo, Beograd

Basic information	Legal form	Limited Liability Company
	ID Number	17510142
	TIN	103073992
	Seat	Požeška 65 B, Beograd - Čukarica
	Code of activity	1072-Manufacture of rusks and biscuits; manufacture of preserved pastry goods and cakes

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**Company for tourism and catering Hotel IZVOR doo, Aranđelovac**

Basic information	Legal form	Limited Liability Company
	ID Number	17398105
	TIN	100902352
	Seat	Mišarska 2 B, Aranđelovac
	Code of activity	5510- Hotels and similar accomodation

**ALKON GROUP DOO, Vranje**

Basic information	Legal form	Limited Liability Company
	ID Number	17370847
	TIN	100405863
	Seat	Beogradska 45 a, Vranje
	Code of activity	4120 - Construction of residential and non-residential buildings

**Company for catering and tourism SLOBODA AD, Šabac**

Basic information	Legal Form	Limited liability Company
	ID Number	6494293
	TIN	100082060
	Seat	Trg šabačkih žrtava bb, Šabac
	Code of activity	5510-Hotels and similar accomodation

**Company for publishing, marketing, consulting and engineering  
TURISTIČKI SVET DOO BEOGRAD**

<i>Basic information</i>	Legal Form	Limited liability Company
	ID Number	17240706
	TIN	101670012
	Seat	Požeška 65 b, Beograd
	Code of activity	5811-Publishing books

In thousand RSD

**STRUCTURE OF INCOME AND EXPENSES OF RELATED LEGAL ENTITIES**

Partner	Note	Income in 2016	Expenses in 2016
AMASIS DOO -BEOGRAD	Parent company		2.723
PIONIR - BEOGRAD	Related company		5.127
A HOTELI DOO - ARANĐELOVAC	Related company		/
PIONIR DOO - PARAĆIN	Related company		5.045
ALKON GROUP DOO - VRANJE	Related company		260
SLOBODA DOO-ŠABAC	Related company		548
TURISTIČKI SVET DOO - BEOGRAD	Related company		60
<b>TOTAL</b>			<b>13.763</b>

in thousand RSD

**STRUCTURE OF RECEIVABLES AND LIABILITIES AGAINST RELATED LEGAL ENTITIES**

Partner	Note	Receivables in 2015	Liabilities in 2015
AMASIS DOO -BEOGRAD	Parent company	8.238	
PIONIR - BEOGRAD	Related company	4.560	624.375
A HOTELI DOO - ARANĐELOVAC	Related company		
PIONIR DOO - PARAĆIN	Related company	11.785	
SLOBODA DOO-ŠABAC	Related company		5.917
ALKON GROUP DOO - VRANJE	Related company	1.089	
TURISTICKI SVET DOO - BEOGRAD	Related company	/	/
<b>TOTAL</b>		<b>25.672</b>	<b>630.292</b>

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## **STATEMENT OF PERSONS RESPONSIBLE FOR THE PREPARATION OF THE REPORT**





### Statement

According to my cognition, the quarterly report of Metal Industry ALFA-PLAM AD Vranje for the first three months of year 2016 is composed with the application of appropriate IFRS and provides accurate and objective data about assets, liabilities, financial position and operation, revenues and expenses, cash flows and changes in equity of the company.

Vranje, May 2016.

Managing Director

Goran Kostic



Executive Director

Branislav Popovic

M.P.

**Akcionarsko društvo Metalna industrija ALFA-PLAM**  
17500 Vranje, Radnička 1; Poštanski fah 85; Upisano u Registar Privrednih subjekata BD 14264/2005; PIB 100402750  
Tekući računi: Banca Intesa ad Beograd: 160-7007-07; Societe Generale banka Srbija: 275-0010221807082-07  
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web: [www.alfaplam.rs](http://www.alfaplam.rs)  
e-mail: [firma@alfaplam.rs](mailto:firma@alfaplam.rs)



### *Declaration*

In accordance with the Capital Market Law ("Official Gazette" No. 31/2011) it is stated that the financial statements for the first three-months of year 2016 have not been revised.

U Vranju, May 2016

Managing Director

Goran Kostic



  
Executive Director

Branislav Popovic



M.P.

**Akcionarsko društvo Metalna industrija ALFA-PLAM**  
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