

**no. 4/2015 ADDENDUM**  
**for the ADMINISTRATION CONTRACT**  
**no. ....../2014**

*Taking into account:*

- the provisions of no. 109/2011 Government Emergency Ordinance on corporate governance of public enterprises, as subsequently amended and supplemented, hereinafter referred to as " no. 109/2011 G.E.O. "
- provisions of no. 31/1990 Law on companies, republished, as subsequently amended and supplemented, hereinafter referred to as " no. 31/1990 Law ;
- the Articles of Incorporation of Conpet S.A. Ploiesti disposals ;
- the provisions of the Regulation of Organization and Functioning of the BoA approved by no. 1 / 24 March 2015 Ordinary General Meeting of Shareholders Decision;
- provisions of Art. 1913 and the following, and also art. 2009 and the following of no. 287/2009 Law on the Civil Code, as subsequently amended and supplemented;
- the decision of no. 6 / 28 November 2013 Ordinary General Meeting of Shareholders of election / appointment of administrators at the company for a 4 years mandate;
- the decision of no. 3 / 27 March 2014 Ordinary General Meeting of Shareholders approving the Administration Plan and the Contracts Management;
- The decision of the Ordinary General Meeting of Shareholders no. 3/10.06.2015 for approving the IEB for 2015 year.

Pursuant to art. 34 of the Administration Contract no...../2014

**The Contracting Parties:**

**A. Conpet S.A. Company**, with headquarters in Ploiești, no. 1 – 3Anul 1848 street, Prahova District, registered at the Trade Registry Office around Prahova Court under no. J 29/ 6 /22.01.1991, unique registration code RO 1350020, COD IBAN RO38RNCB0205044865700001 open at BCR Ploiesti represented by Mr. / Mrs. ...., citizen ....., with residence in ....., legitimized with..... issued on the date of ....., by ....., having the Numerical Personal Code ....., designated by the OGMS, by Decision no. .... / ....., in the capacity of **principal („ the Company”)**

**and**

**B. Mr./ Mrs.**....., citizen ....., with residence in ....., legitimized with ..... issued on the date of ..... by ....., having the Numerical Personal Code ....., in the capacity of **administrator or mandatory („Administrator/ Mandatory”)**

**Agree on modification and completion of the Administration Contract no. ...., as it follows:**



**Art.1** Annex 1 to the Administration Contract, containing the objectives and the performance indicators for the administrators of the company during the Management Contract and Annex no: 1.1. at the Contract of administration, including the objectives and performance indicators for the company administrators for the year 2015, is completed accordingly, in conjunction with the income and expenses budget for the year 2015, approved by Government Decision no. ....and by no.3/10.06.2015 O.G.M.S. decision.

Art. 2. The remaining clauses of the Management Contract no. .... shall remain unchanged.

In witness whereof we have concluded today ..... in 2 (two) original copies, this addendum for the Administration Contract no...../2014, the parties stating also that each one has received one copy after its signing.

CONPET S.A.

Administrator

by: Mr./Mrs. \_\_\_\_\_

Mr./Mrs. \_\_\_\_\_

Mandate no. /.....



Objectives and performance indicators for directors, during the Administration Contract period, calculated upon the data from IEB for the year 2015

No.	Objective / performance indicator	Performance Objective	Measuring	MU	share	accomplished in 2014	Value of indicators		
							2015	2016	2017
1	EBITDA	1% increased towards the previous level of the previous year for 2014 and 2.5% for the years 2015-2017	annually	% towards the previous year	25%	101 264 thousand lei	106 419 thousand lei	106 639 thousand lei	106 638 thousand lei
2	The decrease in operating expenses	1.5% lower compared to the previous level of the previous year starting with 2015 given that the level recorded in 2014 is less than or equal to that one of 2013	annually	% in turnover	25%	92.86%	92.23%	92.82%	92.37%
3	Labour productivity growth	Increase of the medium revenue per employee with 3% per year, the average of the years 2014-2017	annually	% towards the previous year	25%	236 thousand lei	237 thousand lei	249 thousand lei	247 thousand lei
4	The decrease of the total number of technical failures	4% reduction, on average, per year, from the level of 116 technical failures recorded in 2013	annually	% towards the previous year	10%	79	76	73	70
5	Visibility increase at BSE	Active tracking of CONPET progress made by brokerage firms materialized through analysis reports made by analysts of the respective houses ( weight in indicator 50%) for the year 2014- 1 brokerage firm in the top 10 according to the classification established by BSE at the report issuing time/for the years 2015&2017-2 brokerage firms in the top 10 according to the classification established by BSE at the report issuing time.	annually	% from 100%	15%	100%	100%	100%	100%
		Position keeping in TOP 25 of the issuers after capitalization under the terms when shall not be considered the new firms that will enter at category I at BSE during the analyzed period 2014-2017 ( weight in indicator 50%)							

Director of the company  
 Director of the company  
 Director of the company



*[Handwritten signature]*