

Objectives and Performance Indicators for the Administrators for the period January - December 2015

No. Crt.	Objective/ Performance Indicator	Performance Objective	MU	Period (01.01.-31.12.2015)		The degree of completion	Weighting coefficient	The degree of completion of the performance indicators (%)
				According to Administration Contract Annex 1.1	Achievements			
0	1	2	3	4	5	6	7	8=6x7
1	EBITDA	1% increase as compared to the previous level of the preceding year for 2014 and 2.5% for 2015-2017	Thousand RON	107,673	120,555	111.96(%)	25%	27.99%
2	Decrease of operating expenses	1.5% reduction as compared to the previous level of the preceding year starting 2015, when the level recorded in 2014 is smaller or equals the one recorded in 2013	Thousand RON	92.11 %	90.27%	102.04%	25%	25.51%
3	Labour productivity growth	Increase of the average income per employee by 3% per year the average of 2014-2017	Thousand RON/person	239	243	101.47%	25%	25.37%

4	Decrease in the total number of technical breakdowns	4% reduction, on average, per year, as compared to the level of 116 technical breakdowns registered in 2013	No. of technical breakdowns	76	56	135.71%	10%	13.57%
5	Enhance visibility on the BSE	Active tracking, by the brokerage houses, of CONPET evolution, materialized in analysis reports drafted by analysts working therein (50% weight in the indicator) for 2015&2017 – 2 brokerage companies in TOP 10 according to the classification established by the BSE at the issuing date of the report; Holding the position in Top 25 issuers according to capitalization considering that there will not be considered the new companies to be included in the I st Tier of Bucharest Stock Exchange during the examined period 2014-2017 (50% weight in the indicator)	% din 100%	100%	100%	100.00%	15%	15.00%
Total - the degree of completion of the performance indicators								107.44%

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