

Annex 5

OBJECTIVE AND PERFORMANCE INDICATORS OF THE ADMINISTRATORS FOR JANUARY- DECEMBER 2016

Crt. No.	Objective/ Performance Indicator	Performance Objective	MU	Period		Degree of performance (%)	Weighting coefficient	Degree of performance of performance indicators (%)
				1.010-31.12.2016 As per Annex 1.1. Administration Contract	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	118,021	120,621	102.20%	25%	25.55%
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	%	90.56%	86.63%	104.34%	25%	26.08%
3	Labour productivity growth	Increase of the average revenue per employee by 3% per year the average of 2014-2017	Thousand RON/person	240	246	102.50%	25%	25.62%
4	Decrease in the total number of technical	4% reduction, on average, per year, as compared to the level of 116 technical breakdowns registered in 2013	No. of technical breakdown	54	30	144.44%	10%	14.44%

	breakdowns							
5	Enhance visibility on the BSE	<p>Active tracking, by the brokerage houses, of CONPET evolution, materialized in analysis reports prepared by analysts working therein (50% weight in the indicator) for 2014 - 1 brokerage firm in TOP 10 as per the classification established by the BSE at the issue date of the report/for 2015&2017 – 2 brokerage companies in TOP 10 according to the classification established by the BSE at the issuing date of the report;</p> <p>Holding the position in Top 25 issuers according to capitalization given that there will not be considered the new companies to be included in the Ist Tier of Bucharest Stock Exchange during the examined period 2014-2017 (50% weight in the indicator)</p>	% in 100%	100%	100%	100%	15%	15%
Total – degree of achievement of the performance indicators								106.70%

Economic Director
Econ. Sanda Toader

Head of Controlling and Budgeting
Sîrbu Ștefan Sorin

Head of the Management Reportings and Budget
Econ. Burlacu Rodica

Annex 1.1.**Objectives and Performance Indicators for the Administrators related to 2017, Calculated Based on 2017 REB (Rom. BVC) data**

Crt. No.	Objective/ Performance Indicator	Performance Objective	Measurement	MU	Weighting coefficient	Q1	Q2	Q3	Q4	2017
1	EBITDA	1% increase as compared to the previous level of the preceding year for 2014 and 2.5% for 2015-2017	annually	% as compared to the previous year	25%	26,485 thousand RON	59,916 thousand RON	94,007 thousand RON	125,610 thousand RON	125,610 thousand RON
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	annually	% in turnover	25%	93.04%	89.00%	87.52%	88.00%	88.00%
3	Labour	Increase of the average revenue per		% as		58	118	180	245	245

	productivity growth	employee by 3% per year the average of 2014-2017	annually	compared to the previous year	25%	thousand RON	thousand RON	thousand RON	thousand RON	thousand RON
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	annually	% as compared to the previous year	10%	6	13	21	29	29
5	Enhance visibility on the BSE	Active tracking, by the brokerage houses, of CONPET evolution, materialized in analysis reports prepared by analysts working therein (50% weight in the indicator) for 2014 - 1 brokerage firm in TOP 10 as per the classification established by the BSE at the issue date of the report/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 given 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)	annually	% in 100%	15%	100%	100%	100%	100%	100%

CONPET S.A.

By: Mr./Ms.
Proxy no...../.....

Administrator
Mr./Ms.