

**FINANCIAL AND NON-FINANCIAL KEY PERFORMANCE OBJECTIVES AND
INDICATORS for ADMINISTRATORS achieved between 01.01.2018 – 31.12.2018**

Crt. no.	Performance indicator	Performance objective	MU	(PERIOD 01.01.-31.12.2018)			Degree of achievement (%)	KPI weights for the settlement of the remuneration	Degree of achievement of the KPIs
				According to Annex 1 from the Contract of Mandate		Achievements			
A. Financial Key Performance Indicators: (25%)									
1.	Outstanding payments	Level zero	Thousand RON	0		0	100.0%	2%	2.00%
2.	The decrease of the operating expenses = (Operating expenses– Impairments of assets and impairments of provisions)/ Turnover	The maintenance of the share of expenses in the turnover at the level assumed by the Administration Plan	%	80.80%		78.52%	102.8%	8%	8.23%
3.	Adjusted EBITDA = Operating profit - write-back of the reserve out of the modernization quota + Expenses regarding the settlement of the modernization quota + Impairments of tangible and intangible assets, here included the revaluation differences).	Realization of adjusted EBITDA target assumed by the Administration Plan	Thousand RON	108,443		123,740	114.1%	10%	11.41%
4.	Labor Productivity	Realization of the labor productivity level provided in the annual approved Budget	Thousand RON/pers.	251		256	102.0%	5%	5.10%
B. NON- FINANCIAL KEY PERFORMANCE INDICATORS: 75%									
B1 OPERATIONAL: 25%									
5.	Framing within the specific consumptions for the crude oil transport (does not include the crude oil quantity lost during provoked breakdowns or in case of breakage	The target value lower than the value of the maximal technological consumption, for crude oil	%	Domestic crude oil ≤0.361% Achieved:0.309%	0.318%*)	0.219%	131.13%	3%	3.93%
			Lukoil import crude oil: ≤0.29% Achieved: 0.115%						

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				According to Annex 1 from the Contract of Mandate		Achievements			
	resulting in contamination, where the owners do not ease access for remedy).			Petrom import crude oil ≤0.143% Achieved: 0.138%					
				Midia import crude oil ≤0.108% Achieved 0.097%					
6.	Monitoring the annual specific electricity average consumption for technological purposes	Maintenance of the annual electricity average specific technological consumption at a level of max 3.3 Kwh/to	Kwh/to	Max3.3 Kwh/to	3.3	2.85	100.00%	2%	2.00%
7.	Achievement of the investments financed out of the modernization quota	Min. Realization 95% of the annual Investments Plan financed out of the Modernization Quota	%	≥95 %	95%	100%	100%	20%	20.00%
B2 OF CORPORATE GOVERNANCE: 50%									
8.	Implementation/development of the internal control management system in compliance with the legal requirements in force	100% achievement of the actions included in the program	%	100%	100%	100%	100%	20%	20%
9.	Duly reporting of the degree of achievement of the performance indicators of the company	Framing within the reporting due deadlines	%	100%	100%	100%	100%	20%	20%
10.	Boost institutional integrity by inclusion of the measures to mitigate corruption as an element of the management plan	Minimum 90% achievement of the measures assumed by the approved Integrity Plan	%	≥90 %	90%	100%	100%	10%	10%
Total degree of achievement of the performance indicators:									102.67%

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