

**OBJECTIVES AND FINANCIAL AND NON-FINANCIAL KEY PERFORMANCE INDICATORS FOR DIRECTORS WITH MANDATE CONTRACTS achieved between
01.01.2022 - 31.12.2022**

Crt.no.	Performance indicators	Performance objective	MU	(Period 01.01.-31.12.2022)			Degree of achievement KPIs (%)	KPIs weights for the settlement of the remuneration	Degree of achievement KPIs (%)
				Target values		Achieved values			
A. FINANCIAL KEY PERFORMANCE INDICATORS: 50%									
1	Outstanding payments	Level zero	Thousand RON	0		0	100.0%	5%	5.0%
2	The decrease of the operating expenses = (Operating expenses – Value adjustments of assets and provision adjustments)/Turnover	The maintenance of the share of expenses in the turnover at the level assumed by the Administration Plan	%	81.3%		84.8%	95.8%	20%	19.2%
3	Adjusted EBITDA = Operating profit - write-back of the reserve out of the modernization quota + Expenses regarding the settlement of the modernization quota + Value adjustments of tangible and intangible assets, here included the revaluation differences.	The realization of adjusted EBITDA target assumed by the Administration Plan	Thousand RON	101,785		133,253	130.9%	20%	26.2%
4	Labor Productivity	Achievement of the labor productivity level provided in the annual approved Budget	Thousand RON/person	347		356	102.6%	5%	5.1%
B. NON-FINANCIAL KEY PERFORMANCE INDICATORS: 50%									
B1. OPERATIONAL: 30%									
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 resulting in contamination, where the owners do not ease access for remedy).	The target value lower than the value of the maximal technological consumption, for crude oil	%	Domestic crude oil \leq 0.361% Achieved = 0.355%					
				Import crude oil Lukoil \leq 0.290% Achieved 0.180%			0.292%	0.247%	
				Import crude oil Petrom \leq 0.143 % Achieved 0.140%					115.6%
				Import crude oil Midia \leq 0.108% Achieved 0.100%					5%
									5.8%

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6	Monitoring of the annual electricity average specific consumption for technological purposes	Maintenance of the annual electricity average specific technological consumption at a level of max 3.3 Kwh/to	Kwh/to	Max 3.3 Kwh/to	3.3	2.65	100.0%	5%	5.0%
7	Achievement of the investment financed out of the modernization quota	Min. Achievement 95% of the annual Investments Plan financed out of the Modernization Quota	%	≥ 95 %	95%	239.0%	100.0%	20%	20.0%
B2. OF CORPORATE GOVERNANCE: 20%									
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%	100.0%	10%	10.0%
9	Duly reporting of the degree of achievement of the performance indicators of the company	Framing within the reporting due deadlines	%	100%	100%	100%	100.0%	5%	5.0%
10	Growth of 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%	100.0%	5%	5.0%
Total degree of achievement of the performance indicators									106.3%

*) Average technological consumption (calculated according to each type of transport)

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