List of the main key performance indicators

№	Indicator	Percentage	Forecast (target) value	Actual value	Rate of implementation	KPI
	A	B	C	D	E	F
1	Implementation of the forecast of net sales revenue (in thousand sums)	20	57 342 500	67 890 618	118,39	23,68
2	Implementation of the forecast of net profit (loss) (in thousand sums)	20	29 571 237	47 711 180	161,34	32,27
3	Return on assets	20	0,30	0,55	183,33	36,67
4	Coverage ratio (solvency)	20	16,98	29,85	175,80	35,16
5	Financial independence ratio	20	17,56	35,26	200,80	40,16
6	Dividend yield (in thousand sums)*					
7	**TSR -** Total Shareholders Return (in billion sums)					
TOTAL:		**100**			**839,66**	**167,93**

* To be filled in after dividend accrual.

List of additional key performance indicators

№	Indicator	Percentage	Forecast (target) value	Actual value	Rate of implementation	KPI
	A	B	C	D	E	F
1	**EBIT** - Earnings Before Interest, Taxes (in billion sums)	10	28,17	46,17	163,89	16,39
2	**EBITDA -** Earnings Before Interest, Taxes, Depreciation & Amortization (in billion sums)	10	28,50	46,39	162,79	16,28
3	**CIR -** Cost Income Ratio	10	0,51	0,32	62,75	6,27
4	**ROCE -** Return on Capital Employed	5	0,15	0,50	333,33	16,67
5	**ROE -** Return On Equity	5	0,15	0,50	333,33	16,67
6	Absolute liquid ratio	15	3,61	9,20	254,85	38,23
7	Accounts payable turnover (in days)	5	9,16	10,65	86,01	4,30
8	Accounts receivable turnover (in days)	5	7,48	5,84	128,08	6,40
9	Fixed assets depreciation ratio	3	0,12	0,31	38,71	1,16
10	Productivity (in thousand sums)	10	955 708	1 191 063	124,63	12,46
11	Fixed assets renewal ratio	2	0,0	0,17	0,0	0,0
12	Capital productivity	10	3,93	17,54	446,31	44,63
13	Personnel training costs, per employee (in thousand sums)	5	6039	783,65	12,98	0,65
14	Staff turnover ratio	5	0,92	0,92	100,0	5
TOTAL:		**100**			**2 247,65**	**185,11**