

EXCERPT
from
DECISION NO. 42
dated 19.12.2023
The Board of Directors (BoD) of “CONPET” SA
convened on 19.12.2023
DECIDES:

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Art. 19. a) To approve the level of the variable component of the mandate contract Directors' remuneration, amounting to 12 gross fixed monthly allowances for the Director General, the Deputy Director General and the Economic Director, for each year of mandate, within the general limits thereof, approved by the OGMS Resolution no. 6/ 19.12.2023.

b) To approve the method of calculating and awarding the variable component of the remuneration of Directors with mandate contract, as per the proposal outlined in the Nomination and Remuneration Committee Report no. 45588/ 19.12.2023.

c) To approve the financial and non-financial key performance indicators of the Directors with mandate contracts, as established by the OGMS Resolution no. 6/19.12.2023.

d) To approve the maintaining of the gross fixed monthly allowance of Directors as provided by their mandate contract.

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CHAIRMAN OF THE BOARD OF DIRECTORS
CRISTIAN - FLORIN GHEORGHE