

**GROSS MONTHLY FIXED ALLOWANCE FOR THE EXECUTION OF THE MANDATE  
GRANTED TO THE ADMINISTRATOR OF THE BOARD OF ADMINISTRATION OF  
CONPET S.A. AT THE DATE OF  
22.08.2018**

**I. The means of calculation of the gross average earnings over the last 12 months,**  
calculated based on the earnings communicated by the Romanian Institute of  
Statistics pursuant to Letters no. 37964/27.07.2018 and 36650/27.04.2018:

MONTH	YEAR	*GROSS MONTHLY AVERAGE EARNINGS COMMUNICATED BY THE ROMANIAN INSTITUTE OF STATISTICS	** INCREASE EGO 79/2017	GROSS MONTHLY AVERAGE EARNINGS INFLUENCED BY INCREASE EGO 79/2017
<b>0</b>	<b>0</b>	<b>RON</b>	<b>(%)</b>	<b>RON</b>
06	2017	4,816	20%	5,779
07	2017	4,946	20%	5,935
08	2017	5,251	20%	6,301
09	2017	5,077	20%	6,092
10	2017	5,082	20%	6,098
11	2017	5,001	20%	6,001
12	2017	6,338	20%	7,606
01	2018	6,210		6,210
02	2018	6,016		6,016
03	2018	6,259		6,259
04	2018	6,480		6,480
05	2018	6,491		6,491
<b>GROSS AVERAGE EARNINGS</b>		5,664		<b>6,272</b>

\*The monthly gross average earnings for the months of June and July will be available starting 07.08.2018, respectively 07.09.2018 - 9:00 A.M., as per the Press Calendar of the Romanian Institute of Statistics.

\*\*The 20% percentage applied in 2017 over the monthly gross average earnings submitted by the Romanian Institute of Statistics is equal to the percentage related to the augmentation of the gross basic salaries of CONPET S.A. employees starting with January 1, 2018, following the negotiation of the Collective Labor Agreement, given the EGO no. 79/2017.

**II. The gross monthly fixed allowance for the execution of the mandate granted at 22.08.2018: 6,272 RON\* 2 = 12,544 RON.**

The gross monthly fixed allowance is calculated by twice the average over the last 12 months of the monthly gross average earnings for the activity performed, as per the core business registered by the company, at the level of class as per the classification of the activities in the national economy, communicated by the Romanian Institute of Statistics prior to the appointment as administrator in the Board of Administration of CONPET S.A., pursuant to Letters no. 37964/27.07.2018 and 36650/27.04.2018.