

*Subject to analysis and endorsement in the BoD meeting dated \_\_\_\_\_ and approval in the O.G.M.S. meeting dated \_\_\_\_\_*

12662/12.04.2021

**ENDORSED,**  
**The Board of Directors**  
**by BoD Decision no. \_\_\_\_\_ dated \_\_\_\_\_**  
**Chairman of the Board of Directors**  
**Eng. CRISTIAN- FLORIN GHEORGHE**

**Note to the OGMS**  
**regarding the approval of the Policy for remuneration**  
**of administrators and directors with a mandate contract**

According to Art. 39 Para (3) of EGO 109/2011 on the corporate governance of public institutions, the Policy for remuneration of administrators and directors with a mandate contract within the unitary system shall be published on the Company's website under the care of the Board of Directors.

The Policy for remuneration of administrators and directors with a mandate contract is published on the company's website, according to BoD Decision no. 13/18.06.2020, namely [www.conpet.ro/](http://www.conpet.ro/) Corporate Governance/Board of Directors.

In accordance with the provisions of Article 92<sup>1</sup> of Law no. 24/2017 *regarding the issuers of financial instruments and market operations*, as amended and supplemented, the Policy for remuneration of administrators and directors with a mandate contract, drawn up by the Nomination and Remuneration Committee and endorsed by BoD Decision no. 6/07.04.2021, shall be submitted for endorsement to the Board of Directors and for approval to the Ordinary General Meeting of Shareholders.

**The Chairman of the Nomination and Remuneration Committee**  
**PhD. Eng. Mihai – Adrian Albulescu**