

Total personnel expenses of Conpet SA incurred in 2021  
(personnel expenses and expenses for training and professional development)

1. Personnel expenses incurred in 2021

Indicators (thousand RON)	2021
<b>Personnel expenses, of which:</b>	<b>168,219</b>
Expenses with salaries and bonuses granted according to the Collective Labor Agreement ( <i>Ro. CCM</i> )	154,451
Expenses with compensatory payments related to staff layoffs	1,798
Expenses related to the mandate contracts of the Board of Directors and directors with mandate contracts	4,892
Company's contribution to voluntary pension schemes	2,259
Company's contribution to voluntary health insurance premiums	1,497
Labor insurance contribution expenses	3,322

2. Expenses for training and professional development incurred in 2021

Indicators (thousand RON)	2021
Certification courses	128
Professional training courses	279
<b>Total expenses for personnel training</b>	<b>407</b>

Director General,  
Eng. Dorin Tudora

Economic Director,  
Econ. Sanda Toader