

Total personnel expenses of Conpet SA incurred in 2022  
 (personnel expenses and expenses for training and professional development)

**1. Personnel expenses incurred in 2022**

Indicators (thousand RON)	2022
<b>Personnel expenses, of which:</b>	<b>180,923</b>
Expenses with salaries and bonuses granted according to the Collective Labor Agreement (Ro. CCM)	164,517
Expenses with compensatory payments related to staff layoffs	3,912
Expenses related to the mandate contracts of the Board of Directors and directors with mandate contracts	4,848
Company's contribution to voluntary pension schemes	2,872
Company's contribution to voluntary health insurance premiums	1,189
Labor insurance contribution expenses	3,585

**2. Expenses for training and professional development incurred in 2022**

Indicators (thousand RON)	2022
Certification courses	188
Professional training courses	401
<b>Total expenses for personnel training</b>	<b>589</b>

**Director General,**  
**Eng. Dorin Tudora**

**Economic Director,**  
**Econ. Sanda Toader**