

Total personnel expenses of Conpet SA incurred in 2023  
 (personnel expenses and expenses for training and professional development)

**1. Personnel expenses incurred in 2023**

Indicators (thousand RON)	2023
<b>Personnel expenses, of which:</b>	<b>194,395</b>
Expenses with salaries and bonuses granted according to the Collective Labor Agreement (Ro. CCM)	181,109
Expenses with compensatory payments related to staff layoffs	40
Expenses related to the mandate contracts of the Board of Directors and directors with mandate contracts	5,251
Company's contribution to voluntary pension schemes	2,774
Company's contribution to voluntary health insurance premiums	1,383
Labor insurance contribution expenses	3,838

**2. Expenses for training and professional development incurred in 2023**

Indicators (thousand RON)	2023
Certification courses	228
Professional training courses	365
<b>Total expenses for personnel training</b>	<b>593</b>

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

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