

## Conpet S.A.

**Quarterly Report**  
**drafted based on Art. 57 Para (4) GEO no.109/2011**  
**amended by GEO no.22/2025**  
**for the period 01.01.2025 – 30.09.2025**

The key performance indicators, annex to the mandate contracts of the members of the Board of Directors and of the directors with mandate contracts were approved by the OGMS Resolution no.6/19.12.2023, namely by the BoD Decision no.42 from 19.12.2023.

Subsequently, following the request of the Ministry of Energy via the address no.G2025-2165/06.03, there were elaborated other financial and non-financial key performance indicators related to period 2025-2027, both for the non-executive administrators, as well for the directors with mandate contracts.

The financial and non-financial key performance indicators and the target levels thereof have been negotiated by the Ministry of Energy

By the Resolution of the Ordinary General Meeting of Shareholders (OGMS) no.3 dated 16.07.2025 there were approved the new financial and non-financial key performance indicators and the directors with mandate contract for the period 2025-2027.

**I. Financial and non-financial key performance indicators for the NON-EXECUTIVE ADMINISTRATORS approved by the OGMS Resolution no. 3/16.07.2025**

Crt .no .	Section	Indicator	Indicator calculation formula	2025 Annual target	Values Achieved 30.09.2025
	A. PERFORMANCE INDICATORS - FINANCIAL: 50%				
1.	Investment policy	Capital expenditure ratio	Capital expenditure/Total assets x100	6.5%	6.11%
2.	Financing	Current liquidity ratio	Current assets/Current Debts	≥1	1.91
3.	Operations	Asset turnover	Net Turnover/ Mean value of all assets=(Total assets t <sub>1</sub> +Total assets t <sub>0</sub> )/2	0.54	0.50
4.	Profitability	Return on equity (ROE)	Net Profit/ Value of equity)x100	5.50%	6.71%
5.		Net profit margin	Net Profit/Net turnover x 100		

Crt .no .	Section	Indicator	Indicator calculation formula	2025 Annual target	Values Achieved 30.09.2025
6.		Net turnover growth rate	$(\text{Net turnover current period } (t_1) - \text{net turnover previous period } (t_0)) / \text{Net turnover previous period } (t_0) \times 100$	3.50%	5.05%
7.		Profit annual growth rate	$((\text{Net profit current period } (t_1) - \text{Net profit previous period } (t_0)) / \text{Net profit previous period } (t_0) \times 100$	-10.40%	19.51%
8.	Dividends Policy	Dividends Payment rate	$\text{Paid dividends} / \text{net profit} \times 100$	65.00%	93.9% acc. to OGMS 2/2025
<b>B. NON-FINANCIAL PERFORMANCE INDICATORS: 50%</b>					
<b>B1. OPERATIONAL PERFORMANCE INDICATORS: 10%</b>					
9.	Environment indicators:	Scope 2 emissions	Indirectly generated emissions coming from energy purchase t	-1.9%	The achieved value of the indicator can only be reported annually because an element that is included in its calculation ( CO2 specific emissions) is published annually by 31.07 of the following year, according to article 5 paragraph (2) of A.N.R.E. order no. 61/2016.
<b>B2. PERFORMANCE INDICATORS GOVERNANCE SPECIFIC RESPONSIBILITIES 25%</b>					
10.	Indicators related to the Corporate Governance	Rate of independent members in the Board of Directors	$\text{Total number of non-executive and independent members on the Board of Directors } t / \text{Total number of members on the Board of Directors } t \times 100$	>50%	93.6%

Crt .no .	Section	Indicator	Indicator calculation formula	2025 Annual target	Values Achieved 30.09.2025
11.		Total value of the remuneration package	Value of the fixed components from the remuneration package + value of the variable components of the remuneration package t	As per the law	<p>The remuneration of the members of the Board of Directors, respectively of the non-executive administrators, was established by the General Meeting of Shareholders. In accordance with the mandate contracts they concluded with the company, the remuneration consists of a fixed monthly allowance and a variable component, as follows:</p> <p>The monthly gross fixed allowance was established according to art. 8 of the OGMS Resolution no. 4 of 18.08.2023 and is equal to twice the average over the last 12 months of the average gross monthly salary for the activity carried out according to the core business registered by the company, at class level according to the classification of activities in the national economy, communicated by the National Institute of Statistics prior to the appointment, respectively 21,398 RON.</p> <p>The gross annual variable component of the remuneration of the company's non-executive administrators was established according to art. 3 of the OGMS Resolution no. 6 of 19.12.2023 in the amount of 12 monthly gross fixed allowances for each year of mandate and is granted based on the achievement of the objectives included in the Administration Plan and the financial and non-financial performance indicators approved by the General Meeting of Shareholders, according to the provisions of the mandate contract.</p> <p>The variable component for the non-executive directors related to 2024 was not paid in 2025.</p>
12.		Number of Board of Directors meetings	Number of BoD sessions	12	23

Crt.no.	Section	Indicator	Indicator calculation formula	2025 Annual target	Values Achieved 30.09.2025
13.		Board Meetings Attendance Rate	$\frac{\sum_{i=1}^{Nt} \text{No. of participants to the BoD meetings}}{\text{Total number of BoD members} \times t}$	100%	100%
			Nt = number of the management board meetings t		
<b>B3. INDICATORS ORIENTED TOWARDS SERVICES: 15%</b>					
14	Indicators related to customers	Customers' satisfaction scoring	Total number of obtained 4 and 5 evaluations t (5 being the highest score)/Total number of evaluations t X 100	≥90 %	100%

Table 27- Financial and non-financial key performance indicators of the non-Executive Administrators achieved between 01.01.2025 – 30.09.2025

**I. Financial and non-financial key performance indicators for DIRECTORS WITH MANDATE CONTRACT approved by the OGMS Resolution no. 3/16.07.2025**

Crt.no.	Section	Indicator	Indicator calculation formula	2025 Annual target	Achieved values 30.09.2025
<b>A. FINANCIAL PERFORMANCE INDICATORS: 50%</b>					
1.	Investment policy	Capital expenditure ratio	Capital expenditure/Total assets x100	6.50%	6.11%
2.	Financing	The quick ratio indicator/ (acid test)	(Current assets - Inventories/Current Debts x100	≥1	1.85
3.		Leverage:	Total debts)/Total assets;	> 0- < 1	0.16
4.		Debt to EBITDA ratio	Total debts/EBITDA	> 0	1.19
5.	Operations	Inventories turnover rate	Net turnover/Average value of inventories= ((inventories value t0 + Inventories value t1)/2)	70	67.51
6.		Receivables turnover rate	Net turnover/ (Receivables at the beginning of the period t0 +Receivables at the end of the period t1)/2	9.00	8.22
7.	Profitability	Return on assets	Net Profit/	4.5%	5.64%

Crt.no.	Section	Indicator	Indicator calculation formula	2025 Annual target	Achieved values 30.09.2025
		(ROA)	Total assets X 100		
8.		Operating profit margin	Net Profit/Net turnover x 100	8.4%	12.02%
9.		Net turnover growth rate	(Net turnover current period (t1) - net turnover previous period (t0))/Net turnover previous period (t0) x 100	3.50%	5.05%
10.		Profit annual growth rate	((Net profit current period (t1) – Net profit previous period (t0))/ Net profit previous period (t0) x100	-10.40%	19.51%
<b>B. NON- FINANCIAL KEY PERFORMANCE INDICATORS: 50%</b>					
<b>B1. OPERATIONAL PERFORMANCE INDICATORS: 25%</b>					
11.	Environment indicators:	Scope emissions 2	Indirectly generated emissions coming from energy purchase t	-1.9%	The achieved value of the indicator can only be reported annually because an element that is included in its calculation (CO2 specific emissions) is published annually by 31.07 of the following year, according to article 5 paragraph (2) of A.N.R.E. order no. 61/2016
12.		Average number of training hours of the employee	Total number of training hours t/Total number of employees t	18	13.17
13.	Indicators related to employees	Establishment of an employee safety system	Confirmation of establishment of the system– YES/ NO	YES	YES
14.		Number of safety trainings	Total number of safety trainings carried out during year t	4	4
15	Gender equality	Rate of female senior management	Number of female senior management personnel t/number of senior management personnel t x100	≥30%	32.78%
<b>B2. PERFORMANCE INDICATORS GOVERNANCE SPECIFIC RESPONSIBILITIES 10%</b>					
16.	Indicators related to the Corporate Governance	Establishing risk management policies	YES/NO	YES	YES
<b>B3. INDICATORS ORIENTED TOWARDS SERVICES: 15%</b>					

Crt.no.	Section	Indicator	Indicator calculation formula	2025 Annual target	Achieved values 30.09.2025
17.	Indicators related to customers	Customers' satisfaction scoring	Total number of obtained 4 and 5 evaluations t (5 being the highest score)/Total number of evaluations t X 100	≥90 %	100%

This report contains the information published on 21.10.2025, completed with the data in the Financial Statements on the date and for the period of nine months ended September 30th, 2025, in compliance with the Order of the Ministry of Public Finances no.2844/2016 and with the International Accounting Standard 34 "The Interim Financial Reporting", authorized for release by the company's management on November 13, 2025.

**Director General**

Jurist, Dumitrache Mihaela Anamaria

**Director General Adjunct 3**

Eng. Necşulescu Radu

**Director Economic**

Econ. Toader Sanda