



S.C. CONTED S.A. Sediu social: Str. 1 Decembrie 1918, nr. 8, Dorohoi, jud. Botoșani, Cod poștal: 715200, România C.I.F.: RO622445, Nr. ORC: J7/107/1991, TEL/FAX: 0231615457/0231610026 site web: www.conted.ro, e-mail: secretariat@conted.ro

Remuneration report of the company's managers (members of the Board of Directors and General Manager for 2021, according to art.107 of Law 24/2017

The Board of Directors of the Company has prepared in accordance with the Remuneration Policy of the Company's executives this annual report which includes the remuneration of the Company's executives during the financial year ended December 31, 2021.

The Remuneration Report is subject to an advisory vote at the Ordinary General Meeting of Shareholders of the Company ("OGMS") dated April 18, 2022, will be published on the Company's website at www.conted.ro and will remain available to the public for 10 years from publication, in accordance with the applicable legal provisions.

The Remuneration Report provides an overview of fixed component remuneration, granted or due during the last financial year, to individual managers in accordance with the Remuneration Policy.

A. The remuneration structure of the Company's managers for the year 2021

	Total remuneration - LEI	Relative proportion of fixed remuneration	Other benefits obtained
Hamidi Haissam, administrator - non-executive member	43.200 fixed component	100%	-
El Turk Ana – Maria, administrator - non-executive member	43.200 fixed component	100%	-
El Turk Ezzedine, administrator - non-executive member	43.200 fixed component	100%	-
Popovici Adriana, General Manager	72.417 fixed component	100%	-



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B. Comparative information on changes in remuneration

Annual modification	Financial year 2021	Financial year 2020	Financial year 2019
Remuneration of leaders			
Hamidi Haissam, administrator - non-executive member	0%	73% increase in the fixed allowance	fixed allowance
El Turk Ana – Maria, administrator - non-executive member	0%	73% increase in the fixed allowance	fixed allowance
El Turk Ezzedine, administrator - non-executive member	0%	73% increase in the fixed allowance	fixed allowance
Popovici Adriana, General Manager	37% decrease in the fixed allowance	37% reduction in fixed allowance (renegotiation from December 2020)	fixed allowance

Chairman of the Board of Directors,
Eng. Hamidi Haissam

