



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 2022, 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, 2022.

The Remuneration Report is subject to an advisory vote at the Ordinary General Meeting of Shareholders of the Company ("OGMS") dated April 24, 2023, 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 the remunerations in fixed and variable components, granted or owed during the last financial year, to managers individually in accordance with the Remuneration Policy.

A. The remuneration structure of the Company's managers for the year 2022

	Total remuneration - LEI	Relative proportion of fixed remuneration	Relative proportion of variable remuneration	Other benefits obtained
Hamidi Haissam, administrator - non-executive member	39.600 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%	-	-
SC Lagarde Paris France, administrator - non-executive member	69.264 variable component	-	100%	-
Popovici Adriana, General Manager	118.391 fixed component	100%	-	-



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B. Comparative information on changes in remuneration

Annual modification	Financial year 2022	Financial year 2021	Financial year 2020
Remuneration of directors			
Hamidi Haissam, administrator - non-executive member	8% reduction in the fixed allowance	0%	73% increase in the fixed allowance
El Turk Ana – Maria, administrator - non-executive member	0%	0%	73% increase in the fixed allowance
El Turk Ezzedine, administrator - non-executive member	0%	0%	73% increase in the fixed allowance
SC Lagarde Paris France, administrator - non-executive member	management contract	-	-
Popovici Adriana, General Manager	fixed allowance	37% decrease in the fixed allowance	37% reduction in fixed allowance (renegotiation from December 2020)

**Representative of the President of the Board of Directors,
Eng. Hamidi Haissam**