

Remuneration report of the company's managers (members of the Board of Directors and General Manager) for 2025, 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, 2025.

The Remuneration Report is subject to an advisory vote at the Ordinary General Meeting of Shareholders of the Company ("OGMS") dated April 27, 2025, 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 2025

	Total remuneration - LEI	Relative proportion of fixed remuneration	Relative proportion of variable remuneration	Other benefits obtained
El Turk Ana – Maria, administrator - non-executive member	47,250 fixed component	100%	-	-
El Turk Ezzedine, administrator - non-executive member	47,250 fixed component	100%	-	-
SC Lagarde Paris France, administrator - non-executive member	1,506,495 variable component	-	100%	-
Mihai Elena, General Manager	133,547 fixed component	100%	-	-



B. Comparative information on changes in remuneration

Annual modification	Financial year 2025	Financial year 2024	Financial year 2023
Remuneration of directors			
El Turk Ana – Maria, administrator - non-executive member	0%	0%	0%
El Turk Ezzedine, administrator - non-executive member	0%	0%	0%
SC Lagarde Paris France, administrator - non-executive member	management contract	management contract	management contract
Mihai Elena, General Manager	fixed allowance	fixed allowance	fixed allowance

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

