

THE BOARD OF DIRECTORS' DECISION

No. 23/22.03.2021

OIL TERMINAL S.A.' Board of Directors, met on 22.03.2021,

After the debates mentioned in the Protocol,

DECIDES:

Art. 1 It advises the annual activity evaluation of non-executive managers according to the provisions of art. 30 paragraph (7) of GEO 109/2011 and it goes to OGSM the approval of maintaining the amount of their variable component as approved by OGSM Decision no. 32/10.12.2018 and maintained by OGSM Decision no. 14/05.08.2019 and OGSM Decision no. 9/23.04.2020.

Art. 2 Since this date, any provision contrary to the present decision ceases its applicability.

Art. 3 Societatea' functional departments are in charge with the present decision' put in practice.

**Board of Directors' Chairman,
Cristian-Florin GHEORGHE**