

BOARD OF DIRECTOR' DECISION

No. 25/21.03.2022

OIL TERMINAL SA' Board of Directors, gathered within the meeting of 21.03.2022,

As a result of the debates noted in the Minutes

DECIDES:

Art. 1 The Nomination and Remuneration Committee's Report regarding the annual evaluation of non executive managers for 2021, according to the provisions of art. 30, para. (7) of GEO 109/2011 is endorsed and the maintenance of the variable component in the amount approved by OGSM Decision no. 32/10.12.2018 and maintained by OGSM Decision no. 14/05.08.2019, OGSM Decision no. 9/23.04.2020 and OGSM Decision no. 3/26.04.2021 is submitted to approval of GSM.

Art. 2 It is proposed to Shareholders General Assembly that Mr. Radu Pop, who resigned as manager since 30.07.2021, is granted the variable component for 2021 proportionate to months of the mandate (7 months).

Art. 3 Starting from this date, any provision against this decision is no longer valid.

Art. 4 The company' functional departments are entrusted to apply this decision.

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