

BOARD OF DIRECTOR' DECISION

No. 88/05.07.2023

OIL TERMINAL SA' Board of Directors, gathered within the meeting of 05.07.2023,

As a result of the debates noted in the Minutes,

DECIDES:

Art.1 It is endorsed to set the amount of the variable component of the remuneration of the non-executive directors of the company at 12 gross fixed monthly allowances, as well as the method of its calculation, and is submitted for approval to the General Meeting of Shareholders.

Art. 2 Starting from this date, any provision against this decision is no longer valid.

Art. 3 The company' functional departments are entrusted to apply this decision.

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