

Endorsed by BoD Decision no.26/25.03.2026 and submitted for analysis in the OGSM of 28(29).04.2026

No.287 /16.03.2026

Remuneration Report for the year 2025

Prepared in accordance with the provisions of Article 107 of Law 24/2017 on issuers of financial instruments and market operations

General considerations

OIL TERMINAL SA. was established in accordance with the provisions of Law no. 15/1990 on the reorganization of state-owned economic units as autonomous regies and commercial companies and Government Decision no. 1200/1990 on the establishment of joint-stock industrial companies.

OIL TERMINAL SA is the holder of a Petroleum Agreement, approved by Government Decision no. 886/2002, concluded with the National Agency for Mineral Resources Bucharest regarding the concession of the operation activity for tanks, crude oil and petroleum products transport pipelines, pumping stations, and other related installations and equipment.

OIL TERMINAL SA is a joint-stock company, subject to the provisions of Companies Law no. 31/1990, republished, as subsequently amended and supplemented, and the provisions of the capital market legislation, as subsequently amended and supplemented, as applicable.

Applicable legislative framework

The Remuneration Report for the year 2025 was prepared pursuant to:

- *the provisions of Art. 107 of Law no. 24/2017 on issuers of financial instruments and market operations, republished*
- *OGSM Resolution no. 13/16.06.2025, which approved the Remuneration Policy within OIL TERMINAL SA, prepared in accordance with the provisions of Art. 106 of Law no. 24/2017 on issuers of financial instruments and market operations, republished*
- *compliance with Art. 107, paragraph (6) regarding the OGSM vote on the Remuneration Report for the year 2025*

In accordance with the provisions of Art. 107, para. (6) of Law no. 24/2017, which stipulates that *"The remuneration report for the most recent financial year shall be submitted to a vote at the annual ordinary general meeting of shareholders provided for in Art. 111 of Law no. 31/1990, the shareholders' opinion within the general meeting regarding the remuneration report, resulting from the vote, being of an advisory nature. The issuer shall explain in the next remuneration report how the vote of the general meeting was taken into account."*

We mention that the Remuneration Report for the year 2024 was rejected by the GSM on 28.04.2025. The Company subsequently submitted an updated Remuneration Policy, which was approved by OGSM Resolution no. 13/16.06.2025

The Remuneration Report for the year 2025 presents the remuneration paid to non-executive directors and directors with a mandate contract in accordance with the remuneration policy approved by OGSM Resolution no. 13/16.06.2025, being available on the company's website for a period of 10 years.

General information about the Company

OIL TERMINAL SA:

- is a joint-stock company established in accordance with the provisions of Law no. 15/1990 on the reorganization of state-owned economic units as autonomous regies and commercial companies and Government Decision no. 1200/1990 on the establishment of joint-stock industrial companies, managed under a unitary system, having the legal form of a joint-stock company, being a publicly held company according to the terminology provided in Law no. 24/2017 on issuers of financial instruments and market operations, republished, registered with the National Securities Commission (currently the Financial Supervisory Authority - ASF) - Office of Securities Evidence.
- has been listed on the Bucharest Stock Exchange (BVB) since January 30, 1998, the shares of OIL TERMINAL SA are traded on the regulated market managed by the Bucharest Stock Exchange, Main segment, Standard Category, under the symbol “OIL” . OIL TERMINAL SA is included in the BVB indices: BET-NG and BETPlus.
- has, as of April 4, 2023, a subscribed and paid-up share capital in the amount of 299,717,713.20 lei, divided into 2,997,177,132 shares with a nominal value of 0.10 lei/share, registered, indivisible, with equal voting rights, freely tradable on the Bucharest Stock Exchange.
- is a company subject to the provisions of Companies Law no. 31/1990, republished, and the provisions of Government Emergency Ordinance no. 109/2011 on the corporate governance of public enterprises.
- is the holder of a Petroleum Agreement, approved by Government Decision no. 886/2002, concluded with the National Agency for Mineral Resources Bucharest, hereinafter referred to as ANRM, regarding the concession of the operation activity for tanks, crude oil and petroleum products transport pipelines, pumping stations, and other related installations and equipment.
- holds a market share of 45% for crude oil imports via sea, over 60% for petroleum products exports, and 90% for fuel oil imports.
- is the oil terminal located at the intersection of maritime transport corridors between Asia, Central and Western Europe, and the Near East.

As of April 4, 2023, the synthetic shareholder structure is as follows:

Shareholders	Number of shares	Percentage of share capital (%)
Romanian State through the Ministry of Energy	2.630.258.255	87.76
Natural persons	272.533.136	9.09
Legal entities	94.385.741	3.15
TOTAL	2.997.177.132	100.00

According to the unitary system, the Company is managed by the Board of Directors (hereinafter referred to as the BoD) appointed by the Ordinary General Meeting of Shareholders.

Company’s general performance in 2025

Operational results

Physical performance program achieved during 2023 - 2025, on petroleum and petrochemical products:

Product (thousand tons)	2025	2024	2023
Crude oil	3,681	4,644	3,198
Gasoline	345	429	403
Diesel fuel	3,770	4,426	3,918
Fuel oil	37	89	207

Chemical products	473	629	657
Total	8,306	10,217	8,383

Financial results

Indicators	Achieved		2025/2024 (▲/▼%)
	31.12.2025 (mil. lei)	31.12.2024 (mil. lei)	
Net turnover	401.1	474.0	▼ 84.6
Operating revenues	404.6	475.9	▼ 85.0
Operating expenses	361.7	441.6	▼ 81.9
Operating profit	42.9	34.3	▲ 125.1
Financial revenues	1.3	1.7	▼ 76.5
Financial expenses	16.5	12.3	▲ 134.1
Financial result	(15.2)	(10.6)	▲ 143.4
Total revenues	406.0	477.6	▼ 85.0
Total expenses	378.3	453.9	▼ 83.3
Gross profit	27.7	23.7	▲ 116.9
Net profit	24.6	19.2	▲ 128.1
EBITDA	73.1	65.7	▲ 111.3
Gross profit margin (gross profit/turnover) x 100 (%)	6.9	5.0	▲ 138.0

Board of Directors

The Company is managed under a unitary management system, the management being ensured by a Board of Directors composed of non-executive directors.

On 31.12.2025, female representation among non-executive directors is 14.3%.

As of December 31, 2025 there are no advances or loans granted to non-executive directors.

Reporting of amounts granted as remuneration

We present the following information regarding the remuneration of each non-executive director who served on the Board of Directors in 2025:

Florin Cristian GHEORGHE - non-executive director	
Term of office	28.04.2023 – 09.04.2025 - appointed by the Ordinary General Meeting of Shareholders Resolution no.12/27.04.2023 - revoked by the Ordinary General Meeting of Shareholders Resolution no.5/09.04.2025 for non-imputable reasons, in view of fulfilling Milestone no. 121 of Romania's National Recovery and Resilience Plan, in accordance with the provisions of Art. 36.10 of the Mandate Contract,
Activity performed	- Chairman of the Board of Directors of OIL TERMINAL SA until 09.04.2025 - Period 28.04.2023-09.04.2025: member of the Audit Committee appointed by BoD Decision no. 56/28.04.2023 and updated by BoD Decision no. 97/28.07.2023.

Remuneration granted	<p>Total gross remuneration granted in 2025: <u>264,528 lei</u>, <i>of which</i>: Total gross fixed indemnity granted for the period 01.01.2025-09.04.2025: 16,533 lei/month x 4 months = 66,132 lei In 2025, the Variable Component for the year 2024 was granted following the acknowledgement, via OGSM Resolution no. 14/16.06.2025, of the fulfillment by the directors of the obligations related to the mandate contract for 2024, applying all legal regulations in force: 16,533 lei x 12 gross monthly fixed indemnities = 198,396 lei</p> <p>No variable component is granted for the year 2025.</p> <p>Following revocation for non-imputable reasons, in view of achieving the milestones or targets set in Romania's National Recovery and Resilience Plan, the director received compensation in the amount of 6 gross monthly indemnities: 16,533 gross lei x 6 indemnities = 99,198 gross lei pursuant to the provisions of Art. LXXI para.31 of Law no.296/2023 as amended by GEO no.4/2025</p>
Relative proportion of fixed and variable remuneration in total remuneration	<p>For the year 2025</p> <ul style="list-style-type: none"> - relative proportion of fixed remuneration: 100% - relative proportion of variable remuneration: 0%
Total remuneration complies with the Remuneration Policy approved by OGSM Resolution no. 13/16.06.2025	<ul style="list-style-type: none"> - remuneration is granted within the limits approved by the GSM - the gross monthly fixed indemnity is granted within the limits approved by the GSM, namely OGSM Resolution no.12/27.04.2023. - the variable remuneration for 2024 was granted following the fulfillment of KPIs established in the mandate contract, after the approval of the directors' activity evaluation in the OGSM of 16.06.2025, approved by OGSM Resolution no. 14/16.06.2025 - the remuneration and other benefits granted are provided for in the mandate contract.
Method of application of performance criteria for 2024 for the granting of the variable component in 2025	<ul style="list-style-type: none"> - annual evaluation of the activity performed - the degree of fulfillment of the objectives included in the administration plan - the total degree of achievement of financial and non-financial KPIs included in the mandate contract
Annual change in remuneration	Not applicable for the mandate period related to 2025
Any remuneration received from any entity belonging to the same group	Not applicable for 2025
Benefits	<ul style="list-style-type: none"> - reimbursement of expenses related to the execution of the mandate regarding representation in the interest of the company - holder of a Directors & Officers Liability insurance policy with OIL TERMINAL SA as the sole beneficiary of the insurance indemnities.
No. of shares and stock options granted or offered	Not applicable for 2025
Use of the possibility to reclaim variable remuneration	Not applicable for 2025
Deviation/derogation from the Remuneration Policy	Not applicable for 2025

Ramona UNGUR - non-executive director	
Term of office	28.04.2023 – 28.04.2027 appointed by the Ordinary General Meeting of Shareholders Resolution no.12/27.04.2023
Activity performed	<ul style="list-style-type: none"> - member of the Board of Directors - Chairman of the Board of Directors, appointed by BoD Decision no. 104/10.09.2025 –Period 28.04.2023 -10.09.2025: Chairman of the Audit Committee appointed by BoD Decision no. 56/28.04.2023, updated by BoD Decisions no. 97/28.07.2023 and no.49/15.04.2025. –Period 28.04.2023- 10.09.2025: Member of the Development and Strategy Committee appointed by BoD Decision no. 56/28.04.2023, updated by BoD Decisions no. 97/28.07.2023 and no.49/15.04.2025. –Period 10.09.2025-02.12.2025: Member of the Audit Committee appointed by BoD Decision no.105/10.09.2025, updated by BoD Decisions no. 120/10.11.2025 and no.131/02.12.2025. –Period 10.09.2025- present: Member of the Nomination and Remuneration Committee appointed by BoD Decision no. 105/10.09.2025, updated by BoD Decisions no. 120/10.11.2025, no.131/02.12.2025 and no.142/16.12.2025.
Remuneration granted	<p>Total gross remuneration granted in 2025: <u>396,792 lei</u>, of which :</p> <p>Total gross fixed indemnity granted for the period 01.01.2025-31.12.2025: 16,533 lei/month x 12 months= 198,396 lei</p> <p>In 2025, the Variable Component for the year 2024 was granted following the acknowledgement, via OGSM Resolution no. 14/16.06.2025, of the fulfillment by the directors of the obligations related to the mandate contract for 2024, applying all legal regulations in force: 16,533 lei x 12 gross monthly fixed indemnities = 198,396 lei</p> <p>For the year 2025, the Variable Component shall be granted in 2026 after the approval, in the OGSM of 28(29).04.2026, of the audited annual Financial Statements, subject to the achievement of the performance indicators approved by OGSM Resolution no. 20/21.08.2025, in the amount of 189,156 gross lei, an amount established according to OGSM Resolution no. 34/15.12.2025 which approves the form and content of the additional act to the mandate contract to be concluded with the non-executive directors of Oil Terminal for the implementation of the amendments to GEO 109/2011 through Law 158/2025</p>
Relative proportion of fixed and variable remuneration in total remuneration	<p>For the year 2025</p> <ul style="list-style-type: none"> - relative proportion of fixed remuneration: 51% - relative proportion of variable remuneration: 49%
Total remuneration complies with the Remuneration Policy approved by OGSM Resolution no. 13/16.06.2025	<ul style="list-style-type: none"> - remuneration is granted within the limits approved by the GSM - the gross monthly fixed indemnity is granted within the limits approved by the GSM, namely OGSM Resolution no.12/27.04.2023. - the variable remuneration for 2024 was granted following the fulfillment of KPIs established in the mandate contract, after the approval of the directors' activity evaluation in the OGSM of 16.06.2025, approved by OGSM Resolution no. 14 - the remuneration and other benefits granted are provided for in the mandate contract.

Method of application of performance criteria for 2024 for the granting of the variable component in 2025	<ul style="list-style-type: none"> - annual evaluation of the activity performed - the degree of fulfillment of the objectives included in the administration plan - the total degree of achievement of financial and non-financial KPIs included in the mandate contract
Annual change in remuneration	Remuneration was modified starting 15.12.2025, as follows: By OGSM Resolution no. 34/15.12.2025, the form and content of the additional act to the mandate contract to be concluded with the non-executive directors of Oil Terminal was approved for the implementation of the amendments to GEO 109/2011 by Law 158/2025, in the form proposed by the Company, for directors appointed by OGSM Resolution no. 12/27.04.2023. The remuneration of non-executive directors consists of a monthly fixed indemnity in the amount of twice the average over the last 12 months of the average gross monthly earnings for the activity performed according to the company's main object of activity.
Any remuneration received from any entity belonging to the same group	Not applicable for 2025
Benefits	<ul style="list-style-type: none"> - reimbursement of expenses related to the execution of the mandate regarding representation in the interest of the company - holder of a Directors & Officers Liability insurance policy with OIL TERMINAL SA as the sole beneficiary of the insurance indemnities.
No. of shares and stock options granted or offered	Not applicable for 2025
Use of the possibility to reclaim variable remuneration	Not applicable for 2025
Deviation/derogation from the Remuneration Policy	Not applicable for 2025

Ovidiu Aurelian ANDREI - non-executive director	
Term of office	<p>28.04.2023 – 09.04.2025</p> <ul style="list-style-type: none"> - appointed by the Ordinary General Meeting of Shareholders Resolution no.12/27.04.2023 - revoked by the Ordinary General Meeting of Shareholders Resolution no.5/09.04.2025 for non-imputable reasons, in view of fulfilling Milestone no. 121 of Romania’s National Recovery and Resilience Plan, in accordance with the provisions of Art. 36.10 of the Mandate Contract,
Activity performed	<ul style="list-style-type: none"> - Member of the Board of Directors - Period 03.02.2023 -09.04.2025: Chairman of the Nomination and Remuneration Committee, appointed by BoD Decision no. 14/03.02.2023, updated by BoD Decisions no. 56/28.04.2023 and no.97/28.07.2023. - Period 28.07.2023-09.04.2025: Member of the Risk Management Committee, appointed by BoD Decision no. 97/28.07.2023.

Remuneration granted	<p>Total gross remuneration granted in 2025 : <u>264,528 lei</u>, of which :</p> <p>Total gross fixed indemnity granted for the period 01.01.2025-09.04.2025: 16.533 lei/month x 4 months= 66,132 lei</p> <p>In 2025, the Variable Component for the year 2024 was granted following the acknowledgement, via OGSM Resolution no. 14/16.06.2025, of the fulfillment by the directors of the obligations related to the mandate contract for 2024, applying all legal regulations in force: 16,533 lei x 12 gross monthly fixed indemnities = 198,396 lei</p> <p>No variable component is granted for the year 2025.</p> <p>Following revocation for non-imputable reasons, in view of achieving the milestones or targets set in Romania's National Recovery and Resilience Plan, the director received compensation in the amount of 6 gross monthly indemnities: 16,533 gross lei x 6 indemnities = 99,198 gross lei pursuant to the provisions of Art. LXXI para.31 of Law no.296/2023 as amended by GEO no.4/2025</p>
Relative proportion of fixed and variable remuneration in total remuneration	<p>For the year 2025</p> <ul style="list-style-type: none"> - relative proportion of fixed remuneration: 100% - relative proportion of variable remuneration: 0%
Total remuneration complies with the Remuneration Policy approved by OGSM Resolution no. 13/16.06.2025	<ul style="list-style-type: none"> - remuneration is granted within the limits approved by the GSM - the gross monthly fixed indemnity is granted within the limits approved by the GSM, namely OGSM Resolution no.12/27.04.2023. - the variable remuneration for 2024 was granted following the fulfillment of KPIs established in the mandate contract, after the approval of the directors' activity evaluation in the OGSM of 16.06.2025, approved by OGSM Resolution no. 14 - the remuneration and other benefits granted are provided for in the mandate contract.
Method of application of performance criteria for 2024 for the granting of the variable component in 2025	<ul style="list-style-type: none"> - annual evaluation of the activity performed - the degree of fulfillment of the objectives included in the administration plan - the total degree of achievement of financial and non-financial KPIs included in the mandate contract
Annual change in remuneration	Not applicable for the mandate period related to 2025
Any remuneration received from any entity belonging to the same group	Not applicable for 2025
Benefits	<ul style="list-style-type: none"> - reimbursement of expenses related to the execution of the mandate regarding representation in the interest of the company - holder of a Directors & Officers Liability insurance policy with OIL TERMINAL SA as the sole beneficiary of the insurance indemnities.
No. of shares and stock options granted or offered	Not applicable for 2025
Use of the possibility to reclaim variable remuneration	Not applicable for 2025
Deviation/derogation from the Remuneration Policy	Not applicable for 2025

Ionuț Stelian MICU - non-executive director	
Term of office	28.04.2023 – 09.04.2025 appointed by the Ordinary General Meeting of Shareholders Resolution no.12/27.04.2023 revoked by the Ordinary General Meeting of Shareholders Resolution no.5/09.04.2025 for non-imputable reasons, in view of fulfilling Milestone no. 121 of Romania's National Recovery and Resilience Plan, in accordance with the provisions of Art. 36.10 of the Mandate Contract,
Activity performed	- Member of the Board of Directors –Period 28.04.2023-09.04.2025: Member of the Nomination and Remuneration Committee appointed by BoD Decision no. 56/28.04.2023 and updated by BoD Decision no. 97/28.07.2023. –Period 28.04.2023-09.04.2025: Chairman of the Development and Strategy Committee appointed by BoD Decision no. 56/28.04.2023 and updated by BoD Decision no. 97/28.07.2023.
Remuneration granted	Total gross remuneration granted in 2025: <u>264,528 lei</u> , of which: Total gross fixed indemnity granted for the period 01.01.2025-09.04.2025: 16,533 lei/month x 4 months = 66,132 lei In 2025, the Variable Component for the year 2024 was granted following the acknowledgement, via OGSM Resolution no. 14/16.06.2025, of the fulfillment by the directors of the obligations related to the mandate contract for 2024, applying all legal regulations in force: 16,533 lei x 12 gross monthly fixed indemnities = 198,396 lei No variable component is granted for the year 2025. Following revocation for non-imputable reasons, in view of achieving the milestones or targets set in Romania's National Recovery and Resilience Plan, the director received compensation in the amount of 6 gross monthly indemnities: 16,533 gross lei x 6 indemnities = 99,198 gross lei pursuant to the provisions of Art. LXXI para.31 of Law no.296/2023 as amended by GEO no.4/2025
Relative proportion of fixed and variable remuneration in total remuneration	For the year 2025 - relative proportion of fixed remuneration: 100% - relative proportion of variable remuneration: 0%
Total remuneration complies with the Remuneration Policy approved by OGSM Resolution no. 13/16.06.2025	- remuneration is granted within the limits approved by the GSM - the gross monthly fixed indemnity is granted within the limits approved by the GSM, namely OGSM Resolution no.12/27.04.2023. - the variable remuneration for 2024 was granted following the fulfillment of KPIs established in the mandate contract, after the approval of the directors' activity evaluation in the OGSM of 16.06.2025, approved by OGSM Resolution no. 14 - the remuneration and other benefits granted are provided for in the mandate contract.
Method of application of performance criteria for 2024 for the granting of	- annual evaluation of the activity performed - the degree of fulfillment of the objectives included in the administration plan - the total degree of achievement of financial and non-financial KPIs

the variable component in 2025	included in the mandate contract
Annual change in remuneration	Not applicable for 2024—maintaining the variable component is proposed in OGSM of 28(29).04.2025 for 2024 financial statement approval
Any remuneration received from any entity belonging to the same group	Not applicable for 2025
Benefits	- reimbursement of expenses related to the execution of the mandate regarding representation in the interest of the company - holder of a Directors & Officers Liability insurance policy with OIL TERMINAL SA as the sole beneficiary of the insurance indemnities.
No. of shares and stock options granted or offered	Not applicable for 2025
Use of the possibility to reclaim variable remuneration	Not applicable for 2025
Deviation/derogation from the Remuneration Policy	Not applicable for 2025

George TEȘELEANU - non-executive director	
Term of office	28.04.2023 – 28.04.2027 appointed by the Ordinary General Meeting of Shareholders Resolution no.12/27.04.2023
Activity performed	- Member of the Board of Directors – Period 28.04.2023 -15.04.2025: Member of the Audit Committee appointed by BoD Decision no. 56/28.04.2023 and updated by BoD Decisions no. 97/28.07.2023 and no.49/15.04.2025. –Period 28.07.2023- 15.04.2025: Member of the Risk Management Committee appointed by BoD Decision no. 97/28.07.2023. – Period 15.04.2025- present: Chairman of Development and Strategy Committee appointed by BoD Decision no. 49/15.04.2025 and updated by BoD Decisions no.105/10.09.2025, no. 120/10.11.2025, no. 131/02.12.2025 and 142/16.12.2025. –Period 10.09.2025- present: Chairman of the Audit Committee appointed by BoD Decision no.105/10.09.2025 and updated by BoD Decisions no. 120/10.11.2025, no. 131/02.12.2025 and no. 142/16.12.2025.
Remuneration granted	Total gross remuneration granted in 2025: 396,792 lei, <i>of which</i> : Total gross fixed indemnity granted for the period 01.01.2025-31.12.2025: 16,533 lei/month x 12 months= 198,396 lei In 2025, the Variable Component for the year 2024 was granted following the acknowledgement, via OGSM Resolution no. 14/16.06.2025, of the fulfillment by the directors of the obligations related to the mandate contract for 2024, applying all legal regulations in force: 16,533 lei x 12 gross monthly fixed indemnities = 198,396 lei

	For the year 2025, the Variable Component shall be granted in 2026 after the approval, in the OGSM of 28(29).04.2026, of the audited annual Financial Statements, subject to the achievement of the performance indicators approved by OGSM Resolution no. 20/21.08.2025, in the amount of 189,156 gross lei, an amount established according to OGSM Resolution no. 34/15.12.2025 which approves the form and content of the additional act to the mandate contract to be concluded with the non-executive directors of Oil Terminal for the implementation of the amendments to GEO 109/2011 through Law 158/2025
Relative proportion of fixed and variable remuneration in total remuneration	For the year 2025 - relative proportion of fixed remuneration: 51% - relative proportion of variable remuneration: 49%
Total remuneration complies with the Remuneration Policy approved by OGSM Resolution no. 13/16.06.2025	- remuneration is granted within the limits approved by the GSM - the gross monthly fixed indemnity is granted within the limits approved by the GSM, namely OGSM Resolution no.12/27.04.2023. - the variable remuneration for 2024 was granted following the fulfillment of KPIs established in the mandate contract, after the approval of the directors' activity evaluation in the OGSM of 16.06.2025, approved by OGSM Resolution no. 14/16.06.2025 - the remuneration and other benefits granted are provided for in the mandate contract.
Method of application of performance criteria for 2024 for the granting of the variable component in 2025	- annual evaluation of the activity performed - the degree of fulfillment of the objectives included in the administration plan - the total degree of achievement of financial and non-financial KPIs included in the mandate contract
Annual change in remuneration	Remuneration was modified starting 15.12.2025, as follows: By OGSM Resolution no. 34/15.12.2025, the form and content of the additional act to the mandate contract to be concluded with the non-executive directors of Oil Terminal was approved for the implementation of the amendments to GEO 109/2011 by Law 158/2025, in the form proposed by the Company, for directors appointed by OGSM Resolution no. 12/27.04.2023. The remuneration of non-executive directors consists of a monthly fixed indemnity in the amount of twice the average over the last 12 months of the average gross monthly earnings for the activity performed according to the company's main object of activity.
Any remuneration received from any entity belonging to the same group	Not applicable for 2025
Benefits	- reimbursement of expenses related to the execution of the mandate regarding representation in the interest of the company - holder of a Directors & Officers Liability insurance policy with OIL TERMINAL SA as the sole beneficiary of the insurance indemnities.
No. of shares and stock options granted or offered	Not applicable for 2025
Use of the possibility to reclaim variable remuneration	Not applicable for 2025
Deviation/derogation from the Remuneration Policy	Not applicable for 2025

Sebastian- Valentin BODU - non-executive director	
Term of office	28.04.2023 – 28.04.2027 appointed by the Ordinary General Meeting of Shareholders Resolution no.12/27.04.2023
Activity performed	<ul style="list-style-type: none"> - member of the Board of Directors –Period 28.04.2023 -15.04.2025: Member of the Nomination and Remuneration Committee appointed by BoD Decision no. 56/28.04.2023 and updated by BoD Decision no. 97/28.07.2023. –Period 28.07.2023-15.04.2025: Chairman of the Risk Management Committee appointed by BoD Decision no. 97/28.07.2023. –Period 15.04.2025 -present: Chairman of the Nomination and Remuneration Committee appointed by BoD Decision no. 49/15.04.2025 and updated by BoD Decisions no.105/10.09.2025, no.120/10.11.2025, no.131/02.12.2025 and no.142/16.12.2025. - Period 15.04.2025-present: Member of the Risk Management Committee appointed by BoD Decision no. 49/15.04.2025 and updated by BoD Decisions no.105/10.09.2025, no.120/10.11.2025, no. 131/02.12.2025 and no.142/16.12.2025.
Remuneration granted	<p>Total gross remuneration granted in 2025: 396,792 lei, <i>of which</i> : Total gross fixed indemnity granted for the period 01.01.2025-31.12.2025: 16,533 lei/month x 12 months= 198,396 lei In 2025, the Variable Component for the year 2024 was granted following the acknowledgement, via OGSM Resolution no. 14/16.06.2025, of the fulfillment by the directors of the obligations related to the mandate contract for 2024, applying all legal regulations in force: 16,533 lei x 12 gross monthly fixed indemnities = 198,396 lei</p> <p>For the year 2025, the Variable Component shall be granted in 2026 after the approval, in the OGSM of 28(29).04.2026, of the audited annual Financial Statements, subject to the achievement of the performance indicators approved by OGSM Resolution no. 20/21.08.2025, in the amount of 189,156 gross lei, an amount established according to OGSM Resolution no. 34/15.12.2025 which approves the form and content of the additional act to the mandate contract to be concluded with the non-executive directors of Oil Terminal for the implementation of the amendments to GEO 109/2011 through Law 158/2025</p>
Relative proportion of fixed and variable remuneration in total remuneration	<p>For the year 2025</p> <ul style="list-style-type: none"> - relative proportion of fixed remuneration: 51% - relative proportion of variable remuneration: 49%
Total remuneration complies with the Remuneration Policy approved by OGSM Resolution no. 13/16.06.2025	<ul style="list-style-type: none"> - remuneration is granted within the limits approved by the GSM - the gross monthly fixed indemnity is granted within the limits approved by the GSM, namely OGSM Resolution no.12/27.04.2023. - the variable remuneration for 2024 was granted following the fulfillment of KPIs established in the mandate contract, after the approval of the directors' activity evaluation in the OGSM of 16.06.2025, approved by OGSM Resolution no. 14/16.06.2025 - the remuneration and other benefits granted are provided for in the mandate contract.
Method of application of performance criteria for 2024 for the granting of	<ul style="list-style-type: none"> - annual evaluation of the activity performed - the degree of fulfillment of the objectives included in the administration plan - the total degree of achievement of financial and non-financial KPIs

the variable component in 2025	included in the mandate contract
Annual change in remuneration	Remuneration was modified starting 15.12.2025, as follows: By OGSM Resolution no. 34/15.12.2025, the form and content of the additional act to the mandate contract to be concluded with the non-executive directors of Oil Terminal was approved for the implementation of the amendments to GEO 109/2011 by Law 158/2025, in the form proposed by the Company, for directors appointed by OGSM Resolution no. 12/27.04.2023. The remuneration of non-executive directors consists of a monthly fixed indemnity in the amount of twice the average over the last 12 months of the average gross monthly earnings for the activity performed according to the company's main object of activity.
Any remuneration received from any entity belonging to the same group	Not applicable for 2025
Benefits	- reimbursement of expenses related to the execution of the mandate regarding representation in the interest of the company - holder of a Directors & Officers Liability insurance policy with OIL TERMINAL SA as the sole beneficiary of the insurance indemnities.
No. of shares and stock options granted or offered	Not applicable for 2025
Use of the possibility to reclaim variable remuneration	Not applicable for 2025
Deviation/derogation from the Remuneration Policy	Not applicable for 2025

George Silvian MIȘA - non-executive director	
Term of office	28.04.2023 – 28.04.2027 appointed by the Ordinary General Meeting of Shareholders Resolution no.12/27.04.2023
Activity performed	- Member of the Board of Directors - Period 28.04.2023- present: Member of the Development and Strategy Committee appointed by BoD Decision no. 56/28.04.2023 and updated by BoD Decisions no. 97/28.07.2023, no. 49/15.04.2025, no. 105/10.09.2025, no.120/10.11.2025, no. 131/02.12.2025 and no. 142/16.12.2025. - Period 02.12.2025- present: Member of the Audit Committee appointed by BoD Decision no. 131/02.12.2025 and updated by BoD Decision no.142/16.12.2025.
Remuneration granted	Total gross remuneration granted in 2025: 396,792 lei, <i>of which</i> : Total gross fixed indemnity granted for the period 01.01.2025-31.12.2025: 16,533 lei/month x 12 months= 198,396 lei In 2025, the Variable Component for the year 2024 was granted following the acknowledgement, via OGSM Resolution no. 14/16.06.2025, of the fulfillment by the directors of the obligations

	<p>related to the mandate contract for 2024, applying all legal regulations in force: 16,533 lei x 12 gross monthly fixed indemnities = 198,396 lei</p> <p>For the year 2025, the Variable Component shall be granted in 2026 after the approval, in the OGSM of 28(29).04.2026, of the audited annual Financial Statements, subject to the achievement of the performance indicators approved by OGSM Resolution no. 20/21.08.2025, in the amount of 189,156 gross lei, an amount established according to OGSM Resolution no. 34/15.12.2025 which approves the form and content of the additional act to the mandate contract to be concluded with the non-executive directors of Oil Terminal for the implementation of the amendments to GEO 109/2011 through Law 158/2025</p>
Relative proportion of fixed and variable remuneration in total remuneration	<p>For the year 2025</p> <ul style="list-style-type: none"> - relative proportion of fixed remuneration: 51% - relative proportion of variable remuneration: 49%
Total remuneration complies with the Remuneration Policy approved by OGSM Resolution no. 13/16.06.2025	<ul style="list-style-type: none"> - remuneration is granted within the limits approved by the GSM - the gross monthly fixed indemnity is granted within the limits approved by the GSM, namely OGSM Resolution no.12/27.04.2023. - the variable remuneration for 2024 was granted following the fulfillment of KPIs established in the mandate contract, after the approval of the directors' activity evaluation in the OGSM of 16.06.2025, approved by OGSM Resolution no. 14/16.06.2025 - the remuneration and other benefits granted are provided for in the mandate contract.
Method of application of performance criteria for 2024 for the granting of the variable component in 2025	<ul style="list-style-type: none"> - annual evaluation of the activity performed - the degree of fulfillment of the objectives included in the administration plan - the total degree of achievement of financial and non-financial KPIs included in the mandate contract
Annual change in remuneration	<p>Remuneration was modified starting 15.12.2025, as follows: By OGSM Resolution no. 34/15.12.2025, the form and content of the additional act to the mandate contract to be concluded with the non-executive directors of Oil Terminal was approved for the implementation of the amendments to GEO 109/2011 by Law 158/2025, in the form proposed by the Company, for directors appointed by OGSM Resolution no. 12/27.04.2023. The remuneration of non-executive directors consists of a monthly fixed indemnity in the amount of twice the average over the last 12 months of the average gross monthly earnings for the activity performed according to the company's main object of activity.</p>
Any remuneration received from any entity belonging to the same group	Not applicable for 2025
Benefits	<ul style="list-style-type: none"> - reimbursement of expenses related to the execution of the mandate regarding representation in the interest of the company - holder of a Directors & Officers Liability insurance policy with OIL TERMINAL SA as the sole beneficiary of the insurance indemnities.
No. of shares and stock options granted or offered	Not applicable for 2025
Use of the possibility to reclaim variable remuneration	Not applicable for 2025

Deviation/derogation from the Remuneration Policy	Not applicable for 2025
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Ion LUNGU - provisional non-executive director	
Term of office	<ul style="list-style-type: none"> • 09.04.2025- 08.09.2025 appointed by the Ordinary General Meeting of Shareholders Resolution no.5/09.04.2025
Activity performed	<ul style="list-style-type: none"> - Provisional Chairman of the Board of Directors, appointed by BoD Decision no. 48/15.04.2025 - Period 15.04.2025-08.09.2025 Member of the Nomination and Remuneration Committee appointed by BoD Decision no. 49/15.04.2025.
Remuneration granted	<p>Total gross remuneration granted in 2025: 82,665 lei, as follows: Total gross fixed indemnity granted for the period 09.04.2025-08.09.2025 16,533 lei/month x 5 months= 82,665 lei</p> <p>Did not benefit from the variable component.</p>
Relative proportion of fixed and variable remuneration in total remuneration	<p>For the year 2025</p> <ul style="list-style-type: none"> - relative proportion of fixed remuneration: 100% - relative proportion of variable remuneration: -
Total remuneration complies with the Remuneration Policy approved by OGSM Resolution no. 13/16.06.2025	<ul style="list-style-type: none"> - remuneration is granted within the limits approved by the GSM - the gross monthly fixed indemnity is granted within the limits approved by the GSM, namely OGSM Resolution no.12/27.04.2023. - the remuneration and other benefits granted are provided for in the mandate contract.
Method of application of performance criteria for 2024 for the granting of the variable component in 2025	Not applicable
Annual change in remuneration	Not applicable
Any remuneration received from any entity belonging to the same group	Not applicable
Benefits	<ul style="list-style-type: none"> - reimbursement of expenses related to the execution of the mandate regarding representation in the interest of the company - holder of a Directors & Officers Liability insurance policy with OIL TERMINAL SA as the sole beneficiary of the insurance indemnities.
No. of shares and stock options granted or offered	Not applicable
Use of the possibility to reclaim variable remuneration	Not applicable

Deviation/derogation from the Remuneration Policy	Not applicable
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Manuela- Petronela STAN- OLTEANU - provisional non-executive director	
Term of office	<ul style="list-style-type: none"> • 09.04.2025- 28.11.2025 appointed by the Ordinary General Meeting of Shareholders Resolution no.5/09.04.2025 – mandate duration of 5 months The mandate was extended by two months based on OGSM Resolution no. 23/04.09.2025. appointed by the Ordinary General Meeting of Shareholders Resolution no.30/07.11.2025 - mandate duration of 5 months Revoked by Ordinary General Meeting of Shareholders Resolution no. 33/28.11.2025 following the completion of the selection procedure
Activity performed	<ul style="list-style-type: none"> - Provisional member of the Board of Directors - Period 15.04.2025-28.11.2025: member of the Audit Committee appointed by BoD Decision no. 49/15.04.2025 and updated by Decisions no.105/10.09.2025 and no.120/10.11.2025. - Period 15.04.2025-28.11.2025 member of the Risk Management Committee appointed by BoD Decision no. 49/15.04.2025 and updated by Decisions no.105/10.09.2025 and no.120/10.11.2025.
Remuneration granted	Total gross remuneration granted in 2025: 132,264 lei, as follows: Total gross fixed indemnity granted for the period 09.04.2025-28.11.2025 : 16,533 lei/month x 8 months= 132,264 lei Did not benefit from the variable component.
Relative proportion of fixed and variable remuneration in total remuneration	For the year 2025 <ul style="list-style-type: none"> - relative proportion of fixed remuneration: 100% - relative proportion of variable remuneration: -
Total remuneration complies with the Remuneration Policy approved by OGSM Resolution no. 13/16.06.2025	<ul style="list-style-type: none"> - remuneration is granted within the limits approved by the GSM - the gross monthly fixed indemnity is granted within the limits approved by the GSM, namely OGSM Resolution no.12/27.04.2023. - the remuneration and other benefits granted are provided for in the mandate contract.
Method of application of performance criteria for 2024 for the granting of the variable component in 2025	Not applicable
Annual change in remuneration	Not applicable
Any remuneration received from any entity belonging to the same group	Not applicable
Benefits	<ul style="list-style-type: none"> - reimbursement of expenses related to the execution of the mandate regarding representation in the interest of the company - holder of a Directors & Officers Liability insurance policy with OIL TERMINAL SA as the sole beneficiary of the insurance indemnities.

No. of shares and stock options granted or offered	Not applicable
Use of the possibility to reclaim variable remuneration	Not applicable
Deviation/derogation from the Remuneration Policy	Not applicable

Luminița VLĂDESCU - provisional non-executive director	
Term of office	<ul style="list-style-type: none"> • 09.04.2025- 28.11.2025 appointed by the Ordinary General Meeting of Shareholders Resolution no.5/09.04.2025 – mandate duration of 5 months The mandate was extended by two months based on OGSM Resolution no. 23/04.09.2025. appointed by the Ordinary General Meeting of Shareholders Resolution no.30/07.11.2025 - mandate duration of 5 months Revoked by Ordinary General Meeting of Shareholders Resolution no. 33/28.11.2025 following the completion of the selection procedure
Activity performed	<ul style="list-style-type: none"> - Provisional member of the Board of Directors - Period 15.04.2025-28.11.2025: member of the Nomination and Remuneration Committee appointed by BoD Decision no. 49/15.04.2025 and updated by Decisions no.105/10.09.2025 and no.120/10.11.2025. - Period 15.04.2025-10.09.2025: member of the Risk Management Committee appointed by BoD Decision no. 49/15.04.2025. - Period 10.09.2025-28.11.2025: Chairman of the Risk Management Committee appointed by BoD Decision no. 105/10.09.2025 and updated by Decision no.120/10.11.2025.
Remuneration granted	<p>Total gross remuneration granted in 2025: 132,264 lei, as follows: Total gross fixed indemnity granted for the period 09.04.2025-28.11.2025 : 16,533 lei/month x 8 months= 132,264 lei Did not benefit from the variable component.</p>
Relative proportion of fixed and variable remuneration in total remuneration	<p>For the year 2025</p> <ul style="list-style-type: none"> - relative proportion of fixed remuneration: 100% - relative proportion of variable remuneration: -
Total remuneration complies with the Remuneration Policy approved by OGSM Resolution no. 13/16.06.2025	<ul style="list-style-type: none"> - remuneration is granted within the limits approved by the GSM - the gross monthly fixed indemnity is granted within the limits approved by the GSM, namely OGSM Resolution no.12/27.04.2023. - the remuneration and other benefits granted are provided for in the mandate contract.
Method of application of performance criteria for 2024 for the granting of the variable component in 2025	Not applicable
Annual change in remuneration	Not applicable

Any remuneration received from any entity belonging to the same group	Not applicable
Benefits	- reimbursement of expenses related to the execution of the mandate regarding representation in the interest of the company - holder of a Directors & Officers Liability insurance policy with OIL TERMINAL SA as the sole beneficiary of the insurance indemnities.
No. of shares and stock options granted or offered	Not applicable
Use of the possibility to reclaim variable remuneration	Not applicable
Deviation/derogation from the Remuneration Policy	Not applicable

Mircea Valentin CÎRLAN - provisional non-executive director	
Term of office	<ul style="list-style-type: none"> • 09.09.2025- 28.11.2025 appointed by the Ordinary General Meeting of Shareholders Resolution no. 26/04.09.2025 - mandate duration of 2 months appointed by the Ordinary General Meeting of Shareholders Resolution no.30/07.11.2025 - mandate duration of 5 months Revoked by Ordinary General Meeting of Shareholders Resolution no. 33/28.11.2025 following the completion of the selection procedure
Activity performed	<ul style="list-style-type: none"> - Provisional member of the Board of Directors - Period 10.09.2025- 28.11.2025: member of the Development and Strategy Committee appointed by BoD Decision no. 105/10.09.2025 and updated by Decision no. 120/10.11.2025.
Remuneration granted	Total gross remuneration granted in 2025: 49,599 lei, as follows: Total gross fixed indemnity granted for the period 09.09.2025-28.11.2025: 16,533 lei/months x 3 months= 49,599 lei Did not benefit from the variable component.
Relative proportion of fixed and variable remuneration in total remuneration	For the year 2025 <ul style="list-style-type: none"> - relative proportion of fixed remuneration: 100% - relative proportion of variable remuneration: -
Total remuneration complies with the Remuneration Policy approved by OGSM Resolution no. 13/16.06.2025	<ul style="list-style-type: none"> - remuneration is granted within the limits approved by the GSM - the gross monthly fixed indemnity is granted within the limits approved by the GSM, namely OGSM Resolution no.12/27.04.2023. - the remuneration and other benefits granted are provided for in the mandate contract.
Method of application of performance criteria for 2024 for the granting of the variable component in 2025	Not applicable
Annual change in remuneration	Not applicable
Any remuneration received from any entity	Not applicable

belonging to the same group	
Benefits	- reimbursement of expenses related to the execution of the mandate regarding representation in the interest of the company - holder of a Directors & Officers Liability insurance policy with OIL TERMINAL SA as the sole beneficiary of the insurance indemnities.
No. of shares and stock options granted or offered	Not applicable
Use of the possibility to reclaim variable remuneration	Not applicable
Deviation/derogation from the Remuneration Policy	Not applicable

Paul CONONOV - non-executive director	
Term of office	28.11.2025-28.04.2027 appointed by the Ordinary General Meeting of Shareholders Resolution no.33/28.11.2025.
Activity performed	- Definitive member of the Board of Directors -Period 02.12.2025-present: member of the Nomination and Remuneration Committee appointed by BoD Decision no. 131/02.12.2025 and updated by Decision no.142/16.12.2025 - Period 02.12.2025- present : member of the Risk Management Committee appointed by BoD Decision no. 131/02.12.2025 and updated by Decision no.142/16.12.2025.
Remuneration granted	Total gross remuneration granted in 2025: 16,533 lei, for December 2025 Did not benefit from the variable component.
Relative proportion of fixed and variable remuneration in total remuneration	For the year 2025 - relative proportion of fixed remuneration: 100% - relative proportion of variable remuneration: -
Total remuneration complies with the Remuneration Policy approved by OGSM Resolution no. 13/16.06.2025	- remuneration is granted within the limits approved by the GSM - the gross monthly fixed indemnity is granted within the limits approved by the GSM, namely OGSM Resolution no.12/27.04.2023. - the remuneration and other benefits granted are provided for in the mandate contract.
Method of application of performance criteria for 2024 for the granting of the variable component in 2025	Not applicable
Annual change in remuneration	Not applicable
Any remuneration received from any entity belonging to the same group	Not applicable

Benefits	- reimbursement of expenses related to the execution of the mandate regarding representation in the interest of the company - holder of a Directors & Officers Liability insurance policy with OIL TERMINAL SA as the sole beneficiary of the insurance indemnities.
No. of shares and stock options granted or offered	Not applicable
Use of the possibility to reclaim variable remuneration	Not applicable
Deviation/derogation from the Remuneration Policy	Not applicable

Călin Victor DOBRE - non-executive director	
Term of office	28.11.2025-28.04.2027 appointed by the Ordinary General Meeting of Shareholders Resolution no.33/28.11.2025.
Activity performed	- Definitive member of the Board of Directors - Period 02.12.2025-present: member of the Development and Strategy Committee appointed by BoD Decision no. 131/02.12.2025 and updated by Decision no. 142/16.12.2025. - Period 02.12.2025-present: Chairman of the Risk Management Committee appointed by BoD Decision no. 131/02.12.2025 2025 and updated by Decision no. 142/16.12.2025.
Remuneration granted	Total gross remuneration granted in 2025: 16,533 lei, for December 2025 Did not benefit from the variable component.
Relative proportion of fixed and variable remuneration in total remuneration	For the year 2025 - relative proportion of fixed remuneration: 100% - relative proportion of variable remuneration: -
Total remuneration complies with the Remuneration Policy approved by OGSM Resolution no. 13/16.06.2025	- remuneration is granted within the limits approved by the GSM - the gross monthly fixed indemnity is granted within the limits approved by the GSM, namely OGSM Resolution no.12/27.04.2023. - the remuneration and other benefits granted are provided for in the mandate contract.
Method of application of performance criteria for 2024 for the granting of the variable component in 2025	Not applicable
Annual change in remuneration	Not applicable
Any remuneration received from any entity belonging to the same group	Not applicable
Benefits	- reimbursement of expenses related to the execution of the mandate regarding representation in the interest of the company - holder of a Directors & Officers Liability insurance policy with OIL TERMINAL SA as the sole beneficiary of the insurance indemnities.

No. of shares and stock options granted or offered	Not applicable for 2025
Use of the possibility to reclaim variable remuneration	Not applicable for 2025
Deviation/derogation from the Remuneration Policy	Not applicable for 2025

Mihai Călin PRECUP - provisional non-executive director	
Term of office	<ul style="list-style-type: none"> 15.12.2025-15.05.2026 appointed by the Ordinary General Meeting of Shareholders Resolution no. 37/15.12.2025.
Activity performed	- Provisional member of the Board of Directors Period 16.12.2025 – present: member of the Audit Committee, appointed by the BoD Decision no.142/16.12.2025.
Remuneration granted	Total gross remuneration granted in 2025: 16,533 lei, for December 2025 Did not benefit from the variable component.
Relative proportion of fixed and variable remuneration in total remuneration	For the year 2025 - relative proportion of fixed remuneration: 100% - relative proportion of variable remuneration: -
Total remuneration complies with the Remuneration Policy approved by OGSM Resolution no. 13/16.06.2025	- remuneration is granted within the limits approved by the GSM - the gross monthly fixed indemnity is granted within the limits approved by the GSM, namely OGSM Resolution no.12/27.04.2023. - the remuneration and other benefits granted are provided for in the mandate contract.
Method of application of performance criteria for 2024 for the granting of the variable component in 2025	Not applicable
Annual change in remuneration	Not applicable
Any remuneration received from any entity belonging to the same group	Not applicable
Benefits	- reimbursement of expenses related to the execution of the mandate regarding representation in the interest of the company - holder of a Directors & Officers Liability insurance policy with OIL TERMINAL SA as the sole beneficiary of the insurance indemnities.
No. of shares and stock options granted or offered	Not applicable

Use of the possibility to reclaim variable remuneration	Not applicable
Deviation/derogation from the Remuneration Policy	Not applicable

Approval of performance indicators and remuneration limits for non-executive directors (fixed indemnity and variable component amount)

By the Ordinary General Meeting of Shareholders (OGSM) Resolution no.13/28.08.2023:

- the financial and non-financial performance indicators resulting from the Administration Plan of Oil Terminal SA were approved. The KPIs that will constitute an annex to the non-executive directors' mandate contracts were approved;
- the amount of the variable component of the non-executive directors' remuneration was approved at 12 gross monthly fixed indemnities for each year of the mandate;
- the form and content of the additional act to be concluded with the company's non-executive directors were approved;
- the mandating of the State representative in the General Meeting of Shareholders to sign the Additional Acts to the Mandate Contracts was approved;
- the limits of the variable component (gross) for directors under mandate contracts were approved: between 11 and 12 gross monthly fixed indemnities for each year of the mandate.

By the Ordinary General Meeting of Shareholders (OGSM) Resolution no. 20/21.08.2025

- the financial and non-financial key performance indicators for the executive and non-executive directors, resulting from the Administration Plan of OIL TERMINAL SA, were approved in accordance with the minimum level established for the company pursuant to the Annex to the AMEPIP President's Order no. 651/2024, which will constitute the annex to the mandate contracts of the directors and the members of the Board of Directors of OIL TERMINAL S.A.
- the Additional Act to the mandate contract to be concluded with the members of the Board of Directors was approved in the form and content proposed by the Ministry of Energy.

By the Ordinary General Meeting of Shareholders (OGSM) Resolution no.34/15.12.2025 the form of the Additional Acts to the Mandate Contracts of the non-executive directors was approved, thereby implementing the legal provisions regarding the modification of remunerations and the limitation of benefits introduced by Law no. 158/2025, which amends and supplements GEO no. 109/2011 on the corporate governance of public enterprises, as subsequently amended and supplemented. The company's directors appointed by OGSM Resolution no. 12/27.04.2023 signed these Additional Acts on 15.12.2025, assuming the removal of the variable component as of this date.

The company's directors appointed by OGSM Resolution no. 33/28.11.2025 si 37/15.12.2025 have a remuneration consisting of a fixed indemnity in the amount established by OGSM Resolution no. 12/27.04.2023.

Approval of indemnity limits for the directors' civil liability insurance policy

- By the Ordinary General Meeting of Shareholders (OGSM) Resolution no. 24/04.09.2025 a liability limit of 1 million euros was approved for the liability insurance policy covering the company's directors in office, with Oil Terminal SA as the sole beneficiary of the insurance indemnities.

B. Directors with mandate contracts

By Board of Directors Decision no. 72/19.06.2023, in accordance with the provisions of Art. 35 of GEO no. 109/2011 in force at the date of appointment, the management of the company was delegated and Mr. Viorel Sorin CIUTUREANU was appointed as General Director of the company; the duration of the General Director's mandate was set at 4 years, starting from 20.06.2023 until 20.06.2027.

By Board of Directors Decision no. 73/19.06.2023, in accordance with the provisions of GEO no. 109/2011 in force at the date of appointment, Ms. Adriana Frangu was appointed as Financial Director of the company; the duration of the Financial Director's mandate was set at 4 years, starting from 20.06.2023 until 20.06.2027.

Reporting of amounts granted as remuneration

Sorin Viorel CIUTUREANU – General Director of OIL TERMINAL SA	
Term of Office	20.06.2023 – 20.06.2027 pursuant to Board of Directors Decision no. 72/19.06.2023
Remuneration	Total gross remuneration granted in 2025: 1,219,653.67 lei, of which: Total gross fixed indemnity granted: 607,653.67 gross lei/year
	Variable Component for 2024 was granted in 2025 following the BoD approval of the activity evaluation report for directors under mandate contracts for the year 2024, in accordance with the provisions of Art. 36, para. 5 of GEO 109/2011 in force at the date of appointment, presented by the Nomination and Remuneration Committee, via BoD Decision no. 71/20.05.2025, in the amount of 12 gross monthly fixed indemnities: 51,000 lei/person/month x 12 gross monthly fixed indemnities = 612,000 lei/year Variable Component for 2025 to be granted in 2026 after the approval in the OGSM of 28(29).04.2026 of the audited annual Financial Statements and the evaluation of the directors' activity performed by the Board of Directors, subject to the achievement of the performance indicators approved by OGSM Resolution no. 20/21.08.2025, in the amount of: 585,919 lei.
Relative proportion of fixed and variable remuneration in total remuneration	For the year 2025 - relative proportion of fixed remuneration 49.82% - relative proportion of variable remuneration 50.18%
Total remuneration complies with the Remuneration Policy approved by OGSM Resolution no. 13/16.06.2025	- remuneration is established by the Board of Directors within the limits approved by OGSM Resolution no. 34/15.12.2025 - for 2025, the gross monthly fixed indemnity is granted monthly without correlation with financial and non-financial indicators - the variable component related to 2024, in the amount of 12 gross monthly fixed indemnities, was granted in 2025 after the BoD approved the Activity Evaluation Report for directors with mandate contracts for 2024, in accordance with the provisions of Art. 36, para. 5, of G.E.O. 109/2011 in force at the date of appointment - the remuneration and other benefits granted are provided for in the mandate contract
Method of application of performance criteria for 2024 for the granting of the variable component in 2025	- annual evaluation of the activity performed - degree of fulfillment of the objectives included in the administration plan - total degree of achievement of financial and non-financial KPIs included in the mandate contract
Annual change in remuneration	<u>Until 16.12.2025</u> - BoD Decision no. 72/19.06.2023 by which the Board of Directors established the gross monthly fixed indemnity for the General Director in the amount of 51,000 lei gross, which does not exceed 6 times the average of the last 12 months of the average gross monthly earnings for the activity performed according to the main object of activity registered by the

	<p>company, at class level according to the classification of activities in the national economy, communicated by the National Institute of Statistics prior to appointment (51,095 lei gross).</p> <ul style="list-style-type: none"> - BoD Decision no. 117/01.09.2023 establishing the annual variable component at 12 monthly fixed indemnities, respectively 612,000 lei gross <p>After 15.12.2025</p> <ul style="list-style-type: none"> - Decision no. 134/16.12.2025 by which the Board of Directors approved the additional act, according to which the general director benefits from a remuneration consisting of a gross monthly fixed indemnity in the amount of 42,579 lei and a variable indemnity in the amount of 17,031 lei
Any remuneration received from any entity belonging to the same group	Not applicable for 2025
Benefits	<ul style="list-style-type: none"> - reimbursement of expenses related to the execution of the mandate regarding representation in the interest of the company - holder of a Directors & Officers Liability insurance policy with OIL TERMINAL SA as the sole beneficiary of the insurance indemnities.
No. of shares and stock options granted or offered	Not applicable for 2025
Use of the possibility to reclaim variable remuneration	Not applicable for 2025
Deviation/derogation from the Remuneration Policy	Not applicable for 2025

Adriana FRANGU – Financial Director	
Term of Office	20.06.2023 – 20.06.2027 pursuant to Board of Directors Decision no. 73/19.06.2023
Remuneration	Total gross remuneration granted in 2025 : 1,196,129.03 gross lei, of which:
	Total gross fixed indemnity granted: 596,129.03 gross lei
	<p>Variable Component for 2024 was granted in 2025 following the BoD approval of the activity evaluation report for directors under mandate contracts for the year 2024, in accordance with the provisions of Art. 36, para. 5 of GEO 109/2011 in force at the date of appointment, presented by the Nomination and Remuneration Committee, via BoD Decision no. 71/20.05.2025 in the amount of 12 gross monthly fixed indemnities:</p> <p>50,000 lei/person/month x 12 gross monthly fixed indemnities = 600,000 lei/year</p> <p>Variable Component for 2025 to be granted in 2026 after the approval in the OGSM of 28(29).04.2026 of the audited annual Financial Statements and the evaluation of the directors' activity performed by the Board of Directors, subject to the achievement of the performance indicators approved by OGSM Resolution no.13/28.08.2023 in the amount of</p> <p>574,445 lei</p>

Relative proportion of fixed and variable remuneration in total remuneration	For the year 2025 - relative proportion of fixed remuneration 49.83% - relative proportion of variable remuneration 50.16%
Total remuneration complies with the Remuneration Policy approved by OGSM Resolution no. 13/16.06.2025	- remuneration is established by the Board of Directors within the limits approved by OGSM Resolution no. 34/15.12.2025 - for 2025, the gross monthly fixed indemnity is granted monthly without correlation with financial and non-financial indicators - the variable component related to 2024, in the amount of 12 gross monthly fixed indemnities, was granted in 2025 after the BoD approved the Activity Evaluation Report for directors with mandate contracts for 2024, in accordance with the provisions of Art. 36, para. 5, of G.E.O. 109/2011 in force at the date of appointment - the remuneration and other benefits granted are provided for in the mandate contract
Method of application of performance criteria for 2026 for the granting of the variable component in 2025	- annual evaluation of the activity performed - degree of fulfillment of the objectives included in the administration plan - total degree of achievement of financial and non-financial KPIs included in the mandate contract
Annual change in remuneration	<u>Until 16.12.2025</u> - BoD Decision no.73/19.06.2023 by which the Board of Directors established the gross monthly fixed indemnity for the Financial Director in the amount of 50,000 lei gross, which does not exceed 6 times the average of the last 12 months of the average gross monthly earnings for the activity performed according to the main object of activity registered by the company, at class level according to the classification of activities in the national economy, communicated by the National Institute of Statistics prior to appointment (51,095 lei gross). - BoD Decision no. 118/01.09.2023, establishing the annual variable component at 12 monthly fixed indemnities, respectively 600,000 lei gross <u>After 16.12.2025</u> - Decision no. 134/16.12.2025 by which the Board of Directors approved the additional act, according to which the financial director benefits from a remuneration consisting of a gross monthly fixed indemnity in the amount of 42,500 lei and a variable indemnity in the amount of 17,031 lei
Any remuneration received from any entity belonging to the same group	Not applicable for 2025
Benefits	- reimbursement of expenses related to the execution of the mandate regarding representation in the interest of the company - holder of a Directors & Officers Liability insurance policy with OIL TERMINAL SA as the sole beneficiary of the insurance indemnities.
No. of shares and stock options granted or offered	Not applicable for 2025
Use of the possibility to reclaim variable remuneration	Not applicable for 2025

Deviation/derogation from the Remuneration Policy	Not applicable for 2025
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Approval of performance indicators and remuneration limits for directors with mandate contracts (fixed indemnity and variable component amount)

By the Ordinary General Meeting of Shareholders (OGSM) Resolution no.13/28.08.2023:

- the remuneration limits for directors under mandate contracts assimilated to executive directors were approved as follows:

1. limits of the gross monthly fixed indemnity: between 5 and 6 times the average over the last 12 months of the average gross monthly earnings for the activity performed according to the main object of activity registered by the company, at the class level according to the classification of activities in the national economy, communicated by the National Institute of Statistics prior to the appointment.

2. limits of the variable component (gross): between 11 and 12 gross monthly fixed indemnities for each year of the mandate.

- By Decision no. 72/19.06.2023, the Board of Directors established the gross monthly fixed indemnity for the General Director in the amount of 51,000 gross lei, which does not exceed 6 times the average over the last 12 months of the average gross monthly earnings for the activity performed according to the main object of activity registered by the company, at the class level according to the classification of activities in the national economy, communicated by the National Institute of Statistics prior to the appointment (51,095 gross lei).
- By Decision no. 73/19.06.2023, the Board of Directors established the gross monthly fixed indemnity for the Financial Director in the amount of 50,000 gross lei, which does not exceed 6 times the average over the last 12 months of the average gross monthly earnings for the activity performed according to the main object of activity registered by the company, at the class level according to the classification of activities in the national economy, communicated by the National Institute of Statistics prior to the appointment (51,095 gross lei).
- By Decision 117/01.09.2023, the variable component of the General Director's remuneration was approved in the amount of 12 gross monthly fixed indemnities for each year of the mandate, granted under the conditions of the law, within the provisions of the budget of revenues and expenses approved in accordance with the applicable legal provisions in force.
- By Decision 118/01.09.2023, the variable component of the Financial Director's remuneration was approved in the amount of 12 gross monthly fixed indemnities for each year of the mandate, granted under the conditions of the law, within the provisions of the budget of revenues and expenses approved in accordance with the applicable legal provisions in force.
- By Decision 119/01.09.2023, the form and content of the additional act containing the KPIs to be concluded to the mandate contract of the company's General Director, appointed by BoD Decision no. 72/19.06.2023, were approved.
- By Decision 120/01.09.2023, the form and content of the additional act containing the KPIs to be concluded to the mandate contract of the company's Financial Director, appointed by BoD Decision no. 73/19.06.2023, were approved.
- By Decision 102/21.08.2025, the form and content of the additional act to be concluded to the mandate contract of both the General Director (appointed via Decision 72/19.06.2023) and the Financial Director (appointed via Decision 73/19.06.2023) were approved.

By the Ordinary General Meeting of Shareholders (OGSM) Resolution no. 35/15.12.2025:

- the limits of the gross monthly fixed indemnity for directors under mandate contracts assimilated to executive directors were established between 4 and 5 times the average over the last 12 months of the average gross monthly earnings for the activity performed according to the main object of activity registered by the company, at the class level according to the classification of

activities in the national economy, as communicated by the National Institute of Statistics prior to the appointment;

- the limits of the variable component (gross) for directors under mandate contracts assimilated to executive directors were established between 1 and 2 times the average over the last 12 months of the average gross monthly earnings for the activity performed according to the main object of activity registered by the company, at the class level according to the classification of activities in the national economy, as communicated by the National Institute of Statistics prior to the appointment;
- the limits of the benefits granted to directors under mandate contracts assimilated to executive directors were established between one and two gross monthly fixed indemnities per year of the mandate;
- By Decision no. 134/16.12.2025, the Board of Directors approved the additional act according to which the General Director benefits from a remuneration consisting of a gross monthly fixed indemnity in the amount of 42,579 lei and a variable indemnity in the amount of 17,031 lei;
- By Decision no. 134/16.12.2025, the Board of Directors approved the additional act according to which the Financial Director benefits from a remuneration consisting of a gross monthly fixed indemnity in the amount of 42,500 lei and a variable indemnity in the amount of 17,031 lei.

Approval of indemnity limits for the civil liability insurance policy for directors with mandate contracts

By OGSM Resolution no. 24/04.09.2025, a liability limit of 1 million euros was approved for the liability insurance policy covering the company's directors in office, with Oil Terminal SA as the sole beneficiary of the insurance indemnities.

By Decision no.114/23.10.2025 the Board of Directors approved:

- the liability limit for the General Director's civil liability insurance policy of 1 million euros, in the same amount as approved by the GSM for the directors
- the payment of the premium for the civil liability insurance policy for the company's directors (7 persons) and for the executive directors in office, with a validity of 12 months starting from 26.10.2025, with Oil Terminal SA as the sole beneficiary of the insurance indemnities.

Average remuneration (average monthly gross earnings per employee)

The average monthly gross earnings per employee, determined based on personnel-related expenses and the full-time equivalent of the company's non-managerial employees over the last 5 financial years, are presented as follows:

Indicators	row no.	2021	2022	2023	2024	2025
Salary-related expenses (thousand lei)	1	99 105	107 747	133 520	155 186	161.762
Average no. of employees (persons)	2	947	962	996	1030	1011
Average monthly earnings per employee determined based on salary-related expenses (row 1/row 2)/12*1000 (lei/person)	3	8 721	9 334	11 171	12 556	13.334

Grounds for termination of individual employment contract/Year	2021	2022	2023	2024	2025
Old-age pension (standard retirement)		2	1	2	3
Old-age pension with reduction of standard retirement age	63	17	21	31	30
Early retirement pension		1	1	7	
Disability pension		1	1	4	3

Resignation	2	1	1	0	1
Mutual agreement of the parties	7	8	9	8	6
Disciplinary dismissal	2	3	1	2	2
Probation period notification	3	0	1	3	
Expiry of term (fixed-term contract)	1	0	0	0	3
Death	3	1	3	2	1
Total	81	34	39	59	49

Year	Average number of employees at year-end	Actual number of employees at year-end
2021	947	987
2022	962	1019
2023	996	1050
2024	1030	1060
2025	1011	1042

In accordance with the provisions of Art. 107 para. (7) of Law no. 24/2017, republished, this report has been subject to verification by the statutory auditor.

This Remuneration Report will be submitted for a vote during the OGSM meeting for the approval of the financial results for the year 2025, which will be held on 28(29).04.2026.

Chairman of the Board of Directors,
Ramona UNGUR

General Director,
Sorin Viorel CIUTUREANU