

List of questions asked by the shareholders of Rompetrol Well Services SA regarding the Ordinary General Meetings of Shareholders, which will be held on April 26/27, 2021, as well as the answers provided:

Question no.1:

Referring to the debt of the company to Oilfield Exploration Business Solutions SRL, what are the specific actions undertaken by the company, through the Board of Directors, for debt recovery?

Answer:

The Board of Directors closely followed the evolution of the legal situation of Oilfield Exploration Business Solution SRL (OEBS) in relation to the creditor ANAF, given the complex situation of the company, including the enforcement process. Thus, following the last correspondence with OEBS, we were informed of the approval of the ANAF budgetary debt-restructuring plan, a plan that depends on the fulfillment of operational and legal commitments. The fulfillment of all the conditions agreed in the restructuring plan will allow in the end payments to the rest of creditors, including affiliated parties.

Question no. 2:

Referring to the Note 22 from the individual financial statements, were the amounts indicated in the note recovered in full? (amounts totaling RON 3,885,384 and RON 4,642,486)?

Answer:

The amounts mentioned in note 22 were collected in the proportion of 99.88% for 2020, respectively 99.80% for 2019.

Question no. 3:

Referring to the amounts representing the interests due to the company in the cash pooling contract, were those amounts actually recovered?

Answer:

The amounts representing interest under the cash-pooling contract, detailed also in note 22 mentioned above, were collected in the Company's current account.

Question no. 4:

Referring the amounts representing the interests due to the company in the cash pooling contract, what is the frequency the company's bank account is credited with the respective amounts (monthly, quarterly, annually)?

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Answer:

The amounts representing interest under the cash-pooling contract are collected in the Company's current account with a frequency between 1 and 3 months.

Question no. 5:

What are the strategic objectives at company level and the individual objectives set for the company's Executive Management?

Answer:

Individual performance indicators of Executive Management include financial and non-financial areas, aligned with the Company's strategic goals of continuing to grow in the traditional marketplace by modernizing operational technology and identifying new business opportunities in Europe and the Middle East.

Some indicators and related areas are presented below:

1. Financial indicators such as:

- EBITDA: measures the degree of realization of profit before interest, tax, and depreciation, to be able to track profitability and performance.

- Operating Cost Control: measures total operating costs, to keep operating costs below target and maximize performance.

2. Operating indicators such as:

- Increasing the market share in Romania for special cementing and stimulation services.

- Launching the activity outside Romania: the aim is to measure the number of commercial contracts to be concluded to provide services outside the Romanian market.

3. Health and Safety such as:

- Reducing the number of accidents at work: measures the lost time injury rate, major workplace accidents, including fatalities, and serious road traffic accidents.

Question no. 6:

What is the company's policy for evaluating the performance of the company's Executive Management?

Answer:

When measuring the performance of the Company's Executives, the medium-term and long-term strategy and goals of the Company are taken into account, as well as the degree of fulfillment of corporate and individual indicators.

The Board of Directors validates the final assessment of Executive Directors at the beginning of the year following the year under review.

For more information, please consult the Remuneration Policy, Section 3.2 Performance measurement, proposed for approval in the General Meeting of Shareholders on April 26/27, 2021, published on the Company's website.

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Question no. 7:

What are the financial and non-financial benefits of the Executive Managers for 2020 (expressed in value or, as the case may be, differently for each Executive Manager)?

Answer:

The financial and non-financial benefits of Executive Directors are mentioned in the Remuneration Policy proposed for approval in the General Meeting of Shareholders on April 26/27, 2021, Chapter 4 (Benefits).

According to the legislation in force, respectively Law No. 24/2017, Art. 92 ^ 2, the Company will publish the 2021 Remuneration Report on the Company's website, a report detailing remuneration of the Executive Directors on an individual basis, broken down by components, including the value of their financial and non-financial benefits.

Question no. 8:

What are the financial and non-financial benefits of the Executive Managers of the company already granted and proposed in / for 2021 (expressed in value or, as the case may be, differently for each Executive Manager)?

Answer:

The financial and non-financial benefits of the Executive Directors granted or to be granted in 2021 are referred to in the Remuneration Policy proposed for approval in the General Meeting of Shareholders on April 26/27, 2021, Chapter 4 (Benefits), their value being the subject of the Remuneration Report for 2021.

Question no. 9:

Could you confirm me that the amount of RON 571,013 registered as management expenses with the affiliated parties (note 3.2) is not based on fictitious services? What affiliated parties were contracted for these services and what is the frequency of these payments?

Answer:

The amounts representing expenses with related parties are real services, corroborated by the activity reports and evidence of fulfilling the respective services. Management services are part of the Service Agreement concluded with KMG Rompetrol S.R.L. and the term of payment according to the Agreement is 30 days.

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