



November 9, 2007

ROMPETROL

Rompétrol Rafinare S.A. Constanta
Attn: Carmen Chitu, Legal Department
Drumul Județean 226 km. 23
Constanta, Romania

Dear Sirs/ Madams:

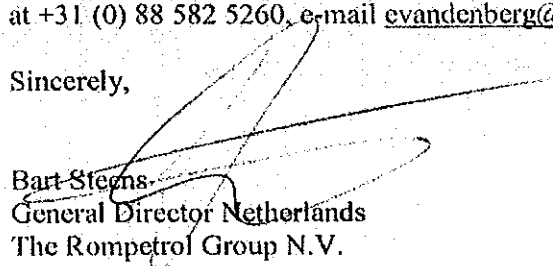
This letter is to formally inform you that The Rompétrol Group N.V. ("TRG"), through its duly established entity Stichting Administratiekantoor TRG, incorporated under the laws of The Netherlands (the "TRG Stichting") has established The Rompétrol Group Employee Stock Option Plan 2007 (the "Plan").

This incentivized compensation program has been created for the benefit of employees, administrators and affiliated persons of TRG and its group of companies (the "Participants"). The Participants have been selected by TRG based upon well-established key performance indicators relevant to the oil refining and distribution industry. The compensation benefits of the Plan are based upon non-tradable certificates, issued by TRG Stichting, which embody specific economic entitlements to shares in the capital of Rompétrol Rafinare S.A. Constanta ("RRC"), which, as you know, is duly listed on the Bucharest Stock Exchange (the "Shares"). The number of Shares required for the implementation of the Plan are being purchased by the TRG Stichting from Rompétrol Financial Group SRL for this specific purpose.

We also hereby inform you that the Participants shall be notified by the close of business today of their selection for the Plan and the steps to implement the Plan.

Should you require any further additional information, please feel free to contact our Amsterdam-based lawyers who have developed the Plan. Specifically, you may contact Mr. Jaap W. Rotgans at +31 (0) 88 582 5210, e-mail jrotgans@akd.nl or Mr. Eelco van den Berg at +31 (0) 88 582 5260, e-mail evandenber@akd.nl.

Sincerely,


Bart Steens
General Director Netherlands
The Rompétrol Group N.V.

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