



**The annual remuneration report of the Managers of Chimcomplex S.A. Borzești  
(the "Company")**

The Board of Managers of the Company (the "Board of Managers") has drawn up in accordance with the remuneration policy of the Company's Managers this annual report (the "Remuneration Report") which includes the remuneration and other amounts granted to the Managers of the company during the financial year that ended on 31 December 2021.

The Remuneration Report was submitted to the consultative vote of the ordinary general meeting of shareholders of the Company ("OGMS") on April 28, 2022, will be published on the Company website, in accordance with the applicable legal provisions.

The Remuneration Report provides an overview of the remuneration granted or due during the last financial year to managers.

<b>Nr. crt.</b>	<b>Name</b>	<b>Position</b>	<b>Net income collected in 2021 - lei -</b>
1	Vuza Stefan	Chairman of the BoD	3,367,266
2	Bancila Virgiliu	Vice-chairman of the BoD	602,220
3	Cojoc Iuliu Liviu	Member of the BoD	398,573
4	Colteanu Cristian - Valentin	Member of the BoD up until 30.07.2021	211,168
5	Staicu Dumitru - Florian	Member of the BoD up until 30.07.2021	211,168
6	Hajdinjak Frank	Member of the BoD de la 30.07.2021	113,730
7	Todor Mihai Dan	Member of the BoD de la 30.07.2021	113,729
8	Runtag Tivadar Bela	General Manager	1,280,431
9	Dumitriu Adrian	Financial Manager	801,633
10	Coman Dumitru	Technical Manager	669,214
11	Alexa Anisoara	Manager Economic Onesti up until 30.11.2021	466,777
12	Dumitru Mihai	Manager Production Onesti	350,861
13	Prisacariu Daniel	Manager Operations Onesti up until 08.10.2021	622,956
14	Balaita Maria - Luminita	Manager Operations Onesti de la 03.12.2021	26,968
15	Victor Avram	Manager Operations	576,157
16	Spiru Armand	Manager Commercial and as of 03.12.2021, Manager Acquisitions and Logistics	558,685
17	Andrei Laurentiu	Manager Adjunct	344,522

18	Moldovan Dan	Manager Adjunct Commercial si din 03.12.2021, Manager Commercial	314,190
19	Spiru Felicia	Manager Adjunct Financial	299,232
20	Floricioiu Narcis	Manager Adjunct Technical	246,056
21	Nitescu Cristian Madalin	Manager Logistica de la 18.10.2021	30,633
22	Stratan Dan Artur	Manager Acquisitions Strategic period 30.07.2021- 28.09.2021	41,961
23	Morari Dan	Manager Acquisitions Utilities period 01.10.2021- 23.12.2021	59,075
24	Bragusi Nicoleta Lorelei	Manager Energy de la 03.12.2021	10,159

Additionally, the amounts mentioned above, Mr. Stefan Vuza and Mr. Virgiliu Bancila have collected the amounts of 5,184,925 lei and 3,045,640 lei as a bonus due for the financing and refinancing transactions of the company, respectively for the company's strategic transactions.

**Chimcomplex S.A. Borzești Ștefan Vuza**