



## The annual remuneration report of the managers of Chimcomplex S.A. Borzești ("The company")

The Board of Directors of the Company (the "Board of Directors") has prepared, 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 Company's managers during the financial year ended on December 31 2022.

The Remuneration Report was submitted to the advisory vote of the ordinary general meeting of the Company's shareholders ("AGOA") on April 27, 2023 and will be published on the Company's website, in accordance with the applicable legal provisions.

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

Nr. crt.	Name	Function	Net income collected in 2022 - lei -
1	Vuza Stefan	President of the BoD; General Director starting with Nov. 2022	1,723,592
2	Bancila Virgiliu	Vice-president of the BoD until July. 2022	235,102
3	Cojoc Iuliu Liviu	Member of the BoD	180,340
4	Preoteasa Veronica	Member of the BoD from Aug. 2022; Commercial Director from Nov. 2022	126,975
5	Todor Mihai Dan	Member of the BoD until July. 2022	122,865
6	Hajdinjak Frank	Member of the BoD until July. 2022	132,755
7	Tischer Gabriel	Member of the BoD since Aug. 2022	75,902
8	Urbanowski Witold Piotr	Member of the BoD since Aug. 2022	57,419
9	Alexander Madeline	Member of the BoD since Aug. 2022	121,465
10	Victor Avram	General Director until Nov. 2022	606,696
11	Baiu Cosmin Sliviu	Deputy General Director starting with Sept. 2022	165,671
12	Coman Dumitru	Deputy Technical Director/General; Member of the BoD since Oct. 2022	520,978
13	Floricioiu Narcis	Deputy Technical Director	243,917
14	Dumitriu Adrian	Financial Director until May 2022	495,657
15	Spiru Felicia	Deputy Financial Director	237,693
16	Balaita Maria - Luminita	Operations Director	302,699
17	Staicu Dumitru Florian	Interim Operations Director starting Nov. 2022	65,253
18	Andrei Laurentiu	Deputy Director until Nov. 2022	296,015
19	Moldovan Dan	Commercial Director	425,517
20	Bogoslov Alina Elena	Deputy Commercial Director	152,499

\* In addition to the amounts specified above, Mr. Stefan Vuza also collected the amount of 10,462,455 lei, the amount that the Company owed him for transactions (financing and refinancing of the company, strategic transactions of the company), transactions that took place between 2017 - 2021, but paid in 2022.

Chimcomplex S.A. Borzești  
Ștefan Vuza

27 March 2023