

**The annual remuneration report of the managers of Farmaceutica REMEDIA S.A.
("The company")**

The Board of Administrators of the Company ("the Board of Administrators") has prepared in accordance with the remuneration policy of the Company's directors this annual report (the "Remuneration Report") which includes the remuneration and other benefits granted to the Company's executives during the last 5 financial years.

The Remuneration Report has been submitted to the consultative vote of the Ordinary General Meeting of Shareholders of the Company ("OGMS") dated 20.04.2022 and will be published on the Company's website at www.remédia.ro and will remain available to the public for 10 years from the date of publication, in accordance with the applicable legal provisions.

The Remuneration Report provides an overview of remuneration, including all benefits, regardless of form, granted or due during the last 5 financial years, to individual managers, including newly appointed and former executives in accordance with the Remuneration Policy.

A. Remuneration structure of the Company's managers

2017	Total gross remuneration (broken down by components)	The relative proportion of their fixed remuneration	Relative variable pay ratio (performance bonus)	Other benefits obtained	Remuneration received from any entity in Romania that belongs to the same group and that is controlled by the Company / is affiliated to the Company
Valentin-Norbert TARUS – President of the Board	5.73% from net profit	100%	0	N/A	N/A
CHIRITA Zoe – BA Member	6.37% from net profit	100%	0	N/A	N/A
BANCIU Mircea - from 30.04.17	2.88% from net profit	100%	0	N/A	N/A
BACIU Ioan - from 30.04.17	2.97% from net profit	100%	0	N/A	N/A
CHIVU Corina - from 30.04.17	1.27% from net profit	100%	0	N/A	75.000 lei BBTO

2018	Total gross remuneration (broken down by components)	The relative proportion of their fixed remuneration	Relative variable pay ratio (performance bonus)	Other benefits obtained	Remuneration received from any entity in Romania that belongs to the same group and that is controlled by the Company / is affiliated to the Company
Valentin-Norbert TARUS – President of the Board	8.96% from net profit	100%	0	N/A	N/A
CHIRITA Zoe – BA Member	7.91% from net profit	100%	0	N/A	N/A
BANCIU Mircea – 01.01.18 - 30.04.18	1.79% from net profit	100%	0	N/A	N/A
BACIU Ioan - 01.01.18-30.04.18	1.84% from net profit	100%	0	N/A	N/A
CHIVU Corina - 01.01.18-30.04.18	0.79% from net profit	100%	0	N/A	25.000 lei BBTO
DUBAU Alin Eugen - BA Member	3.95% from net profit	100%	0	N/A	N/A
Serfal MANAGEMENT S.R.L. – BA Member	4.79% from net profit	100%	0	N/A	N/A
Corneliu POLL - BA Member	free mandate	N/A	0	N/A	367.000 lei BBTO

2019	Total gross remuneration (broken down by components)	The relative proportion of their fixed remuneration	Relative variable pay ratio (performance bonus)	Other benefits obtained	Remuneration received from any entity in Romania that belongs to the same group and that is controlled by the Company / is affiliated to the Company
Valentin-Norbert TARUS – President of The Board	6.96% from net profit	100%	0	N/A	N/A
DUBAU Alin Eugen - BA member- 01.01.19-30.04.19	2.45% from net profit	100%	0	N/A	N/A
Corneliu POLL - BA member - Jan `19	free mandate	N/A	0	N/A	30.182 lei BBTO
Serfal MANAGEMENT S.R.L. – BA Member - 01.01.-19- 30.04.19	2.14% from net profit	100%	0	N/A	N/A
WINSOFT Solutions SRL / Lucian –CODREAN - 01.05.19-31.12.19	3.35% from net profit	100%	0	N/A	N/A
NOEL Consulting - Petru CRACIUN 01.05.19-31.12.19	3.27% from net profit	100%	0	N/A	102.700 lei BBTO

2020	Total gross remuneration (broken down by components)	The relative proportion of their fixed remuneration	Relative variable pay ratio (performance bonus)	Other benefits obtained	Remuneration received from any entity in Romania that belongs to the same group and that is controlled by the Company / is affiliated to the Company
Valentin-Norbert TARUS – President of the Board	0.47% from net profit	100%	0	N/A	N/A
PARVU Marcel-Adrian- BA Member 01.05.20-31.05.20	0.27% from net profit	100%	0	N/A	N/A
NOEL Consulting – 01.01.20-30.04.20	0.18% from net profit	100%	0	N/A	118.000 lei BBTO
Elena CODREAN – BA Member from 31.12.2020	free mandate	100%	0	N/A	N/A
WINSOFT Solutions SRL/Lucian CODREAN-01.01.20-30.04.20	0.12% from net profit	100%	0	N/A	N/A

2021	Total gross remuneration (broken down by components)	The relative proportion of their fixed remuneration	Relative variable pay ratio (performance bonus)	Other benefits obtained	Remuneration received from any entity in Romania that belongs to the same group and that is controlled by the Company / is affiliated to the Company
Valentin-Norbert TARUS – President of the Board	2.82% from net profit	100%	0	N/A	N/A
NIPA STEURBERATUNG SRL/ PARVU Marcel-Adrian – BA Member	1.58% from net profit	100%	0	N/A	N/A
CODREAN Elena – BA Member	free mandate	N/A	0	N/A	200.000 lei BBTTO

B. Comparative information on the change in remuneration and performance of the Company

Remuneration of leaders					
Annual change	Financial year 2021 compared to the financial year 2020	Financial year 2020 compared to the financial year 2019	Financial year 2019 compared to the financial year 2018	Financial year 2018 compared to the financial year 2017	Financial year 2017 compared to the financial year 2016
Valentin-Norbert TARUS – President of The Board and General Manager	13% increase	6% increase	38% decrease	26% increase	-
PARVU Marcel-Adrian – BA member	10% increase	N/A	N/A	N/A	N/A
CODREAN Elena – BA Member	free mandate	N/A	N/A	N/A	N/A

Company performance					
Consolidated net profit	7.233.158 lei	37.771.574 lei	2.441.116 lei	3.032.873 lei	3.765.372 lei
EBITDA	2.21%	51.60%	1.13%	1.06%	1.61%
No of employees	224	266	593	623	563
Increase in the relative value of the average gross annual salary (%)	14%	11%	9%	10%	-
Value of average gross salary per unit RON / year	45.600 RON	40.000 RON	36.000 RON	33.000 RON	30.000 RON

This Report has been prepared in accordance with the requirements of Law 24/2017 and has been approved by the Board of Administrators of Farmaceutica REMEDIA S.A. on 15.03.2022, to be submitted to the consultative vote at the annual Ordinary General Meeting of Shareholders, provided in art. 111 of Law no. 31/1990, the opinion of the shareholders of the general meeting regarding the Remuneration Report, resulting from the vote, having an advisory character. The issuer will explain in the next Remuneration Report how the vote of the General Assembly was taken into account.

President of the Board of Administrators
"TARUS" - Valentin Norbert TARUS e.U.