

**Annual remuneration report of the managers of Farmaceutica REMEDIA S.A.
("the Company")**

The Board of Administrators of the Company ("**Board of Administrators** ") prepared in accordance with the Company's executive remuneration policy this annual report ("**Remuneration Report**") which sets out the remuneration and other benefits granted to the Company's executives over 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**") on 20/21.04.2023 will be published on the Company's website at www.remedia.ro and will remain available to the public for 10 years after publication in accordance with applicable legal provisions.

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

A. Remuneration structure of the Company's management

2018	Total gross remuneration (by components) percentage of consolidated net profit	Relative proportion of fixed remuneration	Relative proportion of variable remuneration (performance bonus)	Other benefits obtained	Remuneration received from any entity in Romania that belongs to the same group and it is controlled by/is affiliated to the Company
Valentin Norbert TARUS – President of BA	8.96%	100%	0	N/A	N/A
CHIRITA Zoe – Member of BA	7.91%	100%	0	N/A	N/A
BANCIU Mircea	1.79% -4 months	100%	0	N/A	N/A
BACIU Ioan-	1.84% -4 months	100%	0	N/A	N/A
CHIVU Corina-	0.79% -4 months	100%	0	N/A	25.000 lei BBTO
DUBAU Alin/ Eugen- Member of BA	3.95%	100%	0	N/A	N/A
Sefal MANAGEMENT S.RL.-member of BA	4.79%	100%	0	N/A	N/A
Corneliu POLL- Member of BA	Free mandate	N/A	0	N/A	367.000 lei BBTO

A. Remuneration structure of the Company's management

2019	Total gross remuneration (by components) percentage of consolidated net profit	Relative proportion of fixed remuneration	Relative proportion of variable remuneration (performance bonus)	Other benefits obtained	Remuneration received from any entity in Romania that belongs to the same group and it is controlled by/is affiliated to the Company
Valentin Norbert TARUS - President BA	6.96%	100%	0	N/A	N/A
CHIRITA Zoe – Member of BA	2.17% -4 months	100%	0	N/A	N/A
DUBAU Alin/ Eugen- Member of BA	2.45% -4 months	100%	0	N/A	N/A
Corneliu POLL- Membru CA- ian `19	Free mandate	N/A	0	N/A	30.182 lei BBTO
Sefal MANAGEMENT S.RL. –member BA-	2.14% -4 months	100%	0	N/A	N/A
WINSOFT Solutions SRL / Lucian CODREAN	3.35% -8 months	100%	0	N/A	N/A
NOEL Consulting- Petru CRACIUN	3.27% -8 months	100%	0	N/A	102.700 lei BBTO

A. Remuneration structure of the Company's management

2020	Total gross remuneration (by components) percentage of consolidated net profit	Relative proportion of fixed remuneration	Relative proportion of variable remuneration (performance bonus)	Other benefits obtained	Remuneration received from any entity in Romania that belongs to the same group and it is controlled by/is affiliated to the Company
Valentin Norbert TARUS – President of BA	0.47%	100%	0	N/A	N/A
PARVU Marcel- Adrian- member BA	0.27% -8 months	100%	0	N/A	N/A
NOEL Consulting –	0.18% -4 months	100%	0	N/A	118.000 lei BBTO
Elena CODREAN – member BA as of 31.12.2020	Free mandate	100%	0	N/A	N/A
WINSOFT Solutions SRL/Lucian CODREAN	0.12% -4 months	100%	0	N/A	N/A

A. Remuneration structure of the Company's management

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

A. Remuneration structure of the Company's management

2022	Total gross remuneration (by components) percentage of consolidated net profit	Relative proportion of fixed remuneration	Relative proportion of variable remuneration (performance bonus)	Other benefits obtained	Remuneration received from any entity in Romania that belongs to the same group and it is controlled by/is affiliated to the Company
Valentin Norbert TARUS - President CA	4.84%	82.48%	17.58%	N/A	N/A
NIPA CONSULTANCY SRL (previous denomination NIPA STEURBERATUNG SRL)/ PARVU Marcel-Adrian- Member BA	2.52%	89%	11%	N/A	N/A
CODREAN Elena- Member BA	Free mandate	N/A	0	N/A	249.000 lei BBTTO

B. Comparative information on changes in remuneration and Company performance

Remuneration of managers					
Annual change	Financial year 2022 compared to financial year 2021	Financial year 2021 compared to financial year 2020	Financial year 2020 compared to financial year 2019	Financial year 2019 compared to financial year 2018	Financial year 2018 compared to financial year 2017
Valentin Norbert TARUS – President BA and General Director	Increase by 11%	Increase by 13%	Increase by 6%	Decrease by 38%	Increase by 26%
PARVU Marcel-Adrian – membru CA	-	Increase by 10%	N/A	N/A	N/A
CODREAN Elena	-	Free mandate	N/A	N/A	N/A
Company Performance					
Consolidated net profit	5.809.133	7.233.158 lei	37.771.574 lei	2.441.116 lei	3.032.873 lei
EBITDA	2.05%	2.21%	51.60%	1.13%	1.06%
No of employees	221	224	266	593	623
Relative growth in average gross annual earnings (%)	10%	14%	11%	9%	10%
Average gross salary per company RON/year	51.000 RON	45.600 RON	40.000 RON	36.000 RON	33.000 RON

This Report has been prepared in accordance with the requirements of Law 24/2017 and has been approved by the Board of Directors of Farmaceutica REMEDIA S.A. on, and will be submitted to a consultative vote at the Annual Ordinary General Meeting of Shareholders provided for in Article 111 of Law no. 31/1990, the opinion of the shareholders at the General Meeting on the Remuneration Report, resulting from the vote, being of a consultative nature. The Issuer will explain in the next Remuneration Report how the vote of the General Meeting was taken in consideration.