

**Annual remuneration report of the managers of Farmaceutica REMEDIA S.A.  
("the Company")  
For the financial year 2023**

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 25.04.2024 will be published on the Company's website at [www.remedia.ro](http://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**

<b>2019</b>	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 - BA President	6.96%	100%	0	-	-
CHIRITA Zoe - BA member	2.17% -4 months	100%	0	-	-
DUBAU Alin - Eugen- BA member	2.45% -4 months	100%	0	-	-
Corneliu POLL- BA member	Free mandate	N/A	0	-	30.182 lei BBTO
Serfal MANAGEMENT S.R.L. - BA member	2.14% -4 months	100%	0	-	-
WINSOFT Solutions SRL / Lucian CODREAN BA member	3.35% -8 months	100%	0	-	-
NOEL Consulting- Petru CRACIUN - BA member	3.27% -8 months	100%	0	-	102.700 lei BBTO

**A. Remuneration structure of the Company's management**

<b>2020</b>	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 – BA President	0.47%	100%	0	-	-
PARVU Marcel-Adrian- BA member	0.27% -8 months	100%	0	-	-
NOEL Consulting – BA member	0.18% -4 months	100%	0	-	118.000 lei BBTO
Elena CODREAN – BA member as of 31.12.2020	Free mandate	100%	0	-	-
WINSOFT Solutions SRL/Lucian CODREAN BA member	0.12% -4 months	100%	0	-	-

**A. Remuneration structure of the Company's management**

<b>2021</b>	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 - BA President	2.82%	100%	0	-	-
NIPA STEURBERATUNG SRL/ PARVU Marcel-Adrian- BA member	1.58%	100%	0	-	-
CODREAN Elena- BA member	Free mandate	-	0	-	200.000 lei BBTTO

### A. Remuneration structure of the Company's management

<b>2022</b>	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 an entity in Romania that belongs to the same group and it is controlled by/is affiliated to the Company
Valentin Norbert TARUS – BA President	4.84%	82.48%	17.58%	-	
NIPA CONSULTANCY SRL (previous denomination NIPA STEURBERATUNG SRL)/ PARVU Marcel-Adrian-Member BA	2.52%	89%	11%	-	
CODREAN Elena-Member BA	Free mandate	-	0	-	249.000 lei BBT

### A. Remuneration structure of the Company's management

<b>2023</b>	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 - BA President	4.3%	79%	21%	-	-
NIPA CONSULTANCY SRL (previous denomination NIPA STEURBERATUNG SRL)/ PARVU Marcel-Adrian- BA member	0.6%- 4 month	100%	0%	-	-
PLOCON Cristian- BA member	Free mandate	-	-	-	185.393 lei BBTO fixed remuneration 37.607 lei BBTO variable remuneration
CODREAN Elena- BA member	Free mandate	-	-	-	230.905 lei BBTO fixed remuneration 17.095 lei BBTO variable remuneration

## B. Comparative information on changes in remuneration and Company performance

Remuneration of managers					
Annual change	Financial year 2023 compared to financial year 2022	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
Valentin Norbert TARUS – President BA and General Director	Increase by 17%	Increase by 11%	Increase by 13%	Increase by 6%	Decrease by 38%
NIPA CONSULTANCY SRL (previous denomination NIPA STEURBERATUNG SRL)/ PARVU Marcel-Adrian-Member BA	N/A	N/A -	Increase by 10%	N/A	N/A
PLOCON Cristian member BA	N/A	N/A	N/A	N/A	N/A
CODREAN Elena	N/A	N/A	N/A	N/A	N/A
Company Performance					
Annual change	Financial year 2023 compared to financial year 2022	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
Consolidated net profit	7.201.648	5.809.133	7.233.158 lei	37.771.574 lei	2.441.116 lei
EBITDA	2.33%	2.21%	51.60%	1.13%	1.06%
No of employees	230	223	224	266	593
Relative growth in average gross annual earnings (%)	10%	10%	14%	11%	9%
Average gross salary per company RON/year	56.100 lei	51.000 lei	45.600 lei	40.000 lei	36.000 lei

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 25.04.2024 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.