



S.C. TURISM, HOTELURI, RESTAURANTE MAREA NEAGRA S.A.

Headquarters: Romania, Eforie Nord, str. Traian nr.1B, jud. Constanta Tel:+40-241-751-656/+40-241-755-559
 e-mail.: office@thrmareaneagra.ro
 Constanta Trade Register Registration No.: J13/696/1991, CIF: RO2980547,
 IBAN account: RO71 RNCB 0117 0151 6314 0001, Commercial Bank Romanian – Mangalia Agency
 Subscribed and paid share capital: 57.600.848,70 lei

www.thrmareaneagra.ro

TO GENERAL MEETING OF SHAREHOLDERS

Section 5. The company shall disclose remuneration and all benefits, in whatever form, granted or due during the financial year 2023 to individual directors, including newly recruited and former directors.

<i>Remuneration of the Board of Directors</i>	<i>Duration</i>	<i>Total gross remuneration</i>	<i>Proportion of fixed remuneration</i>	<i>Proportion of variable remuneration</i>	<i>Other benefits obtained</i>
ICHIM MIHAELA - President of the Board of Directors	01.01.2023 - 31.12.2023	101,532 lei, which represents 37.38% of the expenses with the allowances of the members of the CA, according to the notes presented in the annual financial statements, consisting of the fixed component and the additional component as a member of the audit committee	100%	0	N/A
VATUIU MIHAITA-GIANI - Vice-President of the Board of Directors	01.01.2023 - 28.02.2023	13,674 lei, which represents 5.03% of the expenses with the allowances of the members of the CA, according to the notes presented in the annual financial statements	100%	0	N/A
BUSU CRISTIAN - Member of the Board of Directors	01.01.2023 - 28.02.2023	13,162 lei, which represents 4.85% of the amount of expenses with the allowances of the members of the CA, according to the notes presented in the annual financial statements, consisting of the fixed component and the additional component as a member of the audit committee	100%	0	N/A
GAVRIL STERIAN - Member of the Board of Directors	01.01.2023 - 29.03.2023	17,429 lei, which represents 6.42% of the expenses with the allowances of the members of the CA, according to the notes presented in the annual financial statements	100%	0	N/A
ALEXE GABRIELA - Member of the Board of Directors	30.03.2023 - 31.12.2023	54,367 lei, which represents 20.02% of the expenses with the allowances of the members of the CA, according to the notes presented in the annual financial statements	100%	0	N/A
MARIN SERBAN - VALENTIN - Member of the Board of Directors	01.01.2023 - 15.12.2023	69,137 lei, which represents 25.45% of the expenses with the allowances of the members of the CA, according to the notes presented in the annual financial statements	100%	0	N/A
TURCU VASILE -COSMIN - Member of the Board of Directors	19.12.2023 - 31.12.2023	2,327 lei, which represents 0.86% of the expenses with the allowances of the members of the CA, according to the notes presented in the annual financial statements	100%	0	N/A



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<i>Remuneration of the Board of Directors</i>	<i>Duration</i>	<i>Remuneration in total</i>	<i>Proportion of fixed remuneration</i>	<i>Proportion of variable remuneration</i>	<i>Other benefits obtained</i>
<i>Remuneration of the Board of Directors with mandate</i>					
Ichim Mihaela - General Manager	01.01.2023 - 31.12.2023	274,431 lei, which represents 84.03% of the expenses with the allowances of the members of the board of directors, according to the notes presented in the annual financial statements	100%	0	N/A
Watuiyu Mihaita-Gianni – Deputy General Manager	01.01.2023 - 14.03.2023	52,161 lei, which represents 15.97% of the expenses with the allowances of the members of the Board of Directors, according to the notes presented in the annual financial statements	100%	0	N/A

<i>Annual change</i>	<i>Financial year 2023 compared to 2022</i>	<i>Financial year 2022 compared to 2021</i>	<i>Financial year 2021 compared to 2020</i>	<i>Financial year 2020 compared to 2019</i>	<i>Financial year 2019 compared to 2018</i>
ICHIM MIHAELA - President of the Board of Directors	There are no changes to the monthly allowance	N/A	N/A	N/A	N/A
VATUIU MIHAITA-GIANI - Vice-President of the Board of Directors	There are no changes to the monthly allowance	N/A	N/A	N/A	N/A
BUSU CRISTIAN - Member of the Board of Directors	There are no changes to the monthly allowance	N/A	N/A	N/A	N/A
GAVRIL STERIAN - Member of the Board of Directors	There are no changes to the monthly allowance	N/A	N/A	N/A	N/A
ALEXE GABRIELA - Member of the Board of Directors	N/A	N/A	N/A	N/A	N/A
MARIN SERBAN - VALENTIN - Member of the Board of Directors	There are no changes to the monthly allowance	N/A	N/A	N/A	N/A
TURCU VASILE -COSMIN- Member of the Board of Directors	N/A	N/A	N/A	N/A	N/A
Ichim Mihaela – General Manager	N/A	N/A	N/A	N/A	N/A
Watuiyu Mihaita-Gianni – Deputy General Manager	23.95% decrease in monthly allowance	N/A	N/A	N/A	N/A

CA PRESIDENT
Mihaela ICHIM