



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, Banca Comercială Română – Agenția Mangalia

Subscribed and paid-up share capital: RON 19,679,451.40

www.thrmareaneagra.ro

TO, GENERAL MEETING OF SHAREHOLDERS

Item 9 - The *Annual Remuneration Report and all benefits, regardless of form, granted or due during the financial year 2025*, are presented to individual managers, including newly recruited and former managers.

<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>
TURCU VASILE -COSMIN - Chairman of the Board of Directors	01.01.2025 - 31.12.2025	317,812 lei, which represents 55.06% of the value of the expenses with the allowances of the members of the Board of Directors, according to the notes presented in the annual financial statements, consisting of the fixed component + other benefits obtained	35,50%	N/A	64,50%
RAT RAZVAN LEGIAT - Member of the Board of Directors	29.04.2025 - 31.12.2025	102,880 lei, which represents 17.82% of the value of the expenses with the allowances of the members of the Board of Directors, according to the notes presented in the annual financial statements, consisting of the fixed component + other benefits obtained	53,83%	N/A	46,17%
ALEXE GABRIELA - Member of the Board of Directors	01.01.2025 - 29.04.2025	27,006 lei, which represents 4.68% of the value 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
CARAPITI DUMITRU - Member of the Board of Directors - provisional	01.01.2025 - 31.12.2025	129,544 lei, which represents 22.44% of the value of the expenses with the allowances of the Board members, according to the notes presented in the annual financial	63,30%	N/A	36,70%



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statements, consisting of the fixed component + other benefits obtained					
<i>Remuneration of the Board of Directors</i>	<i>Duration</i>	<i>Total remuneration</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 - Director General	01.01.2025 - 31.12.2025	442,692 lei, which represents 100.00% of the value of the expenses with the allowances of the members of the board of directors, according to the notes presented in the annual financial statements	69,50%	N/A	30,50%

<i>Annual change</i>	<i>Financial year 2025 compared to 2024</i>	<i>Financial year 2024 compared to 2023</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>
TURCU VASILE -COSMIN - Chairman of the Board of Directors	An increase of 22.22%	N/A	N/A	N/A	N/A
RAT RAZVAN LEGIAT - Member of the Board of Directors	N/A	N/A	N/A	N/A	N/A
ALEXE GABRIELA - Member of the Board of Directors	There are no changes to the monthly allowance	N/A	N/A	N/A	N/A
CARAPITI DUMITRU - Member of the Board of Directors	An increase of 14.27%	N/A	N/A	N/A	N/A

Chairman of the Board of Directors
Turcu Vasile Cosmin