



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

Sediul: Romania, Mangalia, str.Lavrion nr.29, jud.Constanta Tel:+40-241-752-452 Fax:+40-241-755-559
Nr. Inregistrare Registrul Comertului Constanta: J13/696/1991, CIF: RO2980547,
Cont IBAN: RO71 RNCB 0117 0151 6314 0001, Banca Comerciala Romana – Agentia Mangalia
Capital social subscris si varsat : 57.600.848,70 lei

www.thrmareaneagra.ro

Point 8 of the OGMS agenda from 29 / 30.04.2022

Annual remuneration report for the directors of the company for the year 2021, in accordance with the provisions of art. 107 of Law no. 24/2017 for the year 2021

The remuneration policy of directors and directors with a mandate contract is intended to ensure a competitive level of remuneration to attract, retain and motivate people with adequate professional training and significant managerial experience to be part of the administrative and executive management of the company. .

The remuneration policy for directors and directors with a mandate contract takes into account the following aspects:

- motivating the members of the Board of Directors and the directors with a mandate contract to continue / aim at the long-term development and success of the company;
- the existence of a well-defined relationship between performance and remuneration;
- establishing the fixed monthly remuneration taking into account the conditions of the labor market and the size of the activity carried out by the Company in order to reward experience and responsibility;
- establishing the variable remuneration based on financial performance indicators approved by the general meeting of shareholders, in the case of directors, and by the Board of Directors, in the case of directors with a mandate contract, with the aim of rewarding financial performance during one year. The remuneration policy may be revised and / or updated whenever necessary, in compliance with applicable legal regulations or in the event of regulations or mandatory legal provisions regarding the remuneration policy, this being published on the Company's website by the Board of Directors. Administration.

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Nr crt .	Name	Surname	Position	Fixed total remuneration	Relative proportion of fixed remuneration	Variable total remuneration*	Relative proportion of variable remuneration	Total remuneration (fixed + variable)	Relative ratio (fixed + variable)
1	Fratila	Constantin	Presedinte CA	92,400.00	22.46%	0.00	0.00%	92,400.00	22.46%
2	Raduta-Gib	Tony Cristian	Vicepresedinte CA	68,400.00	16.63%	0.00	0.00%	68,400.00	16.63%
3	Veres	Diana	Membru CA	80,691.00	19.62%	0.00	0.00%	80,691.00	19.62%
4	Mailat	Dinu Serban	Membru CA	79,068.00	19.22%	0.00	0.00%	79,068.00	19.22%
5	Marin	Serban	Membru CA	79,068.00	19.22%	0.00	0.00%	79,068.00	19.22%



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6	Carapiti	Valentin Dumitru	Membru CA	11,695.00	2.84%	0.00	0.00%	11,695.00	2.84%
Total Board of Directors				411,322.00	100.00%	0.00	0.00%	411,322.00	100.00 %
1	Zamfir	Mihai	Director General	342,000.00	53.53%	0.00	0.00%	342,000.00	53.53%
2	Rosu	Bogdan Nicolae	Director Gen Adj.	296,868.00	46.47%	0.00	0.00%	296,868.00	46.47%
Total Mandate Contract				638,868.00	100.00%	0.00	0.00%	638,868.00	100.00 %
Total Leaders of the Company				1,050,190.00	100%	0.00	0.00%	1,050,190.00	100%

The variable remuneration is granted for each financial year for the duration of the mandate, respectively it is granted in the following year after the approval by the A.G.O.A. of the audited annual financial statements for the previous year, depending on the performance indicators.

The payment of professional liability insurance is borne by the company and is not part of the remuneration. The Company's managers are not party to any stock option scheme granted or offered by the Company.

The directors and mandated directors of the company benefit from the settlement of the expenses related to the execution of the mandate regarding the representation in the interest of the Company, as well as, but not limited to: transport, per diem, accommodation expenses, insurance, both in the country and abroad. basis of supporting documents.

Board of Directors