



REMUNERATION REPORT FOR 2022

CARBOCHIM SA

Introduction

Starting with 2022, CARBOCHIM SA has prepared and published the Remuneration Report for Directors and Chief Executives 2021, in accordance with the provisions of Law 24/2017 on issuers of financial instruments and market operations.

The Report was put to a vote (of an advisory nature) at the Ordinary General Meeting of Shareholders dated April 27, 2022 and was published on the Company's website www.carbochim.ro.

This Remuneration Report for Directors and Chief Executives is for the financial year 2022 and aims to provide an overview of the remuneration and benefits granted to individual Executives during the last financial year in accordance with the Company's Remuneration Policy.

The Remuneration Report is subject to the approval of the Board of Directors together with the Annual Financial Statements for 2022 and is subject to the vote at the Ordinary General Meeting of Shareholders.

The principles of remuneration of Directors and Executives are set out in the Remuneration Policy of Directors and Executives (hereinafter referred to as the "Remuneration Policy"), which has been validated by the Board of Directors and approved at the Ordinary General Meeting of Shareholders of April 27, 2022. We remind you that the Remuneration Policy covers remuneration for Directors and Executives.

The Carbochim's remuneration principles ensure a strong link between the achievement of strategic objectives and long-term interests. The Remuneration Policy is an integral part of the overall business strategy.

The Remuneration Report contains information on the remuneration of all Directors and Chief Executives in accordance with the Remuneration Policy applicable in 2022.

PRESENTATION OF THE REMUNERATION COMPONENTS OF THE MEMBERS OF THE BOARD OF DIRECTORS FOR 2022

The Board of Directors of Carbochim is composed of: Mr Popoviciu Viorel, Mr Stoicescu Daniel, Mr Giurgiu Adrian, Mr Turbatu Ioan and Mr Ungureanu Ioan. The term of office of the elected Directors is for a period of four years, i.e. until February 26, 2026.

The Board of Directors re-elected Mr Popoviciu Viorel as Chairman of the Board of Directors of Carbochim SA.

The remuneration of the members of the Board of Directors shall be paid in accordance with the Remuneration Policy approved by the Ordinary General Meeting of Shareholders.

Fixed remuneration

The Ordinary General Meeting of Shareholders of April 27, 2023 approved the net fixed monthly remuneration of RON 4,000 net/month for each Director of the Board of Directors for 2022.

Variable remuneration and other forms of benefits.

In 2022, the Directors received variable remuneration within the limit of the ceiling approved at the Ordinary General Meeting of Shareholders (OGMS) of April 27, 2022.

Details of the remuneration of the members of the Board of Directors in 2022

No.	Surname and First Name	Capacity in the Board of Directors	Period of Activity 2022	Fixed remuneration annual gross - RON	Remuneration variable annual gross - RON
1	Popoviciu VIOREL	Chairman	January 1, 2022 – December 31, 2022	82,044	583,260
2	Stoicescu Daniel	Member	January 1, 2022 – December 31, 2022	82,044	593,664
3	Giurgiu Adrian	Member	January 1, 2022 – December 31, 2022	82,044	592,044
4	Turbatu Ioan	Member	January 1, 2022 – December 31, 2022	82,044	-
5	Ungurean Ioan	Member	January 1, 2022 – December 31, 2022	82,044	593,484

PRESENTATION OF THE REMUNERATION COMPONENTS OF THE CHIEF EXECUTIVES FOR 2022

The management of CARBOCHIM consists of four (4) Chief Executives.

In accordance with the Remuneration Policy, the remuneration of the Chief Executives in 2022 consisted of fixed remuneration and variable remuneration.

The fixed part of the remuneration for the Chief Executive (Chief Executive Officer) with a contract of office during 2022 consisted of a gross monthly allowance.

During 2022, the Chief Executive did not receive any variable remuneration.

The Chief Executive Officer with a contract of office has benefited in 2022 from the settlement of the expenses related to the representation in the interest of the Company with: transport, daily allowance, accommodation expenses, based on supporting documents and which have been settled by the Company.

In accordance with the Remuneration Policy, the remuneration of the **Chief Executives with an employment contract** in 2022 consisted of fixed remuneration and variable remuneration.

The fixed part of the remuneration for 2022 consisted of a gross monthly allowance determined by the Chief Executive Officer and which is renegotiated on an annual basis.

In 2022, the Chief Executives with employment contracts did not receive any variable remuneration.

Details regarding the remuneration and other benefits of the Chief Executives during 2022

No.	Surname and First Name	Position	Start date of contract	Fixed remuneration annual gross - RON	Variable remuneration annual gross RON	Other benefits		
						Passenger car	Phone	Laptop
1	Popoviciu VIOREL	Chief Executive Officer	February 2, 1990	548,892	-	YES	YES	YES
2	Barabula Mihaela	Economic Director	October 1, 2005	273,384	-	NO	YES	YES
3	Carean Nastasia	Technical Manager	April 16, 2003	291,251	-	YES	YES	YES
4	Giurgiu Liana	Sales Manager	June 1, 2016	273,577	-	NO	YES	YES



The remuneration and financial benefits granted to the Chief Executives in 2022 fall within the limits approved by the General Meeting of Shareholders dated April 27, 2022 and comply with the provisions of the Remuneration Policy.

General remuneration limits for Chief Executives

The Chief Executives do not receive remuneration from any other Group entity.

The Remuneration Policy, the Contract of Office and the Employment Contract entered into with the Chief Executives do not provide for any clauses regarding the benefits related to the supplementary pension scheme or early retirement scheme or regarding the deferral period or recovery of variable remuneration.

During 2022, the Directors and Chief Executives did not benefit from shares of the issuer.

FINAL PROVISIONS FOR THE REMUNERATION REPORT

Compliance with the Remuneration Policy

There were no deviations from the Remuneration Policy regarding the remuneration of the members of the Board of Directors and of the Company's Directors in 2022.

The remuneration has complied with the structure and principles set out in the Remuneration Policy for all components of the remuneration.

**CHAIRMAN OF THE BOARD OF DIRECTORS,
CHIEF EXECUTIVE OFFICER,
Engineer POPOVICIU VIOREL DORIN**