

**Annex to the Annual Report of SAI Muntenia Invest S.A. regarding remunerations during 2021 financial exercise**

Indicators/gross amounts	Amounts related to the activity carried out in the year subject to reporting (2021) - RON	Amounts actually paid during the year subject to reporting (2021) - RON	Amounts payable during the year of submission of the reporting (2022 estimated) or deferred* - RON	Number of beneficiaries
<b>1. Remuneration granted to all SAI/AFIA staff (including outsourced positions<sup>1)</sup> )</b>	7,695,715	7,581,860	8,130,266	
<i>Fixed remuneration</i>	6,212,646	6,098,791	6,530,266	44
<i>Variable<sup>2)</sup> remuneration excluding performance fees, of which:</i>	1,483,069	1,483,069	1,600,000	40
- cash	1,483,069	1,483,069	1,600,000	40
- other forms (separately indicating each category) <sup>3)</sup>	-	-	-	
<i>Variable<sup>2)</sup> remuneration representing performance fees</i>	-	-	-	
<b>2. Remuneration granted to the SAI/AFIA identified staff** (including outsourced positions)</b>	6,488,326	6,441,166	6,624,446	
<b>A. Member of the Board of Directors (CA)/Supervisory Board (CS), of which</b>	1,128,227	1,128,227	1,130,536	3
<i>Fixed remuneration</i>	820,536	820,536	820,536	3
<i>Variable<sup>2)</sup> remuneration excluding performance fees, of which:</i>	307,691	307,691	310,000	3
- cash	307,691	307,691	310,000	3
- other forms (separately indicating each category) <sup>3)</sup>	-	-	-	
<i>Variable<sup>2)</sup> remuneration representing performance fees</i>	-	-	-	
<b>B. Managers/Managing Board members, of which:</b>	2,078,628	2,078,628	2,021,960	3
<i>Fixed remuneration</i>	1,403,409	1,403,409	1,382,460	3
<i>Variable<sup>2)</sup> remuneration excluding performance fees, of which:</i>	675,219	675,219	639,500	3
- cash	675,219	675,219	639,500	3
- other forms (separately indicating each category) <sup>3)</sup>	-	-	-	
<i>Variable<sup>2)</sup> remuneration representing performance fees</i>	-	-	-	

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<b>C. Positions with control duties (expressly indicating all positions included in this category)***</b>	2,033,090	2,018,296	2,022,049	6
<i>Fixed remuneration</i>	1,467,239	1,452,445	1,483,464	6
<i>Variable<sup>2)</sup> remuneration excluding performance fees, of which:</i>	565,851	565,851	538,585	6
- cash	565,851	565,851	538,585	6
- other forms (separately indicating each category) <sup>3)</sup>	-	-	-	
<i>Variable<sup>2)</sup> remuneration representing performance fees</i>	-	-	-	
<b>D. Other positions than those indicated in letters A-C above, included in the category of identified staff (expressly indicating all positions included in this category)****</b>	1,248,381	1,216,015	1,449,901	6
<i>Fixed remuneration</i>	1,100,551	1,068,185	1,255,200	6
<i>Variable<sup>2)</sup> remuneration excluding performance fees, of which:</i>	147,830	147,830	194,701	6
- cash	147,830	147,830	194,701	6
- other forms (separately indicating each category) <sup>3)</sup>	-	-	-	
<i>Variable<sup>2)</sup> remuneration representing performance fees</i>	-	-	-	

\* see the provisions of art. 34<sup>2</sup>(1)(p) and (q) of Government Emergency Ordinance no. 32/2012, those of section 1(n) of Annex 1 to Law no. 74/2015, respectively;

\*\* related to the category of *identified staff* established at the level of each SAI/AFIA taking into account the definition retained in the ESMA/2013/232 and ESMA/2016/575 guidelines;

\*\*\* related, basically, to the *control positions* represented by the compliance officer and the risk manager, but in which, according to the ESMA guidelines mentioned above, each SAI/AFIA may also include other positions (for example, the *Chief Financial Officer (CFO)*, as far as who is responsible for preparing the financial statements). Within SAI Muntenia Invest S.A. the following functions were included in this category: compliance officer, risk manager, internal auditor (outsourced function), compliance officer SB/FT (AML/TF), designated person SB/FT(AML/TF);

\*\*\*\* see the above mentions related to the *identified staff*. Within SAI Muntenia Invest S.A. the following functions were included in this category: heads of departments.

<sup>1)</sup> In the category of outsourced functions within SAI Muntenia Invest S.A. enters the position of internal auditor according to the service contract no. 1175/65796/15.11.2016.

<sup>2)</sup> The variable remunerations are additional remunerations that are an occasional component of the total annual remuneration, that may or may not be given, not being granted and are granted only if they are sustainable depending on the Company's financial position.

<sup>3)</sup> The company does not grant other forms of variable remuneration.

Mention: The remuneration received by SAI Muntenia Invest S.A. for the administration of SIF Muntenia S.A. is presented in the "Annual remuneration report of SIF Muntenia SA for 2021" according to art. 107 of Law 24/2017.

Nicușor Marian BUICĂ

General Director