

Annual Remuneration Report
of Purcari Wineries Public Company Limited (the “Company”, the “Group”)
for the year 2023

Following a recommendation of the Nomination, Remuneration and Corporate Governance Committee (‘NRCG’) of the Board of Directors of the Company, the Board of Directors of the Company (the “**Board of Directors**”) approved this annual report on the remuneration of the Company’s:

- (a) Executive members of the Board of Directors and any persons to whom administrative, management or supervisory functions have been delegated to or entrusted by the Board of Directors who are not themselves members of the Board of Directors (“Executives”) and,
- (b) Non-executive members of the Board of Directors (“Non-Executive Directors”)

which includes the remuneration and other benefits granted to the Company’s Executives and Non-Executive Directors (jointly, the ‘Beneficiaries’) during the financial year ended on 31 December 2023, in accordance with the Remuneration Policy of the Company (the “**Remuneration Report**” or, the “**Report**”).

The Remuneration Report will be submitted to the advisory vote of the annual general meeting of the Company’s shareholders (the “**AGM**”) of 22 May 2024, will be published on the Company’s website at www.purcariwineries.com and will remain publicly available for a period of 10 years from its publication, in accordance with the applicable legal provisions.

The Remuneration Report provides an overview of the remunerations, including all benefits, regardless of their form, which are granted or due during the last financial year to the Beneficiaries individually, including the newly appointed and former directors, in accordance with the Remuneration Policy.

The remuneration and other benefits are paid by different companies of the Group, with different functional currencies. To allow a fair overview of remuneration in line with Group performance, the information is presented in RON, which is the reporting currency of the Company’s consolidated financial statements.

The Board of Directors considers that total remuneration for 2023 complies with the adopted Remuneration Policy of the Company and specifically its guiding principles which are:

- (i) Alignment with long-term value creation for shareholders;
- (ii) Sustainability;
- (iii) Internal equity and external competitiveness;
- (iv) Compensation for professional accountability and career paths; and
- (v) Balance between the remuneration elements.

It is noted that total remuneration for 2023 is aligned with the sound financial performance of the Group in 2023 as evidenced by the performance criteria stated below in the Remuneration Report (Revenue, EBITDA, and Net Profit) and explained in detail in the published Annual Report and Consolidated Financial Statements for the year ended 31 December 2023. It is noted that the market capitalization of the Company had significant fluctuations in the last two years (increase by 69% in 2023 and decreased by 43% in 2022), and this is considered to be related to the capital markets psychology affected by the war in neighboring Ukraine which appears to have had an impact on Romanian listings.

Further to the above, the Board of Directors considers that total remuneration for 2023 promotes the aims of establishing a close link between achieving strategic objectives and contributing value to shareholders, stimulating mid and long-term motivation and motivation of the Beneficiaries to dedicate sufficient time and apply their skills and experience in the best interests of the Company and its shareholders, offering remuneration packages that are comparable with that of comparable entities on an international scale, appropriately remunerating on the basis of each Beneficiary's professional worth, experience, dedication and responsibility, and establishing a balanced remuneration package for the executive directors.

It is to be noted that Mr. Victor Bostan, as the largest shareholder of the Company, takes only a fixed remuneration, with no variable component, given the significant equity exposure to the Company and, respectively, dividend payout. We believe this in itself ensures an adequate level of motivation for Mr. Bostan to perform to the best of his abilities, without the stimulus of an extra bonus component. Similarly, Mr. Vasile Tofan, representing one of the largest shareholders in the Company, has forfeited his remuneration. The position taken by both, Mr. Bostan and Mr. Tofan, is also signaling to the rest of the Company's employees the frugal approach to costs as well as focus on shareholder-value creation, given their very significant exposure to Company's stock.

In the light of the above, it is the view of the Board of Directors that total remuneration for 2023 contributes to the long-term performance and growth of the Company and its Group.

A. Remuneration structure of the Company's directors for the year 2023:

Director's name and position	Total Net Remuneration (broken down by components)	Relative proportion of the fixed remuneration	Relative proportion of the variable remuneration (performance bonus)	Other benefits obtained	Net Remuneration received from other entities which belongs to the same group and is controlled by/affiliated to the Company
Victor Bostan – executive member and Chief Executive Officer	RON 1,018,917 as a fixed component only	100%	0%	<ul style="list-style-type: none"> • Private health insurance in the amount of RON 2,643 	<p>a. RON 109,411 – total remuneration received from Vinaria Bostavan S.R.L. (Republic of Moldova), representing only the fixed component.</p> <p>b. RON 110,191 – total remuneration received from Vinaria Purcari S.R.L. (Republic of Moldova), representing only the fixed component.</p> <p>c. RON 420,739 – total remuneration received from Crama Ceptura S.R.L. (Romania), representing only the fixed component.</p>
Eugen Comendant – executive member and Chief Operating Officer between 01.01.2023 and 31.03.2023	RON 382,028 as a fixed component only	100%	0%	<ul style="list-style-type: none"> • Vested 19,795 of Company's shares amounting RON 300,884 • Vested 50,000 stock options with strike price RON 10 • Vested 60,000 stock options with strike price RON 15 • Vested 70,000 stock options with strike price RON 20 	<p>a. RON 14,764 – total remuneration received from Vinaria Purcari S.R.L. (Republic of Moldova), representing only the fixed component.</p>

Director's name and position	Total Net Remuneration (broken down by components)	Relative proportion of the fixed remuneration	Relative proportion of the variable remuneration (performance bonus)	Other benefits obtained	Net Remuneration received from other entities which belongs to the same group and is controlled by/affiliated to the Company
Eugen Comendant – non-executive member between 05.04.2023 and 31.12.2023	RON 133,566 as a fixed component only	100%	0%	N/A	N/A
Vasile Tofan – non-executive member, Chairman of the Board	No remuneration	0%	0%	N/A	N/A
Monica Cadogan – independent non-executive member	RON 178,074 as a fixed component only	100%	0%	N/A	N/A
Neil McGregor – independent non-executive member	RON 178,074 as a fixed component only	100%	0%	N/A	N/A
Raluca Ioana Man – independent non-executive member	RON 124,335 as a fixed component only	100%	0%	N/A	N/A
Paula Catalina Banu – independent non-executive member	RON 124,335 as a fixed component only	100%	0%	N/A	N/A

B. Comparative information on the modification of the remuneration and on the Company's performance

Director's name and position	Financial year 2023 compared to financial year 2022	Financial year 2022 compared to financial year 2021	Financial year 2021 compared to financial year 2020	Financial year 2020 compared to financial year 2019	Financial year 2019 compared to financial year 2018
Directors' remuneration (fix and variable)					
Victor Bostan – executive member and Chief Executive Officer	0%	0%	0%	0%	0%
Eugen Comendant – executive member and Chief Operating Officer between 01.01.2023 and 31.03.2023	0%	0.9% increase	17% increase	N/A	N/A
Eugen Comendant – non-executive member between 05.04.2023 and 31.12.2023	N/A	N/A	N/A	N/A	N/A
Vasile Tofan – non-executive member, Chairman of the Board	Non-remunerated mandate	Non-remunerated mandate	Non-remunerated mandate	Non-remunerated mandate	Non-remunerated mandate
Monica Cadogan – independent non-executive member	0%	0%	50% increase	0%	0%
Neil McGregor – independent non-executive member	0%	0%	50% increase	0%	0%
Raluca Ioana Man – independent non-executive member	N/A	N/A	N/A	N/A	N/A
Paula Catalina Banu – independent non-executive member	N/A	N/A	N/A	N/A	N/A

Company's performance as per audited consolidated financial statements					
Revenue	22% increase	22% increase	22% increase	2% increase	18% increase
EBITDA	1% decrease	47% increase	24% increase	7% decrease	20% increase
Net profit	7% decrease	36% increase	13% decrease	46% increase	3% decrease
Market capitalization	69% increase	43% decrease	35% increase	6% decrease	35% increase
Average remuneration based on the full-time equivalent of the Company's employees					
Company's employees	3% increase	18% increase	8% increase	4% decrease	9% increase