

MAGAZIN UNIVERSAL MARAMURES S.A.

Baia Mare, 10 Unirii Blvd., Maramureş county

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Tax number: RO 6076555; Trade Reg. no. J24/1628/94

Subscribed and paid-in share capital: 1.408.055 lei

RO05BRDE250SV10209902500

www.maramuresul.ro

email:secretariat@maramuresul

The Ordinary General Meeting of Shareholders – April 27/28, 2021, 03:00 PM, at the company's headquarters, for all shareholders registered in the Shareholder Register at the end of April 16, 2021 (reference date)

Item 9 on the agenda:

“Approval of the remuneration policy for the company’s managers, applicable from the financial year 2021.”

According to art. 92 para. 1 of Law no. 24/2017 on issuers of financial instruments and market operations, as amended and supplemented by Law no. 158/2020, issuers have the obligation to prepare and submit for the approval of the Ordinary General Meeting of Shareholders a remuneration policy for its managers.

The remuneration policy must be clear and easy to understand and describe the various elements of fixed and, where applicable, variable remuneration, including all bonuses and other benefits in any form, that may be granted to managers.

According to the above-mentioned legal provisions, issuers pay their managers’ remuneration only in accordance with a remuneration policy that has been approved by the OGMS.

If the OGMS does not approve the remuneration policy proposed and entered on the agenda, issuers may continue to pay their managers’ remuneration in accordance with existing practices and will present a revised remuneration policy for approval at the next OGMS.

The remuneration policy is then subject to the OGMS vote on the occasion of each significant change and, in any case, at least once every 4 years.

In accordance with the above legal requirements, MAGAZIN UNIVERSAL MARAMURES S.A. (the “Company”) has drafted a Remuneration Policy for the directors and managers of MAGAZIN UNIVERSAL MARAMURES S.A., applicable starting with the financial year 2021 (the “Remuneration Policy”)

Therefore, the OGMS of MAGAZIN UNIVERSAL MARAMURES S.A. dated April 27/28, 2021 is proposed the approval *of the remuneration policy for the company’s managers, applicable starting with the financial year 2021.*