

**Annual Remuneration Report**  
**of Purcari Wineries Public Company Limited (the “Company”, the “Group”)**  
**for the year 2025**

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 2025, 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 25 May 2026, will be published on the Company’s website at [www.purcari.wine](http://www.purcari.wine) 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 2025 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 2025 is aligned with the sound financial performance of the Group in 2025 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 2025.

Further to the above, the Board of Directors considers that total remuneration for 2025 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 should be noted that Mr. Victor Bostan, as the Company's second-largest shareholder, receives fixed remuneration only, with no variable component, in light of his significant equity exposure to the Company and his corresponding participation in dividend distributions. In our view, this ensures an appropriate level of motivation for Mr Bostan to perform to the best of his abilities, without the need for any additional bonus-based incentive.

In the light of the above, it is the view of the Board of Directors that total remuneration for 2025 contributes to the long-term performance and growth of the Company and its Group.

It is noted that, during 2025, the mandate of Mr. Alexandru Filip as Chief Executive Officer of the Company was terminated by mutual agreement. In connection with the termination of his mandate, the remuneration and benefits granted or due during the financial year included fixed remuneration relating to the period served, termination compensation and the accelerated vesting of outstanding share-based awards previously granted under the Company's incentive arrangements, including shares and options, in accordance with the applicable contractual terms, the relevant plan rules and the relevant corporate approvals. For the avoidance of doubt, such accelerated vesting did not represent a new award, but reflected the treatment of existing outstanding awards in connection with the termination of mandate. The relevant amounts are included in this Report in accordance with the applicable remuneration reporting requirements and the Remuneration Policy of the Company.

**A. Remuneration structure of the Company's directors for the year 2025:**

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
Alexandru Filip – executive member and Chief Executive Officer until 15 Dec 2025	RON 3,200,052 of which: • RON 935,405 as fixed component • * RON 2,264,647 as variable component	100%	100%	Other benefits in total of RON 3,696,060 out of which: • Vested 122,217 of Company's shares amounting RON 2,566,557; • As a result of Exercise of the above stock options is was allocated 52,510 shares amounting RON 1,102,710; • Private health insurance in the amount of RON 26,773.	a. RON 1,308,481 total remuneration received from Crama Ceptura S.R.L. (Romania), representing only the fixed component. b. RON 169,915 – total remuneration received from Vinaria Purcari S.R.L. (Republic of Moldova), representing only the fixed component. c. RON 77,319 – total remuneration received from Vinaria Bostavan S.R.L. (Republic of Moldova), representing only the fixed component.
Victor Bostan – executive member and Chief Executive Officer from 15 Dec 2026	RON 965,380 • as a fixed component only RON 965,380	100%	0%	• Private health insurance in the amount of RON 34,167.	a. RON 123,782 – total remuneration received from Vinaria Bostavan S.R.L. (Republic of Moldova), representing only the fixed component. b. RON 123,782 – total remuneration received from Vinaria Purcari S.R.L. (Republic of Moldova), representing only the fixed component. c. RON 418,869 – total remuneration received from Crama Ceptura S.R.L. (Romania), representing only the fixed component.

<b>Director's name and position</b>	<b>Total Net Remuneration (broken down by components)</b>	<b>Relative proportion of the fixed remuneration</b>	<b>Relative proportion of the variable remuneration (performance bonus)</b>	<b>Other benefits obtained</b>	<b>Net Remuneration received from other entities which belongs to the same group and is controlled by/affiliated to the Company</b>
Vasile Tofan – non-executive member, Chairman of the Board	No remuneration	N/A	N/A	N/A	N/A
Neil McGregor – independent non-executive member	RON 181,376 as a fixed component only	100%	0%	N/A	N/A
Raluca Ioana Man – independent non-executive member	RON 181,376 as a fixed component only	100%	0%	N/A	N/A
Paula Catalina Banu – independent non-executive member	RON 181,376 as a fixed component only	100%	0%	N/A	N/A
Ana-Maria Mihaescu – independent non-executive member	RON 181,376 as a fixed component only	100%	0%	N/A	N/A

Note\*: The amounts disclosed for Mr Alexandru Filip include remuneration and benefits granted or due in connection with the termination of mandate, including termination compensation and the accelerated vesting of outstanding share-based awards.

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

<b>Director’s name and position</b>	<b>Financial year 2025 compared to financial year 2024</b>	<b>Financial year 2024 compared to financial year 2023</b>	<b>Financial year 2023 compared to financial year 2022</b>	<b>Financial year 2022 compared to financial year 2021</b>	<b>Financial year 2021 compared to financial year 2020</b>
Alexandru Filip – executive member starting with 23.05.2024 and Chief Executive Officer starting with 01.01.2025	20%	N/A	N/A	N/A	N/A
Victor Bostan – executive member and Advisor to the Chief Executive Officer starting with 01.01.2025	0%	0%	0%	0%	0%
Vasile Tofan – non-executive member, Chairman of the Board	Non-remunerated mandate	Non-remunerated mandate	Non-remunerated mandate	Non-remunerated mandate	Non-remunerated mandate
Neil McGregor – independent non-executive member	0%	0%	0%	0%	50% increase
Raluca Ioana Man – independent non- executive member	0%	0%	N/A	N/A	N/A
Paula Catalina Banu – independent non- executive member	0%	0%	N/A	N/A	N/A
Ana-Maria Mihaescu – independent non- executive member	0%	N/A	N/A	N/A	N/A
<b>Company’s performance as per audited consolidated financial statements</b>					
Revenue	14% increase	3% increase	22% increase	22% increase	2% increase

EBITDA	6% increase	6% increase	47% increase	24% increase	7% decrease
Net profit	8% decrease	8% decrease	36% increase	13% decrease	46% increase
Market capitalization	36% increase	2% increase	43% decrease	35% increase	6% decrease
<b>Average remuneration based on the full-time equivalent of the Company's employees</b>					
Company's employees	4% increase	1% increase	18% increase	8% increase	4% decrease