ORDINARY GENERAL SHAREHOLDERS' MEETING

Decision **No. 45 dated December 30th, 2020**

The Ordinary General Shareholders' Meeting of Alum S.A., with the registered office in Tulcea, no. 82 Isaccei Street, Tulcea County, registered with the Trade Registry under no. J36/29/1991, Sole Registration Code 2360405, Social capital: RON 488,412,907.85 (hereinafter referred to as the "Company"), on the basis of art. 117 of Law no. 31/1990 pertaining to companies, as republished and subsequently amended and under the provisions of art. 14 of the Company's Articles of Incorporation, has approved in the first session from December 30th, 2020 which took place at the Company's headquarters in the presence of the shareholders holding 81,610,424 shares representing 99.4204 % of the share capital, the following

DECISION

1. With a number of 81,610,424 votes in favour, amounting 100% from the share capital represented for in the meeting, it is hereby approved the clarification of the remuneration due to the Company's directors for the period starting from December 2018 until now, in the way that the net amount of 1,000 Euro/month approved by the decision no. 41 dated April 24th, 2018 made by the Ordinary General Shareholders Meeting represents the gross amount of 1,710 Euro/month and the net amount of 3,000 Euro/month approved by the decisions no. 42 dated April 24th, 2019 and no. 44 dated April 29th, 2020 made by the Ordinary General Shareholders Meeting represents the gross amount of 5,130 Euro/month.

2. With a number of 81,610,424 votes in favour, amounting 100% from the share capital represented for in the meeting, it is hereby approved the mandate of Mrs. Feodorof Mariana to comply with all the formalities for the registration of the Ordinary General Meeting of Shareholders' decision.

3. With a number of 81,610,424 votes in favour, amounting 100% from the share capital represented for in the meeting, the date of **January 22nd, 2021** is approved as registration date of shareholders, for the opposability of the decision of the Ordinary General Meeting of Shareholders, in accordance to the provisions of art. 86 of Law no. 24/2017 regarding the issuers of the financial instruments and market operations

4. With a number of 81,610,424 votes in favour, amounting 100% from the share capital represented for in the meeting, the date of **January 21st, 2021** is approved as *ex date* in accordance with the provisions of art. 187, point 11 from the Regulation 5/2018 regarding the issuers of the financial instruments and market operations, issued by the Financial Supervisory Authority.

Chairman of BoD- General Manager **Secretary**

Gheorghe Dobra **Stan Rodica**