

According to Law 24/2017, art 92<sup>1</sup>, listed companies must submit to the shareholders' vote a Remuneration Policy for the Company's managers (defined as members of the board of directors and/or directors of the company, within the meaning of Law 31/1990). In the case of our company this refers to the members of the Board of Directors ("BoD"), the General Manager and the Financial Manager (together referred to as "Directors").

The fixed remuneration for BoD members is approved annually by the ordinary general meeting of the Company's shareholders. At the level of 2026, the proposal for the fixed remuneration of the members of the Board of Directors is in the amount of RON 200,000/year gross for each member of the Board of Directors and RON 240,000/year gross for the Chairman of the Board of Directors according to points no. 03 and 04 on the OGMS agenda. The fixed remuneration will be due to the members of the Board of Directors pro-rata with the period of the year in which they exercised their functions within the Board of Directors.

The members of the Board of Directors may be paid, in addition to the fixed remuneration presented above, other amounts for participation in the Company's advisory committees, respecting the general limit of all remuneration as approved annually by the ordinary general meeting of shareholders of the Company.

The ceiling for the maximum limits of additional remuneration of the members of the Board of Directors charged with specific functions within the Board of Directors, as well as of the fixed remuneration of the Company's directors, for the year 2026, is in the amount of 1,290,000 RON/gross year, under similar conditions to the year 2025.

In 2025, no variable amounts (or additional remuneration) were paid to the members of the Board of Directors or to the members of the executive management.

