

Note on Item 6 of the OGMS Agenda - Approval of the remuneration of the members of the Board of Directors, in accordance with the Company's Remuneration Policy

In relation to item 6 on the agenda of the Ordinary General Meeting of Shareholders convened for 09.03.2026 (and, if applicable, 10.03.2026), the Company hereby provides the following information regarding the proposed remuneration of the members of the Board of Directors.

Starting with the date of approval by the OGMS, each member of the Board of Directors of the Company, irrespective of whether such member qualifies as executive or non-executive, independent or non-independent, shall receive a fixed monthly remuneration in the amount of EUR 3,000 per month net.

The remuneration structure shall consist exclusively of a fixed component. There shall be:

- no variable remuneration component;
- no performance-based incentives;
- no additional remuneration for participation in Board committees; and
- no other benefits or compensation elements related to the mandate as director.

For the avoidance of doubt, the Company did not include the specific remuneration amount in the convening notice of the OGMS, in order to preserve full flexibility, given that the nomination of candidates for the positions of members of the Board of Directors was carried out after the publication of the convening notice, within the timeframe made available to shareholders for submitting proposals. In this context, the Company considered it appropriate to determine the remuneration only after the final list of proposed candidates was known, in order to allow for a proper and informed assessment. Accordingly, the detailed information is therefore provided through this explanatory note made available to shareholders in connection with item 6 of the agenda.

Pursuant to Art. 106 para. (2) of Law no. 24/2017 on issuers of financial instruments and market operations (republished), issuers are required to submit the remuneration policy for approval to the shareholders within the annual Ordinary General Meeting of Shareholders provided under Art. 111 of Law no. 31/1990.

In this context, the remuneration of the members of the Board of Directors is proposed to be approved under item 6 of the current OGMS, in the form presented herein, in order to ensure the immediate applicability of such remuneration, including for the newly elected members, and to allow the Company to remunerate them for the period between their appointment and the upcoming Annual Ordinary General Meeting of Shareholders scheduled for 20 May 2026.

Accordingly, within the Annual Ordinary General Meeting of Shareholders scheduled for 20 May 2026, the Company will submit for shareholders' approval a revised Remuneration Policy reflecting the remuneration levels approved under item 6 of this OGMS, in full compliance with the legal requirements.

All amounts paid to the members of the Board of Directors in the course of 2026 will be disclosed in the Company's 2026 Remuneration Report, which will be prepared and submitted for approval to the



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shareholders within the Annual Ordinary General Meeting of Shareholders to be held in 2027, in accordance with applicable legal requirements.