Proposals regarding the establishment of the general remuneration limits for the members of the Board of Directors and the company's executives

In accordance with the provisions of Article 153[18] of Law no. 31/1990, republished and updated, the Board of Directors, taking into account the resolutions of the General Meetings of Shareholders, the current situation of the company and the indicators submitted for approval to the General Meeting of Shareholders for the year 2026, as well as the existing cash flow forecasts, proposes the following:

1. Maintaining the general monthly remuneration limits for the members of the Board of Directors for the year 2026 at the level established by the Ordinary General Meeting of Shareholders of November 19, 2025.
2. For the executive directors, the monthly remuneration limits for the year 2026 shall be maintained within the limits established by the Ordinary General Meeting of Shareholders of April 18, 2024.
3. Considering that, by the resolution of the Ordinary General Meeting of Shareholders of December 29, 2025, the revenue and expenditure budget for the year 2026 was approved, which provides for closing the 2026 financial year with a loss, the Board of Directors proposes that no variable remuneration be granted to the directors.
4. Empowering the Board of Directors to ensure remuneration within the limits established by the Ordinary General Meeting of Shareholders.

DRAFT RESOLUTION:

Article 1. The general remuneration limits for the members of the Board of Directors and the company's executives for the year 2026 are hereby approved, as follows:

a) For the members of the Board of Directors, the limits established by the Ordinary General Meeting of Shareholders of November 19, 2025 shall be maintained.

b) For the executive management, the limits established by the Ordinary General Meeting of Shareholders of April 18, 2024 shall be maintained.

c) It is approved that no variable remuneration shall be granted to the directors for the year 2026.

Article 2. The Board of Directors is hereby empowered to ensure remuneration within the limits established by the Ordinary General Meeting of Shareholders.

Board of Directors

Chairman

Trifa Aurelian-Mircea-Radu