

**Informative material related to point 5 on the agenda of the A.G.O.A. from 25/26 April 2024  
regarding the approval of the company's Remuneration Policy, in accordance with the provisions  
art. 106 of Law no. 24/2017 on issuers of financial instruments and market operations**

In accordance with art. 106, para. (7) from Law no. 24/2017 regarding issuers of financial instruments and market operations, the Remuneration Policy is subject to the vote of the shareholders on the occasion of each change significant and, in any case, at least once every 4 years. Issuers may pay directors' remuneration only in accordance with the Remuneration Policy that was approved during the General Assembly Ordinance of Shareholders.

Electromagnetica S.A. has the obligation to prepare a Remuneration Policy applicable to managers and to submit it to the shareholders' vote. The remuneration policy describes the general framework and basic principles for determining fixed and variable remuneration. By applying the Remuneration Policy, it is pursued consistency between remuneration and business strategy, risk policy, values and long-term objectives of Electromagnetica S.A.

By applying the Remuneration Policy, Electromagnetica S.A. has in mind the attraction of people of leadership/administration with the highest professional, educational and moral level, motivation and encouragement so as to optimize individual and collective performance, to strengthen a culture based on objective assessment of everyone's contribution and on rewarding performance, ensuring consistency between remuneration and business strategy, risk policy, values and long-term objectives of the company, the company's employee policy (establishment of new jobs, salary insurance negotiated between the parties, etc.).

As part of its supervisory function, the Board of Directors of Electromagnetica S.A. adopt and periodically reviews the general principles of the Remuneration Policy and is responsible for enforcement this one.

In the event of the appearance of significant changes, the Board of Directors submits to analysis and voting Ordinary General Meeting of Shareholders Remuneration policy, as revised.

Following the analysis carried out by the Board of Directors, the need for submission to the evaluation resulted and shareholders' approval of the amendment to the Remuneration Policy, in order to strengthen the mechanisms of corporate governance at company level and to harmonize it with the changes in the Act Constitutive, as approved during the Extraordinary General Meeting of Shareholders of 03 July 2023.