

Informative material related to item 5 on the agenda of the General Shareholders' Meeting of 28/29 April 2025 on the 2024 Remuneration Report

ELECTROMAGNETICA S.A. prepared *the Remuneration Report* in accordance with the provisions of Article 106 in conjunction with Article 107 of *Law no. 24/2017 on issuers of financial instruments and market operations*.

The Board of Directors presents the following information to the Ordinary General Meeting of Shareholders on 28/29.04.2025, regarding the fixed and variable benefits related to the members of the Board of Directors (BoD), the members of the Audit and Risk Committee and the Executive Officers, for the year 2024.

Electromagnetica S.A.

In 2024, no bonuses/performance bonuses were given to Executive Directors or members of the Audit and Risk Committee.

The fixed gross income of the Directors and the members of the Audit and Risk Committee granted in 2024 by the Company varied between 0.007% and 0.520% of the annual salary fund of Electromagnetica S.A., depending largely on the period in which they worked as Directors / members of the Audit and Risk Committee.

The fixed gross salary income of the Executive Directors ranged between 0.791% and 3.321% of the annual salary fund of Electromagnetica S.A., being presented below. As an exception, a number of two executive directors had a lower fixed gross remuneration, generated by the shorter period of time in which they worked as executive directors of Electromagnetica S.A. in 2024.

Function	Name and surname	Term of office	Revenue (gross) fix (% of the annual salary fund)	Variable (gross) income (% of the annual salary fund)
General Manager / Member of the Board of Directors	Cucu Daniela-Adi	01.01.2024-31.12.2024	3,632 (3,212 / 0,420)	0,00
Director executiv	Radu Cristian-Iulian	01.01.2024-01.09.2024	1,705	0,746
Director executiv	Ion Robert - Ștefan	02.09.2024-31.12.2024	0,791	0,00
Member of the Board of Directors	Scheușan Eugen	01.01.2024-06.01.2024	0,007	0,00
Member of the Board of Directors	Cioacă Sorin Iulian	01.01.2024-31.12.2024	0,518	0,00
Member of the Board of Directors	Gagea Cristina Gabriela	01.01.2024-31.12.2024	0,520	0,00
Member of the Board of Directors	Trifu Mihai	01.01.2024-31.12.2024	0,518	0,00
Provisional Board Member / Board Member	Zoescu Mihai	06.01.2024-25.04.2024 25.04.2024-31.12.2024	0,408	0,00

Subsidiary Electromagnetica S.A.

In 2024, the administrators of the affiliated companies Electromagnetica S.A., respectively Electromagnetica Fire S.R.L. ("Fire"), Electromagnetica Prestserv S.R.L. ("Prestserv"), Procetel S.A. ("Procetel") did not receive bonuses / bonuses related to the activity of the subsidiaries in 2024 and their amount are presented below.

The amount of the gross remuneration of the Directors of the Company's affiliated companies are presented below:

Company	Name and Surname	Term of office	Income (gross) (lei)
Electromagnetica Fire S.R.L.	Radu Cristian-Iulian	01.01.2024 – 14.08.2024	6.544
Electromagnetica Prestserv S.R.L.	Radu Cristian-Iulian	01.01.2024 – 28.11.2024	3.779
Procetel S.A.	Radu Cristian-Iulian	01.01.2024 – 31.12.2024	10.503

Table with the total gross amounts for administrators and directors with mandate:

Crt. No.	Name and surname	Gross income from Electromagnetica S.A. and subsidiaries (lei)
1	Cioacă Sorin-Iulian	131.084
2	Cucu Daniela - Adi	918.860
3	Gagea Cristina-Gabriela	131.435
4	Ion Robert Ștefan	200.121
5	Radu Cristian – Iulian	640.990
6	Scheușan Eugen	1.748
7	Trifu Mihai	131.084
8	Zoescu Mihai	103.136

Proposal for the remuneration of the members of the Board of Directors and the members of the Audit and Risk Committee for the year 2025:

The Board of Directors proposes to the Ordinary General Meeting of Shareholders on 28/29.04.2025 the following:

- maintaining the current monthly remuneration of the members of the Board of Directors at the level of RON 5,000 net and changing the monthly remuneration of the Chairman of the Board of Directors to the amount of RON 10,000 net;
- maintaining the current remuneration for the members of the Audit and Risk Committee at the level of 25% of the net monthly remuneration of a director.