

2024 Standalone Revenue and Expense Budget

ROCA INDUSTRY HOLDINGROCK1

Profit and Loss Account	Amount (Ron)
Operational income	0
Operational expenses	8,130,668
Financia income	5,126,711
Financial expenses	771,660
Gross result	-3,793,617
Net result	-3,793,617
Number of shares	24,867,222
Net share result	-0.15

The individual Income and Expense Budget de of the year 2024 is grounded on the major objectives below:

- **Financial incomes** comprise interest income on intra-group loans granted. As part of its holding strategy, most of the direct acquisitions were made through investment vehicles (SPVs) set up to provide the necessary financing structure (Leveraged Buyouts - Roca Industry's own credit facility and sources). To access these facilities, the SPVs agreed with the banks on certain conditions, including the limitation of dividends to be distributed in the coming period. With the merger between the SPVs and the acquired companies (completed within less than one year of the acquisition, in accordance with the terms of the loan agreements), these liabilities and conditions were taken over by the directly productive companies that absorbed the SPVs.
- **Financial incomes** comprise the interests corresponding to the received loans.
- The significant values from **operational expenses** include:
 - a) **Salary expenses & payment of the members of the Board of Directors generated including by the development of a performant management team on the Romanian industry** – In 2023 the management team (including 7 members at the budget time) was supplemented to cover the main fields of activity for the holding's companies. The team is directly involved in the development and implementation of the growth strategies within the companies belonging to ROCA Industry. The Board of Directors will continue to include 5 members.
 - b) **Investor Relations (IR) costs, including to increase transparency and implementation of best practice principles in investor communications** – These costs are to be allocated both for the performance of the holding company's legal obligations (in relation to shareholders and capital market regulators) and for the organisation of specific investor events (conferences, meetings, Investors Day).
 - c) **Marketing and PR expenses for significant business marketing investments** - The holding's marketing activities are directed towards understanding and maintaining a solid knowledge base about each industry, market, its evolution and the main players; to build positioning and communication of the Holding's evolution; to generate new business

contacts and to establish strategic partnerships that subsequently involve the group companies. Given the public nature of the company, beyond the reporting required by governance, maintaining transparency and ongoing communication with the broad groups of retail investors contributes to an understanding of the company's performance and stable share price behaviour.

- d) **ESG expenses for significant investments in the sustainability pillar** - Ever since the creation of Roca Industry, the management team has been committed to developing a sustainable business model. We maintain the same objective in 2024 by implementing a set of actions and objectives based on the data provided by the holding companies.