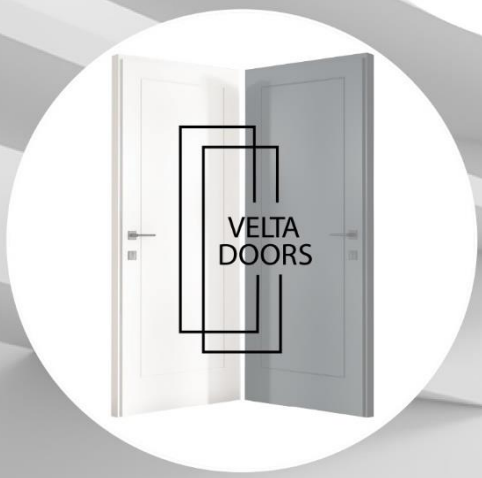






ROCA INDUSTRY





ROCA INDUSTRY
2025
REMUNERATION REPORT

Company listed on the regulated market of the Bucharest Stock Exchange Standard Category

CONTENT

Introduction *3*

Short overview of ROCA Industry *3*

The corporate governance model 4

Board of Directors 5

Advisory committees of the Board of Directors 6

The remuneration policy in place during 2025 ..... *9*

General principles 9

Remuneration components 10

Members of the Board of Directors 10

Chief Executive Officer 14

Conclusions *17*

Introduction

This **Remuneration Report** is prepared by ROCA Industry Holdingrock1 S.A. ("**the Company**" or "**ROCA Industry**") for the financial year ended 31 December 2025, in accordance with the provisions of Article 107 and 107[1] of Law no. 24/2017 on issuers of financial instruments and market operations, republished, with subsequent amendments.

The purpose of the report is to provide a clear and comprehensive overview of all forms of remuneration granted or owed during the 2025 financial year to the members of the Board of Directors and the Chief Executive Officer of the Company, on an individual basis, in accordance with the ROCA Industry **Remuneration Policy** initially approved by the Ordinary General Meeting of Shareholders ("OGMS") on 29 April 2024, and subsequently amended following shareholder approval at the OGMS held on 14 November 2024 and within the OGMS held on 26 February 2025.

The report is prepared by the Nomination and Remuneration Committee and will be submitted for advisory vote to the shareholders during the 2025 Ordinary General Meeting of Shareholders, scheduled to take place on 28 May 2026.

Short overview of ROCA Industry

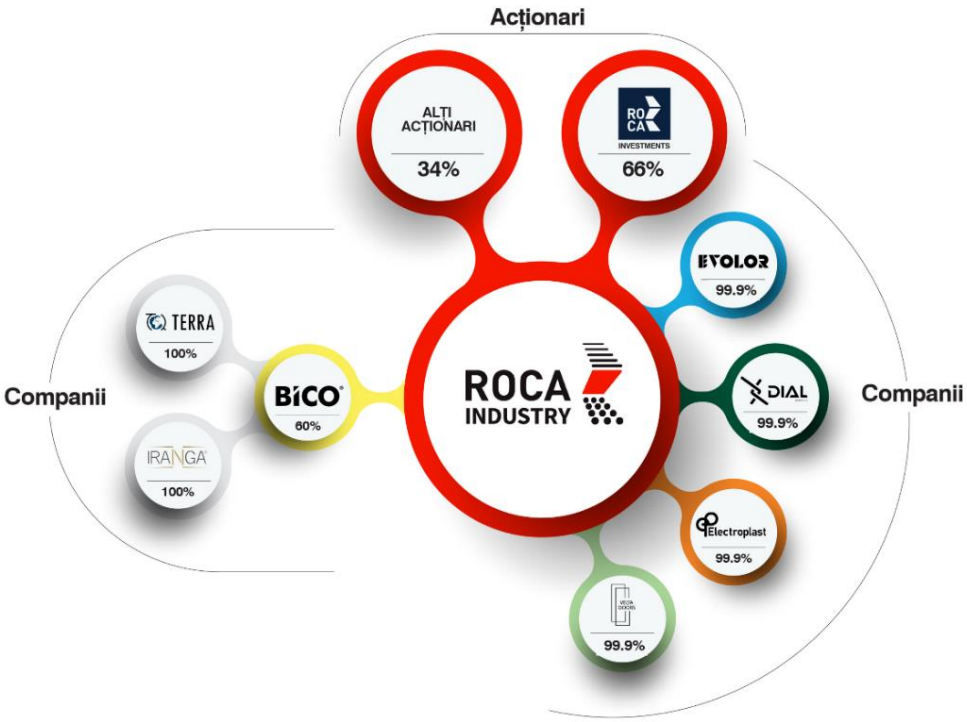
ROCA Industry is a Romanian industrial holding company that brings together, under an integrated structure, five manufacturers of construction materials, actively contributing to the consolidation and development of this strategic sector of the Romanian economy.

The holding company aims to develop an industrial ecosystem composed of Romanian companies with strong brands and regional expansion potential. Through its integration model, ROCA Industry seeks to create operational, financial, and commercial synergies among its subsidiaries, accelerating their transformation process and sustainable scaling.

By its nature as a holding company, the Company acts as an ownership and strategic coordination vehicle, with no direct operational activity, implementing its business directions through its five directly held subsidiaries, namely: **BICO INDUSTRIES S.A.**, **EVOLOR S.R.L.**, **ECO EURO DOORS S.R.L., DIAL S.R.L.**, **ELECTROPLAST S.A.** and **WORKSHOP DOORS S.R.L.** as well as those owned indirectly, through BICO INDUSTRIES – **TERRA IMPEX S.R.L.** and **IRANGA TECHNOLOGIJOS, UAB**. These subsidiaries are active in the field of building materials, namely the production of fiberglass and fiberglass reinforcement (BICO, TERRA and IRANGA), the production of varnishes, paints and decorative plasters (EVOLOR), the

production of doors for residential construction (VELTADOORS, established through the merger of ECO EURO DOORS and WORKSHOP DOORS), the production of edged panels and fence mesh (DIAL), respectively the production of low-voltage copper and aluminium electrical cables (ELECTROPLAST).

The structure of the companies held directly or indirectly by ROCA Industry during 2025 is shown below.



The consolidated financial performance of ROCA Industry during 2022-2025 is presented below:

Indicator (RON th)	2025	2024	2023	Variation 2025 vs 2024	Variation 2024 vs 2023	Variation 2023 vs 2022
Turnover	629.503	599,182	425.864	+5,1%	+40,7%	+62,9%
EBITDA	43.239	63,455	24.052	-31,9%	+163,8%	+9,1%
Net result	(31.585)	5.877	(21.131)	N/A	N/A	+111,8%

The corporate governance model

ROCA Industry's management believes that the principles of good corporate governance support the sustainable development of the holding and add long-term value for shareholders. Accordingly, ROCA Industry continuously improves its corporate governance practices, both at the individual company level and across its subsidiaries, with the goal of aligning with the highest standards and best practices in the field.

Board of Directors

Roca Industry has adopted a one-tier management system and is managed by a Board of Directors ("**BoD**") consisting of 5 (five) members. The main role of the Board of Directors is the strategic coordination of the holding, including by establishing policies and objectives on short-, medium- and long-term.

ROCA Industry BoD consists of persons with extended experience that ensure that the holding works efficiently. Their role includes overseeing the Company in compliance with the rules of professional conduct and providing specialised advice on specific activities. Owing to their professional expertise, the members of the BoD are able to assess and implement effective policies on professional conduct, while adapting to the continuous changes in regulatory and market requirements.

During 2025, in addition to the topics in which the engagement of the Board of Directors is requested specifically by the law, The Board of Directors was actively involved in strategic matters and was informed and consulted on sustainability (ESG) aspects currently being implemented at the holding company level.

The Company's BoD members at the end of 2025 are presented in the next table:

No.	Name	Position	Mandate
BoD members at the end of 2025			
1	Rudolf Paul Vizental *(Roca Management SRL Representative)*	Chairman of the Board	4 years 17.09.2021 – 17.09.2025 17.09.2025 – 17.09.2029
2	Victoriția Șter-Chelba	Non-executive Director	4 years 03.06.2024 – 17.09.2025 17.09.2025 – 17.09.2029
3	Adela Smaranda Smeu	Non-executive Director	5 months and 8 days 17.09.2025 – 25.02.2026
4	Iuliu Ciprian Pătrașcu	Non-executive	4 years

		Director	17.09.2025 – 17.09.2029
5	Dan Liviu Moruțan	Non-executive Director	4 years 17.09.2025 – 17.09.2029
BoD members replaced during 2025			
1	Ioan-Adrian Bindea	Chair, Chief Executive Officer	4 years 17.09.2021 – 17.09.2025
2	Alexandru Savin	Non-executive Director	4 years 17.09.2021 – 17.09.2025
3	Vasile Sandu	Non-executive Director	2 years and 10 months 16.11.2022 – 17.09.2025

On **17 September 2025**, changes to the composition of the Board of Directors became effective following the expiry of the mandates of the former Board members and the approval by the shareholders attending the Ordinary General Meeting of Shareholders held on 15 September 2025 of the new Board structure.

On **26 January 2026**, Ms. Adela Smaranda Smeu resigned from her position as a member of the Board of Directors of ROCA Industry. Her mandate ceased effective 25 February 2026, which represented the last day on which she served as director of the Company.

During 2025, the Board of Directors had 34 meetings, all the members being present physically or online.

Advisory committees of the Board of Directors

The BoD's activity is supported by two advisory committees, namely the **Nomination and Remuneration Committee** and the **Risk and Audit Committee**.

The members of the advisory committees are appointed and revoked by the Board of Directors among the non-executive directors of the Company. The Ordinary General Meeting of Shareholders may also appoint and revoke members of the Committee who are not directors of the Company. The committees consist of tree members and presided by an independent non-executive director, the organization and responsibilities of each committee being established in the Articles of Incorporation of ROCA Industry and the committees' terms.

The **Risk and Audit Committee** has the role to assist the Board of Directors in carrying out its duties in terms of internal audit and has also an advisory function on the Company's strategy and policy regarding the internal control, internal audit and external audit system,

as well as the control of the manner in which the significant risks are managed. The committee is therefore responsible for the preparatory works for the decision-making activity carried out by the Board of Directors concerning the supervision of integrity and quality of financial reporting of the Company, efficiency of the management systems of risks and internal control of the Company and assessing any conflict of interest.

The purpose of the **Nomination and Remuneration Committee** is to assist the Board of Directors in fulfilling its responsibilities, by establishing the principles for the selection of candidates for the position of member of the Board of Directors, selecting candidates for their election or re-election to the position of member of the Board of Directors, involvement in the selection process of the managers, remuneration of the director and managers of the Company, making proposals regarding these to be submitted to the decision of the Board of Directors, as well as supporting the Board of Directors in evaluating its own performance, as well as the performance of the executive management.

The composition of the committees, as approved by the Board of Directors **for the period ending on 17 September 2025**, was the following:

Risk and Audit Committee:

- Vasile Sandu – Chairman;
- ROCA Management S.R.L., by Rudolf Paul Vizental – member;
- Sorin Man – member.

Nomination and Remuneration Committee:

- Vasile Sandu – Chairman;
- ROCA Management S.R.L., by Rudolf Paul Vizental – member;
- Alexandru Savin – member.

At the first meeting of the Board of Directors following the OGMS by which the new Board of Directors was appointed, held on **23 September 2025**, the Board members approved the **new composition of the Board Committees**, as follows:

Risk and Audit Committee:

- Adela Smaranda Smeu – Chairman;
- ROCA Management S.R.L., by Rudolf Paul Vizental – member;
- Dan-Liviu Moruțan – member.

Nomination and Remuneration Committee:

- Victorița Șter Chelba – Chairman;
- ROCA Management S.R.L., by Rudolf Paul Vizental – member;
- Dan-Liviu Moruțan – member.

Both the appointment of the Chairman of the Board of Directors and the membership of the committees were established for a **one-year term starting on 23 September 2025 and ending on 23 September 2026**. Subsequently, on **23 January 2026**, the composition of the Audit and Risk Committee was amended by replacing Ms. Adela Smeu with Mr. Sorin Man, who had been elected by the **OGMS in December 2025**.

Throughout 2025, the **Audit and Risk Committee** met 4 times, focusing on the following key matters:

- reviewing the procedure regarding the internal control activity within ROCA Industry;
- reviewing the accuracy and correctness of the Company's preliminary financial report for 2025, in accordance with the applicable accounting provisions;
- reviewing the accuracy and correctness of the Company's interim consolidated financial statements for the three-month period ended 31 March 2025, as well as the directors' report, in accordance with the applicable accounting provisions;
- reviewing the accuracy and correctness of the Company's interim consolidated and individual financial statements for the nine-month period ended 30 September 2025, as well as the directors' report, in accordance with the applicable accounting provisions.

ROCA Industry executive team

The Board of Directors has delegated the holding's management to the **Chief Executive Officer** whose appointment falls within the duties of the Board members. The CEO's duties are established both in the articles of incorporation and in the mandate agreement.

On **22 January 2025**, Mr. Ioan-Adrian Bindea resigned from his position as Chief Executive Officer of the Company, and the Board of Directors appointed Ms. Camelia Ene as Chief Executive Officer of ROCA Industry. Her mandate was granted for a period of three (3) years, commencing on 22 January 2025 and ending on 22 January 2028.

On **2 October 2025**, Ms. Camelia Ene resigned from her position as Chief Executive Officer of the Company, her last day of mandate being 31 October 2025, and the Board of Directors

appointed Mr. Ioan-Adrian Bindea as interim Chief Executive Officer for a period of six months, commencing on 1 November 2025 and ending on 30 April 2026.

At BoD Meeting held on 6 April 2026, **Mr. Ioan-Adrian Bindea was appointed as Chief Executive Officer** of ROCA Industry **for a term of four (4) years, commencing on 1 May 2026 and ending on 1 May 2030.**

Mr. Ioan-Adrian Bindea is the main architect of the ROCA Industry project and served as Chief Executive Officer from 29 June 2022 to 22 January 2025, as well as Chairman of the Board of Directors from the establishment of the Company until September 2025. The experience he accumulated within ROCA Industry in these positions will support the continuation of the holding company's development strategy.

The remuneration policy in place during 2025

The Remuneration Policy of ROCA Industry was initially approved by the Ordinary General Meeting of Shareholders ("**OGMS**") on **29 April 2024**, and subsequently amended and approved during the OGMS held on **14 November 2024** and the OGMS held on **26 February 2025**. The amendments approved in February concerned the increase of the annual variable remuneration limits of the Chief Executive Officer, referred to as the performance bonus, which is calculated as a percentage applied to the fixed remuneration and may amount to a maximum of 50% of the total annual fixed remuneration.

The Remuneration Policy sets out the principles, general framework, and limits within which the remuneration of the Board members and the Chief Executive Officer is determined and granted. It reflects the company's commitment to **responsible corporate governance, transparency, and the alignment of management's interests with those of shareholders**, thereby contributing to the achievement of the holding's medium- and long-term strategic objectives.

General principles

The Remuneration Policy takes into account the following aspects:

- To enable the recruitment and retention of qualified and experienced individuals who can contribute to the implementation of the strategy, the sustainability and long-term development of the Company's interests, as well as its overall success;
- To create long-term value for the Company's shareholders and strategic partners through the appointment and employment of qualified and experienced individuals

- Members of the Board of Directors and executives should be rewarded in line with the Company's performance, without encouraging them to act in their own interest or to take on risks that are not aligned with the Company's strategy and risk appetite;
- Alignment with labor market conditions and the scale of the Company's operations, by establishing fair remuneration that is appropriate to the size and structure of the Company, as well as to the nature, business sector, and complexity of its activities;
- Alignment of executive or non-executive remuneration, as applicable, with the level of responsibility associated with their positions within the Company and their professional experience, ensuring that remuneration remains competitive in comparison to peer companies.

This Remuneration Policy supports the Company's mission and strategy by rewarding the achievement of sustainable long-term performance objectives and enabling the recruitment and retention of suitable individuals commited to acting in the long-term interest of the Company and its shareholders.

Remuneration components

The Remuneration Policy provides for the following components for the members of the Board of Directors and the Chief Executive Officer:

Members of the Board of Directors

The remuneration structure for the members of the Company's Board of Directors includes:

- A **fixed monthly remuneration**, undifferentiated between the Chairman and the other Board members, approved by the ROCA Industry OGMS on October 2024 at the level of EUR 2,000. This fixed component of the remuneration structure was determined to reflect the role, responsibilities, and experience of the individuals concerned. It is set at market-appropriate levels in order to attract and retain individuals necessary for the implementation of the Company's strategy.
- **Variable remuneration** – Members of the Board of Directors may be granted variable compensation based on performance criteria, subject to shareholder approval; *this was not applicable in the year 2025.*
- **Other benefits** – Reimbursement of reasonable expenses incurred in fulfilling their mandate, based on supporting documentation (e.g., accommodation, travel, fuel costs), as well as a professional liability insurance policy of the "Directors & Officers liability" (D&O) type, with coverage of up to EUR 5 million per person per event, in

line with market terms, and a total aggregate limit of EUR 20 million. The policy also covers a period of up to five (5) years after the end of the mandate, for events resulting from actions performed by Board members during their term.

No additional remuneration is given for participating in the consultative committees of the Board of Directors. For clarity, the members of the consultative committees who are not members of the Board of Directors may be remunerated, as appropriate, based on the decision of the Board of Directors.

Non-executive members of the Board of Directors do not receive any other types of benefits or compensations upon the termination of their mandate. Regarding the executive members of the Board of Directors, they are entitled to receive the benefits or compensations for the executive position they hold. We emphasize that the table below includes the total remuneration due in 2025 to each member of the Board of Directors. Remuneration received from entities within the Group is presented on page 12.

Details regarding the remuneration of Board members during 2025 and in previous years:

Name	Activity period in 2025	2025 fixed annual remuneration	Other benefits in 2025	2024 fixed annual remuneration	2023 fixed annual remuneration	2022 fixed annual remuneration
Ioan-Adrian Bindea Chair, Executive Director	1 Jan – 17 sept	85,9 KRON	No	166,1 KRON (net)	178,3 KRON (net)	73,8 KRON (net)
Alexandru Savin Non-executive Director	1 Jan – 17 sept	85,9 KRON	No	166,1 KRON (net)	178,3 KRON (net)	73,8 KRON (net)
Vasile Sandu Non-executive Director, independent	1 Jan – 17 sept	85,9 KRON	No	166,1 KRON (net)	178,3 KRON (net)	-
Roca Management S.R.L. by Rudolf Paul Vizental Non-executive Director	1 Jan – 31 dec	145,1 KRON	No	197,9 KRON (VAT included)	212,1 KRON (VAT included)	70,4 KRON (VAT included)
Victoriția Șter-Chelba Non-executive Director, independent	1 Jan – 31 dec	121,1 KRON	No	91,5 KRON (net)	-	-
Dan-Liviu Moruțan Non-executive Director	17 sept – 31 dec	35,2 KRON	No	74,6 KRON (net)	178,3 KRON (net)	21,9 KRON (net)
Iuliu-Ciprian Pătrașcu Non-executive Director	17 sept – 31 dec	35,2 KRON	No	n/a	n/a	n/a

Adela Smaranda Smeu Non-executive Director	17 sept – 31 dec	35,2 KRON	No	n/a	n/a	n/a
Average Net Remuneration Based on Full-Time Equivalent (FTE) Employees		*138,6 KRON*		*115,4 KRON*	*141,2 KRON*	*146,2 KRON*

**) Membrii CA au primit în cursul anului 2025 doar remunerație fixă, fără beneficii suplimentare sau remunerații variabile.*

Variation in annual fixed remuneration of Board Members compared to the previous year (2022–2025):

Name	Mandate period until report date	2025 vs 2024	2024 vs 2023	2023 vs 2022
Ioan-Adrian Bindea Președinte, Executive Director	1 Jan – 17 sept	-48,3%	-6,8%	+141,6%
Alexandru Savin Non-executive Director	1 Jan – 17 sept	-48,3%	-6,8%	+141,6%
Vasile Sandu Non-executive Director, independent	1 Jan – 17 sept	-48,3%	-6,8%	-
Roca Management S.R.L. by Rudolf Paul Vizental Non-executive Director	1 Jan – 31 dec	-12,7%	-6,7%	+201,3%
Victoriția Șter-Chelba Non-executive Director, independent	1 Jan – 31 dec	+32,3%	-	-
Dan-Liviu Moruțan Non-executive Director	17 sept – 31 dec	N/A	-	-
Iuliu-Ciprian Pătrașcu Non-executive Director	17 sept – 31 dec	N/A	-	-
Adela Smaranda Smeu Non-executive Director	17 sept – 31 dec	N/A	-	-

** The remuneration of the Board members was increased from EUR 1,000 net/month to EUR 3,000 net/month on November 16, 2022;*

** Subsequently, the remuneration of the members of the Board of Directors was reduced to EUR 2,000 net/month on 14 October 2024.*

Fixed annual remuneration of Board Members compared to the Company's average annual remuneration for 2022–2025 (calculated as net annual fixed remuneration of

Board Members, excluding VAT, adjusted for mandate period / average annual remuneration per employee at Company level):

Nume	2025	2024	2023	2022
Ioan-Adrian Bindea Chair, Executive Director	62%	144%	126%	51%
Alexandru Savin Non-executive Director	62%	144%	126%	51%
Vasile Sandu Non-executive Director, independent	62%	144%	126%	-
Roca Management S.R.L. by Rudolf Paul Vizental Non-executive Director	105%	144%	126%	41%
Victorița Șter-Chelba Non-executive Director, independent	87%	144%	-	-
Dan-Liviu Moruțan Non-executive Director	25%	-	-	-
Iuliu-Ciprian Pătrașcu Non-executive Director	25%	-	-	-
Adela Smaranda Smeu Non-executive Director	25%	-	-	-

Other positions held by ROCA Industry Board Members in Group subsidiaries during 2025:

Ioan-Adrian Bindea

- Member of the Board of Directors of Veltadoors (company resulting from the merger between Eco Euro Doors SRL and Workshop Doors SRL), with the following fixed annual (net) remuneration: RON 29.6 thousand in 2022, RON 59.5 thousand in 2023, RON 59.7 thousand in 2024 and RON 60,00 thousand in 2025.
- Member of the Board of Directors of BICO, with a fixed annual (net) remuneration of RON 60.00 thousand for each year in the period 2022–2025, with a company car as a benefit.

ROCA Management SRL, through Rudolf-Paul Vizental

- Member of the Board of Directors of Electroplast, with a fixed annual (VAT included) remuneration of RON 35.4 thousand in June-December 2023, RON 70.7 thousand in 2024 and RON 72.6 thousand in 2025.
- Member of the Board of Directors of Evolor, being entitled to a total fixed net remuneration (VAT included) of RON 24.62 thousand for the period September–December 2025.

The other members of the Board of Directors, as well as Chief Executive Officer Ms. Camelia Ene, did not receive any other remuneration from entities within the Group.

Additionally, to comply with specific regulatory requirements, during the OGMS held in January 2024, the Board of Directors submitted for shareholder approval the appointment of Mr. Sorin Man as a member of the Audit and Risk Committee of ROCA Industry, with a fixed remuneration of EUR 500 net per quarter. Accordingly, Mr. Man's total fixed net remuneration for the period from 1 January 2025 to 23 September 2025 amounted to a total of RON 7.6 thousand.

Chief Executive Officer

The CEO's remuneration structure includes:

- **Fixed monthly net remuneration**, up to a maximum of EUR 12,000 net, with the final amount to be determined by the Board of Directors within this limit;

- **Annual variable remuneration**, referred to as a performance bonus, depending on:
    - the Company's financial and non-financial results,
    - individual performance evaluation, and
    - the overall results of the Group.

  This component aims to encourage the Chief Executive Officer to focus on delivering long-term added value at the Company level, in line with the Company's strategy, and to align their interests with those of the Company's shareholders.

  The performance bonus is calculated as a percentage applied to the fixed remuneration, which may amount to a maximum of 50% of the total annual fixed remuneration. It is paid annually, after the confirmation of the achievement of the targeted results based on the applicable performance criteria, together with the remuneration for the month of April of each year.

- **Long-term variable remuneration**, in the form of share option rights to acquire shares under a share option plan – this was approved in January 2024 and updated in April 2024, as well as in February 2025, but was not implemented during 2025;

- **Other benefits** – specific equipment required for fulfilling responsibilities, including a company car, mobile phone, laptop, reimbursement of reasonable expenses incurred in the performance of duties based on supporting documents (e.g., accommodation, travel costs, fuel), as well as a professional liability insurance policy

of the "Directors & Officers liability" (D&O) type, with coverage of up to EUR 5 million per person per event, in line with market terms, and an aggregate limit of EUR 20 million. The policy also covers a period of up to five (5) years after the end of the mandate, for events resulting from the CEO's activity during their term. Additionally, the Chief Executive Officer benefits from the same medical services package and/or health insurance contracted by the Company for its employees.

Upon termination of the contract with the Chief Executive Officer, they may be entitled to compensation equivalent to a maximum of six (6) fixed monthly remunerations.

Criteria for granting performance bonuses

The granting of variable remuneration depends on the fulfilment of the following criteria, which apply cumulatively:

- **Financial indicators** of the Company such as, but not limited to: turnover, EBITDA, and net profit, as included in the annual income and expenditure budget approved by OGSM.
- **Non-financial indicators** of the Company, such as, but not limited to: employee development and satisfaction, team management, as well as adherence to the investment and implementation at the group level.

The specific indicators for each category are established by the Board of Directors, and the level of achievement is evaluated annually by the Nomination and Remuneration Committee and approved by the Board of Directors.

Details on the CEO remuneration for 2025

For the purposes of this section, it should be noted that the position of Chief Executive Officer was held by Ms. Camelia Ene during the period from 22 January 2025 to 31 October 2025 and by Mr. Ioan-Adrian Bindea during the period from 1 November 2025 to 31 December 2025.

We present in the table below the total net remuneration of the Chief Executive Officer for 2025, as well as the remuneration relating to previous years, for comparison purposes:

Name	Activity period in 2025	2025 annual fixed rem. (net)	Annual variable remuneration for 2025 (net)	Total annual remuneration for 2025 (net)	Other benefits 2025	2024 annual fixed rem. (net)	2023 annual fixed rem. (net)	2022 annual fixed rem. (net)
Ioan-Adrian Bindea	1 Jan – 21 Jan; 01 nov – 31 dec.	70,3 KRON	-	70,3 KRON	-	179,1 KRON	179,1 KRON	88,6 KRON
Camelia Ene	22 Jan – 31 oct	398,6 KRON	20,0 KRON*	418.6 KRON	Car	-	-	-
Average Net Remuneration Based on Full-Time Equivalent (FTE) Employees		*138,6 KRON*	-	-	-	*115,4 KRON*	*141,2 KRON*	*146,2 KRON*

** Ms. Camelia Ene also benefited from net variable remuneration in a total amount of RON 20,000 in relation to the position of Deputy Chief Executive Officer held in 2024.*

***The table reflects all forms of remuneration due in 2025 to each of the persons mentioned, with no other benefits being applicable other than those mentioned above.*

Variation in CEO's annual fixed remuneration compared to the previous year (2022–2025):

Name	Mandate period until report date	2025 vs 2024	2024 vs 2023	2023 vs 2022*
Ioan-Adrian Bindea	1 Jan – 21 jan; 01 nov – 31 dec.	-60,7%	0%	+102,4%
Camelia Ene	22 jan – 31 oct	n/a	n/a	n/a

** Mr. Ioan Adrian Bindea was appointed Chief Executive Officer of ROCA Industry from 29 June 2022 until 21 January 2025 and, subsequently, from 1 November 2025 to the present.*

** Ms. Camelia Ene served as Chief Executive Officer of ROCA Industry from 22 January 2025 until 31 October 2025.*

CEO's fixed annual remuneration compared to the Company's average annual remuneration for 2022–2025 (calculated as net annual fixed remuneration of Board Members, adjusted for mandate period / average annual remuneration per employee at Company level):

Name	2025	2024	2023	2022

Ioan-Adrian Bindea Chair, Executive Director	51%	155%	127%	123%
Camelia Ene, Executive Director	287,7%	-	-	-

Conclusions

It is noted that during the year 2025, there were no deviations from the Remuneration Policy for the members of the Board of Directors or for the Chief Executive Officer of the Company.

This report has been prepared in accordance with the requirements of Law no. 24/2017 and will be submitted for a consultative vote at the annual Ordinary General Meeting of Shareholders to be held on 28 May 2026, as provided under Article 111 of Law no. 31/1990, the shareholders' opinion expressed within the General Meeting regarding the Remuneration Report, resulting from the vote, having an advisory nature. The Company will explain in the next Remuneration Report how the vote of the General Meeting was taken into account.

Rudolf-Paul Vizental,
Roca Management S.R.L. permanent representative
Chairman of the Board