

**Information for item 6 on the agenda of the OGMS of 25/26 April 2024  
 about the Remuneration Report for 2023**

**ELECTROMAGNETICA S.A.** has 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 of 25/26.04.2024, 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 CEO for the year 2023.

**Electromagnetica S.A.**

In 2023, no bonuses/performance bonuses were granted to CEOs or Audit and Risk Committee members. The members of the Board of Directors received an additional compensation, considered variable, related to the Company's performance in 2022; the amount of the compensation granted at gross level for each member of the Board of Directors varies between 0.022% and 0.052% of the annual salary pool of Electromagnetica S.A., proportionate to the period they served as a member of the Board of Directors in 2022 for the Company.

The gross fixed income of Directors and Audit and Risk Committee members granted in 2023 by the Company varied between 0.082% and 0.305% of the annual salary fund of Electromagnetica S.A., largely depending on the period they have been active as Directors / Audit and Risk Committee members.

The gross fixed salary income for CEOs ranged from 1.124% to 1.999% of Electromagnetica S.A.'s annual salary pool, and is shown below. As an exception, a number of three CEOs had a lower gross fixed remuneration, generated by the shorter period of time they served as CEOs of Electromagnetica S.A. in 2023.

Function	Surname and given name	Term of office	Fixed (gross) income (% of annual salary fund)	Variable (gross) income (% of annual salary fund)
BoD President/CEO BoD Member	Eugen Scheusan	01.01.2023 – 18.10.2023 18.10.2023 - 31.12.2023	1,999	0.052
Executive Manager	Stanila Antoaneta Monica	04.04.2023 – 18.10.2023	1,124	0.00
BoD Member Executive Manager	Macovei Octavian	01.01.2023 – 28.05.2023 01.01.2023 - 28.04.2023	0,640	0.052
BoD Interim Member Executive Manager	Stoica Mihail	28.05.2023 - 03.07.2023 01.01.2023 – 18.10.2023	1,644	0.00
BoD Member Executive Manager & CEO	Cucu Daniela	04.04.2023 – 31.12.2023 18.10.2023 – 31.12.2023	1,600	0.00
Executive Manager	Radu Cristian - Iulian	20.11.2023 - 31.12.2023	0,188	0.00
Executive Manager	Bobar Andrei	01.11.2023 - 18.12.2023	0,305	-
Executive Manager	Florea Cristina	01.01.2023 - 18.10.2023	1,765	-

In addition, a number of five CEOs received compensation in 2023 and are shown below. For reporting purposes, these have been treated as other variable income.

Function	Surname and given name	Variable (gross) income (% of annual salary fund)
Executive Manager	Florea Cristina	0.295
Executive Manager	Stanila Antoaneta Monica	0.295
BoD Interim Member	Stoica Mihail	0.295
Executive Manager		
BoD Member	Macovei Octavian	1.535
Executive Manager		
Executive Manager	Bobar Andrei	0.305

### **Electromagnetica S.A.**

In 2023, the directors of the affiliated companies Electromagnetica S.A., namely Electromagnetica Fire S.R.L. ("Fire"), Electromagnetica Prestserv S.R.L. ("Prestserv"), Procetel S.A. ("Procetel") received bonuses related to the activity of the subsidiaries in 2022 and their amount in relation to the companies' annual payroll are shown below.

Company	Surname and given name	Term of office	Variable (gross) income (% of annual salary fund)
Fire	Rogoz Maria	01.01.2023-15.12.2023	0.51
Prestserv	Stanila Antoaneta Monica	01.01.2023-15.12.2023	0.00
Procetel	Stanila Antoaneta Monica	01.01.2023-29.12.2023	12.60

The gross remuneration of the Directors of the Company's affiliated companies in relation to the annual payroll of the respective companies is shown below.

Company	Surname and given name	Term of office	Variable (gross) income (% of annual salary fund)
Fire	Rogoz Maria	01.01.2023-15.12.2023	9.47
Prestserv	Stanila Antoaneta Monica	01.01.2023-15.12.2023	10.03
Procetel	Stanila Antoaneta Monica	01.01.2023-29.12.2023	30.58
Fire	Radu Cristian Iulian	15.12.2023-31.12.2023	0.02
Prestserv	Radu Cristian Iulian	15.12.2023-31.12.2023	0.04
Procetel	Radu Cristian Iulian	29.12.2023-31.12.2023	0.01

*Note: In the above calculations, the following amounts related to salary funds in year 2023 have been considered:*

*Electromagnetica S.A.: 39,300,725 lei; Electromagnetica Fire S.R.L.: 1,637,729 lei;*

*Electromagnetica Prestserv S.R.L.: 1,069,509 lei; Procetel S.A.: 387,120 lei*

Table of total gross amounts for directors and managers with mandate:

<b>No. no.</b>	<b>Surname and given name</b>	<b>Total amount received from Electromagnetica and subsidiaries [lei]</b>
1	Bobar Andrei	239,999
2	Bușu Cristian	100,138
3	Cioacă Sorin-Iulian	57,699
4	Cucu Daniela - Adi	629,073
5	Florea Cristina	809,868
6	Gagea Cristina-Gabriela	109,636
7	Hodea Rodica	13,568
8	Macovei Octavian	875,068
9	Radu Cristian – Iulian	74,899
10	Scheușan Eugen	805,788
11	Stancu Traian	84,180
12	Stancu Ioan	84,180
13	Stanila Monica	832,277
14	Stoica Mihai	762,250
15	Trifu Mihai	32,055
16	Zoescu Mihai	100,138
17	Rogoz Maria	163,628

**Proposal for the remuneration of the members of the Board of Directors and the members of the Audit and Risk Committee for the year 2024**

The Board of Directors proposes the following to the Annual General Meeting of Shareholders of 25/26.04.2024:

- 1) to maintain the current remuneration of the members of the Board of Directors at the level of 5,000 lei net for the financial year 2024;
- 2) to maintain 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 for the financial year 2024.