



Informative material related to item 5 on the agenda of the General Shareholders' Meeting of April 24/25, 2026 on the 2025 Remuneration Report

ELECTROMAGNETICA S.A. prepared *the Remuneration Report* in accordance with the provisions of art. 106 in conjunction with art. 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 24/25.04.2026, 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 Directors, for the year 2025.

In 2025, no bonuses or performance incentives were granted to the executive directors or to the members of the Audit and Risk Committee and the Board of Directors.

The fixed gross income of the Directors and members of the Audit and Risk Committee granted in 2025 by the Company varied between 1.111% and 1.944% of the annual salary fund of Electromagnetica S.A.

The gross fixed salary income of the Executive Directors varied between 1.355% and 3.198% of the annual salary fund of Electromagnetica S.A., as presented below. Lower fixed gross remuneration is generated by the shorter period of time in which they served as Chief Executive Officers of Electromagnetica S.A. in 2025.

Function	Name and surname	Term of office	Revenue (gross) fixed (% of annual salary fund)	Variable (gross) income (% of annual salary fund)
General Manager / Chairman of the Board of Directors	Cucu Daniela-Adi	01.01.2025-30.06.2025 01.01.2025-31.12.2025	5.142 (3.198 / 1.944)	0.00
Board Member	Cioacă Sorin Iulian	01.01.2025-31.12.2025	1.388	0.00
Board Member	Gagea Cristina Gabriela	01.01.2025-31.12.2025	1.388	0.00
Board Member	Trifu Mihai	01.01.2025-31.12.2025	1.388	0.00
Board Member	Zoescu Mihai	01.01.2025-31.12.2025	1.111	0.00
Executive Director	Ion Robert - Ștefan	01.01.2025-13.02.2025	1.355	0.00
Executive Director	George - Alin Ștefan	22.05.2025-31.12.2025	1.820	0.00

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

Crt. no.	Name and surname	Gross income from Electromagnetica S.A. (lei)
1	Cucu Daniela - Adi	485,483
2	Cioacă Sorin-Iulian	131,080
3	Gagea Cristina-Gabriela	131,080
4	Trifu Mihai	131,080
5	Zoescu Mihai	104,884
6	Ion Robert Ștefan	127,927
7	George - Alin Ștefan	171,873



Proposal for the remuneration of the members of the Board of Directors and the members of the Audit and Risk Committee for the year 2026:

The Board of Directors proposes to the Ordinary General Meeting of Shareholders on 24/25.04.2026 the following:

- 1) maintaining the current monthly remuneration for the members of the Board of Directors at the level of RON 5,000 net;
- 2) maintaining the monthly remuneration of the Chairman of the Board of Directors at the level of RON 10,000 net;
- 3) maintaining the current remuneration for the members of the Audit and Risk Committee at the level of 25% of a director's net monthly remuneration.

General Manager
Ștefan George Alin