

REMUNERATION REPORT for the year 2025

- Prepared in accordance with the provisions of art. 107 of Law no. 24/2017 republished regarding the issuers of financial instruments and market operations

The directors and directors of ARTEGO S.A. they ensured in 2025 the efficient management and administration of the company, fulfilling all the necessary acts, in accordance with the applicable legal framework and with the provisions of the administration and mandate contracts they have with the company.

Legal framework on remuneration policy and criteria for directors and managers :

- art. 11 para. (2) lit. c) of the updated Statute of ARTEGO S.A., which provides that A.G.A. establishes the salary level of the members of the board of directors and of the general manager;

- the following articles from Law no. 31/1990 regarding the companies, with the subsequent modifications and completions:

- art. 111 para. (2) lit. c), which states that in addition to debating other issues on the agenda, the A.G.A. is obliged to fix the remuneration due for the current year to the members of the board of directors, if it has not been established by the constitutive act;

- art. 143 para. (5), which stipulates that the director of the joint stock company is only the person to whom the attributions of management of the company have been delegated, in accordance with par. (1) in art. 143;

- art. 153 1 18 para. (1), which provides that the remuneration of the members of the board of directors is established by the constitutive act or by decision of the A.G.A. ;

- 18 para. (2), which provides that the remuneration of the directors is determined by the board of directors. The articles of incorporation or A.G.A. sets the general limits of all remuneration granted in this way;

- The remuneration policy of the company's leaders, approved by the A.G.A. from 10.06.2021.

2. Remuneration structure of ARTEGO S.A. directors and directors in the year 2024

The directors and directors of the company benefit only from fixed monthly remuneration, established by the decision of the A.G.A. (in the case of administrators) or by decision C.A. (in the case of directors). There is no variable remuneration that has been established on the basis of performance criteria, therefore the total monthly remuneration is equal to the fixed remuneration.

The remuneration of the company's managers was supplemented, during 2021, with other benefits, consisting of bonuses, gift vouchers and protective food, in an amount equal to that received by all employees of the company.

The approval was given in A.G.A., respectively C.A., respectively, the benefits granted being in accordance with the provisions of the Collective Labor Agreement concluded at the company level, respecting the Remuneration Policy of the company, approved in A.G.A. from 10.06.2021.

3. Comparative situation of the remuneration of the managers and of the average annual remuneration of the employees in the period 2021 - 2025

	<i>2021</i>	<i>2022</i>	<i>2023</i>	<i>2024</i>	<i>2025</i>
Average annual gross earnings / employee (LEI)	51.539	62.461	70805	75072	78567
Average Gross Annual Remuneration / C.A. Member (LEI)	230.101	226.137	221715	244412	254996
Average annual gross remuneration / director (lei)	168.152	168.838	177070	188108	178199

In 2025, the directors' allowance was:

- David Viorel - President of C.A. and General Manager - 35,000 LEI;
- Angheloiu Florian - Non-executive director - 15,000 LEI;
- Bush Diana Loredana - Non-executive director - 13,000

The compensation of the directors was:

- Răscol Mircea - Production Director - 13,320 LEI;
 - Zamfira Cornel - Commercial Director - 13,320 LEI;
 - Ciurica Gheorghe - Technical Director - 13,320 lei;
 - Uritescu Liviu –Director of Production of Technical Rubber Articles-13,320 lei (starting with 01.06.2025);
 - Firiza Violeta- Director of Planning, Programming and Production Tracking- 15,000 lei (starting with 13.10.2025)
- The remunerations included in this report represent the sole form of remuneration for the members of the Board of Directors and the company's directors, who do not benefit from shares offered by the company.

No deviations from the procedure for implementing the Remuneration Policy were recorded.

Chairman of the Board of Directors,