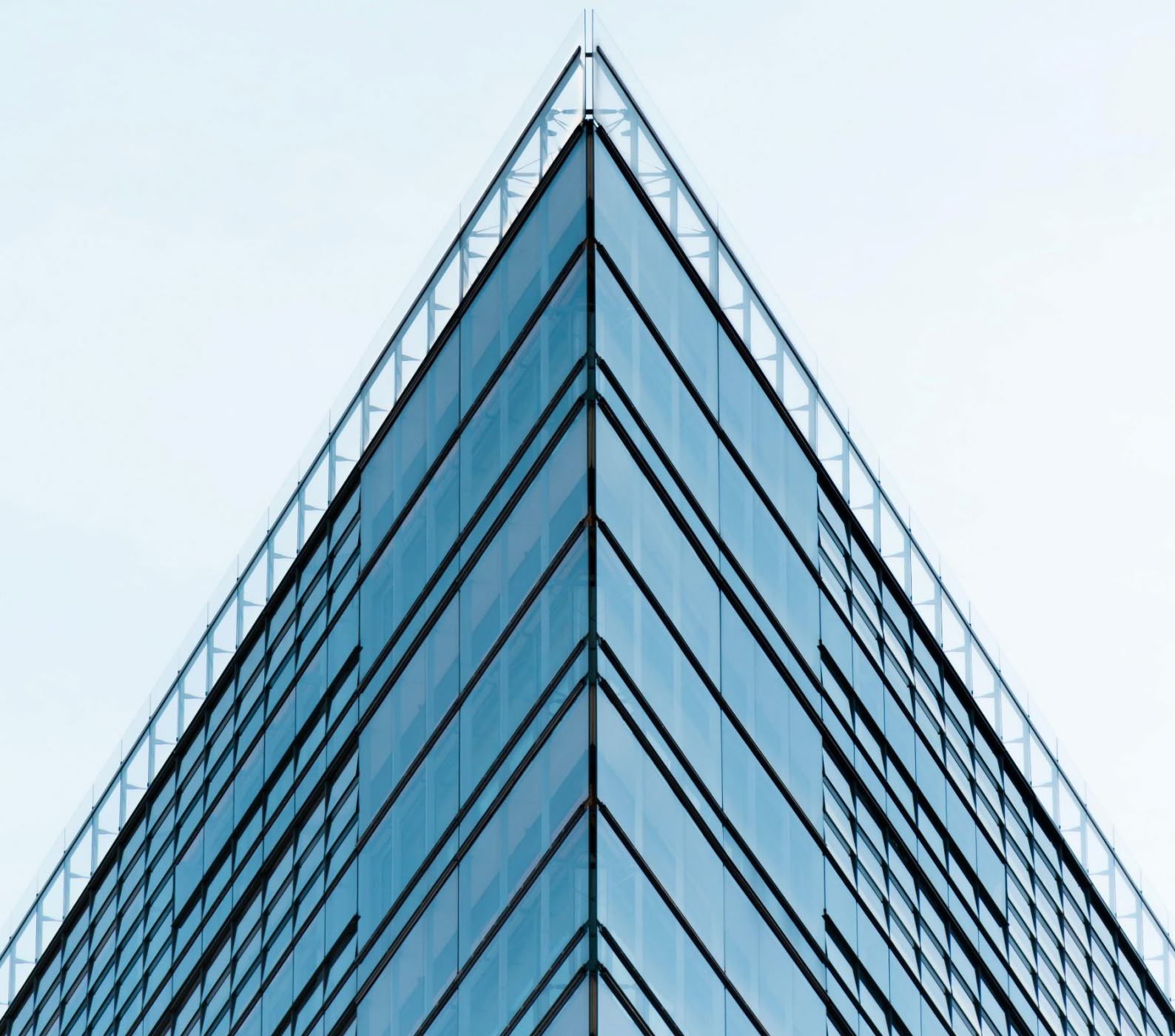


REPORT
regarding the remuneration of the
managers of Infinity Capital
Investments S.A.
related to the year 2025



I. Introduction

With the transposition into national law of Directive (EU) 2017/828 on the encouragement of long-term shareholder engagement, through Law No. 158/2020 amending Law No. 24/2017 on issuers of financial instruments and market operations, companies whose shares are admitted to trading on a regulated market are obliged to apply the new provisions concerning, inter alia, the remuneration paid to directors, defined as "*any member of the board of directors, as well as any director, in the case of the unitary management system, and any member of the supervisory board, as well as the management board, in the case of the dual management system, under Law no. 31/1990, republished, as subsequently amended and supplemented, including in all cases in which he has been appointed, the general manager and, if there is such a position, the deputy general manager*".

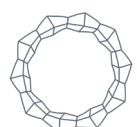
Issuers are required to prepare a remuneration policy applicable to senior executives and to submit it to a shareholders' voting. Issuers may only pay remuneration to senior management in accordance with the Remuneration Policy that has been approved at the Ordinary General Shareholders Meeting. In certain exceptional circumstances (*justified only by the need to ensure the long-term sustainability of the company*), companies may derogate from the Remuneration Policy to the extent that the Remuneration Policy includes applicable procedural clauses and delineates the elements from which a derogation may be made.

In this context, the Ordinary General Shareholders Meeting of Infinity Capital Investments S.A., held on 29.04.2024, approved by resolution no. 10, the Remuneration Policy of Infinity Capital Investments S.A., in accordance with the provisions of Article 106 of Law no. 24/2017 on issuers of financial instruments and market operations.

As required by law, the Remuneration Policy must be submitted to a shareholder vote at least once every 4 years or for any significant change. The Remuneration Policy, together with the date and results of the vote, is also published on the Company's website, www.infinitycapital.ro, under the section "Corporate Governance".

This report is prepared in accordance with the provisions of Articles 106 and 107 of Law no. 24/2017 republished and in accordance with the Company's Remuneration Policy, which has been drawn up in accordance with the legal provisions set out above and the provisions of the Company's Articles of Association and ESMA Guideline no. 232/2013 on sound remuneration policies in accordance with DAFIA.

By resolution no. 9 of 29.04.2025 of the General Shareholders Meeting the Report on the remuneration of the managers of Infinity Capital Investments S.A. during 2024 was approved. Thus, during 2025, the remuneration was made taking into account the resolution of the General Shareholders Meeting of 29.04.2025.



II. Remuneration policy

The remuneration policy aims to create the conditions for implementing a remuneration system that leads to an efficient management activity, with a view to increasing the company's value in the long term, under risk-taking conditions in line with the risk profile of Infinity Capital Investments S.A. and the relevant legal regulations.

The Remuneration Policy aims to ensure that the remuneration level and composition is in line with long-term objectives and strategy, and the link with performance is a determining factor in determining remuneration.

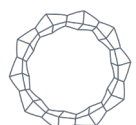
The remuneration policy is designed to ensure that the level of remuneration within Infinity Capital Investments S.A. is well sized to attract, retain and motivate competent and experienced individuals within the Board of Directors, senior management and employees. At the same time, the Remuneration Policy does not introduce incentives that may favour self-interest over the interests of the company.

The Remuneration Policy developed and implemented at Infinity Capital Investments S.A. does not encourage excessive risk-taking in relation to sustainability risks, but is linked to risk-adjusted performance (*remuneration structure focused on achieving a certain level of profit*).

Identified staff

The category of identified staff to whom the provisions of the Remuneration Policy apply includes the following persons (*except where the work carried out by these persons does not have a significant impact on the company's risk profile*):

- members of the Board of Directors;
- senior management, namely the Manager of the Investment Department and the Manager of the Portfolio Department, as well as any other director who has powers to manage the day-to-day business of Infinity Capital Investments S.A., in accordance with the applicable rules;
- staff undergoing control functions: Compliance Office representative, risk managers, internal auditor;
- other risk-takers: members of staff whose professional activities - separately or together as members of a company structure - may have a significant influence on the company's risk profile, including persons who may enter into contracts/positions and take decisions that significantly affect the risk to which the company is exposed;
- other persons whose total remuneration falls into the same remuneration category as that of the directors and risk-takers.



1. Performance evaluation

The purpose of the performance evaluation at Infinity Capital Investments S.A. level is to align the remuneration system with the performance of the identified staff, taking into account the risks induced by the specific activity of the company. To this end, a mix of quantitative (financial) and qualitative (non-financial) criteria is used, taking into account the overall performance of Infinity Capital Investments S.A., the performance of the structure to which the appraisee belongs and its link with the risks of the activity carried out by the appraisee.

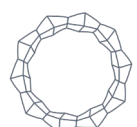
The evaluation of individual staff performance shall be based on written internal procedures, which shall contain express provisions on the principles for setting individual performance targets and how their achievement is assessed. Among the elements taken into account for assessing individual performance are:

- the tasks and responsibilities of the identified staff;
- the overall performance of the company and the performance of the operational structure in which the appraisee operates;
- the achievement of individual objectives in relation to the requirements of the job;
- the identified staff's way of complying with the obligations towards the company, in particular to act loyally, honestly, fairly and professionally in the best interests of Infinity Capital Investments S.A.

In order to align the interests of the identified staff with those of Infinity Capital Investments S.A. in the medium and long term, the evaluation process of the identified staff is multi-year and takes into account the risk profile of the company.

In the case of control functions, the performance evaluation shall be carried out taking into account the way in which these persons have carried out the specific duties of each position, as well as the way in which the specific objectives set by the Board of Directors have been achieved. The assessment of persons exercising control functions is not linked to the performance of the structures they control.

The link between the performance recorded by the company in the last 5 years and the level of remuneration paid to managers and employees, as subject to the provisions of Article 106 of Law 24/2017, is shown in the following table:



	2025	2024	2023	2022	2021
Total gross remuneration of managers	11,208,359	10,312,661	8,482,772	8,356,396	5,570,005
<i>Change from previous year (%)</i>	<i>5.7401%</i>	<i>21.57%</i>	<i>1.5123%</i>	<i>50.0249%</i>	<i>12.9720%</i>
Company employees - average gross remuneration	313,443	226,764	184,986	150,423	116,733
<i>Change from previous year (%)</i>	<i>38.2243%</i>	<i>22.5844%</i>	<i>22.9770%</i>	<i>28.8607%</i>	<i>-5.4633%</i>
Net profit	133,269,316	124,615,270	67,667,294	164,808,485	37,550,738
<i>Change from previous year (%)</i>	<i>6.9446%</i>	<i>84.1588%</i>	<i>-58.9419%</i>	<i>338.8955%</i>	<i>-28.1064%</i>
NAV/share (depository receipts at 31 December)	11.2647	7.9063	5.8888	4.4328	4.3953
<i>Change from previous year (%)</i>	<i>42.4775%</i>	<i>34.2600%</i>	<i>32.8461%</i>	<i>0.8532%</i>	<i>14.8377%</i>

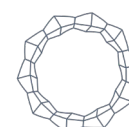
From the presented data, it can be seen that the steps taken by the company's management and employees to create the conditions for increasing the long-term value of the assets are carried out under the conditions of adequate remuneration of staff, with the aim of attracting and retaining well-trained professionals within the company who are remunerated for the quality of the activities performed.

Risk-aligned performance evaluation shall be carried out annually, within an appropriate framework, to ensure that the evaluation process is performance-based and that the actual payment of the performance-related components of variable remuneration is made over a period that takes into account the company's policies and the risks of the business. The assessment of the performance target achievement for the purpose of granting variable remuneration is made by the Nomination and Remuneration Committee.

2. Remuneration structure

The basic components of the remuneration to be granted within Infinity Capital Investments S.A. are:

- a) **fixed remuneration:** payments or allowances without taking into account performance criteria;
- b) **variable remuneration:** additional payments or allowances based on performance or, in certain cases, other contractual criteria.



The fixed and variable components of directors' remuneration are set out in Article 8 (6) of the Articles of Association of Infinity Capital Investments S.A., respectively:

"Directors shall be remunerated for the work performed, the monthly remuneration and other rights due to directors shall be determined by resolutions of the Ordinary General Shareholders Meeting of the company.

Directors' remuneration consists of a fixed monthly allowance and a variable component. The general limits of the variable remuneration are set by resolutions of the ordinary General Shareholders Meeting of the company.

The variable remuneration may be granted in accordance with the applicable legal provisions in force.

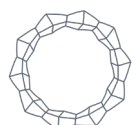
Variable remuneration may be granted to members of the Board of Directors, members of senior management and employees of the company within the general limits approved by the General Shareholders Meeting, subject to the achievement of the net profit indicator and the approval of the annual financial statements by the General Shareholders Meeting.

The fund for granting variable remuneration for the achievement of the net profit performance indicator will be determined and recorded as a provision, so that the achievement of the net profit set by the Income and Expenditure Budget is not jeopardized. Payment of variable remuneration will be made after approval of the annual financial statements.

In the case of instruments granted under Stock Option Plan type programs for directors and executives, the allocation criteria are established in accordance with the specific legislation, as well as with the provisions of the Articles of Incorporation and of the management and mandate contracts, and for employees, the Board of Directors establishes the eligibility criteria for SOP beneficiaries, the number of instruments to be granted to each category of beneficiaries, in accordance with the provisions of the specific legislation on sound remuneration policies, as well as the mechanisms for implementing the SOP."

The variable remuneration granted within the company is not paid through vehicles and no methods are used to artificially avoid the provisions of the applicable legal provisions.

Both remuneration components (fixed and variable) may include - *subject to the legal provisions and the Articles of Association* - monetary allowances (such as cash, shares, options, cancellation of loans to staff members on dismissal, pension contributions) or allowances that are not directly monetary (such as discounts, ancillary allowances, etc.).



3. Remuneration of the Board of Directors members

Fixed remuneration

The monthly remuneration of each member of the Board of Directors, approved by the Ordinary General Shareholders Meeting on 01.08.2024, is 10,000 lei net.

The directors, members of the advisory committees, receive an additional remuneration for their work, amounting to 5% of the gross monthly remuneration, i.e. 500 lei net for each advisory committee.

The fixed monthly remuneration of the company's directors (General manager and Deputy General manager), as set out in the management contracts, annexed to the Remuneration Policy that was approved by the Ordinary General Shareholders Meeting on 29.04.2024, is:

- the equivalent of a maximum of 12 gross average salaries per company for the General manager;
- the equivalent of a maximum of 11 gross average salaries per company for the Deputy General manager.

The remuneration of the senior management is calculated from January for the whole financial year, based on the calculated average salary per company.

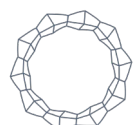
The average salary per company is the sum of the monthly is based on the number of full-time employees with permanent employment contracts as at 31 December of the year ended.

In order to strengthen the corporate governance mechanisms within Infinity Capital Investments S.A. and to ensure that the senior management's interests are properly aligned with the long-term interests of the company, the mandate contracts provide that in the event of unjustified revocation of the mandate holder, the mandate holder is entitled to receive damages equal to the value of two fixed monthly remunerations.

Variable remuneration

According to the Remuneration Policy approved by the General Shareholders Meeting in April 2024, the members of the Board of Directors will receive additional remuneration for the achievement of the net profit indicator in the form of annual profit sharing, subject to the approval of this form of reward at the General Meeting approving the annual financial statements.

Without prejudice to the shareholders' rights provided for in Article 153¹⁸ of Law no. 31/1990, the general limits of all additional remuneration for the Board of Directors members and the company's directors and those of the employees are set by the



Remuneration Policy at 0.42% of the average net asset value of the previous year. The actual level of the additional remuneration for senior management shall be determined by the Board of Directors.

These amounts are components of the additional incentive fund, which is determined and recorded as a provision, so as not to jeopardise the net profit established by the Budget of Income and Expenditure. The payment of the additional remuneration will be made after the approval of the annual financial statements by the Ordinary General Shareholders Meeting of Infinity Capital Investments S.A.

Variable share-based remuneration

The granting of this benefit in the form of shares may be carried out under the conditions stipulated in the Articles of Association of Infinity Capital Investments S.A. and only subject to shareholder approval for the distribution of Infinity Capital Investments S.A. shares to administrators, directors, and employees (through Stock Option Plan programs, with the source of this distribution being the shares repurchased by the company).

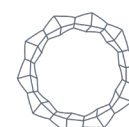
For instruments granted under Stock Option Plan (SOP) programs for administrators and directors, the allocation criteria are established in accordance with the applicable legislation, as well as the provisions of the Articles of Association and the administration and mandate contracts. For employees, the Board of Directors determines the eligibility criteria for SOP beneficiaries, the number of instruments to be granted to each category of beneficiaries, in compliance with the specific legislation on sound remuneration policies, as well as the implementation mechanisms of the SOP.

The implementation of such a variable remuneration mechanism aims to align the interests of the beneficiaries with those of the company, fostering the achievement of performance indicators and the long-term growth of Infinity Capital Investments S.A.

4. Components of the total remuneration for the Board of Directors members

Table 4.1. Components of the total remuneration

Component	Elements	Payment method	Beneficiaries
<i>Fixed</i>			
Monthly remuneration	10,000 lei net	Cash	Members of the Board of Directors
	A maximum of 12 gross average salaries/company	Cash	General manager
	A maximum of 11 average gross salaries/company	Cash	Deputy General manager
Other remuneration	Pension fund	Payment of contributions is	Members of the Board of



		retained by the company	Directors
Additional remuneration	5% of gross monthly pay/committee	Cash	For Directors who are members of advisory committees
<i>Variable - subject to the achievement of the budgeted net profit indicator and approval of the A.G.A.</i>			
Additional remuneration	<i>Maximum limit:</i> 0.42% of the average net asset value for the previous year	Cash and in the form of free shares	Members of the Board of Directors and Directors of the company

5. Total remuneration for the Board of Directors members, broken down by fixed/variable components

Total remuneration is designed to create the conditions for achieving the long-term performance objective of increasing the total value of the company's assets and, therefore, its unit net asset value, as well as intermediate objectives, including the annual net profit level. To this end, the total remuneration granted at company level is aimed at strengthening the team of professionals, meaning that the level of remuneration within Infinity Capital Investments S.A. is appropriately sized in order to attract, retain and motivate competent and experienced individuals within the Board of Directors, senior management, as well as among the company's employees. At the same time, the Remuneration Policy does not introduce incentives that could favour self-interest over the interests of the company.

The remuneration policy is consistent with the business strategy, objectives, values and interests of the company, as well as the interests of investors.

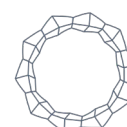
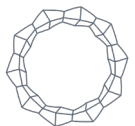


Table 5.1. Remuneration of current and former managers for the year 2025 (gross amounts out of which taxes and duties are paid)

Full name	Position held	Mandate implementation period	Fixed remuneration <i>-lei-</i>	Variable remuneration			Total remuneration <i>-lei-</i>	Fixed remuneration %	Variable remuneration %	Total remuneration received from any entity belonging to the Infinity Capital Investments S.A. Group*** <i>-lei-</i>
				In the form of cash	In the form of free shares**	Total				
Sorin - Iulian Cioacă	<i>President of the BoD – General manager</i>	01.01.2025-31.12.2025	1,616,308	1,105,436	1,484,828	2,590,264	4,206,572	38%	62%	128,196
Mihai Trifu	<i>Vice President of the BoD - Deputy General manager</i>	01.01.2025-31.12.2025	1,498,441	1,034,683	1,403,971	2,438,654	3,937,095	38%	62%	128,196
Mihai Zoescu	<i>Member of the BoD</i>	01.01.2025-31.12.2025	235,908	256,410	529,246	785,656	1,021,564	23%	77%	102,576
Codrin Matei	<i>Member of the BoD</i>	01.01.2025-31.12.2025	235,908	256,410	529,246	785,656	1,021,564	23%	77%	219,687
Andreea Cosmănescu	<i>Member of the BoD</i>	01.01.2025-31.12.2025	235,908	256,410	529,246	785,656	1,021,564	23%	77%	172,175
Total			3,822,473	2,909,350	4,476,536	7,385,886	11,208,359	34%	66%	750,830

* The amount represents the counter value of the shares at the estimated price of 2.94025 lei/share, as they were distributed according to the decision of the Board of Directors of Infinity Capital Investments S.A. from the date of 19.02.2026.



*** - Sorin-Julian Cioacă – remuneration received as a Board Member at Electromagnetica S.A. for the period 01.01.2025–31.12.2025; the position of administrator at Gravity Real Estate Investments S.R.L. is not remunerated;*

- Mihai Trifu - remuneration received as a Board Member at Electromagnetica S.A. for the period 01.01.2025–31.12.2025; the position of administrator at Gravity Capital Investments S.A. is not remunerated;

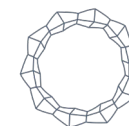
- Mihai Zoescu - remuneration received as a Board Member at Electromagnetica S.A. for the period 01.01.2025–31.12.2025;

- Codrin Matei - remuneration received as a Board Member at Mercur S.A. (01.01.2025–31.12.2025), remuneration received as a Board Member at Flaros S.A. (01.01.2025–31.12.2025), and remuneration received as a Board Member at Voltalim S.A. (02.04.2025–31.12.2025);

- Andreea Cosmănescu - Remuneration received as Chairman of the Board of Directors at Flaros S.A. (01.01.2025–31.12.2025), remuneration received as a Board Member at Voltalim S.A. (02.04.2025–31.12.2025).

The variable remuneration in the form of cash presented in the table above represents the performance bonus related to the year 2025, which is to be distributed during the year 2026, after the approval of the financial statements by the General Meeting of Shareholders, on a date established by the Board of Directors of society.

As of the date of this report, Infinity Capital Investments S.A. is carrying out a share buyback program that also includes the shares related to SOP 3, pursuant to the Resolution of the Board of Directors of Infinity Capital Investments S.A. no. 4 dated 19 February 2026, whereby the granting free of charge of a number of 1,857,750 shares to the company's administrators, directors and employees was approved, within a "Stock Option Plan", and in accordance with the provisions of Resolutions no. 7 and no. 8 of the Extraordinary General Meeting of Shareholders dated 29 April 2025.



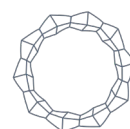
Also, by the Decision of the Board of Administration no. 4 of 19.02.2026 the list of eligible persons was approved. By the same Decision, the authorization of the senior management to sign, on behalf of the Company, the Act of Accession concluded between the company and the Eligible Persons was approved.

The price for exercising the option right on the shares by the Eligible Persons is zero lei/share.

Eligible persons are entitled to exercise their Option and acquire the corresponding number of Reserved Shares at the expiration of a period of 12 months from the signing of the Accession Act, subject to the cumulative fulfillment of the conditions necessary for the entry into rights, approved by the decision of the Board of Directors and mentioned within the Acts of Accession concluded with each individual eligible person. Eligible persons can exercise the right of option within a period of 2 month from the date of receipt of the notification regarding the fulfillment of the conditions to exercise the Options.

According to the company's Remuneration Policy, the general limits of all additional remuneration of the members of the Board of Directors of the company's directors are set at 0.42% of the average net asset value of the previous year.

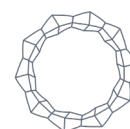
The variable remuneration for the year 2025 to be granted to the members of the Board of Directors and the company's executives amounts to 11,209,177 lei (amount that includes the actions related to the "Stock Option Plan" type Plan no. 3, as well as variable remuneration granted to employees who left the company during 2025). The average net asset value for the year 2025 was 3,745,115,471 lei, meaning that the general limit is set at 15,729,485 lei. Based on the presented data, the variable remuneration granted falls within the limit established by the Remuneration Policy.



6. Comparative information on remuneration changes and company performance

Table. 6.1 Comparative information on remuneration changes and issuer performance over the last 5 years (remunerations represent gross amounts from which taxes and related fees are paid)

Annual percentage change	2025****	2024***	2023**	2022*	2021
<i>Remuneration of the directors and members of the BoD</i>					
Sorin - Iulian Cioacă - President of the BoD - General Manager	4,206,572	4,242,497	3,223,619	3,180,727	2,257,035
<i>Change from previous year (%)</i>	-0.8468%	31.6066%	1.3485%	40.9250%	N/A
Mihai Trifu - Vice-President of the BoD - Deputy General Manager	3,937,095	3,785,406	3,012,967	2,942,279	2,059,209
<i>Change from previous year (%)</i>	4.0072%	25.6372%	2.4025%	42.8839%	N/A
Mihai Zoescu - Board member	1,021,564	857,336	748,729	748,728	298,403
<i>Change from previous year (%)</i>	19.1556%	14.5055%	0.0001%	N/A	N/A
Codrin Matei - Board member	1,021,564	857,336	748,729	748,728	525,643
<i>Change from previous year (%)</i>	19.1556%	14.5055%	0.0001%	42.4404%	N/A
Andreea Cosmănescu - Board member	1,021,564	857,336	748,729	735,934	61,211
<i>Change from previous year (%)</i>	19.1556%	14.5055%	1.7386%	N/A	N/A
Adrian Andrici - Board member	-	-	-	-	368,504
<i>Change from previous year (%)</i>	N/A	N/A	N/A	N/A	N/A
Total remuneration of managers	11,208,359	10,599,910	8,482,772	8,356,396	5,570,005
<i>Change from previous year (%)</i>	5.7401%	24.9581%	1.5123%	50.0249%	N/A
<i>Average remuneration based on full-time employees</i>					
Company employees - average remuneration	313,443	226,764	184,986	150,423	116,733
<i>Change from previous year (%)</i>	38.2243%	22.5844%	22.9770%	28.8607%	N/A
<i>Company performance</i>					
Net profit	133,269,316	124,615,270	67,667,294	164,808,485	37,550,738
<i>Change from previous year (%)</i>	6.9446%	84.1588%	-58.9419%	338.8955%	N/A
VUAN/share (depository receipts at 31 December)	11.2647	7.9063	5.8888	4.4328	4.3953
<i>Change from previous year (%)</i>	42.4775%	34.2600%	32.8461%	0.8532%	N/A
Gross dividends distributed in year x for year x-1	0	0	0	15,000,000	25,000,000



Annual percentage change	2025****	2024***	2023**	2022*	2021
<i>Change from previous year (%)</i>	-	-	-	-40.0000%	N/A

* Amounts include fixed remuneration for 2022 and variable remuneration for 2022 but paid in 2023.

** The amounts contain the fixed remuneration related to the year 2023 and the variable remuneration related to the year 2023, but to be actually paid in the year 2024. (both in the form of cash and in the form of shares offered free of charge).

*** The amounts include the fixed remuneration for the year 2024 and the variable remuneration for the year 2024 (both in cash and in the form of free shares).

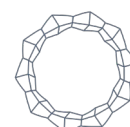
**** The amounts include the fixed remuneration for the year 2025 and the variable remuneration for the year 2025 (both in cash and in the form of free shares).

N/A= the comparison is not relevant given that in the two reference years, the periods in which the mandate was exercised are different.

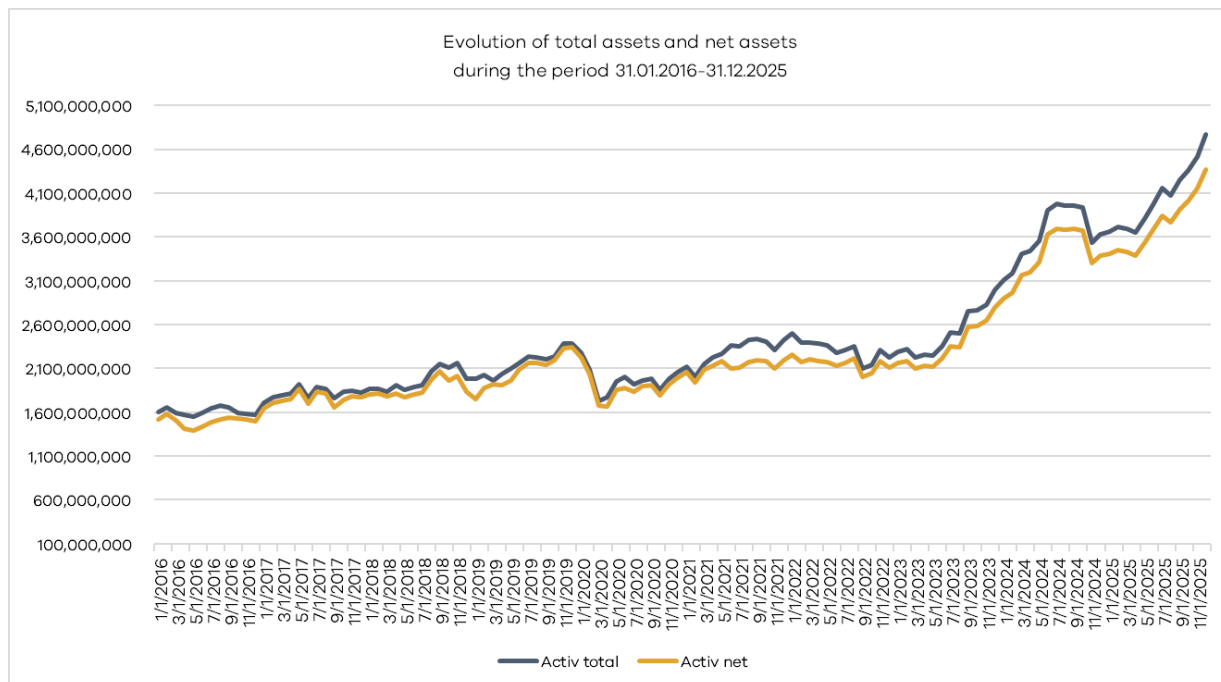
Total executive compensation for 2025 increased 5.7401% over 2024 compensation being primarily impacted by the increase in the share price of Infinity Capital Investments S.A. and the payment of unused leave at the end of the mandates. Additionally, the average remuneration based on the full-time equivalent of employees for the year 2025 recorded an increase of 38.2243% compared to the average remuneration for the year 2024, primarily impacted by the reduction in the number of employees.

The net profit of the reporting period is 133,269,316 lei, up by 6.95% compared to 31.12.2024 (124,615,270 lei), this indicator being significantly influenced by the dynamics of dividend income. Compared to the net profit forecast in the revenue and expenditure budget for 2025 (55,015,265 lei), the net profit recorded at the end of 2025 is 242% higher.

The net assets of Infinity Capital Investments S.A. recorded at the end of 2025 the value of 4,370,783,187 lei an increase of 29% compared to the value recorded at the end of 2024, this corresponds to a unitary net asset value of 11.2647 lei/share.



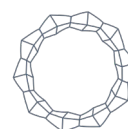
The historical evolution of total assets and net assets, in the period January 2016 - December 2025, is presented in the following graph:



Graph 6.1. Evolution of total assets and net assets (internal data)

Dividend policy of Infinity Capital Investments S.A. aims both to satisfy the interests of investors in the short term, and to institutional development in the medium and long term, with the aim of increasing the value of the company's total assets in the long term, so that part of the net profit can be allocated to reserves, in order to create the sources own necessary for the investment activity. Depending on macroeconomic developments and existing/estimated investment opportunities, the management of Infinity Capital Investments S.A. may propose to the shareholders a significant reduction in the value of the distributed dividends, including keeping the related amounts for the financial support of the targeted investment projects or alternative forms of remuneration for the shareholders (for example, by running possible redemption programs).

Considering the uncertainty and macroeconomic risks present at the beginning of 2025, the Board of Directors of the company proposed to the General Meeting of Shareholders on April 29, 2025, the distribution of the profit to "other reserves", for own sources, in order to support future investments, and by the decision no. 6 of the assembly, this point was approved.



7. Principles for the recovery of variable remuneration

The variable remuneration is granted only if the profit indicator set by the Income and Expenditure Budget is achieved and is subject to the approval of the General Shareholders Meeting.

The company may request recovery of the variable remuneration if it is found that it was granted on the basis of erroneous or false data or material errors in the documents on the basis of which the remuneration was determined.

The recovery of variable remuneration starts from the time of the finding and can be requested by Infinity Capital Investments S.A. to be repaid within 3 years from the date of the finding.

8. Deviation from the provisions of the Remuneration Policy

During the year 2025, the company granted remuneration to the identified personnel in compliance with the principles established in the Remuneration Policy approved by the General Shareholders' Meeting on April 29, 2024, and no deficiencies were found.

Infinity Capital Investments S.A. has not made any deviations from the provisions of the Remuneration Policy or falling within the exemptions provided for in Article 106, para. (6) of Law no. 24/2017 republished.

Nomination and Remuneration Committee as at 31.12.2025

Andreea Cosmănescu - non-executive director - president

Codrin Matei - non-executive director

Mihai Zoescu - non-executive director

