

Informative material related to item 9 on the agenda of the General Shareholders' Meeting of April 29/30, 2026:

Approval

Report on the remuneration of the directors of Infinity Capital Investments S.A. for the year 2025

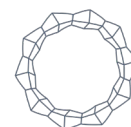
Under the conditions of the transposition into national legislation of Directive (EU) no. 2017/828 on encouraging long-term shareholder involvement, by means of Law no. 158/2020, amending Law no. 24/2017 on issuers of financial instruments and market operations, companies whose shares are admitted to trading on a regulated market have the obligation to apply the provisions aimed at: among others, the remuneration granted to managers, defined as *"any member of the board of directors, as well as any director, in the case of the unitary management system, respectively any member of the supervisory board, as well as of the directorate, in the case of the dualist management system, according to Law no. 31/1990, republished, with subsequent amendments and completions, including in all cases in which he was appointed, the Director General and, if there is such a position, the Deputy Director General"*.

Issuers are required to prepare a remuneration policy applicable to managers and submit it to the shareholders' vote. Issuers may pay the remuneration of the directors only in accordance with the Remuneration Policy that was approved at the Ordinary General Meeting of Shareholders. Under certain exceptional conditions (*justified only by the need to ensure the long-term sustainability of the company*), companies may derogate from the Remuneration Policy, insofar as the Remuneration Policy includes applicable procedural clauses and delineates the elements from which it can be derogated.

In this context, the Ordinary General Meeting of Shareholders, held statutorily on 29.04.2024, approved by Decision no. 10, the Company's Remuneration Policy, in accordance with the provisions of Article 106 of Law no. 24/2017 on issuers of financial instruments and market operations.

According to the legal provisions, the Remuneration Policy must be submitted to the shareholders' vote for at least once every 4 years or for any material change. The Remuneration Policy, together with the date and results of the vote, have also been published on the Company's website.

The introduction of this item on the agenda is based on the need to comply with the provisions of Articles 106 and 107 of Law no. 24/2017 republished and in accordance with the Remuneration Policy of Infinity Capital Investments S.A., which was

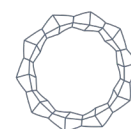


developed in accordance with the stated legal provisions and the provisions of the Company's Articles of Incorporation and ESMA Guide no. 232/2013 on sound remuneration policies in accordance with DAFIA.

The total remuneration is designed in such a way as to generate the conditions for achieving the long-term performance objective, namely the increase in the total value of the Company's assets and, implicitly, in the value of the net unit assets, as well as the intermediate objectives, including the one related to the level of annual net profit. To this end, the total remuneration granted at the company level aims to strengthen the team of professionals, meaning that the level of remuneration within Infinity Capital Investments S.A. is adequately sized, in order to attract, retain and motivate competent and experienced people within the Board of Directors, the executive management, as well as among the Company's employees. At the same time, the Remuneration Policy does not introduce incentives that could promote self-interest to the detriment of the Company's interests. Consequently, the remuneration granted by Infinity Capital Investments S.A. is aligned with the principles set out in the Remuneration Policy, ensuring compatibility with the business strategy, objectives, values and interests of the Company, as well as those of investors.

Also, the remuneration paid by the company in the form of incentives takes into account the main performance criterion, namely the achievement of the budgeted net profit indicator, as well as the long-term increase in the value of the company's assets and, implicitly, the unit value of the net assets. The link between the performance recorded by the company in the last 5 years and the level of gross remuneration paid to managers and employees, as subject to the provisions of art. 106 of Law no. 24/2017, is set out in the following table:

	2025	2024	2023	2022	2021
Total gross remuneration of managers	11,208,359	10,599,910	8,482,772	8,356,396	5,570,005
<i>Year-on-year change (%)</i>	5.7401%	<i>24.9581%</i>	<i>1.5123%</i>	<i>50.0249%</i>	<i>12.9720%</i>
Company employees – gross average remuneration	313,443	226,764	184,986	150,423	116,733
<i>Year-on-year change (%)</i>	38.2243%	<i>22.5844%</i>	<i>22.9770%</i>	<i>28.8607%</i>	<i>-5.4633%</i>
Profit net	133,269,316	124,615,270	67,667,294	164,808,485	37,550,738
<i>Year-on-year change (%)</i>	6.9446%	<i>84.1588%</i>	<i>-58.9419%</i>	<i>338.8955%</i>	<i>-28.1064%</i>



NAV/share (<i>depository certificate as of 31 December</i>)	11.2647	7.9063	5.8888	4.4328	4.3953
<i>Year-on-year change (%)</i>	42.4775%	34.2600%	32.8461%	0.8532%	14.8377%

From the data presented, it can be seen that the steps taken by the company's management and employees to create the conditions for increasing the value of assets in the long term are carried out under the conditions of adequate remuneration of the staff, in order to attract and maintain within the company well-trained professionals who are remunerated for the quality of the activities performed. In the period 2021-2025, the total value of total gross remuneration of managers was in the range of 5.57 million lei – 11.21 million lei, and the average gross remuneration of employees was in the range of 117 thousand lei – 313 thousand lei. In the same period, the annual budgeted net profit was exceeded, and the unit value of net assets increased from RON 4.3953/share to RON 11.2647/share (an increase of 156%).

The Remuneration Report presents an overview of all remuneration and benefits, regardless of form, granted or due to managers during the last financial year. It includes both newly appointed and former managers in accordance with the Remuneration Policy.

The report on the remuneration of the directors of Infinity Capital Investments S.A. for the year 2025 is subject to the advisory vote of the Ordinary General Meeting of Shareholders ("A.G.O.A.") on April 29/30, 2026 and will be published on the company's website (www.infinitycapital.ro), being available to the public for 10 years from its publication, in accordance with the applicable legal provisions.

This material was approved by the Board of Directors on 19 March 2026 and was signed on its behalf by:

Sorin-Iulian Cioacă
President - General Manager

Mihai Trifu
Vice-President - Deputy General Manager

