

REMUNERATION REPORT FOR THE YEAR 2024

The legal framework underlying the remuneration policy is Law 24/2017 on issuers of financial instruments and market operations, with subsequent additions and amendments, respectively Articles 106 and 94. At the same time, compliance with the FSA rules on issuers of financial instruments and the corporate governance code of the BVB were also taken into account in the development of the remuneration policy.

The company S.C. "ARMĂTURA "S.A., with its registered office in Cluj-Napoca, Str. Gării nr. 19, telephone: +40 0371 784 884, fax: +40 371 784 881, order number at the Trade Register of Cluj county: J12/13/1991, Sole Registration Code: RO 199001 is a Romanian legal entity, having the form of a joint stock company and operates in accordance with the provisions of Law No 31/1990 on companies, republished, as subsequently amended and supplemented and with the Romanian legislation in force.

The principles of remuneration of directors and managers are defined in the Remuneration Policy of Directors and Managers (hereinafter referred to as the Remuneration Policy), which was approved by the Ordinary General Meeting of Shareholders of 25.04.2024. We remind you that the Remuneration Policy includes remuneration for Directors and Managers.

The company is managed by a board of directors which will be able to carry out all the operations to achieve the company's objectives.

Remuneration of the Board of Directors

The remuneration of the Board of Directors is formed of a variable component. The variable component is equal to 2,000 EUR and shall be paid in the event the company obtains a profit higher than 100,000 EUR out of the renting activity.

The Directors, during the year 2024, did not receive the variable remuneration, nor other forms of benefits.

Period	Role	Surname First Name	Monthly remuneration	Other benefits – expenses related to the execution of the mandate (transport, daily allowance, accommodation expenses etc.)
01.01.2024- 31.12.2024	President of the Board of Directors	Bogdan Stefan	0 lei	0 lei
1.01.2024- 31.12.2024	Member of the Board of Directors	Damir Rutar	0 lei	0 lei
1.01.2024- 31.12.2024	Member of the Board of Directors	Walter Simmel	0 lei	0 lei



ARMATURA

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1.01.2024-23.05.2024	Member of the Board of Directors	Matthias Haider	0 lei	0 lei
1.01.2024-31.12.2024	Member of the Board of Directors	Zoran Bankovic	0 lei	0 lei

Remuneration of the Manager

The management of the company ARMATURA SA is ensured by a Manager. According to the Remuneration Policy, the remuneration of the Manager for the year 2024 consisted in a fix remuneration, established via the mandate agreement.

Period	Role	Surname First Name	Monthly remuneration	Other benefits – expenses related to the execution of the mandate (transport, daily allowance, accommodation expenses etc.)
1.01.2024-31.12.2024	Manager	Cornel-Claudiu Bardea	According to the Mandate Agreement	Business car, tablet, telephone, laptop

During the year 2024, the Directors and the Manager did not benefit from shares of the issuer.

Observance of the Remuneration Policy

There were no deviations from the Remuneration Policy regarding the remuneration of the members of the Board of Directors and the Manager of the company in 2024. The remuneration complied with the structure and principles outlined in the Remuneration Policy for all components of remuneration.