

Item 7 of the OGMS – Remuneration of Directors and Officers

Having regard to the legal provisions stipulated in art. 111 para. (2) lit. c) of Law no. 31/1990 on companies, we propose to maintain the remuneration of directors for the year 2023, including the maximum limit for additional remuneration (fixed and variable) granted to directors and officers, in the amount and with reference to the weighting established by the Resolution of the General Meeting of Shareholders.

Thus, the remuneration for directors for the financial year 2024 will be maintained at the level, previously approved by the GSM, of 35,000 lei/month for each member of the Board of Directors, respectively 50,000 lei/month for the Chairman of the Board of Directors, as well as the establishment of a maximum limit of 0.8% of shareholders' equity, for additional (fixed and variable) remuneration granted to directors and officers.

The amounts of fixed cash compensation approved above are net amounts; the company will bear the related taxes or contributions in accordance with the law and in accordance with the tax regime and obligations applicable to such compensation. This clarification takes into account the fact that the bank's Board of Directors includes individuals who are tax residents of different countries, each with distinct tax regimes, and is intended to address these situations in a consistent manner within the board.