Transilvania Investments

## Information material regarding item 3 on the agenda of the Ordinary General Meeting of Shareholders of October 7(8), 2025

### Approval of the empowerment of the Executive Board to carry out the annual performance assessment of the persons holding key positions, respectively the compliance officer and the risk manager, and to establish their variable remuneration for the year 2024

In defining and implementing the Remuneration Policy, Transilvania Investments Alliance complies, in a way and to the extent that is appropriate to its size, internal organization and the nature, scope and complexity of its activities, with the remuneration principles, in accordance with the requirements of Law no. 74/2015 *on alternative investment fund managers*, ESMA Guidelines no. 232/2013 and Law no. 24/2017 *on issuers of financial instruments and market operations*.

According to the internal regulations, the Supervisory Board decides, within its competencies, whether and how many Beneficiaries among the members of the Executive Board and the persons holding key positions (risk manager, compliance officer) can adhere to the Incentive and Reward Plan for the identified personnel through free share grants. The Supervisory Board approves the KPIs related to the variable remuneration for these Beneficiaries, including the amount of variable remuneration for each person, through the Letter of Award.

The Remuneration Policy, approved by the Ordinary General Meeting of Shareholders of 22.04.2024, stipulates that *the following staff categories fall within the identified staff category, except the case in which it is demonstrated that they do not have a significant impact on the Company's risk profile:* [...] *(ii)* ***Control functions*** *(Compliance Officer, Risk Manager).* [...]

By Resolution no. 2/18.09.2024, the Supervisory Board decided the enrolment of the compliance officer and risk manager in *the 2024 Incentive and Reward Plan for the identified personnel through free share grants*.

According to the Remuneration Policy, the variable remuneration of key functions is approved by the Supervisory Board, and the variable remuneration of the personnel identified by the Remuneration Policy is approved by the Executive Board, in accordance with the legal provisions in force. Also, the Remuneration Committee annually measures the performance of the members of the Executive Board and of the persons holding key positions and makes proposals to the Supervisory Board regarding the variable remuneration of each of them.



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R.C. J08/3306/1992
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Societate administrată în sistem dualist

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Given that on the publication date of the agenda of the Ordinary General Meeting of Shareholders of October 7/8, 2025, the Supervisory Board of Transilvania Investment has a structure that does not allow it to make statutory decisions being composed of a single member, **it is proposed to the Ordinary General Meeting of Shareholders** to empower the Executive Board to carry out the annual performance assessment of the persons holding key positions, namely the compliance officer and the risk manager, and to establish their variable remuneration for the year 2024.

**Marius-Adrian MOLDOVAN**
**Executive President**

**Dragoș-Ionuț BOSÎNCEANU**
**Compliance Officer**