

The annual remuneration report of the directors of UAMT S.A.

The Board of Directors of UAMT S.A. elaborated in accordance with the provisions of art. 107 of Law 24/2017, this annual report which includes the remuneration and other benefits granted to the managers of UAMT S.A. during the financial year ended December 31, 2024.

The Remuneration Report will be submitted to the consultative vote of the ordinary general meeting of shareholders on April 28, 2025, will be published on the company's website at www.uamt.ro and will remain available to the public for 10 years from publication, in accordance with the applicable legal provisions.

The Remuneration Report provides an overview of remuneration, including all benefits, regardless of form, granted or due during the last financial year, to individual managers, including newly appointed and former executives in accordance with the Remuneration Policy.

The remuneration structure of the directors of UAMT S.A. for the year 2024:

Members	Total remuneration (broken down by components)	Relative proportion of fixed remuneration	Relative proportion of variable remuneration (performance bonus)	Other benefits obtained
Stanciu Olimpia Doina President of the Board Non-executive	723,600 lei gross (of which 723,600 lei fixed component and 0 lei variable component)	100%	0%	-
Stanciu Horia Adrian Member Non-executive	835,200 lei gross (of which 835,200 lei fixed component and 0 lei variable component)	100%	0%	Life and health insurance 12,525 lei
Stanciu Bogdan Ciprian Member Non-executive	835,200 lei gross (of which 865.400 lei fixed component and 0 lei variable component), in which 30.200 lei for the executive position	100%	0%	Life and health insurance 13,262 lei

President of the Board

Doina Olimpia STANCIU