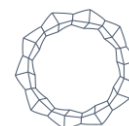


Revision: I	<p align="center">SOCIAL CORPORATE RESPONSIBILITY POLICY</p> <p align="center">Nr. 23/8156/04.08.2023</p>	
	<p align="center">Approved, Board of Directors</p>	<p align="center">Approved in the meeting of the Board of Directors on 15.08.2023 by decision no. 23, art. 5</p>
	<p align="center">Endorsed by, President - General Manager Sorin-Iulian Cioacă</p> <p align="center">Vice-President - Deputy General Manager Mihai Trifu</p>	



I. Definition and presentation of the concept of corporate social responsibility - CSR

Corporate social responsibility is a concept whereby companies voluntarily integrate their social and environmental concerns into their economic activities and in interaction with stakeholders.

This definition emphasizes the impact that companies must or should have on their social responsibility actions, an impact that an ethical and visionary company should have on society as a whole, at any level, balancing the interests of both investors and people in the community. Therefore, CSR emphasizes the responsibility of companies for the impact of their activity on society. As a result, in order to be able to comply with CSR principles, a company should integrate social, environmental, ethical, human and consumer rights aspects into its business strategy and current operations. Moreover, CSR implies compliance with the relevant legislation and multi-stakeholder agreements between the social partners.

The principles defining the social responsibilities of companies, the so-called **"quadruple model of corporate social responsibility"**, which must guide the behaviour and activity of the company are:

- Economic Responsibilities - *"Getting Profit"*

The social responsibility of management is to use resources and energy in activities aimed at the long-term growth of net assets through actions that take into account their impact on the categories of social groups/communities with which society interacts.

- Legal responsibilities – *"Complying with the law"*

The legal responsibility of the company implies that its activity is subject to the laws for obtaining profit and long-term growth of the company's assets.

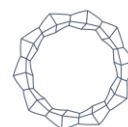
- Ethical Responsibilities – *"Being Ethical"*

Ethical responsibilities imply the obligation of the management structure and of the employees to behave correctly observing the moral norms, even if they are not specified in the laws.

- Philanthropic Responsibilities – *"Being a Good Citizen"*

Philanthropic responsibilities imply the company's commitment to purely voluntary action, to solving certain social problems through contributions that do not represent economic or legal obligations.

Social responsibilities are not imposed on the company by rules or laws and aim to increase community welfare. This component of CSR highlights the highest degree of volunteering on the part of a company.



II. Corporate Social Responsibility Policy

Corporate social responsibility is one of the most important factors in establishing the image and public reputation of the company, in consolidating performance and ensuring long-term sustainable development.

Among the examples of corporate social responsibility adopted by Infinity Capital Investments S.A. we can mention:

- continuous communication with shareholders, investors and local communities;
- improving the working conditions and policies of employees;
- sponsorship of social events in support of fundamental human freedoms;
- support for voluntary activities;
- corporate decisions that protect the environment;
- socially and environmentally conscious investments.

Transparency and Communication

Building a fair and principled relationship with shareholders/partners and the community in general can strengthen the connection with them, but also create a positive image for the company, by making the activity more transparent and increasing the quality of information on corporate events.

The public perception of the company is essential for the trust of shareholders/partners, but also of all social partners, including employees.

The fundamental values of ethics assumed by the company are *integrity, professionalism, responsibility and transparency*, the observance of which is mandatory for all persons in the company structures.

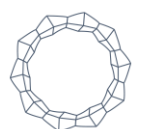
Infinity Capital Investments S.A. has ensured the implementation of corporate governance regulations, regulations that require compliance with a set of principles and recommendations based on best practices of transparency and trust towards all shareholders and potential investors.

The main role of the Public Relations Office is to mediate the communication between the management of the company and the shareholders/investors.

The company makes available to shareholders and potential investors, by publishing on its website, information of financial interest and information regulated by specific rules.

Employees of the company

In order to achieve the business objectives, the company employs specialists who provide support activities, specializing in activities specific to the object of activity, namely: economists, lawyers, engineers or computer scientists.



The company complies with national laws on labour, social security and health, occupational safety and gender equality.

On 31.12.2022, the company has a number of 38 employees, the structure depending on studies, gender and age being presented as follows:

66% have graduated from higher education, and 34% are graduates of secondary and general education;

71% are women and 29% are men.

- 58% of employees aged over 50 and 42% under 50;

- 50% are women and 50% are men in management positions of functional structures.

Ensuring diversity and equal opportunities is the company's concern to offer its employees professional and personal growth conditions, offering them a stimulating work environment, respecting the principles of diversity, non-discrimination and equal opportunities.

Infinity Capital Investments S.A. attaches great importance to the process of continuous training of employees in the areas in which they operate and in those that are circumscribed to the company's object of activity.

Working Conditions - Health and Safety

The Company respects the rights of its employees according to the national labour law, rights provided in the Collective Bargaining Agreement concluded between the Company and the Collective of Employees.

These rights refer to working time, safety and health at work, wages and other monetary rights, holidays and days off, individual employment contract, professional training of employees. The company also respects employees' rights to privacy and the protection of personal data.

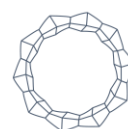
The responsibilities of Infinity Capital Investments S.A. aim to ensure a safe and healthy working environment for its employees, for which purpose the company ensures all the necessary measures regarding the protection, hygiene, safety and health at work in order to prevent accidents at work and occupational diseases.

Annually, the company ensures the employees' access to the occupational medical service by organizing the medical examination of the employees in order to ascertain whether they are fit for carrying out the activity in the positions they occupy.

By virtue of the respect that Infinity Capital Investments S.A. has towards its own employees, the company has in progress a package of collective health insurance, for the benefit of each natural person who has the quality of employee.

Salary benefits

The salary benefits granted under the Collective Labour Agreement include the granting of a holiday bonus, meal vouchers and financial facilities such as cash



aid granted in case of family events (death) or paid days off for family events (marriage, birth, death).

Depending on the established prize fund, prizes are awarded by the senior management of the company to those employees who participated during the year in achieving outstanding results through their activity.

Under the conditions of realization of the profit indicator established by the Income and Expenditure Budget and the approval by the Ordinary General Meeting of Shareholders of the distribution of a remuneration in the form of employee participation in profit, employees may receive additional remuneration. The level of this remuneration is determined according to the criteria set out in *the Company's Remuneration Policy*.

Supporting social events through sponsorship

Infinity Capital Investments S.A. will support those projects/organizations that prove beneficial for the community or society in general and for which the conditions, beneficiaries and the manner of granting are established in compliance with the provisions of Law no. 32/1994 on sponsorships.

Criteria for evaluating and awarding sponsorships:

Transparency: The beneficiary must provide the company with all identification documents, and the purpose of using the sponsorship will be mentioned and verified.

Purpose: The amount awarded as sponsorship must have a relevant purpose and be well supported by the applicant.

Cost: The cost of implementing the project to be supported must be justified and detailed.

Beneficiary's reputation: Based on the documents requested of the potential beneficiary of the sponsorship, an assessment of its integrity will be made.

Involvement in supporting social activities

Redirecting a percentage of the amount paid to the state as a salary tax is a way of involving the company's employees in helping non-profit organizations or cult establishments.

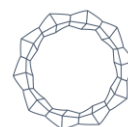
Employees of the company are involved in this activity on their own behalf, so within the deadline set by the regulatory framework, the forms necessary for redirecting part of the tax to various associations are filled in.

The company also considers expanding the range of social activities it carries out, according to the legal provisions.

Environmental support

The Company is concerned to:

- engage in and contribute to the implementation of environmentally sound practices in their day-to-day operations;



- increase the efficiency of the use of raw materials and energy;
- minimize resource consumption and waste generation;
- respond to issues raised by the community with integrity, honesty and respect;
- establish relationships with business partners who take a proactive approach to managing environmental risks and manage natural resources responsibly;
- pay attention to the impact on sustainable performance.

The company has largely abandoned, where possible, the printing of internal documents, thus reducing paper consumption and waste production.

Each employee, at the level of the functional structure where he/she works, is involved in the rational use of the materials necessary to carry out the current activity.

Infinity Capital Investments S.A. also pays attention to possible green/smart investment projects, at the company's headquarters, in order to reduce water and electricity consumption.

III. Revision

The Corporate Social Responsibility Policy is approved by the Board of Directors, is published on the company's website and reviewed annually or whenever necessary to be consistent with legislative changes.

ENDORSED

Compliance Office

Viorica Bălan

Legal Department

Mirela Dănescu

