

## Autonom Services S.A. Dividend policy

### 1. Preamble

Autonom Services S.A. (hereinafter referred to as the "Company") hereby regulates the Dividend Policy (hereinafter referred to as the „Policy“), the manner in which dividends are distributed to the Shareholders within the company, and the principles governing the payment of dividends to shareholders.

The Company commits itself to observe the Principles of Corporate Governance applicable to issuers whose securities are traded on the multilateral trading system operated by Bursa de Valori București S.A. (Bucharest Stock Exchange) as a system operator.

### 2. General Principles

The Dividend Policy of the Company consists of distributing surplus funds from its distributable profits to its shareholders, as established by the Shareholders' General Meeting, subject to:

- a) the existence of profit and the availability of the sums of money necessary for the distribution;
- b) any banking requirements or other financing requirements to which the Company is bound;
- c) the Company's operating and investment needs;
- d) the Company's growth and anticipated future earnings;
- e) the provisions of the Articles of Incorporation.

The Company shall seek to maintain a dividend distribution rate of 0% of the profit made, subject to the conditions indicated above or to any unforeseen situations that may arise, which would result in retaining the profit made as legal reserves or allocating it for the Company's future development potential.

The Company shall not distribute the profit made in the form of dividends if there are reasonable grounds to believe that, after a payment of dividends, the Company is or would be unable to pay its debts or obligations as they fall due.

### 3. Payment of dividends

The profit of the company is determined on the basis of the balance sheet approved by the Shareholders' General Meeting. The taxable profit is determined under the conditions laid down by law.

The company's profit, remaining after the payment of the corporate income tax, can be used to establish funds for modernization, investments, repairs and other purposes defined by the Shareholders' General Meeting. The company sets up a reserve fund and other funds under the conditions laid down by law.

The payment of the dividends due to the shareholders shall be made by the company no later than 2 months after the approval of the balance sheet by the Shareholders' General Meeting, commensurate with their share in the paid-up share capital.

In case of losses, the Shareholders' General Meeting shall analyze the causes and take decisions accordingly.

If the Shareholders' General Meeting does not set the date of payment of the dividends by means of a Decision of the Shareholders' General Meeting, they shall be paid within 30 days from the date when the Decision of the Shareholders' General Meeting laying down the dividends was published in the Official Gazette of Romania, Part IV, after which date the company is in default by operation of law.

The Decision of the Shareholders' General Meeting laying down the dividend shall be submitted to the National Trade Register Office within 15 days, in order for it to be mentioned in the register and published in the Official Gazette of Romania, Part IV. The decision constitutes an enforcement order, on the basis of which the shareholders can initiate enforcement proceedings against the company, according to the law.

When drafting the proposal for the distribution of the net profit, the Board of Directors shall envisage, so as to maintain a balance between the remuneration of the shareholders and the financing needs for the acquisition of new tools, the increase of some allocations to investments already made, with the aim of increasing the value and quality of the Company's asset portfolio.

This dividend policy represents a general guidance on the distribution of the profit made, and the company will seek to fully comply with it.

This Policy shall enter into force on the date of its approval and may be amended whenever the principles and guidelines of the Company change or the business climate no longer allows for compliance with the policy. Its amendment shall be approved by the company's Board of Directors.