



Presentation Material regarding the Stock options Plan for the Executive Members of the Board of Directors of ONE United Properties S.A.

Purpose of the SOP

The Stock options Plan (“**SOP**” or the “**Programme**”) is designed to reward the executive members of the Board of Directors of ONE United Properties S.A. (the “**Company**”), namely Victor Căpitanu and Andrei-Liviu Diaconescu (the “**Participants**”).

The Programme grants the Participants options to acquire new shares issued by the Company, without payment of any amount for granting or exercising the options.

Performance Conditions – Exceptional Nature

The granting and exercise of the options are conditional upon the cumulative fulfilment of demanding performance criteria, as follows:

Basic Performance Conditions

The Company's price per share, calculated as a weighted average with the traded volume applied to the average daily prices in the period 1 October – 31 December of the evaluated year, must reach ambitious target levels. Starting from a reference value of RON 29.75/share as at 31 December 2025, the targets are structured progressively over five years (2026–2030), up to RON 59.50/share (100% growth) in 2030 for the Basic Performance Conditions, corresponding to a compounded annual growth rate (CAGR) of approximately 14.87%.

Additional Performance Conditions

In addition to the Basic Performance Conditions, the Programme provides for three additional levels of performance conditions, which reward progressively more ambitious increases in the market value of the shares.

Under the Additional Level 1 Conditions, the target market value reaches RON 65.23/share in 2030 (growth of approximately 119.24% compared to the reference value, corresponding to a CAGR of 17%).

Under the Additional Level 2 Conditions, the target market value reaches RON 70.99/share in 2030 (growth of approximately 138.64% compared to the reference value, corresponding to a CAGR of 19%).

Under the Level 3 Additional Conditions, the target market value reaches RON 77.16/share in 2030 (growth of approximately 159.4% compared to the reference value, corresponding to a CAGR of 21%).

Implied Total Value of the Company

Based on the 110,500,000 shares in existence as at 31 December 2025, the Performance Conditions reflect the following levels of the Company's market capitalisation: at the reference value of RON 29.75/share, the market capitalisation stands at approximately RON 3.29 billion. For the fulfilment of the Basic Performance Conditions, the target market capitalisation





increases from approximately RON 3.29 billion at the end of 2025 (at RON 29.75/share) to approximately RON 6.57 billion at the end of 2030 (at RON 59.50/share), which implies a doubling of the total value of the Company compared to the reference level.

At the most ambitious level – the Level 3 Additional Conditions – the target market capitalisation reaches approximately RON 8.53 billion in 2030 (at RON 77.16/share), which implies an increase of 160% in the total value of the Company, respectively reaching a 2.6 multiple of the Company's value compared to the reference level.

These figures demonstrate that the full granting of the options is conditional upon exceptional and sustained growth in the value of the Company on the capital market.

Performance Assessment

The fulfilment of the Basic Performance Conditions is assessed by the non-executive members of the Company's Remuneration Committee, no later than 31 March of the year following the evaluated year.

The fulfilment of the Additional Performance Conditions is assessed by the non-executive members of the Company's Remuneration Committee after the completion of the 5-year Programme period, but no later than 31 March 2031.

The assessment includes adjustments generated by corporate events such as the granting of dividends, decreases or increases of share capital, so as to correctly evaluate the total shareholder return (Total Share Return – TSR).

Number of Shares and Grant Levels

If the Continuity Condition and the Basic Performance Conditions are fulfilled, each Participant may receive an annual equivalent of 552,500 shares (1,105,000 in total per year), amounting to a total of 2,762,500 shares over the entire duration of the Programme (5,525,000 in total).

In the event of fulfilment of the Additional Performance Conditions, the following shares are granted in addition: 1,105,000 shares under the Additional Level 1 Conditions (552,500 per Participant), 2,210,000 shares under the Additional Level 2 Conditions (1,105,000 per Participant), and 3,315,000 shares under the Level 3 Additional Conditions (1,657,500 per Participant), these shares being cumulated with those relating to the Basic Performance Conditions.