MED LIFE S.A.
Registered Office: Bucharest, 365, Calea Grivitei, 1st district, Romania
Unique Registration Code at the National Office of Trade Registry: 8422035
Order number on the Trade Registry: J1996003709402
Subscribed and paid-in share capital: 132,870,492 RON

No. 54 / 10 September 2026

To: BUCHAREST STOCK EXCHANGE
FINANCIAL SUPERVISORY AUTHORITY

CURRENT REPORT

Report Date: **10 September 2026**
Name of the issuing company: **MED LIFE S.A. ("MedLife" or "the Company")**
Registered Office: **Bucharest, 365 Calea Grivitei, district 1, Romania**
Telephone / Fax number: **0374 180 470**
Unique Registration Code at the National Office of Trade Registry: **8422035**
Order number on the Trade Registry: **J1996003709402**
EUID: **ROONRC.J1996003709402**
Subscribed and paid-in share capital: **RON 132,870,492**
Total number of shares: **531,481,968 (out of which 665,983 shares without voting rights and 530,815,985 shares with voting rights)**
Regulated market on which the issued securities are traded: **Bucharest Stock Exchange, Premium Category**

Important events to report:

Information Document regarding the Granting of Free Shares to Key Employees and Directors under the Free Share Remuneration Plans

MED LIFE S.A. hereby informs its shareholders and investors of the publication of the information document regarding the granting of free shares to key employees and directors under the Free Share Remuneration Plans issued by the Company.

The Document is made available to the public pursuant to Article 1(4)(i) of the Prospectus Regulation, applicable to offers of securities to the public, respectively Article 1(5)(h) of Regulation (EU) 2017/1129 of the European Parliament and of the Council of 14 June 2017 on the prospectus to be published when securities are offered to the public or admitted to trading on a regulated market, and repealing Directive 2003/71/EC.

The Information Document is attached to this current report.

Mihail Marcu
Chief Executive Officer

Ioana Birsu
Investor Relations Manager

INFORMATION DOCUMENT

regarding the granting of free shares to key employees and directors (the "**Beneficiaries**") under the Free Share Remuneration Plans

1. Introduction and legal basis

This information document (the "**Document**") is prepared and made available to the public by Med Life S.A., a joint stock company, having its registered office at 365 Calea Grivitei, Sector 1, Bucharest, registered with the Bucharest Trade Registry under no. J1996003709402, having Unique Registration Code (CUI) 8422035, whose shares are admitted to trading on the regulated market administered by the Bucharest Stock Exchange (the "**Company**"), in connection with the granting of free shares issued by the Company to the Company's employees, under the Med Life S.A. Free Share Remuneration Plans (the "**Plans**"), approved by the Decision of the Board of Directors dated 18 March 2025.

The Document is made available to the public pursuant to Article 1(4)(i) of the Prospectus Regulation, applicable to offers of securities to the public, respectively Article 1(5)(h) of Regulation (EU) 2017/1129 of the European Parliament and of the Council of 14 June 2017 on the prospectus to be published when securities are offered to the public or admitted to trading on a regulated market, and repealing Directive 2003/71/EC (the "**Prospectus Regulation**").

The Document does not constitute a prospectus within the meaning of the Prospectus Regulation and has not been subject to approval by the Financial Supervisory Authority or any other competent authority. The sole purpose of the Document is to provide the minimum information required under the above-mentioned provisions.

2. Number and nature of the securities

Nature of the securities: Ordinary, registered, dematerialised shares issued by the Company, of the same class as the ordinary shares already admitted to trading on the regulated market administered by the Bucharest Stock Exchange S.A. ("**BVB**"), conferring upon their holders all rights attached to the capacity of shareholder, including voting rights at the general meeting of shareholders and the right to dividends, in accordance with applicable law and the Company's Articles of Association, following the registration of the transfer directly in the shareholders' register maintained by the Central Depository S.A. (the "**Central Depository**").

Total number of securities subject to the present vesting: 370,185 shares.

The exact number of shares attributable to each Beneficiary is determined in accordance with the calculation mechanism set out in each Plan, based on the benefit due to each Beneficiary, the volume-weighted average trading price of the Company's shares on BVB during the last three (3) months preceding the Beneficiary's entry into the Plan, as well as the degree of achievement of the performance indicators applicable to the relevant vesting period.

Beneficiaries targeted by the present grant / vesting: The categories of persons to whom these shares will be granted are the members of the Executive Committee and the Company's operational management.

3. Reasons for the grant

The primary purpose of granting free shares under each Plan is to create value for the Company and the MedLife Group as a whole, as well as to align the interests of the Beneficiaries with those of the Company, its subsidiaries and the Company's shareholders. By granting free shares, the Beneficiaries become shareholders of the Company and benefit from all rights attached to such capacity, which is intended to stimulate individual and collective performance, support the retention and motivation of key employees, and contribute to the implementation of the Company's and the MedLife Group's long-term strategy.

The Free Share Remuneration Plans were developed in collaboration with an independent Big Four consultant and are based on a set of long-term key performance indicators. The assessment framework considers both the overall performance of the Group and the collective contribution of the Beneficiaries to achieving the strategic objectives, as well as performance relating to the functional areas for which each Beneficiary is responsible.

As part of the assessment mechanism, the performance of the MedLife share on the Bucharest Stock Exchange represents one of the indicators taken into account, with a 20% weighting in determining the overall degree of achievement of the objectives. In addition, functional performance indicators are assigned a weighting ranging between 25% and 60%, differentiated according to each Beneficiary's area of responsibility and their ability to directly influence the results related to such area.

Through this structure, the Plans seek to ensure a balance between the overall performance of the Group, the evolution of value created for shareholders, and the individual and functional contribution of each Beneficiary, in line with the Company's long-term strategic objectives.

4. Details of the grant

Issuer: Med Life S.A.

Beneficiaries: Members of the Company's Executive Committee and operational management who have joined the Plans.

Vesting period: four years, with vesting taking place both annually, in equal 25% tranches, and cumulatively at the end of the entire vesting period. Each Plan is based on long-term key performance indicators.

Definitive acquisition of rights is conditional both upon the continuation of the employment relationship / mandate and upon the actual achievement of the performance conditions assessed at the end of the performance period.

Price: the shares are granted free of charge.

Governing law and jurisdiction: Each Plan is governed by Romanian law, and any disputes arising in connection with the relevant Plan shall be subject to the jurisdiction of the Romanian courts.