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beyond expectations

ANNUAL REPORT 2025





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Hannover Messe Expo 2025



Hannover Messe Expo 2025



Turul Ciclist al Sibiului 2025



Maratonul Internațional Sibiu 2025



Turul Ciclist al Sibiului 2025

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A) REPORT OF THE ADMINISTRATIVE BOARD

1. INTRODUCTION

PURPOSE OF THE REPORT

This ANNUAL REPORT for the year 2025 of the Board of Directors of COMPA S.A.Sibiu has been prepared in accordance with the provisions of ASF Regulation no.5/2018, Annex 15, addressed to companies listed on the BVB whose financial statements are prepared under IFRS standards.

The main objective of the annual report is to inform investors, business partners and the company's own employees about the changes in the company's economic-financial and social activity. This document highlights the results achieved by COMPA S.A. in 2025, despite the enormous challenges and difficulties faced by the company due to the multiple changes in volumes and prices during 2025.

1.1 MESSAGE FROM THE PRESIDENT - DIRECTOR GENERAL

Dear partners, shareholders and colleagues,



COMPA remains a solid name in the automotive components industry, a Romanian company with a long tradition and a strong reputation among international customers. Over the years, we have demonstrated our ability to constantly adapt to market changes and remain competitive in a sector undergoing profound change.

The year 2025 continued to be marked by significant challenges for the global automotive industry. The accelerated transition to electric mobility, the volatility of demand for certain vehicle segments, and the economic and geopolitical context have influenced the activity of the entire sector. In this complex environment, COMPA sought to maintain operational stability and continuously adapt to market requirements.

Considering these developments, we continued our efforts to diversify our product portfolio and strengthen our relationships with our international partners. We paid particular attention to streamlining internal processes, developing technological skills, and identifying new growth opportunities in areas complementary to the automotive industry.

In the context of the transformations in the European economic and geopolitical environment, COMPA analyzes and capitalizes on opportunities to diversify its activity in industrial areas with long-term development potential. To this end, the company has taken steps to expand its technological expertise into the non-automotive and defense industries, capitalizing on its experience in high-precision machining and the production of complex metal components. This strategic direction has the potential to contribute to strengthening the company's portfolio of activities and creating new development opportunities in the coming years.

At the same time, our company remains committed to sustainable development and alignment with European standards on ESG reporting and ESRS requirements. We believe that responsibility towards the environment, our employees, and the community is an essential component of the company's long-term development.

We look ahead with confidence, building on our accumulated experience, the professionalism of our team, and the solid partnerships we have built over time. We are convinced that through adaptation, innovation, and operational discipline, we will continue to transform the challenges of the industry into opportunities for development.

We would like to thank all our shareholders, partners, and employees for their trust and support.

Ioan Deac,

Chairman of the Board of Directors
COMPA SA Sibiu

1.2 COMPAS - OVER 130 YEARS OF EXPERIENCE AND PERFORMANCE

The company COMPAS S.A. - a prestigious brand of the Romanian automotive industry has earned its reputation over time due to the diversity and competitiveness of its products, especially in the field of automotive and springs, qualities acquired in over 130 years of existence and performing activity.

BRIEF HISTORY

1886 - The first official documentary evidence of the Lószef Datky (1844-1928) blacksmith's workshop, recognized as "Datky Iosif Datky & Sons' Carriage Workshop", which produced lamellar springs for carriages, forgings, forges, fords, bucks, hammers, hammers, hammers, scythes, etc. The workshop became a supplier of carriages for the Royal House of Vienna, and the merits and quality of the products produced were recognized by their participation in international exhibitions: Budapest (1896) and Paris (1898).



1920 - The beginning of the manufacturing of springs for cars and wagons and the transformation of the blacksmith's shop into "Elastic A Datky" - the first Romanian springs factory and special blacksmith's shop.



1932 - The company "ELASTIC A.DATKY & Co" - the first springs and stacks factory - switched to the manufacture of stacks and spiral springs. The technology of manufacturing leaf springs for trucks and passenger cars was also developed.

1948 - Nationalization of the factory and continuation of the activity under the name of STATE ELASTIC COMPANY, which until 1960 produced batteries, springs and forgings.

1961 - The Elastic Sibiu plant focuses on the manufacture of: leaf springs, hot wound coil springs and cold wound coil springs.

1969 - **THE AUTO PARTS COMPANY SIBIU (IPAS) was founded** by merging two important companies from Sibiu, which had in the course of time had an independent individual path:

- Automecanica Sibiu Plant, with an impressive history throughout its development, from a Sibiu Artillery Arsenal that ensured the repair and manufacture of weapons for the defense of the Citadel of Sibiu (before the merger) to the production of automotive equipment, combining the experience of the forefathers with the new advances in technology and management of those times;
- The Elastic Factory, with deep roots in the artisan tradition of the town, was established in the 19th century as a blacksmith's workshop, which later developed into a car body workshop and finally, before the 1969 merger, into a factory of springs and forged products.



Automechanic Plant



Elastic Plant



The unification of the two representative factories of Sibiu and the establishment of the AUTO PARTS COMPANY SIBIU (IPAS) represents a crucial moment, laying the foundations for the foundation in Sibiu of a strong company in the automotive field, an enterprise that was to become one of the main suppliers of components for the manufacture of trucks and buses based on the license taken over by the Romanian State from the German company MAN. The Auto Parts Enterprise, entered a national development program, with major investments in the construction of halls and the acquisition of machinery and equipment of the latest generation, of the respective period. In the firm were assimilated in manufacturing and were produced, as a result of the purchase of licenses from various firms in the European automotive industry:

- Equipment for the braking system of motor vehicles;
- Cardan shafts;
- Steering systems;
- Telescopic shock absorbers;
- Vehicle suspension systems.

1991 - The transformation of the CAR PARTS COMPANY SIBIU, as a result of the regime change in December 1989, into a joint-stock company, a company with full state capital, under the name of S.C.COMPA S.A.Sibiu

| | |
|--|-----------------------------------|
| INTREPRINDERE DE PIESE AUTO SIBIU | brake equipments |
| | drive shafts |
| | steering gears |
| | telescopic shock absorbers |
| | suspension |

1996 - Compa, together with a company from the German concern KRUPP, sets up a joint venture - Krupp Bilstein Compa - to manufacture telescopic shock absorbers for automobile production.



1997 - The company's shares have been traded on the Bucharest Stock Exchange since 12 June 1997, under the symbol CMP. Securities issued by the company are traded on the Standard category of the BVB.

1998 - Establishment of the second joint venture company - Krupp Compa Springs, for the manufacture of leaf springs for trucks, vans and cars

1999 - COMPA was fully **PRIVATIZED**, with the COMPA Employees' Association (PAS) taking over the main shareholding. Privatization represented the most radical form of restructuring. The change of ownership meant a complex and profound change in the conduct of all the company's functions separately and as a whole. The conditions were created for maximally profitable use of human, material and financial resources

2000 - The first affiliated company is established - Compa IT SRL, in the IT field, with COMPA's full capital.

2001 - The affiliated company TRANS CAS SRL is established, with COMPA preponderant capital, by transforming the existing transportation base within the company into a separate company for domestic and international transportation.

2004 - The affiliated company RECASERV SRL is established, with a public catering profile, realized by outsourcing specific activities (canteen and microcanteens in COMPA). Later it expanded its activity with catering and cleaning services.

2004-2018 - Establishment of collaborative partnerships with some of the world's leading automotive and non-automotive companies to produce components primarily for the automotive industry worldwide. During this period, rehabilitation works were carried out, especially of the halls and storage spaces, requiring their modernization and bringing them to a level of operation in the conditions required by our business partners.

In order to bring the production facilities up to the requirements and standards of this period, significant investment expenditure was incurred. The overwhelming share of the investment expenditure made from own sources but also from bank loans was mainly aimed at financing the purchase of new state-of-the-art machinery and equipment in order to be able to manufacture car components at the level of complexity, technicality and quality required by the **company's partners** i :



2021 - Establishment of the limited liability company Arini Hospitality SRL.

2021 - Compa continues to develop at a sustained pace, using high performance technologies and equipment.

2024 - Resources and expertise already existing in the company began to be easily adapted for the defense industry. The technology owned by the company makes it easily adaptable as an industrial equipment manufacturer can start to manufacture components for military vehicles. This year, the first discussions started to orient Compa also towards the defense industry.





compa
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Sibiu, 550234
str. Henri Coandă nr. 8



+ (40) 269 237 878

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office@compa.ro
www.compa.ro



RO788767
J1991000129321

2. LEGAL FRAMEWORK

2.1. LEGAL FRAMEWORK, PURPOSE AND NECESSITY OF PREPARING CONSOLIDATED ANNUAL FINANCIAL STATEMENTS

COMPAS.A. Sibiu, whose securities are admitted to trading on the regulated market of the Bucharest Stock Exchange, applies the International Financial Reporting Standards (IFRS) starting with 2012.

In accordance with the accounting regulations in accordance with Directive VII of the European Economic Community, COMPAS.A. Sibiu (parent company) meets the conditions according to point 12. Based on point 3 of these regulations, the consolidated annual financial statements were prepared.

The set of rules for the accounting recording of the economic and financial operations for the preparation, approval and statutory auditing of the consolidated annual financial statements of the companies are provided in the "Accounting regulations in accordance with IFRS" approved by OMFP 2844/2018.

All these normative acts constituted the legal basis necessary for the preparation of the Group's consolidated financial statements for the year ended 31 December 2025.

The main objective of the consolidated annual report of the COMPAS Group is to inform investors and business partners of the parent company, as well as affiliated companies.

The documents prepared highlight the results obtained by the COMPAS Group for 31 December 2025.

2.2 CONSOLIDATION METHODS APPLIED

According to the legal regulations, the preparation of the consolidated financial statements is carried out by the entity hereinafter referred to as the parent company (company), which holds shares in another entity, called a subsidiary or affiliated company.

In this context, the company COMPAS SA Sibiu in its capacity as parent company has the control, respectively the share of its participations in the share capital of the affiliated companies is greater than 50% at the following affiliated entities:

| | |
|--------------------------------|-----------------|
| COMPAS I.T. S.R.L. | 100,00 % |
| TRANS C.A.S. S.R.L. | 99,00 % |
| RECASERV S.R.L. | 70,00 % |
| ARINI HOSPITALITY S.R.L | 100,00 % |

COMPAS.A. Sibiu, the parent company, exercises effective power, having a dominant influence, i.e. it has control over the Group's companies. Taking into account the accounting regulations as well as the existing recommendations in this field, the consolidation method used with these companies is *the "Global Integration Method"*.

3. INFORMATION ON GROUP ENTITIES

Company COMPA S.A.

| | |
|------------------------------------|--|
| Registered office | Sibiu, str. Henri Coandă nr.8 |
| Registration in the Trade Register | J1991000129321 |
| Unique Registration Code | CUI 788767 |
| Main object of activity | 2932 "Manufacture of other parts and accessories for motor vehicles and for motor vehicle engines" |
| Capital social | 21.882.103,8 lei |
| Board of Directors | <p>DEAC Ioan - Non-executive Member/Chairman of the Board of Directors</p> <p>DUMITRESCU Mihaela - Executive Member/Vice-Chairman of the Board of directors.</p> <p>BĂIAȘU Dan-Nicolae - Executive Member/General Manager.</p> <p>BALTEȘ Nicolae - Non-executive Member</p> <p>NEAȚȘU Vlad-Nicolae - Independent Non-executive Member</p> |

Form of ownership: COMPA S.A. is a company with 100% private capital. It was privatized in September 1999, through the purchase of the majority stake by the Compa Sibiu Employees' Association (PAS), which became the main shareholder of the company.

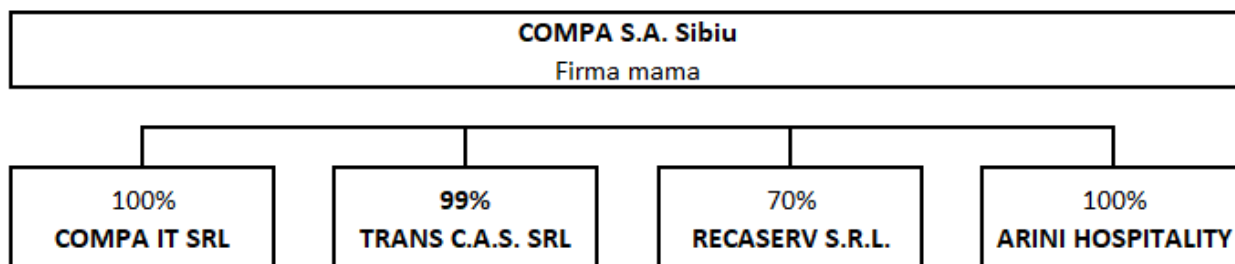
In 2018, the Compa Sibiu Employees' Association (PAS) was dissolved, the shares being transferred to the members of the association, depending on the number of shares owned and bought by each.

As presented in detail in the 2025 the parent company is organized into Profit Centers, integrated units without legal personality with a decentralized activity, structured for the production of products for a single customer or for the production of similar products for several customers, such as: Forging, Heat treatments, Galvanizing, Pressed parts – stamped, Mechanical - Welded subassemblies.

The financial investments of the parent company COMPA consisting of participation securities and shares, respectively shares, in the other 4 affiliated companies, as follows:

| The company in which the securities are held | Registered office | The value of the securities held by COMPA | % in share capital |
|--|-------------------------------|---|--------------------|
| COMPA IT SRL | 8 Henri Coandă Street, Sibiu | 200,000 | 100% |
| TRANS CAS SRL | 12 Henri Coandă Street, Sibiu | 742,500 | 99% |
| RECASERV | 51 Henri Coandă Street, Sibiu | 70,000 | 70% |
| ARINI HOSPITALITY SRL | 8 Henri Coandă Street, Sibiu | 23,203,000 | 100% |
| TOTAL | | 24,215,500 | |

Schematically, the structure of the COMPA Group is:



The management of the parent company COMPA, as well as of the entire Compa Group, is ensured by the Board of Directors elected by the Ordinary General Meeting of Shareholders, for a period of 4 years.

Company COMP A I.T. S.R.L

The purpose of the establishment was to design and implement an *integrated information system* for the parent company, at the existing international standards and to ensure the requirements imposed by the organization on profit centers of the COMPA company, as well as to ensure an extended computer network throughout the COMPA company.

By implementing the integrated system in the parent company, COMP A-IT ensures the operation of this system at the highest parameters, prepares reports and presents the new facilities of the system in order to capitalize on the opportunities that this very complex and competitive system can offer at the highest possible level.

| | |
|------------------------------------|--|
| Registered office | Sibiu, 8 Henri Coandă Street |
| Registration in the Trade Register | J32/17/2001, |
| Unique Registration Code | CUI 13656016 |
| Main object of activity | 6201 "Custom-made software development activities" |
| Share capital (law) | 200,000 |
| Sole shareholder | Societatea COMP A S.A |
| Administrator | Acu Florin-Stefan |

Company TRANS CAS S.R.L.

The reason for the establishment of the company was to outsource the initially existing car transport activity within COMPA, in order to expand and develop this activity different from the activity profile of COMPA.

A part of these vehicles are the property of the parent company COMP A S.A., rented, and a part are the property of the company TRANS C.A.S. S.R.L.

TRANS C.A.S. S.R.L. currently owns over 30 vehicles, of which an important share is held by Mercedes tractor units, with a capacity of over 20 tons of payload, intended for the transport of materials and finished products both for COMPA and for other customers. The significant share of TRANS C.A.S.'s transports is held by international freight transports, in almost all of Europe.

| | |
|---|--------------------------------|
| Registered office | Sibiu, 12 Henri Coandă Street |
| Registration in the Trade Register | J32/633/2002 |
| Unique Registration Code | CUI 14836511 |
| Main object of activity | 4941 "Road transport of goods" |
| Share capital, of which: | 750,000 lei |
| Acționari: COMPA S.A.Sibiu | 742,500 lei |
| Maxim Mircea Florin and Mihăilă Daniela | 7,500 lei |
| Administrator | Maxim Mircea Florin |

Company RECASERV S.R.L.

The purpose of setting up the company was to outsource within the parent company COMPA S.A. activities different from its main activity profile, activities such as: public catering carried out through the canteen and micro-canteens operating within the COMPA company.

By establishing the company RECASERV S.R.L., the conditions for the development of this activity were ensured by completing it with secondary services: catering and cleaning services.

| | |
|------------------------------------|-------------------------------------|
| Registered office | Sibiu, 51 Henri Coandă Street |
| Registration in the Trade Register | J32/704/2004 |
| Unique Registration Code | CUI 164408228 |
| Main object of activity | 5629 "Other food activities n.e.c." |
| Share capital, of which: | 100,00 lei |
| Acționari: COMPA S.A.Sibiu | 70% |
| Boroș Daniela (natural person) | 30% |
| Administrator | BOROȘ Daniela |

Societatea ARINI HOSPITALITY S.R.L.

ARINI HOSPITALITY SRL was founded in January 2021, and will carry out its activity as a result of the development of the construction project of the Ibis-Mercure hotel complex.

| | |
|------------------------------------|--|
| Registered office | Sibiu, 8 Henri Coandă Street |
| Registration in the Trade Register | J32/77/2021 |
| Unique Registration Code | CUI 43581594 |
| Main object of activity | 5310 "Hotels and similar accommodation facilities" |
| Share capital, of which: | 23,203,000 lei |
| Acționari: COMPA S.A.Sibiu | 100% |
| Administrator | BAIASU Dan-Nicolae |

4. THE EVENTS OF 2025 AT INDIVIDUAL AND CONSOLIDATED LEVEL

As important events recorded in the activity of Compa Group during the first 9 month of 2025, we can highlight the meetings of the Board of Directors of the company and the general meetings of shareholders, as follows:

14.02.2025 – The Board of Directors of Compa S.A was convened and approved:

- Scrapping of certain tangible and intangible fixed assets
- Scrapping of material stocks / finished products, recording inventory minuses, recording depreciation adjustments of receivables and other unrecovered debts
- Recording income from the prescription of debts
- Initiation of legal procedures for the dissolution / liquidation of RECASERV SRL, with registered office in Sibiu, 51 Henri Coandă Street

14.02.2025 – The Board of Directors of Compa S.A was convened and approved:

- Presentation of the results of the revaluation of tangible fixed assets as of December 31, 2024, following the revaluation process.
- Status of the preparation of the consolidated Sustainability Report for the year 2024.
- The new Corporate Governance Code.

27.02.2025 – The Board of Directors of Compa S.A was convened and approved:

- The preliminary individual and consolidated financial results for the financial year ended December 31, 2024 and the main economic and financial indicators for the financial year ended December 31, 2024.
- Mandating the Chairman of the Board of Directors - General Manager, Ioan Deac, and the Vice Chairman of the Board of Directors - Chief Financial Officer, Mihaela Dumitrescu, to sign on behalf of and for the Board of Directors the preliminary individual and consolidated financial results for the financial year ending December 31, 2024, as well as the main economic and financial indicators for the financial year ending December 31, 2024.

07.03.2025 – The Board of Directors of Compa S.A. was convened to approve the proposal to convene the Ordinary General Meeting of Shareholders (OGMS) for 24.04.2025, the first convocation (15:00) and 25.04.2025, the second convocation (15:00), as well as the proposal to convene the Extraordinary General Meeting of Shareholders (AGEA) for 24.04.2025, the first convocation (16:00) and 25.04.2025, the second convocation (4:00 p.m.).

The Board of Directors approved the agenda of the OGMS convened on 24/25.04.2025, in which a number of 12 points were included (according to the convening notice) as well as the 15 points included in the Convening Notice related to the EGM of 24/25.04.2025.

21.03.2025 – During the meeting held on 21.03.2025, the Board of Directors approved the Individual and Consolidated Annual Report for the financial year 2024 prepared according to the International Financial Reporting Standards, accompanied by the Auditor's Report, as well as the Annual Report of the administrators, which includes the consolidated Sustainability Report, prepared in accordance with the European Sustainability Reporting Standards for the financial year 2024, along with the Auditor's Assurance of Compliance.

Also, during this meeting, the Income and Expenditure Budget for 2025 and the Investment Program for 2025, as well as the updated remuneration policy of the management were approved.

21.03.2025 – Within the affiliated companies of Compa, namely: TRANS CAS SRL, COMPA IT SRL, RECASERV SRL and ARINI HOSPITALITY SRL, the annual financial statements are approved and the discharge for 2024 is approved

24.04.2025 – The Ordinary General Meeting of Shareholders (OGMS) was held, which decided

- election of the meeting secretary from among the shareholders present;
- **Approves** the individual financial statements for the financial year 2024, based on the Annual Report for 2024 submitted by the Board of Directors, accompanied by the Report of the financial auditor QUANTUM EXPERT S.R.L.
- **Approves** the consolidated financial statements for the financial year 2024, based on the Annual Report for 2024 submitted by the Board of Directors, accompanied by the Report of the financial auditor QUANTUM EXPERT S.R.L.
- **Approves** the Annual Report of the administrators, which includes the consolidated Sustainability Report prepared in accordance with the European Sustainability Reporting Standards for the financial year 2024, accompanied by the Auditor's Assurance of Compliance.
- **Approves** the distribution of the net profit of the financial year for 2024, in the total amount of RON 3.324.462 lei, as follows:
 - to own sources of development - value of 2.659.570 lei
 - for granting dividends to shareholders - the value of 664.892 lei with a gross dividend / share of 0,00305 lei.
- **Approves** 13.06.2025 as the date of payment for dividend payments. Payment of dividends will be made in RON. The method of payment of dividends will be notified to shareholders before the date of commencement of payment. The expenses occasioned by the payment of dividends are borne by the shareholders.
- **Approves** the discharge of administrators for the financial year 2024.
- **Approves** the Income and Expenditure Budget for 2025 and the Investment program for 2025.
- **Approves** the renewal of the mandate as member of the Board of Mr. Deac Ioan, domiciled in Sibiu, for a period of 4 years, starting April 28, 2025
- **Approves** the renewal of the as member of the Board of Mrs. Dumitrescu Mihaela, domiciled in Sibiu, for a period of 4 years, starting April 28, 2025
- **Approves** the renewal of the mandate as member of the Board of Mr. Balteş Nicolae, residing in Sibiu, for a period of 4 years, starting April 28, 2025
- **Approves** the renewal of the mandate as member of the Board of Mr. Neacşu Vlad - Nicolae, residing in Sibiu, for a period of 4 years, starting April 28, 2025
- **Approves** the election and appointment of Mr. Băiaşu Dan - Nicolae, domiciled in Sibiu, as member of the Board for a term of 4 years, starting April 28, 2025
- **Approves** the remuneration of the administrators for the current year, starting from 1.05.2025 until 30.04.2026, as follows: 25.000 lei gross/ month, for the Chairman of the Board of Directors, 18.000 lei gross/month, for the Vice President of the Board of Directors and 13.000 lei gross / month for the non-executive members of the Board of Directors
- **Approves** the extension until 30.04.2026 of the mandate of the external financial auditor S.C. QUANTUM EXPERT S.R.L. based in Deva, Mărăşti Street, Bl. D3, sc. 4, ap. 44, Hunedoara County, having registration code 12600149 registered with the Trade Registry under no. J20/40/2000, company authorized by the Chamber of Financial Auditors of Romania based on authorization no. 118/28.11.2001, in order to carry out the Statutory Audit for 2025 and the audit for the Sustainability Report for the year 2025.
- **Approves** the remuneration report of the company's management prepared for the financial year 2024.
- **Approves** the date of May 23, 2025 as registration date for identifying the shareholders affected by the effects of the resolutions of the ordinary general meeting of shareholders, in accordance with the provisions of art. 87 of Law no. 24/2017 on issuers of financial instruments and market operations and gives of 22.05.2025 as *ex date* according to the provisions of Article 176 (1) of ASF Regulation no. 5/2018.

- Empowerment of natural persons who will carry out the formalities of publicity and registration of meeting decisions, including their signing

24.04.2025 – The Extraordinary General Meeting of Shareholders (AGEA) was held and decided:

- election of the secretary of the meeting of the Extraordinary General Meeting of Shareholders from among the shareholders present;
- **Approves** the contracting and/or extension for 2025 and 2026 until the annual EGM of investment loans, credit lines, leasing, letters of bank guarantee, and other banking financial products, within a total cumulative ceiling of EUR 40 million and the establishment of related movable and immovable guarantees with assets from the company's patrimony.
- **Approves** the delegation of the Board of Directors by the Extraordinary General Meeting of Shareholders to commit and/or extend investment loans, credit lines, leasing, letters of bank guarantee and other banking financial products, within the cumulative total ceiling of EUR 40 million approved in point 2, starting with the date of the EGM resolution until the next Extraordinary General Meeting in April 2026 , as well as to provide security interests in movable and immovable property belonging to the company's patrimony.
- **Approves** the empowerment of the General Manager and the Economic Director to represent the Company on the occasion of negotiating and signing credit, guarantee agreements and any other documents necessary to comply with the decision in points 2 and 3.
- **Approves** the Delegation of the Board of Directors by the Extraordinary General Meeting of Shareholders for appointing the representative of COMPA S.A. in relation to the Managing Authority / Financing Authorities and for empowering the person / persons to sign in the name and on behalf of the Company the financing contracts that will run from 2025 and further until the next EGM in April 2026.
- **Approves** the mandate of the General Manager and the Economic Director to sign in the name and on behalf of the Company, the contract with the financial auditor, appointed according to decision no. 9 of A.G.O.A.
- **Approves** the empowerment of the Chairman of the Board of Directors of the Company to sign, in the name and on behalf of the Company, the management contracts to be concluded by the Company with the members of the Board elected in accordance with decision 7 of the OGMS for carrying out their activity as members of the Board of Directors, and the Vice President of the Board of Directors to sign the administration contract that will be concluded in the name and on behalf of the Company with the Chairman of the Board of Directors.
- **Approves** the dissolution and liquidation of the affiliated company RECASERV S.R.L. with registered office in Sibiu, str. Henri Coandă nr. 51, Jud. Sibiu, J32/704/2004, CUI 16408228, pursuant to art. 235 et seq. of Law no. 31/1990 on Companies, republished, with subsequent amendments and additions, and the division of assets, if any, to the associates of RECASERV S.R.L. according to their share capital ownership.
- **Approves** the authorization of the General Director of COMPA S.A. to sign on behalf of COMPA S.A. the decision of the affiliated company RECASERV S.R.L. regarding the dissolution and liquidation of this company, the division of assets, the appointment of liquidator, as well as other documents necessary for the dissolution/liquidation.
- **Approves** the amendment of the articles of Incorporation of Compa S.A. by adding to pct. IX sub-item 16 of the possibility according to which the Chairman of the Board of Directors of the Company may also be appointed as General Director, so that the amended text will read as follows:
 - **IX. ADMINISTRATION AND REPRESENTATION OF THE COMPANY**
 - *(16) The Board of Directors shall delegate the management of the Company to one or more Directors, appointing one of them as General Director. The Chairman of the Board of Directors may also be appointed as General Director.*
- **Approves** the restriction, unification and amendment of the object of activity of the Company, in order to align it with the CAEN codes revised edition 3, established by the Order of the National Institute of Statistics no. 377/2024 on the update of the classification of activities in the national economy, corresponding to the economic activities carried out by the Company, and updating the Articles of Association and empowering the persons who sign the updated Articles of Association

- **Approves** the empowering of Mr. Ioan Deac, Chairman of the Board of Directors of Compa SA, to sign in the name and on behalf of the Company the resolutions and the articles of Incorporation updating the object of activity according to the CAEN codes REV 3 edition, of the affiliated companies TRANS C.A.S SRL - CUI 14836511, RECASERV S.R.L. - CUI 16408228, COMPA IT S.R.L.- CUI 13656016 and ARINI HOSPITALITY S.R.L - CUI 43581594., all having their registered office in Sibiu.
- **Approves May 23rd, 2025 as the Registration Date** for the shareholders identification falling under the consequences of the General Ordinary Meeting of Shareholders, due to the provisions in Art.87, Law no. 24/2017 on issuers of financial instruments and market operations and approval of **May 22nd, 2025 as ex-date**, according to Art. 176(1) from FSA Regulation no.5 / 2018.
- Empowerment of natural persons who will carry out the formalities of publicity and registration of meeting decisions, including their signing

28.04.2025 – During the meeting held on 28.04.2025, the Board of Directors

- **Approves** the election of Mr. Ioan Deac as Chairman of the Board of Directors of Compa S.A. for a 4-year term, starting from April 28, 2025.
- **Approves** the election of Mrs. Mihaela Dumitrescu as Vice President of the Board of Directors of Compa S.A. for a 4-year term, starting from April 28, 2025.
- **Approves** the appointment of Mr. Băiașu Dan - Nicolae as the CEO of Compa S.A., with the delegation of management duties in this regard, for a 4-year term starting from April 29, 2025.
- **Approves** the appointment of Mrs. Dumitrescu Mihaela as the Chief Financial Officer of Compa S.A., with the delegation of management duties in this regard, for a 4-year term starting from April 29, 2025.
- **Approves** the remuneration of the CEO and the Chief Financial Officer, subject to annual indexing based on the percentage established through negotiations with the Trade Union, and the granting of benefits provided under the Collective Labor Agreement (CCM) of Compa.
- **Approves** the authorization of the Chairman of the Board of Directors to sign the mandate contracts with the CEO and the Chief Financial Officer.
- **Approves** the commencement of construction works for 4 apartment buildings (a total of 68 apartments) on the Arsenal site, the General Manager, Chief Financial Officer, and Commercial Director being responsible for the implementation of this decision.
- **Approves** the conclusion of the necessary contracts for the construction of the 4 apartment buildings, with CEO and Chief Financial Officer being responsible for the implementation of this decision.
- **Approves** the conclusion of preliminary sales contracts and, subsequently, the final sales contracts for the apartments built, with the CEO and Chief Financial Officer being responsible for the implementation of this resolution.
- **Approves** the authorization of the CEO and the Chief Financial Officer to represent the company during the signing of the preliminary sales contracts for the 68 apartments to be built, based on the construction permits to be issued by the Sibiu City Hall.
- **Approves** the election of the Secretary of the Board of Directors.

06.05.2025 – The Board of Directors of Compa S.A was convened and approved:

- empowering persons within the Company to sign in letter format bank documents representing operations performed by Compa S.A. through accounts opened with banking companies, respectively payment operations, in lei and foreign currency, setting up term deposits, currency exchanges, cash withdrawals, signing cheques and promissory notes, requests for issuing letters of bank guarantee.
- empowering persons within the Company to electronically sign transactions performed through the internet banking systems provided by banking institutions (payments in RON, foreign currency, deposit placements, etc.).

- empowering of the General Manager, Mr. Băiașu Dan-Nicolae, and the Chief Financial Officer, Mrs. Dumitrescu Mihaela, to sign bank forms and any necessary documents related to the company's dealings with banking institutions, as well as to authorize/revoke individuals with signing authority on the company's accounts.

14.05.2025 – In the meeting held on 14.05.2025, the Board of Directors:

- Approves the Consolidated Report for the First Quarter- Year 2025.
- Approves the mandate of the General Manager - Dan Băiașu and the Economic Director - Mihaela Dumitrescu to sign, on behalf of and for the Board of Directors, the Consolidated Report for Quarter 1 - year 2025.
- Approves the Communiqué on the payment of dividends for the financial year 2024, which also includes the Dividend Distribution Procedure for the financial year 2024, taking into account the provisions of art. 3 and art. 4 of the Resolution of the General Shareholders' Meeting of Compa S.A. No. 49/ 25.04.2024.
- Approves the authorization of the Chairman of the Board of Directors - Ioan Deac and the Vice-Chairman of the Board of Directors - Mihaela Dumitrescu to sign the Communiqué on the payment of dividends for the financial year 2024 and the Procedure for the distribution of dividends for the financial year 2024.

30.06.2025 – In the affiliated company RECASERV SRL held the General Meeting of Shareholders (AGM) which decided:

- The dissolution of the company RECASERV SRL, as of 30.06.2025, in accordance with art. 227 paragraph 1 letter d) and art. 235 of Law no. 31/1990 on Companies, republished with subsequent amendments.
- Distribution to the shareholders of the 649,100 (six hundred and six hundred and sixty-four hundred and ninety-nine) shares held of the company at COMPA S.A. Sibiu with registered office in Sibiu, str. Henri Coandă nr. 8, Jud. Sibiu, J1991000129321, CUI RO788767, in accordance with the quotas of participation in the share capital, namely 70% representing 454,370 (four hundred and fifty-five hundred and seventy three hundred and seventy seven) shares will be distributed to COMPA SA and 30% representing 194,730 (one hundred and ninety nine hundred and seventy three hundred and seventy five) shares will be distributed to BOROȘ DANIELA, followed by the transfer of these shares in accordance with the Code of the Central Depository S.A.

1.08.2025 – During the meeting held on 01.08.2025, the Board of Directors:

- takes note of the presentation of the Internal Auditor's Reports, namely: Report on the verification of the procedures ensuring the protection of the assets, Report on the verification of the procedures within the Utilities Department
- Approves the Investor Communications Policy.
- Approves the Dividend Policy of COMPA SA.
- Approves the appointment of the members of the Audit Committee, consisting of Mr. Nicolae Balteș (non-executive member) and Mr. Vlad Neacșu (independent non-executive member).
- approves the election of Mr. Nicolae Baltes as Chairman of the Audit Committee.
- approves the amended and supplemented Rules of the Audit Committee - version 2025.3.

12.08.2025 – During the meeting on 12.08.2025, the Board of Directors approved:

- The Directors' Report containing the simplified individual and consolidated financial statements for the first semester - 2025.
- The mandate of the Chairman of the Board of Directors - Ioan Deac and the Vice Chairman of the Board of Directors - Mihaela Dumitrescu to sign in the name and for the Board of Directors the Directors' Report containing the simplified consolidated and individual financial statements for the first semester – 2025

12.08.2025 – During the meeting on 12.08.2025, the Board of Directors takes note of the Audit Report for semester 1 2025.

25.08.2025 – During the meeting on 25.08.2025, the Board of Directors approved:

- the authorization of the Chairman of the Board of Directors, Ioan Deac, to represent the company together with the General Manager, Băiașu Dan Nicolae, on the occasion of signing the preliminary sales-purchase contracts regarding the apartments in the G3 and G4 buildings that will be built on the land registered in CF 128908, during the absence of the Economic Director, Mihaela Dumitrescu.
- the appointment of Mr. Ioan Deac – Chairman of the Board of Directors and Mr. Băiașu Dan-Nicolae – member of the Board of Directors to sign the minutes of the meeting and the decision of the Board of Directors taken in the meeting convened for 25.08.2025.

19.09.2025 – During the meeting on 19.09.2025, the Board of Directors approved:

- the project entitled "Installation of a photovoltaic system on the roof of the COMPA S.A. building" which will be submitted within the measure Supporting investments in new capacities for the production of electricity produced from renewable sources for self-consumption related to the Modernization Fund in Romania - Key Program 1: Renewable energy sources and energy storage
- the budget of the company SC COMPA SA which represents the financial resources necessary for the co-financing of the project entitled "Installation of a photovoltaic system on the roof of the COMPA S.A. building"
- the total value of the project entitled "Installation of photovoltaic system on the roof of the COMPA S.A. building" in the amount of 3,959,883.14 lei including VAT, of which:
 - Eligible Value in the amount of 2,685,598.59 lei
 - Ineligible Value in the amount of 1,274,284.55 lei
 - Value of non-refundable financing in the amount of 2,160,000.00 lei
- SC COMPA SA's own contribution to the project representing the payment of ineligible expenses in the amount of 1,274,284.55 lei as well as the contribution to eligible expenses in the amount of 525,598.59 lei. The total contribution of the company within the project "Installation of photovoltaic system on the roof of the COMPA S.A. building" is in the amount of 1,799,883.14 lei.
- the amounts representing related expenses that may arise during the implementation of the project "Installation of photovoltaic system on the roof of the COMPA S.A. building", for the implementation of the project under optimal conditions, will be provided from own sources and bank loans.
- authorization of Mr. BĂIAȘU DAN NICOLAE to sign all necessary documents and the financing contract on behalf of SC COMPA SA
- authorization of Ms. ȘERBAN ANCUȚA MIOARA with the right to administer in the MySMIS2021 system the profile of the legal entity: COMPA SA, she being fully authorized to engage the liability of the legal entity with respect to all documents and facts arising from the submission of all financing applications.
- empowering the Chairman of the Board of Directors – Ioan Deac and the Vice Chairman of the Board of Directors – Mihaela Dumitrescu to sign the decisions of the Board of Directors taken in the meeting convened for 19.09.2025.
- During the meeting on 19.09.2025, the Board of Directors designated the project manager as the contact person who will ensure the permanent exchange of information with the Ministry of Energy.

17.10.2025 – During the meeting on 17.10.2025, the Board of Directors approved

- the renewal/extension of the credit facility – credit agreement no. 22/31.01.2008 concluded with BRD Groupe Societe Generale S.A., in the amount of 15,000,000 Eur (if necessary sub-ceiling of 4,000,000 Eur for issuing letters of guarantee/opening letters of credit/FINTRA) until 31.10.2026.
- the renewal/extension of the factoring collaboration agreement 4577/31.10.2024 and of the factoring ceiling in the amount of 1,500,000 euros (import and reverse internal) intended for financing COMPA SA suppliers until 31.10.2026.

- approval of the guarantee of the credit facility with the goods already provided as collateral authorization of persons to sign credit agreements, additional documents and guarantee documents with the bank

7.11.2025 – During the meeting held on 7.11.2025, the Board of Directors:

- Approved the Consolidated Report for the Third Quarter of 2025.
- Approved the mandate of the General Manager, Dan Băiașu-Nicolae, and the Chief Financial Officer, Mihaela Dumitrescu, to sign, on behalf of and for the Board of Directors, the Consolidated Report for the Third Quarter of 2025.
- Took note of the presentation of the Internal Auditor's Report on the assessment of internal procedures regarding sales logistics within the Sales Logistics department; analysis of identified risks and measures taken by internal control; verification of the internal reporting system
- Took note of and approved Compa's whistleblowing policy
- Took note of the presentation and information on the risks and opportunities related to cybersecurity at Compa, emerging changes in information technology and artificial intelligence (AI).
- Approved the extension of the credit line contracted by the affiliated company Arini Hospitality SRL with Banca Transilvania under credit agreement no. 14832343/8.11.2023, in the amount of 1,500,000 lei (one million five hundred thousand) lei for a period of 12 months with the possibility of extension and retention of the guarantees already established to secure the bank loan, as well as
 - empowering Mr. Băiașu Dan Nicolae – as administrator – to sign the contracts/additional documents with the bank.
- Took note of the presentation and information on the status of Phase 2 construction/sale of real estate on Victoriei Boulevard no. 42-44 (Status of execution and signing of preliminary contracts for apartments in buildings G3, G4).
- Approved the continuation of identifying customers for the apartments in buildings G1 and G2, the conclusion of preliminary sale and purchase agreements, and subsequently the sale and purchase agreements for the apartments and commercial spaces in buildings G1 and G2 to be built in Sibiu, Bd. Victoriei no. 42-44, based on the building permits issued by Sibiu City Hall no. 285/19.09.2022 and 148/28.05.2025, the General Manager and the Economic Director being responsible for the implementation of this decision, the signing of the preliminary contracts and the sale and purchase contracts.
- Took note of the information regarding the new agreements concluded by the Company in the field of defense.
- Took note of and approved the revised Internal Regulations of the Board of Directors.

7.11.2025 – At its meeting on 7.11.2025, Arini Hospitality decided to extend the credit line contracted with Banca Transilvania under credit agreement no. 14832343/8.11.2023, in the amount of 1,500,000 lei (one million five hundred thousand) lei for a period of 12 months with the possibility of extension and retention of the guarantees already established to secure the bank loan, as well as the empowerment of Mr. Băiașu Dan Nicolae – as administrator – to sign the contracts/additional documents with the bank.

12.12.2025 – At the meeting on 12.12.2025, the Board of Directors approves:

- Mandating the General Manager Băiașu Dan Nicolae to represent Compa SA as a partner of the affiliated company RECASERV SRL at the General Meeting of this company convened for the purpose of:
 - approving the distribution of the assets/profits of RECASERV SRL, given the voluntary liquidation stage in which it finds itself, in accordance with the share of participation in the company's share capital
 - approving the final liquidation balance sheet of RECASERV
- Termination of the Project for the partial division of Company No. 107/20.12.2023 ("Division Project") approved by Board Resolution No. 109/20.12.2023.
- Compa SA Group Code of Conduct and Ethics
- Compa SA Anti-Bribery and Anti-Corruption Policy
- Compa SA Group Code of Conduct and Ethics · Compa SA Anti-Bribery and Anti-Corruption Policy

23.12.2025 – The affiliated company Recaserv S.R.L. has been ordered to be removed from the Trade Register. was ordered.

EVENTS AFTER THE REPORTING PERIOD

04.02.2026 – The Central Depository directly transferred 454,370 CMP shares from the affiliated company Recaserv SRL to the former partner Compa S.A.

06.02.2026 – At its meeting on 06.02.2026, the Board of Directors:

- Took note of the operations proposed as a result of the annual inventory in accordance with the Address of 03.02.2026 of the Financial-Accounting Department
- Took note of the presentation of the situation of the own shares acquired by the company, namely a number of 898,523 shares.
- Took note of the proposal to reduce the share capital within the limit of the own shares held by the company. The Extraordinary General Meeting has the power to approve the reduction of the share capital.
- Took note of the stage of preparation of the Consolidated Sustainability Report for 2025.
- Approved the revocation of point 11 of Board Decision no. 50/28.04.2025.
- Approved the empowerment of persons to sign on behalf of and for the account of COMPA S.A. the authentic preliminary sale and purchase agreements for apartments and commercial spaces in the buildings (G1, G2, G3, G4) being built on the basis of building permits no. 285/19.09.2022, 286/19.09.2022, 148/28.05.2025, 149/28.05.2025 issued by the Sibiu City Hall, on the land registered in CF Sibiu 128907,128908 located in Sibiu, Bd. Victoriei 42-44:

26.02.2026 – During the meeting on 26.02.2026, the Board of Directors:

- Approves the preliminary individual and consolidated financial results for the financial year ended December 31, 2025, and the main economic and financial indicators for the financial year ended December 31, 2025.
- Approves the mandate of the General Manager–Member of the Board of Directors, Dan Băiașu, and the Vice-President of the Board of Directors - Chief Financial Officer – Mihaela Dumitrescu to sign on behalf of and for the Board of Directors the preliminary individual and consolidated financial results for the financial year ended December 31, 2025, and the main economic and financial indicators for the financial year ended December 31, 2025.
- Takes note of the presentation of the Internal Auditor's Activity Program for 2026.
- Takes note of the status of preparation of the Consolidated Sustainability Report for 2025.

5. INTRA-GROUP TRANSACTIONS IN THE PERIOD 31 December 2023 - 31 December 2025

The transactions carried out in 31 December 2025 - 31 December 2023 between the companies within the group were as follows:

| Explanations | 31 December 2023 | | | 31 December 2024 | | | 31 December 2025 | | |
|--------------------------|----------------------------|--------------------------------|-----------------------------|----------------------------|--------------------------------|-----------------------------|------------------------------|---------------------------------|-------------------------------|
| | LOAN GRANTED TO AFFILIATES | PURCHASE OF GOODS AND SERVICES | SALES OF GOODS AND SERVICES | LOAN GRANTED TO AFFILIATES | PURCHASE OF GOODS AND SERVICES | SALES OF GOODS AND SERVICES | IMPRUMUT ACORDAT AFILIATELOR | CUMPARARI DE BUNURI SI SERVICII | VANZARI DE BUNURI SI SERVICII |
| TRANSCAS S.R.L. | 0 | 12,885,830 | 536,211 | 0 | 7,957,035 | 399,132 | | 6,805,108 | 400,964 |
| COMPAS IT S.R.L. | 0 | 3,395,165 | 96,630 | 0 | 3,327,240 | 109,710 | | 3,412,632 | 117,375 |
| RECASERV S.R.L. | 0 | 2,122,998 | 46,183 | 0 | 2,295,353 | 42,494 | | 35,118 | 0 |
| ARINI HOSPITALITY S.R.L. | 3,762,702 | 15,279 | 457,896 | 4,974,100 | 17,308 | 8,750 | 4,390,156 | 36,829 | 2,389 |

The transactions carried out in 2025 and 2024 with the companies in which COMPAS holds participations were as follows (amounts include VAT)

The mutual debts and receivables recorded as of 31 December 2025 and 31 December 2024 are as follows:

Receivables to be collected by COMPAS SA from:

| Explanations | 31 December 2025 | 31 December 2024 |
|--------------------------|------------------|------------------|
| TRANSCAS S.R.L. | 96,467 | 86,306 |
| COMPAS IT S.R.L. | 8,957 | 14,490 |
| RECASERV S.R.L. | 0 | 3,689 |
| ARINI HOSPITALITY S.R.L. | 4,392,545 | 4,996,040 |

Debts to be paid by COMPAS SA to:

| Explanations | 31 December 2025 | 31 December 2024 |
|--------------------------|------------------|------------------|
| TRANSCAS S.R.L. | 1,385,052 | 1,335,430 |
| COMPAS IT S.R.L. | 836,836 | 544,544 |
| RECASERV S.R.L. | 0 | 544,224 |
| ARINI HOSPITALITY S.R.L. | 1,461 | 4,762 |

6. ANALYSIS OF ECONOMIC-FINANCIAL ACTIVITY

6.1 ANALYSIS OF THE ECONOMIC-FINANCIAL ACTIVITY OF COMPA SA

6.1.1 MAIN ECONOMIC-FINANCIAL INDICATORS

6.1.1.1 General evaluation elements :

In terms of the evolution of the economic and financial activity, i.e. the results obtained during 2025, we could say that 2025 was a difficult year, influenced by the action of external factors that could not be controlled or counteracted only partially, despite the efforts made by the responsible persons within the company.

At the national level as well, Romania's economy went through a complex period characterized by moderate economic growth, fiscal challenges and budgetary adjustment measures.

The action of these factors had an unfavorable impact both on the realization of the manufacturing program, respectively on the level of turnover, but more particularly on the level of profitability of the company, especially in the second part of 2025.

Significant events that significantly impacted the 2025 financial results are:

- **High prices**

Since the beginning of 2025, the prices of electricity and methane gas, have been maintained at a still high price compared to countries in Europe, a reason that made it difficult for the management to explain these price increases to customers. Although the company's top management reacted quickly, taking the decision to recalculate the delivery prices by including these influences, unfortunately most customers did not accept 100% of the impact in utility costs.

Under these circumstances, most of the influences from the increase in electricity and natural gas prices were reflected in Compa's results.

- **Price changes in steel and other materials.**

The year 2025 was marked by significant increases in steel prices, driven by declining demand in key sectors and rising raw material costs amid complex geopolitical and economic factors. The armed conflicts in Ukraine and Gaza contributed to higher prices of key raw materials for steel production, affecting supply chains and increasing production costs.

The still high electricity and methane gas prices have kept the prices of raw materials and basic materials, especially steels which have a significant impact on Compa's production.

The influences from changes in material prices were calculated on a quarterly basis and updated in the customers' prices but, as in the case of utilities, they deliberately delayed the implementation of price increases, so that a large part of the impact of these influences was borne by Compa with clear, unfavorable effects on the company's efficiency indicators.

- **Lack of qualified staff**

The most sought-after category of personnel needed by Compa is represented by operators on CNC machines, welders, categories very difficult to find on the local market in large numbers.

And in 2025 order fluctuations led to a staffing shortage early in the year, necessitating the use of existing staff on extended shifts or days off paid at double/hourly wage rate, with a major impact on manufacturing costs.

- **Inflation in 2025**

The rate of inflation although down to 5.8% in 2025 compared to 2024 when inflation was 10.5% was another factor that resulted in high costs, especially in the wage cost category, as we had to accept wage increases in negotiations with the Compa employees' union.

- **Labor market and minimum wage**

As of January 2024, the gross minimum wage was increased by 9.5% to 4,050 lei. This measure aimed to improve the living standards of low-income employees, generating additional costs for companies forced to adjust their internal wage level.

- **Tur turnover tax**

In , the budget deficit rose to 7.65% of GDP, falling within the 8.4% target set by the European Union. To address the deficit, the government implemented measures that affected companies; one of these, which has been in effect within the company since 2024, was the “turnover tax.”

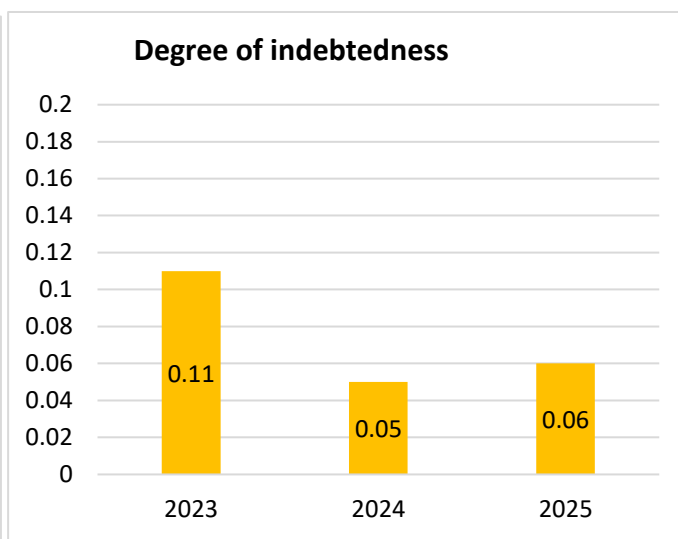
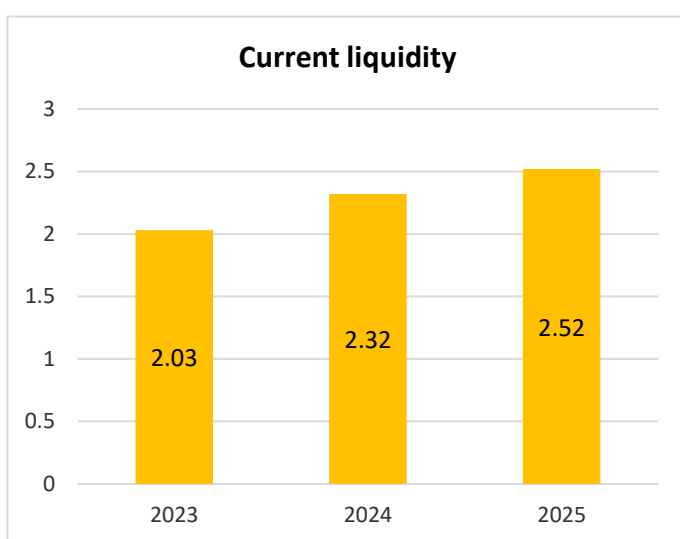
The introduction of the „ turnover tax”-IMCA significantly impacted automotive companies, particularly those with low profit margins. This type of taxation, based on a company’s total revenue regardless of its profitability, created several challenges in the year.

The turnover tax limits the company’s ability to invest in new technologies and maintain competitive prices. tax limits a firm’s ability to invest in new technologies and maintain competitive prices.

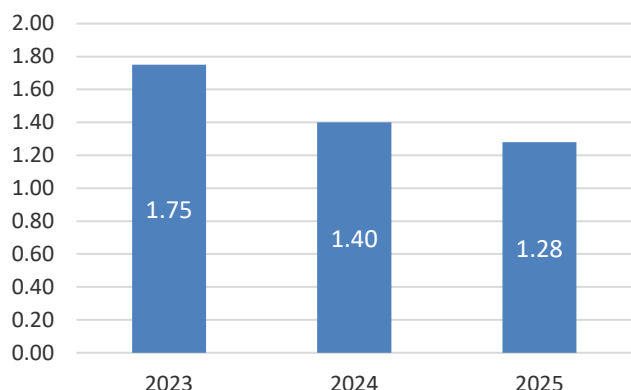
In the context of the above, the economic results, in particular the gross and net profit for the year 2025 was, compared to the level of the provisions in the Income and Expenditure Budget, below the expectations of the company's management.

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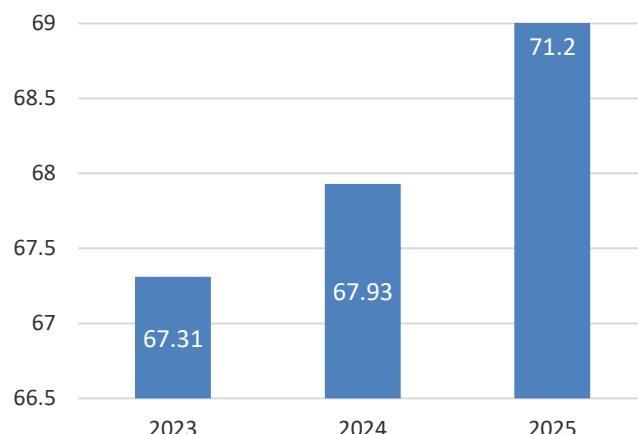
| Indicators | 31 December 2023 | 31 December 2024 | 31 December 2025 |
|--|------------------|------------------|------------------|
| Turnover | 767,200,685 | 604,023,987 | 521,813,848 |
| Net profit *) influenced by IMCA from 2024 | 7,675,390 | 3,324,485 | -4,782,538 |
| Investment volume | -19,070,269 | -17,427,747 | -20,869,523 |
| Average number of staff | 1792 | 1628 | 1380 |
| Current liquidity | 2.03 | 2.32 | 2.52 |
| Degree of indebtedness | 0.11 | 0.05 | 0.06 |
| Rotation rate of fixed assets | 1.75 | 1.40 | 1.28 |
| Rotational speed of flow - customers | 67.31 | 67.93 | 71.2 |
| EBITDA | 60,221,721 | 60,322,300 | 49,622,024 |



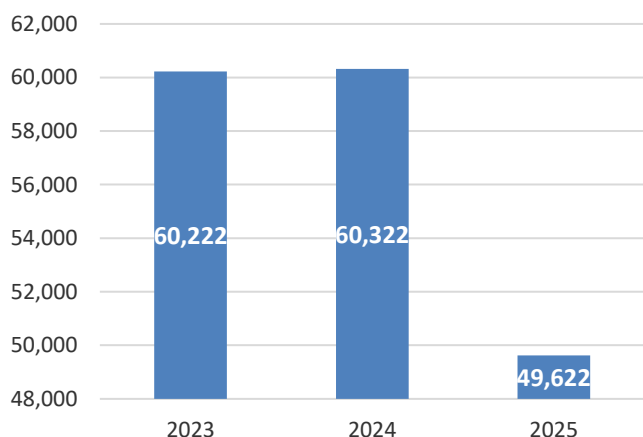
Rotation rate of fixed assets



Rotational speed of flow - customers

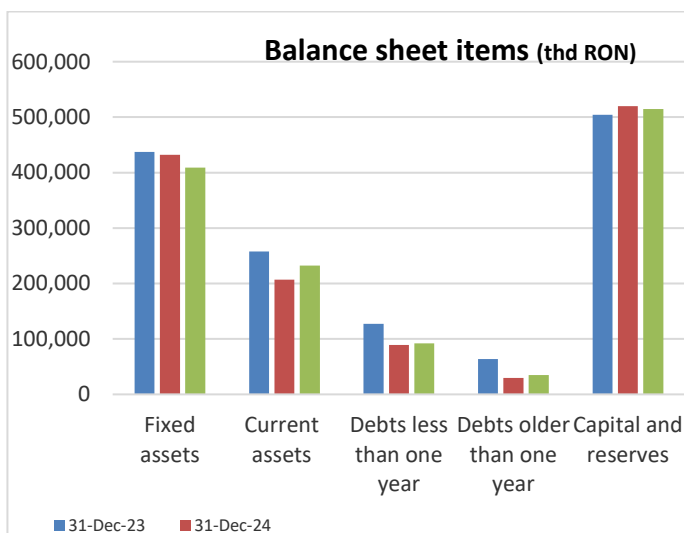


EBITDA (thd. RON)



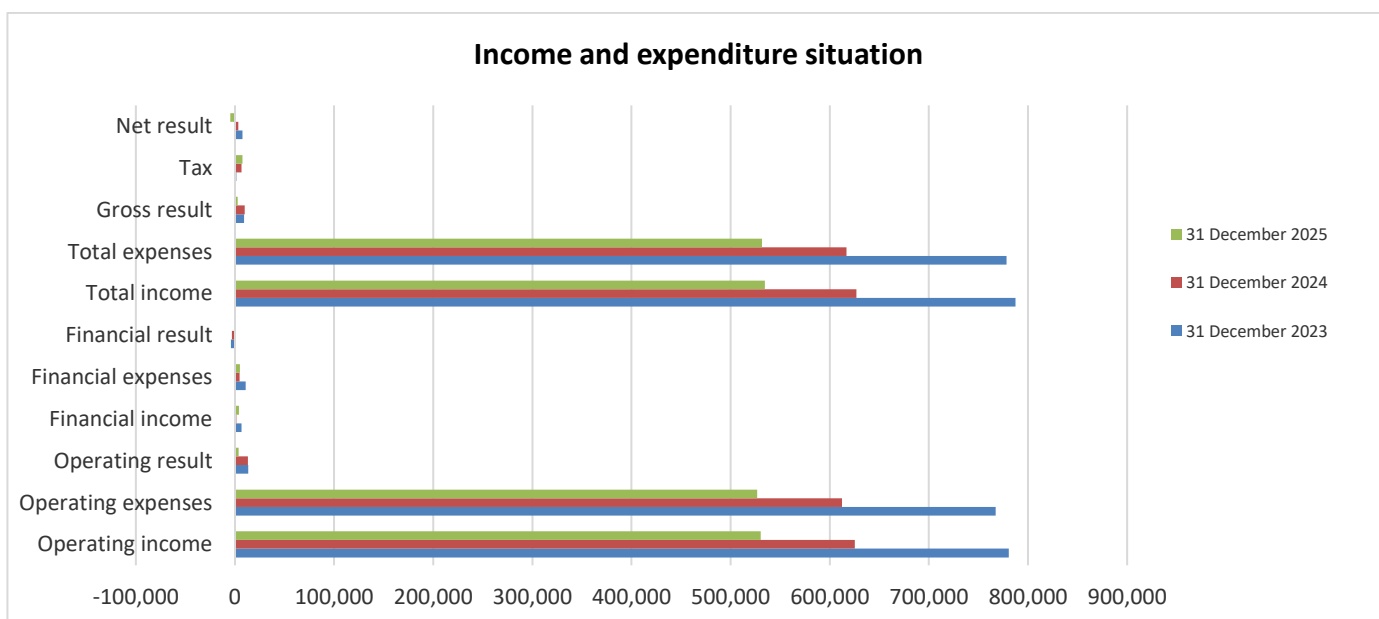
Main balance sheet items and their development over the last three years

| Indicator | 31 December 2023 | 31 December 2024 | 31 December 2025 |
|---------------------------|------------------|------------------|------------------|
| Fixed assets | 437,318,167 | 432,085,703 | 409,220,325 |
| Current assets | 257,798,200 | 206,631,440 | 232,077,767 |
| Debts less than one year | 127,149,825 | 89,238,505 | 92,083,238 |
| Debts older than one year | 63,441,677 | 29,750,136 | 34,644,543 |
| Capital and reserves | 504,524,865 | 519,728,502 | 514,570,311 |



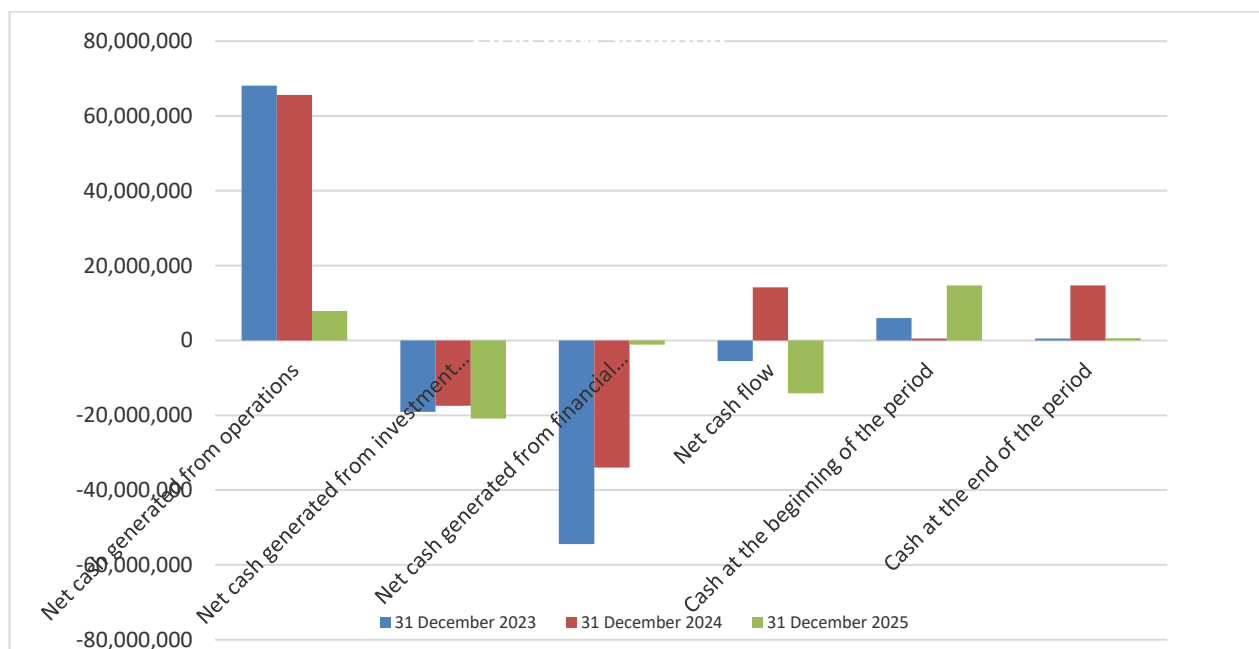
Income and expenditure situation in the period 31 December 2023 - 31 December 2025 :

| Indicator | 31 December 2023 | 31 December 2024 | 31 December 2025 |
|--------------------|------------------|------------------|------------------|
| Operating income | 780,736 | 625,365 | 530,325 |
| Operating expenses | 767,399 | 612,361 | 526,814 |
| Operating result | 13,337 | 13,004 | 3,511 |
| Financial income | 6,642 | 1,391 | 4,101 |
| Financial expenses | 10,843 | 4,508 | 4,905 |
| Financial result | -4,201 | -3,117 | -804 |
| Total income | 787,378 | 626,756 | 534,426 |
| Total expenses | 778,242 | 616,869 | 531,719 |
| Gross result | 9,136 | 9,887 | 2,707 |
| Tax | 1,461 | 6,563 | 7,490 |
| Net result | 7,675 | 3,324 | -4,783 |



Cash flow situation

| | 31 December 2023 | 31 December 2024 | 31 December 2025 |
|---|------------------|------------------|------------------|
| Net cash generated from operations | 68,078,902 | 65,620,022 | 7,847,306 |
| Net cash generated from investment activities | -19,098,263 | -17,427,502 | -20,869,523 |
| Net cash generated from financial activity | -54,424,177 | -34,003,021 | -1,137,068 |
| Net cash flow | -5,443,538 | 14,189,499 | -14,159,285 |
| Cash at the beginning of the period | 5,986,107 | 542,569 | 14,732,068 |
| Cash at the end of the period | 542,569 | 14,732,068 | 572,783 |



6.1.2 PRODUCTS, PROCESSES

6.1.2.1 PROFIT CENTER - Decentralized Organizational Management Structure of COMPA

Production activity within the parent company COMPA is organized by Profit Centers. These "**profit centers**" are divisions or business units that operate independently in terms of revenue generation and cost control, with clear financial objectives. In the case of Compa, we are talking about production sections/production units where families of products similar in terms of construction and technology are produced, equipped with machinery and equipment specific to the realization of these products. The economic activity is organized in such a way that in each **profit centre** a monthly profit and loss account is drawn up, which is a particularly important document for the knowledge of income and expenses, so that by adding up the profit and loss accounts of the profit centres the profit and loss account at COMPA level is obtained. These "**profit centers**" are evaluated on profitability, not just operational performance.

Each profit center is responsible for:

- Generating income by selling products/services
- Control your own production and operating costs
- Monthly budget planning and execution
- Working with centralized functions and departments to streamline processes
-

There are also profit centres specialized in the production of a wide range of similar products in terms of manufacturing processes, such as forged products, stamping products, surface coatings (galvanizing, phosphating), heat treatments, etc. ., products intended for several customers. So, profit centers are structured to produce certain types of products, regardless of the customer to whom they are delivered.

Centralized activities in areas such as: technical, quality, maintenance, logistics, improvement, training are organized by persons responsible for the profitable management of these services.

Operations managers have the obligation to produce each product at the level of profitability included in the price negotiated with the business partner through the support provided by the centralized activities, thus trying to fit within the standard costs set for permanent cost reduction, to obtain the planned profit each product manufactured.

COMPA realizes a very wide range of products and operates with various processes. Their grouping, for the purpose of quantifying the value of manufactured output both in the Annual Reports of the Board of Directors and for various statistical reporting, etc., is based on a certain functional similarity between them, branches or industrial sectors.

Thus, the organizational and logistic structure is coherent and can be understood by COMPA shareholders and investors, business partners and other stakeholders.



The Board of Directors and the executive management of the company shall take into account the appropriate adaptation of the organization and management of the company's activity, in order to ensure the maximization of the efficiency of all sectors and processes within the company.

Advantages of such a model :

- **Flexibility and autonomy** – Profit centers have control over their decisions.
- **Operational efficiency** – Support functions are centralized for optimization and cost reduction
- **Clarity in assessing performance** – Profitability of each unit can be analyzed separately
- **Improved competitiveness** – Profit centers can adapt strategies based on evolving customer business.

In addition to the obvious advantages of the COMPA organization by profit centers , there are of course some disadvantages of the current COMPA organization with impact on the overall costs within the firm such as:

- **Potential conflicts between profit centres and cost centres** as a result of an increased number of indirect technical and administrative staff, specialized in carrying out specific profit centre operations, who in some profit centres are not fully loaded
 - **Difficulties in the correct allocation of costs and a lack of operational efficiency** when urgent additional demands from customers arise at certain times of the year at a given Profit Center
 - **High volatility in the evolution of customer orders** in these very uncertain times, impacted by the unpredictable transformations and changes generated by political and military conflicts in Europe and the world.
- All these disadvantages lead to the need for an advanced financial reporting system and the definition and tracking of internal KPIs.

6.1.2.2 Turnover evolution

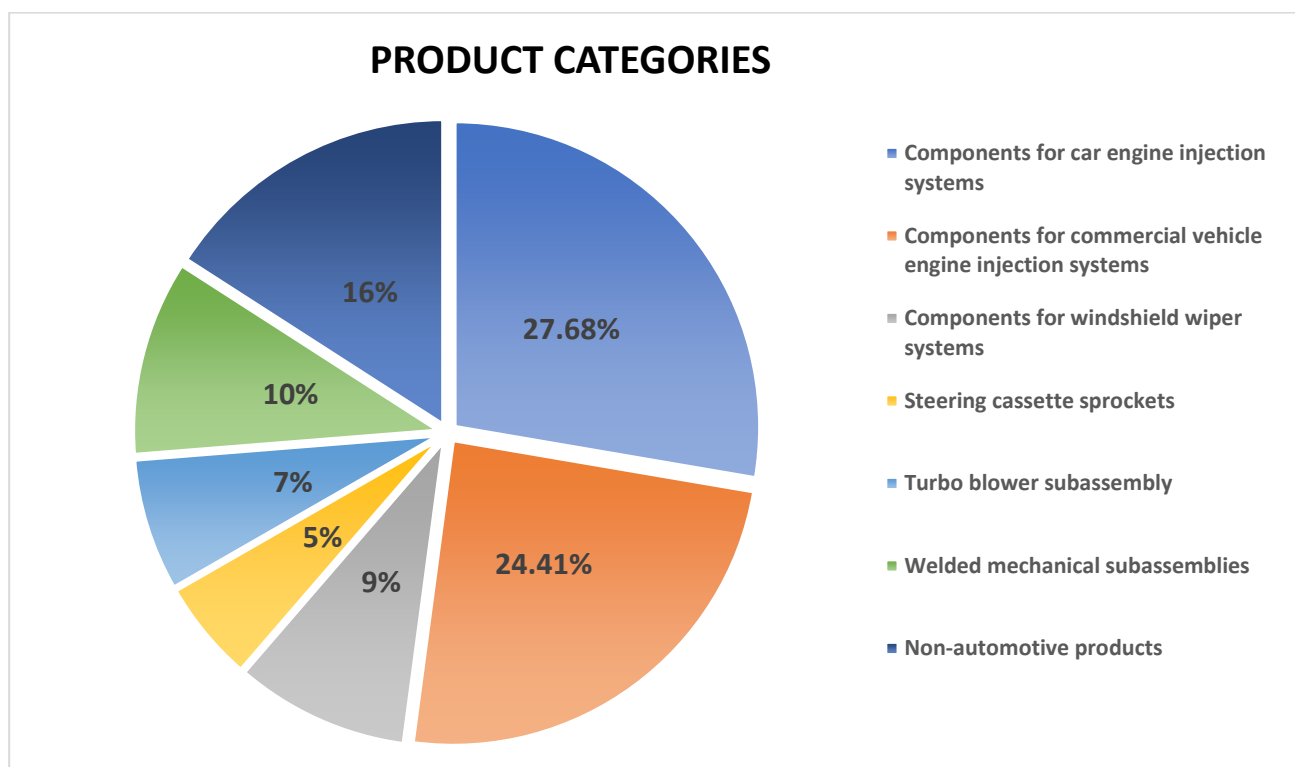
As can be seen from the tables below, the turnover realized in 2025 shows a decrease of 21.25% compared to 2024, and 18% compared to 2023.

The evolution of realized turnover in the period 31 December 2023 - 31 December 2025 by product groups is:

| Product group | Mil. RON | | |
|--|------------------|------------------|------------------|
| | 31 December 2023 | 31 December 2024 | 31 December 2025 |
| Components for commercial vehicle engine injection systems | 194.87 | 155.82 | 142.3 |
| Components for car engine injection systems | 202.64 | 159.97 | 125.48 |
| Components for windshield wiper systems | 53.91 | 50.26 | 47.49 |
| cassette sprockets | 45.86 | 35.6 | 27.62 |
| Turbocharger subassemblies | 82.01 | 65.95 | 36.11 |
| Mechano-sound subassembly | 66.93 | 42.33 | 53.26 |
| Non-automotive products | 120.99 | 94.09 | 81.74 |
| TOTAL COMPA | 767.21 | 604.02 | 514.04 |

Evolution of the share of turnover by product group between 31 December 2023 - 31 December 2025

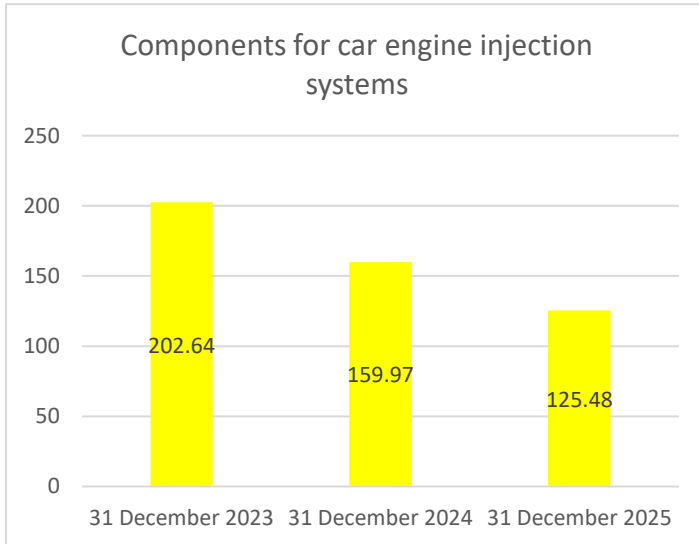
| PRODUCT CATEGORIES | 31 December 2023 | 31 December 2024 | 31 December 2025 |
|--|------------------|------------------|------------------|
| Components for car engine injection systems | 25.40% | 25.80% | 27.68% |
| Components for commercial vehicle engine injection systems | 26.41% | 26.48% | 24.41% |
| Components for windshield wiper systems | 7.03% | 8.32% | 9.23% |
| Steering cassette sprockets | 5.98% | 5.89% | 5.37% |
| Turbo blower subassembly | 10.69% | 10.92% | 7.02% |
| Welded mechanical subassemblies | 8.72% | 7.01% | 10.36% |
| Non-automotive products | 15.77% | 15.58% | 15.90% |
| TOTAL COMPA | 100.00% | 100.00% | 100.00% |



- **Turnover evolution of components for passenger car engine injection systems, 2023 - 2025**

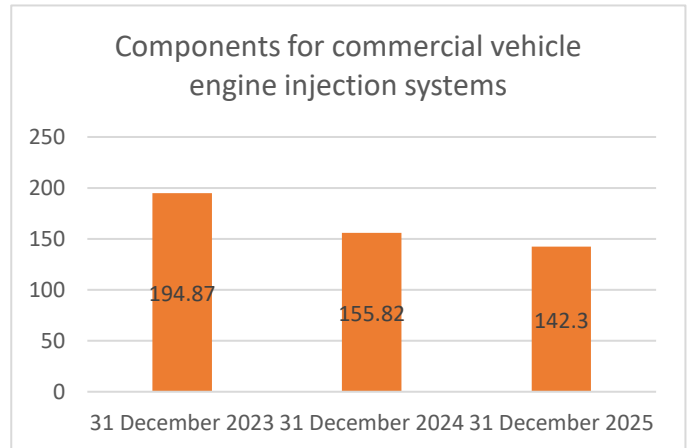
There is a decrease in components for injection systems for passenger car engines, as a result of the market downturn, the volume of electric cars produced is different from forecast.

We note that this product group is intensively monitored with a view to reducing its share in Compa's total business. In the year 2025, the share of groups for injector systems will be 26.41% of the total turnover compared to 20.93% in the year.



- **Turnover development of components for commercial vehicle engine injection systems, 2023 - 2025**

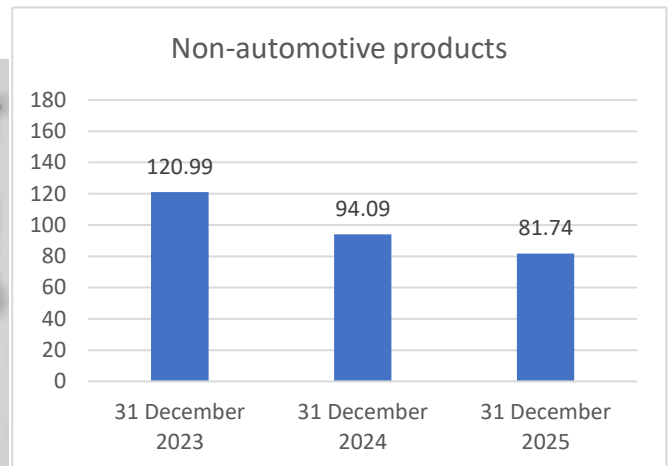
The graph below shows the evolution of the turnover of this group over the last three years:



- **Turnover of some non-automotive products, 2023 - 2025**

In the non-automotive product group, which is also mainly monitored at Compa's Top Management level, their share of total turnover increased from % in 2024 to % in 2025.

This trend will continue in the future, and the company's management is strongly oriented towards this goal.



6.1.2.3 NEW PRODUCTS, PROCESSES APPROVED IN 2025

The main objective of the technical and R&D function is the development of new products, being deeply involved in actions to define and adopt the most efficient technological processes, so that the price offers presented to customers are as attractive as possible in order to win as many projects as possible.

In this activity there are important requests for quotations for products specific to Compa's manufacturing profile. In this context, the concerns of recent years are oriented towards offering non-diesel or even non-automotive products, in order to ensure a portfolio of new, diversified products, less vulnerable to the profound changes of the last period, in the automotive field and beyond.

These are the reasons why Compa has also focused its concerns on the execution of complex, value-added components in the machine tool manufacturing industry.

Also, taking into account the international conjuncture, Compa has also turned to the manufacture of components for the defense industry. The transition to the production of complex products, respectively to the manufacture of cabs for CNC machines delivered to machine tool manufacturers, is a positive, promising element in the development of the business in this new field for COMPA.

In 2025, the manufacture of new products continued for which the necessary production capacities were ensured, with an impact on production şand in the next period.

Among these products we mention:

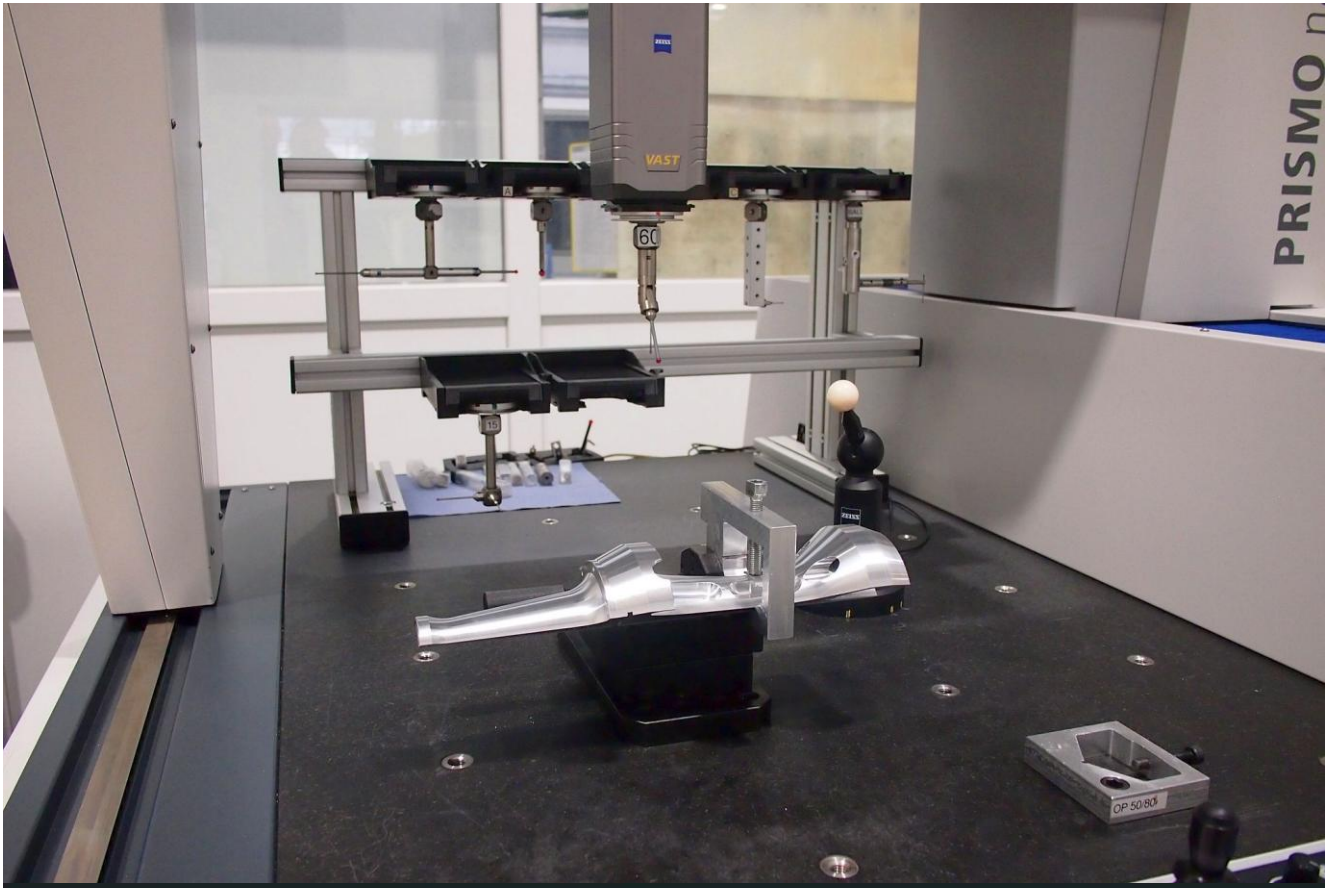
- Benchmarks for the VCST customer
- Novopress customer crimping pliers

Also, new products were assimilated, homologation being carried out both in the research and development center and in the production workshops.

We remind you of the following products:

- Elmet Customer Defense Industry Components
- Marshall Client Container Component
- Pump components for the Wilo customer



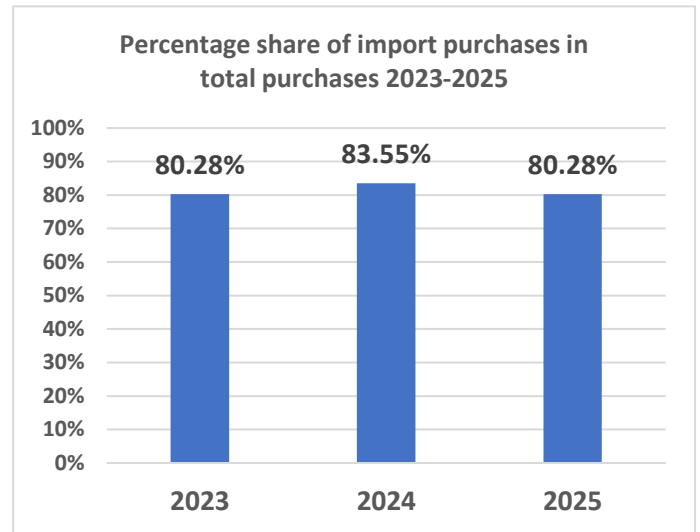


6.1.3 PROCUREMENT – SUPPLIERS.

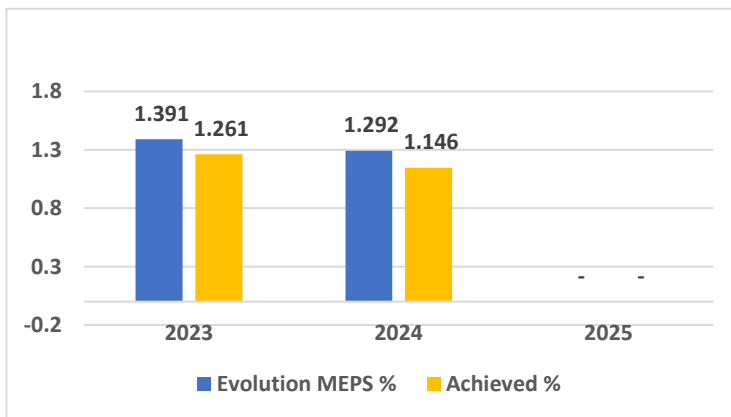
6.1.3.1 Evaluation of purchasing activity:

The purchasing activity has developed continuously in recent years, along with the development of the company. The company's focus on large customers in the automotive industry, but also on those in the non-automotive industry, has led to a considerable expansion of the supplier database, as well as to an increase in the share of imported suppliers in the total purchases. This is due to the high level of specialization required of suppliers.

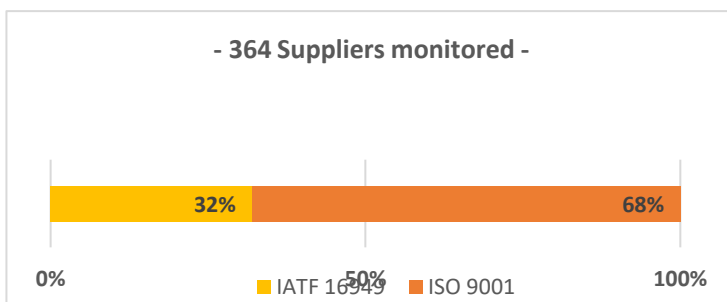
Also, in the next period, it is estimated that the value of semi-finished products in total purchases will decrease, in favor of basic materials, largely due to the development of new processes in COMPA, both for the automotive and non-automotive sectors, with a high degree of integration, for which most of the operations are executed internally.



6.1.3.2 The main objectives of the department are:

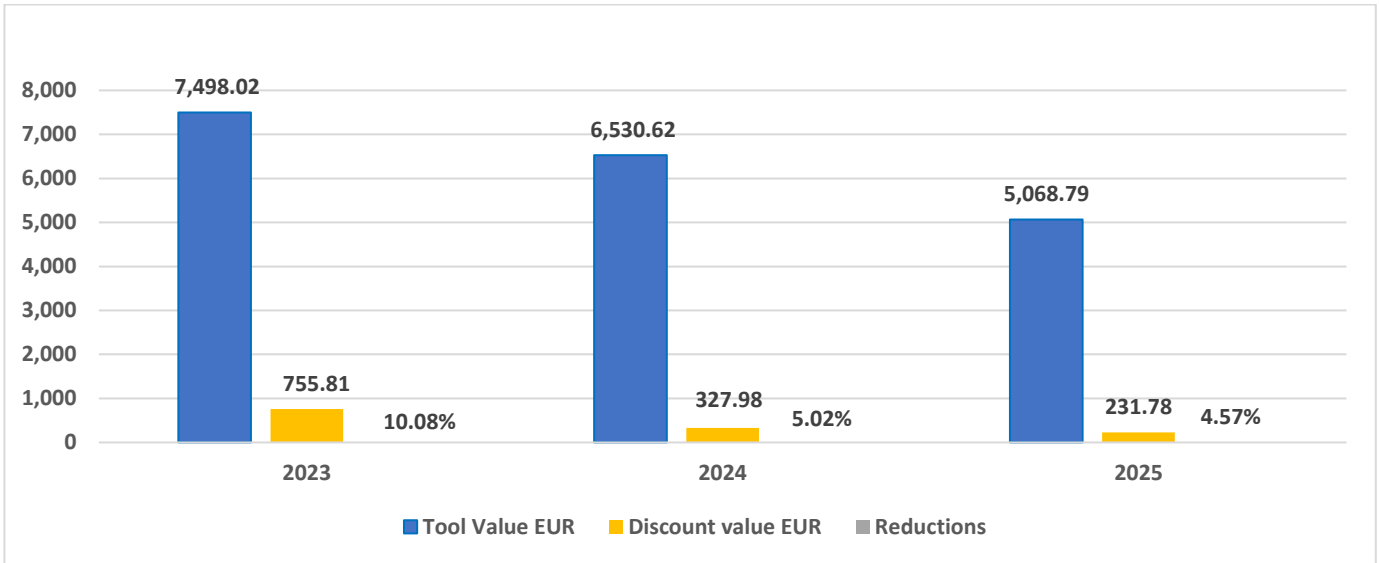


In the context of market globalization, there is a need to align prices to the stock market quotations for most products, by obtaining a price index with 100% classification in MEPS (Management Engineering and Production Services – price indicator on the metallurgical market, which provides price estimates). It also aims to find sources of supply that ensure the highest possible competitiveness of the prices of raw materials and materials supplied, the stability and sustainability of the supply chain.



Market prospecting and finding new supply solutions, as well as developing suppliers with whom there are collaborations, is carried out in order to obtain the best level of price and quality for the supplied products, by collaborating only with certified suppliers. COMPA monitors and evaluates all suppliers whose products are incorporated into or influence COMPA products on a monthly basis. This

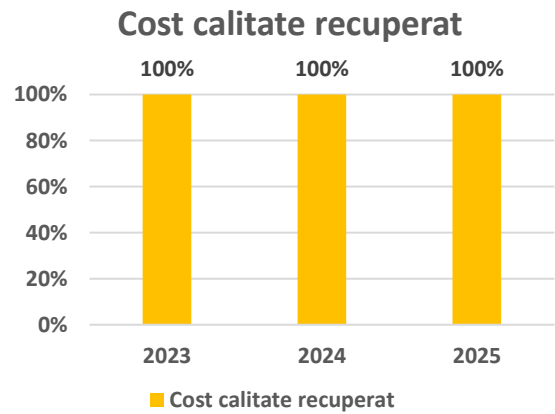
category includes more than 380 suppliers, who are evaluated according to criteria regarding the quality of the delivered products and logistical criteria. The improvement of the performance of cutting tools (e.g. drills, reamers, milling cutters, inserts, etc.) is achieved by testing and implementing new and innovative solutions that lead to a reduction in the cost per part.



Recovering the costs generated by the non-conformity of the supplied products is another important objective. The costs generated by non-compliant products delivered by suppliers are monitored and recovered every year.

The aim is to establish a responsible supply chain, by collaborating with suppliers that comply with COMPA's principles and vision in the field of quality, environment and occupational health and safety, by adhering to and implementing policies and regulations aimed at these aspects, as well as by certifying and aligning with the relevant standards.

COMPA maintains and requires its suppliers to take a proactive approach in managing environmental impact, social responsibility and adopting progressive policies on labour, health and safety. COMPA encourages and supports the local business environment through existing commercial relationships, ongoing contracts and new or future projects in which its partners are or will be involved. It also prioritizes, where possible, the development of business relationships with local partners and encourages its suppliers to do the same



6.1.4 SALES

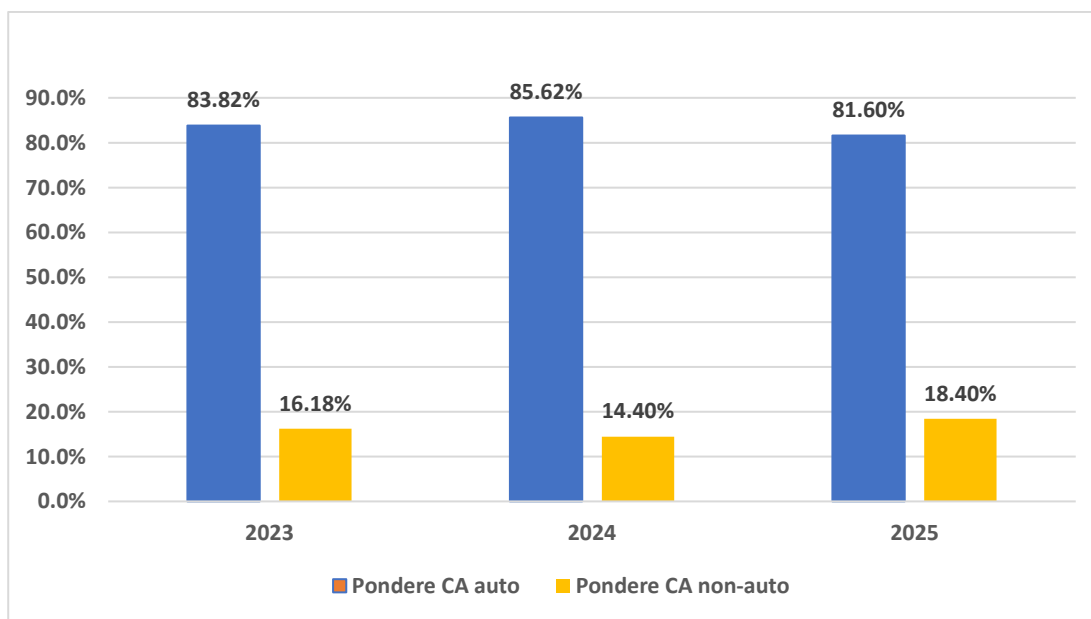
During 2025, COMPA S.A.'s marketing and sales activity was strategically oriented towards strengthening the company's position on traditional markets and, as a priority, diversifying its fields of activity by assimilating new projects and attracting customers from industrial sectors with high growth potential. A special emphasis was placed on developing collaborations in the defense industry, as well as expanding the presence in complementary fields, including the medical industry and the construction sector.

In the context of an economic environment characterized by structural transformations at global level, persistent pressures on supply chains and a significant contraction of the European automotive industry, the company intensified its commercial and promotional efforts. The strategy adopted aimed to reduce dependence on the automotive segment by penetrating new industrial segments, diversifying the customer portfolio and capitalizing on COMPA's consolidated technological skills in the field of high-precision mechanical machining, complex subassemblies and integrated solutions.

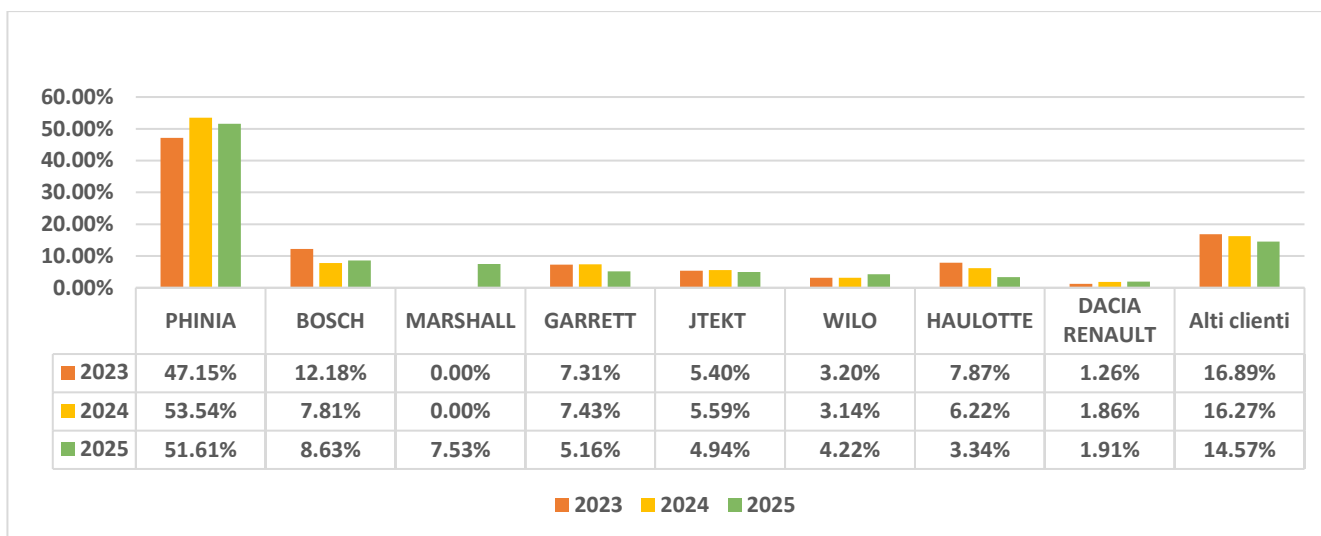
The promotional activities were mainly oriented towards the B2B segment and included participation in national and international industrial fairs and exhibitions, the organization of dedicated technical presentations, as well as demonstrations of the technological capabilities and quality standards implemented within the company. In parallel, the direct relationship with customer decision-makers was strengthened through commercial and technical meetings, the development of strategic partnerships and the maintenance of professional and transparent communication, aimed at strengthening COMPA's positioning as a reliable supplier and long-term partner.

During 2025, the company started series production for several new products for the defense, medical and construction industries, thus confirming the ability to quickly adapt to the specific requirements of these fields and strengthening the process of diversifying the revenue base. These projects contribute to the stability and sustainability of development in the medium and long term, in line with the strategic objectives assumed by the company.

Evolution of COMPA turnover in the automotive sector compared to the evolution of turnover in the non-automotive sector:

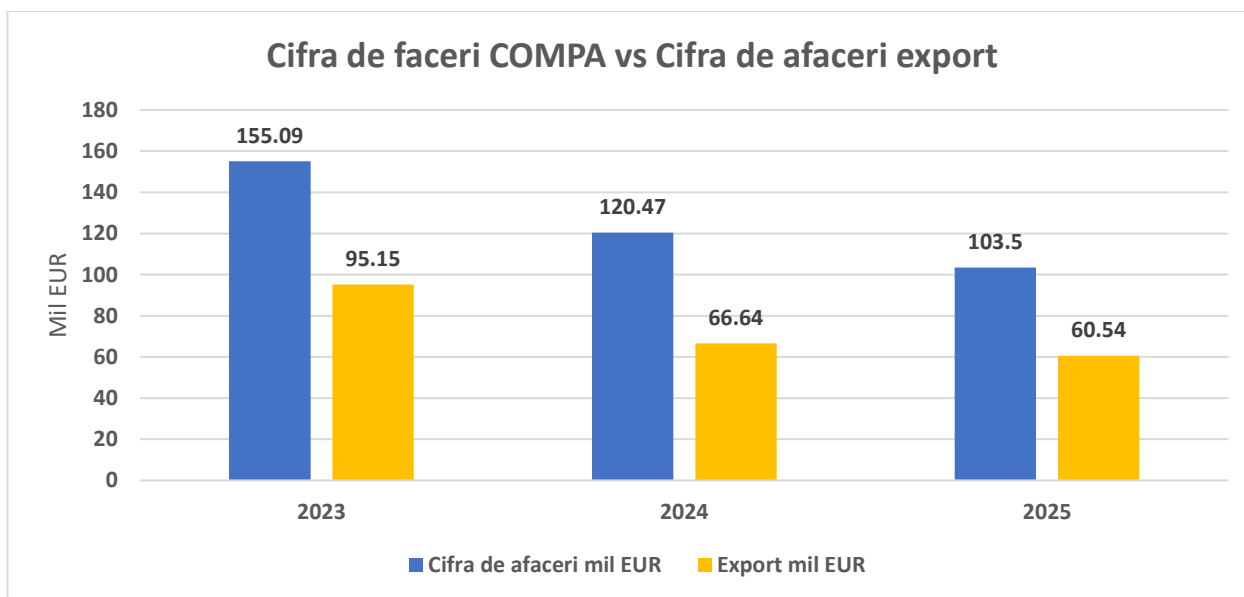


The share of COMP A's main customers in COMP A's turnover is shown in the following table:



During 2025, several new projects were won, both for existing customers (BOS, Mont Blanc, Haulotte, etc.) and for new customers (NOVOPRESS, INTERLIT, EUCHNER, etc.). The annual turnover generated by these projects at maturity is >6 mln. Euro

Evolution of exports relative to turnover:



During 2025 several new projects were won, both for existing customers (WILO, BOS, JTEKT) and new customers (INTERLIT, MARSHALL, ELMET etc). The annual turnover, generated by these projects at maturity, is >10 million Euro.

Objectives and Trends

Given the significant level of exposure of COMP A S.A. to the automotive sector, as well as the current context of the European automotive industry, characterized by a high degree of contraction, volatility and restructuring, the company's management has established a strategic direction aimed at gradually reducing dependence on this sector. This strategic direction has as its main objective to increase organizational resilience and ensure economic sustainability in the medium and long term.

Among the sectors concerned are industrial construction, the medical sector and, as a priority, the military sector, which, in the current geopolitical context, is experiencing accelerated development and offers relevant opportunities to capitalize on technological skills, production capacities and industrial experience existing within society.

COMP A also aims to develop notoriety and strengthen credibility in new markets, especially in the defense industry, by promoting its industrial skills, compliance with quality and security standards specific to the military field, as well as by building sustainable business relationships with integrators and final beneficiaries. This approach contributes to the recognition of COMP A as a reliable partner and to the creation of the premises for long-term sustainable growth.

In parallel, the company attaches strategic importance to developing its position as an integrated supplier. This concept means COMP A's ability to provide customers with complex products and complete assemblies, achieved by integrating an extensive number of internally available technological processes, from design and industrialization to manufacturing and assembly.

The development of COMP A as an integrated supplier leads to the increase of the added value generated, to the consolidation of internal know-how and to the improvement of profitability, while contributing to the strengthening of the company's competitive position in the target markets



6.1.5. OUR EMPLOYEES

6.1.5.1 Staff, their values and creed

COMP A adopts a strategic and coherent approach to human resources management, recognizing their essential role in achieving organizational objectives. The policies and practices implemented are aimed at attracting, retaining, developing and using staff effectively, thus ensuring a well-trained and motivated workforce.

A fundamental aspect in the company's strategy is the recognition of the major influence that the human factor has on organizational performance. In this regard, COMP A promotes the values and beliefs of human resources, contributing to the formation of an organizational culture that supports excellence, collaboration and innovation.

By applying these principles, the company strengthens its position in the market, ensuring a favorable working environment for the professional and personal development of employees, which leads to increased competitiveness and sustainability of the organization.

The following aspects of human resources management are important and are landmarks for development:

- Contributing to the achievement of the organization's goals through people;
- Creating an optimal organizational structure;
- Ensuring competent human resources through recruitment and selection;
- Adapting human resources to requirements – development and training;
- Creating and strengthening motivation (material and non-material rewards), performance management;
- Creating and maintaining fair relationships between employer and employees.

In the field of human capital management, it was considered that the achievement of strategic objectives is fundamentally based on the involvement of the human factor. Thus, the company's development is based on elements that generate long-term value and ensure the future performance of the organization.

COMP A aims for the human resources policy to be in line with the general objectives of the company, in line with the existing values in the organizational culture, adapted to the current socio-economic context, mainly oriented towards:

- Ensuring the availability and continuity of the workforce by preserving the values in the organization;
- Early recruitment of graduates with higher education;
- Increasing the level of versatility by broadening the scope of competences;
- Reducing the integration period of new employees, graduates of technical vocational education, through internships;
- Focusing training on the individual to increase the skills and efficiency of the staff;
- Consolidation of the performance-based salary system;
- Capitalizing on the expertise of experienced employees through mentoring programs;
- Staff awareness of job responsibilities;
- Involvement in the implementation of the Social Responsibility management system;

6.1.5.2. Strategic objectives

The main strategic axes pursued are:

- Involvement in the development of university technical education, by supporting the integration of theoretical knowledge with practical knowledge, through internships at a potential job;
- Ensuring human resources through involvement in supporting dual education, apprenticeship, qualification programs, including through programs financed from European funds;
- Working conditions and climate to ensure a high level of satisfaction;
- Creating a culture of coaching and mentoring;
- Development of soft skills and specific skills;
- Development of the framework in which communication with employees is carried out to support

performance and trust, as well as in special crisis situations;

- Encouraging teleworking, when appropriate, as an employee-employer advantage;
- Partial transfer of the training activity to the online environment;
- Re-evaluation of motivation strategies, including for staff involved in on-the-job training;
- Digitization and streamlining of HR processes;
- Reprofessionalization and transformation of skills, including for digitalization;
- Projects for the development of human resources financed by European funds;
- Career development programs.

6.1.5.3. Wage and social policy

During the meeting between the representatives of the Employer COMP A S.A. and the representatives of the Free Independent Trade Union Sibiu in October 2025, the parties empowered to negotiate the Collective Labor Agreement for the years 2024-2026 agreed the following:

- Starting with 01.01.2026, increase of meal vouchers from 40 lei to 45 lei / day
- Effective January 1, 2026 – significant pay raise – adjustment for inflation plus a fixed amount of 20 lei to cover the increased cost of meal vouchers
- Increase of the Easter, Christmas and Holiday net premium by 6% on the net.
- The salary scale for 2026 will be adapted accordingly.
- Starting with 2026, only employees with a seniority in the company of at least 6 months will benefit from salary increases and related bonuses.

There are employment relations between the company's management and the employees within the limits of the Labor Code and the Collective Labor Agreement.

Periodically, information and consultations take place between the management and the employees' representatives. Comparatively, relations have improved, the degree of understanding and communication has increased, the two parties participating in joint meetings. As a result, there were no periods of stagnation in the production process due to the outbreak of labor conflicts.

6.1.5.4. Social responsibility

COMP A consistently applies principles and rules of social responsibility that reflect the requirements of the SR ISO 26000:2011 standard, but also of the customers:

- Taking responsibility for the impacts we produce on society, the economy and the environment;
- Transparency of our decisions and activities, which may affect society and the environment;
- Respect and promotion of ethical behavior: honesty, fairness and integrity, as values that concern us, in relation to people and the environment;
- Respect for the interests of the parties interested in our decisions and activities;
- Ensuring compliance with all applicable laws and regulations;
- Compliance with international norms of business conduct;
- Respect for and promotion of human rights, which we consider inalienable and universal.

6.1.5.5. Guidelines The main themes of action are:

- Ensuring organizational management as a way of leading and carrying out activities in an ethical and responsible manner;
- Respect for and promotion of human rights in the sense of recognition of the rights of all human beings, civil, political, economic, social and cultural rights;
- Applying appropriate work practices to ensure working conditions and social protection according to the applicable legal standards and regulations;
- Protecting the environment as a way of responding to current environmental challenges and as a commitment to apply and promote environmentally responsible practices, including by encouraging the development of green

technologies;

- Applying fair practices as a way of ethical conduct in relations with other organizations and individuals, in compliance with applicable national and international laws and regulations;
- Responsibility towards customers and consumers to ensure their right regarding the security of use, information, choice, expression, correction, education, in relation to the products and services provided by our organization;
- Involvement in the development of the community as a way of recognizing that we are part of the community, of the rights due to its members, but also of the elements of culture, religion, tradition and history or of the partnership with it.

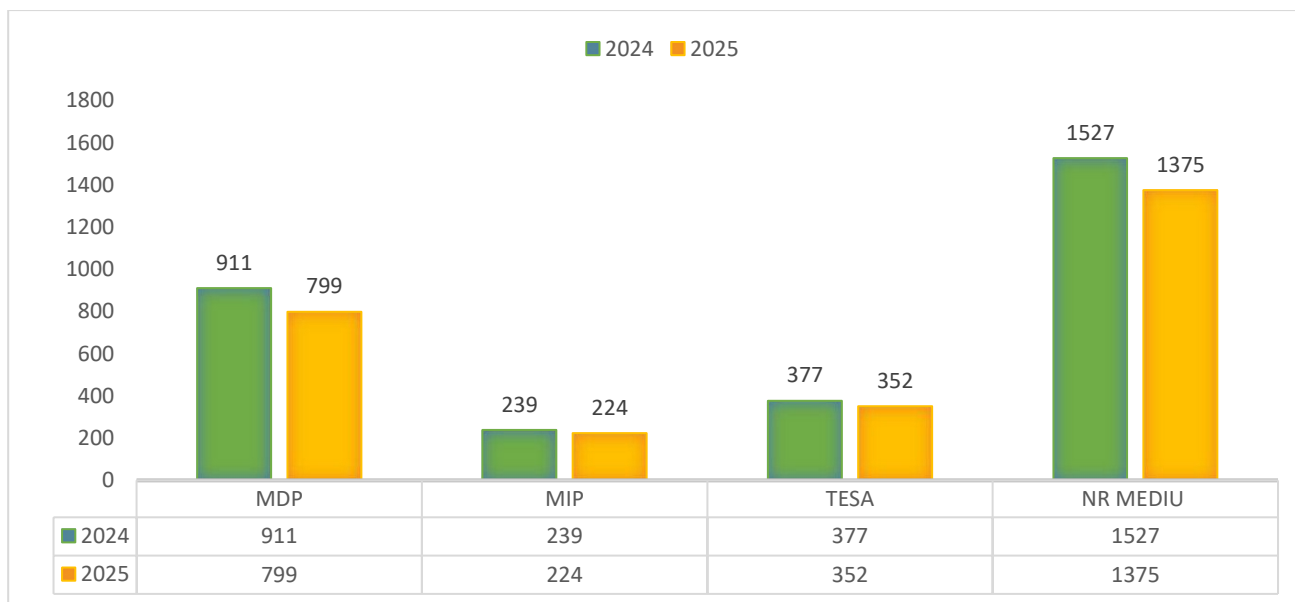
6.1.5 6. Human Resources process performance indicators

Average written number of staff

The decrease in the average number of staff in 2025, compared to the same period in 2024, reflects a strategic adaptation to market dynamics and the reduction in production volumes. This adjustment demonstrates the company's ability to optimize its resources and maintain operational efficiency, while ensuring long-term competitiveness in an ever-changing economic environment. At the same time, this adjustment can contribute to increased productivity and a better allocation of resources, maintaining the competitiveness of the organization in the long term.

Throughout this period, the aim was to ensure the availability and continuity of the workforce by preserving the values in the organization.

The graph below shows the evolution of the average written number of personnel by categories of personnel:



| | 2024 | % | 2025 | % |
|-------------------------------------|-------------|----------------|-------------|----------------|
| MDP (Directly Productive Workers) | 911 | 59.66% | 799 | 58.11% |
| MIP (Indirectly Productive Workers) | 239 | 15.65% | 224 | 16.29% |
| TESA (technical-economic) | 377 | 24.69% | 352 | 25.60% |
| TOTAL | 1527 | 100,00% | 1375 | 100,00% |

It is noted that the average number of staff has decreased by 10%; the proportions of the three categories of staff have changed, both in the case of the MDP staff, but also in the case of the other categories TESA and MIP.

Staff turnover

The staff turnover, calculated as the ratio between the number of voluntary departures and the total number of employees, recorded the following evolution during this period:

| | 2024 | 2025 |
|---------------------------|---------------|---------------|
| Staff turnover (%) | 14.48% | 13.78% |

Staff turnover recorded values of 14.48% in 2024 and 13.78% in 2025. The relatively close level of these values indicates a moderate stability of human resources, in the context of a labour market still characterised by labour mobility and competition between employers to attract and retain qualified personnel.

The value recorded in 2024 reflects the general dynamics of the labor market, marked by the increase in salary expectations and the multiple employment opportunities existing in certain fields of activity. In 2025, a slight reduction in the turnover rate is observed, up to 13.78%, which indicates an improvement in the degree of staff stability and the efficiency of the measures implemented by the company in terms of employee retention.

The company continues to pay special attention to human resources policies, aiming to maintain an optimal level of staff turnover through measures aimed at increasing employee satisfaction, professional development and strengthening a stable and competitive work environment.

Recruitment and selection

During the period under review, the recruitment and selection process of personnel played an important role in ensuring business continuity and in adapting the organizational structure to the company's operational requirements.

In 2024, 140 staff entries were registered, and in 2025 their number increased to 220, an evolution determined both by the dynamics of the company's activity and by the need to fill vacant positions arising from staff turnover or the development of specific projects. The increase in the number of recruitments reflects the company's efforts to provide the necessary human resources to support current activities and to implement operational initiatives.

The selection process aimed to identify candidates who have the professional skills and abilities necessary to fill the available positions, through the evaluation of professional experience, interviews and, where appropriate, specific tests or evaluations. Also, during the analyzed period, projects were carried out that involved recruitment for some positions, with special professional requirements, which involved the use of adapted selection methods and the expansion of recruitment channels to identify suitable candidates.

The company continues to develop and optimize the recruitment and selection processes, aiming to attract and efficiently integrate qualified personnel, in order to support operational objectives and long-term development.

Staff training

The continuous development of human capital through the formation of skills that support the company's development strategy is a priority for COMPAs.

Therefore, the involvement of all staff in the continuous training process aims to eliminate the gap between the skills required by the position and the existing ones, to provide integrated, validated, certified personnel at the workplace, to acquire/broaden the scope of competences, in order to respond to the challenges generated by the new wave in the technological evolution of production (Industrialization 4.0, digitalization, use of "green" technologies, etc.)

The training programs carried out in COMPA meet the needs of each employee and aim: professional development in order to evolve in their career, continuous improvement of employees' activity, acquisition of skills to anticipate the development of new projects.

In order to achieve these objectives, the Vocational Training Center was established in 2005. The programs developed through the center aimed at the qualification/requalification of employees and people on the labor market, in trades such as: numerically controlled machine tool operators, welders, mechanical locksmiths, metrology technicians, forklift drivers, cranes, etc. To date, more than 3500 people have acquired a qualification.

The Vocational Training Center is the place where new employees are familiar with operating on MUCN and with the specific requirements of the workplace, a necessary step in the process of integration and validation at the workplace. For students in dual education and technological high school, the Training Center is the place where they discover the secrets of operating on numerical control machines during laboratory and practice hours, prepare and take the skills certification exam.

Next, we aim to diversify, to adapt the educational offer by authorizing new programs required by the projects developed within COMPA and by our clients, to conclude partnerships and to access sources of financing from European funds.

COMPA, as a "Continuous Learning Organization" has set itself a goal in 2025 for each employee to complete a number of 35 hours of training.

Apprenticeship

For new employees who want to acquire a qualification or retrain, COMPA develops apprenticeship programs that enable them to easily integrate into new jobs, obtain a recognized certification, raise their level of knowledge, satisfaction, responsibility. The apprenticeship programmes have a duration of two years for people who want to obtain a level 3 qualification (MUCN operator) and a duration of one year for people who want to obtain a level 2 qualification (drill - threader).

Currently, three people are following the level 3 apprenticeship program - MUCN operator.

In the future, we aim to attract new employees who follow level 3 apprenticeship programs and who obtain qualifications of: CNC machine tool operator or welder.

Projects developed with European funds

In order to become increasingly competitive in terms of productivity, quality, customer satisfaction, conservation of resources and the environment, investment in human capital will continue to increase, including by attracting European funds or from other sources.

So far, 17 projects financed by European funds have been implemented in COMPA aimed at developing the skills of its own employees and projects that aimed to facilitate the transition from school to the working life of pupils and students. We continue to aim to conclude partnerships and find new sources of funding dedicated both to developing the skills of COMPA's human capital and to preparing future graduates to integrate as easily as possible into the labor market.

Sustainable School-Enterprise Partnerships

The company's partnerships with technical and vocational university education institutions in Sibiu date back to the '70s, with the establishment of the Institute of Higher Education, currently the "Hermann Oberth" Faculty of Engineering and the IPAS High School, currently the "Henri Coanda" Technological High School.

Getting closer to university and vocational education institutions is part of COMPA's policy of training future generations of specialists, developing the employability of young people, facilitating the transition from school to active life through internship programs, master's degrees, private scholarships and more.

The partnerships concluded mainly aim at COMPA's involvement in two directions related to the improvement:

- Theoretical training through contributions to the adaptation and modernization of the curricula of the Faculty of Engineering and the adaptation of the curricula in local development to the needs of the employer, for vocational and technical education.
- Practical training by ensuring the access of pupils and students to modern working environments, to high-performance technologies and equipment, to the knowledge and understanding of the processes developed on the manufacturing lines, to familiarize themselves with the rigors of the industrial environment.

COMP A and dual education

Throughout its more than 140 years of activity, COMP A has constantly relied on the professional training of the workforce, supporting the development of vocational and technical education. The company is among the organizations that anticipated the importance of implementing the dual education system, as a solution for training specialists adapted to the requirements of the industrial environment.

The first steps in this direction were taken in 2005, with the commissioning of the COMP A Vocational Training Center. It represents a modern technical platform, equipped with numerical control equipment and machines, which was made available to the students of the "Henri Coandă" Technological High School, an educational unit with which the company develops long-term partnerships.



The company's constant participation in campaigns to promote the educational offer and the advantages of dual education has contributed to increasing students' interest in vocational and technological education. Through these initiatives, COMP A supports the training of future specialists, facilitating young people's access to relevant practical training and supporting their integration into the labor market. COMP A's interest in the development of dual education did not stop there. By signing a new financing contract through PNRR for the construction of an integrated Campus for dual education in Sibiu, COMP A together with economic operators and educational institutions will contribute to increasing the attractiveness of jobs and training in a dual technological system. Through this project, a complete route will be outlined, students will no longer be limited by a certain level of qualification, they will be able to go up to the doctorate on the dual track.

For the 2025-2026 school year, COMP A wants to attract and support 83 students who, at the end of the learning cycle, will acquire the qualification of: numerically controlled machine tool operator, electromechanic, apparatus and equipment electronics technician, mechatronics technician.

During the three years of study for students in dual education, respectively 4 years of study for technological high school education, COMP A provides students with a package of benefits such as: scholarships, settlement of fees for dormitory, meals, school supplies, protective and work equipment, and most importantly, employment offers for all graduates.

Risks identified in the Human Resources activity

In COMP A, coordinated actions are constantly carried out to direct and control the organization with regard to risks in all areas and at all levels.

As regards the human resources activity, in the previous year the following risks were identified that could determine the non-fulfillment or defective fulfillment of the human resources assurance process:

- temporary lack of qualified personnel for certain activities, either due to the lack of supply on the labor market and the mismatch of the educational offer with the requirements of the labor market, or due to emergency situations (mass illnesses, etc.);

- staff retention on certain categories of specialists, which can represent a significant challenge for the company, impacting on business continuity and know-how transfer; this trend can be influenced by the high demand on the labor market for specialists in the field, the salary packages and benefits offered by the competition or the lack of clear opportunities for professional development; To counteract this phenomenon, it is essential for the organization to implement effective strategies for motivating, training and retaining employees, adapted to the specifics of each category of personnel.;
- personnel competences below those required for serving the position, due to the educational offer not correlated with market requirements as well as due to the failure to properly comply with the stages of the training process;
- the decrease in the company's activity due to the current context in the business environment;
- more difficult communication with staff employed abroad.

The potential effects of the identified risks can be mainly: delays in the activity of the workshops, respectively delays in the delivery of products to customers, as well as inadequate quality of the work performed by employees.

Therefore, for high-criticality risks, i.e. those characterized by a high probability of occurrence or by a significant impact on the company's activity, a series of measures have been implemented and strengthened to ensure the stability of human resources and operational continuity. These include:

- involvement in the development of local technical education, by supporting dual system education and high school technological education, by providing resources and collaborations with educational units;
- running apprenticeship programs dedicated to new employees, in order to facilitate professional integration and development of specific skills;
- organizing internships for pupils and students, in order to familiarize them with the company's activity and identify potential future employees;
- carrying out professional qualification and retraining programs, including through collaborations with post-secondary education institutions;
- implementing career management and succession management tools for key positions within the organization;
- the use of flexible forms of work organization, including teleworking, where the specifics of the activity allow;
- optimizing internal processes by transferring certain activities to the digital environment, in order to streamline workflows and reduce pressure on staff mobility;
- ensuring the necessary personnel by attracting qualified labor, including from abroad, according to the operational needs of the company.

By implementing these measures, the company aims to reduce the risks associated with the shortage of qualified personnel and strengthen the organizational capacity to respond to the challenges of the labor market.

Opportunities identified in the Human Resources activity

As for the opportunities identified in the process of providing human resources, they aim to strengthen educational partnerships, the continuous development of professional skills and the use of modern tools for training and professional integration. The main directions are as follows:

The COMPBA Vocational Training Center continues to play an important role in aligning vocational training with the current requirements of the industry. Through its activities, the center supports professional qualification and retraining, promotes modern training methods and contributes to strengthening the relationship between the educational system and the industrial environment. Also, the center's activity facilitates faster integration of new employees, accelerates the development of professional skills and improves the quality of practical training, thus contributing to increasing the adaptability of staff to technological and organizational requirements.



Active involvement in correlating the educational offer with the requirements of the labor market is another important opportunity. In this regard, COMPBA participates in initiatives and partnership structures that support the development of vocational and technical education, contributing to the development of annual schooling plans, the development of partnerships for the practical training of students and the promotion of actions that facilitate the transition of young people from the educational system to the labor market. Through these steps, the company supports the formation of a base of future specialists prepared for the requirements of the industrial environment.

Skills development by attracting and implementing **EU-funded projects** is also a relevant opportunity to increase the competitiveness and adaptability of the workforce. Accessing these programs allows the development of professional training, specialization and retraining initiatives, aligned with European standards and the technological evolution of the industry. At the same time, these projects contribute to strengthening the collaboration between the economic and educational environments, facilitating the integration of young specialists and supporting development



6.1.6. INTEGRATED QUALITY, ENVIRONMENT AND OCCUPATIONAL HEALTH AND SAFETY POLICY

The management of COMP A S.A. has adopted an environmental policy correlated with the specifics of the activities, the size of the organization and the potential impact on the environment. It aims to maintain and strengthen the company's position and image on the market, increase the quality of processes and products, motivate and streamline staff, as well as continuously improve environmental performance.

Declaration of commitment

COMP A S.A. is committed to carrying out all activities of design, production and delivery of its products and services with respect for the environment and the principles of sustainable development.

COMP A constantly aims to reduce the impact of its activities on the environment, prevent pollution, raise environmental and social standards, as well as improve operational efficiency and process performance.

COMP A S.A. identifies, assesses, manages and mitigates its significant impacts and risks and capitalizes on its significant environmental opportunities.

General environmental objectives:

- **Ensuring compliance** – compliance with all compliance obligations related to the environment as follows: Compliance with the applicable legislation in force, national and European, regarding environmental aspects, compliance with national and international environmental standards as well as with the requirements of customers regarding the environment;
- **Pollution prevention at source** – applying proactive measures to reduce environmental impacts and prevent air, water and soil pollution, meeting the requirements for the implementation of best available techniques (BAT) and meeting the criteria of no significant harm in terms of pollution prevention and control;
- **Resource efficiency** – reducing the consumption of energy, water, raw materials and materials, promoting sustainable sourcing, the use of renewable resources and the application of circular practices: increasing the rate of use of recycled materials, reuse, repair, refurbishment, remanufacturing and recycling;
- **Responsible water management** – rational use of water, wastewater treatment, reduction of significant water consumption;
- **Waste reduction** – practicing efficient waste management based on preventing waste generation and minimizing waste quantities;
- **Reducing emissions** – using the best available techniques, reducing greenhouse gas emissions, adapting to climate change as well as mitigating their effects;
- **Control of hazardous substances** – ensuring an efficient management of the hazardous substances and mixtures used, avoiding, replacing and minimizing the use of hazardous substances of concern.
- **Continuous improvement** – continuous improvement of processes and technologies to increase environmental performance and support sustainability goals;
- **Employee and partner involvement** – each employee is responsible for environmental protection, and collaboration with suppliers and customers aims to reduce the environmental impact throughout the value chain.
- **Mitigating environmental risks and capitalizing on opportunities** – identifying and assessing environmental risks, implementing prevention actions and capitalizing on opportunities to increase environmental performance.
- **Reduction of greenhouse gases;**
- **Increasing energy efficiency and increasing the share of renewable energy.**
- **Avoiding incidents and emergencies** and, if and when they occur, controlling and limiting their impact on people and the environment;
- **Informing, training and raising awareness of employees** to strengthen an environmentally-oriented organizational culture.

Monitoring and review



Environmental performance is systematically monitored and analysed on the basis of measurable indicators in accordance with the requirements of ISO 14001 management systems. Environmental performance results are reported to management as part of the management review to inform strategic decisions.

Relevant information on environmental aspects and performance shall be communicated to internal and external stakeholders, depending on the context, requirements and level of responsibility.

The management of COMP A S.A. assumes responsibility for the implementation, maintenance and continuous improvement of the environmental management system according to ISO 14001. Each employee of COMP A S.A. has an essential role in achieving the company's environmental objectives.

The company's management ensures that the Environmental and Energy Policy is communicated, understood, followed and maintained by all employees, at every level of the organization.

6.1.6.1 ENVIRONMENTAL ASPECTS

Within the company, the environmental aspects determined by the activities, products and services carried out are identified and evaluated:

The main technological processes largely integrate mechanical processing equipment (CNC type) associated with defect detection procedures and statistical control methods; in addition to these, laser processing technologies, surface coatings, heat treatments, hot or cold processing of materials (forging, pressing), welding, mechanical assemblies (partially or fully automated) are used;

The main product groups made in COMP A are: subassemblies and injector components; windshield wiper subassemblies and components; central casings, flanges and rollers for turbochargers; sprockets for steering boxes; components for steering columns; bows; stamped, stamped parts; forgings; cardan drives; mechanically welded metal fabrications; components for air conditioning installations; injection system components and valves, molds and tools.

The main services offered are: design and execution of industrial equipment, molds and tools, surface coatings, heat treatments, calibration and repair services of measuring means, physico-chemical laboratory tests and analysis, cardan shaft service (EDS), training courses.

Thus, the environmental aspects associated with these technologies, products and services take into account, as the case may be, emissions into the air, discharges into water, soil contamination, accidental leaks, waste generation, resource consumption, noise generation, vibrations, etc.

Environmental aspects are assessed annually and whenever necessary, as a result of changes in execution technologies, introduction of new raw materials/materials/equipment, changes in legal, regulatory and customer or other stakeholder requirements, specific conditions at work sites, etc. Based on these analyses, the ways of controlling the environmental aspects associated with the company's activities are updated.

Objectives and targets. Environmental Management Programs

On an annual basis, at the level of each department, environmental objectives are established that take into account significant environmental aspects, compliance obligations and identified environmental risks and opportunities.

When setting environmental objectives and targets, the following shall be taken into account:

- the company's activities and services;
- compliance obligations;
- significant environmental aspects;
- technological options;
- material, financial and human resources;
- Stakeholders' views

The planning of actions to achieve environmental objectives is materialized in the **Annual Environmental Management Program**, whose main **objectives** at the level of 2025 were:

- Reduction of resource consumption (electricity, water, compressed air, mineral oils);
- Reducing the amount of waste generated/discharged;
- Improving the management of hazardous substances and mixtures;
- Prevention and systematic action towards the prevention of water, air and soil pollution;

The general strategy for achieving these objectives and on the basis of which the specific actions of the Annual Environmental Management Programme are defined includes the following points:

- programmes for monitoring and measuring environmental indicators for the prevention and control of emissions into the atmosphere, wastewater, noise, soil pollution, hazardous substances and mixtures, hazardous and non-hazardous wastes
- preventive maintenance programs for relevant installations and equipment;
- methods for recording maintenance and overhaul needs;
- environmental management programs with environmental objectives and targets for pollution reduction and control
- plans to prevent and combat accidental pollution;
- trainings (courses, operative meetings) through which all staff are aware of the implications of the regulation given by the integrated environmental permit for the company's activity, of all effects on the environment, resulting from the operation under normal conditions and abnormal conditions of the installations, awareness of the need to report deviation from the conditions of the integrated environmental permit, prevention of accidental emissions and taking measures when emissions occur accidental, awareness of the need to implement and maintain training records;
- reporting and notifications to the competent environmental authorities in accordance with the permits held by COMPA.

6.1.6.2 QUALITY POLICY

COMPA S.A. is committed to developing, producing and delivering products and services that comply with the requirements of customers and stakeholders, complying with international standards ISO 9001, IATF 16949, SR EN 9100, as well as applicable legal and regulatory requirements.

Basic principles of quality:

- **Customer orientation** – meeting requirements and anticipating expectations through quality, on-time deliveries and reliable services;
- **Leadership and accountability** – management assumes the role of supporting and developing an effective and efficient management system;
- **Risk-based and opportunity-based thinking** – we identify and address risks and opportunities to ensure the continuity and competitiveness of the organization;
- **Continuous improvement** – we refine processes, products and technologies to increase performance and customer satisfaction;
- **Defect prevention and product safety** – we proactively approach processes to reduce variations, eliminate the causes of non-conformities and ensure product safety throughout manufacturing and up to assembly;
- **Employee involvement and ethical culture** – each employee is responsible for product quality and safety; the organization promotes an ethical, transparent and accountability-oriented environment;
- **Product integrity and traceability** – all products and processes are controlled, and traceability and compliance are ensured to meet customer requirements and regulatory requirements.

Strategic objectives in the field of quality:

1. Increase customer satisfaction by reducing complaints and improving positive feedback.
2. Improve process performance by reducing delivery times and increasing efficiency.
3. Continuous reduction of defects and non-conformities in production.
4. Increase supplier performance through collaboration and reduce supply non-compliances.



5. Ensuring product safety and maintaining its integrity throughout the operational flow.

Monitoring and review:

Quality performance is monitored through key indicators (KPIs) and reported to management.

The Quality Policy is:

- appropriate to the purpose and context of the organization;
- communicated and understood at all levels of the organization;
- implemented and maintained through the involvement of all employees;
- regularly reviewed and reviewed to ensure its relevance and effectiveness;
- aligned with the requirements of SR EN 9100.

The management of COMP A S.A. assumes responsibility for the implementation, maintenance and continuous improvement of the quality management system, in order to guarantee the achievement of the desired results and the long-term success of the organization.

6.1.6.3 OCCUPATIONAL HEALTH AND SAFETY POLICY

The Occupational Health and Safety Policy applies to all activities carried out within COMP A S.A. and to all persons who carry out their activity or may be affected by the company's activities, including employees, collaborators, contractors, suppliers, customers and visitors.

COMP A S.A. carries out its activity with the fundamental principle of "ZERO ACCIDENTS AND OCCUPATIONAL DISEASES", with the conviction that all accidents and occupational diseases can be prevented.

Declaration of Commitment:

The management of COMP A S.A. is committed to ensuring a safe and healthy working environment, preventing injuries, occupational diseases and incidents associated with the activities carried out.

The company operates in a responsible manner, respecting the health and safety of employees, relevant stakeholders and the community in which it operates.

COMP A S.A. will never compromise occupational health and safety requirements for production, cost or profit reasons.

In this regard, COMP A S.A. undertakes to:

- maintains and continuously improves an effective Occupational Health and Safety Management System;
- eliminate hazards and reduce OSH risks for all workers and stakeholders;
- ensure safe and task-appropriate work equipment;
- provide personal protective equipment appropriate to the existing risks;
- apply an ergonomic approach in the design and modification of workplaces;
- identify potential emergencies and establish appropriate response measures;
- prevents and reduces fire risks through technical and organisational measures;
- ensure continuous training, information and awareness of workers;
- effectively manage occupational exposures to hazardous substances;
- report, investigate and treat all incidents, work-related accidents and occupational diseases, applying corrective and preventive measures.

COMP A S.A. is committed to ensuring the consultation and active participation of workers and their representatives in the field of occupational safety and health, as well as open communication on risks and prevention measures.



Objectives and principles of Occupational Health and Safety:

Through this policy, the company sets the following objectives:

- prevention of accidents at work and occupational diseases;
- compliance with legal and other requirements applicable in the field of OSH;
- reducing occupational risks to physical and psychological health;
- developing and maintaining an organizational culture oriented towards safety and responsibility.

In the field of occupational health and safety, COMPA S.A. applies the following **general principles**:

- risk avoidance;
- assessment of risks that cannot be avoided;
- combating risks at source;
- adapting work to humans, including through ergonomic measures;
- the use of modern and safe technologies;
- prevention planning;
- continuous information and training of workers;
- protection of sensitive groups, in accordance with the legislation in force.

Policy Review:

- The Occupational Health and Safety Policy is communicated to all relevant persons, is available to interested parties and is reviewed periodically or whenever there are significant changes in the applicable activities, risks or legal requirements.
- The company's management assumes responsibility for ensuring the implementation, application and compliance with this policy at all levels of the organization.

Each employee has the responsibility to comply with occupational health and safety rules and measures, to act responsibly and to report any situation that may endanger safety and health.

6.1.6.4 INFORMATION SECURITY POLICY

COMPA S.A. recognizes the importance of protecting sensitive information and data in all aspects of its operations. We are committed to implementing, maintaining and continuously improving an Information Security Management System (ISMS) according to the requirements of the TISAX (Trusted Information Security Assessment Exchange) standard, ensuring the confidentiality, integrity and availability of information.

Guiding principles:

- 1. Privacy:**
 - We ensure that sensitive information is only accessible to authorized persons.
- 2. Integrity:**
 - We are committed to protecting the accuracy and completeness of the information and the systems used to process it.
- 3. Availability:**
 - We ensure that essential information and systems are available when they are needed.
- 4. Legal Compliance:**
 - We comply with all legal requirements, regulations and standards applicable to our industry.
- 5. Employee and stakeholder involvement:**
 - We promote an organizational culture in which information security is a shared responsibility.

Objectives

1. Protecting sensitive information:

- Implementing the necessary technical and organizational measures to protect sensitive company and customer data.

2. Minimizing risks:

- Identifying, assessing and dealing with information security risks in a systematic manner.

3. Ensuring TISAX compliance:

- Obtaining and maintaining TISAX certification for all relevant processes.

4. Employee training:

- Raising awareness about information security among all employees through regular training sessions.

5. Continuous Improvement:

- Continuous monitoring and improvement of the ISMS to respond to new security challenges.

Monitoring and review:

The information security policy is reviewed annually or whenever there are significant changes within the company or the external environment.

Key performance indicators (KPIs) are used to assess the effectiveness of the measures implemented.

The results of reviews and audits are used to set new objectives for improvement.

In case of non-compliance with the information security policy, COMPA S.A. applies a set of corrective and disciplinary measures, in accordance with the legislation in force and internal regulations.

6.1.6.5 SUSTAINABILITY POLICY

COMPA demonstrates its commitment to sustainability and responsible sourcing by implementing a clear set of principles and best practices, integrated into its certified standards: ISO 9001, ISO 14001, ISO 45001 and IATF 16949. These standards support the company's objective of operating in an ethical, responsible and sustainable way, reflected in all its activities and decisions.

Fundamental principles of sustainability policy:

1. Business Ethics:

COMPA supports corporate governance by implementing clear policies, such as the Code of Business Conduct and the Supplier Code of Conduct. These documents guarantee transparency, fairness and integrity in all commercial activities, both within the organization and in relations with its partners.

2. Legal compliance:

COMPA is committed to complying with the relevant national and international legislation, as well as other regulations it has adopted. To this end, we will continue to monitor and adapt to new legislative and regulatory requirements, ensuring that our activities comply with the standards and norms in force.

3. Integrated Management System:

COMPA's activities are carried out according to recognized international standards, including SR EN ISO 9001:2015, SR EN ISO 14001:2015, SR ISO 45001:2018 and IATF 16949. These standards ensure rigorous management in supplier selection, sourcing, production and delivery of products.

4. Sustainability in the supply chain:

Genuine and constructive partnerships with our suppliers are a fundamental pillar of our policy. COMPA is dedicated to promoting and implementing the principles of sustainability and responsible sourcing. We aim for every decision we make to generate a positive effect on the environment and support the development of communities.



5. Consideration of stakeholder needs:

COMPA understands the importance of accountability to all its shareholders and partners and adjusts its operations to meet their needs and expectations.

6. Transparency in activity:

Feedback, complaints, sanctions and penalties are documented, communicated and managed in an appropriate manner, and corrective measures are applied to ensure constant improvement.

7. Respect for human rights and labour law:

COMPA aligns with international standards in terms of human and labor rights. The company focuses on the elimination of child and forced labor, the fight against discrimination, as well as the respect of the right of association and collective bargaining, considering them essential priorities.

8. Occupational health and safety:

COMPA is committed to constantly protecting employees, contractors, visitors and other parties involved by implementing an integrated system, which has the role of reducing the risks associated with the activities carried out.

Specific sustainability objectives:**a. Climate change and energy:**

COMPA directs its resources towards the efficient use of energy, the reduction of greenhouse gas emissions and the encouragement of renewable energy sources

b. Resource Utilization:

Activities are carried out in a responsible and sustainable manner, with the aim of preserving natural resources and minimizing the impact on the environment.

c. Responsible management of establishments:

Emphasis is placed on pollution prevention, both during the performance of activities and at the completion of the procurement process.

d. Water management:

Measures to reduce water consumption, efficient wastewater treatment and runoff management shall be implemented in order to prevent pollution.

e. Waste management:

Waste reduction, recycling and reuse practices are promoted by adopting measures to minimise the amount of non-recyclable waste.

f. Reducing the impact of transport:

COMPA develops and implements strategies aimed at reducing the impact of transport on the environment and on communities.

g. Employee development:

COMPA promotes the professional development of its employees and provides them with motivation to adopt behaviors and practices that prioritize sustainability and environmental responsibility.

h. Relationship with local communities:

Transparent and respectful communication with communities is ensured, contributing to their development through various social and environmental initiatives.

i. Financial stability:

COMPA focuses its efforts on achieving stable and sustainable financial results, enabling investments in innovative and sustainable solutions that lead to high-quality and high-performance constructions.

Management commitment:



COMP A reaffirms its commitment by formulating and implementing a set of policies and procedures integrated within its Management System. Performance is continuously evaluated and results are communicated transparently, thus supporting the development of a sustainable and responsible economy.

Partnership with the community

We are actively involved in the life of the community by supporting initiatives related to education, sports and environmental protection.

Management system considerations

Our organization is certified according to the following standards for management systems, with reference to quality, environment and occupational health and safety:

- IATF 16949:2016: quality management system for the automotive industry;
- ISO 9001:2015: quality management system for the general (non-automotive) industry;
- ISO 14001:2015: environmental management system;
- ISO 45001:2018: occupational health and safety management system;

The internal performance regarding compliance with the requirements of the standards, in the year 2024, is presented in the following (no notable events occurred):

For the year 2025:

| Management System | Target/Objective | Done |
|-------------------|------------------|-------|
| IATF 16949:2016 | 90,0% | 76,0% |
| ISO 9001:2015 | 90,0% | 83,0% |
| ISO 14001:2015 | 90,0 % | 89,0% |
| ISO 45001:2018 | 90,0% | 85,0% |

A third-party audit was carried out in April 2025 to oversee IATF 16949:2016, ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 management systems. The external audit was carried out by the certification body TÜV Rheinland for all four systems. As a result, all four management systems were reconfirmed as effective and efficient.

We present the certificates below:

6.1.7. INVESTMENT, NEW PRODUCTS AND R&D ACTIVITY

6.1.7.1. INVESTMENT

Compa's development strategy, i.e. the preparation of the production plants to the standards required by the cooperation partners, as well as the equipping of the company with state-of-the-art machinery and equipment, was taken after the company was fully privatized.

The investment activity used funds for:

- purchase of machinery;
- modernization of existing machinery and installations;
- production facilities.

The funds necessary for the investment activity in the amount of 29.68 million lei were provided from own sources and European funds. The economic effects through the acquisition of new machinery and technological lines are:

- increasing labor productivity;
- reduce repair costs;
- improving technology flow;
- increase the quality of manufactured parts and reduce scrap;
- reducing energy consumption;
- Increased part machining accuracy;
- increasing the operational safety of machinery;
- reducing non-quality costs;
- Increasing the efficiency of the work through operational efficiency;

6.1.7.2. RESEARCH AND DEVELOPMENT

This activity has been greatly developed in recent years and as a result of the Compa opportunity created by accessing European funds allocated to this sector.

Areas of Research and Development in Compa structured on two components:

- **fundamental research**, which is mainly oriented towards the development of new products and processes with applicability within Compa, and depending on the opportunities and requirements that will arise, it can be extended with projects for other companies besides Compa.

This field of fundamental research has important opportunities of application in Compa, knowing that within the company was built the Research Center equipped with state-of-the-art machinery and equipment for making samples, prototypes for new products, offered to Compa's business partners

- **applied research**, which is decentralized at the company level, on the profit centers organized within the company, being assigned to these entities technical specialists, empowered with specific tasks for the implementation of processes and works that are required, approval and validation of products and processes with customers.

Since 2019, a Research and Development Center has been established in Compa, where the foundations are laid for the realization of products of a high technical and qualitative level.

Also, in this R&D Center, new projects and processes with applicability both within the company are carried out, as well as projects with advanced technology that can be made available to other companies.

As an example, here are some projects from the Center for Research and Development:

- Development of combined tooling with positive impact on product quality for different customers



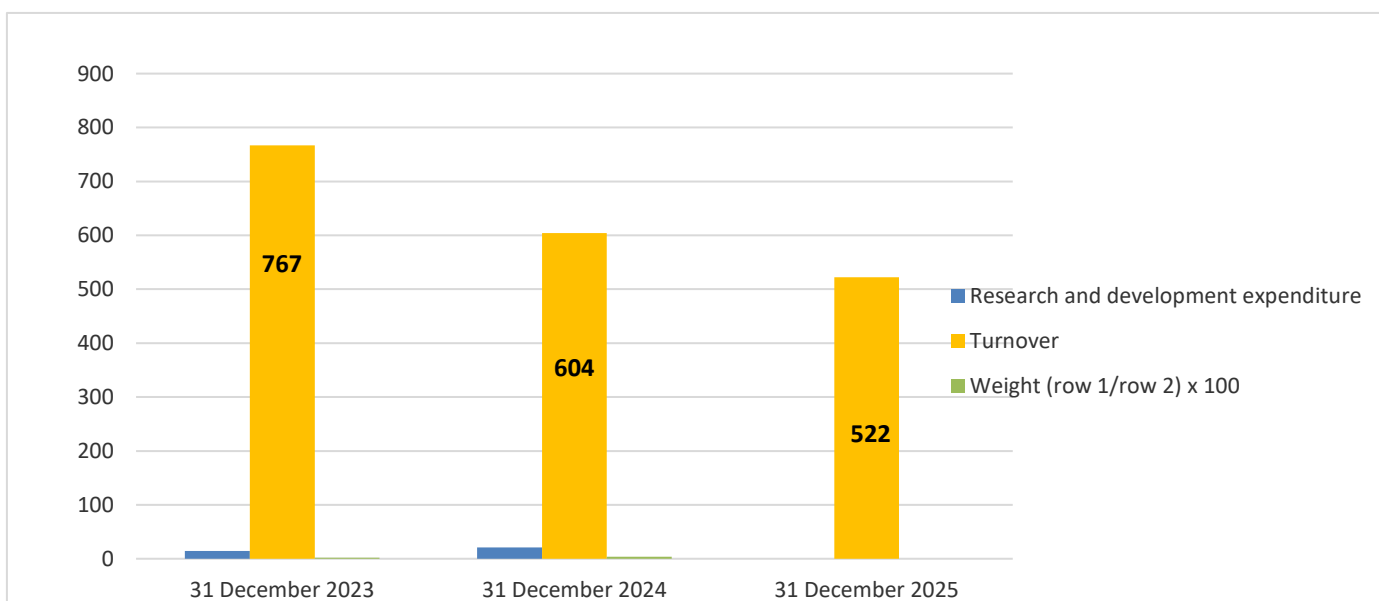
- Utilization of ferrous waste for the production of components/spare parts with a positive impact on raw material consumption
- Development of reconditioning processes for machine tool sub-assemblies using reverse engineering
- Development of processes for manufacturing components for the defense industry

R&D expenditure includes:

- expenditure on applied research carried out within the COMPA Research Center from own resources.
- expenditure on the development of new products, expenditure on constructive and technological design, including expenditure on the monitoring of new products and processes up to the time of their series production.
- expenses incurred by COMPA's technical specialists, who carry out the technological design operations in order to prepare price quotations, including those quotations which for various reasons do not result in a nomination of the company by the clients.

The evolution of R&D expenditure over the period 31 December 2023 - 31 December 2025 both in absolute terms and as a percentage of turnover is shown below:

| Indicators | 31 December 2023 | 31 December 2024 | 31 December 2025 |
|--------------------------------------|------------------|------------------|------------------|
| Research and development expenditure | 14.71 | 21.09 | 14.78 |
| Turnover | 767 | 604 | 522 |
| Weight (row 1/row 2) x 100 | 1.92 | 3.49 | 2.83 |



6.1.8. RISK MANAGEMENT

6.1.8.1. General Aspects of Risk Management in Compa

Risk management is one of the key concepts in Compa's management system for the realization of the company's strategy and medium and long term objectives in all areas of the company's activity.

Within Compa there is a permanent concern for a pragmatic, proactive approach to risk management in order to identify all categories of risks that may act in the achievement of the company's objectives. An important step in risk management in the company as a whole is the identification at all organizational levels of the company of the types of risks that we know to exist, as well as the consequences that may arise in achieving the objectives set at each level. At the same time, responsibilities have been established at all levels in order to take specific measures to deal with the problems arising from the action of these risks.

In order to achieve the objectives set at all levels in the risk management process, Compa's Top Management has taken into account the following specific aspects for 2025:

- **Risk assessment, as an ongoing activity, at the level of all managers within the company, in particular for :**
 - Identification of all categories of risks acting at each level, including new risks that have not previously manifested themselves.
 - Focusing the activity on the risks that persist and act on objectives of major importance in the company's activity
 - Quantifying the impact of risk actions and targeting actions to counter or mitigate their effects
- **Delegation of responsibility by Compa's Top Management to all levels of management within Compa's organizational structure:**
 - Responsibilities established by decentralization at the profit centre level, consisting in the management of the related risks, strictly related to the production sectors for which they are responsible.
 - Responsibilities in the central departments of the company, with a company-wide area of responsibility in areas such as: Technical ; Logistics, Quality - Environmental, Commercial (Marketing Sales , Purchasing) Economic (Financial - Accounting and Controlling); Human Resources;
- **Biannual reviews of Compa's Top Management**, with the responsible persons within the company, in which the different categories of risks are analyzed in order to establish the causes and the impact of the risks on the financial activity, as well as the measures to be taken to avoid or limit the economic effects generated by the respective risks
- **Permanent monitoring of the impact of each category of risk on the company's economic and financial activity**

Steps defined by Top Management in risk management processes:

2.1. Risk identification according to :

- Analysis of internal processes and external environment
- Using historical data on problems encountered
- Consultation with operational, financial and technical teams to indicate each risk.

2.2. Risk assessment and classification

- Likelihood of occurrence - how often these may occur within the company/department/
- Impact on the company - financial, operational, reputational losses.
- Prioritize risks according to severity and address them in a structured way.

2.3. Risk management strategies

- Risk avoidance - Changing processes to eliminate the cause of the risk
- Risk Reduction - Implementing control and prevention measures to help the company reduce the occurrence of risks.

- Transfer of risk - Taking out insurance for financial protection, or contractual clauses to transfer risk to customers/suppliers.
- Acceptance of risk - in the case of an impact there is minimal that can be managed internally.

2.4. Monitoring and continuous improvement

- Implementation of an audit and regular reporting system in the areas of quality, environment, occupational health and safety, financial and cyber security.
- Adjusting the risk management strategy based on new conditions if serious risks or misconduct are identified
- Ongoing training for employees on preventive measures.

6.1.8.2. Categories of risks with potential impact on Compa

The categories of risks with impact on Compa's activity, according to the responsibilities assigned to the management according to the organizational structure of Compa are:

6.1.8.2.1. Risks from operational activity at profit center level.

Risks and problems in the supply chain due to lack of raw materials, delays in delivery to the customer.

- The temporary lack of some materials or tooling is a risk to be taken into account, especially in a year with major disruptions in the supply chain due to external European and global factors. The risk of a manufacturing stoppage at the customer's site was eliminated by means of rapid transportation supply measures (special airplane or non-stop transport vehicles) and other operational measures.
- not having the production capacity on order to meet production volumes
- requested beyond the initial order, ordered in certain periods. These are rare, occasional situations, and the risk of non-delivery of additional quantities ordered by certain customers in certain limited periods of time is solved by scheduling the production of these additional volumes on days off (Saturdays or Sundays)
- ensuring the supply of human resources, especially skilled workers, is one of the most important
- the most serious problems facing businesses in the Sibiu area.

In order to mitigate the effects of this risk, Compa has contacted companies authorized to recruit labor force from outside Romania, so that currently there are already employed a number of 76 skilled workers (CNC machine operators and welders) from India, and in the future we are in the process of securing other workers, also from India. These workers recruited from outside Romania were provided with decent accommodation conditions and were integrated into Compa's manufacturing processes in a short time. In addition to these actions of recruiting foreign staff, the company is making great efforts to stabilize the existing staff, to reduce the fluctuation, adopting measures to attract and retain COMPA staff.

The current legislation does not make it compulsory to respect the contracts signed with local employers. There is a migration of skilled workers under contract to companies that pay better without the agreement of their previous employers.

6.1.8.3. Risks with a general impact on the business as a whole

Price risk

It was one of the most serious risks in 2025 due to the explosive rise in utility, natural gas and electricity prices, mainly triggered by the outbreak of the conflict in Ukraine.

COMPA's efforts to request and obtain from its customers the price increases required to compensate for the increases from suppliers did not materialize immediately, as most of COMPA's customers only partially accepted these influences from suppliers.

Credit risk

The investment program in the year 2025 was lower compared to previous years, in particular the years 2019 and 2020, when there was a peak in realized investment costs. Therefore during the year 2025 the credit risk had no impact on the firm's activity. The committed investment loan installments have been repaid when due.

Liquidity risk

In order to be aware of and avoid the impact of this risk on the firm's activity, i.e. to manage liquidity risk, cash flows, the degree of access to credit lines, as well as the evolution of the collection of receivables and the level of inventories are constantly monitored.

Investment financing resources were higher than investment expenditure, so that this surplus of resources had a favorable influence on financial flows.

However, in each period a permanent monitoring of the debt collection process is required in order to comply with the payment deadlines established by contracts.

Currency risk

The products manufactured and delivered by COMPA are intended for multinational companies, most of them from outside Romania, but also for Romanian companies affiliated to multinationals. Under these circumstances, almost all products manufactured and delivered by COMPA are traded in Euro, thus avoiding the impact of currency risk, due to the evolution of the exchange rate RON /EURO or RON/USD.

The risk of changes in tax legislation

The lack of predictability in tax legislation has a major impact on the economy as a whole, affecting both private and state-owned firms.

Any legislative change in the Economic field with immediate application generates changes in all areas of activity of the company (Budgets, Business Plan, forecasts, etc.).

The change in the minimum wage in 2025 was a legislative change with a major impact on private firms. The economic impact was NOT made easier because within the firm, in-line adjustments were needed to keep the difference from the minimum wage.

In 2025, the Romanian tax legislation introduced significant changes in company taxation, in particular through the implementation of the minimum tax on turnover (IMCA) and the specific turnover tax for certain sectors.

Trends in risks and uncertainties in the period ahead

In the coming period, both globally and in Romania, several trends related to economic risks and uncertainties are taking shape. Here are the main issues to consider.

1. Global geopolitical and economic risks

International conflicts and tensions: Escalating geopolitical tensions, such as the war in Ukraine and conflicts in the Middle East, contribute to global economic uncertainty. These situations can lead to higher energy prices and disruption to international trade, affecting economic growth prospects. Fuel prices have risen further as a result of Russia's unprovoked and unjustified aggression against Ukraine, which has also raised concerns about the security of energy supply in the EU. Russia's decision to suspend gas supplies to several EU Member States has further affected the situation.

▪ **Protectionist policies:** A return to protectionist economic policies, especially in major economies, may generate trade tensions and affect global supply chains, amplifying economic risks. Recent events, namely the political and military instability in Europe and the world, have recently and will in the future create major effects on the world economy as a whole.

2. Inflation and monetary policy developments

▪ **Stabilizing inflation:** Inflation is expected to reach 2% by mid2025, which could allow central banks to reduce interest rates. This could lower financing costs for companies and stimulate investment.

3. The risk of the automotive industry: In recent years, the structure of automobile production has been changing, with an increase in the production of electric cars and a corresponding reduction in the production of cars equipped with internal combustion engines.

This rapid change represents one of the major risks in COMPA's business, which has a high production exposure to cars with internal combustion engines and diesel engines. In this respect, one of the major concerns of the company's management is to change manufacturing by increasing non-auto and non-diesel production.

6.1.9. COMPA MANAGEMENT'S VISION FOR THE DEVELOPMENT OF THE BUSINESS

6.1.9.1. COMPA's place in the automotive industry

COMPA has been active in the automotive industry for more than 100 years, and from 1969 until privatization in 1999, the share of its production was exclusively for the automotive sector.

As a result of the collapse of the Romanian production of trucks, buses, vans and off-road cars, the volume of orders dropped dramatically, COMPA was forced to turn to other partners, mainly in the West, in order to start cooperation with various customers.

In this context, prestigious partners from the automotive industry were approached and long-term collaboration partnerships were established with them, such as: Phinia, Garret, JTEKT, BOSCH, THYSSENKRUPP, etc., partners to which COMPA still delivers the overwhelming share of the production realized.

As a result of Romania's accession to the European Union, this sector of the Romanian economy held in 2019 (before the spread of the Covid pandemic - 19) 14% of Romania's Gross Domestic Product.

Most of the component manufacturing companies currently operating in Romania are subsidiaries of large Western multinationals that have relocated their manufacturing to Romania, taking advantage of low labor costs.

COMPA manufactures components, for which it has no competition in Romania, the type of products manufactured at Compasunt only made by competitors mainly in the West.

Due to the industrial tradition of the company, which generally manufactures highly technical and precise products, most of the production is obtained by machining by chipping, carried out on CNC machine tools. Thus, a significant share of production is destined for diesel injection systems (passenger cars and commercial vehicles), passenger car steering systems, windshield wipers, transmission systems, etc.

The actions taken at global level to reduce CO2 emissions into the atmosphere in order to mitigate climate change find Compa with a production structure focused to a fairly large extent on the manufacture of components for internal combustion engines (gasoline and diesel), whose downward trend is well known, which requires urgent measures at the level of the company's management to reconvert the activity within COMPA.

6.9.1.2. Trends and actions taken at Compa to change the structure of manufactured production

As we have known for some years now, the automotive industry is in a period of significant transition, influenced by factors such as electrification, technological innovation and stringent environmental regulations. These changes have a direct impact on the future of engines

In recognition of these clear global trends to reduce CO2 emissions into the atmosphere, car manufacturers around the world have initiated concrete programs to restructure the production of cars currently being manufactured.

By 2035, the European Union has set a zero-emissions target for all new cars and vans sold.

The industry is facing economic difficulties, including rising insolvencies and job losses. Auto sector bankruptcies increased by about two-thirds in 2025, and experts anticipate a further 40-50% increase in 2025.

Current technological innovations by the major manufacturers to adapt to new requirements have led to the development of hybrid technologies that combine diesel engines with hydrogen, reducing CO₂ emissions by up to 85%. In this respect, Compa hopes and continues to participate in the production of components adapted to hybrid engines.

In this context the COMPA strategy is :

- Promoting COMPA's manufacturing processes and capabilities at various national and international trade fairs in order to win new customers from various industrial and defense sectors.
- Assimilation of new components mainly for non-automotive areas
- The investments are directed in particular to ensure the necessary production capacities in non-automotive areas.

- Stop investments for capacity increases for the production of new components for diesel engines, reduce those for large trucks (TIR).

6.1.9.3 Current areas of activity to be developed at Compa

- Continued manufacture of Wilo fluid pump components.

It is an industrial field with growth potential in the future, knowing that the production of pumps for fluids (water, liquid fuel, chemicals, petroleum, etc.) is constantly increasing.

COMPACT has entered into a business partnership with Wilo in recent years and plans to diversify these products in the future. The products are assimilated in COMPACT's production, approved, and their manufacture is starting.

- Developing the manufacture of mechano-welded components and structures for various industrial applications. In the last period we started series production of various components and metal housings for machines and lifting equipment.

- Another area addressed by COMPACT's management, in the context of the reconversion of manufacturing within the company, is the production of subassemblies for the manufacture of machine tools. Through a partnership with DMG MORI, one of the world's largest manufacturers of machine tools, COMPACT has committed itself to producing product categories with a high proportion of machine tools:

1. Large machined components machined by cutting on specialized numerically controlled machine tools of high precision and complexity
2. Car bodies for machine tools of different sizes and types equipping a wide range of machine tool models.

- In addition to the collaboration with DMG MORI, Compa is developing relationships with INTERLIT for the production of components of Coolant Filtration Systems. These systems ensure an efficient filtration of the liquids used in the machining processes, contributing to maintain the quality and durability of the equipment.

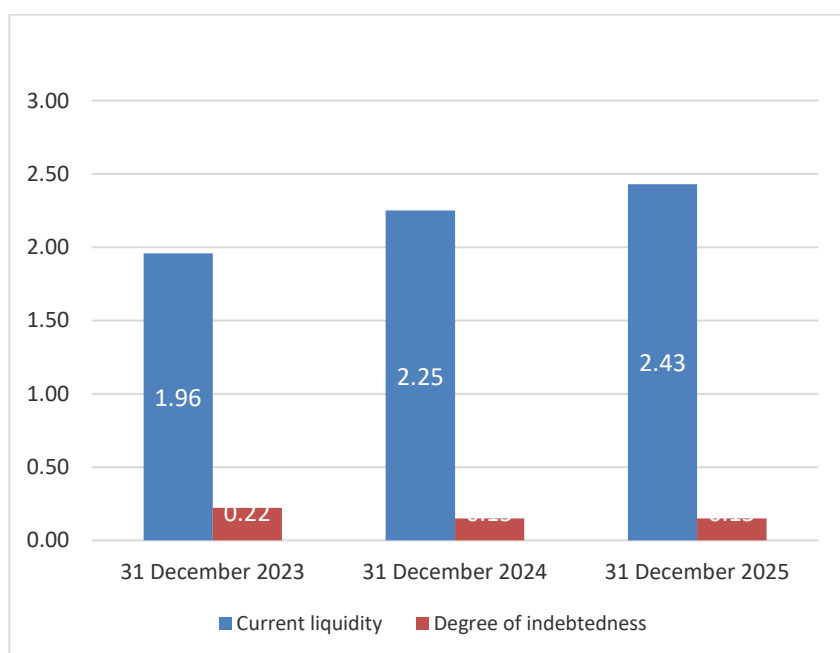
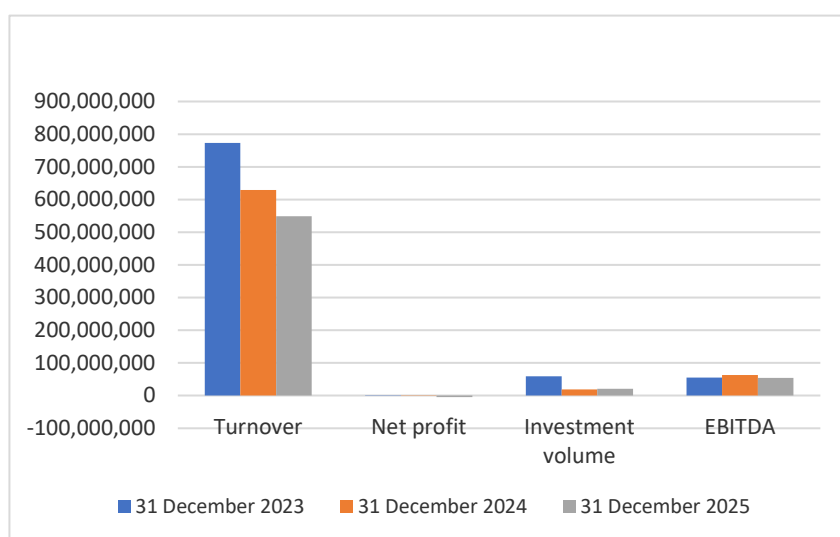
- Another field outside the manufacturing industry in which COMPACT is active, is the one oriented towards the capitalization of existing land owned by the company, namely for the construction of residential blocks, commercial premises, office buildings, on land located in the central areas of Sibiu and Cisnădie, very attractive



6.2. ANALYSIS OF THE ECONOMIC-FINANCIAL ACTIVITY OF COMPA GROUP

6.2.1. THE MAIN ECONOMIC AND FINANCIAL INDICATORS OF THE COMPA GROUP

| Indicator | 31 December 2023 | 31 December 2024 | 31 December 2025 |
|------------------------|------------------|------------------|--------------------|
| Turnover | 773,610,888 | 628,801,472 | 549,244,394 |
| Net profit | 548,151 | 1,041,082 | -4,386,931 |
| Investment volume | 59,133,249 | 18,540,529 | 21,212,203 |
| EBITDA | 55,165,552 | 62,825,058 | 54,629,109 |
| Current liquidity | 2.02 | 2.25 | 2.43 |
| Degree of indebtedness | 0.20 | 0.15 | 0.15 |



6.2.2. THE MAIN INDIVIDUAL INDICATORS FOR THE GENERAL ASSESSMENT OF THE ACTIVITY OF THE ENTITIES WITHIN THE GROUP
a) COMPA S.A. Sibiu

| INDICATOR | AT | 31 December 2023 | 31 December 2024 | 31 December 2025 |
|-------------------------|--------|------------------|------------------|------------------|
| Turnover | She | 767,200,685 | 604,023,987 | 521,813,847 |
| Net profit | She | 7,675,390 | 3,324,462 | -4,782,538 |
| Total active | She | 695,116,367 | 638,717,143 | 641,298,092 |
| Total liabilities | She | 190,591,502 | 118,988,641 | 126,727,781 |
| Average personal number | Press. | 1,792 | 1,628 | 1,380 |

b) COMPA I.T. S.R.L. Sibiu

| INDICATOR | AT | 31 December 2023 | 31 December 2024 | 31 December 2025 |
|-------------------------|--------|------------------|------------------|------------------|
| Turnover | She | 2,853,080 | 2,796,000 | 2,848,000 |
| Net profit | She | 28,627 | 61,376 | 57,707 |
| Total active | She | 1,108,545 | 1,172,557 | 1,200,130 |
| Total liabilities | She | 222,700 | 225,335 | 195,201 |
| Average personal number | Press. | 9 | 9 | 9 |

c) TRANS C.A.S. S.R.L. Sibiu

| INDICATOR | AT | 31 December 2023 | 31 December 2024 | 31 December 2025 |
|-------------------------|--------|------------------|------------------|------------------|
| Turnover | She | 15,553,764 | 13,562,403 | 12,299,069 |
| Net profit | She | -241,567 | -1,064,270 | -598,271 |
| Total active | She | 7,155,889 | 5,588,235 | 4,788,388 |
| Total liabilities | She | 2,301,427 | 1,798,043 | 1,596,467 |
| Average personal number | Press. | 45 | 42 | 30 |

d) RECASERV S.R.L. Sibiu

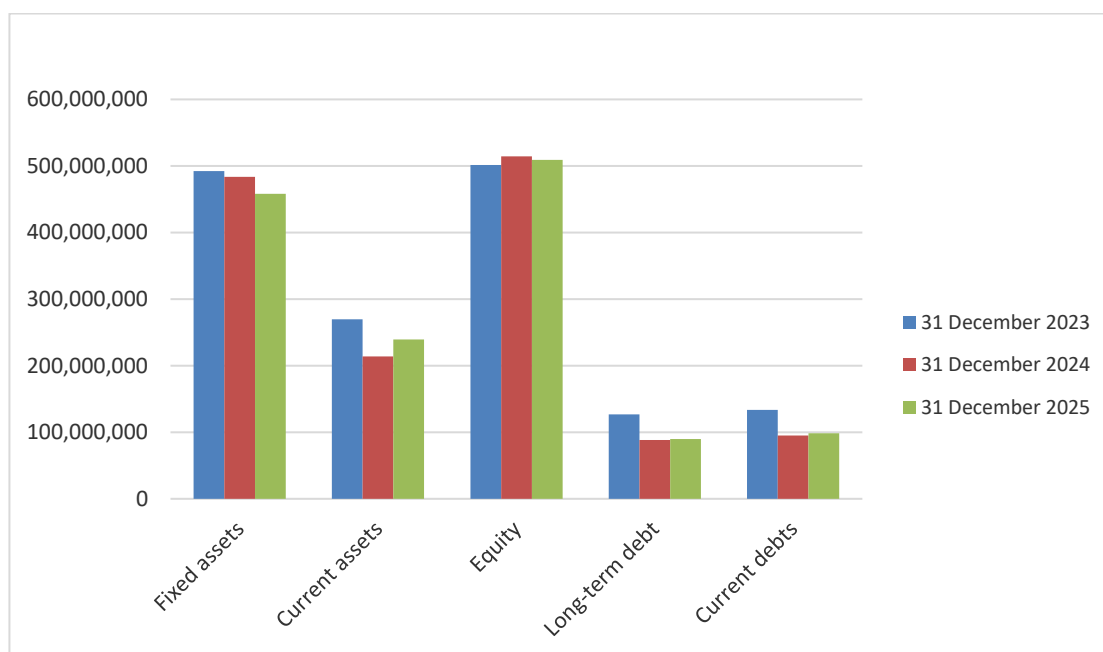
| INDICATOR | AT | 31 December 2023 | 31 December 2024 | 31 December 2025 |
|-------------------------|--------|------------------|------------------|------------------|
| Turnover | She | 2,070,481 | 2,159,926 | 0 |
| Net profit | She | 13,413 | -56,502 | -59,753 |
| Total active | She | 759,852 | 740,999 | 0 |
| Total liabilities | She | 212,604 | 250,253 | 0 |
| Average personal number | Press. | 32 | 34 | 0 |

e) ARINI HOSPITALITY S.R.L. Sibiu

| INDICATOR | AT | 31 December 2023 | 31 December 2024 | 31 December 2025 |
|-------------------------|--------|------------------|------------------|------------------|
| Turnover | She | 2,391,656 | 18,187,175 | 21,280,123 |
| Net profit | She | -6,927,712 | -1,223,985 | 995,924 |
| Total active | She | 88,990,207 | 83,554,969 | 81,109,476 |
| Total liabilities | She | 74,026,692 | 69,515,439 | 66,374,022 |
| Average personal number | Press. | 18 | 52 | 49 |

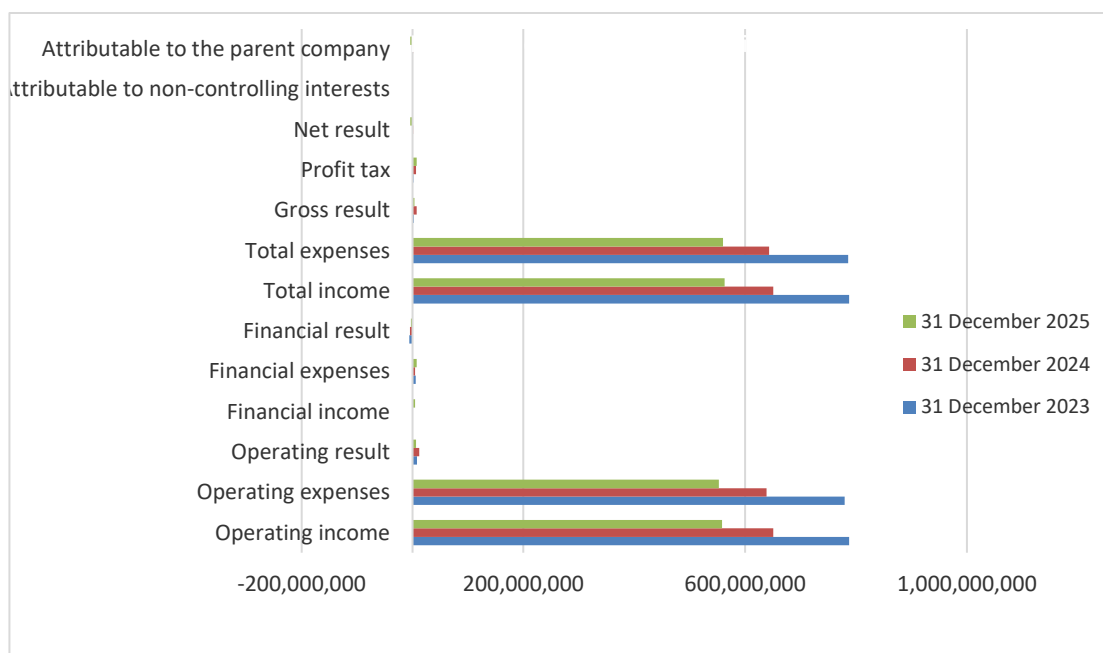
6.2.3. Main balance sheet elements and their evolution in the last three years

| EXPLANATIONS | 31 December 2023 | 31 December 2024 | 31 December 2025 |
|----------------|------------------|--------------------|--------------------|
| Fixed assets | 492,480,211 | 483,599,859 | 458,213,654 |
| Current assets | 269,558,770 | 213,985,652 | 239,247,772 |
| Equity | 501,449,564 | 514,369,821 | 509,357,115 |
| Long-term debt | 126,907,775 | 88,303,597 | 89,801,757 |
| Current debts | 133,681,642 | 94,912,093 | 98,302,554 |



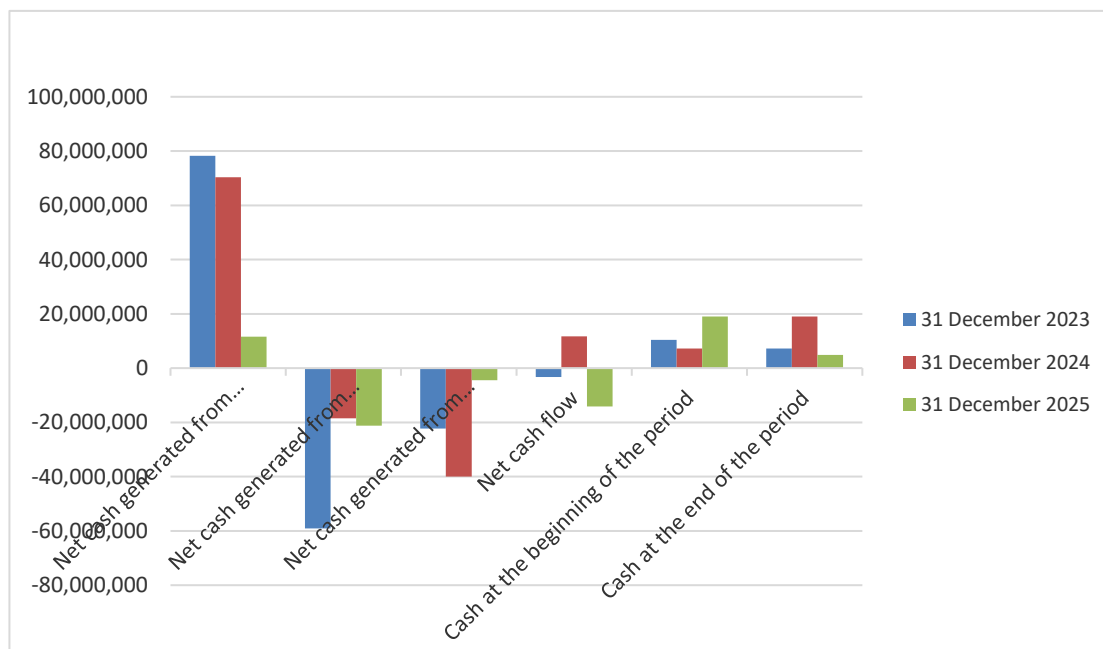
6.2.4. Income and expenditure situation in the period 31 December 2023 - 31 December 2025 :

| EXPLANATIONS | 31 December 2023 | 31 December 2024 | 31 December 2025 |
|---|------------------|------------------|------------------|
| Operating income | 787,555,914 | 650,782,496 | 558,507,532 |
| Operating expenses | 779,605,659 | 638,730,228 | 552,375,651 |
| Operating result | 7,950,255 | 12,052,268 | 6,131,881 |
| Financial income | 47,807 | 28,496 | 4,688,697 |
| Financial expenses | 5,976,579 | 4,519,034 | 7,681,547 |
| Financial result | -5,928,772 | -4,490,538 | -2,992,850 |
| Total income | 787,603,721 | 650,810,992 | 563,196,229 |
| Total expenses | 785,582,238 | 643,249,262 | 560,057,198 |
| Gross result | 2,021,483 | 7,561,730 | 3,139,031 |
| Profit tax | 1,473,332 | 6,520,648 | 7,525,962 |
| Net result | 548,151 | 1,041,082 | -4,386,931 |
| Attributable to non-controlling interests | 1,608 | -27,594 | -23,909 |
| Attributable to the parent company | 546,543 | 1,068,676 | -4,363,022 |



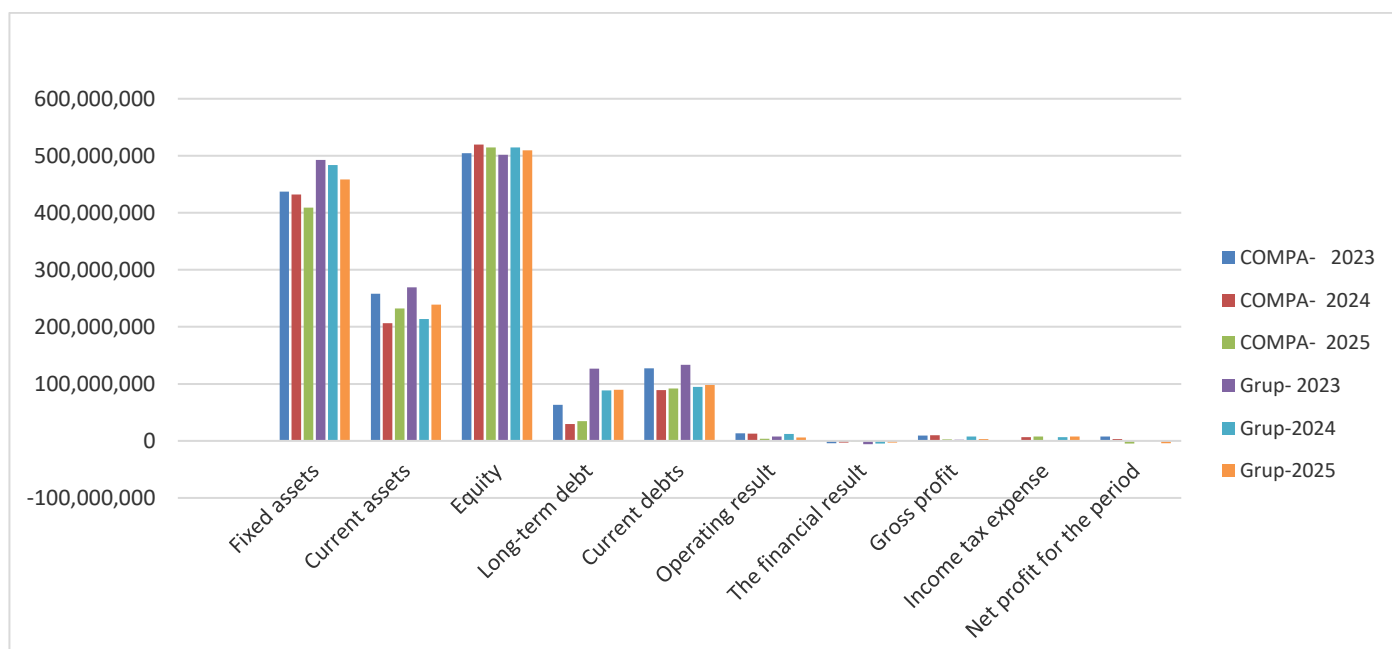
6.2.5. Cash flow situation in 31 December 2023 - 31 December 2025 :

| | 31 December 2023 | 31 December 2024 | 31 December 2025 |
|---|------------------|--------------------|--------------------|
| Net cash generated from operations | 78,219,698 | 70,314,061 | 11,536,114 |
| Net cash generated from investment activities | -59,133,249 | -18,540,529 | -21,212,203 |
| Net cash generated from financial activity | -22,328,516 | -40,006,684 | -4,425,442 |
| Net cash flow | -3,242,067 | 11,766,848 | -14,101,531 |
| Cash at the beginning of the period | 10,452,249 | 7,210,182 | 18,977,030 |
| Cash at the end of the period | 7,210,182 | 18,977,030 | 4,875,499 |



6.2.6. Comparison of the main indicators group – parent company in the period 31 December 2023 - 31 December 2025

| INDICATORS | COMPA- 2023 | COMPA- 2024 | COMPA- 2025 | Grup- 2023 | Grup-2024 | Grup-2025 |
|----------------------------------|-------------|-------------|--------------------|-------------|-------------|--------------------|
| Fixed assets | 437,318,167 | 432,085,703 | 409,220,325 | 492,480,211 | 483,599,859 | 458,213,654 |
| Current assets | 257,798,200 | 206,631,440 | 232,077,767 | 269,558,770 | 213,985,652 | 239,247,772 |
| Equity | 504,524,865 | 519,728,502 | 514,570,311 | 501,449,564 | 514,369,821 | 509,357,115 |
| Long-term debt | 63,441,677 | 29,750,136 | 34,644,543 | 126,907,775 | 88,303,597 | 89,801,757 |
| Current debts | 127,149,825 | 89,238,505 | 92,083,238 | 133,681,642 | 94,912,093 | 98,302,554 |
| Operating result | 13,337,653 | 13,003,884 | 3,511,507 | 7,950,255 | 12,052,268 | 6,131,881 |
| The financial result | -4,200,988 | -3,116,762 | -804,161 | -5,928,772 | -4,490,538 | -2,992,850 |
| Gross profit | 9,136,665 | 9,887,122 | 2,707,346 | 2,021,483 | 7,561,730 | 3,139,031 |
| Income tax expense | 1,461,275 | 6,562,660 | 7,489,884 | 1,473,332 | 6,520,648 | 7,525,962 |
| Net profit for the period | 7,675,390 | 3,324,462 | -4,782,538 | 548,151 | 1,041,082 | -4,386,931 |



7. TANGIBLE ASSETS

7.1. TANGIBLE ASSETS COMPA SA

7.1.1. Tangible assets and investments Real estate COMPA SA

COMPA owns tangible fixed assets, materialized in land, buildings, special constructions, machinery and means of transport, other fixed assets, fixed assets in progress. Their evolution over the last 3 years is presented as follows (net value):

| INDICATOR NAME | 31 December 2023 | 31 December 2024 | 31 December 2025 | % | |
|---|---------------------|---------------------|---------------------|--------------|--------------|
| | | | | 2025/2023 | 2025/2024 |
| Land, buildings and real estate investments | 174,966,637 | 206,152,910 | 204,917,903 | 117.12 | 99.40 |
| Technical installations and machinery | 208,811,873 | 179,861,149 | 158,752,238 | 76.03 | 88.26 |
| Tangible fixed assets and investment property in progress | 16,622,741 | 8,465,181 | 10,177,975 | 61.23 | 120.23 |
| TOTAL | 401,154,754 | 395,214,985 | 374,583,021 | 93.38 | 94.78 |

7.1.2 The degree of wear and tear of tangible fixed assets and investment property is shown in the table below:

| INDICATOR NAME | YEAR | | |
|---|---------------------|---------------------|---------------------|
| | 31 December 2023 | 31 December 2024 | 31 December 2025 |
| Construction and real estate investment in the nature of constructions | | | |
| - inventory value | 154,375,458 | 155,250,288 | 159,965,356 |
| - remaining value | 131,117,937 | 154,994,988 | 153,759,981 |
| - attrition | 23,257,521 | 255,300 | 6,205,375 |
| - degree of wear | 15.07 | 0.16 | 3.88 |
| Equipment and vehicles | | | |
| - inventory value | 679,185,274 | 673,270,319 | 664,138,866 |
| - remaining value | 208,811,873 | 179,861,149 | 158,752,238 |
| - attrition | 470,373,401 | 493,409,170 | 505,386,628 |
| - degree of wear | 69.26 | 73.29 | 76.10 |
| Other fixed assets | | | |
| - inventory value | 2,060,193 | 2,131,654 | 2,175,339 |
| - remaining value | 753,503 | 735,745 | 734,905 |
| - attrition | 1,306,690 | 1,395,909 | 1,440,434 |
| - degree of wear | 63.43 | 65.48 | 66.22 |

7.2. TANGIBLE ASSETS OF THE GROUP

7.2.1 TANGIBLE ASSETS GRUP COMPA

The Group owns the following categories of property, plant and equipment and real estate investments, presented in the table below (net value):

| EXPLANATIONS | 31 December 2023 | 31 December 2024 | 31 December 2025 |
|--------------------------------------|--------------------|--------------------|--------------------|
| Land and buildings | 202,920,675 | 234,984,879 | 232,195,740 |
| Equipment and vehicles | 213,896,469 | 184,782,800 | 162,630,169 |
| Other property, plant, and equipment | 3,773,910 | 3,819,274 | 3,315,158 |
| Tangible assets in progress | 28,833,084 | 8,471,525 | 10,170,630 |
| Real estate investments | 34,577,131 | 43,679,190 | 43,646,711 |
| TOTAL INTANGIBLE ASSETS | 484,001,269 | 475,737,668 | 451,958,408 |

7.2.2. Degree of wear and tear of the Group's properties

The degree of wear and tear of the Group's tangible assets in the period 31 December 2023 - 31 December 2025 is presented in the following table:

| EXPLANATIONS | 31 December 2023 | 31 December 2024 | 31 December 2025 |
|--|------------------|--------------------|--------------------|
| Constructions: | | | |
| Inventory value | 173,386,819 | 176,767,176 | 181,517,911 |
| Remaining value | 149,936,975 | 174,767,836 | 171,902,818 |
| Wear | 23,449,844 | 1,999,340 | 9,615,093 |
| Degree of wear (%) | 13.52 | 1.13 | 5.30 |
| Equipment and vehicles | | | |
| Inventory value | 693,242,882 | 688,478,194 | 678,458,353 |
| Remaining value | 213,896,469 | 184,779,957 | 162,630,169 |
| Wear | 479,346,413 | 503,698,237 | 515,828,184 |
| Degree of wear (%) | 69.15 | 73.16 | 76.03 |
| Other property, plant and equipment | | | |
| Inventory value | 5,096,173 | 5,686,505 | 5,738,050 |
| Remaining value | 3,773,910 | 3,750,395 | 3,315,158 |
| Wear | 1,322,263 | 1,936,110 | 2,422,892 |
| Degree of wear (%) | 25.95 | 34.05 | 42.23 |

The entire area of land included in the accounting records is owned by the Group, being tabulated and registered in *the Land Book*, and there are no problems related to the ownership of tangible assets, respectively land, buildings and equipment.

8. CAPITAL MARKET

The company's shares have been traded since June 1997 on the regulated market administered by the Bucharest Stock Exchange. The nominal value of one share is 0.10 lei.

Main characteristics of the issued securities: 218.821.038 registered, ordinary, fully paid shares of equal value, issued in dematerialized form and evidenced by registration in the Register of Shareholders managed by the Central Depository S.A. Bucharest. COMP A is registered under ISIN code ROCMPSACNOR9, stock exchange symbol CMP, in the Standard category.

On December 31, 2025, the company had 7,193 shareholders, both individuals and legal entities, Romanian and foreign, according to the Consolidated Register received from Depozitarul Central S.A. Bucharest.

| Shareholder name | Number of shares | Percent(%) |
|--------------------------------------|--------------------|-------------|
| DUMITRESCU MIHAELA | 41,945,252 | 19,1687 |
| TRANSILVANIA INVESTMENTS ALLIANCE SA | 30,915,137 | 14,1280 |
| BĂIAȘU VOICHIȚA -MARIA | 25,002,625 | 11,4260 |
| <i>Individuals</i> | 95,000,765 | 43,4150 |
| <i>Legal entities</i> | 25,957,259 | 11,8623 |
| Total | 218,821,038 | 100% |

Change in average selling price and number of shares traded at 31.12. 2024



TradingView

During the reference period, COMP A shares were traded, and the volume of traded shares and the total value of the traded shares can be found at <https://www.bvb.ro/FinancialInstruments/Details/FinancialInstrumentsDetails.aspx?s=CMP>. The variation of the average price in the reference period shows an increase.

8.1. Regarding the distribution of dividends to COMPA shareholders for the financial year 2024

The Ordinary General Assembly of Shareholders was convened for April 24/25, 2025, and decided that the net profit for the year 2024 should be distributed as follows:

| Destination | lei |
|---|------------------|
| TOTAL NET PROFIT, distributed as follows: | 3.324.462 |
| - Own development sources | 2.659.570 |
| - Dividends | 664.892 |

The distribution of the profit to the development fund was considered opportune for the continuation of the company's modernization process, further investments with new, modern, state-of-the-art equipment, for the modernization of existing machines and installations.

The proposal to distribute dividends under the conditions of approval by the OGMS, would take place in the fifth consecutive year.

The dividend payment date was 13.06.2025, and the gross dividend/share was set in amount of 0,00305 lei.

On August 1, 2025, the issuer approved the Dividend Policy published on the Company's website for investor information and transparency purposes.

8.2. Purchase of own shares

By the resolutions of the EGMS no. 18 and 19 of 27.04.2020 on the proposal of the Board of Directors, the share buyback program was approved, in the amount of 3.89 million lei.

As of 13.08.2020, the Company has started the share buyback program in accordance with the Resolution. AGEA 18 and 19 dated 27.04.2020

Size of the program: repurchase from the market of a maximum number of 15,000,000 own shares. The proposed acquisition price is:

- Minimum price per share: 0.1 lei
- Maximum price per share: 1 lei

Maximum monetary value allocated to the program: RON 3,890,000, excluding brokerage commissions and other acquisition costs. Payment for the repurchased shares will be made, in accordance with the provisions of Article 1031 of Law 31/1990, from the distributable profit of the company, entered in the financial statement for 2019.

Duration of the program: 18 months from the date of publication of the decision in the Official Gazette of Romania, part IV - a, (the decisions were published in the Official Gazette no.1712/15.05.2020).

The AGEA resolution of 09.09.2021 approves the implementation with respect to the shares subject to the buyback program approved by EGMS resolutions no. 18 and 19 of 27.04.2020 of a stock option plan program with the objective of granting option rights for the acquisition free of charge by employees and members of the Company's management of the repurchased shares in order to maintain and motivate them as well as to reward them for the work carried out within the Company. At the same time, it is approved to empower the Board of Directors to adopt all necessary measures and carry out all formalities required for the implementation of the share buyback plan and to establish the criteria for granting option rights.

By decision of the Board of Directors no. 92/13.08.2021 it was decided to start the buyback program. It was carried out from 17.08.2020 to 15.11.2021, and investors were informed about its completion by the current report dated

16.11.2021. Thus, 6,504,153 shares, representing 2.9723% of COMPA's share capital, were repurchased in 2020 and 2021, as follows:

- Total value of share buyback: 3,878,223.52 lei
- Average price/share: 0.5962 lei/share

In accordance with the decision of the Board of Directors no. 83/04.10.2021, the stock option plan was approved, registered under no. 81/30.09.2021 in the Register of Decisions of the Company. According to the plan, based on allocation criteria, options are granted under the plan for 6,500,000 shares to executive directors and key employees of the Company. The option exercise deadline is 08.11.2022, at the earliest.

By the decision of the Board of Directors dated 13.12.2022, it has been noted the exercise by 20 Beneficiaries of the Plan concerning the option to acquire shares for free (Stock Option Plan), approved by the decision of the Board of Directors no. 83/04.10.2022 of the right to opt for a number of 6,060,000 shares by signing the Payment Agreement made available by the company COMPA

During the month of February 2023, following the transmission to the Central Depository of the documents regarding the exercise of the right of option by the 20 Beneficiaries of the Plan, the transfer of the shares from the company's account to the names of the Beneficiaries was carried out.

Following the completion of the buyback program, 444,153 treasury shares remained unallocated, which were not distributed under the Stock Option Plan, and are therefore currently held by the issuer.

Also, following the direct transfer from Recaserv SRL – an affiliated company, liquidated and removed from the Trade Register in December 2025, the Company acquired 454,370 shares.

Therefore, the Company currently holds **898,523** treasury shares.

8.3. Relations with shareholders and investors

The issuer adopted the Investor Relations Policy on August 1, 2025, which is published on the Company's website.

Shareholders/investors can obtain information about COMPA and key events on the website www.compa.ro and on the website www.bvb.ro.

Shareholders and investors can obtain up-to-date information on COMPA's activities, as well as on the main events and current reports, through the "Investor Relations" section available on the company's official website, www.compa.ro, as well as on the capital market operator's website, www.bvb.ro

In relation to the capital market, the company has fulfilled all its reporting obligations arising from legal provisions during this period by publishing the mandatory continuous and periodic reports in the electronic system of the Financial Supervisory Authority and the Stock Exchange, as well as on the company's website.

In accordance with the provisions of the Corporate Governance Code, continuous and periodic information was disseminated simultaneously in both Romanian and English.

8.4. Capital and management issues

The company's Board of Directors consists of five members elected on the basis of the OGMS of April 22, 2021, and subsequently, on the basis of the AGOA decision of April 25, 2024, the election and appointment of Ms. Mihaela Dumitrescu was approved for a one-year term starting on April 25, 2024, of Ms. Mihaela Dumitrescu, to hold the position of administrator on the Board of Directors of COMPA S.A. Ms. Mihaela Dumitrescu has held the position of provisional administrator until now.

During the reference period, the four-year term of the COMPA Board of Directors elected on April 28, 2021, ended on April 28, 2025, with a new Board of Directors being elected (through re-election or appointment of members) for a new four-year term.

During 2025, there were no changes in the share capital.

At the same time, COMP A was not unable to meet its financial obligations.

There were no major transactions concluded by the company with persons with whom it acts in concert or in which these persons were involved during the relevant period.

During the financial year, notifications were received in accordance with Annex 18 to ASF Regulation No. 5/2018 on transactions with the issuer's shares carried out by persons exercising management responsibilities.

Notifications were also received regarding changes in significant holdings, in accordance with Article 74(6) of Law No. 24/2017.

8.5. Relationship between parent company and affiliated companies

The parent company COMP A prepared and published consolidated financial statements in accordance with the applicable accounting regulations, for the financial year ended on 31.12.2025.

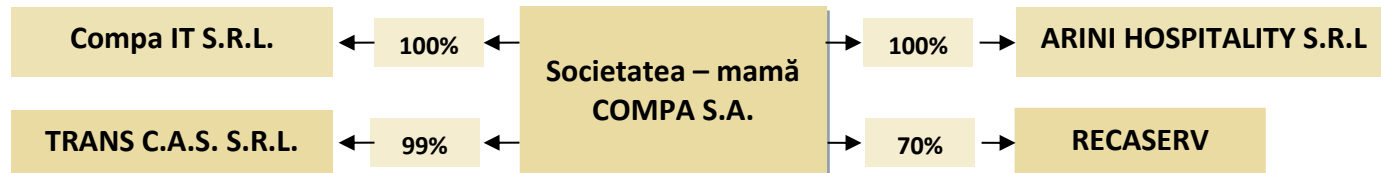
In this context, COMP A - Parent Company has control, namely the share of its equity interest in the share capital of affiliated companies is more than 50% in the following affiliated entities:

COMP A I.T. S.R.L. 100.00% OF THE SHARE CAPITAL

TRANS C.A.S. S.R.L. 99.00%

RECASERV S.R.L. 70.00%

ARINI HOSPITALITY S.R.L. 100.00%



9. MANAGEMENT OF THE COMPANY

9.1. BOARD OF DIRECTORS

Starting with 9.11.2023, the Board of Directors of the Company consists of the following members:

| | |
|----------------------------|---|
| DEAC Ioan | - Executive Administrator / President of the Board of Directors |
| DUMITRESCU Mihaela | - Executive Administrator/ Vice-President of the Board of Directors |
| MAXIM Mircea-Florin | - Non-executive director |
| BALTEȘ Nicolae | - Independent non-executive director |
| NEAȚȘU Vlad-Nicolae | - Independent non-executive director |

By Decision no 49/25.04.2024 OGMS approves the election and appointment for a one- year mandate starting on 25.04.2024 of Mrs. Mihaela Dumitrescu domiciled in Sibiu for the position of administrator in the Board of Directors of COMP A considering the provisionally filled vacancy.

On **April 24, 2025**, following the expiration of the term of office of the members of the Board of Directors, the Ordinary General Meeting of Shareholders (OGMS) approved, by Resolution No. 45, the election of a new Board of Directors for a term of four years, consisting of the following members:

| | |
|----------------------------|--|
| DEAC Ioan | - Non-executive Member/Chairman of the Board of Directors |
| DUMITRESCU Mihaela | - Executive Member/Vice-Chairman of the Board of Directors |
| BĂIAȘU Dan-Nicolae | - Executive Member |
| BALTEȘ Nicolae | - Non-executive Member |
| NEAȚȘU Vlad-Nicolae | - Independent Non-executive Member |

Audit Committee

By Decision No. 61 dated 01.08.2025, the Board of Directors approved the election of the members of the Audit Committee for the new term of office. Thus, the Committee is composed of the following members:

| | |
|----------------------------|---|
| BALTEȘ Nicolae | - Non-executive Member / Chairman of the Audit Committee |
| NEAȚȘU Vlad-Nicolae | - Independent Non-executive Member/ Member of the Audit Committee |

MEMBERS OF THE BOARD



Ioan Deac
President Board



Dan Băiașu
CEO
Administrator



Mihaela Dumitrescu
Vice President Board
CFO



Nicolae Balteș
Administrator
President Audit
Committee



Vlad - Nicolae Neațșu
Administrator
Member Audit
Committee

| Name and surname | Age | Qualification | Professional Experience | The function | Seniority in function | Shareholders capital at 31.12.2025 |
|---------------------|-----|--|-------------------------|---|-----------------------|------------------------------------|
| DEAC Ioan | 76 | Engineer-Bachelor's Degree in Machine Construction Techology- Cluj Polytechnic Institute -Faculty of Mechanics | 50 | President of the Board of Directors / General Manager | 33 years | 8,0229% |
| DUMITRESCU Mihaela | 53 | Economist-Bachelor's Degree in Economic Sciences- Babes Bolyai University Cluj Napoca | 30 | Vice president of the Board- Executive Member/CFO | 2 years | 19,2077% |
| BĂIAȘU Dan Nicolae | 47 | Economist - Bachelor's Degree in Economics – Babeș Bolyai University, Cluj Napoca | 23 | Executive Member of Board/CEO | 8 months | 0,4145% |
| BALTEȘ Nicolae | 66 | Economist – Bachelor's Degree in Economic Sciences, Finance-Accounting specialization- Bucharest Academy of Economic Studies, Faculty of Finance-Accounting | 41 | Independent non-executive director/ Chairman of the Audit Committee | 9 years | 0% |
| NEACȘU VLAD-NICOLAE | 44 | Economist – Bachelor's Degree in Service management, Bucharest Academy of Economic Studies-Faculty of Management Master's Diploma in Business Administration-Bucharest Institute of Business Administration | 18 | Independent non-executive administrator/ Audit Committee member | 5 years | 0,002% |

9.2 EXECUTIVE MANAGEMENT

In accordance with the provisions of Law no. 31/1990, by Decision no. 2 dated 28.04.2021, the Board of Directors approved the appointment of Mr. Ioan DEAC as General Manager of COMP A S.A. with the delegation of management duties in this regard.

In accordance with the provisions of Law nr. 31/1990, by Decision no. 96 of 8.11.2023, the Board of Directors approved the appointment of Mrs Mihaela DUMITRESCU as Economic Director of COMP A S.A. starting from 09.011.2023 until 30.04.2024 with the delegation of management duties in this regard.

The Board of Directors of COMP A S.A. has been convened which approved the extension of the mandate of the Economic Director of the company COMP A SA Mrs. Mihaela DUMITRESCU starting from 30.04.2024 until 30.04.2025 according to the provisions of Article 143 (1) of Companies Low no.31/1990 with the delegation of company's management duties.

1. DEAC Ioan CEO
2. DUMITRESCU Mihaela CFO

In accordance with the provisions of Law No. 31/1990, by Decision No. 50 dated 28.04.2025, the Board of Directors approved the appointment of Mr. **BĂIAȘU Dan Nicolae** as **Chief Executive Officer** of COMPA, delegating management powers in this regard, for a four-year term starting on April 29, 2025, as well as the extension of the term of Ms. **DUMITRESCU Mihaela** as **Chief Financial Officer** of COMPA, with the delegation of management powers in this regard, for a four-year term starting on April 29, 2025.

1. BĂIAȘU Dan Nicolae CEO
2. DUMITRESCU Mihaela CFO

9.3. MANAGEMENT BY FUNCTIONS

The Directors by functions are responsible for taking all measures related to each one's field of activity respecting the power granted.

The directors periodically inform the Board of Directors about the operations undertaken to achieve the objectives and indicators entrusted by the *Strategic Dashboard*, of their inclusion, but also about the fulfillment of other tasks received.

During 01.01.2024-28.04. 2024 the *Structure of the management by function* has the following component:

- | | |
|-----------------------------|---|
| 1. BĂIAȘU Dan-Nicolae | Deputy CEO/ Commercial Director |
| 2. ACU Florin - Ștefan | Technical Director -Technical Projects Department |
| 3. FIRIZA Sorin Ioan | Technical Director -Technical Processes and Products Department |
| 4. DUMITRESCU Ștefan Cosmin | Production Director -Production 1 |
| 5. ȚUȚUREA Mihai | Production Director -Production 2 |
| 6. BLAJ Robert | Logistics Director |
| 7. ȚUICU Liviu-Laurențiu | Director of Quality-Environment |
| 8. DRAGOMIR Marius C-tin | Engineer, Head of Maintenance Department |

Given the appointment of Mr. Băiașu Dan Nicolae as General Manager on April 28, 2025, the structure of the management board by function is as follows:

- | | |
|-----------------------------|--|
| 1. ACU Florin Ștefan | Technical Director - Technical Projects Department |
| 2. FIRIZA Sorin Ioan | Technical Director - Technical Processes and Products Department |
| 3. DUMITRESCU Ștefan Cosmin | Production Director - Production 1 |
| 4. ȚUȚUREA Mihai | Production Director - Production 2 |
| 5. BLAJ Robert | Logistics Director |
| 6. ȚUICU Liviu-Laurențiu | Quality and Environment Director |
| 7. DRAGOMIR Marius | Chief Maintenance Engineer |
| 8. GAIDARJI Petru | Procurement Manager |
| 9. ȘERBAN ALEXANDRU | Sales Manager |
| 10. FORSEA ALEXANDRU | ICR Manager |

About Us

Organizational Structure



Dan Băiașu
Chief Executive Officer

Investor Relations | Councilors | Personal Data Protection | Company Strategy | Information Security

Finance & Human Resources



Mihaela Dumitrescu

Director
Controlling
Financial - General Accounting
Human Resources
Training Center
Occupational Health & Safety

Technical



Florin Acu

Director
Product Design
Process Design
Project Management

Technical



Sorin Firiza

Director
Machining technologies
Forming technologies
Research & Development
Continuous Improvement

Production



Cosmin Dumitrescu

Director

Production



Mihai Țuțurea

Director

Logistics



Robert Blaj

Director
Production logistics
Purchasing logistics
Warehouse - internal flow
Customs office
Sales Logistics

Quality & Environment



Liviu Țuicu

Director
Product/Process/
Environment Control
Product process audit
Measurements,
Analysis & Testing

Maintenance



Marius Dragomir

Chief Engineer

Sales



Alexandru Șerban

Manager
Sales
Marketing

Purchasing



Petre Gaidarji

Manager
Purchasing
Supplier Development



B. ANNUAL CONSOLIDATED and AUDITED FINANCIAL STATEMENTS

1. INDIVIDUAL FINANCIAL STATEMENTS FOR THE FISCAL YEAR ENDED 31 December 2025

The audited financial statements, provided for in paragraph (2) letter a), include these consolidated accounts drawn up in accordance with Regulation (EC) No. 1606/2002 of the European Parliament and of the Council of 19 July 2002 on the application of international accounting standards, as well as the annual accounts of the parent company, drawn up in accordance with the national regulations of the Member State in which the parent company is registered.



a. Individual statement of financial position for the year ending 31 December 2025

All amounts are expressed in lei unless otherwise specified

| | <u>Note</u> | <u>31 December 2025</u> | <u>31 December 2024</u> |
|--|-------------|-------------------------|-------------------------|
| Assets : | | | |
| Fixed assets: | | | |
| Tangible fixed assets | 4.1 | 326,987,653 | 349,236,104 |
| Real estate investment | 4.2 | 47,595,368 | 45,978,881 |
| Intangible fixed assets | 5 | 5,864,776 | 6,697,242 |
| Other receivables (Grants and settlements from joint ventures) | 6 | 87,492 | 825,771 |
| Other non-current assets | 7 | 4,539,536 | 5,132,205 |
| Financial investments | 20 | 24,145,500 | 24,215,500 |
| Fixed assets - total | | 409,220,325 | 432,085,703 |
| Current assets: | | | |
| Stocks | 8 | 107,216,582 | 93,270,508 |
| Trade and other receivables | 6 | 122,371,588 | 96,207,494 |
| Other receivables (Grants and settlements from joint ventures) | 6 | 1,916,814 | 2,421,370 |
| Cash and cash equivalents | 9 | 572,783 | 14,732,068 |
| Current assets - total | | 232,077,767 | 206,631,440 |
| Total Assets | | 641,298,092 | 638,717,143 |
| Equity: | | | |
| Issued capital | 11 | 21,882,104 | 21,882,104 |
| Share capital adjustments | 11 | -343,247 | -265,638 |
| Book | 11 | 407,482,463 | 404,789,400 |
| Reserve adjustment | 11 | 23,122,057 | 23,122,057 |
| Retained result | 11 | 67,209,472 | 66,876,117 |
| Current result | 11 | -4,782,538 | 3,324,462 |
| Profit distribution | 11 | 0 | 0 |
| Equity - total | | 514,570,311 | 519,728,502 |
| Debts | | | |
| Long-term debt : | | | |
| Financial debts | 12 | 17,558,584 | 5,292,700 |
| Revenue in advance (advance revenue, subsidies) | 13 | 12,543,377 | 17,162,120 |
| Provisions | 14 | 4,542,582 | 7,295,316 |
| Long-term liabilities - total | | 34,644,543 | 29,750,136 |
| Current debts: | | | |
| Financial debts | 12 | 3,679,961 | 16,129,819 |
| Trade and similar debts; | 13 | 51,598,330 | 53,797,217 |
| Customer contract debts | 13 | 16,415,692 | 0 |
| Other debts | 13 | 14,615,116 | 13,136,806 |
| Current tax liabilities | 10;13 | 1,328,203 | 1,299,240 |
| Revenue in advance (revenue in advance, subsidies) | 13 | 4,445,936 | 4,875,423 |
| Current liabilities - total | | 92,083,238 | 89,238,505 |
| Total debts | | 126,727,781 | 118,988,641 |
| Total equity and debt | | 641,298,092 | 638,717,143 |

b. Statement of profit or loss and other comprehensive income for the year closed on 31 December 2025

All amounts are expressed in lei unless otherwise specified

| | Note | 31 December 2025 | 31 December 2024 |
|--|-------------|-----------------------------|-----------------------------|
| Revenue from sales of finished products | <u>15</u> | <u>506,006,108</u> | <u>588,248,936</u> |
| Revenue from services rendered | <u>15</u> | <u>1,614,145</u> | <u>2,677,544</u> |
| Revenue from sale of goods | 15 | 6,419,411 | 6,558,087 |
| Revenue from other activities | 15 | 7,774,183 | 6,539,420 |
| Other revenue | 15 | 8,512,109 | 21,340,759 |
| Total revenue | | 530,325,956 | 625,364,746 |
| Change in stocks of finished goods and work in progress | 16 | 13,309,872 | -5,374,047 |
| Raw materials and consumables used | 16 | -279,408,077 | -323,082,749 |
| Energy and water costs | 16 | -30,513,632 | -32,321,110 |
| Expenditure on employee benefits | 17 | -146,915,351 | -159,658,224 |
| Amortization and depreciation expenses | 4 ,5, 16 | -41,201,427 | -51,219,531 |
| Transportation expenses | 16 | -13,032,722 | -13,569,798 |
| Services provided by third parties | 16 | -25,971,658 | -17,449,291 |
| Other expenditure | 16 | -3,081,454 | -9,686,112 |
| Total expenditure | | -526,814,449 | -612,360,862 |
| Operating result | | 3,511,507 | 13,003,884 |
| Financial income | 18 | 94,420 | 112,357 |
| Financial expenses | 18 | -953,094 | -2,277,533 |
| Other financial gains/losses | 18 | 54,513 | -951,586 |
| Net financing costs | | -804,161 | -3,116,762 |
| Pre-tax profit | | 2,707,346 | 9,887,122 |
| (Expenses) / Deferred corporate income tax revenues | 10 | -2,329,733 | -595,134 |
| Current income tax expense | 10 | -5,160,151 | -5,967,526 |
| Net profit for the period | | -4,782,538 | 3,324,462 |
| Other comprehensive income: Of which other comprehensive income that will not subsequently be reclassified to profit or loss: | | | |
| Income tax on other comprehensive income | 10 | 366,849 | -884,512 |
| Other comprehensive income, net of tax | | 366,849 | -884,512 |
| Total overall result for the year | | -4,415,689 | 2,439,950 |
| Non-consolidated result per basic / diluted share | 19 | -0.022 | 0.015 |

c. Individual statement of changes in equity for the year ending 31 December 2025

All amounts are expressed in lei unless otherwise stated

| Equity component | Share capital | Share capital adjustments | Legal reserves | Legal reserves adjustments | Revaluation reserve | Other reserves | Adjustments to other reserves | Retained result | Total |
|--|-------------------|---------------------------|------------------|----------------------------|---------------------|--------------------|-------------------------------|-------------------|--------------------|
| Balance at 01 January 2024 | 21,882,104 | -265,638 | 4,376,421 | 22,679,066 | 83,891,130 | 300,802,924 | 442,991 | 70,715,867 | 504,524,865 |
| Profit for the year | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3,324,462 | 3,324,462 |
| Other comprehensive income, of which: | | | | | | | | | |
| Revaluation of tangible fixed assets | | | | | 14,401,660 | | | | 14,401,660 |
| Transfer reserves to result | | | | | -1,092,052 | | | 989,157 | -102,895 |
| Income tax on other comprehensive income | | | | | | -884,512 | | | -884,512 |
| Transactions with shareholders recognized directly in equity, of which: | 0 | 0 | 0 | 0 | 0 | 3,293,830 | 0 | -4,828,908 | -1,535,078 |
| Distribution of free shares | | | | | | 0 | | | 0 |
| Profit distribution | | | | | | 3,293,830 | | -4,828,908 | -1,535,078 |
| Balance at 31 December 2024 | 21,882,104 | -265,638 | 4,376,421 | 22,679,066 | 97,200,738 | 303,212,242 | 442,991 | 70,200,578 | 519,728,502 |

| Equity component | Share capital | Share capital adjustments | Legal reserves | Legal reserves adjustments | Revaluation reserve | Other reserves | Adjustments to other reserves | Retained result | Total |
|--|-------------------|---------------------------|------------------|----------------------------|---------------------|--------------------|-------------------------------|-------------------|--------------------|
| Balance at 01 January 2025 | 21,882,104 | -265,638 | 4,376,421 | 22,679,066 | 97,200,738 | 303,212,242 | 442,991 | 70,200,578 | 519,728,502 |
| Profit for the year | 0 | 0 | 0 | 0 | 0 | 0 | 0 | -4,782,538 | -4,782,538 |
| Other comprehensive income, of which: | | | | | | | | | |
| Revaluation of tangible fixed assets | | | | | 0 | | | | |
| Transfer reserves to result | | | | | -333,355 | | | | |
| Income tax on other comprehensive income | | | | | | 366,849 | | | 366,849 |
| Transactions with shareholders recognized directly in equity, of which: | 0 | -77,609 | 0 | 0 | 0 | 2,659,569 | 0 | -3,324,462 | -742,502 |
| Distribution of free shares | | | | | | 0 | | | -77,609 |
| Profit distribution | | | | | | 2,659,569 | | | -664,893 |
| Balance at 31 December 2025 | 21,882,104 | -343,247 | 4,376,421 | 22,679,066 | 96,867,383 | 306,238,660 | 442,991 | 62,426,933 | 514,570,311 |

d. Individual cash flow statement for the year ending 31 December 2025

All amounts are expressed in lei unless otherwise specified

| Explanations | 31 December 2025 | 31 December 2024 |
|---|---------------------|---------------------|
| Cash flows from operating activities: | | |
| Pre-tax profit | 2,707,346 | 9,887,122 |
| Expenses related to amortization and depreciation of fixed assets | 45,961,584 | 48,157,645 |
| (Increases) / Decreases in stocks | -13,946,074 | 17,855,995 |
| (Cresteri) / Descresteri creant | -24,328,590 | 45,433,896 |
| Increases/ (Decreases in debt) | 15,724,078 | -40,132,042 |
| Adjust other non-monetary items | -18,271,038 | -15,582,594 |
| Net cash generated from operating activities | 7,847,306 | 65,620,022 |
| Cash flows from investment activity: | | |
| Acquisitions of tangible fixed assets and real estate investments | -20,243,338 | -16,898,464 |
| Acquisitions of intangible fixed assets | -626,185 | -529,038 |
| Net cash generated from investing activities | -20,869,523 | -17,427,502 |
| Cash flows from financial activity | | |
| (Increases) / Decreases bank loans | -183,974 | -31,725,488 |
| Interest payments | -953,094 | -2,277,533 |
| Net cash generated from financial activity | -1,137,068 | -34,003,021 |
| Net cash generated from total activity | -14,159,285 | 14,189,499 |
| Cash and cash equivalents at beginning of period | 14,732,068 | 542,569 |
| Cash and cash equivalents at the end of the period | 572,783 | 14,732,068 |

e. NOTES TO THE SEPARATE FINANCIAL STATEMENTS FOR THE YEAR ENDED LA 31.12.2025

1. GENERAL INFORMATION

COMP A is a joint-stock company with registered office in Sibiu. str.Henri Coandă nr.8. CP 550234.

1.1. Field of activity

The main activity according to CAEN is 2932 - Manufacture of other parts and accessories for motor vehicles and their engines.

1.2. Form of company ownership

COMP A S.A. is 100% privatized since September 1999. The company is listed. The shares have been traded on the Bucharest Stock Exchange since June 1997 and are currently traded in the Standard category. symbol CMP.

1.3. Company evolution

By the Government Decision no.1296/13 December 1990 the company became COMP A S.A.. coming from the Sibiu Auto Parts Enterprise (I.P.A.Sibiu). I.P.A.Sibiu was established in 1969 by the merger of two units: the Elastic Plant and the Automecanica Plant Sibiu. Since 1991. COMP A was organized in factories/workshops. constituted by product families. as cost centres. which in time became profit centres. in order to decentralize and facilitate the constitution of joint-ventures.

2. THE BASIS FOR DRAWING UP

Declaration of conformity

The separate financial statements have been prepared in accordance with International Financial Reporting Standards as adopted by the European Union and with the Order of the Minister of Public Finance No. 2844/2016. The Company has adopted IFRS reporting starting with the 2012 financial statements.

continuity principle

The separate financial statements have been prepared on a going concern basis. This assumes that the Company will be able to carry on its business under normal conditions.

Evaluation basics

The separate financial statements have been prepared on the historical cost basis. except for certain property, plant and equipment which are measured at revalued amount or fair value as explained in the accounting policies. Historical cost is generally based on the fair value of the consideration given in exchange for the assets.

Presentation and functional currencies

The individual financial statements are presented in Romanian lei (RON). rounded to the nearest whole number. this is the functional currency of the Company.

Using estimates and judgments

The preparation of separate financial statements in conformity with IFRS as adopted by the European Union requires management to make estimates, judgments and assumptions that affect the application of accounting policies and the reported amounts of assets, liabilities, income and expenses. Estimates and judgments are generally based on historical information and any other sources believed to be representative of the situations encountered. Actual results may differ from these estimates.

Estimates and assumptions are reviewed periodically. Revisions to accounting estimates are recognized in the period in which the estimate is revised and in future periods if affected.

The change in estimates does not affect prior periods and is not a correction of an error.

Information about critical judgments in the application of the Company's accounting policies, whose effect is material on the amounts recognized in the financial statements is included in the notes to the:

Tangible and intangible fixed assets - Useful life of tangible fixed assets

Tangible and intangible assets are depreciated over their useful lives. The Company's management uses professional judgment in determining useful life, and the evidence used in determining useful life includes the technical specifications of the machines, information from the commercial contracts that the Company has with customers, the history of products sold, market information related to the Company's products and the adaptability of the machines.

Tangible and intangible fixed assets - Adjustments for impairment of tangible fixed assets

Intangible and tangible fixed assets are analyzed for indications of impairment at the date of the financial statements. If the net carrying amount of an asset is greater than its recoverable amount, an impairment loss is recognized to reduce the net carrying amount of that asset to its recoverable amount. If the reasons for recognizing the impairment loss disappear in subsequent periods, the net carrying amount of the asset is increased to the level of the net carrying amount that would have been determined had no impairment loss been recognized. Evidence that may result in impairment includes a decline in usefulness to the company, excessive physical wear and tear, the emergence of new production technologies.

Deferred taxes

Deferred tax assets are recognized as assets to the extent that it is probable that taxable profit will be available against which the losses can be utilized. Management uses professional judgment in determining the amount of deferred tax assets that can be recognized as assets.

The management's decisions are based on information from the commercial contracts that the Company has concluded with customers, forecasts related to the automotive and automotive components market.

Provisions

Provisions are recognized when the Company has a present legal or constructive legal or constructive obligation as a result of a past event, it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation and a reliable estimate of the amount of the obligation can be reliably measured. The amount recognized as a provision is the best estimate of the expenditure required to settle the present obligation at the end of the reporting period.

Recoverable value of assets

The assessment for impairment of receivables is performed on an individual basis and is based on management's best estimate of the present value of the cash flows expected to be received. The Company reviews its trade and other receivables at each statement of financial position date, to assess whether it should recognize an impairment in the income statement. In particular, management's judgment is required to estimate the amount and to coordinate future cash flows when determining the impairment loss. An impairment loss is recognized if the carrying amount of an asset or cash-generating unit exceeds its estimated recoverable amount. These estimates are based on assumptions about several factors, and actual results may differ, resulting in future changes in adjustments.

Fair value measurement of instruments

When the fair value of financial assets and financial liabilities reflected in the statement of financial position cannot be measured on the basis of quoted prices in active markets, their fair value is measured using valuation techniques, including the discounted cash flow model. Assumptions in these models are taken from available market information, but when this is not possible, reasoning is required to determine fair value. Reasoning includes determining assumptions such as credit risk and volatility.

1. SIGNIFICANT ACCOUNTING POLICIES

3.1. New standards and interpretations effective in the current period and adopted by the Group on or after January 1, 2025, inclusive

Amendments to IAS 21 – The Effects of Changes in Foreign Exchange Rates

The amendments introduce additional requirements for determining the exchange rate in situations where one currency cannot be converted into another currency. In such cases, the entity must estimate the spot exchange rate that would have been used in an orderly transaction between market participants at the measurement date.

3.2. Standards and Interpretations issued by the IASB and adopted by the EU that are not yet effective and the Group does not apply them early

At present, IFRS as adopted by the EU do not differ significantly from the regulations adopted by the International Accounting Standards Board (IASB) with the exception of the following standards, amendments to existing standards and interpretations, which have not been endorsed for use:

IFRS 18 – Presentation and Disclosure in Financial Statements

The standard introduces new requirements regarding the presentation and structure of the statement of profit or loss and improves the transparency and comparability of financial performance between entities. The standard will replace certain requirements of **IAS 1 – Presentation of Financial Statements**.

The standard is mandatory for annual financial periods beginning on or after 1 January 2027.

IFRS 19 – Subsidiaries without Public Accountability: Disclosures

The standard allows subsidiaries without public accountability to apply the recognition and measurement requirements of IFRS while benefiting from reduced disclosure requirements in the financial statements.

The standard will become effective for annual financial periods beginning on or after 1 January 2027.

Amendments to IFRS 9 – Financial Instruments and IFRS 7 – Financial Instruments: Disclosures

These amendments include clarifications regarding the classification and measurement of certain financial instruments and introduce additional disclosure requirements.

Except as described above, the Company expects that the adoption of the new standards, revisions and interpretations will not have a material impact on the Company's separate financial statements.

Foreign currency conversion

In preparing the Company's separate financial statements, transactions in currencies, other than the Company's functional currency (foreign currencies), are recognized at exchange rates current at the transaction dates. Monetary items denominated in a foreign currency, at the end of the reporting period, are translated at the foreign exchange rates at that date. Non-monetary items carried at fair value, that are denominated in a foreign currency, are retranslated at rates current at the date when the fair value was determined. Non-monetary items, that are measured at historical cost in a foreign currency are translated at the rate at the date of the transaction.

Exchange differences arising on the retranslation of monetary items at the end of the reporting period are recognized in profit or loss.

Financial instruments

Unrealized financial assets

The Company recognizes loans and receivables on the date they are originated. All other financial instruments are recognized on trade date, which is the date the Company becomes a party to the contractual provisions of the instrument. Financial assets are classified into: loans and receivables.

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market, other than those that the Company intends to sell immediately or in the near future. Loans and

receivables (including trade and other receivables, bank balances and cash, etc.) are generally held for the purpose of collecting cash flows under the contracts and are measured at amortized cost using the effective interest method, less any impairment.

Trade receivables are amounts to be collected from customers for goods sold and services rendered in the course of the Company's business. They are generally collected in short periods and are therefore classified as current. Trade receivables are initially recognized at the amount of the unconditional consideration, except when they contain a significant financing component, when they are recognized at fair value.

Initial recognition and assessment

Trade receivables are initially recognized at trade date. All other financial assets and financial liabilities in its statement of financial position when Company becomes a party to the contractual provisions of the instrument.

Financial assets (unless they contain a significant financing component) and financial liabilities are initially measured at fair value. Transaction costs that are directly attributable to the acquisition or issue of financial assets and financial receivables (other than financial assets and financial receivables at fair value through profit or loss) are added to or deducted from the fair value of financial assets or financial receivables, as appropriate, on initial recognition. Transaction costs directly attributable to the acquisition of assets or financial receivables at fair value through profit or loss are recognized immediately in individual profit or loss.

Classification and further assessment

Financial assets

On initial recognition, a financial asset is classified as measured at: amortized cost; fair value through other comprehensive income; or fair value through profit or loss.

Financial assets are not reclassified subsequent to initial recognition only if, the company changes its business model for managing its financial assets, in which case all those affected financial assets are reclassified.

A financial asset is measured at amortized cost if both of the following conditions are met and it is not designated at fair value through profit or loss

- the financial asset is held as part of a business model whose objective is to hold financial assets to collect contractual cash flows; and
- the contractual terms of the financial asset give rise, on specified dates, to cash flows that are solely payments of principal and interest on the principal amount due.

A financial asset is measured at fair value through other comprehensive income if both of the conditions below are met and it is not designated at fair value through profit or loss:

- the financial asset is held as part of a business model whose objective is achieved through the collection of contractual cash flows and the sale of financial assets; and
- the contractual terms of the financial asset give rise, on specified dates, to cash flows that are solely payments of principal and interest on the principal amount due.

All financial assets not measured at amortized cost or fair value through other comprehensive income are measured at fair value through profit or loss.

On initial recognition, The Company may designate a financial asset as irrevocably measured at fair value through profit or loss if doing so eliminates or significantly reduces a measurement or recognition inconsistency that would otherwise result from measuring assets or liabilities or recognizing their gains and losses on a different basis.

The entity's business model for managing financial assets

The Society makes an assessment of the business model objective in which a financial asset is held at a portfolio level, because it best reflects how the business is run and information is provided to management. Information considered includes:

- the stated policies and objectives for the portfolio and the operation of these policies in practice. These include considering whether management's strategy is focused on earning contractual interest income, maintaining a specific interest rate profile, matching the duration of financial assets to the duration of any expected debt or cash outflows or realizing cash flows through the sale of assets;
- how portfolio performance is assessed and reported to the management of the Company;

- the risks that affect the performance of the business model (and the financial assets held within that business model) and how those risks are managed;
- the frequency, volume and timing of sales of financial assets in prior periods, the reasons for such sales and expectations regarding future sales activity.

Assess whether contractual cash flows are solely principal and interest payments

For the purpose of this measurement, "Principal" is defined as the fair value of the financial asset on initial recognition. "Interest" is defined as a consideration for the time value of money and the credit risk associated with the principal amount receivable over a specified period of time, as well as for other risks and costs of borrowing base and a profit margin.

To assess whether the contractual cash flows are solely principal and interest payments, the Company considers the contractual terms of the instrument. This includes assessing whether the financial asset contains a contractual term that could change the timing or amount of the contractual cash flows so that it does not meet that condition.

A prepayment feature is compatible with the criterion of payment of principal and interest only, if the amount of the prepayment substantially represents the unpaid amounts of principal and interest related to the outstanding amount, which may include reasonable additional compensation for early termination of the contract.

Further valuation of financial assets

After initial recognition, the Company measures a financial asset in accordance with the paragraphs at amortized cost; at fair value through other comprehensive income; or at fair value through profit or loss.

Financial assets at amortized cost are subsequently measured at amortized cost using the effective interest method. Amortized cost is reduced by impairment losses. Interest income, foreign currency gains and losses and depreciation are recognized in profit or loss. Any gain or loss on derecognition is recognized in profit or loss.

Impairment of financial assets

The Company recognizes loss adjustments related to expected credit losses for:

- financial assets measured at amortized cost;
- contract-related assets.

The allowance for loss on trade receivables and related contract assets is always measured at an amount equal to the expected credit losses over the lifetime.

When determining whether the credit risk of a financial asset has increased significantly since initial recognition and when estimating expected credit losses, the Company considers reasonable and supportable information that is relevant and available without undue cost or effort. This includes quantitative and qualitative information and analysis, based on the Company's historical experience and including forward-looking information.

The Company considers a financial asset to be in default when:

- the borrower is unlikely to repay its credit obligations to the Company in full; or
- the financial asset is 365 days past its due date.

Lifetime expected credit loss data are the expected credit losses resulting from all possible implicit events over the expected life of a financial instrument.

12-month expected credit losses, represents the portion of expected credit losses that result from implicit events that are possible within 12 months from the reporting date (or a shorter period if the life of the instrument is less than 12 months).

The maximum period considered in estimating expected credit losses is the maximum contractual period over which the Company is exposed to credit risk.

Measurement of expected credit loss amounts

Expected credit losses represent a probable estimate of credit losses. Credit losses are measured as the present value of the cash shortfall (i.e. the difference between the cash flows due to the entity under the contract and the cash flows the Company expects to receive).

Financial assets impaired due to credit risk

At each reporting date. The Company assesses whether financial assets carried at amortized cost and financial assets at fair value through other comprehensive income are affected by credit risk. A financial asset is "impaired as a result of credit risk" when one or more events have occurred that have a negative impact on the estimated future cash flows of the financial asset.

Evidence that a financial asset is credit-impaired includes the following observables:

- significant financial difficulty of the debtor;
- a breach of the contract. such as failure to perform obligations or exceeding the due date by 90 days; or
- the debtor is likely to enter bankruptcy or other financial reorganization;

Presentation of the adjustment for expected credit losses in the statement of financial position

Adjustments for financial assets. measured at amortized cost. are deducted from the gross carrying amount of the assets. For financial assets at fair value through other comprehensive income. adjustments for losses are recorded in the income statement and are recognized in Other comprehensive income.

Off balance sheet

The gross carrying amount of a financial asset is reduced when the Company has no reasonable expectation of recovering all or part of a financial asset. For individual customers. The Company has a policy of eliminating the gross carrying amount when the financial asset is 3 years past due. based on historical experience of recoveries of similar assets. For corporate customers. The Company makes an individual assessment regarding the timing and amount of the write-down. based on whether there is a reasonable expectation of recovery.

Derecognition

The Company derecognizes a financial asset when the contractual rights to the cash flows from the assets expire or when the Company transfers the rights to receive the contractual cash flows from the financial asset in a transaction in which it has transferred substantially all the risks and rewards of ownership of the financial ownership. On derecognition of a financial asset, the difference between the carrying amount of the asset and the amount of consideration received is recognized in profit or loss.

Financial debts

The Company recognizes a financial liability initially at its fair value plus. in the case of a financial liability that is not at fair value through profit or loss. transaction costs directly attributable to the acquisition or issuance of the financial instrument.

The Company classifies financial liabilities as subsequently measured at amortized cost or fair value through profit or loss. A financial liability is classified as at FVTPL if it is classified as held for trading. is a derivative or is designated as such on initial recognition. Financial liabilities at FVTPL are measured at fair value. and net gains and losses. including any interest expense. Are recognized in profit or loss. Other financial liabilities are subsequently measured at amortized cost using the effective interest method. Interest expense and foreign currency gains and losses are recognized in profit or loss. Any gain or loss on derecognition is also recognized in profit or loss. The Company derecognizes a financial liability when contractual obligations are discharged or when those obligations expire or are cancelled. On derecognition of a financial liability. the difference between the carrying amount of a financial liability and the consideration paid (including any unconsolidated assets transferred or liabilities assumed) is recognized in profit or loss. Other financial liabilities include loans and borrowings. commitments. credit lines and trade and other payables.

Derivative financial instruments

A derivative is a financial instrument or other contract within the scope of IFRS 9. that has the following three characteristics: its value changes in response to changes in certain interest rates. the price of a financial instrument. the price of a commodity. foreign exchange rates. price indices or rates. credit rating or credit index. or other variables. Provided that. in the case of a non-financial variable. it is not specific to a contractual party (sometimes referred to as "underlying"); requires no initial net investment or requires an initial net investment that is less than would be required for other types of contracts that are expected to have similar responses to changes in market factors; and is settled at a future date.

Capital instruments

An equity instrument is any contract that creates a residual interest in the assets of an entity after deducting all of its liabilities. When a corporate equity instrument is redeemed, the amount paid, which also includes directly attributable costs, net of tax, is recognized as a deduction from equity. The Company does not recognize gain or loss in the income statement on the acquisition, sale, issue or cancellation of equity instruments.

Tangible fixed assets

Property, plant and equipment are measured at cost less accumulated depreciation and accumulated impairment losses, except for land and buildings, which are measured at revalued amount. Revalued amount is the fair value of the asset at the date of revaluation less any subsequent accumulated depreciation and any accumulated impairment losses. Revaluation is performed for the entire class of fixed assets (land, buildings).

The cost of fixed assets includes expenses directly attributable to the acquisition of the asset. The cost of a self-constructed asset includes the cost of materials and direct labor, other costs attributable to bringing the asset to its location and condition and the initial estimate of the costs of dismantling and removing the asset and restoring the site and the costs of borrowing when there is an obligation for these expenditures.

When the Company depreciates separately some parts of an item of property, plant and equipment, it also depreciates separately what remains of that item. What remains consists of those parts of the item that are not individually significant.

The Company performs revaluations with sufficient regularity to ensure that the carrying amount is not materially different from what would have been determined using fair value at the end of the reporting period.

When an asset is reclassified as investment property, the property is remeasured at fair value. Gains arising on revaluation are recognized in the income statement only to the extent of a property-specific impairment loss and any remaining gains recognized as other comprehensive income and presented within revaluation reserves in equity. Any loss is recognized immediately in the income statement.

Subsequent costs are capitalized only when it is probable that the expenditure will generate future economic benefits to the Company. Maintenance and repairs are expenses of the period.

Land is not depreciated. Depreciation is recognized to write off costs less residual values over their useful lives, using the straight-line method. Estimated useful lives, residual values and the method of depreciation are reviewed by Management at the end of each reporting period, taking into account the effect of any changes in accounting estimates.

Assets subject to finance leases are depreciated over their useful lives on the same basis as owned assets or, where the period is shorter, over the relevant lease period. The estimated useful lives for the current and comparative years of the significant groups of property, plant and equipment are:

- Buildings 12-50 years
- Technical installations and machinery 3-18 years
- Other plant, machinery and furniture 2-18 years

If the recoverable amount of an asset (or cash-generating unit) is estimated to be less than its carrying amount, the carrying amount of the asset (or cash-generating unit) is reduced to its recoverable amount. Impairment is recognized immediately in profit or loss, if the relevant asset is not carried at a revalued amount. In which case the impairment is treated as a revaluation write-down.

Property, plant and equipment are derecognized upon disposal or when no future economic benefits are expected from the continuing use of the asset. Any gain or loss resulting from the disposal or scrapping of an item of property, plant and equipment is determined as the difference between the sales proceeds and the carrying amount of the asset and is recognized in the income statement in the period in which derecognition occurs.

Intangible fixed assets

Recognition and assessment

For an item to be recognized as an intangible asset, the company must demonstrate that the item meets the following:

(a) definition of an intangible asset

- is separable, that is, it can be separated or divided from the entity and sold, transferred, licensed, leased or exchanged, either individually, or together with a related contract, asset or liability;

- arising from contractual or other legal rights, regardless of whether those rights are transferable or severable from the Company or from other rights and obligations.

(b) criteria for recognition

- it is probable that future economic benefits expected to flow to the Company from the asset;
- the cost of the fixed asset can be measured reliably.

An intangible asset is initially measured at cost. The cost of a separately acquired intangible asset consists of:

- a) its purchase price, including import duties and non-refundable purchase taxes, after deduction of trade discounts and rebates;
- b) any cost directly attributable to preparing the asset for its intended use.

In certain cases an intangible asset can be acquired free of charge, or for nominal consideration, through a government grant. The Company initially recognizes both the intangible asset and the grant at fair value.

The cost of an internally generated intangible asset is the amount of expenditure incurred from the date when the intangible asset first met the recognition criteria. Expenditure previously recognized as cost may not be reinstated. The cost of an internally generated intangible asset consists of all directly attributable costs necessary to create, produce and prepare the asset to be capable of operating in the manner intended by management.

Examples of directly attributable costs are:

- costs of materials and services used or consumed in generating the intangible asset;
- employee benefit costs arising from the generation of intangible assets;
- fees for registration of a legal right;
- amortization of patents and licenses that are used to generate intangible fixed assets.

To determine whether an internally generated intangible asset meets the recognition criteria, an entity divides the process of generating the asset into:

- a research phase;
- a development phase.

If the Company cannot distinguish between the research and development phases of an internal project to create an intangible asset, the company treats the expenditure on the project as expenditure incurred exclusively in the research phase.

No intangible asset arising from research (or from the research phase of an internal project) shall be recognized. Expenditure on research (or on the research phase of an internal project) shall be recognized as an expense when incurred.

An intangible asset arising from development is recognized if, and only if, the expenditure attributable to the intangible asset in the course of its development can be measured reliably, technical feasibility necessary to complete the intangible asset so that it is available for use or sale, management has the intention and ability to complete the intangible asset and to use or sell it.

Recognition of expenses

Expenditure on an intangible item shall be recognized as an expense when it is incurred unless it forms part of the cost of an intangible asset that meets the recognition criteria.

Evaluation after recognition

The Company accounts for intangible assets using the cost model. After initial recognition, an intangible asset shall be carried at cost or less any accumulated amortization and any accumulated impairment losses.

Amortization

The amortizable amount of an intangible asset with a finite useful life is allocated on a systematic basis over its useful life. Amortization begins when the asset is available for use, i.e. when it is in the location and condition necessary for it to be capable of operating in the manner intended by management. Amortization ceases at the earlier of the date the asset is classified as held for sale and the date the asset is derecognized.

Intangible fixed assets are amortized using the straight-line method over a period of 1-5 years or over the life of the contractual or legal rights when this is less than the estimated useful life. An intangible asset with an indefinite useful life is not amortized.

Depreciation

At the end of each reporting period the Company reviews the carrying amounts of its property, plant and equipment and intangible assets to determine whether there is any indication that those assets are impaired. If any such indication exists. The recoverable amount of the asset is estimated to determine the extent of impairment (if any). Recoverable amount is the higher of fair value less costs incurred to sell and its value in use.

Intangible assets with indefinite useful lives and intangible assets that are not yet available for use are tested for impairment at least annually and whenever there is an indication that the asset may be impaired.

Derecognition

An intangible asset is derecognized on disposal or when no future economic benefits are expected from its use or disposal.

Investment real estate

An investment property is real estate (a plot of land or a building - or part of a building - or both) held by the Company for the purpose of earning rental income or for capital appreciation, or both, rather than for use in the production or supply of goods or services or for administrative purposes or for sale in the ordinary course of business.

The cost of a purchased investment property includes its purchase price and any expenses directly attributable to the purchase. Directly attributable expenses include, for example, professional fees for legal services, fees for the transfer of ownership and other transaction costs.

The cost of a self-constructed investment property is the cost from the date of completion of the construction or development work. Until that date, the company applies IAS 16. At that date, the real estate becomes investment property.

After initial recognition, the Company chooses the fair value model and measures all its investment property at fair value.

A gain or loss arising from a change in the fair value of investment property is recognized in profit or loss in the period in which it arises.

The fair value of investment property is the price at which the property could be exchanged between knowledgeable, willing parties in an arm's length transaction. The fair value of real estate shall reflect market conditions at the balance sheet date.

Assets for which fair value is determined in the financial statements, are categorized in the fair value hierarchy based on the basis used to determine fair value as follows:

- Level 1 - Unadjusted market prices
- Level 2 - Inputs other than unadjusted market prices, but fair value is observable either directly or indirectly.
- Level 3 - Fair value measurement based on unobservable inputs

Gains or losses arising from the scrapping or disposal of an investment property shall be determined as the difference between the net disposal proceeds and the carrying amount of the asset and shall be recognized in profit or loss in the period of retirement or disposal

Financial investments

In accordance with IAS 27, separate financial statements are the statements presented by a company - mother, an investor in an associate or a venturer in a jointly controlled entity, in which investments are accounted for on the basis of direct equity interest rather than on the basis of reported results and net assets of the investees. When an entity prepares separate financial statements, investments in subsidiaries, jointly controlled entities and associates shall be accounted for either:

- the cost.
- in accordance with IFRS 9 or using the equity method, as described in IAS 28.

Investments in subsidiaries are presented in these separate financial statements at cost.

Stocks

Inventories are valued at the lower of cost and net realizable value. Inventory costs are determined on a first-in, first out. And includes the expenses incurred in acquiring inventories, production, and other costs of bringing inventories to their existing form and location. In the case of finished goods and work in progress. Costs also include a share of overheads based on normal production capacity.

Net realizable value is the estimated selling price in the ordinary course of business for inventories less estimated costs of completion and costs necessary to make the sale.

Employee benefits

In the normal course of business. The Company makes payments to the pension, health and unemployment funds of the Romanian State, on behalf of its employees. The expenses for these payments are charged to the profit and loss account in the same period as the related salary expenses.

All employees of the Company are members of the Romanian state pension plan. There are no other pension schemes in operation within the Company and there are no other pension obligations.

Termination benefits are payable when employment is terminated for reasons not attributable to the employee. The Company recognizes termination benefits when it undertakes to terminate the employment contracts of current employees.

Provisions

Provisions are recognized when the Company has a present legal or constructive legal or constructive obligation as a result of a past event, it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation and a reliable estimate of the amount of the obligation can be reliably measured.

The amount recognized as a provision is the best estimate of the expenditure required to settle the present obligation at the end of the reporting period. When a provision is measured using cash flows estimated to settle the present obligation, its carrying amount is the present value of those cash flows (where the time value of money effect is material).

Guarantees

Provisions for the estimated costs of warranty obligations under local law and the contractual provisions of the sale of goods are recognized at the date of sale of the goods. The provision is based on warranty history and balancing all possible outcomes.

Restructuring

A restructuring provision is recognized when the Company has approved a detailed and formal plan for restructuring and the restructuring plan has either been initiated or the main features of the restructuring plan have been announced to those affected by it.

Onerous contracts

If the Company has an onerous contract, the present contractual obligation under the contract shall be recognized and measured as a provision. An onerous contract is defined as a contract in which the unavoidable costs of fulfilling the contractual obligations exceed the economic benefits expected to be obtained from the contract. The unavoidable costs of a contract reflect the net cost of exiting the contract, i.e. the lower of the cost of performance and any compensation or penalties for non-performance.

Revenue recognition

The accounting policies for the company's revenue from contracts with customers are disclosed in note 15.

Government subsidies

Government grants are assistance from the government in the form of transfers of resources to the Company in return for compliance, in the past or in the future, with certain conditions relating to the Company's operating activity. Grants exclude forms of government assistance that cannot reasonably be assigned a specific value, as well as transactions with the government that are indistinguishable from the entity's normal business transactions.

Government grants are recognized as revenue in the periods in which the related expenditures for which the grants are intended to compensate, on a systematic basis.

A government grant that is to be received as compensation for expenses or losses already incurred or for the purpose of providing immediate financial assistance to the entity, without any future related costs, is recognized as revenue in the period in which it becomes receivable.

Leasing

At the beginning of a contract, the company assesses whether a contract is or contains a lease. A contract is or contains a lease if the contract conveys the right to control the use of an identified asset for a specified period of time in exchange for consideration. To evaluate whether a contract conveys the right to control the use of an identified asset, the company uses the definition of a lease in IFRS 16.

This policy applies to contracts entered into on or after 1 January 2019.

The Company recognizes right-of-use assets and a lease liability at the inception of the lease.

The company has not entered into any leases at the effective date of IFRS 16.

The costs of debt

Borrowing costs, directly attributable to the acquisition, construction or realization of qualifying assets, assets that require a significant period of time to be ready for use or sale, are added to the cost of those assets until the assets are substantially ready for the field of use or sale.

Proceeds from the temporary investment of specific indebtedness raised for the acquisition or construction of eligible assets shall be deducted from the costs of loans that may be capitalized.

All other borrowing costs are recognized in profit or loss in the period in which they are incurred. Foreign exchange gains or losses are reported net as a gain or loss based on the result of movements in foreign exchange differences.

Corporate income tax

Income tax expense is the amount of taxes currently payable, and deferred taxes.

Liabilities or receivables in respect of income tax relating to the current and prior periods are measured at the amount to be paid or recovered to the tax authority using the legal regulations and tax rate in force at the date of the financial statements. The corporate income tax rate for the period ended 31 December 2018 was 16%.

Current and deferred taxes are recognized in the profit or loss account unless they relate to items that are recognized in other comprehensive income or directly in equity, in which case current and deferred tax is also recognized in other comprehensive income or directly in equity.

Current tax

The tax currently payable is based on the taxable profit realized during the year. Taxable profit differs from the profit reported on the unconsolidated return of general income because of items of income or expense that are taxable or deductible in some years, as well as items that are never taxable or deductible. The Company's current tax liability is computed using tax rates that have been enacted or substantially enacted at the end of the reporting period.

Tax deferred

Deferred tax is recognized on temporary differences arising between the carrying amount of assets and liabilities and the tax bases of assets and liabilities in the financial statements. Deferred tax liabilities are generally recognized for all temporary taxable temporary differences.

Deferred tax assets are recognized to the extent that it is probable that future taxable profit will be available against which the temporary difference can be recovered.

The main differences result from the depreciation of fixed assets and the valuation of assets at fair value.

Deferred tax assets and liabilities are determined on the basis of the taxes that are expected to apply in the period when the deferred tax liability or receivable will be realized or settled.



Segment reporting

A business segment is a component of the Company that engages in business activities from which it may derive revenues and from which it may incur expenses (including revenues and expenses related to transactions with other components of the same Company), whose business results are reviewed periodically by the Company's chief operating decision maker to make decisions about resources to be allocated to the segment and to assess its performance and for which distinctive financial information is available.

The Company's management regularly evaluates the Company's business to identify business segments for which information should be separately reported. The Company has not identified components that qualify as business segments.



4. FIXED ASSETS:

4. 1. TANGIBLE FIXED ASSETS

The evolution of tangible fixed assets from 01 January 2024 to 31 December 2025 is as follows:

| Explanations | Land | Construction | Equipment and vehicles | Other tangible fixed assets | Tangible fixed assets in progress | Total |
|---|-------------------|--------------------|------------------------|-----------------------------|-----------------------------------|--------------------|
| Inventory value | | | | | | |
| 01 January 2024 | 43,848,700 | 117,940,494 | 679,185,274 | 2,060,193 | 16,396,600 | 859,431,261 |
| Entries 2024 | 7,309,222 | 20,909,115 | 11,639,998 | 87,726 | 16,689,773 | 56,635,834 |
| lesiri 2024 | 0 | -29,574,044 | -17,554,953 | -16,265 | -24,625,351 | -71,770,613 |
| 31 December 2024 | 51,157,922 | 109,275,565 | 673,270,319 | 2,131,654 | 8,461,022 | 844,296,482 |
| Revaluation inflows 2025 | 0 | 0 | 0 | 0 | 0 | 0 |
| 2025 receipts from acquisitions | 0 | 0 | 0 | 0 | 20,243,338 | 20,243,338 |
| Internally generated revenue 2025 | 0 | 0 | 0 | 0 | 3,683,289 | 3,683,289 |
| Inputs from commissioning 2025 | 0 | 4,771,735 | 17,326,663 | 118,623 | 0 | 22,217,021 |
| Inflows from transfers from classes 2025 | 0 | 0 | 0 | 0 | 0 | 0 |
| Inventory gains 2025 | 0 | 0 | 0 | 0 | 0 | 0 |
| 2025 revaluation losses | 0 | 0 | 0 | 0 | 0 | 0 |
| losses from reversal of amortization on revaluation of net values 2025 | 0 | 0 | 0 | 0 | 0 | 0 |
| Outgoing transfers within the same class 2025 | 0 | 0 | 0 | 0 | 0 | 0 |
| Outflows from transfers to other asset classes 2025 | 0 | -1,649,965 | 0 | 0 | -22,217,021 | -23,866,986 |
| 2025 sales revenue | 0 | 0 | 0 | 0 | 0 | 0 |
| lesions in 2025 | 0 | -20,000 | -26,458,116 | -74,938 | 0 | -26,553,054 |
| 31 December 2025 | 51,157,922 | 112,377,335 | 664,138,866 | 2,175,339 | 10,170,628 | 840,020,090 |
| Amortization, depreciation | 0 | 0 | 0 | 0 | 0 | 0 |
| 01 January 2024 | 0 | 23,257,521 | 470,373,401 | 1,306,690 | 0 | 494,937,612 |
| Expenditures 2024 | 0 | 5,591,500 | 40,572,560 | 105,483 | 0 | 46,269,543 |
| Depreciation, amortization, write-downs related to outflows 2024 | 0 | -28,593,721 | -17,536,791 | -16,265 | 0 | -46,146,777 |
| 31 December 2024 | 0 | 255,300 | 493,409,170 | 1,395,908 | 0 | 495,060,378 |
| Expenditure 2025 | 0 | 5,994,074 | 38,389,395 | 119,464 | 0 | 44,502,933 |
| Depreciation, amortization, depreciation related to entries from transfers within the same class 2025 | 0 | 0 | 0 | 0 | 0 | 0 |
| losses from reversal of amortization on revaluation of net values 2025 | 0 | 0 | 0 | 0 | 0 | 0 |
| Depreciation, amortization, depreciation related to outflows on transfers within the same class 2025 | 0 | -36,666 | 0 | 0 | 0 | -36,666 |
| Amortization, depreciation, write-offs 2025 | 0 | -7,333 | -26,411,937 | -74,938 | 0 | -26,494,208 |
| Amortization, depreciation, depreciation on sales 2025 | 0 | 0 | 0 | 0 | 0 | 0 |
| 31 December 2025 | 0 | 6,205,375 | 505,386,628 | 1,440,434 | 0 | 513,032,437 |
| Remaining value | | | | | | |
| 01 January 2024 | | | | | | 364,493,649 |
| 31 December 2024 | | | | | | 349,236,104 |
| 31 December 2025 | | | | | | 326,987,653 |

Tangible assets representing "Tangible fixed assets in progress" are valued at historical cost. The Company has chosen the fair value revaluation model for the valuation of tangible fixed assets in the nature of land and buildings. The buildings and land have been revalued as at 31 December 2024 by an authorized independent valuer.

In the fair value hierarchy, revaluation of buildings and land of a company at fair value is classified as level 2 data.

The valuation technique used in Level 2 fair value appraisal is the price comparison method. Comparable prices of nearby buildings and structures are adjusted for specific characteristics such as property size, etc. The most important input for this valuation method is price per square foot. There were no transfers between the levels at which the fair value assessments are categorized during 2025.

Depreciation of all tangible fixed assets is determined by the straight-line method. Fixed assets were reduced in 2025 through sale, disposal and depreciation. The inventory value of fixed assets scrapped and sold in 2025 amounted to 26,553,054 lei and the undepreciated value of thousand fixed assets scrapped and sold amounted to 58,846 lei.

As at 31 December 2025 the net book value of fixed assets mortgaged in favor of banks was 95,717,853 lei, of which 57,757,324 lei consisted of technological equipment and 37,960,529 lei of buildings and land.

4.2. REAL ESTATE INVESTMENTS

The evolution of real estate investments from 01 January 2024 to 31 December 2025 is as follows:

| Explanations | Real estate investment | Real estate investments in progress | Total |
|--|------------------------|-------------------------------------|-------------------|
| 01 January 2024 | 36,434,964 | 226,141 | 36,661,105 |
| Entries 2024 | 13,938,829 | 299,690 | 14,238,519 |
| lesiri 2024 | -4,399,072 | -521,671 | -4,920,743 |
| 31 December 2024 | 45,974,721 | 4,160 | 45,978,881 |
| Revaluation inflows 2025 | 0 | | 0 |
| 2025 receipts from acquisitions | 0 | 0 | 0 |
| Internally generated revenue 2025 | 0 | 3,187 | 3,187 |
| Inputs from commissioning 2025 | 0 | 0 | 0 |
| Incoming transfers from other fixed asset classes 2025 | 1,613,300 | 0 | 1,613,300 |
| losses from transfers to other asset classes 2025 | 0 | 0 | 0 |
| losses from transfers within the same asset class 2025 | 0 | 0 | 0 |
| Transfer losses on stocks 2025 | 0 | 0 | 0 |
| 31 December 2025 | 47,588,021 | 7,347 | 47,595,368 |

5. INTANGIBLE FIXED ASSETS

The evolution of intangible fixed assets was as follows:

| Explanations | Research and development expenditure | Computer programs and software licenses | Total |
|--|--------------------------------------|---|-------------------|
| Cost | | | |
| 01 January 2024 | 4,714,181 | 14,277,275 | 18,991,456 |
| Entries 2024 | 0 | 529,038 | 529,038 |
| Exits 2024 | 0 | -273,071 | -273,071 |
| 31 December 2024 | 4,714,181 | 14,533,242 | 19,247,423 |
| 2025 receipts from acquisitions | 0 | 626,186 | 626,186 |
| Incoming transfers from other fixed asset classes 2025 | 0 | 0 | 0 |
| lesions in 2025 | 0 | 0 | 0 |
| Outgoing transfers within the same class 2025 | 0 | 0 | 0 |
| 31 December 2025 | 4,714,181 | 15,159,428 | 19,873,609 |
| Amortization, depreciation | | | |
| 01 January 2024 | 1,387,201 | 9,547,950 | 10,935,151 |
| Expenditure 2024 | 552,574 | 1,062,456 | 1,615,030 |
| 31 December 2024 | 1,939,775 | 10,610,406 | 12,550,181 |
| Expenditure 2025 | 552,575 | 906,077 | 1,458,652 |
| Amortization, depreciation, write-offs 2025 | | 0 | 0 |
| 31 December 2025 | 2,492,350 | 11,516,483 | 14,008,833 |
| Remaining value | | | |
| 01 January 2024 | | | 8,056,305 |
| 31 December 2024 | | | 6,697,242 |
| 31 December 2025 | | | 5,864,776 |

6. TRADE AND OTHER RECEIVABLES

The situation of trade receivables is as follows:

| Explanations | 31 December 2025 | 31 December 2024 |
|---|--------------------|-------------------|
| Receivables from customers not overdue | 90,624,743 | 76,471,469 |
| Receivables past due but no impairment adjustments have been recorded | 23,972,497 | 10,701,548 |
| Receivables overdue but impairment adjustments have been recorded | 388,617 | 1,424,117 |
| Impairment adjustments | -388,617 | -1,424,117 |
| Total trade receivables | 114,597,240 | 87,173,017 |

| Explanations | 31 December 2025 | 31 December 2024 |
|----------------------------------|-------------------|-------------------|
| Overdue between 0 and 90 days | 24,106,683 | 10,762,549 |
| Overdue by 91 to 180 days | 9,614 | 742,621 |
| Overdue from 181 to 1 year | 27,646 | 179,030 |
| Expiry over 1 year | 217,171 | 441,465 |
| Total overdue receivables | 24,361,114 | 12,125,665 |

The company recognized impairment allowances for customer receivables as follows:

| | |
|------------------------------|------------------|
| 01 January 2024 | 732,889 |
| Adjustments accrued in 2024 | 1,180,376 |
| Adjustments reversed in 2024 | -489,148 |
| 31 December 2024 | 1,424,117 |
| Adjustments accrued in 2025 | 206,150 |
| Adjustments reversed in 2025 | -1,241,650 |
| 31 December 2025 | 388,617 |

Other receivables held by the Company are as follows:

| Explanations | 31 December 2025 | | | 31 December 2024 | | |
|---|------------------|---------------|------------------|-------------------|----------------|-------------------|
| | Total, of which | Long term | Short deadline | Total, of which | Long term | Short deadline |
| Advances paid to suppliers | 4,695,707 | 0 | 4,695,707 | 4,837,576 | 0 | 4,837,576 |
| Claims relating to staff | 2,002 | 0 | 2,002 | 12,224 | 0 | 12,224 |
| Claims related to the consolidated state and local budget | 2,133,391 | 0 | 2,133,391 | 3,322,686 | 0 | 3,322,686 |
| Sundry debtors | 132,303 | 0 | 132,303 | 149,816 | 0 | 149,816 |
| Impairment adjustments for debtors | -94,053 | 0 | -94,053 | -94,053 | 0 | -94,053 |
| Advance expenses | 904,998 | 0 | 904,998 | 806,228 | 0 | 806,228 |
| Grants receivable (European funds projects) | 2,004,306 | 87,492 | 1,916,814 | 3,247,141 | 825,771 | 2,421,370 |
| Total other receivables | 9,778,654 | 87,492 | 9,691,162 | 12,281,618 | 825,771 | 11,455,847 |

The company recognized impairment adjustments for other receivables as follows:

| | |
|------------------------------|---------------|
| 01 January 2024 | 94,053 |
| Adjustments accrued in 2024 | 0 |
| Adjustments reversed in 2024 | 0 |
| 31 December 2024 | 94,053 |
| Adjustments accrued in 2025 | 0 |
| Adjustments reversed in 2025 | 0 |
| 31 December 2025 | 94,053 |

The Company's business policy requires the recording of impairment adjustments for other receivables in excess of 90 days and for those receivables for which there are indications that they are doubtful. Receivables in foreign currency are valued in lei at the official exchange rate of the BNR as of 31 December 2025.

7. OTHER NON-CURRENT RECEIVABLES

Other non-current receivables held by the Company are as follows:

| Explanations | 31 December 2025 | | | 31 December 2024 | | |
|--|------------------|------------------|----------------|------------------|------------------|----------------|
| | Total, of which | Long term | Short deadline | Total, of which | Long term | Short deadline |
| VAMA guarantee for customs clearance at home | 103,000 | 103,000 | 0 | 103,000 | 103,000 | 0 |
| Other guarantees | 46,380 | 46,380 | 0 | 33,165 | 33,165 | 0 |
| Amounts owed by subsidiaries | 4,369,415 | 3,640,329 | 729,086 | 4,974,100 | 4,974,100 | 0 |
| Interest on amounts owed by subsidiaries | 20,741 | 0 | 20,741 | 21,940 | 0 | 21,940 |
| Total other assets | 4,539,536 | 3,789,709 | 749,827 | 5,132,205 | 5,110,265 | 21,940 |

8. STOCKS

The structure of stocks held by the Company is shown in the table below:

| Explanations | 31 December 2025 | 31 December 2024 |
|--|--------------------|-------------------|
| Raw materials | 31,556,409 | 33,282,707 |
| Adjustments for the depreciation of raw materials | -738,900 | -2,934,948 |
| Materials and packaging | 18,949,150 | 20,386,657 |
| Adjustments for depreciation of materials and packaging | -2,738,089 | -4,392,182 |
| Semi-finished goods and work in progress | 40,374,253 | 29,698,622 |
| Adjustments for semi-finished goods | -1,975,195 | -1,975,195 |
| Finished goods and merchandise | 22,861,571 | 20,277,532 |
| Adjustments for impairment of finished goods and merchandise | -1,072,617 | -1,072,685 |
| Total stocks | 107,216,582 | 93,270,508 |

The company has recognized inventory impairment adjustments as follows:

| | |
|------------------------------|-------------------|
| 01 January 2024 | 8,004,352 |
| Adjustments accrued in 2024 | 4,481,554 |
| Adjustments reversed in 2024 | -2,110,896 |
| 31 December 2024 | 10,375,010 |
| Adjustments accrued in 2025 | 1,794,820 |
| Adjustments reversed in 2025 | -5,645,029 |
| 31 December 2025 | 6,524,801 |

Impairment adjustments are recorded for non-moving and slow-moving inventories for which the Company has indications that they are unlikely to generate future economic benefits

9. CASH AND CASH EQUIVALENTS

Cash and cash equivalents are presented as follows:

| Explanations | 31 December 2025 | 31 December 2024 |
|--|------------------|-------------------|
| Bank accounts in RON | 244,305 | 1,554,793 |
| Currency bank accounts | 325,274 | 13,170,545 |
| Cash equivalents | 0 | 17 |
| House in RON | 3,204 | 6,713 |
| Total cash and cash equivalents | 572,783 | 14,732,068 |

The company holds accounts in lei and foreign currency with the following banking institutions: BRD Group Societe Generale, Bank. ING Bank. Treasury.

10. CORPORATE INCOME TAX

The Company's current corporate income tax is determined on the basis of statutory profit, adjusted for non-deductible expenses and non-taxable income, at a rate of 16% for 31 December 2025 and 31 December 2024.

In 2024 a new 1% turnover tax was introduced for companies with a turnover exceeding EUR 50,000,000 million in the previous year

At 31 December 2025 and 31 December 2024, the tax on profit consists of:

| Explanations | 31 December 2025 | 31 December 2024 |
|--|------------------|------------------|
| Deferred income tax receipts/(income) | 2,329,733 | 595,134 |
| The hassle with current corporate income tax | 0 | 0 |
| 1% tax | 5,160,151 | 5,967,526 |
| Total corporate income tax | 7,489,884 | 6,562,660 |

The numerical reconciliation between the income tax expense and the result of multiplying the accounting result by the effective tax rate is shown below:

| Explanations | 31 December 2025 | 31 December 2024 |
|---|------------------|------------------|
| Pre-tax profit | 2,707,346 | 9,887,122 |
| Profit tax expense 16% | 433,175 | 1,581,940 |
| (Sponsorship expenses to be deducted from corporate income tax)/Sponsorships to be refunded from corporate income tax | 0 | 0 |
| Income tax due | 433,175 | 1,581,940 |
| The effect of non-taxable income | -2,885,594 | -4,562,887 |
| Effect of non tax deductible expenses and temporary differences | 995,601 | 3,240,302 |
| The effect of tax exemption on reinvested profits | 0 | 0 |
| Tax -1% | 5,160,151 | 5,967,503 |
| Total corporate income tax expense | 7,489,884 | 6,562,660 |
| Effective percentage of income tax | 276.65 | 66.38 |

The significant components of the current income tax included in the financial statements at 31 December 2025 and 31 December 2024 are as follows:

| Explanations | 31 December 2025 | 31 December 2024 |
|---|------------------|------------------|
| Gross profit | 2,707,346 | 9,887,122 |
| Non-taxable income | -13,076,658 | -22,622,737 |
| Non-deductible expenses | 52,184,090 | 68,409,531 |
| Other deductions-tax amortization | -50,919,887 | -54,052,950 |
| Tax profit | -9,105,109 | 1,620,966 |
| Corporate income tax | 0 | 0 |
| Sponsorship amounts | 0 | -35,092 |
| Tax exemption on reinvested profit | 0 | 0 |
| Bonus on current profit tax payment | 0 | 0 |
| Total current corporate income tax expense | 0 | 0 |
| Effective tax rate on current income | 0.00 | 0.00 |

The significant components of the turnover tax included in the financial statements at 31 December 2025 and 31 December 2024 are as follows:

| Explanations | 31 December 2025 | 31 December 2024 |
|---|------------------|------------------|
| Turnover | 521,813,847 | 604,023,987 |
| Other taxable income | 4,113,935 | 2,938,997 |
| Deductions from current investments outstanding at 31 December 2025 | 7,912,945 | 9,677,208 |
| Depreciation deductions | 1,999,732 | 533,219 |
| Taxable income | 516,015,105 | 596,752,557 |
| 1% tax | 5,160,151 | 5,967,526 |

Evolution of deferred tax to be recovered in per. 31 December 2025 - 31 December 2024 is shown in the table below:

| | |
|--|------------------|
| 01 January 2024 | 51,298 |
| Tax deferred through profit and loss account 2024 | 595,134 |
| Deferred tax deferred recognized through other comprehensive income 2024, of which: | 884,512 |
| Tax deferred from revaluation of fixed assets | 884,512 |
| 31 December 2024 | 1,530,944 |
| Tax deferred through profit and loss account 2025 | 2,329,733 |
| Deferred tax deferred recognized through other comprehensive income 2025, of which: | -366,849 |
| Tax deferred from revaluation of fixed assets | -366,849 |
| 31 December 2025 | 3,493,828 |

The significant components of the deferred profit tax recoverable included in the Financial statements as of 31 December 2024 at a rate of 16%. are as follows:

| Type temporary difference | Value of accumulated temporary differences | Accumulated deferred tax - credit | Accumulated deferred tax - debt | Accumulated deferred tax - net, of which: | Attributable to profit and loss account 2024 | Attributable to retained result account from change in accounting policies 2024 | Attributable Other comprehensive income 2024 |
|--|--|-----------------------------------|---------------------------------|---|--|---|--|
| Revaluation of fixed assets | 32,294,606 | 0 | 5,167,137 | 5,167,137 | 0 | 0 | -884,512 |
| Legal reserves | 4,376,421 | 0 | 700,227 | 700,227 | 0 | 0 | 0 |
| Differences in depreciation periods of tangible fixed assets | -7,911,166 | -1,265,787 | 0 | -1,265,787 | 1,257,476 | 0 | 0 |
| Other debts | -19,191,462 | -3,070,634 | 0 | -3,070,634 | -662,342 | 0 | 0 |
| Total | 9,568,399 | -4,336,420 | 5,867,364 | 1,530,944 | 595,134 | 0 | -884,512 |

The significant components of the deferred profit tax included in the Financial statements as of 31 December 2025 at a rate of 16%. are as follows:

| Type temporary difference | Value of accumulated temporary differences | Accumulated deferred tax - credit | Accumulated deferred tax - debt | Accumulated deferred tax - net, of which: | Attributable to profit and loss account 2025 | Attributable to retained result account from change in accounting policies 2025 | Attributable Other comprehensive income 2025 |
|--|--|-----------------------------------|---------------------------------|---|--|---|--|
| Revaluation of fixed assets | 30,001,802 | 0 | 4,800,288 | 4,800,288 | 0 | 0 | 0 |
| Legal reserves | 4,376,421 | 0 | 700,227 | 700,227 | 0 | 0 | 0 |
| Differences in depreciation periods of tangible fixed assets | -991,739 | -158,678 | 0 | -158,678 | 1,107,108 | 0 | 0 |
| Other debts | -11,550,053 | -1,848,008 | 0 | -1,848,008 | -1,107,108 | 0 | 366,849 |
| Total | 21,836,431 | -2,006,687 | 5,500,516 | 3,493,829 | 0 | 0 | 366,849 |

The Company recognizes deferred tax assets because it expects that future taxable profit will probably be available against which the deferred tax assets can be utilized.

11. EQUITY

The shareholder structure as at 31 December 2025 is as follows:

| Explanations | No. Actions | % of total share capital |
|--|--------------------|--------------------------|
| DUMITRESCU MIHAELA | 41,945,252 | 19.17% |
| TRANSILVANIA INVESTMENTS ALLIANCE SA | 30,915,137 | 14.13% |
| BAIASU VOICHITA MARIA | 25,002,625 | 11.43% |
| Romanian and foreign shareholders (legal entities) | 25,957,259 | 11.86% |
| Romanian and foreign shareholders (individuals) | 95,000,765 | 43.41% |
| Total number of shares | 218,821,038 | 100.00% |

The Company's shares have a nominal value of RON 0.1 / share, the value of the share capital being RON 21.882.104.

Since June 1997 the Company's shares are traded on the Bucharest Stock Exchange, and since July 2001 they are in category II.

The Company's equity includes the following:

| Explanations | 31 December 2025 | 31 December 2024 |
|---|--------------------|--------------------|
| Subscribed and paid-up capital | 21,882,104 | 21,882,104 |
| Own shares | -343,247 | -265,638 |
| Losses related to the repurchase of own shares | 0 | 0 |
| Revaluation reserves | 96,867,382 | 97,200,737 |
| Legal reserves | 4,376,421 | 4,376,421 |
| Legal reserve adjustment | 22,679,066 | 22,679,066 |
| Other non-distributable reserves - repurchase of own shares | 265,652 | 265,652 |
| Other reserves | 311,473,523 | 308,813,955 |
| Adjust other reserves | 442,991 | 442,991 |
| Current and deferred income tax recognized on equity | -5,500,515 | -5,867,364 |
| Retained result representing the surplus realized from revaluation reserves | 59,127,449 | 58,794,093 |
| Retained earnings from first-time adoption of IAS, less IAS 29 | 29,144 | 29,144 |
| Retained earnings from transition to IFRS, less IAS 29 | 8,611,538 | 8,611,538 |
| Retained earnings from changes in accounting policies | 89,693 | 89,693 |
| Retained earnings from correction of accounting errors | 0 | 0 |
| Retained result arising from first-time adoption of IAS 29 | -648,352 | -648,352 |
| Current profit | -4,782,538 | 3,324,462 |
| Profit distribution | 0 | 0 |
| Total equity | 514,570,311 | 519,728,502 |

The Board of Directors will propose to the AGM that the net loss of 2025 be covered from Other reserves

Capital management

The Company's objectives related to capital management relate to maintaining the Company's ability to continue as a going concern in order to provide compensation to shareholders and benefits to other stakeholders and to

maintain an optimal capital structure so as to reduce the cost of capital and support the further development of the Company. There are no externally imposed capital requirements. The company monitors capital on the basis of leverage. This ratio is calculated as net debt divided by total capital. Net debt is calculated as total borrowings (including current and long-term borrowings as shown in the balance sheet) less cash and cash equivalents. Total capital under management is calculated as "equity" as shown in the statement of financial position.

The evolution of the Company's indebtedness is as follows:

| Explanations | 31 December 2025 | 31 December 2024 |
|---------------------------|--------------------|--------------------|
| Total debts | 126,727,781 | 118,988,641 |
| Cash and cash equivalents | 572,783 | 14,732,068 |
| Net debt | 126,154,998 | 104,256,573 |
| Equity capital | 514,570,311 | 519,728,502 |
| Indebtedness | 0.25 | 0.20 |

12. FINANCIAL DEBTS

Long and short-term financial liabilities in EUR are as follows:

| Currency - EUR | | 31 December 2025 | | | 31 December 2024 | | |
|--|------------------------|------------------|-----------------------|----------------|------------------|----------------------|------------------|
| Credit institution | Loan type | Total, of which | Long term (< 5 years) | Short deadline | Total, of which | Long term (<5 years) | Short deadline |
| BRD GROUP SOCIETE GENERALE-ROMANIA | Production credit line | 2,060,181 | 2,060,181 | 0 | 0 | 0 | 0 |
| BRD GROUP SOCIETE GENERALE-ROMANIA | Investment credit | 376,938 | 0 | 376,938 | 1,884,690 | 376,938 | 1,507,752 |
| ING BANK-SIBIU | Production credit line | 532,365 | 532,365 | 0 | 0 | 0 | 0 |
| ING BANK-SIBIU | Investment credit | 344,835 | 0 | 344,835 | 2,068,648 | 344,775 | 1,723,873 |
| BT LEASING TRANSILVANIA IFN | Financial leasing | 0 | 0 | 0 | 11,136 | | 11,136 |
| Total financial liabilities - EUR | | 3,314,319 | 2,592,546 | 721,773 | 3,964,474 | 721,713 | 3,242,761 |

Long and short-term financial liabilities in LEI currency are as follows:

| Currency - LEI | | 31 December 2025 | | | 31 December 2024 | | |
|--|------------------------|-------------------|-----------------------|------------------|-------------------|----------------------|-------------------|
| | | Total, of which | Long term (< 5 years) | Short deadline | Total, of which | Long term (<5 years) | Short deadline |
| Credit institution | Loan type | | | | | | |
| BRD GROUP SOCIETE GENERALE-ROMANIA | Production credit line | 10,503,832 | 10,503,832 | 0 | 0 | 0 | 0 |
| BRD GROUP SOCIETE GENERALE-ROMANIA | Investment credit | 1,921,822 | 0 | 1,921,822 | 9,374,640 | 1,874,930 | 7,499,710 |
| ING BANK-SIBIU | Production credit line | 4,340,487 | 4,340,487 | 0 | 0 | 0 | 0 |
| ING BANK-SIBIU | Production credit line | 2,714,265 | 2,714,265 | | 1,702,826 | 1,702,826 | 0 |
| ING BANK-SIBIU | Investment credit | 1,758,139 | 0 | 1,758,139 | 10,289,661 | 1,714,944 | 8,574,717 |
| BT LEASING TRANSILVANIA IFN | Financial leasing | 0 | 0 | 0 | 55,392 | | 55,392 |
| Total financial liabilities-LEI | | 21,238,545 | 17,558,584 | 3,679,961 | 21,422,519 | 5,292,700 | 16,129,819 |

As at 31 December 2024 the net book value of fixed assets mortgaged in favor of banks was 95,717,853 lei, of which 57,757,324 lei consisted of technological equipment and 37,960,529 lei of buildings and land.

In addition, to guarantee the committed loans, "pledges on receivables" were also constituted, in proportion to the value of the exposure to the financing banks.

The interest margin on loans taken out with banking institutions varies between:

- 1-month Euribor + 1% p.a. - 3-month Euribor + 1.5 % per annum
- 3-month Robor + 1% per annum

Foreign currency liabilities are valued in lei at the official exchange rate of the NBR on 31 December 2025.

10. TRADE AND OTHER DEBTS

The situation of trade and other payables is as follows:

| Explanations | 31 December 2025 | | | 31 December 2024 | | |
|---|--------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| | Total, of which | Long term | Short deadline | Total, of which | Long term | Short deadline |
| Suppliers | 50,051,613 | 0 | 50,051,613 | 53,201,776 | 0 | 53,201,776 |
| Advances received from customers | 1,546,717 | 0 | 1,546,717 | 595,441 | 0 | 595,441 |
| Customer contract debts | 16,415,692 | 0 | 16,415,692 | 0 | 0 | 0 |
| Staff-related debts | 5,148,415 | 0 | 5,148,415 | 5,438,870 | 0 | 5,438,870 |
| Debts to the consolidated general state budget and local budget | 10,631,544 | 0 | 10,631,544 | 8,703,645 | 0 | 8,703,645 |
| Dividend payments | 163,164 | 0 | 163,164 | 293,456 | 0 | 293,456 |
| Sundry creditors | 196 | 0 | 196 | 75 | 0 | 75 |
| Advance income | 825,547 | 0 | 825,547 | 2,055,911 | 717,226 | 1,338,685 |
| Subsidies for investments from AMPOSDRU and AMPOSCEE contracts | 16,163,766 | 12,543,377 | 3,620,389 | 19,981,632 | 16,444,894 | 3,536,738 |
| Inventory gains on fixed assets | 0 | 0 | 0 | 0 | 0 | 0 |
| Total trade and other payables | 100,946,654 | 12,543,377 | 88,403,277 | 90,270,806 | 17,162,120 | 73,108,686 |

14. PROVIZIONS

| Explanations | Provisions for guarantees to customers | Provisions for employee benefits | Other provisions | Total provisions |
|------------------------------|--|----------------------------------|------------------|-------------------|
| 01 January 2024 | 26,945 | 4,078,576 | 2,115,014 | 6,220,535 |
| Adjustments accrued in 2024 | 0 | 4,826,451 | 3,637,536 | 8,463,987 |
| Adjustments reversed in 2024 | 0 | -4,800,840 | -2,588,366 | -7,389,206 |
| 31 December 2024 | 26,945 | 4,104,187 | 3,164,184 | 7,295,316 |
| Adjustments accrued in 2025 | 0 | 2,251,484 | 874,215 | 3,125,699 |
| Adjustments reversed in 2025 | 0 | -3,509,330 | -2,369,103 | -5,878,433 |
| 31 December 2025 | 26,945 | 2,846,341 | 1,669,296 | 4,542,582 |

In the year 2025 the company did not make any additional provision for guarantees to customers. For employee benefits, provisions for retirement benefits amounting to 173,029

Provisions have been set aside representing 2025 statutory audit expenses which an invoice will be received in 2025.

Provisions for untaken vacation leave from the previous year amounting to 2,846,341 RON were also established. Other provisions include amounts of 346,467 related to invoices for tools that we have billed to customers and have not yet been purchased, to be reversed in the first months of 2026 after negotiation with the customer. Differences of 1,112,000 represent provisions related to the blocks constructed.

15. REVENUES AND BUSINESS SEGMENTS

The structure of income realized by the Company is as follows:

| Explanations | 31 December 2025 | 31 December 2024 |
|--|--------------------|--------------------|
| Total turnover, of which: | 521,813,847 | 604,023,987 |
| Revenue from sales of finished products | 506,006,108 | 588,248,936 |
| Income from the provision of services | 1,614,145 | 2,677,544 |
| Revenue from the sale of goods | 6,419,411 | 6,558,087 |
| Income from other activities (rents, sales of materials, waste, semi-finished products, packaging) | 6,848,056 | 6,474,812 |
| Income from grants related to turnover (projects and partnership contracts AMPOSDRU projects) | 926,127 | 64,608 |
| Other operating income | 8,512,109 | 21,340,759 |
| Total operating income | 530,325,956 | 625,364,746 |

Other operating revenues realized in 31 December 2025 and 31 December 2024 are shown below:

| Explanations | 31 December 2025 | 31 December 2024 |
|--|------------------|------------------|
| Income from production of fixed assets | 3,686,476 | 3,714,062 |
| Income from grants for investments (projects and partnership contracts AMPOSDRU and AMPOSCEE projects) | 3,575,481 | 3,563,789 |
| Proceeds from the sale of assets | 49,482 | 0 |
| Income from revaluation of tangible fixed assets and investment property | 0 | |
| Other operating income | 1,200,670 | 1,612,847 |
| Total Other operating income | 8,512,109 | 8,890,698 |

Activity segments:

The Company's management regularly assesses the Company's business in order to identify the business segments for which information should be reported separately.

The company operates in Romania. The revenues of the company presented above are entirely attributed to the country of domicile.

Non-current fixed assets other than financial instruments, deferred tax assets, deferred tax assets

The Group's post-employment benefits and rights arising from insurance contracts are entirely located in Romania.

The company has no such fixed assets located in other countries.

The value of export realized in 2025 was 281.64 million lei, with a share of 53.97% of turnover.

Revenues of about 463.83 million lei come from the top 20 external customers, which hold a share of 88.88% of the turnover.

The revenues are attributable to the activity in Romania.

16. EXPENDITURE BY NATURE

The operating expenses realized in 31 December 2025 and 31 December 2024 by their nature are shown in the table below:

| Explanations | 31 December 2025 | 31 December 2024 |
|--|--------------------|--------------------|
| Material expenses | 279,408,077 | 323,082,749 |
| Different stock | -13,309,872 | 5,374,047 |
| Energy and water expenditure | 30,513,632 | 32,321,110 |
| Expenditure on employee benefits | 146,915,351 | 159,658,224 |
| Value adjustments on fixed assets | 45,961,584 | 48,157,645 |
| Value adjustments on current assets | -4,760,157 | 3,061,886 |
| Transportation expenses | 13,032,722 | 13,569,798 |
| Expenditure on services provided by third parties | 25,971,658 | 17,449,291 |
| Expenditure on other taxes, duties and similar charges | 4,618,088 | 4,409,900 |
| Expenses related to the revaluation of tangible fixed assets and real estate investments | 0 | 3,362,458 |
| Other operating expenses | 1,216,100 | 1,022,399 |
| Value adjustments for risks and expenses | -2,752,734 | 891,355 |
| Total operating expenditure | 526,814,449 | 612,360,862 |

17. ANALYSIS OF OPERATING RESULT

| Explanations | 31 December 2025 | 31 December 2024 |
|---|---------------------|---------------------|
| Operating income | 530,325,956 | 625,364,746 |
| Cost of sales | -487,013,529 | -563,768,454 |
| Selling and distribution expenses | -3,326,268 | -2,911,085 |
| Administrative expenses | -21,698,035 | -24,591,455 |
| Research and development expenditure | -14,776,617 | -21,089,868 |
| Operating result | 3,511,507 | 13,003,884 |

18. EMPLOYEE BENEFITS EXPENSES

Employee benefits expense includes salaries, wages, allowances and social security contributions. Short-term benefits are recognized as an expense as services are rendered.

| Explanations | 31 December 2025 | 31 December 2024 |
|---|--------------------|--------------------|
| Salaries and allowances | 143,916,780 | 156,443,758 |
| Government subsidies for employee expenses | 0 | 0 |
| Insurance and social protection expenditure | 2,998,571 | 3,214,466 |
| Total | 146,915,351 | 159,658,224 |

19. FINANCIAL LOSSES (GAINS)

The structure of financial losses (gains) is shown below:

| Explanations | 31 December 2025 | 31 December 2024 |
|--|------------------|-------------------|
| Foreign exchange gains related to monetary items denominated in foreign currency | 21,942 | -385,630 |
| Interest losses | -858,675 | -2,165,177 |
| Other financial gains | 32,571 | -565,955 |
| Total losses/gains | -804,162 | -3,116,762 |

20. EARNINGS PER SHARE

The earnings per share calculations for the years ended 31 December 2025 and 31 December 2024 are presented below:

| Explanations | 31 December 2025 | 31 December 2024 |
|---|--------------------|--------------------|
| Number of actions at the beginning of the year | 218,821,038 | 218,821,038 |
| Shares issued during the year | 0 | 0 |
| Number of actions At the end of the year | 218,821,038 | 218,821,038 |
| Net income | -4,782,538 | 3,324,462 |
| Basic / diluted earnings per share (in RON per share): | -0.0219 | 0.0152 |

The calculation of the gain/share with voting and dividend rights is as follows:

| Explanations | 31 December 2025 | 31 December 2024 |
|--|--------------------|--------------------|
| Total number of shares | 218,821,038 | 218,821,038 |
| Non-voting shares and dividends | -898,523 | -1,093,253 |
| Number of shares with voting and dividend rights at the end of the year | 217,922,515 | 217,727,785 |
| Net income | -4,782,538 | 3,324,462 |
| Earnings per voting share and dividend rights (in RON per share) basic / diluted: | -0.0219 | 0.0153 |

21. FINANCIAL INVESTMENTS

| Company in which the securities are held | Headquarters | % in share capital | Value of securities | Main object of activity |
|--|---|--------------------|---------------------|---|
| COMP A IT SRL | Str.Henri Coanda, nr.8, Sibiu, jud.Sibiu | 100.00 | 200,000 | Custom software development activities |
| TRANS CAS SRL | Str.Henri Coanda, nr.12, Sibiu, jud.Sibiu | 99.00 | 742,500 | Road haulage |
| ARINI HOSPITALITY SRL | Str.Henri Coanda, nr.8, Sibiu, jud.Sibiu | 100.00 | 23,203,000 | Hotels and similar accommodation facilities |
| TOTAL | | | 24,145,500 | |

The transactions carried out in 31 December 2025 and 31 December 2024 with companies in which COMP A holds participations were as follows (amounts include VAT)

| Explanations | 31 December 2025 | | | 31 December 2024 | | |
|--------------------------|--------------------|---------------------------------|-----------------------------|--------------------|---------------------------------|-----------------------------|
| | LOAN TO AFFILIATES | PURCHASES OF GOODS AND SERVICES | SALES OF GOODS AND SERVICES | LOAN TO AFFILIATES | PURCHASES OF GOODS AND SERVICES | SALES OF GOODS AND SERVICES |
| TRANSCAS S.R.L. | 0 | 6,805,108 | 400,964 | 0 | 7,957,035 | 399,132 |
| COMP A IT S.R.L. | 0 | 3,412,632 | 117,375 | 0 | 3,327,240 | 109,710 |
| RECASERV S.R.L. | 0 | 35,118 | 0 | 0 | 2,295,353 | 42,494 |
| ARINI HOSPITALITY S.R.L. | 4,390,156 | 36,829 | 2,389 | 4,974,100 | 17,308 | 8,750 |

The mutual debts and receivables recorded at 31 December 2025 and 31 December 2024 are as follows:

Receivables receivable by COMP A SA from:

| Explanations | 31 December 2025 | 31 December 2024 |
|--------------------------|------------------|------------------|
| TRANSCAS S.R.L. | 96,467 | 86,306 |
| COMP A IT S.R.L. | 8,957 | 14,490 |
| RECASERV S.R.L. | 0 | 3,689 |
| ARINI HOSPITALITY S.R.L. | 4,392,545 | 4,996,040 |

Debts to be paid by COMP A SA to:

| Explanations | 31 December 2025 | 31 December 2024 |
|--------------------------|------------------|------------------|
| TRANSCAS S.R.L. | 1,385,052 | 1,335,430 |
| COMP A IT S.R.L. | 836,836 | 544,544 |
| RECASERV S.R.L. | 0 | 544,224 |
| ARINI HOSPITALITY S.R.L. | 1,461 | 4,762 |

22. EMPLOYEE BENEFITS

The Company makes payments on behalf of its employees to the Romanian state pension system, health insurance and unemployment fund, in the course of normal business. All the Company's employees are members and are also legally obliged to contribute (through social security contributions) to the Romanian state pension system (a State defined contribution plan).

All related contributions are recognized in profit or loss in the period in which they are made.

The Company is obligated by the collective bargaining agreement to provide termination benefits when the employment contract is terminated for reasons not attributable to the employee. The benefits are in the amount of 0.5 - 5 employment wages, depending on the seniority of the employee in the Company.

Also, according to the legal regulations and the collective bargaining agreement, employees who retire due to old age are entitled to an end-of-career indemnity in the amount of an average salary corresponding to the position held at the date of retirement, adjusted according to the length of service of the employee in the Company.

23. FINANCIAL INSTRUMENTS AND RISK MANAGEMENT - is described in Chap.10

24. CONTINGENT LIABILITIES AND COMMITMENTS

The company is subject to a number of legal actions arising in the normal course of business.

The Company's management believes, that other than the amounts already described in these financial statements as provisions or asset impairment adjustments and described in the notes to these financial statements, further legal actions will not have a material adverse effect on the Company's economic results and financial position.

In Romania, there are a number of agencies authorized to carry out controls (audits). These audits are similar in nature to tax audits carried out by tax authorities in many countries, but may extend not only to tax matters but also to other legal and regulatory matters in which the agency may have an interest. The Company is likely to continue to be subject to such audits periodically for violations or alleged violations of new and existing laws and regulations.

Although the Company may challenge alleged violations and related penalties when management believes that it is entitled to do so, enactment or implementation of laws and regulations in Romania could have a material effect on the Company.

The tax system in Romania is constantly evolving, being subject to many interpretations and constant changes, sometimes retroactively. The limitation period for tax audits is 5 years.

Romanian tax legislation has contained rules on transfer pricing between related persons since 2000. The current legislative framework defines the "market value" principle for transactions between related persons, as well as the methods for establishing transfer prices. As a result, it can be expected that the tax authorities will initiate detailed transfer pricing audits, to ensure that the tax result and/or the customs value of imported goods are not distorted by the effect of prices charged in related person transactions. The company cannot quantify the outcome of such verification.

25. EVENTS AFTER THE SHEET DATE

In the first months of 2025 Compa is affected by:

- a decline in volumes for certain customer parts in both the automotive and metal construction sectors.
- The introduction of new projects in production, especially in the defense sector, which generates high costs and low productivity, the first few months being dedicated to the necessary schooling of new products.

Measures taken by Compa management to manage this

- Reducing costs at all levels by implementing improvement and reorganization projects that lead to massive cost savings.





- Validation at an accelerated pace of all changes in the supply chain, discussions with suppliers to reduce volumes to be supplied
- In order to mitigate the volume reductions that have occurred, the commercial, technical and economic departments are working on finding new customers to cover the resulting drop in turnover at company level
- In this way we finalized offers and started negotiations for the introduction of new products in other areas depending on the specializations we have.
- Any delays manifested in the impossibility to carry out, for various reasons, the programs established for each case, will be brought to the attention of Compa Topmanagement in order to adopt exceptional measures in this crisis situation.

No other significant subsequent events have occurred that could have an impact on the financial statements. Other events occurring after the balance sheet date are described in chapter 3.2.

On behalf of the Administrative Board, by:

President CA / Director General,

Ioan DEAC

Economic Director

Mihaela Dumitrescu





B. ANNUAL CONSOLIDATED and AUDITED FINANCIAL STATEMENTS

2. CONSOLIDATED FINANCIAL STATEMENTS [YB22.1] FOR THE FISCAL YEAR ENDED 31 December 2025

The audited financial statements, provided for in paragraph (2) letter a), include these consolidated accounts drawn up in accordance with Regulation (EC) No. 1606/2002 of the European Parliament and of the Council of 19 July 2002 on the application of international accounting standards, as well as the annual accounts of the parent company, drawn up in accordance with the national regulations of the Member State in which the parent company is registered



10. CONSOLIDATED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 December 2025

10.1. Consolidated statement of financial position for the year ended 31 December 2025

All amounts are expressed in **she**, unless otherwise specified

| | Note | 31 December 2025 | 31 December 2024 |
|---|------|--------------------|--------------------|
| Active: | | | |
| Fixed assets | | | |
| Tangible assets | 4.1. | 408,311,697 | 432,058,478 |
| Real estate investments | 4.2. | 43,646,711 | 43,679,190 |
| Intangible assets | 5 | 6,014,962 | 6,897,818 |
| Other receivables (Subsidies and settlements from joint ventures) | 6 | 87,492 | 825,771 |
| Other fixed assets | 7 | 152,792 | 138,602 |
| Receivables regarding deferred tax | 10 | 0 | 0 |
| Fixed assets- total | | 458,213,654 | 483,599,859 |
| Circulating Active: | | | |
| Stocks | 9 | 107,664,046 | 93,699,851 |
| High commercial creating | 6 | 124,791,413 | 98,887,401 |
| Other receivables (Subsidies and settlements from joint ventures) | 6 | 1,916,814 | 2,421,370 |
| Cash and cash equivalents | 9 | 4,875,499 | 18,977,030 |
| Active circulating - total | | 239,247,772 | 213,985,652 |
| Total active | | 697,461,426 | 697,585,511 |
| Equity: | | | |
| Capital emis | 11 | 21,882,104 | 21,882,104 |
| Ajustari share capital | 11 | -343,247 | -376,509 |
| Reserves | 11 | 411,535,459 | 408,854,156 |
| Reserve adjustment | 11 | 23,150,986 | 23,150,986 |
| Retained earni | 11 | 57,421,090 | 59,605,284 |
| Current result | 11 | -4,321,195 | 1,068,676 |
| Minority interests | 11 | 31,918 | 185,124 |
| Equity - total | | 509,357,115 | 514,369,821 |
| Long-term debts: | | | |
| Financial debts | 13 | 59,085,856 | 49,740,604 |
| Venituri in avans (venituri in avans, subventii) | 14 | 25,681,101 | 30,877,380 |
| Provisions | 15 | 5,034,800 | 7,685,613 |
| Long-term debts - total | | 89,801,757 | 88,303,597 |
| Current debts: | | | |
| Financial debts | 13 | 7,707,189 | 19,526,146 |
| Commercial and similar debts; | 14 | 52,257,803 | 54,377,555 |
| Other debts | 14 | 15,507,651 | 14,250,815 |
| Debts from contracts with customers | | 16,415,692 | 0 |
| Current tax liabilities | 11 | 1,380,709 | 1,298,856 |
| Deferred revenue (deferred revenue, subventii) | 15 | 5,033,510 | 5,458,721 |
| Current payables - total | | 98,302,554 | 94,912,093 |
| Total Liabilities | | 188,104,311 | 183,215,690 |
| Total equity and liabilities | | 697,461,426 | 697,585,511 |

10.2 Consolidated statement of profit or loss and other comprehensive income for the year concluded on 31 December 2025

All amounts are expressed in lei, unless otherwise specified

| | <u>Note</u> | <u>31 December</u> <u>2025</u> | <u>31 December 2024</u> |
|---|-------------|-----------------------------------|-------------------------|
| Revenue from sales of finished products | 15 | 505,836,820 | 588,111,665 |
| Revenue from services rendered | 15 | 21,487,334 | 20,536,726 |
| Revenue from sale of goods | 15 | 14,328,283 | 13,843,390 |
| Revenue from other activities | 15 | 7,591,957 | 6,309,691 |
| Other income | 15 | 9,263,138 | 21,981,024 |
| Total Revenue | | 558,507,532 | 650,782,496 |
| Variation of stocks of finished products and production in progress | 16 | 13,309,872 | -5,329,914 |
| Raw materials and consumables used | 16 | -285,369,730 | -330,725,088 |
| Energy and water costs | 16 | -32,039,788 | -33,459,625 |
| Employee benefits expenses | 17 | -156,950,094 | -171,592,563 |
| Depreciation and amortization expenses | 16 | -44,794,690 | -54,733,815 |
| Transportation expenses | 16 | -9,610,795 | -8,877,807 |
| Services provided by third parties | 16 | -32,297,945 | -22,765,792 |
| Other expenses | 16 | -4,622,481 | -11,245,624 |
| Total expenses | | -552,375,651 | -638,730,228 |
| Operating result | 17 | 6,131,881 | 12,052,268 |
| Financial income | 18 | 72,397 | 28,496 |
| Financial expenses | 18 | -1,866,643 | -3,505,875 |
| Other financial gains/losses | 18 | -1,198,604 | -1,013,159 |
| Net financing costs | | -2,992,850 | -4,490,538 |
| Profit before tax | | 3,139,031 | 7,561,730 |
| (Expenses) / Income from deferred corporate income tax | 10 | -2,302,388 | -540,974 |
| Current income tax expense | 10 | -5,223,574 | -5,979,674 |
| Net profit for the period, of which: | | -4,386,931 | 1,041,082 |
| Attributable to non-controlling interests | 0 | -23,909 | -27,594 |
| Attributable to the mother variety | 0 | -4,363,022 | 1,068,676 |
| Other comprehensive income: | | | |
| Of which, other items of comprehensive income that will not be subsequently reclassified to profit or loss: | 10 | 366,849 | -884,512 |
| Other income from comprehensive income, net of tax | | 366,849 | -884,512 |
| Total overall result for the year, of which: | | -4,020,082 | 156,570 |
| Attributable to non-controlling interests | | -23,909 | -27,594 |
| Attributable to the mother variety | | -3,996,173 | 184,164 |
| Unconsolidated earnings per base share / diluted | | -0.0199 | 0.0049 |

10.3 Consolidated statement of changes in equity for the year ended 31 December 2025

All amounts are expressed in lei, unless otherwise specified

| Equity item | Capital social | Share capital adjustments | Losses related to own shares | Legal reserves | Adjustments to legal reserves | Revaluation reserves | Other reserves | Adjustments to other reserves | Retained earnings | Total attributable to the company's shareholders | Non-controlling interests | Total |
|--|----------------|---------------------------|------------------------------|----------------|-------------------------------|----------------------|----------------|-------------------------------|-------------------|--|---------------------------|-------------|
| Balance as of 01 January 2024 | 21,882,104 | -376,509 | 0 | 4,957,516 | 22,679,066 | 83,891,130 | 304,286,585 | 471,920 | 63,445,034 | 501,236,846 | 212,718 | 501,449,564 |
| Profit for the year | | | | | | | | | 1,068,676 | 1,068,676 | -27,594 | 1,041,082 |
| Other comprehensive income, of which: | 0 | 0 | 0 | 0 | 0 | 13,309,607 | -884,512 | 0 | 989,158 | 13,414,253 | | 13,414,253 |
| Revaluation of tangible assets | | | | | | 14,401,660 | | | | 14,401,660 | | 14,401,660 |
| Transfer of reserves to the result | | | | | | -1,092,053 | | | 989,158 | -102,895 | | -102,895 |
| Income tax on other comprehensive income | | | | | | | -884,512 | 0 | | -884,512 | | -884,512 |
| Transactions with shareholders, registered directly in equity, of which: | 0 | 0 | 0 | 0 | 0 | 0 | 3,293,830 | 0 | -4,828,908 | -1,535,078 | | -1,535,078 |
| Distribution of shares free of charge | | | | | | | | | 0 | 0 | | 0 |
| Profit distribution | | | | | | | 3,293,830 | | -4,828,908 | -1,535,078 | | -1,535,078 |
| Balance as of 31 December 2024 | 21,882,104 | -376,509 | 0 | 4,957,516 | 22,679,066 | 97,200,737 | 306,695,903 | 471,920 | 60,673,960 | 514,184,697 | 185,124 | 514,369,821 |

| Equity item | Capital social | Share capital adjustments | Losses related to own shares | Legal reserves | Adjustments to legal reserves | Revaluation reserves | Other reserves | Adjustments to other reserves | Retained earnings | Total attributable to the company's shareholders | Non-controlling interests | Total |
|--|----------------|---------------------------|------------------------------|----------------|-------------------------------|----------------------|----------------|-------------------------------|-------------------|--|---------------------------|-------------|
| Balance as of 01 January 2025 | 21,882,104 | -376,509 | 0 | 4,957,516 | 22,679,066 | 97,200,737 | 306,695,903 | 471,920 | 60,673,960 | 514,184,697 | 185,124 | 514,369,821 |
| Profit for the year | | | | | | | | | -4,321,195 | -4,321,195 | -65,736 | -4,386,931 |
| Other comprehensive income, of which: | 0 | 0 | 0 | 0 | 0 | -333,355 | 3,030,898 | 0 | 333,355 | 3,030,898 | 0 | 3,030,898 |
| Revaluation of tangible assets | | | | | | 0 | | | | | | |
| Transfer reserves to the result | | | | | | -333,355 | | | | | | |
| Income tax relating to other comprehensive income | | | | | | | 3,030,898 | 0 | | 3,030,898 | | 3,030,898 |
| Transactions with shareholders, recognised directly in equity, of which: | 0 | 33,262 | 0 | -14,000 | 0 | 0 | -2,240 | 0 | -3,586,225 | -3,569,203 | -87,470 | -3,656,673 |
| Repurchase of own shares | | | | | | | | | 0 | 33,262 | | 33,262 |
| Cancellation of affiliate liquidation reserve | | | | | | | | | | | | |
| Distribution of affiliate liquidation profits | | | | | | | | | | | | |
| Profit distribution | | | | | | | 0 | | -3,324,464 | -3,324,464 | | -3,324,464 |
| Balance as of 31 December 2025 | 21,882,104 | -343,247 | 0 | 4,943,516 | 22,679,066 | 96,867,382 | 309,724,561 | 471,920 | 53,099,895 | 509,325,197 | 31,918 | 509,357,115 |

10.4. Consolidated statement of cash flows for the year ended 31 December 2025

All amounts are expressed in lei, unless otherwise specified

| Explanation | 31 December 2025 | 31 December 2024 |
|---|--------------------|--------------------|
| Cash flows from operating activities: | | |
| Profit before tax | 3,139,031 | 7,561,730 |
| Depreciation and amortization expenses of fixed assets | 49,538,341 | 51,672,270 |
| (Increases) / Decreases in stocks (Cresteri) / Descresteri create | -13,964,195 | 18,907,806 |
| Increases/ (Decreases in debts) | -24,675,367 | 47,598,665 |
| Adjustment for other non-monetary items | 15,634,629 | -40,990,621 |
| | -18,136,325 | -14,435,789 |
| Net cash generated from operations | 11,536,114 | 70,314,061 |
| Cash flows from investment activity: | | |
| Acquisitions of tangible fixed assets and real estate investments | -20,512,799 | -17,980,451 |
| Acquisitions of intangible assets | -699,404 | -560,078 |
| Net cash generated from investment activities | -21,212,203 | -18,540,529 |
| Cash flows from financial activity | | |
| (Increases) / Decreases in bank loans | -2,473,705 | -36,415,626 |
| Duplicate Payments | -1,951,737 | -3,591,058 |
| Net cash generated from financial activity | -4,425,442 | -40,006,684 |
| Net cash generated from total business | -14,101,531 | 11,766,848 |
| Cash and cash equivalents at the beginning of the period | 18,977,030 | 7,210,182 |
| Cash and cash equivalents at the end of the period | 4,875,499 | 18,977,030 |

10.5. Explanatory notes to the consolidated financial statements for the year ended 31 December 2025

1. GENERAL INFORMATION

a) Society COMPA - the parent company

COMPA is a joint-stock company, headquartered in Sibiu, str. Henri Coandă nr.8, CP 550234

The company's field of activity: design, production and marketing of components for the manufacture of cars, transport vehicles, buses, trailers, tractors, wagons, locomotives and various industrial equipment, services and technical assistance.

The main object of activity, according to the NACE code is 2932 "Manufacture of other parts and accessories for motor vehicles and for motor vehicle engines"

Form of ownership of the company

COMPA S.A. has been 100% privatized since September 1999. The company is listed, the shares are traded on the Bucharest Stock Exchange in the Standard category, symbol CMP.

The evolution of the company

By Government Decision no. 1296/13.12.1990, the company became S.C.COMPA S.A., coming from **the Sibiu Auto Parts Enterprise (I.P.A. Sibiu)**. I.P.A. Sibiu was founded in 1969 by the unification of two units: the Elastic Plant and the Automecanica Sibiu Plant.

Since 1991, COMPA has been organized into factories / workshops, constituted on product families as cost centers, which over time they became profit centers, in order to decentralize and facilitate the establishment of joint-ventures.

The financial investments of COMPA S.A. as parent company, representing shares held in shares or shares in commercial entities are presented in the table below:

| The company in which the securities are held | Registered office | The value of the securities held by COMPA | % in share capital |
|--|-------------------------------|---|--------------------|
| COMPA IT SRL | 8 Henri Coandă Street, Sibiu | 200,000 | 100% |
| TRANS CAS SRL | 12 Henri Coandă Street, Sibiu | 742,500 | 99% |
| ARINI HOSPITALITY SRL | 51 Henri Coandă Street, Sibiu | 23,203,000 | 70% |
| TOTAL | 8 Henri Coandă Street, Sibiu | 24,145,500 | 100% |

The management of COMPA was ensured by a Board of Directors consisting of:

- Deac Ioan – president and general manager,
- Dumitrescu Mihaela – vice-president of the Board of Directors and economic director
- Maxim Mircea-Florin – member of the Board of Directors
- Balteş Nicolae – member of the Board of Directors
- NEACŞU Vlad- Nicolae – member of the Board of Directors

b) Subsidiaries

The company COMPA I.T. S.R.L with its registered office in Sibiu, str. Henri Coandă nr.8, jud. Sibiu. The company was founded in 2001, being registered with the Trade Register with no. J32/17/2001, CUI 13656016.

The purpose of the establishment was to design and implement an *integrated information system*, for the parent company, at the existing international standards and to ensure the requirements imposed by the organization on profit centers of the COMPA company, as well as to ensure an extended computer network throughout the COMPA company.

The object of activity, according to the NACE code is 6201 – "Custom software development activities"

The company's share capital is 200,000 RON, wholly owned (100%) by COMPA S.A. The company's administrator is Mr. Acu Florin-Ștefan.

TRANS C.A.S. S.R.L. with its registered office in Sibiu, 12 Henri Coandă Street, Sibiu county. Sibiu. The company was founded in 2002, being registered with the Trade Register with no. J32/633/2002, CUI 14836511. The reason for the establishment of the company was to outsource the car transport activity, initially existing within the COMPA company, in order to expand and develop this activity differently from the activity profile of the COMPA company. TRANS C.A.S. S.R.L. currently owns a number of over 60 vehicles, of which an important share is held by Mercedes tractor units, with a capacity of over 20 tons of payload, intended for the transport of materials and finished products both for COMPA and for other customers.

The main object of activity of the company, according to the NACE code is 4941 "Road transport of goods".

As of 31 December 2021, the shareholding structure was:

- The company COMPA S.A. holds a number of 29,700 shares, worth 742,500 RON.
- Maxim Mircea Florin and Mihaila Daniela, individuals, hold a total of 300 shares worth 7,500 RON.

The management of the company is ensured by Maxim Mircea-Florin – administrator.

RECASERV S.R.L. with its registered office in Sibiu, 51 Henri Coandă Street, Sibiu county. Sibiu, established in 2004, being registered with the Trade Register with no. J32/704/2004, CUI 16408228. The purpose of setting up the company was to outsource within the parent company (COMPA S.A.) activities different from its main activity profile, activities such as: public catering carried out through the canteen and micro-canteens operating within the COMPA company. By setting up the company RECASERV S.R.L. with a public catering profile, the conditions for the development of this activity were ensured by completing it with secondary services (catering and cleaning services).

The main object of activity, according to the NACE code is 5629 "Other food activities n.e.c.", consisting of catering services for the employees of COMPA S.A. and other companies in Sibiu, the organization of events with a public catering profile for companies and educational units in the municipality of Sibiu.

The company's share capital is 100,000 RON held by:

- COMPA S.A. Sibiu, 70%
- Boroș Daniela, natural person, 30%

RECASERV S.R.L. Sibiu owns in COMPA S.A.Sibiu a number of 649,100 shares worth RON 64,910 purchased by trading on the BVB, which are registered in the company's Financial Statements as of 31 December 2021.

The administrator of the company is Mrs. Boroș Daniela.

ARINI HOSPITALITY S.R.L. with registered office in Sibiu, 8 Henri Coandă Street, Sibiu county. Sibiu was established in 2021, being registered with the Trade Register with no. J32/77/2021, CUI 43581594. The purpose of establishing the company was to carry out hotel activity, as a result of the development of the construction project of the Ibis-Mercure hotel complex.

The object of activity, according to the NACE code is 5510 – "Hotels and other similar accommodation activities"

The share capital of the company is 23,203,000 RON, wholly owned (100%) by COMPA S.A. The company's administrator is Mr. Baiasu Dan-Nicolae.

2. BASIC OF PREPARATION

Declaration of conformity

The financial statements have been prepared in accordance with the International Financial Reporting Standards adopted by the European Union ("EU") and with the Order of the Minister of Public Finance no. 2844/ 2016.

The Group has adopted IFRS reporting as of the 2012 financial statements.

Basis of evaluation

The individual financial statements have been prepared on a historical cost basis, with the exception of certain property, plant and equipment that are measured at revalued value or fair value as explained in accounting policies. Historical cost is generally based on the fair value of the consideration made in exchange for assets.

Display currency and functional currency

The financial statements are presented in **Romanian lei (RON)**, rounded to the nearest leu, this being the functional currency of the company.

Use of estimates and judgments

The preparation of individual financial statements in accordance with the IFRS adopted by the European Union involves the use by management of estimates, judgments and assumptions that affect the application of accounting policies as well as the reported value of assets, liabilities, income and expenses. Estimates and judgments are generally based on historical information and any other sources considered representative of the situations encountered. Actual results may differ from these estimates.

Estimates and assumptions are reviewed periodically. Revisions to accounting estimates are recognised during the period in which the estimate is revised and in future periods if they are affected.

Changes to estimates do not affect prior periods and do not represent a correction of an error.

Information on critical judgments in the application of the Group's accounting policies, the effect of which is material on the amounts recognised in the financial statements, are included in the notes relating to:

- **Tangible and intangible assets – Useful life of tangible assets**

Tangible and intangible assets are depreciated during their useful life.

The Group's management uses professional judgment in determining the useful life, and the evidence used to determine it includes the technical specifications of the machines, information from the commercial contracts that the Group has concluded with customers, the history of the products sold, market information related to the Group's products and the ability to adapt the machines.

- **Tangible and intangible assets – Adjustments for the impairment of tangible assets.**

Intangible and tangible assets are analysed to identify whether they show impairment indices at the date of the financial statements.

If the net carrying amount of an asset is greater than its recoverable amount, an impairment loss is recognised to reduce the net carrying amount of that asset to the level of recoverable amount. If the reasons for recognising the impairment loss disappear in subsequent periods, the net carrying amount of the asset is increased to the level of the net carrying amount that would have been determined if no impairment loss had been recognised.

Evidence that may lead to depreciation includes a decrease in utility for the Group, excessive physical wear and tear, the emergence of new production technologies.

Deferred taxes

Deferred tax claims are recognised as assets to the extent that it is likely that there will be a taxable profit from

which the losses can be covered. The Group's management uses professional judgment in determining the amount of deferred tax receivables that can be recognised as assets. The management's decisions are based on information from the commercial contracts that the Group has concluded with customers, forecasts related to the automotive market and automotive components.

- **Provisions**

Provisions are recognised when the Group has a current legal or implied obligation arising from a past event, it is likely that an outflow of resources incorporating economic benefits will be required for the settlement of the obligation, and a reliable estimate of the value of the obligation may be achievable. The amount recognised as a provision is the best estimate of the expense required to settle the current obligation at the end of the reporting period.

- **Recoverable amount of assets**

The impairment assessment is carried out on an individual basis and is based on management's best estimate of the present value of cash flows expected to be received. The Group reviews its trade and other receivables at each date of the financial position, in order to assess whether it needs to record an impairment in the profit and loss account. In particular, the professional judgment of management is necessary to estimate the value and to coordinate future cash flows when determining impairment loss. An impairment loss is recognised if the carrying amount of a cash-generating asset or unit exceeds the estimated recoverable amount. These estimates are based on assumptions about several factors, and actual results may differ, leading to future changes in adjustments.

- **Fair value measurement of financial instruments**

Where the fair value of financial assets and liabilities reflected in the statement of financial position cannot be measured on the basis of quoted prices on active markets, their fair value shall be measured using valuation techniques, including the discounted cash flow model. The assumptions in these models are taken from available market information, but when this is not possible, reasoning is required to determine fair value. Reasoning includes determining assumptions such as credit risk and volatility.

3. POLITICIANS ACCOUNTING SIMPLIFICATION

The consolidated financial statements have been prepared in accordance with the International Financial Reporting Standards adopted by the European Union ("EU")

3.1. New standards and interpretations entered into force in the current period and adopted by the Group as of 1 January 2025, including

Amendments to IAS 21 – The Effects of Changes in Foreign Exchange Rates

The amendments introduce additional requirements for determining the exchange rate in situations where one currency cannot be converted into another currency. In such cases, the entity must estimate the spot exchange rate that would have been used in an orderly transaction between market participants at the measurement date.

3.2. Standards and Interpretations issued by the IASB and adopted by the EU, but not yet in force and not applied early by the Group

Currently, IFRS adopted by the EU does not differ significantly from the regulations adopted by the International Accounting Standards Board (IASB) except for the following standards, amendments to existing standards and interpretations, which have not been endorsed for use:

IFRS 18 – Presentation and Disclosure in Financial Statements

The standard introduces new requirements regarding the presentation and structure of the statement of profit or loss and improves the transparency and comparability of financial performance between entities. The

standard will replace certain requirements of **IAS 1 – Presentation of Financial Statements**. The standard is mandatory for annual financial periods beginning on or after 1 January 2027.

IFRS 19 – Subsidiaries without Public Accountability: Disclosures

The standard allows subsidiaries without public accountability to apply the recognition and measurement requirements of IFRS while benefiting from reduced disclosure requirements in the financial statements. The standard will become effective for annual financial periods beginning on or after 1 January 2027.

Amendments to IFRS 9 – Financial Instruments and IFRS 7 – Financial Instruments: Disclosures

These amendments include clarifications regarding the classification and measurement of certain financial instruments and introduce additional disclosure requirements.

The foundations of consolidation

Business combinations

Business combinations are accounted for using the acquisition method at the acquisition date. The date of purchase is the date on which control is transferred to the buyer. Control is the power to establish the financial and operational policies of the entity in order to obtain benefits from its activities. In assessing control, the Group shall take into account potential voting rights that are currently exercisable.

Professional judgment is applied to determine the date of acquisition and whether the transfer of control between the parties has taken place.

The Group measures goodwill at the fair value of the consideration transferred, including the recognised value of uncontrolled interests in the acquired entity, less the recognised net value (fair value) of identifiable assets acquired and liabilities assumed, all measured at the date of acquisition.

The transferred consideration includes the fair value of the transferred assets, the liabilities assumed by the Group towards the previous shareholders of the acquired entity and the equity instruments issued by the Group.

The transferred consideration also includes the fair value of the contingent consideration.

A contingent liability of the acquired entity is assumed in a business combination only if such liability represents a present obligation arising from a prior event and its value can be reliably assessed.

Non-controlling interests

The Group assesses the non-controlling interests as the minority shareholders' share of the acquired entity's identifiable net assets.

The Group's transaction costs related to a business combination, such as transaction brokerage fees, fees for legal advisory services, fees for due diligence services and other fees for professional and advisory services are recognised in the profit or loss account when incurred.

The revised standard specifies that changes in the parent company's shareholding in a subsidiary that do not result in the loss of control must be recorded as equity transactions. According to the standard acquisitions of interests without control are accounted for as transactions with shareholders in their capacity as owners and, as a result of such transactions, no goodwill is recognized. The result of these transactions is recognised by the Group in "Other reserves".

Subsidiaries

Subsidiaries represent all entities over which the Group has control. The group controls an entity when it has full authority over the entity, is exposed to and entitled to variable income based on the interest held, and has the ability to bring its authority over the entity to influence the value of such income. The subsidiaries are included in the consolidation as of the date on which control is transferred to the group. Subsidiaries are excluded from consolidation as of the date on which the control ceases. The accounting policies of the subsidiaries have been modified, where necessary, in order to be aligned with the policies adopted by the Group.

Investments in associates (investments accounted for by the equity method)

Associated entities are those entities over which the Group exercises significant influence, but does not have

control over the financial and operational policies of the entities. Significant influence is assumed to exist when the Group holds between 20% and 50% of the voting rights in another entity. Joint ventures are those entities over whose activities the Group exercises joint control established by a contractual agreement and requiring unanimous agreement for decision-making on financial and operational strategies.

Investments in associates are accounted for using the equity method and are initially recognised at cost. The Group's investment includes the goodwill identified at the time of acquisition, net of any accumulated impairment losses.

The consolidated financial statements include the Group's share of income, expenses and changes in equity of investments accounted for by the equity method, after adjustments to align accounting policies with those of the Group, from the date on which it begins until the date on which significant influence or joint control ceases.

When the Group's share of the losses exceeds its interest in the investment accounted for by the equity method, the carrying amount of the investment, including any long-term investment, shall be reduced to zero and the recognition of subsequent losses shall be discontinued unless the Group has an obligation or has made payments on behalf of the entity in which it invested.

Joint commitments:

A joint commitment is a commitment in which two or more parties have joint control. Joint commitments are accounted for using the equity method. On the basis of the equity method, the investment in a common arrangement is initially recognised at cost and the carrying amount is increased or reduced in order to be able to recognise the group's share of post-acquisition profits or losses and the movement of other comprehensive income. When the group share of the losses incurred in an association exceeds the interests in the joint venture, the group shall not recognise additional losses unless there are obligations or has made payments on behalf of the joint venture.

Unrealized gains from transactions between the group and its associations are eliminated within the limits of the interest of the group in the association. Unrealized losses are also eliminated, unless the transaction proves to be detrimental to the transferred asset.

Transactions eliminated in the consolidation.

Balances and transactions within the Group, as well as any unrealised gains or losses resulting from transactions within the Group, are eliminated in the preparation of the consolidated financial statements. Unrealized profits related to transactions with associates accounted for by the equity method are eliminated in exchange for the investment in the associate. Unrealized losses are eliminated in the same way as unrealized gains, but only to the extent that there are no indications of depreciation of value.

Converting to foreign currencies

When preparing the Group's financial statements, transactions in currencies other than the Group's functional currency (currencies) are recognised at the current exchange rates at the dates of the transactions. Monetary items denominated in a foreign currency, at the end of the reporting period, are translated at the currency on that date. Non-monetary items accounted for at fair value, which are denominated in a foreign currency, are retranslated at current rates at the date the fair value was determined. Non-monetary items, which are measured at historical cost in a foreign currency, are converted at the exchange rate on the date of the transaction.

Foreign exchange differences resulting from the retranslation of monetary items at the end of the reporting period are recognised as profit or loss.

Financial instruments

Non-derivative financial assets

The Group recognises loans and receivables at the date they are generated. All other financial instruments are

recognised at the transaction date, which is the date on which the Group becomes a party to the contractual provisions of the instrument. Financial assets are classified into loans and receivables.

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not listed on an active market, other than those that the Group intends to sell immediately or in the near future. Loans and receivables (including trade and other receivables, bank balances and cash, etc.) are generally held for the purpose of collecting cash flows under contracts and are measured at amortised cost using the effective interest method, less any impairment.

Trade receivables are amounts to be collected from customers for products sold and services provided in the course of the Group's activity. They are generally collected in short periods and are thus classified as current. Trade receivables are initially recognised at the amount of unconditional consideration, except where they contain a significant financing component, when recognised at fair value.

Recognition and initial evaluation

Trade receivables are initially recognised at the date of the transaction. All other financial assets and financial liabilities in the statement of its financial position when the Group becomes a party to the contractual provisions of the instrument.

Financial assets (unless they contain a significant financing component) and financial liabilities are initially measured at fair value. Transaction costs that are directly attributable to the acquisition or issuance of financial assets and receivables (other than financial assets and financial receivables at fair value through profit or loss) are added to or deducted from the fair value of financial assets or financial receivables, as applicable, at initial recognition. Transaction costs directly attributable to the acquisition of financial assets or receivables at fair value through profit or loss are immediately recognised in individual profit or loss.



Classification and subsequent evaluation

Financial assets

At initial recognition, a financial asset is classified as measured at: amortized cost; fair value through other comprehensive income; or fair value through profit or loss

Financial assets are not reclassified after initial recognition unless the Group changes its business model for the management of its financial assets, in which case all those affected financial assets are reclassified.

A financial asset is measured at amortised cost if both of the following conditions are met and is not recognised at fair value through profit or loss:

- the financial asset is held under a business model whose objective is to hold financial assets for the purpose of collecting contractual cash flows; and
- The contractual terms of the financial asset give rise, on certain dates, to cash flows that are exclusively payments of principal and interest on the amount of principal due.

A financial asset is measured at fair value through other comprehensive income if both of the following conditions are met and is not designated at fair value through profit or loss:

- the financial asset is held under a business model whose objective is achieved by collecting contractual cash flows and selling the financial assets; and
- The contractual terms of the financial asset give rise, on certain dates, to cash flows that are exclusively payments of principal and interest on the amount of principal due.

All financial assets that are not measured at amortised cost or at fair value through other comprehensive income are measured at fair value through profit or loss.

At initial recognition, the Group could irrevocably designate a financial asset as measured at fair value through profit or loss if doing so eliminates or significantly reduces a measurement or recognition inconsistency that would otherwise result from the measurement of assets or liabilities or the recognition of their gains and losses on different bases.

The entity's business model for managing financial assets

The Group makes an assessment of the business model objective in which a financial asset is held at a portfolio level, as it best reflects how the business is managed and information is provided to management. The information considered includes:

- stated policies and objectives for the portfolio and the functioning of those policies in practice. These include considering whether management's strategy focuses on earning contractual interest income, maintaining a specific interest rate profile, matching the duration of financial assets to the duration of any expected liabilities or cash outflows, or realizing cash flows through the sale of assets;
- the way in which the performance of the portfolio is evaluated and reported to the Group's management;
- the risks affecting the performance of the business model (and the financial assets held within that business model) and how those risks are managed;
- the frequency, volume and timing of sales of financial assets in previous periods, the reasons for such sales and expectations regarding future sales activity.

Assessment of whether contractual cash flows are only principal and interest payments

For the purposes of this measurement, 'principal' is defined as the fair value of the financial asset at initial recognition. "Interest" is defined as consideration for the time-value of money and credit risk associated with the amount of principal receivable over a given period of time, as well as for other basic credit risks and costs and a profit margin.

In order to assess whether the contractual cash flows are only principal and interest payments, the Group takes into account the contractual terms of the instrument. This includes assessing whether the financial asset contains a contractual term that could change the timing or value of the contracted cash flows so that it does not meet this condition

An advance payment feature is compatible with the criterion of payment of principal and interest only, where the amount of the prepayment substantially represents the outstanding amounts of the principal and the interest on the outstanding amount, which may include reasonable additional compensation for the early termination of the contract.

Subsequent valuation of financial assets

After initial recognition, the Group values a financial asset in accordance with the points at amortised cost; at fair value through other comprehensive income; fair value through profit or loss.

Financial assets at amortized cost are subsequently measured at amortized cost using the effective interest method. The amortized cost is reduced by impairment losses. Interest income, foreign currency gains and losses, and impairment are recognised as profit or loss. Any gain or loss from recognition is recognised as profit or loss.

Impairment of financial assets

The Group recognises adjustments for losses on expected credit losses for:

- financial assets valued at amortized cost.
- the assets related to the contracts.

The loss adjustment for trade receivables and contract assets are always measured at an amount equal to the expected credit losses over the lifetime.

When determining whether the credit risk of a financial asset has increased significantly since the initial recognition and the estimate of expected credit losses, the Group shall consider reasonable and substantiated information that is relevant and available without undue cost or effort. This includes quantitative and qualitative information and analysis, based on the Group's historical experience and including forward-looking information. The Group considers a financial asset to be in default when:

- the borrower is unlikely to pay its credit obligations to the Group in full; or
- the financial asset is past 365 days after maturity.

Expected lifetime credit loss data are the expected credit losses resulting from all potential events implied over the expected life of a financial instrument.

Expected 12-month credit losses are the portion of expected credit losses resulting from implied events that are possible within 12 months of the reporting date (or a shorter period if the life of the instrument is less than 12 months).

The maximum period taken into account when estimating expected credit losses is the maximum contractual period during which the Group is exposed to credit risk.

Measurement of expected credit loss amounts

Expected credit losses are a likely estimate of credit losses. Credit losses are measured as the present value of the cash shortfall (i.e. the difference between the cash flows due to the entity under the contract and the cash flows that the Group expects to receive).

Financial assets impaired as a result of credit risk

At each reporting date, the Group assesses whether financial assets recorded at amortised cost and financial assets at fair value through other comprehensive income are affected by credit risk. A financial asset is "impaired as a result of credit risk" when one or more events have occurred that have a negative impact on the estimated future cash flows of the financial asset.

Proof that a financial asset is affected by credit includes the following observable data:

- significant financial difficulty of the debtor.
- a breach of contract, such as failing to perform obligations or exceeding the due date by 90 days; or
- the debtor is likely to go into bankruptcy or other financial reorganization.

Presentation of the adjustment for expected credit losses in the statement of financial position

Adjustments for financial assets, measured at amortised cost, are deducted from the gross amount of assets. For financial assets at fair value through other comprehensive income, adjustments for losses are recognised in the statement of profit and loss and are recognised in Other comprehensive income.

Taking off the balance sheet

The gross carrying amount of a financial asset is reduced when the Group does not have a reasonable expectation of recovery of all or part of a financial asset. For individual clients, the Group has a policy of eliminating gross book value when the financial asset is 3 years after maturity, based on the historical experience of recoveries of similar assets. For corporate clients, the Group makes an individual assessment of the timing and amount of the discount, depending on whether there is a reasonable expectation of recovery.

Derecognition

The Group recognises a financial asset when the contractual rights to the cash flows from the assets expire or when the Group transfers the rights to receive the contractual cash flows related to the financial asset in a transaction whereby it has significantly transferred all the risks and rewards associated with the ownership right.

When a financial asset is derecognised, the difference between the carrying amount of the asset and the amount of the consideration received is recognised as profit or loss.

Financial debts

The Group recognises financial liability initially at its fair value plus, in the case of financial liability that is not at fair value through profit or loss, transaction costs that can be directly attributed to the acquisition or issuance of the financial instrument.

The Group classifies financial liabilities as subsequently measured at amortised cost or at fair value through profit or loss. Financial liability is classified as being at FVTPL if it is classified as being held for trading, is a derivative or is designated as such at initial recognition. Financial liabilities to FVTPL are measured at fair value, and net gains and losses, including any interest expense, are recognised in profit or loss. Other financial liabilities are subsequently measured at amortized cost using the effective interest method. Interest expense and foreign currency gains and losses are recognised in profit or loss. Any gain or loss from recognition is also recognised as profit or loss.

The group recognises a financial debt when contractual obligations are concluded or when these obligations expire or are cancelled. On the derecognition of financial liability, the difference between the carrying amount of a financial liability and the consideration paid (including any transferred unconsolidated assets or assumed liabilities) is recognised as profit or loss.

Other financial liabilities include credits and loans, commitments, lines of credit and commercial and other liabilities.

Derivatives

A derivative is a financial instrument or other contract falling within the scope of IFRS 9 that has the following three characteristics: its value changes in response to changes in certain interest rates, the price of a financial instrument, the price of commodities, foreign exchange rates, price indices or rates, credit rating or credit index,

or other variables, provided that, in the case of a non-financial variable, it is not specific to a contractual party (sometimes referred to as 'core'); does not require any initial net investment or requires an initial net investment that is lower than would be required for other types of contracts that are expected to have similar reactions to changes in market factors; and is settled at a future date.

Capital instruments

A capital instrument is any contract that creates a residual right to an entity's assets after deducting all of its liabilities. When an equity instrument of the company is repurchased, the amount paid, which also includes directly attributable costs, net of taxes, is recognised as a deduction from capital. The Group does not recognise gains or losses in the profit and loss account on the acquisition, sale, issuance or cancellation of equity instruments.

Tangible fixed assets

Property, plant and equipment are measured at cost, minus cumulative depreciation and impairment losses, except for land and buildings, which are measured at the revalued value. The revalued value represents the fair value of the asset at the revaluation date minus any subsequent accumulated depreciation and any accumulated impairment losses. The revaluation is carried out for the entire class of fixed assets (land, buildings).

The cost of fixed assets includes expenses directly attributable to the acquisition of the asset. The cost of a self-built asset includes the cost of materials and direct labour, other costs attributable to bringing the assets back into place and in working order, and the initial estimate of the costs of dismantling and removing the asset and restoring the placement and borrowing costs where there is an obligation to pay for these expenses.

When the Group depreciates parts of a property, plant and equipment separately, it also depreciates separately what remains of that item. What remains consists of the parts of the element that are not individually significant.

The Group shall carry out the revaluations with sufficient regularity to ensure that the carrying amount does not differ materially from what would have been determined by the use of fair value at the end of the reporting period. When a fixed asset is reclassified as an investment property, the property is revalued at fair value.

The gains resulting from the revaluation are recognised in the statement of profit and loss only to the extent that there is a property-specific impairment loss and any other remaining gains recognised as other comprehensive income and presented in the capital revaluation reserves. Any loss is recognised immediately in the profit or loss account.

Subsequent costs are capitalised only when the expense is likely to generate future economic benefits for the Group. Maintenance and repair works are expenses of the period.

The land is not depreciated. Depreciation is recognized in order to be able to deduct from costs minus the residual values over their useful life, using the linear method. The estimated useful lives, residual values and depreciation method are reviewed by the Group Management at the end of each reporting period, taking into account the effect of all changes in accounting estimates.

Fixed assets subject to a financial lease are impaired over their useful life on the same basis as owned assets or, where the period is shorter, over the relevant lease period.

The estimated useful life for the current year and the comparison years of significant groups of tangible assets are:

- Buildings 12-50 years
- Technical installations and machines 3-18 years
- Other equipment, machinery and furniture 2-18 years

If the recoverable amount of an asset (or cash-generating unit) is estimated to be less than its carrying amount, the carrying amount of the asset (or cash-generating unit) is reduced to its recoverable amount. The impairment is recognised immediately in profit or loss if the relevant asset is not accounted for at a revalued value, in which case the impairment is treated as a revaluation reduction.

Tangible assets are derecognised as a result of disposal or when future economic benefits are no longer expected from the continued use of the asset. Any gain or loss resulting from the disposal or disposal of an item of property, plant and equipment shall be determined as the difference between the proceeds from sales and the carrying amount of the asset and shall be recognised in the profit and loss account during the period in which the recognition takes place.

Intangible assets

Recognition and evaluation

In order to recognise an item as an intangible asset, the Group shall demonstrate that the item meets the following:

(a) the definition of an intangible asset

- it is severable, i.e. it can be separated or divided by the entity and sold, transferred, authorized, leased or exchanged, either individually or together with a corresponding contract, asset or debt; or
- arises from contractual or other legal rights, whether those rights are transferable or severable from the Group or other rights and obligations.

(b) the criteria for recognition

- it is likely that the future economic benefits expected to be attributed to the fixed asset will accrue to the Group; and the cost of immobilization can also be reliably assessed.

An intangible asset is initially valued at cost. The cost of a separately acquired intangible asset is made up of:

- a) its purchase price, including import customs duties and non-refundable purchase taxes, after deducting trade discounts and rebates; And
- b) any cost to be attributed directly to the preparation of the asset for its intended use.

In certain cases, an intangible asset can be acquired free of charge, or for a symbolic consideration, by means of a government grant. The group initially recognises both intangible assets and the fair value subsidy.

The cost of an internally generated intangible asset is the amount of expenses incurred since the date on which the intangible asset first met the recognition criteria. Expenses previously recognised as costs cannot be reinstated. The cost of an internally generated intangible asset is composed of all directly attributable costs necessary to create, produce and prepare the asset to be able to operate in the manner intended by management. Examples of directly attributable costs are:

- a. the costs of materials and services used or consumed to generate the intangible asset;
- b. the costs of employee benefits arising from the generation of intangible assets;
- c. fees for registering a legal right; And
- d. amortization of patents and licenses that are used to generate intangible assets.

To determine whether an internally generated intangible asset meets the recognition criteria, an entity divides the asset generation process into:

- (a) a research phase;
- (b) a development phase.

If the Group cannot distinguish between the research and development phases of an in-house project to create an intangible asset, the Group shall treat the expenses related to the project as expenses incurred exclusively in the research phase.

No intangible assets arising from research (or from the research phase of an internal project) shall be recognised. Research expenses (or those in the research phase of an internal project) must be recognised as a cost when incurred.

A development intangible asset is recognised if and only if the expenses attributable to the intangible asset can be reliably assessed in the course of its development, the technical feasibility required to complete the intangible asset so that it is available for use or sale, management has the intention and ability to complete the intangible asset and to use or sell it.

Recognition of expenses

Expenditure on an intangible asset shall be recognised as costs when incurred, unless they are part of the cost of an intangible asset that meets the recognition criteria.

Evaluation after recognition

The group accounts for intangible assets using the cost-based model.

After initial recognition, an intangible asset shall be accounted for at or minus any accumulated depreciation and impairment losses.

Amortization

The depreciable value of an intangible asset with a determined useful life is allocated on a systematic basis over its useful life. Depreciation begins when the asset is available for use, i.e. when it is in the place and condition necessary to be able to function in the manner intended by management. Depreciation ceases on the earlier of the date on which the asset is classified as held for sale and the date on which the asset is derecognised.

Intangible assets are depreciated using the straight-line method over a period of 1-5 years or over the period of validity of contractual or legal rights when it is less than the estimated useful life. An intangible asset with an indefinite useful life shall not be depreciated.

Impairment

At the end of each reporting period, the Group reviews the carrying amounts of its tangible and intangible assets to determine whether there is any indication that those assets have been impaired. If there is such an indication, the recoverable amount of the asset is estimated to determine the size of the impairment (if any). The recoverable amount is the greater of the fair value minus the costs generated by the sale and its value in use.

Intangible assets with indefinite useful lives and intangible assets that are not yet available for use shall be tested at least annually for impairment and whenever there is an indication that the asset may be impaired.

Derecognition

An intangible asset is derecognised when it is disposed of or when future economic benefits are no longer expected from its use or disposal.

Real estate investments

An investment property is real estate property (land or a building – or part of a building – or both) held by the Group to obtain rental income or to increase the value of capital, or both, rather than to be used for the production or supply of goods or services or for administrative purposes or to be sold in the ordinary course of business.

The cost of a purchased real estate investment includes its purchase price and any expenses directly attributable to the purchase. Directly attributable expenses include, for example, professional fees for legal services, fees for the transfer of ownership and other transaction costs.

The cost of a self-built real estate investment is the cost from the date of completion of the construction or arrangement works. Until that date, the Group applies the provisions of IAS 16. At that time, real estate becomes a real estate investment.

After initial recognition, the Group chooses the fair value model and measures all its real estate investments at fair value.

A gain or loss generated by a change in the fair value of the real estate investment is recognised in the profit or loss of the period in which it occurs.

The fair value of the real estate investment is the price at which the real estate property could be traded between interested and informed parties, within a transaction carried out under objective conditions. The fair value of a real estate property must reflect market conditions at the balance sheet date.

The assets for which the fair value is determined in the financial statements are classified in the fair value hierarchy according to the basis used to determine the fair value as follows:

- Level 1 - Unadjusted market prices
- Level 2 - Inputs differ from unadjusted market prices, but fair value is directly or indirectly observable.
- Level 3 - Fair value measurement based on unobservable inputs

The gains or losses generated from the disposal or disposal of a real estate investment must be determined as the difference between the net proceeds from the disposal and the carrying amount of the asset and must be recognized as profit or loss during the period of retirement or disposal

Stocks

Inventories are valued at the lower of cost and net realizable value.

Inventory costs are established on a first-in, first-out basis and include expenses generated by the acquisition of inventories, production and other costs with bringing inventories into shape and existing location. In the case of finished products and production in progress, the costs also include a share of overheads based on normal production capacity.

Net realizable value represents the estimated selling price in the normal course of business for inventories minus the estimated costs of completion and the costs necessary to complete the sale.

Employee benefits

In the normal course of activity, the Group makes payments to the pension, health and unemployment funds of the Romanian state, on behalf of its employees. The expenses with these payments are recorded in the profit and loss account in the same period as the related salary expenses.

All the employees of the Group are members of the pension plan of the Romanian state. Within the Group there is no other pension scheme in place and there are no other obligations related to pensions.

The benefits for the termination of the employment contract can be paid when the employment contract is terminated for reasons not attributable to the employees. The Group recognises the benefits of terminating the employment contract when it undertakes to terminate the employment contracts of current employees.

Provisions

Provisions are recognised when the Group has a current legal or implied obligation arising from a past event, it is likely that an outflow of resources incorporating economic benefits will be required for the settlement of the obligation, and a reliable estimate of the value of the obligation may be achievable.

The value recognised as provision is the best estimate of the expense required to settle the current obligation at the end of the reporting period. When a provision is measured using estimated cash flows to settle the present obligation, its carrying amount is the present value of those cash flows (where the time-value effect of money is significant).

Guarantees

Provisions for the estimated costs of warranty obligations under local law and contractual provisions for the sale of goods are recognised at the date of sale of the goods. The provision is based on the history of guarantees and the balancing of all possible outcomes.

Restructuring

A restructuring provision is recognised when the Group has approved a detailed and formal restructuring plan and the restructuring plan has either been initiated or the main features of the restructuring plan have been announced to those affected by it.

Onerous contracts

If the Group has a onerous contract, the current contractual obligation set out in the contract must be recognised and measured as a provision. A onerous contract is defined as a contract in which the unavoidable

costs of fulfilling the contractual obligations exceed the economic benefits expected to be obtained from the contract in question. The unavoidable costs of a contract reflect the net cost of exiting the contract, i.e. the lower of the cost of performing the contract and any compensation or penalties generated by the breach of contract.

Revenue recognition

The accounting policies for the Group's income from customer contracts are presented in note 15.

Government subsidies

Government subsidies are assistance provided by the Government in the form of transfers of resources to the Group in exchange for compliance, in the past or in the future, with certain conditions relating to the Group's operating activity. Subsidies exclude forms of government assistance that cannot reasonably be assigned a certain value, as well as transactions with the government that cannot be distinguished from the entity's normal commercial transactions.

Government subsidies are recognised as income during the periods corresponding to the related expenditures that these subsidies are to compensate, on a systematic basis.

A government grant to be received as compensation for expenses or losses already incurred, or for the purpose of providing immediate financial assistance to the entity, without any related future costs, is recognised as income during the period in which it becomes a receivable.

Leasing

Leasing contracts are presented as financial leasing contracts when the terms of the leasing contract substantially transfer all the risks and benefits related to the ownership right to the user.

All other leases are classified as operational leases. Initially, assets held under finance leases are recognised at the lesser of their fair value at the beginning of the lease and the present value of the minimum lease payments. The corresponding obligation towards the owner is included in the statement of financial position as an obligation associated with financial leasing.

Assets held under operational leases are classified as operational leases and are not disclosed in the statement of financial position.

Payments related to the operating lease are recognised as expenses throughout the lease period.

The minimum leasing payments are divided between financing expenses and obligation reduction. Expenditure are recognised as profit or loss in accordance with accrual accounting, if they are not directly attributable to assets, in which case they are capitalised in accordance with the Group's general policy on borrowing costs.

Borrowing costs

Borrowing costs, directly attributable to the acquisition, construction or realization of eligible assets, assets that require a significant period of time to be ready for use or sale, are in addition to the cost of those assets until the assets are significantly prepared for the scope of use or sale.

The income from the temporary investment of the specific debt obtained for the acquisition or construction of the eligible assets is deducted from the costs of the loans that can be capitalized. All other borrowing costs are recognised in profit or loss for the period in which they are incurred.

Gains or losses from exchange rate differences are reported as a net amount as a gain or loss depending on the result of exchange rate differences.

Corporate income tax

Income tax expenses represent the amount of taxes to be paid currently, as well as deferred taxes. Debts or receivables related to corporate income tax related to the current period and previous periods are valued at the amount to be paid or recovered to the tax authority using the legal regulations and the tax rate in force at the

date of the financial statements. Corporate income tax for the closing period of 31 December 2021 was 16%. Current and deferred taxes are recognised in the profit or loss account unless they relate to items recognised in other comprehensive income or directly in capital, in which case current and deferred taxes are also recognised in other comprehensive income or directly in capital.

Current tax

The tax payable on a current basis is based on the taxable profit made during the year. The taxable profit differs from the profit reported in the non-consolidated general income statement due to the income or expense elements that are taxable or deductible in some years, as well as elements that are never taxable or deductible. The Group's current tax liability is calculated using tax rates that have been adopted or substantially adopted at the end of the reporting period.

Deferred tax

Deferred tax is recognised on the basis of temporary differences between the carrying amount of assets and liabilities and the tax bases of assets and liabilities in the financial statements.

Deferred tax liabilities are generally recognised for all temporary taxable differences.

Deferred tax assets are recognised to the extent that there is a likelihood of a taxable profit in the future from which the temporary difference can be recovered.

The main differences result from the amortization of fixed assets and the measurement of assets at fair value.

The assets and liabilities related to the deferred tax are determined based on the taxes that are supposed to be applied during the period in which the respective debt or the claim regarding the deferred tax will be realized or settled.

Segment reporting

A business segment is a component of the Group that engages in business activities from which it can derive revenue and from which it can incur expenses (including income and expenses related to transactions with other components of the same company), the results of which are periodically reviewed by the Group's main operational decision-maker in order to make decisions regarding the resources to be allocated to the segment and to evaluation of its performance and for which distinctive financial information is available.

The company's management regularly evaluates the Group's activity in order to identify the segments of activity for which information must be reported separately. The Group did not identify components that would qualify as business segments.

4. SITUATION OF FIXED ASSETS

4. 1. TANGIBLE ASSETS

The evolution of tangible assets from 01 January 2024 to 31 December 2025 is as follows:

| Explanation | Land | Construction | Equipment and motor vehicles | Other tangible assets | Tangible assets in progress | Total |
|--|-------------------|--------------------|------------------------------|-----------------------|-----------------------------|--------------------|
| Inventory Value 01 January 2024 | 52,983,700 | 173,386,819 | 693,242,882 | 5,096,173 | 28,833,084 | 953,542,658 |
| Entries 2024 | 7,309,222 | 32,954,401 | 12,790,265 | 606,597 | 17,741,127 | 71,401,612 |
| lesiri 2024 | 0 | -29,574,044 | -17,554,953 | -16,265 | -38,106,843 | -85,252,105 |
| 31 December 2024 | 60,292,922 | 176,767,176 | 688,478,194 | 5,686,505 | 8,467,368 | 939,692,165 |
| Income from revaluations 2025 | 0 | 0 | 0 | 0 | 0 | 0 |
| Acquisitions 2025 | 0 | 0 | 0 | 0 | 20,578,381 | 20,578,381 |
| Domestically generated revenues 2025 | 0 | 0 | 0 | 0 | 3,683,289 | 3,683,289 |
| Start-ups 2025 | 0 | 4,771,735 | 17,631,329 | 126,483 | 0 | 22,529,547 |
| Income from transfers from classes 2025 | 0 | 1,648,965 | 0 | 0 | 0 | 1,648,965 |
| Income from inventory surpluses 2025 | 0 | 0 | 0 | 0 | 0 | 0 |
| Write-offs from re-evaluations 2025 | 0 | 0 | 0 | 0 | 0 | 0 |
| Write-offs from the cancellation of depreciation on the occasion of the revaluation of net values 2025 | 0 | 0 | 0 | 0 | 0 | 0 |
| Exits from transfers within the same class 2025 | 0 | 0 | 0 | 0 | 0 | 0 |
| Exits from transfers to other asset classes 2025 | 0 | -1,649,965 | 0 | 0 | -22,558,408 | -24,208,373 |
| Sales Releases 2025 | 0 | 0 | -727,786 | 0 | 0 | -727,786 |
| Cassation Waivers 2025 | 0 | -20,000 | -26,923,384 | -74,938 | 0 | -27,018,322 |
| 31 December 2025 | 60,292,922 | 181,517,911 | 678,458,353 | 5,738,050 | 10,170,630 | 936,177,866 |
| Depreciation, impairment | 0 | 0 | 0 | 0 | 0 | 0 |
| 01 January 2024 | 0 | 23,449,844 | 479,346,413 | 1,322,263 | 0 | 504,118,520 |
| Expenses 2024 | 0 | 7,143,217 | 41,888,615 | 630,112 | 0 | 49,661,944 |
| Depreciation, write-downs related to 2024 outputs | 0 | -28,593,721 | -17,536,791 | -16,265 | 0 | -46,146,777 |
| 31 December 2024 | 0 | 1,999,340 | 503,698,237 | 1,936,110 | 0 | 507,633,687 |
| Expenses 2025 | 0 | 7,659,752 | 39,734,940 | 561,720 | 0 | 47,956,412 |
| Depreciation, impairment related to inflows from transfers within the same class 2025 | 0 | 0 | 0 | 0 | 0 | 0 |
| Write-offs from the cancellation of depreciation on the occasion of the revaluation of net values 2025 | 0 | 0 | 0 | 0 | 0 | 0 |
| Depreciation, impairment related to transfers within the same class 2025 | 0 | -36,666 | 0 | 0 | 0 | -36,666 |
| Depreciation, depreciation related to scrapping 2025 | 0 | -7,333 | -26,877,207 | -74,938 | 0 | -26,959,478 |
| Depreciation, depreciation related to sales 2025 | 0 | 0 | -727,786 | 0 | 0 | -727,786 |
| 31 December 2025 | 0 | 9,615,093 | 515,828,184 | 2,422,892 | 0 | 527,866,169 |
| Remaining value 01 January 2024 | | | | | | 449,424,138 |
| 31 December 2024 | | | | | | 432,058,478 |
| 31 December 2025 | | | | | | 408,311,697 |

Tangible assets representing "Tangible assets in progress" are measured at historical cost.

The group has chosen the fair value revaluation model for the valuation of tangible assets of land and buildings.

The buildings and land were reassessed on 31 December 2024 by an authorized independent appraiser.

In the fair value hierarchy, the revaluation of the group's buildings and land at fair value is classified as level 2 data.

The valuation techniques used in Tier 2 fair value measurement are the price comparison method. Prices comparable to nearby buildings and constructions are adjusted according to specific characteristics, such as the size of the property, etc. The most important input data for this valuation method is the price per square meter.

There were no transfers between the level at which fair value measurements are classified during 2024.

The depreciation of all tangible assets is determined by the straight-line method. Fixed assets decreased in 31 December 2025 through sale, scrapping and depreciation. The inventory value of fixed assets scrapped and sold in 31 December 2025 was RON 27,746,108, and the non-depreciated value of fixed assets scrapped and sold was RON 58,844.

As of 31 December 2025, the net book value of fixed assets mortgaged in favor of banks was RON 172,442,457, of which RON 63,636,448 consisting of technological equipment and RON 108,806,009 in construction and land.

4.2. REAL ESTATE INVESTMENTS

The evolution of real estate investments from 01 January 2024 to 31 December 2025 is as follows:

| Explanations | Real estate investments | Real estate investments in progress | Total |
|--|-------------------------|-------------------------------------|-------------------|
| 01 January 2024 | 34,350,988 | 226,143 | 34,577,131 |
| Entries 2024 | 13,938,829 | 299,690 | 14,238,519 |
| Outflows 2024 | -4,614,789 | -521,671 | -5,136,460 |
| 31 December 2024 | 43,675,028 | 4,162 | 43,679,190 |
| Income from revaluations 2025 | 0 | 0 | 0 |
| Acquisitions 2025 | 0 | 0 | 0 |
| Domestically generated revenues 2025 | 0 | 3,187 | 3,187 |
| Start-ups 2025 | 0 | 0 | 0 |
| Income from transfers from other asset classes 2025 | -35,666 | 0 | -35,666 |
| Write-offs from transfers to other asset classes 2025 | 0 | 0 | 0 |
| Losses from transfers within the same asset class 2025 | 0 | 0 | 0 |
| Transfers to Stocks 2025 | 0 | 0 | 0 |
| 31 December 2025 | 43,639,362 | 7,349 | 43,646,711 |

Real estate investments are valued at fair value. A gain or loss generated by a change of the fair value of the real estate investment is recognized in the profit or loss of the period in which it occurs. The fixed assets "Real estate investments in progress" are valued at historical cost.

4.3. INTANGIBLE ASSETS

The evolution of intangible assets was as follows:

| Explanations | Research and development expenditure | Incorporation expenses | Computer programs and software | Total |
|--|--------------------------------------|------------------------|--------------------------------|-------------------|
| Cost | | | | |
| 01 January 2024 | 4,714,181 | 184,687 | 14,377,465 | 19,276,333 |
| Entries 2023 | 0 | 0 | 560,078 | 560,078 |
| Outings 2023 | 0 | 0 | -273,071 | -273,071 |
| 31 December 2024 | 4,714,181 | 184,687 | 14,664,472 | 19,563,340 |
| Acquisitions 2025 | 0 | 0 | 699,405 | 699,405 |
| Income from transfers from other asset classes 2025 | 0 | 0 | 0 | 0 |
| Exits from transfers within the same class 2025 | 0 | 0 | 0 | 0 |
| 31 December 2025 | 4,714,181 | 184,687 | 15,363,877 | 20,262,745 |
| Depreciation, impairment | | | | |
| 01 January 2024 | 1,387,201 | 107,734 | 9,433,334 | 10,928,269 |
| Expenses 2024 | 552,574 | 36,938 | 1,420,812 | 2,010,324 |
| Outings 2024 | 0 | 0 | -273,071 | -273,071 |
| 31 December 2024 | 1,939,775 | 144,672 | 10,581,075 | 12,665,522 |
| Expenses 2025 | 552,574 | 36,938 | 992,749 | 1,582,261 |
| Depreciation, depreciation related to scrapping 2025 | | | 0 | 0 |
| 31 December 2025 | 2,492,349 | 181,610 | 11,573,824 | 14,247,783 |
| Remaining value | | | | |
| 01 January 2024 | | | | 8,348,064 |
| 31 December 2024 | | | | 6,897,818 |
| 31 December 2025 | | | | 6,014,962 |

The Group capitalizes research and development costs due to the fact that the criteria for their recognition as an intangible asset are met, namely:

- it is likely that the future economic benefits expected to be attributed to the fixed asset is the responsibility of the Group;
- The cost of immobilization can be reliably assessed.

5. COMMERCIAL CREAT SI HIGH CREANTE

The situation of commercial receivables is as follows:

| Explanation | 31 December 2025 | 31 December 2024 |
|---|--------------------|-------------------|
| Receivables from customers who have not exceeded the due date | 91,513,115 | 77,620,256 |
| Receivables that have exceeded maturity, but no impairment adjustments have been recorded | 25,112,489 | 11,766,843 |
| Receivables that have exceeded maturity, but there have been adjustments for impairment | 404,791 | 1,424,117 |
| Impairment adjustments | -404,791 | -1,424,117 |
| Total commercial creator | 116,625,604 | 89,387,099 |

As of 31 December 2025 and 31 December 2024, the seniority situation of receivables that have a maturity deposit and for which no impairment adjustments have been recorded is as follows:

| Explanation | 31 December 2025 | 31 December 2024 |
|---|-------------------|-------------------|
| Due date exceeded between 0 and 90 days | 24,804,075 | 11,689,712 |
| Maturity exceeded by la 91 la 180 days | 308,249 | 853,345 |
| Scadenta depasita de la 181 la 1 an | 90,432 | 185,879 |
| Maturity exceeded in 1 year | 314,524 | 462,024 |
| Total overdue receivables | 25,517,280 | 13,190,960 |

The Group made adjustments for the impairment of customer receivables as follows:

| | |
|---------------------------------|------------------|
| 01 January 2024 | 749,306 |
| Adjustments constituted in 2024 | 1,180,376 |
| Reverse adjustments in 2024 | -505,565 |
| 31 December 2024 | 1,424,117 |
| Adjustments constituted in 2025 | 222,324 |
| Reverse adjustments in 2025 | -1,241,650 |
| 31 December 2025 | 404,791 |

The situation of **other receivables** held by the Group is as follows:

| Explanation | 31 December 2025 | | | 31 December 2024 | | |
|---|-------------------|---------------|-------------------|-------------------|----------------|-------------------|
| | Total, of which | Long term | Short term | Total, of which | Long term | Short term |
| Advances paid to suppliers | 4,707,893 | 0 | 4,707,893 | 4,869,758 | 0 | 4,869,758 |
| Personnel claims | 2,002 | 0 | 2,002 | 12,224 | 0 | 12,224 |
| Receivables in relation to the consolidated state budget and the local budget | 2,273,739 | 0 | 2,273,739 | 3,498,895 | 0 | 3,498,895 |
| Miscellaneous debtors | 147,636 | 0 | 147,636 | 178,615 | 0 | 178,615 |
| Adjustments for impairment of debtors | -94,053 | 0 | -94,053 | -94,053 | 0 | -94,053 |
| Cheltuieli in avans | 1,128,592 | 0 | 1,128,592 | 1,034,863 | 0 | 1,034,863 |
| Subsidies to be collected (European funds projects) | 2,004,306 | 87,492 | 1,916,814 | 3,247,141 | 825,771 | 2,421,370 |
| Total other receivables | 10,170,115 | 87,492 | 10,082,623 | 12,747,443 | 825,771 | 11,921,672 |

The Group made adjustments for the impairment of other receivables as follows:

| | |
|---------------------------------|---------------|
| 01 January 2024 | 94,053 |
| Adjustments constituted in 2024 | 0 |
| Reverse adjustments in 2024 | 0 |
| 31 December 2024 | 94,053 |
| Adjustments constituted in 2025 | 0 |
| Reverse adjustments in 2025 | 0 |
| 31 December 2025 | 94,053 |

The Group's commercial policy requires the recording of impairment adjustments for other receivables exceeding 365 days and for those receivables for which there are indications that they are uncertain. Receivables in foreign currency are valued in RON at the official exchange rate of the NBR on 31 December 2025.

6. OTHER FIXED ASSETS

The situation of other fixed assets held by the Group is as follows:

| Explanation | 31 December 2025 | | | 31 December 2024 | | |
|---|------------------|----------------|------------|------------------|----------------|------------|
| | Total, of which | Long term | Short term | Total, of which | Long term | Short term |
| Customs guarantee for customs clearance at home | 103,000 | 103,000 | 0 | 103,000 | 103,000 | 0 |
| Other guarantees | 49,792 | 49,792 | 0 | 35,602 | 35,602 | 0 |
| Total alte active | 152,792 | 152,792 | 0 | 138,602 | 138,602 | 0 |

7. STOCKS

The structure of the stocks held by the Group is presented in the table below:

| Explanation | 31 December 2025 | 31 December 2024 |
|---|--------------------|-------------------|
| Raw | 31,556,409 | 33,282,707 |
| Adjustments for the depreciation of raw materials | -738,900 | -2,934,948 |
| Materials and packaging | 19,201,750 | 20,655,071 |
| Adjustments for depreciation of materials and packaging | -2,738,089 | -4,392,182 |
| Semi-finished products and production in progress | 40,374,253 | 29,698,622 |
| Adjustments for depreciation of semi-finished products | -1,975,195 | |
| Finished products and goods | 23,056,435 | 20,438,461 |
| Adjustments for depreciation of finished products and goods | -1,072,617 | -1,072,685 |
| Total stocks | 107,664,046 | 93,699,851 |

The Group made adjustments for the impairment of inventories as follows:

| | |
|---------------------------------|-------------------|
| 01 January 2024 | 8,004,352 |
| Adjustments constituted in 2024 | 4,481,554 |
| Reverse adjustments in 2024 | -2,110,896 |
| 31 December 2024 | 10,375,010 |
| Adjustments constituted in 2025 | 1,794,820 |
| Reverse adjustments in 2025 | -5,645,029 |
| 31 December 2025 | 6,524,801 |

8. CASH AND CASH EQUIVALENTS

The cash availability and cash equivalents are presented as follows:

| Explanation | 31 December 2025 | 31 December 2024 |
|---|------------------|-------------------|
| RON bank accounts | 3,261,851 | 3,975,316 |
| Foreign currency bank accounts | 1,566,398 | 14,923,445 |
| Cash equivalents | 0 | 17 |
| Casa in RON | 23,679 | 49,498 |
| Currency House | 23,571 | 28,754 |
| Total available banesti si echivalente | 4,875,499 | 18,977,030 |

The group holds accounts in lei and foreign currency at the following banking institutions: BRD GROUP SOCIETE GENERALE, ING BANK, TREASURY.

9. CORPORATE TAX

the Group's current profit tax is determined on the basis of statutory profit, adjusted for non-deductible expenses and non-taxable income, at a rate of 16% for 31 December 2025 and 31 December 2024.

In 31 December 2025, the Group calculated, in addition to corporate income tax, microenterprise income tax.

In 31 December 2024, a new turnover tax was introduced at the rate of 1% for companies whose turnover exceeds EUR 50,000,000 million in the previous year.

As of 31 December 2025 and 31 December 2024, the corporate income tax consists of:

| Explanation | 31 December 2025 | 31 December 2024 |
|---|------------------|------------------|
| Payment/(Income) with deferred corporate income tax | 2,302,388 | 540,974 |
| Closing with the tax on the income of micro-enterprises | 0 | 0 |
| Closing with the current profit tax | 63,423 | 12,148 |
| Tax 1% | 5,160,151 | 5,967,526 |
| Total corporate income tax | 7,525,962 | 6,520,648 |

The numerical reconciliation between the corporate income tax expense and the result of multiplying the accounting result by the tax percentage in force is presented below:

| Explanation | 31 December 2025 | 31 December 2024 |
|---|------------------|------------------|
| Profit before tax related to corporate income tax | 3,139,031 | 7,561,730 |
| Profit before tax related to microenterprise income tax | | |
| Corporate income tax expense 16% | 62,423 | 12,148 |
| Closing with the tax on the income of micro-enterprises | 0 | 0 |
| Chelt.de sponsorship to be deducted from corporate income tax | 0 | 0 |
| Corporate income tax due | 62,423 | 12,148 |
| Effect of non-taxable income | -2,187,242 | -3,687,292 |
| The effect of non-tax-deductible expenses and temporary differences | 305,868 | 4,862,564 |
| The effect of the tax exemption on the reinvested profit | 0 | 0 |
| Tax 1% | 5,160,151 | 5,967,503 |
| Total profit/income tax expense | 7,525,962 | 6,520,648 |
| Effective percentage of profit/income tax | 239.75 | 86.23 |

The significant components of the current corporate income tax included in the financial statements as of 31 December 2025 and 31 December 2024 are the following:

| Explanation | 31 December 2025 | 31 December 2024 |
|---|------------------|------------------|
| Profit brut | 3,139,031 | 7,561,730 |
| Non-taxable income | -13,670,265 | -22,690,391 |
| Non-deductible expenses | 55,862,728 | 68,060,579 |
| Other tax deductions-depreciation | -53,951,048 | -57,158,669 |
| Profit fiscal | -8,619,554 | -4,226,751 |
| Corporate income tax | 0 | 0 |
| Amounts representing sponsorships | 0 | 0 |
| Tax exemption on reinvested profit | 0 | 0 |
| Bonus granted to the payment of current profit tax | 0 | 0 |
| Total current income tax expense | 63,423 | 12,148 |
| Effective percentage of current corporate income tax | 2.02 | 0.16 |

The significant components of the turnover tax included in the financial statements as of 31 December 2025 and 31 December 2024 are the following:

| Explanation | 31 December 2025 | 31 December 2024 |
|---|------------------|------------------|
| Turnover | 521,813,847 | 604,023,987 |
| Other taxable income | 4,113,935 | 2,938,997 |
| Deductions from ongoing investments in balance as of 31 December 2025 | 7,912,945 | 9,677,208 |
| Deductions from depreciation | 1,999,732 | 533,219 |
| Taxable income | 516,015,105 | 596,752,557 |
| Tax 1% | 5,160,151 | 5,967,526 |

The evolution of the deferred tax in the period 01 January 2024 - 31 December 2025 is presented in the table below:

| | |
|---|------------------|
| 01 January 2024 | 68,159 |
| Deferred tax through profit and loss account 31 December 2024 | 538,347 |
| Deferred tax recognized by other elements of the 31 December 2024 global result, of which: | |
| Tax deferred from the revaluation of fixed assets | 884,512 |
| | 884,512 |
| 31 December 2024 | 1,491,018 |
| Deferred tax through profit and loss account 31 December 2025 | 2,301,816 |
| Deferred tax recognized by other elements of the 31 December 2025 global result, of which: | |
| Tax deferred from the revaluation of fixed assets | -366,849 |
| | -366,849 |
| 31 December 2025 | 3,425,985 |

The Group recognises the deferred tax receivables because it estimates that there will probably be future taxable profit against which those receivables can be used.

10. EQUITY

The shareholding structure as of 31 December 2025 is as follows:

| Explanation | No. Of Shares | % of total share capital |
|--|--------------------|--------------------------|
| DUMITRESCU MIHAELA | 41,945,252 | 19.17% |
| TRANSILVANIA INVESTMENTS ALLIANCE SA | 30,915,137 | 14.13% |
| BAIASU VOICHITA MARIA | 25,002,625 | 11.43% |
| Romanian and foreign shareholders (individuals) | 25,957,259 | 11.86% |
| Romanian and foreign shareholders (legal entities) | 95,000,765 | 43.41% |
| Total number of shares | 218,821,038 | 100.00% |

The shares of Group A have a nominal value of RON 0.1 / share, the value of the share capital being RON 21,882,104.

Since June 1997, the Group's shares have been traded on the Bucharest Stock Exchange, and since July 2001 they have been in category II.

The Group's equity includes the following:

| Explanation | 31 December 2025 | 31 December 2024 |
|--------------------------------|--------------------|--------------------|
| Subscribed and paid-up capital | 21,882,104 | 21,882,104 |
| Own actions | -343,247 | -376,509 |
| Revaluation reserves | 96,867,382 | 97,200,737 |
| Legal reserves | 4,943,516 | 4,957,516 |
| Adjustment of legal reserves | 22,679,066 | 22,679,066 |
| Other reserves | 309,724,561 | 306,695,903 |
| Adjustment of other reserves | 471,920 | 471,920 |
| Deferred result | 57,421,090 | 59,605,284 |
| Profit an curent | -4,321,195 | 1,068,676 |
| Profit distribution | 0 | 0 |
| Minority interests | 31,918 | 185,124 |
| Total equity | 509,357,115 | 514,369,821 |

Capital Management

The Group's objectives related to capital management refer to maintaining the Group's ability to continue its activity in order to provide compensation to shareholders and benefits to other stakeholders, and to maintain an optimal capital structure so as to reduce capital costs and support the further development of the Group. There are no externally imposed capital requirements. The Group monitors capital on the basis of indebtedness. This ratio is calculated as net debt divided by total capital. Net debt is calculated as total borrowing (including current and long-term borrowing as shown on the balance sheet) minus cash and cash equivalent. The total capital under management is calculated as "equity", as shown in the statement of financial position.

The evolution of the Group's indebtedness is as follows:

| Explanation | 31 December 2025 | 31 December 2024 |
|-------------------------------|--------------------|--------------------|
| Total Liabilities | 188,104,311 | 183,215,690 |
| Cash and cash equivalents | 4,875,499 | 18,977,030 |
| Net debts | 183,228,812 | 164,238,660 |
| Equity | 509,357,115 | 514,369,821 |
| Degree of indebtedness | 0.36 | 0.32 |

The group has set itself the goal of not exceeding the threshold of 0.99.

11. FINANCIAL DEBTS

The long-term and short-term financial debts in EUR currency are as follows:

| Currency - EUR | | 31 December 2025 | | | 31 December 2024 | | |
|--|-----------------------------|-------------------|-----------------------|------------------|-------------------|-----------------------|------------------|
| Institutie de credit | Loan type | Total, of which | Termen lung (< 5 ani) | Short term | Total, of which | Termen lung (< 5 ani) | Short term |
| BRD GROUP SOCIETE GENERALE-ROMANIA | Production credit line | 2,060,181 | 2,060,181 | 0 | 0 | 0 | 0 |
| BRD GROUP SOCIETE GENERALE-ROMANIA | Investment loan | 376,939 | 0 | 376,939 | 1,884,690 | 376,938 | 1,507,752 |
| ING BANK-SIBIU | Production credit line | 532,365 | 532,365 | 0 | 3,262,175 | 0 | 3,262,175 |
| ING BANK-SIBIU | Investment loan | 344,835 | 0 | 344,835 | 2,068,648 | 344,775 | 1,723,873 |
| BT LEASING TRANSILVANIA IFN | Leasing financiar | 0 | 0 | 0 | 11,136 | 0 | 11,136 |
| BANCA TRANSILVANIA SIBIU | Investment loan | 7,810,626 | 7,198,626 | 612,000 | 8,318,998 | 7,813,998 | 505,000 |
| BANCA TRANSILVANIA SIBIU | Investment loan | 1,050,691 | 938,083 | 112,608 | 1,163,752 | 1,051,144 | 112,608 |
| IMPULS-Leasing Romania I.F.N. SA | Financial leasing contracts | 73,566 | 8,289 | 65,277 | 135,920 | 73,942 | 61,978 |
| Total financial liabilities - EUR | | 12,249,203 | 10,737,544 | 1,511,659 | 16,845,319 | 9,660,797 | 7,184,522 |

The long-term and short-term financial debts in LEI currency are as follows:

| Currency - LEI | | 31 December 2025 | | | 31 December 2024 | | |
|------------------------------------|-----------------------------|-------------------|-----------------------|------------------|-------------------|-----------------------|-------------------|
| Institutie de credit | Loan type | Total, of which | Termen lung (< 5 ani) | Short term | Total, of which | Termen lung (< 5 ani) | Short term |
| BRD GROUP SOCIETE GENERALE-ROMANIA | Production credit line | 10,503,832 | 10,503,832 | 0 | 0 | 0 | 0 |
| BRD GROUP SOCIETE GENERALE-ROMANIA | Investment loan | 1,921,822 | 0 | 1,921,822 | 9,374,640 | 1,874,930 | 7,499,710 |
| ING BANK-SIBIU | Production credit line | 4,340,487 | 4,340,487 | 0 | 1,702,826 | 1,702,826 | 0 |
| ING BANK-SIBIU | Investment loan | 1,758,139 | 0 | 1,758,139 | 10,289,661 | 1,714,944 | 8,574,717 |
| BT LEASING TRANSILVANIA IFN | Leasing financiar | 0 | 0 | 0 | 55,392 | 0 | 55,392 |
| BANCA TRANSILVANIA SIBIU | Investment loan | 39,822,477 | 36,702,195 | 3,120,282 | 41,379,527 | 38,854,527 | 2,525,000 |
| BANCA TRANSILVANIA SIBIU | Investment loan | 5,356,947 | 4,782,815 | 574,132 | 5,788,620 | 5,225,580 | 563,040 |
| IMPULS-Leasing Romania I.F.N. SA | Financial leasing contracts | 375,076 | 42,262 | 332,814 | 676,084 | 367,797 | 308,287 |
| Total financial debts-LEI | | 66,793,045 | 59,085,856 | 7,707,189 | 69,266,750 | 49,740,604 | 19,526,146 |

As of 31 December 2025, the net book value of fixed assets mortgaged in favor of banks was RON 172,442,457 of which RON 63,636,448 consisting of technological equipment and RON 108,806,009 in construction and land.

Also, in order to guarantee the committed loans, there were constituted movable guarantees on the receivables, movable guarantees on the future equipment and endowments related to the Arini Hospitality Hotel Complex Project, real estate guarantees on the future construction consisting of the Ibis-Mercure hotel complex, a project currently underway, movable guarantees on the universality of the receivables resulting from the hotel activity that will be carried out by the Arni Hospitality SRL company.

Within the loan agreement concluded between Arini Hospitality and Banca Transilvania for the financing of the Ibis-Mercure Hotel Complex project, the parent company Compa SA is a co-debtor.

The interest margin of loans committed to banking institutions varies between: 2.5% p.a. – 5% p.a.

Debts in foreign currency are valued in lei at the official exchange rate of the NBR on 31 December 2025.

12. COMMERCIAL AND OTHER PAYABLES

The situation of commercial debts and other debts is as follows:

| Explanation | 31 December 2025 | | | 31 December 2024 | | |
|---|--------------------|-------------------|-------------------|--------------------|-------------------|-------------------|
| | Total, of which | Long term | Short term | Total, of which | Long term | Short term |
| Suppliers | 50,588,736 | 0 | 50,588,736 | 53,518,997 | 0 | 53,518,997 |
| Advances received from customers | 1,669,069 | 0 | 1,669,069 | 858,558 | 0 | 858,558 |
| Debts from contracts with customers | 16,415,692 | 0 | 16,415,692 | 0 | 0 | 0 |
| Personnel liabilities | 5,563,151 | 0 | 5,563,151 | 5,933,824 | 0 | 5,933,824 |
| Debts to the general consolidated state budget and the local budget | 9,772,496 | 0 | 9,772,496 | 7,973,559 | 0 | 7,973,559 |
| Current corporate income tax liabilities | 1,380,709 | 0 | 1,380,709 | 1,298,856 | 0 | 1,298,856 |
| Dividende de plata | 163,164 | 0 | 163,164 | 293,456 | 0 | 293,456 |
| Miscellaneous creditors | 8,838 | 0 | 8,838 | 49,976 | 0 | 49,976 |
| Venituri in avans | 835,586 | 0 | 835,586 | 2,061,674 | 717,226 | 1,344,448 |
| Subsidies for investments from AMPOSDRU and AMPOSCEE contracts | 29,879,025 | 25,681,101 | 4,197,924 | 34,274,427 | 30,160,154 | 4,114,273 |
| Inventory pluses of fixed assets | 0 | 0 | 0 | 0 | 0 | 0 |
| Total commercial and other payables | 116,276,466 | 25,681,101 | 90,595,365 | 106,263,327 | 30,877,380 | 75,385,947 |

Debts in foreign currency are valued in lei at the official exchange rate of the NBR on 31 December 2025.

13. PROVISIONS

The statement of provisions as of 31 December 2025 is presented in the table below:

| Explanation | Provisions for guarantees to customers | Provisions for employee benefits | Other provisions | Total provisions |
|---------------------------------|--|----------------------------------|------------------|-------------------|
| 01 January 2024 | 26,945 | 4,166,771 | 2,115,014 | 6,308,730 |
| Adjustments constituted in 2024 | 0 | 5,128,553 | 3,637,536 | 8,766,089 |
| Reverse adjustments in 2024 | 0 | -4,800,840 | -2,588,366 | -7,389,206 |
| 31 December 2024 | 26,945 | 4,494,484 | 3,164,184 | 7,685,613 |
| Adjustments constituted in 2025 | 0 | 2,492,790 | 874,215 | 3,367,005 |
| Reverse adjustments in 2025 | 0 | -3,648,715 | -2,369,103 | -6,017,818 |
| 31 December 2025 | 26,945 | 3,338,559 | 1,669,296 | 5,034,800 |

In 31 December 2025, the group did not constitute additional provisions for guarantees granted to customers.

Provisions have been made for expenses with the statutory audit for the year 31 December 2025, for which the invoice will be received in 31 December 2025, provisions have been made for the leaves left untaken by employees on 31 December 2025, provisions have been made for invoices for tools that we have invoiced to customers and have not yet been purchased, to be reversed in the first months of 2025 after negotiation with the customer and provisions have been made for the road that will be transferred to the Sibiu City Hall within the residential complex built by Compa.

14. REVENUES AND BUSINESS SEGMENTS

The structure of the Group's revenues is as follows:

| Explanation | 31 December 2025 | 31 December 2024 |
|--|--------------------|--------------------|
| Total turnover, of which: | 549,244,394 | 628,801,472 |
| Revenues from sales of finished products | 505,836,820 | 588,111,665 |
| Income from services | 21,487,334 | 20,536,726 |
| Income from the sale of goods | 14,328,283 | 13,843,390 |
| Income from other activities (rents, sales of materials, waste, semi-finished products, packaging) | 6,665,830 | 6,245,083 |
| Revenues from subsidies related to turnover (projects and partnership contracts for AMSOPHRD projects) | 926,127 | 64,608 |
| Other operating income | 9,263,138 | 21,981,024 |
| Total operating income | 558,507,532 | 650,782,496 |

Other operating income consists of:

| Explanation | 31 December 2025 | 31 December 2024 |
|--|------------------|-------------------|
| Income from the production of fixed assets | 3,686,476 | 3,714,062 |
| Income from investment subsidies (projects and partnership contracts for AMSOPHRD and AMPOSCEE projects) | 4,153,016 | 4,093,780 |
| Proceeds from asset sales | 160,720 | 12,450,061 |
| Other operating income | 1,262,926 | 1,723,121 |
| Total Other Operating Income | 9,263,138 | 21,981,024 |

Business segments

The Group's management regularly evaluates its activity in order to identify the signs of activity for which information must be reported separately. The Group operates in Romania. The income of the group presented above is entirely attributed to the country of residence. Fixed assets, other than financial instruments, receivables regarding deferred tax, receivables regarding post-employment benefits and rights resulting from insurance contracts are located in Romania in their entirety.

The Group does not have such fixed assets located in other countries.

The income is attributable to the activity in Romania.

15. EXPENSES ACCORDING TO NATURE

The operating expenses incurred in 31 December 2025 and 31 December 2024 by their nature are presented in the table below:

| Explanations | 31 December 2025 | 31 December 2024 |
|--|--------------------|--------------------|
| Material expenses | 285,369,730 | 330,725,088 |
| Stock differences | -13,309,872 | 5,329,914 |
| Energy and water costs | 32,039,788 | 33,459,625 |
| Employee benefits expenses | 156,950,094 | 171,592,563 |
| Value adjustments on fixed assets | 49,538,341 | 51,672,270 |
| Value adjustments on current assets | -4,743,651 | 3,061,545 |
| Transportation expenses | 9,610,795 | 8,877,807 |
| Expenditure on services provided by third parties | 32,297,945 | 22,765,792 |
| Expenses on other taxes, duties and similar charges | 5,820,099 | 5,604,585 |
| Expenses with the revaluation of tangible assets and real estate investments | 0 | 3,362,458 |
| Other operating expenses | | 1,085,124 |
| Value adjustments for risks and expenses | -2,490,896 | 1,193,457 |
| Total operating expenses | 552,375,651 | 638,730,228 |

16. ANALYSIS OF THE OPERATING RESULT

The result of the operations is highlighted below. There is a 52% better result in 31 December 2025 versus 31 December 2024.

| Explanation | 31 December 2025 | 31 December 2024 |
|--------------------------------------|------------------|-------------------|
| Operating income | 558,507,532 | 650,843,499 |
| Cost of sales | -510,528,018 | -581,485,714 |
| Selling and distribution expenses | -3,901,903 | -7,780,371 |
| Administrative expenses | -23,169,113 | -28,435,278 |
| Research and development expenditure | -14,776,617 | -21,089,868 |
| Operating result | 6,131,881 | 12,052,268 |

17. EMPLOYEE BENEFITS EXPENSES

Employee benefits expenses include salaries, allowances, and social security contributions. Short-term benefits are recognised as expenses as services are provided:

| Explanation | 31 December 2025 | 31 December 2024 |
|--|--------------------|--------------------|
| Salaries and allowances | 153,741,663 | 168,136,155 |
| Government subsidies for employee expenses | 0 | 0 |
| Insurance and social protection expenses | 3,208,431 | 3,456,408 |
| Total | 156,950,094 | 171,592,563 |

18. FINANCIAL LOSSES (GAINS)

The structure of financial losses (gains) is presented below:

| Explanations | 31 December 2025 | 31 December 2024 |
|--|-------------------|-------------------|
| Gains on exchange rate differences related to currency items denominated in foreign currency | -1,098,010 | -436,205 |
| Interest losses | -1,794,247 | -3,477,380 |
| Other financial gains | -100,593 | -576,953 |
| Total Loss/Gain | -2,992,850 | -4,490,538 |

19. EARNINGS PER SHARE

The calculation of earnings per share for the years ended 31 December 2025 and 31 December 2024 can be summarized as follows:

| Explanations | 31 December 2025 | 31 December 2024 |
|---|--------------------|--------------------|
| Number of shares at the beginning of the year | 218,821,038 | 218,821,038 |
| Shares issued during the year | 0 | 0 |
| Number of shares at the end of the year | 218,821,038 | 218,821,038 |
| Net profitul | -4,386,931 | 1,041,082 |
| Basic earnings per share (in RON per share) / diluted: | -0.0200 | 0.0048 |

The calculation of the gain/share with voting rights and the right to dividend is as follows:

| Explanation | 31 December 2025 | 31 December 2024 |
|--|--------------------|--------------------|
| Total number of shares | 218,821,038 | 218,821,038 |
| Non-voting and dividend shares | -898,523 | -1,093,253 |
| Number of shares with voting rights and dividend rights at the end of the year | 217,922,515 | 217,727,785 |
| Net profitul | -4,386,931 | 1,041,082 |
| Earnings per share with voting rights and dividend rights (in RON per share) basic / diluted: | -0.0201 | 0.0048 |

20. AFFILIATED PARTIES

The affiliated entities of COMPA SA are the following:

| Company in which the securities are held | Registered office | % in share capital | Value of securities | Main object of activity |
|--|--|--------------------|---------------------|---|
| COMP A IT SRL | 8 Henri Coanda Street, Sibiu, Sibiu county. Sibiu | 100.00 | 200,000 | Custom software development activities |
| TRANS CAS SRL | 12 Henri Coanda Street, Sibiu, Sibiu county. Sibiu | 99.00 | 742,500 | Road haulage |
| ARINI HOSPITALITY SRL | Str.Henri Coanda, nr.8, Sibiu, jud.Sibiu | 100.00 | 23,203,000 | Hotels and similar accommodation facilities |
| TOTAL | | | 24,145,500 | |

The affiliated entities of S.C. COMPA S.A. Sibiu were established over time, as a result of the need to outsource from COMPA S.A. specific activities such as: software design, domestic and international car transport; public catering, hotel activity, outsourcing carried out to make these activities more efficient as well as to be able to benefit from some facilities granted by the state to some activities (IT activity; transport licenses, etc.).

The transactions carried out in 31 December 2025 and 31 December 2024 between the companies within the group were as follows:

| Explanation | 31 December 2025 | | | 31 December 2024 | | |
|--------------------------|----------------------------|---------------------------------|-----------------------------|----------------------------|---------------------------------|-----------------------------|
| | LOAN GRANTED TO AFFILIATES | PURCHASES OF GOODS AND SERVICES | SALES OF GOODS AND SERVICES | LOAN GRANTED TO AFFILIATES | PURCHASES OF GOODS AND SERVICES | SALES OF GOODS AND SERVICES |
| TRANSCAS S.R.L. | 0 | 6,805,108 | 400,964 | 0 | 7,957,035 | 399,132 |
| COMP A IT S.R.L. | 0 | 3,412,632 | 117,375 | 0 | 3,327,240 | 109,710 |
| RECASERV S.R.L. | 0 | 35,118 | 0 | 0 | 2,295,353 | 42,494 |
| ARINI HOSPITALITY S.R.L. | 4,390,156 | 36,829 | 2,389 | 4,974,100 | 17,308 | 8,750 |

The mutual debts and receivables registered on 31 December 2025 and 31 December 2024 are as follows:

Receivables to be collected by COMP A SA from:

| Explanations | 31 December 2025 | 31 December 2024 |
|--------------------------|------------------|------------------|
| TRANSCAS S.R.L. | 96,467 | 86,306 |
| COMP A IT S.R.L. | 8,957 | 14,490 |
| RECASERV S.R.L. | 0 | 3,689 |
| ARINI HOSPITALITY S.R.L. | 4,392,545 | 4,996,040 |

Debts to be paid by COMP A SA to:

| Explanations | 31 December 2025 | 31 December 2024 |
|--------------------------|------------------|------------------|
| TRANSCAS S.R.L. | 1,385,052 | 1,335,430 |
| COMP A IT S.R.L. | 836,836 | 544,544 |
| RECASERV S.R.L. | 0 | 544,224 |
| ARINI HOSPITALITY S.R.L. | 1,461 | 4,762 |

21. MANAGEMENT OF THE GROUP.

List of Group administrators as of 31 December 2025 :

| NAME AND SURNAME | FUNCTION |
|----------------------|--|
| DEAC Ioan | Administrator Chairman of the Board of Directors |
| DUMITRECU Mihaela | Administrator Vice President of the Board of Directors / Economic Director |
| Baiasu Dan | Administrator / General Manager |
| BALTEȘ Nicolae | Administrator/ Chairman of the Audit Board |
| NEACȘU Vlad- Nicolae | Administrator / Audit Committee Member |

22. EMPLOYEE BENEFITS

The group makes payments on behalf of its employees to the pension system of the Romanian state, health insurance and the unemployment fund, in the course of carrying out normal activity. All employees of the Company are members and also have the legal obligation to contribute (through social contributions) to the pension system of the Romanian state (a plan of determined contributions of the State). All related contributions are recognised as a result of the period in which they are made.

The Group undertakes by the collective bargaining agreement to provide benefits upon termination of the employment contract when the employment contract terminates for reasons not attributable to the employees. The benefits are worth 0.5 - 5 salaries, depending on the seniority of the employees in the Group.

Also, according to the legal regulations and the collective bargaining agreement, employees who retire due to old age are entitled to an end-of-career allowance in the amount of an employment environment salary, corresponding to the position held at the date of retirement, adjusted by a percentage corresponding to the seniority of the employees.

23. FINANCIAL INSTRUMENTS AND RISK MANAGEMENT is described in Chapter 10 of the 31 December 2025 Individual Annual Report

24. CONTINGENT LIABILITIES AND COMMITMENTS

For "Contingent Liabilities and Commitments" the management of the Compa Group has included the following key aspects:

- Ongoing litigation that could give rise to financial obligations.
- Guarantees granted to third parties.
- Tax liabilities at issue.
- Possible fines or penalties imposed by regulatory authorities.

The Company's management believes that, apart from the amounts already described in these financial statements as provisions or adjustments for impairment of assets (described in the notes to these financial statements), other legal actions will not have material adverse effects on the Company's economic results and financial position.

The COMPA Group is the subject of a number of legal actions resulting in the normal course of its activity.

In Romania, there are a number of agencies authorized to carry out controls (audits).

These controls are similar in nature to tax audits carried out by tax authorities in many countries, but can extend not only to tax matters but also to other legal and regulatory issues in which the agency may be interested. It is likely that the Group will continue to be subject to such checks on a regular basis for breaches or alleged breaches of new and existing laws and regulations.

Although the Group may contest the alleged violations and related penalties when the management is of the opinion that it is entitled to act in this way, the adoption or implementation of laws and regulations in Romania could have a material effect on the Company.

The tax system in Romania is constantly developing, being subject to many interpretations and constant changes, sometimes retroactively. The statute of limitations for tax audits is 5 years.

The tax legislation in Romania contains rules on transfer pricing between affiliated persons since 2000. The current legislative framework defines the principle of "market value" for transactions between related persons, as well as the methods of setting transfer pricing. As a result, it is expected that the tax authorities will initiate thorough transfer pricing checks to ensure that the tax result and/or customs value of imported goods are not distorted by the effect of prices charged in relations with related persons. The Group cannot quantify the result of such verification.

25. EVENTS SUBSEQUENT TO THE BALANCE SHEET DATE

In the period between the date of the end of the financial year and the date of approval of the financial statements, a series of economic and operational developments relevant to the company's activity occurred:

The war in Iran (2026) has an important direct and indirect impact on the global industry. BThe location of the Strait of Hormuz affects approx. 20% of the world's oil and LNG flow, generating strong price increases.

The car production is energy intensive (foundry, heat treatments, painting, processing).

increase the cost of petrochemical materials (plastic, synthetic rubber)

In the context of an economic environment characterized by high cost volatility and uncertainties in the level of demand in the industry, the company's management pays special attention to monitoring the financial balance and operational efficiency.

The company constantly monitors the evolution of revenues and the structure of expenses, in order to prevent liquidity pressures and maintain an adequate level of working capital. In this regard, cash optimization measures are implemented, by carefully managing payment terms to suppliers and collection terms from customers.

At the same time, the company continues to take steps to limit the impact generated by the increase in prices of raw materials, materials and logistics services, factors that exert a direct influence on production costs and operating margins. In parallel, programs to make energy consumption more efficient are being carried out, given the maintenance of utility costs at a relatively high level at national level.

The evolution of the contract portfolio indicates, for certain projects, a trend of decreasing production volumes, determined either by the completion of the life cycle of some products or by adjustments in customer demand.

The company's management maintains a prudent approach to the management of financial resources, by building reserves to cover possible cyclical fluctuations of the activity or unforeseen situations.

Cost optimization is a permanent strategic direction, with programs aimed at increasing operational efficiency, reducing specific consumption of energy and raw materials, as well as continuously improving technological processes. Overall, the strategic actions of the Compa Group have allowed the Company to mitigate the impact of the difficult economic and political conditions faced by the automotive industry in Europe and Romania and to remain a competitive player on the local and global market.

Compa, being a company that has securities traded on a regulated market and financial statements in accordance with International Financial Reporting Standards (IFRS), must comply with the European **Single Electronic Format (ESEF) reporting requirement**.

Thus, according to the European regulatory framework, we prepared consolidated financial statements between March 15-25, 2026 that take into account the fact that they must be marked using the eXtensible Business Reporting Language (XBRL), according to the IFRS taxonomy – ESEF.

For the financial year, in addition to the primary financial statements, the labeling of balance sheet notes and ESG reports has also become mandatory. 31 December 2025

On behalf of the Board of Directors, by:
Chairman of the Board of Directors / General Manager,
Ioan DEAC

Director Economic
Mihaela Dumitrescu



C) STATEMENT OF RESPONSIBLE PERSONS WITHIN THE ISSUER – Article 65(2)(c) of Law 24/2017

The individual and consolidated annual financial reports as at 31 December 2025 were prepared for

Entity: COMPA SA
County: SIBIU
Address: SIBIU, 8 HENRI COANDĂ Street, tel. 0269/239400
Trade registry number: J1991000129321
Form of ownership: Joint stock company
Main activity
(CAEN code and name): 2932 Manufacture of other parts and accessories for motor vehicles and motor vehicle engines
Unique registration code: RO788767

The undersigned loan Deac, Chairman of the Board of Directors and Mihaela Dumitrescu, Vice-Chairman of the Board of Directors and CFO

in accordance with art.10 paragraph (1) of the Accounting Law no. 82/1991, we declare on our own responsibility the following regarding the annual individual and consolidated financial reporting as of 31.12.2025:

- a) The accounting policies used in preparing the annual financial reports are in accordance with the applicable accounting regulations.
- b) The annual financial report provides a true and fair view of the financial position, financial performance, and other information relating to the activity carried out.
- c) The legal entity carries out its activity on a going concern basis.

Pursuant to Article 65(2)(a) of Law 24/2017 on issuers of financial instruments and market operations, we declare that, in our opinion, the annual financial statements prepared in accordance with applicable accounting standards give a true and fair view of the assets, liabilities, financial position, profit and loss account of the issuer or its affiliates included in the consolidation of the financial statements as a whole, and that the directors' report contains a fair review of the development and performance of the issuer and the companies involved in the consolidation, as well as a description of the main risks and uncertainties specific to the activity carried out, are prepared in accordance with the sustainability reporting standards.

The financial statements included in this report are audited.

Chairman
loan Deac

Vice – Chairman/ CFO
Mihaela Dumitrescu

D) Do You Apply or Explain (DAE) COMPA S.A. 2025

| Section | Principle | No. Prev | Yes | Partial | No | Explanation (text and URL link if the document is on the website) | | |
|--|-------------|----------------|----------------|---------|----|---|--|--|
| A: GOVERNING BODIES | | | | | | | | |
| A: | A.1. | A.1., 1 | X | | | | | |
| | | A.1., 2 | X | | | | | |
| | | A.1., 3 | X | | | | | |
| | | A.1., 4 | X | | | | | |
| | A.2. | A.2., 1 | X | | | | | |
| | | A.2., 2 | | | | X | Members are nominated based on their professional experience and skills relevant to the company's operations. There is currently no formal policy regarding diversity on the Board and among executive management. | |
| | | A.2., 3 | | | | X | The selection of Board members takes into account professional experience, integrity, competencies, and the suitability of candidates' profiles to the company's needs. The company has not currently developed a formal Board profile. | |
| | | A.2., 4 | | | X | | Currently, the Board of Directors includes one independent member, but the proportion of such members does not reach the one-third threshold. This situation results from the Board's current structure and the terms of office currently in effect. | |
| | | A.2., 5 | | x | | | | |
| | | A.2., 6 | | X | | | | |
| | | A.2., 7 | | | | | NOT APPLICABLE / The positions of Chairman of the Board and General Manager are held by different individuals | |
| | | A.3. | A.3., 1 | | | | X | The process of nominating, electing, or replacing members of the Board is conducted in accordance with applicable legal provisions and the company's articles of incorporation. To date, the company has not developed a Policy for the nomination of Board members. |
| | | | A.3., 2 | | x | | | |
| | | | A.3., 3 | | X | | | |
| | | A.4. | A.4., 1 | | | | X | |
| | | | A.4., 2 | | | X | | The Audit Committee consists of only one independent member. |
| | | | A.4., 3 | | | | | NOT APPLICABLE; the company is listed in the Standard category |
| | | | A.4., 4 | | | | | NOT APPLICABLE; the company is listed in the Standard category |
| | | | A.4., 5 | | X | | | |
| | | | A.4., 6 | | X | | | |
| | | A.4., 7 | | X | | | | |
| | A.5. | A.5., 1 | | X | | | | |
| | | A.5., 2 | | X | | | | |
| | | A.5., 3 | | X | | | | |
| | | A.5., 4 | | | | X | The Council shall define the rights, responsibilities, and scope of authority associated with the position of Secretary General. | |
| | | A.5., 5 | | | | X | The Board and its committees review and make decisions on all key aspects of the company that fall within their purview. It has not yet developed an internal annual work plan, but the development of such a plan is being considered. | |
| | | A.5., 6 | | | | | NOT APPLICABLE; the company is listed in the Standard category | |
| | | A.5., 7 | | | | | NOT APPLICABLE; the company is listed in the Standard category | |
| | | A.5., 8 | | | | | NOT APPLICABLE; the company is listed in the Standard category | |
| | A.6. | A.6., 1 | | X | | | | |
| | | A.6., 2 | | | | | NOT APPLICABLE; the positions of Chairman of the Board and General Manager are held by different individuals | |
| | | A.6., 3 | | | X | | | |
| | | A.6., 4 | | | | | | NOT APPLICABLE; the company is listed in the Standard category and has not established a Nomination and Remuneration Committee |
| B: RISK MANAGEMENT AND INTERNAL CONTROL FRAMEWORK | | | | | | | | |
| B: | B.1. | B.1., 1 | | x | | | | |
| | | B.1., 2 | | x | | | | |
| | | B.1., 3 | | x | | | | |

| | | | | | | |
|---|------|---------|---|---|---|--|
| | | B.1., 4 | | | X | The Company has not currently established a risk management function and does not have a Chief Risk Officer (CRO). In the future, the function will be reviewed to ensure the proper identification, assessment, and control of risks. |
| | | B.1., 5 | | | x | |
| | | B.1., 6 | X | | | |
| | B.2. | B.2., 1 | x | | | |
| | | B.2., 2 | X | | | |
| | | B.2., 3 | X | | | |
| | | B.2., 4 | X | | | |
| | B.3. | B.3., 1 | x | | | |
| | | B.3., 2 | X | | | |
| | | B.3., 3 | | X | | |
| | | B.3., 4 | X | | | |
| C: PERFORMANCE, MOTIVATION, AND REWARD | | | | | | |
| C: | C.1. | C.1., 1 | X | | | |
| | C.2. | C.2., 1 | X | | | |
| | C.2. | C.2., 2 | | X | | The company has a Remuneration Policy. It does not include non-financial performance indicators and sustainability objectives. |
| | C.2. | C.2., 3 | | X | | The company has provided for the possibility of granting variable compensation through a stock option plan, without specifying the percentage thereof. |
| D: REPORTING AND INVESTOR RELATIONS | | | | | | |
| D: | D.1. | D.1., 1 | X | | | |
| | | D.1., 2 | | | X | Investor relations are handled by the company's Legal Department. In the future, a person responsible for Investor Relations (IR) will also be appointed. |
| | | D.1., 3 | X | | | |
| | | D.1., 3 | X | | | |
| | | D.1., 3 | X | | | |
| | | D.1., 3 | X | | | |
| | | D.1., 3 | X | | | |
| | | D.1., 3 | X | | | |
| | | D.1., 3 | X | | | |
| | | D.1., 3 | X | | | |
| | | D.1., 4 | X | | | |
| | | D.1., 5 | X | | | |
| | | D.1., 6 | | X | | The company has a CSR policy. It does not have a sponsorship policy |
| | D.2. | D.2., 1 | X | | | |
| | | D.2., 2 | X | | | |
| | | D.2., 3 | X | | | |
| | | D.2., 4 | X | | | |
| | | D.2., 5 | X | | | |
| | | D.2., 6 | X | | | |
| E: SUSTAINABILITY AND STAKEHOLDERS | | | | | | |
| E: | E.1. | E.1., 1 | X | | | |
| | | E.1., 2 | X | | | |
| | | E.1., 3 | X | | | |
| | E.2. | E.2., 1 | X | | | |
| | E.3. | E.3., 1 | x | | | |
| | E.3. | E.3., 2 | X | | | |
| | E.3. | E.3., 3 | X | | | |

Chairman
Ioan Deac

Vice – Chairman/ CFO
Mihaela Dumitrescu



compa
beyond expectations



Sibiu, 550234
str. Henri Coandă nr. 8



+(40) 269 237 878

150



office@compa.ro
www.compa.ro



RO788767
J1991000129321

QUANTUM EXPERT S.R.L. – accounting and financial audit company

Deva, Mărăști Street, Bldg. D3, 4th Entrance Apt. 44, Code 330099, Hunedoara County

Trade Register No.: J2000000040202

TIN: RO 12600149

Telephone: 0730 009 909

E-mail: quantum_ro@yahoo.com

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No. 182 / 06.04.2026

INDEPENDENT FINANCIAL AUDITOR'S REPORT
regarding the annual individual financial statements prepared for the year
2025 by
COMPA S.A. Sibiu

To the Shareholders,
of COMPA S.A. Sibiu

Report on individual financial statements as at 31.12.2025**Opinion**

1. We audited *the individual financial statements* of COMPA S.A., headquartered in Sibiu, Henri Coanda Street, no. 8, Sibiu County, registered with the ORC attached to the Sibiu Tribunal under no. J1991000129321, CUI RO 788767, for the financial year ended on 31.12.2025, which include: individual statement of financial position as at 31.12.2025, separate statement of comprehensive income, separate statement of changes in equity, separate statement of cash flows, and notes to the financial statements, including a summary of significant accounting policies (amounts in lei). Those financial statements shall relate to:

| | <u>31st December 2025 (lei)</u> |
|-------------------------------------|---|
| • Net assets / Total equity | 514.570.311 |
| • Total assets | 641.298.092 |
| • Turnover (net sales) | 521.813.847 |
| • Net result of the exercise (loss) | -4.782.538 |

2. **In our opinion, the attached separate financial statements give a true and fair view, in all material respects, of the individual financial position of COMPA S.A. Sibiu on 31st December 2025, as well as of the result of its operations (financial performance) and individual cash flows for the financial year ended on that date in accordance with the Order of the Minister of Public Finance no. 2844/2016 for the approval of Accounting**



Regulations in accordance with International Financial Reporting Standards, as subsequently amended ("OMFP no. 2844/2016") and with the Order of the Minister of Finance no. 2036/2025 on the main aspects related to the preparation and submission of the annual financial statements and annual accounting reports of economic operators to the National Agency for Fiscal Administration, as well as to regulate certain accounting aspects.

The basis for the opinion

- We have conducted our audit in compliance with the International Standards on Auditing ("ISA"), EU Regulation (EC) No. 537 of the Parliament and of the European Council (as follows "Regulation") and Law No. 162/2017 on the statutory audit of annual and consolidated financial statements ('The Law'). Our responsibilities based on these standards are detailed in "The auditor's responsibilities in a financial statements audit" section of our report. We are independent of the Company, according to the Code of Ethics of Accounting Professionals issued by the International Ethics Standards Council for Accountants (IESBA code), according to the professional ethics requirements relevant to the audit of financial statements in Romania and we have fulfilled our other professional ethical responsibilities, according to these requirements. We consider that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key audit issues

- The key aspects of the audit are those aspects which, on the basis of our professional reasoning, were of the utmost importance for the audit of the financial statements of the current period. These issues have been addressed in the context of the audit of the individual financial statements as a whole and in the formation of our opinion on them, and we do not offer a separate opinion on these key issues.

| Key audit issues | How the issue was dealt with during the audit mission (audit procedures carried out) |
|---|--|
| <p>Revenue recognition under IFRS 15</p> <p>Revenue recognised in 2025, derived overwhelmingly from the sale of finished products according to the entity's principal business, depends on appropriate recognition and measurement to determine whether it is within specific management objectives or expectations.</p> <p>Due to the significant amount of revenue from the sale of finished products, and because revenue is one of the Company's key performance indicators (and therefore there is an inherent risk in relation to their recognition by management for meeting specific objectives or expectations), we consider revenue recognition for this type of revenue to be a key audit aspect Due to the significant amount of revenue from the sale of finished products, and because revenue is one of the Company's key performance indicators (and therefore there is an inherent risk in relation to their recognition by management for meeting specific objectives or</p> | <p>Our audit procedures to address the risk of material misstatement with respect to the recognition of revenue from the sale of finished products, which was deemed to be materially risky, included the following:</p> <ul style="list-style-type: none"> • understanding the entire process of recognizing revenue from the sale of finished products and documenting it by obtaining a complete flow of information for a significant transaction; • assessment of income recognition principles in accordance with OMFP nr. 2844/2016 and in relation to the accounting policies of the company; • understanding how to recognise revenue from the sale of finished products by the Entity; • testing the existence and effectiveness of internal controls on the recognition of revenue from the sale of finished products |



| | |
|--|--|
| <p>expectations), we consider revenue recognition for this type of revenue to be a key audit aspect</p> | <p>by the Entity;</p> <ul style="list-style-type: none"> • performing detailed tests in order to verify the correct recording of transactions; • testing revenue by obtaining direct confirmations from customers and performing alternative procedures for customers from whom we have not obtained balance confirmation. |
| <p>Recognition of deferred tax assets</p> | |
| <p>The company recognised deferred tax assets for deductible temporary differences considered recoverable.</p> <p>The recovery of deferred tax assets depends on the Company's ability to generate sufficient taxable profit in the future against which the deductible temporary difference can be utilised.</p> <p>Given the uncertainty created by estimating the amount and period of occurrence of future taxable profits against which deductible temporary differences can be used, we believe that the assessment of deferred tax assets was significant for the audit engagement.</p> | <p>The audit procedures performed by the auditor include:</p> <ul style="list-style-type: none"> • using professional tax judgement to assess measures taken by the Company that should enable the recovery of deferred tax assets; • assessing the adequacy of statements in financial statements, including disclosures about the use of estimates and professional judgement. |

Highlight some issues

- Without expressing any reservations, we draw attention to the following points with regard to the individual financial statements:
 - The Company's management analyzed and found that the consolidation criteria provided by the legislation in force are met for the financial year 2025. Thus, the Management of the Entity proceeded to consolidate the financial statements, and in this case there is the obligation to prepare and present individual financial statements and consolidated financial statements respecting the ESEF format, respectively XHTML for individual financial statements and the obligation to label XBRL the consolidated financial statements, according to the provisions of Articles 3 and 4 of Delegated Regulation (EU) 815/2018.

Our opinion is not modified in these respects.

Other information – Administrator’s Report (compliance of the management report with the financial statements)

- Other information includes the Administrator’s Report. The administrators are responsible for preparing and submitting the Administrator’s Report in accordance with Articles 15-19 of the Accounting Regulations approved by OMFP nr. 2844/2016, and for that internal control that administrators consider necessary to allow the preparation and presentation of the Administrator’s Report that does not contain material misstatements, due to fraud or error.

The Administrator’s Report is not part of the financial statements.

Our opinion on the financial statements does not cover the Administrator’s Report.



In connection with the audit of the financial statements for the financial year ended at 31st December 2025, our responsibility is to read the Administrator's Report and, in doing so, to assess whether there are significant inconsistencies between the Administrator's Report and the financial statements, whether the Administrator's Report includes, in all material aspects, the information required by Articles 15-19 of the Accounting Regulations approved by OMFP no. 2844/2016, and if, based on our knowledge and understanding acquired during the audit of the financial statements regarding the Company and its environment, the information included in the Administrator's Report is materially erroneous. We are asked to report on these issues. Based on the activity carried out, we report as follow:

- a) in the Administrator's Report we have not identified information that is inconsistent, in all material respects, with the information presented in the financial statements;
- b) The Administrator's Report identified above includes, in all material aspects, the information required by Articles 15-19 of the Accounting Regulations approved by OMFP no. 2844/2016.

In addition, based on our knowledge and understanding acquired during the audit of the financial statements for the year ended at 31st December 2023, regarding the Company and its environment, we have not identified any information included in the Administrator's Report that is materially misstated.

Responsibilities of the management and of the persons responsible with governance for the annual financial statements

7. The Company's management is responsible for preparing financial statements that provide a true and fair view in accordance with the International Financial Reporting Standards adopted by the European Union and approved by OMFP no. 2844/2016 and with the accounting policies described in the notes to the financial statements, and for that internal control that management considers necessary to allow the preparation of financial statements free from material misstatements, whether caused by fraud or error.
8. In preparing the financial statements, management is responsible for assessing the Company's ability to continue as a going concern, for disclosing going concern issues, if any, in the notes to explanatory matters, and for using going concern accounting, unless management either intends to wind up the Company or stop operations or has no realistic alternative other than that.
9. The persons responsible for governance are responsible for supervising the financial reporting process of the Company.

The auditor's responsibilities in an audit of the annual financial statements

10. Our objectives consist in obtaining a reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. The reasonable assurance represents a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can be caused either by fraud or by error and are considered material if

individually or in the aggregate, they could reasonably be expected to influence the user's economic decisions, taken on the basis of these financial statements.

11. As part of an audit in accordance with ISAs, we exercise professional judgment and maintain the professional skepticism throughout the audit. Moreover:
 - We identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, we project and perform audit procedures as a response to those risks and we obtain audit evidence sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, because fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
 - We obtain an understanding of the internal control relevant for the audit, in order to project the audit procedures appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
 - We evaluate the appropriateness of the accounting policies used and the reasonable character of the accounting estimates and the related disclosures made by the management.
 - We draw a conclusion regarding the appropriateness of management's use of the going concerns basis of accounting and, based on the audit evidence obtained, we determine whether a material uncertainty exists related to events or conditions that might generate significant doubts regarding the Company's ability to continue as a going concern. In case we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, we must modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of the auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.
 - We evaluate the overall presentation, structure and contents of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
 - The scope of the performed audit was not limited.
12. As part of the audit process, we communicate to those charged with governance, among other matters, the planned scope and timing of the audit, as well as the main audit findings, including any significant deficiencies in internal control, that we identify during the audit.

Report on other legal and regulatory provisions

13. Requirements relating to the information in the Remuneration Report – in accordance with the requirements of Article 107 (7) of Law No 24/2017, as amended ("Law 24/2017"), we have read the Remuneration Report drawn up by the Company for the financial year ended on 31.12.2025 and confirm that, in our opinion, it presents, in all material respects, the information provided in Article 107 of Law 24/2017.
14. Requirements for the audit of public-interest entities – in accordance with Article 10 (2) of Regulation (EU) No 537/2014, we provide the following information in our independent audit report, which is necessary in addition to the requirements of International Audit Standards:
 - 14.1. **The appointment of the auditor and the duration of the mission** – We were appointed the auditors of the Company with the approval of the Ordinary General Meeting of Shareholders (OGMS) on 24.04.2025, based on the service contract no. 52 / 09.12.2025, in order to audit the individual and consolidated financial statements of the Company for the

financial year 2025. The total uninterrupted duration of our mission is 31 months, covering the financial years ended on 31.12.2023, 31.12.2024 and 31.12.2025. The previous auditor is Audit Account SRL.

14.2. **Consistency with the Additional Report presented to the Audit Committee** – On the date of issue of this audit report, the Company has an Audit Committee, to which we issue an additional report. Our audit opinion is consistent with the additional report submitted to the Company Audit Committee, which we issued on the same date that we issued this report. Also, in conducting our audit, we have maintained our independence from the audited entity.

14.3. **Provision of non-audit services** – We declare that we have not provided the Company with prohibited services that are not similar to the audit, referred to in Article 5 (1) of Regulation (EU) no. 537/2014b. In addition, we have not provided for the Company nor for entities it controls other non-audit services that have not been disclosed in the financial statements.

Report on compliance with the provisions of the Delegated Regulation (EU) 2018/815 of the European Commission, which includes regulatory technical standards on the single electronic reporting format

14.4. We have been appointed to carry out a reasonable assurance mission on the compliance of the individual financial statements in XHTML format of COMPA S.A. ("Society") on 31.12.2025 ("XHTML" Situations), with the provisions of Delegated Regulation (EU) 2018/815 of the European Commission, which sets out regulatory technical standards for specifying a single electronic reporting format ("RTS on ESEF").

14.5. **Our responsibility** – Our responsibility is to express, on the basis of the evidence obtained, a conclusion as to the extent to which XHTML Situations conform, in all material respects, to the RTS requirements on the ESEF.

- Our reasonable assurance mission was carried out in accordance with the International Standard on Insurance Missions 3000 (revised) - *Assurance missions other than audits or revisions of historical financial information* ("ISAE 3000") issued by the International Audit and Insurance Standards Board.
- A reasonable assurance mission in accordance with ISAE 3000 requires procedures to be carried out to obtain evidence of compliance with the RTS on the ESEF. The nature, timing and extent of the procedures selected depend on the auditor's judgement, including the assessment of the risk of material deviations from the provisions laid down in the RTS on the ESEF caused by either fraud or error. A reasonable assurance mission shall include:
 - obtaining an understanding of the process of preparing XHTML Situations by the Company in accordance with the RTS on the ESEF, and of the relevant internal controls;
 - assessment of whether the financial statements have been prepared in a valid XHTML format;
 - reconciliation of XHTML Situations with audited financial statements prepared by the Company in accordance with OMFP 2844/2016 for submission to the relevant authorities.

We believe that the evidence obtained is sufficient and adequate to provide a basis for our conclusion.

14.6. Responsibility of the management of the Company for XHTML Situations prepared in accordance with the RTS on the ESEF

- The Board of the Company is responsible for preparing XHTML Situations according to the RTS on ESEF. This responsibility presupposes:
 - ensure consistency between XHTML and financial statements prepared for submission to relevant authorities in accordance with OMFP 2844/2016;
 - design, implement and maintain relevant internal control for the preparation and presentation of XHTML Situations in accordance with the ESEF RTS that are free from significant distortions caused by fraud or errors.
- The management of the Company has analyzed and found that at the level of the financial year 2025 the consolidation criteria provided by the legislation in force are met. Thus, the Management of the Entity proceeded to consolidate the financial statements, and in this case there is the obligation to prepare and present the individual financial statements and consolidated financial statements in accordance with the format of ESEF, respectively XHTML for individual financial statements and the obligation to label XBRL of the consolidated financial statements, according to the provisions of Articles 3 and 4 of Delegated Regulation (EU) 815/2018.

14.7. Conclusion

- In conclusion, COMPA S.A. was required to submit individual financial statements in XHTML format in accordance with the RTS on ESEF for the financial year ended on 31.12.2025 and did so.
- In this report, we do not express an audit opinion, a review conclusion or any other assurance conclusion regarding individual financial statements. Our audit opinion on the Company's separate financial statements for the financial year ended on 31.12.2025 is included in the *Report section on the audit of the above financial statements*.

Date: 06.04.2026

Auditor's signature

QUANTUM EXPERT S.R.L. Deva (CAFR License No. 118 / 28.11.2001, annual e-visa ASPAAS no. 145697 / 13.06.2025)

by Administrator

Ec. ALIC Deli Maria – Financial Auditor (CAFR Registration No. 1165, annual e-visa ASPAAS no. 145691 / 02.06.2025)

Auditor's address: Deva, Mărăști Street, Bldg. D3, 4th Entrance, Apt. 44, Code 330099, Hunedoara County

Autoritatea pentru Supraghizarea Publică a
Activității de Audit Statutar (ASPAAS)
Firma de audit : QUANTUM EXPERT SRL
Registrul Public Electronic : FA 118



Autoritatea pentru Supraghizarea Publică a
Activității de Audit Statutar (ASPAAS)
Auditor financiar : ALIC DELI MARIA
Registrul Public Electronic : AF1165



QUANTUM EXPERT S.R.L. – accounting and financial audit company

Deva, Mărăști Street, Bldg. D3, 4th Entrance Apt. 44, Code 330099, Hunedoara County

Trade Register No.: J2000000040202

TIN: RO 12600149

Telephone: 0730 009 909

E-mail: quantum_ro@yahoo.com

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No. 183 / 06.04.2026

INDEPENDENT FINANCIAL AUDITOR'S REPORT
regarding the annual consolidated financial statements prepared for the
year 2025 by
COMPA S.A. Sibiu

To the Shareholders,
of COMPA S.A. Sibiu

Report on consolidated financial statements as at 31.12.2025

Opinion

1. We audited **the consolidated financial statements** of COMPA S.A., headquartered in Sibiu, Henri Coanda Street, no. 8, Sibiu County, registered with the ORC attached to the Sibiu Tribunal under no. J1991000129321, CUI RO 788767, for the financial year ended on 31.12.2025, which include: consolidated statement of financial position as at 31.12.2025, consolidated statement of comprehensive income, consolidated statement of changes in equity, consolidated statement of cash flows and notes to the financial statements, including a summary of significant accounting policies (amounts in lei). Those financial statements shall relate to:

| | 31st December 2025 (lei) |
|-------------------------------------|--|
| • Net assets / Total equity | 509.357.115 |
| • Total assets | 697.461.426 |
| • Turnover (net sales) | 549.244.394 |
| • Net result of the exercise (loss) | -4.386.931 |

2. **In our opinion, the annexed consolidated financial statements provide a true and fair view, in all material aspects, of the consolidated financial position of COMPA S.A. Sibiu on 31st December 2025, as well as the result of its operations and consolidated cash flows for the financial year ended on this date in accordance with the Order of the Minister of Public Finance no. 2844/2016 for the approval of the Accounting Regulations in accordance with the International Financial Reporting Standards, as amended (“OMFP no. 2844/2016”) and with the Order of the Minister of Finance no. 2036/2025 on the main aspects related to the preparation and submission of the annual**



financial statements and annual accounting reports of economic operators to the National Agency for Fiscal Administration, as well as to regulate certain accounting aspects.

The basis for the opinion

- We have conducted our audit in compliance with the International Standards on Auditing ("ISA"), EU Regulation (EC) No. 537 of the Parliament and of the European Council (as follows "Regulation") and Law No. 162/2017 on the statutory audit of annual and consolidated financial statements ("The Law"). Our responsibilities based on these standards are detailed in "The auditor's responsibilities in a financial statements audit" section of our report. We are independent of the Group, according to the Code of Ethics of Accounting Professionals issued by the International Ethics Standards Council for Accountants (IESBA code), according to the professional ethics requirements relevant to the audit of financial statements in Romania and we have fulfilled our other professional ethical responsibilities, according to these requirements. We consider that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key audit issues

- The key aspects of the audit are those aspects which, on the basis of our professional reasoning, were of the utmost importance for the audit of the consolidated financial statements of the current period. These issues have been addressed in the context of the audit of the consolidated financial statements as a whole and in the formation of our opinion on them, and we do not offer a separate opinion on these key issues. We believe that the key issues described below are the key issues that need to be communicated in our report.

| Key audit issues | How the issue was dealt with during the audit mission (audit procedures carried out) |
|---|---|
| Revenue recognition under IFRS 15 | |
| <p>Revenue recognised in 2025, derived overwhelmingly from the sale of finished products according to the Group's principal business, depends on appropriate recognition and measurement to determine whether it is within specific management objectives or expectations.</p> <p>Due to the significant amount of revenue from the sale of finished products, and because revenue is one of the Group's key performance indicators (and therefore there is an inherent risk in relation to their recognition by management for meeting specific objectives or expectations), we consider revenue recognition for this type of revenue to be a key audit aspect Due to the significant amount of revenue from the sale of finished products, and because revenue is one of the Group's key performance indicators (and therefore there is an inherent risk in relation to their recognition by management for meeting specific objectives or expectations), we consider revenue recognition for this type of revenue to be a key audit aspect</p> | <p>Our audit procedures to address the risk of material misstatement with respect to the recognition of revenue from the sale of finished products, which was deemed to be materially risky, included the following:</p> <ul style="list-style-type: none"> • understanding the entire process of recognizing revenue from the sale of finished products and documenting it by obtaining a complete flow of information for a significant transaction; • assessment of income recognition principles in accordance with OMFP nr. 2844/2016 and in relation to the accounting policies of the Group; • understanding how to recognise revenue from the sale of finished products by the Group; • testing the existence and effectiveness of internal controls on the recognition of revenue from the sale of finished products by the Group; |



| | |
|--|--|
| | <ul style="list-style-type: none"> performing detailed tests in order to verify the correct recording of transactions; testing revenue by obtaining direct confirmations from customers and performing alternative procedures for customers from whom we have not obtained balance confirmation. |
| Recognition of deferred tax assets | |
| <p>The Group recognised deferred tax assets for deductible temporary differences considered recoverable.</p> <p>The recovery of deferred tax assets depends on the Group's ability to generate sufficient taxable profit in the future against which the deductible temporary difference can be utilised.</p> <p>Given the uncertainty created by estimating the amount and period of occurrence of future taxable profits against which deductible temporary differences can be used, we believe that the assessment of deferred tax assets was significant for the audit engagement.</p> | <p>The audit procedures performed by the auditor include:</p> <ul style="list-style-type: none"> using professional tax judgement to assess measures taken by the Group that should enable the recovery of deferred tax assets; assessing the adequacy of statements in financial statements, including disclosures about the use of estimates and professional judgement. |

Highlight some issues

- Without expressing any reservations, we draw attention to the following points with regard to the consolidated financial statements:
 - The Group's management analyzed and found that the consolidation criteria provided by the legislation in force are met for the financial year 2025. Thus, the Management of the Group proceeded to consolidate the financial statements, and in this case there is the obligation to prepare and present individual financial statements and consolidated financial statements respecting the ESEF format, respectively XHTML for individual financial statements and the obligation to label XBRL the consolidated financial statements, according to the provisions of Articles 3 and 4 of Delegated Regulation (EU) 815/2018.

Our opinion is not modified in these respects.

Other information – Consolidated Administrator's Report (compliance of the management report with the consolidated financial statements)

- Other information includes the Consolidated Administrator's Report. The administrators are responsible for preparing and submitting the Consolidated Administrator's Report in accordance with Articles 15-19 of the Accounting Regulations approved by OMFP nr. 2844/2016, and for that internal control that administrators consider necessary to allow the preparation and presentation of the Consolidated Administrator's Report that does not contain material misstatements, due to fraud or error.

The Consolidated Administrator's Report is not part of the financial statements.

Our opinion on the consolidated financial statements does not cover the Consolidated Administrator's Report.

In connection with the audit of the consolidated financial statements for the financial year ended at 31st December 2025, our responsibility is to read the Consolidated Administrator's Report and, in doing so, to assess whether there are significant inconsistencies between the Consolidated Administrator's Report and the financial statements, whether the Consolidated Administrator's Report includes, in all material aspects, the information required by Articles 15-19 of the Accounting Regulations approved by OMFP no. 2844/2016, and if, based on our knowledge and understanding acquired during the audit of the consolidated financial statements regarding the Group and its environment, the information included in the Consolidated Administrator's Report is materially erroneous. We are asked to report on these issues. Based on the activity carried out, we report as follow:

- a) in the Consolidated Administrator's Report we have not identified information that is inconsistent, in all material respects, with the information presented in the consolidated financial statements;
- b) The Consolidated Administrator's Report identified above includes, in all material aspects, the information required by Articles 15-19 of the Accounting Regulations approved by OMFP no. 2844/2016.

In addition, based on our knowledge and understanding acquired during the audit of the consolidated financial statements for the year ended at 31st December 2025, regarding the Group and its environment, we have not identified any information included in the Consolidated Administrator's Report that is materially misstated.

Responsibilities of the management and of the persons responsible with governance for the annual consolidated financial statements

7. The Group's management is responsible for preparing consolidated financial statements that provide a true and fair view in accordance with the International Financial Reporting Standards adopted by the European Union and approved by OMFP no. 2844/2016 and with the accounting policies described in the notes to the consolidated financial statements, and for that internal control that management considers necessary to allow the preparation of financial statements free from material misstatements, whether caused by fraud or error.
8. In preparing the financial statements, management is responsible for assessing the Group's ability to continue as a going concern, for disclosing going concern issues, if any, in the notes to explanatory matters, and for using going concern accounting, unless management either intends to wind up the Group or stop operations or has no realistic alternative other than that.
9. The persons responsible for governance are responsible for supervising the financial reporting process of the Group.

The auditor's responsibilities in an audit of the annual consolidated financial statements

10. Our objectives consist in obtaining a reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. The reasonable assurance

represents a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can be caused either by fraud or by error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the user's economic decisions, taken on the basis of these consolidated financial statements.

11. As part of an audit in accordance with ISAs, we exercise professional judgment and maintain the professional skepticism throughout the audit. Moreover:
 - We identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, we project and perform audit procedures as a response to those risks and we obtain audit evidence sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, because fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
 - We obtain an understanding of the internal control relevant for the audit, in order to project the audit procedures appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
 - We evaluate the appropriateness of the accounting policies used and the reasonable character of the accounting estimates and the related disclosures made by the management.
 - We draw a conclusion regarding the appropriateness of management's use of the going concerns basis of accounting and, based on the audit evidence obtained, we determine whether a material uncertainty exists related to events or conditions that might generate significant doubts regarding the Group's ability to continue as a going concern. In case we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, we must modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of the auditor's report. However, future events or conditions may cause the Group to cease to continue as a going concern.
 - We evaluate the overall presentation, structure and contents of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
 - The scope of the performed audit was not limited.
12. As part of the audit process, we communicate to those charged with governance, among other matters, the planned scope and timing of the audit, as well as the main audit findings, including any significant deficiencies in internal control, that we identify during the audit.

Report on other legal and regulatory provisions

13. Requirements relating to the information in the Remuneration Report – in accordance with the requirements of Article 107 (7) of Law No 24/2017, as amended ("Law 24/2017"), we have read the Remuneration Report drawn up by the Group for the financial year ended on 31.12.2025 and confirm that, in our opinion, it presents, in all material respects, the information provided in Article 107 of Law 24/2017.
14. Requirements for the audit of public-interest entities – in accordance with Article 10 (2) of Regulation (EU) No 537/2014, we provide the following information in our independent audit report, which is necessary in addition to the requirements of International Audit Standards:



- 14.1. **The appointment of the auditor and the duration of the mission** – We have been appointed the auditors of the Company with the approval of the Ordinary General Meeting of Shareholders (AGOA) from 24.04.2025, based on the service contract no. 52 / 09.12.2025, in order to audit the individual and consolidated financial statements of the Company for the financial year 2025. The total uninterrupted duration of our mission is 31 months, covering the financial years ended on 31.12.2023, 31.12.2024 and 31.12.2025. The previous auditor is Audit Account SRL.
- 14.2. **Consistency with the Additional Report presented to the Audit Committee** – On the date of issue of this audit report, the Group has an Audit Committee, to which we issue an additional report. Our audit opinion is consistent with the additional report submitted to the Group Audit Committee, which we issued on the same date that we issued this report. Also, in conducting our audit, we have maintained our independence from the audited entity.
- 14.3. **Provision of non-audit services** – We declare that we have not provided the Group with prohibited services that are not similar to the audit, referred to in Article 5 (1) of Regulation (EU) no. 537/2014b. In addition, we have not provided for the Group nor for entities it controls other non-audit services that have not been disclosed in the consolidated financial statements.

Report on compliance with the provisions of the Delegated Regulation (EU) 2018/815 of the European Commission, which includes regulatory technical standards on the single electronic reporting format

- 14.4. We have been appointed to carry out a reasonable assurance mission on the compliance of the consolidated financial statements in XHTML format of COMPA S.A parent company group. ("Society") and its subsidiaries at 31.12.2025 ("XHTML" Situations), with the provisions of Delegated Regulation (EU) 2018/815 of the European Commission, which sets out regulatory technical standards for specifying a single electronic reporting format ("RTS on ESEF").
- 14.5. **Our responsibility** – Our responsibility is to express, on the basis of the evidence obtained, a conclusion as to the extent to which XHTML Situations conform, in all material respects, to the RTS requirements on the ESEF.
- Our reasonable assurance mission was carried out in accordance with the International Standard on Insurance Missions 3000 (revised) - *Assurance missions other than audits or revisions of historical financial information* ("ISAE 3000") issued by the International Audit and Insurance Standards Board.
 - A reasonable assurance mission in accordance with ISAE 3000 requires procedures to be carried out to obtain evidence of compliance with the RTS on the ESEF. The nature, timing and extent of the procedures selected depend on the auditor's judgement, including the assessment of the risk of material deviations from the provisions laid down in the RTS on the ESEF caused by either fraud or error. A reasonable assurance mission shall include:
 - obtaining an understanding of the process of preparing XHTML Situations (digital files) by the Group in accordance with the RTS on the ESEF, and of the relevant internal controls;
 - assessment of whether the financial statements have been prepared in a valid XHTML format;

- reconciliation of XHTML Situations (digital files) with audited consolidated financial statements prepared by the Group in accordance with OMFP 2844/2016 for submission to the relevant authorities;
- assessing whether all markings, including voluntary markings, on the information in the notes to the consolidated financial statements meet the following requirements:
 - XBRL marking language was used;
 - the basic taxonomy elements specified in Annex VI to the ESEF Regulation with the nearest accounting meaning have been used, unless an element of the extended taxonomy has been created in accordance with Annex IV to the ESEF Regulation;
 - marcatele utilizate sunt în conformitate cu regulile comune privind marcatele conform Regulamentului ESEF.

We believe that the evidence obtained is sufficient and adequate to provide a basis for our conclusion.

14.6. Responsibility of the management of the Group for XHTML Situations prepared in accordance with the RTS on the ESEF

- The Board of the Group is responsible for preparing XHTML Situations (digital files) according to the RTS on ESEF. This responsibility presupposes:
 - ensure consistency between XHTML and financial statements prepared for submission to relevant authorities in accordance with OMFP 2844/2016;
 - design, implement and maintain relevant internal control for the preparation and presentation of XHTML Situations in accordance with the ESEF RTS that are free from significant distortions caused by fraud or errors;
 - selection and affixing of appropriate XBRL markings, using professional judgement, if necessary;
 - ensuring consistency between digital files and consolidated financial statements to be published in accordance with OMFP 2844/2016.
- The management of the Company has analyzed and found that at the level of the financial year 2025 the consolidation criteria provided by the legislation in force are met. Thus, the Management of the Entity proceeded to consolidate the financial statements, and in this case there is the obligation to prepare and present the individual financial statements and consolidated financial statements in accordance with the format of ESEF, respectively XHTML digital files for individual financial statements and the obligation to label XBRL of the consolidated financial statements, according to the provisions of Articles 3 and 4 of Delegated Regulation (EU) 815/2018.

14.7. Conclusion

- In conclusion, the parent company COMPA S. A. and its subsidiaries were required to submit consolidated financial statements in XHTML format in accordance with the RTS on ESEF ("The Technical Regulatory Standard on the Single European Electronic Reporting Format" or ESEF) for the financial year ended on 31.12.2025.
- In this report, we do not express an audit opinion, a review conclusion or any other assurance conclusion regarding consolidated financial statements. Our audit opinion on the Group's separate financial statements for the financial year ended

on 31.12.2025 is included in the *Report section on the audit of the above financial statements* above.

Date: 06.04.2026

Auditor's signature

QUANTUM EXPERT S.R.L. Deva (CAFR License No. 118 / 28.11.2001, annual e-visa ASPAAS no. 145697 / 13.06.2025)

by Administrator

Ec. ALIC Deli Maria – Financial Auditor (CAFR Registration No. 1165, annual e-visa ASPAAS no. 145691 / 02.06.2025)

Auditor's address: Deva, Mărăști Street, Bldg. D3, 4th Entrance, Apt. 44, Code 330099, Hunedoara County

Autoritatea pentru Supravegherea Publică a
Activității de Audit Statutar (ASPAAS)
Firma de audit : QUANTUM EXPERT SRL
Registrul Public Electronic : FA 118



Autoritatea pentru Supravegherea Publică a
Activității de Audit Statutar (ASPAAS)
Auditor financiar : ALIC DELI MARIA
Registrul Public Electronic : AF1165





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ANNUAL REPORT 2025



ESRS Report

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Message from the Sustainability Committee – 2025

We are pleased to present our Sustainability Report for 2025, which reflects our company's ongoing commitment to responsible, ethical, and sustainable development.

The year 2025 represented an important step in strengthening our sustainability strategy by integrating environmental, social, and governance (ESG) principles into the company's decision-making and operational processes. We focused our efforts on reducing our environmental impact, promoting a safe and inclusive work environment for employees, and strengthening transparent and responsible corporate governance practices.

Through this report, we aim to provide a clear and transparent picture of the progress made, the challenges encountered, and the goals set for the coming period. We consider open dialogue with all stakeholders to be essential for the continuous improvement of our sustainability performance.

In the context of climate change and the transition to a low-carbon economy, identifying and managing risks and opportunities remains a strategic priority. The double materiality analysis provided us with a solid basis for prioritizing ESG issues relevant to COMP A's business and for developing an action plan to support the balanced allocation of resources in the future.

Looking ahead, we remain committed to integrating sustainability into our decision-making process and organizational culture, and through this, the Sustainability Committee reaffirms its commitment to supporting initiatives that create long-term value for the company, communities, and the environment, while contributing to a more resilient and responsible economy.

We would like to thank all our colleagues for their trust and support in achieving our common goals for the COMP A Group Sustainability Report. Everyone's involvement, dedication, and professionalism were essential in this endeavor. We remain a united team, ready to respond to the challenges of the future and continue our journey towards sustainable development.

Thank you! – *COMP A Sustainability Committee*

Our ESG progress – 2025 in figures

In the context of global technological dynamics accelerated by the challenges of climate change, sustainability remains a strategic priority for the automotive industry.

Throughout 2025, regulatory pressure on emissions and environmental performance in the automotive industry remained as strict as ever, influencing how companies manage their operations and supply chains.

In this context, COMP A continued to strengthen its ESG approach through its integrated management system—quality, environment, occupational health, and safety—used as the main platform for defining, implementing, and monitoring processes associated with the most relevant sustainability issues. The focus was on increasing data consistency, monitoring performance, and integrating ESG objectives into operational and decision-making processes.

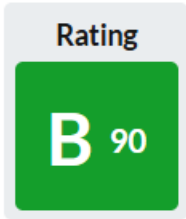


Responsible governance and ethical business conduct remained central pillars of our strategy, supported by clear control, transparency, and accountability mechanisms. At the same time, we continued our initiatives on the efficient use of resources, promoting circularity principles, and digitizing operations as key factors in reducing environmental impact and increasing operational efficiency.

The social dimension of sustainability continued to focus primarily on employees, by maintaining a safe working environment, respecting human rights, promoting fairness and equal opportunities, and creating professional development opportunities tailored to the needs of the organization and the labor market. We believe that constant investment in human capital is key to ensuring long-term performance and resilience.

Through these measures, our efforts in 2025 have been aimed at strengthening our reputation and competitiveness in the markets where we operate, while reducing the environmental and social impact of our activities. The progress made reflects COMPA's commitment to integrating sustainability into its business model and actively contributing to the transition to a more responsible and sustainable automotive industry.

| ESG INDICATORS | YEAR 2025 |
|--|-----------|
| Environmental indicators – Compa Group | |
| Total energy consumption related to own operations (MWh) | 64733 |
| Total energy consumption from renewable sources (MWh) | 1183.51 |
| Carbon footprint (Scope 1&2) based on location (tCO2e) | 15,269.65 |
| Total waste generated, tons | 5179.72 |
| Recycled waste, tons | 4379.19 |
| Social indicators – Compa Group | |
| Number of employees | 1433 |
| Number of employees under 30 years of age | 228 |
| Number of employees between 30 and 50 years old | 673 |
| Number of employees over 50 years old | 533 |
| Average number of training hours per person | 89 |
| Recordable accident rate for own workforce | 1.79 |
| Percentage of employees with disabilities | 5.26 |
| Governance Indicators – Compa | |
| Percentage of members with executive functions by gender | 5 |
| ISO 9001:2015 certification | 10 |
| ISO 14001:2015 certification | 100 |
| ISO 45001:2018 certification | 100 |
| IATF 16949:2016 certification | 100 |
| TISAX certificate | 100 |



This year, COMPA highlights its commitments and achievements in the areas of environmental, social, and governance responsibility, including obtaining a B90 score in the Supplier Assurance assessment for the SAQ 5.0 questionnaire, which underscores the high standards of quality and sustainability in its activities. This performance reflects our desire to continuously evolve and contribute positively to the community and the environment.



Separately, in the assessment by the International **Carbon Disclosure Project (CDP)**, COMPA recorded a **significant increase in its score, from D to B-**, reflecting the progress made in the area of climate impact management and transparency. CDP assesses the transparency and environmental performance of companies.

In line with the initiative of the Bucharest Stock Exchange (BVB) and its partnership with Sustainalytics, The COMPA Group's sustainability report for 2024 (the first year of reporting based on ESRS standards) was evaluated by the Romania Corporate Sustainability & Transparency INDEX (Romania CST Index) as part of the national assesment of ESG performance and transparency.

The assessment reflects our ongoing commitment to implementing best practices in sustainability, as well as the progress made in integrating environmental, social and governance principles into its operations.

Participation in this evaluation process supports the continouos improvement of sustainability performance and the strenghtening of transparency towards stakeholders.



Also, in 2025, COMPA made significant progress in strengthening its governance framework and transparency processes, in line with the requirements of the CSRD Directive and ESRS standards. In this context, the VEKTOR score – an indicator of the quality of communication with investors and the transparency of public information, developed by the Romanian Investor Relations Association



(ARIR) – reflects a positive evolution, from a level of 0 points in 2024 to a level of 7 points in 2025, based on the VEKTOR assessment criteria for 2025.

This evolution is supported by improvements in non-financial reporting, clarification of governance responsibilities, and increased accessibility of relevant information for stakeholders. The progress directly contributes to strengthening the governance (G) pillar of ESG and supports the company's goal of ensuring robust and transparent governance practices.



ESRS 2 – General Disclosures

Basis for Preparation

[BP-1] General basis for drawing up the sustainability statement

In accordance with the requirements of Order of the Ministry of Public Finance (OMFP) No. 85/2024 transposing the Corporate Sustainability Reporting Directive (CSRD) and the fact that COMP A Group is a public entity listed on the Bucharest Stock Exchange (BSE), it has prepared its second Sustainability Report in accordance with the requirements and structure of the European Sustainability Reporting Standards (ESRS), explaining its good practices and performance in line with the sustainability objectives related to its activities.

We will continue the series of annual reports taking these standards into account and will align ourselves with essential disclosures in order to ensure compliance with the requirements of the Corporate Sustainability Reporting Directive (CSRD).

The COMP A Group, hereinafter referred to as "COMP A" or "the Company," publishes its second sustainability report, which covers the period from January 1, 2025, to December 31, 2025. Where relevant, it details strategic objectives, measures, and actions proposed to strengthen sustainable performance across the entire group.

This sustainability report includes both COMP A data and data from the three affiliated companies. Thus, this report reflects the performance of the entire Compa Group.

Information on the companies included in the report:

- COMP A SA – Sibiu, 8 Henri Coandă Street, Sibiu County – CUI RO788767;
- COMP A IT SRL -Sibiu, 8 Henri Coandă Street, Sibiu County – CUI RO13656016;
- TRANS C.A.S. SRL – Sibiu, 12 Henri Coandă Street, Sibiu County – CUI RO14836511;
- ARINI HOSPITALITY SRL – Sibiu, 48 Victoriei Boulevard, Sibiu County – CUI RO43581594;

The report focuses on the Group's own operations, but also includes information from the value chain, both upstream and downstream, depending on the accessibility and availability of such data. In particular, it presents information on our efforts to establish and maintain strong business relationships with partners who comply with legal regulations and focus on sustainable economic development.

The double materiality analysis includes an assessment of the impacts, risks, and opportunities related to COMP A's operations, including its products and services. For each impact, risk, or opportunity considered significant, the Company has identified the relevant information to be included in the ESRS reporting or presents relevant information specific to the organization. Each chapter presents detailed information on the aspects considered material, organized into three categories: governance, environment, and social.



As in the previous year, this year's report does not present specific information on innovation issues related to the activities of the companies in the group or specific issues related to intellectual property owned for the products or services of the group members. Furthermore, no confidential details are disclosed that could affect the financial performance of the organization.

[BP-2] Submissions of information related to specific circumstances

The publication of the second sustainability report is another significant step for the COMPA Group, providing an opportunity for the group to offer the public information on its sustainability performance, both in relation to the parent company and its affiliates.

Extending sustainability reporting to all companies within the Group underscores its commitment to transparency and accountability. This new report aims to provide a comprehensive and unified perspective on the Group's sustainability practices, aligning with the increasingly high requirements for corporate responsibility and transparency in reporting environmental and social impact. This change aims to ensure that stakeholders (investors, customers, regulators) have access to relevant and up-to-date information on the COMPA Group's contribution to sustainable development. This step improves internal coordination and ensures that all entities within the Group follow consistent practices in terms of data collection and reporting on sustainability initiatives.

The data collected during the organization's activities is based on a combination of internal and external sources, thus ensuring a high degree of reliability. These sources include internal reports prepared by managers and specialists in various fields such as human resources, environment, health, and occupational safety. Specialised software is also used to support the organisation's activities. In the process of preparing the report, the Compa Group benefited from external specialist support. In the first reporting year, we had the support of a sustainability consultant from Romania to integrate ESRS requirements and structure the internal data collection and reporting process. For the reporting year, the Compa Group collaborated with an international provider of ESG reporting solutions, which offered methodological and technical support, including the use of a dedicated software platform for calculating Scope 3 emissions and structuring the content of the report, based on data and information provided by the company. This demonstrates the maturity of the reporting process, representing a journey that has ensured a high level of confidence in the relevance and accuracy of the information presented, as well as the monitoring of disclosures in accordance with the specifics and requirements of ESRS standards.

The companies in the COMPA Group have obtained and maintain internationally recognized certifications that demonstrate their commitment to quality standards, environmental protection, occupational health and safety, as well as standards for sustainable responsibility in the hospitality industry:

- ISO 9001/ IATF 16949: Quality management system, ensuring high-quality processes and products - COMPA
- ISO 14001: Environmental management system, through COMPA
- ISO 45001: Occupational health and safety management system COMPA
- TISAX (Trusted Information Security Assessment Exchange) – Information security standard used in the automotive industry



- Green Key - Standard for excellence in the areas of environmental responsibility and sustainable operation in tourism – Arini Hospitality SRL.

These certifications demonstrate once again the COMPA Group's commitment to sustainability and continuous improvement, while supporting the collection of reliable data for sustainability reporting. They contribute to the achievement of sustainable development goals, ensuring that the organization's processes and operations comply with the highest international standards for quality, environmental protection, occupational health and safety, and energy efficiency.

The management systems implemented in the organization have helped us segregate and collect the data necessary for qualitative and quantitative disclosures. We provide data on our performance where we have identified standard indicators compatible with our internal systems. Where omissions are found, we have justified our omissions through plans and actions that we will support in the coming years so that the degree of transparency on data and disclosures increases.

By publishing this information, COMPA aims to highlight its commitments to sustainability, strengthen its corporate strategy, and build stronger relationships with stakeholders year after year. The sustainability report not only complies with regulatory requirements, but also demonstrates the COMPA Group's determination to continuously improve its sustainability initiatives.

Business Governance

[GOV-1] Role of administrative, management, and supervisory bodies

In a context marked by rapid change and increasingly high demands for transparency, ethics, and corporate responsibility, corporate governance is an essential pillar of companies' sustainable development strategies.

Thus, COMPA, an entity with solid experience and recognized expertise in the production of automotive components, continues to place particular importance this year on an effective governance system designed to support both financial performance and responsibility towards the environment, employees, and the communities in which it operates.

COMPA is organized and operates as a joint-stock company, in accordance with the provisions of Law 31/1990, republished.

The COMPA governance system is the framework for coordinating the entire GROUP. The group is managed under a unified management system and has four levels of management:

- General Shareholders' Meeting ("GSM")
- Board of Directors ("BD")
- Executive Management
- Operational Management

Each company within the Group adopts similar structures, in the sense that they are managed by an Administrator, but overall coordination is ensured by the governance system of COMPA SA.



In the context of capital market development, starting with June 12, 1997, COMPA became an active part of the Romanian capital market, trading its shares on the Bucharest Stock Exchange. This significant step marked an important moment in the company's development, facilitating greater transparency in relation to shareholders and investors, while also aligning itself with the corporate governance and transparency standards required by capital market regulations.

COMP A's governing bodies, according to the provisions of the company's Articles of Association, are the General Meeting of Shareholders, the Board of Directors, and the Chief Executive Officer.

The executive management consists of the General Manager and the Chief Financial Officer who, together with the functional managers, participate in defining the company's policy and strategy and manage the company's day-to-day operations.

According to the registration with the Central Depository on December 31, 2025, the consolidated summary structure of COMPA's financial instrument holders was as follows:

| Holder name | Number of holdings | Percentage (%) |
|--------------------------------------|--------------------|----------------|
| DUMITRESCU MIHAELA | 41,945,252 | 19.1687 |
| TRANSILVANIA INVESTMENTS ALLIANCE SA | 30,915,137 | 14.1280 |
| BĂIAȘU VOICHIȚA -MARIA | 25,002,625 | 11.4260 |
| Individuals | 95,000,765 | 43.4150 |
| Legal entities | 25,957,259 | 11.862 |
| Total | 218,821,038 | 100 |

The General Meeting of Shareholders is the supreme governing body that decides on the company's activities and its economic and commercial policy.

The General Meeting of Shareholders is convened by the Board of Directors whenever necessary, but at least once a year, within the period provided by law.

Board of Directors

COMP A is managed by a Board of Directors that has general authority, except for matters that fall under the authority of the General Shareholders' Meeting. The Board of Directors is composed of 5 members, elected for a maximum term of 4 years, who operate in accordance with the provisions of the company's Articles of Association and, where applicable, the Internal Regulations of the Board of Directors. The structure of the Board of Directors ensures a balance between executive and non-executive members. The decision-making process remains a collective responsibility of the Board of Directors, which is jointly and severally liable for all decisions taken in the exercise of its powers.

The Board of Directors meets at least once every three months at the COMPA headquarters, but no less than six (6) times a year or whenever necessary, at the request of the Chairman of the Board or at the reasoned request of at least two of the members or the General Manager.



During the reference period, more precisely between January 1, 2025, and April 28, 2025, the Chairman of the Board of Directors is Mr. Ioan Deac, appointed for a four-year term based on Decision No. 2/28.04.2021. Subsequently, upon expiry of the term, By Decision No. 50 of 28.04.2025, the Board of Directors approved the appointment of Mr. **DEAC Ioan** as Chairman of the Board of Directors of COMPA SA for a 4-year term, starting on 28.04.2025.

In accordance with the provisions of Law No. 31/1990, by Decision No. 50 of 28.04.2025, the Board of Directors approved the appointment of Mr. **BĂIAȘU Dan Nicolae** as **General Manager** of COMPA with the delegation of management powers in this regard, for a 4-year term starting on 29 April 2025, as well as the extension of the term of **Ms DUMITRESCU Mihaela** as **Chief Financial Officer** of COMPA, with the delegation of management powers in this regard, for a 4-year term starting on 29 April 2025.

At the executive management level of COMPA, gender balance in the management structure is as follows:

| Board of Directors | No. of members | Percentage of total members |
|--|----------------|-----------------------------|
| Number of male executive members on the Board of Directors | 1 | 50 |
| Number of female executive members on the Board of Directors | 1 | 50 |

Therefore, **female representation in executive management is 50%**, exceeding the 30% benchmark used in European assessments of diversity in management positions. The Company will continue to support balanced access for women and men in decision-making structures.

At the Company level, there is a separation between the executive function (directors) and the non-executive control function (non-executive administrator) – a mandatory separation in the case of joint-stock companies whose annual financial statements are subject to legal auditing requirements.

The General Manager of COMPA represents the company in its relations with third parties and is responsible for taking all measures related to the management of the company, within the limits of the company's object of activity and with compliance with the exclusive powers conferred by law, by the Articles of Association or expressly assigned by the Board of Directors or the General Meeting of Shareholders.

Given that interaction with public authorities is frequent (through reporting, obtaining authorizations, certifications), the General Manager of the company is vested with the authority to represent the company in all legal acts carried out, an authority that may be delegated to other employees or collaborators within the company.

In 2025, at COMPA level, in accordance with national legislation and the internal regulatory framework, in addition to the Board of Directors, two committees operated, namely the Audit Committee and the Sustainability Committee.

The Audit Committee, consisting of two non-executive directors, operates in accordance with the law and the Audit Committee Regulations approved by the Board of Directors' Decision, and has the role of assisting the Board of Directors in carrying out its duties regarding the efficiency of the financial reporting process, the effectiveness of the internal quality control system and the risk management system.

The Audit Committee is responsible for overseeing financial risks, ensuring that they are correctly identified and managed by evaluating internal control processes and ensuring that the Company complies with financial regulations and standards. The Committee also monitors the financial reporting process and, where applicable, sustainability reporting, including the electronic reporting process, as mentioned in the applicable accounting regulations, and the process carried out by the company to identify the information reported in accordance with sustainability reporting standards.

In its second year of sustainability reporting, **the Sustainability Committee**, established by decision of the CEO in 2024, continued its work to develop, implement, and monitor the company's short-, medium-, and long-term sustainability strategy. The Committee ensures the integration of ESG principles – environmental, social, and governance – into the Company's strategy and activities, monitors the impact on the environment and the community, coordinates corporate social responsibility projects, and assesses and manages sustainability-related risks

In the current reporting year, the Company maintained a constant social dialogue with the Free Independent Trade Union COMPA, a legally representative organization in terms of the number of employees, by conducting annual negotiations on the Collective Labor Agreement and organizing weekly working meetings.

| Composition and diversity of the Board of Directors | |
|--|----|
| Number of members with management positions | 2 |
| Number of members with non-executive functions | 3 |
| Percentage of members with executive functions by gender (calculated as the ratio of female to male members with management functions) | 50 |
| Percentage of board members with administrative, executive, or management roles | 40 |
| Percentage of the Board of Directors by gender (calculated as the ratio between female and male members of the Board of Directors) | 25 |
| Percentage of independent members on the Board of Directors | 40 |

During the reference period, the four-year term of the COMPA Board of Directors elected on April 28, 2021, ended on April 28, 2025, with a new Board of Directors being elected (through re-election or appointment of members) for a new four-year term. Thus, in 2025, the Board of Directors is composed of the following members:

DEAC Ioan

- Executive Director/Chairman of the Board of Directors - January 1, 2025 - April 28, 2025
- Non-Executive Director/Chairman of the Board of Directors - April 28, 2025 – April 28, 2029



DUMITRESCU Mihaela

- Executive Director/Vice-Chair of the Board of Directors - January 1, 2025 – April 28, 2025
- Executive Director/Vice-Chair of the Board of Directors - 04/28/2025 – 04/28/2029

MAXIM Mircea-Florin

- Non-executive Director - January 1, 2025 – April 28, 2025

BĂIAȘU Dan-Nicolae

- Executive Director - April 28, 2025 – April 28, 2029

BALTEȘ Nicolae

- Independent non-executive director / Chairman of the Audit Committee - 01.01.2025 – 28.04.2025
- Non-executive director/Chairman of the Audit Committee -28.04.2025 – 28.04.2029

NEACȘU Vlad-Nicolae

- Independent non-executive director/Member of the Audit Committee - 01.01.2025 – 28.04.2025
- Independent non-executive director/Member of the Audit Committee - 28.04.2025 – 28.04.2029

MEMBERS OF THE BOARD



Ioan Deac
President Board



Dan Băiașu
CEO
Administrator



Mihaela Dumitrescu
Vice President Board
CFO



Nicolae Balteș
Administrator
President Audit Committee



Vlad - Nicolae Neacșu
Administrator
Member Audit Committee

Information on the professional experience of the members of the Board of Directors is available on the company's website at: <https://www.compa.ro/companie/guvernanta-corporativa>.

The organization's top management has extensive experience in the specific field of the group's activities, as does the operational management team of all companies in the group.

With regard to environmental, quality, and occupational health and safety issues at COMPAs, the system is integrated and the integrated Quality-Environment-OSH policy can be found on the company's website: www.compa.ro.

At the level of the Board of Directors, ESG issues are monitored through information provided by the Sustainability Committee. Reporting to the CEO and the Board of Directors is carried out annually or whenever there are significant legislative changes. The Committee monitors and collects quantitative and qualitative indicators, such as: energy consumption and CO₂ emissions (E1), staff retention rate

(S1), percentage of purchases from Romania / ESG-rated suppliers (G1), community investments (CST 9).

The Sustainability Committee is concerned with the areas of Environment, Social and Governance; operational responsibilities are delegated to the "Sustainability Manager" function, and strategic decisions, where appropriate, are approved at the Board of Directors level.

Starting in 2024, indicators on energy consumption, carbon emissions, and the progress of efficiency programs are integrated into the non-financial performance reporting presented to management. This mechanism ensures an adequate level of oversight, transparency, and informed decision-making, in line with ESRS requirements and industry trends.

As the reporting process advances, employee expertise in sustainability becomes a key element for the effective implementation and success of COMPA's sustainability program. Company management continues to ensure that employees have the knowledge, skills, and commitment necessary to support environmental, social, and governance initiatives in accordance with applicable legal requirements. They play an active role in integrating sustainability strategies into current activities, directly contributing to reducing environmental impact and improving the company's social and economic performance.

For the future, COMPA aims to consolidate and maintain the necessary level of expertise, either through internal resources or by collaborating with external consultants or experts, in order to continuously align with the updated requirements of ESRS standards and the new compliance obligations set out in the legislative framework of the European Green Deal. At the same time, for new employees, COMPA will continue to ensure their proper integration through onboarding training programs, which include relevant information on the company's ESG Policies and Strategy.

We recognize that developing the sustainability expertise of our employees, and especially our leadership team, is key to COMPA's long-term success. As was the case last year, COMPA's leaders play a central role in disseminating knowledge and aligning the organization with sustainability goals, facilitating their transfer to all organizational levels through dedicated internal programs.

Through appropriate training, the integration of sustainability into the organizational culture, and the promotion of a continuous learning framework, employees can contribute significantly to achieving COMPA's sustainability goals, with a positive impact on the environment and society.

[GOV-2] Information provided to and sustainability matters addressed by the undertaking's administrative, management, and supervisory bodies

In the 2025 reporting year, risk assessment within COMPA was carried out periodically, in accordance with the specific internal procedure, which is an integral part of the company's integrated management system. The process aimed to identify, analyze, assess, and address risks, including those associated with sustainability issues, and was applicable across the entire organization, for all areas of activity, hierarchical levels, functions, projects, and specific activities.



The reporting was carried out through a collaborative process, in which each relevant department is responsible for monitoring and reporting on the effectiveness of the policies and measures implemented in its area of competence, as follows:

- **Risk Management** oversees significant non-financial risks and communicates emerging risks or possible deviations from the set objectives.
- **Environmental Protection** monitors and reports on environmental impacts and progress made in achieving targets for emissions reduction, waste management, and compliance with applicable environmental regulations.
- **Human Resources** analyzes and reports on the results of initiatives related to diversity, inclusion, and occupational health and safety.
- **The Finance Department** monitors the financial impact of sustainability policies and actions and provides regular analyses of their associated costs and benefits.

The risk management process implemented at COMPA is integrated into the overall management of the organization and represents a continuous, proactive, and systematic process of identifying, assessing, monitoring, and controlling risks that may influence the achievement of the company's strategic and sustainability objectives. Its purpose is to limit the potential impact of risks on the company's activity and to capitalize on identified opportunities, contributing to the efficient, responsible, and sustainable conduct of activities.

Throughout 2025, relevant information on significant risks, including those related to environmental, social, and governance issues, as well as the associated prevention, control, and mitigation measures, was regularly communicated to COMPA's administrative, management, and supervisory bodies. This information supported decision-making, performance monitoring, and oversight of the effectiveness of the risk management system, ensuring the proper integration of sustainability considerations into the company's strategy, policies, and decision-making processes.

COMPA's risk management system is organized into clear levels of responsibility, designed to ensure effective risk management across the entire organization. Each organizational level has specific responsibilities in the process of identifying, assessing, treating, and monitoring risks, depending on their nature, importance, and degree of complexity.

Risk management responsibilities are distributed among senior management, operational management, and executive staff, with each category playing an essential role in the effective functioning of the system and in supporting the achievement of the company's strategic and sustainability objectives.

Senior management (Chief Executive Officer and functional directors)

Senior management, represented by the CEO and functional directors, meets regularly, every six months, to conduct a strategic risk analysis. This process assesses the external context of the organization, explicitly including environmental, social, and governance (ESG) issues, as well as the social and cultural, political, legal and regulatory, financial, technological, economic, natural, and competitive environment at the international, national, regional, and local levels.



The external context analysis takes into account the main ESG factors and trends that may influence the achievement of the company's strategic and sustainability objectives, including potential impacts on the environment, relations with employees and communities, respect for human rights, compliance requirements, and the corporate governance framework. Relationships with external stakeholders, including their expectations, perceptions, and values, are also analyzed.

In addition, the CEO and functional directors assess the internal context of the organization, including its governance structure, internal policies and procedures, organizational culture, operational performance, and ESG risk management capabilities, as an integral part of the semi-annual risk analysis. This approach ensures a comprehensive assessment of risks and opportunities and supports the integration of sustainability considerations into strategic decision-making processes.

The internal context includes:

- discussions and analyses on organisational structure, internal roles and responsibilities, whether and to what extent risks or opportunities exist;
- analysis of the alignment of operations with existing policies, objectives, and strategies, including those related to sustainability, to identify ESG risks associated with non-compliance, incomplete implementation, or insufficient progress
- assessment of the capabilities and competencies required at the operational level to manage ESG issues, including the identification of social and governance risks
- middle management level.

Operational risk management

Departmental managers, operational managers, process owners, and the cross-functional team analyze internal and external needs, including operational risks, and verify, review, and approve risk analysis documents as necessary. The operational level (employees and work teams) implements the actions set out in the risk analysis documents.

Each organizational level has clearly defined responsibilities, and the success of the risk management system depends on the active involvement of all stakeholders. Through collaboration and accountability, COMPA effectively identifies and manages risks, ensuring the achievement of strategic objectives and resilience to internal and external challenges.

COMPA constantly reassesses its risk portfolio through a structured, systematic, and updated process. Its approach to risk management is based on the knowledge, expertise, and professionalism of its team, ensuring both a response to existing risks and the anticipation of potential ones.

As of 2025, no new strategic risks associated with environmental, social, and governance (ESG/Sustainability) issues have been identified that need to be reported to COMPA's management body, namely to the General Manager, the Sustainability Committee, or the Board of Directors.

[GOV-3] Integration of sustainability-related performance into incentive schemes

COMPA's Remuneration Policy establishes the principles and framework for the remuneration of the members of the Board of Directors and the Company's Directors.



In this reporting year, COMPA's main objective in terms of remuneration is to respect the principle of fairness, taking into account the business strategy, culture and values of the organisation, as well as the long-term interests of the company and its shareholders. The general remuneration framework supports COMPA in achieving its business objectives. The remuneration policy is aligned with both the specific standards of the market in which it operates and best practices in the field, aiming to:

- Maintaining competitiveness in the labor market;
- Creating an attractive framework for attracting highly qualified staff;
- Supporting employee retention;
- Providing the necessary and flexible tools to remunerate management, including for exceptional situations and achievements.

Currently, our Company does not have a formal policy linking management remuneration to sustainability objectives. Although we recognize the importance of integrating ESG (Environmental, Social, Governance) principles into our strategies and activities, we have not yet implemented a mechanism whereby sustainability performance and achievements directly influence incentive packages or rewards for executive management.

As was the case last year, we do not yet have a formal framework that reflects how environmental and social activities impact financial results, which limits the possibility of introducing incentives related to achieving short- and long-term sustainability goals. Currently, management assessment and remuneration focus primarily on traditional financial and operational performance, without explicitly integrating sustainability or corporate social responsibility objectives.

This is a medium- and long-term strategic priority, and our goal is to strengthen the integration of sustainability principles into our organizational culture and to more effectively align financial performance with environmental and social performance.

[GOV-4] Statement on due diligence

Our company has implemented a structured due diligence process to identify, assess, and manage the social, environmental, and governance (ESG) risks and impacts generated by our operations and partnerships. This process is integrated into internal management systems and supported by clear policies and procedures.

COMPA has implemented a Quality – Environment – Occupational Health and Safety (QES) Integrated Management System manual to systematically achieve performance in the areas of quality, environment, occupational health and safety, and information systems. The integrated management system operates in accordance with the reference standards for which the company holds certifications.

The integrated management system ensures effective control over processes, as well as risk minimization and opportunity identification. The fact that these management systems are verified annually by a third party (certification bodies) in accordance with the requirements for maintaining certifications ensures that the implemented processes are functioning and that we have accurate



traceability of policies and their implementation in the operational area. It also ensures that our compliance with legal requirements is balanced and that our impacts are kept under control.

The integrated management system also contributes to achieving results that contribute to the sustainable development of the business and a high level of customer satisfaction. In recognition of its efforts to increase competitiveness and improve performance, COMPA has maintained its certification for the standards it has adhered to, and at the level of 2025 according to the results obtained from audits carried out by TUV Rheinland Cert GmbH.

Our due diligence process is based on the Quality Management System certified according to the international standards ISO 9001:2015 and IATF 16949:2016, which ensures a consistent, documented, and continuous improvement approach. These certifications confirm that the Company has effective mechanisms in place for process control, risk management, compliance with legal requirements, and customer satisfaction.

By applying the requirements of ISO 9001, COMPA aims to increase customer satisfaction, streamline processes, and continuously improve performance. By complying with the IATF 16949 standard, our company demonstrates its commitment to the highest standards of quality, risk prevention, and product safety in the automotive supply chain.

Quality, environmental protection, occupational health and safety, and information security are among the values we hold dear. They are integrated into our organization's long-term development strategy and are some of the aspects that represent us, which is why the due diligence process is reviewed periodically to ensure alignment with sustainability objectives, governance requirements, and stakeholder expectations, thus contributing to the responsible and sustainable development of the organization.

We are aware that the quality of our products and services, care for the environment, continuous improvement of working conditions and occupational risk prevention, confidentiality, integrity and availability of information, as well as involvement in the life of the community to which we belong, in full compliance with the requirements of the legislation in force, are essential to our success.

[GOV-5] Risk management and internal controls over sustainability reporting

Risk management of reported information

Internally, we have a consolidated risk management process under the umbrella of the integrated quality, environmental, and occupational health and safety management system. More detailed information on risk management can be found in the disclosures **GOV - 4 – Statement on due diligence**.

The risks presented in chapter ESRS 2 "Impact, risk and opportunity management" of this report, which are repeated for each significant topic and sub-topic, are the result of a double materiality analysis, in accordance with ESRS Standards. According to ESRS requirements, material topics must be included in the report along with the related risks and opportunities and the targets set by the company. At the end of the financial year, the Sustainability Committee reviewed the double materiality analysis.



Following the assessment, it was concluded that there were no significant changes compared to the analysis performed in the previous financial year. Double materiality is the first step in aligning our company with ESRS standards for all material themes and sub-themes.

Management reviewed and accepted the results of the double materiality analysis, deciding to redesign the internal risk management process to ensure that it covers all the tools needed to identify, assess, and manage ESG risks in the coming period. Also, in the first year of ESG reporting, management decided on an internal training process for relevant functions within the organization to increase capacities and skills regarding the implementation of sustainability compliance requirements under the umbrella of the European Green Deal initiative. In the second year of reporting, COMPA capitalized on the skills already acquired and developed, and the existing training courses proved to be adequate to support the sustainability objectives, with no need to organize additional programs.

The Sustainability Committee also strengthens our sustainability governance system and has reviewed and approved the report. The relevant risks and opportunities identified during the double materiality analysis can be found as specific information in the disclosure requirements **SBM-3 - Material impacts, risks, and opportunities and their interaction with the strategy and business model**, respectively, in **ESRS 2 - SBM 3 - Material impacts, risks, and opportunities in the COMPA Group's strategy and business model**.

The sustainability report, as part of the annual report of the administrators, was presented, analyzed, and approved by a decision of the Board of Directors.

To ensure that the report is relevant and complete, in accordance with ESRS standards, containing accurate and correct data according to our internal records in our integrated quality, environment, and occupational health and safety system, we involved a number of key stakeholders:

- an external audit firm to assure and validate certain disclosed indicators. The audit opinion in the form of a Limited Assurance Report can be found at the end of this report
- for the first year of reporting, COMPA used the services of a sustainability consulting company to provide support in developing and applying the double materiality process, support in assessing the carbon footprint, support in reporting in accordance with the European Taxonomy Regulation, and support in developing the necessary disclosures in reporting in accordance with ESRS standards
- For the current reporting, the Compa Group collaborated with an international provider of ESG reporting solutions, which provided methodological and technical support, including the use of a dedicated software platform for calculating Scope 3 emissions and structuring the content of the report, based on data and information provided by the company. Internal verification and approval by the organization's management of the entire report



Strategy

[SBM-1] Strategy, business model, and value chain

COMPA SUSTAINABILITY STRATEGY

In the current legislative context and amid pressures in the automotive sector, we continue to take steps in developing a sustainability strategy, defining our ESG priorities and ambitions in the field of sustainability, analyzing internal and external factors that impact our company, and setting strategic priorities and initiatives that can help us achieve our defined objectives. We want what we have built in recent years to take a new path that will add value to our business.

In developing our strategy, we started from a mindset based on our current and future business performance. We relied on the basic principle that sustainability can be an opportunity for our field of activity, considering the increasingly stringent requirements coming from our industry, from customers, or even from financiers. We also considered that integrating ESG principles and business objectives is essential for good strategic coordination in the future.

Mission:

A company that brings local industrial tradition to global players in the automotive industry, together with strong sustainability principles embedded in our culture.

Our vision:

Compa aims to maintain its position as a domestic leader in the local market in which it operates by:

- Creating value for customers, employees, partners, and the community
- Developing products and processes in accordance with sustainability principles
- Strengthening relationships with stakeholders based on ethical principles

We want to and are taking steps to contribute to sustainable development in line with the United Nations' sustainable development goals. The strategy and objectives we have set ourselves are and will continue to be part of our business strategy. We have set key strategic areas based on ESG priority principles, with the desire to be ambitious but realistic at the same time. For better segregation and internal integration of policies, strategic and operational processes, we have framed our priorities and ambitions into three strategic pillars: ENVIRONMENT, SOCIAL, and RESPONSIBLE BUSINESS. The reference year for assessing our progress on specific objectives is 2023, and the strategically assumed objectives and targets are for 2040. We define the "**short term - ST**" period as 2025-2030, the "**medium term - MT**" period as 2030-2035, and the "**long term - LT**" period as 2035-2040.



ESG PRINCIPLES

ENVIRONMENT



- Energy efficiency
- Reducing the carbon footprint
- Efficient use of resources and materials
- Waste prevention - reducing scrap
- Packaging management
- Waste recovery
- Transition to low-GHG operations
- Reducing pollution
- Replacing hazardous substances

SOCIAL



- Safe and healthy working environment
- Employee health and safety
- A stable, attractive and adequately remunerated working environment
- Fairness, equality and inclusion
- Equal pay for work of equal value
- Prevention of workplace harassment
- Involvement of the local community in activities
- Professional development
- Selection of suppliers based on ESG criteria
- Community involvement

GOVERNANCE AND RESPONSIBLE BUSINESS



- Organizational culture that involves responsible business conduct
- Anti-corruption and anti-bribery policy
- Whistleblower protection
- Responsible payment practices towards suppliers
- Transparent reporting
- Employee awareness
- Business ethics
- Managerial responsibility

SPECIFIC OBJECTIVES

ENVIRONMENT - We want to contribute globally to supporting the transition to a circular and green economy

- OM1 - Reduce scope 1 and 2 GHG emissions by 15% by 2040 - TL
- OM2 - Increase the recycling/recovery rate of waste by 30% - TM

SOCIAL - We want our people to work in a safe environment and contribute to a responsible supply chain

- OS1 - To become an example of good practices in occupational safety in the Romanian industry, with a rate of occupational accidents below 1% per year - TL
- OS2 - Increasing the level of employee satisfaction by 10% by improving the working environment and professional development opportunities - TM
- OS3 - Increasing the retention of dual school employees by 5% - TM
- OS4 - Selection of suppliers based on criteria for compliance with the company's policies and ethical principles - TM

GOVERNANCE - We want the continuous development of a climate of integrity and responsibility

- OB1 - Create a solid governance structure based on ESG principles and policies - TM
- OB2 - Zero complaints or incidents related to unethical behavior - TL



In the strategic implementation process, we will develop a roadmap with programs and projects already identified as feasible for achieving the objectives we have set. The Sustainability Committee

is also responsible for identifying, together with the relevant departments, action measures to ensure that the roadmap will lead to the achievement of the objectives we have set.

As we set out to do from the outset, we will continue to report on progress against specific objectives annually in our Sustainability Reports, which we will publish in accordance with legal requirements.

The current strategy is based on current production operations and processes, as well as on the current structure and mix of automotive and non-automotive production components, together with the other processes within the COMPA Group. Given the dynamics of the market and the constant developments in the industry in which we operate, we will continuously adapt our strategy to changes in the production mix, ensuring that we remain flexible and aligned with emerging requirements and opportunities.

[SBM-2] Interests and views of stakeholders

Recommendations from stakeholders

The Company relies on the stakeholder engagement process conducted in the previous reporting period, during which a series of recommendations were collected and assessed at Group level.

These recommendations were analyzed internally and a significant part of them has already been integrated into specific actions and initiatives. The Company continues to monitor the implementation of these actions and to communicate progress on a regular basis.

During the current reporting year, no new stakeholder survey was conducted. However, the Company has reviewed the previously collected input and considers it to remain relevant, as no significant changes have occurred in the Group’s activities or stakeholder landscape.

| Recommendations | Actions / Analyzed - To be analyzed |
|--|---|
| Launching the Improvement Program with Suggestions from Employees | We implement a structured program that allows employees to contribute ideas for improving work processes and sustainability initiatives. |
| Working with a consultant | We hired a consultant specialized in sustainability to guide us in implementing best practices and effective strategies. |
| Optimizing Energy and Water Consumption | We are adopting new measures to make energy and water consumption more efficient in order to reduce operational costs and environmental impact. |
| Monitoring Developments in the Automotive Sector | We closely monitor emerging trends in the automotive sector to adapt to changes in the market. |
| Hold Current Rate | Continued investment with a positive impact on the company's reputation and competitiveness. |
| Reporting and Legal Compliance | The company allocates resources to track the development and reporting of sustainability indicators, ensuring compliance with applicable legal regulations and attracting clients oriented towards sustainable practices. |

| | |
|--|--|
| Elaboration of an Impact Report | We produce a detailed report reflecting all improvement projects implemented over the last three years, highlighting their sustainability impact. Projects with notable results will be presented in detail and cross-functional teams will be motivated to continue in this direction. |
| Active Presence in the Community | We are enhancing our presence in the community, thereby helping to strengthen relationships with stakeholders and promoting our commitment to sustainability. |
| Communication and Funded Projects | We are improving our communication to third parties about our annual sustainability efforts, as well as the implementation of grant-funded projects aimed at electricity storage. Also, financial criteria, such as revenue to low electricity consumption ratio and component reuse, will be taken into account when choosing new projects. |
| Human Resources Management | Increased attention to managing and attracting quality human resources will contribute to the organization's performance. |
| Employee Professional Development | Investing in the continuous development of employees through various specialization courses that contribute to the improvement of professional skills. |
| Employee Performance Appraisal | Ensuring a positive working climate by constantly appraising employees, evaluating them on their individual performance and offering appropriate pay. |
| Creating a Safe and Transparent Working Environment | Promote a business climate that stimulates performance and provides transparency in day-to-day processes. |
| Practical Skills Assessment | Recognizing and appreciating employees with significant practical expertise who contribute to improving production processes. |
| Employee Education and Involvement | Organize workshops and seminars to educate employees on sustainability and how they can actively contribute to these initiatives. Provide rewards or recognition for significant contributions to sustainability. Organize internal competitions to generate sustainable ideas for energy reduction and recycling initiatives. |
| Flexible working | Offer remote or hybrid work options to reduce environmental impact and improve employee well-being. |
| Involvement in Environmental Volunteering | Encourage employees to participate in green activities such as planting trees or organizing environmental education events in the community. |

| | |
|--|---|
| Strategic Selection of Production Employees | Ensuring that production staff are well trained to ensure parts quality and on-time delivery. |
| Continuous Information | Providing up-to-date information to employees, in line with the latest news in the field, to ensure continuous professionalization. |
| Development of Polyqualification Programs | Implement programs that facilitate poly-skilling of staff to meet future challenges. |
| Process Outsourcing | We evaluate the outsourcing of certain operations or processes to specialized suppliers capable of performing them at lower costs in order to optimize internal resources. |
| Building Solar Trackers | We analyze different solar trackers to maximize the yield of photovoltaic panels used in facilities. |
| Use of Green Materials and Circular Economy | We aim to implement policies to use sustainable materials and promote the circular economy. |
| Logistics and Supply Chain Optimization | We continuously streamline logistics and supply chain processes to reduce costs and environmental impact. |
| Digitization and Automation | We invest in digitization and process automation to increase the efficiency of operations. |
| Waste Management and Recycling | We aim to create effective waste management initiatives and promote recycling. |
| Transport and Sustainable Mobility | We support transport solutions that minimize environmental impact. |
| Lighting Efficiency | We implement lighting solutions based on LED technology and light sensors. |
| Proactive Maintenance Strategies | We will look into the possibility of implementing a system of proactive monitoring of equipment and processes, appointing responsible persons in each department to manage resource losses. |
| Investing in Photovoltaic Panels | We will explore the possibility of creating a photovoltaic panel park and installing photovoltaic panels on all buildings to support sustainable energy generation. |
| Proactive Approach to Sustainability | We embrace sustainability practices by developing a clear sustainability strategy. |

[SBM-3] Material impacts, risks and opportunities and their interaction with strategy and business model

Double materiality analysis and interpretation of results

At the end of 2025, the Sustainability Committee reviewed the relevance and timeliness of the double materiality analysis. The assessment confirmed that the material issues identified remain valid, with no changes from the previous year. As a result, we have included the data resulting from the double materiality analysis in this report. We have expressed the results using comparative figures on various

parameters. Our double materiality analysis forms the basis of our current sustainability framework and has been used to analyze and refine our strategic sustainability objectives.

The double materiality analysis was carried out following the methodology recommended by EFRAG, which was supported by the use of a digital tool that facilitated the analysis of activities, the inclusion and assessment of impacts, risks, and opportunities, considering the entire value chain as well as the significance thresholds set by our organization. Several managers from within the COMPAs group organisations were involved in the analysis, depending on their area of responsibility within the organisation.

The materiality threshold established as the final classification of impacts, risks, and opportunities on material issues as being materially significant was set at 3 on a scale of 1÷4.

Materiality of Impact

The result of the double analysis highlights a total of 77 identified impacts (81% immaterial and 19% material).

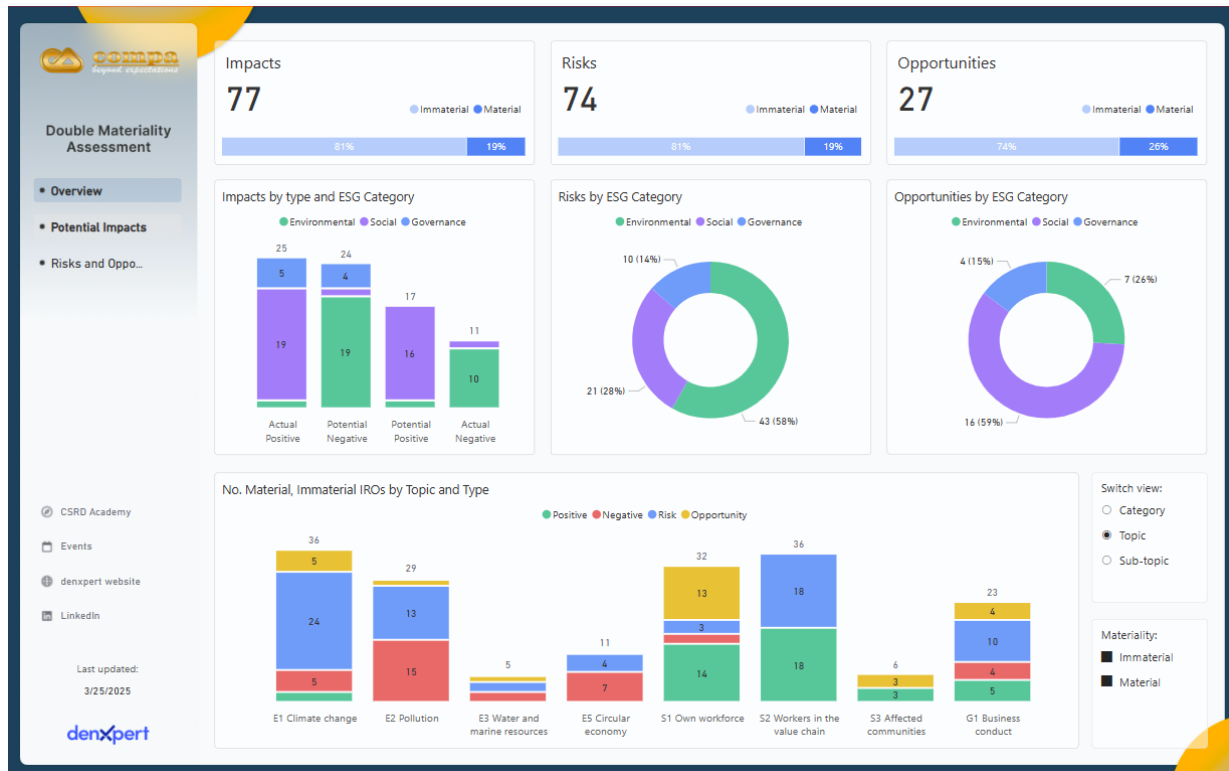


Figure 1 - Summary of the results of the double materiality analysis – impacts & risks & opportunities

Of the total number of **current negative** impacts identified (11 impacts), these were classified under the following themes:

- environmental themes 10 impacts, of which:
 - 9 non-material impacts
 - 1 material impact
- social themes

- 1 non-material impact.

Of the total number of **potentially negative** impacts identified (24 impacts), these were classified under the following themes:

- environmental issues 19 impacts, of which:
 - 15 non-material impacts
 - 4 material impacts
- social themes
 - 1 non-material impact
- governance issues 4 impacts, of which:
 - 2 non-material impacts
 - 2 material impacts

Of the **total** number of **positive** impacts identified (25 impacts), these were classified under the following themes:

- environmental themes:
 - 1 material impact
- social themes 19 impacts, of which:
 - 18 non-material impacts
 - 1 material impact
- Governance issues:
 - 5 material impacts

Of the total number of **potentially positive** impacts identified (17 impacts), these were classified under the following themes:

- environmental issues:
 - 1 material impact
- social themes:
 - 16 non-material impacts

These results validate once again that managing and supporting operational processes can lead to minimal negative impacts, but we will certainly have to be very careful in managing key aspects of the business that can lead to potentially negative impacts.



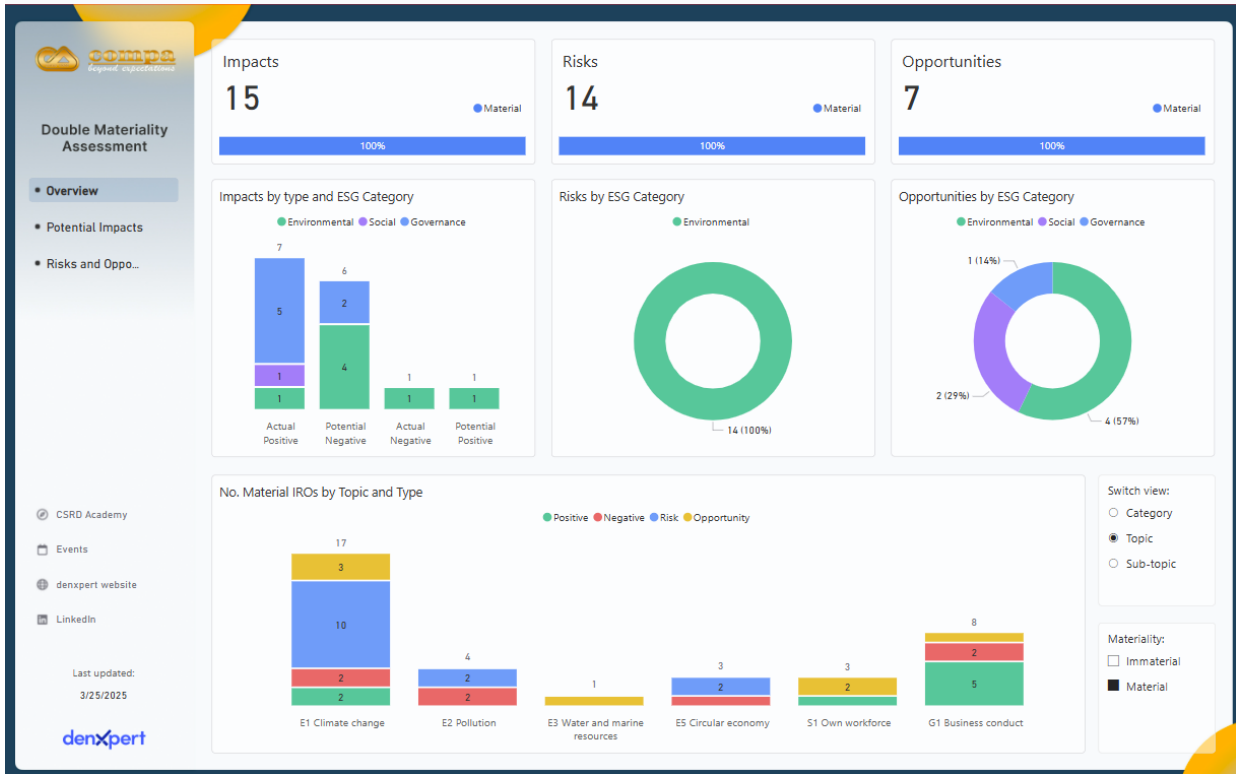


Figure 2 – IRO – Impacts – Risks – Opportunities by Material Issues

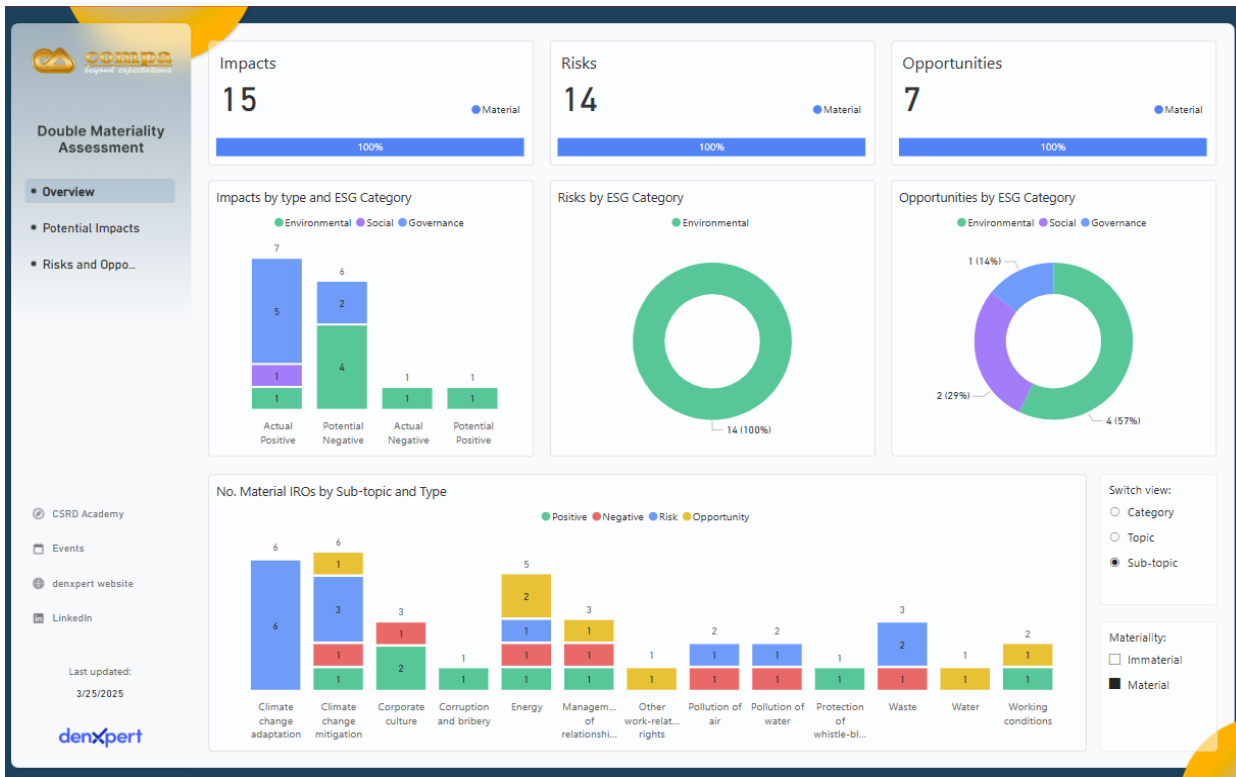


Figure 3 – IRO – Impacts – Risks – Opportunities by Material Sub-topics

The **current material negative impacts** are related to the following themes/sub-themes/sub-sub-themes.

| ESG Category | Impact | Theme | Sub-theme with material negative impact |
|--------------|--------|----------------|---|
| ENVIRONMENT | IAN1 | Climate change | Energy |

Potential negative material impacts are related to the following themes/sub-themes/sub-sub-themes:

| ESG category | Impact | Theme | Sub-theme with potential negative material impact |
|--------------|--------|------------------|---|
| ENVIRONMENT | IPN1 | Climate | Climate change mitigation |
| ENVIRONMENT | IPN2 | Pollution | Air pollution |
| ENVIRONMENT | IPN3 | Pollution | Water pollution |
| ENVIRONMENT | IPN4 | Circular economy | Waste |
| GOVERNANCE | IPN5 | Business conduct | Corporate culture |
| | IPN6 | | Management of supplier relationships, including payment practices |

In the context of our commitment to sustainability, we also recognize the existing challenges, including the negative environmental impact generated by excessive energy consumption due to equipment that needs to be modernized and current technologies or practices that lead to high energy consumption and, obviously, an impact on the climate through the generation of CO2 emissions.

Potentially negative air or water pollution would occur if internal processes for controlling, monitoring, and reducing atmospheric pollutant emissions or emissions into water using current technologies were deficient. Given that current air pollutant retention systems and technological wastewater treatment systems are among the best available techniques, we ensure that this potential negative impact is controlled at the highest level.

Waste generation within the company has potential negative effects on the environment due to the additional waste generated, both in our operations and within the value chain. We strive to continuously identify projects to reduce the amount of waste generated and new circularity projects to help mitigate the impact of our activities and those in the value chain. We will continue to invest in new projects and seek to identify innovative solutions in this area.

In terms of business governance, issues such as potential non-compliance with the company's or suppliers' Code of Business Conduct, an increase in the number of complaints regarding non-payment of invoices on time in the event of such incidents, as well as potential incidents of corruption or bribery could lead to possible negative effects for the organization involving financial losses. We ensure that internal policies and internal management frameworks are properly supported by those responsible for preventing these impacts or risks to our business.

The **current positive material** impacts are related to the following themes/sub-themes/sub-sub-themes.

| ESG category | Impact | Theme | Sub-theme with material negative impact |
|--------------|--------|------------------|---|
| ENVIRONMENT | IAP1 | Climate change | Energy |
| SOCIAL | IAP2 | Own workforce | Working conditions – Health and safety |
| GOVERNANCE | IAP3 | Business conduct | Corporate culture |
| GOVERNANCE | IAP4 | Business conduct | Corruption and bribery |
| GOVERNANCE | IAP5 | Business conduct | Protection of whistleblowers |
| GOVERNANCE | IAP6 | Business conduct | Management of supplier relationships, including payment practices |
| GOVERNANCE | IAP7 | Business conduct | Corporate culture |

Potentially positive material impacts are related to the following themes/sub-themes/sub-sub-themes:

| ESG category | Impact | Theme | Sub-theme with potential negative material impact |
|--------------|--------|---------|---|
| ENVIRONMENT | IPP1 | Climate | Climate change mitigation |

By implementing and financially supporting decarbonization projects using external funds and financing, we are strengthening our commitment to sustainability, already benefiting from electricity from renewable sources, maintaining low emissions of volatile organic compounds (VOCs) and reducing water consumption, thus contributing to a healthier and more sustainable environment. Occupational health and safety remain fundamental issues for our Company.

In the context of Governance, we focus on facilitating ethical conduct by complying with the COMP A Code of Conduct and Ethics, as well as the Code of Ethics and Conduct for Suppliers. Through our Anti-Bribery and Anti-Corruption Policy and Whistleblowing Policy, we implement well-defined internal regulations for reporting and sanctioning corruption, ensure the protection of individuals who report legal irregularities, and cultivate positive relationships with suppliers. These measures contribute significantly to the prevention of corruption and bribery incidents in our activities.

Financial materiality

The results of the analyses highlighted a total of 74 risks and 27 opportunities, which were identified by considering material issues that pose an obvious risk or opportunity in the analyzed value chain and which, as a consequence, may affect the company's financial capital at a given moment. From these results, considering the probability of occurrence and the severity score of the associated financial impact, we identified 14 risks that could negatively affect the business financially and 7 opportunities that bring financial value to our organization.

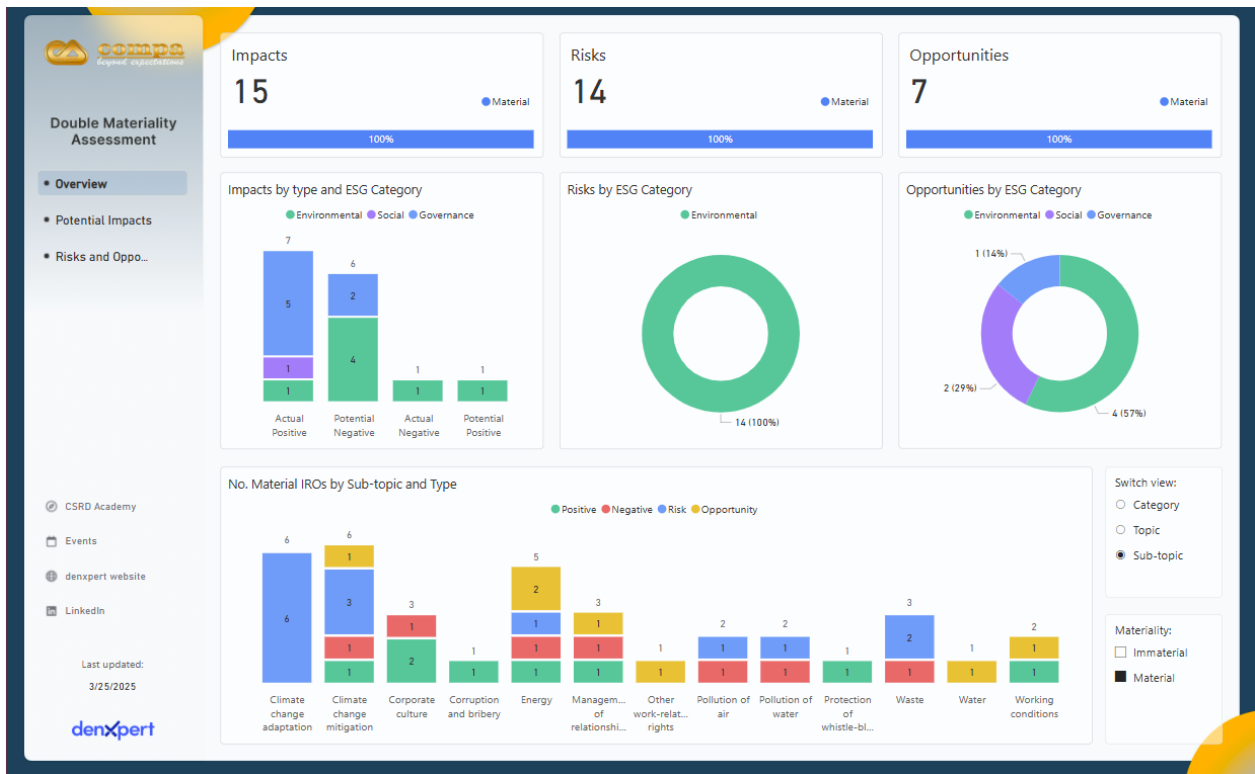


Figure 4 – Material Risks and Opportunities by topic/subtopic

The materiality analysis of risks and opportunities identifies the following as financially significant material sub-topics: climate change mitigation, climate change adaptation, energy, water, air pollution, water pollution, waste, working conditions and other employee rights, corporate culture, corruption and bribery, supplier relationship management, including payment practices, and whistleblower protection.

Below is a list of the top material risks and opportunities relevant to our organization according to the assigned materiality threshold, namely threshold 3.

Table of top material risks & opportunities

| Risks | Theme/Sub-theme | Opportunities | Theme/Sub-theme |
|--|---|---|---|
| Increase in the cost of fossil fuels and electricity costs | E1 Climate change/Climate change mitigation | In terms of energy efficiency, by aiming to reduce emissions, we can benefit from green financing to modernize equipment/buildings and optimize production processes. | E1 Climate change / Climate change mitigation |

| | | | |
|---|-----------------------------|---|---------------------------------------|
| Long-term financial planning for the company can be difficult given the volatility of fuel prices | | Electricity production from renewable sources, photovoltaic panels contributing to reducing carbon emissions, reducing energy costs, and reducing dependence on conventional energy. | E1 Climate change / Energy |
| Risk to operating costs caused by potential increases in insurance policy prices | | Reduction of VOC emissions by replacing certain preparations | E1 Climate change / Energy |
| Risk related to the imposition of a carbon tax that may increase costs for the company, leading to higher prices for goods and services | | | |
| Financial risk in the event of excessive quantities of hazardous and non-hazardous waste being generated due to improper management and treatment | E5 Circular economy / Waste | Decrease in water consumption by reducing water waste, recycling water, and reusing it | E3 – Water resources / Water |
| Increase in the cost and availability of electricity | E1 Climate change - Energy | At Compa, being ISO 45001 certified, a standard dedicated to occupational health and safety, we have managed to reduce the number of accidents and incidents at work, thus reducing the costs associated with medical treatment, compensation, and productivity losses. | S1 Own workforce - Working conditions |

| | | | |
|---|----------------------------------|--|---|
| Increased operating costs in the event of more restrictive atmospheric emission limits | E2 – Pollution – Air pollution | Staff retention through benefits offered | S1 Own workforce - Other employee rights |
| Financial risk for exceeding maximum permissible concentrations of pollutants in wastewater discharged into the sewerage system | E2 – Pollution – Water pollution | Quality management of supplier relationships and timely payment of obligations ensure the company's stability and good image, as well as the identification of new suppliers | G1 Business conduct / Management of supplier relationships, including payment practices |

After re-examining the double materiality, the material topics and sub-topics for which the organization discloses information in the sustainability report were established. COMPAs will continue to conduct this analysis annually, maintaining an ongoing dialogue with stakeholders to improve its sustainability performance. The material issues included in this report determine the priorities in our sustainability strategy as identified in the strategy chapter.

Impact, risk and opportunity management

[IRO-1] Description of the process to identify and assess material impacts, risks, and opportunities

The process of identifying and assessing impacts, risks, and opportunities included a review of those identified in the previous exercise. The analysis aimed to confirm their relevance in the current context of COMPAs's activity. The review did not lead to significant changes in the set of Impacts, Risks, and Opportunities previously identified. We undertook a materiality analysis considering the requirements of the ESRS standards in order to identify and analyze the material topics impacting our organization and understand the risks and opportunities for our activities across the value chain.

We are aware that understanding and knowing the economic impact within the community can help establish new paths to sustainable development and the integration of new business objectives. The pursuit of market stability, competitiveness, and financial success through the integration of specific economic, environmental, and social aspects can lead to sustainable economic development. Allocating resources and efforts to employee capacity building, research and development, innovation, and sustainable procurement can lead to synergies that support sustainable development management.

Understanding the environmental and social impact of our companies' activities, products, and services, whether adverse (negative) or beneficial (positive), is very important for establishing a clear benchmark for further improvement. It is important that the assessment of real causes such as resource use, use of hazardous materials, emissions to air, water or soil, and waste generation be a

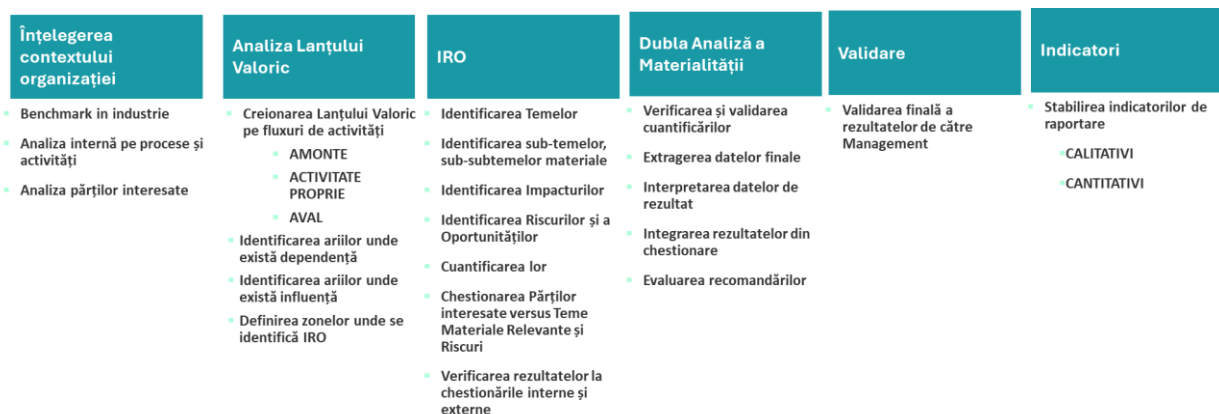


priority for us. Social impact helps to understand, lead and communicate to all stakeholders the social value that work creates in a clear and consistent manner.

We have conducted a double materiality analysis considering the following two perspectives:

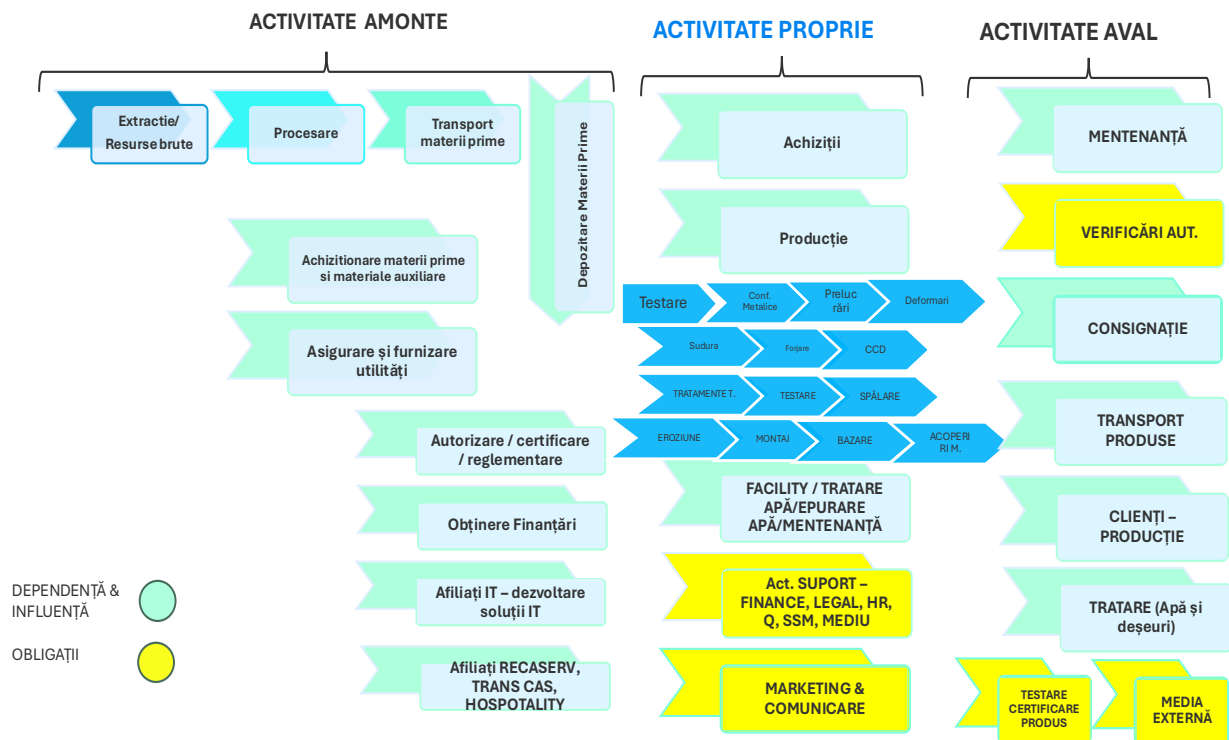
- Inside-out perspective ("Impact materiality"). We conducted an analysis of the materiality of the environmental, social, and governance impacts of our own operations as well as of the main dependent and influential activities in the value chain. We thus analyzed the nature and magnitude of the impacts on material topics of our activity that we transfer to the community.
- Outside perspective ("Financial materiality"). We analyzed financial materiality by considering all external effects in terms of material sustainability issues that could affect our financial capital and the profitability of the organization in the short, medium, or long term.

The analysis process was conducted using a phased approach, starting with the identification and analysis of stakeholders, contextual analysis, process and activity analysis taking into account the value chain, identification, analysis, and assessment of impacts, risks, and opportunities on material topics listed by the ESRS standard throughout the value chain, stakeholder surveys, quantifying the results considering the responses and opinions of stakeholders, and finally validating the results by the Sustainability Committee and management.



The materiality of the impact is determined by taking into account the current and potential effects generated by COMPA's activities, either directly or through its business relationships in the value chain, both upstream (suppliers) and downstream (customers). This analysis also includes an assessment of the positive contributions that the company's activities may have on sustainability.

From a financial perspective, the assessment was carried out taking into account the risks and possible negative effects on COMPA's reputation, financial stability, or commercial performance, as well as emerging opportunities related to sustainability. The process is not limited to the company's internal activities but integrates the entire value chain.



[IRO-2] Disclosure requirements in ESRS covered by the undertaking's sustainability statement

For this report, we intend to report specific information and data in accordance with the standard requirements on topics included in the materiality analysis that have been assessed as material, materially significant, and strategic. Because, during the reporting process, we also collected information that is useful from an operational point of view for some material topics, we considered it appropriate to report data on specific sub-topics even if the material topics did not become significantly relevant. The table below shows the material topics we report on and the nature of the data reported.

| Disclosure approach based on the results of the Double Materiality Analysis | | |
|---|--|------------------------------------|
| Cross-cutting standards | | |
| ESRS 1 General principles | | |
| ESRS 2 General disclosures | | |
| Agnostic topical standards | | |
| Environment | Social | Governance |
| ESRS E1 Climate change | ESRS S1 Own workforce | ESRS G1 Business conduct |
| ESRS E2 Pollution | ESRS S2 Workers in the value chain | |



| | | |
|---|---|--|
| ESRS E3 Water and marine resources | ESRS S3 Affected communities | |
| ESRS E4 Biodiversity and ecosystem | ESRS S4 Consumers and end users | |
| ESRS E5 Resource use and circular economy | | |
| <ul style="list-style-type: none"><input type="radio"/> Not material, not covered in the report<input checked="" type="radio"/> material, partially covered in the report<input type="radio"/> Significant and strategic material, covered more extensively | | |



ENVIRONMENT

ESRS E1 – Climate Change

Governance

[ESRS2 GOV-3] Integration of sustainability-related performance into incentive systems

At the reporting date, the COMPA Group does not have a formal system of financial incentives linked to sustainability performance. However, the integration of ESG principles into decision-making processes and organizational culture is a concern for the GROUP, supported by governance mechanisms, strategic objectives, and internal initiatives. The management team and employees are encouraged to adopt responsible practices through awareness-raising activities, regular training, and the alignment of strategic decisions with the GROUP's sustainability objectives.

Looking ahead, the possibility of progressively integrating sustainability criteria into the performance evaluation system and, where appropriate, into incentive mechanisms is being analyzed, depending on the maturation of the internal governance framework and the evolution of regulatory requirements.

Strategy

[E1-1] Transition plan for climate change mitigation

At the reporting date, the company had not adopted a formal transition plan for climate change mitigation, approved at the level of the management bodies.

However, the company implements targeted operational measures and specific initiatives aimed at energy efficiency and reducing emissions associated with its activities, in line with applicable regulatory requirements and national and European climate policies. These measures include equipment modernization, energy consumption optimization, and monitoring of relevant performance indicators.

The development of a formal transition plan is being considered as part of the process of maturing the internal climate governance framework and will be considered at a later stage, depending on the results of climate risk assessments, the availability of relevant data, and the company's strategic priorities.

At the same time, COMPA is going through a phase of adapting its business model and identifying new customers in the non-automotive field, given the significant global reduction in the production of internal combustion engine vehicles in favor of electric or hybrid engines. This strategic adaptation phase is relevant to the scope and timing of the development of a formal climate transition plan, which will be analyzed later and based on the stabilization of the business portfolio and clarification of the company's development trajectory.



[ESRS2 SBM-3] Material impacts, risks and opportunities and their interaction with strategy and business model

As part of its annual process of analyzing impacts, risks, and opportunities, the company reviewed the climate risks identified in the previous year, including physical risks and transition risks, and confirmed their relevance in the current context of its activities and business model.

Climate change continues to pose potential risks to COMPA, including those associated with CO2 emissions, risks related to the supply of raw materials, water, and energy, as well as business interruptions due to severe weather conditions. By finding feasible adaptation solutions, we will be able to sustain our business in the long term without a significant material impact.

Our organization's carbon emissions come from energy consumption (in production, transportation, air conditioning, etc.) and the use of raw materials, among other things. Efficient consumption management and improved energy performance remain important directions for reducing emissions associated with COMPA's activities.

COMPA maintains an Environmental Management System in accordance with the **ISO 14001: 2015** standard. This system was first certified in 2003 and recertified in 2015 and 2024 by the **TÜV Rheinland** certification body in Germany. The activities regulated by this system are maintained and continuously improved, being systematically monitored through internal audits and by the certification authority. In the manufacture of our products and the provision of our services, we remain continuously committed to reducing energy consumption and the resources required, with the aim of mitigating climate change.

The analysis of physical and transition climate risks was updated this year, using the same qualitative approach, taking into account the exposure, sensitivity, adaptability, and vulnerability of the GROUP, as well as the assessment of the potential impact on financial performance.

Material topics on climate change were re-examined from a value chain perspective. We considered the analysis on all material sub-topics on the ESRS E1 thematic standard. Along with the analysis on these topics, we considered a qualitative analysis of physical and transition climate risks, taking into account climate hazards, elements at risk, and their qualitative assessment.

We reassessed the climate risks that may affect the activities and organization in an insignificant, minor, moderate, and major. We conducted the climate risk analysis using a qualitative identification and assessment method, which led to the confirmation of the set of risks for which we established action plans for rapid adaptation to a potential effect.

We analyzed the set of physical and transition risks from the following perspectives and criteria:

- the organization's exposure to these climate risks,
- the sensitivity of the location to these climate risks
- the organization's ability to adapt to climate risks
- vulnerability to climate risks

aiming at a final assessment of their consequences and severity in terms of financial impact.

These analyses were included in the double materiality analysis in order to quantify them at the level of business risks from a financial impact perspective.



| Type of risk (physical/transition) | Climate hazard | Element at risk | Risk statement | Risk description | Assessment of consequences and financial impact Financial |
|------------------------------------|--|-------------------------------------|--|--|--|
| Physical | Change in precipitation patterns | Agriculture/horticulture | Risk to agriculture/horticulture due to changes in precipitation/drought. | To increase crops commercial and other crops require water reserves throughout the year. | Major |
| Physical | Changes in precipitation patterns | Water and sewer infrastructure | Overloading of storm drains or sewage systems - overflow discharges in various areas | Due to extreme rainfall of over 75 l/m ² , storm drains or sewage systems may become overloaded, leading to possible water discharges in production/logistics areas or storage areas, affecting various spaces and/or materials | Major |
| Physical | Change in precipitation patterns | Rainwater collection infrastructure | Degradation or failure of rainwater infrastructure on site | Due to occasional heavy rainfall of over 75 l/m ² , the rainwater collection and discharge infrastructure may suffer significant damage Significant | Moderate |
| Physical | Interior flooding Indoor | Water | Risk to water quality due to inland flooding. | Floodwater on the site may lead to groundwater contamination if storage facilities are affected substances | Moderate |
| Physical | Higher temperatures (including increased heat waves) | HVAC infrastructure | Risk of more frequent HVAC system replacement requirements | Extreme weather conditions in terms of temperature can lead to the need to | Moderate |

| | | | | | |
|----------|--|-----------------------------|--|---|----------|
| | | | | replace cooling systems and/or more frequent and costly maintenance interventions costly | |
| Physical | Higher temperatures (including increased heat waves) | Equipment and installations | Risk of increased stress on vital equipment and services (e.g., elevators an facilities), leading to higher maintenance requirements | Due to rising temperatures, some vital equipment and/or services may require more frequent and costly maintenance and higher costs, or may need to be replaced and high procurement costs | Moderate |
| Physical | Higher temperatures (including increased heat waves) | Employees in danger | Risk to employee health and decreased productivity | Prolonged heat waves destabilize human metabolism and put pressure on employee productivity and even lead to illness | Moderate |
| Physical | Higher temperatures (including heat waves increased) | Products at risk | Risk of product damage due to high temperatures | Products may be damaged during storage or even during transport | Moderate |
| Physical | Extreme weather (wind and storms) | Storage infrastructure | Risk of certain buildings being affected by strong storms or hailstorms | The increase in the number of storms creates the possibility that some buildings will be affected (roofs and others). Structural damage due to higher wind loads on the asset | Moderate |

| | | | | | |
|--------------|--|--|---|--|----------|
| Physical | Drought | Water availability | Risk to the supply of process water and domestic water supply. | Drought is characterized by a reduction in water reserves, with groundwater levels falling below the optimum level for supplying water to localities and ensuring drinking water for the population and industry. The population will take precedence over industry for water supply | Moderate |
| Transitional | Pressure to decarbonize the entire value chain | High-emission companies in the value chain | Risk due to strict carbon dioxide emissions regulations, which impose additional costs across the value chain. | New regulations may force companies to invest in cleaner technologies or pay carbon taxes, affecting competitiveness and production costs production. | Moderate |
| Physical | Intensification of heat waves | Electricity consumption Electric | Risk of increased electricity consumption, human well-being and health. | Overheated electrical equipment Overheated electrical equipment can generate sparks or cause fires due to damage to components. | Moderate |

| | | | | | |
|------------|-----------------------------|----------------|------------------------------|---|----------|
| Transition | Energy price fluctuations | Profitability | Cost risk. | Higher energy costs can affect the financial balance. Long-term financial planning for the company can be difficult. | Major |
| Transition | Fuel price volatility | Increase costs | Cost risk. | Long-term financial planning for the company can be difficult. | Major |
| Transition | Price instability of prices | Economy | Cost management risk. | Energy saving and | Moderate |

Impact, risk and opportunity management

[ESRS2 IRO-1] Description of the process to identify and assess material climate-related impacts, risks and opportunities

The identified impacts, risks, and opportunities were analyzed and assessed according to the methodology described in ESRS 2 – IRO1.

In accordance with ESRS requirements, our company reviewed the double materiality analysis to identify and prioritize ESG issues that are relevant both from an environmental and social impact perspective and from the perspective of identifying and managing material impacts, risks, and associated financial opportunities. This review process involved a detailed reassessment of activities across the entire value chain (downstream, own activity, and upstream), consultation with stakeholders, and analysis of the applicable legislative framework. The results of this analysis confirmed that, in terms of the climate change standard, the following topics remain material for the COMPA Group, requiring strategic management and transparent reporting.

| |
|--|
| Material topics addressed in the report according to thematic standards |
| ESRS E1 - Climate change |
| E1-Adaptation to climate change |
| E1-Climate change mitigation |
| E1-Energy |

- Not material, not covered in the report
- Material, partially covered in the report
- Material, significant and strategic, covered more extensively

Material impacts

Upon re-analyzing and confirming the impacts, risks, and opportunities for the development of the report, we identified four impacts on the community, one of which is current/positive, one is potential/positive, one is current/negative, and one is potential/negative. The impacts relate to aspects related to:

- **Energy**, relevant in terms of energy consumption and the possibility of using energy from renewable sources
- **Climate change mitigation**, relevant in terms of the implementation and financial support of decarbonization projects using external funds and financing
- **Climate change adaptation** – emerged in light of the transition risks to which the company could be exposed

Financial materiality

Following the re-analysis of double materiality, we identified three opportunities and ten risks that could affect the financial capital of the COMPA Group.

The opportunities identified are related to

- **Energy**, namely electricity production from renewable sources, energy efficiency, access to financing, and reduction of VOC emissions.

The risks identified are related to:

- **Energy**, namely the increase in electricity costs
- **Climate change mitigation**, namely the increase in fossil fuel and electricity costs, long-term financial planning may be difficult for the company, risk to operating costs caused by the increase in insurance policy prices.

These areas form the basis of our sustainability strategy and guide our measures to improve ESG performance.

[E1-2] Policies related to climate change mitigation and adaptation

At the time of reporting, COMPA does not have a separate policy dedicated exclusively to climate change mitigation and adaptation. However, climate change issues are integrated into the Environmental and Energy Policy and the Sustainability Policy, both of which are included in the Compa Integrated Management and Quality Manual. The Environmental and Energy Policy, revised in 2025, pursues objectives such as:

- Reducing energy consumption through energy efficiency measures
- Increasing the use of energy from renewable sources
- Reducing carbon emissions
- Minimizing waste quantities
- Periodically reviewing environmental and energy objectives to ensure continuous improvement



The sustainability policy, developed in 2025, pursues objectives such as:

- Climate change and energy - COMPA focuses its resources on efficient energy use, reducing greenhouse gas emissions, and encouraging renewable energy sources.
- Resource use - Activities are carried out in a responsible and sustainable manner, with the aim of conserving natural resources and minimizing environmental impact.
- Responsible facility management - Emphasis is placed on preventing pollution, both during operations and at the end of the supply process.
- Water management - Measures are implemented to reduce water consumption, treat wastewater efficiently, and manage runoff to prevent pollution.
- Waste management - Practices to reduce, recycle, and reuse waste are promoted, with measures to minimize the amount of non-recyclable waste.
- Reducing the impact of transport - COMPA develops and implements strategies to reduce the impact of transport on the environment and communities.

For the proper functioning of the Company, for the management of impacts, risks, and opportunities, it is guided by the Integrated Management Manual – Quality, Environment, OHS, SI. Starting in 2024, in order to align with CSRD requirements, the manual will also include aspects related to the management of impacts, risks, and opportunities related to *climate change mitigation* and *adaptation*.

[E1-3] Actions and resources in relation to climate change policies

For COMPA, energy efficiency means reducing the amount of energy used in production technologies by adopting efficient technologies or equipment and other methods of reducing losses. Reducing energy consumption directly results in a reduction in greenhouse gas emissions, which implicitly contributes to combating the effects of climate change. COMPA is aware of the importance of gradually transitioning to renewable energy options in order to protect finite natural resources and create new sustainable jobs in society.

In line with the Environmental and Energy Policy, the main objectives and actions taken to improve energy efficiency and implicitly reduce carbon emissions are:

For COMPA, energy efficiency involves reducing the amount of energy used in production technologies by adopting efficient technologies or equipment, as well as other methods of reducing losses. Reducing energy consumption directly results in a reduction in greenhouse gas emissions, which implicitly contributes to combating the effects of climate change. COMPA is aware of the importance of gradually transitioning to renewable energy options in order to protect finite natural resources and create new sustainable jobs in society.

In line with the Environmental and Energy Policy, as well as the Sustainability Policy, the main objectives and actions taken to improve energy efficiency and implicitly reduce carbon emissions are:



| Objective | Actions | Status |
|---|--|-----------|
| Use of energy from renewable sources | Commissioning of a photovoltaic power plant with an installed capacity of 1.126 MWp in direct current and 0.96 MW, with the plant expected to produce 1,202.46 MWh/year, which will result in reduced electricity costs and a reduction in CO2 emissions of 318.28 tons/year. This goal was made possible by accessing CO2 with 318.28 tonnes/year. This goal was made possible by accessing non-reimbursable funds through the Innovation Norway Program. | Achieved |
| Energy efficiency | Implementation of an energy system by accessing PNRR funds based on the project "Innovation and Efficiency in the Use of Energy Resources, through the implementation of an energy monitoring system, procurement of high-performance transformers and compressors in Compa S.A." . The aim is to improve the Company's energy efficiency by implementing energy consumption monitoring systems and purchasing energy-efficient equipment (transformers, compressors, dryers, and compressed air filters). The specific objectives of this project are: <ul style="list-style-type: none"> • Implementation of a modern system for monitoring electricity consumption, capable of compiling consumption statistics, recording and analyzing centralized data, and delivering periodic reports, which will ultimately contribute to real-time energy consumption efficiency • Purchase of 7 transformers, 5 compressors, 4 dryers, and 4 filters. | Achieved |
| Energy efficiency | <ul style="list-style-type: none"> • Conducting an audit of the site's energy efficiency every 4 years. This must identify all opportunities to reduce energy use and increase energy efficiency. The selected recommendations are, where appropriate, the subject of a modernization plan. | Achieved |
| Reduction of waste generated/Improvement of hazardous/non-hazardous waste storage | <ul style="list-style-type: none"> • Reuse of plastic and steel waste from SDV manufacturing processes; • Use of sheet metal waste resulting from laser cutting to manufacture other parts • Replacing the larger diameter semi-finished product with a smaller diameter semi-finished product for the manufacture of the NNC nozzle part; | Completed |

| | | |
|--|--|----------|
| | <ul style="list-style-type: none"> • Recovery of processing oil from retention trays and chip collection containers from each machine, using an absorption and filtration pump adapted to each machine, in order to recover and reintroduce the processing oil into the machine; • Optimization of technological processes through improvement projects/proposals (e.g., use of non-compliant parts in terms of appearance (pores) in the machine adjustment operation); • Half-yearly training of staff on the importance of preventing the generation and minimising the quantities of waste; • Reduction of carbide waste resulting from technological processes. • Redesign of an area dedicated to selective collection • Repair of the floor in the hazardous waste storage area | |
| Reduction of energy consumption | <ul style="list-style-type: none"> • Reduction of electricity consumption for lighting by replacing current light bulbs with LED bulbs; • Reduction of electricity consumption by installing sensors for lighting the SDV section in areas where no permanent activities take place. • Sequential start-up of equipment by separating electrical contacts to avoid consumption peaks and network overload, and selective shutdown of devices that are not necessary in certain phases of the technological process, reducing unnecessary energy consumption; • Reduction of electricity consumption for cooling by installing sunshades to prevent temperature increases in the section; • - Reduction of electricity consumption for cooling by automating the air handling unit (AHU), limiting its operating time according to the temperature in the section. | Achieved |
| Reducing resource consumption | <p>Reducing oil consumption in the forge:</p> <ul style="list-style-type: none"> • Reduction of processing oil losses by capturing it from the exhaust systems and reintroducing it into the processing circuit; | Achieved |

During the reference period, no major or minor environmental incidents related to climate change were recorded at Group level. No fines or penalties were imposed.

Metrics and Targets

[E1-4] Targets related to Climate change mitigation and adaptation

At the reporting date, COMPA had not set specific quantitative targets for climate change mitigation and adaptation.

The setting of such targets is being considered in the context of the maturation of the internal climate governance framework, the availability of relevant data, and the evolution of the company's business model, which is undergoing a process of strategic adaptation.

The company will assess the opportunity to define climate targets at a later stage, depending on the results of climate risk assessments, strategic priorities, and available resources.

[E1-5] Energy consumption and mix

The COMPA Group supports the long-term increase in energy efficiency and performance, taking measures that contribute to the concept of sustainable development. During 2025, the companies in the COMPA Group monitored and reduced their electricity consumption by approximately 15% compared to the previous year.

The change in energy consumption in 2025 compared to 2024 is as follows:

| ESRS_E1 | Total COMPA GROUP 2024 | Total COMPA GROUP 2025 | Change from previous year |
|---|------------------------|------------------------|---------------------------|
| Indicators | | | |
| Total energy consumption related to own operations (MWh) | 64,733.26 | 47,497.32 | -26.63 |
| Total energy consumption from renewable sources (MWh) | 1,183.51 | 1,111.75 | -6.06 |
| Percentage of renewable sources in total energy consumption, % | 1.97 | 3.41 | 72.72 |
| Total energy consumption from fossil fuels (MWh) | 63,549.75 | 46,385.57 | -27.01 |
| Consumption of coal and coal products (MWh) | 0 | 0 | 0 |
| Fuel consumption from crude oil and petroleum products (MWh) | 0 | 0 | 0 |
| Natural gas fuel consumption (MWh) | 29,171.23 | 17,058.41 | -41.52 |
| Electricity, heat, steam, and cooling consumption purchased or obtained from fossil fuels (MWh) | 34,378.52 | 29,327.17 | -14.69 |
| Percentage of fossil fuels in total energy consumption, % | 98.17 | 97.66 | -0.52 |

Total energy consumption fell by almost 27% in 2025 compared to 2024 as a result of lower production volumes at COMPA and energy efficiency projects launched this year.

The percentage of renewable sources in total energy consumption increased to 2.42% in 2025 compared to 2024, when it was 1.97%, as a result of the decrease in total energy consumption from

fossil sources and the maintenance of the amount of energy from renewable sources (photovoltaic panels).

The annexes contain a centralized table with indicators on energy consumption and the energy mix for all entities in the COMPA Group.

[E1-6] Gross Scopes 1, 2, 3 and Total GHG emissions

The COMPA Group reports gross GHG emissions from categories 1 and 2, and starting in 2025, GHG emissions from category 3.

GHG emissions from categories 1 are calculated using emission factors from the GHG Protocol and IPCC Global Warming Potential Values. , Romania-specific emissions from ANRE reports were taken into account to calculate site-based GHG emissions in category 2, while electricity supplier-specific emissions were taken into account for market-based GHG emissions in category 2.

| ESRS_E1 | Total GROUP COMPA 2024 | Total GROUP COMPA 2025 | Change from previous year |
|---|------------------------|------------------------|---------------------------|
| Indicators, tons of CO2e | | | |
| Scope 1 | | | |
| Total emissions for scope 1 | 9,349.33 | 6,587.52 | - |
| Percentage of GHG emissions in Scope 1 from regulated emissions trading schemes | NA | NA | NA |
| Scope 2 | | | |
| Gross GHG emissions from Scope 2 based on location | 5,920.32 | 5,253.42 | - |
| Scope 2 GHG emissions based on market | 7,504.14 | 5,510.00 | -27 |
| Total GHG emissions 1+2 (site-based) | 15,269.65 | 11,840.94 | - |
| Total GHG emissions 1+2 (market-based) | 16,853.47 | 12,097.51 | - |
| Scope 3 | | | |
| GHG emissions from Purchased goods and services (Category 1) | NA | 24,607.80 | - |
| GHG emissions from Business travel (Category 6) | NA | 18.38 | - |
| GHG emissions from Employee commuting (Category 7) | NA | 562.59 | - |
| Total Gross indirect (Scope 3) GHG emissions (tCO2eq) | NA | 25,011.03 | - |

Category 1 GHG emissions decreased by 30% in 2025 compared to 2024 due to a decrease in stationary and mobile combustion fuels and a decrease in refrigerant consumption.

The value of GHG emissions in category 2 based on location decreased by 11% in 2025 due to a decrease in electricity consumption. It is noted that market-based Scope 2 GHG emissions decreased by 27% as a result of lower electricity consumption.

COMP A has set and communicated a strategic target for reducing greenhouse gas emissions (Scope 1 and Scope 2), namely:

Reducing Scope 1 and Scope 2 emissions by 15% by 2040 compared to the 2023 baseline.

This objective is part of the strategic direction "Environment - Supporting the transition to a circular and green economy."

Measures associated with achieving the target:

- increasing energy efficiency in production processes;
- modernising equipment and systems (lighting, ventilation, compressors);
- reducing energy consumption through digital monitoring;
- expanding the use of renewable sources in internal consumption.

In line with COMP A's long-term climate goals, in 2025 we started the process of assessing **Scope 3** greenhouse gas emissions, with priority given to categories considered significant, such as **Purchased goods and services, Employee commuting, Business travel, Upstream transport, and distribution**. The process involves collecting relevant data from strategic suppliers, using internationally recognized emission factors (DEFRA / EEA / AIB), and aligning with the GHG Protocol Corporate Value Chain Standard methodology.

Greenhouse Gas (GHG) Emissions Methodology

1. Methodological Framework and Standards

The calculation and reporting of greenhouse gas (GHG) emissions have been conducted in accordance with the **GHG Protocol Corporate Accounting and Reporting Standard** and the **GHG Protocol Corporate Value Chain (Scope 3) Standard**. These standards provide the methodological basis for identifying emission sources, defining organizational and operational boundaries, and calculating Scope 1, Scope 2, and selected Scope 3 emissions.

The disclosures are aligned with the requirements of **European Sustainability Reporting Standards (ESRS) E1 – Climate Change**, including transparency on methodologies, assumptions, data sources, and limitations.

2. Organizational and Operational Boundaries

The organizational boundary has been defined using the operational control approach under the GHG Protocol. Emissions include activities over which the organization has operational control during the reporting period. The emissions are calculated at the group level. Any emissions generated between the subsidiary companies have been reported in Scope 1 at the group level.

The operational boundary includes:

- **Scope 1:** Direct GHG emissions from sources owned or controlled by the organization.
- **Scope 2:** Indirect GHG emissions from the generation of purchased electricity.
- **Scope 3:** Selected indirect emissions occurring in the value chain, specifically:
 - Purchased Goods and Services (Category 1)
 - Business Travel (Category 6)
 - Employee Commuting (Category 7)

Other Scope 3 categories have not been included in the current reporting year due to data availability constraints and will be evaluated for inclusion in future reporting periods.



3. Scope 1 Emissions

3.1 Definition

Scope 1 emissions include direct emissions from owned or controlled sources, such as:

- Fuel combustion in stationary sources (e.g., generators, boilers)
- Fuel combustion in company-owned or controlled vehicles

3.2 Calculation Method

Scope 1 emissions were calculated using the following formula:

Emissions (tCO₂e) = Activity Data × Emission Factor

Activity data (e.g., liters of fuel consumed) were multiplied by relevant emission factors to derive emissions in metric tonnes of CO₂ equivalent (tCO₂e).

3.3 Emission Factors

Emission factors were sourced from recognized and publicly available databases, including national or international reference sources where applicable.

4. Scope 2 Emissions

4.1 Definition

Scope 2 emissions include indirect emissions from the consumption of purchased electricity.

4.2 Calculation Method

Scope 2 emissions were calculated using the **location-based method**, in line with the GHG Protocol.

Emissions (tCO₂e) = Electricity Consumption (kWh) × Grid Emission Factor

Where applicable and data is available, the organization intends to evaluate the feasibility of reporting **market-based Scope 2 emissions** in future reporting periods.

4.3 Emission Factors

Electricity grid emission factors were obtained from authoritative national or international sources relevant to the geographical locations of operations.

5. Scope 3 Emissions

5.1 General Approach

Scope 3 emissions were calculated using a combination of **spend data**, **activity-based data**, and **secondary emission factors**, in accordance with the GHG Protocol Scope 3 Standard. Given data availability constraints, Scope 3 reporting currently covers selected categories that are material and feasible to estimate with reasonable accuracy.

5.2 Purchased Goods and Services (Category 1)

Methodology

Emissions from Purchased Goods and Services were calculated using a **spend based approach**, prioritizing available data from purchases and using the relevant emission factors. As the available data was at the **purchaser-level spend**, while the emission factors correspond to **producer-level spend**, an appropriate **conversion factor was applied to convert purchaser-level expenditure to producer-level values** prior to the emissions calculation.

Assumptions

- The limited supplier dataset is considered representative of a portion of procurement-related emissions.
- Emissions associated with non-covered suppliers are likely underestimated.
- No extrapolation was applied beyond available supplier data.

5.3 Business Travel (Category 6)

Methodology

Business travel emissions were calculated using **activity-based data**, including:

- Distance traveled by mode of transport (air, rail, road)
- Travel class where available

Where primary emissions data was not available, emissions were calculated using **UK DEFRA emission factors**, applied to the available activity data.

Assumptions

- Average emission factors were applied where travel class or specific route data was unavailable.
- All business travel data reported by internal systems was assumed to be complete and accurate.

5.4 Employee Commuting (Category 7)

Methodology

Employee commuting emissions were calculated using **activity-based data**:

- Available employee commuting data (e.g., number of employees, commuting modes, average distances)
- **DEFRA emission factors** corresponding to each mode of transport

Where detailed employee-level data was unavailable, average assumptions were applied based on available information.

Assumptions

- Standard commuting distances and modal shares were used where individual data was incomplete.

6. Global Warming Potentials (GWPs)

All GHG emissions have been converted to CO₂ equivalents (CO₂e) using **Global Warming Potentials (GWPs)** consistent with the **IPCC Fifth Assessment Report (AR5)**, unless otherwise stated.

7. Data Quality, Estimates, and Limitations

- A portion of emissions, particularly within Scope 3, is based on **estimates and secondary data**, which may not fully reflect actual emissions.
- Data availability and quality vary across emission sources.
- The reported emissions should therefore be interpreted considering these limitations.

The organization is committed to improving data completeness, accuracy, and granularity over time.

8. Base Year and Recalculations



The **base year** for Scope 1 and 2 GHG emissions reporting is **2024**. Scope 3 was calculated for the first time this year. Recalculations will be performed in accordance with the GHG Protocol if significant changes occur, including:

- Structural changes
- Methodological improvements
- Material data corrections

9. Future Improvements and Alignment with ESRS

Planned improvements include:

- Expansion of Scope 3 category coverage
- Increased use of supplier-specific emissions data
- Enhanced data collection systems for business travel and employee commuting
- Continued alignment with evolving ESRS guidance and regulatory expectations

The annexes contain a centralized table with GHG emission indicators for all entities in the COMPA Group. We note that the affiliated company RECASERV had no activity in 2025, being dissolved and removed from the Trade Register at the end of 2025.

[E1-7] GHG removals and GHG emission mitigation projects financed by carbon credits

NOT applicable

[E1-8] Establishment of internal carbon pricing

Not applicable

[E1-9] Anticipated financial effects from material physical and transition risks and potential climate-related opportunities

The Compa Group has identified its significant physical and transition risks and potential climate-related opportunities, but has not calculated the anticipated financial effects of these risks.



ESRS E2 – Pollution

Impact, risk and opportunity management

[ESRS2 IRO-1] Description of the process to identify and assess material impacts, risks, and opportunities

As part of the annual double materiality assessment process, the company reviewed the impacts, risks, and opportunities related to pollution identified in 2024 in order to confirm their relevance in the current context of the Group's activities.

The review was carried out at the value chain level, with a focus on the production activities carried out within the COMPA Group. We analyzed and identified a number of impacts, risks, and opportunities that were included in the extended assessment. Given that the COMPA Group's activity is predominantly productive, most of the impacts, risks, and opportunities related to pollution were identified at the COMPA production plant. The other companies in the Group did not generate any significant impacts, risks, or opportunities in terms of specific activities.

Following this process, no new impacts, risks, or opportunities were identified compared to those previously reported.

Thus, the main potential negative impacts identified remain as follows:

- Water pollution in the sewage system due to potential deficiencies in the internal wastewater management system
- Air pollution from industrial emissions due to potential exceedances of pollutant concentration thresholds from production activities

Pollution risks continue to be mainly associated with possible changes in the regulatory framework for water and air pollution, which may generate additional compliance costs and affect the company's operations. The results of the review confirmed that water and air pollution remain material sustainability issues for the company, and these findings have been integrated into the Group's double materiality analysis and sustainability reporting.

The assessment process will be repeated periodically, whenever there are significant changes in the company's activity or in the regulatory framework.

| Material topics addressed in the report according to thematic standards |
|---|
| ESRS E2 – Pollution |
| E2-Air pollution |
| E2-Water pollution |
| E2-Soil pollution |
| E2-Pollution of living organisms and food resources |

| |
|---|
| E2-Substances of concern |
| E2-Substances of very high concern |
| E2-Microplastics |
| <ul style="list-style-type: none"> <input type="radio"/> not material, not covered in the report <input checked="" type="radio"/> material, partially covered in the report <input type="radio"/> Significant and strategic material, covered more extensively |

[E2-1] Policies related to pollution

The COMPA Group does not have a separate policy dedicated exclusively to pollution. However, aspects related to pollution prevention and control are integrated into the recently revised Environmental and Energy Policy, which includes Environmental Protection through pollution reduction and waste prevention as a guiding principle.

The Environmental and Energy Policy sets out the Group's commitments to preventing and reducing impacts on environmental factors, complying with applicable legal requirements, and continuously improving environmental performance. These cover the management of air emissions, wastewater, soil, and the responsible use of substances and resources.

The implementation of the policy is supported by the Environmental Management System certified according to the SR EN ISO 14001:2015 standard, through which relevant environmental aspects, including those associated with pollution, are identified and evaluated, and measures are established to prevent and mitigate negative impacts.

The activities of the COMPA Group are regulated in terms of environmental protection and are constantly monitored by the control authorities and the public, having obtained the integrated environmental permit. All categories of stakeholders are consulted whenever new regulatory acts are requested or revisions of existing ones are necessary. In accordance with the regulatory acts held (two environmental permits, one of which is an integrated permit, as well as two water management permits), the COMPA Group is required to comply with both the conditions imposed by these acts and the conditions set out in environmental legislation.

[E2-2] Actions and resources related to pollution

In order to prevent pollution, the COMPA Group continues to identify environmental issues relevant to the company's activities and their impact on the environment, and to implement measures to minimize this impact, in compliance with the obligations set out in the regulatory documents issued by the competent authorities.

As part of its environmental management system, COMPA has established objectives and targets related to pollution prevention and reduction and implements actions to prevent and reduce water, air, and soil pollution and manage hazardous substances and waste. These actions consist of

implementing the best available techniques (BAT) for pollution prevention and control in accordance with national and European regulatory requirements.

The control of air, water, and soil pollution is subject to specific requirements of operating permits and environmental regulations and is assimilated into the operations of the COMP A plant.

Actions

Each year, environmental objectives are set at the level of each department, taking into account:

- significant environmental aspects,
- compliance obligations
- identified risks and opportunities
- technological processes
- material, financial, and human resources
- stakeholder perspectives

Main objectives of the environmental management program

- keeping industrial emissions released into the atmosphere under control and monitoring them to ensure they comply with the requirements of the environmental permit
- keeping emissions into wastewater under control and ensuring that treated industrial effluents discharged into the sewerage system comply with the authorized parameters
- preventing soil pollution through adequate internal control and monitoring

These objectives are essential to combat the pollution generated by our operations, with a special focus on air, water, and soil quality. COMP A implements rigorous environmental management, including advanced air filtration systems, water recycling technologies, and efficient processes for hazardous waste management. These actions are aligned with national and international environmental standards, aiming to minimize environmental impact and promote sustainable operations and the circular economy.

Air pollution control and monitoring

Air control and monitoring is a process that falls under the umbrella of the environmental management system and under the umbrella of COMP A's regulatory act and integrated environmental authorization.

We essentially have two major areas of control, namely: control and monitoring of industrial emissions into the atmosphere, and control and monitoring of operations and activities that may generate fugitive emissions.

With regard to emissions into the atmosphere, COMP A proceeds within the framework of its activity to change activated carbon filters in a timely manner and to perform preventive maintenance on exhaust stacks.

In 2025, a total of 41 exhaust stacks were monitored. No exceedances of pollutant concentrations emitted into the atmosphere were found.

Also, in order to reduce the amount of emissions into the atmosphere, COMP A is taking steps to reduce oil vapor emissions by replacing the current capture systems with a plant that is 99.97% efficient.



COMPA has implemented a series of essential measures to combat air pollution in its operations through equipment for capturing and retaining emissions at source, as follows:

- Installation of dust filtration equipment for mechanical processing and powder coating and maintenance of this equipment;
- Providing gas scrubbers for acid-alkaline emissions;
- Providing activated carbon filters to reduce VOCs from water-based and liquid paint spraying processes.
- Solvent regeneration and recirculation systems for organic solvent washing equipment containing VOCs.

Water pollution control and monitoring

Wastewater management is an important part of the COMPA Group's operations, with the aim of ensuring that the water discharged from the Group's activities complies with the requirements of water management and environmental permits.

To prevent water pollution and ensure compliance with environmental regulations, Group companies whose activities require water pollution control treat their wastewater in modern automated process water treatment plants at their surface coating workshops. Rainwater is treated in hydrocarbon separators installed at sites where there is a risk of water contamination with petroleum products and their discharge into the sewerage system.

Wastewater treatment and monitoring are carried out in accordance with operational procedures and instructions and in compliance with the frequency established in water management and environmental permits, as well as in internal procedures that are part of the environmental management system.

In order to prevent water pollution due to damage to treatment plants or to prevent potential improper handling of chemical transport vehicles, staff awareness actions are carried out through regular training, as well as planning and conducting simulations so that intervention can be carried out in real time and with the necessary, easily accessible equipment. At the COMPA factory site, we have a plan for preventing and combating accidental pollution, which clearly stipulates the risk areas and the prevention and intervention measures in the event of possible incidents or accidents that could lead to water pollution.

During the reporting period, there were no major or minor environmental incidents related to pollution at the Group level. No fines or penalties were imposed.

Metrics and Targets

[E2-3] Targets related to pollution

At the reporting date, the COMPA Group had not set specific, voluntary targets for pollution prevention or reduction beyond the applicable legal requirements. Pollution performance management is currently achieved by complying with the pollution limits and thresholds set out in environmental permits and operational regulatory documents issued in accordance with national environmental legislation. These documents define specific indicators for air, water, and soil quality, ensuring that the



organization's activities comply with legal requirements regarding pollutant emissions and wastewater discharges.

As part of its management system, COMPA has established an environmental performance level comprising operational performance indicators that include environmental operational indicators indicating the degree of compliance with the maximum permissible concentration of pollutants in water, air, and soil.

At the company level, an **overall environmental performance indicator** has been established, which is calculated based on environmental management performance (providing information on management efforts to influence the organization's environmental performance) and environmental operational performance (which provides information on the operational results of the environmental performance of the organisation's activities).

The establishment of specific pollution targets will be analyzed at a later stage, depending on the maturity of the internal environmental management framework, developments in the regulatory framework, and the Group's strategic priorities.

[E2-4] Pollution of air, water and soil

AIR POLLUTION

Emissions into the atmosphere resulting from the company's operational or production processes are emissions into the atmosphere as well as noise emissions.

From fixed sources:

- **Controlled:** gas and dust emissions from production halls – forced air evacuation through exhaust systems, fans, emissions through natural draft exhaust stacks;
- **Uncontrolled (fugitive):** emissions from production phases (galvanizing workshop, metal processing workshops, heat treatment sector), storage.

From mobile sources (fugitive):

- exhaust gas emissions on the premises and related roads.

The emissions and types of compounds emitted into the atmosphere resulting from COMPA processes are:

- combustion gases: CO₂, CO, NO_x (greenhouse gases) from combustion processes at the power plant and natural gas furnaces
- dust from mechanical processing
- acids (sulfuric acid, hydrochloric acid, nitric acid, hydrofluoric acid) from surface coating processes
- heavy metals (Zn, Ni, Cr) from surface coating processes
- volatile organic compounds (VOCs) from painting and degreasing processes with organic solvents

These emissions are monitored at a frequency established by the Integrated Environmental Authorization.

The sources of noise at the COMPA site are the exhaust systems, air conditioning systems, and cooling systems located outside the buildings. The noise level is monitored every six months at COMPA, according to an annually established program, at various points inside the company and at the property boundary.



In 2025, the noise level specified in the environmental permit was not exceeded.

The monitored values can be consulted at the headquarters of the Group companies or at the Sibiu Environmental Protection Agency in the Annual Environmental Report (RAM).

We report annually to the Environmental Agency on compliance with the requirements of the integrated environmental permit. The annual reports contain specific information on the control and monitoring of environmental factors, the limits imposed, and compliance with them.

In 2025, we did not exceed the limits imposed by the environmental permit. The pollutants monitored in 2025 were as follows:

| AIR POLLUTANTS | kg/year |
|----------------------------------|------------------|
| Trivalent Chromium | 0.083 |
| Ni | 0.16 |
| Zn | 0.16 |
| Hydrochloric Acid | 95.56 |
| Hydrofluoric Acid | 3.087 |
| VOC (Volatile Organic Compounds) | 42636 |
| Particulate Matter | 40.544 |
| TOTAL | 42775.594 |

The monitored values can be consulted at the headquarters of the Group companies or at the Sibiu Environmental Protection Agency in the Annual Environmental Report.

WATER POLLUTION

The COMPA Group manages water use through a combination of effective strategies. Water use management is tailored to the specific activities of each facility and regulatory requirements.

The following wastewater is produced from COMPA's technological processes:

- Wastewater from surface coating processes: acid-alkaline water, water containing heavy metals, organic load, extractable substances. This water is treated in treatment plants located at each coating workshop. This wastewater and the effluents emitted after treatment are monitored according to specific indicators. The treated water is discharged into the COMPA sewerage system after being treated in accordance with regulations and then into the municipal sewerage system.
- Water containing extractable substances is collected in 1000-liter IBC containers and treated in the vacuum distillation plant. Vacuum treatment is carried out using our own plant, resulting in, on the one hand, used emulsions that are treated as waste and recovered by an authorized collector and, on the other hand, a distillate whose physical and chemical

parameters are monitored and which is discharged into the sewerage network if the parameters are within the permissible limits.

Rainwater that may be contaminated with hydrocarbons from concrete platforms is collected through an internal network, purified through five hydrocarbon separators with coalescent filters, and discharged into the municipal sewer system.

The following categories of water are monitored at COMPA:

- Wastewater in the sewerage network;
- Hydrocarbon separator effluent;
- Groundwater from the observation well.

The table below lists the waters that are monitored, the number of indicators, and the monitoring frequency:

| Water category | What is monitored | Monitoring frequency |
|------------------------------------|-------------------------------------|---|
| Wastewater in the sewerage network | 7 channels 15 indicators | Monthly with internal laboratory Quarterly with accredited laboratory |
| Hydrocarbon separator effluent | 4 channels 3 indicators | Semiannually (2 samples/year) with accredited laboratory |
| Groundwater from observation well | 1 observation well 13 indicators | Semiannually (2 samples/year) with accredited laboratory The results of chemical analyses at the end of each semester, carried out by an accredited laboratory, are sent to S.G.A. Sibiu |

The quality indicators for wastewater discharged into the sewerage network and the maximum permissible values are presented in the table below:

| WATER POLLUTANTS | kg/year |
|--|---------|
| Chromium (VI) | 1.04 |
| Total Chromium | 1.88 |
| Copper and Compounds | 3.13 |
| Zinc and Compounds | 5.64 |
| Total Manganese | 3.06 |
| Nickel | 2.99 |
| CODCr (Chemical Oxygen Demand – dichromate method) | 1880.87 |
| BOD ₅ (Biochemical Oxygen Demand) | 421.38 |

| | |
|-------------------------------|----------------|
| Ammoniacal Nitrogen | 165.56 |
| Extractable Substances | 1392.98 |
| Suspended Solids | 593.41 |
| Sulphates | 948.76 |
| Sulfides and Hydrogen Sulfide | 3.97 |
| Total | 5423.63 |

In 2025, we did not exceed the limits imposed by the integrated environmental permit.

The quality indicators for rainwater, which may be contaminated with petroleum products, are monitored every six months by an accredited laboratory and must fall within the limits set by the integrated environmental permit and NTPA 002 as follows:

| No. | Water category | Quality indicators | Permissible values |
|-----|--------------------------------|------------------------------|--------------------|
| 1 | Hydrocarbon separator effluent | pH | 6.5-8.5 (pH units) |
| | | Suspended solids | 350 mg/l |
| | | Organic solvent extractables | 30 mg/l |

In 2025, there were no exceedances of the limits imposed by environmental permits.

The monitored values can be consulted at the headquarters of the Group companies or at the Sibiu Environmental Protection Agency in the Annual Environmental Report.

Every six months, COMPAs monitors the following groundwater quality indicators from the monitoring well using an accredited laboratory: pH, ammonium, chlorides, nitrite sulfates, phosphates, heavy metals (Cd, Pb, Cu, Cr, Zn).

This monitoring is carried out to identify possible damage to the sewage system or cracks and accidental leaks of hazardous substances into the soil or groundwater. No changes have been identified from the reference values imposed by the water management permit for COMPAs.

The monitored values can be consulted at the headquarters of the Group companies or at the Sibiu Environmental Protection Agency in the Annual Environmental Report.

[E2-5] Substances of concern and substances of very high concern

Hazardous chemicals and mixtures are purchased in compliance with the legislation in force and only together with the safety data sheet that allows all measures to be taken for environmental protection, health, and safety at work.

The purchase of raw materials, materials, and hazardous substances/mixtures is carried out in accordance with the procedure "Market research, evaluation, and selection of suppliers—Conclusion of orders/contracts with suppliers." Before purchasing any substance or mixture, the supplier is

requested in the Order/Contract to provide the Safety Data Sheet (SDS), in accordance with Regulation (EC) REACH No. 1907/2006 and Regulation 878/2020 amending Regulation No. 1907/2006 (REACH). The documents required from our suppliers are uploaded to the website www.compa.ro, namely:

- COMPA's general purchasing requirements, where point 25 specifies the environmental conditions and other requirements for COMPA suppliers.
- The Green Procurement Guide, which specifies policies and practices relating to procurement and the orientation towards procurement that has a minimal impact on the environment. It also specifies COMPA's expectations regarding the products purchased and the recommendations and requirements for our product suppliers.

Before requesting the purchase of hazardous substances and mixtures, check whether they are on one of the following lists:

1. List of restricted substances (Annex XVII to the REACH Regulation);
2. List of substances requiring authorization
3. List of substances of very high concern subject to authorization;
4. List of toxic substances or List of precursors;
5. List of substances restricted in the automotive industry GADSL;
6. List of restricted substances in customer regulations

Upon entry, substances and mixtures are checked to ensure they are labeled in accordance with Regulation (EC) 1272/2008 (CLP).

The handling and storage of hazardous substances is carried out in accordance with the safety data sheets and in compliance with the mandatory measures PM 071.03 - Management of hazardous substances and mixtures in COMPA, which regulates the purchase, transport, handling, storage, use, and management of hazardous substances and mixtures in COMPA in order to ensure environmental protection, employee safety, and to control and minimize the risk of accidents involving hazardous substances and mixtures.

The storage of various hazardous substances and chemical preparations is carried out taking into account the compatibility between substances in order to prevent serious incidents and accidents. These substances are managed by trained personnel who are familiar with the measures to be taken in case of emergency.

[E2-6] Anticipated financial effects from material pollution-related impacts, risks and opportunities

The anticipated financial effects related to resource use and the circular economy have not been assessed.



ESRS E3 – Water And Marine Resources

Impact, risk and opportunity management

[ESRS2 IRO-1] Description of the processes to identify and assess material water and marine resources-related impacts, risks and opportunities

As part of the annual double materiality assessment process, at Group level we reviewed the previously identified impacts, risks and opportunities related to water and marine resources across the entire value chain in order to confirm their relevance in the current context of Group activities.

Water is an auxiliary resource used in the Group's activities, both in production processes, in the form of process water, and for the sanitary needs of personnel. The review considered water use in operations and under the themes related to ESRS E3 as part of the double materiality assessment process.

Following this review, no additional material impacts or risks were identified beyond those previously reported that would require their inclusion in the extended assessment. The opportunity to reduce water consumption was reconfirmed, remaining relevant and reflected in the current reporting for 2025.

The conclusions of the review confirm that water consumption issues are managed at the operational level, without generating any additional material impacts or risks compared to the previous year.

| Material topics addressed in the report according to thematic standards |
|---|
| ESRS E3 - Water and marine resources |
| E3-Water consumption |
| E3-Water withdrawals |
| E3-Water discharges |
| E3-Water discharges into oceans |
| E3-Extraction and use of marine resources |
| <input type="radio"/> Not material, not covered in the report <input checked="" type="radio"/> material, partially covered in the report <input type="radio"/> Significant and strategic material, covered more extensively |

[E3-1] Policies related to water and marine resources

Water is an essential resource for the Compa GROUP's activities, being used both in production processes, in the form of process water, and for drinking and sanitary needs. Responsible management of water resources and ensuring compliance with legal requirements regarding the quality of discharged wastewater are necessary conditions for carrying out activities in optimal conditions. The

COMP A Group does not have a separate policy dedicated exclusively to water and marine resources. However, aspects related to the use and protection of water resources are integrated into the recently revised Environmental and Energy Policy, which includes as a principle the responsible management of water, aiming at its rational use, wastewater treatment, and significant reduction of water consumption.

The implementation of these principles is supported by the Environmental Management System certified according to the SR EN ISO 14001:2015 standard, which aims to prevent pollution and ensure the efficient use of resources, including water resources, as well as the continuous monitoring of the impacts associated with the activities carried out.

Furthermore, the activities of COMP A and its affiliate Arini Hospitality SRL are regulated by a water management permit that imposes certain requirements that are mandatory for the organization, and we continuously comply with them.

[E3-2] Actions and resources related to water and marine resources

The COMP A Group is persistent in its ongoing concern for water consumption efficiency by using the best available techniques, especially in production processes that consume large amounts of water (surface coatings and heat treatments).

Among the measures and actions taken to minimize water consumption within the group, we mention the following:

- Recirculation and reuse of water for cooling processes in heat treatment processes
- Use of advanced technologies that require low water consumption, such as cascade washing and two-stage counter-current rinsing techniques in coating processes
- Rapid detection and repair of water leaks on water lines
- Efficient consumption through preventive maintenance of water installations
- Training and raising awareness among employees/customers on the responsible use of water
- Increasing the lifespan of aqueous solutions to improve water efficiency across the Group by monitoring process parameters and replenishing with appropriate substances
- Recovering water from rinsing solutions and reusing this water in processes that can be carried out with this recovered water

Every 3 years, COMP A conducts a study on water use efficiency. A summary of the study's conclusions is attached to the annual environmental report submitted to the regulatory authorities. The latest study on water use was conducted in March 2024 and covers the period 2021-2023. The next study will be conducted in 2026. The study proposes measures for the efficient use of water.

During the reference period, there were no major or minor environmental incidents at Group level in relation to water or marine resources. No fines or penalties were imposed.



Metrics and Targets

[E3-3] Targets related to water and marine resources

At the time of reporting, the COMPA Group had not set specific quantitative or qualitative targets for water and marine resource management.

The current approach to water management focuses on compliance with applicable legal requirements, monitoring consumption, and implementing operational measures for rational water use and wastewater treatment, in accordance with internal policies and the environmental management system.

The setting of specific targets for water resources will be analyzed at a later stage, depending on the evolution of the Group's activities, the results of risk assessments, and the maturation of the internal environmental governance framework.

[E3-4] Water consumption

As part of the COMPA Group, COMPA's activities have the greatest impact on water consumption. COMPA's water management activities are authorized by the Olt Basin Authority – Sibiu Water Management System through a specific authorization. This regulatory act imposes certain specific criteria and requirements with which the organization must comply, with specific reference to water supply for sanitary purposes, water for firefighting, and water supply for technological purposes. This regulatory act also stipulates the characteristics regarding the specific volumes and flow rates authorised for use according to the specific nature of the activities. The same act also imposes parameters for the discharge of wastewater from the site.

The Group operates in areas without water risk. At the Group level, drinking water is taken from the drinking water supply network of the Municipality of Sibiu for daily use or from wells authorized for use on site for the water needed for fire prevention. The water is used in specific production activities as process water required in certain departments, as drinking water for the hygiene and sanitary needs of employees, or for cleaning administrative areas.

A significant amount of process water is recirculated through the cooling tower, which cools the water coming from the heat treatment furnaces.

The recycled water is used to cool the heat treatment furnaces at COMPA (the production site). Part of the water from the municipal supply system, necessary for production, is stored on site in specific basins and is used as a reserve in case of incidents that may occur at the drinking water supply facility of the water operator.



Group-level water consumption:

| ESRS_E3 | | Total Group 2024 | Total Group 2025 | Change from previous year |
|---|--------|------------------|------------------|---------------------------|
| APA indicators | Unit | | | |
| Total water consumption (m ³) | Volume | 86,772 | 85,260 | -1.742 |
| Total water consumption in water-stressed areas, including areas with high water stress (m ³) | Volume | 0 | 0 | NA |
| Total water recycled and reused (m ³) | Volume | 637 | 63 | 0.000 |
| Total water stored (m ³) | Volume | 1170 | 1170 | 0.000 |

In 2025, we had a total group consumption of 85,260 m³. Water consumption decreased by 1.74% compared to 2024. The decrease is due to the decrease in production volume at COMP A and the decrease in transport volume at Transcas. The annexes contain a centralized table with water consumption indicators for all entities in the COMP A Group.

[E3-5] Anticipated financial effects from material water and marine resources-related impacts, risks and opportunities

The anticipated financial effects of IROs related to water resources have not been quantified to the extent that we can objectively report this data.

ESRS E5 - Resource Use And Circular Economy

Impact, risk and opportunity management

[ESRS2 IRO-1] Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities

As part of the annual materiality review process, the impacts, risks, and opportunities previously identified on the topic of resource use and the circular economy were reassessed at GROUP level across the entire value chain in order to confirm their relevance in the current context of the GROUP's activities.

The analysis focused on COMP A Group's specific activities related to resource use and waste management, with an emphasis on sub-themes relevant to the company's business model. Resource-dependent activities were considered, as well as those that may generate environmental impacts or be influenced by them.

Following the review, no new impacts, risks, or opportunities were identified compared to the previous year. The main potential negative impacts remain associated with waste generation and management, predominantly hazardous waste, which may generate financial risks through increased treatment and disposal costs, as well as environmental risks in the event of improper management.

The key risks highlighted are financial losses due to the generation of large quantities of hazardous waste that must be treated by incineration, the costs of which may increase significantly in the market, or risks related to soil pollution due to poor management of hazardous waste storage at our site or that of our contractors.

The conclusions of the review confirm that resource management issues remain material for the GROUP, with no significant changes from the previous analysis, and these issues are integrated into the current sustainability reporting.

| Material topics addressed in the report according to thematic standards |
|--|
| ESRS E5 – Circular Economy |
| E5-Resource inputs, including resource use |
| E5-Resource outputs related to products and services |
| E5-Waste management |
| <input type="radio"/> Not material, not covered in the report <input checked="" type="radio"/> material, partially covered in the report <input type="radio"/> material, significant and strategic, covered more extensively |

[E5-1] Policies related to resource use and the circular economy

COMP A manages resource use and promotes circular economy principles through an integrated framework of policies and management systems, having implemented an Environmental Management System certified according to the SR EN ISO 14001:2015 standard.

The recently revised environmental and energy policy sets out the objectives of efficient use of resources, reduction of energy, water, raw materials and materials consumption, as well as pollution prevention and efficient waste management. In this context, the Group promotes sustainable sourcing, the use of renewable resources, and the application of circular economy practices, including reuse, repair, reconditioning, remanufacturing, and recycling of materials where possible.

Responsible water management is integrated into the policy through rational use, wastewater treatment, and significant reduction in water consumption, contributing to the sustainable use of natural resources.

Compliance with national and European environmental legislation is monitored through regular internal and external audits, and maintaining environmental management system certification is a priority for the company.

At the supply chain level, the Business Code of Conduct and the Supplier Code of Conduct encourage the efficient use of resources and the adoption of environmentally responsible practices. Suppliers are supported and encouraged to implement environmental management systems compliant with the ISO 14001 standard and to continuously improve environmental protection measures.

Through the Green Procurement Guide implemented at COMP A, we require suppliers to comply with the requirements of European regulations on the management of hazardous substances and mixtures.

In addition, we recommend reducing and streamlining packaging for products to be delivered to COMP A, using reusable packaging wherever possible, using substitutes for single-use wooden pallets, and implementing the design and use of eco-friendly packaging.

[E5-2] Actions and resources related to resource use and circular economy

Natural resource management is carried out in accordance with specific integrated quality and environmental procedures.

Through its management system, COMP A purchases raw materials and supplies in accordance with internal purchasing procedures.

COMP A applies environmental management and improvement programs related to the minimization of energy and material resources and the minimization of waste generated. In addition, there are actions to optimize waste generation in accordance with the waste hierarchy, and the "Program for the prevention and reduction of waste quantities generated" is drawn up and monitored annually, which is available on the website www.compa.ro.



Within the environmental management system, COMPA applies a specific procedure that regulates the collection, storage, disposal, recording, reporting, and transportation of waste generated, in order to prevent environmental pollution.

The main techniques applied by the company in relation to resources and waste are:

- **Optimisation of the procurement and use of raw materials and materials used** in manufacturing processes through the SAP (System of Applications and Products) programme, so as not to produce stocks that generate waste.
- **Reduction at source:** applying restrictions on the purchase of hazardous chemicals and preparations and applying optimization technologies that lead to reduced waste quantities;
- **Selective collection of waste by category**, separation and separate storage of hazardous waste, recyclable waste and non-recyclable waste. Waste is collected in containers marked and labelled with the name of the waste and the European waste code;
- **Recycling, reuse, recovery, and storage of waste;** we have specific contracts for the collection of waste from our site with companies authorized to recycle, recover, or store waste depending on its nature and characteristics
- **Use of general practices**
 - **Monitoring the quantities of hazardous substances and mixtures supplied**, purchasing only the quantities strictly necessary without creating stocks, using the FIFO (first in, first out) method when releasing raw materials and chemicals from warehouses, so as to avoid their expiry, training employees in the management of hazardous substances and waste generated, establishing an internal program for the removal of waste from manufacturing departments and the disposal or recovery of waste by specialized and authorized companies, evaluating companies specializing in the transport, disposal, or recovery of waste.
 - **Waste management records** are kept in accordance with the legal requirements in force.
 - **Waste packaging:** Waste is packaged, stored, and labeled on site in accordance with the legislation and any regulations in force regarding mandatory labeling.
 - **Temporary storage of waste** on site is carried out safely, in specially designed areas, adequately protected against dispersion into the environment and pollution of soil, surface water, and groundwater, by type of waste, in compliance with the specific legislation in force.
 - **Used oils and hazardous sludge** are stored in metal containers resistant to mechanical shock. Storage is carried out in closed spaces on concrete surfaces, with the possibility of collecting any accidental spills;
 - **Waste transport** is carried out under strict internal supervision. Waste sent off-site for recovery or disposal may only be transported by authorized economic operators.

Every two years, a waste audit is carried out to analyze compliance with waste compliance obligations and the evolution of the quantities of waste generated. A program for the prevention and reduction of waste quantities is drawn up and monitored annually.

During the reference period, there were no major or minor environmental incidents at Group level in terms of resource use and the circular economy. No fines or penalties were imposed.



Metrics and Targets

[E5-3] Targets related to resource use and the circular economy

Our integrated quality-environment-health and safety system sets specific annual targets for minimizing material consumption and waste generation. As part of our new sustainability strategy, we have set ourselves the following targets for by 2035:

- increase the waste recycling/recovery rate by 30% by 2035.

As this is our first year of reporting, we are unable to report on progress towards these targets, but we will be transparent about our performance in relation to the circular economy target in our 2025 report.

[E5-4] Resource inflows

Following the double materiality analysis, it was found that resource outputs, including resource use, are not a material issue for our company, having an insignificant impact on economic and environmental performance.

[E5-5] Resource outflows

At COMPA, waste management is carried out according to a specific procedure that regulates the collection, storage, disposal, recording, reporting, and transport of waste generated in order to prevent environmental pollution.

This procedure applies to all manufacturing and departments within the company.

Each type of waste is identified and coded with a 6-digit code according to the activity from which it originates, in accordance with Government Decision 856-2002 on waste management records. The company keeps a list of all identified waste.

Each type of waste generated is recorded in the Waste Management Record Sheet and monitored monthly: quantity generated, quantity remaining in stock, quantity recovered, and quantity disposed of.

The results of the centralization of waste management at group level are presented below:

| Waste management (tons) | Total GROUP 2024 | Total GROUP 2025 | Change from previous year |
|--|---------------------|---------------------|------------------------------|
| Total waste generated | 5179.72 | 4049.36 | -21.82 |
| Total quantity of hazardous waste | 613.95 | 579.06 | -5.68 |
| Diverted from disposal | 478.76 | 475.36 | -0.71 |
| Through Capitalization | 511.02 | 432.47 | -15.37 |
| Through reuse | 0 | 0 | |
| Through recycling | 13.71 | 42.88 | 212.86 |
| Through Other Methods (Energy Recovery) | 32.26 | 0.01 | -99.98 |

| | | | |
|--|----------------|----------------|---------------|
| Directed for disposal | 88.89 | 103.70 | 16.67 |
| By incineration | 0 | 0 | |
| By Landfill | 88.89 | 103.70 | 16.67 |
| Through other disposal operations | 0 | 0 | |
| Other methods | 0 | 0 | |
| Quantity of Non-Hazardous Waste | 4560.24 | 3470.30 | -23.90 |
| Deviations from elimination, total | 4411.97 | 3298.57 | -25.24 |
| Recovery | 40.74 | 5.21 | -87.22 |
| Reuse | 0 | 0 | |
| Recycling | 4365.48 | 3285.62 | -24.74 |
| Composting | 4.80 | 7.71 | 60.63 |
| Recovery, including energy recovery | 0 | 0 | |
| Sent for disposal, total | 148.53 | 171.72 | 15.62 |
| By incineration | 0 | 0 | |
| By Landfill | 148.53 | 171.72 | 15.62 |
| On-site storage | 0 | 0 | |
| Other methods | 0 | 0 | |
| Non-recycled/non-recovered waste | 237.50 | 275.43 | 15.97 |
| Percentage of non-recycled/non-recovered waste out of total waste (%) | 4.5 | 6.8 | 48.34 |
| Total amount of radioactive waste | 0 | 0 | 0 |

In 2025, the total amount of waste generated by the group decreased by almost 22% compared to 2024, as a result of lower production volumes and the waste reduction program. As a result, there was also a decrease in the quantities of hazardous waste by almost 6% compared to 2024, as well as a decrease in the quantities of non-hazardous waste by almost 24% compared to the same year. The largest quantity of waste comes from the Group's production activity.

The percentage of non-recycled/non-recovered waste increased from 4.59% to 6.8% due to the disposal of quantities of non-hazardous and hazardous waste in landfills.

The annexes contain a table summarising waste indicators for all entities in the COMPA Group.

[E5-6] Anticipated financial effects from material resource use and circular economy-related impacts, risks and opportunities

The anticipated financial effects related to resource use and the circular economy have not been assessed in a way that allows us to report this data objectively.

Reporting according to the requirements of the EU Taxonomy Regulation

Introduction

This report has been prepared to present the information required under Article 8 of Regulation (EU) 2020/852 on taxonomy, which will be included in the Compa Group's Non-Financial Statement for the financial year 2025.

The information provided responds to the reporting requirements set out in Commission Delegated Regulation (EU) 2021/2178, Delegated Regulations (EU) 2021/2139, 2022/1214, 2023/2485 and 2023/2486 and subsequent European Commission communications (2022/C 385/01, C/2023/305).

Article 8 – Taxonomy Regulation

Regulation (EU) 2020/852 of the European Parliament and of the Council of 18 June 2020 on taxonomy is part of the European Commission's action plan to redirect capital flows to activities that contribute to the achievement of the objectives of the European Green Deal and is a system for classifying economic activities that are environmentally sustainable. The Regulation was introduced into the national legislation by the Order of the Ministry of Finance no. 1239/2021.

Companies are required to disclose which of their activities can be associated with the activities included in the Taxonomy Regulations and Delegated Acts. In addition, it must present three key performance indicators (KPIs): the proportion of turnover derived from products or services associated with economic activities that qualify as environmentally sustainable, the proportion of capital expenditure (CapEx) and the proportion of operational expenditure (OpEx) related to assets or processes associated with economic activities that qualify as environmentally sustainable.

A company's economic activities may be taxonomy-eligible or aligned (environmentally sustainable). To be eligible, an economic activity must fall within the definitions set out in the aforementioned regulations and contribute to at least one of the six environmental objectives set out below:

1. Climate change mitigation
2. Adaptation to climate change
3. Sustainable use and protection of water and marine resources
4. Transition to a circular economy
5. Pollution prevention and control
6. Protection and restoration of biodiversity and ecosystems.

In order to be considered taxonomy-aligned, an activity must substantially contribute to one or more of the six environmental objectives mentioned above, not significantly harm any of the other environmental objectives (DNSH) and comply with the minimum social safeguards set out in the Regulations.



Identification of eligible activities

Next, we will present the calculation methodology used to identify the eligible activities of the Compa Group and the calculation methods for the key performance indicators for the reporting year 2025 for the identified activities (KPIs - proportions of turnover, capital expenditure and operational expenditure).

The first stage was to analyze all the activities of the COMPA SA Group and the definitions and criteria described in the EU Regulations to identify which of the activities can be considered eligible (art. 3 of EU Regulation 2020/852, the technical examination criteria of Delegated Regulations no. 2021/2139, 2022/1214, 2023/2485 and 2023/2486).

After identifying the eligible activities, the criteria that must be met for an activity to be considered aligned were also verified.

Following the analysis, the following 14 eligible activities were identified and no taxonomy-aligned activities were identified:

- Automotive and Mobility Component Manufacturing (CCM 3.18)
- Generating electricity using solar photovoltaic technology (CCM 4.1)
- Production of heat for heating/cooling using waste heat (CCM 4.9)
- Construction, extension and operation of water collection, treatment and supply systems (CCM 5.1)
- Renewal of water collection, treatment and supply systems (CCM 5.2)
- Construction, extension and operation of waste water collection and treatment systems (CCM 5.3)
- Collection and transport of non-hazardous waste in separate fractions at source (CCM 5.5)
- Transport by motorcycles, passenger cars and light commercial vehicles (CCM 6.5)
- Road freight transport services (CCM 6.6)
- Data processing, administration of web pages and associated activities (CCM 8.1)
- Computer programming, consultancy and related activities (CCA 8.2)
- Hotels, holiday accommodation, campsites and similar accommodation (BIO 2.1)
- Collection and transport of non-hazardous and hazardous waste (EC 2.3)
- Sorting and recovery of materials from non-hazardous waste (EC 2.7)

These activities were included in the next phase, the calculation of the key performance indicators.

Turnover KPIs

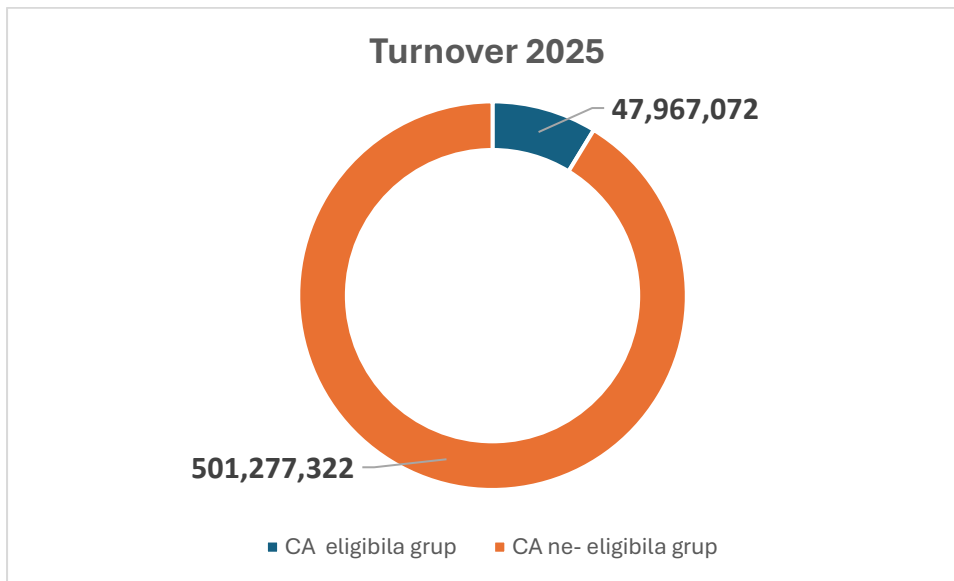
In the financial year 2025, the COMPA Group, which includes COMPA SA, COMPA IT SRL, TRANS C.A.S. S.R.L., ARINI HOSPITALITY S.R.L., recorded a total turnover of RON 549,244,394 (Note 15 of the consolidated financial report).

Following the analysis of the group's activities and the criteria specific to the taxonomy mentioned above, we identified 3 eligible income-generating activities:

1. Automotive and Mobility Component Manufacturing (CCM 3.18)
2. Computer programming, consultancy and related activities (CCA 8.2)
3. Hotels, holiday accommodation, campsites and similar accommodation (BIO 2.1)



The turnover generated by the eligible activities was RON 47,967,072, and the proportion of turnover was 9%.



Given that no aligned activities were identified, the turnover generated by the taxonomy-aligned activities was 0 lei, and the percentage of the company's turnover deriving from products and services associated with environmentally sustainable economic activities has the value 0% (the indicator defined by Article 8(2)(a) of Regulation (EU) 2020/852).

Capital Expenditure KPI (CapEx KPI)

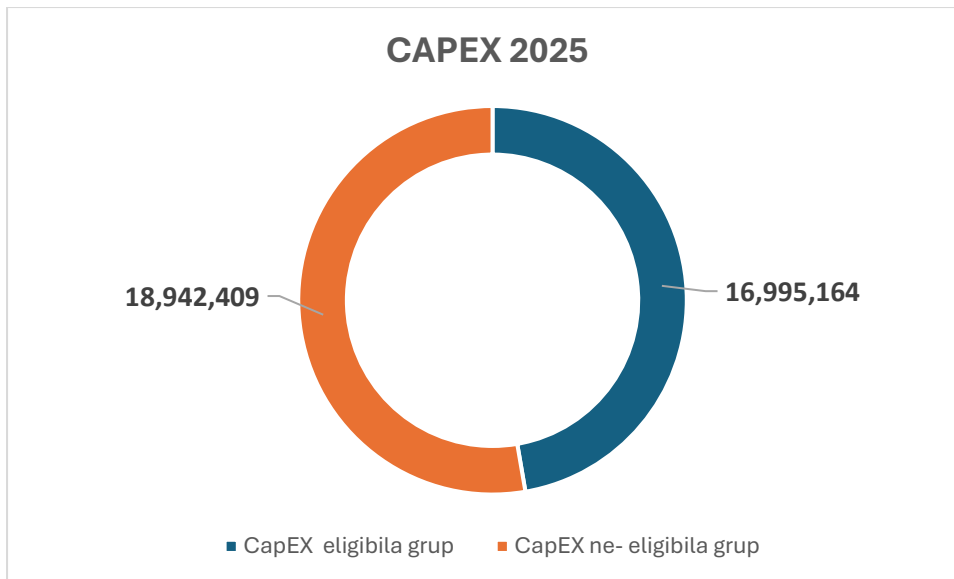
The proportion of capital expenditure (CapEx) referred to in Regulation (EU) 2020/852 has been calculated as a numerator divided by denominator, according to the definitions for numerator and denominator in Annex I to Delegated Regulation (EU) 2021/2178.

Total capital expenditure (denominator) was RON 35,937,572 and covers additions to tangible and intangible assets during 2025, before depreciation, depreciation and revaluations (Note 4.1 Tangible assets in the consolidated financial report). Capital expenditures were calculated in accordance with statutory regulations, without leasing contracts in accordance with IFRS 16.

The numerator had the value of RON 16 995 164 and represents the total CapEx expenses for the following eligible activities:

1. Automotive and Mobility Component Manufacturing (CCM 3.18)
2. Road freight transport services (CCM 6.6)
3. Construction of new buildings (CCM 7.1, EC 3.1)
4. Installation, maintenance and repair of electric vehicle charging stations in buildings (CCM 7.4)
5. Computer programming, consultancy and related activities (CCA 8.2)
6. Hotels, holiday accommodation, campsites and similar accommodation (BIO 2.1)

After identifying the denominator and numerator, the final indicator was calculated. Therefore, the CapEx KPI associated with eligible and non-Taxonomy aligned activities was 47 %. The CapEx KPI associated with economic activities considered environmentally sustainable was 0%, given that no Taxonomy-aligned activities were identified, but only eligible activities.



Operating expenditure KPIs (OpEx KPIs)

The same calculation formula was used for the calculation of this indicator, the ratio between numerator and denominator, according to the definitions for numerator and denominator for the calculation of the OpEx KPI in Annex I of Delegated Regulation (EU) 2021/2178.

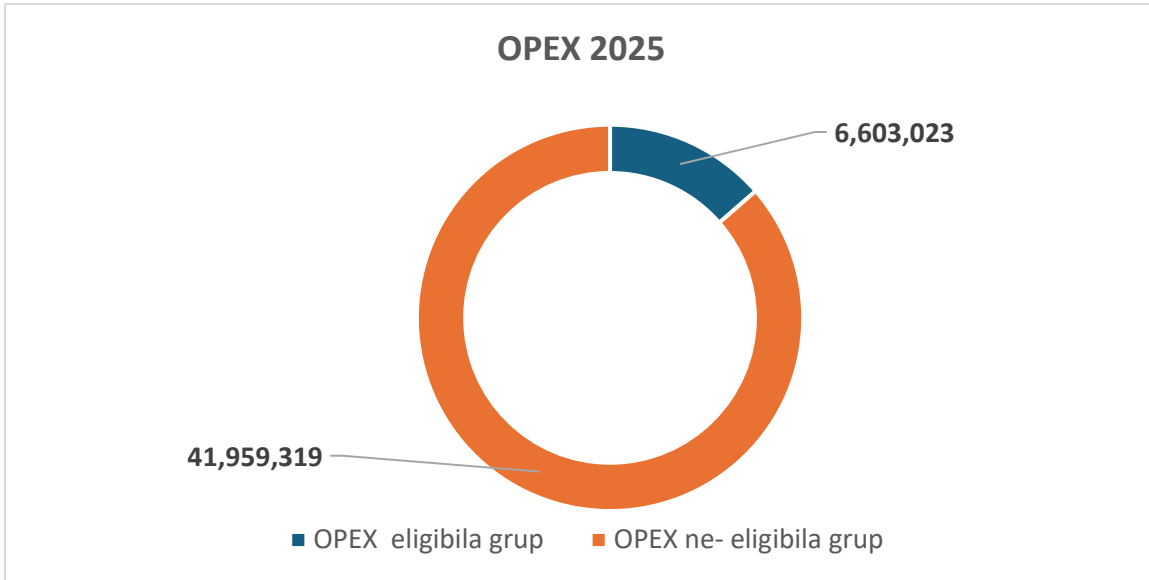
The total operating expenses (denominator) were RON 48 562 342 in 2025 and includes expenses directly related to current maintenance, continuous and effective operation of tangible assets, as well as direct uncapitalized costs related to maintenance and repairs and costs related to short-term leasing contracts, IT costs, training.

The numerator was 6 603 023 RON and represents the total OpEx expenses for the following eligible activities:

- Automotive and Mobility Component Manufacturing (CCM 3.18)
- Generating electricity using solar photovoltaic technology (CCM 4.1)
- Production of heat for heating/cooling using waste heat (CCM 4.9)
- Construction, extension and operation of water collection, treatment and supply systems (CCM 5.1)
- Renewal of water collection, treatment and supply systems (CCM 5.2)
- Construction, extension and operation of waste water collection and treatment systems (CCM 5.3)
- Collection and transport of non-hazardous waste in separate fractions at source (CCM 5.5)
- Transport by motorcycles, passenger cars and light commercial vehicles (CCM 6.5)
- Road freight transport services (CCM 6.6)
- Data processing, administration of web pages and associated activities (CCM 8.1)
- Computer programming, consultancy and related activities (CCA 8.2)
- Hotels, holiday accommodation, campsites and similar accommodation (BIO 2.1)
- Collection and transport of non-hazardous and hazardous waste (EC 2.3)
- Sorting and recovery of materials from non-hazardous waste (EC 2.7)

After identifying the denominator and numerator, the final indicator was calculated. Therefore, the OpEx KPI associated with eligible and non-Taxonomy Aligned activities was 13 %. The OpEx KPI associated with economic activities considered environmentally sustainable was 0%, given that no taxonomy-aligned activities were identified, but only eligible activities.

The results of the evaluation of the economic activities of the Compa Group are presented in the following tables, according to the models provided in Annex V of Delegated Act 2023/2486.



Proportion of turnover generated by products or services associated with Taxonomy-aligned economic activities

| Exercițiul financiar 2024 | 2024 | | | Criterii privind contribuție substanțială | | | | | | | Criterii DNSH ("a nu aduce prejudicii semnificative") | | | | | Garanții minime (17) | Preparare din cifre de afaceri elisiate la taxonomie (18) | Cotequri e activitate de facilitare (19) | Cotequri e activitate de tranzitie (20) |
|---|-------------|----------------------|------------------------------------|---|--|-------------------------------------|---------------|------------------------|-----------------------------------|------------------------------|---|--------------------------------------|---------------|-------------------------|-----------------------------------|----------------------|---|--|---|
| | Coefici (2) | Cifra de afaceri (3) | Proportia din cifre de afaceri (4) | Alimentarea sustenabilă (5) | Adaptarea la schimbările climatice (6) | Resursele de apă și cele marine (7) | Poluarea (8) | Economie circulară (9) | Biofertilitate și ecosisteme (10) | Alimentarea sustenabilă (11) | Adaptarea la schimbările climatice (12) | Resursele de apă și cele marine (13) | Poluarea (14) | Economie circulară (15) | Biofertilitate și ecosisteme (16) | | | | |
| Activități economice (1) | | RON | % | D: N/ N: E/ L | D: N/ N: E/ L | D: N/ N: E/ L | D: N/ N: E/ L | D: N/ N: E/ L | D: N/ N: E/ L | D: N/ N: E/ L | D: N/ N: E/ L | D: N/ N: E/ L | D: N/ N: E/ L | D: N/ N: E/ L | D: N/ N: E/ L | D: N/ N: E/ L | % | F | T |
| A. ACTIVITĂȚI ELIGIBILE DIN PUNCT DE VEDERE AL TAXONOMIEI | | | | | | | | | | | | | | | | | | | |
| A.1 Activități durabile din punct de vedere al mediului (elisiate la taxonomie) | | | | | | | | | | | | | | | | | | | |
| Cifra de afaceri e activităților durabile din punct de vedere al mediului (elisiate la taxonomie) | | 0 | 0% | - | - | - | - | - | - | - | - | - | - | - | - | - | 0% | | |
| Din care de facilitare | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | 0% | F | |
| Din care de tranzitie | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | 0% | | T |
| A.2. Activități eligibile din punct de vedere al taxonomiei, dar care nu sunt durabile din punct de vedere al mediului (activități neelisiate la taxonomie) | | | | | | | | | | | | | | | | | | | |
| Fabricarea de componente autoturism de mobilitate | COM3.18 | 23,838,949 | 4% | 4% | N/EL | N/EL | N/EL | N/EL | N/EL | | | | | | | | | | |
| Programarea computerizată, consultanță și activități asociate | COA 3.2 | 2,948,000 | 0% | N/EL | 0% | N/EL | N/EL | N/EL | N/EL | | | | | | | | | | |
| Hotele, cazare de vacanță, terenuri de camping și cazinourile | BIO 2.1 | 21,280,123 | 4% | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | | | | | | | | | | |
| Cifra de afaceri e activităților eligibile din punct de vedere al taxonomiei, dar care nu sunt durabile din punct de vedere al mediului (activități neelisiate la taxonomie) (A.2) | | 47,967,072 | 0% | | | | | | | | | | | | | | | | |
| A. Cifra de afaceri e activităților eligibile din punct de vedere al taxonomiei (A.1+A.2) | | 47,967,072 | 0% | | | | | | | | | | | | | | | | |
| B. ACTIVITĂȚI NEELIGIBILE DIN PUNCT DE VEDERE AL TAXONOMIEI | | | | | | | | | | | | | | | | | | | |
| Cifra de afaceri e activităților neeligibile din punct de vedere al taxonomiei | | 549,244,394 | 92% | | | | | | | | | | | | | | | | |
| TOTAL (A+B) | | 597,211,466 | 100% | | | | | | | | | | | | | | | | |

Proportion of CapEx generated by products or services associated with Taxonomy-aligned economic activities

| Exercițiul financiar 2024 | 2025 | | | Criterii privind contribuția robustă | | | | | | | Criterii DNSH ("= nu aduce prejudicii semnificative") | | | | | | | Categoriile de activități de tranziție (20) |
|--|------------|------------|------------------------------------|--|------------------------------------|-----------------------------------|--------------|------------------------|--------------------------------------|-------------------------------------|---|------------------------------------|---------------|-------------------------|--------------------------------------|---------------------|--|---|
| | Contul | CapEx | Proportia din CapEx, anul 2024 (4) | Activarea echipamentelor din anul 2024 (5) | Activarea la schimbare omisiei (6) | Resurse de apă și gaze marine (7) | Poluarea (8) | Economia circulară (9) | Biodiversitatea și ecosistemele (10) | Activarea la schimbare omisiei (11) | Activarea la schimbare omisiei (12) | Resurse de apă și gaze marine (13) | Poluarea (14) | Economie circulară (15) | Biodiversitatea și ecosistemele (16) | Generii minime (17) | Proportia din CapEx aliniată la taxonomia (18) | |
| Activități economice (1) | RON | 0% | - | D/N | D/N | D/N | D/N | D/N | D/N | D/N | D/N | D/N | D/N | D/N | D/N | 0% | - | - |
| A. ACTIVITĂȚI ELIGIBILE DIN PUNCT DE VEDERE AL TAXONOMIEI | | | | | | | | | | | | | | | | | | |
| A.1 Activități durabile din punct de vedere al mediului (aliniate la taxonomie) | | | | | | | | | | | | | | | | | | |
| OpEx aferente activităților durabile din punct de vedere al mediului (aliniate la taxonomie) (A.1) | 0 | 0% | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Din care de facilitare | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Din care de tranziție | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| A.2. Activități eligibile din punct de vedere al taxonomiei, dar care nu sunt durabile din punct de vedere al mediului (activități nealiniate la taxonomie) | | | | | | | | | | | | | | | | | | |
| Fabricarea de componente auto și de mobilitate | OCM3.18 | 1,408,332 | 3% | 10% | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | - | - | - |
| Transportul și distribuția energiei electrice | OCM4.9 | 4,017,571 | 8% | 2% | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | - | - | - |
| Construirea de clădiri noi | OCM7.1 | 11,092,131 | 21% | 1% | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | - | - | - |
| Programarea computerizată, consultanța și activitățile asociate | OCM8.2 | 477,130 | 1% | N/EL | 0% | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | - | - | - |
| OpEx aferente activităților eligibile din punct de vedere al taxonomiei, dar care nu sunt durabile din punct de vedere al mediului (A.2) | 16,995,164 | 32% | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| A. Total OpEx aferente activităților eligibile din punct de vedere al taxonomiei (A.1 + A.2) | 16,995,164 | 32% | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| B. ACTIVITĂȚI NEELIGIBILE DIN PUNCT DE VEDERE AL TAXONOMIEI | | | | | | | | | | | | | | | | | | |
| OpEx aferente activităților neeligibile din punct de vedere al taxonomiei (B) | 35,937,572 | 68% | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| TOTAL (A+B) | 52,932,736 | 100% | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |

Proportion of OpEx generated by products or services associated with Taxonomy-aligned economic activities

| Exercițiul financiar 2024 | 2025 | | | Criterii privind contribuția robustă | | | | | | | Criterii DNSH ("= nu aduce prejudicii semnificative") | | | | | | | Categoriile de activități de tranziție (20) |
|--|------------|-----------|-----------------------------------|--|------------------------------------|-----------------------------------|--------------|------------------------|--------------------------------------|-------------------------------------|---|------------------------------------|---------------|-------------------------|--------------------------------------|---------------------|---|---|
| | Contul | OpEx | Proportia din OpEx, anul 2024 (4) | Activarea echipamentelor din anul 2024 (5) | Activarea la schimbare omisiei (6) | Resurse de apă și gaze marine (7) | Poluarea (8) | Economia circulară (9) | Biodiversitatea și ecosistemele (10) | Activarea la schimbare omisiei (11) | Activarea la schimbare omisiei (12) | Resurse de apă și gaze marine (13) | Poluarea (14) | Economie circulară (15) | Biodiversitatea și ecosistemele (16) | Generii minime (17) | Proportia din OpEx aliniată la taxonomia (18) | |
| Activități economice (1) | RON | 0% | - | D/N | D/N | D/N | D/N | D/N | D/N | D/N | D/N | D/N | D/N | D/N | D/N | 0% | - | - |
| A. ACTIVITĂȚI ELIGIBILE DIN PUNCT DE VEDERE AL TAXONOMIEI | | | | | | | | | | | | | | | | | | |
| A.1 Activități durabile din punct de vedere al mediului (aliniate la taxonomie) | | | | | | | | | | | | | | | | | | |
| OpEx aferente activităților durabile din punct de vedere al mediului (aliniate la taxonomie) (A.1) | 0 | 0% | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Din care de facilitare | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Din care de tranziție | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| A.2. Activități eligibile din punct de vedere al taxonomiei, dar care nu sunt durabile din punct de vedere al mediului (activități nealiniate la taxonomie) | | | | | | | | | | | | | | | | | | |
| Producerea de energie electrică folosind tehnologii avansate (fotovoltaic) | OCM4.1 | 27,429 | 0% | 0% | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | - | - | - |
| Transportul și distribuția energiei electrice | OCM4.9 | 410,973 | 1% | 1% | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | - | - | - |
| Construirea, extinderea și înlocuirea pieselor de schimb ale tractoarelor, tractoarelor și furnizorilor de apă | OCM5.1 | 552,158 | 1% | 1% | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | - | - | - |
| Reînnoirea tractoarelor de câmp, tractoarelor și furnizorilor de apă | OCM5.2 | 151,835 | 0% | 0% | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | - | - | - |
| Construirea, extinderea și înlocuirea pieselor de schimb ale tractoarelor și tractoarelor agricole | OCM5.3 | 722,210 | 1% | 1% | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | - | - | - |
| Calculatoare și transportul de avioane neparticulare în fracționare la zbor | OCM5.5 | 744,355 | 1% | 2% | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | - | - | - |
| Calculatoare și transportul de avioane neparticulare și particulare | OCM5.6 | 189,871 | 0% | 0% | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | - | - | - |
| Serviciile de reparare a materialelor din deșeurile neparticulare | OE2.7 | 96,773 | 0% | 0% | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | - | - | - |
| Calculatoare și transportul de avioane neparticulare | OE2.1 | 247,296 | 0% | 1% | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | - | - | - |
| Transportul cu autocamionul, autoturismul și vehiculele utilitare ușoare | OCM6.5 | 11,315 | 0% | 0% | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | - | - | - |
| Servicii de transport rutier marfuri | OCM6.6 | 291,271 | 1% | 1% | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | - | - | - |
| Procesarea de date, administrarea paginilor web și activitățile asociate | OCM8.1 | 162,841 | 0% | 0% | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | - | - | - |
| Programarea computerizată, consultanța și activitățile asociate | OCM8.2 | 2,394,514 | 5% | N/EL | 7% | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | - | - | - |
| OpEx aferente activităților eligibile din punct de vedere al taxonomiei, dar care nu sunt durabile din punct de vedere al mediului (A.2) | 6,403,023 | 12% | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| A. Total OpEx aferente activităților eligibile din punct de vedere al taxonomiei (A.1 + A.2) | 6,403,023 | 12% | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| B. ACTIVITĂȚI NEELIGIBILE DIN PUNCT DE VEDERE AL TAXONOMIEI | | | | | | | | | | | | | | | | | | |
| OpEx aferente activităților neeligibile din punct de vedere al taxonomiei (B) | 48,542,342 | 88% | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| TOTAL (A+B) | 55,165,365 | 100% | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |

SOCIAL

ESRS S1 – Own Workforce

Strategy

| ESRS S1: Own workforce | ESRS S2 Value chain workers | ESRS S3 Affected communities |
|---|---|---|
| <p>Strategy</p> <p>ESRS 2 SBM-2 Stakeholder interests and opinions</p> <p>ESRS 2 SBM-3 Material impacts, risks, and opportunities and their interaction with strategy and business model</p> <p>Impact, risk, and opportunity management</p> <p>S1-1 Own workforce policies</p> <p>S1-2 Processes for engagement with own workers and worker representatives on impacts</p> <p>S1-3 Processes for addressing negative impacts and channels for own employees to raise concerns, own workforce policies</p> <p>S1-4 Actions taken regarding material impacts on own workforce and approaches to address material risks and pursue material opportunities related to own workforce and effectiveness of those actions.</p> <p>Indicators and targets</p> <p>S1-5 Targets related to managing material negative impacts, promoting positive impacts, and managing material risks and opportunities</p> <p>S1-6 Characteristics of the enterprise's employees</p> <p>S1-7 Characteristics of non-employee workers in the enterprise's own workforce</p> <p>S1-8 Collective bargaining coverage and social dialogue</p> | <p>Strategy</p> <p>ESRS 2 IRO-1 Processes for impact, risks, and opportunities</p> <p>ESRS 2 SBM-2 Stakeholder interests and opinions</p> <p>ESRS 2 SBM-3 Material impacts, risks, and opportunities and their interaction with strategy and business model</p> <p>Impact, risk, and opportunity management</p> <p>S2-1 Policies related to value chain workers</p> <p>S2-2 Processes for engaging with value chain workers on impacts</p> <p>S2-3 Processes for addressing negative impacts and channels for value chain workers to raise concerns</p> <p>S2-4 Actions taken regarding material impacts on value chain workers and approaches to managing material risks and pursuing material opportunities related to value chain workers and the effectiveness of those actions</p> <p>Indicators and targets</p> <p>S2-5 Targets related to managing material negative impacts, promoting positive impacts, and managing material risks and opportunities</p> | <p>Our approach</p> <p>ESRS 2 SBM-2 Stakeholder interests and opinions</p> <p>ESRS 2 SBM-3 Material impacts, risks, and opportunities and their interaction with the strategy and business model</p> <p>Impact, risk, and opportunity management</p> <p>S3-1 Policies related to affected communities</p> <p>S3-2 Processes for engaging with affected communities on impacts</p> <p>S3-3 Processes for remedying negative impacts and channels for affected communities to raise concerns</p> <p>S3-4 Actions taken regarding material impacts on affected communities and approaches to managing material risks and pursuing material opportunities related to affected communities and the effectiveness of those actions</p> <p>S3-5 Targets related to managing material adverse impacts, advancing material</p> |

| | | |
|---|--|--|
| <p>S1-9 Diversity measures S1-10 Adequate wages S1-11 Social protection S1-12 Persons with disabilities S1-13 Training and skills development measures S1-14 Health and safety measures S1-15 Work-life balance indicators S1-16 Compensation indicators (pay gap and total compensation) S1-17 Incidents, complaints, and serious human rights impacts</p> | | <p>positive impacts, and managing material risks and opportunities</p> |
|---|--|--|

[ESRS2 SBM-2] Interests and views of Stakeholders

During 2024 and 2025, as part of the report preparation process, we conducted interviews with various stakeholders, including employees and members of the organization's management. To facilitate this process, we recommend consulting the general framework for preparing sustainability statements, as well as stakeholder interests and perspectives in accordance with ESRS 2, for additional information. According to our materiality matrix, stakeholders agreed on a list of key topics for which we must ensure transparency and accountability.

| | |
|---|---|
| <p>Theme: S1 – Own labor force Sub-theme: Working conditions; Sub-sub themes: Job security; Working hours; Adequate wages; Social dialogue; Freedom of association, the existence of works councils, and workers' rights to information, consultation, and participation; Collective bargaining, including the proportion of workers covered by collective agreements; Work-life balance; Health and safety.</p> | <p>Theme: S2 Workers in the value chain Sub-theme: Working conditions; Sub-sub themes: Job security; Working hours; Adequate wages; Social dialogue; Freedom of association, including the existence of works councils; Collective bargaining; Work-life balance; Health and safety.</p> |
| <p>Theme: S1 – Own workforce Sub-theme: Equal treatment and opportunities for all; Sub-sub themes: Gender equality and equal pay for work of equal value; Training and skills development; Employment and inclusion of persons with disabilities;</p> | <p>Theme: S2 Workers in the value chain Sub-theme: Equal treatment and opportunities for all; Sub-sub-themes: Gender equality and equal pay for work of equal value; Skills training and development; Employment and inclusion of persons with disabilities;</p> |

| | |
|---|--|
| Measures against violence and harassment at work; Diversity. | Measures against violence and harassment at work; Diversity. |
| Theme: S1 – Own labor force Sub-theme: Other labor-related rights; Sub-sub themes: Child labor; Forced labor; Adequate housing; Privacy. | Theme: S2 Workers in the value chain Sub-theme: Other labor rights Sub-sub themes: Child labor; Forced labor; Adequate housing; Water and sanitation; Privacy. |

[ESRS2 SBM-3] Material impacts, risks and opportunities and their interaction with strategy and business model

Material impacts:

After analyzing the impacts of risks and opportunities for the development of the report, we identified 18 impacts on the community, of which 16 are positive and 2 are negative. There is only one potential negative impact, which relates to the material aspect of "Adequate salaries." We identified the possibility of some dissatisfaction among employees regarding the below-market average salary level, which could lead to the migration of current employees to competing companies in the area.

In the context of a constantly evolving economic and social environment, we are committed to integrating sustainability principles into our strategy to ensure long-term growth and create value for all stakeholders. In developing a sustainable and resilient business model, identifying and managing material impacts, risks, and opportunities are fundamental pillars.

Material impacts:

Following the analysis of impacts, risks, and opportunities for the report, we identified 16 positive impacts on the community and two negative ones. A single negative impact, which could be potential, is linked to the material aspect of "Adequate salaries." We noticed the possibility of dissatisfaction among employees regarding the level of remuneration, which could cause current employees to migrate to competing companies in the area.

Financial materiality:

Following our analysis, we identified 15 opportunities and 3 risks that could negatively affect COMPAs Group's financial capital. The risks identified focus on material aspects such as:

- *Employment and inclusion of people with disabilities:* Currently, our operations do not have an adequate infrastructure for employing people with disabilities, which requires us to pay a monthly disability fund for an extended period until we are able to adapt our infrastructure and operations to comply with their requirements.
- *Adequate wages:* Increased company expenses associated with training new employees and failing to meet production targets within optimal timeframes.

- *Work-life balance:* There is a risk that employees will opt for companies that offer telecommuting options or special benefits for their children.

Following the financial materiality analysis, we identified a set of opportunities related to the following material aspects:

- *Working conditions:* We offer additional financial and non-financial benefits to our employees.
- *Equal treatment and opportunities for all:* We currently offer and will continue to offer professional retraining opportunities.
- *Other employment-related rights:* We provide company housing for our employees, which is a competitive advantage in the market.

Impact, risk and opportunity management

[S1-1] Policies related to own workforce

Respect for human rights is one of the foundations on which the COMP A Group builds its working relationships and organizational culture. We believe that we fulfill our legal and ethical responsibilities and contribute to the development of a climate of trust and professional respect by adopting a human rights-centered approach.

As part of our strategy to manage the impact on our workforce and reduce any potential negative effects, at COMP A we have implemented standards for safe and healthy working conditions, professional development programs, and we place particular emphasis on social dialogue.

As an additional measure to ensure that we do not violate fundamental human rights in any way, we have developed and implemented a human rights policy, focusing on ensuring a safe and healthy workplace, fair remuneration, freedom of association, and the protection of privacy and personal data.

This policy was developed based on characteristics such as inalienability, interdependence, and interconnection, as well as equality and non-discrimination.

Respecting employee rights is crucial to developing a fair society and ensuring a healthy and productive working environment. To achieve these goals, we have focused our efforts on the following areas:

- health, safety, and security at work;
- diversity and inclusion, equal opportunities;
- combating discrimination and harassment in the workplace;
- preventing exploitation and forced labor;
- prohibiting child labor.

The well-being, respect, and continuous development of all our employees are the fundamental pillars of our organization's success. We constantly strive to create a safe, inclusive, and fair working environment where every person is treated with dignity and respect through:

- respect for employee rights;
- working conditions and safety;



- professional development and recognition;
- the right to equal opportunities.

COMPA assumes responsibility for maintaining and continuously developing these commitments so that every employee feels valued and integrated into a team where their contribution is important.

COMPA's human rights policy reaffirms its commitment to respect and protect fundamental human rights in all its operations and throughout its entire chain of collaborators. This policy reflects our concern for the fair and equitable treatment of employees, partners, and all stakeholders, in accordance with recognized international standards, including the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, and the core conventions of the International Labor Organization (ILO).

Combating child labor, exploitation, and forced labor is a major priority for COMPA, as we promote social responsibility, ethical conduct, and respect for human rights. These practices constitute serious violations of fundamental rights, and preventing them requires continuous monitoring and the active involvement of the entire organization. We are firmly committed to preventing any form of child labor, exploitation, or forced labor within our organization. We respect the dignity of each person and the fundamental rights of our employees, and through transparency and cooperation, we ensure that all activities are aligned with the highest ethical and legal standards.

The COMPA Group unequivocally condemns any form of labor exploitation and does not tolerate forced labor or human trafficking. We ensure that all our employees work voluntarily, with the freedom to accept or leave a job, and that all employment relationships comply with international requirements regarding the minimum age for employment.

Another essential pillar for the COMPA Group is the health and safety of its employees. Within COMPA, occupational health and safety activities, as well as prevention and protection activities, are managed by the internal service, through the OHS-SU department. It constantly implements procedures designed to reduce the risks of accidents and occupational diseases, while also contributing to improving productivity and staff well-being.

In order to improve health and safety at work and to emphasize the importance of this aspect for COMPA, we list some of the measures we have considered viable for supporting the control of this aspect at company level:

- ISO 45001/2018;
- emergency plans;
- first aid plan;
- continuous assessment of workplace risks;
- promotion of ergonomics in the workplace;
- organization of training sessions for employees on risks and how to prevent them;
- private firefighting training;
- continuous education of employees.



We want to promote an inclusive and diverse work environment where every employee is valued and respected. We encourage diversity, equity, and inclusion within the company and want to ensure equal treatment of all employees, regardless of origin, gender, age, religion, sexual orientation, disability, socioeconomic status, or other characteristics protected by law.

Our objectives:

- promoting equality – we ensure that every employee has access to the same opportunities, regardless of gender, race, ethnicity, age, sexual orientation, religion, or disability.
- creating a safe environment – we are committed to building a workplace where every person feels encouraged to express their ideas and contribute to the company's development.
- diversity and inclusion – these are not only core values, but also essential elements for innovation, collaboration, and long-term success.

In our company, every voice matters, and every employee plays an essential role in shaping a more equitable and prosperous future.

In the event that our employees report certain human rights violations, we have implemented various mechanisms (internal regulations, harassment committee, procedure for receiving and resolving employee complaints, etc.) through which they can report them without fear of reprisals. All reports will be treated seriously and confidentially, investigated promptly, and corrective measures will be implemented where appropriate.

The system for resolving employee complaints and petitions regulates how employees can submit petitions to company management on their own behalf concerning social issues related to work. The system stipulates how these petitions are registered, resolved, and responses sent to petitioners.

Employees who file complaints are guaranteed that their personal data will remain confidential throughout the process and after its resolution. This ensures that they will not suffer reprisals from colleagues or superiors.

To reinforce our commitment to our employees, we have created a professional training department within COMPA, designed to offer our employees the opportunity to train or retrain professionally.

To this end, we have developed a training policy whose fundamental criterion is the continuous development of employees through training and improvement of professional skills in order to support their ability to participate in professional life and to support the company's development and improvement strategy.

Our organisation is committed to ensuring a working environment based on respect, integrity and fairness, where diversity is encouraged and every employee is treated with dignity and professionalism, where work is carried out in a safe environment, free from any form of discrimination or harassment, regardless of its nature. To this end, the company regularly organizes training sessions for all employees.



Prevention of discrimination: COMPA does not tolerate any form of discrimination, direct or indirect, based on criteria such as gender, age, race, ethnicity, religion, disability, sexual orientation, nationality, marital or family status, or any other criterion protected by applicable law. All employees enjoy equal opportunities in terms of recruitment, professional development, retraining, and promotion, based solely on competence, performance, and merit.

Combating harassment: Any form of harassment—sexual, verbal, physical, visual, or digital—is strictly prohibited. Such behavior is considered unacceptable, whether it comes from a colleague, superior, customer, or external partner, and is punished in accordance with the company's internal regulations and applicable legislation.

COMPA actively supports an inclusive organizational climate where diversity is valued and every employee is respected and valued. The company ensures equal treatment for all employees, without discrimination based on origin, gender, age, religion, sexual orientation, disability, socioeconomic status, or other characteristics protected by law.

Our objectives:

- Ensuring equal opportunities through fair access to opportunities for all employees;
- Creating a safe and open working environment where employees feel encouraged to express their opinions and actively contribute;
- Encouraging diversity and inclusion, considered essential elements for collaboration, performance, and sustainable development.

We believe that every employee has an important role to play, and their contribution is valued in building a fair and forward-looking work environment.

As an additional measure to ensure that our vision is fulfilled, COMPA has implemented clear and accessible mechanisms through which employees can report any violations of human rights or internal policies without fear of reprisals. These include internal regulations, a commission for handling cases of harassment, and a procedure for receiving and resolving employee reports and complaints.

All reports are treated with the utmost seriousness, confidentiality, and promptness, investigated objectively, and corrective measures are applied whenever necessary. The company guarantees the protection of personal data throughout the entire process and after its completion, ensuring that individuals who file reports will not be subject to any form of retaliation.

To reinforce our commitment to supporting our employees, we have set up a department dedicated to professional training, with the aim of increasing skills and supporting professional retraining. The company's training policy is centered on the continuous development of employees through training programs tailored to their professional needs, contributing both to their active integration into professional life and to supporting the company's development and performance strategy.

To continuously support employee development, we have developed the following methods:

- *Vocational Training Center* - qualification/re-qualification of employees in various trades;



- *Projects cofinanced with European funds* - development of the professional skills of our own employees as well as of students and interns.

To demonstrate our commitment to the continuous professional development of our employees, COMPA organized the following courses exclusively for COMPA employees during 2025:

- Specialist in computer-assisted practice;
- Specialist in waste management;
- Process manager;
- Numerical control machine tool operator;
- Adjustment technician;
- Electrician.

These courses totaled:

- 1.494 of training hours;
- 165 participants.

COMPA is currently authorized for:

- Qualification courses completed with ANC * (National Authority for Qualifications) certificates;
- Qualification courses completed with certificates of participation.

[S1-2] Processes for engaging with own workers and workers' representatives about impacts

Integrating the workforce perspective into the decision-making process and into the organization's activities aimed at managing the actual and potential impact on employees is an important aspect for the COMPA group. Through constant dialogue and structured consultation mechanisms, we aim to create an inclusive, safe, and motivating work environment, tailored to the needs and expectations of employees.

To ensure an effective consultation process, COMPA uses multiple mechanisms for collecting feedback. Periodically, employees are invited to participate in job satisfaction surveys, and regular meetings between management and employee representatives facilitate the expression of opinions on working conditions, remuneration, work organization, internal communication, occupational health and safety, and other issues relevant to the workforce. The feedback collected is systematically analyzed and integrated into internal decision-making processes, contributing to a proactive approach to managing risks and opportunities related to human capital.

At the same time, employees have open channels of communication at their disposal, with the possibility of addressing their direct superior or the Human Resources Department at any time to clarify professional issues or report situations that may affect working relationships.

In the event of termination of employment, the company conducts an exit interview process, through which employees can provide information on the reasons for their departure, the factors that contributed to this decision, as well as recommendations for improving the working environment and organizational practices. The results are used to assess trends and optimize human resources policies.



Within COMPA, the Collective Labor Agreement is an essential tool for social dialogue and protecting employee rights. The relationship with trade unions is constant and structured, and meetings with their representatives take place regularly, in accordance with applicable legal requirements.

[S1-3] Processes to remediate negative impacts and channels for own workers to raise concerns

An essential factor in attracting and retaining staff is the active involvement of employees. Engaged employees show a higher level of motivation in their daily work, contribute more effectively to achieving organizational goals, and develop a greater degree of loyalty to their employer.

To prevent and manage potential negative impacts on the workforce, COMPA applies an integrated approach that takes into account both the needs of employees and the strategic objectives of the organization. This approach includes the following lines of action:

- *Analysis and identification of problems* – the main causes that may have a negative impact on employees, such as working conditions, opportunities for development and career advancement, or other relevant aspects, are assessed and identified;
- *Transparent communication* – diverse channels of communication between management and employees are implemented, designed to facilitate the expression of needs, concerns, and potential risks identified within the workforce;
- *Supporting professional development* – the company offers opportunities for training, retraining, and professional development to increase employee skills and adaptability;
- *Reward and motivation* – financial and non-financial incentive mechanisms are provided, including bonuses, promotion opportunities, and additional benefits, in order to recognize performance and increase job satisfaction;
- *Monitoring and continuous improvement* – the impact of the measures implemented is assessed periodically, with the results being used to adjust and optimize human resources policies and practices.

This approach has helped reduce negative impacts on the workforce and create a sustainable, safe, and productive working environment.

Channels for reporting and addressing issues:

To facilitate the expression of concerns and to prevent or mitigate potential negative impacts on employees, COMPA has implemented a series of channels and mechanisms through which employees can report and address issues encountered in the workplace.

Available communication channels:

- Direct line manager – employees can discuss issues related to their professional activity or working conditions directly;
- Human Resources Department – employees can contact this department to clarify any situations or resolve issues related to labor relations.

Methods and tools made available to employees:

- *The company's internal regulations*, which establish clear mechanisms for preventing and resolving labor disputes;



- *The procedure for receiving and resolving employee complaints*, which regulates how employees can address complaints or petitions to the company's management on their own behalf, ensuring a transparent and fair process;
- *Procedure for preventing, reporting, and sanctioning acts of discrimination and harassment in the workplace*, under which the company has zero tolerance for any form of discrimination or harassment. In 2024, an annual information and awareness campaign was launched, aimed at all employees, with the aim of increasing awareness of unacceptable behavior and the reporting mechanisms available.

Additional consultation and dialogue mechanisms:

In addition to the consultation mechanisms mentioned above, COMPA has implemented other ways of actively listening to employees, designed to facilitate dialogue and support the early identification of potential risks in the workforce:

- *Trade union representatives*, whose role is to bring issues and problems of collective interest to the employer's attention;
- *The Health and Safety at Work Committee (SSM)*, through which employees can report and discuss issues related to health and safety at work.

Complaint investigation and resolution system:

In the event that an employee reports a problem, COMPA has established a formal complaint investigation and resolution system based on the appointment of a specialized team responsible for analyzing reports, conducting impartial and confidential investigations, and establishing appropriate corrective measures.

The company guarantees protection against any form of retaliation for employees who report problems, assuring them that they will not be subject to sanctions or discriminatory treatment as a result of using the reporting mechanisms.

By implementing these processes, COMPA reaffirms its commitment to the well-being of its employees and to maintaining a fair, safe, and mutually respectful working environment.

Investigation and resolution of complaints:

Any complaint made by employees can be submitted in writing through the channels provided. Depending on the nature of the issue reported, the team responsible will initiate an analysis and investigation procedure. Upon completion, the employee will receive a written response regarding the resolution of the complaint within a maximum of 30 calendar days. All information is treated with strict confidentiality in order to protect the person who made the complaint.

Petitions and complaints are archived and kept within the relevant departments, in compliance with the legal provisions on data protection.

Awareness and trust in reporting mechanisms:

Informing employees about their rights and how to exercise them is a priority for COMPA. To ensure a high level of awareness and trust in the problem reporting processes, the company uses the following communication tools:



- *Internal regulations and Code of Conduct*, which include detailed information on the available reporting channels;
- *Company intranet*, through a section dedicated to employee information;
- *Regular electronic communications via email* regarding complaint procedures;
- *Regular training sessions*, which include interactive sessions on how the complaint mechanisms work and how to use them;
- *Information boards*, located in visible areas within the units;
- *Regular meetings with direct managers*, organized in the form of question and answer sessions to clarify procedures;
- *Physical contact points*, by appointing persons responsible for handling complaints;
- *Suggestion boxes*, which allow anonymous reporting of problems or submission of suggestions for improvement.

[S1-4] Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions

COMP A's policy on respect for human rights is aligned with both organizational values and the principles enshrined in the United Nations Universal Declaration of Human Rights and the conventions of the International Labor Organization. In this context, the company strictly prohibits any form of forced or compulsory labor, exploitation of child labor, and any form of physical or psychological abuse or harassment.

Equal opportunities and fair treatment of employees are fundamental principles in the day-to-day activities of the COMP A Group. Therefore, discrimination and harassment, regardless of form or criterion, are strictly prohibited, with the company promoting an organizational climate based on respect, inclusion, and dignity.

Ensuring a safe and healthy working environment is a constant priority for the COMP A Group. The company continuously monitors and improves occupational health and safety management processes and implements dedicated employee information and awareness programs.

Within the COMP A Group, buildings are equipped with first aid kits and appropriate technical and sanitary materials, and employees are provided with personal protective equipment, determined according to the specific risk factors of each activity. Personal protective equipment is provided based on an assessment of the occupational risks associated with each job, in relation to the tasks currently performed.

Employees in management positions are responsible for checking that their subordinates are using personal protective equipment correctly and for intervening in cases of non-compliance. In the event of refusal to wear the equipment or its improper use, the employee in a management position shall order the cessation of work, replace the worker, and notify management for the application of disciplinary measures, in accordance with internal procedures.



The COMPA Group is aware of its responsibility towards its workforce and actively implements measures to prevent or mitigate potential negative impacts on employees. Through a strategic and integrated approach, the company aims to ensure a safe, fair, and motivating work environment that supports employee well-being and continuous professional development.

To this end, a series of initiatives have been adopted to improve working conditions and reduce the risks associated with the activities carried out, including:

- the implementation of rigorous occupational health and safety standards;
- accident prevention programs and training sessions dedicated to employee safety

Because we want to ensure that our employees have the skills they need to cope with a constantly changing economic and technological environment, we have developed professional retraining programs. In COMPA's view, this demonstrates our support for our employees and reaffirms our commitment to creating and maintaining a safe, inclusive, and sustainable workplace where employees feel supported, motivated, and prepared for the challenges of the future.

Our goal is not only to prevent negative impacts on employees, but also to implement effective corrective measures in situations where significant adverse effects occur. To this end, we have a clear framework for identifying and managing any material impact on the workforce and ensuring appropriate remedial solutions.

If a negative impact on employees is identified—whether it be unsafe working conditions, discrimination, harassment, financial loss, or health issues—we intervene promptly to provide appropriate remedies.

The measures adopted include:

- confidential reporting and complaint resolution mechanisms, which enable the rapid identification and correction of problems, irregularities, or difficulties reported by employees;
- compensation and appropriate corrective measures in cases where misconduct is found;
- professional education and continuous training programs, in situations where the negative impact is caused by training deficiencies or lack of awareness, addressed to both employees and management.

We are committed to responding quickly and effectively to any situation that could negatively affect our employees, ensuring that each case is treated with the utmost seriousness and that corrective solutions are implemented correctly and in a timely manner. Through these actions, we reinforce our commitment to employee well-being and maintaining a safe, fair, and responsible work environment.

In order to pursue important opportunities related to our workforce, we have implemented a series of strategic actions, both planned and ongoing. These actions focus on employee development, improving staff retention, diversity and inclusion, and optimizing working conditions.

Planned and ongoing actions:

1. *Employee development and training:*

- Training and development or retraining programs;



- Partnerships with academic institutions for continuing education and attracting new talent.
2. *Employee retention and satisfaction:*
 - Implementation of a recognition and reward system for employee performance;
 - Financial bonuses offered to employees.
 3. *Diversity, equity, and inclusion:*
 - Promotion of diversity in work teams;
 - Elimination of wage differences.
 4. *Improving working conditions and organizational culture:*
 - Initiatives to create a healthy working environment;
 - Training programs to integrate new employees and increase team cohesion;

Creating a collaborative working environment by improving internal communication and involving employees in company decisions.

We believe these actions are essential to realizing the potential of our workforce and ensuring the long-term success of COMPA.

We are committed to upholding high ethical standards and ensuring a safe, fair, and inclusive work environment. In this context, we pay particular attention to identifying, preventing, and mitigating any significant negative impacts on our own workforce that may result from our procurement, sales, and data usage practices.

- *Sales practices and customer relations:*

In our commercial activities, we ensure that competitive pressures do not lead to unsustainable working conditions for employees. We do this by:

Setting realistic targets for sales teams, avoiding overburdening them;

Protecting the integrity and well-being of the team through measures against aggressive or manipulative practices in customer relations.

- *Data management and use:*

Aware of the importance of data protection, we are committed to adhering to the highest standards in managing employee and customer information. Our measures include:

Compliance with data protection regulations and the implementation of strict cybersecurity measures. Ensuring transparency in how personal data is collected, used, and stored.

- *Managing tensions between ethics and commercial pressures:*

In situations where preventing or mitigating negative impacts on employees conflicts with commercial pressures, we take a balanced approach focused on:

- Prioritizing employee well-being in any decision-making process;
- Engaging employees and stakeholders in open dialogues to identify fair and viable solutions.



Through these measures, COMPA ensures that its commercial activities do not generate or contribute to significant negative impacts on its own workforce, maintaining a responsible balance between economic performance and social commitment.

As part of managing material impacts on employees, we have allocated adequate financial, technological, and operational resources. These resources are essential to ensuring the sustainability of our activities and guaranteeing transparency regarding material impacts on the environment, economy, and society.

Metrics and Targets

[S1-5] Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

At the COMPA Group level, sustainability objectives are set as an integral part of the organization's overall strategy. Aligning the sustainability strategy with the strategic objectives of the business is essential, with the vision and mission being defined in line with the Group's organizational culture and values.

The process of defining strategic objectives involves an analysis by top management of relevant internal and external data, including market trends, the applicable regulatory framework, and feedback from key stakeholders. By setting these objectives, the Group aims to ensure clarity, consistency, and efficiency in the implementation of its strategy, as well as to create a working environment that encourages the active involvement of the workforce in achieving the agreed performance targets.

Within COMPA, the performance monitoring process begins with the communication of strategic objectives at the level of each department, so that they are clearly defined, measurable, and aligned with the Group's overall strategy. Operational objectives are directly linked to strategic objectives and are developed through consistent measures by each department head.

The objectives are analyzed by department heads together with their subordinates, and targets and performance indicators are set by mutual agreement at both the departmental and individual levels. To achieve these, concrete actions are defined, with the designation of responsible persons, the setting of implementation deadlines, and the establishment of related performance indicators, where these can be measured. This stage allows each department to efficiently align its actions and resources in order to achieve the desired results.

Progress is monitored periodically (monthly, semi-annually, or annually) as part of the analyses carried out at the level of each division or department. The results are reported to top management and include the status of the objectives, the effectiveness of the measures implemented, and any necessary corrective actions.



Through this structured approach, COMPAs ensures transparency, accountability, and efficiency in achieving strategic objectives, while promoting an organizational culture focused on performance and continuous improvement.

[S1-6] Characteristics of the undertaking's employees

| Information on own workforce | Total 2024 | Total 2025 | Change from the previous year |
|---|------------|------------|-------------------------------|
| Total number of employees (HC)* | 1647 | 1433 | -12.99% |
| Number of female employees (HC) | 506 | 436 | -13.83% |
| Number of male employees (HC) | 1139 | 997 | -12.47% |
| Average number of employees (FTE) | 1767 | 1463.95 | -17.15% |
| Provide a table with the number of employees in subsidiaries in other countries that have at least 50 or more employees, representing at least 10% of the total number of employees | N/A | N/A | N/A |
| Total number of employees in subsidiaries in other countries with at least 50 or more employees, representing at least 10% of the total number of employees | N/A | N/A | N/A |
| Average number of employees in subsidiaries in other countries with at least 50 or more employees, representing at least 10% of the total number of employees | N/A | N/A | N/A |
| Total number of employees with permanent employment contracts | 1429 | 1229 | -14.00% |
| Total number of women with permanent employment contracts | 505 | 406 | -19.60% |
| Total number of men with permanent employment contracts | 1324 | 823 | -37.84% |
| Total number of employees with fixed-term employment contracts | 198 | 206 | 4.04% |
| Total number of women with fixed-term employment contracts | 2 | 30 | 1400.00% |
| Total number of men with fixed-term employment contracts | 196 | 176 | -10.20% |
| Number of local employees (HC) | 1460 | 1313 | -10.07% |
| Number of foreign employees from outside the EU (HC) | 187 | 127 | -32.09% |
| Number of employees who left during the year (HC)* | 436 | 451 | 3.44% |
| Employee turnover rate (people who left - fluctuation) | 341 | 224 | -34.31% |
| Annual staff turnover rate, % (staff fluctuation)* | 148.95% | 79.51% | -46.62% |
| Methodologies used to compile data on own workforce: The number of employees is tracked monthly based on specific indicators, taking into account individual employment contracts active at the time of reporting. | | | |
| Indicate whether the number of employees is reported in terms of number of employees or full-time equivalents: | | | |

The number of employees is reported based on the total number of persons who have concluded an active individual employment contract at the time of reporting.

Indicate whether the number of employees is reported at the end of the reporting period, as an average or using another methodology:

The number of employees was reported according to the staffing situation on December 31, 2024, and December 31, 2025, respectively.

The average number of employees was also reported, using the following calculation method:
- the number of employees per day was added up and divided by the number of calendar days in the month;
- then the number of people per month was added up and divided by 12.

| | | | |
|--|------|------|---------|
| Cross-reference of the information reported in (a) above to the most representative number in the financial statements | N/A | N/A | N/A |
| Total number of full-time employees with permanent contracts | 1636 | 1407 | -14.00% |
| Total number of employees with part-time employment contracts | 9 | 26 | 188.89% |

**Total number of employees: represents the number of employees with "active" employee status. This includes the types of employment - fixed-term individual employment contract and indefinite individual employment contract.*

**Number of employees leaving during the year (HC): includes both voluntary and involuntary departures (resignations, dismissals, retirements, parental leave).*

**Annual staff turnover rate: the ratio between the total number of employees who left during the year and the average number of employees.*

[S1-7] Characteristics of non-employees in the undertaking's own workforce

| Disclose characteristics of non-employee workers in the company's own workforce | Total 2024 | Total 2025 | Change from the previous year |
|---|------------|------------|-------------------------------|
| Total number of non-employees - external sources (HC)* | 57 | 3 | -94.74% |
| Total number of employees (HC) | 1648 | 1433 | -13.05% |

Methodologies used to compile data on non-employees from external sources:
**During each reporting year, records were kept of the number of persons employed from external sources, based on data provided in collaboration agreements.*

**Reporting was based on the total number of non-employees from external sources.*

**The number of non-employees from external sources was calculated based on the staffing situation as of December 31, 2024, and December 31, 2025, respectively.*

**Total number of non-employees - external sources: represents persons who are not employed or salaried by the Compa Group (service providers).*

[S1-8] Collective bargaining coverage and social dialogue

| Collective bargaining and social dialogue | Total 2024 | Total 2025 | Change from the previous year |
|---|------------|------------|-------------------------------|
| Percentage of total employees covered by collective bargaining agreements* | 92.60% | 92.59% | -0.01% |
| Percentage of EEA employees covered by collective bargaining agreements by country with a significant number of employees | N/A | N/A | N/A |
| Percentage of employees covered by collective bargaining agreements outside the EEA, by region | N/A | N/A | N/A |
| <p>How working conditions for non-union employees are established through collective agreements: At COMPA, the working conditions and benefits obtained through the collective bargaining agreement apply to all company employees, even if they are not union members. This type of contract provides equal benefits to all our employees, ensuring that their rights are respected and that they enjoy a fair working environment.</p> <p>Employees of group companies that have not entered into a collective bargaining agreement benefit from the working conditions imposed at national level by labor legislation.</p> | | | |
| Percentage of EEA employees in countries with a significant number of jobs covered by employee representatives | N/A | N/A | N/A |
| Any agreements concluded with employees for representation by the EWC, SE or SCE | N/A | N/A | N/A |
| Number of employees in own workforce in regions outside the EEA covered by collective agreements by coverage rate and region | N/A | N/A | N/A |

*Percentage of total employees covered by collective bargaining agreements: employees who have signed a collective bargaining agreement relative to the number of employees in the Group. There is a collective bargaining agreement in place within the Compa Group.

[S1-9] Diversity metrics

| Diversity indicators | Total 2024 | Total 2025 | Change from the previous year |
|---|------------|------------|-------------------------------|
| Total number of women in leadership positions (HC)* | 20 | 19 | -5.00% |
| Total number of men in management positions (HC)* | 79 | 76 | -3.80% |
| Proportion of women in leadership positions | 264.12% | 164.63% | -37.67% |
| Proportion of men in leadership positions | 225.88% | 225.37% | -0.23% |
| Total number of employees under 30 years of age* | 298 | 228 | -23.49% |
| Total number of employees aged between 30 and 50* | 669 | 673 | 0.60% |
| Total number of employees aged over 50* | 681 | 533 | -21.73% |

**Gender distribution at management level (total number of women/men in management positions):*

represents the total number of women/men who hold management positions within the Group, e.g., director, department head.

**Employee age groups:* age groups are calculated based on the number of active employees as of December 31 and include all employees within the Group. Age groups are >30, 30-49, and 50+.

[S1-10] Adequate wages

| Appropriate remuneration | Total 2024 | Total 2025 | Change from the previous year |
|---|------------|------------|-------------------------------|
| Confirm that all employees are paid appropriately, in accordance with applicable benchmarks: The Compa Group complies with Romanian legislation, so we do not have any employees who are paid less than the minimum wage required at the national level. | 100% | 100% | 0.00% |
| Percentage of employees paid below the adequate wage benchmark* | 0% | 0% | 0% |
| Percentage of non-employees—external sources paid below the appropriate wage | 0% | 0% | 0% |

**Percentage of employees paid below the benchmark for adequate remuneration:* percentage of employees paid below the minimum gross base salary guaranteed in the country.

[S1-11] Social protection

The COMPA Group complies with the legislation in force in Romania, ensuring that all employees have access to social protection against loss of income due to illness through the public social security system. Employees contribute to the public health system by paying social health insurance contributions (CASS), thus benefiting from public health insurance, which covers free or subsidized medical treatment in case of illness, reducing the direct financial impact thereof.

This protection includes, but is not limited to, the following rights:

- Sick leave and sick pay
- Employees are entitled to paid sick leave, based on a medical certificate issued by an authorized doctor;
- Sick pay is calculated in accordance with legal provisions, as a percentage of the calculation basis established by law (usually the average gross income earned in the last six months), with the percentage varying depending on the type and severity of the condition.

In accordance with national legislation, all employees are insured under the public unemployment system from their first day of work, through the payment of the relevant contributions. The right to unemployment benefits is granted in accordance with legal conditions, namely the completion of the minimum contribution period and the termination of the individual employment contract for reasons beyond the employee's control (e.g., layoff, reorganization, or bankruptcy).

In addition to the benefits provided by the legislation in force, in the event of dismissal for reasons not attributable to the employee, COMPA offers additional support measures, including a reduction in working hours of up to four hours per day to facilitate the search for a new job, as well as financial compensation, determined according to the employee's length of service with the company.

The COMPA Group also complies with legal requirements regarding the payment of compensation in the event of an accident at work or disability. In addition, for employees who suffer accidents at work through no fault of their own, COMPA covers the necessary expenses for hospitalization and medication, as well as the costs of prostheses required as a result of the accident at work, in situations where these expenses are not covered by the insurer, in accordance with legal provisions.

If the accident at work has resulted in permanent disability, the company offers the employee social assistance amounting to three times their basic salary.

At Compa Group level, all employees benefit from social protection for parental leave, in accordance with the legislation in force in Romania.

Social protection during parental leave includes:

- Either parent may request leave to raise a child (up to 2 years or 3 years for a child with disabilities);
- The right to keep their job;
- The right to a monthly child-rearing allowance;
- The right to return to the same or a similar position after the end of the leave;
- Access to medical services and other social benefits.

In accordance with Romanian law, all employees who contribute to the public pension system are entitled to social protection for retirement. This ensures not only the right to a pension, but also the recognition of contributions, protection of income in old age, and access to other social benefits.

Social protection for retirement offers the following benefits:

- Pension calculated based on the points accumulated from contributions to the public system;
- Length of service recognized through the contribution period;
- The right to receive a supplementary pension if the employee contributes to a private pension system (Pillar II or Pillar III).

[S1-12] Persons with disabilities

| Persons with disabilities | Total 2024 | Total 2025 | Change from the previous year |
|--|------------|------------|-------------------------------|
| Percentage of employees with disabilities | 3.14% | 5.26% | 67.52% |
| Percentage of employees with disabilities – women* | 1.18% | 0.67% | -43.22% |
| Percentage of employees with disabilities – men* | 1.72% | 5.24% | 204.65% |

Contextual information necessary for understanding disability data:

In accordance with national legislation, disability is certified by means of a medical certificate issued by a specialist doctor.

**Percentage of employees with disabilities – women/men: this indicator was reported without disclosing personal data of employees (e.g., type of disability, age, position, etc.), the only reporting criterion for employees being gender/sex.*

[S1-13] Training and skills development metrics

| Indicators on skills formation and development | Total 2024 | Total 2025 | Change from the previous year |
|--|------------|------------|-------------------------------|
| Percentage of employees who participated in performance and career assessments - women | 100% | 100% | 0.00% |
| Percentage of employees who participated in performance and career assessments – men | 100% | 100% | 0.00% |
| Average training hours by gender – men* | 87.55 | 76.13 | -13.04% |
| Average training hours by gender – women* | 69.55 | 87.5 | 25.81% |
| Average number of training hours per person for employees | 76.83 | 89.71 | 16.76% |

**Average number of hours of employee training per person and by gender: total number of training hours compared to total number of employees.*

[S1-14] Health and safety metrics

| Health and safety | Total 2024 | Total 2025 | Change from the previous year |
|---|------------|------------|-------------------------------|
| Percentage of employees covered by a health and safety management system* | 100% | 100% | 0.00% |
| Number of deaths among own employees due to occupational accidents and diseases | 0 | 0 | 0.00% |
| Number of deaths caused by workplace accidents and illnesses on site (Compa Group) | 0 | 0 | 0.00% |
| Number of work accidents recorded for own workforce* | 4 | 4 | 0.00% |
| Recordable accident rate for own workforce | 11.52% | 1.79% | -84.46% |
| Number of recorded cases of occupational illness among employees | 0 | 0 | 0.00% |
| Number of days lost due to work-related accidents, illnesses, and deaths among employees* | 401 | 239 | -40.40% |
| Percentage of employees covered by an audited health and safety management system* | 20.00% | 25.00% | 0.25% |

Basic standards for internal audits or external certifications of the health and safety management system:

COMPA is certified ISO 45001, an international standard for occupational health and safety management systems (OHSMS) that provides guidance for its use. The main purpose of this standard is to improve employee safety and health and reduce workplace risks.

The objectives of ISO 45001:

- Reducing the risk of accidents and occupational diseases.
- Improving OHS performance.
- Ensuring legal compliance.
- Promoting a culture of health and safety.

Arini S.R.L., Compa IT S.R.L., and Trans Cas S.R.L. benefit from outsourced OHS services.

During the year 2024 Recaserv S.R.L. has also benefit from outsourced OHS services.

| | | | |
|---|---|---|-------|
| The number of cases of occupational diseases recorded among former employees. | 0 | 0 | 0.00% |
|---|---|---|-------|

Percentage of employees covered by a health and safety management system: percentage of employees covered by a health and safety management system based on legal requirements and (or) nationally/internationally recognized standards. In the case of COMPA we refer to ISO 45001.

**Number of work accidents recorded for own workforce:* work accidents caused by exposure to hazards at work, including during work-related travel.

Recordable occupational accident rate for own workforce: the percentage was calculated using the following formula:

$$\text{Recordable occupational accident rate} = \frac{\text{Number of work accidents}}{\text{Worked hours}} \times 1,000,000$$

**Number of days lost due to work-related accidents, work-related illnesses and deaths caused by them among employees:* refers to the number of sick leave days recorded at group level following work-related accidents.

| Work accidents at Arini S.R.L. 2024 | Remedy situations that caused accidents at work |
|---|---|
| While cleaning in one of the bathrooms, the employee cleaned the shower battery, the water turned on and she panicked, became unbalanced and fell, spraining her leg. | Risk assessment of occupational injury and illness has been revised. The prevention and protection plan has been updated based on the revised risk assessment. |

| Work accidents at COMPA S.A. 2024 | Remedy situations that caused accidents at work |
|--|--|
| While moving, an employee stepped over a difference in level and suffered a femur fracture. | A motion sensor was installed to make lighting more efficient. |
| While operating a CNC machine tool, an employee suffered a fractured upper extremity as a result of a falling feed door. | An additional verification measure has been implemented to ensure that the door will not open. |

| | |
|---|---|
| While on duty, the employee became intoxicated with chlorine vapors as a result of a loose connection supplying a tank. | A transfer of hazardous substances through a mechanized system with pumps has been ordered. The measure is to be implemented in the first quarter of 2025 |
|---|---|

| Work accidents at COMPA S.A. 2024 | Remedy situations that caused accidents at work |
|--|---|
| An employee lost his balance and fell down the stairs, suffering multiple injuries. | Staff training was conducted. |
| While traveling through the workshop, because she did not follow the travel route and did not use appropriate protective footwear, an employee fell, thus suffering a fracture of an upper limb. | Staff training was carried out on the mandatory use of pedestrian traffic on the routes arranged within the workshop and the mandatory use of protective shoes. |
| While traveling between the company headquarters and his home, riding a scooter, an employee was hit by a car, suffering contusions to his upper limbs and a sprained left knee. | Staff training was conducted on safe driving on public roads. |
| An employee was hit by a boom lift while illegally crossing the traffic lane on the company premises, suffering multiple injuries and fractures to his left lower limb. | Staff training was conducted on safe movement on access routes within the company premises. |

[S1-15] Work-life balance metrics

| Work-life balance | Total 2024 | Total 2025 | Change from the previous year |
|--|------------|------------|-------------------------------|
| Percentage of employees entitled to family leave* | 100.00% | 100.00% | 0.00% |
| Percentage of eligible employees who took family leave | 27.15% | 29.88% | 10.06% |
| Percentage of eligible employees who took family leave - women | 48.21% | 36.00% | -25.33% |
| Percentage of eligible employees who took family leave - men | 53.21% | 68.35% | 28.45% |

Employees are entitled to leave for family reasons through social policy and/or collective labor agreements: The Compa Group complies with Romanian legislation, according to which employees are entitled to paid leave or justified absence from work for family events.

*Percentage of employees entitled to family leave: employees who can benefit from additional days of paid leave for special family events (wedding, death, parental leave, etc.).

[S1-16] Remuneration metrics (pay gap and total remuneration)

| Remuneration parameters | Total 2024 | Total 2025 |
|-------------------------|------------|------------|
|-------------------------|------------|------------|



| | | | Change from the previous year |
|-----------------|-------|-------|-------------------------------|
| Gender pay gap* | 0.00% | 0.00% | 0.00% |

*Gender pay gap: the average wage gap between women and men by calculating the difference between the average gross monthly earnings of men and women, who are employed in identical/similar jobs and have the same experience/seniority in the job they are doing.

[S1-17] Incidents, complaints and severe human rights impacts

| Incidents, complaints, and serious effects on human rights | Total 2024 | Total 2025 | Change from the previous year |
|---|------------|------------|-------------------------------|
| Number of incidents of discrimination in the workplace* | 0% | 0% | 0% |
| Number of incidents of harassment in the workplace* | 0% | 0% | 0% |
| Number of complaints filed through internal channels by own workforce | 0% | 0% | 0% |
| Number of complaints filed with OECD National Contact Points for Multinational Enterprises. | 0% | 0% | 0% |
| The amount of fines, penalties, and compensation for damages resulting from the incidents and complaints described above | N/A | N/A | N/A |
| <p>Information on the settlement of fines and penalties for discrimination and harassment in the workplace: A remarkable aspect of our group's organizational culture is that no incidents of discrimination or harassment in the workplace were reported between 2024 and 2025. This achievement underscores our commitment to creating a fair working environment that respects diversity and promotes equal opportunities for all employees. To this end, we have implemented the following practices that have contributed to this success:</p> <ul style="list-style-type: none"> • Awareness and information programs: we have organized training sessions for employees and provided information focused on ways to prevent discrimination and harassment in all its forms • Inclusive culture: we promote an open and inclusive organizational culture, where every employee is encouraged to express their opinions and participate actively. • Open communication channels: we have established clear and accessible communication channels for reporting any cases of discrimination or harassment, ensuring that all complaints are investigated promptly and fairly. | | | |
| Number of serious human rights issues related to own workforce | 0% | 0% | 0% |
| Number of serious human rights issues related to own workforce in line with UN and OECD guidelines | 0% | 0% | 0% |



Report if there have been any serious human rights issues related to your own workforce:
The Compa Group firmly respects human rights in accordance with international standards and local regulations in force.

We confirm that, to date, no serious human rights issues have been identified or reported in relation to our own employees. This result reflects our ongoing efforts to implement rigorous procedures and effective monitoring mechanisms to ensure a safe, fair, and respectful working environment for all employees. Measures taken include:

- Informing and training employees about discrimination and harassment in the workplace.
- Respecting the rights of association and collective bargaining.
- Promoting fair and safe working conditions.
- Preventing any form of forced labor or exploitation.

| | | | |
|--|----|----|----|
| The amount of fines and penalties for serious human rights issues related to their own workforce | 0% | 0% | 0% |
|--|----|----|----|

Information on the reconciliation of fines and penalties in the financial statements
In its activities, the Compa Group has demonstrated a firm commitment to respecting fundamental human rights. During the period under review, 2024 and 2025, no sanctions, fines, or penalties were recorded as a result of violations of these rights.

**Number of incidents of discrimination and harassment:* Within COMPA, there is a committee specifically established to manage such situations.



ESRS S2 – Workers in Value Chain

Strategy

[ESRS2 SBM-2] Interests and views of stakeholders

COMP A Group recognizes the essential role of the workforce in its value chain in supporting a sustainable and efficient activity. Relations with suppliers and business partners directly influence the quality of products and services delivered, as well as the level of compliance with ethical, social and environmental standards. In this context, we assume the responsibility to collaborate with suppliers who respect employees' rights and who promote fair, safe and inclusive working conditions. In order to better understand the perspectives and expectations of suppliers, COMP A Group initiated consultation processes through questionnaires addressed to them, with the objective of identifying opinions on certain relevant material topics. The response rate was, at this stage, low, an aspect that can be attributed to the low level of familiarity of suppliers with this type of approach, relatively new and particularly important for the Group.

The dual materiality analysis indicated that the workforce in the value chain currently has a medium level of relevance. In the coming years, the COMP A Group aims to develop a more efficient and coherent structure of involvement and dialogue with suppliers and distributors, in order to better understand their needs and expectations. At the same time, we will pursue more efficient communication and integration of our specific policies, so that they are correctly understood and accepted in the implementation process.

Even in this context, we believe that some of our activities and actions already reflect a firm commitment to respecting the rights of employees in the value chain, through the following main directions:

- *Respect for human rights and international labor standards* – we ensure that suppliers comply with the principles of the International Labor Organization (ILO), including the elimination of any form of forced labor, child labor or discrimination.
- *Working conditions, occupational health and safety* – we collaborate with suppliers who implement appropriate measures to protect employees, prevent accidents and improve workplace safety;
- *Fair remuneration and respect for working time* – we support fair remuneration practices that comply with applicable national and international legislation, while promoting an appropriate work-life balance;
- *Access to professional training and development* – we encourage suppliers to invest in developing the skills of their employees, thus contributing to increased performance and quality throughout the value chain.

[ESRS2 SBM-3] Material impacts, risks and opportunities and their interaction with strategy and business model

The COMP A Group recognizes the importance of the workforce in its value chain and the significant impact it has on sustainability and operational performance. Relationships with suppliers, partners and



subcontractors directly influence both the quality of the products and services offered and the level of compliance with social and environmental standards. In this context, the integration of social responsibility in the supply chain is an essential element for the development of a sustainable and resilient business model.

Following the Dual Materiality Analysis, a series of impacts, risks and opportunities associated with the workforce in the value chain were identified. The assessment indicated that these impacts currently have a medium level of relevance for the Group.

Material Impacts:

The workforce in the value chain is a key factor in ensuring an ethical and sustainable supply chain. The main material aspects identified include:

- *Respect for labor rights* – we ensure that our partners respect the fundamental rights of employees, including safe working conditions, fair remuneration and respect for working time;
 - Fair labor practices and inclusion – we promote diversity and inclusion in the value chain, supporting equal opportunities for all employees;
- *Prevention of forced labor and labor exploitation* – we maintain a zero-tolerance approach to forced labor, child labor or other forms of exploitation, by imposing clear standards on suppliers;
- *Occupational health and safety* – we require suppliers to implement appropriate measures to protect the health and safety of employees;
- *Access to professional development* – we encourage partnerships that support continuous training and development of the workforce in the value chain.

Financial materiality – risks and opportunities

Identified risks:

- *Non-compliance of suppliers with social standards* – the lack of adequate policies on labor protection can generate reputational, legal and operational risks for the COMPA Group;
- *Deficiencies in the field of occupational health and safety* – work accidents and unsafe conditions can affect the continuity and efficiency of the supply chain;
- *Labor turnover* – instability or shortage of qualified personnel at the supplier level can lead to production delays and a decrease in product quality;
- *Legislative developments in the field of labor rights* – stricter regulations can impose additional compliance requirements and generate additional operational costs for suppliers.

Opportunities identified:

- *Developing an ethical and sustainable value chain* – collaborating with responsible suppliers strengthens long-term business relationships and provides a competitive advantage;
- *Improving operational performance* – adhering to high labor standards reduces the risks of supply chain disruption and increases its efficiency;
- *Innovation and digitalization* – using digital solutions to monitor the supply chain contributes to increasing transparency and risk management capacity;
- *Access to markets and sustainable financing* – complying with ESG criteria facilitates collaboration with international partners and access to sustainable financing instruments.



Integration into COMPA's strategy and business model

To effectively integrate the impacts, risks and opportunities associated with the workforce in the value chain into its strategy and business model, COMPA Group implements the following measures:

- *Supplier Code of Conduct* – establishing clear requirements regarding labor rights, occupational health and safety, as well as social and environmental responsibility;
- *Skills Development Partnerships* – collaborating with suppliers and training institutions to improve the qualifications of the workforce in the value chain;
- *Transparency and Reporting* – openly communicating relevant information on value chain practices, in order to ensure a responsible dialogue with stakeholders.

By implementing these initiatives, COMPA Group contributes to the development of an ethical, sustainable and resilient supply chain, generating a positive impact on the workforce and the communities in which it operates.

Impact, risk and opportunity management

[S2-1] Policies related to value chain workers

The COMPA Group is firmly committed to respecting and promoting human rights in all its operations and throughout its value chain. Our policy on workers in the value chain is aligned with and explicitly reflects the following recognized international instruments:

- UN Guiding Principles on Business and Human Rights
- ILO Declaration on Fundamental Principles and Rights at Work
- OECD Guidelines for Multinational Enterprises

Through this policy, we commit to ensuring that:

- All activities in the value chain will comply, without exception, with applicable laws, local and international regulations and the company's ethical standards;
- The Compa Group does not tolerate corruption, bribery or anti-competitive practices of any kind;
- Our collaborators or potential collaborators respect the fundamental rights of their workers, including the right to decent working conditions, health and safety, freedom of association, fair remuneration and non-discrimination or harassment in the workplace
- We have zero tolerance for collaborators or potential collaborators who commit serious violations of fundamental rights of workers such as:
 - Human trafficking;
 - Forced or compulsory labor (through confiscation of documents, limitation of freedom of movement or constraints of any nature, etc.);
 - Child labor.
- We ask our collaborators and potential collaborators to respect and promote the fundamental rights of their workers and beyond.
- We encourage workers in the value chain to report any violations of their rights.

Our policy provides for remedial measures:



- In the event that we find a violation of the fundamental rights of workers in the value chain, we will inform our collaborator or potential collaborator about this issue and we will assist him/her within the limits of the legal parameters to be able to remedy this situation.
- In the event that the collaborator in question cannot or does not want to remedy the situation reported, this will lead to the immediate termination of our collaboration.

To reinforce our commitment to respecting workers' rights in the value chain, we have also implemented the "Supplier Code of Conduct" which will be required to be respected by all our current and future suppliers. We implement this commitment by implementing and strengthening practices and procedures to prevent, mitigate and, where appropriate, remedy adverse human rights impacts that arise as a direct result of our activities or that may be directly linked to our activities through our relationships with suppliers. Our commitment and implementation practices and procedures are in line with international instruments, including the Universal Declaration of Human Rights, the ILO (International Labour Organization) Declaration on Fundamental Principles and Rights at Work, the UN Guiding Principles on Business and Human Rights - <https://www.unglobalcompact.org/>

In our business relationships, we will not work with suppliers who:

- encourage slavery, indentured servitude or other forms of forced labor.
- do not ensure that the work of their employees is performed voluntarily, in exchange for remuneration in accordance with the law, and is not the result of sanctions or criminal prosecution, or of threats, violence, detention, withholding of identity documents, loss of legal rights or restriction of privileges.
- cannot demonstrate that they have a policy in place prohibiting forced or indentured labor that is known to all managers and workers.
- do not ensure that their workers have the freedom to consent to employment and to terminate employment at any time, with reasonable notice in accordance with applicable law or the applicable collective bargaining agreement.
- allow workers to work who have not met the legal age requirement in the country or local jurisdiction in which the supplier operates.

The "Supplier Code of Conduct" is available for consultation for our current and potential suppliers, as well as for any interested third party, on the company website <https://compa.ro/>.

Within the Compa Group, all employees are responsible for implementing the policy on workers in the value chain, but are also responsible for reporting any violation of this policy.

The policy can be consulted by any interested party at the Compa headquarters.

Until the date of this report, we have not noticed any violations of the policy on workers in the value chain or of the Supplier Code of Conduct.



[S2-2] Processes for engaging with value chain workers about impacts

For the COMPA group, the perspective of workers in the value chain is taken into account in decision-making processes and in the measures adopted to manage the impact on them. We collect relevant opinions and concerns, including from the perspective of suppliers' employees, through consultation mechanisms - such as audit questionnaires addressed to suppliers and periodic meetings with their representatives. The information obtained is analyzed and used in the development and updating of strategies aimed at improving working conditions, reducing risks and promoting responsible practices along the supply chain.

In addition to this approach, the company implements continuous audit and assessment programs for suppliers, both at the selection and contracting stage and throughout the duration of the collaboration. These processes aim to ensure compliance with labor standards and the fundamental rights of suppliers' employees. The feedback collected plays an essential role in adjusting internal procedures and in substantiating decisions regarding the maintenance and development of strategic partnerships. Through this participatory approach, the company aims not only to comply with applicable regulations, but also to create a fair and sustainable working environment throughout the entire supply chain.

In this context, the company has a dedicated supplier relations function, directly responsible for managing this area. This function covers activities such as the selection and evaluation of suppliers, monitoring their performance, as well as the identification and management of risks associated with the supply chain. At the same time, it aims to align suppliers with the company's values and policies, including in terms of sustainability, working conditions and compliance with the legal framework.

Through constant communication and the development of strategic partnerships, the Supplier Relations function contributes to optimizing costs, increasing the quality of products and services and ensuring operational continuity. At the same time, it supports innovation and continuous improvement, identifying solutions that support both the company's business objectives and the sustainable development of the entire supply chain.

Responsible Procurement Practices:

To ensure that our supply chain adheres to fair and sustainable labor principles, we apply strict procurement practices, including:

- Selecting suppliers based on compliance with ethical and decent labor standards;
- Monitoring and regularly auditing business partners to prevent employee exploitation;
- Promoting transparency and accountability by working with suppliers who share our values on employee rights.

[S2-3] Processes to remediate negative impacts and channels for value chain workers to raise concerns

Considering the sustainable procurement practices that we encourage, the Compa Group understands that it has an indirect responsibility for the workers in the value chain and here we refer to the workers of our suppliers and distributors of materials and products. We believe that their working environment and their rights must be respected to the same extent as the Compa Group respects its employees.



To ensure that the rights of workers in the value chain are not violated, we have implemented an internal policy on their rights. We encourage any employee in the value chain to bring any violation of their rights to our attention.

If we are informed of such a situation, we will audit the respective partner or potential business partner, and if this violation is confirmed, we will request the company to remedy the situation, otherwise we will terminate any contractual relationship with it.

Any employee of any of our business partners, former, current or potential, who has been impacted, can contact our team in the commercial department, their contact details being published on the company website www.compa.ro.

[S2-4] Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those action

In order to prevent and remedy potential material negative impacts on workers in the value chain, COMPA conducts frequent audits of our partners and potential business partners.

Given the high number of suppliers operating in the Group's areas of activity, actions planned to prevent or mitigate material negative impacts on workers in the value chain require appropriate allocation and prioritization of resources, with a focus on identifying and addressing the most significant risks and negative effects.

In the event that a negative impact is reported or identified by the Compa Group, the company intends to initiate a direct dialogue with the supplier involved, in order to encourage them to prevent and mitigate the respective impact, while clearly communicating expectations regarding the implementation of appropriate remedial measures for the affected value chain workers.

In the medium term, the Compa Group aims to develop and implement a structured process for assessing the sustainability risks associated with business partners, in order to identify and document the potential impacts to which workers in the value chain may be exposed. This process will take into account criteria such as the countries and sectors in which the suppliers operate and will be based on a combination of quantitative and qualitative analysis. Through this, we hope that in the future our requirements and criteria will lead to respect for human rights, fairness and equal opportunities at the level of business partners.

We believe that the policy we have developed and implemented regarding workers in the value chain will help the process with the concrete target of mitigating the negative impact and risks related to working conditions and labor rights in our supply chain.

We believe it is important to focus our attention on several key areas such as:

- excessive overtime;
- accidents or deaths due to work-related accidents;
- forced or child labor;





- discrimination or harassment in the workplace.

We want our actions to be focused on both preventing and addressing these negative impacts and risks along our value chain.

Metrics and Targets

[S2-5] Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

Currently, within the Compa Group we have not set specific result-oriented objectives that meet the criteria for reducing negative impacts, promoting positive impacts or managing material risks and opportunities related to workers in the value chain. However, we recognize the importance of setting robust objectives to produce significant progress in these areas.

We aim to establish a clear process that will directly involve workers in the value chain and/or employee representatives. In the meantime, we are focusing on collecting data and evaluating current practices to ensure that future objectives are effective and aligned with stakeholder needs.

COMPACT is considering defining such objectives at a later stage, as part of the progressive development of the due diligence framework and supplier sustainability risk management processes.



ESRS S3 – Affected Communities

Strategy

[ESRS2 SBM-2] Interests and views of stakeholders

The main stakeholders relevant to the company include public authorities, local communities in the areas where the company operates, business partners and employees. Their interests are taken into account by complying with applicable legal requirements, through transparent communication and by carrying out activities in a way that does not negatively affect the local social environment.

In the absence of significant impacts on the community, the COMPA group has not identified any concerns or complaints from the local community to date. However, management remains open to dialogue and is prepared to promptly respond to any complaints or expectations expressed by stakeholders.

Our Approach:

The COMPA Group operates in a responsible manner, with the basic principle of respecting local communities and avoiding any negative impacts on them. Although, at the time of reporting, the company does not have a formalized policy specifically dedicated to affected communities, its operational activities are of a low social intensity and do not generate significant adverse effects on local, regional or other community groups.

The company's business model does not involve the intensive use of local resources, relocations, changes to the social environment or other activities that could lead to disruption of community life. In this context, the social risks associated with affected communities are assessed by us as low.

COMPA continuously monitors the operational and legislative context and is committed to developing appropriate policies and procedures, should the nature of the activities or the area of operation change in such a way that they could generate impacts on communities.

[ESRS2 SBM-3] Material impacts, risks and opportunities and their interaction with strategy and business model

Following the internal assessment, the company has not identified any current or potential material impacts on the affected communities. The activities carried out do not generate significant social risks and do not negatively influence social cohesion, health, safety or well-being of communities.

The risks identified are limited and are managed by complying with the legislation in force and good business practices. At the same time, the COMPA group recognizes the opportunity to maintain and strengthen a positive relationship with local communities through ethical and responsible behavior.

The company's strategy and business model are aligned with the objective of preventing negative impacts on communities and ensuring compliance with ESRS requirements, with internal policies and processes to be adapted, if necessary, depending on the evolution of activities and stakeholders' expectations.



Impact, risk and opportunity management

[S3-2] Processes for engaging with affected communities about impacts

The Compa Group assumes the responsibility to constantly assess potential risks that could affect the communities in which it operates, actively contributing to maintaining a positive impact. We continuously monitor the effects generated by our activities, ensuring compliance with the highest ethical and sustainability standards. In addition, we encourage an open and collaborative dialogue with all stakeholders to anticipate and promptly address any concerns or unforeseen situations.

During 2025, COMPA was awarded the Excellence Award at the Sustainable Development Gala, in the Equity category, in recognition of its constant commitment to promoting a fair, inclusive and responsible working environment. This distinction reflects the company's sustained efforts to integrate the principles of social equity both in labor relations and in its interaction with the communities affected by its activity.

COMPA implements structured processes of dialogue and consultation with relevant stakeholders – employees, representatives of the local community and other affected groups – in order to identify, assess and manage the social impacts generated by its operations. Through transparent mechanisms of communication, feedback and active involvement, the company aims to understand the concerns of the communities, to respond appropriately to them and to contribute to the development of a climate of trust and long-term cooperation.

The award obtained confirms that COMPA's approach to social responsibility is coherent and oriented towards the creation of sustainable value, both for employees and for the communities in which the company operates, thus strengthening its role as a responsible and socially involved economic actor.

For the Compa Group, contributing to the life of the community is essential for its development and well-being. We believe that by getting involved, we make a real contribution to the life of the community, to the creation of a safer and more pleasant environment and to the strengthening of ties between community members.

In COMPA's vision, involvement in community life involves:

Education and vocational training for the new generation: organizing practical and theoretical training programs for technical high school students.

- The "COMPASA - knowledge, opportunities, motivation, partnerships, skills through attractive strategies!" project co-financed with European funds - in which 118 high school students participated during the 2024-2025 school year.
 - During the 2025-2026 school year, 154 high school students participated in this project;
- Practical training program for high school students in which a number of 140 high school students participated;
 - Totaling a number of 35.924 hours of practice.
- The "PRODUAL – Consortium for Dual Education" project, in which 11 students participated;
- Practical training program for students in which a number of 9 students participated;
 - Totaling a number of 1.800 hours of practice.



The school partnerships were carried out in collaboration with:

- "Henri Coandă" Technological High School, part of the "Cibinium" Technical College, Sibiu;
- Technical Energy College, Sibiu;
- "Avram Iancu" Technological High School, Sibiu;
- "Lucian Blaga" University, Sibiu.

Training or professional retraining of people already in the workforce field, courses accessible to people other than COMPA employees:

- Forklift driver courses;
- Welding courses.

Participation in social events

- every year the company gets involved in charitable events, such as: Sibiu Marathon, Sibiu Cycling Tour, cycling sports events, and financial support for local sports teams.

Supporting sheltered units

- by purchasing products and services from sheltered units, we contribute to the local economy and job creation.

We believe that community involvement, especially in terms of professional training, of both the new generation and the generation already in the labor market, is an essential initiative for improving life but also for the development of the community as a whole. Thus, the entire community develops, contributing to reducing social marginalization and building a more inclusive and equitable future.

This not only provides economic and professional opportunities for community members but also contributes to the training and diversification of the workforce.

Also in 2025, COMPA made investments in the local community totaling 57,116.19 RON, directed toward projects in the fields of health, education, and sports, through financial contributions to nonprofit organizations, community foundations, and local sports organizations.

The main beneficiaries of these contributions were:

- Sibiu Community Foundation – community and educational development programs;
- Together for Health Association – medical and prevention projects;
- Sibiu Sports Club Association – promoting an active lifestyle and sports for young people.

These investments reflect COMPA's commitment to contributing to the development of the Sibiu community, supporting education, health, and initiatives with a positive social impact.



GOVERNANCE

ESRS G1 – Business Conduct

Governance

[ESRS2 GOV-1] The role of administrative, management, and supervisory bodies

The role of statutory bodies is vital to the effective functioning of COMPBA Group operations, as they have ultimate responsibility for strategic decision-making. They are tasked with setting the long-term direction of the organization, overseeing the day-to-day activities of management, and ensuring compliance with corporate governance rules.

The administrative, management, and supervisory bodies are responsible for implementing and complying with standards of ethics and transparency in business. Their conduct is guided by the Code of Business Conduct and the COMPBA Group's Code of Conduct and Ethics, which define the principles of integrity, responsibility, and compliance with national and international regulations. As a company listed on the Bucharest Stock Exchange (symbol CMP), compliance with strict principles of business conduct is very important, in which sense the company respects and follows the provisions of the Bucharest Stock Exchange Corporate Governance Code.

To prevent conflicts of interest and unfair practices, management oversees the implementation of internal anti-corruption and anti-bribery instructions, seeking to ensure clear mechanisms for reporting any deviations. At the same time, the audit and internal control systems are structured to proactively identify and manage any compliance risks, protecting the interests of the company and all parties involved.

The professionalism and competence of the management team are essential to achieving sustainability and good corporate governance objectives. The members of the board of directors and the executive team have solid experience in key areas such as corporate governance, risk management, and compliance. To respond to ever-changing challenges, they participate in sustainability training programs. In addition, the diversity of skills within the management team ensures a balanced and well-informed approach to decision-making regarding a responsible and sustainable business model.

The company's sustainability committee, which is responsible for collecting and analyzing relevant data, aims to organize awareness sessions for employees and provide regular staff training. As an example, during 2025, the sustainability team was actively involved in developing employee skills by training them on the application of ESG principles in organizational improvement projects. The improvement projects mainly aim to streamline operating costs, but at the same time contribute to reducing resource consumption, actively involving employees, and integrating ESG principles into the company's current activities.

The team involved in this process coordinates the preparation of the sustainability report, seeking to integrate both regulatory requirements and stakeholder expectations.

Through these initiatives and governance mechanisms, the company is strengthening its commitment to a sustainable, responsible business model focused on creating long-term value for all stakeholders.



Impact, risk and opportunity management

[ESRS2 IRO-1] Description of the processes to identify and assess material impacts, risks and opportunities

In accordance with ESRS requirements, our company has performed a double materiality analysis to identify and prioritize ESG aspects that are relevant both from the perspective of environmental and social impact and from the perspective of identifying and managing material impacts, risks, and associated financial opportunities. This process involved a detailed assessment of activities across the entire value chain (downstream, own activity, and upstream), consultation with stakeholders, and analysis of the applicable legislative framework. The results of this analysis confirmed that, in terms of the Business Conduct standard, the following topics are material for the Compa Group, requiring strategic management and transparent reporting.

Material topics addressed in the report according to thematic standards

| ESRS G1 – Business Conduct |
|---|
| G1 -1-Business conduct policies and corporate culture |
| G1 -2-Management of supplier relationships |
| G1 -3 -Prevention and detection of corruption and bribery |
| G1 -4 - Incidents of corruption or bribery |
| G1 -5 -Political influence and lobbying |
| G1 -6 -Payment practices |
| <ul style="list-style-type: none"> <input type="radio"/> Not material, not covered in the report <input checked="" type="radio"/> material, partially covered in the report <input type="radio"/> Significantly and strategically material, covered more extensively |

Material impacts

After analyzing the impacts of risks and opportunities for the development of the report, we identified seven impacts on the community, of which five are current and positive, and two are potentially negative. The latter two impacts relate to the following material aspects:

- "**Corporate governance**" is relevant in terms of compliance with the Business Conduct Code and the Supplier Code of Ethics. Insufficient compliance could have a negative impact on stakeholder confidence, the company's reputation, and business relationships. To prevent these impacts, the company has implemented clear ethics and compliance policies, applicable both internally (COMPA Group Code of Conduct and Ethics) and in its relationship with suppliers, as well as mechanisms for reporting any deviations.
- "**ly managing supplier relationships, including payment practices**" is relevant in terms of complying with the contractual payment terms agreed with suppliers in order to avoid potential

complaints. Delays in making payments can affect the financial stability of suppliers, especially small and medium-sized enterprises, and can lead to complaints or the deterioration of commercial relationships. To manage this impact, the COMPA Group monitors compliance with contractually agreed payment terms and implements internal processes designed to ensure responsible and transparent cash flow in its relationships with its business partners.

Financial materiality

Throughout the double materiality analysis, we identified 1 opportunity and did not identify any risks that could negatively affect COMPA Group's financial capital.

The opportunity identified is related to

- **"Supplier relationship management,"** namely the possibility of identifying new suppliers. This refers to the possibility of diversifying and expanding the supplier base, including by identifying new partners who meet the criteria of ethics, sustainability, and economic performance. Capitalizing on this opportunity can contribute to increasing the resilience of the supply chain, optimizing costs, and reducing operational risks, while supporting the company's sustainability objectives.

The aspects identified as material, both in terms of impact and financial, form the basis of the COMPA Group's sustainability strategy and guide the measures and actions implemented to improve ESG performance. Through a structured approach to corporate governance and supplier relations, the company seeks to strengthen transparency, accountability, and trust in its relationships with all stakeholders, contributing to long-term value creation.

[G1-1] Business conduct policies and corporate culture

The COMPA Group is dedicated to maintaining the highest ethical standards and fostering a strong corporate culture based on integrity, responsibility, and transparency. Our organizational culture is closely linked to our mission of developing effective and sustainable solutions for people and the environment. Within the company, we promote open communication, constructive dialogue, and feedback exchange, and the Business Code of Conduct and the Company's Code of Conduct and Ethics provide clear guidelines for expected behavior in both internal and external relationships.

In terms of business conduct, COMPA's activities comply with applicable laws and are guided by internal policies and regulations that promote its corporate culture. These are intended to enable stakeholders to understand the extent to which the company has regulations in place that address the identification, assessment, management, and/or remediation of material impacts, risks, and opportunities related to business conduct. At the same time, the role of these regulations is to provide stakeholders with an understanding of the company's approach to corporate culture.

The COMPA Code of Business Conduct aims to define, for COMPA, affiliated entities, employees, shareholders, suppliers, customers, etc., the standards of integrity and compliance with them in the Company's activity. The code is an integral part of Compa's principles, describing the basic rules of conduct to be followed by employees, customers, suppliers, shareholders, the community, etc. As mentioned in the introduction to the code, COMPA's mission is to develop a secure future for shareholders, employees, and the community, as a company that brings the tradition of local industry to the global automotive industry.



The code encompasses all the values and principles of conduct, responsibilities, and obligations that define the quality of professional activity. It serves as a mandatory guideline and encourages the responsibility and involvement of Compa employees so that they carry out their work competently and responsibly in accordance with professional ethics.

Thus, the principles governing the professional conduct of COMPA employees are focused on:

- Understanding and respect for the customer
- Prioritizing performance
- Confidence in one's own abilities
- Compliance with the law
- Honest communication
- Respect for the environment
- Investment in people

The COMPA Code of Business Conduct defines the values, principles, and rules that the Company's employees must observe and apply:

- In their work within the company
- In accordance with the company's values and objectives for maintaining a positive organizational climate
- In their activities outside the company
- In the relationships they develop with all categories of the public, in order to develop the Company's notoriety and maintain its reputation

Conflicts of interest are regulated, on the one hand, by the Internal Regulations of the COMPA Board of Directors, updated and approved at the Board of Directors meeting on November 7, 2025. Thus, the members of the Board of Directors have a duty of loyalty to the Company and will avoid conflicts of interest when their personal or professional interests make it difficult to make decisions.

On the other hand, conflicts of interest are also regulated in the Code of Business Conduct. Thus, it is stated that a conflict of interest is easily avoided when it is communicated in a timely manner. A conflict of interest arises when the interests of employees interfere or appear to interfere with their ability to perform their duties impartially. The Code indicates situations in which conflicts of interest may arise. Conflicts of interest are also regulated in the COMPA Group's Code of Conduct and Ethics, which requires Compa's administrators, employees, and collaborators to strictly comply with the legal regime governing conflicts of interest and incompatibilities, as well as the specific applicable provisions. In this regard, they must play a proactive role, having the obligation to assess situations that may give rise to incompatibility or conflicts of interest and to take action to prevent their occurrence, avoid such situations, and resolve them legally and immediately.

During the reporting period, no conflicts of interest were identified or reported. As a result, the value of the related indicators is zero.

During 2025, an **Anti-Bribery and Anti-Corruption Policy** was developed and approved by the Board of Directors, which is an integral part of **the COMPA Group's Code of Conduct and Ethics**. The purpose of this policy is to:



- Compliance with applicable anti-corruption legislation in all commercial operations and business decisions;
- Promoting an organizational culture based on integrity, transparency, and accountability;
- Prevent, identify, and report any acts or suspicions of corruption, fraud, or unethical behavior;
- Ensuring the protection of persons who report possible misconduct in good faith, including through secure and confidential channels;
- Applying appropriate sanctions in the event of violations of the anti-corruption policy or applicable legislation.

With regard to whistleblower protection, EU Directive 2019/1937 on the reporting of breaches of rules has been transposed into national law by Law No. 361/2022 on the protection of whistleblowers in the public interest. The law also applies to private entities and must be complied with as such.

Thus, in 2025, COMPA approved and published **its Whistleblowing Policy** on the company's website. The policy aims to establish an internal framework for reporting irregularities, legal violations, or unethical behavior within COMPA, as well as to protect individuals who report such acts ("whistleblowers") against any form of retaliation. The policy protects the company against ethical misconduct, fraud, and any other non-compliance issues that could damage its image or business or result in legal, contractual, or other sanctions, thereby reducing the company's prestige and profitability.

The whistleblowing policy is a way of guaranteeing the integrity, prestige, and reputation of COMPA. By ensuring a trustworthy and safe environment for its employees, customers, and suppliers, the Company encourages legitimate and well-founded alerts regarding illegal acts or serious offenses that they become aware of.

The policy also aims to establish reporting channels within the company, regulate the internal mechanism for the protection of whistleblowers, and resolve the reports received.

Public interest warnings can be sent:

- by email to: etic@compa.ro, using the form on the website www.compa.ro
- by mail, in writing, on paper to COMPA SA Sibiu, str. Henri Coandă nr.8- Legal Office with the mention "Integrity Warning"

The warning transmission mechanism implemented at the Company level guarantees:

- the confidentiality of the identity of the whistleblower and the information communicated;
- objective and impartial analysis of reports by the designated person within the Legal Department;
- the absolute prohibition of any form of retaliation.

As of 2025, the Company has not received any reports or complaints from integrity whistleblowers, and no situations involving violations of integrity rules reported through internal/external channels have been identified. Consequently, there were no cases of retaliation against whistleblowers, no investigations were opened, and no sanctions were applied in this context, as follows:



| REPORTING YEAR 2025 | | |
|----------------------|--------|---|
| Complaints/reports | Number | |
| Cases of retaliation | 0 | This confirms our strong commitment to protecting whistleblowers and ensuring the effective functioning of internal reporting and investigation mechanisms. |
| Open investigations | 0 | |
| Sanctions imposed | 0 | |

For 2026, the Company plans to implement an awareness and training campaign focused on promoting integrity and ethical behavior within the organization.

The main objective is to strengthen an organizational culture based on transparency, accountability, and zero tolerance for unethical practices by clearly informing staff about their rights and obligations, as well as the protection offered to whistleblowers.

[G1-2] Management of relationships with suppliers

To ensure the continuity and quality of the services it offers, COMP A collaborates with both suppliers from the Romanian domestic market and external partners. Relationships with them are managed through clear selection criteria, periodic evaluation, and performance monitoring to ensure compliance with the company's quality, ethics, and sustainability standards.

Relations with suppliers and the procurement process are managed by the Commercial Department – Purchasing Division based on internal working procedures that regulate how to work with suppliers, from sending the request for quotation to concluding the contract, as well as monitoring compliance with it.

The company has implemented a procedure for evaluating product and service suppliers, selecting them, validating the supplied product, and auditing the supplier. COMP A, both individually and as a group, places particular emphasis on building and maintaining solid and trusting business relationships with its suppliers.

COMP A works in a quality assurance system in accordance with the IATF 16949 standard, in an environmental management system in accordance with the ISO14001 standard, as well as in accordance with the ISO 45001 standard, aiming to improve working conditions and promote the safety, health, and well-being of employees. Through the evaluation procedure for potential suppliers, we aim to ensure that they are accredited to at least ISO 9001/2015, and our efforts are focused on encouraging as many suppliers of automotive products as possible to implement the IATF 16949 and ISO14001 standards.

Compa suppliers must comply with:

- COMP A's general purchasing conditions
- COMP A customer-specific requirements
- Guide to green procurement - this contains COMP A's recommendation to suppliers to implement environmental management based on the ISO 14001 model and obtain certification in this regard

- Supplier Code of Conduct – regulates the minimum standards that Compa suppliers must comply with, with a focus on social and environmental responsibility
- COMPA quality targets

Starting in 2024, COMPA initiated the ESG assessment process for suppliers by updating the contractual documentation and introducing a formal assessment questionnaire covering aspects related to governance, human rights, ethics, occupational safety, and environmental impact.

ESG screening is carried out as part of the initial assessment process and subsequently on an annual basis for key suppliers, identified on the basis of purchase volume and risk level.

The target for 2025 was for all new suppliers in the essential categories (type A&B suppliers according to internal classification) to be assessed from a social and environmental perspective before signing the contract, based on the ESG questionnaire and mandatory minimum criteria. Also, for 2025, the company aimed to introduce an ESG score, as well as indicators for reducing emissions in relation to essential suppliers.

For existing suppliers, social risk reassessment is carried out annually or whenever significant changes occur (accidents, litigation, change of ownership, public sanctions).

The reassessment focuses on: compliance with labor legislation, health and safety, prevention of abuse and discrimination, and complaint management.

In 2025, COMPA applied social and environmental criteria in the selection process for a new supplier used as an alternative to traditional materials with a higher carbon footprint.

The evaluation process included:

- the provision of certification documents (e.g., ISO 9001; ISO 14001);
- sustainability criteria regarding recycled materials and traceability;
- confirmation of compliance with COMPA requirements and integrity policies

ESG criteria influenced the final selection decision, in addition to technical and commercial factors, with the supplier's materials contributing to reducing the consumption of non-renewable resources and increasing the reuse of materials.

KPI 2025: 1 new supplier approved based on ESG assessment;

COMPA does not have a specific policy to prevent late payments to small and medium-sized enterprises (SMEs), but paying invoices on time is a priority and a commitment that will continue in 2025. Each department manager is responsible for monitoring late payments for contracts related to the department they manage, thus ensuring the continuity and stability of commercial relations with suppliers, supporting SMEs, and preventing unjustified late payments and their negative impact on the supply chain.

[G1-3] Prevention and detection of corruption and bribery

Preventing and combating corruption and bribery is a strategic priority for COMPA's management. The company demonstrates a constant concern for improving the quality of management by implementing effective measures to reduce the risks of corruption.



In this context, COMPA has carried out a series of initiatives in recent years aimed at strengthening organizational integrity, promoting a governance framework based on sound ethical principles. The message conveyed throughout the organization is a firm one: **zero tolerance for corruption, which is one of the principles assumed and respected by the Company.**

As we committed to in 2024, COMPA has now implemented a policy for the prevention and detection of corruption and bribery, as an annex to the Compa Group's Code of Conduct and Ethics, under the name "**Anti-bribery and Anti-corruption Policy.**"

The policy applies to all Compa employees, including the company's top management, operational management, collaborators, suppliers, and persons involved in commercial or administrative relations with COMPA.

The persons concerned have a personal responsibility and obligation to conduct the Company's business activities in an ethical manner and in accordance with the law. Otherwise, sanctions may be applied to any person concerned.

COMPA is committed to acting with professionalism, fairness, and integrity in all business interactions and relationships. COMPA will not act in ways that could negatively affect its integrity and reputation. COMPA is firmly committed to fighting corruption in all areas and environments in which it operates.

The fight against corruption is achieved by:

- promoting ethical and honest behavior in business relationships,
- maintaining a professional climate free from bribery and unethical practices,
- applying this policy in interactions with all individuals and legal entities with whom it collaborates,
- investing resources in employee training and raising awareness of the risks associated with corruption.

The policy includes relevant information on anti-bribery and anti-corruption procedures. The policy also establishes two channels for reporting, namely in writing, by post to the Company's address or by email to etic@compa.ro, for the attention of the person responsible for ethical issues.

In order to resolve the report revealing an act of corruption or bribery, the Ethics Officer shall conduct a preliminary investigation. If the disclosure proves to be sufficiently substantiated, the investigation shall continue and a final report shall be submitted to the Board of Directors for the appropriate decisions to be taken to protect the interests of the company. The measures taken may be disciplinary sanctions or criminal prosecution and/or civil liability measures.

For 2026, COMPA proposes an awareness, training, education, and encouragement campaign on the prevention and identification of such acts for employees in high-risk positions and for members of administrative and management bodies.



Metrics and Targets

[G1-4] Incidents of corruption or bribery

During the 2025 reporting year, no incidents of corruption or bribery were identified or reported, and the COMPA Group did not face any fines or legal actions associated with these risks.

The Group's objective is to maintain a zero level of incidents, complaints, or litigation related to corruption and bribery, in full accordance with the ethical principles assumed at the level of the entire Group in each reporting period.

| Reporting year | 2025 |
|-------------------------------------|------|
| <i>Number of reports/complaints</i> | 0 |

[G1-5] Political influence and lobbying activities

Recognizing the importance of transparency and ethical conduct in all its activities, the COMPA Group does not engage in political lobbying and does not provide financial, material, or in-kind support to political parties, election campaigns, or candidates for various public offices.

The company is not a member of any structures or organizations with a political influence role, thus ensuring that our business decisions remain focused on the company's fundamental objectives and values.

COMPA operates in accordance with applicable legislation and maintains a transparent and institutional relationship with local and national public authorities, exclusively within the limits of the legal framework, for matters relating to authorizations, compliance, and public consultations.

We do not have a dedicated policy on political involvement. Furthermore, we have not identified the need to register the companies in the group in the EU Transparency Register, given that we do not carry out such activities and do not intend to initiate them in the near future.

In accordance with our principles on freedom of association, we do not prohibit employees from being members of political parties or expressing their political opinions, as long as this does not affect their professional activity and does not violate the rights or preferences of their colleagues. No members of the administrative, management, or supervisory bodies have held equivalent positions in public administration in the last two years.

As of 2025, the COMPA Group has recorded:

- 0 political donations
- 0 material contributions
- 0 political lobbying activities





[G1-6] Payment practices

The COMPA Group maintains transparent payment procedures in accordance with the contractual terms established with suppliers.

In accordance with internal procedures at COMPA Group level and accepted by management in the course of current activities, we have the following types of payment terms for 2025: 15 days, 30 days, 60 days, 90 days, and 120 days, depending on the type of supplier and contractual agreements.

COMPA has set payment terms depending on the supplier, as follows: 30 days, 60 days, 90 days, and 120 days.

TRANS CAS SRL has set payment terms of 15 days for various services, 30 days for fuel and spare parts suppliers, and 60 days for transport and utility service providers.

COMPA IT SRL has set payment terms of 15 days for suppliers, with the exception of the payment term for utility suppliers, which is 60 days.

ARINI HOSPITALITY SRL has set payment terms of 30 days for the vast majority of suppliers, with the exception of a payment term of 120 days for one of the suppliers.

Thus, at Group level, the average payment term was 79 days. The average payment term was calculated as the arithmetic mean of the terms applied according to contractual negotiations. It is important to note that average payment periods may vary depending on individual negotiations with each supplier, but our main goal remains to ensure accurate and timely payments.

The COMPA Group aims to pay all invoices without exceeding the agreed due date and constantly monitors payments to ensure compliance. This practice is essential to maintaining a relationship of trust and stable collaboration with suppliers, ensuring that financial commitments are met and cash flow is managed efficiently.

In 2025, there were no legal situations or incidents related to late payments at the Group level.





ANNEXURE

[E1-5] Energy consumption and mix

| ESRS_E1 Indicatori | 2024 | | | | | Total GRUP COMPA 2024 | 2025 | | | | Total GRUP COMPA 2025 | Variation from the previous year |
|---|----------|----------|--------------|---------|----------|-----------------------------|-----------|----------|-------------|----------|-----------------------------|-------------------------------------|
| | Compa | Compa IT | Trans C.A.S. | Arini | Recaserv | | COMPA | COMPA IT | TRANS C.A.S | Arini | | |
| Total energy consumption related to own operations (MWh) | 59935.94 | 68.42 | 293.79 | 2356.49 | 2078.62 | 64,733.26 | 44,927.32 | 82.01 | 108.75 | 2,379.24 | 47,497.32 | -26.63% |
| Total renewable energy consumption (MWh) | 1183.51 | | | | | 1,183.51 | 1088.233 | 0.00 | 0.00 | 23.51 | 1,111.75 | -6.06% |
| Percentage of renewable sources in total energy consumption, % | 1.97% | 0.00% | 0.00% | 0.00% | 0.00% | 1.97% | 2.42% | 0.00% | 0.00% | 0.99% | 3.41% | 72.72% |
| Total energy consumption from fossil sources (MWh) | 58752.43 | 68.42 | 293.79 | 2356.49 | 2078.62 | 63,549.75 | 43,839.09 | 82.01 | 108.75 | 2,355.72 | 46,385.57 | -27.01% |
| Consumption of coal fuel and coal products (MWh) | | | | | | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | |
| Fuel consumption from crude oil and petroleum products (MWh) | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | |
| Natural gas fuel consumption (MWh) | 27193.08 | 38.50 | 264.75 | 1448.27 | 226.63 | 29,171.23 | 15,648.00 | 50.01 | 75.31 | 1,285.09 | 17,058.41 | -41.52% |
| Consumption of electricity, heat, steam and cooling purchased or obtained from fossil sources (MWh) | 31559.35 | 29.92 | 29.04 | 908.22 | 1851.99 | 34,378.52 | 28,191.09 | 32.00 | 33.439 | 1,070.64 | 29,327.17 | -14.69% |
| Percentage of fossil sources in total energy consumption, % | 98.03% | 100.00% | 100.00% | 100.00% | 100.00% | 98.17% | 97.58% | 100.00% | 100.00% | 99.01% | 97.66% | -0.52% |

[E1-6] Gross Scopes 1, 2, 3 and Total GHG emissions

| ESRS_E1 Indicators, tons CO2e | 2024 | | | | | Total GRUP COMPA 2024 | 2025 | | | | Total GRUP COMPA 2025 | Variation from the previous year |
|--|------------------|--------------|----------------|-----------------|---------------|-----------------------------|-----------------|--------------|-----------------|----------------|-----------------------------|--|
| | Compa | Compa IT | Recaserv | Trans C.A.S. | Arini | | Compa | Compa IT | Trans C.A.S. | Arini | | |
| Scope 1 | | | | | | | | | | | | |
| Total emissions value scope 1 | 6,584.21 | 7.78 | 45.77 | 2,419.05 | 292.52 | 9,349.33 | 4,488.67 | 10.101 | 1842.59 | 246.154 | 6,587.52 | -30% |
| Percentage of Scope 1 GHG emissions from regulated emissions trading schemes | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Scope 2 | | | | | | | | | | | | |
| Gross Scope 2 GHG emissions based on location | 5,434.84 | 5.15 | 318.93 | 5 | 156.4 | 5,920.32 | 5,066.50 | 5.75 | 6.01 | 175.16 | 5,253.42 | -11% |
| Gross market-based Scope 2 GHG emissions | 6,888.77 | 6.53 | 404.25 | 6.34 | 198.25 | 7,504.14 | 5,294.96 | 6.03 | 6.33 | 202.68 | 5,510.00 | -27% |
| Total GHG emissions 1+2 (site-based) | 12,019.05 | 12.93 | 364.7 | 2,424.05 | 448.92 | 15,269.65 | 9,555.17 | 15.85 | 1,848.60 | 421.314 | 11,840.94 | -22% |
| Total GHG emissions 1+2 (market-based) | 13,472.98 | 14.31 | 450.02 | 2,425.39 | 490.77 | 16,853.47 | 9,783.63 | 16.13 | 1,848.92 | 448.834 | 12,097.51 | -28% |
| Emission intensity ratio, tCO2e/million EUR | | | | | | | | | | | | |
| Scope 1 | 54.22 | 13.84 | 105.40 | 887.20 | 80.00 | | 43.37 | 17.88 | 755.29 | 58.33 | | |
| Scope 2 (site-based) | 44.76 | 9.16 | 734.46 | 1.83 | 42.77 | | 48.95 | 10.18 | 2.46 | 41.51 | | |
| Scope 2 (market-based) | 56.73 | 11.62 | 930.95 | 2.33 | 54.22 | | 51.16 | 10.67 | 2.59 | 48.03 | | |
| Total GHG Emissions 1+2 (site-based), tCO2 e/million EUR | 98.98 | 23.00 | 839.87 | 889.04 | 122.78 | | 92.32 | 28.06 | 757.76 | 99.84 | | |
| Total GHG Emissions 1+2 (market-based), tCO2e/million EUR | 110.95 | 25.46 | 1036.35 | 889.53 | 134.22 | | 94.52 | 28.55 | 757.89 | 106.36 | | |





[E3-4] Water consumption

| ESRS_E3 Water Resources Indicators | Unit | 2024 | | | | | Total GRUP | 2025 | | | | Total GRUP | Variation from the previous year |
|---------------------------------------|-------|-------|----------|--------------|--------|----------|------------|--------|----------|--------------|--------|------------|----------------------------------|
| | | Compa | Compa IT | Trans C.A.S. | Arini | Recaserv | 2024 | Compa | Compa IT | Trans C.A.S. | Arini | 2025 | |
| Total water consumption (mc) | Volum | 74700 | 561 | 2264 | 9162.5 | 84 | 86772 | 69,649 | 585 | 1,014 | 14,012 | 85260 | -1.742% |
| Total recycled and reused water (mc) | Volum | 500 | NA | NA | 137 | | 637 | 500 | NA | NA | 137 | 637 | 0.000% |
| Total water stored (mc) | Volum | 1000 | | | 170 | | 1170 | 1000 | | | 170 | 1170 | 0.000% |

[E5-5] Resource outflows

| ESRS_E5 Waste management (tone) | 2024 | | | | | Total GRUP 2024 | 2025 | | | | Total GRUP 2025 | Variation from the previous year |
|--|---------|----------|--------------|--------|----------|--------------------|---------|----------|--------------|--------|--------------------|----------------------------------|
| | Compa | Compa IT | Trans C.A.S. | Arini | Recaserv | | Compa | Compa IT | Trans C.A.S. | Arini | | |
| Total waste generated | 5158.76 | 0.00 | 0.386 | 18.17 | 2.40 | 5179.72 | 4034.05 | 0.0624 | 1.512 | 13.73 | 4049.36 | -21.82% |
| Total quantity of hazardous waste | 613.28 | 0.00 | 0.346 | 0.325 | 0.00 | 613.95 | 576.08 | 0.00 | 0.284 | 2.700 | 579.06 | -5.68% |
| Diverted from disposal | 524.39 | 0.00 | 0.00 | 0.335 | 0.00 | 478.76 | 472.388 | 0.00 | 0.268 | 2.700 | 475.36 | -0.71% |
| Through Recovery | 510.69 | 0.00 | 0.00 | 0.335 | 0.00 | 511.02 | 429.688 | 0.00 | 0.084 | 2.700 | 432.47 | -15.37% |
| Through Reuse | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.000 | 0.000 | 0.00 | |
| Through Recycling | 13.71 | 0.00 | 0.00 | 0.00 | 0.00 | 13.71 | 42.70 | 0.00 | 0.177 | 0.00 | 42.88 | 212.86% |
| By Other Methods (Energy Recovery) | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 32.26 | 0.000 | 0.00 | 0.007 | | 0.01 | -99.98% |
| Directed to elimination, total | 88.885 | 0.00 | 0.00 | 0.00 | 0.00 | 88.89 | 103.687 | 0.00 | 0.016 | 0.00 | 103.70 | 16.67% |
| By Incineration | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.000 | 0.00 | 0.00 | |
| By storage | 88.885 | 0.00 | 0.00 | 0.00 | 0.00 | 88.89 | 103.687 | 0.00 | 0.016 | 0.00 | 103.70 | 16.67% |
| Through other disposal operations | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | 0.00 | 0.00 | |
| Other methods | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | 0.00 | 0.00 | |
| Quantity of Non-Hazardous Waste | 4539.95 | 0.00 | 0.04 | 17.846 | 2.40 | 4560.24 | 3457.98 | 0.0624 | 1.228 | 11.030 | 3470.30 | -23.90% |
| Diverted from disposal | 4396.95 | 0.00 | 0.30 | 12.320 | 2.40 | 4411.97 | 3293.03 | 0.00 | 0.036 | 5.505 | 3298.57 | -25.24% |
| Through Recovery | 40.44 | 0.00 | 0.30 | 0.00 | 0.00 | 40.74 | 4.29 | 0.00 | | 0.92 | 5.21 | -87.22% |
| Through Reuse | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | | 0.00 | |
| Through Recycling | 4353.16 | 0.00 | 0.00 | 12.32 | | 4365.48 | 3281.03 | 0.00 | 0.000 | 4.59 | 3285.62 | -24.74% |
| Composting | 2.40 | 0.00 | 0.00 | 0.00 | 2.40 | 4.80 | 7.71 | 0.00 | | | 7.71 | 60.63% |
| Recovery, including energy recovery | | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | | 0.00 | |
| Directed to elimination, total | 143.00 | 0.00 | 0.00 | 5.526 | 0.00 | 148.53 | 164.95 | 0.0624 | 1.1920 | 5.520 | 171.72 | 15.62% |
| By Incineration | | 0.00 | 0.00 | | 0.00 | 0.00 | | | | | 0.00 | |
| By storage | 143.00 | 0.00 | | 5.526 | 0.00 | 148.53 | 164.95 | 0.0624 | 1.192 | 5.520 | 171.72 | 15.62% |
| Through other disposal operations | | 0.00 | | 0.00 | 0.00 | 0.00 | 0.00 | | | | 0.00 | |
| Other methods | | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | | | 0.00 | |
| Total deseuri stocate temporar In unitate | 5.53 | 0.00 | | | | | | | | | 0.00 | #DIV/0! |
| Recycled/non-recycled waste | 231.89 | 0.00 | 0.086 | 5.526 | 0.00 | 237.50 | 268.64 | 0.0624 | 1.208 | 5.520 | 275.43 | 15.97% |
| Percentage of non-recycled/non-recovered waste (%) | 4.50 | 0.00 | 22.27 | 30 | 0.00 | 4.59 | 6.66 | 100.00 | 79.88 | 40.20 | 6.80 | 48.34% |
| Total amount of radioactive waste | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.000 | 0.00 | 0.00 | 0.00 |





[S1-6] Characteristics of the undertaking's employees

| S1-6 - Information on own workforce | 2024 | | | | | Total 2024 | 2025 | | | | Total 2025 | Change from the previous year |
|---|--------|----------|--------------|-------|-----------|------------|--------|----------|--------------|-------|------------|-------------------------------|
| | Com pa | Compa IT | Trans C.A.S. | Arini | Recas erv | | Com pa | Compa IT | Trans C.A.S. | Arini | | |
| Total number of employees (HC) | 1525 | 9 | 36 | 47 | 30 | 1647 | 1342 | 9 | 27 | 55 | 1433 | - 12.99% |
| Number of female employees (HC) | 445 | 2 | 5 | 29 | 25 | 506 | 399 | 2 | 4 | 31 | 436 | - 13.83% |
| Number of male employees (HC) | 1078 | 7 | 31 | 18 | 5 | 1139 | 943 | 7 | 23 | 24 | 997 | - 12.47% |
| Average number of employees (FTE) | 1628 | 10 | 42 | 53 | 34 | 1767 | 1375 | 10 | 30 | 48.95 | 1463.95 | - 17.15% |
| Provide a table with the number of employees in subsidiaries in other countries that have at least 50 or more employees, representing at least 10% of the total number of employees | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Total number of employees in subsidiaries in other countries with at least 50 or more employees, representing at least 10% of the total number of employees | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Average number of employees in subsidiaries in other countries with at least 50 or more employees, representing at least 10% of the total number of employees | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Total number of employees with permanent employment contracts | 1311 | 9 | 32 | 47 | 30 | 1429 | 1140 | 9 | 25 | 55 | 1229 | - 14.00% |
| Total number of women with permanent employment contracts | 444 | 2 | 5 | 29 | 25 | 505 | 369 | 2 | 4 | 31 | 406 | - 19.60% |
| Total number of men with permanent employment contracts | 1267 | 7 | 27 | 18 | 5 | 1324 | 771 | 7 | 21 | 24 | 823 | - 37.84% |





| | | | | | | | | | | | | |
|--|--------|--------|-------|---------|-------|---------|--------|--------|-------|--------|--------|----------|
| Total number of employees with fixed-term employment contracts | 193 | 0 | 4 | 1 | 0 | 198 | 204 | 0 | 2 | 0 | 206 | 4.04% |
| Total number of women with fixed-term employment contracts | 1 | 0 | 0 | 1 | 0 | 2 | 30 | 0 | 0 | 0 | 30 | 1400.00% |
| Total number of men with fixed-term employment contracts | 192 | 0 | 4 | 0 | 0 | 196 | 174 | 0 | 2 | 0 | 176 | -10.20% |
| Number of local employees (HC) | 1338 | 9 | 36 | 47 | 30 | 1460 | 1222 | 9 | 27 | 55 | 1313 | -10.07% |
| Number of foreign employees from outside the EU (HC) | 187 | 0 | 0 | 0 | 0 | 187 | 120 | 0 | 0 | 7 | 127 | -32.09% |
| Number of employees who left during the year (HC) | 354 | 1 | 10 | 65 | 6 | 436 | 411 | 1 | 10 | 29 | 451 | 3.44% |
| Employee turnover rate (people who left - fluctuation) | 264 | 1 | 7 | 65 | 4 | 341 | 187 | 1 | 7 | 29 | 224 | -34.31% |
| Annual staff turnover rate, % (staff fluctuation) | 16.04% | 10.00% | 0.15% | 122.64% | 0.12% | 148.95% | 13.47% | 10.00% | 0.28% | 55.76% | 79.51% | -46.62% |

Methodologies used to compile data on own workforce:

The number of employees is tracked monthly based on specific indicators, taking into account individual employment contracts active at the time of reporting.

Indicate whether the number of employees is reported in terms of number of employees or full-time equivalents:

The number of employees is reported based on the total number of persons who have concluded an active individual employment contract at the time of reporting.

Indicate whether the number of employees is reported at the end of the reporting period, as an average or using another methodology:

The number of employees was reported according to the staffing situation on December 31, 2024, and December 31, 2025, respectively.

The average number of employees was also reported, using the following calculation method:

- the number of employees per day was added up and divided by the number of calendar days in the month;

- then the number of people per month was added up and divided by 12.

| | | | | | | | | | | | | |
|--|------|-----|-----|-----|-----|------|------|-----|-----|-----|------|---------|
| Cross-reference of the information reported in (a) above to the most representative number in the financial statements | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Total number of full-time employees with permanent contracts | 1519 | 6 | 36 | 46 | 29 | 1636 | 1320 | 6 | 27 | 54 | 1407 | -14.00% |
| Total number of employees with part-time employment contracts | 4 | 3 | 0 | 1 | 1 | 9 | 22 | 3 | 0 | 1 | 26 | 188.89% |



[S1-7] Characteristics of non-employees in the undertaking's own workforce

| S1-7 Information on own workforce from external sources (non-employees)) | 2024 | | | | | Total 2024 | 2025 | | | | Total 2025 | Change from the previous year |
|--|-------|----------|--------------|-------|----------|------------|-------|----------|--------------|-------|------------|-------------------------------|
| | Compa | Compa IT | Trans C.A.S. | Arini | Recaserv | | Compa | Compa IT | Trans C.A.S. | Arini | | |
| Total number of non-employees - external sources (HC) | 56 | 1 | 0 | 0 | 0 | 57 | 0 | 1 | 0 | 2 | 3 | -94.74% |
| Total number of employees (HC) | 1525 | 9 | 36 | 48 | 30 | 1648 | 1342 | 9 | 27 | 55 | 1433 | -13.05% |

Methodologies used to compile data on non-employees from external sources:

*During each reporting year, records were kept of the number of persons employed from external sources, based on data provided in collaboration agreements.

*Reporting was based on the total number of non-employees from external sources.

*The number of non-employees from external sources was calculated based on the staffing situation as of December 31, 2024, and December 31, 2025, respectively.

[S1-8] Collective bargaining coverage and social dialogue

| S1-8 Collective bargaining and social dialogue | 2024 | | | | | Total 2024 | 2025 | | | | Total 2025 | Change from the previous year |
|---|-------|----------|--------------|-------|----------|------------|-------|----------|--------------|-------|------------|-------------------------------|
| | Compa | Compa IT | Trans C.A.S. | Arini | Recaserv | | Compa | Compa IT | Trans C.A.S. | Arini | | |
| Percentage of total employees covered by collective bargaining agreements | 100% | 0.00% | 0.00% | 0.00% | 0.00% | 92.60% | 100% | 0.00% | 0.00% | 0.00% | 92.59% | -0.01% |
| Percentage of EEA employees covered by collective bargaining agreements by country with a significant number of employees | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |





| | | | | | | | | | | | | |
|---|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Percentage of employees covered by collective bargaining agreements outside the EEA, by region | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| <p>How working conditions for non-union employees are established through collective agreements: At COMPA, the working conditions and benefits obtained through the collective bargaining agreement apply to all company employees, even if they are not union members. This type of contract provides equal benefits to all our employees, ensuring that their rights are respected and that they enjoy a fair working environment. Employees of group companies that have not entered into a collective bargaining agreement benefit from the working conditions imposed at national level by labor legislation.</p> | | | | | | | | | | | | |
| Percentage of EEA employees in countries with a significant number of jobs covered by employee representatives | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Any agreements concluded with employees for representation by the EWC, SE or SCE | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Number of employees in own workforce in regions outside the EEA covered by collective agreements by coverage rate and region | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |

[S1-9] Diversity metrics

| S1-9 Diversity indicators | 2024 | | | | | Total 2024 | 2025 | | | | Total 2025 | Change from the previous year |
|--|--------|----------|--------------|--------|----------|------------|--------|----------|--------------|--------|------------|-------------------------------|
| | Compa | Compa IT | Trans C.A.S. | Arini | Recaserv | | Compa | Compa IT | Trans C.A.S. | Arini | | |
| Total number of women in leadership positions (HC) | 12 | 1 | 1 | 5 | 1 | 20 | 12 | 1 | 1 | 5 | 19 | -5.00% |
| Total number of men in management positions (HC) | 73 | 1 | 1 | 4 | 0 | 79 | 70 | 1 | 1 | 4 | 76 | -3.80% |
| Proportion of women in leadership positions | 14.12% | 50.00% | 50.00% | 50.00% | 100% | 264.12% | 14.63% | 50.00% | 50.00% | 50.00% | 164.63% | -37.67% |
| Proportion of men in leadership positions | 85.88% | 50.00% | 50.00% | 40.00% | 0.00% | 225.88% | 85.37% | 50.00% | 50.00% | 40.00% | 225.37% | -0.23% |





| | | | | | | | | | | | | |
|--|-----|---|----|----|----|-----|-----|---|----|----|-----|---------|
| Total number of employees under 30 years of age | 269 | 0 | 3 | 21 | 5 | 298 | 203 | 0 | 2 | 23 | 228 | -23.49% |
| Total number of employees aged between 30 and 50 | 615 | 9 | 16 | 24 | 5 | 669 | 619 | 9 | 14 | 31 | 673 | 0.60% |
| Total number of employees aged over 50 | 641 | 1 | 17 | 2 | 20 | 681 | 520 | 1 | 11 | 1 | 533 | -21.73% |

[S1-10] Adequate wages

| S1-10 Appropriate remuneration | 2024 | | | | | Total 2024 | 2025 | | | | Total 2025 | Change from the previous year |
|--|-------|-----------|--------------|--------|-----------|------------|--------|-----------|--------------|--------|------------|-------------------------------|
| | Compa | Comp a IT | Trans C.A.S. | Ari ni | Recas erv | | Com pa | Comp a IT | Trans C.A.S. | Ari ni | | |
| Confirm that all employees are paid appropriately, in accordance with applicable benchmarks: The Compa Group complies with Romanian legislation, so we do not have any employees who are paid less than the minimum wage required at the national level. | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 0.00% |
| Percentage of employees paid below the adequate wage benchmark | 0% | 0% | 0% | 0% | 0% | 0 | 0% | 0% | 0% | 0% | 0 | 0% |
| Percentage of non-employees—external sources paid below the appropriate wage | 0% | 0% | 0% | 0% | 0% | 0 | 0% | 0% | 0% | 0% | 0 | 0% |





[S1-12] Persons with disabilities

| S1-12 Persons with disabilities | 2024 | | | | | Total 2024 | 2025 | | | | Total 2025 | Change from the previous year |
|---|-------|----------|--------------|-------|----------|------------|-------|----------|--------------|-------|------------|-------------------------------|
| | Compa | Compa IT | Trans C.A.S. | Arini | Recaserv | | Compa | Compa IT | Trans C.A.S. | Arini | | |
| Percentage of employees with disabilities | 1.57% | 0.00% | 1.57% | 0.00% | 0.00% | 3.14% | 1.56% | 0.00% | 3.70% | 0.00% | 5.26% | 67.52% |
| Percentage of employees with disabilities - women | 0.59% | 0.00% | 0.59% | 0.00% | 0.00% | 1.18% | 0.67% | 0.00% | 0.00% | 0.00% | 0.67% | -43.22% |
| Percentage of employees with disabilities - men | 0.86% | 0.00% | 0.86% | 0.00% | 0.00% | 1.72% | 0.89% | 0.00% | 4.35% | 0.00% | 5.24% | 204.65% |

Contextual information necessary for understanding disability data:
In accordance with national legislation, disability is certified by means of a medical certificate issued by a specialist doctor.

[S1-13] Training and skills development metrics

| S1-13 Indicators on skills formation and development | 2024 | | | | | Total 2024 | 2025 | | | | Total 2025 | Change from the previous year |
|--|-------|----------|--------------|-------|----------|------------|-------|----------|--------------|-------|------------|-------------------------------|
| | Compa | Compa IT | Trans C.A.S. | Arini | Recaserv | | Compa | Compa IT | Trans C.A.S. | Arini | | |
| Percentage of employees who participated in performance and career assessments - women | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 0.00% |
| Percentage of employees who participated in performance and career assessments - men | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 0.00% |
| Average training hours by gender - men | 34.45 | 13.1 | 14 | 21 | 5 | 87.55 | 36.4 | 13.1 | 14 | 12.63 | 76.13 | -13.04% |
| Average training hours by gender - women | 34.45 | 13.1 | 5 | 12 | 5 | 69.55 | 36.4 | 13.1 | 5 | 33 | 87.5 | 25.81% |
| Average number of training hours per person for employees | 34.45 | 13.1 | 13 | 11.28 | 5 | 76.83 | 36.4 | 13.1 | 13 | 27.21 | 89.71 | 16.76% |





[S1-14] Health and safety metrics

| S1-14 Health and safety | 2024 | | | | | Total 2024 | 2025 | | | | Total 2025 | Change from the previous year |
|---|-------|----------|--------------|--------|----------|------------|-------|----------|--------------|-------|------------|-------------------------------|
| | Compa | Compa IT | Trans C.A.S. | Arini | Recaserv | | Compa | Compa IT | Trans C.A.S. | Arini | | |
| Percentage of employees covered by a health and safety management system | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 0.00% |
| Number of deaths among own employees due to occupational accidents and diseases | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0.00% |
| Number of deaths caused by workplace accidents and illnesses on site (Compa Group) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0.00% |
| Number of work accidents recorded for own workforce | 3 | 0 | 0 | 1 | 0 | 4 | 4 | 0 | 0 | 0 | 4 | 0.00% |
| Recordable accident rate for own workforce | 1.13% | 0.00% | 0.00% | 10.39% | 0.00% | 11.52% | 1.79% | 0.00% | 0.00% | 0.00% | 1.79% | -84.46% |
| Number of recorded cases of occupational illness among employees | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0.00% |
| Number of days lost due to work-related accidents, illnesses, and deaths among employees | 346 | 0 | 0 | 55 | 0 | 401 | 239 | 0 | 0 | 0 | 239 | -40.40% |
| Percentage of employees covered by an audited health and safety management system | 100% | 0.00% | 0.00% | 0.00% | 0.00% | 20.00% | 100% | 0.00% | 0.00% | 0.00% | 25.00% | 0.25% |
| Basic standards for internal audits or external certifications of the health and safety management system: COMPA is certified ISO 45001, an international standard for occupational health and safety management systems (OHSMS) that provides guidance for its use. The main purpose of this standard is to improve employee safety and health and reduce workplace risks. The objectives of ISO 45001: - Reducing the risk of accidents and occupational diseases. - Improving OHS performance. - Ensuring legal compliance. - Promoting a culture of health and safety. Arini S.R.L., Compa IT S.R.L., and Trans Cas S.R.L. benefit from outsourced OHS services. | | | | | | | | | | | | |
| The number of cases of occupational diseases recorded among former employees. | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0.00% |

[S1-15] Work-life balance metrics

| S1-15 Work-life balance | 2024 | | | | | Total 2024 | 2025 | | | | Total 2025 | Change from the previous year |
|---|--------|----------|--------------|-------|----------|------------|--------|----------|--------------|-------|------------|-------------------------------|
| | Compa | Compa IT | Trans C.A.S. | Arini | Recaserv | | Compa | Compa IT | Trans C.A.S. | Arini | | |
| Percentage of employees entitled to family leave | 100% | 100% | 100% | 100% | 100% | 100.00% | 100% | 100% | 100% | 100% | 100.00% | 0.00% |
| Percentage of eligible employees who took family leave | 27.05% | 0.00% | 0.00% | 0.00% | 0.10% | 27.15% | 26.18% | 0.00% | 3.70% | 0.00% | 29.88% | 10.06% |
| Percentage of eligible employees who took family leave - women | 48.13% | 0.00% | 0.00% | 0.00% | 0.08% | 48.21% | 36.00% | 0.00% | 0.00% | 0.00% | 36.00% | -25.33% |
| Percentage of eligible employees who took family leave - men | 53.01% | 0.00% | 0.00% | 0.00% | 0.20% | 53.21% | 64.00% | 0.00% | 4.35% | 0.00% | 68.35% | 28.45% |
| Employees are entitled to leave for family reasons through social policy and/or collective labor agreements: The Compa Group complies with Romanian legislation, according to which employees are entitled to paid leave or justified absence from work for family events. | | | | | | | | | | | | |





[S1-16] Remuneration metrics (pay gap and total remuneration)

| S1-16 Remuneration parameters | 2024 | | | | | Total 2024 | 2025 | | | | Total 2025 | Change from the previous year |
|-------------------------------|-------|----------|--------------|-------|----------|------------|-------|----------|--------------|-------|------------|-------------------------------|
| | Compa | Compa IT | Trans C.A.S. | Arini | Recaserv | | Compa | Compa IT | Trans C.A.S. | Arini | | |
| Gender pay gap | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |

[S1-17] Incidents, complaints and severe human rights impacts

| S1-17 Incidents, complaints, and serious effects on human rights | 2024 | | | | | Total 2024 | 2025 | | | | Total 2025 | Change from the previous year |
|---|-------|----------|--------------|-------|----------|------------|-------|----------|--------------|-------|------------|-------------------------------|
| | Compa | Compa IT | Trans C.A.S. | Arini | Recaserv | | Compa | Compa IT | Trans C.A.S. | Arini | | |
| Number of incidents of discrimination in the workplace | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| Number of incidents of harassment in the workplace | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| Number of complaints filed through internal channels by own workforce | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| Number of complaints filed with OECD National Contact Points for Multinational Enterprises. | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| The amount of fines, penalties, and compensation for damages resulting from the incidents and complaints described above | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| A remarkable aspect of our group's organizational culture is that no incidents of discrimination or harassment in the workplace were reported between 2024 and 2025. This achievement underscores our commitment to creating a fair | | | | | | | | | | | | |
| Number of serious human rights issues related to own workforce | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| Number of serious human rights issues related to own workforce in line with UN and OECD guidelines | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| The Compa Group firmly respects human rights in accordance with international standards and local regulations in force. | | | | | | | | | | | | |
| The amount of fines and penalties for serious human rights issues related to their own workforce | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| In its activities, the Compa Group has demonstrated a firm commitment to respecting fundamental human rights. During the period under review, 2024 and 2025, no sanctions, fines, or penalties were recorded as a result of violations of | | | | | | | | | | | | |



QUANTUM EXPERT S.R.L. – accounting and financial audit company
Deva, Mărăști Street, Bldg. D3, 4th Entrance Apt. 44, Code 330099, Hunedoara County
Trade Register No.: J2000000040202
TIN: RO 12600149
Telephone: 0730 009 909
E-mail: quantum_ro@yahoo.com
CAFR [Chamber of Financial Auditors of Romania] License: 118 / 28.11.2001
Annual e-visa ASPAAS no. 145697 / 13.06.2025

No. 186 / 06.04.2026

ILUSTRATIVE FORMAT OF THE UNMODIFIED LIMITED ASSURANCE REPORT
Independent Auditor's Limited Assurance Report on the Consolidated Sustainability
Statement for the financial year 2025

To: The Shareholders of the Group COMPA

Limited assurance conclusion

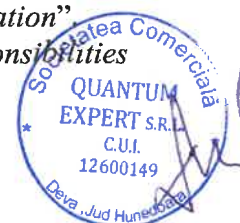
We have conducted a limited assurance engagement on the Sustainability Statement included in the Administrators' Consolidated Report of the company COMPA SA together with its subsidiaries ("The Group") as at 31.12.2025 and for the period from 01.01.2025 to 31.12.2025, prepared by the company COMPA SA together with its subsidiaries ("The Group"), with social premises registered in Romania, address in Sibiu, Henri Coanda Street, no. 8, Sibiu County, registered with the Trade Register attached to the Sibiu Tribunal under no. J32/129/1991, Fiscal Identification Number RO 788767.

Based on the procedures we have performed and the evidence we have obtained, **nothing has come to our attention that causes us to believe that the Sustainability Statement of the Group COMPA as at 31.12.2025 and for the period from 01.01.2025 to 31.12.2025 is not prepared, in all material respects, in accordance with the applicable statutory sustainability reporting framework foreseen in MF Order 2844/2016 for the approval of the Accounting Regulations in accordance with the International Financial Reporting Standards, as subsequently amended, Chapter 7, sections 7.3, implementing Article 29(a) of Directive 2013/34/EU, Order of the Minister of Finance no. 85/2025 for the regulation of aspects related to sustainability reporting and in the Romanian Sustainability Code (HG no. 1117/2023 on the approval of the Methodology for sustainability reporting, including:**

- compliance with the European Sustainability Reporting Standards (ESRS), including that the process carried out by the Group to identify the information reported in the Sustainability Statement (the "Process") is in accordance with the description set out in sections [GOV-5], [SBM-3], [ESRS2 IRO-1], [ESRS2 SBM-3] Management of impacts, risks and opportunities; and
- compliance of the taxonomy disclosures detailed in the Environmental Section, subsection "Reporting in accordance with the requirements of the EU Taxonomy Regulation", of the Consolidated Sustainability Statement with the applicable reporting requirements of Article 8 of Regulation (EU) 2020/852 (the "Taxonomy Regulations").

Basis for conclusion

We conducted our limited assurance engagement in accordance with ISAE 3000 (Revised) "Assurance Engagements other than Audits or Reviews of Historical Financial Information". Our responsibilities under this standard are further described in the *Practitioner's Responsibilities*



section of our report.

We are independent of the Group in accordance with *International Code of Ethics for Professional Accountants (including International Independence Standards)* issued by the International Ethics Standards Board for Accountants (IESBA Code), together with the ethical requirements that are relevant to our assurance engagement of the Consolidated Sustainability Statement in Romania, including Law no. 162/2017 with subsequent amendments (“The Law”), and we have fulfilled our other ethical responsibilities in accordance with these requirements and the IESBA Code.

Our firm applies *International Standard on Quality Management 1 (ISQM 1)* and, accordingly maintains a comprehensive system of quality management, including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Other matters – comparative information

Our assurance engagement does not extend to information in respect of earlier periods. Our conclusion is not modified in respect of this matter.

Responsibilities for the sustainability statement

Administrators of the Group are responsible for designing, implementing and maintaining a process to identify the information reported in the Consolidated Sustainability Statement in accordance with the ESRS and for disclosing this process in sections [IRO-1], [ESRS2 IRO-1] of the Consolidated Sustainability Statement.

Consolidated Sustainability Reporting is a specific section that must be **included and identified separately in the Consolidated Administrators’ Report, which presents the information necessary to understand the impact of the reporting group on sustainability issues and the information necessary to understand how sustainability issues affect the development, performance and position of the Group. Sustainability issues mean environmental, social and human rights factors and governance factors, including sustainability factors, as defined in Article 2(24) of Regulation (EU) 2019/2.088.**

This responsibility include:

- understanding the context in which the Group’s activities and business relationships take place and developing an understanding of its affected stakeholders;
- the identification of the actual and potential impacts (both negative and positive) related to sustainability matters, as well as risks and opportunities that affect, or could reasonably be expected to affect, the entity’s financial position, financial performance, cash flows, access to finance or cost of capital over the short-, medium-, or long-term;
- the assessment of the materiality of the identified impacts, risks and opportunities related to sustainability matters by selecting and applying appropriate thresholds; and
- developing methodologies and making assumptions that are reasonable in the circumstances.
- the relevant risks, i.e. opportunities identified throughout the double materiality analysis can be found as specific information under the disclosure requirements [SBM-3] - Material impacts, risks and opportunities and their interaction with the respective strategy and business model at [ESRS2 SBM-3] - Material impacts, risks and opportunities in the strategy and business model of the COMPA Group, within the Consolidated Sustainability Report.

Administrators of the Group are further responsible for the preparation of the Consolidated Sustainability Statement, in accordance with the statutory sustainability reporting framework provided for by law (section 7^{1.3} of OMFP no. 2844/2016 implementing Article 29(a) of EU Directive 2013/34), including:

- compliance with the European Standards for Reporting on Sustainability;
- preparing the taxonomy disclosures of the Consolidated Sustainability Statement, in the Environmental Section, in compliance with Article 8 of EU Regulation 2020/852 (the “Taxonomy Regulation”); and
- designing, implementing and maintaining such internal controls that are necessary to enable the preparation of the Consolidated Sustainability Statement that is free from material misstatement, whether due to fraud or error; and
- the selection and application of appropriate sustainability reporting methods and making assumptions and estimates about individual sustainability disclosures that are reasonable in the circumstances.

Those persons charged with governance are responsible for overseeing the Group COMPA’s sustainability reporting process.

Inherent limitations in preparing the Sustainability Statement

In reporting a forward-looking information in accordance with European Standards for Reporting on Sustainability (ESRS), management of the Group is required to prepare the forward-looking information on the basis of disclosed assumptions about events that may occur in the future and possible future actions by the Group. The actual outcome is likely to be different since anticipated events frequently do not occur as expected.

In determining the disclosures in the Consolidated Sustainability Statement, management of the Group interprets undefined legal and other terms. Undefined legal and other terms may be interpreted differently, including the legal conformity of their interpretation and, accordingly, are subject to uncertainties.

Auditor’s Responsibilities

Our objectives are to plan and perform the assurance engagement to obtain limited assurance about whether the Consolidate Sustainability Statement is free from material misstatement, whether due to fraud or error, and to issue a limited assurance report that includes our conclusion.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence decisions of users taken on the basis of the Consolidated Sustainability Statement as a whole.

As part of a limited assurance engagement in accordance with *ISAE 3000 (Revised)* we exercise professional judgement and maintain professional skepticism throughout the engagement.

The procedures in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Our responsibilities in respect of the Consolidated Sustainability Statement, in relation to the Process, include:

- Obtaining an understanding of the Process but not for the purpose of providing a conclusion on the effectiveness of the Process, including the outcome of the Process;
- Designing and performing procedures to evaluate whether the Process is consistent with the Group’s description of its Process, as disclosed in sections [IRO-1], [ESRS2 IRO-1].

Our other responsibilities in respect of the Consolidated Sustainability Statement include:



- Obtaining an understanding of the entity’s control environment, processes, and information systems relevant to the preparation of the Consolidated Sustainability Statement but not evaluating the design of particular control activities, obtaining evidence about their implementation or testing their operating effectiveness;
- Identifying disclosures where material misstatements are likely to arise, whether due to fraud or error.
- Designing and performing procedures responsive to disclosures in the Consolidated Sustainability Statement where material misstatements are likely to arise. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Summary of the work performed

A limited assurance engagement involves performing procedures to obtain evidence about the Consolidated Sustainability Statement.

The nature, timing and extent of procedures selected depend on professional judgement, including the identification of disclosures where material misstatements are likely to arise, whether due to fraud or error, in the Consolidated Sustainability Statement.

In conducting our limited assurance engagement, with respect to the Process, we:

- Obtained an understanding of the Process by:
 - performing inquiries to understand the sources of the information used by management (e.g., stakeholder engagement, business plans and strategy documents); and
 - inspecting / Examining the Group’s internal documentation of its Process; and
- Evaluated whether the evidence obtained from our procedures about the Process of the Group was consistent with the description of the Process set out in sections [IRO-1], [ESRS2 IRO-1].

In conducting our limited assurance engagement, with respect to the Consolidated Sustainability Statement, we have:

- Obtained an understanding of the Group’s reporting processes relevant to the preparation of its Consolidated Sustainability Statement;
- Evaluated whether material information identified by the Process to identify the information reported in the Consolidated Sustainability Statement is included in the Consolidated Sustainability Statement;
- Evaluated whether the structure and the presentation of the Consolidated Sustainability Statement is in accordance with the European Standards for Reporting on Sustainability (ESRS);
- Performed analytical procedures on selected disclosures in the Consolidated Sustainability Statement;
- Performed substantive assurance procedures based on a sample basis on selected disclosures in the Consolidated Sustainability Statement;
- Obtained evidence on the methods for developing material estimates and forward-looking information and on how these methods were applied;
- Obtained an understanding of the process to identify taxonomy-eligible and taxonomy-aligned economic activities and the corresponding disclosures in the Consolidated Sustainability Statement.

We consider that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.



Restrictions of use

This Report is intended exclusively for the use of the Group's shareholders and expressly mentions the recipients agreed by contract or required by law. Our limited assurance engagement was carried out in order to be able to report to Group shareholders those matters that we are required to report in a limited assurance report on the Consolidated Sustainability Reporting and not for other purposes. To the extent permitted by law, we accept and assume no liability except to the Group and its shareholders, for our assurance engagement, for this report or for the conclusion made. This Report is based only on the Consolidated Sustainability Reporting specified above and does not extend to other financial or non-financial statements of the Group.

Date: 06.04.2026

Auditor's signature

**QUANTUM EXPERT S.R.L. Deva (CAFR License No. 118 / 28.11.2001, annual e-visa
ASPAAS no. 145697 / 13.06.2025)**

by Administrator

**Ec. ALIC Deli Maria – Financial Auditor (CAFR Registration No. 1165, annual e-visa
ASPAAS no. 145691 / 02.06.2025)**

Auditor's address: Deva, Mărăști Street, Bldg. D3, 4th Entrance, Apt. 44, Code 330099,
Hunedoara County

