



TURBOMECANICA

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Identificator Unic la Nivel European (EUID): ROONRC.J1991000533409
Cod Registrul Comerțului J1191000533409
Cod Fiscal RO3156315 Cod Unic de Înregistrare 3156315
Capital Social subscris integral vărsat 36.944.247,50 RON

CURRENT REPORT

No 06/27.02.2026

According to the provisions of the ASF Regulation no. 5/2018 on issuers of financial instruments and market operations, respectively of Law no. 24/2017 on issuers of financial instruments and market operations

Report date: **27.02.2026**

Name of the issuing entity: TURBOMECANICA SA

Registered office: Bucharest, 244 Iuliu Maniu Blvd., Sector 6

Phone number: 021 434 32 06 021 434 07 41 fax: 021 434 07 94

Unique registration code at the Trade Register Office: RO 3156315

Trade Register serial number: J1191000533409

LEI Code : 52990005AIXHHACIZH85

Subscribed and paid-up share capital: RON 36,944,247.50

Regulated market on which the issued securities are traded: Bucharest Stock Exchange Capital Securities – Standard Shares Category

Important event to report:

The Company informs investors that, in the meeting of 26.02.2026, the Board of Directors approved the collective dismissal procedures as part of the process of reorganizing the Company's activity, which involves reducing the number of employees.

The measure involves the termination of a number of 84 positions, representing approximately 19.7% of the Company's total current staff.

The decision is part of a broader process of operational optimization and streamlining of the cost structure, in the context of the decrease in revenues that involves, among other things, the need to reorganize the Company's activity, taking into account the following aspects:

a) Reducing the number of manufacturing orders starting with 2025 and continuing with the significant reduction of parts repair and maintenance orders produced in 2026;

b) Completion, in April 2026, of the contract with I.A.R. Brasov regarding the delivery of engines and mechanical assemblies;

c) The uncertainty of carrying out new programs with the main clients MApN, I.Av.Craiova and I.A.R. Brasov starting with May 2026;

d) The lack under these conditions of ensuring the income necessary for carrying out the Company's activity, including the income necessary for the payment of the salaries of the current employees.

Therefore, the restructuring decision was adopted in the context of the reduction in the volume of revenues recorded in recent periods, as well as the high level of uncertainty regarding the timing and volume of future orders in the military aeronautics sector, characterized by specific investment and budgetary cycles.

In view of these developments, the company's management considered it necessary to adjust the organizational structure and cost base, in order to align the operational capacity with the current and estimated level of activity.

The measures adopted aim to strengthen financial sustainability, maintain essential technical capacity and create the premises to support future investments in infrastructure modernization and technical capacity development.

The reduction of the number of employees by 84 people will generate a decrease in fixed costs, especially in the expenses with salaries, social contributions and related benefits.

The total value of the estimated savings is 520,173 lei/month.

This measure will have a positive impact on the cost structure, helping to optimize operational expenses.

The impact on productivity is estimated to be controllable, as the reorganization of the activity will allow the efficient redistribution of tasks and the maintenance of essential operational capacity. In the medium term, an increase in productivity per employee is anticipated, as a result of the streamlining of internal processes. The measure will have a positive impact on the financial results, by reducing total expenses and improving the operating margin.

The savings generated will contribute to stabilizing the financial situation and aligning costs with the current level of turnover.

The restructuring process is carried out by notifying the United Union Turbomecanica and the I.T.M. Bucharest and A.M.O.F.M. regarding the intention of collective dismissal and the conduct of consultations with the union. Following the meeting on 25.02.2026 with the employees' representatives, the Board of Directors decided to apply the measure of collective dismissal of only 84 employees, and the notice notices of dismissal will be communicated on 02.03.2026, the notice period being 03.03.2026- 30.03.2026, and the termination of individual employment contracts will take place starting with 31.03.2026.

Regarding the support measures for employees and accounting estimates related to associated costs/expenses, the pre-dismissal services provided by AMOFM Bucharest were accessed and compensatory payments will also be made, in accordance with the Collective Labor Agreement for 2026.

The granting of compensatory payments for 84 employees generates an estimated cost of 32,995/month for 18 months, a value that does not substantially affect the current financial results.

This cost is assumed by the company in the restructuring process, in order to mitigate the social impact of the layoffs.

Management believes that this measure will contribute to improving operational efficiency and strengthening the company's financial position in the medium and long term.

The company complied with all applicable legal provisions on collective redundancies, including the obligations to inform and consult employee representatives and notify the competent authorities.

PRESIDENT OF THE COUNCIL
GENERAL MANAGER,
Eng. Radu VIEHMANN