

CORRESPONDENCE VOTING FORM
for the agenda
of the Ordinary General Meeting of Shareholders (OGMS) of COMPA S.A.
of 25/26.04.2024

The undersigned¹....., resident in
....., identified with identity document (BI/CI)
..... series no., issued by on
....., having the personal identification code
holder of a number of shares issued by Compa SA, out of a total of 218,821,038 shares which
entitle me to the same number of votes in the OGMS and which represent % of the share capital
and% of the total number of voting rights in the OGMS at the reference date – **April, 11th, 2024**

OR

The undersigned² with
registered office in registered with Trade Register under no., sole identification
code duly represented by.....in their capacity as....., identified with identity document
(BI/CI) series no....., holder of a number of shares issued by
Compa SA, out of a total of 218,821,038 shares which entitle me to the same number of votes in the OGMS and
which represent % of the share capital and% of the total number of voting rights in
the OGMS at the reference date – **April, 11th, 2024**

I exercise my right to vote by correspondence on the items on the agenda of the Compa S.A. Sibiu EGMS which
will take place on **25.04.2024**, at **15⁰⁰** (Romanian local time) at the company's headquarters, located in Sibiu, 8,
Henri Coandă Street, or on the date of the second meeting – **26.04.2024**, at **15⁰⁰** (Romanian local time) –, if the first
one could not be held, as follows:

OGMS AGENDA

Item on the agenda	Vote (the voting option in the corresponding field will be marked with an 'X')		
	FOR	AGAINST	ABSTENTION
1. The election of the secretary of the meeting of the Ordinary General Meeting of Shareholders from among the present shareholders.			

¹ To be completed by the Individual shareholder.

² To be completed by the legal/conventional representative of the legal person shareholder.



compa
beyond expectations

Item on the agenda	Vote (the voting option in the corresponding field will be marked with an 'X')		
	FOR	AGAINST	ABSTENTION
2. The presentation, discussion and approval of <u>individual and consolidated financial statements for 2023</u> , elaborated in accordance with the International Standards for Financial Reporting and based on the reports of the Board of Directors accompanied by the report of the Financial Auditor.			
3. Approval of the proposal of the Board of Directors for the distribution of the net profit for the financial year 2023, in amount of 7.675.390 lei as follows: <ul style="list-style-type: none"> - for own development sources – the value of 6.140.312 lei - For according dividends to the shareholders – the value of 1.535.078 lei with a gross dividend/ share in amount of 0,00705 lei. 			
4. Approval of the date of June 14 th , 2024, as the date of payment for the payment of dividends. The payment of dividends will be made in RON. The method of payment of dividends will be notified to the shareholders before the date of starting the payment. Dividend expenses are borne by shareholders.			
5. Pronouncing on the management of the Board and approving the discharge of administrators from their duties for year 2023 based on the submitted reports.			
6. Presentation, debate and approval of the Revenues and Expenses Budget for 2024 and the investment plan for 2024.			
8. Fixing and approving the remuneration for the members of the Board, starting from 1.05.2024 until 30.04.2025.			
10. Approval of the remuneration report of the company's management prepared for the financial year 2023.			
11. Approval of the updated remuneration policy of Compa S.A.			
12. Approval of May 24th, 2024 , 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 24/2017 on issuers of financial instruments and market operations and approval of May 23 th , 2024 as ex-date, according to Art. 176(1) from FSA Regulation no.5 / 2018.			
13. Empowering of individuals that will perform the publication and recording formalities of the OGMS session decisions, including their signing.			

The shareholder assumes full responsibility for the correct completion and safe transmission of this voting form.

Rules on voting by correspondence voting form

The correspondence voting form will be completed and sent according to the instructions in the convening notice and in this voting bulletin.

The vote on the issues on the agenda is done by marking 'X' to one of the options FOR, AGAINST or ABSTENTION. The other boxes will not be filled with any signs. Marking the abstention vote option is not a vote cast and will not be considered when determining the votes cast.

Improperly completed or incorrect voting bulletins, such as those with more than one option checked for each item on the agenda or having no option checked, will be annulled, and this will be specified in writing in the minutes of the meeting

The correspondence voting form will be sent, in the case of individual shareholders, together with the identity document (BI/CI for Romanian citizens or, as the case may be, passport or residence card for foreign citizens) and, in the case of legal entities, with the identity document of their legal representative (BI/CI for Romanian citizens or, as the case may be, passport or residence card for foreign citizens and a certificate issued by the trade register any other document issued by a competent authority of the state in which the shareholder is legally registered, attesting their quality of representative, not older than 30 days, presented in original or certified copy.

The conventional representatives of the individual shareholders will be identified with their identity document (BI/CI for Romanian citizens or, as the case may be, passport or residence card for foreign citizens), accompanied by, as the case may be:

- the special or general power of attorney signed by the natural person shareholder, if applicable
- the solemn statement given by the legal representative of the intermediary or by the lawyer who received the representation mandate by general power of attorney, stating that: 1. the power of attorney is granted by that shareholder, as a client, to the intermediary or, as the case may be, the lawyer; and 2. the general power of attorney is signed by the shareholder, including by attaching an extended electronic signature, if applicable.

The conventional representatives of the legal person shareholders will be identified with their identity document (BI/CI for Romanian citizens or, as the case may be, passport or residence card for foreign citizens), accompanied by, as the case may be:

- the special or general power of attorney signed by the legal representative of the respective legal person
- the solemn statement given by the legal representative of the intermediary or by the lawyer who received the representation mandate by general power of attorney, stating that: 1. the power of attorney is granted by that shareholder, as a client, to the intermediary or, as the case may be, the lawyer; and 2. the general power of attorney is signed by the shareholder, including by attaching an extended electronic signature, if applicable.

If a shareholder is represented by a credit institution providing custody services, they may vote at the general meeting of shareholders according to the voting instructions received by electronic means of communication, without the shareholder having to give a special or general power of attorney. The custodian votes in the general meeting of shareholders exclusively according to and within the limits of the instructions received from their clients who are shareholders at the reference date.

The credit institution may participate and vote in the General Meetings of Shareholders provided that they submit to the issuer a solemn statement, signed by the legal representative of the credit institution, stating:

- a) the name/denomination of the shareholder in whose name the credit institution participates and votes in the General Meetings of Shareholders, in clear script.
- b) the credit institution provides custody services for the respective shareholder.

This voting form completed and signed by the shareholder and accompanied by the relevant documents (if applicable) must be submitted:

- either in the form of a handwritten signed document, in original, sent by any form of courier or deposited at the company's headquarters located in Sibiu, 8, Str. Henri Coandă, Sibiu county, in a sealed envelope, with the reference written in clear script: "FOR OGMS COMPA S.A. OF 25/26.04.2024",
- or in the form of an electronically signed document with extended electronic signature, according to Law no. 455/2001 on the electronic signature - by e-mail - to the address actionariat@compa.ro , mentioning in the subject line: " FOR OGMS COMPA S.A. OF 25/26.04.2024",

so that they are registered with the company by **23.04.2024**, at **15⁰⁰** (Romanian local time), under the sanction of losing the right to vote by correspondence within the OGMS, according to the legal provisions.

The company undertakes to keep the submitted copies, safe and confidential.

Documents submitted in a foreign language other than English (except for identity documents valid in Romania) will be accompanied by a certified translation into Romanian or English.

Please check the requirements in the Convening notice and starting from **05.04.2024** in case of updating the Correspondence Voting Form.

Name and surname of the natural person shareholder (in capital letters) _____

(shareholder signature)

or

Name of the legal person shareholder (in capital letters) _____

Duly represented by _____

(signature and, if applicable, seal)

Contact telephone number _____

Date _____