



compa
beyond expectations

UNCONSOLIDATED REPORT 30.09.2024



compa
beyond expectations



RAPORT NECONSOLIDAT

30.09.2024

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1. INTRODUCTION

This Report of the Board of Directors is prepared in accordance with:

- Regulamentul ASFnr. 5/2018 on issuers of financial instruments and market operations, and
- Law 24/2017 on issuers of financial instruments and market operations, art.65.

The semi-annual report has the major objective of informing investors about the changes in the company's position and performance, which took place in the first 9 months of 2024.

COMP A S.A. prepares the UNCONSOLIDATED financial statements in accordance with the international financial reporting standards IFRS.

2. COMP A – BRIEF HISTORY

COMP A S.A. – a prestigious brand of the Romanian automotive industry has gained its reputation over time due to the diversity and competitiveness of its products, especially in the automotive and bow fields, qualities acquired in over 130 years of existence and high-performance activity.

1886 - The first official documentary attestation of the blacksmith workshop Ió zsef Datky (1844-1928), recognized as the "Datky Joseph & Sons Coachbuilder Workshop", which produced lamellar springs for carriages, forged parts, bards, axes, hammers, teslas, etc. The workshop becomes a supplier of carriages for the Royal House of Vienna, and the recognition of the merits and quality of the products made is also attested by the participation in international exhibitions: Budapest (1896) and Paris (1898).

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

1932 - The company "ELASTIC A.DATKY & Co" - the first factory of springs and files - switches to the manufacture of spiral springs and piles. The technology for the manufacture of leaf springs for trucks and cars has also been developed.

1948 - Nationalization of the factory and continuation of the activity under the name of STATE ELASTIC ENTERPRISE which until 1960 produced files, springs and forged parts.

1961 - The Elastic Sibiu Plant is profiled on the manufacture of: sheet springs; hot-wound coil springs and cold-wound coil springs.

1969 - ESTABLISHMENT OF THE SIBIU AUTO PARTS ENTERPRISE (IPAS), by merging two important companies in Sibiu, which have had an independent NON-consolidated path over time:

- The Automecanica Sibiu Plant, with an impressive history during its development, from a Sibiu Artillery Arsenal that provided the repair and manufacture of weapons for the defense of the Sibiu Fortress (before the merger) to the production of automotive equipment, combining the experience of the ancestors with the new advances in technology and management of those times;

- The Elastic Plant, with deep roots in the craftsmanship tradition of the fortress, being established in the nineteenth century as a blacksmith's workshop, which later developed into a bodywork workshop and finally, before the merger in 1969, into the factory of springs and forged products.

The unification of the two representative factories of Sibiu and the establishment of the SIBIU AUTO PARTS ENTERPRISE (IPAS) represents a crucial moment, laying the foundations for the foundation in Sibiu of a strong company in the automotive field, of an enterprise that was to become one of the main suppliers of components for the manufacture of trucks and buses that were based on the license taken over by the Romanian State from the German company MAN.

The Auto Parts Enterprise has entered a national development program, with major investments in the construction of halls and the acquisition of state-of-the-art machines and equipment.

Within the company, the following were assimilated in manufacturing and produced, as a result of the purchase of licenses from various companies in the European automotive industry:

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



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

1996 - Compa, together with a company of the German concern KRUPP, establishes a joint venture - Krupp Bilstein Compa, for the manufacture of telescopic shock absorbers for the production of automobiles.

1997 - The company's shares are traded on the Bucharest Stock Exchange starting with June 12, 1997, under the symbol CMP. The securities issued by the company are traded in the Standard category of the BVB.

1998 - Establishment of the second joint venture - Krupp Compa Arcuri, for the manufacture of leaf springs for trucks, vans and off-road vehicles

1999 – Full privatization of the COMPA company, by taking over the main package of shares by the COMPA Employees' Association (PAS). Privatization was the most radical form of restructuring. The change of ownership meant a complex and profound change in the performance of all the company's functions taken separately and as a whole. The premises for the maximum profitability of human, material and financial resources have been created

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

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

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

2004-2018 - Establishment of collaborative partnerships with some of the most important automotive companies in the world, as well as with non-automotive companies, in order to produce components mainly 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 an operational level under the conditions imposed by our business partners.

During this period, rehabilitation works were carried out, especially of the halls and storage spaces, requiring their modernization and bringing them to an operational level under the conditions imposed by our business partners. In order to ensure the production spaces at the level of the requirements and standards of these periods, important investment expenses were made. The overwhelming share of investment expenses made from own sources but also from bank loans was directed with a predilection for financing the purchases of new, state-of-the-art machines and equipment, in order to be able to make automotive components at the level of complexity, technicality and quality required by **the company's partners**:

2021 – Establishment of the limited liability company under the name Arini Hospitality SRL.

Compa Main Customers



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

3. EVENTS IMPORTANT PRODUCED IN THE FIRST 9 MONTHS OF 2024

3.1 IMPORTANT EVENTS PRODUCED IN THE FIRST 9 MONTHS OF 2024

As important events recorded in Compa's activity during the first 9 months of 2024, we can highlight the meetings of the Board of Directors of Compa S.A (CA) following the convocation of the Chairman of the Board of Directors, as follows:

11.01.2024 - The Board of Directors of COMPA S.A. which approved the interruption of the division process in order to reanalyze the aspects related to the proposed operation, including from the perspective of the valuation elements. A decision will be made later on the appropriateness of the parameters of the division and continuation of this process

31.01.2024 – The Board of Directors of COMPA S.A. was convened and approved:

- empowering the persons within the Company to sign in letter and electronic format the bank documents representing operations performed by COMPA S.A. through accounts opened with banking companies, respectively payment operations, in lei and in foreign currency, establishment of term deposits, currency exchanges, cash withdrawals, signing checks and promissory notes, requests for issuing bank letters of guarantee.
- scrapping of fixed assets
- scrapping of material stocks/finished products, recording inventory losses, recording impairment adjustments of receivables and other unrecovered debts
- recording impairment adjustments for some materials

26.02.2024 – The Board of Directors takes note of and approves the preliminary individual and consolidated financial results for the financial year ended December 31, 2023 and the main economic and financial indicators for the financial year ended December 31, 2023.

07.03.2024 – The Board of Directors of COMPA S.A. was convened to approve the proposal to convene the Ordinary General Meeting of Shareholders (OGMS) for 25.04.2024, first call (15:00) and 26.04.2024, the second call (15:00), as well as the proposal to convene the Extraordinary General Meeting of Shareholders (EGMS) for 25.04.2024, first call (16:00) and 26.04.2024, second convocation (16:00).

The Board of Directors approved the agenda of the OGMS convened on 25/26.04.2024, in which a number of 13 items were included (according to the convening notice) as well as the 12 items included in the Convening Notice related to the EGMS of 25/26.04.2023.

The Board of Directors also approved the date of 11.04.2024 as the reference date for the OGMS and EGMS of 25/26.04.2024, respectively.

22.03.2024 – At the meeting of 22.03.2024, the Board of Directors approved the Individual and Consolidated Annual Report for the financial year 2024 prepared according to Annex 15 of the FSA Regulation no. 5/2018. The report of the independent financial auditor on the individual and consolidated financial statements is noted. Also during this meeting, the Income and Expenditure Budget for 2024 and the Investment Program for 2024 were approved, as well as the updated remuneration policy of the management.

12.04.2024 – At the meeting of 12.04.2024, the Board of Directors approved the submission by COMPA SA (within the PNRR financing program) of the Innovation and Efficiency in the Use of Energy Resources project, through the implementation of an energy monitoring system, acquisitions of transformers and compressors performing in COMPA SA (financing application, energy audit, feasibility study and other supporting documents requested in guide).

25.04.2024 - 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 2023, based on the Annual Report for 2023 presented 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 2023, based on the Annual Report for 2023 presented by the Board of Directors, accompanied by the Report of the financial auditor QUANTUM EXPERT S.R.L.
- Approves the distribution of the net profit for the financial year 2023, in the total amount of RON 7,675,390, as follows:
 - + to own sources of development - value of 6,140,312 lei
 - + for granting dividends to shareholders – the amount of RON 1,535,078 with a gross dividend/share of RON 0.00705.
- approves the date of 14.06.2024 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 made known to the shareholders before the date of commencement of payment. The expenses occasioned by the payment of dividends are borne by the shareholders.
- approves the directors' discharge for the financial year 2023.
- approves the Income and Expenditure Budget for 2024 and the investment program for 2024.
- approves the election and appointment, for a one-year term starting with 25.04.2024, of Ms. Mihaela Dumitrescu, domiciled in Sibiu, to occupy the position of administrator in the Board of Directors of COMPA S.A., considering the vacant position currently occupied.;
- approves the remuneration of the directors for the current year, starting from 01.05.2023 until 30.04.2025, as follows: 25,000 lei gross/month, for the Chairman of the Board of Directors, 18,000 lei gross/month for the Vice-Chairman of the Board of Directors and 13,000 lei gross/month for the non-executive directors, members of the Board of Directors.
- approves the extension until 30.04.2025 of the mandate of the external financial auditor S.C. QUANTUM EXPERT S.R.L. with headquarters in Deva, Mărăști Street, Bl. D3, sc. 4, ap. 44, Hunedoara County, having registration code 12600149 registered with the Trade Register under no. J20/40/2000, a company authorized by the Chamber of Financial Auditors of Romania based on the authorization no. 118/28.11.2001, in order to carry out the Statutory Audit for 2024.
- approves the remuneration report of the company's management prepared for the financial year 2023.
- approves the updated Management Remuneration Policy of COMPA S.A.
- approves the date of the 24th.05.2024 as the registration date for the identification of the shareholders on whom the effects of the decisions of the ordinary general meeting of shareholders are affected, in accordance with the provisions of art. 87 of Law no. 24/2017 on issuers of financial instruments and market operations and yes of 23.05.2024 as *ex date* according to the provisions of art.176(1) of ASF Regulation no. 5/2018.
- empowering the natural persons who will carry out the formalities of publicity and registration of the decisions of the meeting, including their signing

25.04.2024 – The Extraordinary General Meeting of Shareholders (EGMS) was held, which 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 2024 and 2025 until the annual EGMS, of loans for investments, lines of credit, leasing, letters of bank guarantee, and other financial and banking products, within a total cumulative ceiling of EUR 40 million and the constitution of movable and immovable guarantees related to 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 loans for investments, credit lines, leasing, bank guarantee letters and other financial banking products from the date of the EGMS resolution until the next Extraordinary General

Meeting in April 2025, within the cumulative total ceiling of EUR 40 million approved in paragraph 2, as well as to constitute movable and immovable guarantees related to assets from the company's patrimony.

- **approves** the empowerment of the General Manager and the Economic Director to represent the Company during the negotiation and signing of the credit agreements, guarantee agreements and any other documents necessary in order to carry out the decision in points 2 and 3.
- **approves** the Delegation to the Board of Directors by the Extraordinary General Meeting of Shareholders for the appointment of the representative of COMPA S.A. in relation to the Managing Authority/Financing Authorities and for the empowerment of the person/persons to sign in the name and on behalf of the Company the financing contracts that will run from 2024 and continue until the next EGMS in April 2025.
- **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 the General Meeting of Shareholders' Meeting.
- **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 contract that will be concluded by the Company with the director elected in accordance with Resolution no. 7 of the OGMS for the performance of his activity as a member of the Board of Directors.
- **approves** the restriction of the object of activity of the company COMPA S.A. by partially eliminating some of the economic activities and adding others, and updating the articles of incorporation and empowering the persons who sign the updated articles of association
- **approves the date of the 24th.05.2024 as the registration date** for the identification of the shareholders on whom the effects of the decisions of the ordinary general meeting of shareholders are affected, in accordance with the provisions of art. 87 of Law no. 24/2017 on issuers of financial instruments and market operations and yes of **23.05.2024 as ex date** according to the provisions of art.176(1) of ASF Regulation no. 5/2018.
- empowering the natural persons who will carry out the formalities of publicity and registration of the decisions of the meeting, including their signing

30.04.2024- The Board of Directors of COMPA SA was convened and approved the extension of the mandate of Mrs. Mihaela Dumitrescu as Economic Director of Compa S.A., starting with 30.04.2024 until 30.04.2025, in accordance with the provisions of art. 143 para. (1) of the Companies Law no. 31/1990, with the delegation of the company's management attributions.

14.05.2024 – At the meeting of 14.05.2024, the Board of Directors approved

- the individual and consolidated report for the 1st quarter – year 2024;
- mandating the General Manager – Ioan Deac and the Economic Director – Mihaela Dumitrescu to sign, on behalf of and for the Board of Directors, the individual and consolidated quarterly report for the 1st quarter – 2024;
- the press release on the payment of dividends for the financial year 2023, which also includes the Procedure for the distribution of dividends for the financial year 2023;
- mandating 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 2023 and the Procedure for the distribution of dividends for 2023
- mandating the Chairman of the Board of Directors - Ioan Deac and the Vice-Chairman of the Board of Directors to sign the decisions of the Board of Directors taken in the meeting convened for 14.05.2024

14.06.2024 – The procedure for the payment of dividends due to COMPA SA shareholders for 2023 has started.

08.08.2024 – At the meeting of 08.08.2024, the Board of Directors approved:

- Individual Financial Report for Semester 1 - 2024 and Consolidated Financial Report for Semester 1 - 2024;
- mandating the Chairman of the Board of Directors – Ioan Deac and the Vice-Chairman of the Board of Directors – Mihaela Dumitrescu to sign, on behalf of and for the Board of Directors, the Individual Financial Report for the 1st Semester - 2024 and the Consolidated Financial Report for the 1st Semester - 2024.
- mandating the Chairman of the Board of Directors and the General Manager – 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 08.08.2024;

08.08.2024 – At the meeting of 08.08.2024, the Board of Directors took note of the presentation of the Report of the Audit Committee of the Board of Directors for the 1st half of 2024

19.08.2024 – At the meeting of 19.08.2024, the Board of Directors approved:

- Empowerment of Mr. Deac Ioan-General Manager or Mrs. Serban Ancuta-Mioara- responsible for project implementation to sign in the name and on behalf of COMP A SA the contract/ related documents necessary within the project COMP A SA - KNOWLEDGE, OPPORTUNITIES, MOTIVATION PARTNERSHIPS, SKILLS through ATTRACTIVE STRATEGIES - program SMIS code: 302070 and to represent the company in relation to the Managing OI_PEO_Organismul Intermediate Authority for the Human Capital Operational Program Ministry Education, the representatives being able to sign together or separately the necessary documents.
- Mandate of the Chairman of the Board of Directors – Ioan Deac and of the member of the Board of Directors – Maxim Mircea Florin to sign the decisions of the Board of Directors taken in the meeting convened for 19.08.2024

3.2. EVENTS AFTER THE REPORTING PERIOD

23.10.2024 – At the meeting of 23.10.2024, the Board of Directors approved the reduction of the credit line contracted by the affiliated company Arini Hospitality SRL, to Banca Transilvania based on the loan agreement no. 14832343/8.11.2023, in the amount of RON 3,500,000 (three million five hundredths) RON in the amount of RON 1,500,000 (one million five hundredths) RON and the extension for a period of 12 months with the possibility of extension, as well as the preservation of the guarantees constituted.

28.10.2024 – At the meeting of 28.10.2024, the Board of Directors approved

- 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 the issuance of letters of guarantee/opening of letters of credit/FINTRA) until 31.10.2025.
- Contracting a factoring ceiling in the amount of EUR 1,500,000 (internal import and reverse) intended to finance COMP A SA suppliers.
- Approval of the guarantee of the credit facility with the assets already brought as collateral
- Empowerment of persons to sign credit agreements, addenda and guarantee documents with the bank
- Establishment of the Sustainability Committee in order to prepare the Sustainability Report for 2024

3.3. COMP A MANAGEMENT'S VISION FOR THE FUTURE BUSINESS EVOLUTION

3.3.1 Compa's position in the gears of the automotive industry

Compa has an industrial tradition of over 135 years, of which more than 100 years have been active in the automotive field. After 1969 and until the privatization in 1999, the production carried out was exclusively for the automotive sector. Therefore, this sector of activity has an impressive history within the company, being the field in which the most important and significant skills and competencies have been acquired and developed. The privatization of 1999 was the decisive moment that triggered the establishment of collaboration and partnership relations with the most prestigious partners of the company such as: Honeywell-Garret; Koyo (now Jtekt); Bosch; Phinia (formerly Borgwagner); Thyssen Group, ZF Group.

As a result of these long-term partnership actions, Compa has become a supplier of an important number of automotive components for various types of automobiles manufactured in Europe and in the world.

For the types of products manufactured by Compa, there is no competitor in Romania, therefore the competing companies that make such products operate outside Romania.

Due to the industrial tradition of the company, generally producing highly technical products with a high degree of precision, most of the production is obtained by machining by cutting, carried out on numerical control machine tools.

Lately we have seen fierce competition for our products from suppliers from India and China, suppliers who have a low production cost.

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

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

Aware of the clear global trends in reducing CO₂ emissions into the atmosphere, car manufacturers around the world have initiated concrete programs to restructure the production of cars currently manufactured.

It should be noted, however, that electric propulsion is mainly intended for urban mobility and long-distance travel will be made with hybrid cars or combustion engines

In this context, COMPA's strategy is:

- Limitation of assimilation in the manufacture of new products, for passenger cars with internal combustion (diesel, gasoline)
- Stopping investments for capacity increases for the production of new components equipping diesel engines, except for those for large cargo trucks (TIR).
- Assimilation of new components, especially for the non-automotive fields
- Investments are allowed only to ensure the production capacities necessary for the production of non-engine internal combustion automotive components or components for non-automotive fields.

3.3.3. New areas of activity to be developed at Compa

- Development and manufacture of wiper arms and fasteners together with the Bosch Company. Compa continues its collaboration with Bosch for the development of wiper arms and clamps, after a long collaboration of years in the production of wiper blades.
- The project involves about 20 series references for BMW, Renault, Fiat and 100 references for the aftermarket
- Diversification of the manufacture of components for Wilo type fluid pumps.
- It is an industrial field with growth potential in the future, the production of pumps for fluids, (water, liquid fuel, chemicals, petroleum, etc.) is constantly growing.

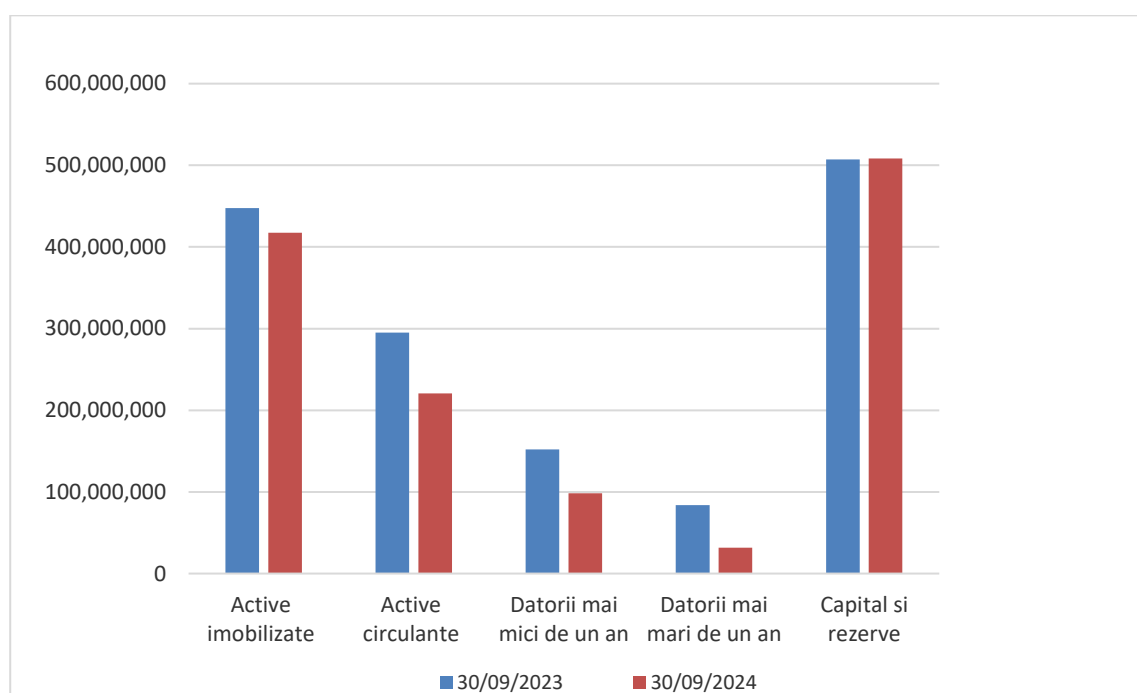
- Another area approached by the management of the COMPA company, in the context of the reconversion of manufacturing within the company, is the production of subassemblies for the manufacture of machine tools.
- The partnership with DMG MORI has brought the following categories of products with a large share in the composition of machine tools
 - Components machined by cutting of large size, made on machine tools with specialized numerical control, of high precision and complexity
 - Machine tool bodies of different sizes and types that equip a wide range of machine tool models.
 - Further development of the production of welded mechanical subassemblies for lifting equipment suppliers.
 - Development of new collaborations with customers from various industries other than automotive
 - Making various prototypes for future collaboration with customers from several fields.

4. FINANCIAL AND ACCOUNTING SITUATION

4.1. Main balance sheet elements on 30.09.2024 compared to 30.09.2023;

In order to analyze the economic and financial situation for the first 9 months of 2024, we present the following indicators:

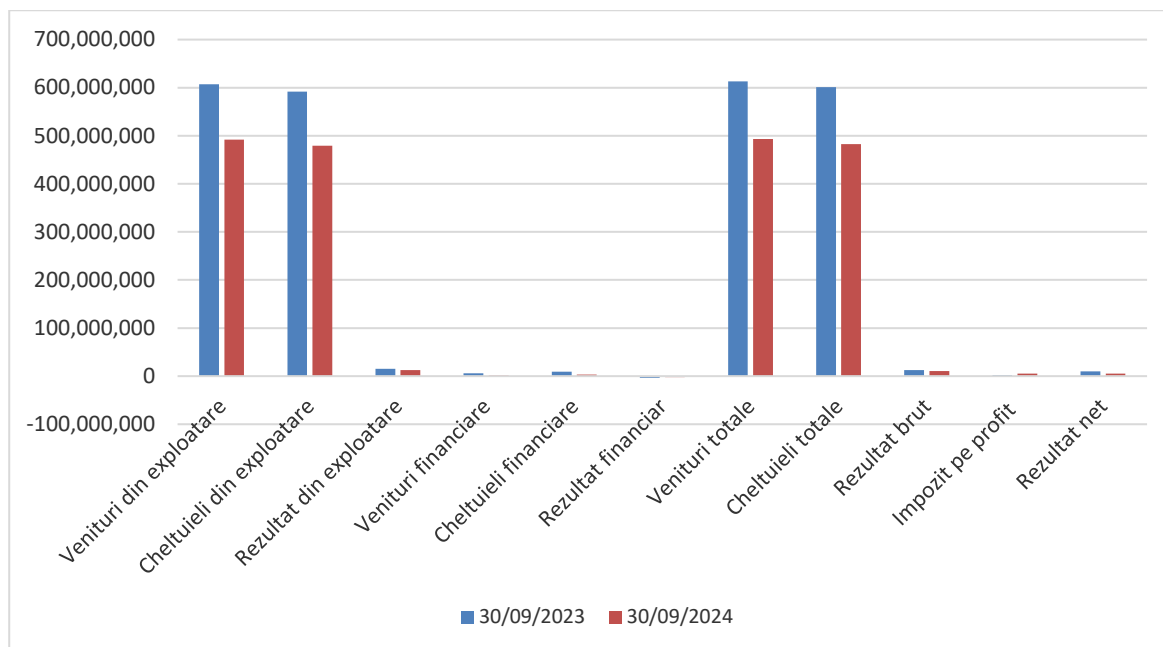
INDICATOR NAME	30/09/2023	30/09/2024
Fixed assets	447,599,374	417,581,994
Circulating Active	295,236,970	220,590,602
Debts less than one year old	152,110,341	98,238,918
Debts of more than one year	83,728,127	31,688,338
Capital and reserves	506,997,877	508,245,340



4.2. Statement of income and expenses in the period 01.01.2024-30.09.2024 compared to the same period of

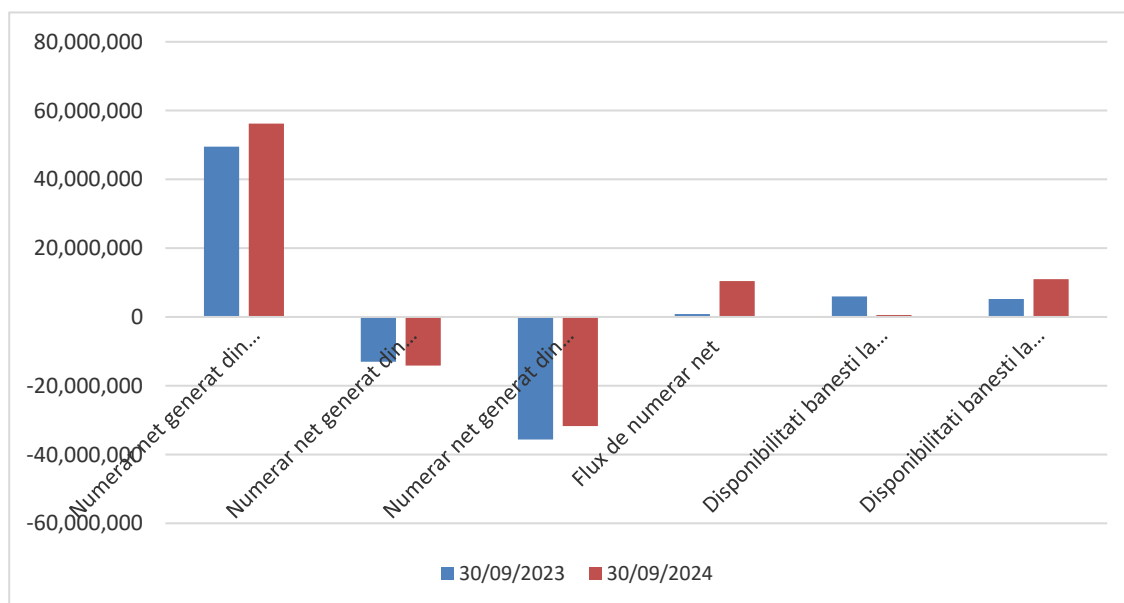
Year

INDICATOR NAME	30/09/2023	30/09/2024
Operating income	607,366,363	492,140,342
Operating expenses	591,961,815	479,478,472
Operating result	15,404,548	12,661,870
Financial income	5,966,535	1,088,843
Financial expenses	9,057,523	3,153,631
Financial result	-3,090,988	-2,064,788
Total Revenue	613,332,898	493,229,185
Cheltuieli total	601,019,338	482,632,103
Gross result	12,313,560	10,597,082
Corporate income tax	2,099,884	5,534,594
Net Score	10,213,676	5,062,488



4.3. Statement of cash flows as of 30.09.2023 and 30.09.2024

INDICATOR NAME	30/09/2023	30/09/2024
Net cash generated from operations	49,477,542	56,257,696
Net cash generated from investment activities	-13,028,774	-14,112,328
Net cash generated from financial activity	-35,638,749	-31,728,725
Net cash flow	810,019	10,416,643
Cash availability at the beginning of the period	5,986,107	542,569
Cash availability at the end of the period	5,176,088	10,959,212



4.4. Main economic and financial indicators

INDICATOR	30/09/2023	30/09/2024
Current liquidity	1.94	2.25
Indebtedness	0.10	0.06
Speed of flow rotation – customers	71.50	67.16
Turnover speed of fixed assets	1.33	1.16
Investment volume	13,028,774	19,161,856
EBITDA	50,582,500	48,714,179

Current liquidity: assets

Current assets/current liabilities

Degree of indebtedness:

Borrowed capital/committed capital

Speed of flow rotation – customers

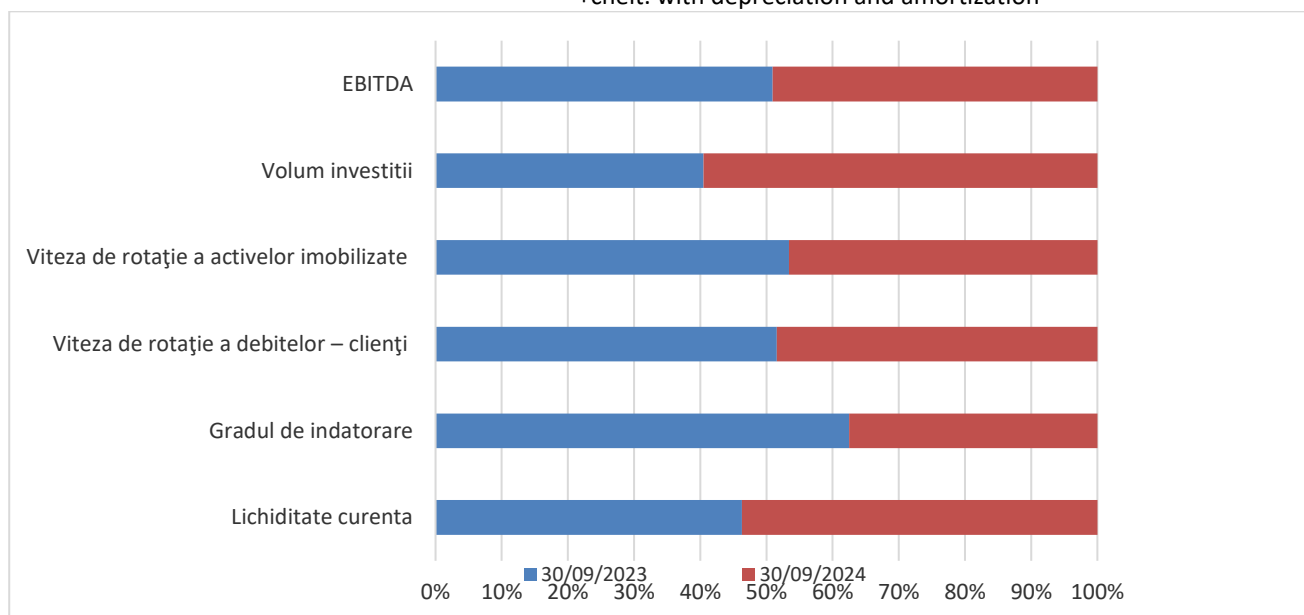
Average customer balance / Turnover x270

Turnover speed of fixed assets

Turnover / Fixed assets

EBITDA:

net profit+chelt. with interest + money. with taxes
+chelt. with depreciation and amortization



5. ANALYSIS OF THE COMPANY'S ACTIVITY

5.1. PRODUCTS, PROCESSES

"PROFIT CENTER" organizational structure for managing the production activity in COMPA

The production activity within the parent company Compa is organized by Profit Centers. These "*profit centers*" are in fact production sections/workshops where families of products similar from a constructive and technological point of view are made, equipped with machines and equipment specific to the production of these products, being decentralized production units. In this case, the products made are addressed to a single customer, or to a small number of customers. The economic activity is organized in such a way that in each *profit center* the profit and loss account is drawn up monthly, an important document for knowing the revenues and expenses, so that by summing the profit and loss accounts of the profit and loss centers, the profit and loss account is obtained at the level of COMPA.

There are also profit centers specialized in the production of a wide range of products whose production processes are part of the same family: forging processes, cold stamping processes, surface coatings (galvanizing, phosphating), heat treatments, etc.

In this case, profit centers are structured to make certain types of products, regardless of the customer to whom they are delivered.

The organization of these production sections/workshops, by profit centers, to the operations managers, who are responsible for the profitable management of these production units, have been entrusted and dimensioned with personnel, respectively directly productive workers and indirectly productive personnel, support services, in areas such as: production, technical, quality, maintenance, logistics, continuous improvement, training-training.

Operations managers together with multifunctional teams have the obligation to produce each product at the level of profitability included in the price negotiated with the business partner. The activity of the multifunctional teams of profit centers is oriented in this direction: to fit into the established standard costs, to permanently reduce costs, to obtain the planned profit of each manufactured product.

COMPA manufactures a very wide range of products and operates with various processes. Their grouping, in order to quantify the value of the manufactured production both in the Annual Reports of the Board of Directors and for various statistical reports, is based on a certain functional similarity of them, branches or industrial sectors, etc.

Thus, the organizational and logistical structure is coherent and can be understood by COMPA's shareholders and investors, business partners, etc.

5.2 PROCUREMENT-SUPPLIERS

5.2.1. Evaluation of the purchasing activity and indicators by department:

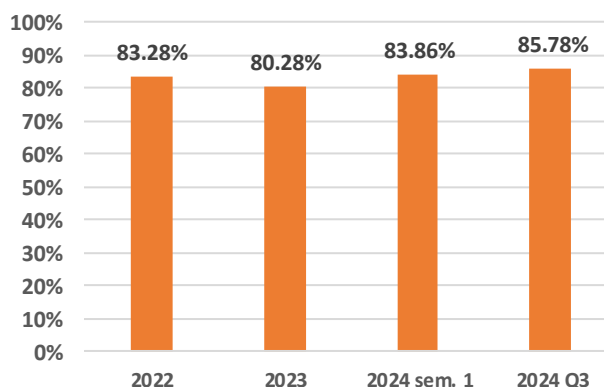
PROCUREMENT – SUPPLIERS

5.2.1. Evaluation of the purchasing activity and indicators by department:

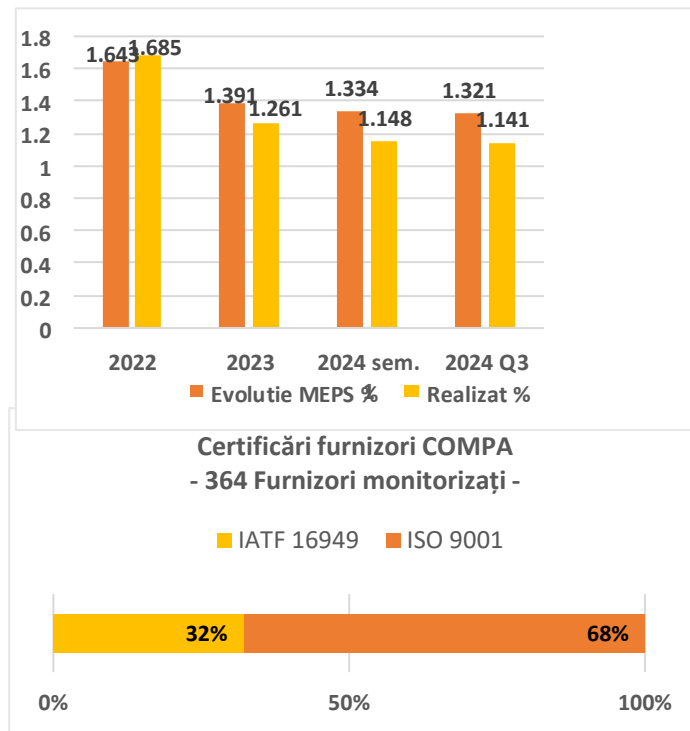
The purchasing activity has developed continuously in recent years with the development of the company. The company's focus on large customers in the automotive industry but also on those in the non-automotive industry, has led to a considerable expansion of the supplier database as well as to an increase in the share of imported suppliers in 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, due in large part to the development of new processes in COMPA for both the automotive and non-automotive sectors with a high degree of integration, for which most of the operations are executed internally.

Valoarea procentuala a achizițiilor din import în total cumpărări 2022-2024 Q3



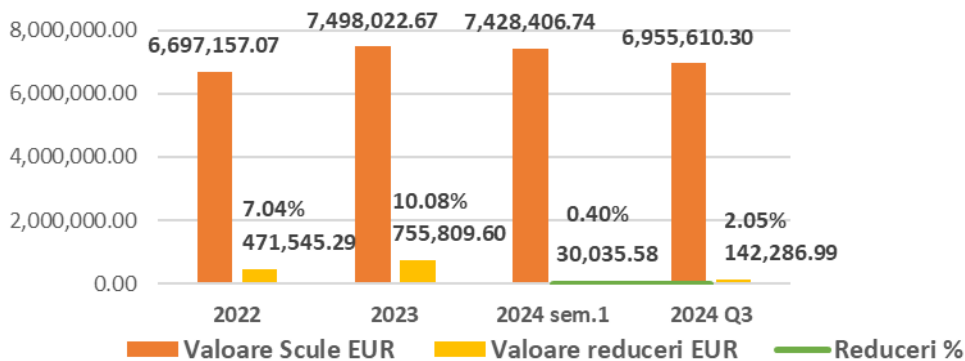
5.2.2. The main objectives of the department are:



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

Prospecting the market and finding new supply solutions as well as developing suppliers with whom there are collaborations in order to obtain the best level of price and quality in the products supplied by collaborating only with certified suppliers. COMPA monitors and evaluates on a monthly basis, all suppliers whose products are incorporated into or influence COMPA products. This category includes a number of over 360 suppliers who are evaluated according to criteria related to the quality of the delivered products and logistical criteria.

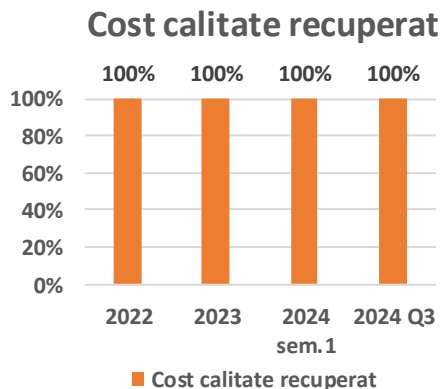
Improving the performance of cutting tools (e.g. drills, borers, cutters, plates, etc.) is achieved by testing and implementing new and innovative solutions that lead to a reduction in the cost per part.



Recovery of costs generated with non-quality of the products supplied. The costs generated by non-compliant products delivered by suppliers are monitored and recovered every year.

Establishing a responsible supply chain by collaborating with suppliers who comply with the principles and vision of COMPA in the field of quality, environment and occupational health and safety by adhering to and implementing policies and regulations that address these issues, by adhering, certifying and aligning with regulations/standards that address these issues.

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



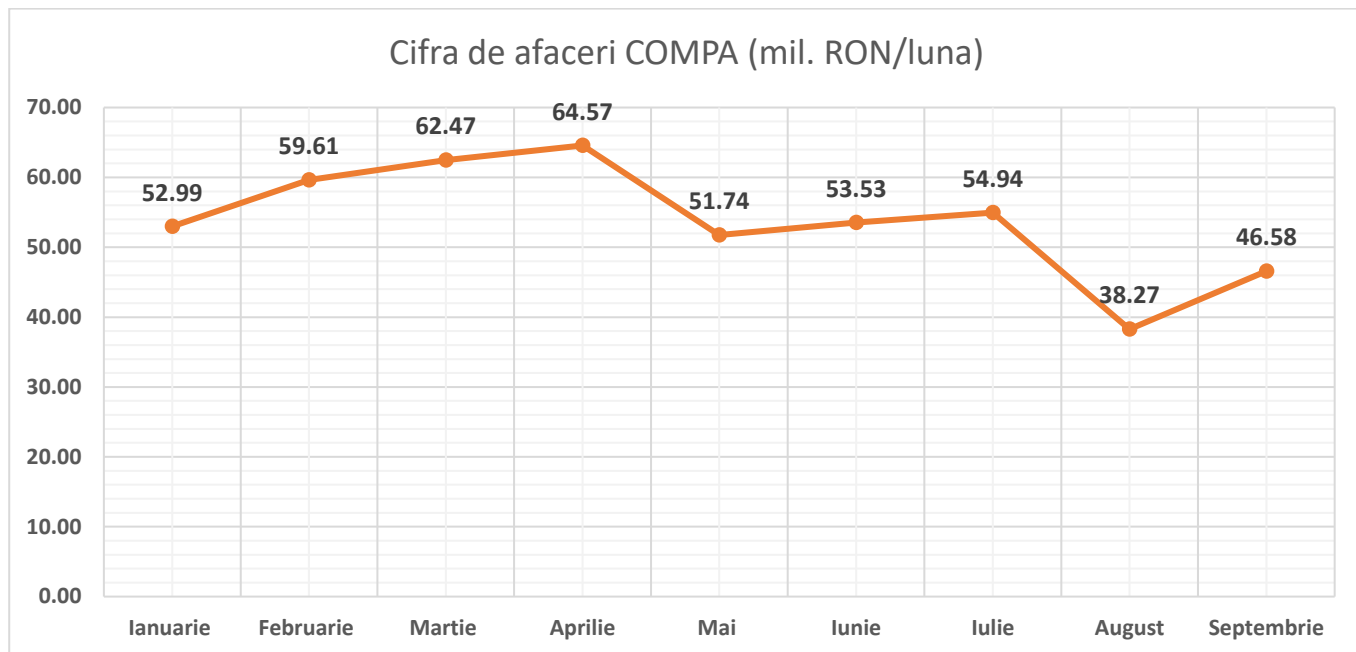
5.3.1. Evaluation of sales activity:

In the first 9 months of 2024, the department's activity was mainly focused on offering new products and identifying potential new customers from various industries,

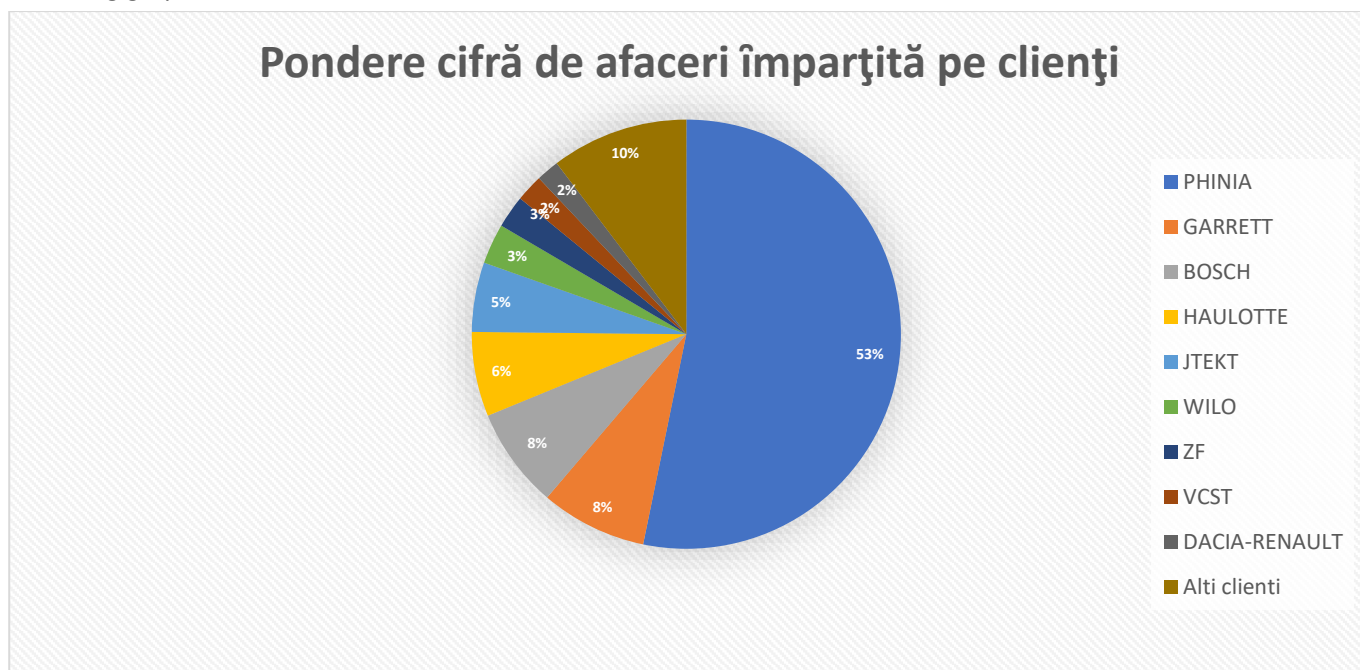
Various marketing activities have also been undertaken in order to promote the company's capabilities and identify new markets, by participating in various international fairs and B2B events.

The chart below shows the evolution of COMPA turnover for the first 9 months of 2024 and also a breakdown of it by main customers.

Due to the instability of the market and due to the reduction in the volumes ordered by customers, a slight decrease in turnover can be observed, especially in the 3rd quarter.



The share held by the main COMPA customers in the turnover for the first 9 months of 2024 is highlighted in the following graph:



5.3.2. Objectives, trends and medium-long term strategies:

- Development of new projects for non-automotive customers;
- Maintaining the level of profitability by updating the sales prices according to the evolution of the market;
- Strengthening commercial relationships with existing customers;
- Active promotion of all COMPA processes in order to develop the portfolio of customers from various industries;
- Assimilation of products with as high added value as possible;
- Developing Compa as an integrated supplier by using as many existing processes in the portfolio as possible;

5.4. OUR EMPLOYEES

5.4.1. Its staff, values and creed

COMPA has a strategic and coherent approach to how the most important resources of the organization – people – are managed. Thus, human resource management aims at the process of achieving organizational objectives by attracting, retaining, developing and effectively using human resources in the organization.

COMPA believes that the human factor has a major influence on the company's achievements. The values and beliefs of human resources must be known and promoted for the formation and development of an organizational culture conducive to performance.

The following aspects of human resources management are important and constitute development milestones:

- Contributing to the achievement of the organization's objectives 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 reward), performance management;
- Creating and maintaining fair relationships between employer and employees.

As far as human capital management is concerned, it was assumed that the fulfillment of strategic objectives depends primarily on the human factor. The development of the company involves elements that create long-term value and that can ensure the future performance of the organization.

COMPA aims for the human resources policy to be in line with the general objectives of the company, in line with the values existing 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;

5.4.2. 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 programs,

qualification, 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 and specific skills;
- Developing the framework in which communication with employees takes place to support performance and trust, as well as in special crisis situations;
- Encouraging teleworking, when applicable, as an employee-employer advantage;
- Partial transfer of the training activity to the online environment;
- Re-evaluation of motivation strategies, including for personnel 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 from European funds;
- Programs for career development.

5.4.3. Wage and social policy

During the meeting between the representatives of the Employer COMP A S.A. and the representatives of the Sibiu Free Independent Trade Union in September 2023, the parties empowered to negotiate the Collective Labor Agreement for the years 2022-2024 agreed the following:

- Modification, starting with October 2023, of the salary scale by including in the basic salary the gross amounts corresponding to salary increases (seniority bonus, bonus for attracting workforce, bonus for systematic overtime work, bonus for foreign language, bonus for hard working conditions, bonus for dangerous conditions, bonus for harmful conditions);

- Regarding the seniority bonus, the parties established the following:

- For existing employees on 01.10.2023, the seniority benefit will be kept in the future, hereinafter referred to as COMP A loyalty, and for new employees, COMP A loyalty will be applied;

- For employees existing in COMP A on 01.10.2023, the gross amount corresponding to the percentage of the seniority bracket existing at the time of the change was added to the basic salary. After the amendment, a percentage salary increase of 5% is applied to the completion of the current seniority brackets until the completion of the last seniority bracket as a period worked, respectively 20 years;

- The seniority tranche existing at the time of the amendment is hereinafter referred to as COMP A fidelity;

- For employees employed after 01.10.2023, the new clauses on loyalty in COMP A apply;

- As for the provisions regarding bonuses, they are amended as follows:

(1) The bonuses that are granted under the conditions of this contract are:

a) bonus for the hours worked overtime on the days planned as a working day: 75%;

b) bonus for the hours worked overtime on rest days: 85%;

c) bonus for overtime hours on public holidays when, according to the law and the Collective Labor Agreement, no work is done: 100%;

d) bonus for hours worked during the night: 25%;

e) bonus for exercising another function; an increase of up to 50% of the basic salary of the replaced position can be granted, starting with the 3rd month of cumulation;

The employee who fully fulfills the duties of a position superior to the one on which he is employed, for a period of more than 2 months, will benefit from the salary of this position for the entire period worked under these conditions. During this period, the employee is relieved of the duties of the initial position.

- Also, starting with November 2023, a salary indexation of 7% was applied; With the indexation of the salary scale, the benefits arising from it (Christmas and Easter bonus, holiday bonus, travel allowance, etc.) were indexed by the same percentage.

In 2023, meal vouchers worth 30 lei/day were granted to all employees, and starting with October 2023, the value of the meal voucher changed to 35 lei/day. Gift vouchers were also given occasionally.

Between the management of the company and the employees there are labor relations within the limits of the Labor Code and the Collective Labor Agreement.

On a weekly basis, there are briefings and consultations between the management and the employees' representatives. Compared to previous years, relations have improved, the degree of understanding and communication has increased, the two sides participating in joint meetings. As a result, there were no periods of stagnation in the production process due to the outbreak of labor conflicts.

5.4.4. Social responsibility

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

- 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, equity and integrity, as values that concern us, in relation to people and the environment;
- Respect for the interests of stakeholders in our decisions and activities;
- Ensuring compliance with all applicable laws and regulations;
- Compliance with international norms of business behavior;
- Respect for and promotion of human rights, which we consider inalienable and universal.

5.4.5. 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 to respond to current environmental challenges and as a commitment to apply and promote responsible environmental 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, complying with applicable national and international laws and regulations;
- Responsibility towards customers and consumers to ensure their right to 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.

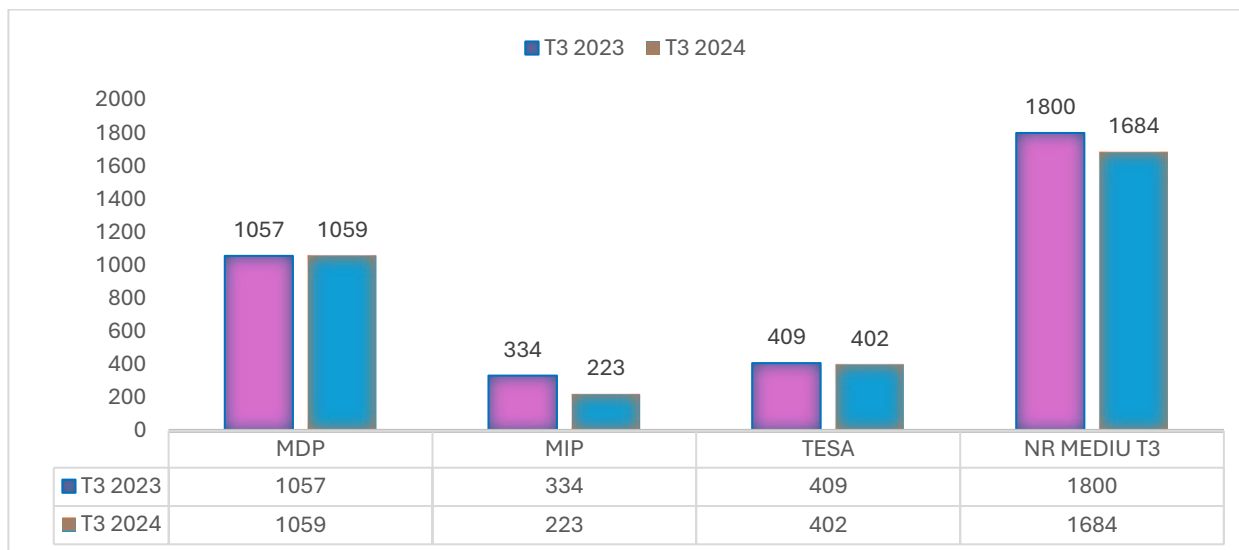
5.4.6. Performance indicators of Human Resources processes

Average number of staff

The evolution of the average number of personnel in Q3 2024 registered a decrease compared to the similar period of 2023, from 1800 employees to 1604 employees. This increase occurred both due to the decrease in orders and due to the increase in labor productivity.

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 number of personnel by categories of personnel:



	Q3 2023	%	Q3 2024	%
MDP (Direct Productive Workers)	1057	59%	1059	63%
MIP (Indirectly Productive Workers)	334	19%	223	13%
TESA (Technical - Economic)	409	23%	402	24%
TOTAL	1800	100%	1684	100%

It is noted that the average number of personnel has decreased by 6.4%; the proportions of the three categories of personnel have changed, increasing the share of MDP and TESA staff; a decrease is recorded in terms of MIP staff, by 33.23%.

Staff turnover

Staff turnover, calculated as the ratio between the number of voluntary departures and the total number of employees, has evolved as follows during this period:

	Q3 2023	Q3 2024
Staff turnover (%)	15.11	13.07

Analysing the evolution of staff turnover, a decrease in this indicator was observed, due to the measures established in COMPAS to remedy this situation, namely: reporting to the level of salary and benefits in the area, qualification/retraining courses offered to employees, conclusion of apprenticeship contracts, provision of transport for commuters, settlement of the value of transport for other employees, the improvement of working conditions (air conditioning installations, reduction of pollutants, social spaces, etc.), the compensation of the labor shortage with qualified personnel from abroad.

Recruitment and selection

In the period related to the 3rd quarter of 2024, 1364 job offers (CVs, applications, letters of intent) were submitted. 160 people participated in the interviews (interviews, work tests, psychological tests) in order to fill the vacant positions.

Of these, 147 were hired, 5 were rejected for professional reasons at the interview/work tests, 5 were rejected for other reasons (illiteracy, health problems incompatible with working conditions) and a number of 3 people gave up the position offered for various reasons (work environment, work schedule, salary).

Staff training

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

Therefore, the training 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 ensure integrated, validated, certified personnel at the workplace, to acquire/expand the scope of skills, 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 at: professional development for career development, 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: CNC machine tool operators, welders, mechanical locksmiths, metrology technicians, forklift drivers, crane operators, etc. So far, 3,323 people have acquired a qualification.

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

Further, 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 the goal in 2024 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 give them the opportunity to easily integrate into new jobs, to obtain a recognized certification, to raise their level of knowledge, satisfaction, responsibility. Apprenticeship programs 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, two people are following the level 3 apprenticeship program - MUCN operator.

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

Projects developed with European funds

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

So far, 15 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 active life of pupils and students. We continue to aim to conclude partnerships and find new sources of funding dedicated both to the development of human capital skills in COMPA and to the preparation of future graduates to integrate as easily as possible into the labor market.

Sustainable school-business partnerships

The company's partnerships with the 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. The COMPA collaboration was developed through the partnerships concluded with the "Avram Iancu" Technological High School and the Sibiu Energy Technical College.

The proximity 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 to involve COMPA in two directions related to 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 work environments, to high-performance technologies and equipment, to the knowledge and understanding of the processes developed on the manufacturing lines, to the familiarization with the rigors of the industrial environment.

COMP A and dual education

COMP A, throughout its existence of over 135 years, has always relied on vocational education, being one of the companies that anticipated the need to implement the dual education system. The beginnings of dual education in COMP A were in 2005, with the commissioning of the Vocational Training Center, a modern technical platform equipped with numerical control machines and which was made available to the "Henri Coanda" Technological High School, a high school with which we have partnerships since its establishment.

The campaigns to promote the educational offer and the benefits brought by dual education in which COMP A has participated in a sustained manner have resulted in the constant attraction of students to dual and technological high school education.

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 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 all the way to the doctorate on the dual track.

For the 2024-2025 school year, COMP A wants to attract and support 123 students throughout their schooling who at the end



of the learning cycle will acquire the qualification of: CNC machine tool operator, electromechanic, electronics technician for apparatus and equipment, mechatronics technician.

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

Risks identified in the Human Resources activity

In COMPA, coordinated actions are permanently carried out to direct and control the organization regarding risks in all areas and at all levels.

Regarding 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 insurance 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 turnover, mainly due to the incomplete identification of employee motivation needs and salaries uncorrelated with the local labor market;
- staff competencies below the level required for serving the position, due to the educational offer not correlated with the 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 the staff employed from 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 risks with high criticality, i.e. with a high probability of occurrence or with a significant impact on the company's activity, a series of measures have been taken, such as:

- involvement in the development of local technical education by providing resources for dual system education and for technological, high school education;
- apprenticeship programs for new employees;
- efficient internships for pupils and students;
- qualifications / requalifications / post-secondary school;
- career management; succession management for key positions;
- implementation of teleworking;
- restricting staff mobility by transferring some activities online;
- provision with qualified personnel from abroad.

Opportunities identified in the Human Resources activity

As for the opportunities identified in the process of ensuring human resources, they are:

- the existence of the *COMPA Vocational Training Center*, whose mission is to align with the European training standards and which ensures professional qualification and reconversion, the promotion of modern training techniques and methods as well as the development of the school-enterprise relationship. Training through the Vocational Training Center aims to reduce the integration period of new employees, the rapid accumulation of

skills and experience, the increase of the performance of practical training, knowledge and adaptation to the industrial environment.

- involvement in correlating the educational offer with the requirements of the labor market. COMPA is a member of the Local Committee for the Development of the Social Partnership Sibiu, a committee that deals with the administrative organization and policies in the field of education and vocational training. In this capacity, COMPA is actively involved in the elaboration of annual schooling plans for vocational and technical education, in facilitating the conclusion of agreements for the practical training of students, in promoting actions aimed at the transition from school to the workplace, in order to socio-professional integration and in the elaboration and implementation of projects for the development of vocational and technical education at national/regional/county level

5.5. QUALITY-ENVIRONMENT

Integrated Quality, Environment and Health and Safety at Work Policy of COMPA S.A."

Quality, environmental protection, health and safety at work are part of the values we care about, being integrated into the long-term development strategy of our organization and are some of the aspects that represent us.

We are aware that both the quality of products and services, care for the environment, continuous improvement of working conditions and prevention of occupational risks 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 for our success.

By virtue of these things, in order to put them into practice, the important directions in which we act are the following:

5.5.1. Climate impact

- We are committed to ensuring neutrality in terms of the carbon footprint related to energy supply and production;
- We make continuous efforts to reduce the carbon footprint determined by the products we supply, our logistics processes and the products sold by us;

5.5.2. Energy consumption

- Our organization has an extensive program to improve energy efficiency aimed at reducing energy consumption;
- We are engaged in a program to diversify energy production with the aim of increasing the share of renewable energy;

5.5.3. Resource management

- Our cost reduction program has as its central point the identification of solutions to reduce the consumption of raw materials and materials with a direct impact on the type and quantity of waste generated;
- We are committed to continuously improving wastewater treatment methods and reducing the amounts of pollutants removed from industrial water;
- We have a firm commitment to the continuous improvement of technologies that allow the capture and reduction of the amount of gases emitted into the atmosphere.
- The most optimal management of various types of waste is at the heart of our concerns to improve internal processes

5.5.4. Product quality

We are committed to continuous improvement of our internal processes and associated services so as to permanently ensure the highest possible quality of products with a direct impact on increasing customer satisfaction and reducing environmental impact by reducing the amount of waste and waste generated.

5.5.5. Health and safety

- We are committed to the continuous improvement of employee labor protection systems, with the main objective of continuously reducing the number of accidents and incidents at work
- We invest significant resources in protecting the personal data of our employees and partners as well as in protecting confidential information
- We apply the highest standards in terms of work ethic and human rights

- In order to effectively manage the prohibitions and restrictions imposed on hazardous materials and substances, we continuously update the information regarding these materials in the global IMDS (International Material Data System).

5.5.6. Partnership with the community

We have an active involvement in the life of the community by supporting initiatives regarding education, sports and environmental protection.

5.5.7. 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:

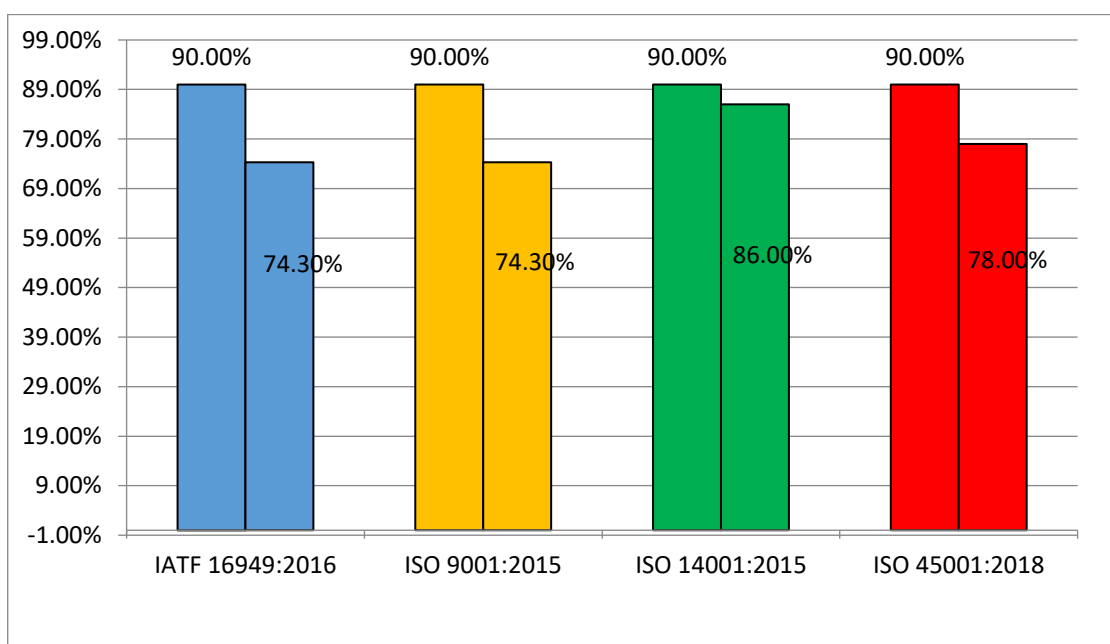
- **IATF 16949:2016**: quality management system for the automotive industry;
- **ISO 9001:2015**: quality management system for general (non-automotive) industry;
- **ISO 14001:2015**: environmental management system;
- **ISO 45001:2018**: occupational health and safety management system;

The internal performance on compliance with the requirements of the standards, for the third quarter to 2024, resulting from the internal system audits, is presented as follows (no notable events occurred):

Situation for the quarter. III/ 2024:

<i>Management system</i>	<i>Target/Objective</i>	<i>Achieved</i>
IATF 16949:2016	90,0%	74,3 %
ISO 9001:2015	90,0%	74,3 %
ISO 14001:2015	90,0%	86 %
ISO 45001:2018	90,0%	78 %

Niveluri de aptitudine sisteme Trim III-2024



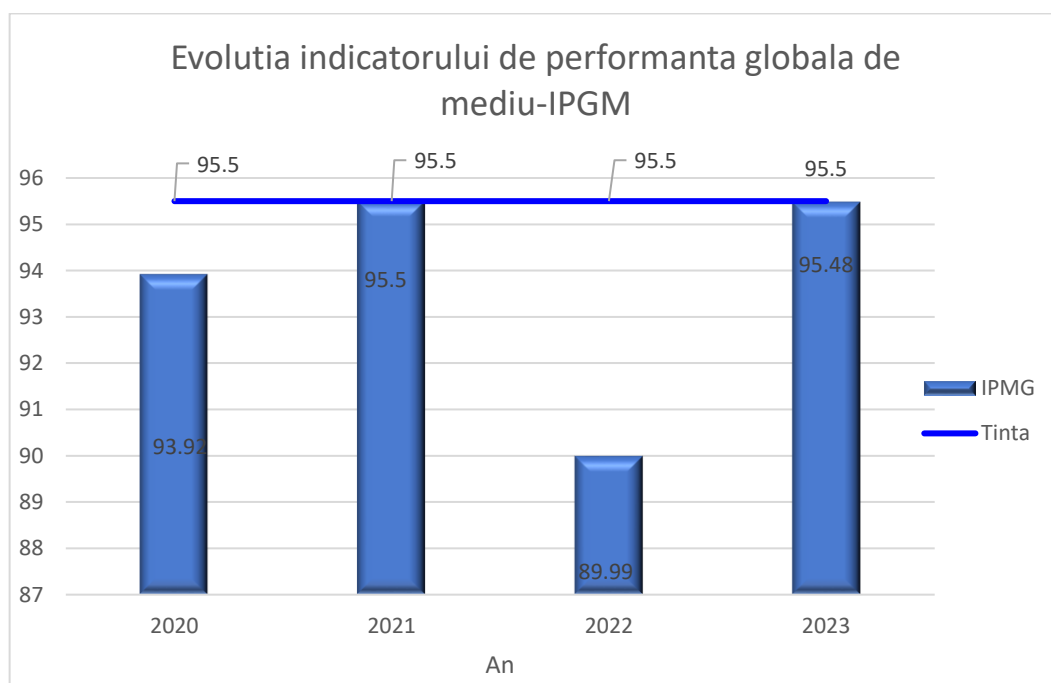
In April 2024, a third-party audit was carried out for the recertification of COMP A S.A. on all these four systems, with the objective of maintaining the current certification and extending it to new product categories. As a result, all four management systems were reconfirmed as effective and efficient.

5.5.8. COMP A S.A. Global Environmental Performance

At the company level, the management of actions taken to protect the environment is tracked through an indicator called the **Global Environmental Performance Indicator (GPI)** which is calculated according to the environmental management performance (provides information on the management's efforts to influence the environmental performance of the organization) and the operational environmental performance (which provides information on the operational results of the environmental performance of the company). of the organization's activities).

It is also worth mentioning that in the quarter. III- 2024, no penalties were recorded for non-compliance with environmental compliance obligations.

The evolution of the **global environmental performance indicator** in the last 4 years is presented in the adjacent graph:



5.6. RISK MANAGEMENT

General aspects regarding Risk Management in Compa

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

Within Compa there is a permanent concern for a pragmatic, proactive approach to risk management in order to identify all categories of risks that can act in achieving the company's objectives. An important step in risk management as a whole is the identification on all organizational levels of the company of the types of risks that we know 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 solve the problems arising as a result of the action of those risks.

In order to achieve the objectives set at all levels in the risk management process, Compa's Top Management took into account the following aspects specific to the 1st quarter of 2024:

- **Risk assessment is a permanent activity, at the level of all management staff within the company on all levels oriented mainly to:**
 - Identification of all categories of risks acting at each level, including new risks that have not previously manifested.
 - Focusing the activity on the action of the risks that persist and that act on objectives of major importance in the company's activity
 - Quantifying the impact of risk action and guiding actions to counteract or mitigate their effects
- **Delegation of responsibility by Compa's Top Management to all levels of management within the organizational structure of Compa:**

- Responsibilities established by decentralization at the level of the profit centers organized within the company and which consist of the management of the related risks, strictly to the production sectors for which they are responsible.

In this context, the operations managers of these profit centers have obligations in the management of risks in the areas of production, quality, technical, maintenance and logistics of the sector for which they are responsible.

- Responsibilities at the level of the central departments of the company, with an area of responsibility at the level of the entire company in areas such as:

R&D ; Marketing – sales; Purchases; Human resources; Quality – environment; Financial-accounting and Controlling.

- **Permanent monitoring of the impact of the action of each risk category on the economic and financial activity of the company**

- **Half-yearly analyses of Compa's Top Management**, with the responsible factors within the company, in which the different categories of risks are also analyzed, in order to establish the causes and impact of the risks in the financial activity, as well as the measures to be taken to avoid or limit the economic effects generated by those risks

Categories of risks with potential impact on Compa's activity

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

5.6.1. Risks from the operational activity at the level of profit centers

Risks generated by the lack of insurance at certain times of the year of the need for resources

- failure to ensure at the level of orders the production capacities necessary to meet the volumes requested over the initial provisions, 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 manufacture of these additional volumes on days off (Saturday or Sunday)

- The temporary lack of some materials or tools is a risk that must be taken into account, especially in a year with

major disruptions in the supply chain due to the war in Ukraine. The risk of stopping production at the customer's premises was eliminated by means of supply measures by means of rapid transport (special transports by plane or non-stop transport vehicles) and other operative measures.

- The provision of human resources, with the exception of the need for qualified workers, is one of the problems faced by companies in the Sibiu area, especially for finding specialists.

In order to mitigate the effects of this risk, Compa has contacted companies authorized to recruit labor from outside Romania, so that currently a number of 46 qualified workers (CNC machine operator and welders) are already employed, coming from India, and other workers are being insured in the future, also from India. For these workers recruited from outside Romania, decent accommodation conditions were ensured, being integrated in a short time into Compa's manufacturing processes. Apart from these foreign personnel recruitment actions, great efforts are made within the company to stabilize the existing staff, to reduce fluctuation, adopting measures to attract and retain COMPA staff.

The current legislation does not provide for the obligation to comply with the contracts concluded with local employers. There is a migration of skilled contract workers to companies that pay better without the approval of previous employers.

5.6.2. Risks with a general impact on the activity of the entire company

The management of these categories of risks falls under the responsibility of the organizational structures at the higher levels of management of the company, having an area of coverage and influence on the activity of the entire company.

The categories of risks impacting the activity of most companies are:

Price risk

It was one of the risks with aggressive action due to the explosive increase in the prices of utilities, methane gas and electricity, increases generated mainly by the outbreak of the conflict in Ukraine.

Credit risk

The investment program was lower compared to previous years, therefore during 2024 credit risk did not impact the firm's activity. The installments related to the investment loan committed in 2019 were repaid at maturity, and the credit lines were accessed as expected.

Liquidity risk

In order to know and avoid the impact of this risk on the company's activity, respectively liquidity risk management, cash flows, the degree of access to credit lines, as well as the evolution of receivables collection and stock levels are permanently monitored.

However, during this period, there were situations in which even the most important customers of COMPA had periods in which they exceeded the deadline for payment of invoices, requiring a permanent monitoring of the process of debt collection and customer interventions, in order to comply with payment terms established by contracts.

Currency risk

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

Risk of changes in tax legislation

The lack of predictability in the field of tax legislation has a major impact on the entire economy, affecting both private and state-owned companies equally.

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 2024 was a legislative change with a major impact on private companies, but we can appreciate that Compa was prepared to face changes of this kind, so the effect of this risk was urgently counteracted.

The economic impact was easier to bear because there were very few people in the company with a gross salary at the level of the minimum wage.

On the other hand, the Compa management has permanently intervened both at the level of the Employers' Organization and at the level of the County and Municipal Organizations, openly expressing its opinion on certain ongoing legislative actions or even for changes to the current legislation that affect the activity of companies.

5.7 INVESTMENTS, NEW PRODUCTS AND RESEARCH AND DEVELOPMENT ACTIVITY

5.7.1 INVESTMENT

In the investment activity, funds were used for:

- the purchase of equipment;
- modernization of existing machinery and installations;
- arrangement of production spaces.

The funds necessary to carry out the investment activity in the amount of 13.737939 in the third quarter were provided from own sources. The economic effects of purchasing new machinery and technological lines are:

- increasing labor productivity;
- reduction of repair costs;
- improving the technological flow;

- increasing the quality of manufactured parts and reducing scrap;
- reduction of energy consumption;
- increasing the precision of parts processing;
- increasing the safety in the operation of the machinery;
- reducing the costs of non-quality;
- increasing the efficiency of the activity through efficiency, etc.

5.7.2. NEW PRODUCTS

The technical and research and development function has as its main objective 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 the purpose of offering non-diesel or even non-automotive products, to ensure a portfolio of new products, diversified, less vulnerable to the profound changes of the recent period, in the automotive field and beyond.

These are the reasons why Compa has also focused its concerns on the execution of complex components, with high added value, in the field of machine tool manufacturing industry. The transition to the production of complex products, i.e. to the manufacture of cabs for CNC machines delivered to machine tool manufacturers, represents a positive, promising element in the development of the business in this new field for COMPA.

In Q3 - 2024, the manufacture of new products continued, for which the necessary production capacities were ensured, with an impact on production and in the next period.

Among these products we mention:

- Intermediate axes; Due to the increases in quantities, a new process has been developed
- VCST Customer Milestones
- Due to the increase in quantities, a new process has been developed
- NOVOPRESS customer-facing pipe crimping pliers

5.7.3. RESEARCH AND DEVELOPMENT ACTIVITY

In Compa was established since 2019 a Research and Development Center in which the foundations are laid for the production of products of a high technical and qualitative level.

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

For example, we mention some projects within the Research and Development Center:

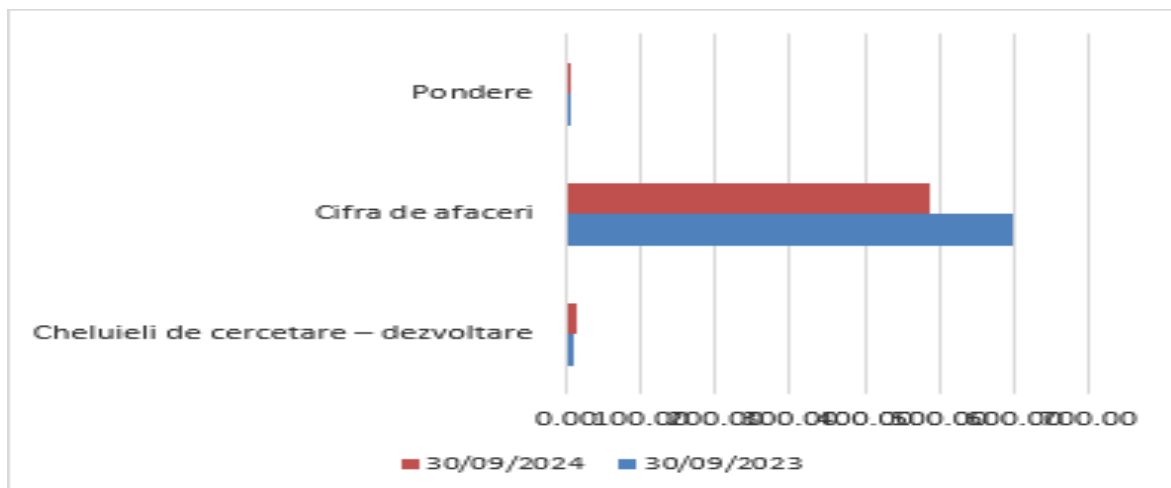
- Crimping pliers process development for NOVOPRESS customer
- ZF customer cover process development
- Development of combined tools with a positive impact on the quality of Phinia customer products
- Use of ferrous waste for the production of components/spare parts with a positive impact on the consumption of raw materials
- Development of processes for the reconditioning of subassemblies within machine tools, using the reverse engineering method

R&D expenses include:

- applied research expenses made within the Research Center made from European funds and from COMPA's own resources.
- the expenses for the development of new products, the expenses of constructive and technological design, including those expenses for monitoring new products and processes, until the transition to their mass production.
- expenses incurred by the specialists in the technical field of the COMPA company, who carry out the technological design operations in order to elaborate the price quotations, including those quotations that for various reasons do not result in a nomination of the company by the clients.

The evolution of R& D expenses in the third quarter of 2024 compared to the same period last year is shown below:

INDICATOR	30/09/2023	30/09/2024
Research and development requirements	11.20	15.53
Turnover	597	486.26
Weight	1.88	3.19



6. PIAȚA CAPITAL

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.

The main characteristics of the issued securities: 218,821,038 registered shares, ordinary, of equal value, fully paid, issued in dematerialized form and evidenced by registration in the Shareholders' Register managed by Depozitarul Central S.A. Bucharest. COMP A is registered with the ISIN code ROCMP5ACNOR9, stock symbol CMP, in the Standard category.

As of 30.09.2024, the company had 7,159 shareholders, individuals and legal entities, Romanian and foreign, according to the Consolidated Register received from Depozitarul Central S.A. Bucharest.

Individuals - 159,541,030 shares

Legal entities – 59,280,008 shares

Change in the average sale price and nr.de shares traded on 30.09.2024



During the reference period, there were transactions regarding Compa shares, 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 decreases.

6.1.Cu on the distribution of dividends to COMP A shareholders for the financial year 2023

The Ordinary General Meeting of Shareholders was convened for 25/26 04.2024 and item 3 on the agenda proposes the distribution of the net profit, as follows:

Destination	Lei
TOTAL NET PROFIT, distributed as follows:	7.675.390
- Development Fund	6.140.312
-Dividend	1.535.078

The distribution of the profit to the development fund is necessary to ensure the cash necessary for the process of further investments in new equipment with a high yield, for the modernization of existing equipment, as well as for the development of new products considered in the future development strategy of the company.

The proposal for the distribution of dividends, subject to the approval of the OGMS, takes place in the fourth consecutive year.

The dividend payment date was 14.06.2024, and the gross dividend/share was set at RON 0.00705.

6.2. Purchase of own shares

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

Starting with 13.08.2020, the Company started the share buyback program, in accordance with Hot. EGMS 18 and 19 of 27.04.2020

Size of the program: buyback from the market of a maximum number of 15,000,000 treasury shares. Price

The proposed acquisition is:

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

The maximum monetary value allocated to the program: 3,890,000 lei, excluding brokerage commissions and other acquisition costs. The payment of the repurchased shares will be made, according to the provisions of art.1031 of Law 31/1990, from the distributable profit of the company, recorded 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 EGMS resolution of 09.09.2021 approves the implementation, with regard 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 the Company's employees and members of the management of the repurchased shares, for the purpose of maintaining and motivating them, as well as for the purpose of rewarding them for the activity carried out within the Society. At the same time, the empowerment of the Board of Directors to adopt all the necessary measures and to fulfill all the formalities required for the implementation of the share buyback plan and to establish the criteria for granting the option rights is approved.

By the decision of the Board of Directors no. 92/13.08.2021 it was decided to start the buyback program. It took place between 17.08.2020 and 15.11.2021, the investors being informed about its completion through the current report dated 16.11.2021. Thus, in 2020 and 2021, 6,504,153 shares were repurchased, representing 2.9723% of the share capital of COMPA, as follows:

- Total share redemption value: RON 3,878,223.52
- Average price/share: 0.5962 lei/share

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

By the decision of the Board of Directors dated **13.12.2022**, the exercise by 20 Beneficiaries of the Plan regarding the grant of the option to acquire shares free of charge (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 Compa.

During 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 shares from the company's account to the name of the Beneficiaries was operated.

Currently the company has a no. of 444,153 treasury shares.

6.3. Relationship with shareholders and investors

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

In relation to the capital market, the company has fulfilled all the reporting obligations arising from the 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.

According to the provisions of the Corporate Governance Code, continuous and periodic information was disseminated simultaneously, both in Romanian and in English.

6.4. Issues regarding the company's capital and management

The Board of Directors of the company consists of 5 members elected on the basis of the OGMS of 22.04.2021 and subsequently, based on the OGMS resolution of 25.04.2024, the election and appointment for a one-year term starting with 25.04.2024 of Mrs. Mihaela Dumitrescu was approved, for the position of administrator in the Board of Directors of COMPA S.A. Mrs. Mihaela Dumitrescu has held **7.1 until this date. Board of Directors**

On **22.04.2021**, following the expiration of the term of office of the members of the Board of Directors, the Ordinary General Meeting of Shareholders approved the election of a new Board of Directors for a period of four years consisting of the following members:

DEAC Ioan	- Executive Director / Chairman of the Board of Directors
MICLEA Ioan	- Administrator neexecutiv
MAXIM Mircea-Florin	- Administrator neexecutiv
BALTEȘ Nicolae	- Administrator neexecutiv independent
NEACȘU Vlad-Nicolae	- Administrator neexecutiv independent

By Decision no. 1A / 28.04.2021, 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 with 26.04.2021.

By Decision no. 1B/ 28.04.2021, the Board of Directors approves the election of Mr. Ioan Miclea as Vice-Chairman of the Board of Directors of Compa S.A., for a 4-year term, starting with 26.04.2021.

By decision no. 91/26.10.2023, the Board of Directors took note of the termination of the mandate of administrator, as well as of the position of Vice-Chairman of the Board of Directors, of Mr. Ioan Miclea, starting with 22.10.2023, following his death.

By decision no. 96/8.11.2023, the Board of Directors approves the appointment of Mrs. Mihaela Dumitrescu as provisional administrator starting with 09.11.2023 until 30.04.2024, in accordance with the provisions of art. 1372 para. (1) of the Companies Law no. 31/1990 and her appointment as Vice-President of the Board of Directors.

Thus, starting with 9.11.2023, the Board of Directors of the Company is made up of the following members:

DEAC Ioan	- Executive Director / Chairman of the Board of Directors
DUMITRESCU Mihaela	- Executive Director/ Vice-President of the Board of Directors
MAXIM Mircea-Florin	- Administrator neexecutiv
BALTEȘ Nicolae	- Administrator neexecutiv independent
NEACȘU Vlad-Nicolae	- Administrator neexecutiv independent

By resolution no.49 / 25.04.2024, the General Meeting of Shareholders (OGMS) approves the election and appointment, for a one-year term starting with 25.04.2024, of Mrs. Mihaela Dumitrescu, domiciled in Sibiu, to occupy the position of administrator in the Board of Directors of COMPA S.A., considering the vacant position provisionally occupied.

Audit Committee

By Decision no. 4 of 28.04.2021, the Board of Directors approved, for the period of the new mandate, the election of the members of the Audit Committee. Thus, the Committee is made up of the following members:

- BALTEȘ Nicolae** - Independent non-executive director / Chairman of the Audit Committee
NEACȘU Vlad-Nicolae - Independent non-executive director / Member of the Audit Committee

MEMBRII CONSILIULUI DE ADMINISTRAȚIE



Ioan DEAC
Presedinte CA/
Director General



Mihaela DUMITRESCU
Vicepresedinte CA/
Director Economic



Mircea-Florin MAXIM
Administrator



Nicolae BALTEȘ
Administrator
Presedinte
comitet audit



Vlad-Nicolae NEACȘU
Administrator
Membru
comitet audit

Name and surname	Age	Qualification	Professional Experience	The function	Seniority in function	Shareholders capital
DEAC Ioan	75	Engineer-Bachelor's Degree in Machine Construction Technology- Cluj Polytechnic Institute -Faculty of Mechanics	49	President of the Board of Directors / General Manager	31 years	19,4874%
DUMITRESCU Mihaela	52	Economist-Bachelor's Degree in Economic Sciences- Babes Bolyai University Cluj Napoca	29	Vice president of the Board of Directors	1 year	19,2077%
MAXIM Mircea-Florin	66	Engineer-Bachelor's Degree in Economic Engineering Profile- University of Agronomic Sciences and Veterinary Medicine Bucharest	41	Non -executive director	16 years	0,0157%
BALTEȘ Nicolae	65	Economist – Bachelor's Degree in Economic Sciences, Finance-Accounting specialization- Bucharest Academy of Economic Studies, Faculty of Finance-Accounting	40	Independent non-executive director/ Chairman of the Audit Committee	5 or	0%
NEACȘU VLAD-NICOLAE	43	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	17	Independent non-executive administrator/ Audit Committee member	1 an	0,002%

7.2 Executive management

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

In accordance with the provisions of Law no. 31/1990, by Decision no. 96 of 8.11.2023, the Board of Directors approved the appointment of Mrs. **DUMITRESCU Mihaela** as **Economic Director** of COMPA S.A. from 09.011.2023 to 30.04.2024 with the delegation of the company's management duties.

In accordance with the provisions of Article 143 paragraph (1) of Law no. 31/1990, by Decision no. 53 of 30.04.2024, the Board of Directors approved the extension of the mandate of Mrs. DUMITRESCU Mihaela as **Chief Economic Officer of Compa S.A.** starting with 30.04.2024 until 30.04.2025, with the delegation of the company's management attributions.

- | | |
|-----------------------|-------------------|
| 1. DEAC Ioan | Director General |
| 2. DUMITRESCU Mihaela | Economic Director |

7.3. Directors by position

The acting directors are responsible for taking all measures related to the field of activity of each one, in compliance with the powers granted.

The directors periodically inform the Board of Directors about the operations undertaken to achieve the objectives and indicators entrusted through the *Strategic Scoreboard*, to fit into them, but also about the fulfillment of other tasks received.

During the period 01.01.2024-06.05.2024 The structure of the directorate by functions is presented as follows:

- | | |
|-----------------------------|--|
| 1. BAIĂȘU Dan-Nicolae | Deputy General Manager/ Commercial Director |
| 2. ACU Florin | Technical Director |
| 3. BLAJ Robert | Logistics Director |
| 4. DUMITRESCU Ștefan Cosmin | Director of Management and Improvement Systems |
| 5. ȚUICU Liviu-Laurențiu | Director of Quality – Environment |
| 6. Tuturea Mihai | Production Director |
| 7. FIRIZA Sorin Ioan | Deputy - Producție Director |
| 8. DRAGOMIR Marius C-tin | Chief ING- Maintenance |

Considering the more efficient organization of the activities of COMPA SA, by the Decision dated 07.05.2024, *the Structure of the Directorate by functions* has the following component:

- | | |
|-----------------------------|---|
| 1. BAIĂȘU Dan-Nicolae | Deputy General Manager/ Commercial Director |
| 2. ACU Fluorine - Ștefan | Technical Director - Technical Projects Directorate |
| 3. FIRIZA Sorin Ioan | Technical Director - Technical Directorate for Processes and Products |
| 4. DUMITRESCU Ștefan Cosmin | Production Director - Production 1 |
| 5. Tuturea Mihai | Production Director - Production 2 |
| 3. BLAJ Robert | Logistics Director |
| 5. ȚUICU Liviu-Laurențiu | Quality - Environment Director |
| 8. DRAGOMIR Marius C-tin | Chief ING- Maintenance |

Organizational Structure

About Us



Ioan DEAC
Chairman

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

Commercial &
Deputy CEO



Dan Băiașu
Director
Purchase
Sales & Marketing
Suppliers Development

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

Quality &
Environment



Liviu Ţuicu
Director
Product-Process Control
Product-process audit
Measurements, Analysis
& Testing
System Documents
Internal Audit

Logistics



Robert Blaj
Director
Production logistics
Purchasing logistics
Warehouse - Internal flow
Customs office
Sales Logistics

Production



Cosmin Dumitrescu
Director

Production



Mihai Ţuțurea
Director

Maintenance



Marius Dragomir
Chief Engineer

8. SIGNIFICANT TRANSACTIONS

Between 01.01.2024 and 30.09.2024, COMPA did not carry out major transactions either with the affiliated companies within the Group to which it belongs or with other companies holding shares in the share capital of COMPA S.A. The entities affiliated to 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, etc., outsourcing carried out to streamline these activities as well as to be able to benefit from some facilities granted by the state to some activities (IT activity; transport licenses, etc.).

Most of the transactions, contracts with these affiliated entities represent the supply by COMPA (the owner of special and specific installations), of utilities such as: electricity, thermal energy, drinking water, telephone services, compressed air, rental of spaces and equipment necessary for carrying out the activity, as well as contracts for the supply of goods and services.

On the other hand, these affiliated entities supply COMPA with goods and services that constitute their object of activity and for which outsourcing has been imposed.

The relations were carried out in free market commercial terms, their price being agreed through negotiation, within the levels practiced on the market.

8.1. Transactions with affiliated entities in the first 9 months of 2024

The transactions carried out in the first 9 months of 2024 with affiliated companies are highlighted in the table below:

Explanation	30/09/2023			30/09/2024		
	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	10,532,551	429,627		6,305,658	311,936
COMPA IT S.R.L.	0	2,538,841	68,383		2,520,420	79,986
RECASERV S.R.L.	0	1,531,648	35,116		1,744,726	35,116
ARINI HOSPITALITY S.R.L.	3,762,702	0	172,555	4,997,684	7746	220,568

8.2. Mutual receivables and debts with affiliated entities 30.09.2024

Receivables to be collected by COMPA SA from:

Explanation	30/09/2024	30/09/2023
TRANSCAS S.R.L.	50,548	70,086
COMPA IT S.R.L.	5,933	4,844
RECASERV S.R.L.	7,378	11,067
ARINI HOSPITALITY S.R.L.	4,997,684	3,764,189

Debts to be paid by COMPA SA to:

Explanation	30/09/2024	30/09/2023
TRANSCAS S.R.L.	1,405,998	1,652,504
COMPA IT S.R.L.	834,428	552,160
RECASERV S.R.L.	573,347	391,358

9. NON-CONSOLIDATED INTERIM FINANCIAL REPORT AS AT 30.09.2024

9.1. STATEMENT OF COMPLIANCE OF THE NON-CONSOLIDATED INTERIM FINANCIAL REPORT

STATEMENT
in accordance with the provisions of art.30 of the Accounting Law no.82/1991

The UNCONSOLIDATED financial reports as of 30.09.2024 have been prepared for:

Entity: S.C. COMPA SA
County: 32 SIBIU
Address: SIBIU, str. HENRI COANDA, nr. 8, tel. 0269/239400
Trade register number: J32/129/1991
Form of ownership: 34 Joint stock companies
Preponderant activity
(NACE class code and name): 2932 Fabric.other parts and accessories for motor vehicles and motor vehicle engines
Unique registration code: RO788767

The undersigned DUMITRESCU MIHAELA

According to art.10 para. (1) of the Accounting Law no. 82/1991, as economic director, I assume responsibility for the preparation of the UNCONSOLIDATED financial reports as of 30.09.2024 and confirm the following:

a) The accounting policies used in the preparation of quarterly financial reports are in accordance with the applicable accounting regulations.

b) The quarterly financial reports provide a true picture of the financial position, financial performance and other information related to the activity carried out.

c) The legal person carries out its activity in conditions of continuity.

DUMITRESCU MIHAELA
CFO



9.2. NON-CONSOLIDATED INTERIM FINANCIAL REPORT AS AT 30.09.2024

UNCONSOLIDATED FINANCIAL POSITION AS OF 30.09.2024

(all amounts are expressed in lei, unless otherwise specified)

	<u>Note</u>	<u>30/09/2024</u>	<u>31/12/2023</u>
Active			
Fixed assets:			
Tangible assets	4.1	338,400,258	364,493,649
Real estate investments	4.2	41,696,883	36,661,105
Intangible assets	5	6,997,862	8,056,305
Other receivables (Subsidies and settlements from joint ventures)	6	1,142,274	0
Other fixed assets	7	5,129,217	3,891,608
Financial investments	20	24,215,500	24,215,500
Fixed assets - total		417,581,994	437,318,167
Circulating Active:			
Stocks	8	98,446,736	111,126,503
High commercial creating	6	110,913,823	146,001,118
Other receivables (Subsidies and settlements from joint ventures)	6	270,831	128,010
Cash and cash equivalents	9	10,959,212	542,569
Active circulating - total		220,590,602	257,798,200
Total active		638,172,596	695,116,367
Equity:			
Share capital	11	21,882,104	21,882,104
Adjustment on share capital	11	-265,638	-265,638
Reserves	11	392,557,369	389,070,474
Reserve adjustment	11	23,122,057	23,122,057
Retained earnings	11	65,886,960	65,886,960
Current result	11	5,062,488	7,675,390
Profit distribution	11		-2,846,482
Equity – total		508,245,340	504,524,865
Debt			
Long-term debts:			
Financial debts	12	7,181,907	38,787,077
Advance income (advance income, subsidies)	13	17,331,733	18,434,065
Provisions	14	7,174,698	6,220,535
Long-term debts - total		31,688,338	63,441,677
Current debts:			
Financial debts	12	16,155,978	14,360,930
Commercial and similar debts;	13	60,405,267	90,367,315
Debts from contracts with customers	13	1,062,935	3,505,877
Other debts	13	15,016,432	14,492,090
Current tax liabilities	10,13	1,423,236	0
Advance income (advance income, subsidies)	13	4,175,070	4,423,613
Current payables - total		98,238,918	127,149,825
Total Liabilities		129,927,256	190,591,502
Total equity and liabilities		638,172,596	695,116,367

UNCONSOLIDATED STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME AS AT 30.09.2024

(all amounts are expressed in lei. unless otherwise specified)

	<u>Note</u>	<u>30/09/2024</u>	<u>30/09/2023</u>
Income	15	486,257,119	596,995,922
Other income	15	5,883,223	10,370,441
Total Revenue		492,140,342	607,366,363
Variation of stocks of finished products and production in progress	16	-6,823,077	-9,527,077
Raw materials and consumables used	16	-285,053,537	-369,856,619
Employee benefits expenses	17	-121,407,874	-128,652,816
Depreciation and amortization expenses	4 ,5, 16	-35,510,955	-39,530,782
Services provided by third parties	16	-24,332,895	-30,722,014
Other expenses	16	-6,350,134	-13,672,507
Total expenses		-479,478,472	-591,961,815
Operating result		12,661,870	15,404,548
Financial income	18	82,618	92,625
Financial expenses	18	-1,918,603	-2,589,979
Other financial gains/losses	18	-228,803	-593,634
Net financing costs		-2,064,788	-3,090,988
Profit before tax		10,597,082	12,313,560
(Expenses) / Income from deferred corporate income tax	10	-866,309	623,981
Current income tax expense	10	-4,668,285	-2,723,865
Net profit for the period		5,062,488	10,213,676
Other comprehensive income: Of which other comprehensive income items that will not be subsequently reclassified to profit or loss:			
Income tax on other comprehensive income	10	193,065	178,902
Other income from comprehensive income, net of tax		193,065	178,902
Total overall result for the year		5,255,553	10,392,578
Unconsolidated earnings per base share / diluted	19	0.0231	0.0467

UNCONSOLIDATED STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30.09.2024

(all amounts are expressed in lei. unless otherwise specified)

Equity item	Capital social	Share capital adjustments	Legal reserves	Adjustments to legal reserves	Revaluation Reserves	Other reserves	Adjustments to other reserves	Retained earnings	Total
Sold at 01.01.2023	21,882,104	-265,638	4,376,421	22,679,066	83,891,130	296,193,865	442,991	67,906,134	497,106,073
Profit of the year								7,675,390	7,675,390
Other comprehensive income, of which:	0	0	0	0	0	244,176	0	0	244,176
Income tax on other comprehensive income						244,176			244,176
Transactions with shareholders, registered directly in equity, of which:	0	0	0	0	0	4,364,883	0	-4,865,657	-500,774
Distribution of shares free of charge									0
Profit distribution		0				4,364,883		-4,865,657	-500,774
Sold la 31.12.2023	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

Equity item	Capital social	Share capital adjustments	Legal reserves	Adjustments to legal reserves	Revaluation Reserves	Other reserves	Adjustments to other reserves	Retained earnings	Total
Sold at 01.01.2024	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 of the year								5,062,488	5,062,488
Other comprehensive income, of which:	0	0	0	0	0	193,065	0	0	193,065
Income tax on other comprehensive income						193,065			193,065
Transactions with shareholders, registered directly in equity, of which:	0	0	0	0	0	3,293,830	0	-4,828,908	-1,535,078
Profit distribution		0				3,293,830		-4,828,908	-1,535,078
Sold la 30.09.2024	21,882,104	-265,638	4,376,421	22,679,066	83,891,130	304,289,819	442,991	70,949,447	508,245,340

UNCONSOLIDATED STATEMENT OF CASH FLOWS AS AT 30.09.2024

(all amounts are expressed in lei. unless otherwise specified)

Explanation	30/09/2024	30/09/2023
Cash flows from operating activities:		
Profit before tax	10,597,082	12,313,560
Depreciation and amortization expenses of fixed assets	36,198,494	35,678,961
(Increases) / Decreases in stocks	12,679,767	19,906,518
(Increases) / Decreases in receivables	32,564,591	-20,324,946
Increases/ (Decreases in debts)	-30,457,412	9,427
Adjustment for other non-monetary items	-5,324,826	1,894,022
Net cash generated from operations	56,257,696	49,477,542
Cash flows from investment activity:		
Acquisitions of tangible fixed assets and real estate investments	-13,737,939	-12,280,952
Acquisitions of intangible assets	-374,389	-747,822
Net cash generated from investment activities	-14,112,328	-13,028,774
Cash flows from financial activity		
(Increases) / Decreases in bank loans	-29,810,122	-33,048,770
Interest Payments	-1,918,603	-2,589,979
Net cash generated from financial activity	-31,728,725	-35,638,749
Net cash generated from total business	10,416,643	810,019
Cash and cash equivalents at the beginning of the period	542,569	5,986,107
Cash and cash equivalents at the end of the period	10,959,212	5,176,088

EXPLANATORY NOTES TO THE NON-CONSOLIDATED INTERIM FINANCIAL REPORT AS AT 30.09.2024

(all amounts are expressed in lei. unless otherwise specified)

1. GENERAL INFORMATION

COMPA is a joint-stock company. based in Sibiu. Str. Henri Coandă nr.8. CP 550234.

1.1. Field of activity

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

1.2. Form of ownership of the company

COMPA S.A. has been 100% privatized since September 1999.

The company is listed on the stock exchange, 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. The evolution of the company

By Government Decision no. 1296/13.12.1990, the company became the Commercial Company COMPA S.A., coming from **the Sibiu Auto Parts Company (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 organized itself in factories / workshops. made up of product families. as a cost center. which over time have become profit centers. for the purpose of decentralization and facilitating the establishment of joint ventures.

2. DRAFTING BASICS

Declaration of conformity

The UNCONSOLIDATED financial statements were prepared in accordance with the International Financial Reporting Standards 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.

Business continuity principle

The UNCONSOLIDATED financial statements were prepared based on the principle of business continuity. which implies that the Company will be able to carry out its activity under normal conditions.

Basis of evaluation

The UNCONSOLIDATED financial statements have been prepared on the basis of historical cost. except for 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 Creator is the Creator of the Universe and the Creator of the Universe.

Use of estimates and judgments

The preparation of the non-consolidated financial statements in accordance with the IFRS adopted by the European Union implies the use of estimates by management. judgments and assumptions affecting the application of accounting policies as well as the reported value of assets. Debt. income and expenditure. 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 Company's accounting policies. the material effect of which is 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 Company's management uses professional reasoning in determining the useful lifespan. and the evidence used to determine it includes the technical specifications of the machines. information from the commercial contracts that the company has concluded with customers. the history of products sold. market information related to the company's products and the ability to adapt the machines.

Property, plant and equipment and intangible assets – Adjustments for impairment of property, plant and equipment

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 the following periods. The net carrying amount of the asset is increased to the level of the net carrying amount. which would have been determined if no impairment loss had been recognised. Evidence that can cause depreciation includes a decrease in utility to society. excessive physical wear and tear. the emergence of new production technologies.

Deferred taxes

The receivables regarding the deferred tax are recognized as assets. to the extent that it is likely that there will be a taxable profit from which the losses can be covered. The Company's management uses professional judgment in determining the amount of deferred tax receivables 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 market and automotive components.

Provisions

Provisions are recognised when the Company 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 necessary 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.

Recoverable amount of assets

Impairment of receivables is performed NON-CONSOLIDATED and is based on management's best estimate of the present value of cash flows expected to be received. The Company reviews its trade and other receivables at each date of the financial position. to assess whether it should 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 the actual results may be different. leading to future changes to the adjustments.

Fair value measurement of financial instruments

When 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 is measured using valuation techniques. including the discounted cash flow model. The assumptions in these models are taken from available market information. but when it is not possible. reasoning is necessary to determine the fair value. Reasoning includes determining assumptions such as credit risk and volatility.

3. SIGNIFICANT ACCOUNTING POLICIES

The UNCONSOLIDATED financial statements have been prepared in accordance with the International Financial Reporting Standards adopted by the European Union ("EU")

The significant accounting policies applied by the Company are those presented in the Financial Statements ended 31.12.2023 and have not changed during the interim reporting period.

4.1. TANGIBLE ASSETS

The evolution of tangible assets from 1 January 2024 to 30 September 2024 is as follows:

Explanation	30/09/2024	01/01/2024
Land	43,848,700	43,848,700
Construction	97,291,247	94,682,973
Equipment and motor vehicles	188,054,495	208,811,873
Other tangible assets	762,319	753,503
Tangible assets in progress	8,443,497	16,396,600
Total	338,400,258	364,493,649

Tangible assets representing "Tangible assets in progress" are measured at historical cost. The company has chosen the fair value revaluation model for the valuation of tangible assets of land and constructions. The buildings and land were reassessed on 31.12.2019 by an authorized independent appraiser. In the fair value hierarchy, the revaluation of the company's buildings and land at fair value is classified as level 2 data. In the fair value hierarchy, the revaluation of the company'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 2024 through depreciation, sale and scrapping.

4.2. REAL ESTATE INVESTMENTS

The evolution of real estate investments from January 1, 2024 to September 30, 2024 is as follows:

Explanation	30/09/2024	01/01/2024
Real estate investments	41,255,282	36,434,964
Real estate investments in progress	441,601	226,141
Total	41,696,883	36,661,105

Real estate investments are valued at fair value. A gain or loss generated by a change in 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.

5. INTANGIBLE ASSETS

The evolution of intangible assets was as follows:

Explanation	30/09/2024	01/01/2024
Research and development expenditure	2,912,547	3,326,980
Programme informaticice si licente soft	4,085,315	4,729,325
Total	6,997,862	8,056,305

The company capitalizes the R&D costs due to the fact that the criteria for their recognition as an intangible asset are met, i.e. the cost of the asset can be reliably assessed. Their depreciation is determined by the linear method.

6. TRADE AND OTHER RECEIVABLES

The situation of the receivables held by the Company is as follows:

Explanation	30/09/2024	01/01/2024
Commercial Creator	104,823,480	136,110,392
Advances paid to suppliers	1,227,835	4,821,770
Personnel claims	15,283	23,845
Receivables in relation to the consolidated state budget and the local budget	3,468,313	3,175,062
Miscellaneous debtors	49,059	492,936
Cheltuieli in avans	1,329,853	1,377,113
Subsidies to be collected (projects, European funds, subsidies for personnel expenses)	270,831	128,010
Total	111,184,654	146,129,128

Receivables in foreign currency are valued in RON at the official exchange rate of the NBR on 30.09.2024.

The situation of the adjustments for the impairment of receivables is presented as follows:

Sold la 01.01.2024	826,942
Adjustments constituted 9 months 2024	693
Reverse adjustments 9 months 2024	-485,995
Sold la 30.09.2024	341,640

The Company's commercial policy requires the recording of impairment adjustments for receivables exceeding 365 days, except for those receivables registered with partners to which the Company is also a debtor, the debts being approximately the same age as the uncollected receivables.

7. OTHER NON-CURRENT RECEIVABLES

The fixed receivables held by the Company are presented in the table below:

Explanation	30/09/2024	01/01/2024
Customs guarantee for customs clearance at home	103,000	103,000
Other guarantees	28,533	25,906
Amounts owed by subsidiaries	4,975,600	3,746,178
Interest on amounts owed by subsidiaries	22,084	16,524
Total alte active	5,129,217	3,891,608

8. STOCKS

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

Explanation	30/09/2024	01/01/2024
Raw	33,085,683	38,963,265
Materials and packaging	18,776,054	19,166,224
Semi-finished products and production in progress	30,970,674	29,127,422
Finished products and goods	15,614,325	23,869,592
Total	98,446,736	111,126,503

The situation of adjustments for depreciation of inventories is presented as follows:

Sold Ia 01.01.2024	8,004,352
Adjustments constituted 9 months 2024	1,063,033
Reverse adjustments 9 months 2024	-1,265,269
Sold Ia 30.09.2024	7,802,116

9. CASH AND CASH EQUIVALENTS

The cash availability and cash equivalents are presented as follows:

Explanation	30/09/2024	01/01/2024
RON bank accounts	1,654,480	487,225
Foreign currency bank accounts	9,298,862	44,366
Cash equivalents	17	121
Casa in RON	5,853	10,857
Total	10,959,212	542,569

The company holds accounts in lei and foreign currency at the following banking institutions: BRD GSG, ING BANK, TREASURY.

10. CORPORATE TAX

the Company's current profit tax is determined on the basis of the statutory profit, adjusted for non-deductible expenses and non-taxable income, at a rate of 16% for 9 months 2024 and 9 months 2023.

In 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 September 30, 2024 and September 30, 2023, the corporate income tax consists of:

Explanation	30/09/2024	30/09/2023
Current income tax expense	-1,243,523	-2,723,865
Expenditure on the minimum turnover tax	-3,424,763	0
Deferred corporate income tax expense/income	-866,309	623,981
Total	-5,534,595	-2,099,884

11. EQUITY

The shareholding structure as of 30.09.2024 is as follows:

Explanation	No. of Shares	% din total capital social
Romanian and foreign shareholders (legal entities)	59,280,008	27.09%
Romanian and foreign shareholders (individuals)	159,541,030	72.91%

Total number of shares **218,821,038** **100.00%**

The Company's shares have a nominal value of RON 0.1 / share. Since June 1997, the Company's shares have been traded on the Bucharest Stock Exchange, and since July 2001 it has been in the standard category.

The Company's equity includes the following:

Explanation	30/09/2024	01/01/2024
Subscribed and paid-up capital	21,882,104	21,882,104
Own actions	-265,638	-265,638
Revaluation reserves	83,891,130	83,891,130
Legal reserves	4,376,421	4,376,421
Adjustment of legal reserves	22,679,066	22,679,066
Other non-distributable reserves – redemption of treasury shares	265,652	265,652
Other reserves	308,813,954	305,520,124
Adjustment of other reserves	442,991	442,991
Current and deferred income tax recognized on account of equity	-4,789,787	-4,982,852
Retained earnings - unallocated prior year profit	0	0
Retained earnings representing the surplus realized from revaluation reserves	57,804,936	57,804,936
Rep. of first IAS adoption, m.less IAS 29	29,144	29,144
Deferred result from the adoption of IAS for the first time, except IAS 29	8,611,538	8,611,538
I'm rejecting the change from the mod. accounting policies	89,693	89,693
Result. carried forward from the first application of IAS29	-648,352	-648,352
Profit an curent	5,062,488	7,675,390
Profit distribution		-2,846,482
Total	508,245,340	504,524,865

12. FINANCIAL DEBTS

The long-term and short-term financial debts are as follows:

		EUR	
Institutie de credit	Loan type	30/09/2024	01/01/2024
BRD GROUP SOCIETE GENERALE-ROMANIA	Production credit line	0	47,600
BRD GROUP SOCIETE GENERALE-ROMANIA	Investment loan	2,261,628	3,392,442
ING BANK-SIBIU	Production credit line	0	3,262,175
ING BANK-SIBIU	Investment loan	2,413,422	3,447,746
BT LEASING TRANSILVANIA IFN SA	Leasing financiar	15,415	
Total		4,690,465	10,149,963

		SHE	
Institutie de credit	Loan type	30/09/2024	01/01/2024
BRD GROUP SOCIETE GENERALE-ROMANIA	Production credit line		236,791
BRD GROUP SOCIETE GENERALE-ROMANIA	Investment loan	11,252,959	16,876,045
ING BANK-SIBIU	Production credit line		16,228,016
ING BANK-SIBIU	Production credit line		2,655,995
ING BANK-SIBIU	Investment loan	12,008,225	17,151,160
BT LEASING TRANSILVANIA IFN SA	Leasing financiar	76,701	
Total		23,337,885	53,148,007

Financial debts in foreign currency are valued in RON at the official exchange rate of the NBR on 30.09.2024.

13. COMMERCIAL AND OTHER DEBTS

The debts in foreign currency are valued in lei at the official exchange rate of the NBR on 30.09.2024.

Explanation	30/09/2024	01/01/2024
Suppliers	60,081,014	89,898,456
Advances received from customers	324,253	468,859
Debts from contracts with customers	1,062,935	3,505,877
Personnel liabilities	7,225,471	6,344,780
Debts to the general consolidated state budget and the local budget	7,481,013	7,728,886
Current corporate income tax liabilities	1,423,236	0
Dividende de plata	309,576	403,601
Miscellaneous creditors	372	14,823
Venituri in avans	661,875	737,173
Subsidies for investments from AMPOSDRU AND AMPOSCEE	20,844,928	22,114,562
Inventory pluses of fixed assets		5,943
Total	99,414,673	131,222,960

14. PROVISIONS

The situation of the provisions constituted by the Company is presented in the table below:

Explanation	Provisions for guarantees granted to customers	Provisions for employee benefits	Other provisions	Total provisions
Sold la 01.01.2024	26,945	4,078,576	2,115,014	6,220,535
Provisions made 9 months 2024	0	3520238	1,761,055	5,281,293

Reversed provisions 9 months 2024	0	-2823928	-1,503,202	-4,327,130
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Sold Ia 30.09.2024	26,945	4,774,886	2,372,867	7,174,698
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15. REVENUES AND BUSINESS SEGMENTS

The structure of the Company's revenues is as follows:

Explanation	30/09/2024	30/09/2023
Total turnover, of which:	486,257,119	596,995,922
Revenues from sales of finished products	474,013,465	585,256,759
Income from services	2,040,128	2,395,676
Income from the sale of goods	5,185,847	7,988,309
Income from other activities (rents, sales of materials, waste, semi-finished products, packaging)	5,017,679	933,556
Revenues from subsidies related to turnover (projects and partnership contracts for AMSOPHRD projects)	0	421,622
Other operating income	5,883,223	10,370,441
Total operating income	492,140,342	607,366,363

Other operating income consists of:

Explanation	30/09/2024	30/09/2023
Income from the production of fixed assets	2,573,070	4,413,798
Income from investment subsidies (projects and partnership contracts for AMSOPHRD and AMPOSCEE projects)	2,682,507	2,767,477
Proceeds from asset sales		2,751,837
Other operating income	627,646	437,329
Total Other Operating Income	5,883,223	10,370,441

Business segments:

The Company's management regularly evaluates the Company's activity in order to identify the signs of activity for which information must be reported separately. The company operates in Romania. The company's income 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 company does not have such fixed assets located in other countries.

The income is attributable to the activity in Romania.

16. EXPENSES ACCORDING TO NATURE

The operating expenses by their nature, incurred in the first 9 months of 2024 and 2023, are presented in the table below:

Explanation	30/09/2024	30/09/2023
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Material expenses	260,397,183	335,564,945
Different from stoc	6,823,077	9,527,077
Energy and water expenses	24,656,354	34,291,675
Employee benefits expenses	121,407,874	128,652,816
Value adjustments on fixed assets	36,198,494	35,678,961
Value adjustments on current assets	-687,539	3,851,820
Expenses with services provided by third parties	24,332,895	30,722,014
Expenses with other taxes, fees and similar payments	3,231,934	3,531,540
Other operating expenses	3,118,200	10,140,967
Total operating expenses	479,478,472	591,961,815

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	30/09/2024	30/09/2023
Salaries and allowances	118,961,503	125,717,567
Insurance and social protection expenses	2,446,371	2,935,249
Total	121,407,874	128,652,816

18. FINANCIAL LOSSES (GAINS)

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

Explanation	30/09/2024	30/09/2023
Gains on exchange rate differences related to currency items denominated in foreign currency	-29,600	-416,011
Interest losses	-1,835,985	-2,497,354
Other financial gains	-199,203	-177,623
Total Loss/Gain	-2,064,788	-3,090,988

19. EARNINGS PER SHARE

The calculation of earnings per share for the years ended June 30, 2024 and June 30, 2023 is presented below:

Explanation	30/09/2024	30/09/2023
Number of shares at the beginning of the year	218,821,038	218,821,038
Number of shares at the end of the year	218,821,038	218,821,038
Net profitul	5,062,488	10,213,676
Basic earnings per share (in RON per share) / diluted:	0.0231	0.0467

In 2022, following the buyback of treasury shares and the free distribution to employees of 6,060,000 shares, there remained a number of 444,153 undistributed shares. These shares do not have voting rights and dividend rights.

Also, a number of 649,100 shares, with a nominal value of RON 64,910, are held by the affiliated company Recaserv SRL, as a result of which these shares do not have the right to vote and the right to dividends.

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

Explanation	30/09/2024	30/09/2023
Total number of shares	218,821,038	218,821,038
Non-voting and dividend shares	-1,093,253	-1,093,253
Number of shares with voting rights and dividend rights at the end of the year	217,727,785	217,727,785
Net profitul	5,062,488	10,213,676
Earnings per share with voting rights and dividend rights (in RON per share) basic / diluted:	0.0233	0.0469

20. RELATED PARTIES

The affiliated entities of COMPA SA are the following:

The company in which the securities are held	Registered office	% in share capital	Value of securities	Main object of activity
COMPA 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 freight transport
RECASERV SRL	51 Henri Coanda Street, Sibiu, Sibiu county. Sibiu	70.00	70,000	Catering activities for events
ARINI HOSPITALITY SRL	8 Henri Coanda Street, Sibiu, Sibiu county. Sibiu	100.00	23,203,000	Hotels and similar accommodation
TOTAL			24,215,500	

On 09.01.2023, the EGMS approved the increase of the share capital of the affiliated company ARINI HOSPITALITY SRL by the amount of 3,500,000 lei, through a cash contribution. In March 2023, the share capital was paid, increasing from RON 19,703,000 to RON 23,203,000

The transactions made with the companies in which COMPA holds shares were as follows (the amounts include VAT):

Explanation	30/09/2024			30/09/2023		
	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.		6,305,658	311,936	0	10,532,551	429,627
COMPA IT S.R.L.		2,520,420	79,986	0	2,538,841	68,383
RECASERV S.R.L.		1,744,726	35,116	0	1,531,648	35,116
ARINI HOSPITALITY S.R.L.	4,997,684	7746	220,568	3,762,702	0	172,555

The mutual debts and receivables registered on 30.09.2023 and 30.09.2024 are as follows:

Receivables to be collected by COMPA SA from:

Explanation	30/09/2024	30/09/2023
-------------	------------	------------

TRANSCAS S.R.L.	50,548	70,086
COMPA IT S.R.L.	5,933	4,844
RECASERV S.R.L.	7,378	11,067
ARINI HOSPITALITY S.R.L.	4,997,684	3,764,189

Debts to be paid by COMPA SA to:

Explanation	30/09/2024	30/09/2023
TRANSCAS S.R.L.	1,405,998	1,652,504
COMPA IT S.R.L.	834,428	552,160
RECASERV S.R.L.	573,347	391,358

On behalf of the Board of Directors,

President of the Board / CEO

Vice President of the Board /CFO

Ioan DEAC

Mihaela Dumitrescu






compa
beyond expectations



**Consolidated Report at
30.09.2024 (UNAUDITED)**



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1. INTRODUCTION

1.1. THE LEGAL FRAMEWORK, PURPOSE AND NECESSITY OF CONSOLIDATED HALF-YEARLY FINANCIAL REPORTING

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

In accordance with the accounting regulations in conformity with the Seventh Directive of the European Economic Community, COMP A S.A. Sibiu (parent company) fulfills the conditions according to point 12. On the basis of point 3 of these regulations the consolidated half-yearly financial reports have been prepared.

The set of rules for the accounting recording of economic-financial operations for the preparation, approval and statutory audit of the annual consolidated financial statements of companies are set out in the "IFRS-compliant accounting regulations" approved by OMFP 2844/2018.

All these normative acts were the legal basis for the preparation of the Group's consolidated half-yearly financial reports.

The consolidated report of the COMP A Group is mainly intended to inform investors and business partners of the parent company as well as affiliated companies.

CONSOLIDATION METHODS APPLIED

In accordance with legal regulations, the consolidated financial statements are prepared by the entity, hereinafter referred to as the parent company (company), which holds equity interests in another entity, referred to as a subsidiary or affiliated company.

In this context, the company COMP A S.A.Sibiu, in its capacity as parent company, controls, respectively the percentage of its shareholdings in the share capital of affiliated companies is greater than 50% in the following affiliated entities:

COMP A I.T. SRL	100,00 %
TRANS C.A.S. SRL	99,00 %
RE CASERV SRL	70,00 %
ARINI HOSPITALITY SRL	100,00 %

The company COMP A SA 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".



2. BRIEF HISTORY

This chapter has been presented in detail in COMPA's S1 2022 Individual Report, but we consider it necessary and appropriate that certain episodes in the history of the parent company are also highlighted in the S1 2023 Consolidated Report.

1886 - Jozsef Datky's blacksmith's shop is officially recorded, where they produced lamellar springs for the carriages of the time as well as forged parts and tools.

The workshop developed in such a way that the products made in this family firm were exhibited at international exhibitions in the Austro-Hungarian Empire (Vienna and Budapest).

1948 - This is the year when private companies, such as the predecessor of the Elastic Factory, which at that time was profiled in the manufacture of leaf springs, hot or cold wound coil springs, were nationalized following the installation of the communist regime in Romania.

1969 - Intreprinderea de piese auto Sibiu (IPAS) is founded, by merging two large companies that operated in Sibiu that year, respectively:

- Uzina Automecanica Sibiu, which in turn has had an impressive history, from an Arsenal of the Sibiu Artillery, ensuring the repair and manufacture of the armament necessary for the defense of the Citadel of Sibiu, to the realization of advanced automotive equipment at the time of the merger;
- The Elastic sibiu plant, with a tradition of craftsmanship since the year of the founding of the Datky Workshop, which it has continuously developed, producing at the time of the merger a wide and diversified range of laminar springs for the manufacture of motor vehicles made in Romania and a particularly wide range of hot and cold wound coil springs for the entire rolling stock industry (locomotives, wagons), the machine building industry throughout Romania

1991 - The Sibiu Auto Parts Company was transformed into COMPA S.A.Sibiu, as a result of the political and economic framework created by Romania's transition from a totalitarian communist state to a market economy.

1999 - It is the year of privatization of the parent company, COMPA S.A. through the purchase of the majority of shares by the State Property Fund (FPS). This historical stage ensures the premises for the development of the company in conditions of competitiveness and profitability, the development of business partnerships with representative companies in the world industry, on principles of equality and competence, fair competition.

2000 - The foundations are laid for the establishment of the COMPA Group by transforming the IT Service, which functioned within the parent company with the activity of software design and administration of the internal network, into a separate commercial company, S.C.Compa IT S.R.L ., with COMPA's full capital. As a result of the establishment of this company in an economic unit with a predominant activity in information technology (IT), the premises were created for the development of this sector of activity both for the realization of an integrated information system of COMPA and for software products for other companies outside the Compa Group.

2001 - The second affiliated company TRANS C.A.S. SRL Sibiu is established, a limited liability company, with COMPA as the main shareholder, resulting from the transformation of the existing transport base within the parent company into a separate company specialized in domestic and international road transport. By setting up this company, which specializes strictly in transport activities, the conditions were created for its development, which provides transport services not only for the parent company but also for other companies in Romania and Europe.

The company has developed a lot after its establishment, investing in the purchase of trucks with high tonnage (TIR) used for the transportation of raw materials and materials from suppliers and transportation of finished products, both for COMPA and for various companies in Romania, but especially with companies in Europe.

2004 - The third affiliated company, RE CASERV SRL, is established by transforming the COMPA canteen activity into a separate company in which COMPA holds the controlling position, being the majority shareholder.



2021 - The fourth affiliated company, ARINI HOSPITALITY SRL, is established, which will carry out hotel activities by building the Ibis-Mercure hotel complex.

3. INFORMATION ON ENTITIES WITHIN THE GROUP

3.1. COMPA S.A.

Head office	Sibiu, 8 Henri Coandă str.
Trade Register No.	J32/129/1991
Unique Registration Code	CUI 788767
Main object of activity	2932 'Manufacture of other parts and accessories for motor vehicles and engines'
Share capital	21,882,103.8 lei
Administrative Board	Deac Ioan - Chairman of the Board / General Director Dumtrescu Mihaela - vice-president of Board/Executive director. Maxim Mircea-Florin - non-executive director Balteş Nicolae - chairman of the audit committee / administrator Neacşu Vlad Nicolae Neacşu - member of the audit committee / administrator

Form of ownership: COMPA S.A. is a 100% privately owned company. 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 were transferred to the members of the association, according to the number of shares owned and purchased by each one.

As presented in detail in the **Individual Half-Yearly Report**, the parent company is organized in Profit Centres, 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 - stamped parts, mechanically welded sub-assemblies.

The financial investments of the parent company COMPA consisting of equity investments in the other 4 affiliated companies, as follows:

Company in which the securities are held	Head office	Value of securities held by COMPA	% in share capital
COMPA I.T. SRL	8 Henri Coandă Str. Sibiu	200,000	100,00
TRANS .C.C.A.S. SRL	12 Henri Coandă Street, Sibiu	742,500	99,00
RECASERV SRL	Str.Henri Coandă nr.51. Sibiu	70,000	70,00
ARINI HOSPITALITY SRL	8 Henri Coandă Str. Sibiu	23,203,,000	100,00
TOTAL		20,215,500	

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

3.2. Company COMPA I.T. S RL



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

By implementing the integrated system in the parent company, COMPA-IT ensures the system's functioning at the highest level, reports and presents the new system facilities in order to maximize the opportunities that this very complex and competitive system can offer.

Head office	Sibiu, Str, Henri Coandă Nr,8
Trade Register No	J32/17/2001,
Unique Registration Code	CUI 13656016
Main object of activity	6201 "Custom software development activities"
Share capital (lei)	200,000
Sole shareholder	COMPAS, A
Administrator	Acu Florin-Stefan

3.3. TRANS CAS SRL

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

TRANS C.A.S. SRL currently owns a number of over 60 vehicles, of which an important share is held by the Mercedes tractor-tractors with trailer, with a capacity of over 20 tons payload, intended for the transport of materials and finished products both for COMPA and for other customers.

The overwhelming share of TRANS C.A.S.'s shipments is international freight transportation in almost all of Europe.

Head office	Sibiu, Str, Henri Coandă Nr,12
Trade Register No	J32/633/2002
Unique Registration Code	CUI 14836511
Main object of activity	4941 "Freight transportation by road"
Share capital, of which:	750,000 lei
Shareholders: COMPAS, A, Sibiu	742,500 lei
Maxim Mircea Florin and Mihailă Daniela	7,500 lei
Administrator	Maxim Mircea Florin

3.4. Company RECASERV SRL

The purpose of establishing the company was to outsource from the parent company COMPA S.A., some activities different from its main activity profile, activities such as: public catering through the canteen and micro-canteens that operate within the premises of COMPA.

By establishing the company RECASERV SRL, the conditions for the development of this activity have been ensured by supplementing it with secondary services: catering and cleaning services.

Head office	Sibiu, Str, Henri Coandă Nr,51
Trade Register No	J32/704/2004



Unique Registration Code	CUI 164408228
Main object of activity	5629 "Other food serving activities n.e.c."
Share capital, of which:	100,000 lei
Shareholders: COMPA SA Sibiu	70%
Boroş Daniela (private person)	30%
Administrator	Boroş Daniela

3.5. ARINI HOSPITALITY SRL

The purpose of the establishment of the company was to outsource from the parent company COMPA S.A., some activities different from its main activity profile, such as: hotels and other similar accommodation facilities,

Head office	Sibiu, bd. Victoriei, nr. 48, Jud. Sibiu
Trade Register No	J32/77/2021
Unique Registration Code	CUI 43581594
Main object of activity	5510 Hotels and similar accommodation
Share capital, of which:	23,203,000 lei
Sole shareholder COMPA SA Sibiu	100%
Administrator	Băiaşu Dan-Nicolae

On 09.01.2023 AGEA approved the increase of the share capital of the affiliated company ARINI HOSPITALITY SRL by the amount of 3,500,000 lei, by cash contribution. In March 2023, the share capital was paid up from 19,703,000 lei to 23,203,000 lei.



4. EVENTS IN THE GROUP'S ACTIVITY IN THE FIRST 9 MONTHS OF 2024

As important events recorded in Compa's activity during the first 9 months of 2024, we can highlight the meetings of the Board of Directors of Compa S.A. (BoD) following the convocation of the Chairman of the BoD, as follows:

11.01.2024 - The Board of Directors of COMPA S.A. was convened and approved the interruption of the demerger process in order to reconsider the aspects related to the proposed transaction, including from the perspective of the valuation elements. It will come back later with a decision on the appropriateness of the parameters of the division and the continuation of this process

31.01.2024 - The Board of Directors of COMPA S.A was convened and approved:

- empowering the persons within the Company to sign in written and electronic format the bank documents representing operations carried out by COMPA S.A. through the accounts opened with banking companies, namely payment operations, in lei and in foreign currency, setting up term deposits, foreign exchange, cash withdrawals, signing checks and promissory notes, requests for issuing bank letters of guarantee.
- the scrapping of fixed assets
- write-offs of tangible stocks/finished goods, recording of inventory write-downs, recording of impairment adjustments on receivables and other irrecoverable debts
- recording depreciation adjustments on some materials

26.02.2024 - The Board of Directors takes note and approves the preliminary individual and consolidated financial results for the financial year ended December 31, 2023 and the main economic and financial indicators for the financial year ended December 31, 2023.

07.03.2024 - The Board of Directors of COMPA S.A. was convened to approve the proposal to convene the Ordinary General Meeting of Shareholders (AGOA) for 25.04.2024 first convocation (15:00) and 26.04.2024, second call (15:00 hours) as well as the proposal to convene the Extraordinary General Meeting of Shareholders (AGEA) for the dates of 25.04.2024 first call (16:00 hours) and 26.04.2024, second call (16:00 hours).

The Board of Directors approved the agenda of the AGOA convened on 25/26.04.2024, in which a total of 13 items (as per the convening notice) as well as the 12 items included in the Convening Notice of the AGEA of 25/26.04.2023.

The Board of Directors also approved 11.04.2024 as the record date for the AGOA and AGEA on 25/26.04.2024 respectively.

22.03.2024 - During the meeting held on 22.03.2024, the Board of Directors approved the Individual and Consolidated Annual Report for the financial year 2024 prepared in accordance with Annex 15 of ASF Regulation no. 5/2018. The independent financial auditor's report on the individual and consolidated financial statements was noted. Also during this meeting, the Income and Expenditure Budget for the year 2024 and the Investment Program for the year 2024 were approved, as well as the updated Management Remuneration Policy.

12.04.2024 - During the meeting held on 12.04.2024, the Board of Directors approved the submission by COMPA SA (under the PNRR funding program) of the project Innovation and Efficiency in the Use of Energy Resources, through the implementation of an energy monitoring system, purchase of transformers and compressors in COMPA SA (funding application, energy audit, feasibility study and other supporting documents required in the guidelines).

25.04.2024 - The Ordinary General Meeting of Shareholders (AGOA) was held and decided to

- election of the meeting secretary from among the shareholders present.



- approves the individual financial statements for the financial year 2023, based on the Annual Report for the year 2023 presented 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 2023, based on the Annual Report for the year 2023 presented by the Board of Directors, accompanied by the Report of the financial auditor QUANTUM EXPERT S.R.L.
- approves the distribution of the net profit for the financial year 2023, totaling 7,675,390 lei, as follows:
 - + to own sources of development - amount of 6.140.312 lei
 - + for the payment of dividends to the shareholders - the amount of 1.535.078 lei with a gross dividend per share of 0,00705 lei.
- approves the date of 14.06.2024 as payment date for the payment of dividends. The dividend payment will be made in RON. The method of payment of dividends will be notified to the shareholders prior to the starting date of payment. The expenses incurred for the payment of dividends shall be borne by the shareholders.
- approves the discharge of the administrators for the financial year 2023.
- approves the Revenue and Expenditure Budget for the year 2024 and the investment program for the year 2024.
- approves the election and appointment, for a one-year term of office starting on 25.04.2024, of Mrs. Mihaela Dumitrescu, residing in Sibiu, to fill the position of director on the Board of Directors of COMPA S.A., in view of the vacant position currently provisionally occupied.;
- approves the remuneration of the directors for the current financial year, starting from 01.05.2023 until 30.04.2025, as follows: 25.000 lei gross/month for the Chairman of the Board of Directors, 18.000 lei gross/month for the Vice-Chairman of the Board of Directors and 13.000 lei gross/month for the non-executive directors, members of the Board of Directors.
- approves the extension until 30.04.2025 of the mandate of the external financial auditor S.C. QUANTUM EXPERT S.R.L. with registered office in Deva, str. Mărăști, Bl. D3, sc. 4, ap. 44, Jud. Hunedoara, with registration code 12600149 registered at the Trade Register under no. J20/40/2000, a company authorized by the Chamber of Financial Auditors of Romania on the basis of authorization no. 118/28.11.2001, in order to perform the Statutory Audit for the year 2024.
- approves the remuneration report of the company's management for the financial year 2023.
- approves the updated Management Remuneration Policy of COMPA S.A.
- approves the date of 24.05.2024 as the record date for the identification of the shareholders on which the effects of the resolutions of the ordinary general meeting of shareholders are reflected, in accordance with the provisions of Article 87 of Law no.24/2017 on issuers of financial instruments and market operations and the date of 23.05.2024 as the *ex-date* in accordance with the provisions of Article 176(1) of ASF Regulation no.5/2018.
- empowering the individuals who will carry out the formalities for publicizing and recording the decisions of the meeting, including signing them

25.04.2024 - The Extraordinary General Meeting of Shareholders (AGEA) was held and decided to

- election of the secretary of the Extraordinary General Meeting of Shareholders from among the shareholders present;
- **approves** the contracting and/or extension for the year 2024 and the year 2025 until the annual AGEA, of investment loans, lines of credit, leasing, bank letters of guarantee, and other financial banking products, with a total cumulative ceiling of EUR 40 million and the constitution of the related securities and real estate guarantees with assets from the company's patrimony.
- **approves** the Delegation to the Board of Directors by the Extraordinary General Meeting of Shareholders to commit and/or extend investment loans, lines of credit, leasing, bank letters of guarantee and other financial



banking products from the date of the resolution of the EGM until the next Extraordinary General Meeting in April 2025, within the total cumulative ceiling of EUR 40 million approved in point 2, and to provide related movable and immovable collateral with assets from the company's assets.

- **approves** the authorization of the General Manager and the Economic Director to represent the Company in the negotiation and signing of credit agreements, guarantee agreements and any other documents necessary for the fulfillment of the decision in point 2 and 3.
- **approves** the Delegation of the Board of Directors by the Extraordinary General Meeting of Shareholders to appoint the representative of COMPA S.A. in relation with the Management Authority / Financing Authorities and to authorize the person / persons to sign on behalf of the Company the financing contracts that will be executed starting from 2024 and continuing until the next AGM in April 2025.
- **approves** the mandate of the Managing Director 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 the A.G.O.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 contract to be concluded by the Company with the administrator elected according to the resolution no. 7 of the AGOA for the performance of his activity as a member of the Board of Directors.
- **approves** the restriction of the object of activity of COMPA S.A. by partially eliminating some of the economic activities and adding others, and the updating of the articles of association and the powers of the persons signing the updated articles of association
- **approves** the date of **24.05.2024 as the record date** for the identification of the shareholders on which the effects of the resolutions of the ordinary general meeting of shareholders are reflected, in accordance with the provisions of Article 87 of Law no.24/2017 on issuers of financial instruments and market operations and the date of **23.05.2024 as the ex-date** in accordance with the provisions of Article 176(1) of ASF Regulation no.5/2018.
- empowering the individuals who will carry out the formalities for publicizing and recording the decisions of the meeting, including signing them

30.04.2024- The Board of Directors of COMPA SA was convened, which approved the extension of the mandate of Mrs. Mihaela Dumitrescu as Economic Director of Compa S.A., starting with 30.04.2024 until 30.04.2025, in accordance with the provisions of art. 143 para. (1) of the Companies Act no. 31/1990, with the delegation of the company's management powers.

14.05.2024 - During the meeting of 14.05.2024, the Board of Directors approved

- individual and consolidated report for Quarter 1 - year 2024;
- to mandate the Managing Director - Ioan Deac and the Economic Director - Mihaela Dumitrescu to sign, on behalf of and for the Board of Directors, the individual and consolidated quarterly report for the first quarter of 2024;
- the communication on the payment of dividends for the financial year 2023, which also includes the Dividend Distribution Procedure for the financial year 2023;
- to authorize 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 year 2023 and the Procedure for the distribution of dividends for the year 2023
- to authorize the Chairman of the Board of Directors - Ioan Deac and the Vice-Chairman of the Board of Directors to sign the decisions of the Board of Directors taken at the meeting convened for 14.05.2024



14.06.2024 - The procedure for the payment of dividends due to COMPA SA shareholders for the year 2023 was started.

08.08.2024 - At its meeting of 08.08.2024, the Board of Directors approved:

- Individual Financial Report for semester 1 - 2024 and Consolidated Financial Report for semester 1 - 2024;
- to authorize the Chairman of the Board of Directors - Ioan Deac and the Vice-Chairman of the Board of Directors - Mihaela Dumitrescu to sign on behalf of and for the Board of Directors the Individual Financial Report for the semester 1 - 2024 and the Consolidated Financial Report for the semester 1 - 2024.
- to authorize the Chairman of the Board of Directors and General Manager - 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 08.08.2024;

08.08.2024 - During the meeting of 08.08.2024, the Board of Directors took note of the presentation of the Report of the Audit Committee of the Board of Directors for the semester 1-2024

19.08.2024 - At its meeting on 19.08.2024, the Board of Directors approved:

- To empower Mr. Deac Ioan - General Director or Mrs. Serban Ancuta-Mioara - responsible for project implementation to sign on behalf of COMPA SA the contract / related documents necessary within the project COMPASA - KNOWLEDGE, OPPORTUNITIES, MOTIVATION, PARTNERSHIPS, SKILLS through ATTRACTIVE STRATEGIES - program SMIS code: 302070 and to represent the company in the relationship with the Managing Authority OI_PEO_Organismul Intermediar pentru Programul Operational Capital Uman Ministry of Education, the trustees may sign together or separately the necessary documents.
- Authorizing the Chairman of the Board of Directors - Ioan Deac and the member of the Board of Directors - Maxim Mircea Florin to sign the decisions of the Board of Directors taken in the meeting convened for 19.08.2024

3.1. EVENTS AFTER THE REPORTING PERIOD

23.10.2024 - During the meeting held on 23.10.2024, the Board of Directors approved the decrease 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 RON 3,500,000 (three million three hundred million five hundred thousand) lei to RON 1,500,000 (one million one hundred million) lei and the extension for a period of 12 months with the possibility of extension, as well as the maintenance of the guarantees provided.

23.10.2024 - During the meeting held on 23.10.2024, Arini Hospitality SRL through its sole shareholder, Compa SA, approved the decrease 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 RON 3,500,000 (three million three hundred million five hundred thousand) lei to RON 1,500,000 (one million one hundred million) lei and the extension for a period of 12 months with the possibility of extension, as well as the maintenance of the guarantees provided.

28.10.2024 - At its meeting of 28.10.2024, the Board of Directors approved

- 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 needed sub-ceiling of 4.000.000 Eur for issuing letters of guarantee/loan letters/FINTRA) until 31.10.2025.



- Contracting a factoring ceiling of 1.500.000 euro (import and reverse internal) for the financing of COMPA SA suppliers.
- Approval to secure the credit facility with assets already pledged as collateral
- Authorization of persons to sign credit agreements, addenda and guarantee documents with the bank
- Establishment of the Sustainability Committee for the Sustainability Report 2024



5. INTRA-GROUP TRANSACTIONS

Explanations		30/09/2023		30/09/2024		
THE COMPANY IN WHICH THE SECURITIES ARE HELD	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
TRASCAS S.R.L.	0	10,532,551	429,627		6,305,658	311,936
COMPA IT S.R.L.	0	2,538,841	68,383		2,520,420	79,986
RECASERV S.R.L.	0	1,531,648	35,116		1,744,726	35,116
ARINI HOSPITALITY S.R.L.	3,762,702	0	172,555	4,997,684	7746	220,568

The relations were conducted on free market commercial terms, the price of which was agreed by negotiation, within market levels.

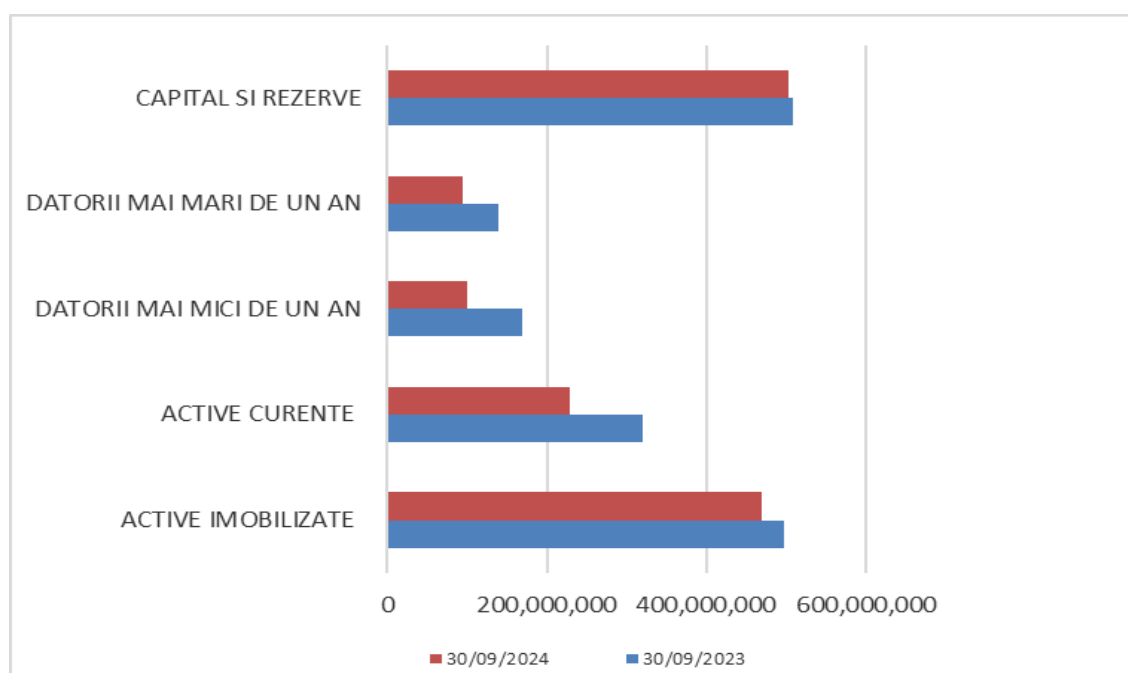


6. THE GROUP'S FINANCIAL STATEMENTS

6.1. Main balance sheet items :

The main balance sheet items and their evolution in the first half of 2024 compared to the same period last year are presented below:

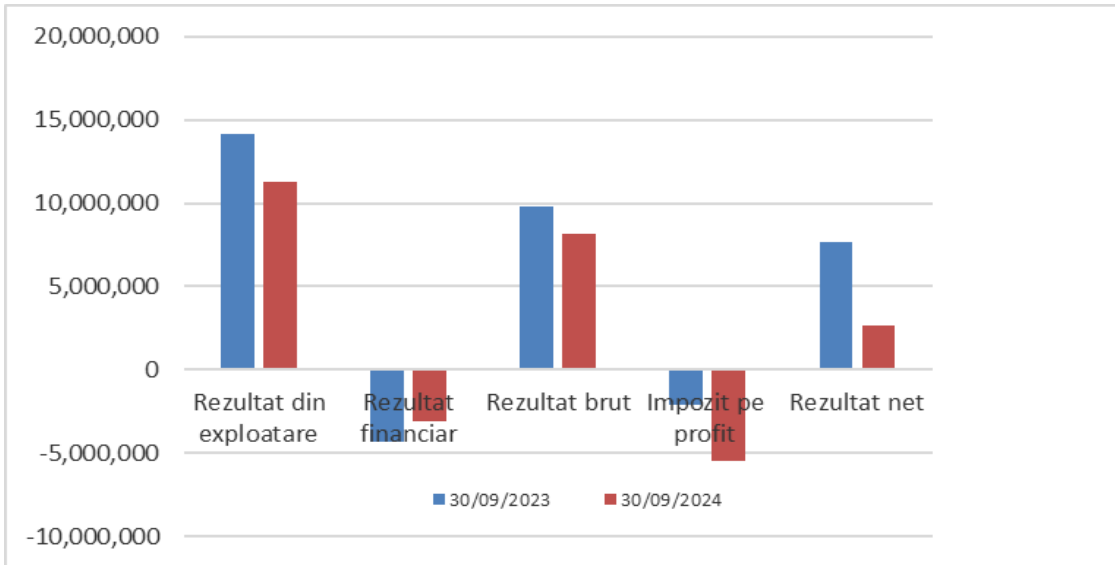
INDICATOR	30/09/2023	30/09/2024
FIXED ASSETS	496,740,205	469,981,486
ACTIVE CURRENT	320,726,729	228,471,918
DEBTS OF LESS THAN ONE YEAR	169,348,744	100,320,448
DEBTS OLDER THAN ONE YEAR	139,642,883	95,393,013
CAPITAL AND RESERVES	508,475,308	502,739,942



6.2. Statement of revenue and expenditure

The statement of revenues and expenses as at 30.09.2024 compared to the same period last year is as follows :

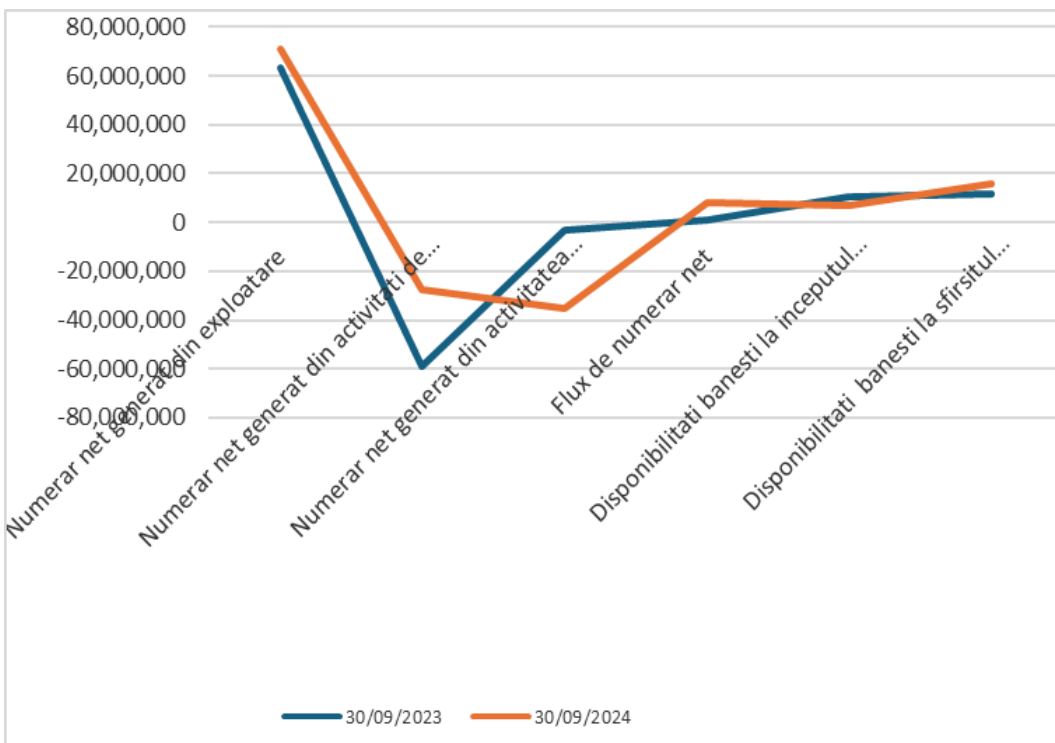
INDICATOR	30/09/2023	30/09/2024
Operating result	14,130,496	11,278,641
Financial result	-4,358,157	-3,132,769
Gross result	9,772,339	8,145,872
Corporate income tax	-2,133,170	-5,513,481
Net result	7,639,169	2,632,391



6.3. Cash flow statement

The cash flow situation is summarized below:

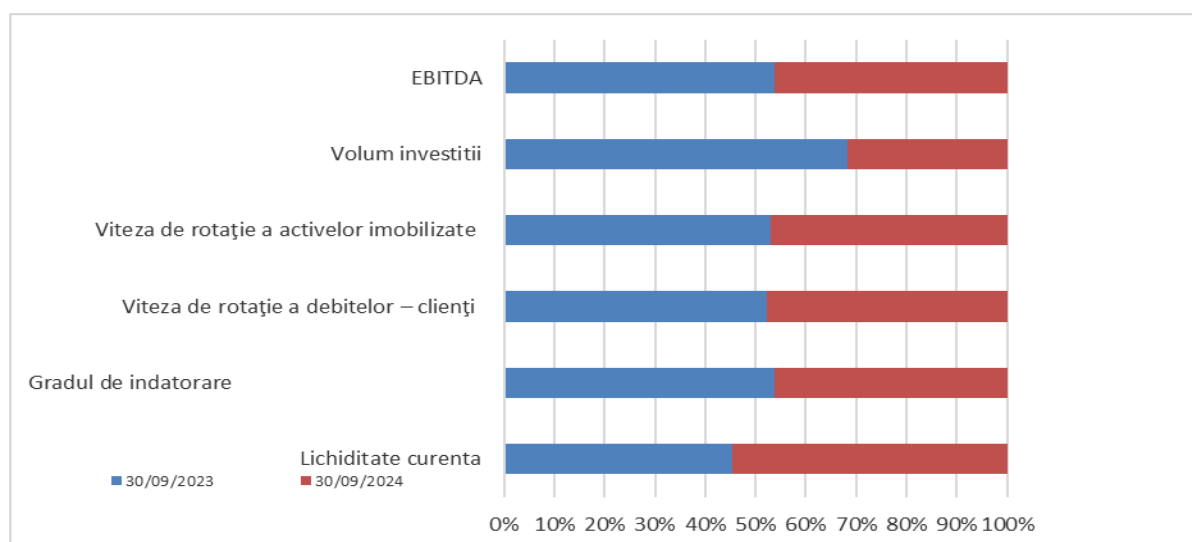
Indicator	30/09/2023	30/09/2024
Net cash generated from operating activities	63,156,885	71,091,642
Net cash generated from investing activities	-59,202,581	-27,585,716
Net cash generated from financial activity	-2,987,546	-35,180,458
Net cash flow	966,758	8,325,468
Cash at beginning of period	10,452,249	7,210,182
Cash at the end of the period	11,419,007	15,535,650





6.4. Main economic and financial indicators of the Compa Group

Indicator	30/09/2023	30/09/2024
Current liquidity	1.89	2.28
Degree of indebtedness	0.22	0.19
Rotational speed of flow - customers	71.17	65.35
Rotation rate of fixed assets	1.21	1.07
Investment volume	59,202,581	27,585,716
EBITDA	51,008,908	43,674,403



Current liquidity: assets

= Current assets/Current liabilities

Debt ratio:

= Borrowed capital/Capital employed

Turnover turnover - customers =

= Average customer balance /Turnover x 270

Turnover rate of fixed assets

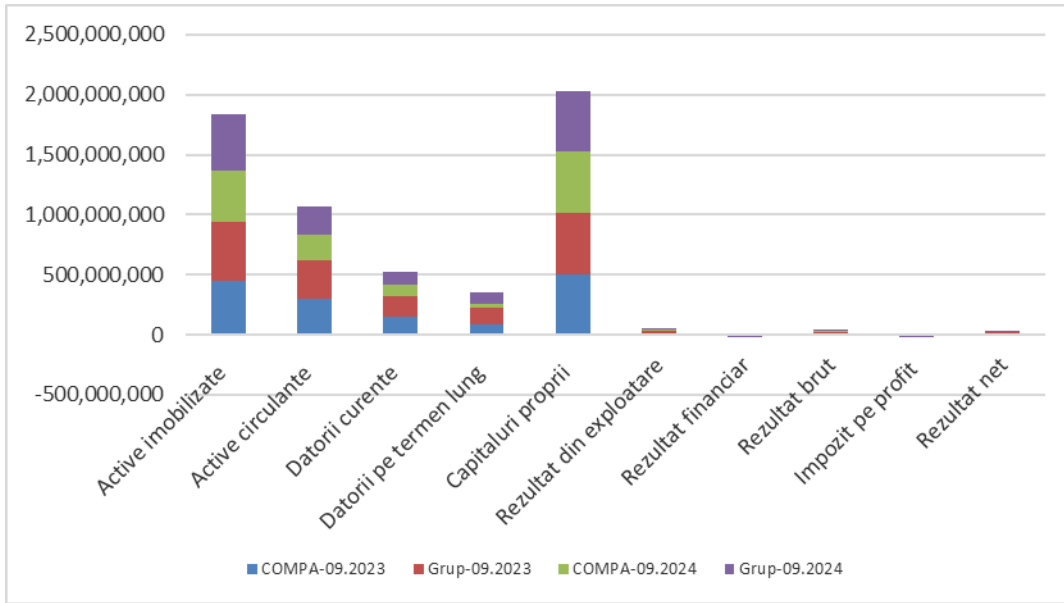
= Turnover / Fixed assets

EBITDA:

= net profit+interest expense+tax expense+depreciation and amortization expense and depreciation

6.5. Comparison of main group indicators - parent company

INDICATORS	COMPA-09.2023	Group-09.2023	COMPA-09.2024	Group-09.2024
Fixed assets	447,599,374	496,740,205	417,581,994	469,981,486
Current assets	295,236,970	320,726,729	220,590,602	228,471,918
Current debts	152,110,341	169,348,744	98,238,918	100,320,449
Long-term debts	83,728,127	139,642,883	31,688,338	95,393,013
Equity capital	506,997,877	508,475,308	508,245,340	502,739,942
Operating result	15,404,548	14,130,496	12,661,870	11,278,641
Financial result	-3,090,988	-4,358,157	-2,064,788	-3,132,769
Gross result	12,313,560	9,772,339	10,597,082	8,145,872
Corporate income tax	-2,099,884	-2,133,170	-5,534,594	-5,513,481
Net result	10,213,676	7,639,169	5,062,488	2,632,391





7. CONSOLIDATED INTERIM FINANCIAL REPORT AT 30.09.2024

7.1. STATEMENT OF COMPLIANCE OF THE CONSOLIDATED INTERIM FINANCIAL REPORT

DECLARATION

in accordance with the provisions of Article 30 of the Accounting Law no.82/1991

The consolidated financial statements as at 30.09.2024 have been prepared for

Entity: COMPA SA
County: 32 SIBIU
Address: localitatea SIBIU, str. HENRI COANDA, nr. 8, tel. 0269/239400
Trade register number: J32/129/1991
Form of ownership: 34 Joint stock companies
Main activity
(code and name of the CAEN class): 2932 Manufacture of other parts and accessories for motor vehicles and motor vehicle engines
Unique registration code: RO788767

Signed Ms DUMITRESCU MIHAELA

(1) of the Accounting Law no.82/1991, as economic director, I assume responsibility for the preparation of the consolidated financial reports as at 30.09.2024 and confirm the following:

a) The accounting policies used to prepare quarterly financial reports are in accordance with applicable accounting regulations.

b) The quarterly financial reports give a true and fair view of the financial position, financial performance and other information relating to the business.

c) The legal person carries out its activity in conditions of continuity.

DUMITRESCU MIHAELA
CFO



7.2. CONSOLIDATED INTERIM FINANCIAL REPORT AT 30.09.2024

(all amounts are in lei unless otherwise specified)

	Note	30/09/2024	31/12/2023
Active:			
Fixed assets:			
Tangible fixed assets	4.1.	426,682,652	449,424,138
Real estate investment	4.2.	34,792,593	34,577,131
Intangible fixed assets	5	7,229,393	8,348,064
Other receivables (Grants and settlements from joint ventures)	6	1,142,274	0
Other non-current assets	7	134,574	130,878
Fixed assets - total		469,981,486	492,480,211
Current assets:			
Stocks	9	98,860,566	112,607,657
Trade and other receivables	6	113,804,871	148,006,788
Other receivables (Grants and settlements from joint ventures)	6	270,831	1,734,143
Cash and cash equivalents	9	15,535,650	7,210,182
Current assets - total		228,471,918	269,558,770
Total assets		698,453,404	762,038,981
Equity :			
Issued capital	11	21,882,104	21,882,104
Share capital adjustments	11	-376,509	-376,509
Book	11	396,622,126	390,288,749
Reserve adjustment	11	23,150,986	23,150,986
Retained result	11	58,616,126	65,744,973
Current result	11	2,640,246	546,543
Minority interests	11	204,863	212,718
Equity - total		502,739,942	501,449,564
Long-term debt :			
Financial debts	12	56,301,058	87,777,093
Revenue in advance (advance revenue, subsidies)	13	31,660,187	32,821,952
Provisions	14	7,431,768	6,308,730
Long-term liabilities - total		95,393,013	126,907,775
Current debts:			
Financial debts	12	17,130,061	17,905,283
Trade and similar debts;	13	60,377,670	91,559,005
Other debts	13	16,039,066	15,847,314
Customer contract debts	13	1,062,935	3,505,877
Current tax liabilities	13	1,426,922	5,651
Revenue in advance (advance revenue, subsidies)	13	4,283,795	4,858,512
Current liabilities - total		100,320,449	133,681,642
Total debts		195,713,462	260,589,417



Total equity and debt

698,453,404

762,038,981

CONSOLIDATED STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME AT 30.09.2024

(all amounts are in lei unless otherwise specified)

	Note	30/09/2024	30/09/2023
Revenues	15	503,657,349	599,862,340
Other revenue	15	6,339,310	10,688,159
Total revenue		509,996,659	610,550,499
Changes in stocks of finished goods and work in progress	16	-6,786,333	-9,485,072
Raw materials and consumables used	16	-291,748,438	-373,268,497
Expenditure on employee benefits	17	-130,341,129	-134,250,762
Amortization and depreciation expenses	16	-38,112,811	-39,960,513
Services provided by third parties	16	-24,235,498	-25,000,243
Other expenditure	16	-7,493,809	-14,454,916
Total expenditure		-498,718,018	-596,420,003
Operating result		11,278,641	14,130,496
Financial income	18	19,528	43,896
Financial expenses	18	-2,866,100	-3,409,226
Other financial gains/losses	18	-286,197	-992,827
Net financing costs		-3,132,769	-4,358,157
Pre-tax profit		8,145,872	9,772,339
(Expenses) / Deferred corporate income tax revenues	10	-832,951	623,981
Current income tax expense	10	-4,680,530	-2,757,151
Net profit for the period, of which:		2,632,391	7,639,169
Attributable to non-controlling interests		-7,855	4,245
Attributable to the mother's cassette		2,640,246	7,634,924
Other comprehensive income:			
Of which, other comprehensive income that will not subsequently be reclassified to profit or loss:	10	193,065	178,902
Other comprehensive income, net of tax		193,065	178,902
Total comprehensive result for the year, of which:		2,825,456	7,818,071
Attributable to non-controlling interests		-7,855	4,245
Attributable to the mother's cassette		2,833,311	7,813,826
Non-consolidated result per basic / diluted share		0.0121	0.0349



CONSOLIDATED REPORT S1 - 2023



CONSOLIDATED STATEMENT OF CHANGES IN EQUITY AS AT 30.09.2024

(all amounts are in lei unless otherwise specified)

Equity component	Share capital	Share capital adjustments	Losses related to own shares	Legal reserves	Legal reserve adjustments	Revaluation reserves	Other reserves	Adjustments to other reserves	Retained result	Total attributable to shareholders of a company	Non-controlling interests	Total
Balance at 01.01.2023	21,882,104	-376,509	0	4,957,516	22,679,066	83,891,130	299,186,107	471,920	68,255,568	500,946,902	211,110	501,158,012
Profit for the year									546,543	546,543	1,608	548,151
Other comprehensive income, of which:	0	0	0	0	0	0	244,176	0	0	244,176		244,176
Income tax related to other comprehensive income							244,176	0		244,176		244,176
Transactions with shareholders recognized directly in equity, of which:	0	0	0	0	0	0	4,856,302	0	-5,357,077	-500,775	0	-500,775
Distribution of free shares									0	0		0
Profit distribution							4,856,302		-5,357,077	-500,775		-500,775
Balance at 31.12.2023	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

Equity component	Share capital	Share capital adjustments	Losses related to own shares	Legal reserves	Legal reserve adjustments	Revaluation reserves	Other reserves	Adjustments to other reserves	Retained result	Total attributable to shareholders of a company	Non-controlling interests	Total
Balance at 01.01.2024	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									2,640,246	2,640,246	-7,855	2,632,391
Other comprehensive income, of which:	0	0	0	0	0	0	193,065	0	0	193,065		193,065
Income tax related to other comprehensive income							193,065			193,065		193,065
Transactions with shareholders recognized directly in equity, of which:	0	0	0	0	0	0	3,293,830	0	-4,828,908	-1,535,078	0	-1,535,078
Profit distribution							3,293,830		-4,828,908	-1,535,078		-1,535,078
Balance at 30.09.2024	21,882,104	-376,509	0	4,957,516	22,679,066	83,891,130	307,773,480	471,920	61,256,372	502,535,079	204,863	502,739,942



CONSOLIDATED STATEMENT OF CASH FLOWS AS AT 30.09.2024

(all amounts are in lei unless otherwise specified)

EXPLANATORY NOTES TO THE CONSOLIDATED INTERIM FINANCIAL REPORT AT 30.09.2024

(all amounts are in lei unless otherwise specified)

1. GENERAL INFORMATION

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

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

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

Form of company ownership

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

Evolution of the Group

1296/13.12.1990 the company became S.C.COMP A S.A., originating from Intreprinderea de Piese Auto Sibiu (I.P.A.Sibiu). Sibiu was established in 1969 through the merger of two units: Uzina Elastic and Uzina Automecanica 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 creation of joint ventures.

The financial investments of COMP A S.A. in its capacity as a parent company. representing equity investments held in shares or equity interests in commercial entities are shown in the table below:

Company in which the securities are held	Head office	Value of securities held by COMP A	% in share capital
COMP A I.T. SRL	8 Henri Coandă Str. Sibiu	200,000	100,00
TRANS .C.C.A.S. SRL	12 Henri Coandă Street, Sibiu	742,500	99,00
RE CASERV SRL	Str.Henri Coandă nr.51. Sibiu	70,000	70,00
ARINI HOSPITALITY SRL	8 Henri Coanda Str. Sibiu	23,203,000	100,00
TOTAL		24,215,500	

The COMP A Group was managed by a Board of Directors composed of:

- Deac Ioan
- Dumitrescu Mihaela
- Maxim Mircea-Florin
- Balteş Nicolae
- Neacşu Vlad Nicolae
- President and Managing Director,
- CA vice-president and Economic Director
- CA member
- CA member
- CA member



2. THE BASIS FOR DRAWING UP

Declaration of conformity

The consolidated interim financial report has been prepared in accordance with the International Financial Reporting Standards as adopted by the European Union ("EU") and the Order of the Minister of Public Finance No. 2844/ 2016.

The Group has adopted IFRS reporting starting with the 2012 financial statements.

3. SIGNIFICANT ACCOUNTING POLICIES

The significant accounting policies applied by the Group are as disclosed in the Financial Statements for the year ended December 31, 2023 and have not changed during the interim reporting period.

4.1. TANGIBLE FIXED ASSETS

The evolution of tangible fixed assets from January 1, 2024 to September 30, 2024 is as follows:

Explanations	30/09/2024	01/01/2024
Land	52,983,700	52,983,700
Construction	167,988,116	149,936,975
Equipment and vehicles	193,258,585	213,896,469
Other tangible fixed assets	3,972,444	3,773,910
Tangible fixed assets in progress	8,479,807	28,833,084
Total	426,682,652	449,424,138

Tangible assets representing "Property, plant and equipment in progress" are measured at historical cost, the Group has chosen the fair value revaluation model for the measurement of property, plant and equipment in the nature of land and buildings,

In the fair value hierarchy, the revaluation of the group's buildings and land at fair value is categorized as Level 2 inputs. The valuation technique used in Level 2 fair value measurements is the price comparison method. The 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 the price per square meter.

There were no transfers between the level at which fair value valuations are categorized during 2024,

Depreciation of all tangible fixed assets is determined by the straight-line method.

Fixed assets have been written down through depreciation, sale and disposal.

4.2. REAL ESTATE INVESTMENTS

The evolution of real estate investments from January 1, 2023 to September 30, 2023 is as follows:

Explanations	30/09/2024	01/01/2024
Real estate investment	34,350,993	34,350,988
Real estate investments in progress	441,600	226,143
Total	34,792,593	34,577,131

Investment property is measured 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,

Fixed assets were reduced in 2024 through amortization, sale and disposal.



5. INTANGIBLE FIXED ASSETS

The evolution of intangible fixed assets was as follows:

Explanations	30/09/2024	01/01/2024
Formation expenses	81,107	76,953
Research and development expenditure	2,961,797	3,326,980
Computer programs and software licenses	4,186,489	4,944,131
Total	7,229,393	8,348,064

6. TRADE AND OTHER RECEIVABLES

Other receivables held by the Group are as follows:

Explanations	30/09/2024	01/01/2024
Commercial creditor	107,010,331	136,639,188
Advances paid to suppliers	1,237,978	4,985,506
Claims related to staff	15,283	23,845
Claims related to the consolidated state and local budget	3,632,976	4,216,761
Sundry debtors	105,553	507,816
Advance expenses	1,802,750	1,633,672
Subsidies receivable (European funds projects, subsidies for personnel expenses)	270,831	1,734,143
Total	114,075,702	149,740,931

The Group's commercial policy requires the recording of impairment adjustments for receivables exceeding 365 days, except for those receivables due from partners to which the Company is itself a debtor, which are approximately as old as the uncollected receivables.

Claims in foreign currency are valued in lei at the official exchange rate of the NBR on 30.09.2024

7. OTHER NON-CURRENT RECEIVABLES

Non-current receivables held by the Group are as follows:

Explanations	30/09/2024	01/01/2024
VAMA guarantee for customs clearance at home	103,000	103,000
Other guarantees	31,574	27,878
Total other assets	134,574	130,878

8. STOCKS

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

Explanations	30/09/2024	01/01/2024
Raw materials	33,087,729	38,964,266
Materials and packaging	19,062,156	20,537,854
Semi-finished products and work in progress	30,970,674	29,127,422
Finished products and goods	15,740,007	23,978,115
Total	98,860,566	112,607,657



9. CASH AND CASH EQUIVALENTS

Explanations	30/09/2024	01/01/2024
Bank accounts in RON	4,412,730	4,185,682
Currency bank accounts	11,065,967	2,905,100
Cash equivalent	17	121
House in RON	46,745	76,489
Currency House	10,191	42,790
Total	15,535,650	7,210,182

The Group holds accounts in lei and foreign currency with the following banking institutions: BRD GROUP SOCIETE GENERALE, ING BANK, TREZORERIE, BANCA TRANSILVANIA.

10. CORPORATE TAX

The Group's current income tax is determined based on statutory profit adjusted for non-deductible expenses and non-taxable income at a rate of 16% for 9 months 2024 and 9 months 2023.

Explanations	30/09/2024	30/09/2023
The hassle with current corporate income tax	-1,255,767	-2,742,087
The micro-business income tax squeeze	0	-15,064
Minimum turnover tax expense	-3,424,763	
Cheituiala/ deferred income tax payments	-832,951	623,981
Total	-5,513,481	-2,133,170

11. EQUITY

The shareholding structure as of September 30, 2024 is as follows:

Explanations	Nr. Actions	% of total share capital
Romanian and foreign shareholders (legal entities)	59,280,008	27.09%
Romanian and foreign shareholders (individuals)	159,541,030	72.91%
Total number of shares	218,821,038	100.00%

The Group's shares have a nominal value of 0,1 RON / share, Since June 1997 the Company's shares are traded on the Bucharest Stock Exchange, and since July 2001 it is listed on the standard category.

The Group's equity includes the following:

Explanations	30/09/2024	01/01/2024
Subscribed and paid-in capital	21,882,104	21,882,104
Own shares	-376,509	-376,509
Revaluation reserves	83,891,130	83,891,130
Legal reserves	4,957,516	4,957,516
Legal reserve adjustment	22,679,066	22,679,066
Other reserves	307,773,480	304,286,585
Adjust other reserves	471,920	471,920
Current profit	2,640,246	546,543



Profit distribution	0	-2,846,482
Result carried forward	58,616,126	65,744,973
Minority interests	204,863	212,718
Total	502,739,942	501,449,564

12. FINANCIAL DEBTS

Long and short-term financial liabilities are as follows:

Credit institution	Loan type	30/09/2024	01/01/2024
BRD GROUP SOCIETE GENERALE-ROMANIA	Production credit line		236,790
BRD GROUP SOCIETE GENERALE-ROMANIA	Investment credit	11,252,959	16,876,044
ING BANK-SIBIU	Production credit line		2,655,995
ING BANK-SIBIU	Production credit line		16,228,016
ING BANK-SIBIU	Investment credit	12,008,225	17,151,161
BT LEASING TRANSILVANIA IFN SA	Financial leasing	76,701	
BANCA TRANSILVANIA SIBIU	Investment credit	41,919,419	43,030,279
BANCA TRANSILVANIA SIBIU	Investment credit	7,423,119	5,900,590
BANCA TRANSILVANIA SIBIU	Credit bridge state aid	0	1,156,682
BANCA TRANSILVANIA SIBIU	VAT credit	0	1,481,065
BANCA TRANSILVANIA SIBIU	Current activity credit line		
IMPULS-Leasing Romania I.F.N. SA	Financial leasing contracts	750,696	965,754
Total		73,431,119	105,682,376

Financial liabilities denominated in foreign currency are valued in lei at the official exchange rate of the NBR on 30.09.2024.

13. TRADE AND OTHER DEBTS

The situation of trade and other payables is as follows:

Explanations	30/09/2024	01/01/2024
Suppliers	59,615,930	90,985,267
Advances received from customers	761,740	573,738
Customer contract debts	1,062,935	3,505,877
Staff-related debts	7,738,384	6,839,020
Debts to the consolidated general state budget and local budget	7,987,871	8,588,119
Current income tax liabilities	1,426,922	5,651
Dividend payments	309,576	403,601



Sundry creditors	3,235	16,574
Advance income	661,872	737,173
Subsidies for investments from AMPOSDRU and AMPOSCEE contracts	35,282,110	36,937,348
Inventory gains on fixed assets		5,943
Total	114,850,575	148,598,311

Foreign currency liabilities are valued in lei at the official exchange rate of the NBR on 30.09.2024.

14. PROVIZIOANE

Explanations	Provisions for guarantees given to customers	Provisions for employee benefits	Other provisions	Total provisions
01/01/2024	26,945	4,166,771	2,115,014	6,308,730
provisions constituted 9 months 2024	0	3,689,113	1,761,055	5,450,168
reversed provisions 9 months 2024	0	- 2,823,928	-1,503,202	-4,327,130
30/09/2024	26,945	5,031,956	2,372,867	7,431,768

15. REVENUES AND BUSINESS SEGMENTS

The structure of the revenues realized by the Group is as follows:

Explanations	30/09/2024	30/09/2023
Total turnover, of which:	503,657,349	599,862,340
Revenue from sales of finished products	473,906,406	585,140,709
Income from the provision of services	14,830,685	5,587,709
Revenue from the sale of goods	10,080,981	8,019,175
Income from other activities (rents, sales of materials, waste, semi-finished products, packaging)	4,839,277	693,125
Income from grants related to turnover (projects and partnership contracts AMPOSDRU projects)		421,622
Other operating income	6,339,310	10,688,159
Total operating revenue	509,996,659	610,550,499

Other operating income consists of :

Explanations	30/09/2024	30/09/2023
--------------	------------	------------



Income from production of fixed assets	2,573,070	4,413,798
Income from grants for investments (projects and partnership contracts AMPOSDRU and AMPOSCEE projects)	2,925,126	2,767,477
Proceeds from the sale of assets		3,044,536
Other operating income	841,114	462,348
Total Other operating income	6,339,310	10,688,159

Activity segments

The Group's management regularly evaluates the Group's activity in order to identify the business segments for which separate information should be reported.

The Group carries out its activity in Romania, The Group's revenues presented above are entirely attributable to the country of domicile.

Non-current assets other than financial instruments, deferred tax receivables, post-employment benefit receivables and rights arising from insurance contracts are located entirely in Romania, the Group has no such non-current assets located in other countries.

16. EXPENDITURE BY NATURE

Operating expenses by nature of expenses incurred in the first nine months of 2024 and 2023 are shown in the table below:

Explanations	30/09/2024	30/09/2023
Different stock	6,786,333	9,485,072
Material expenses	266,317,557	338,976,735
Energy and water expenditure	25,430,881	34,291,764
Expenditure on employee benefits	130,341,129	134,250,762
Value adjustments on fixed assets	38,800,350	36,108,692
Value adjustments on current assets	-687,539	3,851,820
Expenditure on services provided by third parties	24,235,498	25,000,242
Expenditure on other taxes, duties and similar charges	4,128,571	4,287,296
Other operating expenditure	3,365,238	10,167,620
Total operating expenditure	498,718,018	596,420,003

17. EXPENDITURE ON EMPLOYEE BENEFITS

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

Explanations	30/09/2024	30/09/2023
Salaries and allowances	127,713,248	131,174,957
Insurance and social protection expenditure	2,627,881	3,075,805
Total	130,341,129	134,250,762



18. FINANCIAL LOSSES (GAINS)

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

Explanations	30/09/2024	30/09/2023
Foreign exchange gains related to monetary items denominated in foreign currency	-78,602	-731,243
Interest losses	-2,846,572	-3,365,330
Other financial gains	-207,595	-261,583
Total losses / gains	-3,132,769	-4,358,157

19. EARNINGS PER SHARE

Explanations	30/09/2024	30/09/2023
Number of actions at the beginning of the year	218,821,038	218,821,038
Number of shares At the end of the period	218,821,038	218,821,038
Net income	2,632,391	7,639,169
Basic / diluted earnings per share (in RON per share):	0.0120	0.0349

In 2022, following the repurchase of own shares and the distribution of 6,060,000 shares to employees free of charge, a total of 444,153 shares remained undistributed. These shares have no voting rights and no dividend rights.

Also, a total of 649,100 shares, with a nominal value of 64,910 lei, are held by the affiliated company Recaserv SRL, because of which these shares do not have voting rights and dividend rights.

The earnings per share calculation for the first 9 months of 2024 and the first 9 months of 2023 can be summarized as follows:

Explanations	30/09/2024	30/09/2023
Total number of shares	218,821,038	218,821,038
Non-voting shares and dividends	-1,093,253	-1,093,253
Number of shares with voting and dividend rights at the end of the period	217,727,785	217,727,785
Net income	2,632,391	7,639,169
Earnings per voting share and dividend rights (in RON per share) basic / diluted:	0.0121	0.0351



20. AFFILIATED PARTIES

The affiliated entities of COMPA SA are the following:

Affiliated parties	% holding	Holding value	Object of activity
COMPA IT SRL	100.00	200,000	Custom software development activities
TRANS CAS SRL	99.00	742,500	Road haulage
RECASERV SRL	70.00	70,000	Catering activities for events
ARINI HOSPITALITY SRL	100.00	23,203,000	Hotels and similar accommodation

On 09.01.2023 AGEA approved the increase of the share capital of the affiliated company ARINI HOSPITALITY SRL by the amount of 3,500,000 lei, by cash contribution. In March 2023 the share capital was increased from 19,703,000 lei to 23,203,000 lei.

The transactions carried out with companies in which COMPA holds participations were as follows (amounts include VAT):

Explanations	30/09/2024			30/09/2023		
	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.		6,305,658	311,936	0	10,532,551	429,627
COMPA IT S.R.L.		2,520,420	79,986	0	2,538,841	68,383
RECASERV S.R.L.		1,744,726	35,116	0	1,531,648	35,116
ARINI HOSPITALITY S.R.L.	4,997,684	7746	220,568	3,762,702	0	172,555

The mutual debts and receivables recorded at 30.09.2024 and 30.09.2023 are as follows:

Receivables receivable by COMPA SA from:

Explanations	30/09/2024	30/09/2023
TRANSCAS S.R.L.	50,548	70,086
COMPA IT S.R.L.	5,933	4,844
RECASERV S.R.L.	7,378	11,067
ARINI HOSPITALITY S.R.L.	4,997,684	3,764,189

Debts to be paid by COMPA SA to:

Explanations	30/09/2024	30/09/2023
TRANSCAS S.R.L.	1,405,998	1,652,504
COMPA IT S.R.L.	834,428	552,160
RECASERV S.R.L.	573,347	391,358



List of Group administrators

NAME AND SURNAME	FUNCTION
DEAC Ioan	Administrator Chairman of the Board / Director General
DUMITRESCU Mihaela	Administrator Vice-Chairman of the Board of Directors/Economic Director
MAXIM Mircea Florin	Administrator
BALTEȘ Nicolae	Administrator/Chairman of the Audit Board
NEACȘU Vlad- Nicolae	Administrator/Member of the Audit Committee

On behalf of the Management Board,

President of the Board/CEO

Ioan DEAC

Vice President of the Board/CFO

Mihaela Dumitrescu