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To: Financial Supervisory Authority (F.S.A.)

Subject: *Annual report on gender balance in management structures, in accordance with Article 109⁶ of Law No. 24/2017*

COMPA SA, with registered office in Sibiu, str. Henri Coandă nr. 8, Jud. Sibiu, registered at the Trade Register Office of the Sibiu Court under no. J1991000129321, CUI RO788767, telephone 0269 239 400, fax 0269 212 204, email office@compa.ro, LEI Code 315700EXV87GJJDVVUUA14, represented by Mr. Băiașu Dan - Nicolae - General Manager,

In accordance with the provisions of Article 109⁶ of Law no. 11/2025 amending and supplementing Law no. 24/2017 on issuers of financial instruments and market operations, we hereby provide the information regarding gender representation within the management bodies, as follows:

On April 24, 2025, following the expiration of the mandate of the members of the Board of Directors, the Ordinary General Meeting of Shareholders (OGMS), through Decision no. 45, approved the election of a new Board of Directors for a four-year term, composed of:

Ioan Deac – Chairman, Non Executive Administrator
Mihaela Dumitrescu – Vice Chairman, Executive Administrator
Dan-Nicolae Băiașu – Executive Administrator
Nicolae Balteș – Non Executive Administrator
Vlad – Nicolae Neacșu – Non Executive Administrator

Board of Directors	No. of members	Percentage of total members
Total number of members on the Board of Directors	5	100%
Number of executive members	2	40%
Number of non-executive members	3	60%
Number of male members on the Board of Directors	4	80%
Number of female members on the Board of Directors	1	20%
Number of male executive members on the Board of Directors	1	50%
Number of female executive members on the Board of Directors	1	50%
Number of male non-executive members on the Board of Directors	3	60%
Number of female non-executive members on the Board of Directors	0	0%

OBJECTIVE according to Law no. 11/2025 amending and supplementing Law no. 24/2017	No. of members	Percentage of total members
Members of the underrepresented gender (female) in non-executive director positions – Art. 109 ³ letter a)	0	0%
Members of the underrepresented gender (female) in all director positions (executive and non-executive) – Art. 109 ³ letter b)	1	20%

In accordance with the provisions of Article 109³ paragraphs (1) and (2) of Law no. 11/2025 amending and supplementing Law no. 24/2017 on issuers of financial instruments and market operations, the current composition of the Board of Directors includes one executive female member out of a total of 5 members, which represents 0% of the target of Article 109³ paragraph (1) letter a), and 20% of the target of Article 109³ paragraph (1) letter b).

In order to achieve the objectives, the selection process of candidates for appointment or election to administrator posts will be adjusted.

Reasons for not meeting the objectives established in accordance with the provisions of Article 109³ paragraphs (1) and (2) of Law no. 11/2025:

-Law no. 11/2025, which amends Law no. 24/2017, was published in the Official Gazette on March 5, 2025, and entered into force on March 15, 2025.

-The Convening Notice of the General Meeting of Shareholders, which had on its agenda the election of the members of the Board of Directors, was published on March 7, 2025, prior to the entry into force of the aforementioned law; therefore, there was not enough time to align the candidate selection process with the new legal provisions.

COMPA SA

General Manager (CEO)

Băiașu Dan

Chief Financial Officer (CFO)

Mihaela Dumitrescu

Prepared by legal advisor, Daniela Băra