



compa
beyond expectations

TRIMESTRIAL REPORT

30.09.2025

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A. QUARTERLY FINANCIAL STATEMENTS

**INDIVIDUAL
&
CONSOLIDATED**

SIMPLIFIED

Prepared in accordance with international accounting standards applicable to interim financial reporting adopted in accordance with the procedure laid down in Article 6 of EC Regulation (European Council) No. 1606/2002





Quarterly Report of the Board of Directors as of September 30, 2025 - Unaudited

UNCONSOLIDATED STATEMENT OF FINANCIAL POSITION AS OF 09/30/2025

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

	Note	09/30/2025	12/31/2024
Assets			
Fixed assets:			
Tangible fixed assets	4.1	331,833,803	349,236,104
Investment property	4.	47,595,368	45,978,881
Intangible assets	5	6,068,088	6,697,242
Other receivables (Subsidies and settlements from joint ventures)	6	86,474	825,771
Other fixed receivables	7	4,877,854	5,132,205
Financial investments	2	24,215,500	24,215,500
Fixed assets - total		414,677,087	432,085,703
Current assets:			
Inventories	8	107,256,005	93,270,508
Trade receivables and other receivables	6	105,483,351	96,207,494
Other receivables (Subsidies and settlements from joint ventures)	6	2,119,716	2,421,370
Cash and cash equivalents	9	3,011,683	14,732,068
Current assets - total		217,870,755	206,631,440
Total assets		632,547,842	638,717,143
Equity:			
Issued capital	11	21,882,104	21,882,104
Adjustments to share capital	11	-265,638	-265,638
Reserves	11	407,392,970	404,789,400
Reserve adjustment	11	23,122,057	23,122,057
Retained earnings	11	67,209,472	66,876,117
Current result	11	-4,972,668	3,324,462
Profit distribution	11		
Total equity		514,368,297	519,728,502
Liabilities			
Long-term liabilities:			
Financial liabilities	12	7,790,104	5,292,700
Prepaid income (prepaid income, subsidies)	13	13,657,411	17,162,120
Provisions	14	5,682,559	7,295,316
Long-term liabilities - total		27,130,074	29,750,136
Current liabilities:			
Financial liabilities	12	7,334,496	16,129,819
Trade and similar payables;	13	58,568,387	53,797,217
Payables from contracts with customers	13	4,355,691	0
Other liabilities	13	14,617,869	13,136,806
Current tax liabilities	10	1,208,413	1,299,240
Advance income (advance income, subsidies)	13	4,964,615	4,875,423
Current liabilities - total		91,049,471	89,238,505
Total liabilities		118,179,545	118,988,641
Total equity and liabilities		632,547,842	638,717,143



UNCONSOLIDATED STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME AS OF 30.09.2025

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

	Note	09/30/2025	09/30/2024
Revenue from sales of finished products	15	375,200,345	474,013,465
Revenue from services rendered	15	1,217,925	2,040,128
Revenue from the sale of goods	15	4,458,929	5,185,847
Revenue from other activities	15	6,163,648	5,017,679
Other operating income	15	5,144,530	5,883,223
Total income		392,185,377	492,140,342
Variation in stocks of finished products and work in progress	16	13,119,643	-6,823,077
Raw materials and consumables used	16	-208,441,687	-260,397,183
Utilities expenses	16	-22,483,576	-24,656,354
Employee benefit expenses	17	-110,398,081	-121,407,874
Depreciation and amortization expenses	4, 5, 16	-32,319,742	-35,510,955
Transportation expenses	1	-9,767,848	-10,615,109
Services provided by third parties	16	-16,649,331	-13,717,786
Other expenses	16	-4,388,543	-6,350,134
Total expenses		-391,329,165	-479,478,472
Operating result		856,212	12,661,870
Financial income	18	71,998	82,618
Financial expenses	18	-694,199	-1,918,603
Other financial gains/losses	18	83,417	-228,803
Net financing costs		-538,784	-2,064,788
Profit before tax		317,428	10,597,082
Deferred income tax expense (income)	10	-1,458,148	-866,309
Current income tax expense	10	-3,831,948	-4,668,285
Net profit for the period		-4,972,668	5,062,488
Other comprehensive income:			
Of which other comprehensive income items that will not be reclassified subsequently to profit or loss:			
Income tax related to other comprehensive income	10	277,356	193,065
Other comprehensive income, net of tax		277,356	193,065
Total comprehensive income for the year		-4,695,312	5,255,553
Unconsolidated basic/diluted earnings per share	19	-0.0227	0.0231



Quarterly Report of the Board of Directors as of September 30, 2025 - Unaudited
UNCONSOLIDATED STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30.09.2025

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

Statement of equity as at: 31.12.2024

Equity component	Share capital	Adjustments to share capital	Legal reserves	Adjustments to legal reserves	Revaluation reserves	Other reserves	Adjustments to other reserves	Retained earnings	Total
Balance as of 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 for the year								3,324,462	3,324,462
Other comprehensive income, of which:	0	0	0	0	13,309,608	-884,512	0	989,157	13,414,253
Revaluation of tangible assets					14,401,660				14,401,660
Transfer of reserves to profit or loss	0	0	0	0	-1,092,052			989,157	-102,895
Income tax related to other comprehensive income items						-884,512			-884,512
Transactions with shareholders, recorded directly in equity, of which:		0			0	3,293,830	0	-4,828,908	-1,535,078
Distribution of free shares									
Profit distribution						3,293,830		-4,828,908	-1,535,078
Balance as of 31.12.2024	21,882,104	-265,638	4,376,421	22,679,066	97,200,738	303,212,242	442,991	70,200,578	519,728,502



Quarterly Report of the Board of Directors as of September 30, 2025 - Unaudited

Equity statement as of: 30.09.2025

Equity component	Share capital	Adjustments to share capital	Legal reserves	Adjustments to legal reserves	Revaluation reserves	Other reserves	Adjustments to other reserves	Retained earnings	Total
Balance as of 01.01.2025	21,882,104	-265,638	4,376,421	22,679,066	97,200,738	303,212,242	442,991	70,200,578	519,728,502
Profit for the year								- 4,972,668	-4,972,668
Other comprehensive income, of which: of which:	0	0	0	0	-333,355	277,356	0	333,355	277,356
Income tax related to other comprehensive income items						277,356			277,356
Transfer of reserves to profit or loss					-333,355			333,355	
Transactions with shareholders, recorded directly in equity, of which:	0	0	0	0	0	2,659,569	0	- 3,324,462	-664,893
Distribution profit		0				2,659,569		- 3,324,462	-664,893
Balance as of 09/30/2025	21,882,104	-265,638	4,376,421	22,679,066	96,867,383	306,149,167	442,991	62,236,803	514,368,297



Quarterly Report of the Board of Directors as of September 30, 2025 - Unaudited
UNCONSOLIDATED CASH FLOW STATEMENT AS OF 30.09.2025

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

Explanations	09/30/2025	09/30/2024
Cash flows from operating activities:		
Profit before tax	317,428	10,597,082
Expenses related to depreciation and amortization of fixed assets	34,553,809	36,198,494
(Increases) / Decreases in inventories	-13,985,497	12,679,767
(Increases) / Decreases in receivables	-7,980,555	32,564,591
Increases/ (Decreases in liabilities)	10,517,097	-30,457,412
Adjustment for other non-monetary items	-10,000,820	-5,324,826
Net cash generated from operations	13,421,462	56,257,696
Cash flows from investing activities:		
Acquisitions of tangible assets and real estate investments	-17,660,021	-13,737,939
Acquisitions of intangible assets	-489,708	-374,389
Net cash generated from investing activities	-18,149,729	-14,112,328
Cash flows from financing activities		
(Increases) / Decreases in bank loans	-6,297,919	-29,810,122
Interest payments	-694,199	-1,918,603
Net cash generated from financing activities	-6,992,118	-31,728,725
Net cash generated from total activities	-11,720,385	10,416,643
Cash and cash equivalents at the beginning of the period	14,732,068	542,569
Cash and cash equivalents at the end of the period	3,011,683	10,959,212



Quarterly Report of the Board of Directors as of September 30, 2025 - Unaudited
CONSOLIDATED FINANCIAL POSITION AS OF 30.09.2025

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

	Note	09.30.2025	Dec. 31, 2024
Assets			
Fixed assets:			
Tangible fixed assets	4.1.	414,022,909	432,058,478
Investment property	4.	43,683,377	43,679,190
Intangible assets	5	6,175,959	6,897,818
Other receivables (Subsidies and settlements from joint ventures)	6	86,474	825,771
Other fixed receivables	7	142,654	138,602
Deferred tax receivables	11	0	0
Fixed assets - total		464,111,373	483,599,859
Current assets:			
Inventories	9	107,655,863	93,699,851
Trade receivables and other receivables	6	108,646,607	98,887,401
Other receivables (Subsidies and settlements from joint ventures)	6	2,119,716	2,421,370
Cash and cash equivalents	10	8,343,576	18,977,030
Current assets - total		226,765,762	213,985,652
Total assets		690,877,135	697,585,511
Equity :			
Issued capital	12	21,882,104	21,882,104
Adjustments to share capital	12	-376,509	-376,509
Reserves	12	411,457,726	408,854,156
Reserve adjustment	12	23,150,986	23,150,986
Retained earnings	12	57,682,852	59,605,284
Current result	12	-4,998,782	1,068,676
Minority interests	12	164,257	185,124
Total equity		508,962,634	514,369,821
Long-term liabilities:			
Financial liabilities	13	49,765,170	49,740,604
Prepaid income (prepaid income, subsidies)	14	27,083,902	30,877,380
Provisions	15	6,078,134	7,685,613
Long-term liabilities - total		82,927,206	88,303,597
Current liabilities:			
Financial liabilities	13	11,725,306	19,526,146
Trade and similar payables;	14	60,710,143	54,377,555
Other liabilities	14	15,582,750	14,250,815
Liabilities from contracts with customers		4,355,691	0
Current tax liabilities	11	1,213,174	1,298,856
Prepaid income (prepaid income, subsidies)	15	5,400,231	5,458,721
Current liabilities - total		98,987,295	94,912,093
Total liabilities		181,914,501	183,215,690
Total equity and liabilities		690,877,135	697,585,511



Quarterly Report of the Board of Directors as of September 30, 2025 - Unaudited
CONSOLIDATED STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME AS OF 30.09.2025

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

	Note	09/30/2025	09/30/2024
Revenue from sales of finished products	15	375,075,571	473,906,405
Revenue from services rendered	15	15,796,928	14,830,685
Revenue from the sale of goods	15	10,140,879	10,080,981
Revenue from other activities	15	6,015,736	4,839,278
Other operating income	15	5,749,670	6,339,310
Total income		412,778,784	509,996,659
Change in inventories of finished goods and work in progress	16	13,119,643	-6,786,333
Raw materials and consumables used	16	-212,844,947	-266,317,558
Utilities expenses		-23,590,401	-25,430,880
Employee benefit expenses	18	-117,848,997	-130,341,129
Amortization and depreciation expenses	10	-35,022,542	-38,112,811
Transportation expenses		-7,034,685	-6,802,706
Services provided by third parties	16	-21,349,209	-17,432,792
Other expenses	16	-5,568,692	-7,493,809
Total expenses		-410,139,830	-498,718,018
Operating result	17	2,638,954	11,278,641
Financial income	19	-60,645	19,528
Financial expenses	19	-1,285,632	-2,866,100
Other financial gains/losses	19	-1,018,496	-286,197
Net financing costs		-2,364,773	-3,132,769
Profit before tax		274,181	8,145,872
Deferred income tax expense (income)	10	-1,450,966	-832,951
Current income tax expense	10	-3,842,865	-4,680,530
Net profit for the period, of which:		-5,019,650	2,632,391
Attributable to non-controlling interests		-20,868	-7,855
Attributable to parent company		-4,998,782	2,640,246
Other comprehensive income:			
Of which, other comprehensive income items that will not be reclassified subsequently to profit or loss:	10	277,356	193,065
Other comprehensive income, net of tax		277,356	193,065
Total overall result for the year, of which:		-4,742,294	2,825,456
Attributable to non-controlling interests	20	-20,868	-7,855
Attributable to parent company	20	-4,721,426	2,833,311
Unconsolidated basic/diluted earnings per share	20	-0.0228	0.0121



Quarterly Report of the Board of Directors as of September 30, 2025 - Unaudited

CONSOLIDATED STATEMENT OF CHANGES IN EQUITY AS OF 30.09.2025

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

Equity component	Share capital	Adjustments to share capital	Legal reserves	Adjustments to legal reserves	Revaluation reserves	Other reserves	Adjustments to other reserves	Retained earnings	Total attributable to company shareholders	Non-controlling interests
Balance as at 01.01.2024	21,882,104	-376,509	4,957,516	22,679,066	83,891,130	304,286,585	471,920	63,445,034	501,236,846	212,718
Profit for the year								1,068,676	1,068,676	-27,594
Other comprehensive income, of which:	0	0	0	0	13,309,607	-884,512	0	989,158	13,414,253	
Revaluation of tangible assets					14,401,660				14,401,660	
Transfer of reserves to profit or loss					-1,092,053			989,158	-102,895	
Income tax related to other comprehensive income items						-884,512	0		-884,512	
Transactions with shareholders, recorded directly in equity, of which:	0	0	0	0	0	3,293,830	0	-4,828,908	-1,535,078	0
Profit distribution						3,293,830		-4,828,908	-1,535,078	
Balance as of 12/31/2024	21,882,104	-376,509	4,957,516	22,679,066	97,200,737	306,695,903	471,920	60,673,960	514,184,697	185,124





Quarterly Report of the Board of Directors as of September 30, 2025 - Unaudited

Equity component	Share capital	Adjustments to share capital	Legal reserves	Adjustments to legal reserves	Revaluation reserves	Other reserves	Adjustments to other reserves	Retained earnings	Total attributable to company shareholders	Non-controlling interests
Balance as of 01.01.2025	21,882,104	-376,509	4,957,516	22,679,066	97,200,737	306,695,903	471,920	60,673,960	514,184,697	185,124
Profit for the year								-4,998,782	-4,998,782	-20,867
Other comprehensive income, of which:	0	0	0	0	-333,355	2,936,926	0	333,355	2,936,926	
Transfer of reserves to profit or loss					-333,355			333,355		
Income tax related to other elements of comprehensive income						2,936,926			2,936,926	
Transactions with shareholders, recorded directly in equity, of which:	0	0	0	0	0	0	0	-3,324,464	-3,324,464	0
Profit distribution								-3,324,464	-3,324,464	
Balance as of 09/30/2025	21,882,104	-376,509	4,957,516	22,679,066	96,867,382	309,632,829	471,920	52,684,069	508,798,377	164,257





Quarterly Report of the Board of Directors as of September 30, 2025 - Unaudited

CONSOLIDATED CASH FLOW STATEMENT AS OF 30.09.2025

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

Explanations	09/30/2025	09/30/2024
Cash flows from operating activities:		
Profit before tax	274,181	8,145,872
Expenses related to depreciation and amortization of fixed assets	37,256,609	38,800,350
(Increases) / Decreases in inventories	-13,956,012	13,747,091
(Increases) / Decreases in receivables	-8,722,307	34,519,259
Increases/ (Decreases in liabilities)	11,934,532	-32,011,254
Adjustment for other non-monetary items	-9,704,962	7,890,324
Net cash generated from operations	17,082,041	71,091,642
Cash flows from investing activities:		
Acquisitions of tangible assets and real estate investments	-17,994,479	-27,180,288
Acquisitions of intangible assets	-489,708	-405,428
Net cash generated from investing activities	-18,484,187	-27,585,716
Cash flows from financing activities		
(Increases) / Decreases in bank loans	-7,776,274	-32,251,257
Interest payments	-1,455,034	-2,929,201
Net cash generated from financing activities	-9,231,308	-35,180,458
Net cash generated from total activities	-10,633,454	8,325,468
Cash and cash equivalents at the beginning of the period	18,977,030	7,210,182
Cash and cash equivalents at the end of the period	8,343,576	15,535,650



B. QUARTERLY REPORT OF THE BOARD OF DIRECTORS

1. INTRO

1.1. LEGAL FRAMEWORK, PURPOSE AND NECESSITY OF PREPARING CONSOLIDATED SEMESTRAL FINANCIAL REPORTS

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

In accordance with the accounting regulations compliant with the Seventh Directive of the European Economic Community, COMP A S.A. Sibiu (parent company) meets the conditions set out in point 12. Based on point 3 of these regulations, consolidated half-yearly financial reports have been prepared.

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

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

The main purpose of the COMP A Group's consolidated report is to inform investors and business partners of the parent company and its affiliates.

1.2 CONSOLIDATION METHODS APPLIED

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

In this context, COMP A S.A. Sibiu, in its capacity as parent company, has control, i.e. its share in the share capital of the 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
RECASERV SRL	70
ARINI HOSPITALITY SRL	100.00

COMP A SA Sibiu, the parent company, exercises effective power, having a dominant influence, and controls the companies in the Group. Given the accounting regulations and recommendations in this area, the consolidation method used for these companies is *the "full consolidation method."*



2. IMPORTANT EVENTS IN Q3 2025 AND MANAGEMENT'S OUTLOOK ON FUTURE BUSINESS DEVELOPMENTS

For the third quarter of 2025, we can highlight the meetings of the company's Board of Directors and the General Meetings of Shareholders, as follows:

February 14, 2025 - At the meeting on February 14, 2025, the Board of Directors approved:

- The disposal of certain tangible and intangible assets
- The disposal of inventories of materials/finished products, the recording of inventory shortages offset by inventory surpluses, the recording of impairment adjustments to receivables and other unrecovered debts
- Recording of income from the prescription of certain debts
- Taking steps to dissolve/liquidate the company RECASERV SRL, headquartered in Sibiu, 51 Henri Coandă Street

14.02.2025 - At the meeting on 14.02.2025, the Board of Directors took note of:

- Presentation of the results of the revaluation of tangible assets as at 31.12.2024 following the revaluation.
- The status of the preparation of the consolidated Sustainability Report for 2024.
- The new Corporate Governance Code.

February 27, 2025 - At its meeting on February 14, 2025, the Board of Directors approved:

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

07.03.2025 – The Board of Directors of Compa S.A. was convened to approve the proposal to convene the Ordinary General Meeting of Shareholders (OGMS) on 24.04.2025, first convocation (at 15:00), and 25.04.2025, second convocation (3:00 p.m.), as well as the proposal to convene the Extraordinary General Meeting of Shareholders (EGM) on April 24, 2025, first convocation (4:00 p.m.), and April 25, 2025, second convocation (4:00 p.m.).

The Board of Directors approved the agenda of the AGOA convened on 24/25.04.2025, which included 12 items (according to the convocation) as well as the 15 items included in the convocation for the EGMS of 24/25.04.2024.

The Board of Directors also approved 9 April 2025 as the reference date for the AGOA and AGEA of 24/25 April 2025.

March 21, 2025 – At its meeting on March 21, 2025, the Board of Directors approved the Individual and Consolidated Annual Report for the 2024 financial year, prepared in accordance with International Financial Reporting Standards, accompanied by the Financial Auditor's Report, as well as the Annual Report of the administrators, which includes the consolidated Sustainability Report, prepared in accordance with the European Sustainability Reporting Standards for the 2024 financial year, accompanied by the financial auditor's Statement of Assurance.



Quarterly Report of the Board of Directors as of September 30, 2025 - Unaudited

Also during this meeting, the Income and Expenditure Budget for 2025 and the Investment Program for 2025 were approved.

March 21, 2025 – The annual financial statements and discharge of liability for 2024 were approved for Compa's affiliated companies, namely: TRANS CAS SRL, COMPA IT SRL, RECASERV SRL, and ARINI HOSPITALITY SRL.

24.04.2025 – The Ordinary General Meeting of Shareholders (OGMS) was held and decided:

- to elect the secretary of the meeting from among the shareholders present;
- **to approve the individual financial statements** for the 2024 financial year, based on the 2024 Annual Report presented by the Board of Directors, accompanied by the report of the financial auditor QUANTUM EXPERT S.R.L. in accordance with International Financial Reporting Standards;
- **approves the consolidated financial statements** for the 2024 financial year, based on the Annual Report for 2024 presented by the Board of Directors, accompanied by the Report of the financial auditor QUANTUM EXPERT S.R.L. in accordance with International Financial Reporting Standards;
- **approves the Annual Report of the administrators**, which includes the consolidated Sustainability Report prepared in accordance with the European Sustainability Reporting Standards for the 2024 financial year, accompanied by the financial auditor's Statement of Assurance;
- **approves** the distribution of the net profit for the financial year 2024, in the total amount of 3,324,462 lei, as follows:
 - to own development sources - in the amount of 2,659,570,
 - for the payment of dividends to shareholders - in the amount of 664,892 lei with a gross dividend/share of 0.00305 lei.
- **approves** June 13, 2025 as the payment date for dividends. Dividends will be paid in RON. The method of payment of dividends will be communicated to shareholders before the payment date. The expenses incurred for the payment of dividends shall be borne by the shareholders;
- **approves** the discharge of the administrators for the 2024 financial year;
- **approves** the Income and Expenditure Budget for 2025 and the investment program for 2025;
- **approves** the renewal of the mandate of Mr. Deac Ioan, residing in Sibiu, as administrator on the Board of Directors of COMPA S.A. for a 4-year term, starting on 04/28/2025;
- **approves** the renewal of the mandate of Ms. Dumitrescu Mihaela, residing in Sibiu, as administrator on the Board of Directors of COMPA S.A. for a 4-year term, starting on 28.04.2025;
- **approves** the renewal of the mandate of Mr. Balteş Nicolae, residing in Sibiu, as administrator on the Board of Directors of COMPA S.A. for a 4-year term, starting on 28 April 2025;
- **approves** the renewal of the mandate of Mr. Neacşu Vlad-Nicolae, residing in Bucharest, as administrator on the Board of Directors of COMPA S.A. for a 4-year term, starting on 28 April 2025;
- **approves** the election and appointment of Mr. Băiaşu Dan-Nicolae, residing in Sibiu, as a member of the Board of Directors of COMPA S.A. for a 4-year term, starting on April 28, 2025;
- **approves** the remuneration of the directors for the current financial year, starting on May 1, 2025, until April 30, 2026, 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 non-executive directors, members of the Board of Directors;
- **approves** the extension until 30.04.2026 of the mandate of the external financial auditor S.C. QUANTUM EXPERT S.R.L. with its registered office in Deva, str. Mărăşti, Bl. D3, sc. 4, ap. 44, Hunedoara County, with registration code 12600149 registered with the Trade Register under no. J20/40/2000, a company authorized by the Chamber of Financial



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Auditors of Romania based on authorization no. 118/28.11.2001, in order to perform the Statutory Audit for the year 2025 and the audit for the Sustainability Report for the year 2025;

- **approves** the remuneration report of the company's management prepared for the financial year 2024;
- **approves** May 23, 2025 as the registration date for identifying the shareholders affected by the decisions of the Ordinary General Meeting of Shareholders, in accordance with the provisions of Article 87 of Law No. 24/2017 on issuers of financial instruments and market operations, and May 22, 2025, as *the ex-date* in accordance with the provisions of Article 176(1) of ASF Regulation No. 5/2018;
- empowering the individuals who will perform the formalities of publicity and registration of the decisions of the meeting, including their signing

April 24, 2025 – The Extraordinary General Meeting of Shareholders (EGM) was held and decided:

- the election of the secretary of the Extraordinary General Meeting of Shareholders from among the shareholders present;
- **approves** the contracting and/or extension for 2025 and 2026 until the annual AGEA, of investment loans, credit lines, leasing, bank guarantee letters, and other financial banking products, within a total cumulative ceiling of EUR 40 million and the establishment of related movable and immovable guarantees with assets from the company's patrimony;
- **approves** the delegation of the Board of Directors by the Extraordinary General Meeting of Shareholders to commit and/or extend investment loans, credit lines, leases, bank guarantee letters, and other financial banking products, within the total cumulative ceiling of EUR 40 million approved in point 2, as well as to establish related movable and immovable guarantees with assets from the company's patrimony;
- **approves** the empowerment 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 implementation of the decision in points 2 and 3;
- **approves** the delegation of 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 to empower the person(s) to sign on behalf of and for the account of the Company the financing contracts that will run from 2025 onwards until the next EGMS in April 2026;
- **approves** the mandate of the General Manager and the Economic Director to sign, on behalf of and for the account of the Company, the contract with the financial auditor, appointed in accordance with decision no. 9 of the AGOA
- **approves** the empowerment of the Chairman of the Company's Board of Directors to sign, on behalf of and for the account of the Company, the management contracts to be concluded by the Company with the administrators elected in accordance with the decision under item 7 on the agenda of the AGOA and authorizes the elected Vice-President to sign the management contract to be concluded on behalf of and for the account of the Company with the Chairman of the Board of Directors;
- **approves** the dissolution and liquidation of the affiliated company RECASERV S.R.L with its registered office in Sibiu, str. Henri Coandă nr. 51, Jud. Sibiu, J32/704/2004, CUI 16408228, pursuant to art. 235 et seq. of Law no. 31/1990 on companies, republished, with subsequent amendments and additions, and the distribution of assets, if applicable, to the shareholders of RECASERV S.R.L. according to their shareholding ratios;
- **approves** the empowerment of the General Manager of Compa S.A. to sign on behalf of Compa S.A. the decision of the affiliated company RECASERV S.R.L. regarding the dissolution and liquidation of this company, the distribution of assets, the appointment of a liquidator, as well as other documents necessary for the dissolution/liquidation;
- **approves** the amendment of the Articles of Association of Compa S.A. by adding to point IX, subpoint 16, the possibility that the Chairman of the Board of Directors of the Company may also be appointed as General Manager, so that the amended text will have the following content:



IX. ADMINISTRATION AND REPRESENTATION OF THE COMPANY

(16) *The Board of Directors shall delegate the management of the company to one or more directors, appointing one of them as Chief Executive Officer. The Chairman of the Board of Directors may also be appointed Chief Executive Officer.*

- **approves** the restriction, unification, and completion of the Company's object of activity, in order to align it with the CAEN codes, Revised Edition 3, established by Order of the National Institute of Statistics No. 377/2024 on updating the classification of activities in the national economy, corresponding to the economic activities carried out by the Company, and the updating of the Articles of Association and the empowerment of the persons signing the updated Articles of Association;
- **approves** the mandate of Mr. Ioan Deac, Chairman of the Board of Directors of Compa SA, to sign on behalf of and for the Company the resolutions of the General Meeting of Shareholders and the articles of association updating the object of activity according to the CAEN codes, Revised Edition 3, of the affiliated companies: TRANS C.A.S SRL – CUI 14836511, RECASERV S.R.L. – CUI 16408228, COMPA IT S.R.L.- CUI 13656016 and ARINI HOSPITALITY S.R.L – CUI 43581594., all having their registered office in Sibiu;
- **approves May 23, 2025 as the registration date** for identifying the shareholders affected by the decisions of the ordinary general meeting of shareholders, in accordance with the provisions of Article 87 of Law No. 24/2017 on issuers of financial instruments and market operations, and sets **22 May 2025 as the ex-date** in accordance with the provisions of Article 176(1) of ASF Regulation No. 5/2018;
- empowering the individuals who will perform the formalities of publicizing and registering the decisions of the meeting, including signing them.

April 28, 2025—At the meeting on April 28, 2025, the Board of Directors:

- **approves** the election of Mr. Ioan Deac as Chairman of the Board of Directors of Compa S.A. for a 4-year term, starting on 28.04.2025;
- **approves** the election of Ms. Mihaela Dumitrescu as Vice-Chair of the Board of Directors of Compa S.A. for a four-year term, starting on 28.04.2025;
- **approves** the appointment of Mr. Băiașu Dan - Nicolae as General Manager of Compa S.A. with the delegation of management powers in this regard, for a 4-year term starting on April 29, 2025;
- **approves** the appointment of Ms. Dumitrescu Mihaela as Chief Financial Officer of Compa S.A. with the delegation of management powers in this regard for a term of 4 years starting on 29.04.2025;
- **approves** the remuneration of the General Manager and the Chief Financial Officer, which will be subject to annual indexation at the rate established following negotiations with the Trade Union and the granting of the benefits provided for in the Compa Collective Labor Agreement;
- **approves** the empowerment of the Chairman of the Board of Directors to sign the mandate contracts with the General Manager and the Economic Director;
- **approves** the start of construction work on four apartment buildings (a total of 68 apartments) on the Arsenal site, with the General Manager, Chief Financial Officer, and Commercial Director being responsible for implementing this decision;
- **approves** the conclusion of the contracts necessary for the construction of the four apartment buildings, with the General Manager and the Economic Director being responsible for the implementation of this decision;
- **approves** the conclusion of preliminary sale and purchase agreements and subsequently sale and purchase agreements for the apartments built, with the General Manager and the Economic Director being responsible for implementing this decision;
- **approves** the empowerment of the General Manager and the Economic Director to represent the company when signing the preliminary sale and purchase agreements for the 68 apartments that will be built based on the building permits to be issued by the Sibiu City Hall;
- **approves** the election of the Secretary of the Board of Directors



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06.05.2025- At the meeting on 06.05.2025, the Board of Directors:

- **approves** the empowerment of persons within the Company to sign in writing the bank documents representing operations carried out by Compa S.A. through accounts opened with banking companies, namely payment operations in lei and foreign currency, term deposits, currency exchanges, cash withdrawals, signing checks and promissory notes, requests for the issuance of bank guarantee letters and other transactions;
- **approves** the empowerment of persons within the Company to electronically sign transactions carried out through internet banking systems provided by banks (payments in lei, in foreign currency, deposits, etc.);
- **approves** the authorization of the General Manager, Băiașu Dan-Nicolae, and the Economic Director, Dumitrescu Mihaela, to sign bank forms and any documents necessary in relations with banking institutions, to authorize/revoke persons with signing rights on the company's accounts.

May 14, 2025 - At the meeting on May 14, 2025, the Board of Directors:

- **approves** the Consolidated Report for the First Quarter of 2025.
- **approves** the mandate of the General Manager - Dan Băiașu and the Economic Director - Mihaela Dumitrescu to sign, on behalf of and for the Board of Directors, the Consolidated Report for the First Quarter of 2025.
- **approves** the Press Release regarding the payment of dividends for the 2023 financial year, which also includes the Procedure for the distribution of dividends for the 2023 financial year, taking into account the provisions of Articles 3 and 4 of the Resolution of the General Meeting of Shareholders of Compa S.A. No. 49/25.04.2024.
- **approves** the mandate of the Chairman of the Board of Directors – Ioan Deac and the Vice-Chairman of the Board of Directors – Mihaela Dumitrescu to sign the Communication regarding the payment of dividends for the 2024 financial year and the Procedure for the distribution of dividends for the 2024 financial year.
- **approves** the mandate of the Chairman of the Board of Directors – Ioan Deac and the Vice-Chairman of the Board of Directors – Mihaela Dumitrescu to sign the decisions of the Board of Directors taken at the meeting convened for 14.05.2025.

June 30, 2025—The General Meeting of Shareholders (GMS) was held at the affiliated company **RECASERV SRL**, which decided:

- The dissolution of RECASERV S.R.L., effective June 30, 2025, in accordance with Article 227(1)(d) and Article 235 of Law No. 31/1990 on companies, republished with subsequent amendments.
- The distribution to the shareholders of the 649,100 (six hundred and forty-nine thousand one hundred) shares held by the company in COMPA S.A. Sibiu, with its registered office in Sibiu, 8 Henri Coandă Street, Sibiu County, J1991000129321, CUI RO788767, according to the participation quotas in the share capital, respectively 70% representing 454,370 (four hundred fifty-four thousand three hundred seventy) shares will be distributed to COMPA SA and 30% representing 194,730 (one hundred and ninety-four thousand three hundred and seventy) shares will be distributed to BOROȘ DANIELA, followed by the transfer of these shares in accordance with the Central Depository Code S.A.

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

- took note of the presentation of the Internal Auditor's Reports, namely the Report on the verification of procedures ensuring the protection of assets and the Report on the verification of procedures within the Utilities Department
- took note of and approved the Investor Communication Policy.



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- took note of and approved the Dividend Policy of COMPA SA.
- approves the appointment of the members of the Audit Committee, consisting of Mr. Nicolae Balteş (non-executive member) and Mr. Vlad Neacşu (independent non-executive member).
- Approved the election of Mr. Nicolae Balteş as Chairman of the Audit Committee.
- took note of and approved the amended and supplemented Audit Committee Regulations – version 2025.
- Approves the mandate of 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 August 1, 2025.

12.08.2025 – At the meeting held on 12.08.2025, the Board of Directors approved:

- The administrators' report containing the simplified individual and consolidated financial statements for the first half of 2025.
- 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 Directors' Report containing the simplified consolidated and individual financial statements for the first half of 2025
- mandating the Vice-Chairman of the Board of Directors – Mihaela Dumitrescu and Mr. Dan Băiaşu – member of the Board of Directors to sign the decisions of the Board of Directors taken at the meeting convened for August 12, 2025.

August 12, 2025 – At the meeting held on August 12, 2025, the Board of Directors took note of the audit report for the first half of 2025.

August 25, 2025 – At the meeting held on August 25, 2025, the Board of Directors approved:

- the empowerment of the Chairman of the Board of Directors, Ioan Deac, to represent the company together with the General Manager, Băiaşu Dan Nicolae, on the occasion of signing the preliminary sale for the apartments in buildings G3 and G4 to be built on the land registered in CF 128908, during the absence of the Chief Financial Officer, Mihaela Dumitrescu.
- Appointment of Mr. Ioan Deac, Chairman of the Board of Directors, and Mr. Băiaşu Dan-Nicolae, member of the Board of Directors, to sign the minutes of the meeting and the decision of the Board of Directors taken at the meeting convened for August 25, 2025.

September 19, 2025 – At the meeting held on September 19, 2025, the Board of Directors approved:

- the project entitled " " **Installation of a photovoltaic system on the roof of the COMPA S.A. building** " , which **will be submitted under** the measure "Supporting investments in new capacities for the production of electricity from renewable sources for self-consumption" related to the Fund for Modernization in Romania - Key program 1: Renewable energy sources and energy storage.
- The budget of **SC COMPA SA**, which represents the financial resources necessary for co-financing the project entitled "**Installation of a photovoltaic system on the roof of the COMPA S.A. building**"
- The total value of the project entitled "**Installation of a photovoltaic system on the roof of the COMPA S.A. building**" amounts to 3,959,883.14 lei including VAT, of which:



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- Eligible amount of 2,685,598.59 lei
- Non-eligible amount of 1,274,284.55
- Non-reimbursable funding amounting to 2,160,000.00 lei

- SC COMPA SA's own contribution to the project, representing the payment of ineligible expenses in the amount of 1,274,284.55 lei, as well as the contribution to eligible expenses in the amount of 525,598.59 lei. The company's total contribution to the project "**Installation of a photovoltaic system on the roof of the COMPA S.A. building**" amounts to 1,799,883.14 lei.
- The amounts representing related expenses that may arise during the implementation of the project "**Installation of a photovoltaic system on the roof of the COMPA S.A. building,**" for the implementation of the project under optimal conditions, will be provided from own sources and bank loans.
- Mr. BĂIAȘU DAN NICOLAE is authorized to sign all necessary documents and the financing contract on behalf of SC COMPA SA
- empowering Ms. ȘERBAN ANCUȚA MIOARA with the right to administer the legal entity profile in the MySMIS2021 system: COMPA SA, she being fully authorized to engage the liability of the legal entity with regard to all documents and acts arising from the submission of all financing applications.
- empowering the Chairman of the Board of Directors – Ioan Deac and the Vice-Chairman of the Board of Directors – Mihaela Dumitrescu to sign the decisions of the Board of Directors taken at the meeting convened for 19.09.2025.

September 19, 2025 – At the meeting held on September 19, 2025, the Board of Directors appointed the project manager as the contact person who will ensure the permanent exchange of information with the Ministry of Energy.

2.2. OTHER IMPORTANT EVENTS – On August 19, 2025, Compa signed a memorandum of understanding with Compania Națională Romarm SA

COMPA S.A. took an important step towards strengthening cooperation between the main players in the Romanian defense industry by signing a Memorandum of Understanding with Compania Națională ROMARM. This strategic partnership opens up new prospects for development in the industrial and technological field, laying the foundations for solid cooperation between two leading companies in Romania.

By signing this document, COMPA S.A. and CN ROMARM aim to leverage their complementary experience and expertise to develop joint projects designed to support the growth of the national defense industry's competitiveness and stimulate technological innovation.

Objectives of the Memorandum

The Memorandum of Understanding is based on a series of strategic directions that are essential for the future of the Romanian defense industry:

- Increasing national defense industrial capabilities through investment and the development of production infrastructure.
- Leveraging existing technological know-how through the transfer of knowledge, expertise, and best practices between the two companies.
- Developing innovative solutions tailored to the current and future requirements of the defense industry and the technology sector.



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This collaboration comes at a time when industrial and technological autonomy in the defense sector is becoming a strategic priority for Romania, and partnerships between strong companies in the country are key to sustainable and lasting development.

A shared vision for the future

Through this partnership, COMPA S.A. and CN ROMARM reaffirm their commitment to developing a modern, competitive, and future-oriented Romanian defense industry. Both companies share the same vision: strengthening high value-added domestic production and promoting local capabilities on international markets.

This Memorandum is only the first step in a series of initiatives aimed at stimulating cooperation between Romanian economic actors, creating new jobs, and supporting the transition to an industry based on innovation, efficiency, and state-of-the-art technology.

2.3. EVENTS AFTER THE REPORTING PERIOD

17.10.2025 – At its meeting on 17.10.2025, the Board of Directors approved

- the renewal/extension of the credit facility – credit agreement no. 22/31.01.2008 concluded with BRD Groupe Societe Generale S.A., in the amount of EUR 15,000,000 (if necessary, a sub-ceiling of EUR 4,000,000 for issuing letters of guarantee/opening letters of credit/FINTRA) until 31.10.2026.
- renewal/extension of the factoring collaboration agreement 4577/31.10.2024 and the factoring ceiling in the amount of EUR 1,500,000 (import and reverse intern) intended to finance COMPA SA suppliers until 31.10.2026.
- Approval of the credit facility guarantee with the assets already pledged as collateral
- empowering persons to sign credit agreements, addenda, and guarantee documents with the bank

2.2. CHANGES IN MANAGEMENT

2.1.1. Board of Directors

On **April 24, 2025**, following the expiry 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 term of four years, starting on April 28, 2025, consisting of the following members:

DEAC Ioan	- Non-executive Director / Chairman of the Board of Directors
DUMITRESCU Mihaela	- Executive Director / Vice-Chair of the Board of Directors
BĂIAȘU Dan - Nicolae	- Executive Director
BALTEȘ Nicolae	- Non-executive director
NEAȘU Vlad-Nicolae	- Independent Non-Executive Director

2.1.2. Audit Committee

By Decision of the Board of Directors dated August 1, 2025, the Board of Directors approved the election of the members of the Audit Committee for the new term of office. Thus, the Committee is composed of the following members:

BALTEȘ Nicolae - Non-executive director i/ Chairman of the Audit Committee

NEAȘU Vlad-Nicolae - Independent non-executive director/Member of the Audit Committee

2.1.3. Executive management

In accordance with the provisions of Law No. 31/1990, by Decision No. 3 of 28.04.2025, the Board of Directors approved the appointment of Mr. **Băiașu Dan - Nicolae** as **General Manager** of COMPA S.A. with the delegation of management



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powers in this regard. The term of office is for a period of 4 years, starting on April 29, 2025.

In accordance with the provisions of Law No. 31/1990, by Decision No. 4 of 28.04.2025, the Board of Directors approved the appointment of Ms. **DUMITRESCU Mihaela** as **Chief Financial Officer** of COMP A S.A., with the delegation of management duties for the company. The mandate is for a period of 4 years, starting on 29.04.2025.

3.1 General information:

COMP A S.A. company

Registered office	Sibiu, 8 Henri Coandă Street
Registration number in the Trade Register	J32/129/1991
Unique registration code	CUI 788767
Main activity	2932 "Manufacture of other parts and accessories for motor vehicles and motor vehicle engines "
Share	21,882,103.8 lei

Form of ownership: COMP A S.A. is a 100% privately owned company. It was privatized in September 1999, when the majority stake was purchased by the Compa Sibiu Employees' Association (PAS), which became the company's main shareholder.

In 2018, the Compa Sibiu Employees' Association (PAS) was dissolved, and the shares were transferred to the members of the association, according to the number of shares held and purchased by each.

As detailed in *the Individual Half-Yearly Report*, the parent company is organized into Profit Centers, integrated units without legal personality with decentralized activities, structured to manufacture products for a single customer or to manufacture similar products for several customers, such as: Forging, Heat Treatment, Galvanizing, Pressed Parts – stamped parts, mechanically welded subassemblies.

Relationship between the parent company and affiliated companies

The parent company Compa has prepared and published consolidated financial statements in accordance with applicable accounting regulations for the reference period.

In this context, the parent company Compa has control, i.e., its share in the share capital of the affiliated companies is greater than 50% in the following affiliated entities:



The financial investments of the parent company COMP A consist of equity securities, namely shares, in the other four affiliated companies, as follows:



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Company in which the securities are held	Registered office	Value of securities held by COMP A	% of share capital
COMP A I.T. SRL	8 Henri Coandă Street, Sibiu	200,000	10
TRANS .C.A.S. SRL	12 Henri Coandă Street, Sibiu	742	99
RECASERV SRL	51 Henri Coandă Street, Sibiu	70	70
ARINI HOSPITALITY SRL	8 Henri Coandă Street, Sibiu	23,203	100
TOTAL		24,215,500	

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

COMP A I.T. S RL

The **purpose** of its establishment was to design and implement an *integrated IT system* for the parent company, in line with existing international standards and ensuring the requirements imposed by the profit center organization of COMP A, as well as to provide an extensive computer network throughout the entire COMP A company.

By implementing the integrated system in the parent company, COMP A-IT ensures that the system operates at the highest parameters, prepares reports, and presents the new features of the system in order to maximize the opportunities offered by this highly complex and competitive system.

Headquarters	Sibiu, Henri Coandă Street No. 8
Registration number in the Trade Register	J32/17/2001,
Unique registration code	CUI 13656016
Main activity	6201 "Custom software development activities"
Share capital (lei)	200,000
Sole shareholder	COMP A S,A

TRANS CAS S RL

The reason for establishing the company was to outsource the road transport activity initially carried out within COMP A, in order to expand and develop this activity, which is different from COMP A's business profile.

TRANS C.A.S. SRL currently owns more than 60 vehicles, a significant proportion of which are Mercedes tractor-trailers with a payload capacity of over 20 tons, intended for the transport of materials and finished products for both COMP A and other customers.

The overwhelming majority of TRANS C.A.S.'s transport operations consist of international freight transport throughout most of Europe.

Headquarters	Sibiu, Henri Coandă Street, No. 12
Registration number in the Trade Register	J32/633/2002
Unique registration code	CUI 14836511
Main activity	4941 "Road freight transport"
Share capital, of which:	750,000 lei
Shareholders: COMP A S,A,Sibiu	742,500 lei
Maxim Mircea Florin and Mihăilă Daniela	7,500

RECASERV SRL



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The purpose of establishing the company was to outsource certain activities from the parent company COMPA S.A. that did not fall within its main field of activity, such as public catering provided through the canteen and micro-canteens operating within the COMPA premises.

The establishment of RECASERV SRL ensured the conditions for the development of this activity by adding secondary services: catering and cleaning services.

Registered office	Sibiu, Henri Coandă Street No. 51
Registration number in the Trade Register	J32/704/2004
Unique registration code	CUI 164408228
Main activity	5629 "Other food service activities n.e.c."
Share capital, of which:	100,000 lei
Shareholders: COMPA SA Sibiu	70
Boroș Daniela (natural person)	30

ARINI HOSPITALITY SRL

The purpose of establishing the company was to outsource certain activities from the parent company COMPA S.A. that did not fall within its main business profile, such as: Hotels and other similar accommodation facilities,

Registered office	Sibiu, bd. Victoriei, no. 48, Jud. Sibiu
Registration number in the Trade Register	J32/77/2021
Unique registration code	CUI 43581594
Main activity	5510 Hotels and other similar accommodation facilities
Share capital, of which:	23,203,000 lei
Sole shareholder COMPA SA Sibiu	100

On January 9, 2023, the Extraordinary General Meeting of Shareholders 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 up, increasing from 19,703,000 lei to 23,203,000 lei.

3. INTRA-GROUP TRANSACTIONS Q3 2025

During the third quarter of 2025, COMPA did not carry out any major transactions with 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 with COMPA S.A. Sibiu were established over time as a result of the need to outsource certain specific activities from COMPA S.A., such as: software design, domestic and international road transport, public catering, etc., outsourcing carried out to streamline these activities and to benefit from certain facilities granted by the state to certain activities (IT activity; transport licenses, etc.).

Most of the transactions and contracts with these affiliated entities involve the provision by COMPA (the owner of the special and specific facilities) of utilities such as electricity, heat, drinking water, telephone services, compressed air, the rental of space 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 provide COMPA with goods and services that are part of their business and for which outsourcing was required.

Transactions carried out in the first nine months of 2025 with affiliated companies are shown in the table below:



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Explanations	09/30/2025			09/30/2024		
	LOAN GRANTED TO AFFILIATES	PURCHASES OF GOODS AND SERVICES	SALES OF GOODS AND SERVICES	LOANS GRANTED TO AFFILIATES	PURCHASES OF GOODS AND SERVICES	SALES OF GOODS AND SERVICES
TRANSCAS S.R.L.		5,217,324	304,498		6,305,658	311,936
COMPAs IT S.R.L.		2,575,796	80,513		2,520,420	79,986
RECA SERV S.R.L.					1,744,726	35,116
ARINI HOSPITALITY S.R.L.	4,738,612	22,698		4,997,684	7746	220,568

Receivables to be collected by COMPAs SA from:

Explanations	09/30/2025	09/30/2024
TRANSCAS S.R.L.	75,859	50,548
COMPAs IT S.R.L.	8,256	5,933
RECA SERV S.R.L.	0	7,378
ARINI HOSPITALITY S.R.L.	0	4,997,684

Debts payable by COMPAs SA to:

Explanations	09/30	09/30/2024
TRANSCAS S.R.L.	1,626,323	1,405,998
COMPAs IT S.R.L.	331,540	834,428
RECA SERV S.R.L.		573,347
ARINI HOSPITALITY S.R.L.	6,103	0

4. FINANCIAL AND ACCOUNTING STATEMENT

4.1 Financial and accounting situation of COMPAs SA

Key economic and financial indicators:

INDICATOR	09/30/2025	09/30/2024
Current liquidity	2.39	2.2
Debt ratio	0.05	0.06
Turnover rate of receivables – customers	63.66	67.16
Fixed asset turnover ratio	0.93	1.16
Investment volume	18,149,729	19,161,856
EBITDA	35,565,436	48,714,179

Current liquidity: assets

current assets/current liabilities

Debt ratio:

borrowed capital/committed capital

Debt turnover ratio – customers

Average customer balance / Turnover x 270

Fixed asset turnover ratio

Turnover / Fixed assets

EBITDA:

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

Key balance sheet items:



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In order to analyze the economic and financial situation for the third quarter of 2025, we present the following indicators below:

INDICATOR NAME	09/30/2025	09/30/2024
Fixed assets	414,677,087	417,581,994
Current assets	217,870,755	220,590,602
Liabilities due within one year	91,049,471	98,238,918
Liabilities due in more than one year	27,130,074	31,688,338
Capital and reserves	514,368,297	508,245,340

Income and expenditure statement

INDICATOR NAME	09/30/2025	09/30/2024
Operating income	392,185,377	492,140,342
Operating expenses	391,329,165	479,478,472
Operating result	856,212	12,661,870
Financial income	3,382,896	1,088,843
Financial expenses	3,921,680	3,153,631
Financial result	-538,784	-2,064,788
Total revenue	395,568,273	493,229,185
Total expenses	395,250,845	482,632,103
Gross profit	317,428	10,597,082
Income tax	5,290,096	5,534,594
Net profit	-4,972,668	5,062,488

Cash flow statement

INDICATOR NAME	09/30/2025	09/30/2024
Net cash generated from operations	13,421,462	56,257,696
Net cash generated from investing activities	-18,149,729	-14,112,328
Net cash generated from financing activities	-6,992,118	-31,728,725
Net cash flow	-11,720,385	10,416,643
Cash and cash equivalents at the beginning of the period	14,732,068	542,569
Cash and cash equivalents at the end of the period	3,011,683	10,959,212



4.2 Financial accounting situation of GRUP COMPA

Main economic and financial indicators of GRUP COMPA

Indicator	09/30/2025	09/30/2024
Current liquidity	2.29	2.28
Debt ratio	0.14	0.19
Turnover rate of receivables – customers	63.60	65.35
Fixed asset turnover ratio	0.87	1.07
Investment volume	18,484,187	27,585,716
EBITDA	38,985,824	43,674,403

Current liquidity: assets

Debt ratio:

Debt turnover ratio – customers

Fixed asset turnover ratio

EBITDA:

current assets/current liabilities

borrowed capital/committed capital

Average customer balance / Turnover
x270

Turnover / Fixed assets

net profit + interest expense + tax
expense

+ depreciation and amortization
expenses

Key balance sheet items

The main balance sheet items and their evolution in Q3 2025 compared to the same period last year are presented below:

INDICATOR	09/30/2025	09/30/2024	% 09/30/2025 vs 09/30/2024
FIXED ASSETS	464,111,373	469,981,486	98.75
CURRENT ASSETS	226,765,762	228,471,918	99.25
LIABILITIES LESS THAN ONE YEAR	98,987,295	100,320,448	98.67
LIABILITIES LONGER THAN ONE YEAR	82,927,206	95,393,013	86.93
CAPITAL AND RESERVES	508,962,634	502,739,942	101.24

Statement of income and expenses

The statement of income and expenses as of September 30, 2025, compared to the same period last year, is as follows:

INDICATOR NAME	09/30/2025	09/30/2024	% September 30, 2025 vs 09/30/2024
TURNOVER	407,029,114	503,657,349	80.81
GROSS PROFIT	274,181	8,145,872	3.37



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NET PROFIT	-5,019,650	2,632,391	-190.69
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Cash flow statement

The cash flow statement is summarized below:

Indicator	09/30/2025	09/30/2024
Net cash generated from operations	17,082,041	71,091,642
Net cash generated from investing activities	-18,484,187	-27,585,716
Net cash generated from financing activities	-9,231,308	-35,180,458
Net cash flow	-10,633,454	8,325,468
Cash and cash equivalents at the beginning of the period	18,977,030	7,210,182
Cash and cash equivalents at the end of the period	8,343,576	15,535,650

Comparison of key indicators GRUP COMPA versus COMPA SA

INDICATORS	COMPA-09.2025	Group-09.2025	COMPA-09.2024	Group-09.2024
Fixed assets	414,677,087	464,111,373	417,581,994	469,981,486
Current assets	217,870,755	226,765,762	220,590,602	228,471,918
Current liabilities	91,049,471	98,987,295	98,238,918	100,320,449
Long-term liabilities	27,130,074	82,927,206	31,688,338	95,393,013
Equity	514,368,297	508,962,634	508,245,340	502,739,942
Operating profit	856,212	2,638,954	12,661,870	11,278,641
Financial result	-538,784	-2,364,773	-2,064,788	-3,132,769
Gross result	317,428	274,181	10,597,082	8,145,872
Income tax	-5,290,096	-5,293,831	-5,534,594	-5,513,481
Net profit	-4,972,668	-5,019,650	5,062,488	2,632,391



5 ANALYSIS OF THE COMPANY'S ACTIVITIES
PRODUCTS, PROCESSES
Organizational structure for managing production activities at COMPA

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

Production activity within the parent company Compa is organized into profit centers representing production departments/workshops where families of products that are similar in terms of construction and technology are manufactured.

The products manufactured are intended for a single customer or a limited number of customers. Economic activity is organized in such a way that each profit center prepares a monthly profit and loss account, a document that is particularly important for understanding revenues and expenses, so that by adding up the profit and loss accounts of the profit centers, the profit and loss account at the COMPA level is obtained.

Managers and multifunctional teams are required to manufacture each product at the level of profitability included in the price negotiated with the business partner. In this regard, it is important to stay within the established standard costs, to continuously reduce costs, and to achieve the planned profit for each manufactured product.

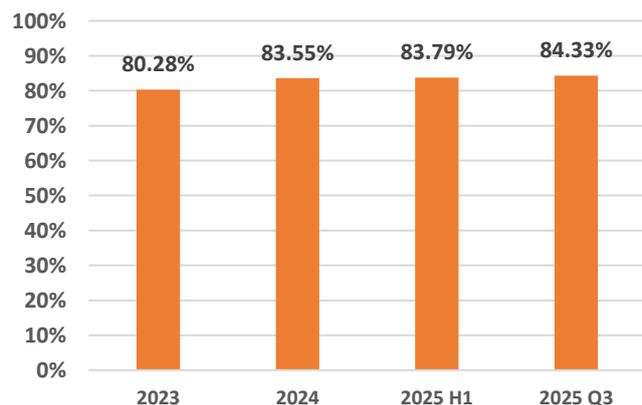
Thus, the organizational and logistical structure is coherent and can be understood by COMPA shareholders and investors, business partners, etc.

PURCHASING – SUPPLIERS
5.2.1. Evaluation of purchasing activity and indicators by department:

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

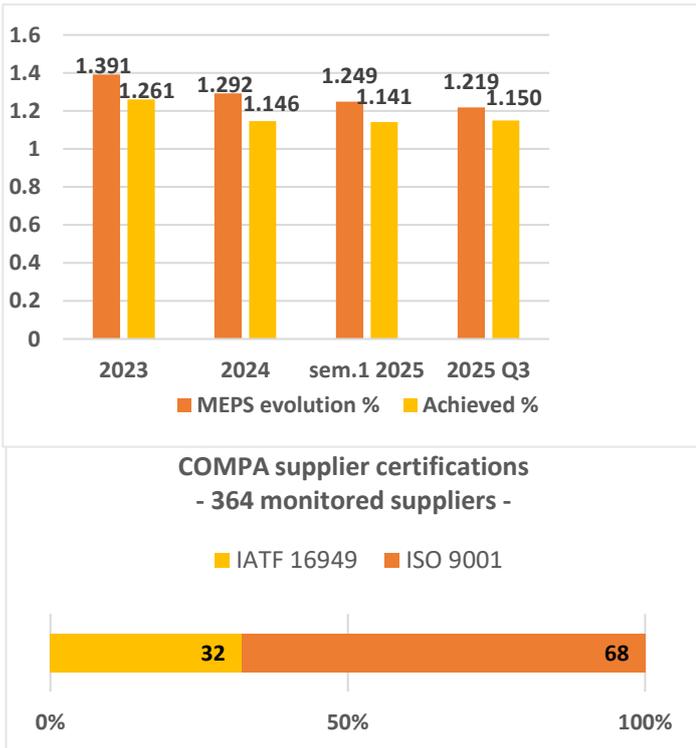
It is also estimated that in the coming period the value semi-finished products in total purchases will decrease in favor of basic materials, largely due to the development of new processes in COMPA for both the automotive and non-automotive sectors with a high degree of integration, for which most operations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

Percentage value of imports in total purchases 2023-2025 Q3



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5.2.2. The main objectives of the department are:

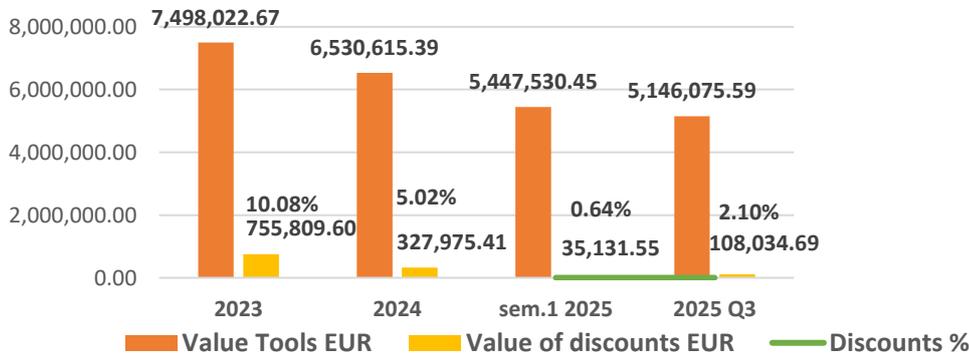


In the context of market globalization – the need to align the market with stock market prices for most products by obtaining a price index that is 100% within the MEPS (Management Engineering and Production Services – a price indicator on the metallurgical market, which provides price estimates). Finding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

Market research and finding new supply solutions, as well as developing existing supplier partnerships in order to obtain the best price and quality for the products supplied, by working only with certified suppliers. COMP A monitors and evaluates all suppliers whose products are incorporated into or influence COMP A products on a monthly basis. This category includes over 360 suppliers who are evaluated according to criteria related to the quality of the products delivered and logistical criteria.

The performance of cutting tools (e.g., drills, reamers,

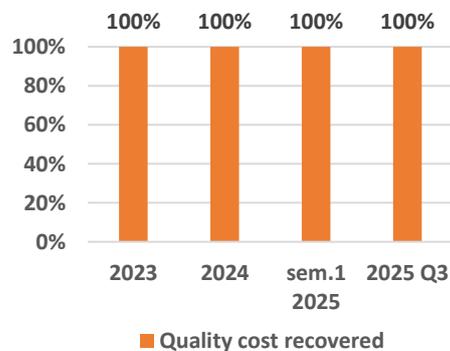
milling cutters, inserts, etc.) is improved by testing and implementing new and innovative solutions that reduce the cost per part.



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

Establishing a responsible supply chain by working with suppliers who adhere to COMP A's principles and vision in the areas of quality, the environment, and occupational health and safety by adhering to and implementing policies and regulations that address these issues, by adhering to, certifying, and aligning with regulations/standards that address these issues.

Quality cost recovered



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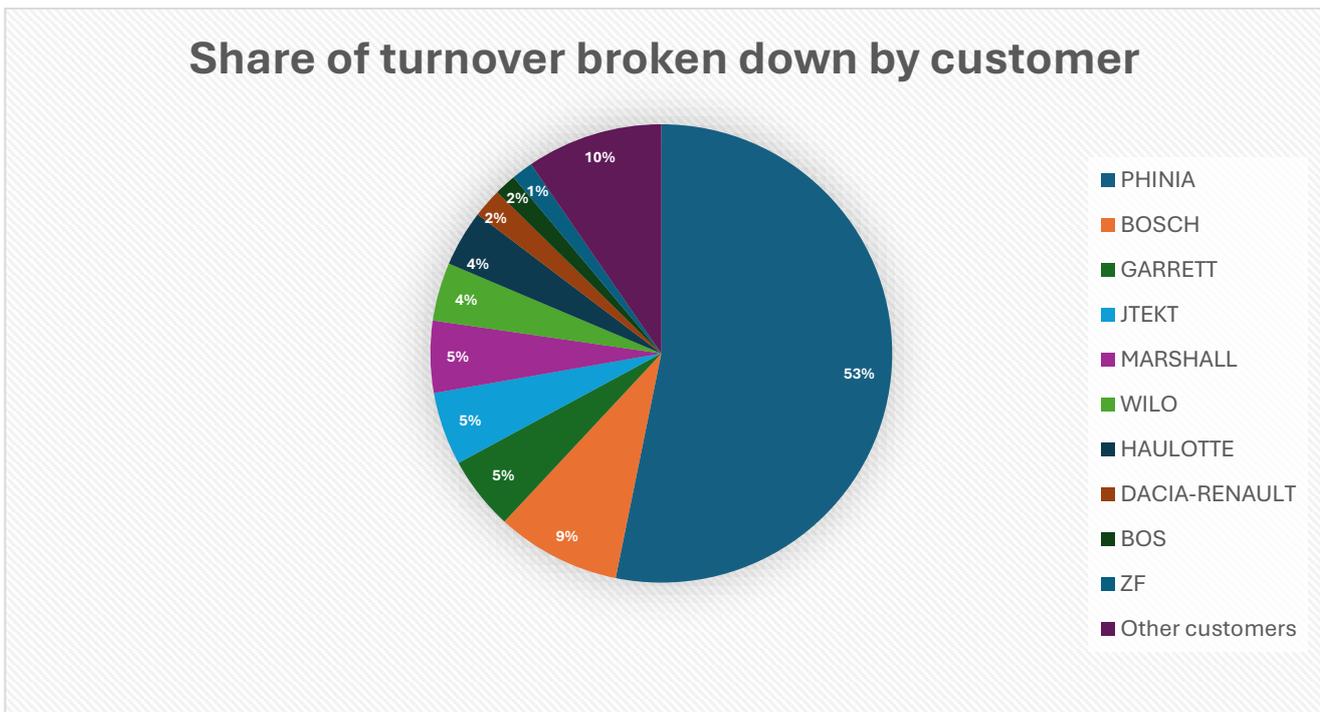
COMP A maintains and requires its suppliers to take a proactive approach to managing environmental impact, social responsibility, and adopting progressive labor, health, and safety policies. COMP A encourages and supports the local business environment through existing commercial relationships, existing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

SALES - CUSTOMERS Sales activity assessment and departmental indicators

During Q1-Q3 2025, the department's activity focused on the one hand on identifying new customers from various industrial sectors by participating in various national and international industrial fairs (Global Industrie Lyon, Hannover Messe, etc.), and, on the other hand, efforts were made to intensify discussions with potential national and international customers in the defense industry, including by participating in various events and fairs (e.g., Defence and Security Equipment International in the UK, SEASOF Tg. Mures, etc.).

Various marketing activities were also undertaken with the aim of promoting the company's capabilities and identifying new markets.

The share of COMP A's main customers in turnover for the first nine months of 2025 is shown in the following chart:



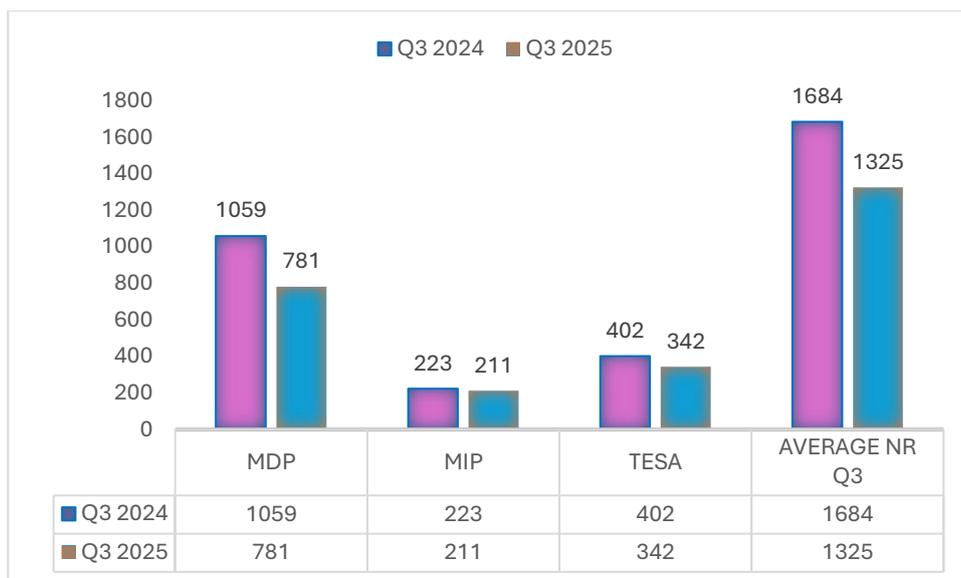
- **Medium- to long-term objectives, trends, and strategies:**
- Winning and developing new projects for the defense industry.
- Winning and developing new projects for non-automotive customers.
- Strengthening commercial relationships with existing customers.
- Actively promoting all COMP A processes with the aim of developing the customer portfolio in various industries;
- Assimilating products with the highest possible added value;
- Developing Compa as an integrated supplier by using as many existing processes in the portfolio as possible.

HUMAN RESOURCES – Evaluation of human resources activity and indicators by department
Average number of employees

The average number of employees in the third quarter of 2025 decreased compared to the same period in 2024, from 1,684 to 1,323 employees. The reduction in staff was due to both a decrease in the volume of orders and an increase in labor productivity.

During this period, the aim was to maintain the availability and continuity of the workforce by retaining the existing values and skills within the organization.

The chart below illustrates the evolution of the average number of employees, broken down by employee category.



	Q3 - 2024	%	Q3 - 2025	%
MDP (Directly productive workers)	1059	63	781	59
MIP (Indirectly productive workers)	223	13	211	16
TESA (Technical-economic)	402	24	342	25
TOTAL	1684	100	1325	100

Staff turnover

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

	Q3 2024	Q3 2025
Staff turnover (%)	4.9	4.2

An analysis of staff turnover trends shows a downward trend in this indicator, which is the result of the consistent application of a set of measures aimed at increasing workforce stability within COMPA.

To achieve this objective, a series of structural and operational actions have been implemented, including:

- Aligning salary levels and benefits with labor market standards in the reference geographical area;
- Running professional training and retraining programs for employees to adapt their skills to the current job requirements;

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- Concluding apprenticeship contracts to facilitate the professional integration of young people and ensure the formation of a sustainable base of qualified personnel;
- Providing transportation for commuting employees and reimbursing transportation expenses for other employees in order to optimize retention rates;
- Modernising working conditions by investing in improvements to the working environment (air conditioning, pollution reduction systems, refurbishment of social areas and other facilities designed to ensure a working environment that complies with health and safety standards);
- Attracting and integrating qualified personnel from abroad to compensate for the labor shortage in certain specializations.

RISK MANAGEMENT

General aspects of risk management at Compa

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

Within Compa, there is a constant concern for a pragmatic, proactive approach to risk management in order to identify all categories of risks that may affect the achievement of the company's objectives. An important step in managing risks across the company is identifying, at all organizational levels, the types of risks 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 that arise as a result of the action of those risks.

In order to achieve the objectives set at all levels in the risk management process, the Top Management of Compa took into account the following specific aspects for the third quarter of 2025:

- **Risk assessment is an ongoing activity at the level of all members of the company's management at all levels, focused primarily on:**

- Identifying all categories of risks at each level, including new risks that have not previously manifested themselves.
- Focusing activities on persistent risks that affect objectives of major importance to the company's activities
- Quantifying the impact of risks and directing actions to counteract or mitigate their effects

- **Delegation of responsibility by Compa's top management to all levels of management within Compa's organizational structure:**

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

In this context, the operations managers of these profit centers have obligations in managing production risks

- Responsibilities at the level of the company's central departments, with an area of responsibility at the level of the entire company in areas such as: Research and development; Marketing – sales; Purchasing; Human resources; Quality – environment; Finance – accounting and Controlling.

- **Continuous monitoring of the impact of each risk category on the company's economic and financial activity**
- **Half-yearly analyses by Compa's top management**, together with the responsible factors within the company, in which the various risk categories are analyzed in order to establish the causes and impact of risks on financial activity, as well as the measures to be taken to avoid or limit the economic effects generated by those risks

INVESTMENTS, NEW PRODUCTS, AND RESEARCH AND DEVELOPMENT ACTIVITIES

In the investment activity, funds were used for:

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- purchase of equipment;
- modernization of existing machinery and installations;
- fitting out of production spaces.

The funds required to carry out the investment activity in the amount of -18,149,729 lei for Q3 2025 have been provided from own sources and European funds. The economic effects of purchasing new equipment and technological lines are:

- increased labor productivity;
- reduction of repair costs;
- improved technological flow;
- increased quality of manufactured parts and reduced waste;
- reduced energy consumption;
- increased precision in parts processing;
- increased safety in machine operation;
- reducing non-quality costs;
- increasing operational efficiency through responsiveness, etc.

NEW PRODUCTS

The main objective of the technical and research and development department is to develop new products, being deeply involved in defining and adopting 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 significant requests for quotations for products specific to Compa's manufacturing profile. In this context, the focus in recent years has been on offering non-diesel or even non-automotive products to ensure a new, diversified product portfolio that is less vulnerable to the recent profound changes in the automotive sector and beyond.

These are the reasons why Compa has also focused its efforts on the manufacture of complex, high value-added components for the machine tool manufacturing industry. The transition to the manufacture of complex products, namely the manufacture of cabins for numerically controlled machines delivered to machine tool manufacturers, is a positive and promising element in the development of COMPA's business in this new field.

In Q3 2025, the manufacture of new products for which the necessary production capacities were secured continued, with an impact on production in the following period. The conditions for the development and manufacture of new products were also created.

These products include:

- Defense industry components, Elmet customer
- Crimping pliers assembly, customer Novopress
- Containers for the defense industry, client Marshall

RESEARCH AND DEVELOPMENT

In 2019, Compa established a Research and Development Center, which lays the foundation for the creation of high-tech, high-quality products.



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This Research and Development Center also carries out new projects and processes that can be applied both within the company and in advanced technology projects that can be made available to other companies.

Here are a few examples of projects carried out at the R&D Center:

- Development of combined tools with a positive impact on the quality of Phinia customer products
 - Use of ferrous waste to manufacture components/spare parts with a positive impact on raw material consumption
 - Development of processes for reconditioning machine tool subassemblies using reverse engineering
- Compa operates a Research and Development Center, which lays the foundations for the creation of high-tech, high-quality products.

This Research and Development Center also carries out new projects and processes that can be applied both within the company and in other companies, as well as projects involving advanced technology.

Here are a few examples of projects carried out at the Research and Development Center:

- Development of processes for manufacturing components for the defense industry
- Process for manufacturing shell tails
- Process for manufacturing components within the shell tail
- Process for manufacturing shell bodies
- Development of processes for manufacturing products in the non-automotive industry
- Process for manufacturing crimping pliers
- Development of combined tools with a positive impact on the quality of products manufactured at Compa
- Design and manufacture of combined tools for the machining center
- Use of ferrous waste to manufacture components/spare parts with a positive impact on raw material consumption
- Design and manufacture of special turning tools
- Development of processes for reconditioning machine tool subassemblies using reverse engineering

The evolution of research and development expenses in Q3 2025 compared to the same period last year is presented below:

INDICATOR	09/30/2025	09/30/2024
Research and development expenses	11.08	15.5
Turnover	387.04	486.26
Share	2.86	3.19



5.1 INTERIM UNCONSOLIDATED FINANCIAL REPORT COMPA SA

EXPLANATORY NOTES TO THE INTERIM UNCONSOLIDATED FINANCIAL REPORT AS OF 30.09.2025

5.1.1 GENERAL INFORMATION

COMPA is a joint stock company based in Sibiu, at 8 Henri Coandă Street, postal code 550234.

Field of activity

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

Company ownership

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

The company is listed on the stock exchange, its shares have been traded on the Bucharest Stock Exchange since June 1997, and are currently traded in the Standard category, symbol CMP.

Company evolution

By Government Decision No. 1296/13.12.1990, the company became COMPA S.A., originating from the Sibiu Auto Parts Company (I.P.A.Sibiu). I.P.A.Sibiu was established in 1969 through the merger of two units: Uzina Elastic and Uzina Automecanica Sibiu. Since 1991, COMPA has been organized into factories/workshops based on product families as cost centers, which over time have become profit centers, with the aim of decentralization and facilitating the establishment of joint ventures.

5.1.2 BASIS FOR PREPARATION

Statement of compliance

The UNCONSOLIDATED financial statements have been 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.

Going concern principle

The UNCONSOLIDATED financial statements have been prepared on a going concern basis, which assumes that the Company will be able to continue as a going concern.

Basis of measurement

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

Presentation currency and functional currency

The UNCONSOLIDATED financial statements are presented in Romanian **lei (RON)**, rounded to the nearest value, which is the Company's functional currency.

Use of estimates and judgments

The preparation of the UNCONSOLIDATED financial statements in accordance with IFRS as adopted by the European Union requires management to make estimates, judgments, and assumptions that affect the application of accounting



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policies and the re on of the reported amounts of assets, liabilities, income, and expenses. Estimates and judgments are generally based on historical information and 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 recognized in the period in which the estimate is revised and in future periods if they are affected.

Changes in estimates do not affect prior periods and do not represent a correction of an error.

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

Property, plant, and equipment – Useful life of property, plant, and equipment

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

Tangible and intangible assets – Adjustments for impairment of tangible assets

Intangible and tangible assets are analyzed to identify whether there are any indications of impairment at the date of the financial statements. If the net book value of an asset is greater than its recoverable amount, an impairment loss is recognized to reduce the net book value of the asset to its recoverable amount. If the reasons for recognizing the impairment loss disappear in subsequent periods, the net book value of the asset is increased to the net book value that would have been determined if no impairment loss had been recognized. Evidence that may indicate impairment includes a decrease in the asset's usefulness to the company, excessive physical wear and tear, the emergence of new production technologies, and changes in the economic environment.

Deferred taxes

Deferred tax assets are recognized to the extent that it is probable that taxable profit will be available against which the losses can be offset. The Company's management uses professional judgment in determining the amount of deferred tax assets that can be recognized as assets.

Management decisions are based on information from commercial contracts that the Company has entered into with customers, forecasts related to the automotive market and automotive components.

Provisions

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

The recoverable amount of assets r

The assessment for impairment of receivables is performed on a non-consolidated basis and is based on management's best estimate of the present value of the cash flows expected to be received. The Company reviews its trade and other receivables at each reporting date to assess whether an impairment loss should be recognized in the income statement. In particular, management's professional judgment is required to estimate the value and timing of future cash flows



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when determining the impairment loss. An impairment loss is recognized if the carrying amount of an asset or cash-generating unit exceeds its estimated recoverable amount. These estimates are based on assumptions about a number of factors, and actual results may differ, leading to future 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 based on quoted prices in 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. However, when this is not possible, judgments are required to determine fair value. Judgments include determining assumptions such as credit risk and volatility.

5.1.3 SIGNIFICANT ACCOUNTING POLICIES

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

The significant accounting policies applied by the Company are those presented in the financial statements ended December 31, 2024, and have not changed during the interim period.

5.1.4.1. TANGIBLE ASSETS

The evolution of tangible assets from January 1, 2025, to September 30, 2025, is as follows:

Explanations	09/30/2025	01/01/2025
Land	51,157,922	51,157,922
Buildings	106,361,033	109,020,265
Equipment and motor vehicles	163,633,532	179,861,149
Other tangible assets	748,069	735,746
Tangible assets in progress	9,933,247	8,461,022
Total	331,833,803	349,236,104

Tangible assets representing "Tangible assets in progress" are measured at historical cost. The company has chosen the fair value revaluation model for the measurement of tangible assets of a land and construction nature. The constructions and land were revalued on 31.12.2024 by an independent authorized 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 the level 2 fair value measurement are the price comparison method. Comparable prices of nearby buildings and constructions are adjusted according to specific characteristics, such as property size, etc. The most important input data for this valuation method is the price per square meter. There were no transfers between the levels at which fair value measurements are classified during 2025. Depreciation of all tangible assets is determined using the straight-line method. Fixed assets were reduced in 2024 through depreciation, sale, and disposal.



5.1.4.2. REAL ESTATE INVESTMENTS

The evolution of real estate investments from January 1, 2025, to September 30, 2025, is as follows:

Explanations	09/30/2025	01/01/2025
Real estate investments	47,588,022	45,974,721
Real estate investments in progress	7,346	4,169
Total	47,595,368	45,978,881

Investment property is measured at fair value. Any gain or loss arising from a change in the fair value of investment property is recognized in profit or loss for the period in which it arises.

Fixed assets "Real estate investments in progress" are measured at historical cost.

5.1.5 INTANGIBLE ASSETS

The evolution of intangible assets was as follows:

Explanations	09/30/2025	01/01/2025
Research and development expenses	2,359,973	2,774,406
Computer programs and software licenses	3,708,115	3,922,836
Total	6,068,088	6,697,242

5.1.6 TRADE RECEIVABLES AND OTHER RECEIVABLES

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

Explanations	09/30/2025	01/01/2025
Trade receivables	93,543,008	87,173,017
Advances paid to suppliers	6,330,825	4,837,576
Receivables related to personnel	6,896	12,224
Receivables related to the consolidated state budget and local budget	3,714,768	3,322,686
Miscellaneous debtors	264,190	55,763
Prepaid expenses	1,623,664	806,228
Subsidies receivable (European fund projects, subsidies for personnel expenses)	2,206,191	3,247,141
Total	107,689,542	99,454,635

Foreign currency receivables are valued in lei at the official exchange rate of the NBR on 30.09.2025.

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

Balance as of January 1, 2025	1,518,170
Adjustments made 6 months 2025	10,495
Reversed adjustments 6 months 2025	-1,071,640
Balance as of 09/30/2025	457



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

5.1.7. OTHER FIXED RECEIVABLES

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

Explanations	09/30/2025	01/01/2025
Customs guarantee for home customs clearance	103,000	103,000
Other guarantees	36,242	33,165
Amounts owed by subsidiaries	4,717,801	4,974,100
Interest on amounts owed by subsidiaries	20,811	21,940
Total other assets	4,877,854	5,132,205

5.1. INVENTORIES

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

Explanations	09/30/2025	01/01/2025
Raw materials	30,482,706	30,347,759
Materials and packaging	16,774,859	15,994,475
Semi-finished products and work in progress	35,805,971	27,723,427
Finished products and goods	24,192,469	19,204,847
Total	107,256,005	93,270,508

5.1.9. CASH AND CASH EQUIVALENTS

Cash and cash equivalents are presented as follows:

Explanations	09/30/2025	01/01/2025
Bank accounts in RON	1,474,367	1,554,793
Bank accounts in foreign currency	1,517,431	13,170,545
Cash equivalents	0	17
Cash in RON	19,885	6,713
Total	3,011,683	14,732,068

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

5.1. 10 INCOME TAX

The Company's current income tax is determined based on statutory profit, adjusted for non-deductible expenses and non-taxable income, at a rate of 16%.

In 2024, a new minimum turnover tax (IMCA) was introduced at a rate of 1% for companies whose turnover exceeded EUR 50,000,000 in the previous year.



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On September 30, 2025, and September 30, 2024, the profit tax consists of:

Explanations	09/30/2025	09/30/2024
Current income tax expense	0	-1,243,523
Minimum turnover tax expense (IMCA)	-3,831,948	-3,424,762
Deferred income tax expense/income	-1,458,148	-866,309
Total	-5,290,096	-5,534,594

5.1.11 EQUITY

The shareholding structure as of September 30, 2025 is as follows:

Explanations	No. Shares	% of share capital
DUMITRESCU MIHAELA	41,945,252	19.17
BAIASU VOICHITA MARIA	25,002,625	11.43
Romanian and foreign shareholders (legal entities)	57,737,573	26.39
Romanian and foreign shareholders (natural persons)	94,135,588	43.02
Total number of shares	218,821,038	100.00

The Company's shares have a par value of RON 0.1 per share. Since June 1997, the Company's shares have been traded on the Bucharest Stock Exchange, and since July 2001, they have been listed in the standard category.

The Company's equity includes the following:

Explanations	09/30/2025	01/01/2025
Subscribed and paid-up capital	21,882,104	21,882,104
Treasury shares	-265,638	-265,638
Revaluation reserves	96,867,381	97,200,737
Legal reserves	4,376,421	4,376,421
Adjustment of legal reserves	22,679,066	22,679,066
Other non-distributable reserves - repurchase of own shares	265,652	265,652
Other reserves	311,473,524	308,813,955
Adjustment to other reserves	442,991	442,991
Current and deferred income tax recognized in equity	-5,590,008	-5,867,364
Retained earnings - previous year's undistributed profit	0	0
Retained earnings representing surplus from revaluation reserves	59,127,449	58,794,093
Retained earnings from first-time adoption of IAS, except IAS 29	29,144	29
Retained earnings arising from first-time adoption of IAS, less IAS 29	8,611,538	8,611,538
Carry forward from changes in accounting policies	89,693	89,693
Retained earnings from first-time application of IAS 29	-	-
Profit distribution	-4,972,668	3,324,462
Total	514,368,297	519,728,502

5.1.12 FINANCIAL LIABILITIES



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

Credit institution	Loan type	EUR	
		09/30/2025	01/01/2025
BRD GROUP -ROMANIA	Production credit line	0	0
BRD GROUP -ROMANIA	Credit for investments	753,876	1,884,690
ING BANK-SIBIU	Production credit line	49,584	0
ING BANK-SIBIU	Credit for investments	689,609	2,068,648
BT LEASING TRANSILVANIA IFN	Financial leasing	0	11,136
Total		1,493,069	3,964,474

Credit institution	Loan type	LEI	
		09/30/2025	01/01/2025
BRD GROUP -ROMANIA	Credit line for production		0
BRD GROUP -ROMANIA	Credit for investments	3,830,521	9,374,640
ING BANK-SIBIU	Production credit line	251,944	0
ING BANK-SIBIU	Credit line for production	7,538,161	1,702,826
ING BANK-SIBIU	Credit for investments	3,503,974	10,289,661
		0	55,392
BT LEASING TRANSILVANIA IFN	Financial leasing		
Total		15,124,600	21,422,519

Financial liabilities in foreign currency are valued in lei at the official exchange rate of the NBR on 30.09.2025.

5.1.13 TRADE AND OTHER PAYABLES

Explanations	09/30/2025	01/01.2025
Suppliers	56,657,924	53,201,776
Advances received from customers	1,910,463	595,441
Payables from contracts with customers	4,355,691	0
Liabilities related to personnel	6,794,033	5,438,870
Debts to the consolidated general state budget and local budget	7,690,775	7,404,405
Current income tax liabilities	1,208,413	1,299,240
Dividends payable	132,792	293,456
Miscellaneous creditors	269	75
Advance income	1,344,226	2,055,911
Subsidies for investments from AMPOSDRU and AMPOSCEE contracts	17,277,800	19,981,632
Total	97,372,386	90,270,806

Foreign currency liabilities are valued in lei at the official exchange rate of the NBR on 30.09.2025.



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5.1.14. PROVISIONS

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

Explanations	Provisions for guarantees granted to customers	Provisions for employee benefits	Other provisions	Total provisions
Balance as of 01.01.2025	26,945	4,104,187	3,164,184	7,295,316
Provisions set up ⁹	0	1,520,518	293,820	1,814,338
Reversed provisions ⁹ Months 2025	0	-257,579	-1,766,205	-2,023,784
Balance as at 30.06.2025	26,945	5,367,126	1,691,799	7,085,870

5.1.15 REVENUES AND BUSINESS SEGMENTS

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

Explanations	09/30/2025	09/30/2024
Total turnover, of which:	387,040,847	486,257,119
Revenue from sales of finished products	375,200,345	474,013,465
Revenue from services rendered	1,217,925	2,040,128
Revenue from the sale of goods	4,458,929	5,185,847
Revenue from other activities (rent, sales of materials, waste, semi-finished products, packaging)	5,451,963	5,017,679
Revenue from subsidies related to turnover (projects and partnership contracts for AMPOSDRU projects)	711,685	0
Other operating income	5,144,530	5,883,223
Total operating income	392,185,377	492,140,342

Other operating income consists of:

Explanations	09/30/2025	09/30/2024
Income from the production of fixed assets	1,892,587	2,573,070
Revenue from investment subsidies (projects and partnership contracts for AMPOSDRU and AMPOSCEE projects)	2,663,331	2,682,507
Other operating income	588,612	627,646
Total other operating income	5,144,530	5,883,223

Business segments:



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The Company's management regularly evaluates the Company's activities in order to identify the segments of activity for which information must be reported separately. The Company operates in Romania. The Company's revenues presented above are entirely attributed to the country of domicile. Fixed assets other than financial instruments, deferred tax assets, post-employment benefit assets, and rights arising from insurance contracts are located entirely in Romania. The company does not have such fixed assets located in other countries.

Revenues are attributable to the activity in Romania.

5.1.16 EXPENSES BY NATURE

Operating expenses by nature, incurred in the first nine months of 2025 and 2024, are presented in the table below:

Explanations	09/30/2025	09/30/2024
Material expenses	208,441,687	260,397,183
Inventory differences	-13,119,643	6,823,077
Energy and water expenses	22,483,576	24,656,354
Employee benefit expenses	110,398,081	121,407,874
Value adjustments on fixed assets	34,553,809	36,198,494
Value adjustments on current assets	-2,234,067	-687,539
Transportation expenses	9,767,848	10,615,109
Expenses for services provided by third parties	16,649,331	13,717,786
Expenses for other taxes, fees, and similar payments	3,432,428	3,231,934
Other operating expenses	956,115	3,118,200
	391,329,165	479,478,472

5.1.17 EMPLOYEE BENEFIT EXPENSES

Employee benefit expenses include salaries, allowances, and social security contributions. Short-term benefits are recognized as expenses as the services are rendered.

Explanations	09/30/2025	09/30/2024
Salaries and allowances	108,148,057	118,961,503
Insurance and social security expenses	2,250,024	2,446,371
Total	110,398,081	121,407,874

5.1.18 FINANCIAL LOSSES (GAINS)

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



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Explanations	09/30/2025	09/30/2024
Gains from exchange rate differences related to monetary items in foreign currency	175,589	-29,600
Interest losses	-622,201	-1,835,985
Other financial gains	-92,172	-199,203
Total losses/gains	-538,784	-2,064,788

5.1.19 EARNINGS PER SHARE

The calculation of earnings per share for the years ended September 30, 2025, and September 30, 2024, is presented below:

Explanations	09/30/2025	09/30/2024
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 profit	-4,972,668	5,062,488
Earnings per share (in RON per share) basic/diluted:	-0.0227	0.0231

In 2022, following the repurchase of own shares and the distribution of 6,060,000 shares to employees free of charge, 444,153 shares remained undistributed. These shares do not carry voting rights or dividend rights.

In addition, 649,100 shares with a nominal value of 64,910 lei are held by the affiliated company Recaserv SRL, as a result of which these shares also do not have voting rights or dividend rights.

The calculation of earnings per share with voting rights and dividend rights is as follows:

Explanations	09/30/2025	09/30/2024
Total number of shares	218,821,038	218,821,038
Shares without voting rights and dividends	-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 profit	-4,972,668	5,062,488
Earnings per share with voting rights and dividend rights (in RON per share) basic/diluted:	-0.0228	0.0233



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5.1.20. AFFILIATED PARTIES

The affiliated entities of COMPA SA are as follows:

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	100	200,000	Custom software development activities
TRANS CAS SRL	12 Henri Coanda Street, Sibiu	99	742,500	Road freight transport
RECASERV SRL	51 Henri Coanda Street, Sibiu	70	70	Catering services for events
ARINI HOSPITALITY SRL	8 Henri Coanda Street, Sibiu	10	23,203	Hotels and other similar accommodation facilities
T			24,215,500	

On January 9, 2023, the Extraordinary General Meeting of Shareholders 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 up, increasing from 19,703,000 lei to 23,203,000 lei

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

Explanations	09/30/2025			09/30/2024		
	LOAN GRANTED TO AFFILIATES	PURCHASES OF GOODS AND SERVICES	SALES OF GOODS AND SERVICES	LOANS GRANTED TO AFFILIATES	PURCHASES OF GOODS AND SERVICES	SALES OF GOODS AND SERVICES
TRANSCAS S.R.L.		5,217,324	304,498		6,305,658	311,936
COMPA IT S.R.L.		2,575,796	80,513		2,520,420	79,986
RECASERV S.R.L.					1,744,726	35,116
ARINI HOSPITALITY S.R.L.	4,738,612	22,698		4,997,684	7746	220,568

The mutual debts and receivables recorded on 30.09.2025 and 30.09.2024 are as follows:

Receivables due to COMPA SA from:

Explanations	09/30/2025	09/30/2024
TRANSCAS S.R.L.	75,859	50,548
COMPA IT S.R.L.	8,256	5,933
RECASERV S.R.L.	0	7,378
ARINI HOSPITALITY S.R.L.	0	4,997,684





Debts payable by COMPA SA to:

Explanations	09/30/2025	09/30/2024
TRANSCAS S.R.L.	1,626,323	1,405,998
COMPA IT S.R.L.	331,540	834,428
RECASERV S.R.L.		573,347
ARINI HOSPITALITY S.R.L.	6,103	0

On behalf of the Board of Directors,

Chairman of the Board of Directors,
Ioan DEAC

Vice-Chairman of the Board of Directors/Chief Financial Officer,
Mihaela Dumitrescu



5.2 CONSOLIDATED INTERIM FINANCIAL REPORT COMPA GROUP
EXPLANATORY NOTES TO THE CONSOLIDATED INTERIM FINANCIAL REPORT AS OF 30.09.2025

(all amounts are expressed in **RON**, unless otherwise specified)

5.2.1 GENERAL INFORMATION

COMPA is a joint stock company with its registered office in Sibiu, 8 Henri Coandă Street, postal code 550234.

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

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

Company ownership

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

The Group's evolution

By Government Decision No. 1296/13.12.1990, the company became S.C.COMPA S.A., originating from the Sibiu Auto Parts Company (I.P.A.Sibiu). I.P.A. Sibiu was established in 1969 through the merger of two units: Uzina Elastic and Uzina Automecanica Sibiu.

Since 1991, COMPA has been organised into factories/workshops, structured by product families as cost centres, which over time have become profit centres, with the aim of decentralisation and facilitating the establishment of joint ventures.

COMPA S.A.'s financial investments as a parent company, representing equity interests held in shares or stock in commercial entities, are presented in the table below:

Company in which the securities are held	Registered office	Value of securities held by COMPA	% in share capital
COMPA I.T. SRL	8 Henri Coandă Street, Sibiu	200,000	10
TRANS .C.A.S. SRL	12 Henri Coandă Street, Sibiu	742	99
RECASERV SRL	51 Henri Coandă Street, Sibiu	70	70
ARINI HOSPITALITY SRL	8 Henri Coanda Street, Sibiu	23,203	10
TOTAL		24,215,500	



5.2.2 BASIS FOR PREPARATION
Statement of compliance

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

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

5.2.3 SIGNIFICANT ACCOUNTING POLICIES

The significant accounting policies applied by the Group are those presented in the financial statements ended on December 31, 2024, and have not changed during the interim reporting period.

5.2.4. FIXED ASSETS
5.2.4.1 TANGIBLE FIXED ASSETS

The evolution of tangible fixed assets from January 1, 2025, to September 30, 2025, is as follows:

Explanations	09/30/2025	01/01/2025
Land	60,292,922	60,292,922
Buildings	172,399,925	174,767,836
Equipment and motor vehicles	167,815,733	184,779,957
Other tangible assets	3,502,149	3,750,395
Tangible assets in progress	10,012,180	8,467,368
Total	414,022,909	432,058,478

Tangible assets representing "Tangible assets in progress" are measured at historical cost. The Group has chosen to measure tangible assets of a land and construction nature using the fair value revaluation model.

In the fair value hierarchy, the revaluation of the Group's buildings and land at fair value is classified as Level 2 data. The valuation technique used in Level 2 fair value measurement is the price comparison method. Comparable prices of nearby buildings and constructions are adjusted according to 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 levels at which fair value measurements are classified during 2025. Depreciation of all tangible assets is determined using the straight-line method.

Fixed assets were reduced through depreciation, sale, and disposal.

5.2.4.2. REAL ESTATE INVESTMENTS

The evolution of investment property from January 1, 2025, to September 30, 2025, is as follows:

Explanations	09/30/2025	01/01/2025
Real estate investments	43,676,031	43,675,028
Real estate investments in progress	7	4,162
Total	43,683,377	43,679,190

Investment property is measured at fair value. Any gain or loss arising from a change in the fair value of investment property is recognized in profit or loss for the period in which it arises.

Fixed assets decreased in 2024 through depreciation, sale, and disposal.



5.2.5. INTANGIBLE ASSETS

The evolution of intangible assets was as follows:

Explanations	09/30/2025	01/01/2025
Set-up costs	12,313	40,015
Research and development expenses	2,397,718	2,774,406
Computer programs and software licenses	3,765,928	4,083,397
Total	6,175,959	6,897,818

TRADE RECEIVABLES AND OTHER RECEIVABLES

The situation of other receivables held by the Group is as follows:

Explanations	09/30/2025	01/01/2025
Trade receivables	95,994,307	89,387,099
Advances paid to suppliers	6,334,145	4,869,758
Receivables related to personnel	6,896	12,224
Receivables related to the consolidated state budget and local budget	3,860,334	3,498,895
Miscellaneous debtors	311,050	84,562
Prepaid expenses	2,139,874	1,034,863
Subsidies receivable (European fund projects, subsidies for personnel expenses)	2,206,191	3,247,141
Total	110,852,797	102,134,542

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

Receivables in foreign currency are valued in lei at the official exchange rate of the NBR on 30.09.2025.

5.2.7 OTHER FIXED RECEIVABLES

The fixed receivables held by the Group are as follows:

Explanations	09/30/2025	01/01/2025
CUSTOMS guarantee for home customs clearance	103,000	103,000
Other guarantees	39,654	35,602
Total other assets	142,654	138,602

5.2.8 INVENTORIES

The structure of the inventories held by the Group is presented in the table below:

Explanations	09/30/2025	01/01/2025
Raw materials	30,482,706	30,347,759
Materials and packaging	17,021,563	16,262,889
Semi-finished products and work in progress	35,805,971	27,723,427
Finished products and goods	24,345,623	19,365,776
Total	107,655,863	93,699,851



5.2.9 CASH AND CASH EQUIVALENTS

Explanations	09/30/2025	01/01/2025
Bank accounts in RON	5,789,739	3,975,316
Bank accounts in foreign currency	2,514,668	14,923,445
Cash equivalents	0	17
Cash in RON	30,807	49,498
House in foreign currency	8,362	28,754
Total	8,343,576	18,977,030

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

5.2.10 INCOME 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 the nine months of 2025 and the nine months of 2024.

Explanations	09/30/2025	09/30/2024
Current income tax expense	-10,917	-1,255,767
Minimum turnover tax expense (IMCA)	-3,831,948	-3,424,763
Expense/income from deferred income tax	-1,450,966	-832,951
Total	-5,293,831	-5,513,481

5.2.11 EQUITY

The Company's shares have a nominal value of RON 0.1 per share. Since June 1997, the Company's shares have been traded on the Bucharest Stock Exchange, and since July 2001, they have been classified as standard.

The Group's equity includes the following:

Explanations	09/30/2025	01/01/2025
Subscribed and paid-up capital	21,882,104	21,882,104
Treasury shares	-376,509	-376,509
Revaluation reserves	96,867,381	97,200,737
Legal reserves	4,957,516	4,957,516
Adjustment of legal reserves	22,679,066	22,679,066
Other reserves	309,632,829	306,695,903
Adjustment to other reserves	471,920	471,920
Current profit	-4,998,782	1,068,676
Profit distribution		
Retained earnings	57,682,852	59,605,284
Minority interests	164,257	185,124
Total	508,962,634	514,369,821



5.2.12 FINANCIAL LIABILITIES

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

Credit institution	Loan type	09/30/2025	01/01/2025
BRD GROUP SG-ROMANIA	Credit line for production		0
BRD GROUP SG-ROMANIA	Credit for investments	3,830,521	9,374,640
ING BANK-SIBIU	Production credit line	251,944	0
ING BANK-SIBIU	Credit line for production	7,538,161	1,702,826
ING BANK-SIBIU	Credit for investments	3,503,974	10,289,661
BT LEASING TRANSILVANIA IFN	Financial leasing	0	55,392
BANCA TRANSILVANIA SIBIU	Investment credit	40,417,599	41,379,527
BANCA TRANSILVANIA SIBIU	Investment loan	5,484,013	5,788,620
IMPULS-Leasing Romania I.F.N. SA	Financial leasing contracts	464,264	676,084
Total		61,490,476	69,266,750

Financial liabilities in foreign currency are valued in lei at the official exchange rate of the NBR on 30.09.2025.

5.2.13 TRADE AND OTHER PAYABLES

The situation of trade and other liabilities is as follows:

Explanations	09/30/2025	01/01/2025
Suppliers	58,605,663	53,518,997
Advances received from customers	2,104,480	858,558
Payables from contracts with customers	4,355,691	0
Liabilities related to personnel	7,265,761	5,933,824
Liabilities to the consolidated general state budget and local budget	8,167,284	7,973,559
Current income tax liabilities	1,213,174	1,298,856
Dividends payable	132,792	293,456
Miscellaneous creditors	16,913	49,976
Advance income	1,346,690	2,061,674
Subsidies for investments from AMPOSDRU and AMPOSCEE contracts	31,137,443	34,274,427
Total	114,345,891	106,263,327

Foreign currency liabilities are valued in lei at the official exchange rate of the NBR on 30.09.2025.



5.2.14 PROVISIONS

Explanations	Provisions for guarantees granted to customers	Provisions for employee benefits	Other provisions	Total provisions
01/01/2025	26,945	4,494,484	3,164,184	7,685,613
provisions set aside 9 months 2025	0	2,393,681	407,403	2,801,084
Reversed provisions 9 months 2025	0	-2,467,141	-1,941,422	-4,408,563
0	26,945	4,421,024	1,630,165	6,078,134

5.2.15 REVENUES AND BUSINESS SEGMENTS

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

Explanations	09/30/2025	09/30/2024
Total turnover, of which:	407,029,114	503,657,349
Revenue from sales of finished products	375,075,571	473,906,406
Revenue from services rendered	15,796,928	14,830,685
Revenue from the sale of goods	10,140,879	10,080,981
Revenue from other activities (rent, sales of materials, waste, semi-finished products, packaging)	5,304,051	4,839,277
Revenue from subsidies related to turnover (projects and partnership contracts for AMPOSDRU projects)	711,685	
Other operating income	5,749,670	6,339,310
Total operating income	412,778,784	509,996,659

Other operating income consists of:

Explanations	09/30/2025	09/30/2024
Income from the production of fixed assets	1,892,587	2,573,070
Revenue from investment subsidies (projects and partnership contracts for AMPOSDRU and AMPOSCEE projects)	2,663,331	2,925,126
Other operating income	1,193,752	841,114
Total other operating income	5,749,670	6,339,310



Business segments

The Group's management regularly evaluates its activity in order to identify the segments of activity for which information must be reported separately.

The Group operates in Romania, and the Group's revenues presented above are entirely attributed to the country of domicile.

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

5.2.16 EXPENSES BY NATURE

Operating expenses by nature, incurred in the first nine months of 2025 and 2024, are presented in the table below:

Explanations	09/30/2025	09/30/2024
Stock differences	-13,119,643	6,786,333
Material expenses	212,844,947	266,317,557
Energy and water expenses	23,590,401	25,430,881
Employee benefit expenses	117,848,997	130,341,129
Value adjustments on fixed assets	37,256,609	38,800,350
Value adjustments on current assets	-2,234,067	-687,539
Transportation expenses	7,034,685	6,802,706
Expenses for services provided by third parties	21,349,209	17,432,792
Expenses for other taxes, fees, and similar payments	4,350,484	4,128,571
Other operating expenses	1,218,208	3,365,238
Total operating expenses	410,139,830	498,718,018

5.2.17 EMPLOYEE BENEFIT EXPENSES

Employee benefit expenses include salaries, allowances, and social security contributions. Short-term benefits are recognized as expenses as the services are rendered.

Explanations	09/30/2025	09/30/2024
Salaries and allowances	115,441,671	127,713,248
Insurance and social security expenses	2,407,326	2,627,881
Total	117,848,997	130,341,129

5.2.18 FINANCIAL LOSSES (GAINS)

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

Explanations	09/30/2025	09/30/2024
Gains from exchange rate differences related to monetary items denominated in foreign currency	-804,489	-78,602
Interest losses	-	-2,846,572
Other financial gains	-214,007	-207,595
Total losses/gains	-2,364,773	-3,132,769

5.2.19 EARNINGS PER SHARE

Explanations	09/30/2025	09/30/2024
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Number of shares 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 profit	-5,019,650	2,632,391
Earnings per share (in RON per share) basic/diluted:	-0.0229	0.0120

Following the repurchase of own shares and the distribution of 6,060,000 shares to employees free of charge, 444,153 shares remained undistributed. These shares do not carry voting rights or dividend rights.

In addition, 649,100 shares with a par value of 64.910 lei are held by the affiliate Recaserv SRL, and therefore these shares also do not carry voting rights or dividend rights.

The calculation of earnings per share for the first nine months of 2025 and 2024 can be summarized as follows:

Explanations	09/30/2025	09/30/2024
Total number of shares	218,821,038	218,821,038
Shares without voting rights and dividends	-1,093,253	-7,153,253
Number of shares with voting rights and dividend rights At the end of the period	217,727,785	211,667,785
Net profit	-5,019,650	2,632,391
Earnings per share with voting rights and dividend rights (in RON per share) basic/diluted:	-0.0231	0.0124

5.2.20. RELATED PARTY TRANSACTIONS

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

Explanations	09/30/2025			09/30/2024		
	LOAN GRANTED TO AFFILIATES	PURCHASES OF GOODS AND SERVICES	SALES OF GOODS AND SERVICES	LOANS GRANTED TO AFFILIATES	PURCHASES OF GOODS AND SERVICES	SALES OF GOODS AND SERVICES
TRANSCAS S.R.L.		5,217,324	304,498		6,305,658	311,936
COMPA IT S.R.L.		2,575,796	80,513		2,520,420	79,986
RECASERV S.R.L.					1,744,726	35,116
ARINI HOSPITALITY S.R.L.	4,738,612	22,698		4,997,684	7746	220,568

The mutual debts and receivables recorded on 30.09.2025 and 30.09.2024 are as follows:

Receivables due to COMPA SA from:

Explanations	09/30/2025	09/30/2024
TRANSCAS S.R.L.	75,859	50,548
COMPA IT S.R.L.	8,256	5,933
RECASERV S.R.L.	0	7,378
ARINI HOSPITALITY S.R.L.	0	4,997,684

Debts payable by COMPA SA to:



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Explanations	09/30	09/30/2024
TRASCAS S.R.L.	1,626,323	1,405,998
COMPA IT S.R.L.	331,540	834,428
RECASERV S.R.L.		573,347
ARINI HOSPITALITY S.R.L.	6,103	0

6. CHANGES AFFECTING THE ISSUER'S CAPITAL AND MANAGEMENT (INDIVIDUAL AND CONSOLIDATED)

During the reference period, there were no cases in which the issuer or the companies in the group were unable to meet their financial obligations. At the same time, there were no changes in the rights of significant holders of securities issued by the issuer.

7. SIGNIFICANT TRANSACTIONS

On 16.09.2025, the issuer was notified by persons with management responsibilities and persons closely associated with persons with management responsibilities of the following significant transactions:

- Transactions dated 15 September 2025 on the basis of which Mr. Ioan Deac – Chairman of the Board of Directors of Compa – transferred and Ms. Băiașu Voichița Maria – a person closely related to persons in the management of Compa – acquired a number of 25,000,000 CMP financial instruments.
- Following this transaction, Mr. Ioan Deac notified the decrease in holdings below the 10% threshold, respectively notifying a direct holding of 8.0229% of the total CMP shares, and Ms. Voichița Maria Băiașu notified that her holdings had exceeded the 10% threshold, notifying a direct holding of 11.4260% of the total CMP shares.

On behalf of the Board of Directors,

Chairman of the Board of Directors,

Ioan DEAC

Vice-Chairman of the Board of Directors/Chief Financial Officer,

Mihaela Dumitrescu



C. STATEMENT BY THE ISSUER'S RESPONSIBLE PERSONS NOTE ON AUDITING**STATEMENT**

in accordance with the provisions of Article 30 of Accounting Law No. 82/1991 and the provisions of Article 67(2) of Law 24/2017

The consolidated half-yearly financial reports were prepared on 30.09.2025 for

Entity: COMPA SA
County: SIBIU
Address: SIBIU, 8 Henri Coanda Street, tel. 0269/239400
Trade register number: J1991000129321
Type of ownership: Joint stock companies
Main activity
(CAEN code and name): 2932 Manufacture of other parts and accessories for motor vehicles and motor vehicle engines
Unique registration code: RO788767

I, the undersigned, DUMITRESCU MIHAELA

pursuant to Article 10(1) of Accounting Law No. 82/1991, in my capacity as financial director, I assume responsibility for the preparation of the consolidated half-yearly financial reports as at 30.09.2025 and confirm the following:

- a) The accounting policies used in preparing the quarterly financial reports are in accordance with the applicable accounting regulations.
- b) The quarterly financial reports provide a true and fair view of the financial position, financial performance, and other information related to the activity carried out.
- c) The legal entity carries out its activity on a going concern basis.

Pursuant to Article 67(2) of Law 24/2017 on issuers of financial instruments and market operations, I declare that, in my opinion, the simplified quarterly financial statements prepared in accordance with applicable accounting standards give a true and fair view of the assets, liabilities, financial position, profit and loss account of the issuer or its affiliates included in the consolidation of the financial statements, and that the directors' report presents fairly and completely the information about the issuer.

The financial statements included in this report are unaudited.

DUMITRESCU MIHAELA
ECONOMIC DIRECTOR