Str. Transilvaniei, nr.132, Cod postal 120012, Buzau | Cod fiscal: RO1158050 | Nr.inregistrare la Registrul Comertului : J1991000083106
Capital social subscris si varsat : 52.824.419,20 lei | Actiuni emise : 528.244.192 | Actiunile societatii sunt listate pe Bursa de Valori Bucuresti, simbol ROCE | Tel: +40(0)238711155 | Fax: +40(0)238710697 | E-mail: office@romcarbon.com | Website: www.romcarbon.com

No.609/14.07.2026

To:
BUCHAREST STOCK EXCHANGE
34-36 Carol I Boulevard, Bucharest, postal code 020922

FINANCIAL SUPERVISORY AUTHORITY
Financial Instruments and Investments Sector
Issuers, Transaction Monitoring and Market Abuse Directorate
15 Splaiul Independêței, sector 5, Bucharest

CURRENT REPORT

According to: Law no. 24/2017 on issuers of financial instruments and market operations; A.S.F. Regulation no. 5/2018 on issuers of financial instruments and market operations; Law no. 31/1990, on companies, republished and with subsequent amendments; Articles of Association of the company S.C. ROMCARBON S.A.

Report date: 14.07.2026
Name of the issuing entity: ROMCARBON S.A
Registered office: Buzau, str. Transilvaniei no. 132, Buzau county
Telephone number: 0238/723.115/ Fax number: 0238/710.697
Unique registration code: RO 1158050
Registered number in the Trade Register: J1991000083106
Subscribed and paid-up share capital: 52,824,419.20 lei
Regulated market on which the issued securities are traded: BVB Standard Category

Events to report: Annual information on gender balance in management structures, according to art. 109^6 of Law no. 24/2017, with amendments and completions brought by Law no. 11/2025

Considering the provisions of art. **109^6** paragraph 1, sentence I, of Law no. 24/2017, with amendments and additions brought by Law no. 11/2025, according to which:

"(1) Companies traded on a regulated market are required to provide A.S.F. annually, by July 15, information on gender representation within their management bodies, distinguishing between executive and non-executive directors, as well as on the measures adopted in order to achieve the applicable objectives provided for in art. 109^3 paragraph (1) and, where applicable, the objectives established in accordance with the provisions of art. 109^3 paragraph (2)."

Through this report, we inform A.S.F. and B.V.B, respectively the shareholders and investors of the company, about the current situation of gender representation within the company's management bodies.

In the sense of the above, we specify that, according to its articles of association, ROMCARBON S.A. is managed in a unitary system, the company's Board of Directors being composed of 3 members, as follows:

Names of the Board of Directors Members	Executive/ non-executive	Independent (Yes/No)	Gender	Position
Huang, Liang Neng	Executive	No	Male	Chairman of the Board of Directors General Manager
Wey, Jiann Shyang	Non-executive	Yes	Male	Deputy Chairman
Toderiță Ștefan-Alexandru	Non-executive	No	Male	Member

The members of the current Board of Directors of the company were appointed to office by Decision of the Ordinary General Meeting of Shareholders no. 1 of 25.01.2024, for a 4-year mandate, valid from 04.02.2024 to 04.02.2028.

Therefore, from the perspective of gender balance in management structures, gender diversity within the Board of Directors of Romcarbon is, at this moment, 0%, the underrepresented gender being the female one, the percentage of non-executive members of the Board of Directors is 67%, and gender diversity within the executive management of Romcarbon is 33% (for every 3 male members of the executive management, there is one female member of the executive management).

More details regarding gender balance at the management level of Romcarbon SA and affiliated companies can be found in the Sustainability Report for 2025 (pg.13), available here.

Considering the above-mentioned in this report and in order to strengthen gender balance in management structures, respectively to fully comply with the legal requirements of Law no. 24/2017, CHAPTER V1 "*Provisions regarding the strengthening of gender balance among administrators of companies traded on a regulated market and related measures*", the company is working on a management selection/suitability policy, within the meaning of the provisions of art. 109^4 of the law, which will contain clear criteria regarding the selection and promotion of gender balance, formulated neutrally and unambiguously, in a non-discriminatory manner, applicable throughout the entire candidate selection process, a policy that will also be published on its own website, according to art. 109^5.

With great esteem,

Chairman of the Board
and
General Manager
Huang Liang Neng