

To:

**BURSA DE VALORI BUCUREȘTI S.A.**  
**AUTORITATEA DE SUPRAVEGHERE FINANCIARĂ**

## CURRENT REPORT 16/2026

**According to Law no. 24/2017 regarding issuers of financial instruments and market operations, ASF Regulation no. 5/2018 regarding the issuers of financial instruments and market operations and/or Rulebook of the Bucharest Stock Exchange Market Operator.**

Date of report	<b>01.04.2026</b>
Name of the Company	<b>Sphera Franchise Group SA</b>
Registered Office	<b>Bucharest, Romania</b>
Address	<b>Calea Dorobanților nr. 239, 2<sup>nd</sup> floor, Bucharest, District 1</b>
Phone / Fax	<b>+40 21 201 17 57 / +40 21 201 17 59</b>
Email	<b>investor.relations@spheragroup.com</b>
Registration nr. with Trade Registry	<b>J2017007126404</b>
Fiscal Code	<b>RO 37586457</b>
Subscribed and paid share capital	<b>580,101,930 RON</b>
Total number of shares	<b>38,673,462</b>
Symbol	<b>SFG</b>
Market where securities are traded	<b>Bucharest Stock Exchange, Main Segment, Premium Category</b>

**Important events to be reported: Information document regarding the free assignment of shares to managers of the Group and affiliated companies**

The management of Sphera Franchise Group S.A. (hereinafter referred to as the "Group") informs investors about the free assignment of 34,715 shares to managers of the Group and affiliated companies of the Group and the publication of the Information Document drawn up in accordance with art. 1 paragraph (4) lit. i) from Regulation no. 1129/2017 regarding the prospectus that must be published in the case of a public offer of securities or the admission of securities to trading on a regulated market, and repealing Directive 2003/71/EC.

The information document is attached to this current report.

CHIEF EXECUTIVE OFFICER

Călin Ionescu

CHIEF FINANCIAL OFFICER

Valentin Budeș



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**INFORMATION DOCUMENT ON THE FREE ALLOCATION OF SHARES TO  
MANAGERS OF SPHERA FRANCHISE GROUP S.A. AND AFFILIATED COMPANIES**

*(information document pursuant to art. 1 paragraph (4) lit. (i) of Regulation no. 1129/2017 on the prospectus to be published when securities are offered to the public or admitted to trading on a regulated market, and repealing Directive 2003/71/EC)*

## I. Information on the number and nature of securities

**Sphera Franchise Group S.A.** (hereinafter referred to as the "**Company**"), with registered office in Calea Dorobanti 239, 2nd floor, room 4, Bucharest, district 1, registered at the Trade Register under no. J2017007126404, with CUI RO 37586457, grants free of charge a number of 34.715 shares issued by the Company, with a nominal value of RON 15 each, to the managers of the Company and to the member of management of affiliated company who have exercised their options.

## Chapter II. Reasons for the share allocation

By adopting (i) the Ordinary General Shareholders Meeting ("OGSM") Resolution No. 3 dated April 26<sup>th</sup>, 2024, the Company's shareholders approved the *Option Grant Plan for Sphera Directors for 2023* ("SOP") and ratified the Board of Directors decision no. 2 dated February 28<sup>th</sup>, 2024, by which shares were granted to the members of the Company's executive team for the activity carried out in 2023 and (ii) the Ordinary General Shareholders Meeting ("OGSM") Resolution No. 3 dated April 29<sup>th</sup>, 2025, the Company's shareholders approved the *Option Grant Plan for Sphera Directors for 2024* ("SOP") and ratified the Board of Directors decision no. 2 dated March 25<sup>th</sup>, 2025, by which shares were granted to the members of the Company's executive team for the activity carried out in 2024.

The decision to establish the eligible managers, the period within which the option can be exercised, the eligibility conditions and the number of shares granted, as well as any limitations thereof, belonged to the Company's Board of Directors at the time the options were granted.

Considering that the market in which the Company operate is highly competitive, by adopting this kind of program, the Company pursued the retention, recognition of effort and motivation of experienced people which contributed to the performance of the Company, by complying with and implementing the business strategy, culture, and corporate values, but also through the operational continuity and obtaining a maximum level of profitability for the shareholders.

Also, the Company decided to implement the SOP, due to the fiscal benefits that such a program presents. Thus, according to the definition mentioned in the Fiscal Code (Law 227/2015) "*stock option plan*" represents: "*a program initiated within a legal entity, under which it is granted to its employees, administrators and/or directors or of its affiliated legal entities, provided in point 26 letters c) and d), the right to purchase at a preferential price or to receive free of charge a determined number of participation titles, defined according to point 40, issued by the respective entity.*"



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According to point 40 of the Fiscal Code "*participation title*" is defined as "*any share in collective company, a limited partnership, a joint-stock company, a limited liability company, a limited joint stock partnership or in another legal person or in an open investment fund*".

Also, in order to qualify a program as a "*stock option plan*", the respective program must include a minimum period of one year between the moment of granting the right and the moment of its exercise (purchase of participation titles).

It is important to note that the advantages granted in the form of options within a "*Stock Option Plan*" are not considered taxable income, at the time of granting the option, nor at the time of exercise of the option by the beneficiary, according to the provisions of art. 76 para. 4 letter r) from the Fiscal Code, being also exempted from the payment of social insurance contributions, in accordance with the provisions of art. 142 Fiscal Code.

In conjunction with the provisions of art. 94 of the Fiscal Code, regarding the determination of the gain/loss from the transfer of securities, as the investment income registered by the eligible persons as a result of the subsequent sale of the shares purchased under the "*Stock Option Plan*" programs are subject to income tax, the securities granted within a Stock Option Plan program become taxable only at the time when the beneficiary decides to sell these values.

Thus, through the SOP, the Company wanted to stimulate performance and reward key-people who have significant impact on the operational and financial performance of the Company, capitalizing on the expertise developed by these people within the Company.

### III. Details of the share allocation

In accordance with the provisions of the Remuneration Policy and the SOP Plans adopted by the Company, the acquisition of shares for which the option has been exercised takes place in three annual installments over a period of three years. Accordingly, this Document has been prepared for the allocation of the second installment of the SOP Plan for 2023 (for the Company's directors and the director of the affiliate) and for the first installment of the SOP Plan for 2024 (for the Company's directors).

**2023.** By adopting the OGSM Resolution No. 3 dated April 26<sup>th</sup>, 2024, the Company's shareholders approved the *Option Grant Plan for Sphera Directors for 2023* ("SOP") and ratified the Board of Directors decision no. 2 dated February 28<sup>th</sup>, 2024, by which shares were granted to the members of the Company's executive team for the activity carried out in 2023.

By way of Extraordinary General Shareholders Meeting ("EGSM") Resolution No. 2 dated April 26<sup>th</sup>, 2024 (item 1), was approved the authorization of the acquisition by the Company either directly or by a third party acting on its own behalf, but for the Company, of a maximum number of 75,346 own shares (maximum 0,194194% of the existing share capital on the date of approval of this point by the EGSM), for a maximum period of time of 18 months from the date of publishing



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the resolution in the Official Gazette of Romania, part IV, at a price per share between 5 RON and 50 RON, the nominal value of such acquired own shares, including of those already, previously owned, cannot exceed the 10% threshold of the total subscribed capital of the Company, in order to grant them (i) to the Company's management members for the purpose of implementing the Option Grant Plan for Sphera Directors for 2023, as well as (ii) to some management members of some of the Company's subsidiaries. The buy-back transactions may regard only fully paid shares and shall be carried out only from the distributable profit or from the available reserves of the Company, entered in the last approved annual financial statement, with the exception of legal reserves. The acquisition of the shares shall be performed through market operations, in order to acquire a maximum of 75,346 shares.

The Board of Directors was empowered to adopt any and all necessary measures and to carry out all formalities required for the approval and implementation of the stock option plan established by the Resolution of the OGSM No. 3 dated April 26<sup>th</sup>, 2024, such as, but not limited to: identification of allocation criteria; determining the number of shares to be actually distributed; the period of exercise of the rights; identification of beneficiaries; appointing the intermediary; the preparation and publication of information documents in accordance with the law, as well as for the development and implementation of future "stock option plan" programs.

OGSM Resolution no. 3 dated April 26<sup>th</sup>, 2024 was published in the Official Gazette part IV no. 2941/17.06.2024 and EGSM Resolution no. 2 dated April 26<sup>th</sup>, 2024 was published in the Official Gazette part IV no. 2665/30.04.2025.

**2024.** By adopting the OGSM Resolution No. 3 dated April 29<sup>th</sup>, 2025, the Company's shareholders approved the *Option Grant Plan for Sphera Directors for 2024* ("SOP") and ratified the Board of Directors decision no. 2 dated March 25<sup>th</sup>, 2025, by which shares were granted to the members of the Company's executive team for the activity carried out in 2024.

By way of Extraordinary General Shareholders Meeting ("EGSM") Resolution No. 1 dated April 29<sup>th</sup>, 2025 (item 1), was approved the authorization of the acquisition by the Company either directly or by a third party acting on its own behalf, but for the Company, of a maximum number of 42,238 own shares (maximum 0,1089% of the existing share capital on the date of approval of this point by the EGSM), for a maximum period of time of 18 months from the date of publishing the resolution in the Official Gazette of Romania, part IV, at a price per share between 5 RON and 50 RON, the nominal value of such acquired own shares, including of those already, previously owned, cannot exceed the 10% threshold of the total subscribed capital of the Company, in order to grant them (i) to the Company's management members for the purpose of implementing the Option Grant Plan for Sphera Directors for 2024, as well as (ii) to some management members of some of the Company's subsidiaries. The buy-back transactions may regard only fully paid shares and shall be carried out only from the distributable profit or from the available reserves of the Company, entered in the last approved annual financial statement, with the exception of legal

reserves. The acquisition of the shares shall be performed through market operations, in order to acquire a maximum of 42,238 shares.

The Board of Directors was empowered to adopt any and all necessary measures and to carry out all formalities required for the approval and implementation of the stock option plan established by the Resolution of the OGSM No. 3 dated April 29<sup>th</sup>, 2025, such as, but not limited to: identification of allocation criteria; determining the number of shares to be actually distributed; the period of exercise of the rights; identification of beneficiaries; appointing the intermediary; the preparation and publication of information documents in accordance with the law, as well as for the development and implementation of future "stock option plan" programs.

Both OGSM Resolution no. 3 dated April 29<sup>th</sup>, 2025 and EGSM Resolution no. 1 dated April 29<sup>th</sup>, 2025 were published in the Official Gazette part IV no. 4356/17.09.2025.

On March 25<sup>th</sup>, 2026, the Board of Directors of the Company adopted a decision by which it was ascertained the exercise of the option by the beneficiaries of stock options, the fulfillment of the grant criteria, so it approved the transfer from the treasury of the Company to the beneficiaries of the Program of a total amount of 34,715 shares, representing (i) the second installment of the total number of shares granted for the results of the 2023 activity (for the Executive Directors of the Company and for the manager of the affiliated company) and (ii) the first installment of the total number of shares granted for the 2024 activity (only for the Company's executive directors).

The transfer of ownership of the shares from the company to the Beneficiaries will be made after all the conditions required for the transfer have been met, after this document and the documents related to the transfer have been sent to the Central Depository, in accordance with the legislation in force.

This document has been drawn up in accordance with Art. 1 para. (4) lit. i) of Regulation no. 1129/2017 on the prospectus to be published when securities are offered to the public or admitted to trading on a regulated market and repealing Directive 2003/71/EC and is to be submitted to the Financial Supervisory Authority, the Bucharest Stock Exchange, and the Central Depository.

**CALIN IONESCU**

**GENERAL DIRECTOR**

**SPHERA FRANCHISE GROUP S.A.**

