

CURRENT REPORT

According to Law no. 24/2017 regarding issuers of financial instruments and market operations and ASF Regulation no. 5/2018

ADDRESSEE OF THE REPORT : BUCHAREST STOCK EXCHANGE
ASF (Financial Supervisory Authority)

REPORT DATE : 15.07.2025

NAME OF THE ISSUING COMPANY : SINTEZA S.A.

HEADQUARTERS : Sous Borsului no. 35, Oradea, BIHOR county

TELEPHONE : 0259456116; 0259444969, **FAX** : 0259462224

UNIQUE ORC REGISTRATION CODE : 67329

ORDER NUMBER AT ORC: J 1991000197056

SUBSCRIBED AND PAID-UP SHARE CAPITAL : 9916888.50 LEI

REGULATED MARKET ON WHICH ISSUED SECURITIES ARE TRADED : BVB

IMPORTANT EVENT TO REPORT : Annual information regarding the gender balance within the management structure of SINTEZA SA, according to art. 109⁶ of law 24/2017

The company SINTEZA S.A. prepares this current report according to the provisions of article 109⁶ of Law no. 24/2017, as subsequently amended, in order to report to the Financial Supervisory Authority and to the interested public the information regarding the gender representation at the level of the Company's management body, as well as the measures adopted to achieve the applicable objectives in this regard.

As of the date of this current report, the Board of Directors is composed of 3 members, namely:

- Pascu Radu, president, executive member,
- Turcu Vasile Cosmin, non-executive member,
- Lotrean Radu Lucian, provisional non-executive member,

All three members of the Board of Directors are male. Thus, the underrepresented gender among the members of the board of directors represents 0%, not having yet met the gender balance criterion, according to art. 109³ paragraph (1) letter a) of Law no. 24/2017.

The company is in the process of developing and implementing a director selection policy, in accordance with the provisions of art. 109⁴ paragraph (1) of the same law and will inform the Financial Supervisory Authority, investors and the interested public in due time about the stage of implementation of the procedures provided for by law. The policy will include clear, neutral and non-discriminatory criteria, criteria established through internal procedures, applicable throughout the selection process, from the publication of the announcements to the final decision. The document will be published on the company's website, in accordance with art. 109⁵, and the progress in implementation will be reflected in the corporate governance statement.

THE PRESIDENT OF THE BOARD OF DIRECTORS
RADU PASCU