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BANK: UNICREDIT BANK
ACCOUNT IN RON
RO64BACX0000000484374000

ANNUAL COMPENSATION REPORT For the 2025 fiscal year

The Company has prepared this annual report in accordance with the Company's executive compensation policy, which includes compensation and other benefits granted during the 2025 fiscal year.

The remuneration report will be submitted for a vote at the Ordinary General Meeting of Shareholders on May 27, 2026, will be published on the company's website www.sinteza.ro, and will remain available to the public for 10 years following publication, in accordance with applicable legal provisions.

The Remuneration Report provides an overview of remuneration, including all benefits, regardless of form, granted or due during the last fiscal year to individual executives, in accordance with the Remuneration Policy. The Issuer will explain in the next Remuneration Report how the (advisory) vote of the General Meeting was taken into account.

Remuneration structure for the directors of Sinteza SA for the year 2025:

| Members | Total remuneration (gross lei) | Relative proportion of fixed remuneration | Relative proportion of variable remuneration (performance bonus) | Other benefits received |
|---|--------------------------------|---|--|--|
| Savin Alexandru Chairman of the Board of Directors | 0 | 100% | 0% | Professional Liability Insurance Policy; |
| Pascu Radu Chairman of the Board | 0 | 100% | 0% | Professional Liability Insurance Policy; |
| Cosmin Turcu Chairman of the Board | 0 | 100% | 0% | Professional Liability Insurance Policy; |
| Pascu Radu Board Member | 25,644 | 100% | 0% | Professional liability insurance policy; |
| Turcu Cosmin Board Member | 25,644 | 100% | 0% | Professional liability insurance policy; |
| Radu Lotrean Board Member | 25,644 | 100% | 0% | Professional liability insurance policy; |

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|--------------------------------|--------|------|----|--|
| | | | | |
| Stan Gelu General Manager | 72,204 | 100% | 0% | Professional liability insurance policy Laptop, phone, company car; |
| Remus Cotut General Manager | 91,795 | 100% | 0 | Professional Liability Insurance Policy; Laptop; |
| Serban Turc General Manager | 83,916 | 100% | 0% | Professional Liability Insurance Policy Laptop; |

The company's compensation policy aims to attract, recruit, retain, and motivate highly qualified and experienced individuals as members of the management structure (executive and non-executive), in accordance with the applicable legal framework, while ensuring the achievement of SINTEZA SA's strategic objectives, the company's business objectives, and the maximization of returns for shareholders.

The general principles for establishing the remuneration policy for directors and managers with mandate contracts are as follows:

- Motivating the most competent individuals to lead the company
- Rewarding the achievement of objectives
- Promoting transparency regarding remuneration
- Maintaining competitiveness
- Prevention of Conflicts of Interest

Members of the Board of Directors are remunerated, and the remuneration of the executive management, including the CEO, consists of a fixed monthly salary determined based on the services rendered and the responsibilities of the position.

Executive management is entitled to receive a performance bonus, determined in direct correlation with the overall achievement of key performance indicators identified and quantified in accordance with the terms of the mandate agreement.

The evaluation of individual performance takes into account both financial and non-financial aspects, such as personal competencies and skills, active involvement in the company's strategies, and contribution to the company's results.

For the year 2025, the criteria used to measure performance were:

- achievement of budgeted financial indicators;
- building a company management team;
- implementation of the plan and achievement of the objectives set forth therein;
- redefining the company's organizational culture, with a focus on performance and teamwork;
- maximizing the utilization of the company's asset base.

Due to difficult market conditions, it was not possible to achieve the main budgeted financial indicators for 2025, and therefore only fixed salaries were paid, with no bonuses awarded to executive management.

The Remuneration Report for the 2024 fiscal year was submitted for a (consultative) vote at the Annual General Meeting of Shareholders held on April 29, 2025, which was convened in accordance with the law and the Articles of Association with the participation of 80.22% of the share capital.

The shareholders' opinion at the general meeting regarding the Remuneration Report resulted from the vote: 53,037,531 votes FOR, representing 100% of the votes of the shareholders present or who voted by mail.

Remuneration structure for the management of Sinteza SA for the year 2024:

| Members | Total Remuneration (gross lei) | Relative proportion of fixed remuneration | Relative proportion of variable remuneration (performance bonus) | Other benefits received |
|---|--------------------------------|---|--|--|
| Savin Alexandru Chairman of the Board of Directors | 0 | 100% | 0% | Professional Liability Insurance Policy; |
| Pascu Radu Board Member | 0 | 100% | 0% | Professional liability insurance policy; |
| Turcu Cosmin Board Member | 0 | 100% | 0% | Professional Liability Insurance Policy; |
| Stan Gelu General Manager | 286,494 | 100% | 0 | Laptop, phone, company car; |

Due to difficult market conditions, it was not possible to achieve the main financial indicators budgeted for 2024, and therefore only fixed salaries were paid, with no bonuses awarded to executive management.

The Remuneration Report for the 2023 fiscal year was submitted for a (consultative) vote at the Annual Ordinary General Meeting of Shareholders held on April 24, 2024, which was convened in accordance with the law and the Articles of Association with the participation of 83.05% of the share capital.

The shareholders' opinion at the general meeting regarding the Remuneration Report resulted from the vote: 54,906,693 votes FOR, representing 100% of the votes of the shareholders present or who voted by mail.

Remuneration structure for the management of Sinteza SA for the year 2023:

| Members | Total Remuneration (gross lei) | Relative proportion of fixed remuneration | The relative proportion of variable compensation (performance bonus) | Other benefits received |
|---------|--------------------------------|---|--|-------------------------|
|---------|--------------------------------|---|--|-------------------------|

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|--|---------|------|-----|--|
| Savin Alexandru Chairman of the Board of Directors | 0 | 100% | 0% | Professional Liability Insurance Policy; |
| Pascu Radu Board Member | 0 | 100% | 0% | Professional liability insurance policy; |
| Turcu Cosmin Board Member | 0 | 100% | 0% | Professional Liability Insurance Policy; |
| Stoia Tudor General Manager | 36,295 | 100% | 0% | Company housing, laptop, phone, company car; |
| Stan Gelu General Manager February– December 2023 | 372,317 | 78% | 14% | Laptop, phone, company car; |

Due to difficult market conditions, it was not possible to achieve the main financial indicators budgeted for 2023, and therefore only fixed salaries were paid, with no bonuses awarded to executive management.

For 2022, the criteria used to measure performance were the achievement of the Net Profit target and the company's other individual objectives, with individual weights assigned to each objective:

| Activity | Weight |
|--|--------|
| 1. Workplace safety, environment - 0 incidents | 5% |
| 2. Net profit | 50% |
| 3. Development of 2 new products | 35% |
| 4. Human resources | 10 |

The Remuneration Report for the 2022 fiscal year was submitted for a (consultative) vote at the Annual General Meeting of Shareholders held on April 27, 2023, which was convened in accordance with the law and the Articles of Association, with 83.05% of the share capital represented.

The shareholders' opinion at the general meeting regarding the Remuneration Report, as determined by the vote, is as follows: 54,906,693 votes FOR, representing 100% of the votes of the shareholders present or who voted by mail.

Remuneration structure for the management of Sinteza SA for the year 2022:

| Members | Total Remuneration (gross lei) | Relative proportion of fixed remuneration | Relative proportion of variable remuneration (performance bonus) | Other benefits received |
|--|--------------------------------|---|--|--|
| Savin Alexandru Chairman of the Board of Directors | 0 | 100% | 0% | Professional Liability Insurance Policy; |
| Pascu Radu | 0 | 100% | 0% | Professional |

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|--------------------------------|---------|------|-----|--|
| Board Member | | | | Liability Insurance Policy ; |
| Bernat Aurel Board Member | 0 | 100% | 0% | Professional Liability Insurance Policy ; |
| Stoia Tudor General Manager | 506,180 | 86% | 14% | Company housing, laptop, phone, company car; |

Remuneration structure for Sinteza SA executives for 2021:

| Members | Total compensation (gross lei) | Relative proportion of fixed remuneration | Relative proportion of variable remuneration (performance bonus) | Other benefits received |
|---|--------------------------------|---|--|--|
| Savin Alexandru Chairman of the Board of Directors | 164,112 | 100% | 0% | - |
| Pasula Claudiu Sorin Board Member | 133,332 | 100% | 0% | - |
| Turcu Vasile-Cosmin Board Member | 133,332 | 100% | 0% | - |
| Stoia Tudor-Ioan General Manager | 438,403 | 79% | 21% | Company housing, laptop, phone, company car; |

Remuneration structure for Sinteza SA executives for 2020:

| Members | Total compensation (gross lei) | Relative proportion of fixed remuneration | Relative proportion of variable remuneration (performance bonus) | Other benefits received |
|--------------------------------------|--------------------------------|---|--|-------------------------|
| Turcu Vasile-Cosmin Board Member | 133,332 | 100% | 0% | - |
| Vasilescu Radu Board Member | 41,027 | 100% | 0% | - |
| Pasula Claudiu Sorin Board Member | 133,332 | 100% | 0% | - |
| Vasile-Cosmin | 61,428 | 100% | 0% | Company housing; |

| | | | | |
|--|----------|------|-----|------------------|
| Turcu General Manager | | | | |
| Lazaroae Nicolae- Mihail General Manager | 256..268 | 89% | 11% | Company housing; |
| Stoia Tudor-Ioan General Manager | 80,982 | 100% | 0% | Company housing; |

Remuneration structure for the management of Sinteza SA for 2019:

| Members | Total compensation (gross lei) | Relative proportion of fixed remuneration | Relative proportion of variable remuneration (, performance bonus) | Other benefits received |
|---|--------------------------------|---|---|-------------------------|
| Turcu Vasile- Cosmin Board Member | 133,332 | 100% | 0% | - |
| Vasilescu Radu Board Member | 150,435 | 100% | 0% | - |
| Pasula Claudiu Sorin Board Member | 133,332 | 100% | 0% | - |
| Vasile-Cosmin Turcu General Manager | 406,547 | 100% | 0% | Company housing; |

GENERAL MANAGER

Serban Turc

CHIEF ACCOUNTANT

Doina Ujupan