Transilvania Investments

July 14, 2026

Annual information on gender representation within the management bodies of Transilvania Investments Alliance S.A.

in accordance with art. 109[6] of Law no. 24/2017 on issuers of financial instruments and market operations

1. General information about the Company's management bodies

According to the provisions of the Articles of Incorporation, Transilvania Investments Alliance (*Transilvania Investments* or *the Company* hereinafter) is managed in a two-tier system by an Executive Board that operates under the supervision of a Supervisory Board.

According to the provisions of the Articles of Incorporation in force at the date of this information document, the **Supervisory Board** is composed of five members, natural persons, elected by the ordinary general meeting of shareholders, by secret vote, for a four-year term. The members of the Supervisory Board are subject to the authorization of the Financial Supervisory Authority.

In accordance with the provisions of Law no. 31/1990, all the members of the Supervisory Board are non-executive members, as none of them holds an executive position within the Company, the Company being managed in a two-tier system.

The Executive Board of Transilvania Investments ensures the effective management of the Company. In accordance with the provisions of the Articles of Incorporation, the Executive Board is composed of three members appointed by the Supervisory Board, of which one member is appointed Executive President and two members are appointed Executive Vice-Presidents. The mandate of the Executive Board members is granted for a maximum period of four years, and may be renewed for new periods of maximum 4 years. The members of the Executive Board are subject to the authorization of the Financial Supervisory Authority.

The members of the Supervisory Board and of the Executive Board must meet the conditions provided by law, as well as those regarding professional competence, relevant experience, integrity, good reputation and governance, provided by the applicable F.S.A. regulations and included in the *Procedure for the assessment of the preliminary and continuous adequacy of the members of the management structure and of the persons holding key positions within Transilvania Investments*.

Transilvania Investments Alliance S.A.
Str. Nicolae Iorga 2, Brașov 500057, România
Tel.: +40 268 415 529
Tel.: +40 268 416 171
office@transilvaniainvestments.ro
www.transilvaniainvestments.ro

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Societate administrată în sistem dualist

2. Information on gender representation within the management bodies

As of 30.06.2026, the Company's management bodies consisted of three members, of which two executive members (members of the Executive Board, namely the executive presindent and an executive vice-president) and one non-executive member (member of the Supervisory Board).

Regarding the **composition of the Supervisory Board**, we mention that, starting with 20.04.2025, the Supervisory Board of Transilvania Investments has only one authorized member, namely Prof. Adriana Tiron-Tudor, Ph.D. (F.S.A. Authorization no. 42/17.04.2025), while the other four members elected by the Ordinary General Meeting of Shareholders of 16.12.2024 announced the waiver of the mandate granted to them by the shareholders (Current Report no. 1753/26.03.2026 and Current Report no. 2571 /30.04.2026). The mandate of Mrs. Adriana Tiron-Tudor is valid until 19.04.2029.

Regarding the **composition of the Executive Board**, we mention that on 14.04.2025 one of the Executive Vice-Presidents announced their decision to terminate the mandate as a member of the Executive Board starting with 21.04.2025. Thus, starting with 21.04.2025, the Company's Executive Board is composed of two members, namely Mr. Marius-Adrian Moldovan-Executive President (F.S.A. Authorization no. 88/09.08.2024) and Mr. Răzvan-Legian Raț-Executive Vice-President (F.S.A. Authorization no. 50/19.04.2024). The mandate of the Executive Board members is valid until 20.04.2028.

In view of the above, **as at 30.06.2026**, only one female person was part of the Company's management bodies, holding the position of member of the Supervisory Board, as shown in the table below.

Management body	Total number of members*	Effective number of members**	Men (number)	Women (number)	Men (%)	Women (%)
Supervisory Board (non-executive directors)	5	1	0	1	N/A	N/A
Executive Board (executive directors)	3	2	2	0	N/A	N/A
Total number of members	8	3	2	1	N/A	N/A

*) *Number of members in accordance with the Articles of Incorporation in force as at 30.06.2026*

**) *Number of authorized members, in office at the reporting date*

In conclusion, at 30.06.2026 the Company has not achieved any of the objectives set out in art. 109^3 para. (1) of Law no. 24/2017 *on issuers of financial instruments and market operations*, respectively:

- members of the underrepresented sex hold at least 40% of the non-executive director positions;
- members of the underrepresented sex hold at least 33% of all director positions, both executive and non-executive directors.

The reason why the Company has not achieved any of the above objectives to datei s that the Company's management bodies currently have an incomplete number of members, as presented above.

Transilvania Investments promotes and supports the diversity within its management structure in terms of gender, education, professional experience, age, disabilities, and ensures equal opportunities and fair treatment to candidates to a position within the management bodies.

We mention that when nominating candidates for the positions of members of the Supervisory Board and the Executive Board, the fulfillment by them of the criteria of competence and professional experience, integrity, good reputation and governance, provided by the legal regulations in force at the date of nomination, is assessed.

3. Measures adopted in order to achieve the objectives provided for in art. 109^3 para. (1) of Law no. 24/2017

The Company is committed to promoting gender diversity within its management bodies, among the steps taken in this regard, so far, we mention:

- approval by the Extraordinary General Meeting of Shareholders of 16.12.2024, at the proposal of the Company's Executive Board, of the amendment and revision of the Company's Articles of Incorporation, by including provisions regarding the promotion of diversity in all its forms within the selection and nomination process of the Supervisory Board members, including gender equity, taking into account the candidates' competences, experience and integrity;
- drafting by the Company of the *Diversity Policy* and the *Policy on the selection, nomination and assessment of the Company's management structure* and updating of the *Procedures on the selection, adequacy assessment and nomination of the members of the management structure and of the individuals holding key functions*, which contribute to increasing diversity in the management structures, promoting equal opportunities and combating discrimination, ensuring a balanced representation in terms of gender, age and professional skills, increasing the transparency of the recruitment and promotion process, and creating an inclusive and development-friendly working environment. Currently, the above-mentioned documents are approved by the Company's Executive Board, and will be submitted to the Supervisory Board for approval. According to the above documents, the Company will ensure that at least 33% of the total members of the Supervisory Board and the Executive Board, or at least 40% of the total members of the Supervisory Board, belong to the underrepresented sex, in compliance with the principle of equal opportunities and gender neutrality, under conditions of equivalent competence.
- approval by the Ordinary General Meeting of Shareholders of 09.07.2026 of the election of Supervisory Board members for the vacant positions, for a term of office between the date of their authorization by the Financial Supervisory Authority and 19.04.2029, respectively the election of two members: a female member and a male member.

Considering the resolutions of the Extraordinary and Ordinary General Meetings of Shareholders of 09.07.2026, regarding the reduction in the number of Supervisory Board members to three individuals and the election of two members of the Supervisory Board, one male member and one female member, in the event that the Financial Supervisory Authority approves the amendments to the Articles of Incorporation and authorizes the two members of the Supervisory Board elected by the Ordinary General Meeting of Shareholders, **the Company will fulfill any of the objectives referred to in art. 109^3 para. (1) of Law no. 24/2017**, respectively:

- The Supervisory Board will have two female members and one male member, thus achieving the objective that the members of the underrepresented sex hold at least 40% of the non-executive director positions (1 position);
- The members of the underrepresented sex will hold at least 33% of all executive and non-executive director positions (2 positions).

In order to attract a greater number of candidates from the underrepresented gender in the future, the Company will consider the following:

- Expanding recruitment channels by including specialized platforms that promote gender diversity.
- Establishing partnerships with organizations that support female leadership or other underrepresented groups.
- Including criteria favouring gender-balanced selection in recruitment policies.
- Ensuring the transparency of the selection process, so that the recruitment and promotion criteria are clearly defined and published on the Company's website, in the annual reports and in the corporate governance documents.
- Ensuring a fully transparent management appointment process and the involvement of impartial recruitment committees, composed of members with solid expertise, able of assessing candidates solely on the basis of skills, experience and professional merits.
- Implementing support and mentoring programs for employees from underrepresented groups, with the aim of facilitating their access to management positions.
- Promoting an inclusive organizational culture.

The Company will implement active measures to monitor and asess the progress made in achieving the gender diversity objectives and will report annually on the results and progress achieved in terms of gender representation within its management bodies, considering the deadlines and legal provisions in force.