



S.C. TURISM, HOTELURI, RESTAURANTE MAREA NEAGRA S.A.

Headquarters: Eforie Nord, Traian street no. 1 B, Lot.1, ground floor, commercial space no. 1 and no. 3, Constanta county

Romania, Tel:+40-241-751-656 [Tel:+40-241-755-559](tel:+40-241-755-559), e-mail office@thrmareaneagra.ro

Constanta Trade Register Registration No.: J13/696/1991, CIF: RO2980547,

IBAN account: RO71 RNCB 0117 0151 6314 0001, Romanian Commercial Bank – Mangalia Agency

Subscribed and paid-up share capital: 27,679,451.40 lei

www.thrmareaneagra.ro

TOWARDS GENERAL MEETING OF SHAREHOLDERS

OGMS – Item 7. *Presentation of the status of the implementation of all the provisions of the Policies approved by the OGMS resolution of 28.04.2023 on the approval of the Policies for an efficient management of the company*

I. Establishing a set of internal policies in order to apply the provisions of ISO 9000 quality standards

Answer: The activity carried out in 2024 was mainly asset leasing, following the application of OGMS Decision/ 13.03.2023.

II . The company will implement a procedure regarding the sale/lease of assets

Answer: In 2024 the Company sold the asset of Hotel Vraja-Marii in Eforie Nord, in full compliance with the provisions of the "*Working procedure for the sale of assets (Annex 1)*" In 2024, no assets were rented, they were rented in the previous period.

III. Purchases of more than 1% of the turnover from a supplier will be made based on an internal procurement procedure

Answer: The company has transferred through the lease agreements to the tenants the obligation to make investments/repairs necessary to maintain the functionality of the hotels, to the categories of classification received from the Ministry of Tourism. The activity carried out being predominantly rentals, did not require making purchases.

IV. The organizational chart will be built with the following characteristics: supple, simple, functional, with clear responsibilities on functional levels

Answer: The organizational chart has an organizational structure in which the hierarchical levels are clearly established, and the responsibilities are distributed on each department.

V. Making a sales and marketing plan

Answer: Since the accommodation units are rented, it was not necessary to draw up a development strategy through a sales and marketing plan.

Following the process of division and change of business strategy, the company continued the implementation of the "*Equity Capitalization Plan*" established by Decision.OGMS / 13.03.2023



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VI. Capital Investment Policy

Answer: The company is in the process of developing the procedure regarding capital investments by the end of the quarter III 2025. The annual investment plan is approved in the General Shareholders' Meeting together with the BVC.

VII. Fundamentally the strategic directions that the company will address: energy efficiency measures, European funds, digitalization of internal processes, diversification of the range of products and services.

Answer: in 2024 the company did not develop or carry out any of the measures listed above. In the case of developing an investment (capex), the company will pursue the fulfillment of their sustainability and efficiency criteria.

VIII. Reporting obligations

Answer: the company has maintained a standard of reporting and information, to ensure transparency in the management of the activity and at the same time, to meet the information needs of shareholders and authorities.

Reports are made correctly and on time.

IX. Rules and policies for avoiding and managing conflict of interest

Answer: The Company has developed policies and procedures regarding the avoidance of conflict of interest, this being made public on the company's website.

IX. The company will implement good practices regarding Corporate Governance

Answer: According to the principles of corporate governance, namely: establishing a strategic direction, good communication with shareholders, achieving the proposed objectives, risk management and responsible use of own resources, the Company has followed a new strategy for approaching the relevant market between 2023 and 2024 by implementing a process of division, separation of the branches of activity.

The company intends in the future to continue developing policies and procedures of good practice for the improvement of Governance.

The company is classified as a listed company, the issued shares are traded on the Multilateral Trading System administered by BVB.

The company is permanently supervised by an internal and external auditor.



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Vasile Cosmin TURCU
Chairman of the Board of Directors