



**TTS**  
**(TRANSPORT TRADE SERVICES) S.A.**  
**BUCURESTI – ROMANIA**



Nr. Reg. Com.: J40/296/1997  
Cod Fiscal: RO 9089452  
Capital social subscris si varsat: 60 000 000 LEI

Str. Vaselor nr. 27, 021253, Bucuresti, Romania  
Tel: +40 21 210 29 07 | Fax: +40 21 210 35 43  
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## CURRENT REPORT

**according to Law no. 24/2017 on issuers of financial instruments and market operations and Regulation no. 5/2018 on issuers of financial instruments and market operations**

**Report date: December 22, 2023**

**Name of the issuing company: TTS (TRANSPORT TRADE SERVICES) S.A.**

**Registered office: 27 Vaselor street, district 2, Bucharest**

**Phone/fax number: +4 021/210.29.07, 021/210.35.43**

**Sole Registration Code with the Trade Register Office: 9089452**

**Order Number in the Trade Register: J40/296/1997**

**Share capital: RON 60.000.000**

**Regulated market on which the issued securities are traded: Bucharest Stock Exchange - Premium Tier (market symbol: TTS)**

**Important events to be reported: "Stock Option Plan" ("SOP") Program Approval**

TTS (TRANSPORT TRADE SERVICES) S.A. ("TTS" or "the Company") informs that in the meeting of December 21, 2023 the Board of Directors of the Company approved the SOP Program aimed at rewarding and incentivizing long-term performance.

The decision of the Board of Directors was taken on the basis of the Decisions of the O-GSM of April 29, 2022 and the E-GSM of November 17, 2023 by which it was mandated to adopt all the necessary measures and to fulfill all the formalities required for the approval and implementation of the SOP Program including, but limited to: (i) determining the criteria on the basis of which the shares will be granted to the persons in the management of the Company and/or its subsidiaries who or the employees of the Companies and/or its subsidiary, (ii) determining the positions in the respective organizations for taking care of the type program. "Stock Option Plan" will be applicable; (iii) conditions for acquiring shares; (iv) drawing up and publishing information documents in accordance with the law.

By the Decision of December 21, 2023, the Board of Directors established the following parameters of the SOP Program:

- (i) Allocation in the first stage of implementation of a number of 110,500 rights regarding the acquisition with free title of shares of the Company shares of a total number of 110,500 shares („Options”) representing 0.18417% of the



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Company's share capital to employees and members of the TTS management and its subsidiaries, who made an important contribution to the development of the TTS group, except for the founding shareholders of the Company, and the members of the Board of Directors of TTS.

- (ii) The list of eligible persons which includes 54 persons active within the TTS (21 persons), CNFR NAVROM S.A. (21 people), TTS Operator S.R.L. (6 people), TTS Porturi Fluviale S.R.L. (5 people) and CANOPUS Star S.R.L. (1 person).
- (iii) Allocation criterion: annual qualifications obtained over time
- (iv) Maximum number of options granted: 4,000
- (v) Minimum number of options allotted: 500
- (vi) Deadline for submission of letters of accession: January 15, 2024
- (vii) Deadline for submission of membership responses: January 31, 2024
- (viii) Option exercise period: February 1 - 15, 2025
- (ix) Empowering the General Manager of the Company to carry out all measures to implement the SOP Program in its first year.

In order to ensure the stock of shares to be distributed within the SOP Program, the Board of Directors of TTS will approve the start and parameters of the Share Buyback Program approved by the E-GSM Decision of November 17, 2023.

**CEO**  
**Petru ȘTEFĂNUȚ**