

The background of the image shows several white flagpoles against a clear blue sky. Some flagpoles have blue flags, while others have yellow decorative finials. In the foreground, there are green trees and bushes. A semi-transparent green rectangular box is centered over the image, containing the text.

**AEROTEH S.A.**  
**Bucharest**  
**Romania**

**2024**

**ENVIRONMENTAL  
PROTECTION CODE**



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# **AEROTEH S.A.**

## **ENVIRONMENTAL PROTECTION CODE**

### **1. Introduction**

#### **1.1. Purpose of the Code**

Starting from the *AEROTEH S.A. Environmental Protection Policy*, the purpose of the *AEROTEH S.A. Environmental Protection Code* is to establish a clear and unwavering framework for all our actions and decisions that have an impact on the environment. This document aims at guiding each member of the AEROTEH S.A. team - from management to employees at all levels - in adopting and promoting practices that contribute to ecological sustainability and the protection of natural resources. The code therefore guides a personal and collective commitment to our responsibility to live and operate in a way that respects and protects the planet for present and future generations.

#### **1.2. AEROTEH S.A. Vision for a Sustainable Environment**

The vision of AEROTEH S.A. for a sustainable environment is one in which our corporate activities are conducted in harmony with nature, ensuring economic prosperity without compromising the environment's ability to meet the needs of future generations. We envision a world where innovation and technology advance for the benefit of all, without harming fragile ecosystems or depleting natural resources. This code embodies our commitment to integrate the principles of sustainable development into every aspect of our operations, from efficient energy and water management, to minimizing waste and promoting biodiversity. At AEROTEH S.A., we believe that each of us has the power to contribute to positive change, which is reflected in our daily practices, organizational culture and the way we innovate for a greener future.



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**ENVIRONMENTAL**  
**PROTECTION POLICY**

## 2. Personal and Collective Commitments

### 2.1. Responsibilities of Employees

*Each employee of AEROTEH S.A. plays a crucial role in protecting the environment and promoting sustainability.*

*Dumitru Bănuț  
President of the Board of Directors & General Manager  
AEROTEH S.A.*

Regardless of position or department, we are all responsible for:

- **Policy awareness and compliance:** Know and comply with the Company's policies on sustainability and environmental protection, including waste management, saving resources and reducing emissions.
- **Active participation:** Actively contribute to the Company's environmental initiatives and suggest new ways in which we can improve our ecological impact.
- **Lifelong education:** Engage in Company-provided training programmes to better understand environmental issues and develop skills relevant to sustainability.
- **Sustainable work practices:** Adopt work practices that reduce environmental impact, from saving energy to promoting green mobility and responsible use of resources.

### 2.2. Management Team's Commitment

The management of AEROTEH S.A. is committed to providing the framework and resources necessary to ensure the success of our environmental initiatives. This commitment is manifested through:

- **Support for environmental initiatives:** Concern for allocating financial, technological and human resources to sustainability projects and programmes, demonstrating our commitment to a greener future.
- **Creation of a sustainable corporate culture:** Promoting an organizational culture where sustainability and environmental protection are valued and encouraged at all Company levels.
- **Transparent communication:** Concern for maintaining open and transparent communication with employees, stakeholders and the community about our environmental protection efforts and progress towards achieving sustainability goals.
- **Investments in technology and innovation:** Exploring and investing in ecological technologies and innovative solutions that can reduce our environmental impact and improve operational efficiency.

Through these personal and collective commitments, the management of AEROTEH S.A. reiterates its commitment to environmental protection and the principles of

sustainable development. Only together will we have the power to make a significant difference to the planet and to ensuring a sustainable future for all.

### **3. Sustainable Practices in Operations**

#### **3.1. Energy Efficiency and Emission Reduction**

At AEROTEH S.A., we are committed to implementing practices that promote energy efficiency and reduce greenhouse gas emissions in all of our operations. This commitment materializes through:

- **Process optimization:** Continuous review and improvement of our processes to ensure efficient use of energy, including the adoption of technologies that minimize energy consumption.
- **Renewable energy sources:** Concern for the exploration of renewable energy sources, which could be integrated into our energy mix, thus reducing dependence on fossil fuels.
- **Green mobility:** Encouraging the use of environmentally friendly means of transport by employees, such as bicycles.

#### **3.2. Resource Management and Waste Reduction**

Aware of the significant impact of waste on the environment, the management of AEROTEH S.A. asks its employees to get involved in complying with the proactive strategies that are implemented to reduce, reuse and recycle waste:

- **Minimization of waste at source:** Identification of opportunities to reduce waste in the design and production phase, as well as optimization of packaging to limit waste.
- **Recycling systems:** Implementation of effective collection and recycling systems in all our facilities, encouraging employees to actively participate in the recycling process.
- **Partnerships for waste management:** Collaboration with local suppliers and partners to ensure responsible and sustainable waste management.

#### **3.3. Water Conservation**

Water is a vital resource, and AEROTEH S.A. is deeply committed to its conservation by:

- **Water saving technologies:** Adoption of technologies and practices that reduce water consumption.
- **Employees' outreach:** Encouraging employees about the importance of water conservation and promoting water-saving practices both at work and at home.
- **Responsible management of wastewater:** Proper treatment and management of wastewater to prevent contamination of water sources, ensuring that all effluents meet environmental standards.

By adopting these sustainable practices in our operations, AEROTEH S.A. staff demonstrates a real commitment to protecting the environment and promotes a business model that balances economic success with ecological responsibility.

*These efforts today not only reduce our impact on the environment, but also help strengthen a corporate culture that values and protects the environment for future generations.*

*Dumitru Bănuț  
President of the Board of Directors & General Manager  
AEROTEH S.A.*

#### **4. Ecological Responsibility in the Supply Chain**

At AEROTEH S.A., we realize that our impact on the environment extends beyond direct operations to the entire supply chain. Therefore, the management of AEROTEH S.A. encourages its employees to be followers of promoting ecological responsibility at every level of this chain, ensuring that our partners share our commitment to sustainability.

##### **4.1. Selection of Sustainable Suppliers**

The management of AEROTEH S.A. considers the importance of working with suppliers who demonstrate a strong commitment to sustainable and ecologically responsible business practices. In this sense, the AEROTEH S.A. team must engage in:

- **Evaluation and selection of suppliers:** pursuant to the concern to implement strict criteria for the selection and evaluation of suppliers based on their environmental performance, including waste management, resource use and greenhouse gas emissions.
- **Sustainable partnerships:** concern to work with our suppliers to encourage the adoption of ecological practices and to identify opportunities to improve sustainability within the supply chain.
- **Transparency and compliance:** concern to show our partners the importance of being transparent about their environmental practices and complying with relevant environmental protection regulations.

##### **4.2. Collaborations for Ecological Innovations**

The management of AEROTEH S.A. recognizes that innovation is key to overcoming environmental challenges and continuously improving ecological performance in the supply chain. AEROTEH S.A. encourages and supports its employees to engage in:

- **Development of sustainable products:** To collaborate with suppliers and research partners to develop new products and materials that are more environmentally friendly, from design to disposal.

- **Ecological technologies:** To support and identify innovative technologies that reduce the ecological impact of production, such as low-carbon manufacturing processes, advanced recycling solutions and water-saving techniques.
- **Knowledge sharing:** To assess the opportunity to share information and best practices between partners, fostering a culture of continuous improvement and innovation in sustainability throughout the supply chain.

Through these measures, the employees of AEROTEH S.A. will affirm their commitment to promoting ecological responsibility not only within their own operations, but also in the Company's relationships with supply chain partners.

*We aim at being an example to follow in the industry, demonstrating that sustainability and business success can go hand in hand, to the benefit of the environment and society as a whole.*

*Dumitru Bănuț  
President of the Board of Directors & General Manager  
AEROTEH S.A.*

## **5. Biodiversity and Conservation**

According to the principle *Think globally, act locally*, the management of AEROTEH S.A. recognizes that biodiversity is essential to maintaining the health of our planet's ecosystems, having a direct impact on environmental sustainability and our well-being. In this light, the management of AEROTEH S.A. encourages every Company employee to reflect on the responsibility to protect and conserve biodiversity and to get involved whenever our Company will organize actions according to long-term commitments.

### **5.1. Protection of Natural Habitats**

The management of AEROTEH S.A. is aware of the impact our activities may have on natural habitats and requires each employee to make efforts to minimize this impact by:

- **Impact assessment:** Concern to create and implement procedures for assessing the impact of our projects on natural habitats, ensuring that the necessary measures are taken to avoid, minimize or compensate for this impact.
- **Responsible land management:** Promotion of the responsible use of land and natural resources in all our operations, including the adoption of sustainable management practices for forests and other valuable ecosystems.

- **Protected areas:** We respect the existence of protected areas and work with stakeholders to ensure that our activities do not disrupt the integrity of these areas.

## 5.2. Supporting Conservation Projects

We understand that protecting biodiversity requires collective efforts and collaboration. Therefore, the management of AEROTEH S.A. undertakes and requires the Company's employees to support and participate in those conservation projects that we will identify as having the purpose of:

- **Partnerships for conservation:** Collaboration with environmental organizations, local communities and other stakeholders to develop and implement conservation projects that promote the protection of biodiversity and the restoration of natural habitats.
- **Education and outreach:** Education and outreach programmes for our employees and the community, emphasizing the importance of biodiversity and conservation for ecosystem health and human well-being.
- **Funding and support:** Support for conservation initiatives that demonstrate a positive impact on protecting biodiversity and natural habitats, recognizing the contribution these projects make to our sustainability goals.

Through these measures, AEROTEH S.A. staff expresses their commitment to protecting biodiversity and conserving natural habitats as an integral part of our commitment to a healthy environment and a sustainable planet. Together, we can make a difference, protecting the Earth's natural wealth for current and future generations.

## 6. Training, Awareness and Engagement

At AEROTEH S.A., we realize that the success of our environmental protection initiatives depends on the involvement and awareness of each team member. Lifelong education and training, along with promoting active participation in environmental initiatives, are essential to cultivate an ecologically responsible organizational culture.

### 6.1. Lifelong Education and Training

We encourage our employees to get involved in the lifelong education and training process in the field of environmental protection and sustainability, by participating in AEROTEH S.A. supported:

- **Training programmes:** Concern for the development and implementation of dedicated training programmes covering topics such as energy efficiency, waste management, responsible use of resources and biodiversity conservation. These programmes will be tailored to meet the specific needs of different departments and roles within the Company.
- **Educational materials:** Concern for the provision of accessible educational materials such as brochures, guide books and online courses to encourage independent learning and employee awareness of their environmental impact.
- **Workshops and seminars:** Concern for regularly organizing workshops, seminars and brainstorming sessions to discuss current environmental

challenges, share best practices and generate new ideas to improve the sustainability of our operations.



## 6.2. Promoting Participation in Environmental Initiatives

We encourage and support the active participation of our employees in environmental initiatives and projects, both within the Company and in the community, by:

- **Volunteering and community actions:** We motivate employees to participate in volunteer activities and environmental projects. This includes participating in tree planting campaigns, cleaning up natural spaces and recycling campaigns.
- **Suggestions and innovative ideas:** Employees can propose ideas and suggestions for improving the Company's environmental practices. These proposals will be evaluated and, where possible, implemented, recognizing and rewarding valuable contributions.
- **Participation in sustainability events:** We support and encourage employee participation in conferences, seminars and other events related to sustainability and environmental protection, thus facilitating the exchange of knowledge and best practices with other professionals and organizations.

Through these actions, AEROTEH S.A. aims at increasing the awareness and involvement of its employees in environmental protection, promoting an organizational ethos in which each individual is empowered to actively contribute to a more sustainable and ecologically responsible future.

## **7. Monitoring and Reporting**

To ensure that our environmental protection efforts are not only well-intentioned, but also effective, AEROTEH S.A. places particular emphasis on close monitoring and transparent reporting of our ecological performance.

### **7.1. Ecological Behaviour Monitoring**

Aware of the impact our daily actions have on the environment, our Company's employees must bear in mind that AEROTEH S.A. is concerned with the periodic monitoring of the ecological behaviour of the Company and its employees. This includes:

- **Ecological audits:** Concern for the implementation of periodic ecological audits to assess and measure the effectiveness of our sustainable practices, from waste management to energy and water consumption.
- **Monitoring systems:** Concern for the use of advanced technologies and monitoring systems to collect accurate data about our ecological performance, allowing us to quickly identify areas that require improvement.
- **Active feedback from employees:** We encourage employees to be vigilant and flag any practices or behaviours that could be improved from an ecological point of view, creating an environment open to suggestions and sustainability initiatives.

### **7.2. Environmental Performance Reporting**

Transparency in reporting our environmental performance is essential to build trust and demonstrate our commitment to environmental protection. The employees of our Company must support the commitments of AEROTEH S.A. for:

- **Annual sustainability reports:** We publish annual sustainability reports that outline our ecological performance, the progress we have made in achieving our environmental goals and our plans for the future.
- **Open communication with stakeholders:** We actively and openly disseminate information related to our environmental efforts and achievements to all stakeholders, including employees, customers, partners and the wider community, using various communication channels.
- **Accountability:** We are committed to answering questions and concerns about our ecological performance, thus demonstrating our accountability and openness to continuous improvement.

Through rigorous monitoring and transparent reporting, AEROTEH S.A. reaffirms its commitment to a sustainable environment and to promoting a greener future. These practices not only help us evaluate the effectiveness of our efforts, but also allow us to dynamically adapt and respond to emerging ecological challenges, ensuring that we are on the right path to sustainability.

## 8. Collaboration and Communication

On our way to sustainability, AEROTEH S.A. recognizes that long-term success in environmental protection is based not only on internal actions, but also on effective collaboration and communication with local communities and all stakeholders involved. Therefore, in this chapter we try to highlight to the employees of our Company the importance of close partnerships and open dialogue in achieving our environmental goals.

### 8.1. Interaction with Local Communities

The management of AEROTEH S.A. is committed to building and maintaining positive relationships with the communities in which we operate. We acknowledge that our actions have some impact on the environment and the quality of local life, and we are committed to:

- **Involvement in local initiatives:** Concern to participate in and support environmental and sustainability projects at the local level, contributing to afforestation, cleaning and ecological education programmes.
- **Listening and understanding the needs of the community:** Concern to hold meetings with community representatives to better understand their environmental concerns and needs and to develop joint solutions that benefit both the environment and the community.
- **Employee participation:** We encourage and support our employees to get involved in community activities and projects, demonstrating personal and collective commitment to environmental protection.

### 8.2. Dialogue with Stakeholders

A constructive dialogue with all stakeholders, including suppliers, customers, partners, regulatory authorities and environmental organizations, is essential to promote a unified approach to environmental protection. Employees of our Company must support:

- **Transparent communication:** Facilitating transparent and open communication with our stakeholders, sharing information about our environmental practices, progress made and challenges encountered.
- **Strategic partnerships:** Seeking and developing strategic partnerships with organizations that share our sustainability vision, working together to develop innovative and effective solutions to environmental challenges.
- **Feedback and collaboration:** Capitalizing on feedback received from all stakeholders and opening up for collaborations that can improve our ecological practices and help achieve shared sustainability goals.

Through this collaborative and communicative approach, AEROTEH S.A. reinforces its commitment to work together with local communities and all stakeholders to build a more sustainable future. Together, we can make a difference by promoting responsible environmental actions and conservation initiatives that benefit both current and future generations.



## **9. Continuous Review and Improvement**

For AEROTEH S.A., the commitment to environmental protection and the promotion of sustainability is a dynamic process that requires continuous adaptation and improvement. In this spirit, this chapter emphasizes the importance of regularly evaluating and constantly improving our *Environmental Protection Code*, as well as identifying and implementing new initiatives that promote sustainability.

### **9.1. Code Evaluation and Updating**

The management of AEROTEH S.A. recognizes that legislative changes, technological developments and new discoveries in the field of environmental protection may influence the effectiveness of our code. Therefore, we encourage employees to get involved to:

- **Periodic review:** We evaluate and revise the code regularly, at least every two years, or whenever significant changes in our business or the external environment require it. This ensures that the code remains relevant, effective and aligned with international best practices and standards.
- **Consultation and participation:** We invite employees, partners and other stakeholders to participate in the review process, providing feedback and suggestions for improvement. This collaborative approach enriches the code with diverse perspectives and ensures that it is well anchored in the operational realities of the Company.

- **Open communication:** Once updated, we clearly and effectively communicate code changes to all employees and stakeholders, making sure everyone is aware of Company standards and expectations.

## 9.2. Initiatives to Improve Sustainability

We recognize that there is always room for innovation and growth in sustainability. That is why we are dedicated to identifying and implementing new initiatives that can amplify our ecological efforts:

- **Feedback and Improvement:** We create a feedback mechanism that allows employees to propose ideas for improving ecological practices. We value and recognize individual contributions that lead to improved Company environmental performance.
- **Lifelong education:** We invest in continuous education and training programmes for employees, increasing awareness and knowledge about sustainability and environmental protection. This ensures that our team is well equipped to recognize and implement ecological best practices.

Through these continuous review, update and improvement efforts, AEROTEH S.A. renews its commitment to a sustainable future, demonstrating a firm will to adapt, innovate and excel in environmental protection. Our commitment to continuous improvement enhances the Company's ecological performance.

## 10. Reporting and Feedback Mechanism

Within AEROTEH S.A., we encourage an open, transparent and responsible environment, where every employee feels empowered to contribute to our sustainability efforts. We recognize the importance of constructive feedback and an effective complaint solving mechanism for the continuous improvement of our environmental protection practices.

### 10.1. Procedure for Reporting Non-Compliance

The management of AEROTEH S.A. established a clear and accessible procedure for all employees to report any acts of non-compliance with our *Environmental Protection Code* without fear of reprisal:

- **Reporting channels:** We provide multiple reporting channels, including an email and PO Box, to facilitate open and honest communication.
- **Anonymity and confidentiality:** We ensure anonymity and protect the identity of individuals who report alleged violations, promoting an environment of trust and security.
- **Investigation process:** We have established a transparent and fair process for investigating any reports of non-compliance, ensuring that all cases are taken seriously and dealt with appropriately.

### 10.2. Encouraging Constructive Feedback

Aware of the value of diverse perspectives and innovative ideas, we encourage all employees to provide constructive feedback on our environmental practices:

- **Recognition and Reward:** We value and recognize individual and group contributions that make significant improvements to our ecological practices,

fostering an organizational culture that rewards innovation and active engagement in environmental protection.

By establishing this robust complaints and feedback mechanism, AEROTEH S.A. demonstrates its commitment to transparency, accountability and continuous improvement. This framework allows us to effectively address challenges, learn from experiences and constantly evolve in our efforts to protect the environment for future generations.

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*Reaffirming the commitment of AEROTEH S.A. for a sustainable future and active protection of the environment. Through this code, the management and employees of AEROTEH S.A. assume collective responsibility to adhere to the highest standards of ecological practice, demonstrating a genuine organizational culture in the field of sustainability and environmental protection.*

*Dumitru Bănuț  
President of the Board of Directors & General Manager  
AEROTEH S.A.*



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