



**AEROTEH S.A.**

**Bucharest  
Romania**

**2024**

**ETHICS CHARTER**

**ETHICS IS THE FOUNDATION OF SUSTAINABLE SUCCESS**





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## **ETHICS CHARTER of AEROTEH S.A.**

**= ETHICS IS THE FOUNDATION OF SUSTAINABLE SUCCESS =**

### ***Importance of Ethics for AEROTEH S.A.***

Business ethics is a fundamental pillar for the prosperity and stability of AEROTEH S.A. The ethical dimension of our activities extends beyond commercial objectives, imposing a responsibility towards employees, customers, partners, shareholders, the environment and society. This ethics policy reflects our deepest aspirations, shaping future direction and ensuring that every step is consistent with our integrity and values.

The high level we achieve in business is not based solely on our financial performance or the quality of our products.

*The foundation is the trust we cultivate among clients, partners and the community.*

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

Business ethics form this solid and sustainable foundation for building trust and long-term relationships. This is not just an additional aspect in our operations, but the essence of every decision, commitment and partnership we choose. This defines and differentiates us in a competitive market.

Business ethics are the key to a healthy organizational culture and motivated employees. By applying ethical principles, we build an environment where every person is treated with respect and gratitude, where innovation is guided by social responsibility, and where every action serves the common good. AEROTEH S.A. ETHICS CHARTER becomes an integral part of the evolution of our identity.

## ***Purpose and Objectives of the Ethics Policy of AEROTEH S.A.***

The company AEROTEH S.A. aims at establishing a clear and rigorous framework for all its team members in terms of ethical behaviour and responsible decisions.

In a constantly changing environment, the Company's top management lays the foundations for actions that reflect our identity and values. We bring to life a culture of integrity and honesty in every interaction.

We want this ethical policy to guide every employee when facing difficult decisions. With this, we want to inspire and build confidence with every step we take. Business ethics is the foundation we establish for successful coexistence and collaboration between all involved. We also take a proactive role in the community and society.

This ethics policy represents our commitment to act in accordance with our principles. Each member of the AEROTEH S.A. team is invited to contribute to this initiative by sharing personal insights and promoting examples of good practice. Thus, we raise the bar for business ethics and become a model of respect, integrity and excellence.

## ***Company's Commitment to Ethics***

The Company management assumes responsibility for guiding actions, decisions and interactions consistent with the highest ethical standards. In every aspect of our activities, ethics is not just an option, but an obligation that every employee takes seriously.

*Our commitment to business ethics is fundamental in building the identity of AEROTEH S.A.*

*Dumitru Bănuț*

*President of the Board of Directors & General Manager*

*AEROTEH S.A.*

We seek to be honest and men of integrity in all our actions, upholding transparency and promises made. We strive to ensure that all team members are treated with respect and dignity, promoting diversity and acceptance. We are aware of the impact of our decisions on the conduct of employees, customers and the community, taking into consideration the ethical consequences.

Our responsibility also extends to the environment. In developing our products and services, we seek to bring lasting benefits to society. This strengthens our reputation and sets us on a solid foundation for the future. We are committed to maintaining high standards in all our activities, reaffirming our commitment to integrity and accountability.

## ***Legal and Regulatory Framework***

In a constantly changing world, the management of AEROTEH S.A. recognizes the importance of complying with laws and regulations. Our commitment is to comply with these rules in an effort to act ethically and responsibly. AEROTEH S.A. observes both national and international laws, making sure that our operations are fair and ethical.

We are committed to cultivating fair and ethical competition, promoting fair business practices in the marketplace. We align ourselves with the standards of the natural gas control and distribution equipment manufacturing industry and the aviation equipment manufacturing industry, while promoting high ethical practices.

*We protect intellectual property and respect the legal rights of other organizations.*

*Dumitru Bănuț*

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

We are responsible for transparent and fair communication with authorities and stakeholders, avoiding hiding or misrepresenting relevant information. Through this, we ensure compliance with the legal framework and build a solid business, based on integrity and ethics.

## ***Policy Communication and Dissemination***

AEROTEH S.A. pays special attention to the effective communication of ethical values to each employee and to all those involved in our activities. Through communication, we translate abstract values into concrete actions. This policy must be accessible and understood by all those involved. That is why the Department for Sustainable Development was created in the organizational chart of our Company.

The Company management, through the coordination of the Department for Sustainable Development, offers all employees of AEROTEH S.A. training and education on ethical policies, to ensure that our values are integrated into every aspect of our activities. We encourage open and honest dialogue about ethics to develop a deeper understanding and continually improve our policy.

In a changing environment, we adapt our business ethics strategy to reflect legal changes and emerging ethical developments. The Company's top management serves as an example in the adoption of business ethics, demonstrating to all employees the commitment to our principles.

Communicating this policy is essential to building an organizational culture of business ethics. Every message delivered reinforces our commitment to our values and engages every member in this ethical journey.



## ***Fundamental Values of Ethical Principles***

These principles represent the bases on which AEROTEH S.A. constructs its identity and orients actions in each context.

### **INTEGRITY & TRANSPARENCY**

We honour integrity, transparency and our shared values.

Every decision and action is guided by honour and integrity. By keeping our promises and being open and fair, we build trust with our partners and fellows.

### **HONESTY & INTEGRITY**

### **RESPECT & DIGNITY**

Our commitment to respect and dignity extends to every person. We promote diversity as a source of value and support an environment where everyone feels accepted.

We are aware of the impact on the community and the environment. We set standards for sustainable development, contributing to the well-being of society.

### **COMMUNITY & ENVIRONMENT**

### **TRANSPARENCY & HONESTY**

Transparency and honesty guide our communication with all those involved. Every interaction is treated with respect and professionalism.

We strive for excellence in our products and services, meeting expectations and constantly innovating.

### **EXCELLENCE in PRODUCTS & SERVICES**

### **FAIR & ETHICAL COMPETITION**

Fair and ethical competition defines our behaviour, avoiding anti-competitive practices and maintaining fair play.

We must protect the confidential information of the Company and our partners by complying with data protection rules.

### **INFORMATION & PROTECTION**

## RESPONSIBLE MARKETING

We ensure responsible marketing as a strategic investment in the reputation and sustainability of our Company.

Integrating sustainability into the supply chain is a business imperative that builds trust, reduces risk and adds long-term value to our businesses.

## SUSTAINABLE PROCUREMENTS

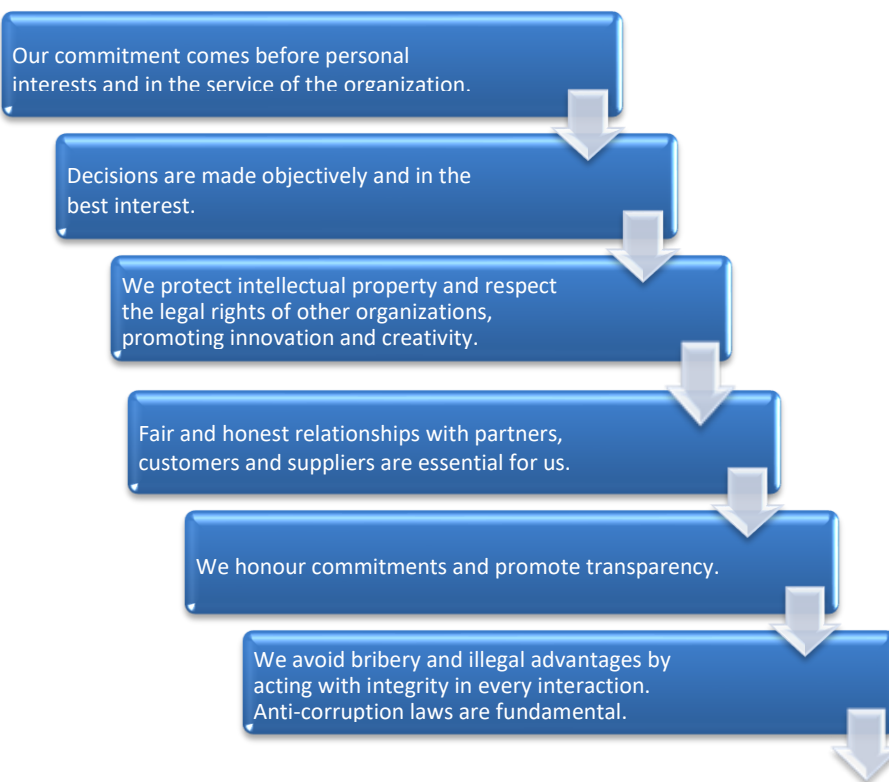
## INTEGRITY & FUTURE

Effective management of conflicts of interest is an investment in the integrity and future of the Company.

These principles reflect our commitment to integrity and ethics, guiding every action and building a strong organizational culture.

### ***Principles for a Guide to Business Conduct***

These principles are essential guidelines for every interaction and transaction, expressing the Company's top management's commitment to ethics in tangible actions.







These principles guide us in every action, ensuring that all interactions are aligned with our ethical values and our commitment to integrity and accountability.

Through the AEROTEH S.A. CODE OF ETHICS, our Company reaffirms its commitment to values such as integrity, respect and social responsibility. With every decision and action, we strengthen the ethical culture and move towards a future of success and accountability.

Bucharest, 26.01.2024





