



AEROTEH S.A. in 2024

THE SUSTAINABILITY REPORT

Bucharest, March 25th, 2025





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The Sustainability Report

AEROTEH S.A.

in 2024

1. Introduction

AEROTEH S.A. reaffirms its commitment to sustainability by integrating the principles of Sustainability into its main activity: the manufacture of measuring, testing, navigation and control equipment. In 2024, with the establishment of the Sustainable Development Department (CDD¹), the company made significant progress in harmonizing its economic objectives with social and environmental responsibility. This report presents the performance of AEROTEH S.A. in 2024, in convergence with GRI international standardsⁱ, in the four key areas of sustainability:



Environment (PM),



Labour and human rights (DO),



Business Ethics (EA)



Sustainable procurement (AS).

Through this sustainability report, AEROTEH S.A. has reached and presents the third important stage in adapting its activity to the principles of sustainability:

- *The first stage:* elaboration of the strategy and publication of the Guiding Documents: Sustainability Declaration, policies, codes, guidelines;
- *The second stage:* focusing on internal measures, rules, procedures, which define the general framework of the activity, an activity that has a continuous nature, in order to permanently adapt to the legal framework and the specifics of its own activity;
- *The third stage:* defining and monitoring key performance indicators (KPIs), which illustrate the efficiency of AEROTEH S.A. in the practical application of the sustainability strategy in accordance with the legal framework and its own procedures.

¹ The abbreviations are identical to those in Romanian.

Objectives of The Report

- Presentation of sustainability achievements in 2024 in the manufacturing of measuring, testing, navigation and control equipment.
- Highlighting progress compared to previous years (2022, 2023).
- Increasing transparency towards stakeholders (PI).
- Setting strategic directions for 2025.

Context

In 2024, AEROTEH S.A. obtained the Bronze Medal offered by EcoVadis, with an overall score of 63/100 points, placing it in the top 20% of over 150,000 companies evaluated globally, which represents a significant improvement compared to the overall score of 49/100 points that was held since 2022.

2. About AEROTEH S.A. and Sustainability

AEROTEH S.A., headquartered in Bucharest, Romania, and with a continuous activity in this form of organization for 35 years, and a general experience of 50 years, has as its main activity the manufacture of measuring, testing, navigation and control equipment, offering high precision solutions for customers from various industries. With over 100 employees, the company collaborates with national and international partners, such as Engie Romania S.A.ⁱⁱ, Dresser Utility Solutionsⁱⁱⁱ, Honeywell Elster^{iv}, Pietro Fiorentini^v, Halstrup-Walcher GmbH^{vi}, Seifel^{vii}, Mecerlec France, strengthening its position through a sustainable supply chain.

Our Mission

From the perspective of the AEROTEH S.A. team, we assume the mission of designing, manufacturing and supplying measuring, testing, navigation and control equipment at the highest quality standards, responsibly integrating the principles of Sustainability in all our operational processes. Through dedication, innovation and care for the environment and society, we actively contribute to creating a safe and sustainable future for all our partners.

Our Vision

The AEROTEH S.A. team aims to become one of the regional leaders in sustainability in the measuring, testing and control equipment industry by 2030. We constantly strive for operational excellence, environmental responsibility and sustainable partnerships, to transform current challenges into a model of sustainable development, recognized regionally and internationally.

About the Sustainability Department (CDD)

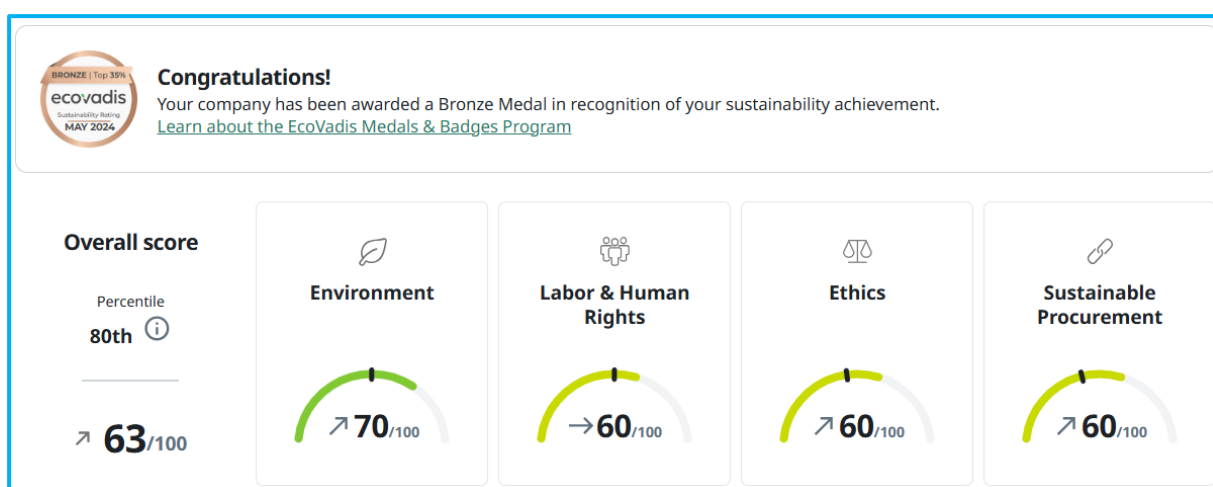
- Department directly subordinated to the General Manager.
- Collaborates with the Development-Administrative (DDA), Human Resources (DRU), Commercial (DC), Technical (DT) and Quality Assurance (AQ) departments, to integrate sustainability into production processes.
- Coordinator: dr. Emil Hedeşiu, certified trainer with over 50 completed EcoVadis online courses.

3. Performance of AEROTEH S.A. in 2024

AEROTEH S.A.'s commitment to sustainability is based on *the Sustainability Statement*, a strategic document² that guides all our activities. This statement reflects the vision of the company's management to contribute to a low-emission economy, aligning our objectives with international standards and the "Sustainable Romania 2030" Program³. By setting clear milestones until 2045, the Declaration highlights the importance of working with Stakeholders, monitoring the Carbon Footprint (AC) and integrating sustainability into the value chain, thus strengthening AEROTEH S.A.'s position as a responsible leader in our field of activity.

The overall score of EcoVadis for AEROTEH S.A. increased by +28.6% compared to the previous assessment. At the strategic level, AEROTEH S.A. developed 66.7% of the Guiding Documents (10 out of 15 completed documents, including the Sustainability Statement, policies, codes and supplier code).

EcoVadis scores awarded in the four domains (Environment – PM; Labour and Human Rights – DO; Ethics of Business– EA; Sustainable Procurement (AS) for AEROTEH S.A. is highlighted by the screenshot on the EcoVadis platform, on January 26th, 2025:



Note: The following performance indicators (KPIs) and their coding are elements specific to the activity of AEROTEH S.A. and have their own character, being in accordance with the GRI standards.

The General Key Performance Indicators (KPIs) that AEROTEH S.A. considers significant in the practical application of its sustainability strategy are the following:

- **KPI 01:** The overall sustainability score assigned by EcoVadis to AEROTEH S.A., which in 2024 was 63/100 points. (see the annual evolution of the indicator in Fig. 1 of Annex 2).
- **KPI 02:** AEROTEH S.A. score for PM, in 2024 was 70/100 pt. (see the annual evolution of the indicator in Fig. 2 of Annex 2).
- **KPI 03:** AEROTEH S.A. score for DO, in 2024 was 60/100 pt. (see the annual evolution of the indicator in Fig. 3 of Annex 2).
- **KPI 04:** AEROTEH S.A. score for EA, in 2024 was 60/100 pt. (see the annual evolution of the indicator in Fig. 4 of Annex 2).
- **KPI 05:** The score of AEROTEH S.A. for AS, in 2024 was 60/100 pt. (see the annual evolution of the indicator in Fig. 5 of Annex 2).

² <https://aeroteh-sa.ro/wp-content/uploads/2018/04/Sustainable-Development-Statment.pdf>

³ <https://dezvoltaredurabila.gov.ro/strategia-nationala-pentru-dezvoltarea-durabila-a-romaniei-2030-i>



3.1. Environment (PM) in 2024

AEROTEH S.A. has defined as a priority the reduction of the impact of its activity on the environment, an objective that is defined and found in policies, codes, procedures and carbon footprint monitoring (AC-AER).

3.1.1 Policies and documents developed in 2024

- *Environmental Protection Policy* (published on January 8th, 2024)⁴ and *the Environmental Protection Code* (posted on January 22nd, 2024)⁵, published in Romanian and English, setting targets for reducing emissions and managing waste generated in the production process.
- *Instruction IQ.03.90 on the Dissemination and internal management of CDD Guidance Documents*, specifying the dissemination of sustainability policies and codes to stakeholders.
- *Instruction ID.00.02 for the calculation and monitoring of the carbon footprint*, (AC-AER), implemented in 2024, specifying the methods of data collection and processing, the calculation and monitoring of the carbon footprint resulting from the activity of AEROTEH S.A..
- *Program for the prevention and reduction of the quantities of waste generated*⁶, carried out by DDA, which was also applicable in 2024.

3.1.2 Actions/Measures

- Initiation of the calculation of AC-AER for the production processes of measuring equipment, according to the EcoVadis methodology.
- Concern to broaden collaboration with suppliers to ensure compliance with REACH^{viii} regulations of the materials used. We will introduce a dedicated section in our supplier evaluation forms.
- Analysis of energy consumption in production lines based on *Instruction ID.00.02 for the calculation and monitoring of AC-AER*, in order to align it with its own sustainability objectives.

3.1.3 KPIs

3.1.3.1 For The Specific Activity

The following two indicators are specific to the company's main business area and will become significant with the transition to a new generation of products.

- **KPI 06:** The EEE weight of AEROTEH S.A.'s own products placed on the market in 2024 was 0.00 kg. (see the annual evolution of the indicator in Fig. 6 of Annex 2).
- **KPI 07:** The weight of WEEE from AEROTEH S.A.'s own products collected from the market in 2024 was 0.00 kg. (see the annual evolution of the indicator in Fig. 7 of Annex 2).

⁴ <https://aeroteh-sa.ro/wp-content/uploads/2022/05/ENVIRONMENTAL-PROTECTION-POLICY-18.01.2024.pdf>

⁵ <https://aeroteh-sa.ro/wp-content/uploads/2022/05/ENVIRONMENTAL-PROTECTION-CODE-22.01.2014.pdf>

⁶ <https://aeroteh-sa.ro/wp-content/uploads/2022/05/Program-de-Prevenire-si-Reducere-a-Cantitatilor-de-Deseuri-Generate.pdf>

3.1.3.2 Energy

- **KPI 08:** The total electricity consumption purchased in 2024 was 257,821.00 KWh. (see the annual evolution of the indicator in Fig. 8 of Annex 2).
- **KPI 09:** Renewable energy purchases and/or generation in 2024 was 0.00 KWh. (see the annual evolution of the indicator in Fig. 9 of Annex 2).
- **KPI 10:** The total consumption of renewable electricity in 2024 was 0.00 KWh. (see the annual evolution of the indicator in Fig. 10 of Annex 2).

3.1.3.3 Waste

- **KPI 11:** The total weight of waste generated in 2024 was 71.13 t; (see the annual evolution of the indicator in Fig. 11 of Annex 2).
- **KPI 12:** The total weight of hazardous waste generated in 2024 was 6.14 t; (see the annual evolution of the indicator in Fig. 12 of Annex 2).
- **KPI 13:** The total weight of non-hazardous waste generated in 2024 was 64.99 t; (see the annual evolution of the indicator in Fig. 13 of Annex 2).
- **KPI 14:** The total weight of waste recovered^{ix} in 2024 was 57.43 t; (see the annual evolution of the indicator in Fig. 14 of Annex 2).
- **KPI 15:** The total weight of hazardous materials entered the company to be recycled^x in 2024 was 0.00 kg; (see the annual evolution of the indicator in Fig. 15 of Annex 2).

3.1.3.4 Water

- **KPI 16:** The total volume of water used, from any source^{xi}, in 2024 was 1,702.00 m³; (vezi evoluția anuală a indicatorului în Fig. 16 din Anexa 2).
- **KPI 17:** The total amount of water recycled and reused in 2024 was 0.00 m³; (see the annual evolution of the indicator in Fig. 17 of Annex 2).
- **KPI 18:** The total weight of pollutants discharged into the water in 2024 was 0.00 kg; (see the annual evolution of the indicator in Fig. 18 of Annex 2).

3.1.3.5 Atmosphere

- **KPI 19:** The percentage of compliance with legal limits on emissions into the atmosphere in 2024 was 100%; (see the annual evolution of the indicator in Fig. 19 of Annex 2).

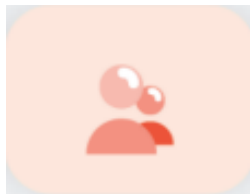
3.1.4 Evolution

- The graph in Fig. 2 shows an upward trend, due to the implementation of the Guiding Documents that established the strategy and objectives of AEROTEH S.A. in the field of Sustainability.

3.1.5 Achievements

- Publication in 2024 of *the AEROTEH Sustainability Report in 2023*, available on the company's website⁷, with relevant data for AEROTEH S.A.'s involvement in the field of Sustainability.
- Participation of the representative of AEROTEH S.A. at SUSTEIN 2024 (EcoVadis) for the opportunity to exchange professional experience in order to align with the best practices in the field of Sustainability.

⁷ <https://aeroteh-sa.ro/wp-content/uploads/2022/05/RAPORT-DE-SUSTENABILITATE-2023-Ed.-1.15.01.2024-RO.pdf>



3.2. Labour and Human Rights (DO) in 2024

AEROTEH S.A. promotes safe, fair and inclusive working conditions for all its employees.

3.2.1 Policies and Documents Developed in 2024

- *Labour and Human Rights Policy* (published on January 23rd, 2024)⁸ and the *Labour and Human Rights Code* (January 05th, 2024)⁹, concerning occupational safety and health (SSM), and diversity in the production workshops.
- Instruction IU.00.09 on *Access Rules and Recording of Working Time in AEROTEH S.A.*
- Updated Instruction IU.00.13 on *the Regulation of the manner of carrying out the activity of ensuring the personnel needs, their recruitment, selection and hiring.*
- Instruction IU.11.02 regarding the *Distribution of the 15% bonus to employees.*
- Instruction IU.11.04 on *Preventing and combating harassment in the workplace.*
- Instruction IU.11.05 on *the Training of Directly Productive Personnel.*
- *Preparation of the Training Program no. 32/2024.*

3.2.2 Actions/Measures

- Implementarea unui sistem de comunicare bidirecțională (procese verbale ale CSSM) pentru toți angajații.
- Evaluări regulate de risc pentru SSM în liniile de asamblare și testare.
- Programe de formare profesională pentru 61% dintre angajați.

3.2.3 KPIs:

3.2.3.1 Career Management & Vocational Training

- **KPI 20:** The average number of hours of professional training per employee in 2024 was 26.00 h/p; (see the annual evolution of the indicator in Fig. 20 of Annex 2).

3.2.3.2 Diversity, Equity & Inclusion

- **KPI 21:** The percentage difference between the average gross salary of men and women^{xii} in 2024 was 3.23 %; (see the annual evolution of the indicator in Fig. 21 of Annex 2).
- **KPI 22:** The ratio of the total annual compensation^{xiii} for the highest paid person to the average total annual compensation for all employees in 2024 was 7.70; (see the annual evolution of the indicator in Fig. 22 of Annex 2).
- **KPI 23:** The Percentage of women employed in the whole organization in 2024 was 29.62%; (see the annual evolution of the indicator in Fig. 23 of Annex 2).
- **KPI 24:** The percentage of women in the Executive Committee in 2024 was 57.14%; (see the annual evolution of the indicator in Fig. 24 of Annex 2).
- **KPI 25:** The percentage of women on the Board of Directors in 2024 was 0.00%; (see the annual evolution of the indicator in Fig. 25 of Annex 2).

⁸ <https://aeroteh-sa.ro/wp-content/uploads/2022/05/LABOUR-AND-HUMAN-RIGHTS-POLICY-23.01.2024.pdf>

⁹ <https://aeroteh-sa.ro/wp-content/uploads/2022/05/LABOUR-AND-HUMAN-RIGHTS-CODE-05.02.2024.pdf>

- **KPI 26:** The percentage of employees from a minority and/or vulnerable group in the whole organization, in 2024 was 0.00%; (see the annual evolution of the indicator in Fig. 26 of Annex 2).
- **KPI 27:** The percentage of workers from minority groups and/or vulnerable workers working in management positions, excluding the Board of Directors, in 2024 was 0.00%; (see annual evolution of the indicator in Fig. 27 of Annex 2).

3.2.3.3 Occupational safety and health (SSM)

- **KPI 28:** The total number of hours worked in 2024 was 269,317.00 h; (see the annual evolution of the indicator in Fig. 28 of Annex 2).
- **KPI 29:** The number of work-related accidents in 2024 was 0 acc.; (see the annual evolution of the indicator in Fig. 29 of Annex 2).
- **KPI 30:** The number of days lost to work-related injuries, fatalities and ill health, in 2024 was 0.00 days; (see the annual evolution of the indicator in Fig. 30 of Annex 2).
- **KPI 31:** Lost time injury (LTI) frequency rate for direct workforce in 2024 was 0.00 acc./month; (see annual evolution of the indicator in Fig. 31 din Annex 2).
- **KPI 32:** Lost time injury (LTI) severity frequency rate for direct workforce, in 2024 was 0.00 acc./month; (see the annual evolution of the indicator in Fig. 32 of Annex 2).

3.2.3.4 Representation

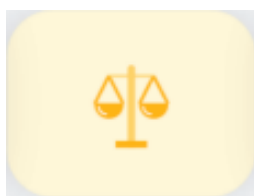
- **KPI 33:** The percentage of employees who are union members in 2024 was 56.30%; (see the annual evolution of the indicator in Fig. 33 of Annex 2).

3.2.4 Evolution:

- The graph in Fig. 3 highlights the maintenance of an above-average score, thanks to the creation of specific Guiding Documents and the improvement of internal measures.

3.2.5 Achievements:

- DRU collaboration with CDD to update human resources procedures, adapted to the needs of production employees.
- Graduation by the CDD manager of the EcoVadis' online courses and the TÜV Thüringen Karpat's course for risk management, applied in the safety of production processes.



3.3. Business Ethics (EA) in 2024

AEROTEH S.A. supports transparency and integrity in all activities related to the manufacture of measuring, testing, navigation and control equipment.

3.3.1 Policies and Documents Developed in 2024

- **Charter for Business Ethics** (publicată¹⁰ la 29.01.2024) and **Code of Business Ethics** (02.02.2024¹¹), that set standards for relationships with customers and equipment suppliers.

¹⁰ <https://aeroteh-sa.ro/wp-content/uploads/2022/05/ETHICS-CHARTER-29.01.2024.pdf>

¹¹ <https://aeroteh-sa.ro/wp-content/uploads/2022/05/CODE-OF-BUSINESS-ETHICS-02.02.2024.pdf>

- Internal procedures for reporting ethical breaches in the production and distribution chain.

3.3.2 Actions/Measures

- Strengthening relationships with partners, such as EcoVadis in France and Robeco in the Netherlands, through transparency in production operations.

3.3.3 KPIs:

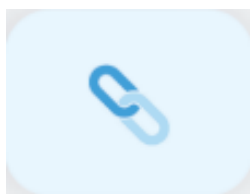
- **KPI 34:** Number of ISO certifications of AEROTEH S.A. (ISO 9001^{xiv}, ISO14001^{xv}, ISO 27001^{xvi}, ISO 37001^{xvii}, ISO 45001^{xviii}) in 2024 it was 3; (see the annual evolution of the indicator in Fig. 34 of Annex 2).
- **KPI 35:** Percentage of employees trained in Business Ethics aspects, in 2024 was 0.00%; (see the annual evolution of the indicator in Fig. 35 of Annex 2).
- **KPI 36:** The number of reports regarding the whistleblower procedure in 2024 was 0 cases; (see the annual evolution of the indicator in Fig. 36 of Annex 2).
- **KPI 37:** The number of Business Ethics complaints solved in 2024 was 0 cases; (see the annual evolution of the indicator in Fig. 37 of Annex 2).
- **KPI 38:** The number of confirmed corruption incidents in 2024 was 0 cases; (see the annual evolution of the indicator in Fig. 38 of Annex 2).
- **KPI 39:** The number of confirmed information security incidents in 2024 was 0 cases; (see the annual evolution of the indicator in Fig. 39 of Annex 2).

3.3.4 Evolution:

- The graph in Fig. 4 shows an increase due to the publication of codes of ethics and collaboration with external stakeholders in the context of equipment production.

3.3.5 Achievements:

- Improving the company's image through transparency in customer relations (ex. Engie Romania).



3.4. Sustainable Procurement (AS) in 2024

AEROTEH S.A. integrates sustainability into the procurement chain for the manufacture of measuring, testing, navigation and control equipment, collaborating with leading suppliers.

3.4.1 Policies and Documents Developed in 2024

- **Sustainable Procurement Policy** (published on January 26th, 2024) and **the Sustainable Procurement Code** (January 19th, 2024¹²), regulating supply for production.
- **Code of Conduct for Suppliers** (February 1st, 2024¹³), published to promote the conformity of the materials used.

3.4.2 Actions/Measures

- Supplier assessment for REACH^{viii} compliance and the use of conflict minerals^{xix} in equipment components.

¹² <https://aeroteh-sa.ro/wp-content/uploads/2022/05/SUSTAINABLE-PROCUREMENT-CODE-19.01.2024.pdf>

¹³ <https://aeroteh-sa.ro/wp-content/uploads/2022/05/CODE-OF-CONDUCT-FOR-SUPPLIERS-01.02.2024.pdf>

3.4.3 KPIs:

- **KPI 40:** Total percentage of targeted suppliers^{xx} that have been assessed according to REACH regulations^{viii}, until 2024 inclusive, it is 0; (see the annual evolution of the indicator in Fig. 40 of Annex 2).
 - It is a value that accumulates and is monitored from year to year.
 - No articles or substances affected by the REACH regulation are used in the production processes of AEROTEH S.A.
 - At the time of writing this report, we do not have any data showing that the suppliers concerned of AEROTEH S.A. would be subject to REACH.
- **KPI 41:** The total percentage of the targeted suppliers who have signed the AEROTEH S.A. Supplier Code of Conduct, up to and including 2024, is 0%; (see the annual evolution of the indicator in Fig. 41 of Annex 2).
 - It is a value that accumulates and is monitored from year to year.
 - The situation is generated by the fact that AEROTEH S.A. developed the Code in 2024 and has not yet requested from the suppliers concerned the signing of the code by them. But the code is an integral part of orders and contracts with the suppliers concerned.
- **KPI 42:** Total percentage of suppliers concerned with orders/contracts with clauses on environmental, labour and human rights requirements, by 2024 the total percentage is 37.21%; (see the annual evolution of the indicator in Fig. 42 of Annex 2).
 - It is a value that accumulates and is monitored from year to year.
- **KPI 43:** Total percentage of targeted suppliers covered by a CSR assessment, by 2024 the total percentage is 27.91%; (see the annual evolution of the indicator in Fig. 43 of Annex 2).
 - It is a value that accumulates and is monitored from year to year, starting with 2024.
- **KPI 44:** Total percentage of targeted suppliers covered by an on-site CSR audit, by 2024 the total percentage is 0%; (see the annual evolution of the indicator in Fig. 44 of Annex 2).
 - It is a value that accumulates and is monitored from year to year, starting with 2024.
- **KPI 45:** Number of all buyers who received training on sustainable procurement, by 2024 their total is 0; (see the annual evolution of the indicator in Fig. 45 of Annex 2).
 - It is a value that accumulates and is monitored from year to year, starting with 2022.
- **KPI 46:** Percentage of targeted suppliers audited/assessed, involved in corrective actions or capacity building, in 2024 it was 11.63%; (see the annual evolution of the indicator in Fig. 46 of Annex 2).
- **KPI 47:** Percentage of conflict minerals from recycled sources used, in 2024 it was 0.00%; (see the annual evolution of the indicator in Fig. 47 of Annex 2).
- **KPI 48:** Percentage of AEROTEH S.A.'s total purchases represented by the sum of purchases from the relevant suppliers who have signed the Code of Conduct, in 2024 it was 0%; (see the annual evolution of the indicator in Fig. 48 of Annex 2).
 - The situation is generated by the fact that AEROTEH S.A. developed the Code in 2024 and has not yet requested from the targeted suppliers the signing of the code by them. But the code is an integral part of orders and contracts with the targeted suppliers.

- **KPI 49:** Percentage of the total purchases of AEROTEH S.A. represented by the sum of purchases from the targeted suppliers with orders/contracts with clauses on environmental, labor and human rights requirements, în anul 2024 a fost de 48,44%; (see annual evolution of the indicator in Fig. 49 of Annex 2).
- **KPI 50:** Percentage of AEROTEH S.A.'s total purchases represented by the sum of purchases from the targeted suppliers covered by a CSR assessment, in 2024 it was 56.33%; (see the annual evolution of the indicator in Fig. 50 of Annex 2).
- **KPI 51:** Percentage of AEROTEH S.A.'s total purchases represented by the sum of purchases from the targeted suppliers covered by an on-site CSR audit, in 2024 it was 0%; (see annual evolution of the indicator in Fig. 51 of Annex 2).
- **KPI 52:** Percentage of total purchases of AEROTEH S.A. represented by the sum of purchases from audited/evaluated target suppliers involved in corrective actions or capacity building, in 2024 it was 10.45%; (see the annual evolution of the indicator in Fig. 52 of Annex 2).

3.4.4 Evolution:

- The graph in Fig. 5 reflects the progress thanks to the Supplier Code and REACH^{viii} assessments for production materials.

3.4.5 Achievements:

- Strengthening relationships with internal and external suppliers for the integration of sustainable components into the production process.
- Involvement in the "Sustainable Romania 2030" Program to promote responsible procurement in the measuring equipment industry.

4. The carbon footprint of AEROTEH S.A.

AEROTEH S.A., in accordance with its own Sustainability Statement, has considered establishing a company-wide inventory for monitoring GHG emissions, in accordance with national legislation, the GHG Protocol and the EcoVadis guidelines.

Being in the beginning period of the calculation of AC-AER and adjusting to the updates of the methods used by EcoVadis for the calculation of the carbon footprint, AEROTEH S.A. has not yet requested the verification by third parties of its reports regarding GHG emissions.

AEROTEH S.A. is concerned with its employees' awareness of the importance of calculating and monitoring AC-AER and the communication of annual values to internal and external stakeholders, in order to identify the most appropriate actions and measures that lead to the fulfillment of the quantitative objectives established by the AEROTEH S.A. Sustainability Statement.

AEROTEH S.A. considers the periodic evaluation of progress towards the achievement of GHG emission reduction targets, establishing its own performance indicators in this regard.

KPIs:

- **KPI 53:** The total gross Scope 1^{xxi} GHG emissions in 2024 was 219.60 t.CO_{2eq}; (see the annual evolution of the indicator in Fig. 53 of Annex 2).
- **KPI 54:** The total gross Scope 2^{xxii} GHG emissions in 2024 was 79.96 t.CO_{2eq}; (see the annual evolution of the indicator in Fig. 54 of Annex 2).
- **KPI 55:** The total gross Scope 3^{xxiii} GHG emissions in 2024 was 254.63 t.CO_{2eq}; (see the annual evolution of the indicator in Fig. 55 of Annex 2).

- **KPI 56:** The total value of GHG emissions specific for Scope 3^{xxiv} upstream in 2024 was NC t.CO_{2eq}. Values for this indicator are under development. (see the annual evolution of the indicator in Fig. 56 of Annex 2).
- **KPI 57:** The total value of GHG emissions specific Scope 3^{xxv} downstream in 2024 was NC t.CO_{2eq}. Values for this indicator are under development. (see the annual evolution of the indicator in Fig. 57 of Annex 2).
- **KPI 58:** The value of AC-AER in 2024 was 554.19 t.CO_{2eq}; (see the annual evolution of the indicator in Fig. 58 of Annex 2).

5. Challenges and lessons learned

Challenges:

- Adapting to international sustainability standards for the measuring equipment industry took time and resources. This adaptation is progressive over time and still takes time.
- Changes in national legislation, those of the European Union and updates in international standards have extended the period of implementation of procedures and performance indicators.
- Integration of CDD into the organizational structure of the company and acceptance of this department as a provider of specific sustainability services for departments and as an integrator of the results of the work in the departments, results presented in a consistent and harmonious manner to internal and external stakeholders.
- Creating and adapting quantitative KPIs that reflect the specific activity and procedures of AEROTEH S.A..
- Awareness among employees that adapting the company's activity to the principles of sustainability will lead to improved efficiency and maintaining the continuity of the company's activity in the future, from a market leadership position.

Lessons learned:

- Cross-departmental collaboration is key to integrating sustainability into production.
- The publication of documents in Romanian and English increases the confidence of external stakeholders in the activity and efforts of AEROTEH S.A. to adapt and apply the principles of sustainability.
- Continuous professional training improves the internal capacity of AEROTEH S.A. employees to adapt and apply the principles and rules of sustainability.

6. Plans for 2025

- Finalization of all Guiding Documents (100% of the Sustainability Centralizer).
- Full implementation of carbon footprint calculation for manufacturing processes, with reporting of first results.
- Increase employee awareness through regular trainings.
- Improving the overall score of EcoVadis.

7. Conclusions

In 2024, AEROTEH S.A. demonstrated a firm commitment to sustainability in the manufacture of measuring, testing, navigation and control equipment, obtaining the EcoVadis bronze medal and consolidating its position in the global top 20%. By

establishing CDD, the company has effectively integrated sustainability into production processes, improving transparency and relations with external stakeholders. While quantitative data challenges persist, plans for 2025 will accelerate progress towards a more sustainable future.

8. Contact

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„We love nature and we always take care to enjoy it, both employees and people in our neighborhood.”



9. Annexes

Annex 1: Abbreviations (*Prescurtări*)

Prescurtări	Română	English
AC	Amprenta de carbon	Carbon footprint
AC-AER	Amprenta de carbon a AEROTEH S.A.	AEROTEH S.A. Carbon footprint
AER	AEROTEH S.A.	AEROTEH S.A.
AQ	Compartiment Asigurarea Calității	Quality Assurance Department
AS	Achiziții sustenabile	Sustainable Procurement
CA	Consiliu de Administrație	Board of Directors
CD	Consiliul Director	Executive Committee (EC)
CDD	Compartiment Dezvoltare Durabilă	Sustainability Department
COV	Compuși Organici Volatili	Volatile Organic Compounds (VOCs)
CSSM	Consiliul pentru Securitatea și Sănătatea în Muncă	Council for Safety and Health at Work
DC	Departamentul Comercial	Commercial Department
DD	Dezvoltare Durabilă	Sustainability
DDA	Departamentul Dezvoltare-Administrativ	Development-Administrative Department
DEEE	Deșeuri de EEE	Waste of EEE (WEEE)
DG	Director General	General Director
DO	Muncă și drepturile omului	Labour and Human Rights
DRU	Departamentul Resurse Umane	Human Resources Department
DT	Departamentul Tehnic	Technical Department
EA	Etica în afaceri	Business Ethics
EEE	Echipamente Electrice și Electronice	Electrical & Electronic Equipment
NS	Nu știu, încă nu s-a identificat, necunoscut încă pentru noi	I don't know, he hasn't identified himself yet, unknown to us yet (NC)
PI	Părți interesate	Shareholders
PIE	Părți interesate externe	External Stakeholders
PII	Părți interesate interne	Internal Stakeholders
PM	Protejarea mediului	Environment
REACH ^{viii}	Înregistrarea, evaluarea, autorizarea și restricționarea substanțelor chimice	Registration, Evaluation, Authorisation and Restriction of Chemicals
RSC	Responsabilitate Socială Corporativă	Corporate Social Responsibility (CSR)
SSM	Securitatea și sănătatea în muncă	Occupational safety and health

Annex 2: Graphs for KPIs

KPIs Graphic: General

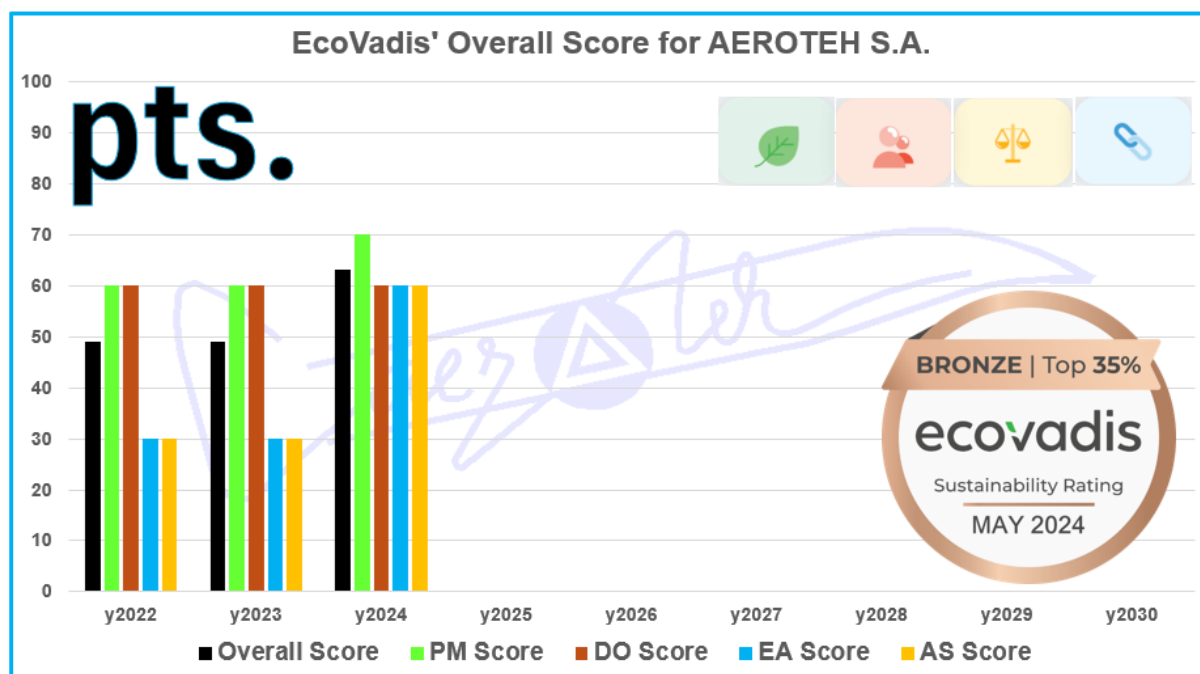


Fig. 1: KPI 01 - Evolution of the overall EcoVadis score for AEROTEH S.A.: 2022: 49/100 pts., 2023: 49/100 pts., 2024: 63/100 pts..

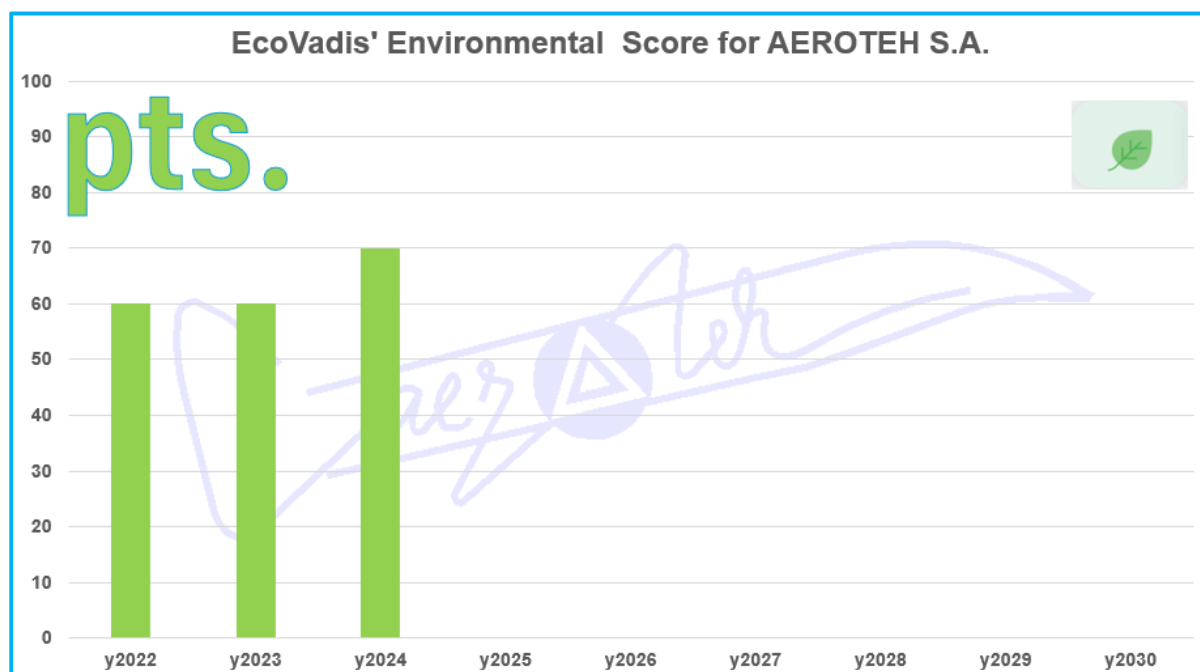


Fig. 2: KPI 02 - Evolution of the AEROTEH S.A. score for PM: 2022: 60/100 pts., 2023: 60/100 pts., 2024: 70/100 pts..

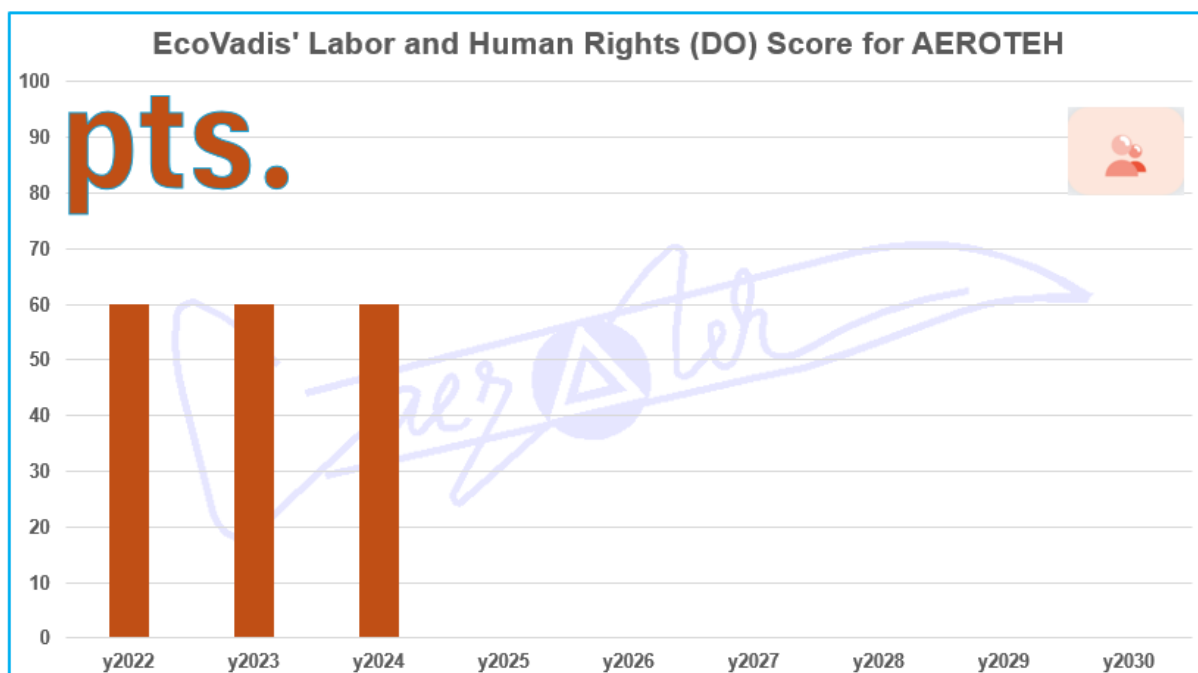


Fig. 3: KPI 03 - AEROTEH S.A. score evolution for DO: 2022: 60/100 pts., 2023: 60/100 pts., 2024: 60/100 pts..

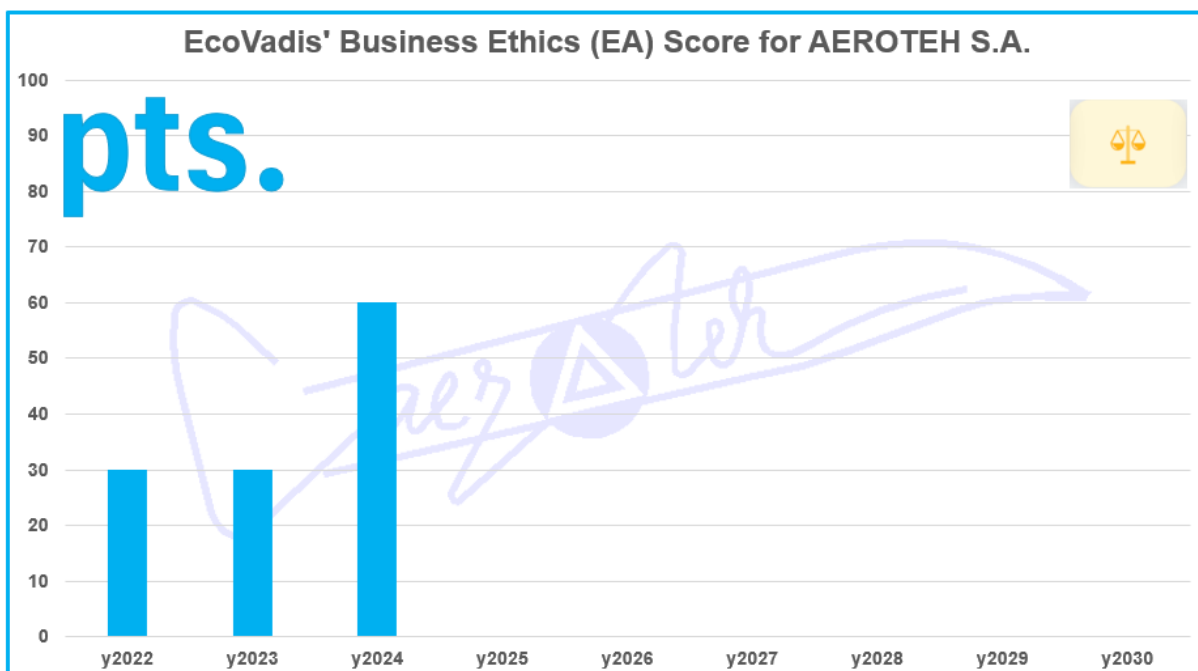


Fig. 4: KPI 04 - AEROTEH S.A. score evolution for EA: 2022: 30/100 pts., 2023: 30/100 pts., 2024: 60/100 pts..

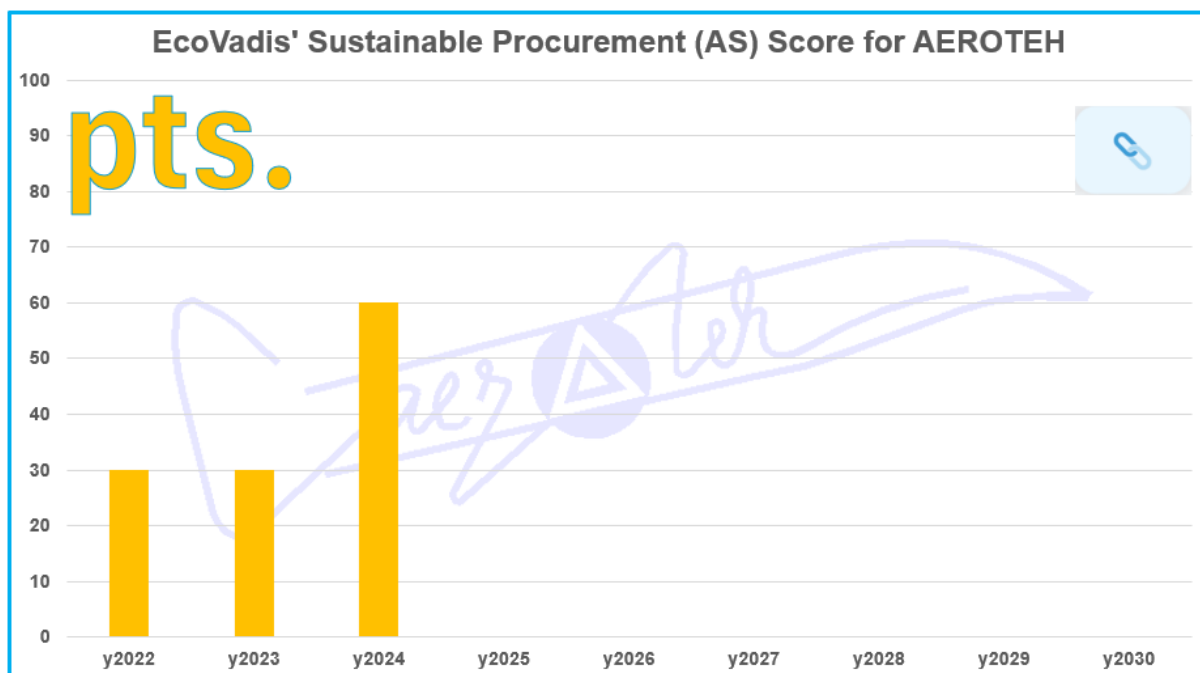


Fig. 5: KPI 05 - AEROTEH S.A. score evolution for AS: 2022: 30/100 pts., 2023: 30/100 pts., 2024: 60/100 pts..

KPIs Graphics: Environment (PM)



Fig. 6: KPI 06 - Evolution of AEROTEH S.A.'s own EEE weight placed on the market: 2022: 0.00 kg, 2023: 0.00 kg, 2024: 0.00 kg. EcoVadis Code ENV3789

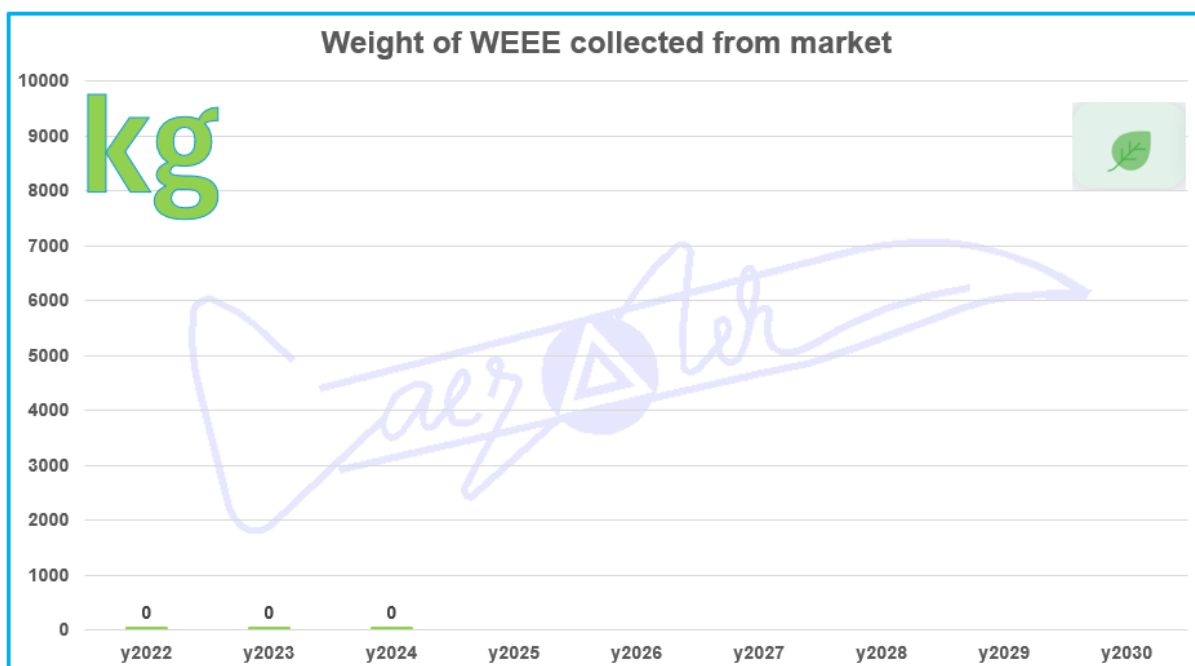


Fig. 7: KPI 07 - Evolution of WEEE weight from AEROTEH S.A.'s own products recovered from the market: 2022: 0.00 kg, 2023: 0.00 kg, 2024: 0.00 kg. EcoVadis Code ENV3789,,

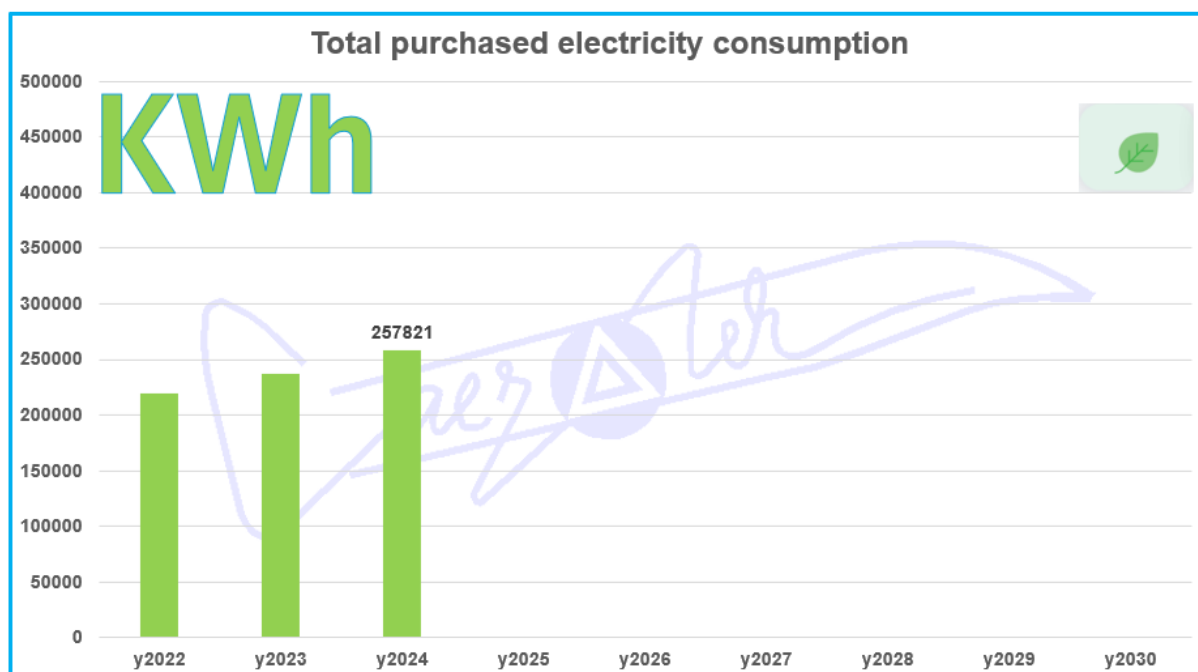


Fig. 8: KPI 08 - Evolution of total purchased electricity consumption: 2022: 219,262.00 KWh; 2023: 236,524.00 KWh; 2024: 257,821.00KWh. EcoVadis Code ENV6011

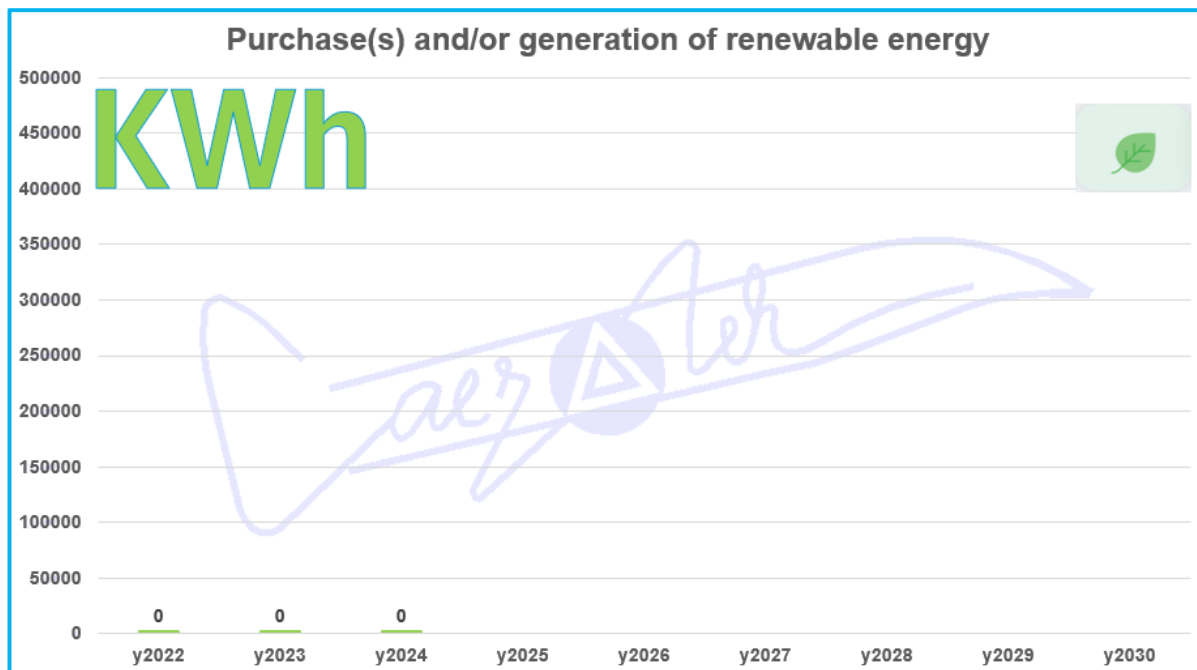


Fig. 9: KPI 09 - Evolution of renewable energy purchases and/or generation: 2022: 0.00 KWh, 2023: 0.00 KWh, 2024: 0.00 KWh. EcoVadis Code ENV303

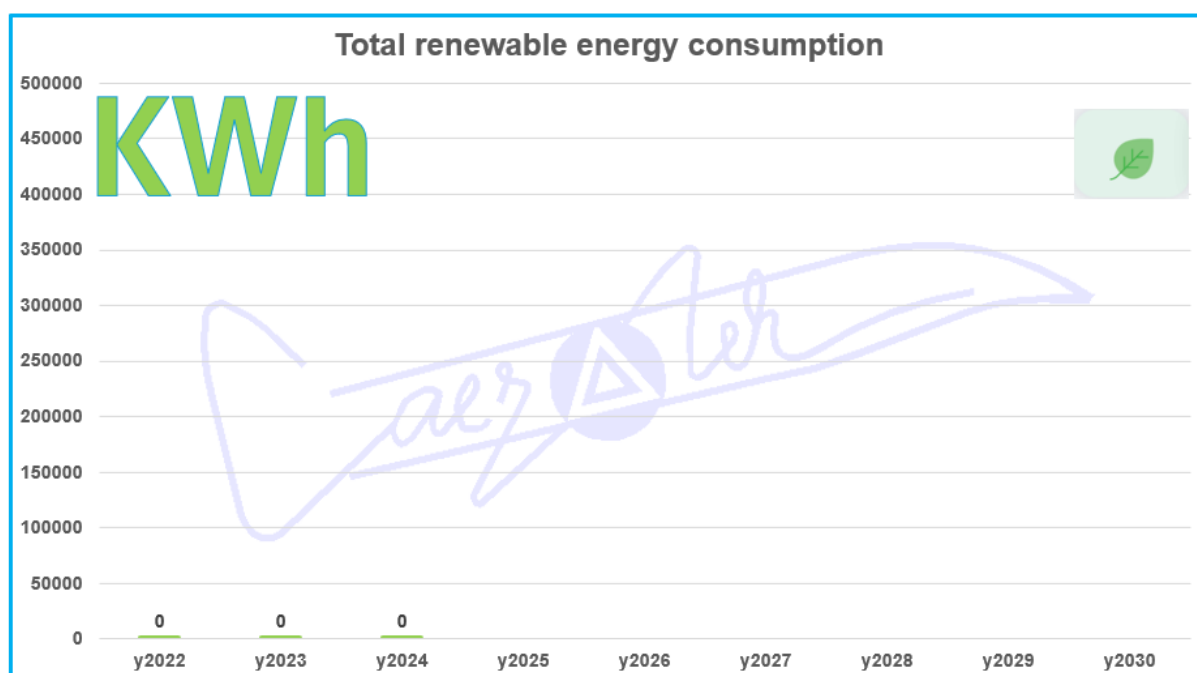


Fig. 10: KPI 10 - Evolution of renewable electricity consumption: 2022: 0.00 KWh, 2023: 0.00 KWh, 2024: 0.00 KWh. EcoVadis Code ENV6011

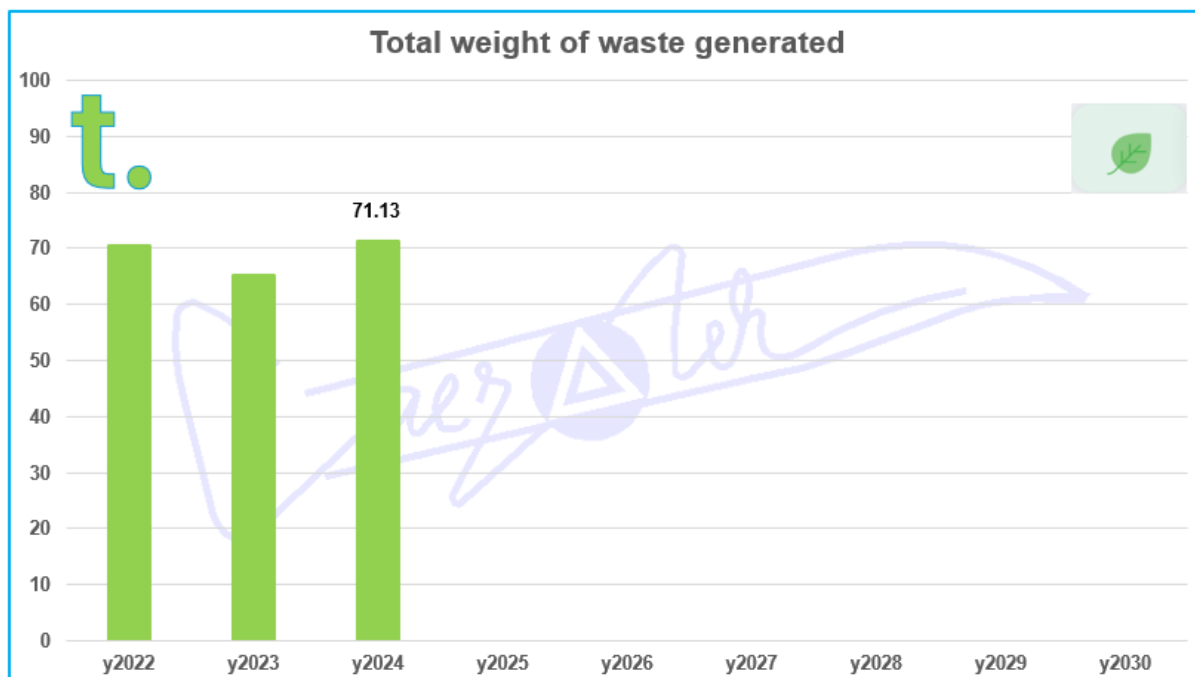


Fig. 11: KPI 11 - Total weight of waste generated: 2022: 70.47 t, 2023: 65.09 t, 2024: 71.13 t. EcoVadis Code -

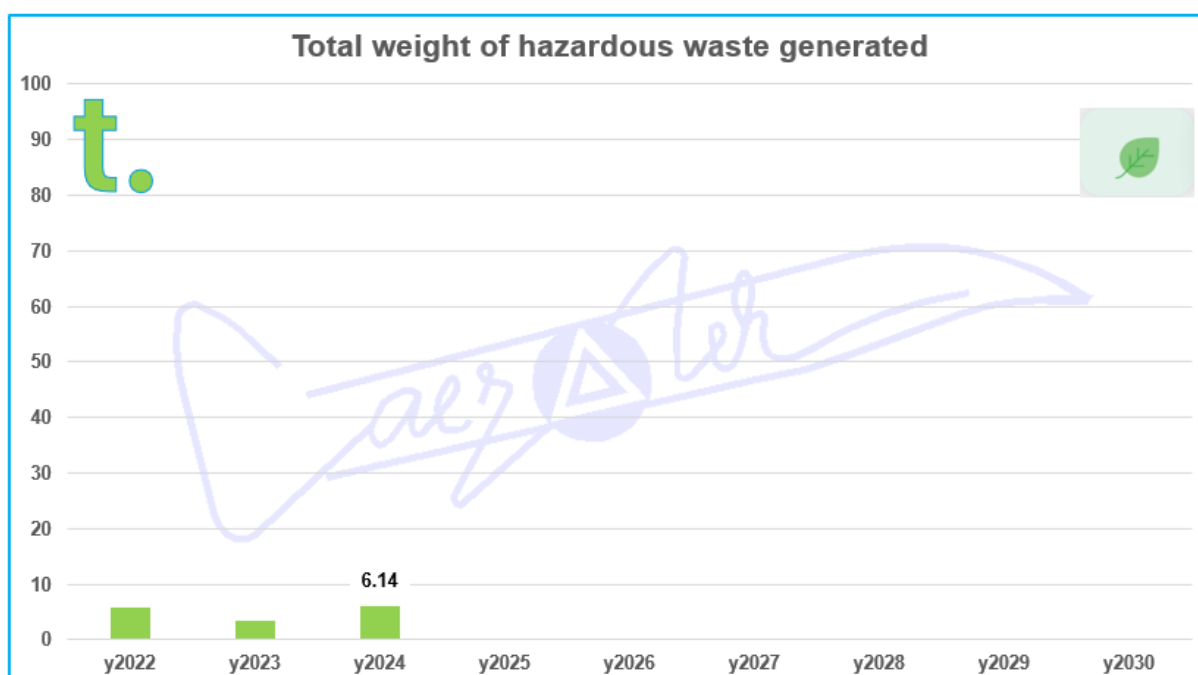


Fig. 12: KPI 12 – Evolution of the total weight of hazardous waste generated: 2022: 5.71 t, 2023: 3.43 t, 2024: 6.14 t. EcoVadis Code ENV6011

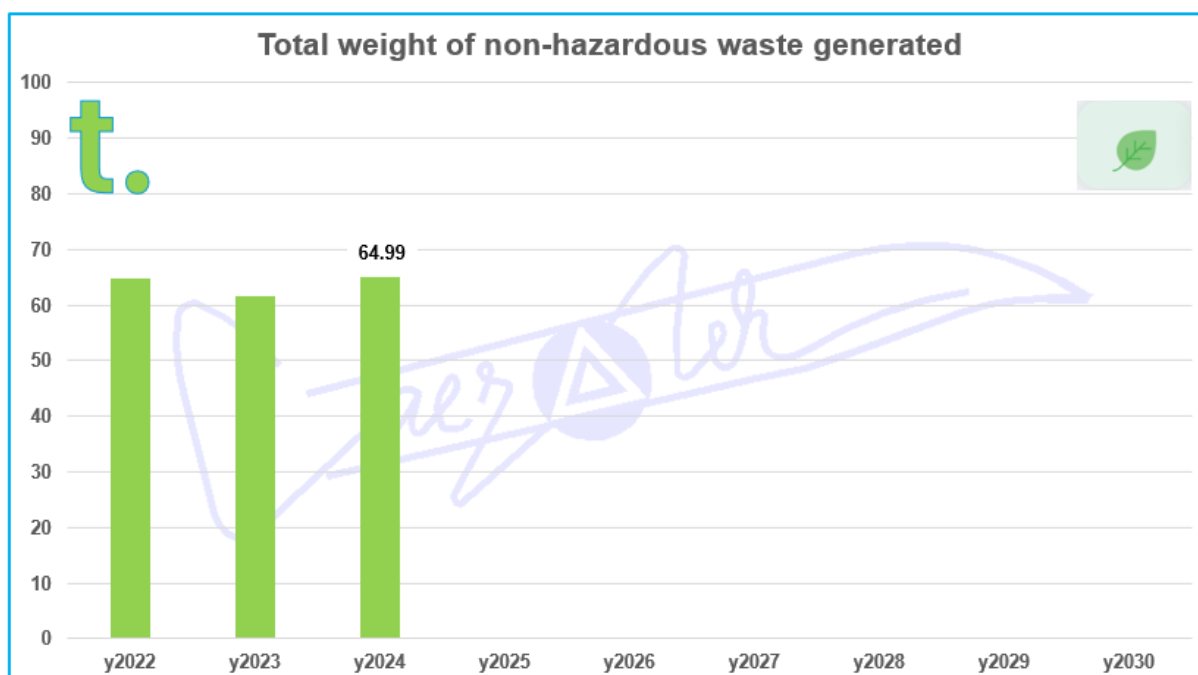


Fig. 13: KPI 13 - Evolution of the total weight of non-hazardous waste generated: 2022: 64.76 t, 2023: 61,66 t, 2024: 64.99 t. EcoVadis Code ENV6011

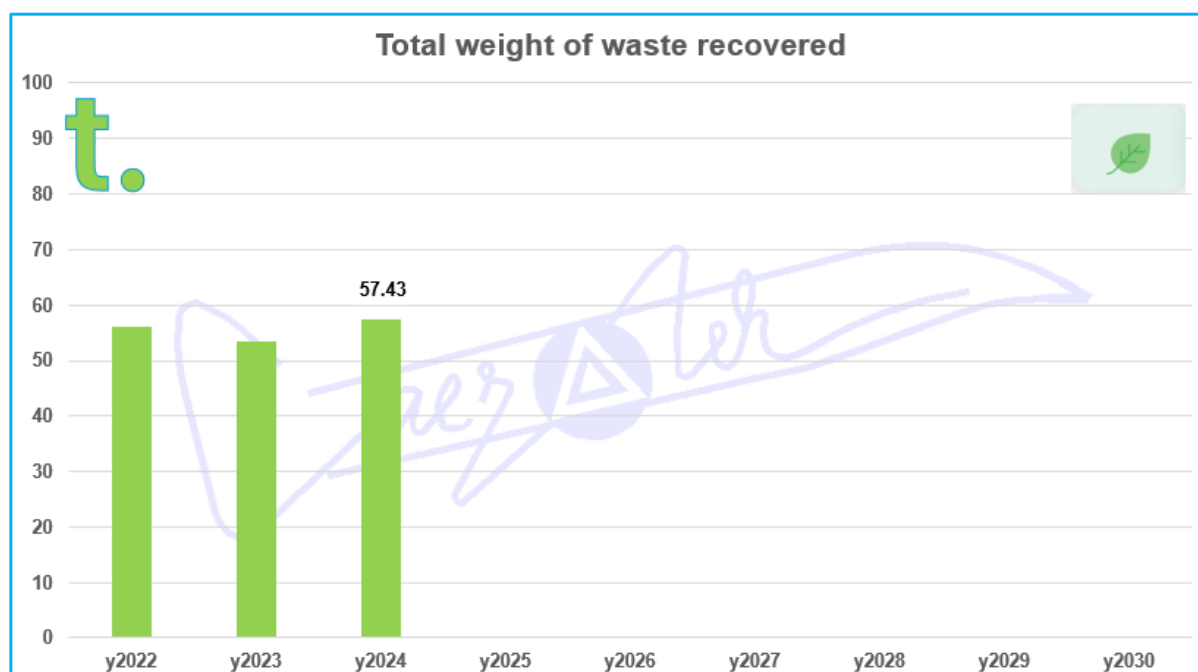


Fig. 14: KPI 14 - Evolution of the total weight of waste recovered: 2022: 56.14 t, 2023: 53.45 t, 2024: 57.43 t. EcoVadis Code ENV6011

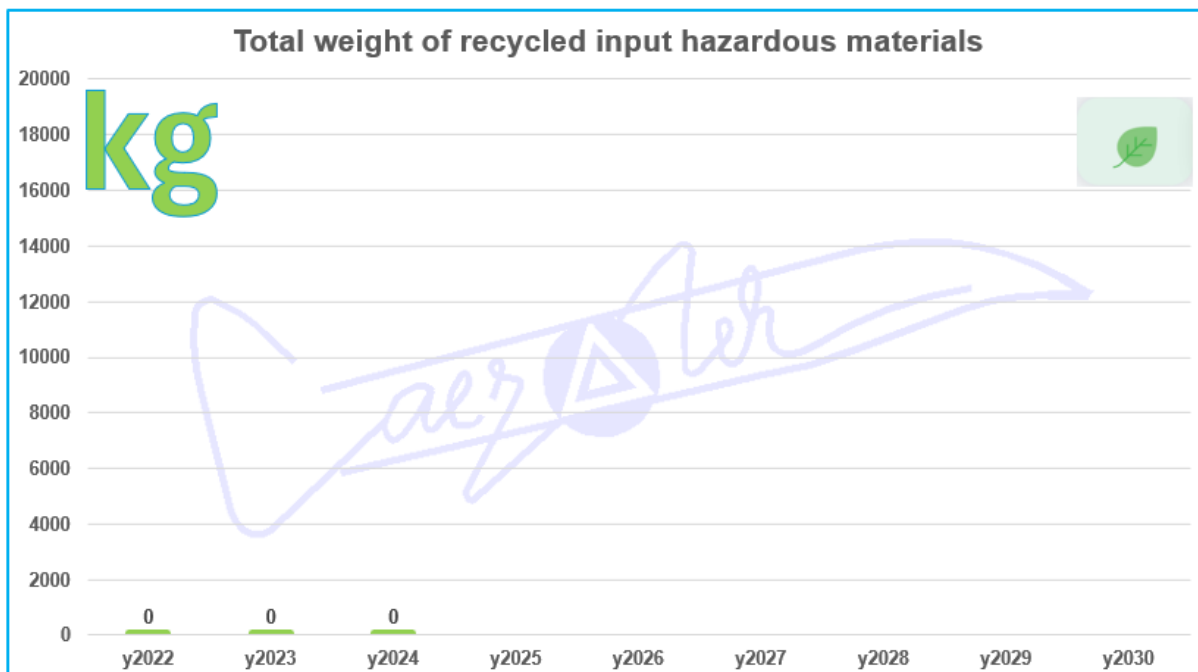


Fig. 15: KPI 15 - Evolution of the total weight of hazardous materials entering the company to be recycled: 2022: 0.00 kg, 2023: 0.00 kg, 2024: 0.00 kg. EcoVadis Code ENV3527

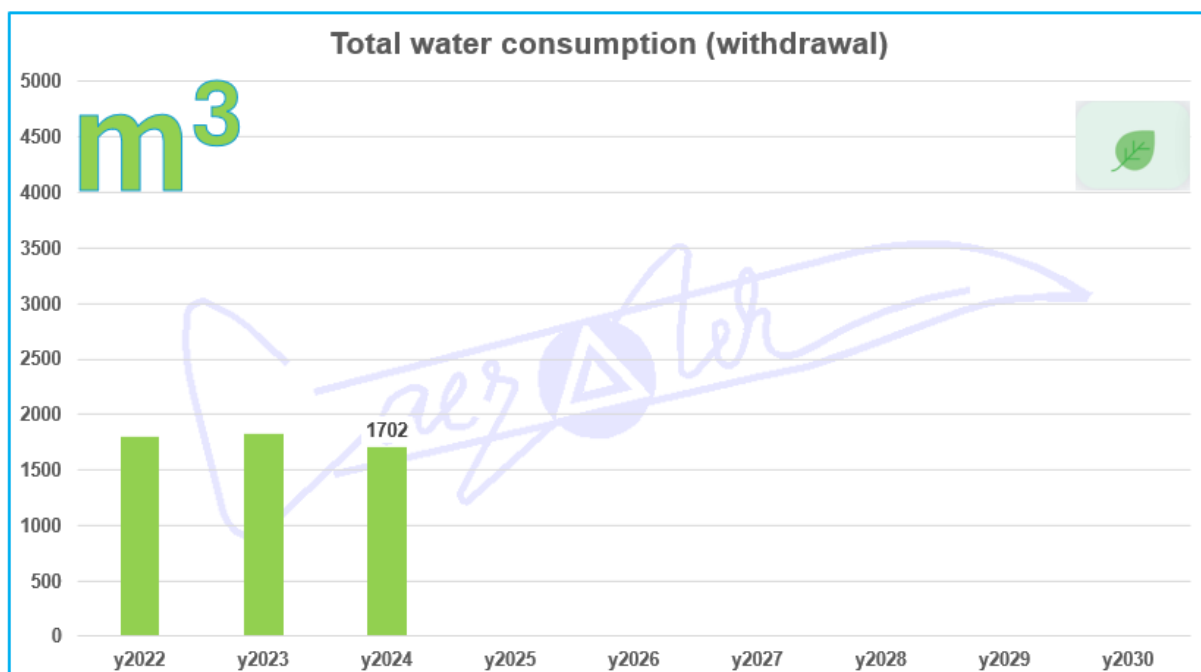


Fig. 16: KPI 16 - Evolution of the total volume of water consumption (withdrawal): 2022: 1,794.00 m³, 2023: 1,827.00 m³, 2024: 1,702.00 m³. EcoVadis Code ENV6011

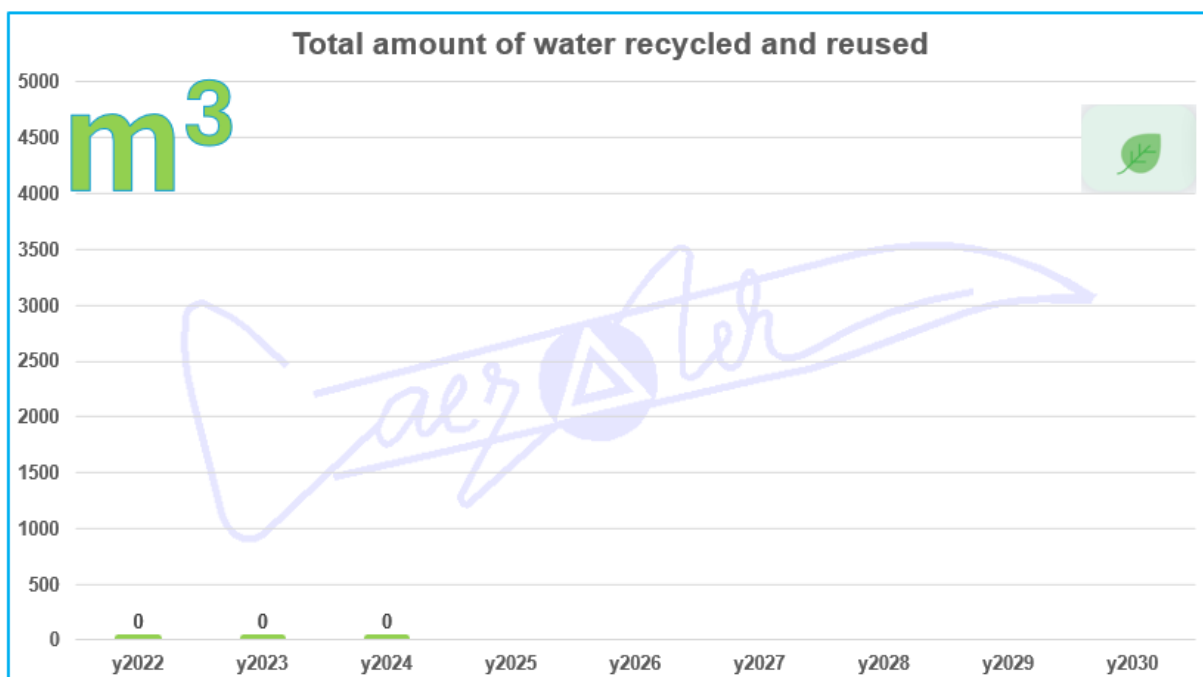


Fig. 17: KPI 17 - Evolution of the total amount of water recycled and reused: 2022: 0.00 m³, 2023: 0.00 m³, 2024: 0.00 m³. EcoVadis Code ENV6011

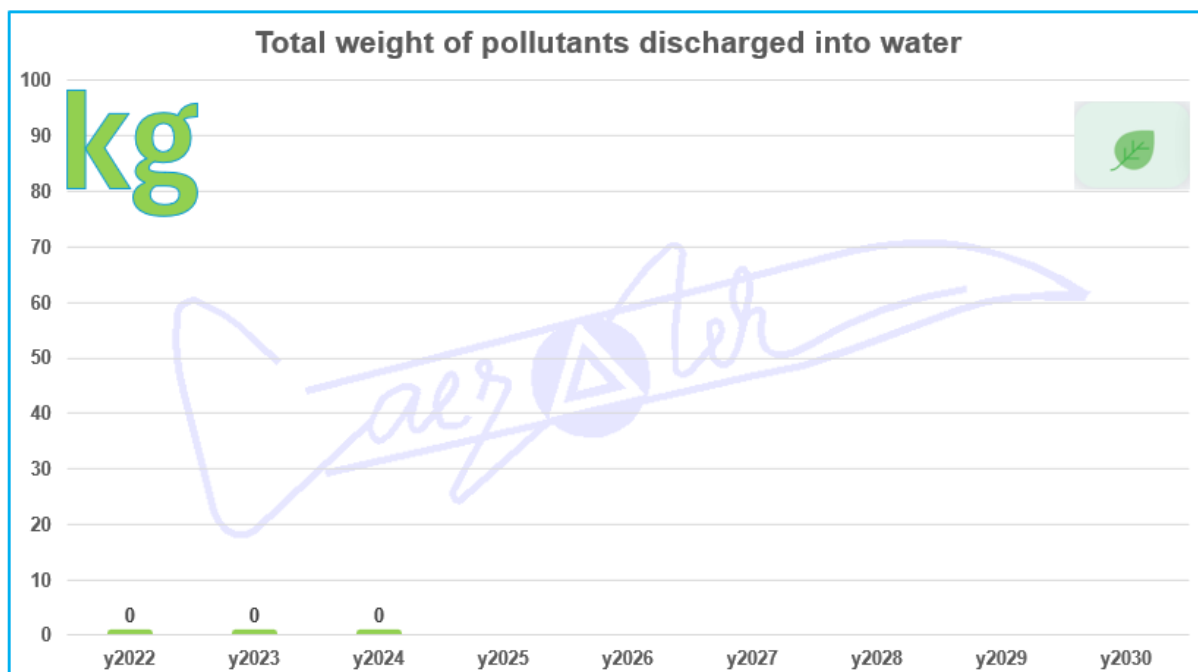


Fig. 18: KPI 18 - Evolution of the total weight of pollutants discharged into water: 2022: 0.00 kg, 2023: 0.00 kg, 2024: 0.00 kg. EcoVadis Code ENV600, ENV3233

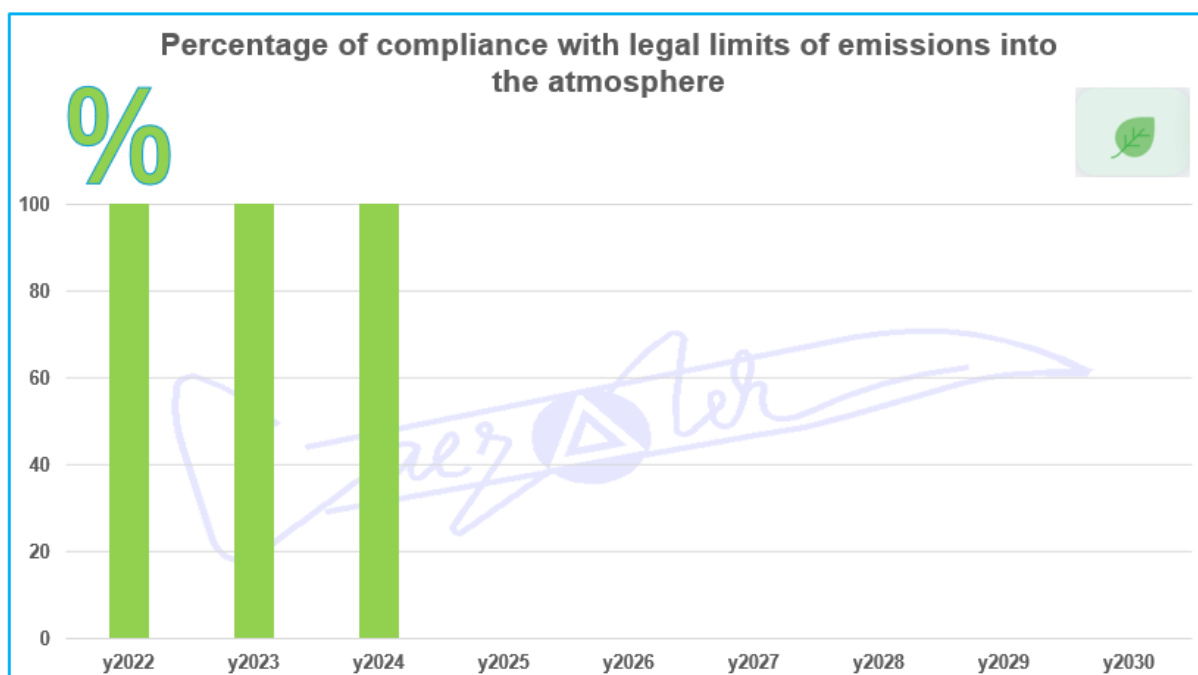


Fig. 19: KPI 19 - Evolution of the percentage of compliance with legal limits of emissions into the atmosphere: 2022: 100%, 2023: 100%, 2024: 100%. EcoVadis Code ENV100, ENV600

KPIs Graphic: Labour and Human Rights (DO)

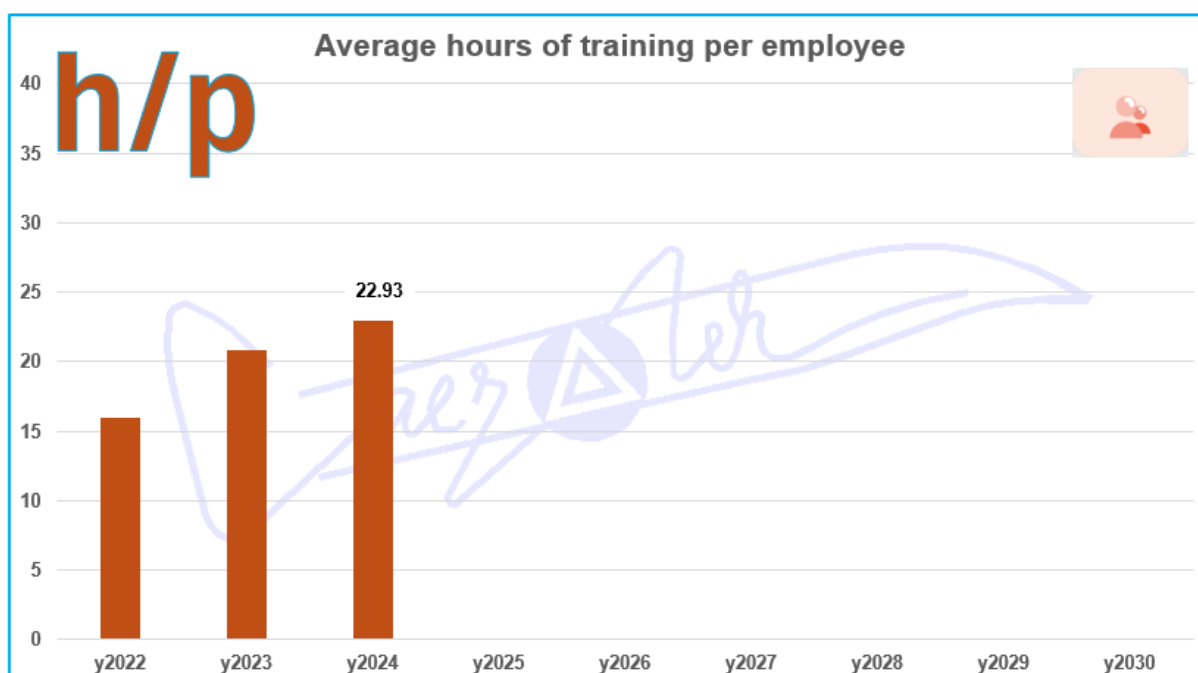


Fig. 20: KPI 20 - Evolution of the average hours of vocational training per employee: 2022: 16.00h/p, 2023: 20.83h/p, 2024: 22.93h/p (where h = hour, p = person). EcoVadis Code LAB6010



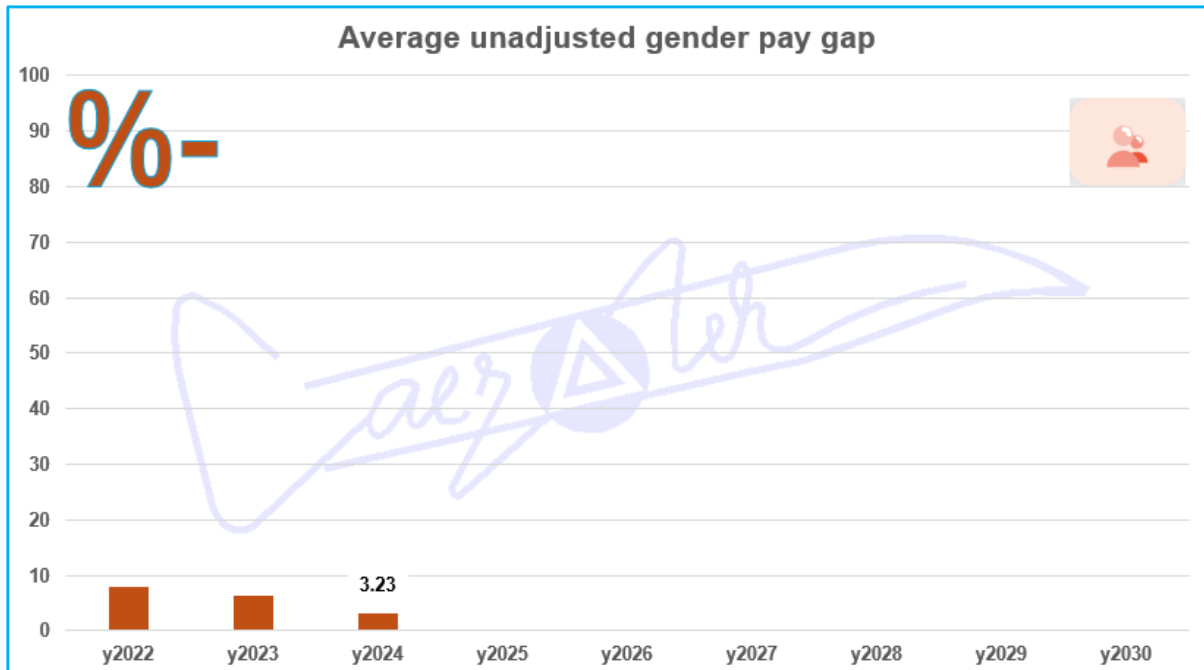


Fig. 21: KPI 21 - Evolution of the percentage difference between the average gross salary of men and women: 2022: 7.80%, 2023: 6.31%, 2024: 3.23 %. EcoVadis Code LAB561 (Average unadjusted gender pay gap)

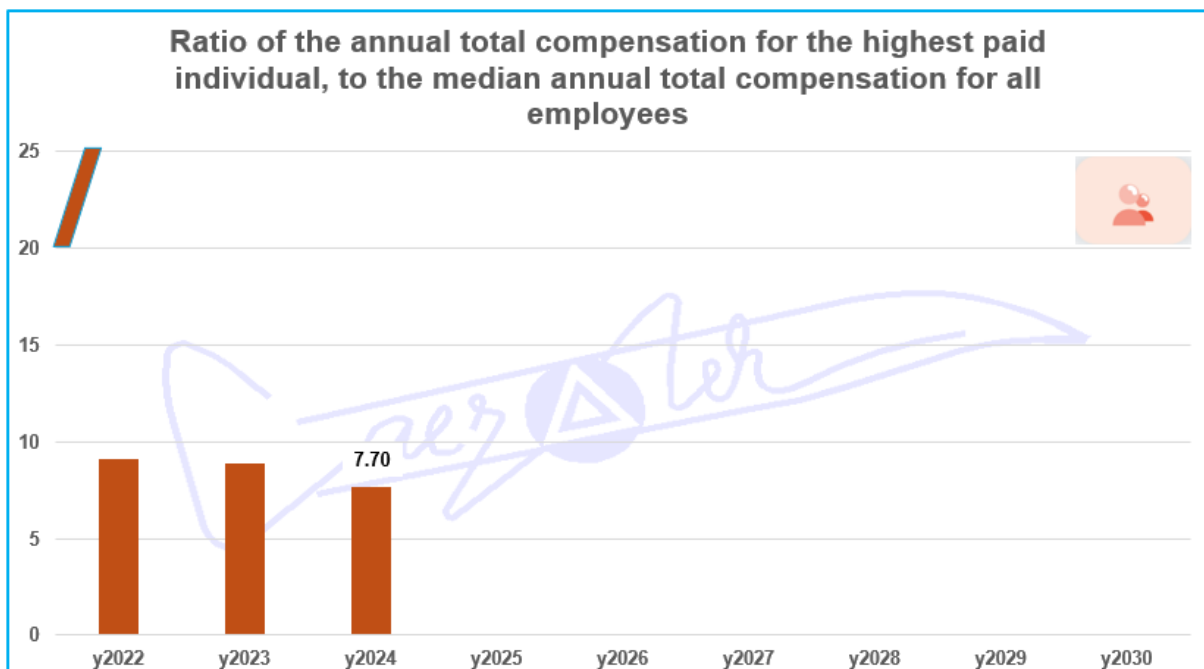


Fig. 22: KPI 22 - Evolution of the ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees: 2022: 9.10; 2023: 8.88; 2024: 7.7. EcoVadis Code LAB6010

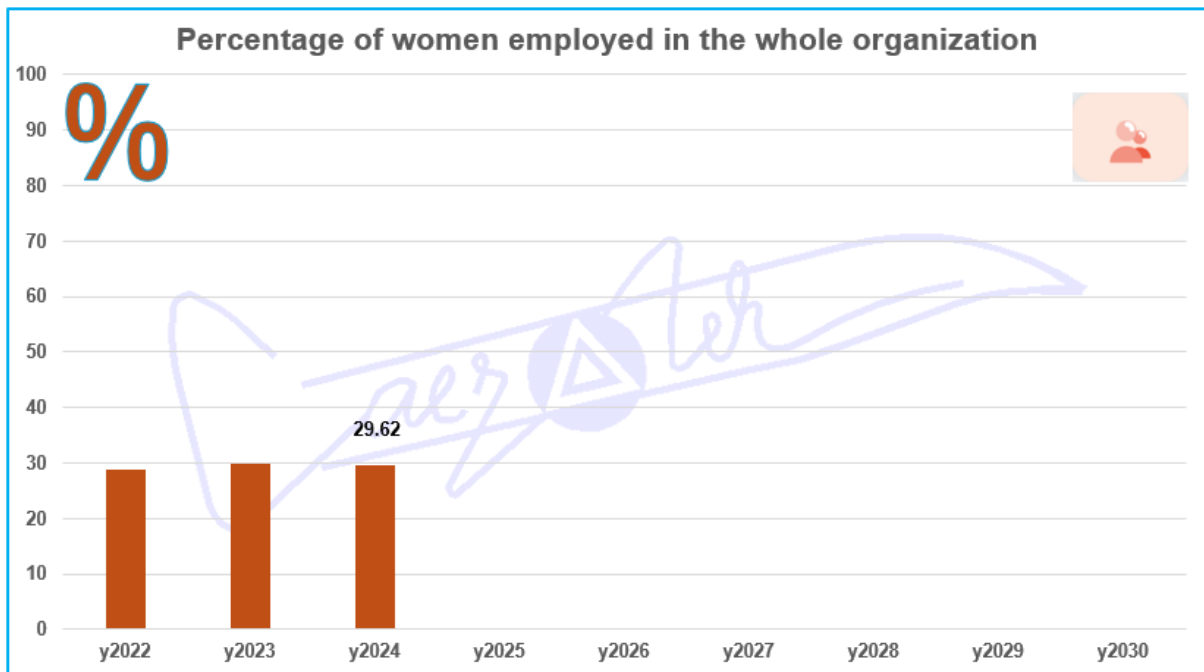


Fig. 23: KPI 23 - Evolution of the percentage of women employed in the whole organization: 2022: 28.90%, 2023: 29.78%, 2024: 29.62%. EcoVadis Code LAB561

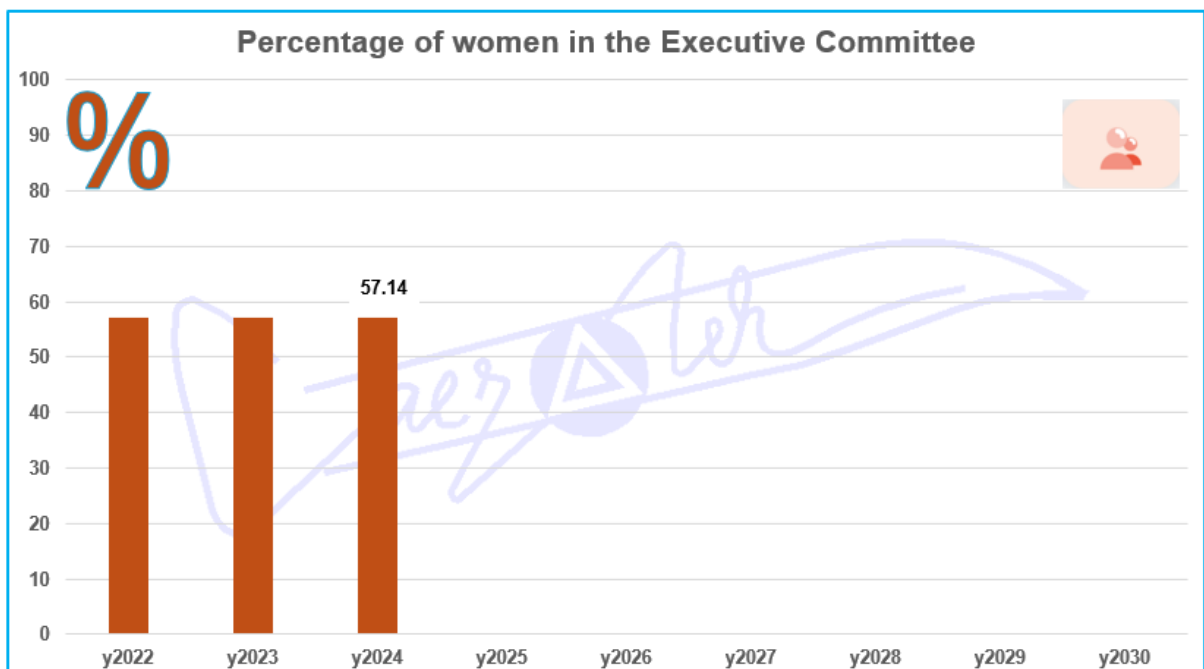


Fig. 24: KPI 24 - Evolution of the percentage of women in the Executive Committee of AEROTEH S.A.: 2022: 57.14%, 2023: 57.14%, 2024: 57.14%. EcoVadis Code LAB561 (percentage of women at top management level)

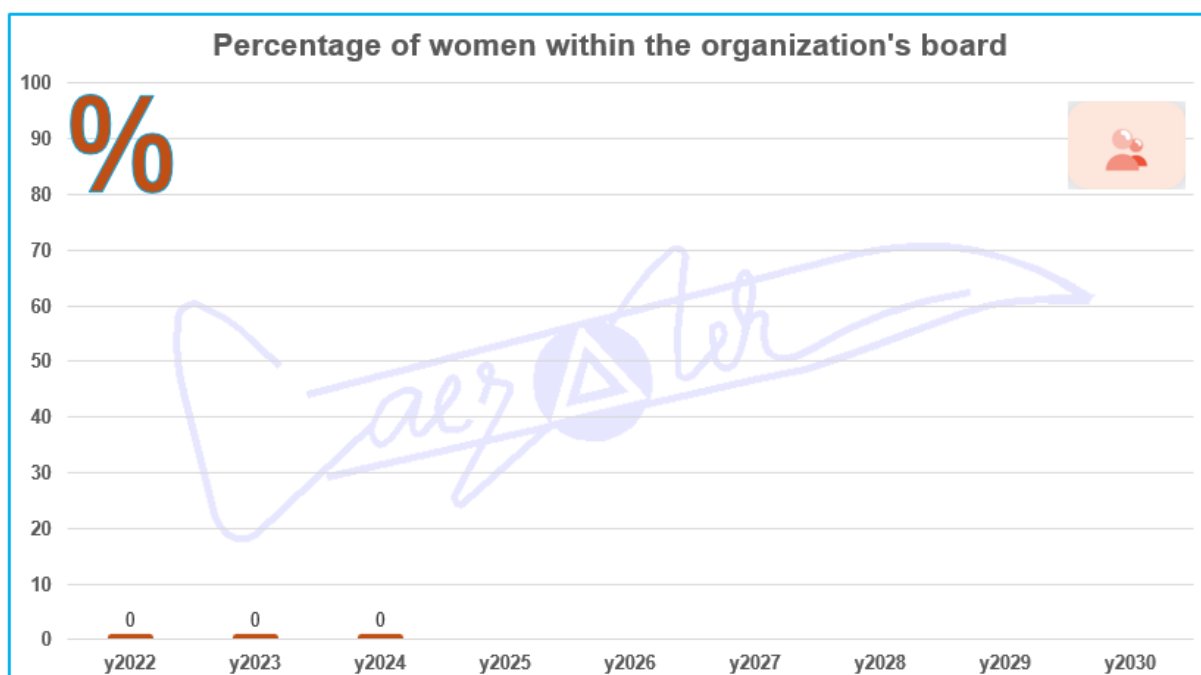


Fig. 25: KPI 25 - Evolution of the percentage of women on the Board of Directors of AEROTEH S.A.: 2022: 0.00%, 2023: 0.00%, 2024: 0.00%. EcoVadis Code LAB561 (percentage of women within the organization's board)

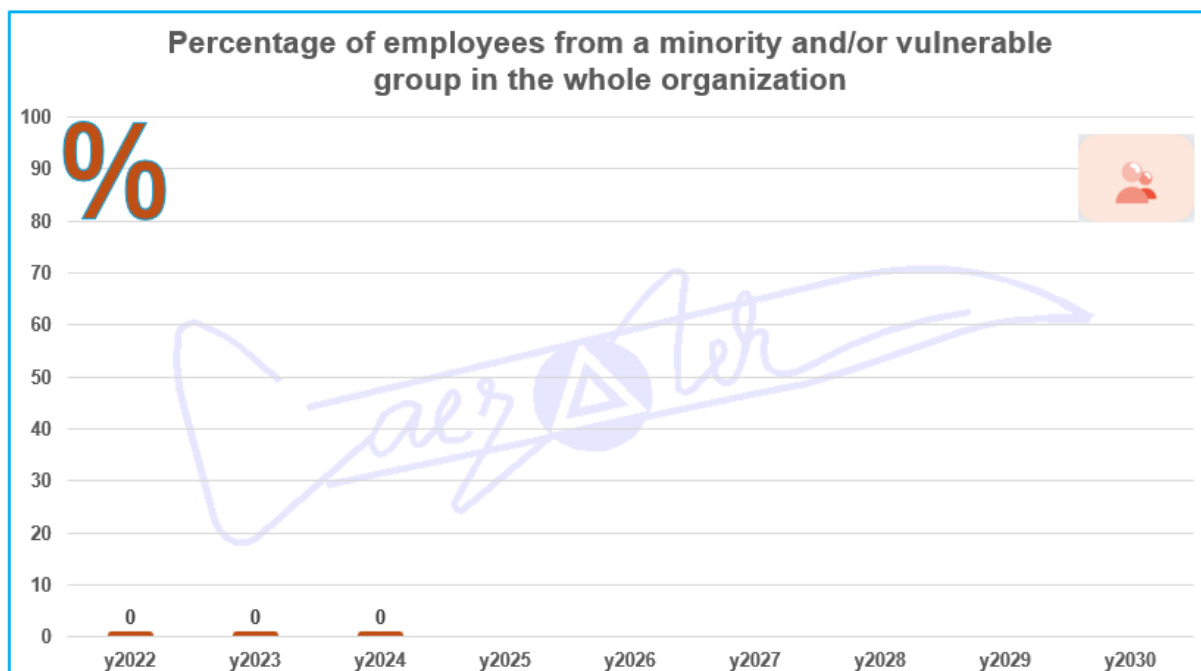


Fig. 26: KPI 26 - Evolution of the percentage of employees from a minority and/or vulnerable group in the whole organization: 2022: 0.00%, 2023: 0.00%, 2024: 0.00%. EcoVadis Code LAB561

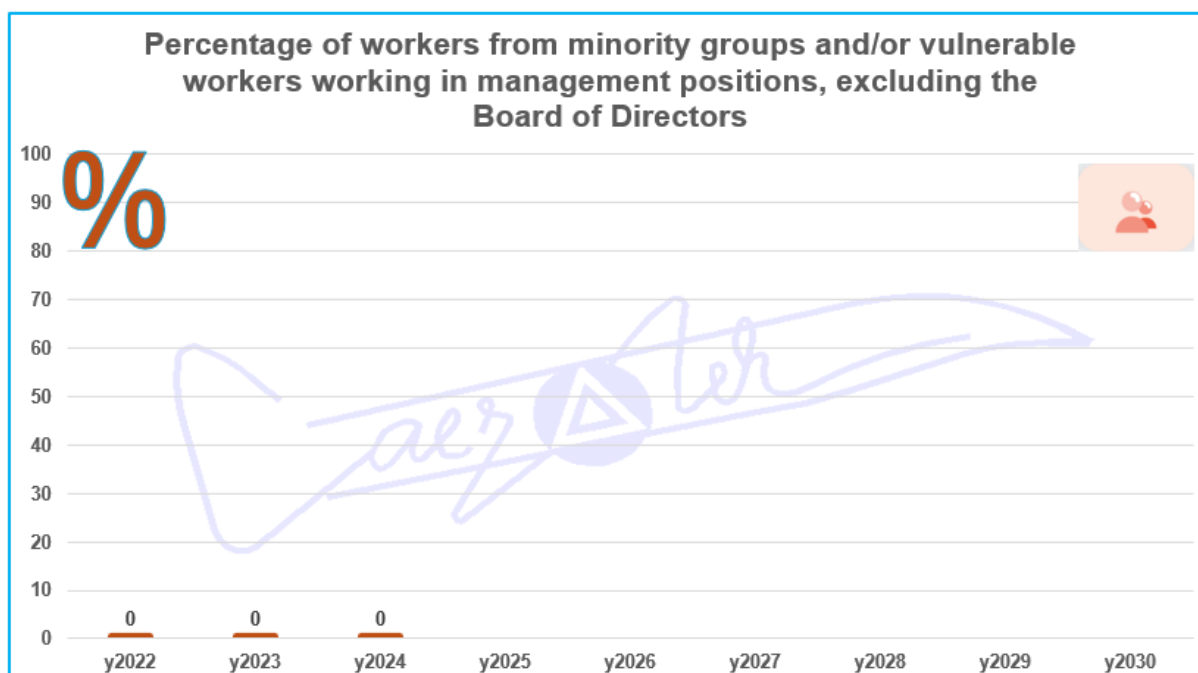


Fig. 27: KPI 27 - Percentage of workers from minority groups and/or vulnerable workers working in management positions, excluding the Board of Directors: 2022: 0.00%, 2023: 0.00%, 2024: 0.00%. EcoVadis Code LAB561

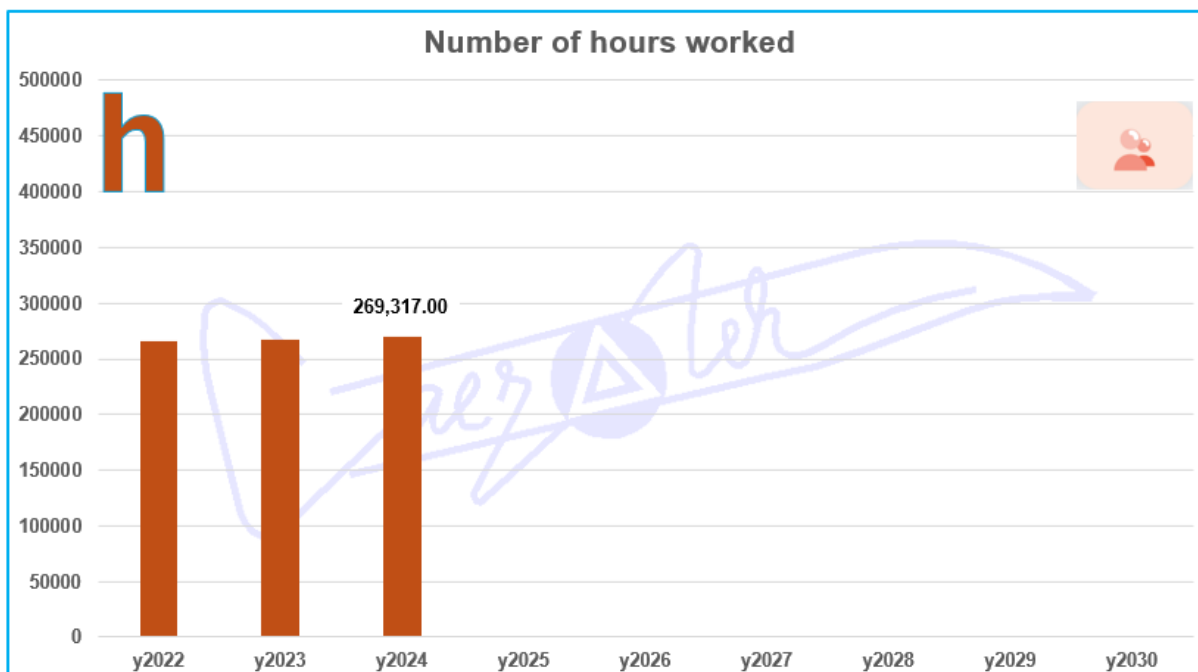


Fig. 28: KPI 28 - Evolution of the number of hours worked: 2022: 265,796.00 h, 2023: 267,116.00 h, 2024: 269,317.00 h. EcoVadis Code LAB6010

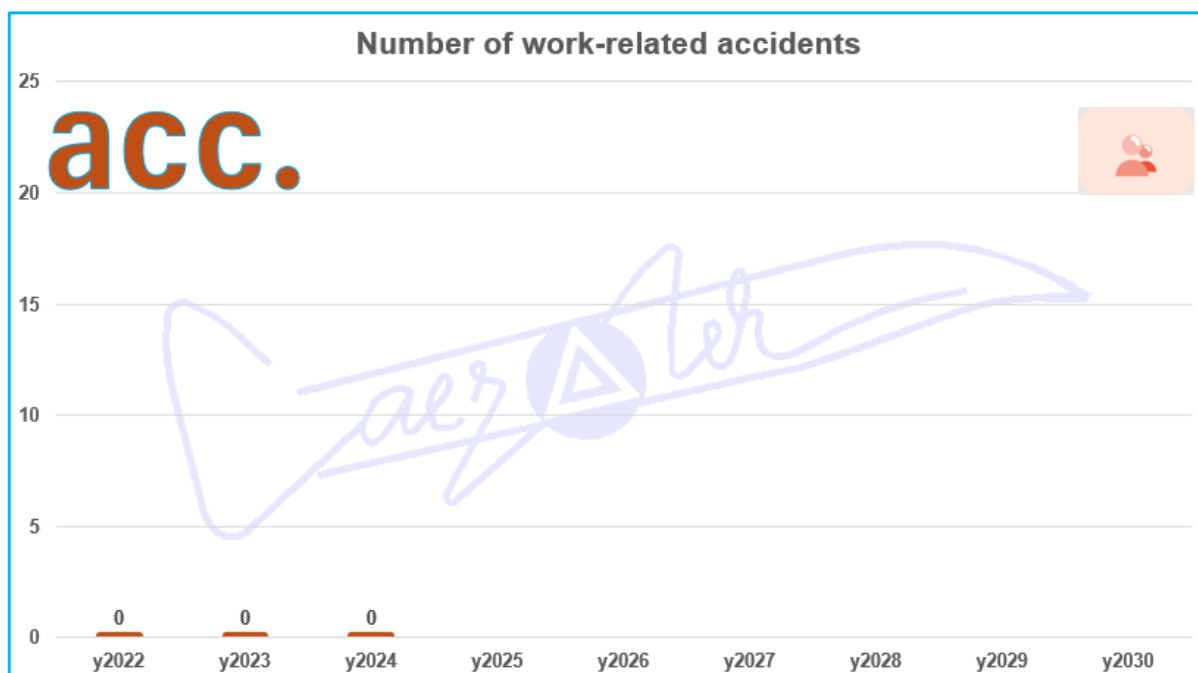


Fig. 29: KPI 29 - Evolution of the number of work-related accidents: 2022: 0 acc., 2023: 0 acc., 2024: 0 acc. (acc. = accident). EcoVadis Code LAB6010

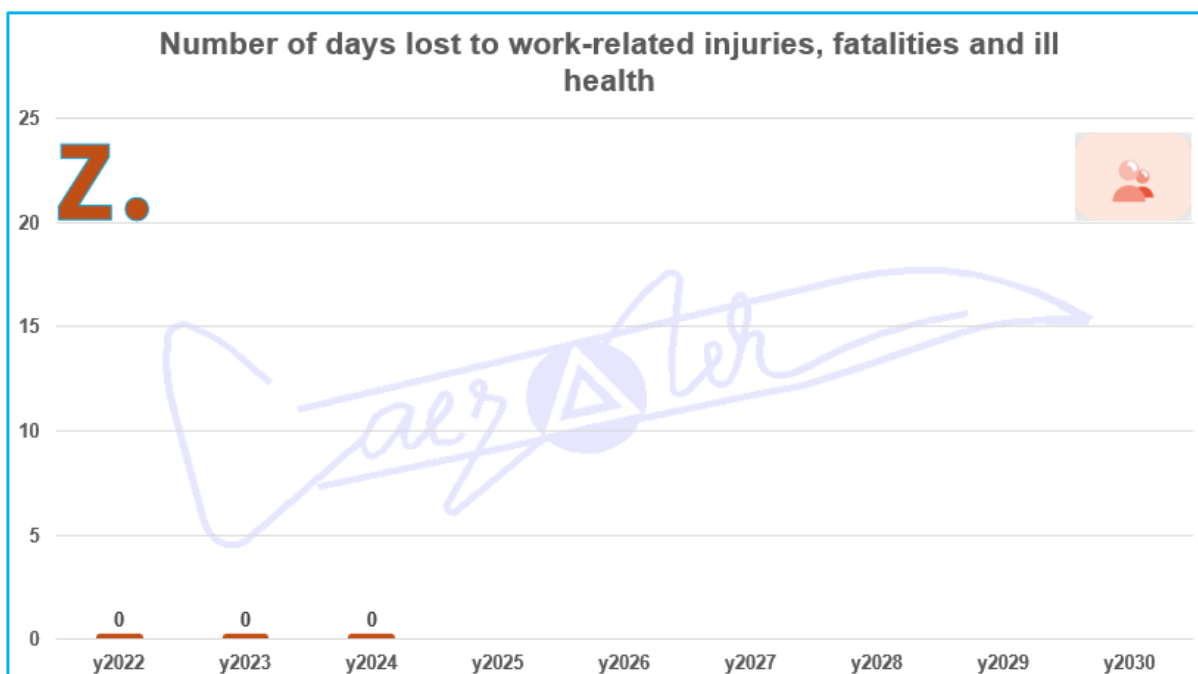


Fig. 30: KPI 30 - Evolution of the number of days lost to work-related injuries, fatalities and ill health: 2022: 0.00 days, 2023: 0.00 days, 2024: 0.00 days (z. = days). EcoVadis Code LAB6010

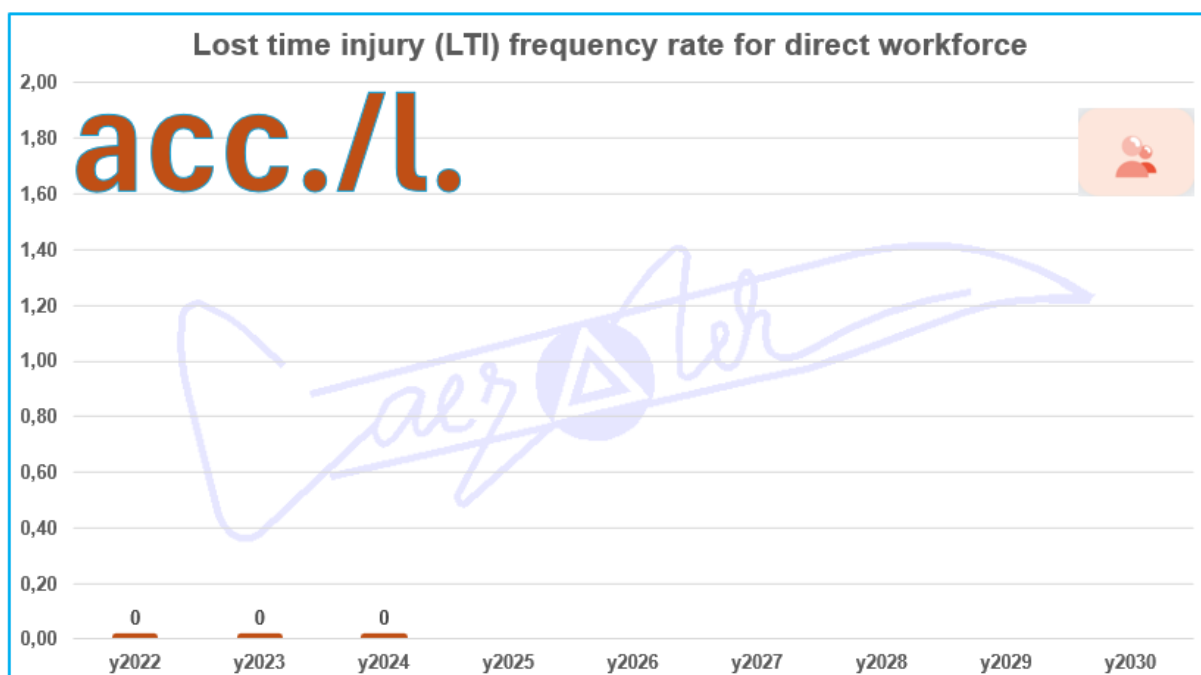


Fig. 31: KPI 31 - Evolution of the lost time injury (LTI) frequency rate for direct workforce: 2022: 0.00 acc./ month, 2023: 0.00 acc./ month, 2024: 0.00 acc./ month (acc. = accident, l. = month). EcoVadis Code -

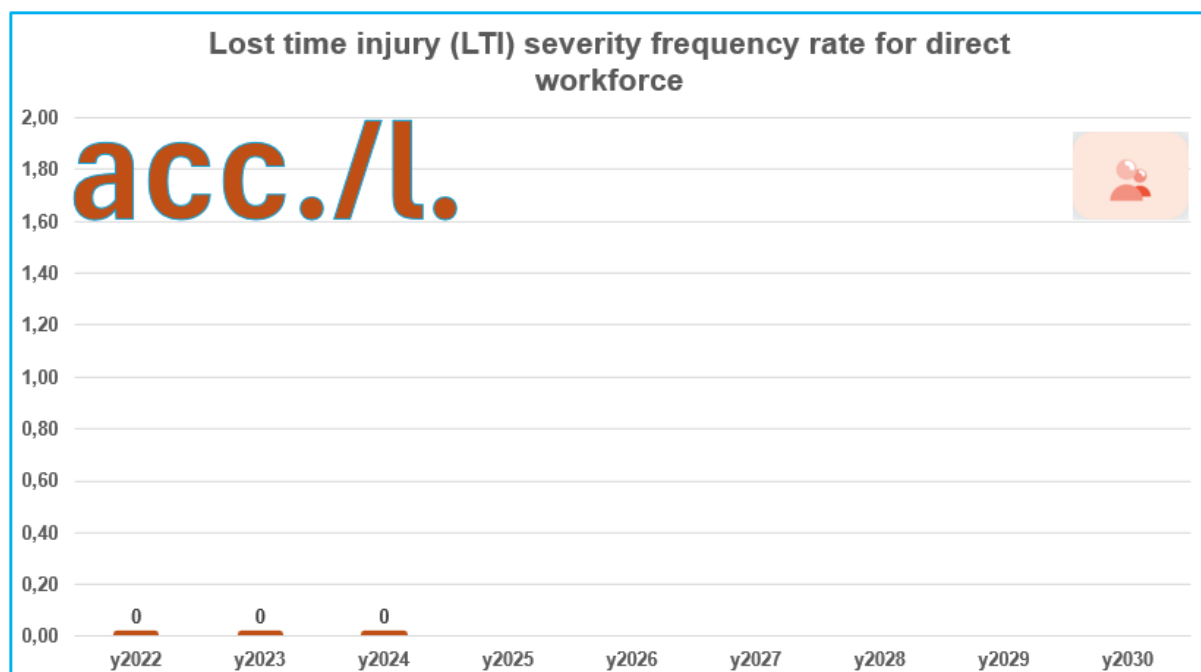


Fig. 32: KPI 32 - Evolution of the lost time injury (LTI) severity frequency rate for direct workforce: 2022: 0.00 acc./l., 2023: 0.00 acc./l., 2024: 0.00 acc./l. (acc. = accident, l. = month). EcoVadis Code -

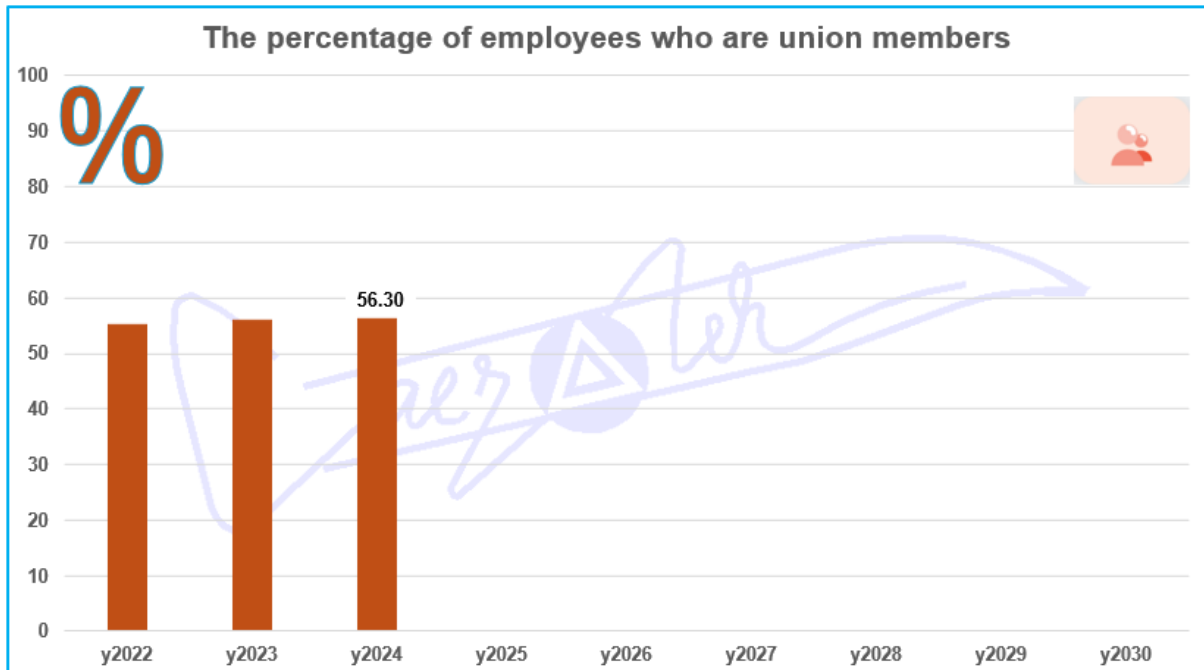


Fig. 33: KPI 33 - Evolution of the percentage of employees who are union members: 2022: 55.22%, 2023: 56.00%, 2024: 56.30%. EcoVadis Code LAB601 (Number of employees covered by employee representatives)

KPIs Graphic: Business Ethics (EA)

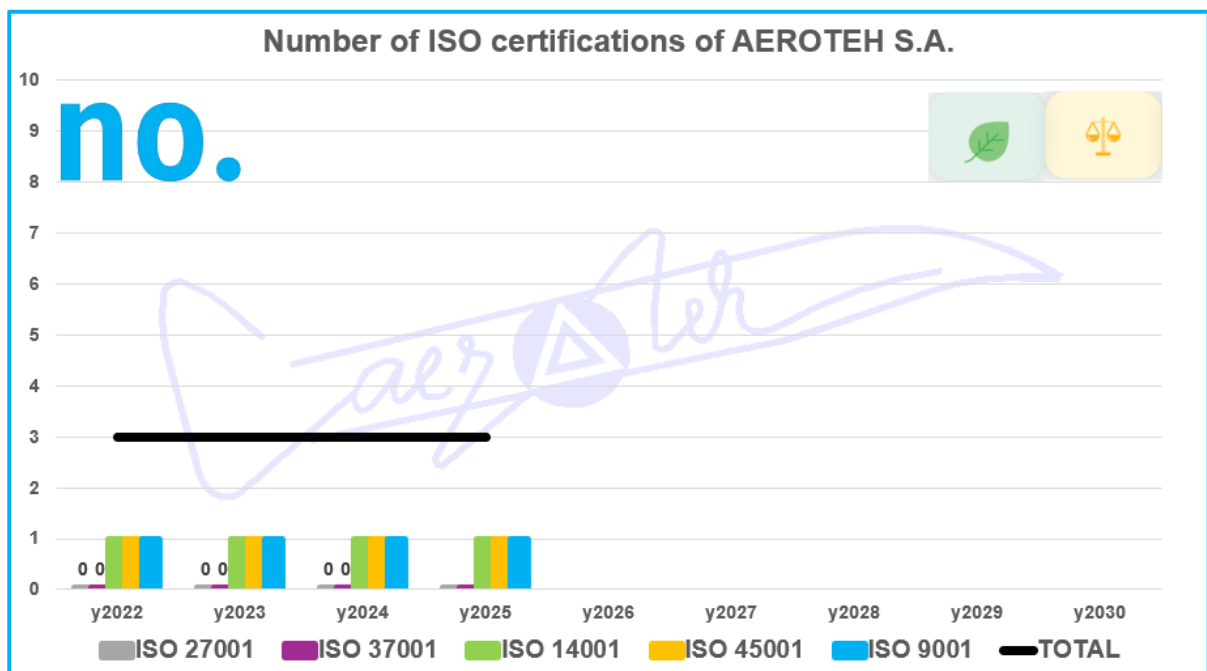


Fig. 34: KPI 34 - Evolution of the number of ISO certifications of AEROTEH S.A. (ISO 27001, ISO 37001, ISO14001, ISO 45001, ISO 9001): 2022: 3, 2023: 3, 2024: 3 (no. = number). EcoVadis Code GEN701

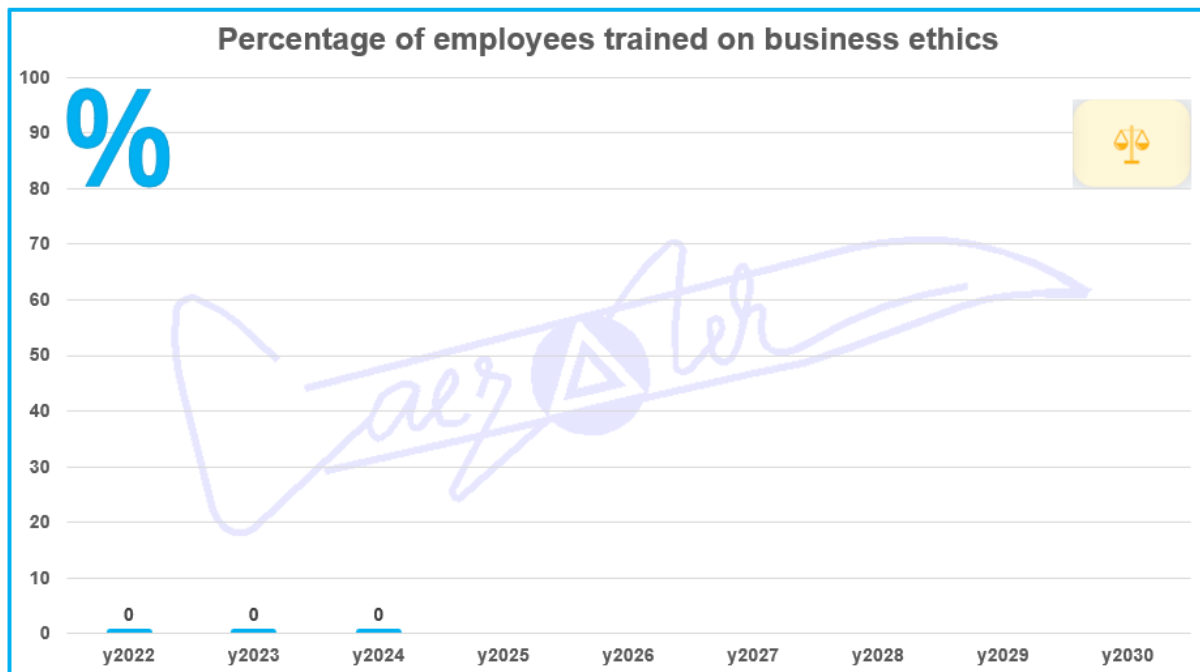


Fig. 35: KPI 35 - Evolution of the percentage of employees trained in Business Ethics aspects: 2022: 0.00%, 2023: 0.00%, 2024: 0.00%. EcoVadis Code FBP600

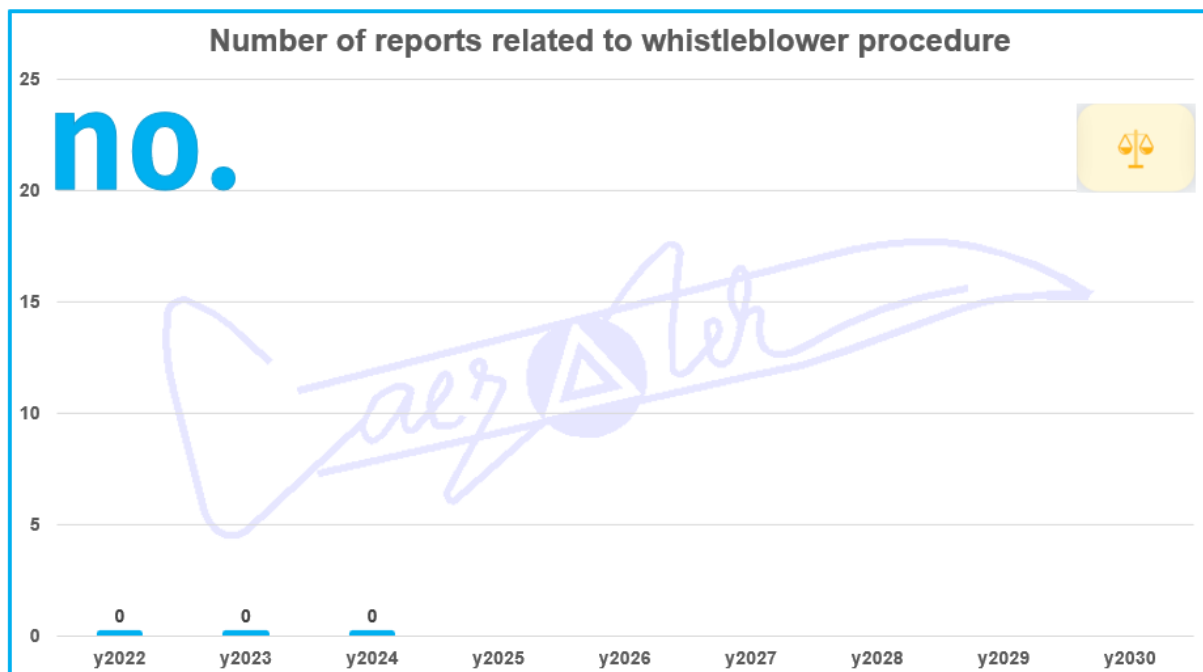


Fig. 36: KPI 36 - Evolution of the number of reports related to the whistleblower procedure: 2022: 0, 2023: 0, 2024: 0 (no. = number). EcoVadis Code FBP600



Fig. 37: KPI 37 - Evolution of the number of EA complaints resolved: 2022: 0, 2023: 0, 2024: 0 (no. = cases). EcoVadis Code FBP600

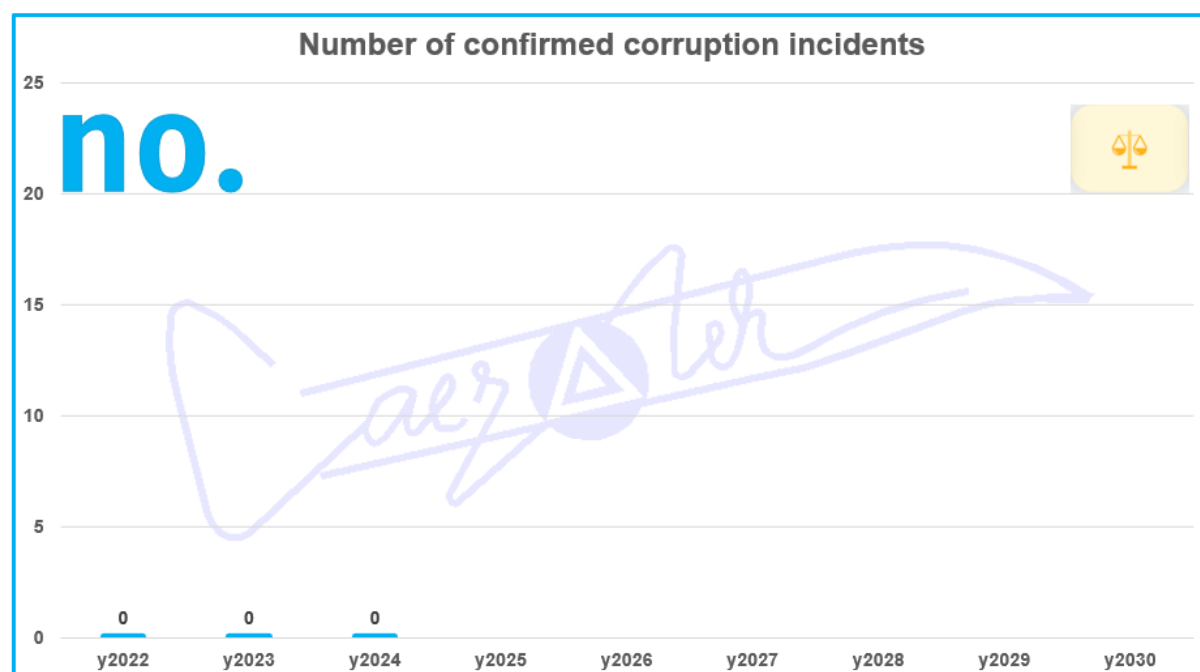


Fig. 38: KPI 38 - Evolution of the number of confirmed corruption incidents: 2022: 0, 2023: 0, 2024: 0 (no. = cases). EcoVadis Code FBP600

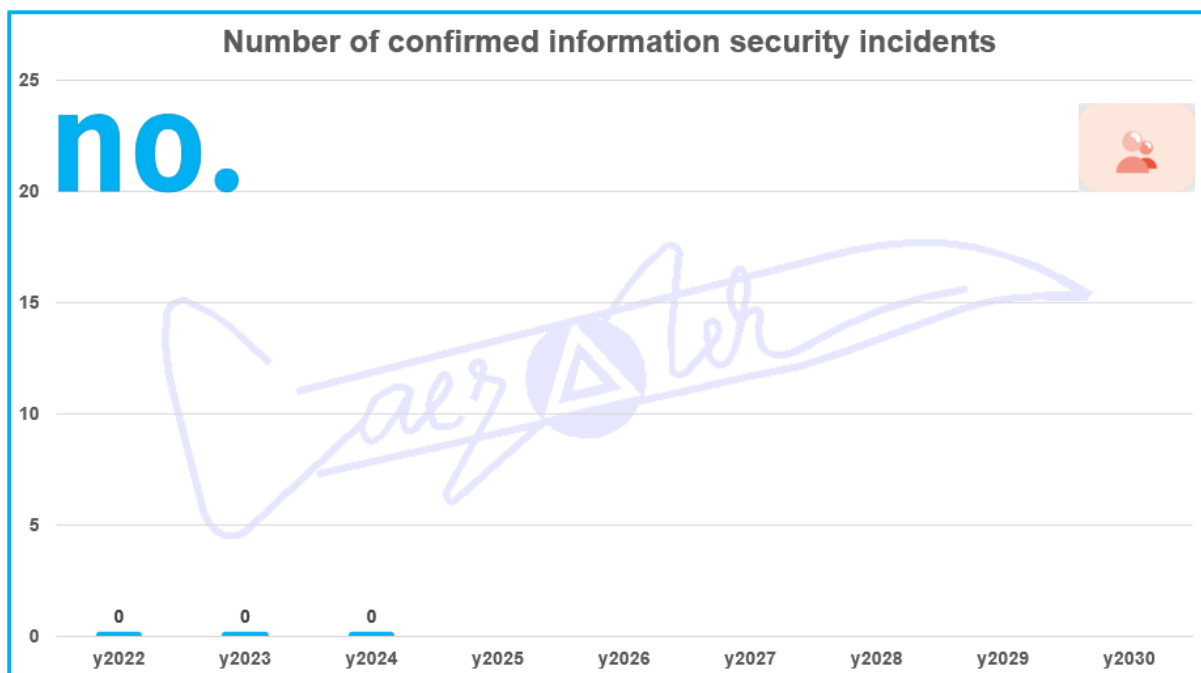


Fig. 39: KPI 39 - Evolution of the number of confirmed information security incidents: 2022: 0, 2023: 0, 2024: 0 (no. = cases). EcoVadis Code FBP600

KPIs Graphic: Sustainable Procurement (AS)

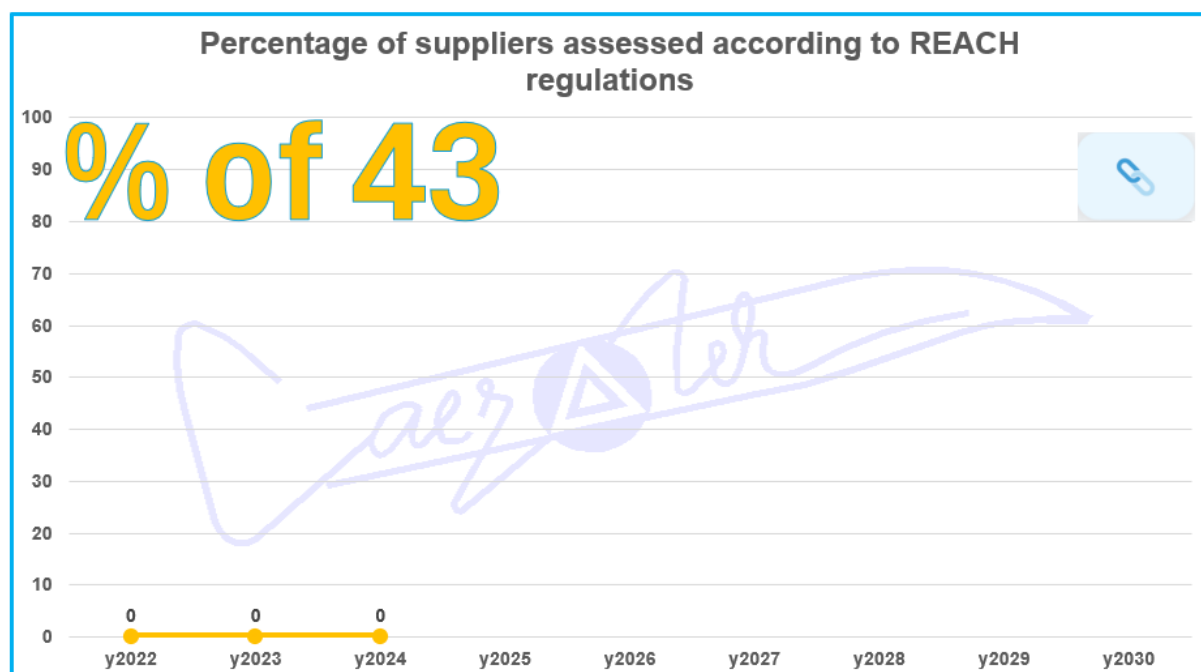


Fig. 40: KPI 40 - Evolution of the percentage of targeted suppliers assessed according to REACH^{viii} regulations: 2022: 0.00, 2023: 0.00, 2024: 0.00. EcoVadis Code FBP600 - No articles or substances affected by the REACH regulation are used in the production processes of AEROTEH S.A.

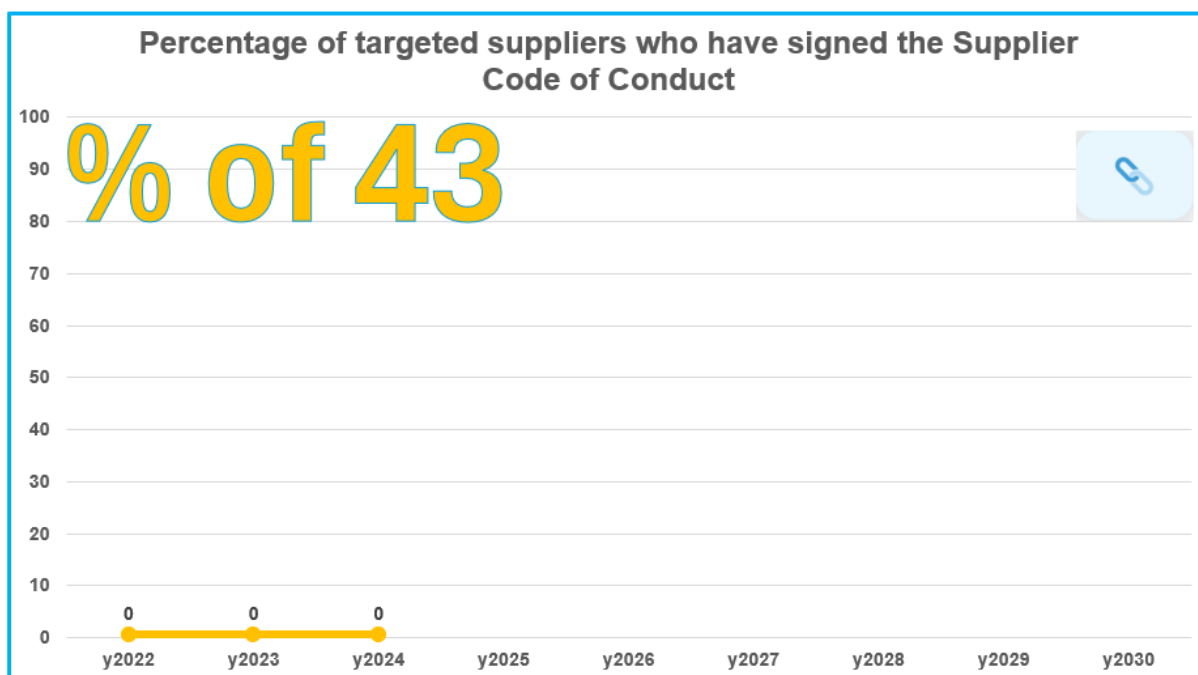


Fig. 41: KPI 41 - Evolution of the percentage of the total targeted suppliers who have signed the Code of Conduct for AEROTEH's suppliers up to: 2022: 0.00%, 2023: 0.0%, 2024: 0.00%. EcoVadis Code SUP600

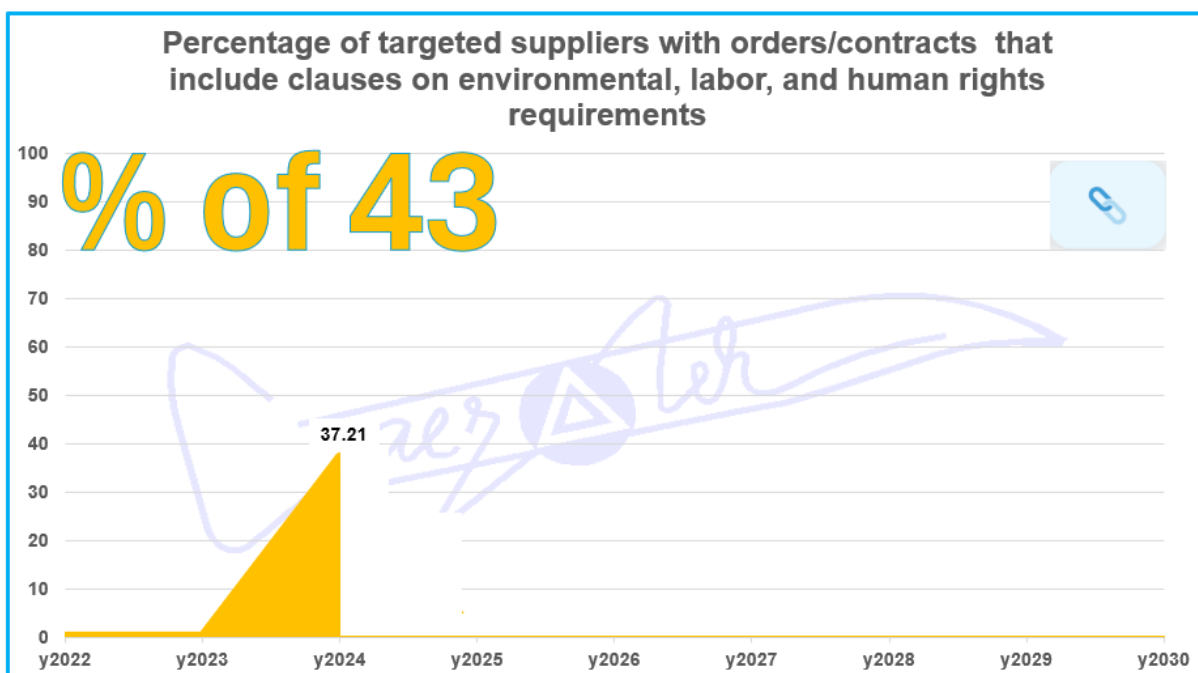


Fig. 42: KPI 42 - Evolution of the percentage of the total targeted suppliers with orders/contracts with clauses on environmental, labor and human rights requirements up to: 2022: 0.00%, 2023: 0.00%, 2024: 37.21%. EcoVadis Code SUP600

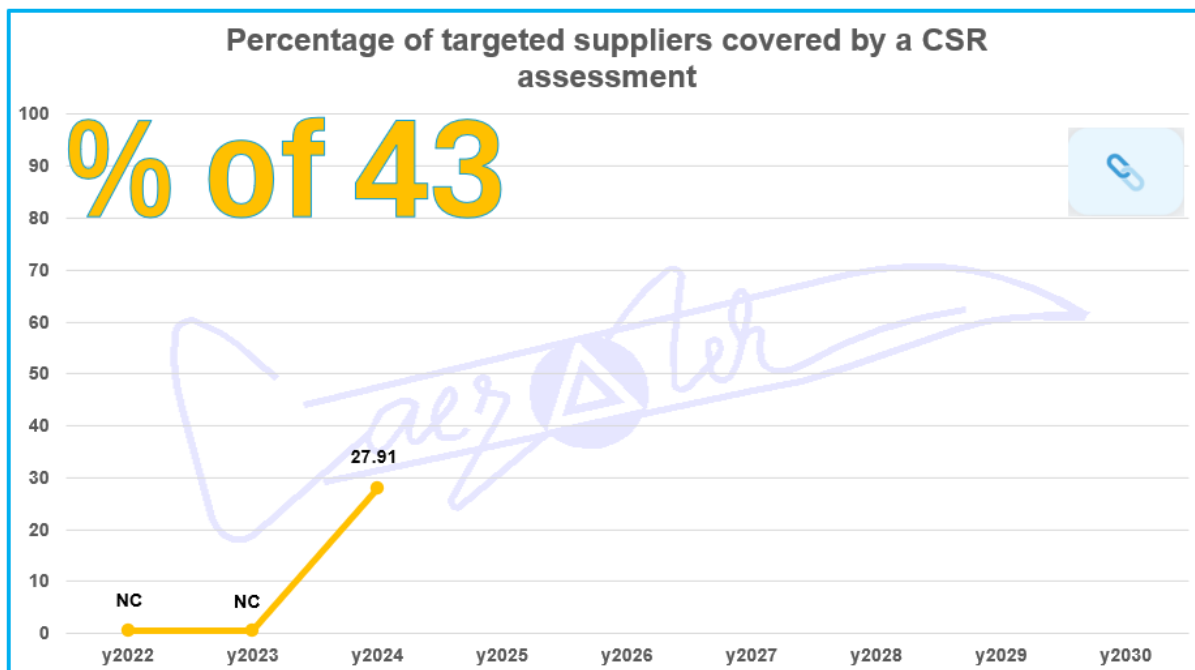


Fig. 43: KPI 43 - Evolution of the percentage of the total targeted suppliers covered by a CSR assessment up to: 2022: 0.00%, 2023: 0.00%, 2024: 27.91%. EcoVadis Code SUP600

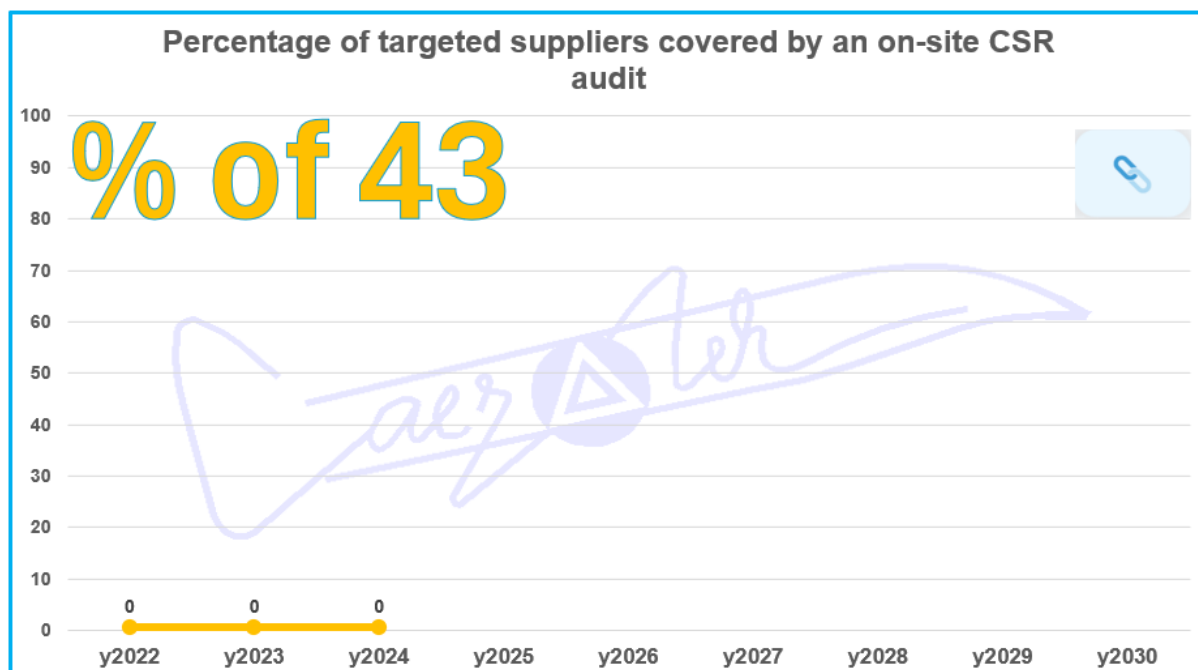


Fig. 44: KPI 44 - Evolution of the percentage of the total targeted suppliers covered by an on-site CSR audit up to: 2022: 0.00%, 2023: 0.00%, 2024: 0.00%. EcoVadis Code SUP600

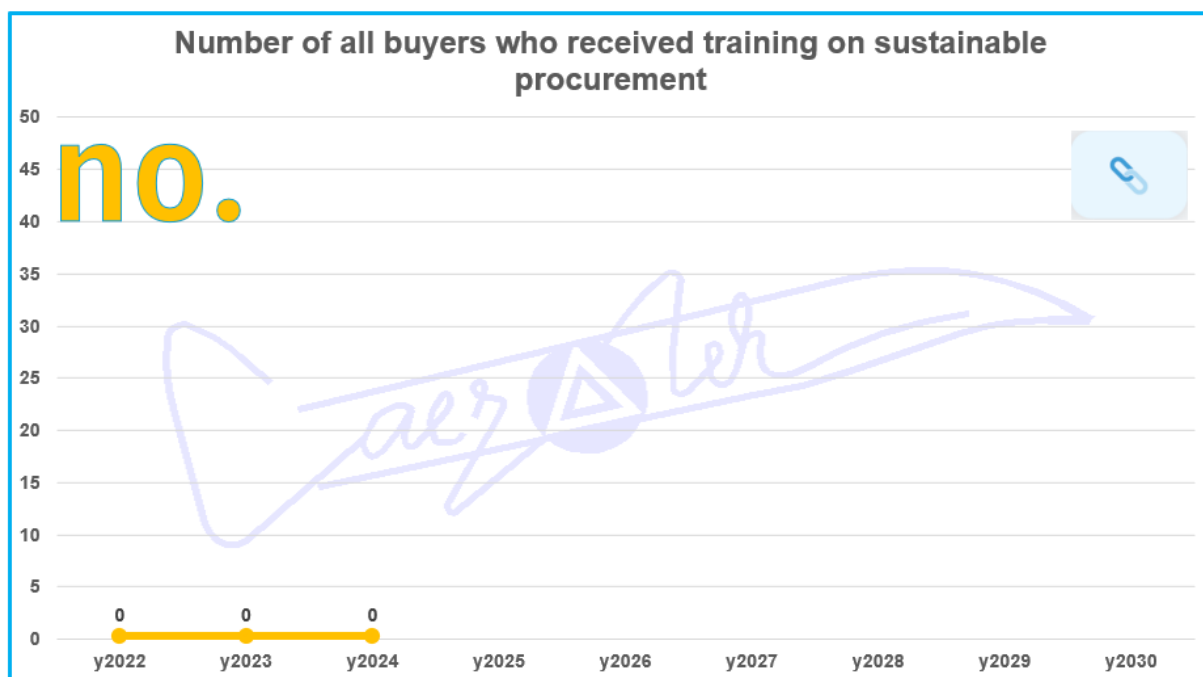


Fig. 45: KPI 45 - Evolution of the number of all buyers who received training on sustainable procurement, up to: 2022: 0, 2023: 0, 2024: 0 (no. = number). EcoVadis Code SUP600

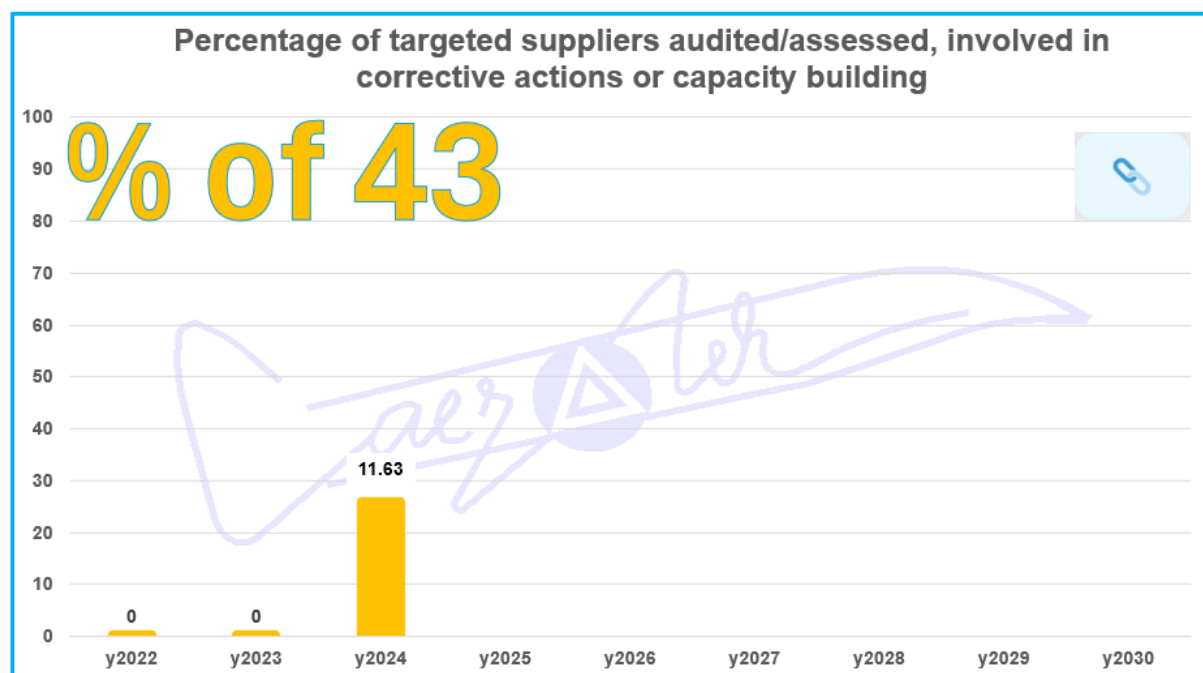


Fig. 46: KPI 46 - Evolution of the percentage of targeted suppliers audited/assessed, involved in corrective actions or capacity building: 2022: NC%, 2023: NC%, 2024: 11.63%. EcoVadis Code SUP600

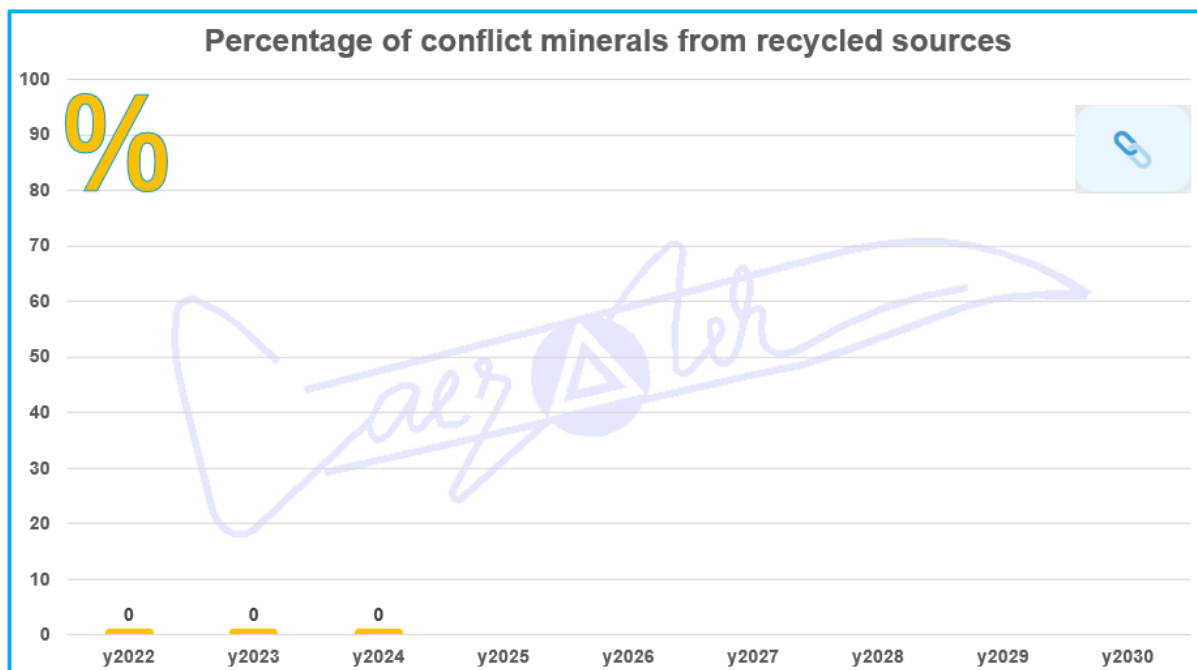


Fig. 47: KPI 47 - Evolution of the percentage of conflict minerals from recycled sources used: 2022: 0.00%, 2023: 0.00%, 2024: 0.00%. EcoVadis Code SUP710

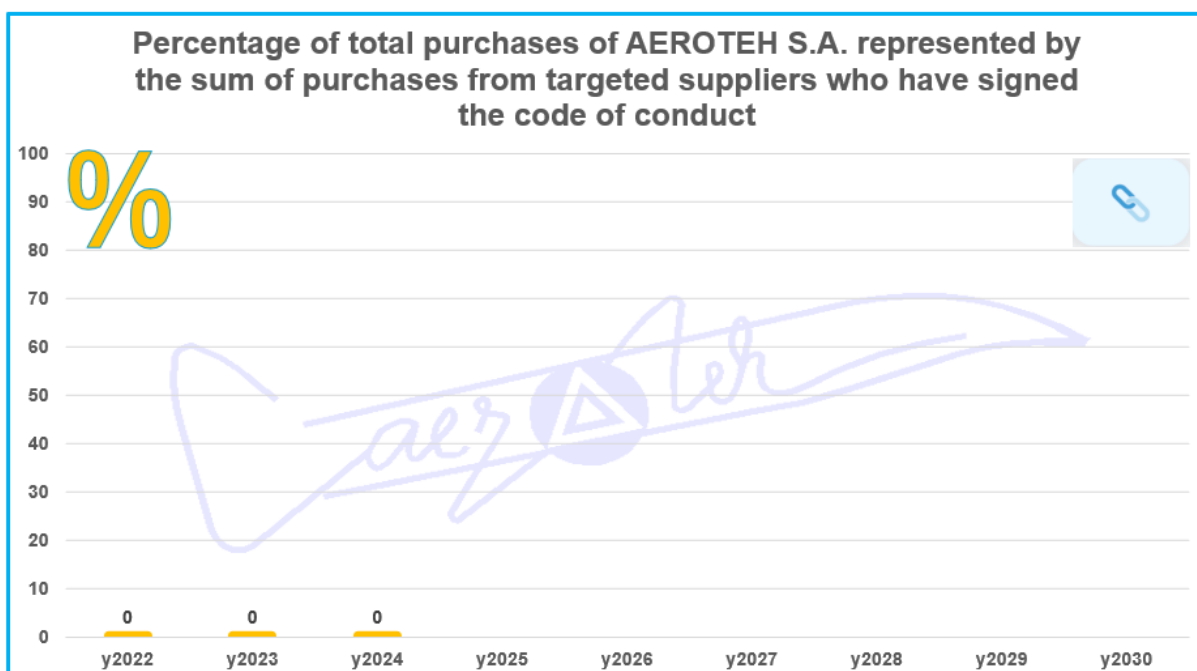


Fig. 48: KPI 48 - Evolution of the percentage of the total purchases of AEROTEH S.A. represented by the sum of purchases from the targeted suppliers who signed the code of conduct: 2022: 0.00%, 2023: 0.00%, 2024: 0.00%. EcoVadis Code SUP600

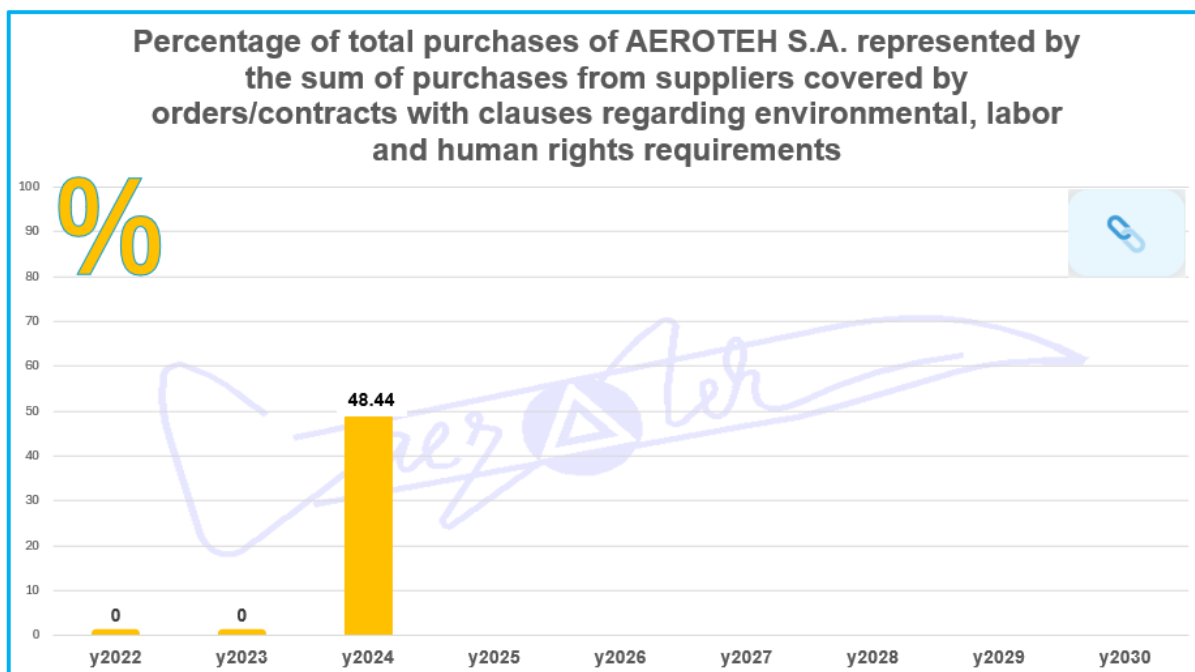


Fig. 49: KPI 49 - Evolution of the percentage of the total purchases of AEROTEH S.A. represented by the sum of purchases from the suppliers concerned with orders/contracts with clauses on environmental, labor and human rights requirements: 2022: NC%, 2023: NC%, 2024: 48.44%. EcoVadis Code SUP600

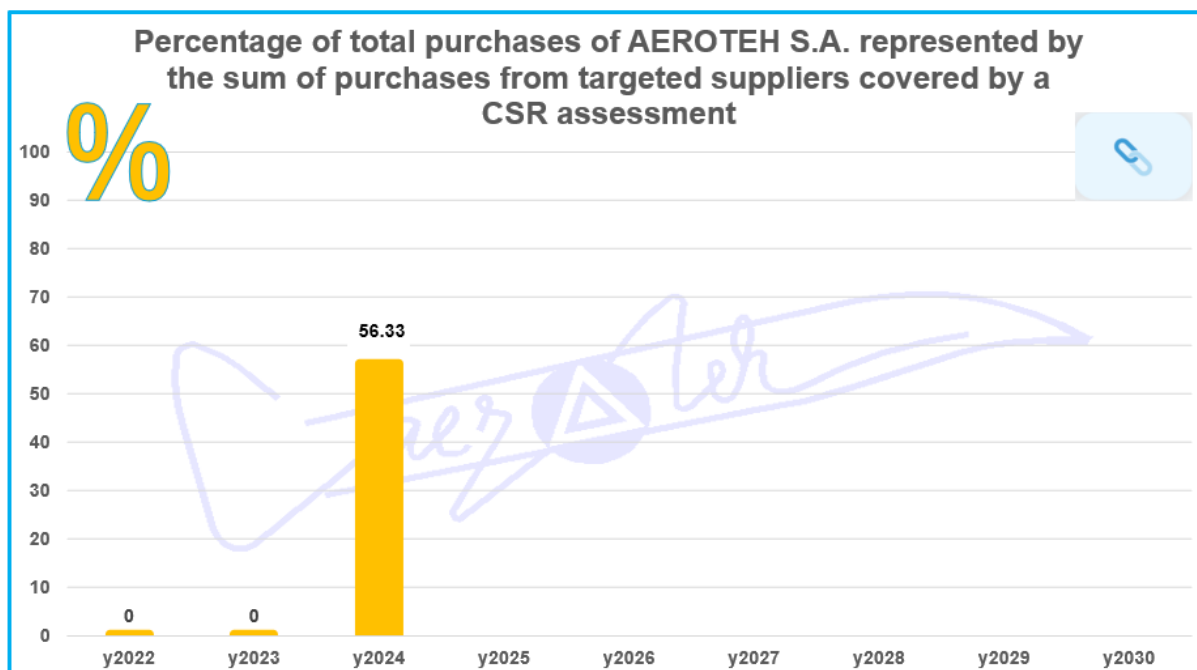


Fig. 50: KPI 50 - Evolution of the percentage of AEROTEH S.A.'s total purchases represented by the sum of purchases from the targeted suppliers covered by a CSR assessment: 2022: NC%, 2023: NC%, 2024: 56.33%. EcoVadis Code SUP600

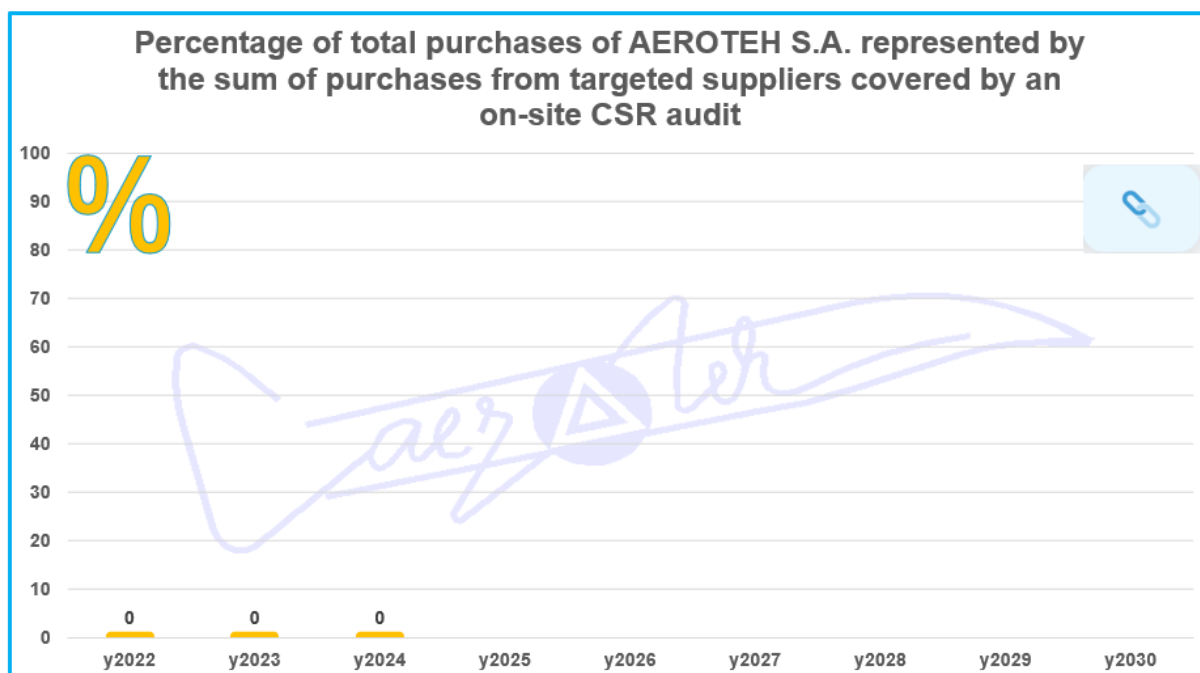


Fig. 51: KPI 51 - Evolution of the percentage of AEROTEH S.A.'s total purchases represented by the sum of purchases from the targeted suppliers covered by an on-site CSR audit: 2022: 0.00%, 2023: 0.00%, 2024: 0.00%. EcoVadis Code SUP600

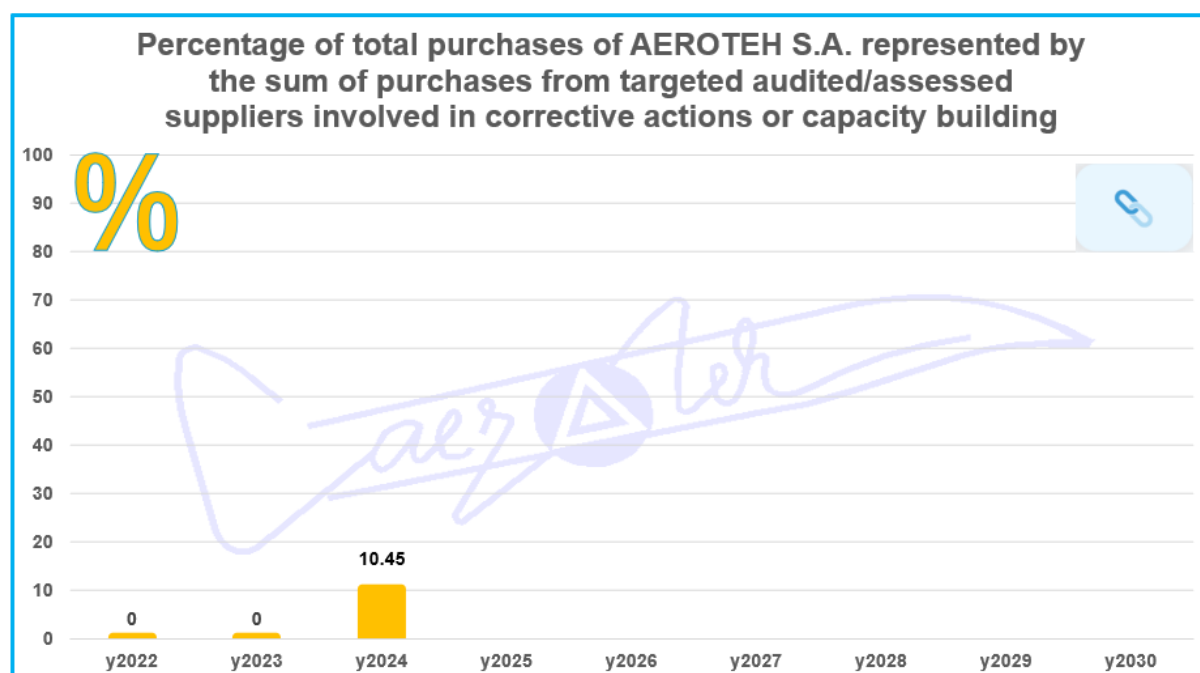


Fig. 52: KPI 52 - Evolution of the percentage of total purchases of AEROTEH S.A. represented by the sum of purchases from audited/evaluated targeted suppliers involved in corrective actions or capacity building: 2022: NC%, 2023: HC%, 2024: 10.45%. EcoVadis Code SUP600

KPIs Graphic: Carbon Footprint (AC)

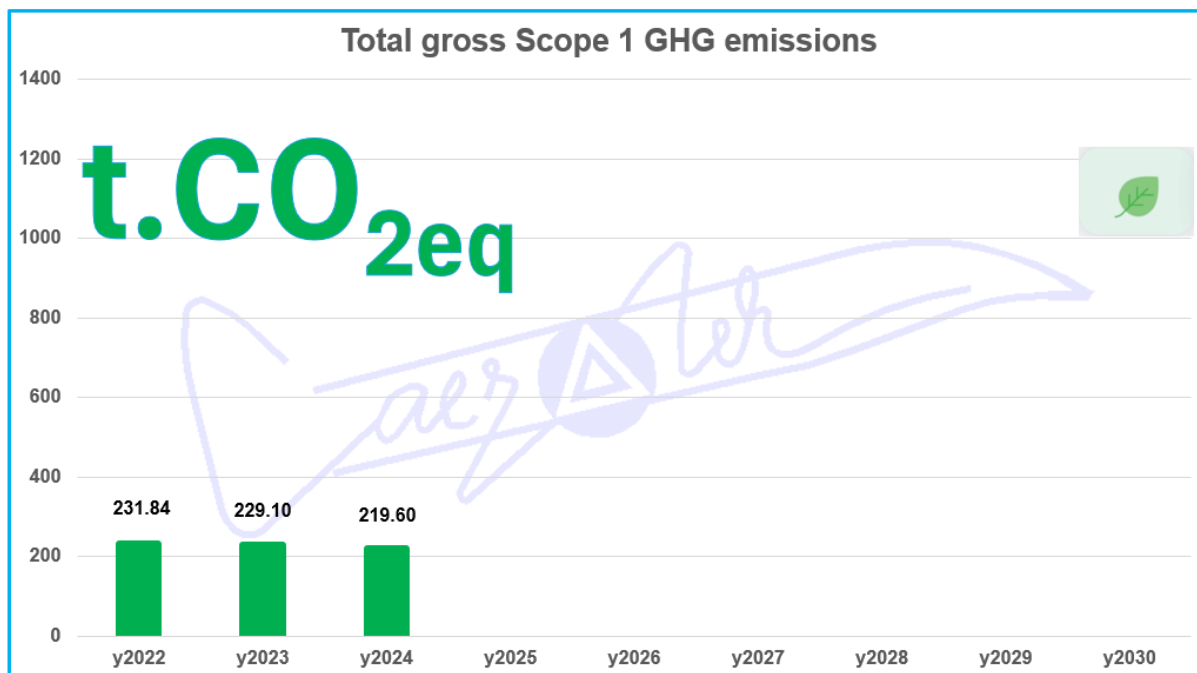


Fig. 53: KPI 53 - Evolution of total gross Scope 1 GHG emissions: 2022: 231.84 t.CO₂eq, 2023: 229.10 t.CO₂eq, 2024: 219.60 t.CO₂eq. EcoVadis Code ENV630

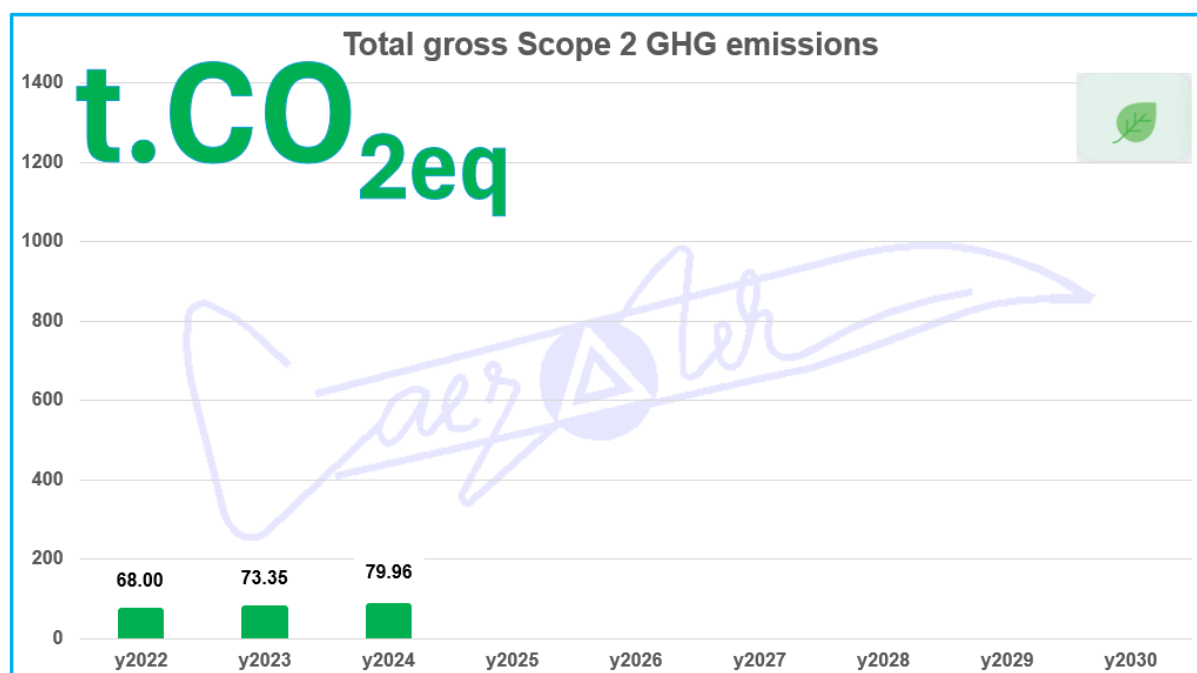


Fig. 54: KPI 54 - Evolution of total gross Scope 2 GHG emissions: 2022: 68.00 t.CO₂eq, 2023: 73.35 t.CO₂eq, 2024: 79.96 t.CO₂eq. EcoVadis Code ENV630

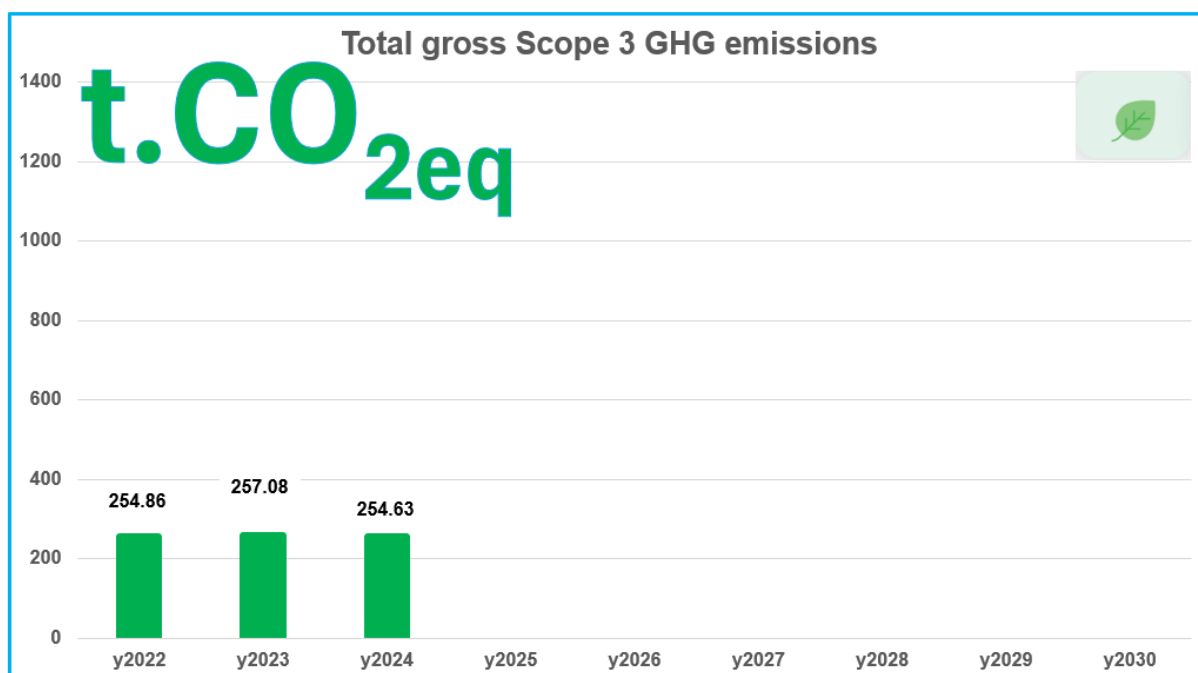


Fig. 55: KPI 55 - Evolution of total gross Scope 3 GHG emissions: 2022: 254.86 t.CO_{2eq}, 2023: 257.08 t.CO_{2eq}, 2024: 254.63 t.CO_{2eq}. EcoVadis Code ENV630

UNDER DEVELOPMENT

Fig. 56: KPI 56 - Evolution of total gross Scope 3 upstream GHG emissions: 2022: NS t.CO_{2e}, 2023: NS t.CO_{2e}, 2024: NS t.CO_{2e}. EcoVadis Code ENV630

UNDER DEVELOPMENT

Fig. 57: KPI 57 - Evolution of total gross Scope 3 downstream GHG emissions: 2022: NS t.CO_{2e}, 2023: NS t.CO_{2e}, 2024: NS t.CO_{2e}. EcoVadis Code ENV630

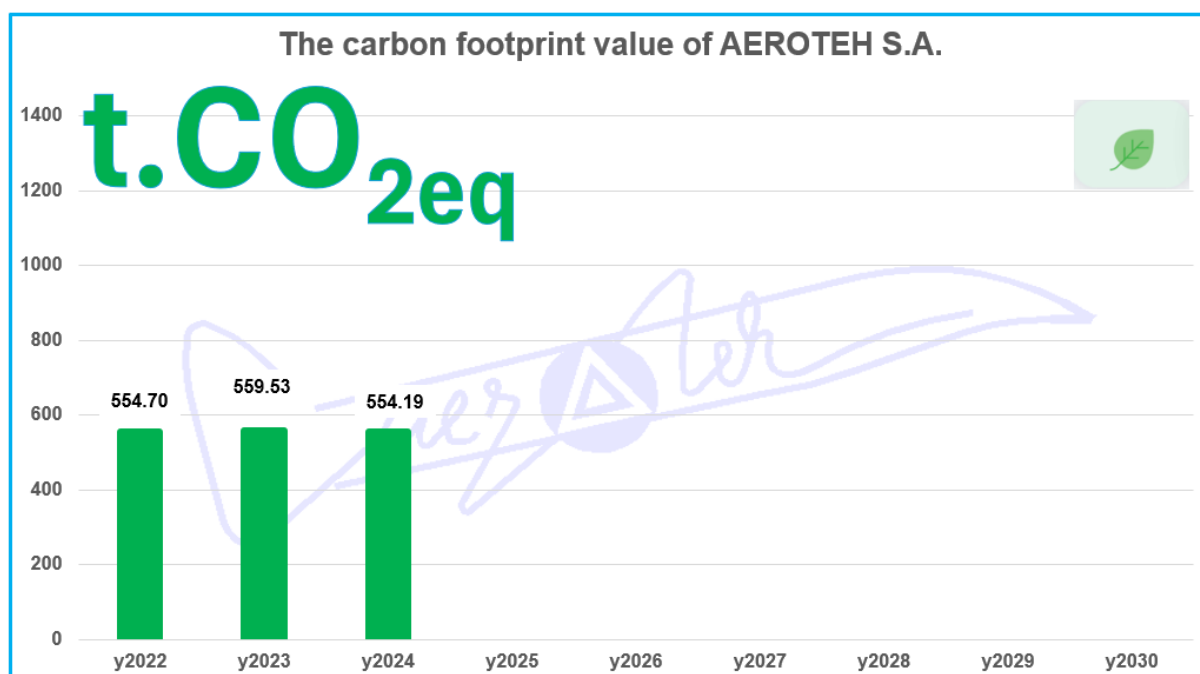


Fig. 58: KPI 58 - Evolution of AC-AER value: 2022: 554.70 t.CO_{2eq}, 2023: 559.53 t.CO_{2eq}, 2024: 554.19 t.CO_{2eq} (AC-AER = Scope 1 + Scope 2 + Scope 3). EcoVadis Code ENV630

Annex 3: Public documents

(Available on www.aeroteh-sa.ro):

- [DECLARATIE DEZVOLTARE DURABILA](#)
 - [Sustainable Development Statement](#)
- [DECLARATIA de POLITICA](#)
 - [the Statement of Policy](#)
- [DECLARATIE DE PRINCIPII - POLITICA IN DOMENIUL CONTROLULUI EXPORTULUI DE PRODUSE STRATEGICE](#)
 - [Statement of Principles-Policy on Strategic Export Control](#)
- [POLITICA AEROTEH PENTRU PROTEJAREA MEDIULUI -18.01.2024 – RO](#)
 - [Environmental Protection Policy -18.01.2024](#)
- [CODUL AEROTEH PENTRU PROTEJAREA MEDIULUI -22.01.2024-RO](#)
 - [Environmental Protection Code – 22.01.2024](#)
- [PROGRAM DE PREVENIRE SI REDUCERE A CANTITATILOR DE DESEURI GENERATE](#)
- [POLITICA AEROTEH REFERITOARE LA MUNCA SI DREPTURILE OMULUI- 23.01.2024 -RO](#)
 - [Labour And Human Rights Policy-23.01.2024](#)
- [CODUL AEROTEH REFERITOR LA MUNCA SI DREPTURILE OMULUI – 05.02.2024-RO](#)
 - [Labour And Human Rights Code -05.02.2024](#)
- [CARTA AEROTEH PENTRU ETICA IN AFACERI- 29.01.2024 – RO](#)
 - [Ethics Charter-29.01.2024](#)
- [CODUL AEROTEH PENTRU ETICA IN AFACERI- 02.02.2024-RO](#)
 - [Code Of Business Ethics – 02.02.2024](#)
- [POLITICA AEROTEH DE ACHIZITII SUSTENABILE – 26.01.2024 – RO](#)
 - [Sustainable Procurement Policy-26.01.2024](#)
- [CODUL AEROTEH DE ACHIZITII SUSTENABILE- 19.01.2024 – RO](#)
 - [Sustainable Procurement Code-19.01.2024](#)
- [CODUL AEROTEH DE CONDUITA PENTRU FURNIZORI- 01.02.2024 – RO](#)
 - [Code Of Conduct For Suppliers-01.02.2024](#)
- [RAPORT DE SUSTENABILITATE 2023 Ed.-1.15.01.2024 -RO](#)
 - [Sustenability Report 2023 Ed.1-15.01.2024- En](#)
- [RAPORT DE SUSTENABILITATE 2024 - 25.03.2025 - RO](#)

Annex 4: List of KPIs

No	Code AER	Definiție - ro	Definition - uk	Domain	EcoVadis Question
01	KPI 01	Scorul General AEROTEH pentru sustenabilitate	AEROTEH Overall Sustainability Score	DD	-
02	KPI 02	Scor AEROTEH pentru PM	AEROTEH Environmental Score	PM	-
03	KPI 03	Scor AEROTEH pentru DO	AEROTEH Labor and Human Rights Score	DO	-
04	KPI 04	Scor AEROTEH pentru EA	AEROTEH Business Ethics Score	EA	-
05	KPI 05	Scor AEROTEH pentru AS	AEROTEH Sustainable Procurement Score	AS	-
06	KPI 06	Greutatea EEE proprii AEROTEH S.A. introduse pe piață	Weight of AEROTEH's EEE placed on market	PM	ENV3789
07	KPI 07	Greutatea Deșeurilor EEE din propriile produse AEROTEH S.A. colectate de pe piață	Weight of AEROTEH's WEEE collected from market	PM	ENV3789
08	KPI 08	Consumul total de energie electrică achiziționată	Total purchased electricity consumption	PM	ENV6011
09	KPI 09	Achiziții și/sau generare de energie regenerabilă	Purchases and/or generation of renewable energy	PM	ENV303
10	KPI 10	Consumul total de energie electrică regenerabilă	Total renewable energy consumption	PM	ENV6011
11	KPI 11	Greutatea totală a deșeurilor generate (t)	Total weight of waste (t)	PM	-
12	KPI 12	Greutatea totală a deșeurilor periculoase generate (t)	Total weight of hazardous waste generated (t)	PM	ENV6011
13	KPI 13	Greutatea totală a deșeurilor nepericuloase generate (t)	Total weight of non-hazardous waste generated (t)	PM	ENV6011
14	KPI 14	Greutatea totală a deșeurilor valorificate (t.)	Total weight of waste recovered (t.)	PM	ENV6011
15	KPI 15	Greutatea totală a materialelor periculoase intrate pentru a fi reciclate	Total weight of recycled input hazardous materials	PM	ENV3527
16	KPI 16	Volumul total de apă folosită, din orice sursă (m³)	Total water consumption (withdrawal) (m³)	PM	ENV600, ENV6011
17	KPI 17	Cantitatea totală de apă reciclată și reutilizată (m³)	Total amount of water recycled and reused (m³)	PM	ENV6011
18	KPI 18	Greutatea totală a poluanților vărsați în apă	Total weight of pollutants discharged into water	PM	ENV600, ENV3233
19	KPI 19	Procentul de conformitate cu limite legale a emisiilor în atmosferă	Percentage of compliance with legal limits of emissions into the atmosphere	PM	ENV100, ENV600
20	KPI 20	Numărul mediu de ore de pregătire profesională a angajaților	Average hours of training per employee	DO ¹⁴	LAB6010
21	KPI 21	Diferența procentuală dintre salariul mediu brut al bărbaților și cel al femeilor	Average unadjusted gender pay gap	DO	LAB561
22	KPI 22	Raportul dintre compensația totală anuală pentru persoana cea mai bine plătită și compensația totală anuală medie pentru toți angajații	Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees	DO	LAB6010
23	KPI 23	Procent femei din total angajați	Percentage of women employed in the whole organization	DO	LAB561

¹⁴ Do = Muncă și Drepturile Omului = Work and human Rights

No	Code AER	Definiție - ro	Definition - uk	Domain	EcoVadis Question
24	KPI 24	Procent femei în Consiliul Director	Percentage of women in the Executive Committee	DO	LAB561
25	KPI 25	Procent femei în Consiliul de Administrație	Percentage of of women on the Board of Directors	DO	LAB561
26	KPI 26	Procentul de lucrători din grupuri minoritare și/sau lucrători vulnerabili angajați în raport cu întreaga organizație	Percentage of employees from a minority and/or vulnerable group in the whole organization	DO	LAB561
27	KPI 27	Procentul de lucrători din grupuri minoritare și/sau de lucrători vulnerabili care lucrează în posturi de conducere, exclusiv CA	Percentage of workers from minority groups and/or vulnerable workers in top executive positions (excluding Board of Directors)	DO	LAB561
28	KPI 28	Total număr ore lucrate	Number of hours worked	DO	LAB6010
29	KPI 29	Numărul accidentelor de muncă	Number of work-related accidents	DO	LAB6010
30	KPI 30	Număr total de zile pierdute datorită accidentelor, deceselor, bolilor	Number of days lost to work-related injuries, fatalities and ill health	DO	LAB6010
31	KPI 31	Rata frecvenței accidentelor cu timp pierdut pentru forța de muncă	Lost time injury (LTI) frequency rate for direct workforce	DO	-
32	KPI 32	Rata frecvenței accidentelor sevre cu timp pierdut pentru forța de muncă	Lost time injury (LTI) severity frequency rate for direct workforce	DO	-
33	KPI 33	Procentul angajaților care sunt membri de sindicat	Number of employees covered by employee representatives	DO	LAB601
34	KPI 34	Numărul de certificări ISO ale AEROTEH S.A.	Number of ISO certifications of AEROTEH S.A.	EA	GEN701
35	KPI 35	Procent angajați formați în aspecte de Etică în afaceri	Percentage of employees trained on ethics	EA	FBP600
36	KPI 36	Numărul de raportări referitoare la procedura avertizorilor	Number of reports related to whistleblower procedure	EA	FBP600
37	KPI 37	Număr sesizări de EA soluționate	Number of business ethics complaints resolved	EA	-
38	KPI 38	Numărul de incidente confirmate de corupție	Number of confirmed corruption incidents	EA	FBP600
39	KPI 39	Numărul de incidente confirmate de securitate a informațiilor	Number of confirmed information security incidents	EA	FBP600
40	KPI 40	Procent furnizori vizați evaluați conform reglementărilor REACH ^{viii}	Percentage of suppliers assessed according to REACH regulations	AS	SUP613
41	KPI 41	Procent total din furnizorii vizați care au semnat Codul de conduită al furnizorilor AEROTEH S.A.	Percentage of targeted suppliers who have signed the Supplier Code of Conduct	AS	SUP600
42	KPI 42	Procent total din furnizorii vizați cu comenzi/contracte cu clauze privind cerințele de mediu, muncă și drepturile omului	Percentage of targeted suppliers with orders/contracts that include clauses on environmental, labor, and human rights requirements	AS	SUP600
43	KPI 43	Procent total din furnizorii vizați acoperiți de o evaluare CSR	Percentage of targeted suppliers covered by a CSR assessment	AS	SUP600
44	KPI 44	Procent total din furnizorii vizați acoperiți de un audit CSR la fața locului	Percentage of targeted suppliers covered by an on-site CSR audit	AS	SUP600
45	KPI 45	Număr total de cumpărători care au primit instruire privind achizițiile durabile	Number of all buyers who received training on sustainable procurement	AS	SUP600
46	KPI 46	Procent din furnizorii vizați auditați/evaluați, implicați în acțiuni corective sau în consolidarea capacităților	Percentage of targeted suppliers audited/assessed, involved in corrective actions or capacity building	AS	SUP600
47	KPI 47	Procent minerale de conflict din surse reciclate	Percentage of conflict minerals from recycled sources	AS	SUP710

No	Code AER	Definiție - ro	Definition - uk	Domain	EcoVadis Question
48	KPI 48	Procent din achizițiile totale ale AEROTEH S.A. reprezentat de suma achizițiilor de la furnizorii vizați care au semnat codul de conduită	Percentage of total purchases of AEROTEH S.A. represented by the sum of purchases from targeted suppliers who have signed the code of conduct	AS	SUP600
49	KPI 49	Procent din achizițiile totale ale AEROTEH S.A. reprezentat de suma achizițiilor de la furnizorii vizați cu comenzi/contracte cu clauze privind cerințele de mediu, muncă și drepturile omului	Percentage of total purchases of AEROTEH S.A. represented by the sum of purchases from suppliers covered by orders/contracts with clauses regarding environmental, labor and human rights requirements	AS	SUP600
50	KPI 50	Procent din achizițiile totale ale AEROTEH S.A. reprezentat de suma achizițiilor de la furnizorii vizați acoperiți de o evaluare CSR	Percentage of total purchases of AEROTEH S.A. represented by the sum of purchases from targeted suppliers covered by a CSR assessment	AS	SUP600
51	KPI 51	Procent din achizițiile totale ale AEROTEH S.A. reprezentat de suma achizițiilor de la furnizorii vizați acoperiți de un audit CSR la fața locului	Percentage of total purchases of AEROTEH S.A. represented by the sum of purchases from targeted suppliers covered by an on-site CSR audit	AS	SUP600
52	KPI 52	Procent din achizițiile totale ale AEROTEH S.A. reprezentat de suma achizițiilor de la furnizorii vizați auditați/evaluați implicați în acțiuni corective sau în consolidarea capacităților	Percentage of total purchases of AEROTEH S.A. represented by the sum of purchases from targeted audited/assessed suppliers involved in corrective actions or capacity building	AS	SUP600
53	KPI 53	Valoarea totală a emisiilor GES specifice Scope 1 (t.CO2e)	Total gross Scope 1 GHG emissions (t.CO2eq)	PM	ENV630
54	KPI 54	Valoarea totală a emisiilor GES specifice Scope 2 (t.CO2e)	Total gross Scope 2 GHG emissions (t.CO2eq)	PM	ENV630
55	KPI 55	Valoarea totală a emisiilor GES specifice Scope 3 (t.CO2e)	Total gross Scope 3 GHG emissions (t.CO2eq)	PM	ENV630
56	KPI 56	Valoarea totală a emisiilor GES specifice Scope 3 în amonte (t.CO2e)	Total gross Scope 3 Upstream GHG emissions (t.CO2eq)	PM	ENV630
57	KPI 57	Valoarea totală a emisiilor GES specifice Scope 3 în aval (t.CO2e)	Total gross Scope 3 Downstream GHG emissions (t.CO2eq)	PM	ENV630
58	KPI 58	Valoarea amprente de carbon a AEROTEH S.A. (AC-AER) (t.CO2e)	The carbon footprint value of AEROTEH S.A. (t.CO2eq)	PM	ENV630

Annex 5: Final notes

ⁱ **GRI** = Global Reporting Initiative: GRI standards allow any organization – large or small, private or public – to understand and report their impact on the economy, the environment, and people in a comparable and credible way, thus increasing transparency about their contribution to sustainable development. In addition to companies, standards are relevant to many stakeholders – including investors, policymakers, capital markets and civil society. Standards are designed as a modular set, providing a comprehensive picture of an organization's material topics, their impact, and how they are managed. *Universal standards* – include human rights reporting and environmental due diligence, in line with intergovernmental expectations and apply to all organisations; *Sectoral standards* allow for more consistent reporting of sector-specific impacts; *Subject Standards* – lists information relevant to a specific topic. EcoVadis assessments are based on GRI standards.

ⁱⁱ **Engie Romania** has a clear sustainability strategy, aligned with the objectives of the Engie group at global level. This includes reducing carbon emissions, promoting renewable energy and energy efficiency. Engie aims for carbon neutrality by 2045, with interim targets for 2030, and publishes annual sustainability reports. ISO standards: The Engie Group holds multiple ISO certifications globally, but for Engie Romania, only ISO 9001 is explicitly confirmed.

www.engie.ro

ⁱⁱⁱ **Dresser Utility Solutions**, as part of Baker Hughes, follows the group's sustainability strategy, which aims to reduce carbon emissions and promote technologies with a low environmental impact. Baker Hughes has a commitment to carbon neutrality in direct operations by 2050, with a focus on energy efficiency and sustainable innovations in metering equipment. ISO standards held: ISO 9001 – confirmed for Dresser factories; ISO 14001 – presumably, given the Baker Hughes strategy, but not explicitly confirmed for Dresser.

www.dresserutility.com

^{iv} **Honeywell Elster**, part of the Honeywell Group, integrates sustainability into its strategy, with a focus on reducing emissions, energy efficiency and developing smart solutions for utilities. Honeywell has targets to reduce Scope 1 and 2 emissions by 50% by 2035 and publishes detailed sustainability reports. ISO standards held: ISO 9001 – confirmed for most Elster units; ISO 14001 – confirmed for some Honeywell facilities, probably also applicable for Elster.

www.elster.com

^v **Pietro Fiorentini** has a well-defined sustainability strategy, with a focus on reducing emissions, promoting green hydrogen and developing technologies for the energy transition. The company publishes annual sustainability reports, aligned with the GRI, and aims for carbon neutrality in direct operations by 2030. It participates in European clean energy initiatives and collaborates with partners to decarbonise the supply chain. ISO standards held: ISO 9001, ISO 14001, ISO 45001 – confirmed.

www.fiorentini.com

^{vi} **Halstrup-Walcher** has a sustainability strategy, with a focus on energy efficiency in production and reducing environmental impact. The company promotes products that contribute to energy savings and mentions the commitment to a responsible supply chain. ISO standards held: ISO 9001 – confirmed, standard for quality management. ISO 14001 – confirmed, reflecting the commitment to the environment. ISO 50001 – confirmed, for energy management, specific to the measurement industry.

www.halstrup-walcher.de

^{vii} Since 1972, **SEIFEL** has specialized in the manufacture of technical enclosures for the distribution, protection and metering of energy and fluids. Headquartered in Saint Malo, the company has a commercial presence around the world. In order to offer solutions to its customers, SEIFEL has developed differentiated and complementary know-how and professions: plastics transformation

Modular construction and assembly

Low voltage connectors

Integration, installation and commissioning

Fluid Monitoring & Management Software Edition

^{viii} **REACH** = Registration, Evaluation, Authorisation and Restriction of Chemicals = Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH). It is the EU's main regulation for

protecting human health and the environment from the risks that chemicals may pose (EC 1907/2006). This is achieved by better and preventive identification of the intrinsic properties of chemicals and by taking measures such as phasing out or restricting highly hazardous substances.

<https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX:32006R1907>

^{ix} **Recovered waste:** waste (hazardous and non-hazardous) that is subject to end-of-life recovery treatment. Waste for recovery is waste that undergoes one of the following treatments: reuse, recycling, composting and other recovery operations.

Waste that is not sorted on site but that would benefit from recovery through the treatment of ordinary industrial waste (OIW) by the municipality cannot be included in the amount of waste recovered unless the site is able to demonstrate the actual recovery achieved by the municipality.

^x **Use of the materials entered to be recovered/recycled.** The document must demonstrate: evidence that the company adopts such methods to recover input materials for other purposes, such as reuse and recovery of scrap metal, equipment and electronic components.

^{xi} **The total volume of water** taken by a company from all sources, for all purposes, such as: industrial processes (cooling, washing, chemical reactions); sanitary uses (toilets, showers); Irrigation (if applicable); ancillary services (cleaning, kitchen, HVAC, etc.).

Water sources that are taken into account: public water supply network; groundwater (wells); surface water (rivers, lakes); collected rainwater; recycled water from other organizations or systems.

Does not include: rainwater naturally fallen on the ground or seawater not used in processes.

^{xii} **Unadjusted Gender Pay Gap (%)** = ((Average gross salary of men - Average gross salary of women) × 100) / Average gross salary of men

^{xiii} **Compensation** represents the totality of the financial and non-financial benefits that an employee receives in exchange for the work performed for the employer. In the financial context, the compensation includes: Basic salary – the fixed amount paid periodically (usually monthly); Bonuses and bonuses – additional amounts granted for performance, achievement of objectives or other criteria; Commissions – remuneration based on sales or specific achievements; Allowances – amounts granted for various reasons (travel, relocation, difficulties, etc.); Profit sharing – distributing a part of the company's profit to employees; Shares and stock options – packages of shares offered as part of compensation, especially for executives; Extra-salary benefits – meal vouchers, medical insurance, company car, private pension, etc.; Paid leave – paid days off for vacation, illness or other reasons. In the context of the ratio between the compensation of the highest paid employee and the average employee compensation, all these elements are taken into account, not just the basic salary.

^{xiv} **The ISO 9001 standard** is a globally recognized international standard that sets out the requirements for a Quality Management System (QMS). It helps organizations of all sizes and sectors improve their performance, meet customer expectations, and demonstrate their commitment to quality. ISO 9001 provides a framework for establishing, implementing, maintaining, and continuously improving an QMS.

^{xv} **The ISO 14001 standard** is the international standard for Environmental Management Systems (EMS), a framework that helps organizations reduce their environmental impact and improve their environmental performance. It provides a structured approach to managing environmental issues, including identifying and mitigating potential impacts and ensuring compliance with environmental regulations.

^{xvi} **The ISO 27001 standard** provides requirements for the information security management system (ISMS). The use of this standard allows companies to manage the security of information such as financial, intellectual property, employee details or information entrusted by third parties. The purpose of the standard is to help organizations establish and comply with data protection best practices.

^{xvii} **ISO 37001 Standard - Anti-Corruption Management Systems (ACMS).** Requirements and Implementation Recommendations, provides the requirements and guidance for establishing, implementing, maintaining and improving an anti-corruption management system. The system can be independent, or integrated into a general management system. It covers bribes in the public, private and non-profit sectors, including bribes given by or to an organisation and its staff, and bribes paid or received through third parties. Corruption can happen anywhere, it can have any value, and it can involve financial or non-financial advantages and benefits. The anti-bribery management system, which is based on a series of measures and means of control, includes requirements on the following aspects: Anti-bribery policy and procedures; Commitment and responsibility of management; Communication of the policy to staff and business partners; The name of a person or a monitoring body; Verification and training of personnel; Periodic bribery risk assessments; Due diligence procedures, in particular with regard to business partners; Anti-bribery control measures; Preventive financial and non-financial control measures; Reporting, monitoring, investigation and auditing; Corrective actions and continuous improvement.

^{xviii} **The ISO 45001 standard** is the international standard for Occupational Health and Safety Management Systems (OHSMS). It provides a framework for organisations to establish, implement,

maintain and continuously improve health and safety management systems, focusing on the prevention of work-related accidents and illnesses.

^{xix} **Conflict minerals** = the term refers to four raw materials: tantalum, tin, tungsten and gold (known as "3T&G"), frequently mined in regions affected by armed conflict, especially in Central Africa. Used in various industries (e.g. electronics, aerospace), these minerals can finance armed groups and involve human rights violations. In sustainability assessments, such as the one carried out by EcoVadis, companies are encouraged to ensure traceability and responsible sourcing of these materials, according to OECD guidelines. See "OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas" ([3rd edition, April 2016](#)).

^{xx} **Targeted suppliers** = suppliers of AEROTEH S.A. that have priority importance for the development of the sustainable procurement chain in accordance with the principles of sustainability.


^{xxi} **Scope 1** = Direct GHG emissions from sources owned or controlled by AEROTEH S.A.

^{xxii} **Scope 2** = Indirect GHG from AEROTEH S.A.'s consumption of electricity, heat or steam.

^{xxiii} **Scope 3** = Other indirect emissions not covered by Scope 2, classified into fifteen categories by source of emissions: employee commuting; purchased goods and services; capital goods; fuel and energy activities; upstream transmission and distribution; waste generated in operation; business travel; upstream leased assets; downstream transmission and distribution; processing of products sold; use of products sold; treatment of the end of the life cycle of the products sold; downstream leased assets; Franchises; Investment.

^{xxiv} **Scope 3 Upstream** = Scope 3 upstream emissions are indirect greenhouse gas emissions related to all processes that take place before the product or service is treated within the company. This includes, for example, purchased goods and services necessary to manufacture a product.

^{xxv} **Scope 3 Downstream** = Scope 3 emissions are indirect greenhouse gas emissions related to the processes that take place after the company sells its product or service. This includes, for example, end-of-life of the product, emissions from the use of the product and downstream transport, as well as distribution to the final customer.



Two young people. A common vision. Simona B. and Alexandru G. reflect the spirit of AEROTEH – involved, responsible, future-oriented. They are part of the generation that carries forward our commitments for Sustainability on the journey to 2040 and 2050.