



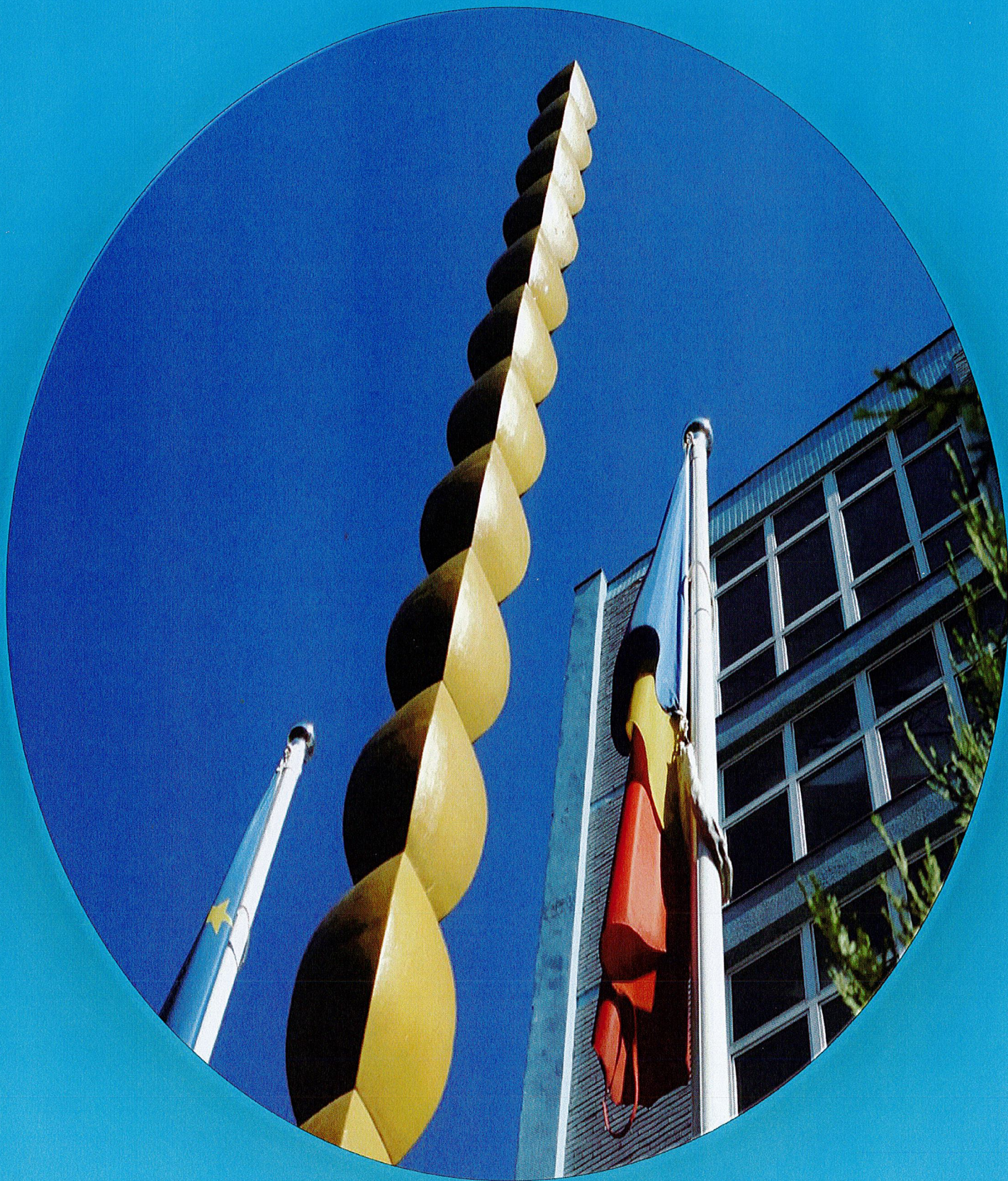
# **AEROTEH S.A.** **Bucharest** **Romania**

**2023**

## **Sustainability** **Report**







AEROTEH S.A. Bucharest, Romania  
Edition 1, 2024  
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## 1. Message from the President - CEO

*Dear partners and collaborators,*

*With a sense of pride and responsibility, I address you through the first Sustainability Report of AEROTEH S.A. for 2023. This document not only marks a milestone in our evolution, but also symbolizes our strong commitment to responsible and future-oriented business practice.*

*AEROTEH S.A., a renowned name, both in the production of measuring and control equipment for the field of natural gas transport and distribution, as well as in the field of hydraulic and pneumatic equipment for the aviation industry, faces the challenges of a rapidly changing world. Major events in recent years, including the pandemic and the energy crisis, have led us to an even deeper approach to reality, an approach that places sustainability at the heart of our business activities.*

*Our vision is to contribute to Romania's development through a strategic commitment: support for expanding natural gas networks to reach Romanians' homes. We emphasize the importance of innovation for the development of modern products, achieved under the sign of efficiency and reduction of raw materials and energy consumption.*

*Our dedication to the principles of sustainable development is a long-standing commitment that officially took shape in October 2022. This significant milestone was marked by key strategic decisions, including the definitive elimination of military material production from our portfolio of activities – a practice de facto abandoned since 2008. Moreover, we strengthened the organizational structure of AEROTEH S.A. by establishing a new structure, fully dedicated to sustainability. This department has the crucial mission of identifying and implementing strategic initiatives designed to align our operations with the most demanding international standards of corporate social responsibility. These actions underline our strong and ongoing commitment to promoting responsible practices that contribute to a more sustainable future.*

*These initiatives are only the beginning of a long but determined journey that we are committed to take to provide the necessary resources for future generations and to strengthen our position as responsible leader in our field of activity.*

*Thank you for your trust and for joining us on this difficult but promising journey.*

*Best regards,*

  
Dumitru BANUT  
AEROTEH S.A.



## 2. About Our Sustainability Report



In a world facing global challenges such as climate change, resource depletion and social inequalities, AEROTEH S.A. takes an active role in the transition to a carbon-neutral economy. The company demonstrates a deep commitment to sustainability, seen as the foundation for success, growth and sustainable positive impact.

Emphasizing the desire to act responsibly and efficiently, AEROTEH S.A. has reoriented its strategy to meet the principles of sustainable development, highlighting the importance of local actions in a global context. Our commitment is reflected in our focus on all stakeholders – from employees and customers to suppliers and authorities, all of whom are partners in our decarbonisation drive.

The sustainability report aims to:

- clarifies our vision of the future of energy and the challenges faced;
- make more transparent the actions taken, the achievements and the objectives we will set;
- reiterate commitments and explain the strategy for achieving them.

Reflecting the non-financial performance, the report presents the impact of AEROTEH S.A. activities on the environment, economy and society. Developed in the spirit of Global Reporting Initiative (GRI) standards and specific recommendations from the Energy, Oil and Gas sector, the report aims to be a tool for transparent and accountable communication.

Although national legislation does not require our company to participate in sustainability reporting, AEROTEH S.A. has voluntarily chosen to adopt this practice, thus demonstrating responsible governance and sustainable development. The report complies with the most current international standards, including the GRI 2021 basic option and relevant financial reporting requirements, incorporating provisions of the EU Non-Financial Reporting and Diversity Directive.

In the face of a rapidly changing world, AEROTEH S.A. not only adapts, but actively contributes to the development of sustainable solutions. By publishing this Sustainability Report, we reiterate our strong commitment to continuously improving our sustainability performance and invite stakeholders to explore our efforts and achievements in this regard.



### 3. Who We Are



AEROTEH S.A. was one of the first companies founded in 1990 and, since then, it has developed with Romanian private capital. Today, it prides itself on being a medium-sized enterprise in Romania's economic landscape.

We are a leading manufacturer of high-performance equipment for natural gas distribution, measurement and control systems, both for household and industrial consumers. Our activity also extends to hydraulic and pneumatic equipment for the aviation industry.

#### 3.1. Our Mission

AEROTEH S.A. builds its CSR strategy according to the principle: *Think globally – Act locally*.

The mission of AEROTEH S.A. is to contribute to a harmonious and sustainable progress. We want to be part of the group of entities that act responsibly in the transition to an economy with minimal impact on the environment, through innovations that reduce the consumption of energy and important raw materials.

#### 3.2. Our challenges and Responses

We respond to global challenges by:

- development of high-performance and innovative technological equipment;
- ensuring democratised access to energy;
- facilitating sustainable mobility.

#### 3.3. Our Vision

We are constantly improving to provide solutions and services that balance individual interests with those of the community, thus contributing to a harmonious development. We believe in the power of collaboration and partnership with all parties involved – employees, customers, suppliers, communities, and authorities – to promote sustainable development.

We are committed to protecting the environment and reducing carbon emissions, aware of the essential role of the energy sector in promoting sustainability and resource efficiency.

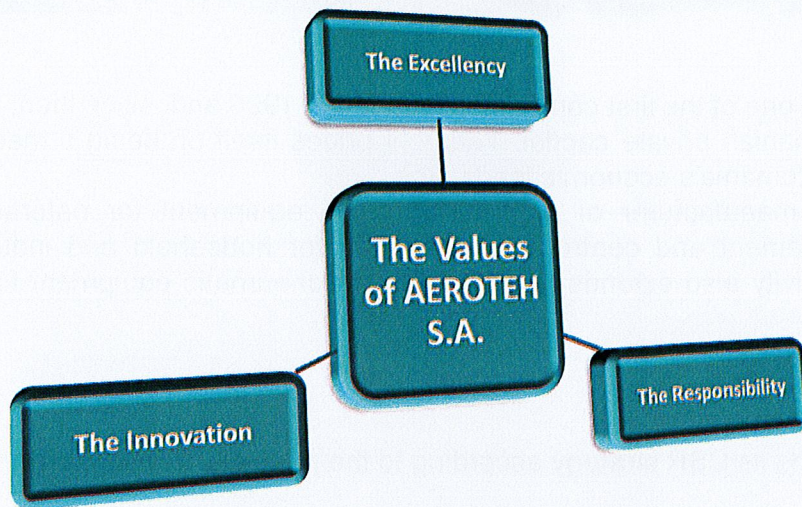
Our efforts focus on:

- production of high-performance equipment;
- innovation in the design of new products;
- contributing to reducing resource consumption and carbon footprint;
- harnessing digitalization to open new horizons in controlling and optimizing energy consumption.

#### 3.4. Our Values

Core values – excellence, responsibility and innovation – are the pillars on which our sustainable development is sustained.





*Figure 1 The Values of AEROTEH S.A.*

### **3.5. Our Strategy and Objectives**

We focus on:

- reducing greenhouse gas emissions;
- development of new and more efficient products;
- using advanced technology, state-of-the-art systems, and materials to ensure security and efficiency in natural gas distribution.

We have set ourselves ambitious targets for 2030, demonstrating our commitment to a cleaner and safer world for all.



*Figure 2 Model anniversary medal "AEROTEH S.A. since 1990"*



## 4. Corporate Governance



### 4.1. The Structure

The corporate governance structure of AEROTEH S.A. is based on principles that support the implementation of the company's strategic vision. The principles underlying this structure consider:

- harmonious development of the company;
- effective communication with regulatory authorities;
- constructive cooperation with representative organizations of customers, employees, and other stakeholders.

AEROTEH S.A., operating as a joint-stock company under Romanian law, is managed by a Board of Directors that plays the central role in corporate direction.

The responsibilities of the Board of Directors include:

- strengthening the market value of the company;
- improving economic performance;
- creating value for all stakeholders.

The executive management is delegated to the Chairman of the Board, who also performs the function of General Manager. This key position ensures the overall coordination of the company and the delegation of responsibilities to the members of the Board of Department Managers.

The Board of Department Managers has the mission to manage the company's affairs in accordance with the mandate received from the Board of Directors. It deals with:

- periodic analysis of the results of the company;
- monitoring the achievement of objectives, both financial and non-financial;
- debating and implementing strategic decisions.

There is a close collaboration between the Board of Directors, the Board of Department Managers and all company's structures to ensure the effective implementation of the company's sustainable development strategy.

The corporate governance structure is designed to effectively manage potential risks and continuously monitor the impact of the company's direct and indirect activities on the environment. This includes creating a positive working environment for employees, thus underlining AEROTEH S.A.'s commitment to sustainable and responsible practices.

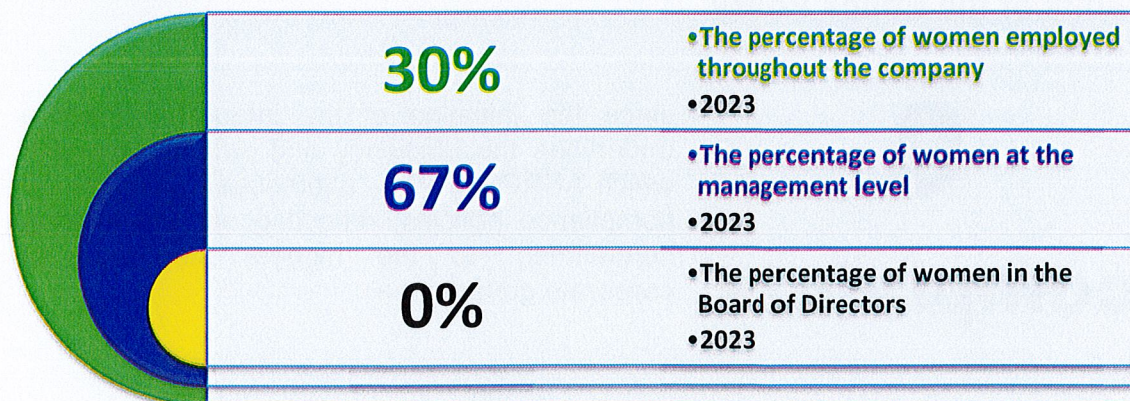


Figure 3 Percentage presence of women in various structures of AEROTEH S.A.



## **4.2. Ethics and Compliance**

### **Commitment to Ethics**

AEROTEH S.A. bases its activity on solid ethical principles and undertakes to act in full compliance with them. Integrity is considered the cornerstone of ethics in our company, and the recognition of ethical acts, avoidance of errors and personal and collective commitment of employees are essential in our organizational culture.

### **Zero Tolerance for Corruption**

The zero-tolerance policy towards fraud and corruption is monitored by the Board of Department Managers. AEROTEH S.A. disavows any form of corruption and encourages employees to get actively involved in reporting any ethical incident.

### **Reporting and Protection Procedures**

The company has implemented a clear procedure for reporting irregularities and protecting whistleblowers among employees. The directions of action of the ethics policy include compliance with current laws and regulations, promotion of culture of integrity, loyalty and honesty in business relations, as well as deep respect for human rights and individual dignity.

### **Implementation and Control Process**

AEROTEH S.A. has developed a rigorous implementation and control process that includes:

- procedure for the system for reporting irregularities and receiving alerts;
- analysing each reported event and taking necessary corrective action;
- preparing training activities in 2024 to raise employees' awareness of ethics and risks of fraud and corruption.

### **Whistleblowing System**

AEROTEH S.A. reaffirms its commitment to ethics through an efficient whistleblowing system, according to Romanian legislation - Law no. 361/2022 on the protection of whistleblowers in the public interest, and in the spirit of European Directive 2019/1937. The mechanism is accessible to employees and stakeholders through various channels, including a public email address and a referral box, ensuring the confidentiality and protection of complainants.

### **Confidentiality and Anonymity**

All complaints are treated with the utmost seriousness and confidentiality, with a clear system for receiving and processing them. It guarantees the anonymity of the initiators' identification data and their protection against any abuse.

### **Results of the Ethics Policy**

**0**  
**complaints**

since the initiation of the internal procedure underlines the efficiency and seriousness with which AEROTEH S.A. addresses its ethics and compliance policies, reflecting our unwavering commitment to the highest standards of corporate governance.



### **4.3. Sustainable procurement**

For AEROTEH S.A., integrating sustainability principles into procurement processes is not only a priority, but an intrinsic part of our corporate philosophy. This commitment is reflected in how we select and manage relationships with our suppliers.

We have developed a rigorous assessment procedure that considers key sustainability indicators to ensure that our trading partners share and sustain our commitment to a sustainable future.

The procurement policy of AEROTEH S.A. is governed by:

- a clear set of commitments to suppliers, ensuring the application of fundamental principles such as equal treatment, non-discrimination, transparency and proportionality;
- mutual recognition and accountability.

Our suppliers are selected and evaluated based on several essential criteria, including:

- competitiveness of tenders;
- commitment to occupational health and safety;
- ethical practices and corporate social responsibility;
- environmental protection efforts;
- compliance with regulations on embargo measures.

Ethics underpin all our trade relationships. AEROTEH S.A. has a zero tolerance policy towards fraud and corruption and complies with all relevant regulations, including the principles of action stipulated in our Charter of Ethics.

#### **Contractual clauses**

Mandatory clauses are included in every contract we enter into, reflecting our commitment to ethics, social and environmental responsibility, as well as association with our embargo policy.

AEROTEH S.A. is dedicated not only to compliance with ethical and legal standards, but also to promoting procurement practices that support sustainable and ethical business development, both within the company and in relations with its partners.

### **4.4. Transformation process**

Since its establishment over three decades ago, AEROTEH S.A. has implemented measures aimed at increasing productivity, product quality and improving employees' working conditions. Many of these actions, in retrospect, align with internationally recognised Sustainable Development Goals.

Recognizing the need for continuous adaptation to keep pace with sustainable development, the management of AEROTEH S.A. initiated at the end of 2022 an organizational transformation process. The transformation is based on strategic pillars and aims to align the company's performance and development with the principles of sustainable development.

A concrete example of this transformation was the decision to eliminate the production of components for ammunition, a practice abandoned since 2008, but formalized by the decision of the Board of Directors in November 2022, by giving up the NACE code 2540 – Manufacture of weapons and ammunition.

AEROTEH S.A. manifests its commitment to transparency by publishing on the company's website the following documents:



- Decision<sup>1</sup> of the Extraordinary General Assembly of Shareholders no. 1 of November 8<sup>th</sup>, 2022, which was the basis for the decision to delete NACE code 2540.
- Management<sup>2</sup> Statement of Principles – Policy on Strategic Export Control / Internal Compliance Programm, dated November 15<sup>th</sup>, 2022.

In October 2023, as part of our ongoing commitment to sustainability, we established the Sustainable Development Compartment (Compartiment Dezvoltare Durabilă – CDD, in Romanian). Reporting directly to the General Director, this new structure will have the crucial role of coordinating and overseeing the implementation of sustainability initiatives in all departments of the company. The compartment will function as a catalyst for innovation and efficiency, ensuring that all processes and decisions of AEROTEH S.A. are evaluated in terms of their impact on the environment and society.

The objectives of the Sustainable Development Compartment:

- integration of sustainability criteria into procurement processes and supply chain;
- monitoring and reporting the environmental performance of AEROTEH S.A.;
- promoting a corporate culture that emphasizes ethics, social responsibility, and environmental protection.

Sustainable Development Compartment's Mission and Vision:

Sustainable Development Compartment's mission is to ensure that AEROTEH S.A. not only complies with environmental and social standards, but also becomes an industry leader through sustainable innovations. The vision is to achieve a profound transformation that positions the company at the forefront of its sector for generations to come.

Through these efforts, AEROTEH S.A. reaffirms its commitment to a sustainable future, recognizing that the company's long-term success is closely linked to its ability to operate responsibly and adaptably to global changes.

The transformation process is an ongoing commitment that requires dedication, innovation, and willpower. We are determined to continuously improve, learn from experiences, and adjust our strategies to meet and exceed stakeholder expectations. We urge all our partners and collaborators to join us on this journey, contribute to and benefit from our transformation process towards a sustainable business model.

AEROTEH S.A. is ready to move forward with courage and conviction on the path of sustainable transformation, to create a positive impact that lasts.

<sup>1</sup> <https://aeroteh-sa.ro/wp-content/uploads/2022/10/Decision-of-EGAS-on-08.11.2022.pdf>

<sup>2</sup> <https://aeroteh-sa.ro/wp-content/uploads/2018/04/Statement-of-Principles-Policy-on-Strategic-Export-Control.pdf>

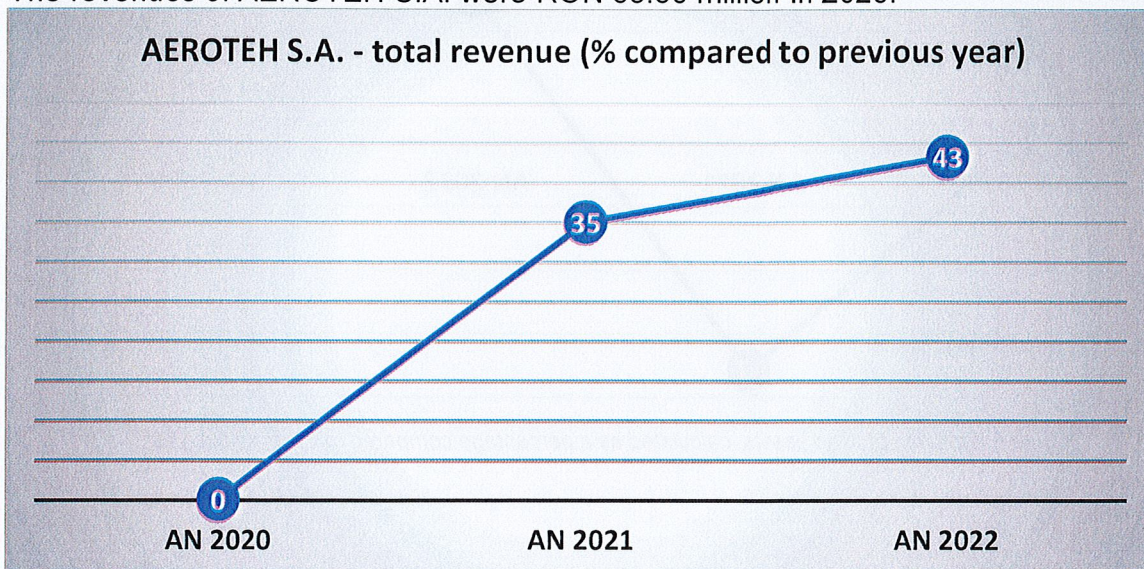


## 5. Our financial performance



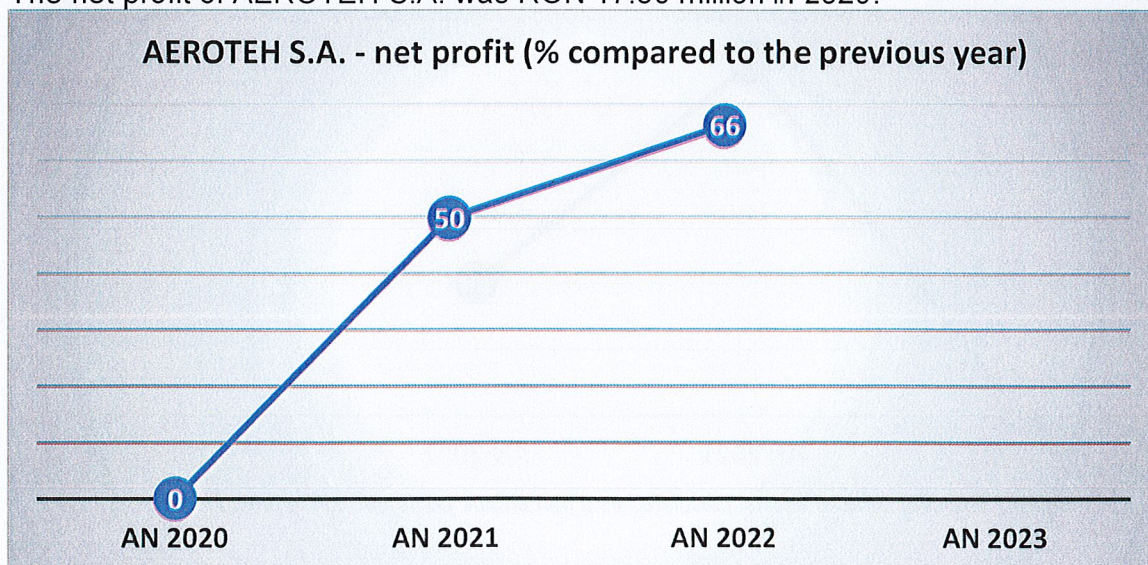
In order to illustrate in a transparent and intuitive style the evolution of the financial results, we present the most recent values, based on 2020.

The revenues of AEROTEH S.A. were RON 85.30 million in 2020.



*Figure 4 Evolution of revenues, calculated as a percentage compared to the previous year*

The net profit of AEROTEH S.A. was RON 17.50 million in 2020.



*Figure 5 Evolution of net profit, calculated as a percentage compared to the previous year*



In 2020, AEROTEH S.A. had fixed assets worth RON 9.27 million.

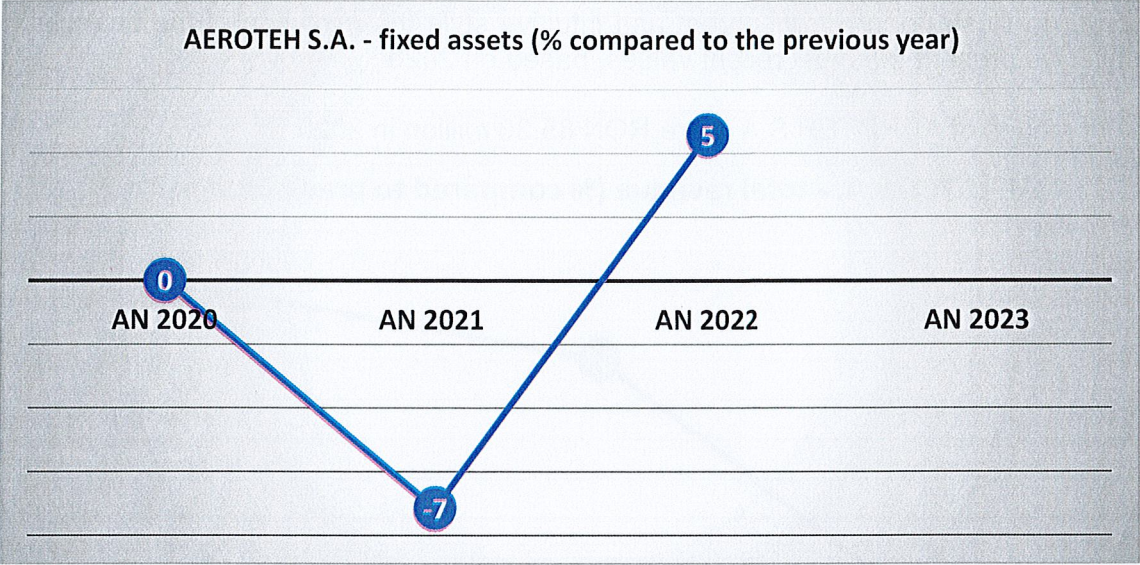


Figure 6 Evolution of fixed assets, calculated as a percentage compared to the previous year

In 2020, AEROTEH S.A. had current assets worth RON 87.84 million.

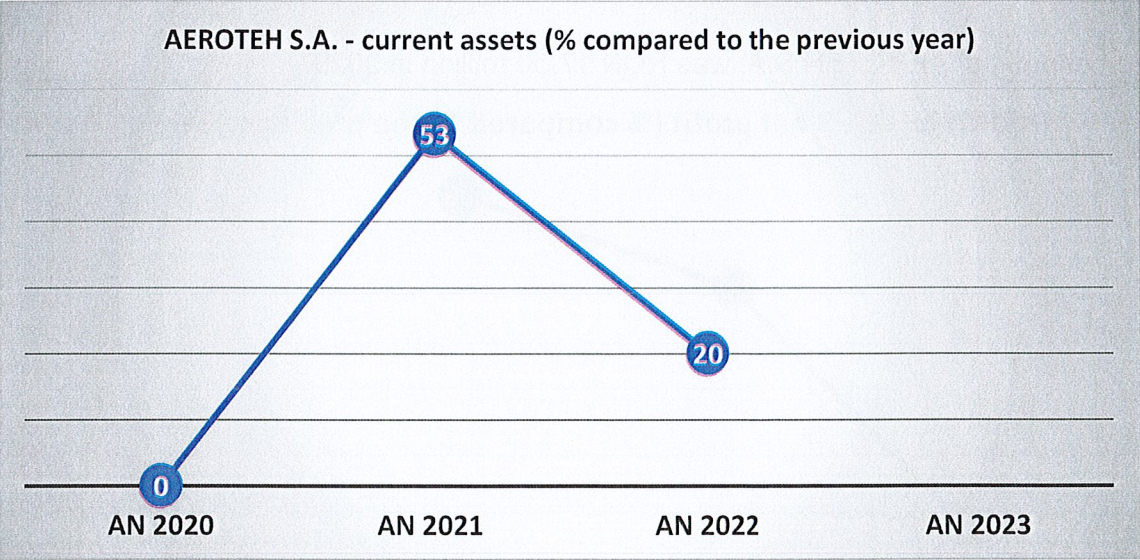


Figure 7 Evolution of fixed assets, calculated as a percentage compared to the previous year



In 2020, AEROTEH S.A. had an average number of 112 employees.

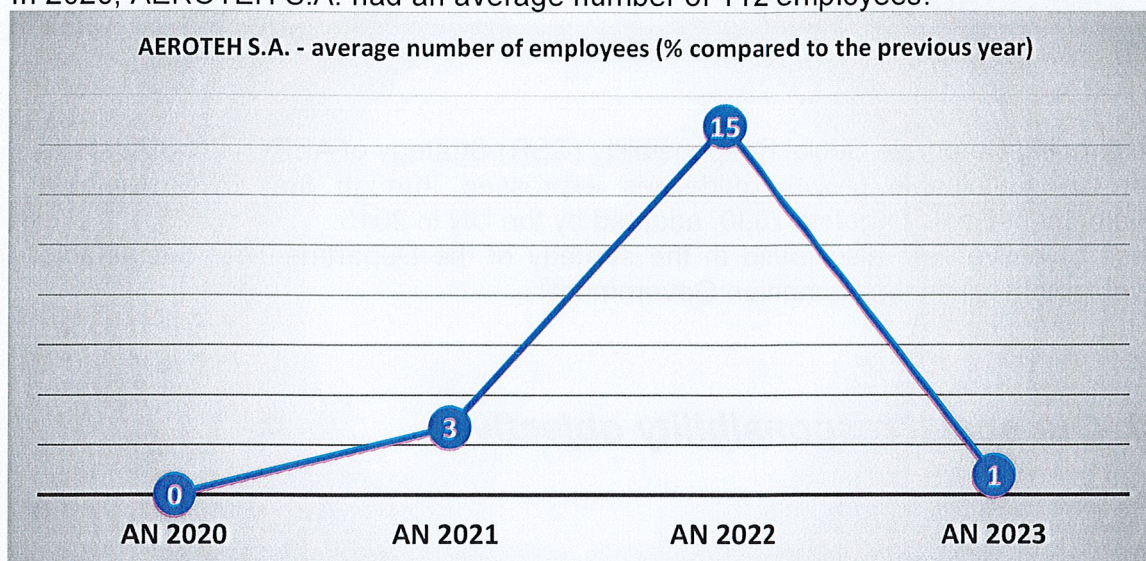


Figure 8 Evolution of the average number of employees, calculated as a percentage compared to the previous year

In 2020, AEROTEH S.A. the average productivity of an employee was RON 691213.

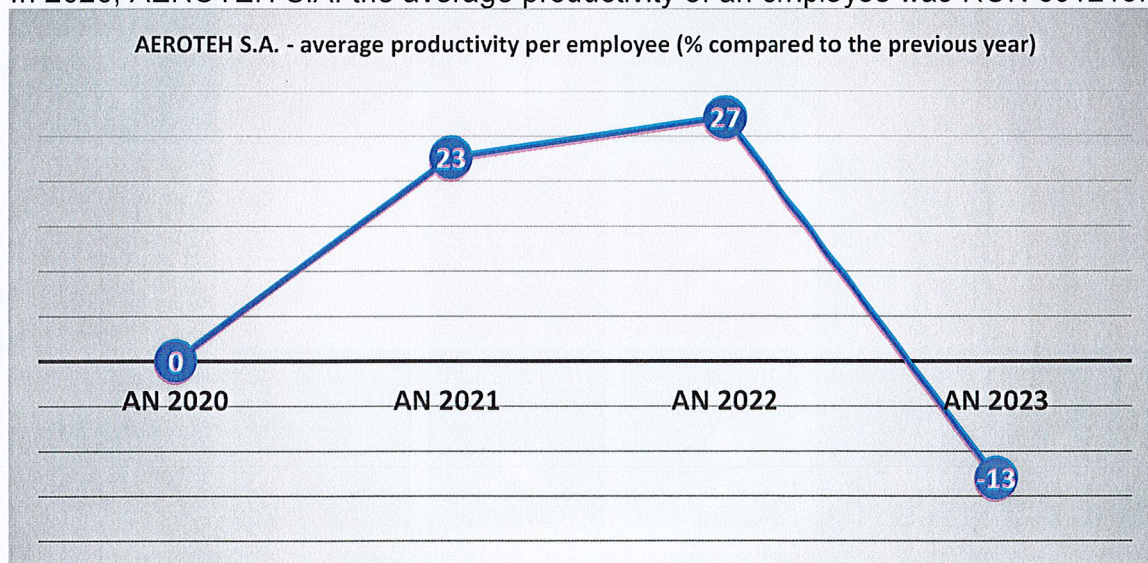


Figure 9 Evolution of employee productivity, calculated as a percentage compared to the previous year



## 6. The Sustainability



The ongoing Corporate Social Responsibility (CSR) Strategy of AEROTEH S.A. starts from the sustainable growth guidelines expressed through the 17 Sustainable Development Goals targeting 2030, adopted by the UN in 2015. These objectives are also found in the strategy of the Department for Sustainable Development within the Romanian Government<sup>3</sup>.

### 6.1. Our social responsibility objectives

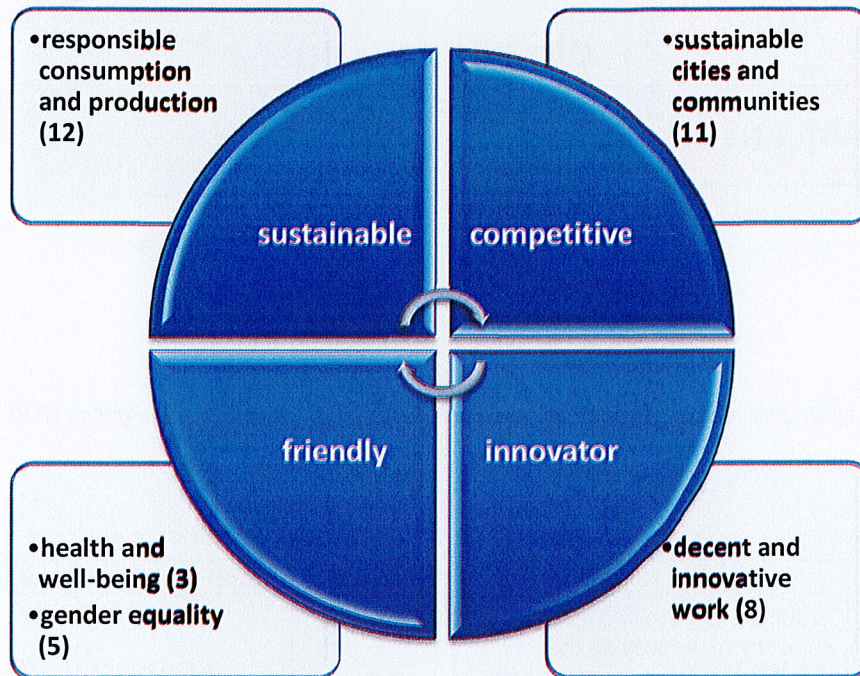


Figure 10 Sustainable Development Goals for 2030 of the Romanian Government (click on objective)

<sup>3</sup> <https://dezvoltaredurabila.gov.ro/web/objective>



The efforts of AEROTEH S.A., as well as those of its partners, are directed towards achieving an economy with neutral impact on the environment, which is characterized by four basic features:



*Figure 11 Features of the economy with neutral impact on the environment.*

AEROTEH S.A. builds its CSR strategy according to the principle: *Think globally – Act locally.*

The transposition of the objectives to the scope of action of AEROTEH S.A. is evaluated for:

- employees of AEROTEH S.A.;
- the community in which AEROTEH S.A. operates;
- the environment in which AEROTEH S.A. operates;

The evaluation of the 17 SDGs in terms of the three elements mentioned at the level of AEROTEH S.A. leads to three possibilities:

- objective already achieved;
- target envisaged and to be achieved by 2030;
- objective that is not specific to the activity of AEROTEH S.A.



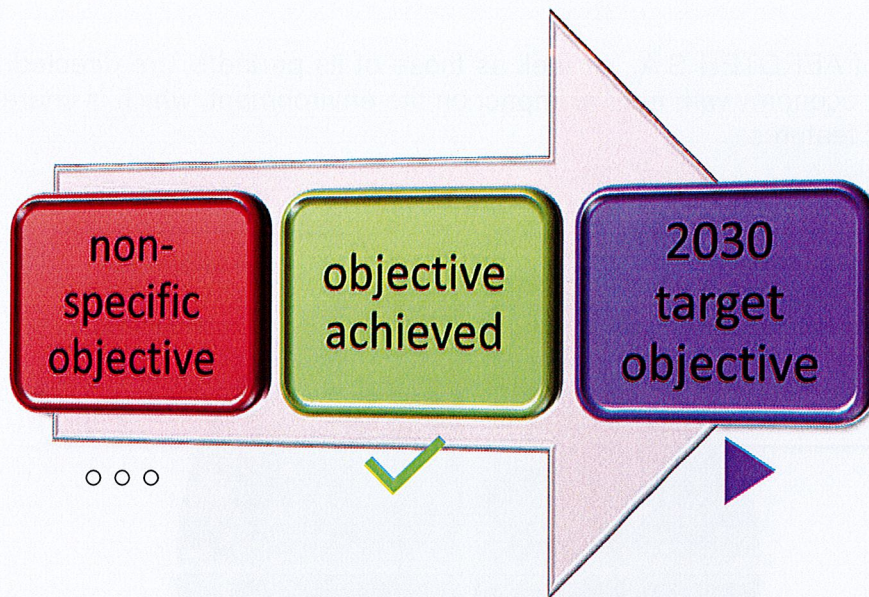










































Figure 12 Graphic representation of the state of AEROTEH S.A.'s objectives targeting 2030

	2030 targets	employees	community	environment
<b>1 NO POVERTY</b> 	Eradicate extreme poverty currently measured as the number of people living on less than \$1.25 per day.		○ ○ ○	○ ○ ○
<b>2 ZERO HUNGER</b> 	End hunger, ensure food security, improve nutrition, and promote sustainable agriculture	○ ○ ○	○ ○ ○	○ ○ ○
<b>3 GOOD HEALTH AND WELL-BEING</b> 	Zero accidents at work			○ ○ ○
	Taking care of employees, by providing medical services paid by the employer		○ ○ ○	○ ○ ○
<b>4 QUALITY EDUCATION</b> 	Investments in the program vocational education in Dual system	○ ○ ○	○ ○ ○	○ ○ ○
	Sponsorships	○ ○ ○		
	Support to student associates working in fields compatible with the activity of AEROTEH S.A.	○ ○ ○		○ ○ ○
<b>5 GENDER EQUALITY</b> 	Non-discriminatory HR policies that promote gender equality in recruitment, internal mobility, and advancement activities		○ ○ ○	○ ○ ○



	Minimising hazardous chemicals and materials, <b>halving the</b> proportion of untreated waste water, and substantially increasing recycling and safe reuse			
	Development and promotion of technological solutions, products and services as environmentally friendly as possible, for the benefit of household and industrial end-users	○ ○ ○		
	Investment in equipment and workspaces		○ ○ ○	○ ○ ○
	Investments in the dual vocational education system			○ ○ ○
	Training offered to employees		○ ○ ○	○ ○ ○
	Modernization of workspaces		○ ○ ○	○ ○ ○
	Promoting sustainable industrialisation		○ ○ ○	○ ○ ○
	Encouraging innovation		○ ○ ○	○ ○ ○
	Promoting social, economic and political inclusion of all, regardless of age, gender, disability, race, ethnicity, origin, religion or economic or other status		○ ○ ○	○ ○ ○
	Ensure equal opportunities and reduce inequality of outcomes, including by eliminating discriminatory practices, and promote appropriate action in this regard.		○ ○ ○	○ ○ ○
	Adopt wage and social protection policies with the aim of progressively achieving greater equality		○ ○ ○	○ ○ ○
	Development and promotion of clean solutions to household and industrial customers	○ ○ ○		
	Monitoring and optimizing own consumption (buildings, car fleet, etc...)		○ ○ ○	
	Awareness campaigns among employees		○ ○ ○	○ ○ ○




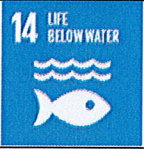
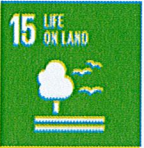

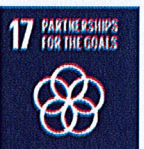

	Development and promotion of clean solutions to household and industrial customers	○ ○ ○	▶	▶
	Energy efficiency of premises	▶	○ ○ ○	▶
	Periodic fleet renewal, conversion of part of the fleet to electric mobility	✓	○ ○ ○	▶
	Conservation and sustainable use of oceans, seas and marine resources for sustainable development	○ ○ ○	○ ○ ○	○ ○ ○
	Protecting, restoring and promoting sustainable use of terrestrial ecosystems, sustainably managing forests, combating desertification, halting and repairing land degradation and halting biodiversity loss	○ ○ ○	○ ○ ○	○ ○ ○
	Stop abuse, exploitation, trafficking and all forms of violence and torture of children	○ ○ ○	✓	○ ○ ○
	Significantly reduce corruption and bribery in all its forms	✓	✓	○ ○ ○
	Enhancing policy coherence for sustainable development	▶	○ ○ ○	○ ○ ○
	Encouraging and promoting effective public, public-private and civil society partnerships, based on the experience and resource strategies of partnerships	○ ○ ○	▶	○ ○ ○
				

Figure 13 Sustainable Development Objectives specific to the activity of AEROTEH S.A. until 2030

## 6.2. Responsibility towards people

### People of AEROTEH S.A. – Our main resource

At AEROTEH S.A., we realize that our most valuable resource is people. We take care to ensure everything necessary for our employees to develop professionally in a work environment that promotes safety, care, comfort, and innovation. We are a united community of professionals, guided by common values such as openness and responsibility, always acting in a responsible and demanding way.



## Health and safety at work

Occupational safety and health is a central pillar of our social responsibility policy. We aim to achieve "zero accidents" by implementing the strictest safety standards and promoting a culture of precaution and protection at work.



*Figure 14 AEROTEH S.A. aims to avoid accidents at work by 2030*

Ensuring the health of employees is based on concrete measures taken at the level of the entire team:

- provision of necessary protective equipment;
- stepping up cleaning of vehicles, work spaces and tools;
- establishing measures to prevent the spread of SARS-CoV-2 by:
  - thermometry of employees;
  - testing them in case of specific symptoms;



## **Our HR commitments**

### **Training and Education**

We invest in the continuous training and education of our employees, providing training and development programs that allow them to advance their careers and adapt to new technologies and working methods.

### **Recruitment and Selection**

Our recruitment and selection processes are designed to attract and retain top talent, ensuring that each new team member shares the company's values and goals.

### **Employee Care**

We ensure that every employee is treated with respect and integrity, promoting a fair and inclusive work environment.

This includes ensuring a healthy work-life balance, as well as access to facilities that improve employees' overall wellbeing:

- cabinet medical;
- dining room;
- gym;
- recreation room;
- library;
- sports competitions.



### **6.3. Environmental concern**

AEROTEH S.A. takes an active role in the transition to an economy with neutral impact on the environment, recognizing the growing environmental challenges. Our commitment to this is manifested through various initiatives and responsible practices. We run awareness campaigns aimed at educating and mobilizing stakeholders about the importance of protecting the environment.

We support innovative projects aimed at saving resources and energy efficiency, thus contributing to a sustainable future.

We focus on energy efficiency projects for buildings, aiming to significantly reduce energy consumption and minimize our carbon footprint.



*Figure 15 Environment of AEROTEH S.A.*

We have implemented and certified the environmental management system according to SR EN ISO 14001:2015. This system allows us to continuously assess the impact of our activities on the environment and identify directions for continuous improvement. We focus on controlling risks and seizing opportunities that lead to responsible behavior by management and employees.

AEROTEH S.A. strictly respects all its environmental commitments. This responsibility is confirmed by the absence of administrative or judicial sanctions for non-compliance with environmental legislation between 2020 and 2023.

Through these actions, AEROTEH S.A. demonstrates an unwavering dedication to environmental protection, promoting a business model that respects and capitalizes on natural resources. Our continued commitment to sustainability and environmental responsibility are the pillars that support our vision for a greener future.



## Energy efficiency of own premises

The main building of the company is over 40 years old. Therefore, the permanent concern of management is to modernize, including workspaces, both in terms of energy efficiency, reduction of energy consumption and comfort at work.

The company has an action plan to make electricity consumption more efficient, consisting in replacing all luminaires with low-energy ones and using them only during working hours, only where activities are carried out.

In 2024, internal communication steps will continue, addressed to all staff, designed to help them understand that energy saving is done through simple actions, within anyone's reach.



*Figure 16 The inner courtyard of AEROTEH S.A.*

## Auto Fleet

AEROTEH S.A. owns its own fleet of vehicles, most of which use classic fuels, but the priority is to renew the fleet by gradually adopting environmentally friendly vehicles.

Actions to streamline the use of the vehicle fleet are constantly carried out:

- purchase of vehicles with maximum pollution standards, EURO 6;
- monitoring the operation and maintenance of the fleet;
- maintaining the fleet in a very good technical condition, which resulted in zero incidents caused by the technical condition of the vehicles.

An electric forklift was purchased for activities at the company's headquarters, a measure that is also part of the effort to reduce the amount of GHG.



#### **6.4. Together for the community: supporters of good deeds**

AEROTEH S.A. has embraced from the beginning its mission to make significant contributions to the community, cultivating a tradition of generosity and active involvement. Over the past four years, this dedication has materialized through sponsorships exceeding 410,000 lei, a testament to our unwavering commitment to the common good.

Outstanding contributions:

- **Fundația Spitalul de Urgență (Emergency Hospital Foundation):** We have been an active partner in supporting the efforts of this vital foundation, contributing to the organization and relentless improvement of emergency medical services, essential for the community.
- **Asociația Națională a Salvatorilor Montani din România (National Association of Mountain Rescuers in Romania):** Our support has been instrumental in maintaining and raising professional standards in mountain rescue, an area critical to safety in Romania's mountain areas.
- **Asociația Elissia (Elissia Association):** Our contribution to the activity of "Elias" Surgery Clinic has supported medical and educational excellence, promoting European quality standards in the medical act and the university and postgraduate educational process.
- **Asociația Help Autism (Help Autism Association):** We are dedicated to supporting the recovery and improving the quality of life of people with developmental disorders and their families, promoting their rights and interests.
- **Asociația pentru Copii și Tineri ACT (Association for Children and Youth ACT):** We supported initiatives that strengthen children and young people intellectually and physically, involving them in educational, ecological, cultural and social activities, thus contributing to their integral development.
- **Asociația Societatea Română de Medicină Preventivă (Romanian Society of Preventive Medicine Association):** By promoting preventive medicine, we have supported health improvement nationwide, emphasizing the importance of screening, early diagnosis and a healthy lifestyle.
- **Asociația Adolescent Creativ din Liceul Spiru Haret (Creative Adolescent Association from Spiru Haret High School):** We encouraged innovation and excellence in education, supporting the modernization and continuous improvement of the educational process to meet European standards and the needs of Romanian society.

In addition, AEROTEH S.A.'s commitment included supporting talented children in the field of sports, as well as seniors among aviation reservists, demonstrating a broad vision of community support.

AEROTEH S.A. remains a consistent supporter of good deeds, reflecting in its actions the values of solidarity, responsibility, and hope for a better future. Through these efforts, we assert ourselves not only as industry leaders, but also as pillars of trust and support in our community.



An aerial, painterly illustration of a sustainable landscape. In the foreground, a winding road with several cars leads through a lush green valley. To the left of the road, there are solar panels and a small house. A river flows through the center of the valley, with a small bridge crossing it. On the right side of the river, there are more solar panels, a barn, and a field of crops. In the background, rolling hills are dotted with numerous wind turbines. The sky is a mix of blue and orange, suggesting a sunrise or sunset. The overall scene depicts a harmonious blend of nature and renewable energy.

*Aeroteh*

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