



EcoVadis 2025 Highlights



Overall performance: **67/100**
79th percentile | Level: Advanced
EcoVadis Medal: **Bronze**



Environment

71/100 | Top 11%



Labor & Human Rights

66/100 | Top 16%



Ethics

66/100 | Top 13%



Sustainable Procurement

66/100 | Top 9%



International rankings
within the same industry

AEROTEH S.A. în 2025



SUSTAINABILITY REPORT



Bucharest, 25 March 2026



AEROTEH S.A. Bucharest, Romania

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The image captures part of the facade of AEROTEH S.A. headquarters, in front of which stand the flag of the European Union, a copy of Constantin Brâncuși's masterpiece – Endless Column – and the Romanian flag.



Table of Contents

- Table of Contents 3
- 1. Introduction 5
- 2. Background 7
- 3. AEROTEH S.A.’s Performance in 2025 8
 - 3.1. Environment (PM) in 2025 10
 - 3.1.1 Policies and Documents in 2025 10
 - 3.1.2 Actions/Measures 12
 - 3.1.3 KPIs 14
 - 3.1.4 Progress 15
 - 3.1.5 Achievements 16
 - 3.2. Labor & Human Rights (DO) in 2025 17
 - 3.2.1 Policies and Documents in 2025 17
 - 3.2.2 Actions and Measures 18
 - 3.2.3 KPIs 19
 - 3.2.4 Progress 20
 - 3.2.5 Achievements 20
 - 3.3. Ethics (EA) in 2025 21

3.3.1 Policies and Documents in 2025	21
3.3.2 Actions and Measures	22
3.3.3 KPIs	23
3.3.4 Progress	24
3.3.5 Achievements	24
3.4. Sustainable Procurement (AS) in 2025	24
3.4.1 Policies and Documents in 2025	25
3.4.2 Actions and Measures	26
3.4.3 KPIs	27
3.4.4 Progress	28
3.4.5 Achievements	29
4. AEROTEH S.A.'s Carbon Footprint (AC-AER)	30
KPIs	32
5. Challenges and Lessons Learned	32
6. Plans for 2026 - 2027	35
7. Conclusions	38
8. Contact	40
9. Annexes	41
Annex 1: Abbreviations	41
Prescurtări generale și specifice AEROTEH S.A.	41
Abbreviations Relating to Sustainability, the Environment and Reporting	41
Abbreviations Relating to Management Systems and Internal Operations	42
EcoVadis Code Prefixes	42
Abbreviations, Units and Notation Used in the Text and Charts	42
Annex 2: KPIs Charts	43
KPIs Charts: General	43
KPIs Charts: Environment (PM)	46
KPIs Charts: Labour and Human Rights (DO)	53
KPIs Charts: Business Ethics (EA)	60
KPIs Charts: Sustainable Procurement (AS)	63
KPIs Charts: Carbon Footprint (AC)	69
Annex 3: Published documents	73
Annex 4: List of performance indicators (KPI)	74
Annex 5: Final notes	77

SUSTAINABILITY REPORT

AEROTEH S.A.

in 2025

1. Introduction

The Sustainability Report entitled “**AEROTEH S.A. in 2025**”, published in Bucharest on 25 March 2026, presents the company’s sustainability performance in a structured format for the period 1 January–31 December 2025. The Report continues the annual series that began with the presentation of the results for 2023 and was followed by the report for 2024, thereby providing a basis for a comparative assessment of the progress achieved by AEROTEH S.A.

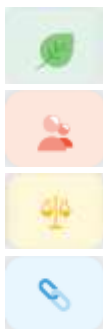
AEROTEH S.A. views sustainability as an integral component of its business continuity, competitiveness and corporate responsibility. Sustainability principles are being progressively integrated into the company’s processes and its relationships with employees, customers, suppliers, authorities and other stakeholders, as well as into the design, development, manufacturing, assembly, testing, verification, validation, maintenance and technical support activities specific to its areas of operation.

As at the publication date of this Report, the Sustainability Statement had been replaced by the **Integrated Policy Statement** (Quality – Environment – Occupational Health and Safety – Sustainability), approved on 25 March 2026. The new document carries forward and integrates the relevant commitments of the Sustainability Statement into a unified framework within the Integrated Management System. Accordingly, product and service quality, environmental protection, occupational health and safety, and sustainability are addressed as interdependent elements of AEROTEH S.A.’s strategy and operations.

Although the primary reporting period is 2025, the strategic framework and development directions are presented by reference to the position as at the publication date, 25 March 2026. This distinction enables an accurate presentation of the results for 2025 while also aligning the conclusions and plans for 2026 with the new Integrated Policy Statement.

The Report analyses AEROTEH S.A.’s performance in the four main themes¹ assessed by EcoVadis:

¹ In the English version we will keep the internal AEROTEH S.A. codes: PM, DO, EA and AS, to maintain exact correspondence with the Romanian report, charts and KPI indicators.



Environment (PM²),

Labor & Human Rights (DO³),

Ethics (EA⁴)

Sustainable Procurement (AS⁵).

In addition to these themes, the Report includes a separate analysis of AEROTEH S.A.'s Carbon Footprint (AC-AER⁶), covering the inventory and reporting of greenhouse gas emissions under Scope 1, Scope 2 and Scope 3.

Performance is presented through **58 key performance indicators (KPIs)**, defined to reflect the specific nature of AEROTEH S.A.'s activities. These indicators enable results to be monitored, compared with values recorded in previous years, and relevant trends to be identified. To ensure continuity in reporting, the charts in Annex 2 show, where applicable, the trends in the indicators from 2022 onwards.

The data and information used in the Report are drawn from the company's internal documents and records, the activity reports of the responsible organisational units, the Management Review, annual plans and programmes, records relating to personnel, consumption, waste, emissions and significant suppliers, AC-AER calculations, and the findings of the EcoVadis assessment published on **16 September 2025**. Through this approach, the Report seeks to link the policies adopted and commitments made with the measures implemented, the quantitative results achieved and the available supporting documents.

The Report presents achievements and positive developments, together with challenges, methodological limitations, indicators still under development and areas in which opportunities for further development have been identified. This balanced approach is intended to avoid claims that are not supported by data and to provide internal and external stakeholders with accurate information.

Report Objectives

The main objectives of the Sustainability Report "AEROTEH S.A. in 2025" are:

- To present the sustainability performance for 2025 by highlighting the policies, documents, actions, measures and results relating to the PM, DO, EA and AS themes;
- to present and analyse AEROTEH S.A.'s Carbon Footprint (AC-AER), including the values for Scope 1, Scope 2 and Scope 3, as well as the current stage of the transition to the EcoVadis "Carbon Estimator" method;
- to monitor performance trends by comparing the indicator values for 2025 with the results reported for previous years;
- to increase transparency towards stakeholders by presenting the results, challenges, limitations and directions for improvement in an accessible, coherent and verifiable manner;

² PM = **P**rotejarea **M**ediului (ro)

³ DO = **M**unca și **D**repturile **O**mului (ro)

⁴ EA = **E**tica în **A**faceri (ro)

⁵ AS = **A**chiziții **S**ustenabile (ro)

⁶ AC-AER – **A**mprenta de **C**arbon a **A**EROTEH S.A.

- to highlight the contribution of AEROTEH S.A.'s internal organisational units, which provide the data, implement the measures and manage the relevant activities, as well as the role of the Sustainability Department (CDD⁷) in coordinating, aligning and presenting the information consistently;
- to draw on the findings of the EcoVadis assessment dated 16 September 2025 by presenting the recognised strengths, AEROTEH S.A.'s international standing and the themes that may serve as reference points for further development;
- to maintain the traceability and comparability of data through the use of the definitions, calculation methods, information sources and supporting documents associated with the 58 KPIs;
- to support management decision-making by providing a consolidated overview of sustainability performance and of the identified risks, opportunities and priorities;
- to establish the line of actions for 2026, in alignment with the new Integrated Policy Statement, the results of the internal indicators and the recommendations arising from the EcoVadis assessment.

2. Background

The year 2025 forms part of the first stage of the pathway established by AEROTEH S.A. for the sustainability and decarbonisation of its value chain, covering the period **2022–2026**. This stage is characterised by awareness-raising, initial assessment, monitoring and the integration of sustainability principles into the company's processes and relationships. The Integrated Policy Statement provides for the continuation of this pathway by strengthening impact-reduction measures and expanding cooperation with suppliers during 2027–2030, followed by a significant and sustained reduction in environmental impact by 2045.

In this context, 2025 highlights the progressive transition from the development of policies, codes and guiding documents to a stage of operational implementation, quantitative monitoring and the substantiation of results through verifiable documents and records. The activities of the Sustainability Department (CDD), carried out in cooperation with the company's internal organisational units, focused on integrating sustainability requirements into day-to-day operations, collecting and correlating data, and presenting the results in a consistent manner.

The EcoVadis assessment published on 16 September 2025 confirmed the progress achieved by AEROTEH S.A. The overall score increased from 63/100 in 2024 to **67/100** in 2025, with the company achieving the **“Advanced”** performance level, being placed in the **79th percentile**, and receiving the **EcoVadis Bronze Medal**. Compared with companies assessed internationally within the same industry, AEROTEH S.A. ranked among the **top 12% for overall sustainability performance**.

The external assessment is not the sole basis of this Report. The EcoVadis findings are analysed alongside the results of the 58 KPIs, internal documents, data provided by the responsible organisational units, and the developments recorded during 2022–2025. Sustainability performance is therefore assessed both from the perspective of external recognition and in terms of AEROTEH S.A.'s own operational results.

The year 2025 also marks the beginning of a methodological transition in the calculation of the Carbon Footprint (AC-AER), following the move from the EcoVadis “Carbon Calculator” method to the new “Carbon Estimator” method. This change

⁷ CDD = Compartimentul Dezvoltare Durabilă (ro)

requires clarification of data categories, verification of conversion factors, adaptation of internal responsibilities, and the updating of the documents and forms used. The values for 2025 ensure continuity in monitoring, while certain components, such as the separate determination of upstream and downstream Scope 3 emissions, remain under development.

Through its content, the Sustainability Report “AEROTEH S.A. in 2025” serves both as a communication tool for stakeholders and as an internal management tool. The Report provides a consolidated overview of the progress achieved, the matters requiring continued monitoring, and the directions through which AEROTEH S.A. can continue its responsible, competitive and sustainable development.

3. AEROTEH S.A.’s Performance in 2025

As at the publication date of this Sustainability Report, the **Sustainability Statement** had been replaced by the new **Integrated Policy Statement: Quality – Environment – Occupational Health and Safety – Sustainability (DPI)**. The new document brings together, within a unified framework, AEROTEH S.A.’s commitments relating to quality, Environment (PM), occupational health and safety, and sustainability, carrying forward and integrating the core principles of the previous statement into the Integrated Management System and the company’s long-term strategy. Accordingly, AEROTEH’s performance in 2025 is presented as a continuation of these commitments and by reference to the integrated framework in force as at the publication date of the Report. The year 2025 falls within the 2022–2026 stage of the pathway adopted by AEROTEH S.A. for the sustainability and decarbonisation of its value chain. This stage focuses on awareness-raising, initial assessment, monitoring and the integration of sustainability principles into the company’s processes and relationships. The DPI also provides for the assessment and gradual reduction of environmental impact, cooperation with suppliers and partners to reduce the carbon footprint and improve sustainability performance, and the role of the Sustainability Department (CDD) in implementing the policies, codes and guidelines relating to Environment (PM), Labor & Human Rights (DO), Ethics (EA), and Sustainable Procurement (AS).

Within this framework, the monitoring of AEROTEH S.A.’s performance in 2025 covered the four main sustainability themes, complemented by a separate assessment of AEROTEH S.A.’s Carbon Footprint (AC-AER). The results are presented through the **58 key performance indicators (KPIs)**, which enable the company’s progress to be tracked, the results to be compared with those recorded in previous years, and internal data to be aligned with EcoVadis requirements and criteria.

The EcoVadis assessment published on **16 September 2025** confirmed the positive development of AEROTEH S.A.’s sustainability performance. The overall score increased from 63/100 in 2024 to **67/100** in 2025, with the company achieving the **“Advanced”** performance level, being placed in the **79th percentile**, and receiving the **EcoVadis Bronze Medal**. Compared with companies assessed internationally within the same industry, AEROTEH S.A. ranked among the **top 12% for overall sustainability performance**.

The scores for the four themes ranged from 66/100 to **71/100**. **Environment (PM)** achieved the highest score, at **71/100**, while **Labor & Human Rights (DO)**, **Ethics (EA)**, and **Sustainable Procurement (AS)** each achieved a score of **66/100**. In terms of international positioning within the same industry, AEROTEH S.A. ranked among the **top 11% for Environment**, the **top 16% for Labor & Human Rights**, the **top 13% for Ethics**, and the **top 9% for Sustainable Procurement**.

The results reflect the progressive transition from the development of policies and guiding documents to a stage of operational implementation, quantitative monitoring,

and evidence-based reporting supported by data and verifiable documentation. This chapter presents both the performance recognised through the external EcoVadis assessment and the development of the internal indicators, providing a consistent basis for evaluating the achievements recorded in 2025 and establishing future directions for improvement.

The EcoVadis scores awarded to AEROTEH S.A. across the four themes—Environment (PM), Labor & Human Rights (DO), Ethics (EA), and Sustainable Procurement (AS)—are shown in the screenshot taken from the EcoVadis platform on 26 January 2026:



Note: The following 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 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 2025 was **67/100 points**. (see the annual evolution of the indicator in Fig. 1 of Annex 2).
- **KPI 02:** The score of AEROTEH S.A. for Environment (PM) in 2025 was **71 /100 pt.** (see the annual evolution of the indicator in Fig. 2 of Annex 2).
- **KPI 03:** The score for AEROTEH S.A. for DO, in the year 2025 was **66 /100 pt.** (see the annual evolution of the indicator in Fig. 3 of Annex 2).
- **KPI 04:** AEROTEH S.A.'s score for EA in 2025 was **66/100 points**. (see the annual evolution of the indicator in Fig. 4 of Annex 2).
- **KPI 05:** The score of AEROTEH S.A. for AS in 2025 was **66 /100 pts.** (see the annual evolution of the indicator in Fig. 5 of Annex 2).



3.1. Environment (PM) in 2025

AEROTEH S.A. regards environmental protection as an integral part of its Management System and sustainability strategy, with a focus on pollution prevention, the responsible use of resources, controlled waste management and compliance with applicable legal requirements. In 2025, the company applied a structured environmental management framework based on keeping the relevant legislation up to date, identifying and assessing environmental aspects and impacts, defining preventive measures and responsibilities, managing waste streams, integrating environmental requirements into relationships with third parties, and periodically monitoring environmental factors.

This approach demonstrates the transition from a general policy framework to an annual operational system in which environmental requirements are translated into plans, controls, records and verifiable activities. The documents developed for 2025 supported the monitoring of emissions, wastewater, resource consumption and waste, as well as preparedness for abnormal operating conditions and emergencies, thereby strengthening AEROTEH S.A.'s capacity to prevent and control the environmental impacts associated with its activities..

The EcoVadis assessment published on 16 September 2025 confirmed AEROTEH S.A.'s positive development in this theme, awarding the company a score of **71/100**, compared with 70/100 in 2024. This was the highest score achieved across the four themes assessed. The result placed AEROTEH S.A. among the **top 11% of companies assessed internationally within the same industry** and reflects recognition of the comprehensive scope of its environmental policies, its ISO 14001 certification, its measures for managing waste and hazardous substances, and its system for monitoring and reporting environmental indicators.

3.1.1 Policies and Documents in 2025

In 2025, AEROTEH S.A. continued to strengthen its documentation framework for the Environment (PM) theme by preparing the annual documents required to implement legal requirements, identify and assess environmental aspects, plan prevention and control measures, manage waste, and monitor environmental parameters. These documents complement the standing policies, codes, procedures and instructions of the Management System and demonstrate the operational implementation of environmental requirements across the company's activities.

Documents developed or updated for 2025:

- D07 – “Reference Environmental Legislation and Regulations”, which identifies and consolidates the national and European legislation and regulatory requirements applicable to AEROTEH S.A.'s operations, including those concerning the environment, waste management, packaging, hazardous substances, industrial emissions, air quality, wastewater, waste transport and environmental permitting;;
- D05 – “List of Environmental Aspects to Be Included in Contracts with Third Parties”, which sets out requirements concerning packaging management, the collection of waste generated by service providers, the use of authorised operators, the verification of permits and the provision of Safety Data Sheets for hazardous products;

- D03 – “List of Environmental Aspects under Normal and Abnormal Operating Conditions and in Emergency Situations”, which links the sources of environmental aspects to the associated impacts, risks and opportunities, preventive measures, responsibilities, and monitoring and operational control arrangements applicable to office, production, transport and facilities management activities;
- D04 – “Significant Environmental Aspects Associated with the Activities, Products and Services Identified at AEROTEH S.A.”, which provides an inventory and assessment of the environmental aspects associated with office, production, transport, inspection, laboratory and maintenance activities, together with the related collection, recovery and monitoring measures;
- D02 – “2025 Waste Management Plan”, which specifies, for the main categories of waste generated, the applicable waste codes, sources and conditions of generation, storage locations, management methods, responsibilities and supporting documents required to ensure traceability;
- D06 – “Environmental Monitoring Plan”, which establishes the monitoring frequencies, sampling points, records and legal bases applicable to emissions, wastewater and other environmental parameters arising from technological processes or from the requirements of the applicable environmental permits;
- ID.00.02 – “Calculation and Monitoring of AEROTEH S.A.’s Carbon Footprint”, which establishes the rules for collecting, consolidating and processing the data required to monitor greenhouse gas emissions and the indicators associated with energy consumption;
- ID.00.03 – “Implementation of Corrective Actions Identified by EcoVadis”, used to identify improvement measures arising from EcoVadis assessments, assign responsibilities and monitor their implementation;
- the documents and records used to monitor energy and water consumption, hazardous and non-hazardous waste, waste recovery, atmospheric emissions and compliance with applicable legal requirements;
- the set of performance indicators specific to the Environment (PM) theme, used to monitor and report AEROTEH S.A.’s results.

Documents in force and applied in 2025:

- AEROTEH Environmental Protection Policy;
- AEROTEH Environmental Protection Code;
- Programme for the Prevention and Reduction of Waste Generation;
- PD-06 – “Legal Requirements. Evaluation of Compliance”;
- PD-09 – “Emergency Preparedness and Response”;
- PD-10 – “Environmental and Occupational Health and Safety Monitoring and Measurement”;
- PD-11 – “Environmental and Occupational Health and Safety Nonconformity”;
- PD-12 – “Environmental Aspects”;
- PD.00.04 – “Management of Hazardous Substances and Preparations, as well as Waste Generated Following Their Use by AEROTEH S.A.”;
- PZ.10.01 – “Waste Management”;

- PZ.10.02 – “Transport Management”;
- IE.00.07 – “Collection, Baling and Temporary Storage of Recyclable Industrial Cardboard and Plastic Waste”;
- IQ.03.90 – “Internal Dissemination and Management of Documents Circulated by the Sustainability Department”, used for the internal communication and implementation of the guiding documents relating to the Environment (PM) theme.

The EcoVadis assessment published on 16 September 2025 confirmed the comprehensive scope of AEROTEH S.A.’s environmental policy framework. It identified as strengths the company’s policies relating to energy consumption and greenhouse gas emissions, water, materials, chemicals and waste, together with the existence of quantitative targets for energy and emissions. The “Policies” component of the Environment (PM) theme received a score of **75/100**.

The documentation relating to the end-of-life impacts of products, identified by EcoVadis as an area that could benefit from further clarification, provides a reference point for periodic review and the gradual development of the documentation framework, taking into account the specific nature of AEROTEH S.A.’s activities and priorities.

3.1.2 Actions/Measures

In 2025, AEROTEH S.A. continued to implement measures aimed at preventing pollution, ensuring the responsible use of resources, managing waste in a controlled manner and maintaining compliance with applicable environmental legal requirements.

The Development and Administration Department (D) played an important operational role by preparing and updating the annual environmental documents, circulating them to the relevant internal organisational units and coordinating the implementation of requirements relating to the identification of environmental aspects, risk control, waste management and the monitoring of environmental parameters..

The circulation of these documents to the internal organisational units enabled environmental responsibilities to be aligned with the activities carried out in offices, production areas, laboratories, transport operations and facilities management. The general requirements of the Integrated Management System were therefore translated into specific measures adapted to the sources of environmental impact, normal and abnormal operating conditions and emergency situations.

The main actions and measures implemented were:

- updating the applicable legislative framework and communicating it to the internal organisational units through D07 – “Reference Environmental Legislation and Regulations”, in support of compliance evaluation and the adaptation of the company’s activities to national and European requirements relating to waste, packaging, hazardous substances, emissions, wastewater and environmental permitting;
- implementing D03 – “List of Environmental Aspects under Normal and Abnormal Operating Conditions and in Emergency Situations” by identifying sources of environmental impact, assessing risks and opportunities, defining preventive measures and assigning responsibilities for office, production, transport and facilities management activities;
- implementing D04 – “Significant Environmental Aspects Associated with the Activities, Products and Services Identified at AEROTEH S.A.” for the systematic assessment of impacts associated with energy and water

consumption, waste generation, the use of hazardous substances, emissions and equipment operation;

- using D05 – “List of Environmental Aspects to Be Included in Contracts with Third Parties” by including, where applicable, requirements concerning the return or labelling of packaging, the removal of waste generated during the provision of services, the possession of the required permits and the provision of Safety Data Sheets in Romanian for hazardous products;
- implementing D02 – “2025 Waste Management Plan”, which structured the management of the main waste categories by specifying the applicable waste codes, sources and conditions of generation, storage locations, collection and transfer arrangements, responsibilities and traceability records;
- implementing D06 – “Environmental Monitoring Plan” through six-monthly monitoring of emissions from the boiler plant, paint shop and assembly operations, monthly monitoring of wastewater at the pre-treatment plant and the monitoring of other environmental parameters whenever required by legislation or the applicable permits;
- implementing PD.00.04 – “Management of Hazardous Substances and Preparations, as well as Waste Generated Following Their Use by AEROTEH S.A.” to control the procurement, handling, storage, use and disposal of hazardous substances and waste;
- implementing PZ.10.01 – “Waste Management” through separate collection, the maintenance of waste management records and the transfer of hazardous and non-hazardous waste streams to authorised operators;
- implementing IE.00.07 – “Collection, Baling and Temporary Storage of Recyclable Industrial Cardboard and Plastic Waste” for the segregation and controlled recovery of recyclable waste streams;
- using designated containers and storage areas for waste collection, including scrap metal, paper and cardboard, plastics, waste oils, emulsions, solvents, contaminated absorbents, waste electrical and electronic equipment (WEEE), batteries, accumulators and other categories identified in the company’s activities;
- maintaining cooperation with authorised operators for the collection, transport, treatment, recovery or disposal of waste and retaining the records required to demonstrate traceability;
- verifying the availability and validity of Safety Data Sheets, storing hazardous products in their original packaging and in designated, clearly marked areas, and ensuring the availability of spill response kits for accidental pollution incidents;
- providing training and raising employee awareness regarding separate waste collection, the handling of hazardous substances, the reduction of water and energy consumption, the prevention of resource losses and the conduct required in emergency situations;
- carrying out technical inspections, servicing and maintenance work on equipment, installations, the boiler plant and the wastewater pre-treatment plant in order to prevent uncontrolled emissions, accidental releases and unnecessary resource consumption;

- implementing PD-09 – “Emergency Preparedness and Response” to maintain the capacity to respond to fires, accidental spills, equipment failures and other events with a potential environmental impact;
- implementing PD-10 – “Environmental and Occupational Health and Safety Monitoring and Measurement” and PD-06 – “Legal Requirements. Evaluation of Compliance” by carrying out the required measurements, retaining the relevant test reports and submitting periodic reports within the statutory deadlines;
- continuing to monitor energy and water consumption, the quantities of waste generated and recovered, and the compliance of atmospheric emissions with the applicable legal limits;
- continuing to inventory and monitor greenhouse gas emissions in accordance with ID.00.02 – “Calculation and Monitoring of AEROTEH S.A.’s Carbon Footprint”, with detailed information on Scope 1, Scope 2 and Scope 3 presented separately in Chapter 4;
- implementing ID.00.03 – “Implementation of Corrective Actions Identified by EcoVadis” by reviewing the findings of the external assessment and integrating them, where appropriate, into the environmental performance improvement process..

The EcoVadis assessment published on 16 September 2025 recognised as strengths AEROTEH S.A.’s measures for removing heavy metals from wastewater, environmental emergency preparedness, employee training on hazardous substances and waste, the specialised treatment of hazardous substances, waste reduction through reuse and recovery, and waste segregation into separate streams. These findings confirm the practical nature of the measures implemented and the contribution of **the Development and Administration Department (D)** and the other internal organisational units involved to the effective operation of the environmental management system.

The EcoVadis recommendations concerning energy consumption, greenhouse gas emissions and the end-of-life impacts of products and packaging provide reference points for the periodic review of existing measures and for identifying potential additional areas for improvement, taking into account the specific nature of AEROTEH S.A.’s activities and priorities.

3.1.3 KPIs

3.1.3.1 Activity-Specific Indicators

These two indicators relate specifically to the company’s declared principal activity and will become significant as AEROTEH S.A. transitions to a new generation of products.

- **KPI 06:** The weight of AEROTEH S.A.’s own electrical and electronic equipment (EEE) placed on the market in 2025 was **67.13 kg** (see the annual trend for this indicator in Fig. 6 of Annex 2).
- **KPI 07:** The weight of waste electrical and electronic equipment (WEEE) arising from AEROTEH S.A.’s own products and collected from the market in 2025 was **0 kg** (see the annual trend for this indicator in Fig. 7 of Annex 2).

3.1.3.2 Energy

- **KPI 08:** Total consumption of purchased electricity in 2025 was **259,359.00 kWh** (see the annual trend for this indicator in Fig. 8 of Annex 2).
- **KPI 09:** The amount of renewable energy purchased and/or generated in 2025 was **0 kWh** (see the annual trend for this indicator in Fig. 9 of Annex 2).

- **KPI 10:** Total renewable electricity consumption in 2025 was **0 kWh** (see the annual trend for this indicator in Fig. 10 of Annex 2).

3.1.3.3 Waste

- **KPI 11:** The total weight of waste generated in 2025 was **81.15 t** (see the annual trend for this indicator in Fig. 11 of Annex 2).
- **KPI 12:** The total weight of hazardous waste generated in 2025 was **7.58 t** (see the annual trend for this indicator in Fig. 12 of Annex 2).
- **KPI 13:** The total weight of non-hazardous waste generated in 2025 was **73.58 t** (see the annual trend for this indicator in Fig. 13 of Annex 2).
- **KPI 14:** The total weight of waste recovered in 2025 was **63.72 t** (see the annual trend for this indicator in Fig. 14 of Annex 2).
- **KPI 15:** The total weight of hazardous materials received by the company for recycling in 2025 was **0 kg** (see the annual trend for this indicator in Fig. 15 of Annex 2).

3.1.3.4 Water

- **KPI 16:** The total volume of water used from all sources in 2025 was **1,799 m³** (see the annual trend for this indicator in Fig. 16 of Annex 2).
- **KPI 17:** The total volume of water recycled and reused in 2025 was **0 m³** (see the annual trend for this indicator in Fig. 17 of Annex 2).
- **KPI 18:** Greutatea totală a poluanților vărsați în apă în anul 2025 a fost de 0 kg; (vezi evoluția anuală a indicatorului în Fig. 18 din Anexa 2).

3.1.3.5 Atmosferă

- **KPI 19:** The total weight of pollutants discharged to water in 2025 was **0 kg** (see the annual trend for this indicator in Fig. 18 of Annex 2).

3.1.4 Progress

In 2025, AEROTEH S.A.'s performance in the Environment (PM) theme improved both in terms of the results achieved and through the strengthening of the way in which environmental activities were organised and controlled. The EcoVadis score increased from 70/100 in 2024 to **71/100** in 2025, representing the highest score across the four themes assessed. This result placed AEROTEH S.A. among the **top 11% of companies assessed internationally within the same industry**, confirming the competitiveness of its environmental management system.

The progress recorded in 2025 was also supported by the development of a more structured annual environmental management cycle, operationally coordinated by the **Development and Administration Department (D)**. This cycle included updating the applicable legislative framework, identifying and assessing environmental aspects, analysing normal and abnormal operating conditions and emergency situations, planning waste management activities, integrating environmental requirements into relationships with third parties, and establishing the monitoring programme for emissions, wastewater and other environmental parameters. The documents prepared were circulated to the relevant internal organisational units, contributing to the clarification of responsibilities and the consistent implementation of prevention and control measures.

The internal indicators show that **100%** compliance with the applicable legal limits for atmospheric emissions was maintained, while the quantity of waste recovered increased from 57.43 t in 2024 to **63.72 t** in 2025. The monitoring of energy and water consumption and waste streams also continued. At the same time, the increase in the total quantity of waste generated, including hazardous waste, highlights the need to

continue measures relating to waste prevention, reduction, separate collection and recovery, in line with changes in the company's operations.

Overall, the developments recorded in 2025 demonstrate a transition from the predominant application of general policies and procedures towards a more coherent operational system based on annual documentation, clearly defined responsibilities, periodic monitoring and verifiable records.

3.1.5 Achievements

In 2025, AEROTEH S.A. strengthened its performance in the **Environment (PM) theme** through the consistent application of its internal management framework, the monitoring of environmental indicators, the maintenance of legal compliance, and the development of an annual operational planning and control system. The **Development and Administration Department (D)** played an important role by preparing the annual environmental documents, circulating them to the relevant internal organisational units, and supporting the consistent implementation of requirements relating to environmental aspects, waste management, relationships with third parties and the monitoring of environmental parameters.

The main achievements were:

1. Achieving an EcoVadis score of **71/100** for the Environment (PM) theme, compared with 70/100 in 2024, representing the highest score across the four themes assessed..
2. Ranking AEROTEH S.A. among the **top 11%** of companies assessed internationally within the same industry for environmental performance.
3. Maintaining the certification of the environmental management system in accordance with ISO 14001, an element for which EcoVadis awarded **the maximum score**.
4. Achieving a score of **75/100** for the "Policies" component, with EcoVadis recognising the comprehensive scope of the company's policies relating to energy, water, materials, chemicals, waste and greenhouse gas emissions.
5. Preparing and circulating to the relevant internal organisational units the annual environmental documentation package, comprising:
 - D07 – "Reference Environmental Legislation and Regulations";
 - D05 – "List of Environmental Aspects to Be Included in Contracts with Third Parties";
 - D03 – "List of Environmental Aspects under Normal and Abnormal Operating Conditions and in Emergency Situations";;
 - D04 – "Significant Environmental Aspects Associated with the Activities, Products and Services Identified at AEROTEH S.A.";
 - D02 – "2025 Waste Management Plan";
 - D06 – "Environmental Monitoring Plan".
6. Strengthening the contribution of **the Development and Administration Department (D)** to the operation of the environmental management system by updating the legislative framework, assessing environmental aspects and impacts, assigning responsibilities, planning preventive measures and coordinating the monitoring of environmental parameters.
7. Maintaining **100%** compliance with the applicable legal limits for atmospheric emissions in 2025.
8. Implementing the monitoring plan by periodically measuring emissions from the boiler plant, paint shop and assembly operations, and by conducting monthly wastewater monitoring at the pre-treatment plant.
9. Increasing the quantity of waste recovered from 57.43 t in 2024 to **63.72 t** in 2025, confirming the continuation of reuse, recycling and recovery activities.

10. Structuring the management of **29 categories of hazardous and non-hazardous waste** by specifying the applicable waste codes, sources of generation, storage locations, management methods, responsibilities and traceability documents.
11. Maintaining the separate waste collection system and periodic waste records, including for scrap metal, plastics, paper and cardboard, waste oils, emulsions, solvents, contaminated absorbents, batteries, accumulators and waste electrical and electronic equipment (WEEE).
12. Continuing cooperation with authorised operators for the collection, transport, treatment, recovery and disposal of waste, while retaining the documentation required to demonstrate traceability.
13. Integrating environmental requirements into contractual relationships with third parties through provisions concerning packaging management, the removal of waste generated during the provision of services, the verification of permits and the provision of „Safety Data Sheets for hazardous products”.
14. Identifying and assessing environmental aspects under normal and abnormal operating conditions and in emergency situations, together with the definition of preventive measures, responsibilities and operational control arrangements.
15. Receiving EcoVadis recognition for measures relating to the safe treatment and disposal of hazardous substances, employee training, emergency preparedness, waste reduction through reuse and recovery, and waste segregation into separate streams.
16. Strengthening quantitative reporting on energy and water consumption, hazardous and non-hazardous waste, waste recovered, atmospheric emissions, and indicators relating to electrical and electronic equipment (EEE) and waste electrical and electronic equipment (WEEE).



3.2. Labor & Human Rights (DO) in 2025

AEROTEH S.A. promotes a safe, equitable and inclusive working environment in which respect for employee rights, professional development, social dialogue and the prevention of occupational risks are integral components of the Integrated Management System. In 2025, the company continued to implement and strengthen its policies, internal documents and measures relating to working conditions, occupational health and safety, training, the prevention of discrimination and harassment, and the protection of employees' fundamental rights.

The EcoVadis assessment published on 16 September 2025 confirmed AEROTEH S.A.'s positive progress in this theme, awarding the company a score of **66/100**, compared with 60/100 in 2024, and placing it among **the top 16% of companies assessed internationally within the same industry**. The result reflects recognition of the company's policy framework covering social dialogue, career management and training, working conditions, occupational health and safety, the prevention of discrimination and harassment, as well as the specific measures implemented to support employees.

3.2.1 Policies and Documents in 2025

In 2025, AEROTEH S.A. continued to strengthen its documentation framework for the Labor & Human Rights (DO) theme by updating certain internal regulations, implementing previously approved documents and aligning them with the requirements of the Integrated Management System.

Documents prepared or updated in 2025:

- Training Programme No. 20/2025, which provided for vocational training, authorisation, reauthorisation and in-house training activities for workers, technical, economic and administrative staff (TESA), and middle-management personnel;
- IU.11.02 – “Allocation of the 25% Bonus to Employees”, updated by increasing the monthly bonus allocation within the company’s internal organisational units from 15% to 25% of the corresponding payroll fund. This measure reflects senior management’s tangible commitment to motivating, rewarding and retaining employees, as well as recognising their contribution to the achievement of AEROTEH S.A.’s objectives;
- personnel administration documents and records, updated in connection with changes relating to recruitment, termination of employment, payroll, job positions, salary supplements, leave and the use of the REGES system.

Documents in force and applied in 202:

- AEROTEH Labor & Human Rights Policy;
- AEROTEH Labor & Human Rights Code;
- IU.00.09 – “Access Rules and Recording of Working Time at AEROTEH S.A.”;
- IU.00.13 – “Recruitment and Employment of AEROTEH S.A. Personnel”;
- IU.11.04 – “Prevention and Combating of Workplace Harassment”;
- IU.11.05 – “Training of Direct Production Personnel”;
- IQ.00.01 – “Communication between Company Employees and AEROTEH S.A. Management”;
- IZ.10.07 – “Organisation of Occupational Health Activities”;
- PD-07 – “Competence, Awareness and Training”;
- PD-08 – “Communication, Participation and Consultation”;
- PD-13 – “Hazard Identification, Occupational Risk Assessment and Control Measures”;
- PD-14 – “Investigation and Handling of Occupational Incidents”.

The EcoVadis assessment published on 16 September 2025 recognised as strengths AEROTEH S.A.’s policies relating to social dialogue, working conditions, career management and training, occupational health and safety, the prevention of discrimination and harassment, and the prevention of child labor, forced labor and human trafficking. EcoVadis assessed that the company has a comprehensive policy covering most of the relevant aspects of the Labor & Human Rights (DO) theme.

As a reference point for the further development of the documentation framework, the EcoVadis assessment highlights the opportunity to consider introducing additional quantitative targets, tailored to AEROTEH S.A.’s priorities, in areas such as training, employee retention, diversity, remuneration, and occupational health and safety.

3.2.2 Actions and Measures

In 2025, AEROTEH S.A. continued to implement measures aimed at developing professional competencies, protecting employees’ health and safety, supporting social dialogue, and preventing discrimination and harassment. The actions undertaken focused on the effective implementation of internal documents and on strengthening a safe, equitable working environment that supports employee development.

The main actions and measures implemented were:

- implementing Training Programme No. 20/2025, which achieved a 55% completion rate. This result represented progress in expanding vocational training and enabled the organisation of authorisation and reauthorisation activities in the natural gas sector, occupational health and safety training,

courses for welding operators, and training for internal auditors in accordance with ISO/IEC 17025;

- delivering the training course “Introduction to Sustainability at AEROTEH. Connecting the Present with the Future”, tailored to the specific responsibilities of different employee categories and internal organisational units;
- delivering training on the prevention of discrimination and harassment in order to strengthen an organisational climate based on respect, fairness and accountability;
- implementing IU.11.04 – “Prevention and Combating of Workplace Harassment”, as well as maintaining internal mechanisms for reporting and addressing situations that may affect employees’ dignity and rights;
- implementing PD-07 – “Competence, Awareness and Training” and PD-08 – “Communication, Participation and Consultation” to support professional development, internal communication and employee engagement;
- conducting periodic medical examinations and tests for employees and continuing the quarterly activities of the Occupational Health and Safety Committee;
- implementing PD-13 – “Hazard Identification, Occupational Risk Assessment and Control Measures” and PD-14 – “Investigation and Handling of Occupational Incidents” as part of the occupational health and safety risk prevention and control system;
- conducting risk assessments, inspections and checks concerning the safety of equipment and workplaces, and providing employees with training on occupational risks and good working practices;
- ensuring employees’ access to medical services and maintaining occupational health and safety protection measures;
- implementing the provisions of the Collective Labour Agreement concerning working hours, overtime, leave, remuneration and other employee rights;
- implementing measures to prevent discrimination in the recruitment process, verifying compliance with legal employment requirements, and protecting freedom of association and social dialogue;
- continuing recruitment, onboarding, internal mobility and personnel administration processes, including through the use of the REGES system and the updating of employment-related documents.

The EcoVadis assessment published on 16 September 2025 recognised as strengths AEROTEH S.A.’s employee healthcare coverage, training and skills development, occupational health and safety measures, the prevention of discrimination and harassment, occupational health and safety risk assessments, safety inspections, employee training, and the existence of reporting mechanisms for violations of fundamental rights. These findings confirm the practical and operational nature of the measures implemented in 2025.

3.2.3 KPIs

3.2.3.1 Career Management & Training

- **KPI 20:** the average number of professional training hours per employee in 2025 was **16 hours per employee** (see the annual trend for this indicator in Fig. 20 of Annex 2).

3.2.3.2 Diversity, Equity & Inclusion

- **KPI 21:** The percentage difference between the average gross pay of men and that of women—the Unadjusted Gender Pay Gap—was **2.50%** in 2025 (see the annual trend for this indicator in Fig. 21 of Annex 2).

- **KPI 22:** The ratio of the annual total compensation of the highest-paid individual to the average annual total compensation of all employees was **6.0** in 2025 (see the annual trend for this indicator in Fig. 22 of Annex 2).
- **KPI 23:** Women represented **30.95%** of the total workforce in 2025 (see the annual trend for this indicator in Fig. 23 of Annex 2).
- **KPI 24:** The percentage of women on the Executive Board was **57.14%** in 2025 (see the annual trend for this indicator in Fig. 24 of Annex 2).
- **KPI 25:** The percentage of women on the Board of Directors was **0%** in 2025 (see the annual trend for this indicator in Fig. 25 of Annex 2).
- **KPI 26:** The percentage of workers from minority groups and/or vulnerable workers within the total workforce was **0%** in 2025 (see the annual trend for this indicator in Fig. 26 of Annex 2).
- **KPI 27:** The percentage of workers from minority groups and/or vulnerable workers holding management positions, excluding the Executive Board, was **0%** in 2025 (see the annual trend for this indicator in Fig. 27 of Annex 2).

3.2.3.3 Occupational Health and Safety (SSM)

- **KPI 28:** The total number of hours worked in 2025 was **252,594 hours** (see the annual trend for this indicator in Fig. 28 of Annex 2).
- **KPI 29:** The number of occupational accidents recorded in 2025 was **0** (see the annual trend for this indicator in Fig. 29 of Annex 2).
- **KPI 30:** The total number of days lost due to occupational accidents in 2025 was **0** days (see the annual trend for this indicator in Fig. 30 of Annex 2).
- **KPI 31:** The lost-time injury frequency rate for the workforce in 2025 was **0** accidents per month (see annual trend for this indicator in Fig. 31 of Annex 2).
- **KPI 32:** The severe lost-time injury frequency rate for the workforce in 2025 was **0** accidents per month (see annual trend for this indicator in Fig. 32 of Annex 2).

3.2.3.4 Employee Representation

- **KPI 33:** The percentage of employees who were trade union members in 2025 was **57.0%** (see the annual trend for this indicator in Fig. 33 of Annex 2).

3.2.4 Progress

- The EcoVadis score for the Labor & Human Rights (DO) theme increased from 60/100 in 2024 to **66/100** in 2025, confirming improvements in the company's internal human resources management framework and in its measures relating to training, occupational health and safety, and the prevention of discrimination.
- The percentage difference between the average gross pay of men and women continued to decrease, from 3.23% in 2024 to **2.50%** in 2025.
- The proportion of women in the total workforce increased from 29.62% in 2024 to **30.95%** in 2025, while the representation of women on the Executive Board remained at **57.14%**.
- The **zero-accident** objective was maintained in 2025, with no occupational accidents and no working days lost due to occupational accidents.
- The total number of employees decreased from 135 at the end of 2024 to **126** at the end of 2025, highlighting the need to continue measures aimed at attracting and retaining employees, particularly younger personnel..

3.2.5 Achievements

In 2025, AEROTEH S.A. strengthened its performance in the Labor & Human Rights (DO) theme through measures aimed at protecting employees' health and safety, developing professional competencies, promoting equity and maintaining social dialogue. The favourable progress achieved was confirmed both by the internal indicators and by the external EcoVadis assessment.

The main achievements were:

1. Achieving an EcoVadis score of **66/100** for the Labor & Human Rights (DO) theme, compared with 60/100 in 2024, and ranking AEROTEH S.A. among the top 16% of companies assessed internationally within the same industry.
2. Maintaining certification of the occupational health and safety management system in accordance with **ISO 45001**, recognised by EcoVadis as a positive element of the company's employee protection framework.
3. Maintaining the objectives of **zero occupational accidents** and **zero working days lost** due to occupational accidents in 2025.
4. Achieving an average of **16 hours** of professional training per employee through training, authorisation, reauthorisation and professional development programmes.
5. Reducing the percentage difference between the average gross pay of men and women to **2.50%**, while increasing the proportion of women in the total workforce to **30.95%**.
6. Maintaining the representation of women on the Executive Board at **57.14%** and trade union membership at **57.0%**, reflecting the continuity of social dialogue and employee representation.
7. Increasing the monthly bonus pool allocated to employees from 15% to **25%** of the payroll fund corresponding to each internal organisational unit, a measure reflecting senior management's commitment to motivating, rewarding and retaining employees.
8. Conducting periodic medical examinations for employees and continuing the quarterly activities of the Occupational Health and Safety Committee.
9. Receiving EcoVadis recognition for the measures implemented in relation to employee healthcare coverage, skills development, the prevention of discrimination and harassment, occupational health and safety risk assessments, employee training and reporting mechanisms designed to protect fundamental rights.
10. Validating quantitative reporting on workforce composition, the gender pay gap, the compensation ratio, women's representation, professional training, occupational accidents and working days lost.



3.3. Ethics (EA) in 2025

AEROTEH S.A. conducts its operations in accordance with the principles of integrity, transparency, accountability and compliance. These principles apply both to the company's internal processes and to its relationships with employees, customers, suppliers, public authorities and other stakeholders. In 2025, the company continued to strengthen its ethics framework through anti-corruption and anti-fraud policies, rules governing conflicts of interest and information security, whistleblowing mechanisms and training activities, with the aim of preventing conduct-related risks and maintaining an organisational climate based on fairness and trust. The EcoVadis assessment confirmed the progress achieved by awarding AEROTEH S.A. a score of **66/100** for the Ethics (EA) theme, compared with 60/100 in 2024, and placing the company among the **top 13% of companies assessed internationally within the same industry**.

3.3.1 Policies and Documents in 2025

In 2025, AEROTEH S.A. continued to strengthen its internal framework for the Ethics (EA) theme by applying the existing guiding documents, integrating ethics

requirements into its day-to-day operations, and developing internal tools for control, training and continuous improvement. The company's approach focused on moving beyond the formalisation of integrity principles towards their effective application in relationships with employees, customers, suppliers, public authorities and other stakeholders.

The following relevant internal documents and tools were prepared or further developed during 2025:

- ID.00.03 – “Implementation of Corrective Actions Identified by EcoVadis”, an instruction designed to organise and monitor the improvement measures arising from EcoVadis assessments;
- documentation relating to the training of Executive Board members on the prevention of corruption and bribery;
- documentation relating to the training of Executive Board members on the prevention of discrimination and harassment.

The following documents already in force continued to be applied in 2025:

- AEROTEH Ethics Charter;
- AEROTEH Code of Business Ethics;
- PD.00.05 – “Reporting Breaches of the Law and Protection of Public-Interest Whistleblowers”;
- IQ.03.90 – “Internal Dissemination and Management of Documents Circulated by the Sustainability Department”, used for the internal communication and management of guiding documents;
- internal documents concerning the prevention of corruption, fraud, conflicts of interest and information security incidents;
- disciplinary provisions applicable in cases of breaches of internal conduct standards.

The implementation of these documents supported the strengthening of whistleblowing mechanisms, the clarification of internal responsibilities, employee training, and the integration of ethics requirements into management and control processes.

The EcoVadis assessment published on 16 September 2025 confirmed the comprehensive scope of AEROTEH S.A.'s policy framework for the Ethics (EA) theme. EcoVadis recognised as strengths the company's anti-corruption and anti-fraud policies, rules governing conflicts of interest and information security, disciplinary sanctions for breaches, and the assignment of specific responsibilities for ethics matters. The “Policies” component of the Ethics theme received a score of **75/100**, reflecting the advanced level of development and implementation of the company's internal integrity framework.

In 2025, the guiding documents remained publicly available⁸, continued to be applied, and ethics requirements were progressively integrated into the activities of AEROTEH S.A.'s internal organisational units.

3.3.2 Actions and Measures

In 2025, AEROTEH S.A. continued to implement measures aimed at strengthening integrity, preventing corruption and fraud, protecting whistleblowers, and raising employee awareness of ethical conduct. The actions undertaken focused on the effective implementation of internal documents and the integration of ethics requirements into management, control and communication processes.

The main actions and measures implemented were:

- implementing PD.00.05 – “Reporting Breaches of the Law and Protection of Public-Interest Whistleblowers” by maintaining internal mechanisms for

⁸ https://aeroteh-sa.ro/?page_id=1180

reporting and addressing breaches of the law, in compliance with confidentiality and whistleblower protection requirements;

- maintaining reporting channels for raising concerns regarding suspected corruption, bribery, fraud and information security incidents;
- delivering the training course “Prevention of Corruption and Bribery” to members of the Executive Board as a measure to strengthen the culture of integrity and clarify management responsibilities in preventing conduct-related risks;
- delivering the training course “Prevention of Discrimination and Harassment” to members of the Executive Board in order to reinforce an organisational climate based on respect, equity and accountability;
- implementing ID.00.03 – “Implementation of Corrective Actions Identified by EcoVadis” by identifying, analysing and monitoring improvement measures arising from the external sustainability assessment;
- using IQ.03.90 – “Internal Dissemination and Management of Documents Circulated by the Sustainability Department” to communicate and implement the guiding documents on business ethics across the company’s internal organisational units;
- maintaining the disciplinary sanctions and internal responsibilities applicable in cases involving breaches of conduct standards, conflicts of interest, information security requirements or other integrity rules;
- continuing to develop the framework for screening third parties and external stakeholders, including the preparation of internal due diligence rules, with a view to reducing ethics and reputational risks.

The EcoVadis assessment published on 16 September 2025 recognised as strengths the existence of whistleblowing procedures for reporting concerns relating to corruption, bribery and information security, as well as the provision of training on the prevention of corruption and bribery. These findings confirm the practical implementation of the company’s internal integrity mechanisms and its transition from a formal policy framework to operational measures and awareness-raising activities.

The EcoVadis recommendations concerning corruption and information security risk assessments, the management of sensitive transactions, the evaluation of the effectiveness of internal controls, and the review of relationships with third parties provide reference points for the periodic assessment of the business ethics framework and for identifying potential additional areas for improvement, taking into account AEROTEH S.A.’s needs and priorities.

3.3.3 KPIs

- **KPI 34:** The number of ISO certifications held by AEROTEH S.A. among ISO 9001, ISO 14001 and ISO 45001 was **3** in 2025 (see the annual trend for this indicator in Fig. 34 of Annex 2).
- **KPI 35:** The percentage of employees trained in business ethics matters in 2025 was **0%** (see the annual trend for this indicator in Fig. 35 of Annex 2).
- **KPI 36:** The number of reports submitted under the whistleblowing procedure in 2025 was **0** (see the annual trend for this indicator in Fig. 36 of Annex 2).
- **KPI 37:** The number of Ethics-related reports resolved in 2025 was **0**, as no reports had been submitted under the whistleblowing procedure (see the annual trend for this indicator in Fig. 37 of Annex 2).
- **KPI 38:** The number of confirmed incidents of corruption in 2025 was **0** (see the annual trend for this indicator in Fig. 38 of Annex 2).
- **KPI 39:** The number of confirmed information security incidents in 2025 was **0** (see the annual trend for this indicator in Fig. 39 of Annex 2).

3.3.4 Progress

In 2025, AEROTEH S.A.'s performance in the Ethics (EA) theme improved. The EcoVadis score increased from 60/100 in 2024 to **66/100** in 2025, reflecting the strengthening of the company's internal integrity framework, the implementation of documents relating to the prevention of corruption and fraud, the operation of whistleblowing mechanisms, and the expansion of training and awareness-raising activities.

As a result, AEROTEH S.A. ranked among the **top 13% of companies assessed internationally within the same industry**, confirming the competitive level of its ethics and compliance practices. This positive development reflects the company's progressive transition from a formal policy framework towards the more consistent implementation of internal measures and the integration of ethics requirements into its management and control processes.

The EcoVadis assessment also identified additional reference points for the periodic review and gradual improvement of the business ethics framework, taking into account AEROTEH S.A.'s priorities and needs.

3.3.5 Achievements

1. Increasing the EcoVadis score for the Ethics (EA) theme from 60/100 in 2024 to **66/100** in 2025, confirming the positive development of the company's internal integrity and compliance framework.
2. Ranking AEROTEH S.A. among the **top 13% of companies assessed internationally within the same industry** for performance in the Ethics theme.
3. Achieving a score of **75/100** for the "Policies" component, with EcoVadis recognising the comprehensive scope of the company's ethics policies, the existence of anti-corruption and anti-fraud measures, rules governing conflicts of interest and information security, and the assignment of specific responsibilities in this area.
4. Maintaining and implementing the internal whistleblowing mechanism through PD.00.05 – "Reporting Breaches of the Law and Protection of Public-Interest Whistleblowers", enabling concerns relating to corruption, bribery, fraud and information security to be reported.
5. Delivering training on the prevention of corruption and bribery to members of the Executive Board, a measure recognised by EcoVadis as a positive element of the company's ethics and compliance system.
6. Integrating the EcoVadis findings into the continuous improvement process through the implementation of ID.00.03 – "Implementation of Corrective Actions Identified by EcoVadis" and the periodic review of opportunities to strengthen the business ethics framework.
7. Maintaining a favourable result under the EcoVadis "360° Watch" monitoring process, with no records identified in the compliance database and no adverse impact on the company's score as at the assessment date..



3.4. Sustainable Procurement (AS) in 2025

AEROTEH S.A. integrates environmental, social, ethical and compliance criteria into the management of its supply chain, with the aim of ensuring that supplier relationships support business continuity, product quality and the implementation of sustainability principles. In 2025, the company continued to strengthen its Sustainable Procurement

framework by applying its guiding documents, incorporating sustainability requirements into contractual relationships and further developing the monitoring of significant suppliers, namely suppliers whose contribution is material to the manufacture of products within AEROTEH S.A.'s principal business activity.

The EcoVadis assessment published on 16 September 2025 confirmed AEROTEH S.A.'s positive progress in this theme, awarding the company a score of **66/100**, compared with 60/100 in 2024, and placing it among the **top 9% of companies assessed internationally within the same industry**. The result reflects recognition of the company's comprehensive Sustainable Procurement policies, its Code of Conduct for Suppliers, the integration of social and environmental clauses into contracts, and the assessment of sustainability risks associated with the supply chain.

3.4.1 Policies and Documents in 2025

In 2025, AEROTEH S.A. continued to implement and strengthen its documentation framework for the **Sustainable Procurement (AS) theme**. The guiding documents prepared in previous years remained in place as reference documents for procurement activities, while the working tools used for 2025 supported the identification of significant suppliers, the monitoring of sustainability requirements and the calculation of the performance indicators specific to this theme.

Documents and working tools prepared or updated for reporting on 2025:

- "List of AEROTEH S.A.'s Significant Suppliers for 2025", updated through cooperation between the Commercial Department, the Finance and Accounting Department and the Sustainability Department. The list was used to consolidate information on 26 significant suppliers and to structure data relating to the value of purchases, the provision of the Code of Conduct for Suppliers, sustainability clauses, ISO certifications, sustainability assessments, audits and any corrective actions;
- D05 – "List of Environmental Aspects to Be Included in Contracts with Third Parties", which established requirements concerning the management and labelling of packaging, the removal of waste generated by services performed at the company's premises, the verification of permits held by business partners, and the provision, in Romanian, of Safety Data Sheets for hazardous chemical products;
- ID.00.03 – "Implementation of Corrective Actions Identified by EcoVadis", used to organise improvement opportunities, assign responsibilities and monitor their implementation, including those relating to the Sustainable Procurement theme;
- the working documents and records used to collect and verify the information required to calculate KPIs 40–52, including data on contractual clauses, sustainability assessments, supplier certifications and the suppliers' share of total purchases..

Documents in force and applied in 2025:

- AEROTEH Sustainable Procurement Policy;
- AEROTEH Sustainable Procurement Code;
- AEROTEH Code of Conduct for Suppliers;
- PP.04.01 – "Procurement", which governs the company's internal procurement process;
- PD.10.05 – "Development and Procurement", applicable to development and procurement activities;
- IQ.03.90 – "Internal Dissemination and Management of Documents Circulated by the Sustainability Department", used for the internal communication of guiding documents and specific sustainability requirements..

The EcoVadis assessment published on 16 September 2025 awarded a score of **75/100** to the “Policies” component of the Sustainable Procurement theme and recognised as a strength the existence of comprehensive policies covering both social and environmental factors. This result confirms the structured nature of the documentation framework and the integration of sustainability requirements into the principles governing AEROTEH S.A.’s relationships with its suppliers.

3.4.2 Actions and Measures

In 2025, AEROTEH S.A. focused on translating its guiding documents into measures applicable to supplier relationships and into tools for monitoring the supply chain. This work was carried out through collaboration among the Commercial Department, the Sustainability Department and the other internal organisational units responsible for procurement, quality, environmental matters and compliance.

The main actions and measures implemented were:

- identifying and monitoring significant suppliers, namely companies that supply the raw materials and components relevant to the manufacture of AEROTEH S.A.’s products within its principal business activity;
- updating the working tool “List of AEROTEH S.A.’s Significant Suppliers for 2025” by collecting and consolidating the information required to monitor the 13 KPIs⁹ specific to the Sustainable Procurement supply chain;
- periodically evaluating supplier performance and reviewing the Approved Suppliers List, including by analysing the suppliers’ share of the company’s total purchases;
- incorporating clauses relating to environmental protection, working conditions and human rights into orders and contracts concluded with significant suppliers, depending on the nature and relevance of the commercial relationship;
- using the AEROTEH Code of Conduct for Suppliers as a reference document in contractual relationships, separately from the formal process of requesting and obtaining suppliers’ signatures;
- implementing D05 – “List of Environmental Aspects to Be Included in Contracts with Third Parties” by including, where applicable, requirements concerning the return or labelling of packaging, the management of waste generated by the services provided, the verification of permits and the provision of Safety Data Sheets for hazardous products;
- analysing sustainability risks within the supply chain on the basis of available information regarding environmental and social practices, ISO certifications, EcoVadis assessments or other CSR assessments, publicly available sustainability reports and other relevant information concerning significant suppliers;
- monitoring whether suppliers hold ISO 9001, ISO 14001, ISO 45001, ISO 27001 and ISO 37001 certifications, where these are relevant and the corresponding information is available;
- continuing efforts to clarify the applicability of REACH requirements to purchased materials and components, without considering suppliers to have been assessed in the absence of conclusive documentation;
- collecting and prudently analysing information regarding the use of conflict minerals—tin, tantalum, tungsten and gold—without presenting self-declared information as independently verified findings;
- identifying suppliers for which sustainability assessments conducted by EcoVadis or other specialised organisations are available and using this information as an input for monitoring supply-chain maturity;

⁹ KPIs 40–52.

- implementing ID.00.03 – “Implementation of Corrective Actions Identified by EcoVadis” by reviewing the EcoVadis findings and integrating them, where appropriate, into activities aimed at improving the Sustainable Procurement theme.

The EcoVadis assessment published on 16 September 2025 recognised as strengths AEROTEH S.A.’s incorporation of social and environmental clauses into supplier contracts, its assessment of risks associated with adverse sustainability impacts in the supply chain, and the existence of the Code of Conduct for Suppliers. These findings confirm the progressive transition from a general policy framework to tools and measures implemented in commercial relationships.

The aspects highlighted by EcoVadis concerning the documentation of suppliers’ social and environmental assessments, on-site audits and buyer training provide reference points for the periodic review of the system and for identifying potential additional areas for development, taking into account AEROTEH S.A.’s priorities and resources.

3.4.3 KPIs

- **KPI 40:** The cumulative percentage of significantⁱ suppliers¹⁰ assessed against REACH^{viii} requirements through 2025 was **0%** (see the annual trend for this indicator in Fig. 40 of Annex 2).
 - This is a cumulative value that is monitored from year to year.
 - At the time this Report was prepared, AEROTEH S.A. did not hold any data indicating that its significant suppliers were subject to REACH requirements.
- **KPI 41:** The cumulative percentage of significant suppliers that had signed the AEROTEH S.A. Code of Conduct for Suppliers through 2025 was **0%** (see the annual trend for this indicator in Fig. 41 of Annex 2).
 - This is a cumulative value that is monitored from year to year.
 - This situation is due to the fact that AEROTEH S.A. developed the Code in 2024 and has not yet formally requested its significant suppliers to sign it. However, the Code forms an integral part of purchase orders and contracts concluded with significant suppliers.
- **KPI 42:** The cumulative percentage of significant suppliers with purchase orders or contracts containing clauses on environmental, labor and human rights requirements through 2025 was **52.23%** (see the annual trend for this indicator in Fig. 42 of Annex 2).
 - This is a cumulative value that is monitored from year to year.
- **KPI 43:** The cumulative percentage of significant suppliers covered by a CSR assessment through 2025 was **32.15%** (see the annual trend for this indicator in Fig. 43 of Annex 2).
 - This is a cumulative value that has been monitored from year to year since 2024.
- **KPI 44:** The cumulative percentage of significant suppliers covered by an on-site CSR audit through 2025 was **0%** (see the annual trend for this indicator in Fig. 44 of Annex 2).
 - This is a cumulative value that has been monitored from year to year since 2024.
- **KPI 45:** The cumulative total number of buyers who had received training in sustainable procurement through 2025 was **0** (see the annual trend for this indicator in Fig. 45 of Annex 2).

¹⁰ Previously referred to as targeted suppliers.

- This is a cumulative value that has been monitored from year to year since 2022.
- **KPI 46:** The percentage of audited or assessed significant suppliers involved in corrective action or capacity-building activities in 2025 was **16.32%** (see the annual trend for this indicator in Fig. 46 of Annex 2).
- **KPI 47:** The percentage of conflict minerals used that were sourced from recycled materials in 2025 was **0%** (see the annual trend for this indicator in Fig. 47 of Annex 2).
- **KPI 48:** The percentage of AEROTEH S.A.'s total purchases accounted for by purchases from significant suppliers that had signed the Code of Conduct was **0%** in 2025 (see the annual trend for this indicator in Fig. 48 of Annex 2).
 - This situation is due to the fact that AEROTEH S.A. developed the Code in 2024 and has not yet formally requested its significant suppliers to sign it. However, the Code forms an integral part of purchase orders and contracts concluded with significant supplier.
- **KPI 49:** The percentage of AEROTEH S.A.'s total purchases accounted for by purchases from significant suppliers with purchase orders or contracts containing clauses on environmental, labor and human rights requirements was **46.72%** in 2025 (see the annual trend for this indicator in Fig. 49 of Annex 2).
- **KPI 50:** The percentage of AEROTEH S.A.'s total purchases accounted for by purchases from significant suppliers covered by a CSR assessment was **55.46%** in 2025 (see the annual trend for this indicator in Fig. 50 of Annex 2).
- **KPI 51:** The percentage of AEROTEH S.A.'s total purchases accounted for by purchases from significant suppliers covered by an on-site CSR audit was **0%** in 2025 (see the annual trend for this indicator in Fig. 51 of Annex 2).
- **KPI 52:** The percentage of AEROTEH S.A.'s total purchases accounted for by purchases from audited or assessed significant suppliers involved in corrective action or capacity-building activities was **12.57%** in 2025 (see the annual trend for this indicator in Fig. 52 of Annex 2).

3.4.4 Progress

In 2025, AEROTEH S.A.'s performance in the Sustainable Procurement (AS) theme improved. The EcoVadis score increased from 60/100 in 2024 to **66/100** in 2025, while the company ranked among the **top 9% of companies assessed internationally within the same industry**. This result confirms the strengthening of the company's policy framework, the use of the Code of Conduct for Suppliers, the integration of social and environmental requirements into contractual relationships, and the further development of sustainability risk assessments across the supply chain.

The internal indicators demonstrate the broader application of sustainability criteria in relationships with significant suppliers:

- the percentage of significant suppliers with purchase orders or contracts containing clauses on environmental, labor and human rights requirements increased from 37.21% in 2024 to **52.23%** in 2025;
- the percentage of significant suppliers covered by a CSR assessment increased from 27.91% to **32.15%**;
- the percentage of audited or assessed significant suppliers involved in corrective action or capacity-building activities increased from 11.63% to **16.32%**;
- the share of total purchases accounted for by audited or assessed significant suppliers involved in corrective action or capacity-building activities increased from 10.45% in 2024 to **12.57%** in 2025.

At the same time, the share of purchases from significant suppliers with purchase orders or contracts containing environmental, labor and human rights clauses remained substantial, at **46.72%** in 2025, compared with 48.44% in 2024. Purchases from significant suppliers covered by a CSR assessment accounted for **55.46%** of total purchases, compared with 56.33% in 2024, indicating that a significant proportion of procurement expenditure continued to be covered by sustainability monitoring mechanisms.

The indicators relating to documented assessments against REACH requirements, the formal signing of the Code of Conduct by suppliers, on-site CSR audits and buyer training remained at zero. These results identify areas in which the existing tools may be reviewed and progressively developed, taking into account their relevance to the company's activities, the availability of supporting documentation and AEROTEH S.A.'s priorities.

Overall, the developments recorded in 2025 reflect a progressive transition from a general policy framework towards the broader application of contractual clauses, the quantitative monitoring of significant suppliers and the use of sustainability assessments in supply-chain management.

3.4.5 Achievements

In 2025, AEROTEH S.A. strengthened its performance in the Sustainable Procurement (AS) theme through the implementation of its guiding documents, the further development of significant supplier monitoring, and the broader application of social and environmental criteria in commercial relationships. This progress was confirmed by both the internal indicators and the external EcoVadis assessment.

The main achievements were:

1. Increasing the EcoVadis score for the Sustainable Procurement (AS) theme from 60/100 in 2024 to **66/100** in 2025.
2. Ranking AEROTEH S.A. among the **top 9% of companies assessed internationally within the same industry**, representing the company's strongest comparative result across the four EcoVadis themes in terms of industry positioning.
3. Achieving a score of **75/100** for the "Policies" component, with EcoVadis recognising the existence of comprehensive Sustainable Procurement policies covering both social and environmental factors.
4. Maintaining and implementing the AEROTEH Sustainable Procurement Policy, the AEROTEH Sustainable Procurement Code, and the AEROTEH Code of Conduct for Suppliers as reference documents for integrating sustainability requirements into the supply chain.
5. Increasing the proportion of significant suppliers with purchase orders or contracts containing clauses on environmental protection, labor and human rights to **52.23%**, compared with 37.21% in 2024.
6. Increasing the proportion of significant suppliers covered by a CSR assessment to **32.15%**, compared with 27.91% in the previous year.
7. Increasing the proportion of audited or assessed significant suppliers involved in corrective action or capacity-building activities to **16.32%**, compared with 11.63% in 2024.
8. Increasing the share of total purchases accounted for by audited or assessed significant suppliers involved in corrective action or capacity-building activities to **12.57%**, compared with 10.45% in 2024.
9. Maintaining a significant share of purchases from suppliers covered by sustainability criteria: **46.72%** of total purchases were made from significant

- suppliers with clauses relating to the environment, labor and human rights, while **55.46%** were made from significant suppliers covered by a CSR assessment.
10. Receiving EcoVadis recognition for the integration of social and environmental clauses into supplier contracts, the assessment of risks associated with adverse sustainability impacts in the supply chain, and the existence of the Code of Conduct for Suppliers.
 11. Strengthening quantitative supply-chain monitoring through the use of KPIs 40–52, which enable the separate tracking of supplier coverage, suppliers' share of total purchases, contractual clauses, CSR assessments and improvement actions.
 12. Further developing cooperation among the Sustainability Department, the Commercial Department and the other organisational units involved, with a view to consistently collecting, verifying and reporting information on significant suppliers and the sustainability performance of the supply chain.

4. AEROTEH S.A.'s Carbon Footprint (AC-AER)

AEROTEH S.A. monitors its carbon footprint, referred to internally as **AC-AER**, as part of its sustainability strategy and its process for assessing the environmental impact of its activities. The greenhouse gas emissions inventory is prepared at company level and takes into account both direct and indirect emission sources, in accordance with the principles of the GHG Protocol and the methodology used by EcoVadis.

The calculation and monitoring of AC-AER are governed by **ID.00.02 – “Calculation and Monitoring of AEROTEH S.A.’s Carbon Footprint”**, which establishes the responsibilities, data sources, methods for collecting and consolidating information, and the rules used to determine and report GHG emissions.

Transition to the EcoVadis “Carbon Estimator” Methodology

During 2025–2026, AEROTEH S.A. is undergoing a methodological transition following the replacement of the previous EcoVadis method, known as the Carbon Calculator, with the new **Carbon Estimator** method.

The previous method was used primarily to estimate Scope 1 and Scope 2 emissions. The Carbon Estimator broadens the calculation and data collection framework by introducing a more comprehensive approach to Scope 3 and requiring information relating to the company, its buildings, energy consumption, transport and other indirect emission sources.

Implementation of the new method requires:

- clarifying the data categories applicable to AEROTEH S.A.’s activities;
- adapting the responsibilities of the internal organisational units involved in providing the required data;
- reviewing the forms used to collect and consolidate information;
- verifying the units of measurement and conversion factors used to convert consumption data into emissions expressed in t CO₂e;
- updating ID.00.02 – “Calculation and Monitoring of AEROTEH S.A.’s Carbon Footprint” once the necessary methodological and operational clarifications have been completed.

This transition stage is intended to ensure continuity in the data series while progressively aligning the company’s internal calculation system with the requirements of the Carbon Estimator.

Method Used to Determine the Values for 2025

For 2025, the AC-AER values were determined using the calculation structure previously applied under the Carbon Calculator, supplemented by the applicable elements of the new Carbon Estimator approach.

The calculation was based on:

- primary data relating to fuel and energy consumption;
- information provided by the responsible internal organisational units;
- the classification of emission sources under Scope 1, Scope 2 and Scope 3;
- verification of the conversion factors used to convert consumption data into emissions expressed in t CO_{2eq};
- comparison of the results with historical data and alignment with the structure of the performance indicators used by AEROTEH S.A..

At this stage, Scope 1 includes direct emissions from sources owned or controlled by the company, including those resulting from fuels consumed in AEROTEH S.A.'s own installations and vehicles.

Scope 2 includes indirect emissions associated with electricity purchased and consumed by the company.

Scope 3 includes all other indirect emissions associated with the company's activities and value chain. During the transition period, the Scope 3 value was determined in accordance with the internal calculation rule applied for 2025–2026, pending completion of the detailed data collection required for the full implementation of the Carbon Estimator.

Separate values for upstream Scope 3 emissions and downstream Scope 3 emissions have not yet been determined. These values may be calculated once all applicable categories have been identified and the data collection system involving internal organisational units, suppliers and other relevant parties has been fully developed..

EcoVadis Assessment of Carbon Management

In the assessment published on 16 September 2025, EcoVadis classified AEROTEH S.A. at the **Intermediate** level for carbon management. The assessment indicates that the company has established the basic elements of a GHG emissions management system and has intermediate-level capabilities in relation to commitments, actions and reporting.

EcoVadis recognised the following strengths:

- the existence of a company-wide GHG inventory;
- the updating of the inventory at least annually;
- the inclusion of all operations within the monitoring scope;
- the reporting of Scope 1, Scope 2 and Scope 3 emissions;
- the public disclosure of information relating to GHG emissions;
- the substantiation of Scope 1, Scope 2 and Scope 3 values through supporting documentation;
- the existence of a process for assessing progress in relation to emissions.

These findings confirm that AEROTEH S.A. has progressed beyond the initial stage of identifying emission sources and has a functioning system for collecting, calculating and reporting carbon footprint data.

The EcoVadis assessment also identifies reference points for the further development of the system, including:

- clarifying and strengthening emission-reduction targets for Scope 1, Scope 2 and Scope 3;
- considering the establishment of science-based targets;
- developing separate reporting for upstream and downstream Scope 3 emissions;
- extending emissions calculations to product level, where applicable;
- periodically communicating progress to internal stakeholders;
- considering third-party verification of GHG emissions reporting.

These recommendations provide reference points for the periodic review of the AC-AER system and for identifying potential additional areas for improvement, taking into account the company's priorities and available resources.

KPIs

- **KPI 53:** Total Scope 1 GHG emissionsⁱⁱ in 2025 amounted to **240.61 t CO₂eq** (see the annual trend for this indicator in Fig. 53 of Annex 2).
- **KPI 54:** Total Scope 2 GHG emissionsⁱⁱⁱ in 2025 amounted to **80.44 t CO₂eq** (see the annual trend for this indicator in Fig. 54 of Annex 2).
- **KPI 55:** Total Scope 3 GHG emissions^{iv} in 2025 amounted to **272.89 t CO₂eq** (see the annual trend for this indicator in Fig. 55 of Annex 2).
- **KPI 56:** Total upstream Scope 3 GHG emissions^v for 2025 were reported as **N/A**. The values for this indicator are currently under development (see the annual trend for this indicator in Fig. 56 of Annex 2).
- **KPI 57:** Total downstream Scope 3 GHG emissions^{vi} for 2025 were reported as **N/A**. The values for this indicator are currently under development (see the annual trend for this indicator in Fig. 57 of Annex 2).
- **KPI 58:** The AC-AER value in 2025 was **593.94 t CO₂eq** (see the annual trend for this indicator in Fig. 58 of Annex 2).

The total AC-AER value is calculated as the sum of emissions across the three Scopes:

$$240.61 \text{ t CO}_{2\text{eq}} + 80.44 \text{ t CO}_{2\text{eq}} + 272.89 \text{ t CO}_{2\text{eq}} = 593.94 \text{ t CO}_{2\text{eq}}.$$

The results for 2025 should be interpreted in the context of the methodological transition. They ensure continuity in multi-year monitoring and provide a basis for the progressive implementation of the Carbon Estimator method, the updating of ID.00.02, and the development of a more detailed system for collecting and reporting indirect emissions data.

5. Challenges and Lessons Learned

The year 2025 marked a stage in which AEROTEH S.A. consolidated its sustainability system and progressively transitioned from the development of guiding documents to operational implementation, quantitative monitoring and performance assessment. The increase in the overall EcoVadis score to **67/100**, the classification of the company's performance at the **"Advanced"** level, and the improvement in the scores achieved across all four themes confirm the progress made. At the same time, the EcoVadis recommendations and the analysis of the internal indicators identify areas that may support the company's progression towards a higher level of maturity. These areas do not detract from the results achieved; rather, they provide reference points for the periodic review and gradual improvement of the system.

Challenges:

- Strengthening quantitative sustainability target.
AEROTEH S.A. has established a comprehensive set of performance indicators. The next stage involves considering whether the relevant indicators should be more clearly linked to quantitative targets, deadlines, responsibilities and assessment methods. For the Labor & Human Rights (DO) theme, EcoVadis specifically highlighted the potential to develop additional quantitative targets, including in relation to training, employee retention, diversity, remuneration, and occupational health and safety.
- Increasing the robustness and comparability of reporting.

The collection and validation of the data required for the 58 KPIs involve collaboration among several internal organisational units, the use of different data sources and the maintenance of traceability for supporting documentation. An ongoing challenge is to ensure consistency among primary data, calculation files, charts, departmental reports and the final version of the Sustainability Report. The EcoVadis assessment identifies as potential areas for development the consideration of external assurance for the Report and more explicit alignment with a recognised reporting framework, such as the GRI Standards, ESRS or the IFRS Sustainability Disclosure Standards.

- Managing the methodological transition in carbon footprint calculation.
During 2025–2026, AEROTEH S.A. is transitioning from the EcoVadis “Carbon Calculator” method to the new “Carbon Estimator” method. This transition requires clarification of the applicable data categories, verification of conversion factors, adaptation of internal responsibilities and the updating of ID.00.02 – “Calculation and Monitoring of AEROTEH S.A.’s Carbon Footprint”, while maintaining the comparability of historical data series. The EcoVadis assessment classifies the company’s carbon management at the **Intermediate** level and identifies as reference points the development of separate reporting for upstream and downstream Scope 3 emissions, consideration of absolute targets for Scope 1, Scope 2 and Scope 3, assessment of the suitability of science-based targets, and the potential third-party verification of GHG emissions reporting.
- Developing measures relating to energy and the product life cycle.
EcoVadis recognised the company’s comprehensive policy framework and the measures implemented for managing waste and hazardous substances. However, it also identified the potential for more conclusive documentation of measures relating to energy consumption and GHG emissions, product impacts during the use phase, and the end-of-life impacts of products and packaging. These matters require an analysis tailored to the specific characteristics of the products, their service life and the information that can be obtained from suppliers and customers..
- Strengthening risk assessment within the Ethics theme.
AEROTEH S.A. has policies, whistleblowing mechanisms and training activities that have been recognised by EcoVadis. The next stage of maturity may include reviewing how corruption and information security risk assessments are documented, together with the controls associated with sensitive transactions, the verification of anti-corruption procedures and relationships with third parties. These elements should be assessed in proportion to the company’s risks and the specific nature of its activities, without automatically treating every recommendation as an operational requirement.
- Gradually extending sustainability controls across the supply chain.
In 2025, progress was recorded in the use of social and environmental clauses, CSR assessments and the involvement of certain suppliers in improvement actions. However, the indicators relating to documented assessments against REACH requirements, the formal signing of the Code of Conduct, on-site CSR audits and buyer training remained at zero. EcoVadis identified the documentation of suppliers’ social and environmental assessments, on-site audits and buyer training on sustainability requirements as areas for further development. Their implementation requires suppliers to be prioritised according to their significance, risk profile, purchasing value and the availability of supporting evidence.
- Attracting, developing and retaining employees.

The decrease in the number of employees from 135 at the end of 2024 to 126 at the end of 2025, together with the workforce age profile, highlights the need to continue efforts to attract and retain qualified personnel, particularly younger employees.

- Maintaining the engagement of internal organisational units.
Sustainability integration cannot be achieved by the Sustainability Department (CDD) alone. An ongoing challenge is to strengthen the role of each department as the source of, and accountable organisational unit for, its own data, documents, actions and results, while the Sustainability Department ensures their coordination, alignment and consistent presentation. The volume and diversity of the information required for reporting make it necessary to maintain a clear process for communication, verification and archiving.
- Continuing the awareness-raising process.
The implementation of sustainability principles requires employees to understand the relationship between their day-to-day activities, internal requirements, KPIs and the company's results. Maintaining employee interest and participation requires training tailored to individual responsibilities, periodic communication and a clear presentation of the tangible effects of the measures implemented.

Lessons Learned:

- Interdepartmental collaboration is the principal requirement for credible reporting.
The results for 2025 confirm that the integration of sustainability depends on cooperation among the Sustainability Department (CDD), Departments D, U and C, the Quality Assurance unit (AQ), and the other organisational units involved. The Sustainability Department can consolidate and present the information, but the quality of reporting depends on the quality of the data and documentation provided by the organisational units responsible for the respective activities.
- Guiding documents deliver value when they are translated into operational tools.
Policies and codes are necessary, but their effectiveness becomes evident through procedures, instructions, annual plans, assigned responsibilities, deadlines, records and controls. The preparation and circulation of the annual environmental documents to the relevant internal organisational units demonstrated the value of this link between policy and practical implementation.
- Quantitative indicators must be supported by verifiable evidence.
The existence of a numerical value alone is not sufficient for a KPI. Its credibility depends on a clear definition, a documented calculation method, an identifiable data source, assigned reporting responsibility and the availability of supporting evidence. This lesson is particularly relevant to the carbon footprint, Sustainable Procurement, training and supplier-related indicators.
- Continuity in historical data series is important, but it must be aligned with methodological developments.
The changes to the EcoVadis carbon footprint calculation methods demonstrated that historical values should be retained and explained, while new methodologies should be introduced gradually and in a documented manner. A clearly explained methodological transition period is more credible than the retroactive adjustment of values without sufficient substantiation.
- External assessment is a management tool, not merely a score.
The increase in the EcoVadis score confirms AEROTEH S.A.'s progress, while the identified areas for improvement provide useful information for prioritising

resources and assessing the maturity of the system. Recommendations should be evaluated according to their relevance, the associated risks, the available resources and the specific nature of the company's activities, rather than being automatically treated as mandatory requirements.

- A gradual approach reduces the risk of insufficiently substantiated claims.
In sustainability reporting, information should be presented prudently, with a clear distinction between verified results and statements or self-declared information. Terms such as “under development” or “under review” should be used where the available data are not yet sufficiently conclusive.
- Managing supplier sustainability requires prioritisation.
The experience gained in 2025 shows that an effective approach begins with the identification of significant suppliers and continues with the incorporation of contractual clauses, the collection of information, risk assessment and, where justified, the development of additional verification and cooperation mechanisms.
- Professional training and senior management support facilitate organisational change.
Training, internal communication and employee motivation measures help transform sustainability from a documentation-based initiative into an established organisational practice. The involvement of senior management is essential for allocating resources and integrating sustainability objectives into day-to-day operations.
- Transparency strengthens stakeholder confidence.
Publishing guiding documents and reports in both Romanian and English, presenting KPI trends and explaining methodological limitations contribute to more credible communication with employees, customers, suppliers and other stakeholders.

Overall, the experience gained in 2025 confirms that AEROTEH S.A. has moved beyond the stage of establishing its general sustainability framework and has entered a stage of operational consolidation. The priority at this stage is no longer merely to increase the number of documents, but to improve the quality of the objectives, data, evidence, controls and assessment processes that support decision-making and reporting.

6. Plans for 2026 - 2027

In 2026, AEROTEH S.A. intends to continue strengthening its sustainability system and move towards a more advanced stage of operational implementation, monitoring and performance assessment. The planned directions are based on the objectives established by the Sustainability Department (CDD), the development of the 58 key performance indicators (KPIs), and the opportunities for improvement identified in the EcoVadis assessment published on 16 September 2025.

These directions will be implemented in stages through cooperation between the Sustainability Department and the responsible internal organisational units, taking into account their relevance to AEROTEH S.A.'s activities, applicable legal requirements, available resources and management approvals.

The principal plans for the 2026–2027 transition period are:

- continuing the preparation of the Sustainability Guiding Documents, with the objective of completing 85% of the documents included in the Sustainability Master Register, and reviewing existing documents whenever required by legislative, methodological or organisational changes;

- continuing the implementation of ID.00.03 – “Implementation of Corrective Actions Identified by EcoVadis” by consolidating the opportunities for improvement arising from the assessment published on 16 September 2025, prioritising them, and linking the selected measures to assigned responsibilities, deadlines and supporting documentation;
- considering and, subject to management approval, establishing additional quantitative targets for the Environment (PM), Labor & Human Rights (DO), Ethics (EA), and Sustainable Procurement (AS) themes. These targets may be linked to relevant indicators concerning resource consumption, GHG emissions, training, employee retention, diversity, the gender pay gap, occupational health and safety, and supplier coverage through sustainability assessment mechanisms. EcoVadis highlighted, in particular, the opportunity to develop additional quantitative targets for the Labor & Human Rights theme;
- continuing the implementation of the EcoVadis “Carbon Estimator” method by clarifying the data categories applicable to the company’s activities, defining the relevant information sources, assigning responsibilities to the internal organisational units and verifying the conversion factors used to calculate emissions expressed in t CO_{2eq};
- updating ID.00.02 – “Calculation and Monitoring of AEROTEH S.A.’s Carbon Footprint” once the necessary clarifications concerning the new Carbon Estimator method have been completed, so that the document reflects the collection, calculation, verification, consolidation and reporting rules applicable during the next methodological stage;
- gradually developing Scope 3 reporting by fully identifying the categories applicable to AEROTEH S.A., improving the collection of value-chain data and calculating separate values for upstream Scope 3 emissions and downstream Scope 3 emissions once the necessary information becomes available;
- considering the establishment of GHG emission-reduction targets for Scope 1, Scope 2 and Scope 3, including absolute targets, and assessing the conditions required for their potential public disclosure;
- considering third-party verification of GHG emissions reporting once the calculation methodology, data sources and supporting documentation have stabilised. EcoVadis identified external verification of GHG reporting as a priority direction for increasing the maturity of the company’s carbon management system;
- further developing measures relating to energy consumption and GHG emissions by continuing to monitor consumption, analysing significant sources and identifying technical or organisational measures that may contribute to the more efficient use of resources;
- analysing the impacts of products and packaging throughout their life cycle, with particular attention to the use phase, end-of-life management, electrical and electronic equipment (EEE), waste electrical and electronic equipment (WEEE), opportunities for reuse or recovery, and the information that may be collected from suppliers, customers and other stakeholders;
- continuing training and awareness-raising programmes for internal stakeholders through activities tailored to the responsibilities of the different employee categories. The training activities will focus on strengthening knowledge of sustainability, environmental protection, occupational health and safety, the prevention of discrimination and harassment, business ethics, and responsibilities relating to KPI reporting. Increasing awareness through periodic training is one of the Sustainability Department’s explicit objectives for 2026;

- continuing measures aimed at attracting, developing and retaining employees, particularly young and qualified personnel, while maintaining the objectives of zero occupational accidents, occupational health surveillance, social dialogue, equity and non-discrimination;
- reviewing how corruption and information security risk assessments are documented, in accordance with the specific nature and risk profile of AEROTEH S.A.'s activities. Where appropriate, this review may cover sensitive transactions, internal anti-corruption controls and checks applicable to relationships with third parties. EcoVadis identified the absence of conclusive documentation relating to these assessments as a priority area for improvement;
- gradually developing the due diligence framework applicable to third parties by assessing the need for internal rules governing the screening of business partners, suppliers and other external stakeholders, in proportion to the associated ethics, compliance, information security and reputational risks;
- continuing to broaden the assessment of significant suppliers by collecting and verifying information concerning their social and environmental policies, certifications, EcoVadis or CSR assessments, contractual clauses, REACH requirements, conflict minerals and any corrective actions;
- considering on-site CSR audits of significant suppliers selected according to their risk profile, importance to the company's operations, purchasing value and the availability of resources;
- organising Sustainable Procurement training activities for personnel involved in procurement processes, with a focus on social and environmental criteria, supplier documentation, contractual clauses, CSR assessments and information traceability. Supplier assessments, on-site audits and buyer training are areas for which EcoVadis requested more conclusive documentation;
- considering formally requesting suppliers to sign the AEROTEH Code of Conduct for Suppliers, beginning with significant suppliers, while continuing to use the Code as a reference document in the company's purchase orders and contracts;
- strengthening the sustainability reporting system by improving KPI definitions, data traceability, version control, supporting documentation and consistency among primary data, calculation files, charts and the final version of the Report;
- gradually aligning reporting with recognised standards by reviewing the relevant requirements of the GRI Standards, ESRS and the IFRS Sustainability Disclosure Standards, according to their applicability to AEROTEH S.A.'s size and specific characteristics. EcoVadis identified alignment with a reporting standard and external assurance as opportunities for improvement;
- considering external assurance of the Sustainability Report once the internal data collection and validation processes have been strengthened, with a view to increasing the credibility of the information communicated to stakeholders;
- assessing the potential benefits of joining external initiatives relevant to environmental protection, Labor & Human Rights, Ethics and GHG emissions management, according to their relevance to AEROTEH S.A.'s activities, objectives and available resources;
- continuing to monitor the 58 KPIs and using the results for the annual assessment of performance, the identification of trends and the substantiation of decisions concerning sustainability priorities;
- preparing for the next EcoVadis assessment by updating the supporting documentation, verifying the consistency of the reported information, and

seeking to maintain or improve AEROTEH S.A.'s overall score and international positioning.

Through these guidelines, AEROTEH S.A. intends 2026 to represent a stage in which the quality of its sustainability system is further consolidated and progress is supported not only by documents, but also by measurable objectives, traceable data, clearly defined responsibilities, periodic assessments and measures implemented in day-to-day operations.

7. Conclusions

In 2025, AEROTEH S.A. continued to integrate sustainability principles into its core operations and further consolidated the transition from the development of guiding documents to operational implementation, quantitative monitoring and performance assessment. Its internal policies, codes, procedures and instructions were complemented by annual plans, specific measures, clearly defined responsibilities and a reporting system structured around **58 key performance indicators** covering the Environment (PM), Labor & Human Rights (DO), Ethics (EA), and Sustainable Procurement (AS) themes, together with the Carbon Footprint.

The EcoVadis assessment published on 16 September 2025 provided external validation of the progress achieved. AEROTEH S.A.'s overall score increased from 63/100 in 2024 to **67/100** in 2025, with the company achieving the “**Advanced**” performance level, being placed in the **79th percentile**, and receiving the **EcoVadis Bronze Medal**. In terms of international industry comparison, AEROTEH S.A. ranked among the **top 12% of companies assessed within the same industry**. The theme scores were **71/100** for Environment and **66/100** for Labor & Human Rights, Ethics, and Sustainable Procurement.

The industry rankings confirm the competitiveness of AEROTEH S.A.'s performance: **top 11%** for Environment (PM), **top 16%** for Labor & Human Rights (DO), **top 13%** for Ethics (EA), and **top 9%** for Sustainable Procurement (AS). These results reflect both the comprehensive scope of the company's policy framework and the implementation of measures recognised by EcoVadis in the areas of environmental protection, working conditions, integrity and responsible supply-chain management.

Within the Environment (PM) theme, 2025 was marked by the development of a more coherent annual management cycle, supported by the activities of the Development and Administration Department. Updating the applicable legislation, identifying and assessing environmental aspects, planning waste management, integrating environmental requirements into relationships with third parties, and monitoring emissions and wastewater contributed to strengthening operational control. Maintaining **100%** compliance with the applicable legal limits for atmospheric emissions and increasing the quantity of waste recovered to **63.72 t** represent important results, while the trend in the total quantity of waste generated requires the continuation of prevention, reduction and recovery measures.

Within the Labor & Human Rights (DO) theme, AEROTEH S.A. maintained its objectives of **zero occupational accidents** and **zero working days lost**, provided an average of **16 hours** of professional training per employee, and continued to reduce the gender pay gap, which reached **2.50%**. The increase in the proportion of women within the total workforce, the continued representation of women on the Executive Board at **57.14%**, trade union membership of **57.0%**, and the increase in the monthly bonus allocation for employees from 15% to **25%** of the payroll fund of the respective internal organisational units reflect management's commitment to employee safety, equity, motivation and retention.

Within the Ethics (EA) theme, the company continued to implement its anti-corruption and anti-fraud policies, rules governing conflicts of interest and information security, and its internal whistleblowing mechanism. No confirmed incidents of corruption or information security were recorded in 2025. The delivery of training to Executive Board members and the integration of the EcoVadis findings into the continuous improvement process supported the further development of a culture of integrity and compliance.

Within the Sustainable Procurement (AS) theme, AEROTEH S.A. expanded the integration of social and environmental criteria into its relationships with significant suppliers. The proportion of suppliers with purchase orders or contracts containing clauses relating to the environment, labor and human rights increased to **52.23%**, while the proportion of suppliers covered by a CSR assessment reached **32.15%**. The increase in the proportion of assessed suppliers involved in corrective action or capacity-building activities confirms the progressive development of sustainability monitoring across the supply chain.

With regard to the Carbon Footprint, AEROTEH S.A. maintained continuity in the inventory and reporting of GHG emissions, with the AC-AER value for 2025 amounting to **593.94 t CO_{2eq}**. EcoVadis classified the company at the **Intermediate** level for carbon management, recognising the existence of a company-wide GHG inventory, its annual updating, the inclusion of all operations within the monitoring scope, and the reporting of Scope 1, Scope 2 and Scope 3 emissions. The transition from the “Carbon Calculator” method to the “Carbon Estimator” method represents an important methodological stage for the 2025–2026 period and will require the updating of ID.00.02 – “Calculation and Monitoring of AEROTEH S.A.’s Carbon Footprint” and the development of separate calculations for upstream and downstream Scope 3 emissions.

The results achieved in 2025 confirm that AEROTEH S.A. has a functioning sustainability system supported by the involvement of senior management, the activities of the Sustainability Department (CDD) and the contribution of the company’s internal organisational units. Cooperation among the Sustainability Department, the Development and Administration Department (D), Department U, the Commercial Department, the Quality Assurance Unit (AQ) and the other organisational units involved enabled documents, actions and data to be aligned within a consistent and more robust reporting framework.

The EcoVadis recommendations concerning the establishment of additional quantitative targets, external assurance of reporting, further development of GHG emissions management, documentation of ethics-related risk assessments, expansion of supplier assessments, on-site CSR audits, buyer training and analysis of product impacts throughout the life cycle do not detract from the progress achieved. Rather, they provide reference points for progressing to a higher level of maturity and for the gradual prioritisation of measures according to their relevance, associated risks, available resources and AEROTEH S.A.’s objectives.

Overall, 2025 confirms the continued development of AEROTEH S.A.’s profile as a responsible and competitive company committed to continuous improvement. The priority for the next stage is not merely to expand the documentation framework, but to improve the quality of the objectives, data, supporting evidence, controls and assessment mechanisms that underpin decision-making and transparency towards stakeholders. Through the directions established for 2026, AEROTEH S.A. intends to transform the results achieved into a solid foundation for long-term sustainability

8. Contact

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9. Annexes

Annex 1: Abbreviations

Prescurtări generale și specifice AEROTEH S.A.

- **AC** – Carbon Footprint / Amprenta de carbon.
- **AC-AER** – AEROTEH S.A.'s Carbon Footprint / Amprenta de carbon a AEROTEH S.A.
- **AER** – AEROTEH S.A.; internal identifier also used in the term “AER Code” / AEROTEH S.A.; indicator intern utilizat inclusiv în sintagma „Cod AER”.
- **AI** – Artificial Intelligence; marker used to identify images generated using artificial intelligence / Artificial Intelligence / Inteligență artificială; marcaj utilizat pentru identificarea imaginilor generate cu ajutorul inteligenței artificiale.
- **AQ** – Quality Assurance / Asigurarea Calității.
- **AS** – Sustainable Procurement / Achiziții sustenabile.
- **C** – Finance and Accounting Department / Departamentul Financiar-Contabil.
- **CA** – Board of Directors / Consiliul de Administrație.
- **CDD** – Sustainability Department / Compartimentul Dezvoltare Durabilă.
- **CSSM** – Occupational Health and Safety Committee / Comitetul de Securitate și Sănătate în Muncă.
- **D** – Development and Administration Department / Departamentul Dezvoltare Administrativ.
- **DD** – Sustainability / Dezvoltare Durabilă.
- **DG** – General Manager / Director General.
- **DO** – Labor & Human Rights / Muncă și drepturile omului.
- **DPI** – Integrated Policy Statement: Quality – Environment – Occupational Health and Safety – Sustainability / Declarația de Politică Integrată: Calitate – Mediu – Sănătate și Securitate în Muncă – Dezvoltare Durabilă.
- **EA** – Ethics / Etica în afaceri.
- **PI** – Stakeholders / Părți interesate.
- **PIE** – External stakeholders / Părți interesate externe.
- **PII** – Internal stakeholders / Părți interesate interne.
- **PM** – Environment / Protejarea mediului.
- **T** – Technical Department / Departamentul Tehnic.
- **U** – Human Resources Department / Departamentul Resurse Umane.
- **V** – Commercial Department / Departamentul Comercial.

Abbreviations Relating to Sustainability, the Environment and Reporting

- **CO_{2eq}** – Carbon dioxide equivalent; a unit used to express emissions of different greenhouse gases on a comparable basis / Dioxid de carbon echivalent; unitate utilizată pentru exprimarea comparabilă a emisiilor diferitelor GES.
- **COV** – Volatile Organic Compounds; the corresponding English abbreviation is VOCs / Compuși organici volatili.
- **CSR** – Corporate Social Responsibility / Responsabilitate socială corporativă.
- **DEEE** – Waste Electrical and Electronic Equipment; the corresponding English abbreviation is WEEE / Deșeuri de echipamente electrice și electronice.
- **EEE** – Electrical and Electronic Equipment / Echipamente electrice și electronice.
- **ESRS** – European Sustainability Reporting Standards / Standardele europene de raportare privind durabilitatea.

- **GES** – Greenhouse gases / Gaze cu efect de seră.
- **GHG** – Greenhouse Gas sau Greenhouse Gases / Gaze cu efect de seră.
- **GRI** – Global Reporting Initiative / GRI sustainability standard.
- **IFRS** – International Financial Reporting Standards / in this Report, the term is also used in the context of sustainability reporting.
- **KPI** – Key Performance Indicator / Indicator-cheie de performanță.
- **N/A** – Value not specified or not yet determined as at the reporting date; information under development.
- **REACH** – Registration, Evaluation, Authorisation and Restriction of Chemicals.
- **VOCs** – Volatile Organic Compounds.
- **WEEE** – Waste Electrical and Electronic Equipment.

Abbreviations Relating to Management Systems and Internal Operations

- **HVAC** – Heating, Ventilation and Air Conditioning.
- **ISO** – International Organization for Standardization.
- **ISO/IEC** – International Organization for Standardization / International Electrotechnical Commission.
- **LTI** – Lost Time Injury.
- **OIW** – Ordinary Industrial Waste.
- **REGES** – General Register of Employee Records / Registrul General de Evidență a Salariaților.
- **SMC** – Quality Management System (QMS) / Sistem de management al calității.
- **SMA** – Anti-Bribery Management System (ABMS) / Sistem de management anticorupție.
- **SMM** – Environmental Management System (EMS) / Sistem de management de mediu.
- **SMSI** – Information Security Management System (ISMS) / Sistem de management al securității informațiilor.
- **SMSSM** – Occupational Health and Safety Management System (OH&S Management System) / Sistem de management al securității și sănătății în muncă.
- **SSM** – Occupational Health and Safety (OH&S) / Securitatea și sănătatea în muncă.
- **TESA** – Technical, economic and other specialist personnel / Personal tehnic, economic și de altă specialitate.

EcoVadis Code Prefixes

- **ENV** – Environment; prefix used for EcoVadis codes relating to the Environment theme.
- **FBP** – Fair Business Practices; prefix used in certain EcoVadis codes relating to the Ethics theme.
- **GEN** – General; prefix used for EcoVadis codes of a general nature.
- **LAB** – Labor & Human Rights; prefix used for EcoVadis codes relating to the Labor & Human Rights theme.
- **SUP** – Sustainable Procurement; prefix used for EcoVadis codes relating to the Sustainable Procurement theme.

Abbreviations, Units and Notation Used in the Text and Charts

- **acc.** – Accident or accidents / Accident sau accidente.
- **Ed.** – Edition / Ediție.
- **Fig.** – Figure / Figură.
- **h** – Hour or hours / Oră sau ore.

- **h/p** – Hours of professional training per person / Ore de formare profesională per persoană.
- **kg** – Kilogram.
- **kWh** – Kilowatt-hour / Kilowatt-oră.
- **mo.** – Month, in notations such as “acc./mo.” / i= Lună, în notații precum „acc./l.”.
- **m³** – Cubic metre / Metru cub.
- **no.** – Number / nr. = Număr.
- **pt./pts.** – Point or points / pct. = Punct sau puncte.
- **RO** – Romanian language / Limba română.
- **S.A.** – Romanian legal abbreviation for a joint-stock company / Societate pe acțiuni.
- **S.C.** – Romanian legal abbreviation for a commercial company / Societate comercială.
- **t** – Tonne / Tonă.
- **t CO_{2eq}** – Tonnes of carbon dioxide equivalent / Tone de dioxid de carbon echivalent.
- **d.** – Day or days / z. = Zi sau zile.



Artificial Intelligence Use Indicator

Annex 2: KPIs Charts

KPIs Charts: General

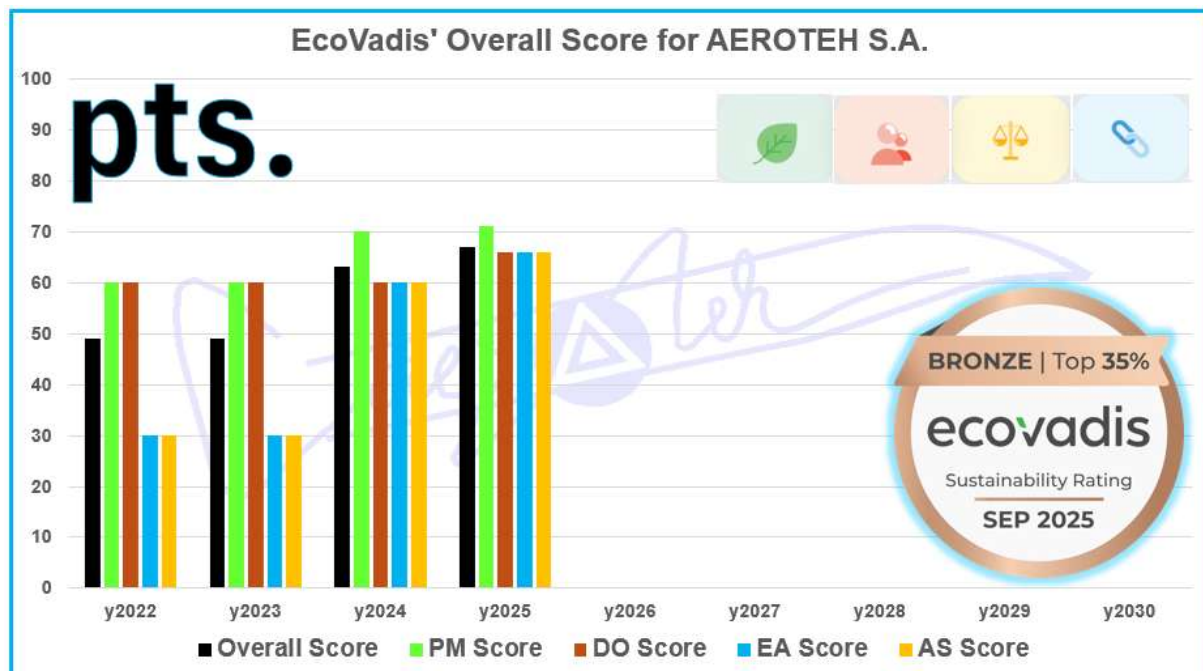


Fig. 1: KPI 01 - Evolution of the overall EcoVadis score for AEROTEH S.A.: 2022: 49/100 pts., 2023: 49/100 pts., 2024: 63/100 pts., 2025: 67/100 pts..



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., 2025: 71/100 pts..



Fig. 3: KPI 03 - AEROTEH S.A. score evolution for DO: 2022: 60/100 pts., 2023: 60/100 pts., 2024: 60/100 pts., 2025: 67/100 pts..

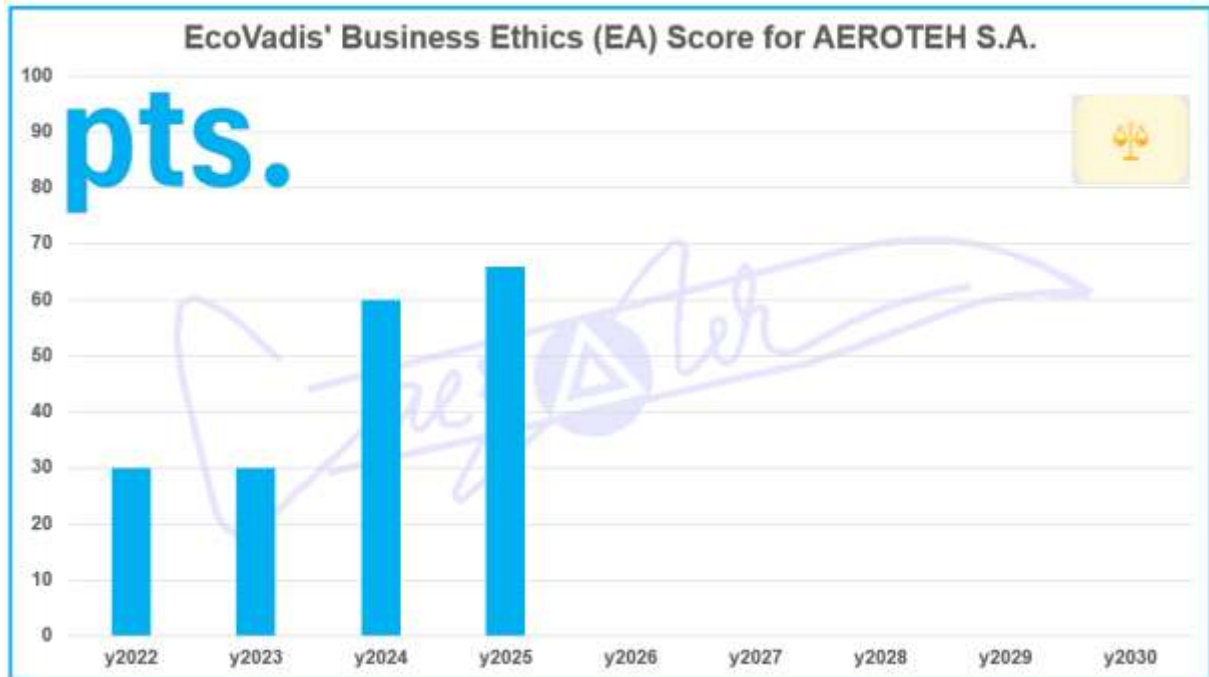


Fig. 4: KPI 04 - AEROTEH S.A. score evolution for EA: 2022: 30/100 pts., 2023: 30/100 pts., 2024: 60/100 pts., 2025: 66/100 pts..



Fig. 5: KPI 05 - AEROTEH S.A. score evolution for AS: 2022: 30/100 pts., 2023: 30/100 pts., 2024: 60/100 pts., 2025: 66/100 pts..

KPIs Charts: 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, 2025: 67.13 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, 2025: 0 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: 257,821.00 KWh, 2025: 259,359.00 KWh. EcoVadis' Code ENV6011

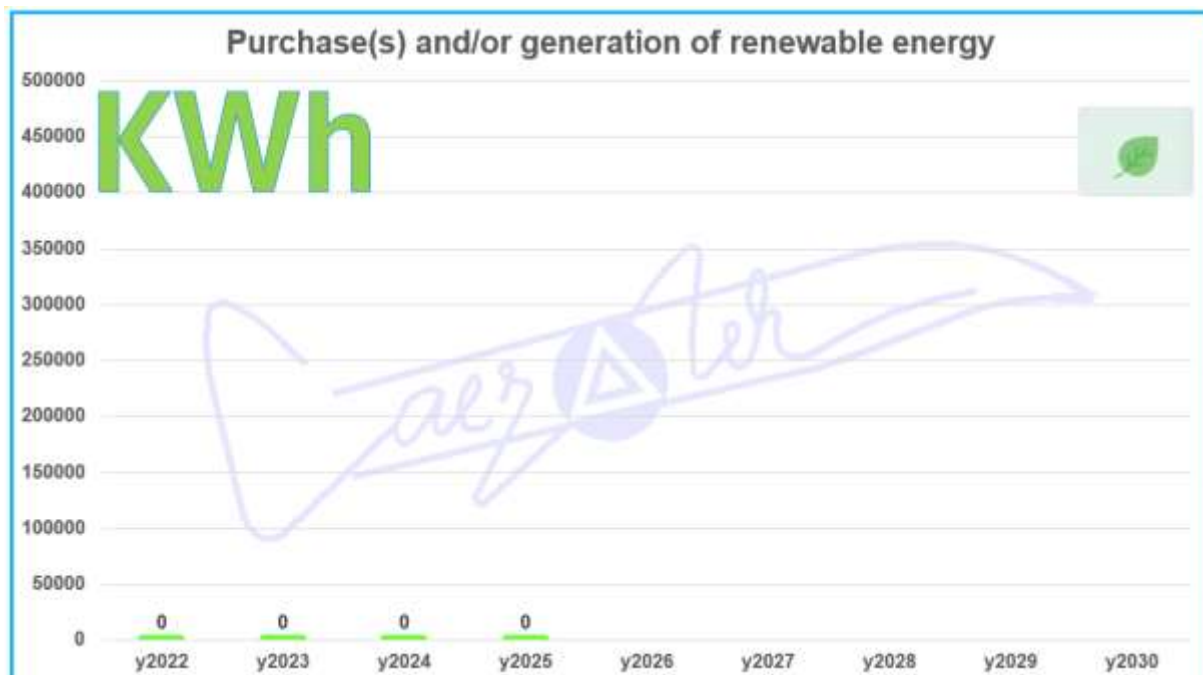


Fig. 9: KPI 09 - Evolution of renewable energy purchases and/or generation: 2022: 0.00 KWh, 2023: 0.00 KWh, 2024: 0.00 KWh, 2025: 0.00 KWh. EcoVadis' Code ENV303



Fig. 10: KPI 10 - Evolution of renewable electricity consumption: 2022: 0.00 KWh, 2023: 0.00 KWh, 2024: 0.00 KWh, 2025: 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, 2025: 81.15 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, 2025: 7.58 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, 2025: 73.58 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, 2025: 63.72t. 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, 2025: 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, 2025: 1,799.00 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, 2025: 0.00 m³. EcoVadis' Code ENV6011

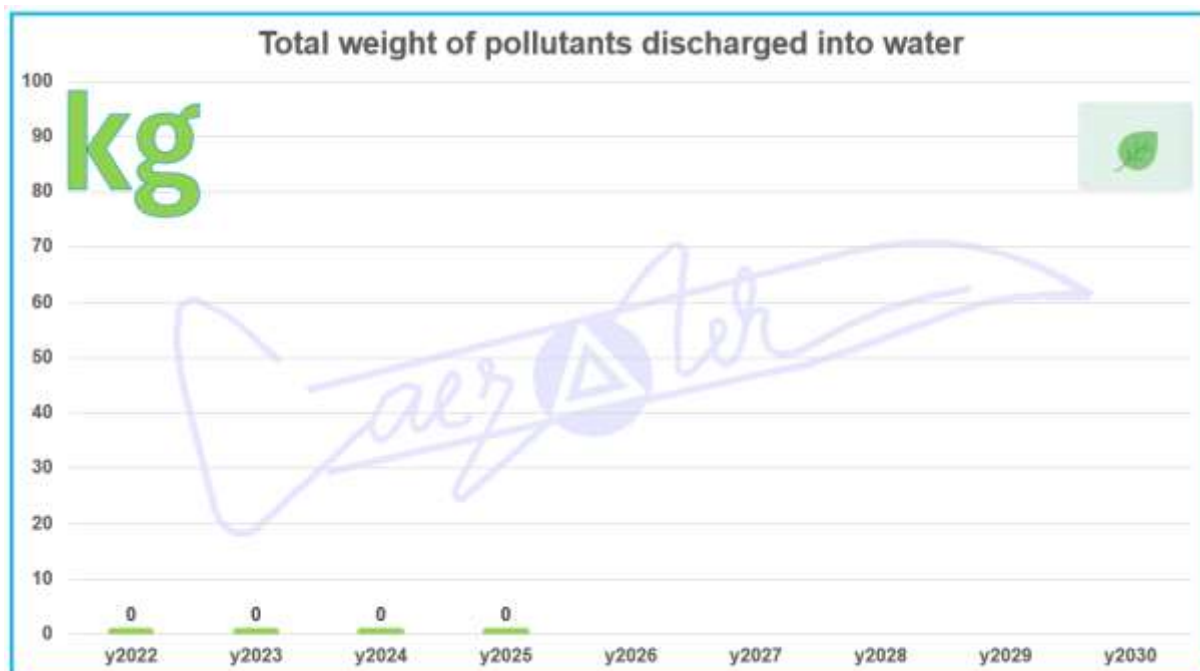


Fig. 18: KPI 18 - Evolution of the total weight of pollutants discharged into water: 2022: 0.00 kg, 2023: 0.00 kg, 2024: 0.00 kg, 2025: 0.00 kg. EcoVadis' Code ENV600, ENV3233



Fig. 19: KPI 19 - Evolution of the percentage of compliance with legal limits of emissions into the atmosphere: 2022: 100%, 2023: 100%, 2024: 100%, 2025: 100%. EcoVadis' Code ENV100, ENV600

KPIs Charts: 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, 2025: 16.00 h/p (where h = hour, p = person). EcoVadis' Code LAB6010

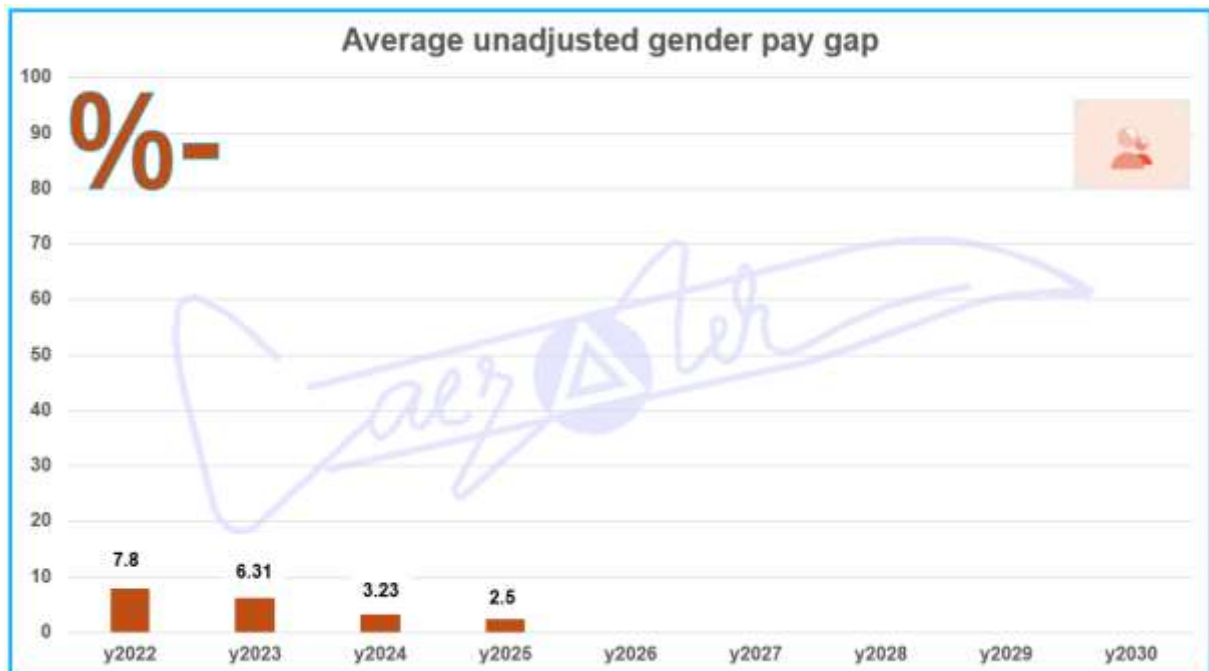


Fig. 21: KPI 21 - Evolution of the percentage difference between the average gross salary of men and women: 2022: 7.80%, 2023: 6.31%, 2024: 3.23 %, 2025: 2.50 %. EcoVadis' Code LAB561

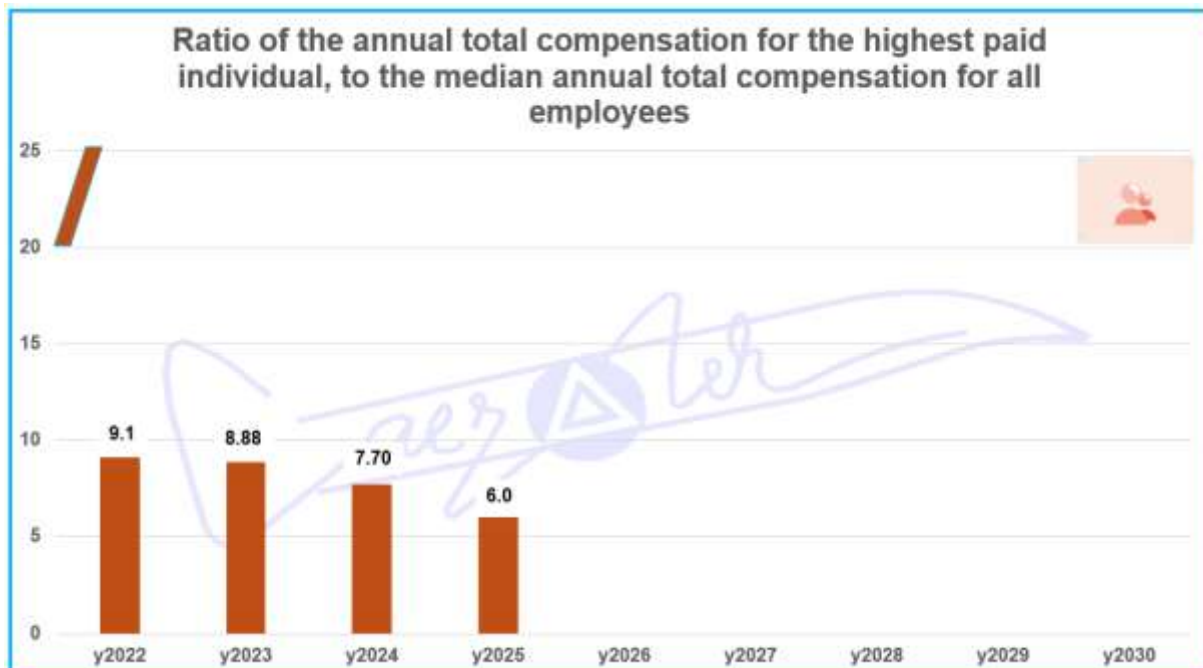


Fig. 22: KPI 22 - Evolution of the ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees: 2022: 9.10, 2023: 8.88, 2024: 7.70, 2025: 6.00. EcoVadis' Code LAB6010



Fig. 23: KPI 23 - Evolution of the percentage of women employed in the whole organization: 2022: 28.90%, 2023: 29.78%, 2024: 29.62%, 2025: 30.95%. EcoVadis' Code LAB561

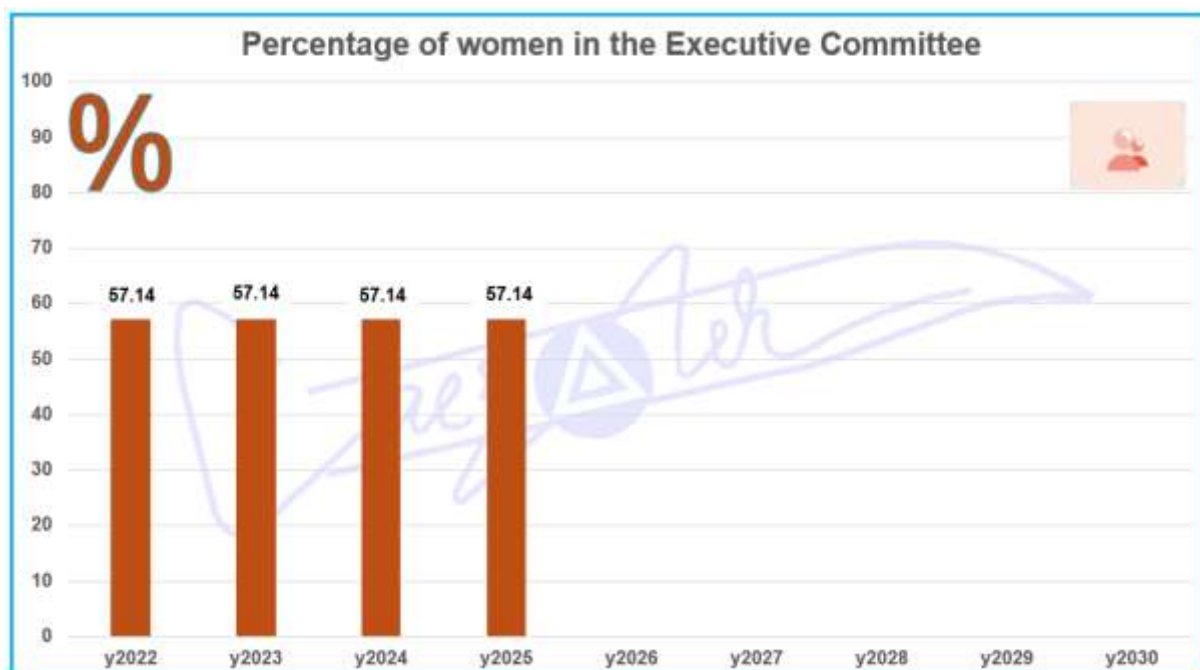


Fig. 24: KPI 24 - Evolution of the percentage of women in the Executive Committee of AEROTEH S.A.: 2022: 57.14%, 2023: 57.14%, 2024: 57.14%, 2025: 57.14%. EcoVadis' Code LAB561



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%, 2025: 0.00%. EcoVadis' Code LAB561



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%, 2025: 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%, 2025: 0.00%. EcoVadis' Code LAB561

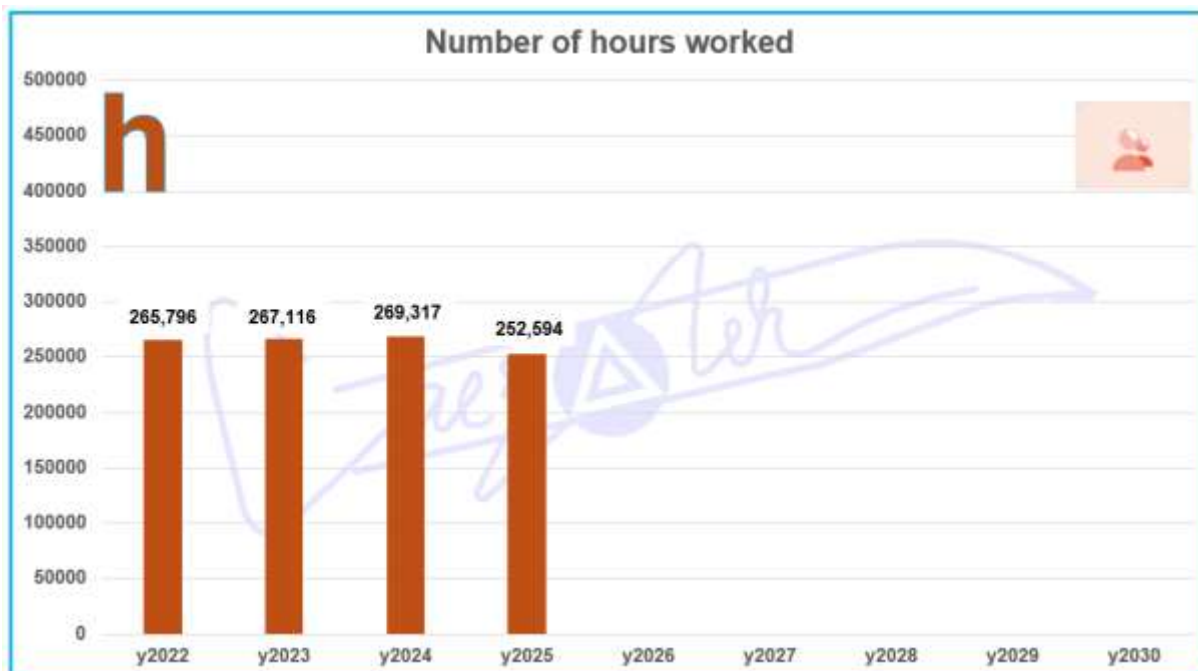


Fig. 28: KPI 28 - Evolution of the number of hours worked: 2022: 265,796.00 h, 2023: 267,116.00 h, 2024: 269,317.00 h, 2025: 252,594.00 h. EcoVadis' Code LAB6010



Fig. 29: KPI 29 - Evolution of the number of work-related accidents: 2022: 0 acc., 2023: 0 acc., 2024: 0 acc., 2025: 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, 2025: 0.00 zile (z. = days). EcoVadis' Code LAB6010

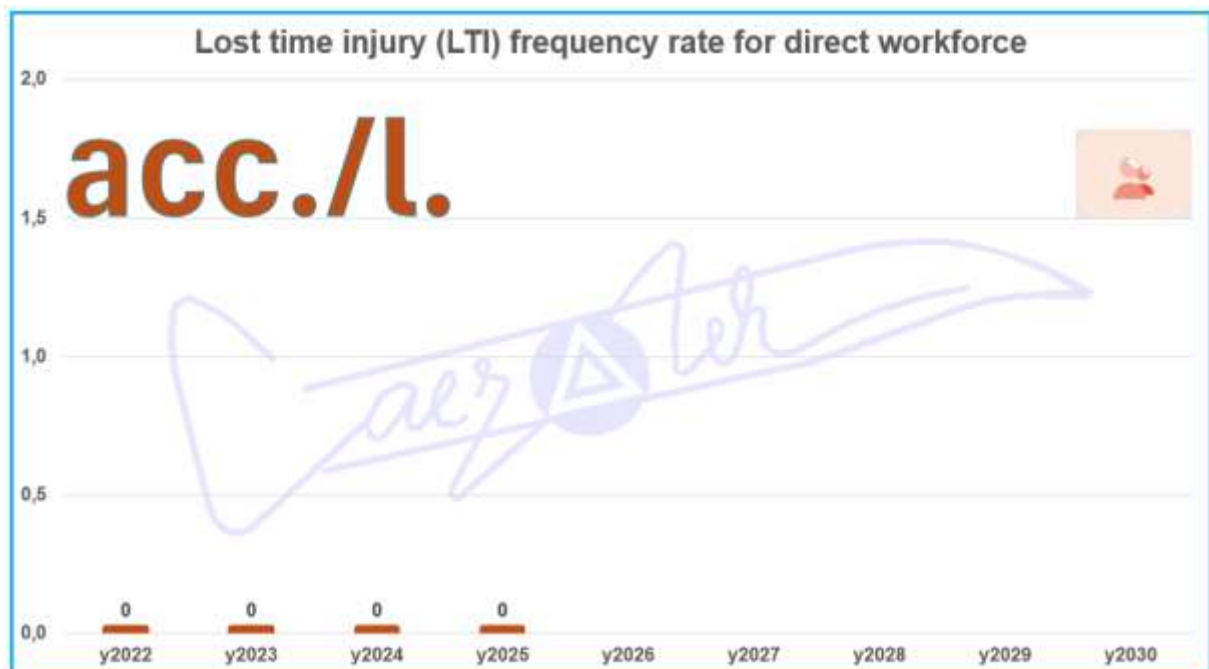


Fig. 31 KPI 31 - Evolution of the lost time injury (LTI) frequency rate for direct workforce: 2022: 0.00 acc./month, 2023: 0.00 acc./month, 2024: 0.00 acc./month, 2025: 0 acc./month (acc. = accident, l. = month). EcoVadis' Code -

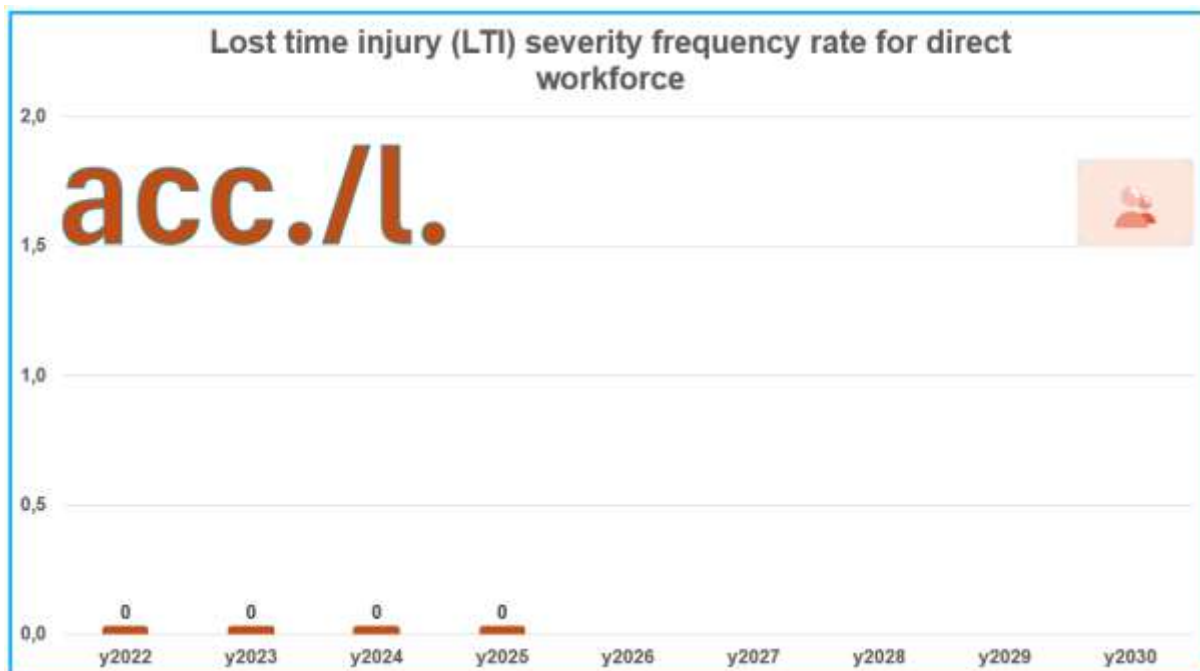


Fig. 32: KPI 32 - Evolution of the lost time injury (LTI) severity frequency rate for direct workforce: 2022: 0.00 acc./l., 2023: 0.00 acc./l., 2024: 0.00 acc./l., 2025: 0.00 acc./l. (acc. = accident, l. = month). EcoVadis' Code -



Fig. 33: KPI 33 - Evolution of the percentage of employees who are union members: 2022: 55.22%, 2023: 56.00%, 2024: 56.30%, 2025: 57.00%. EcoVadis' Code LAB601

KPIs Charts: Business Ethics (EA)

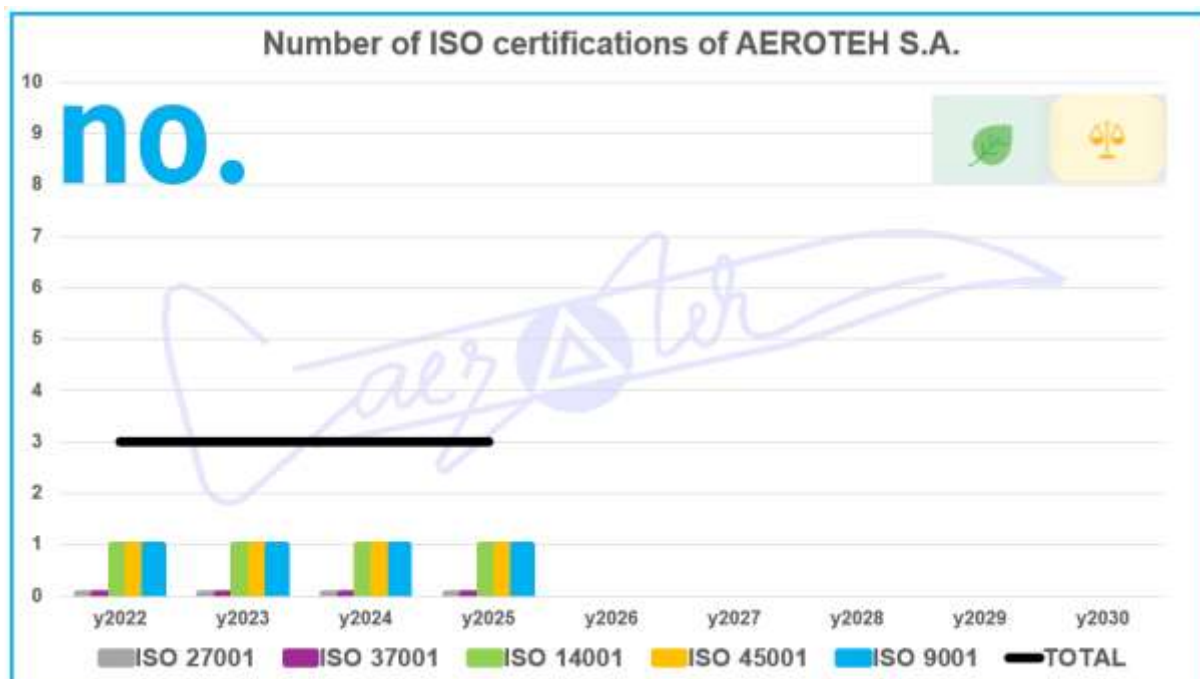


Fig. 34: KPI 34 - Evolution of the number of ISO certifications of AEROTEH S.A. (ISO 27001, ISO 37001, ISO14001, ISO 45001, ISO 9001): 2022: 3, 2023: 3, 2024: 3, 2025: 3 (no. = number). EcoVadis' Code GEN701



Fig. 35: KPI 35 - Evolution of the percentage of employees trained in Business Ethics aspects: 2022: 0.00%, 2023: 0.00%, 2024: 0.00%, 2025: 0.00%. EcoVadis' Code FBP600

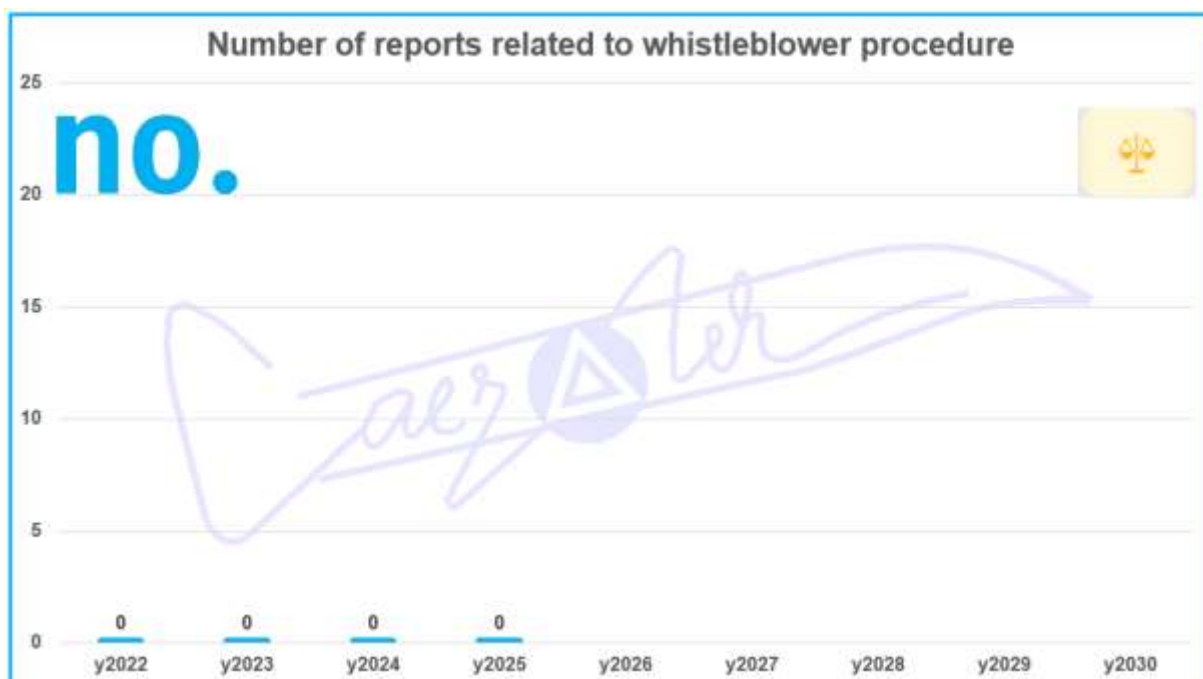


Fig. 36: KPI 36 - Evolution of the number of reports related to the whistleblower procedure: 2022: 0, 2023: 0, 2024: 0, 2025: 0 (no. = number). EcoVadis' Code FBP600



Fig. 37: KPI 37 - Evolution of the number of EA complaints resolved: 2022: 0, 2023: 0, 2024: 0, 2025: 0 (no. = cases), în contextul în care KPI 36 = 0 sesizări. EcoVadis' Code FBP600



Fig. 38: KPI 38 - Evolution of the number of confirmed corruption incidents: 2022: 0, 2023: 0, 2024: 0, 2025: 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, 2025: 0 (no. = cases). EcoVadis' Code FBP600

KPIs Charts: 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, 2025: 0.00. EcoVadis Code FBP600 - No articles or substances affected by the REACH regulation are used in the production processes of AEROTEH S.A.

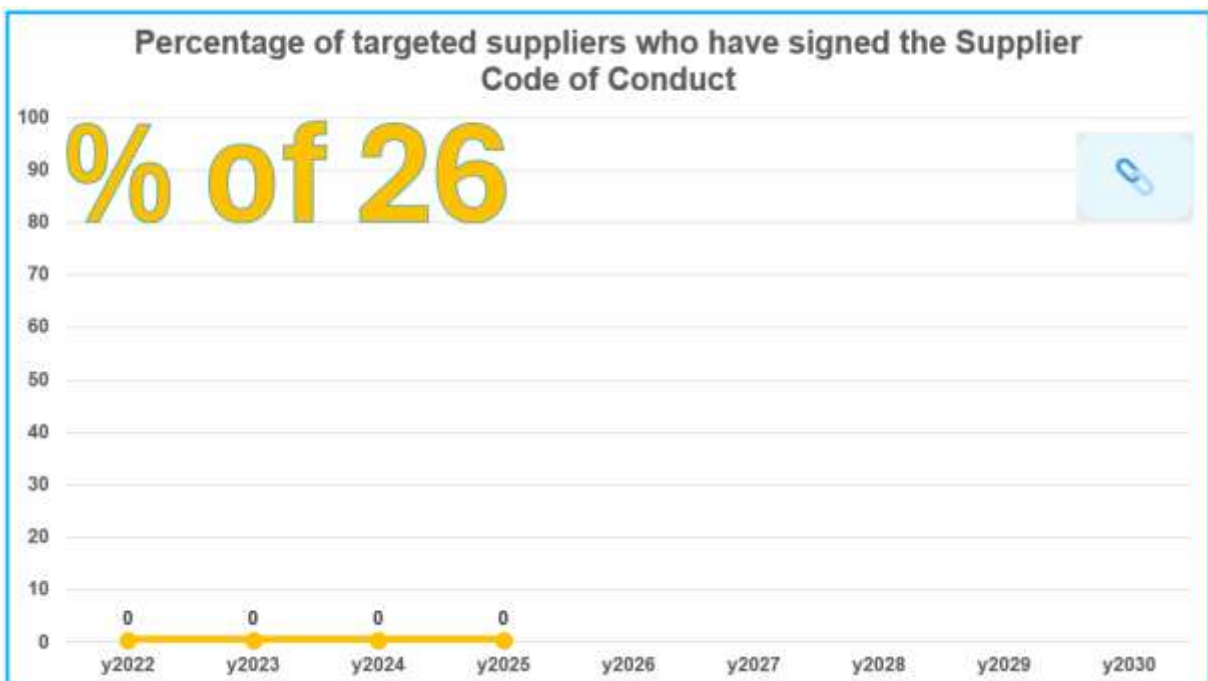


Fig. 41: KPI 41 - Evolution of the percentage of the total targeted suppliers who have signed the Code of Conduct for AEROTEH’s suppliers up to: 2022: 0.00%, 2023: 0.0%, 2024: 0.00%, 2025: 0.00%. EcoVadis’ Code SUP600



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%, 2025: 52.23%. 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%, 2025: 32.15%. 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%, 2025: 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, 2025: 0. EcoVadis' Code SUP600

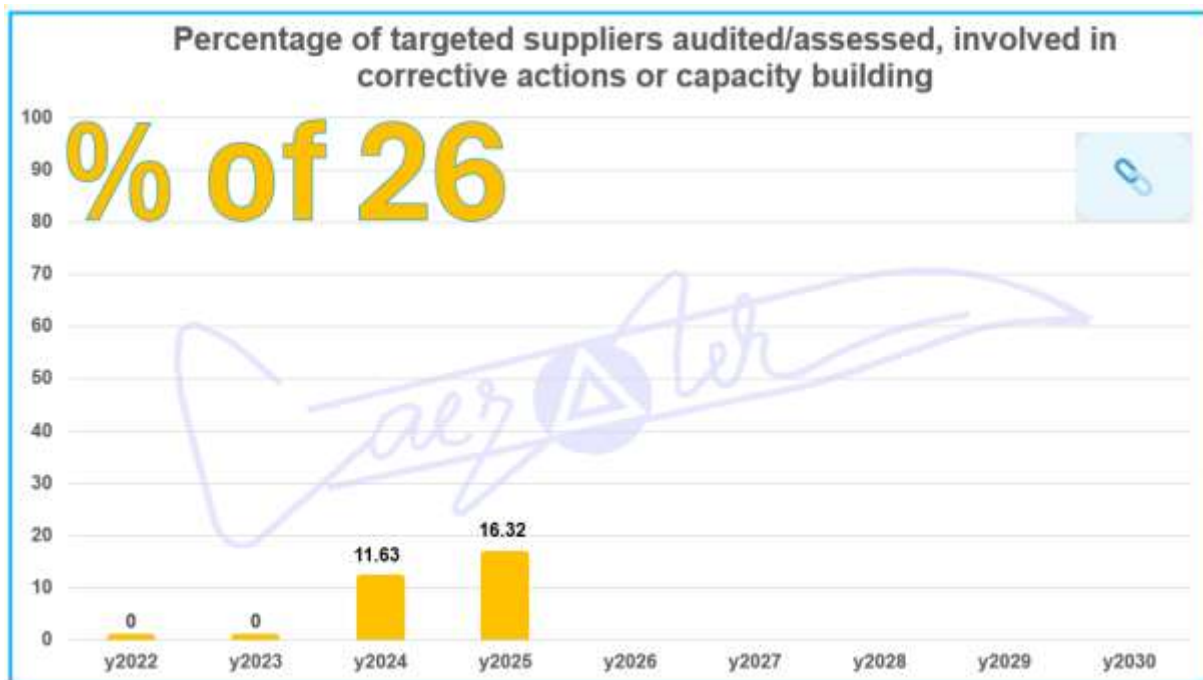


Fig. KPI 46 - Evolution of the percentage of targeted suppliers audited/assessed, involved in corrective actions or capacity building: 2022: NC%, 2023: NC%, 2024: 11.63%, 2025: 16.32%. EcoVadis' Code SUP600



Fig. 47: KPI 47 - Evolution of the percentage of conflict minerals from recycled sources used: 2022: 0.00%, 2023: 0.00%, 2024: 0.00%, 2025: 0.00%. EcoVadis' Code ...



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%, 2025: 0.00%. EcoVadis' Code SUP600

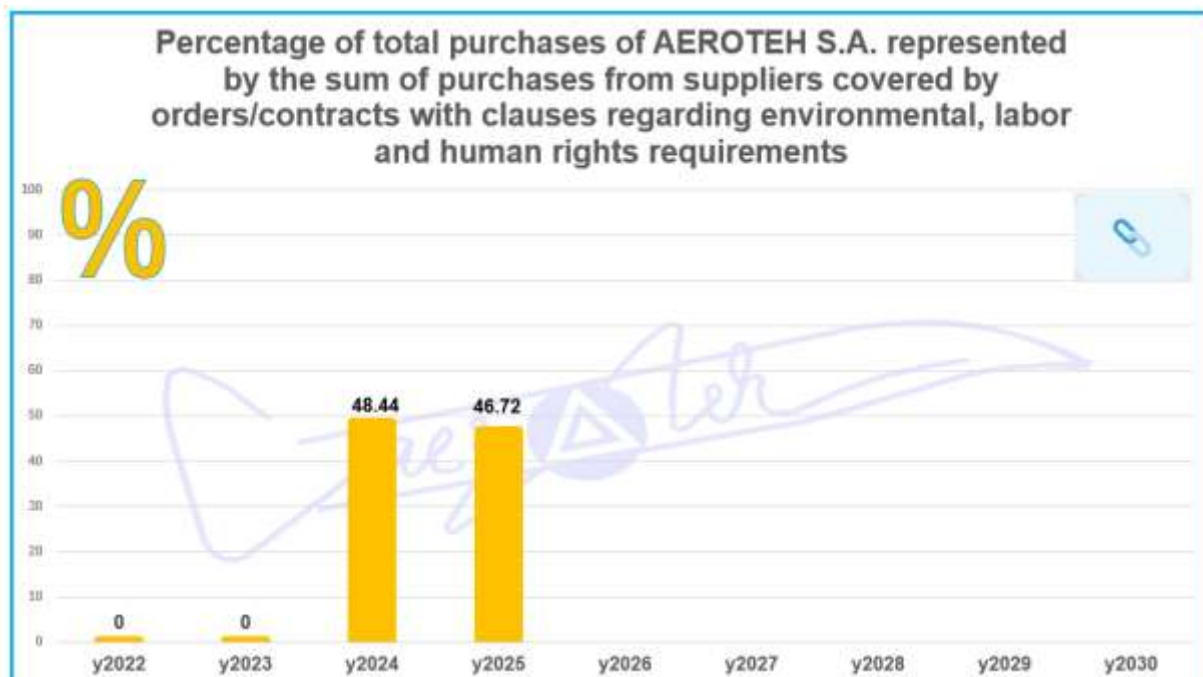


Fig. 49: KPI 49 - Evolution of the percentage of the total purchases of AEROTEH S.A. represented by the sum of purchases from the suppliers concerned with orders/contracts with clauses on environmental, labor and human rights requirements: 2022: NC%, 2023: NC%, 2024: 48.44%, 2025: 46.72%. EcoVadis' Code SUP600

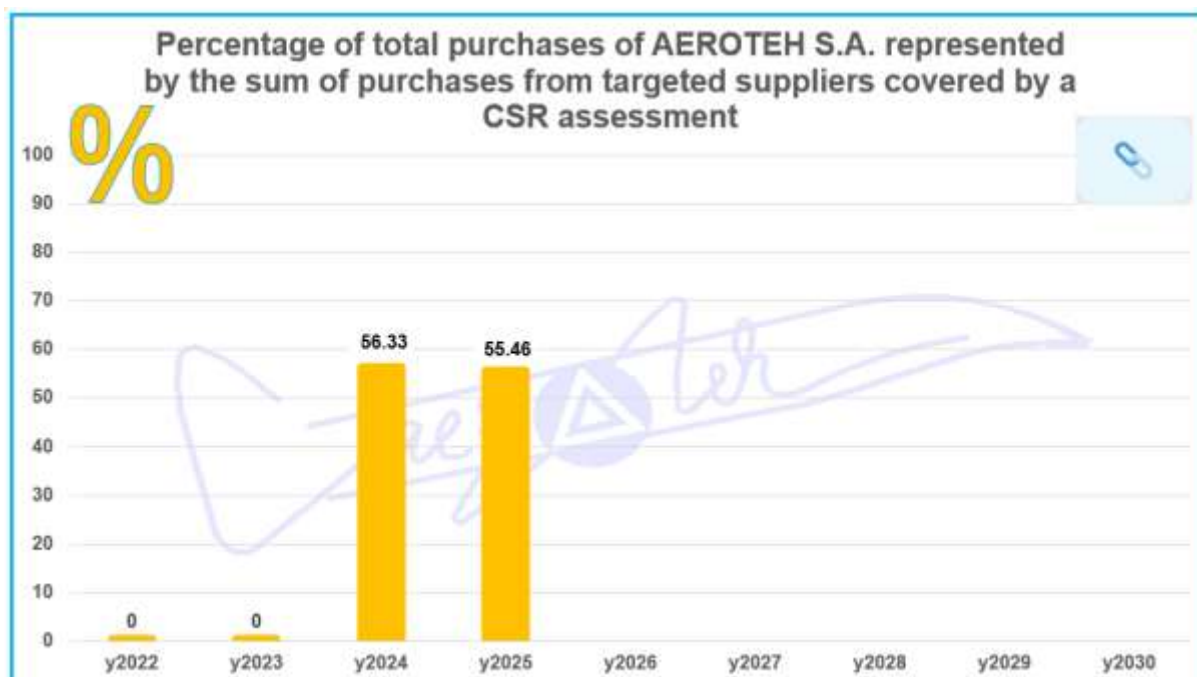


Fig. 50: KPI 50 - Evolution of the percentage of AEROTEH S.A.'s total purchases represented by the sum of purchases from the targeted suppliers covered by a CSR assessment: 2022: NC%, 2023: NC%, 2024: 56.33%, 2025: 55.46%. EcoVadis' Code SUP600



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%, 2025: 0.00%. EcoVadis' Code SUP600

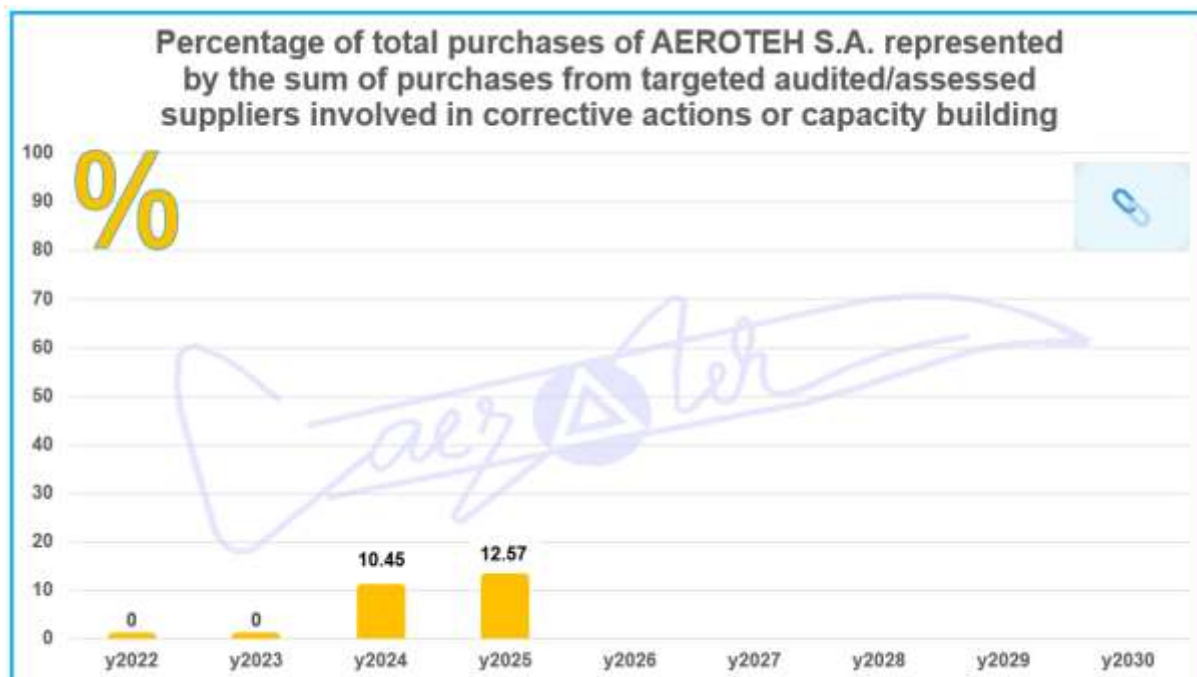


Fig. 52: KPI 52 - Evolution of the percentage of total purchases of AEROTEH S.A. represented by the sum of purchases from audited/evaluated targeted suppliers involved in corrective actions or capacity building: 2022: NC%, 2023: HC%, 2024: 10.45%, 2025: 12.57%. EcoVadis' Code SUP600

KPIs Charts: 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, 2025: 240.61 t.CO₂eq. EcoVadis' Code ENV630



Fig. 54: KPI 54 - Evolution of total gross Scope 2 GHG emissions: 2022: 68.00 t.CO_{2eq}, 2023: 73.35 t.CO_{2eq}, 2024: 79.96 t.CO_{2eq}, 2025: 80.44 t.CO_{2eq}. EcoVadis' Code ENV630

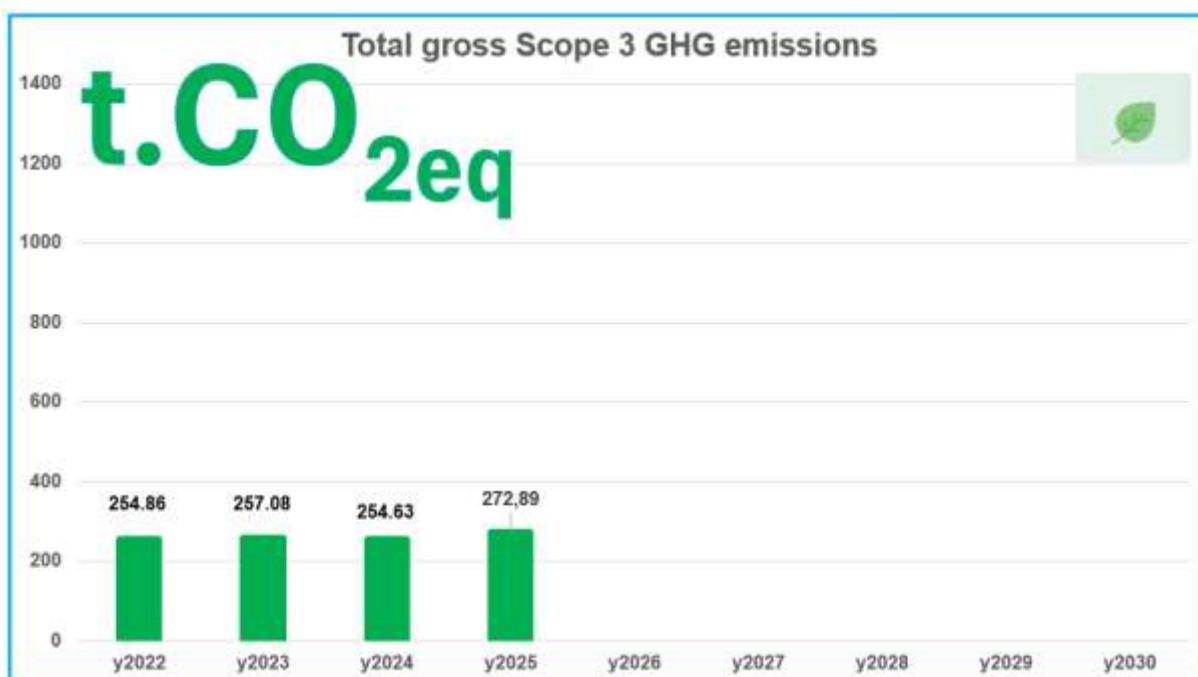


Fig. 55: KPI 55 - Evolution of total gross Scope 3 GHG emissions: 2022: 254.86 t.CO_{2eq}, 2023: 257.08 t.CO_{2eq}, 2024: 254.63 t.CO_{2eq}, 2025: 272.89 t.CO_{2eq}. EcoVadis' Code ENV630

Under development

Fig. 56: KPI 56 - Evolution of total gross Scope 3 upstream GHG emissions: 2022: N/A t.CO_{2eq}, 2023: N/A t.CO_{2eq}, 2024: N/A t.CO_{2eq}, 2025: N/A t.CO_{2eq}. EcoVadis' Code ENV630

Under development

Fig. 57: KPI 57 - Evolution of total gross Scope 3 downstream GHG emissions: 2022: N/A t.CO_{2eq}, 2023: N/A t.CO_{2eq}, 2024: N/A t.CO_{2eq}, 2025: N/A t.CO_{2eq}. EcoVadis' Code ENV630

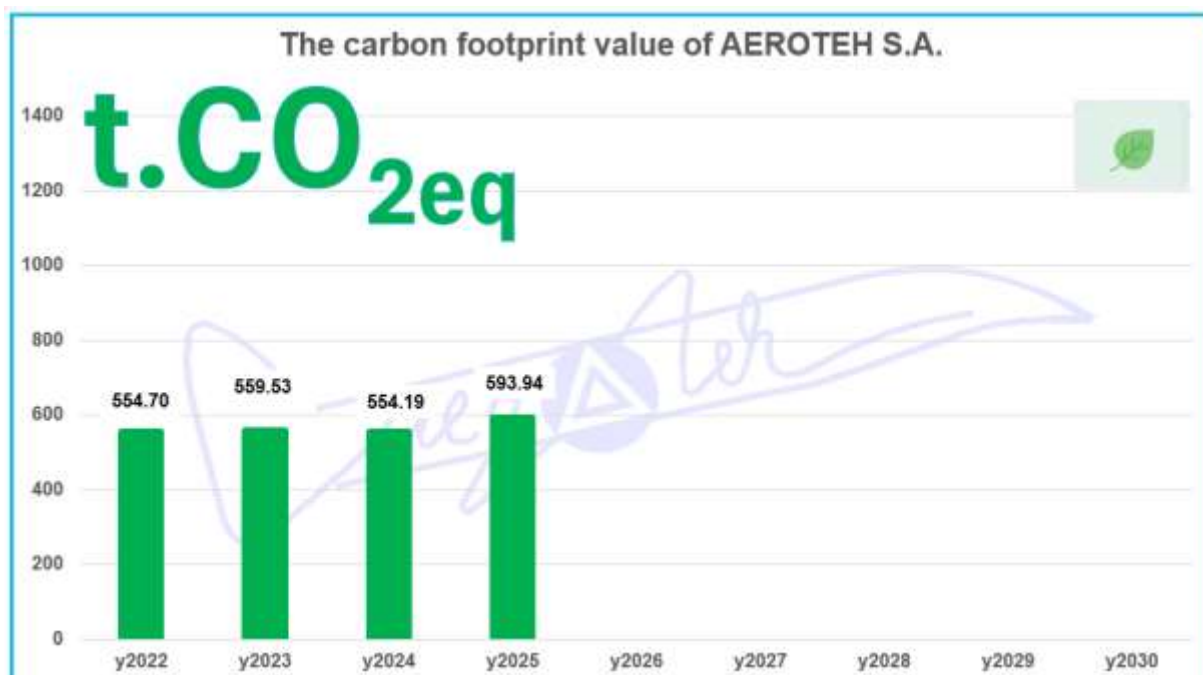


Fig. 58: KPI 58 - Evolution of AC-AER value: 2022: 554.70 t.CO₂eq, 2023: 559.53 t.CO₂eq, 2024: 554.19 t.CO₂eq, 2025: 593.94 t.CO₂eq. EcoVadis' Code ENV630

Annex 3: Published documents

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

- **INTEGRATED POLICY STATEMENT – 2026**
 - DECLARAȚIA DE POLITICĂ INTEGRATĂ - 2026
- **CODE OF CONDUCT FOR SUPPLIERS - 2026**
 - CODUL AEROTEH DE CONDUITĂ PENTRU FURNIZORI - 2026
- **SUSTENABILITY AEROTEH REPORT 2024**
 - RAPORT DE SUSTENABILITATE 2024 – 25.03.2025
- **SUSTAINABLE DEVELOPMENT STATEMENT**
 - DECLARAȚIE DEZVOLTARE DURABILĂ
- **THE STATEMENT OF POLICY**
 - DECLARAȚIA DE POLITICĂ
- Raportare privind evidența anuală a gestiunii deșeurilor 2025¹¹
- **STATEMENT OF PRINCIPLES-POLICY ON STRATEGIC EXPORT CONTROL**
 - DECLARAȚIE DE PRINCIPII - POLITICA ÎN DOMENIUL CONTROLULUI EXPORTULUI DE PRODUSE STRATEGICE
- Raportare privind evidența anuală a gestiunii deșeurilor 2024¹²
- **ENVIRONMENTAL PROTECTION POLICY -18.01.2024**
 - POLITICA AEROTEH PENTRU PROTEJAREA MEDIULUI -18.01.2024
- **ENVIRONMENTAL PROTECTION CODE – 22.01.2014**
 - CODUL AEROTEH PENTRU PROTEJAREA MEDIULUI -22.01.2024
- Program de prevenire și reducere a cantităților de deșeuri generate¹³
- **LABOUR AND HUMAN RIGHTS POLICY-23.01.2024**
 - POLITICA AEROTEH REFERITOARE LA MUNCĂ ȘI DREPTURILE OMULUI- 23.01.2024 -RO
- **LABOUR AND HUMAN RIGHTS CODE -05.02.2024**
 - CODUL AEROTEH REFERITOR LA MUNCĂ ȘI DREPTURILE OMULUI – 05.02.2024-RO
- **ETHICS CHARTER-29.01.2024**
 - CARTA AEROTEH PENTRU ETICA ÎN AFACERI- 29.01.2024 – RO
- **CODE OF BUSINESS ETHICS – 02.02.2024**
 - CODUL AEROTEH PENTRU ETICA ÎN AFACERI- 02.02.2024-RO
- **SUSTAINABLE PROCUREMENT POLICY-26.01.2024**
 - POLITICA AEROTEH DE ACHIZIȚII SUSTENABILE – 26.01.2024 – RO
- **SUSTAINABLE PROCUREMENT CODE-19.01.2024**
 - CODUL AEROTEH DE ACHIZIȚII SUSTENABILE- 19.01.2024 – RO
- **CODE OF CONDUCT FOR SUPPLIERS-01.02.2024**
 - CODUL AEROTEH DE CONDUITĂ PENTRU FURNIZORI- 01.02.2024
- **SUSTENABILITY REPORT 2023 ED.1-15.01.2024- EN**
 - RAPORT DE SUSTENABILITATE 2023 Ed.-1.15.01.2024 -RO

¹¹ Reporting on the annual waste management record 2025

¹² Reporting on the annual waste management record 2024

¹³ Program for prevention and reduction of waste quantities generated

Annex 4: List of performance indicators (KPI)

No	AER Code	Definiție - ro	Definition - uk	Theme	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 energy 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 emitted (t)	PM	ENV6011
13	KPI 13	Greutatea totală a deșeurilor nepericuloase generate (t)	Total weight of non-hazardous waste emitted (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 emitted to water	PM	ENV600, ENV3233
19	KPI 19	Procentul de conformitate cu limite legale a emisiilor în atmosferă	Percentage of atmospheric emission compliance with legal limits	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 ¹⁵	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 Muncă și Drepturile Omului = Labour and Human Rights

¹⁵ Unadjusted Gender Pay Gap (%) = ((Average gross salary of men - Average gross salary of women) × 100) / Average gross salary of men

No	AER Code	Definiție - ro	Definition - uk	Theme	EcoVadis question
24	KPI 24	Procent femei în Consiliul Director	Percentage of women at top management level	DO	LAB561
25	KPI 25	Procent femei în Consiliul de Administrație	Percentage of women within the organization's board	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 Consiliul Director	Percentage of workers from minority groups and/or vulnerable workers in top executive positions (excluding boards 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	Number of days lost to work-related injuries	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 severe 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 ethics complaints resolved	EA	FBP600
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 semnificativi evaluați conform reglementărilor REACH ^{viii}	Percentage of suppliers assessed according to REACH regulations	AS	SUP613
41	KPI 41	Procent total din furnizorii semnificativi 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 semnificativi cu comenzi/contracte cu clauze privind cerințele de mediu, muncă și drepturile omului	Percentage of targeted suppliers with contracts that include clauses on environmental, labor, and human rights requirements	AS	SUP600
43	KPI 43	Procent total din furnizorii semnificativi acoperiți de o evaluare CSR	Percentage or number of targeted suppliers covered by a CSR assessment	AS	SUP600
44	KPI 44	Procent total din furnizorii semnificativi acoperiți de un audit CSR la fața locului	Total 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	Total number of buyers who received training on sustainable procurement	AS	SUP600
46	KPI 46	Procent din furnizorii semnificativi 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

No	AER Code	Definiție - ro	Definition - uk	Theme	EcoVadis question
47	KPI 47	Procent minerale de conflict din surse reciclate	Percentage of conflict minerals from recycled sources	AS	
48	KPI 48	Procent din achizițiile totale ale AEROTEH S.A. reprezentat de suma achizițiilor de la furnizorii semnificativi 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 semnificativi 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 semnificativi 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 semnificativi 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 semnificativi 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. CO _{2e})	Total gross Scope 1 GHG emissions (t. CO _{2eq})	PM	ENV630
54	KPI 54	Valoarea totală a emisiilor GES specifice Scope 2 (t. CO _{2e})	Total gross Scope 2 GHG emissions (market or location based) (t. CO _{2eq})	PM	ENV630
55	KPI 55	Valoarea totală a emisiilor GES specifice Scope 3 (t. CO _{2e})	Total gross Scope 3 GHG emissions (t. CO _{2eq})	PM	ENV630
56	KPI 56	Valoarea totală a emisiilor GES specifice Scope 3 în amonte (t. CO _{2e})	Total gross Scope 3 Upstream GHG emissions (t. CO _{2eq})	PM	ENV630
57	KPI 57	Valoarea totală a emisiilor GES specifice Scope 3 în aval (t. CO _{2e})	Total gross Scope 3 Downstream GHG emissions (t. CO _{2eq})	PM	ENV630
58	KPI 58	Valoarea amprente de carbon a AEROTEH S.A. (AC-AER) (t. CO _{2e})	The carbon footprint value of AEROTEH S.A. (t. CO _{2eq})	PM	ENV630

Annex 5: Final notes

ⁱ **Significant suppliers** (previously referred to as targeted suppliers) are AEROTEH S.A. suppliers considered to be of priority importance for the development of the sustainable procurement supply chain in line with sustainability principles.

ⁱⁱ **Scope 1** = Direct GHG emissions from sources owned or controlled by AEROTEH S.A..

ⁱⁱⁱ **Scope 2** = Indirect GHG emissions associated with AEROTEH S.A.'s consumption of purchased electricity, heat or steam.

^{iv} **Scope 3** = Other indirect emissions not included in Scope 2, classified into fifteen categories according to the source of the emissions: employee commuting; purchased goods and services; capital goods; fuel- and energy-related activities; upstream transportation and distribution; waste generated in operations; business travel; upstream leased assets; downstream transportation and distribution; processing of sold products; use of sold products; end-of-life treatment of sold products; downstream leased assets; franchises; and investments.

^v **Upstream Scope 3** = Upstream Scope 3 emissions are indirect GHG emissions associated with all processes occurring before a product or service is processed within the company. These include, for example, emissions associated with purchased goods and services required to manufacture a product.

^{vi} **Downstream Scope 3** = Downstream Scope 3 emissions are indirect GHG emissions associated with processes occurring after the company sells its product or service. These include, for example, the end-of-life treatment of products, emissions arising from the use of sold products, and downstream transportation and distribution to the end customer.



AEROTEH S.A.

has the **strength**
to create **strategies**
and to **act quickly**

