

# Aquila Group Sustainability Report 2022





AQUILA

Focus on Excellence

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# 1 About the report

We are pleased to present the Aquila Group Sustainability Report for the period 1 January – 31 December 2022. Since 2021, we have been publishing such an annual report to present the economic, environmental and social impact of our activities. The report was prepared “in accordance” with the Global Reporting Initiative 2021 reporting standard.

The sustainability reporting period is aligned with the financial reporting period and the data presented in this report cover all the operations of the Aquila Group in Romania and the Republic of Moldova, unless the limits are specified otherwise in the document. The companies that are subject to this report are Aquila Part Prod Com S.A. (Romania), Trigor AVD S.R.L. (Republic of Moldova) and Printex S.A. (Romania). The consolidation of sustainability data was carried out based on the principle of financial consolidation. During the report we will refer to all these entities as the “Aquila Group” or “Aquila”. During 2022 there were no changes in the Group’s structure (acquisitions, mergers or sales).

The Aquila Group is a joint-stock company listed on the Bucharest Stock Exchange headquartered in the city of Ploiesti, Prahova County.

The report also includes the information required by the EU Green Taxonomy Regulation.

In the chapter on greenhouse gas emissions (page 57), we have included a restatement of the data published in 2021 for the emissions in scope 1 and 2, as well as the explanation and impact of this correction.

The consolidation of the various legal entities operating independently in a group structure was done in 2021, therefore sustainability data is presented comparatively only for the financial years 2021 and 2022.

This report has not been audited by a third party.

This report was published in June 2023. More information about the Aquila Group, including contact details, can be found on the company’s website [www.aquila.ro](http://www.aquila.ro) and in the “About Aquila” section of this document. For any questions or suggestions regarding the content of this report, we invite you to contact us via email at: [esg@aquila.ro](mailto:esg@aquila.ro)

## 2 Message of the Management

**Dear shareholders, customers, partners, and members of the Aquila team,**

The present publication is the second Sustainability Report of Aquila, an entity listed on the Bucharest Stock Exchange. Our vision is to “be present in every house in Romania with at least one product distributed by Aquila”. As such, in turn, we invite you to “enter our home” and, through this report, achieve a better understanding of our organization and our efforts to incorporate sustainability principles into everything we do.



Having almost 30 years of business experience, during which we have gained and strengthened our market leadership position and developed solid relationships with our partners and communities, we believe we now have a responsibility to be a model of sustainable best business practices and to continue to deliver on our promise of being committed to excellence.

Achieving high performance in sustainability requires sustained effort and a persistent approach, this being a long journey that we have embarked on through our first Sustainability Strategy published in 2021. Since then, we have continuously implemented programs that comply with the goals undertaken through the three levels of our strategy: Environment and Climate Change, Human Capital and Communities, Ethics and Governance. We aim to make this sustainability report a tool for measuring our progress toward our goals. We strongly believe that this document must present, in a transparent and balanced manner, both our achievements and the areas on which we still need to focus our efforts in the coming years. We want all stakeholders to find the information they are interested in and we are open to suggestions for improvement.

This year, we will use for the first time the “Global Reporting Initiative 2021” reporting standard – the most well-known international sustainability reporting standard – because the desire to surpass ourselves helps us evolve and prepare for future EU reporting requirements. We are constantly adapting to international requirements and practices in the field of sustainability reporting, thus demonstrating transparency and accountability in our approach.

We remain committed to our promises to incorporate new sustainability trends into our business model, despite having gone through a year defined by a difficult geopolitical context. For Aquila, however, 2022 was the best year since the company was founded almost 30 years ago and the first full year since being listed on the Bucharest Stock Exchange. The business reached 2.2 billion RON with about 3,000 employees, whom we thank for the trust and professionalism demonstrated throughout the year.

I therefore invite you to read our report and be a reliable partner in our journey toward a more successful and, more importantly, sustainable business.

With utmost consideration,

Cătălin Vasile, Aquila CEO

# 3 About Aquila

## 3.1 The Company

With a significant presence in the field of distribution and logistics, Aquila Group is a leading company operating in Romania and the Republic of Moldova. Over the years we have constantly evolved to become an important and reliable leader in our field of activity.

We operate an integrated business model with activities in the distribution, logistics and transport segments, meeting the requirements of more than 67,000 outlets across the country, through all retail channels. We have an extensive coverage, which represents over 90% of the Romanian consumer goods market and about 70% of the Moldavian consumer goods market.

Our product portfolio is very diverse, encompassing over 10,000 consumer goods in various categories. We work with established brands such as Rexona and Dove in personal care category, Kinder, Raffaello, Snickers and Mars in the sweets category, Lavazza in coffee, Dero, Cif and Coccolino in cleaning products, Whiskas and Pedigree in pet food, Kleenex, Kotex, Zewa, Tena and Libresse in hygiene products, Huggies in baby diapers, Bonduelle in frozen and canned vegetables, Gran Cucina and Hulala in vegetable cream, as well as Frosta in fish and fish dishes.

Aquila Part Prod Com S.A., a privately owned company, underwent a significant transformation in 2021, becoming a joint stock company. As part

of this evolution, since November 2021, the company's shares are listed on the Bucharest Stock Exchange (BVB). Through the largest initial public offering ever carried out by a Romanian entrepreneurial company on the local capital market, we raised funds worth 367 million lei. This strengthened our position in the market and represented a significant step in the evolution and development of the Aquila Group.

The company's shares (AQ symbol) are included in the BET index of the Bucharest Stock Exchange and FTSE Russell Global All Cap index.



In 2022, under the VEKTOR evaluation conducted by the Romanian Association for Investor Relations (ARIR), we received the maximum score (note 10). This assessment is based on 12 criteria for corporate governance and investor relations. Full details of the evaluation method and the results for 2022 are available at: <https://ir-romania.ro/en/vektor/> Achieving this score supports our commitment to transparency, ethics and good practices in relation to our investors, elements that are crucial in strengthening their trust and ensuring their continued support.



## 3.2 Evolution

With a history of more than 29 years, Aquila facilitates the distribution and transport of goods and products, thus connecting companies and communities. Over time, we have developed and expanded our area of activity, continuously improving our operational model and the efficiency of our internal systems. We focused on valuing people, building a strong and competent team capable of outstanding performance and results, thus becoming an important and highly regarded player in the distribution and integrated logistics market.

We have demonstrated that we are able to overcome obstacles, exceed expectations and rise above existing standards. We have always sought innovative solutions and have been open to change, in order to adapt quickly to any market requirements and challenges.

Through our bold vision and the constant effort to overcome our own limits, we have managed to achieve remarkable results and be recognized as leaders in our field of activity.

Today, we offer a comprehensive portfolio of integrated distribution and logistics solutions through the sale of complementary products and services.

We call this excellence, and we confirm it every time through people: our team, but also the partners with whom we have developed long-lasting and trust-based collaborations.

We look forward to the future with confidence, constantly renewing our promise to become better and thus contribute to a better environment for those around us.

### **We are proud to present some of the important moments in our company's evolution:**

**2021** – Listing the company on the Bucharest Stock Exchange

**2021** – We expand our portfolio through the partnership with Cleanic

**2020** – We begin our collaboration with P&G

**2019** – We signed the contract with IFFCO, Upfield and Lavazza

**2019** – Acquisition of AGRIROM

**2018** – Manner becomes part of the Aquila partner portfolio and we open the Dragomiresti logistics park

**2017** – We expand our business area through the Food-Serv division

**2016** – Partnership with Kimbo

**2014** – Signing the contract with Imperial Tobacco

**2012** – Expanding our business in the Gas stations channel

**2012** – Partnership with Coca-Cola and DHL

**2007** – Essity entered the Aquila partner portfolio

**2006** – Signing the contract with Philips

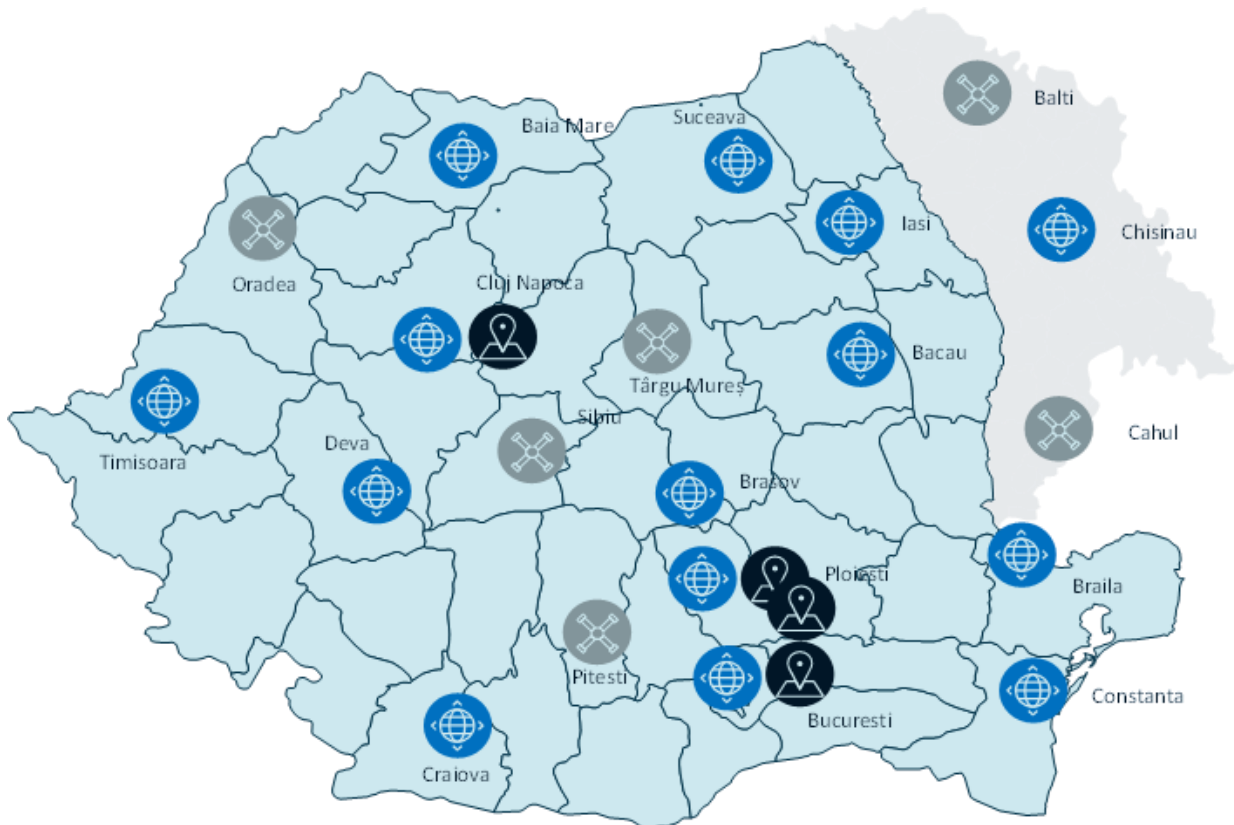
**2001** – Opening the subsidiary company in the Republic of Moldova

**2000** – We started our partnerships with Ferrero and Mars

**1995** – We started our partnership with Unilever

**1994** – Establishment of Aquila

### 3.3 Aquila offices and locations



**The activities of the group are carried out in:**

- 2 countries, Romania, and the Republic of Moldova
- 55 storage locations and offices

## 4 2022 Key Performance Indicators

---

**INCOME**

**+15%** compared to 2021

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**INCOME FROM OWN BRANDS**

**+43%** compared to 2021

---

**PROFIT**

**+20%** compared to 2021

---

**TOTAL CARBON FOOTPRINT  
(LOCATION-BASED)**

**-6.5%** compared to 2021

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**TOTAL ENERGY CONSUMPTION  
FROM ELECTRICITY, NATURAL  
GAS AND FUEL**

**-3.1%** compared to 2021

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**AMOUNT OF WASTE  
GENERATED BY THE ACTIVITY  
(TONS)**

**-19%** compared to 2021

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**RENEWABLE ENERGY WITHIN  
AQUILA PART PROD COM S.A.  
LEVEL**

**53%**

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**ENERGY EFFICIENCY IN  
RELATION TO TURNOVER**

**+15.4%** compared to 2021

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**GHG INTENSITY (LOCATION-  
BASED) IN RELATION TO  
TURNOVER**

**-18.4%** compared to 2021

---

**STORAGE CAPACITY (PALLETES)**

**+124,000**

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**STORAGE CAPACITY (SM)**

**+100,000**

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**PRODUCT PORTFOLIO**

approx. **10,000**

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**FLEET VEHICLES**

**+1,600**

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**EURO 6 STANDARD VEHICLE  
FLEET**

**+70%**

---

**INTERNATIONAL TRANSPORT  
IN**

**15** countries

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**EXPENSES ON SALARIES AND  
EMPLOYEE BENEFITS**

**+15%** compared to 2021

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**PERCENTAGE OF WOMEN  
EMPLOYED**

**39%**

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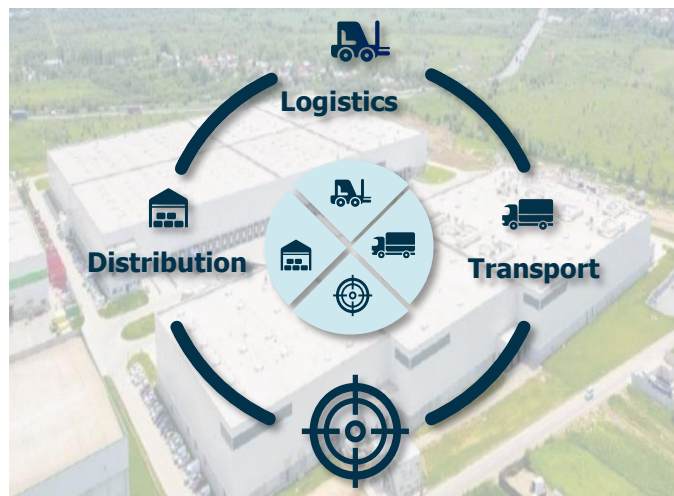
**NUMBER OF TRAINING HOURS**

**4,300** hours

# 5 Structure and business model of the Aquila Group

## 5.1 Business model

Aquila’s business model is built on three key directions: distribution, logistics and transport. This model allows us to meet the needs of our customers in an efficient manner.



### 5.1.1 Distribution

Distribution is Aquila's main line of business. We connect an impressive number of customers and consumers. We have an extensive distribution network with over 67,000 outlets covering various marketing channels. This network includes 58,000 points of sale in the Traditional Commerce channel, over 4,500 points of sale in the Organized Commerce channel and 5,000 points of sale in the HoReCa channel.

**The Traditional Commerce channel** is an important segment of our distribution activity, as it brings us into contact with various types of customers: En-Gross, Sub-distributors, Local

trade networks, Pharmacies and Pharmacy networks.

To meet the needs of this channel, we use two distinct distribution strategies. Our sales agents manage the stock of goods and issue the necessary tax documents on the spot using the van sell system. At the same time, orders taken by sales agents through automated mobile systems are managed by the logistics department for further delivery. This approach allows us to meet customer requirements and ensure efficient and prompt distribution.

**The Modern Commerce channel** is another essential segment of our distribution business. We work with more than 4,500 customers, with a focus on hypermarket, supermarket, discount and gas station chains, including over 1,400 locations. Through this channel, we ensure that our products reach our partners' shelves consistently and efficiently, thus contributing to their success in the market and satisfying consumer demands.

**The HoReCA channel**, with the Gastro portfolio, is dedicated to customers in the hospitality industry and is an important component of our business model. We work with more than 5,000 customers in the HoReCa channel and a wide range of products available in approximately 1,500 stock keeping units (SKUs).

Aquila has several products and brands in its portfolio, each belonging to a specific product category:

**Gradena:** A brand dedicated to frozen and canned vegetables, as well as frozen fruits.

**LaMasă:** A brand offering semi-prepared, meat-based and cheese-based products, meeting customers' requirements for quick food preparation.

### 5.1.2 Logistics

Logistics is a complementary component to the distribution of consumer goods. We offer storage, (re)packaging and domestic transport services. We specialize in the management of various temperature segments, including ambient, chilled and frozen.

**Yachtis:** A brand dedicated to frozen fish and seafood products.

To further expand our presence, the **Travel Retail channel** is an important component of our business model. Aquila is present in locations such as airports and customs points through partnerships with Lagardere and Tabac Express. We have a total of 2,500 outlets in these locations, ensuring that our products are accessible and available to travelers.

#### **The B2B Aquila-shop platform**

The B2B platform is dedicated to HoReCa customers such as restaurants, hotels, but also to sub-distributors.

The platform optimizes the sales flow and contributes to increased sales. Through the platform, customers can place orders in an easy and fast manner, just like in an online store, for all products distributed by Aquila. Furthermore, it provides access to the Aquila, Gradena, LaMasa and Yachtis brands, to meet the specific needs of customers in the HoReCa industry.

[Aquila-shop](#) registers a significant number of customers, enjoying a constant growth.

We offer complete logistics services consisting of national transport, storage, handling, collection, secondary transport, reverse logistics, inventory, pallet management, labeling, packaging and co-packaging.

Over the years, we have developed an extensive logistics network, which includes 4 logistics centers, 13 distribution centers (one of which in the Republic of Moldova) and 6 cross-docking points (two of which in the Republic of Moldova). Our storage capacity exceeds 124,000 pallets, of which 94,000 are in the ambient environment, approx. 9,000 in the refrigerated environment and approx. 20,000 in the frozen environment.

Within the logistics business, Aquila offers a full range of national transport services, using a diversified fleet of vehicles capable of transporting goods under different temperature conditions. At the end of 2022 our fleet included:

- ▶ 209 heavy duty trucks for transporting large and heavy goods
- ▶ 562 specialized vehicles for distribution and internal transport with a capacity of less than 12 tons
- ▶ 771 cars used by our sales team to ensure an efficient presence in the field.

The heavy-duty trucks are equipped with advanced telemetry systems, which allow constant monitoring of the equipment during driving and at standstill.

Some of the vehicles benefit from a customized real-time tracking system through GPS systems, and for high-risk transport projects, Aquila has installed, at the request of its customers, monitoring and security systems, including a panic button, on its semi-trailers.

The implementation of ISO standards is an integral part of our business model.

At the end of 2022 Aquila Part Prod Com S.A. had implemented the following standards:

- ▶ ISO 9001 - Quality Management System;
- ▶ ISO 22000 - Food Quality and Safety Management System;
- ▶ IFS Logistics - Logistics Quality and Safety System for a unit located in Dragomirești-Vale, county. Ilfov and a unit located in Aricești-Rahtivani, Prahova county;
- ▶ ISO 14001 - Environmental Management System for a location in Aricești-Rahtivani, Prahova County.

In the next period we plan to extend the implementation of the ISO 14001 standard – Environmental Management System in 4 other important locations in counties Ilfov and Prahova, as well as to implement new standards, ISO 45001 - Occupational Health and Safety Management System and ISO 27001 - Information Security Management System.

At the same time, for Trigor AVD S.R.L. we are considering the implementation, starting with 2023, of the following standards: ISO 9001 - Quality Management System, ISO 45001 - Occupational Health and Safety Management System, ISO 14001 - Environmental Management System.

### 5.1.3 International transport activity

Aquila has a fleet of 112 heavy trucks specialized in transporting goods under various temperature conditions, representing 54% of the company's total 209 trucks, to provide high quality international transport services.

In recent years, we have paid special attention to the secured transport segment, as part of our international transport business. We have invested in advanced solutions and complex systems for the monitoring of road trains, in accordance with the requirements of our customers in this field. We are authorized according to TAPA TSR standards (TAPA trucking security requirements) and comply with the security standard V1, which aims to protect the transported goods and improve the safety of drivers and vehicles.

- ▶ We offer international transport services in 15 countries
- ▶ We have permanent (24/7) staff ready to deliver top-quality on time delivery services.



### 5.1.4 Integrated sales and execution services

The Aquila Group can also function as an outsourced commercial department for our partners, providing them with integrated sales and execution services. We specialize in brand management and capitalization on all available channels.

**Merchandising:** Our dedicated merchandising team ensures prompt delivery of products, stock management and inventory. Our team is also responsible for arranging products in stores, implementing product activation by placements and shelf management and packaging promotions.

**Supply chain:** Through optimized management, efficient planning and a qualified team, we have been able to increase our productivity and operational efficiency, reducing costs and gaining the trust of our partners.

**Purchases:** We have a unified, organized and functional internal procurement mode based on partnerships with professional suppliers offering quality products and services. We implement an efficient internal cost control system.

**Planning:** Logistics planning is an essential component for connecting and synchronizing the overall supply chain. Through the

management of orders, inventory, transport, storage, material handling and packaging, all

integrated into one network, we create value and ensure efficient connectivity.

## 5.2 Corporate Governance of the Group

For the Aquila Group, corporate governance is an essential pillar of our business. We are committed to being an efficiently and transparently governed company, to ensure that we create value in the long term.

By ensuring sound governance, we strive to protect the interests of all stakeholders and to manage risks so that we are fully accountable to our employees, shareholders, customers and the communities in which we operate.

List of companies that are part of the group and that are included in the report	Legal structure and quality within the group	Address	Participating Interest	
			2022	2021
AQUILA PART PROD COM S.A.	Joint stock company - Parent company	Strada Malu Roșu nr. 105A, Ploiești, Prahova County, Romania	100%	100%
TRIGOR AVD S.R.L.	Limited Liability Company	Strada Otovasca nr. 17, Chișinău, Moldova	100%	100%*
PRINTEX S.A.	Limited Liability Company	Strada Poligonului nr.5, Ploiești, Prahova County, Romania	95.75%	95.75%**

\* On May 19, 2021, AQUILA PART PROD COM S.A. acquired 100% of TRIGOR AVD SRL.

\*\* In 1999, AQUILA PART PROD COM acquired a 78.83% stake in PRINTEX S.A., share which it then consolidated to 95.75% in 2007.

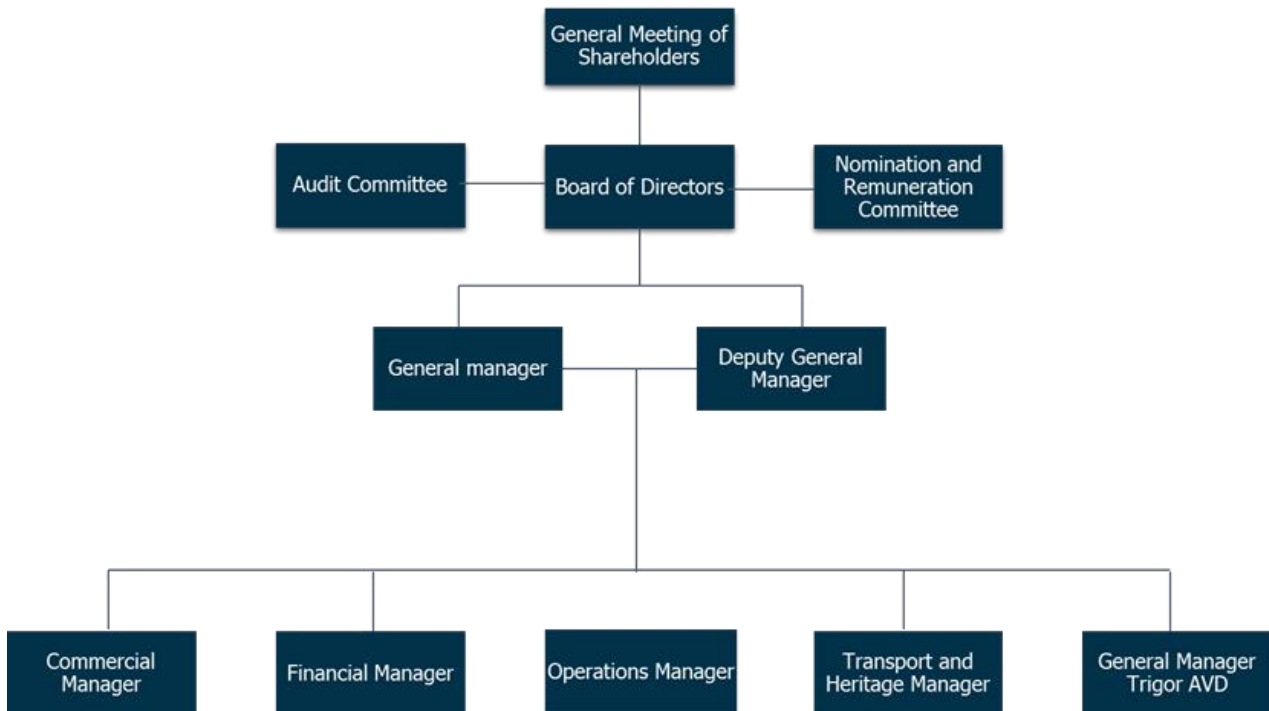
\*\*\* The data presented in the table reflect the situation as of 31 December 2022.

### 5.2.1 Shareholder Structure

Shareholders-Aquila Part Prod Com S.A.	31 December 2022	31 December 2021
Vasile Constantin - Cătălin	33.33%	33.33%
Dociu Alin-Adrian	33.33%	33.33%
Other shareholders - legal entities	30.05%	29.94%
Other shareholders - individuals	3.29%	3.40%
<b>Total</b>	<b>100%</b>	<b>100%</b>
Partners Trigor AVD S.R.L.	31 December 2022	31 December 2021
Aquila Part Prod Com S.A.	100%	100%
Shareholders-Printex S.A.	31 December 2022	31 December 2021
Aquila Part Prod Com S.A.	95.75%	95.75%
Other shareholders - individuals	4.25%	4.25%
<b>Total</b>	<b>100%</b>	<b>100%</b>



## 5.2.2 Aquila Group organizational chart



## 5.2.3 General Meeting of Shareholders

The General Meeting of Shareholders (GMS) plays a fundamental role in corporate governance and in establishing the strategic direction of the company. GMS undertakes the responsibility to define the strategic organizational objectives and allocate the resources necessary to achieve them, including in relation to the company's sustainability initiatives.

The role of the GMS is essential for ensuring transparency and accountability within the group. Through the AGA, all shareholders have the opportunity to be informed about the company's activities, financial performance and strategies, and their vote expresses their involvement in the key decisions that affect the business and development of the organization. At the same time, the GMS has responsibilities regarding the amendments to the Constitutive Act, the

appointment and revocation of the members of the Board of Directors, as well as important decisions regarding mergers and acquisitions or significant changes in the organizational structure.

The Aquila Group promotes open and transparent communication with all stakeholders, including its shareholders, employees, partners and other relevant entities, providing them with the information necessary to make informed decisions. In order to ensure easy access to relevant information, four main categories of information are regularly published on the company's website, in the section dedicated to [investors](#): Annual reports, Quarterly reports, Other reports and Presentations, including annual sustainability reports. These documents include essential details about the management

structure, share price, timing of financial events, corporate governance and significant events in the company’s business, as well as our progress in integrating sustainability concepts into the business model.

The information necessary for investors and shareholders is also sent to the capital market institutions, such as the Financial Supervisory Authority (ASF) and the Bucharest Stock Exchange (BVB).

## 5.2.4 Board of Directors

The Board of Directors of Aquila Group is responsible for establishing the values and principles of governance.

### Structure of the Board of Directors as of 31 December 2022



**Alin-Adrian Dociu**  
**Chairman of the Board of Directors**  
**Executive Member**

Term of office 2 years  
 Nationality: Romanian



**Constantin-Cătălin Vasile**  
**Deputy Chairman of the Board of Directors**  
**Executive Member**

Term of office 2 years  
 Nationality: Romanian



**Ion-Lucian Mihalache**  
**BoD Member**  
**Independent, non-executive member**

Term of office 2 years  
 Nationality: Romanian



**Vlad-Alexandru Deliu**  
**BoD Member**  
**Independent, non-executive member**

Term of office 4 years  
 Nationality: Romanian

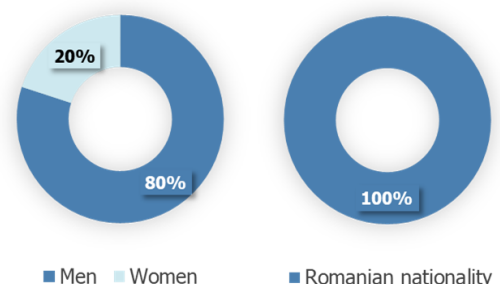


**Daniela Mândru Petrovici**  
**BoD Member**  
**Independent, non-executive member**

Term of office 4 years  
 Nationality: Romanian

The Board of Directors performs its role in a competent and prudent manner, observing the applicable legislation, the Company’s Articles of Incorporation and the management contract concluded with the Company. The members of the Board exercise their duties with due diligence and loyalty to the Company, having regard to the

**Board of Directors Composition**



interests of the Company and its shareholders and observing the values and governance principles established within the Group.

The Board of Directors, in addition to its responsibilities in approving values and governance principles, has the responsibility of developing internal rules and procedures to promote sustainable, ethical, and responsible business practices.

The Board of Directors operates along two other committees: The Nomination and Remuneration Committee and the Audit Committee, acting as the advisory bodies of the Board. These committees assist the Board in taking strategic decisions, and the minutes of the Committee meetings, along with the relevant documents, are made available to all Board members, ensuring transparency and access to the information necessary for the decision-making process.

### 5.2.5 Nomination and Remuneration Committee

The Nomination and Remuneration Committee plays a key role in ensuring a sound and transparent corporate governance process within the Company. It has the following duties and responsibilities:

- ▶ Revision of the remuneration policy: The Committee reviews and revises the Company's remuneration policy, ensuring that it is fair, competitive and aligned with the Company's strategic objectives.
- ▶ Establishing eligibility criteria: The Committee establishes the eligibility criteria for executive managers who have a mandate agreement. These criteria include skills, experience, integrity and professional ethics, ensuring the selection of the most suitable candidates for management positions within the Board of Directors.
- ▶ Selection of candidates for the Board of Directors: The Committee identifies and evaluates potential candidates for the Board of Directors. We pay particular attention to guaranteeing independence, diversity and relevant competences, ensuring a balanced and diverse composition of the Board of Directors, which brings added value and represents the interests of the parties involved.
- ▶ Succession planning: The Committee prepares and monitors the succession planning for executive managers who have a mandate agreement. This process ensures continuity and stability in the Company's management, identifying and developing potential successors and implementing appropriate measures in the event of a change in management positions.

**On 31 December 2022, the Nomination and Remuneration Committee was composed of:**



**Daniela Mândru Petrovici**  
**President**



**Vlad-Alexandru Deliu**  
**Member**

### 5.2.6 Audit Committee

The Aquila Audit Committee was established by the Board of Directors to assist in responsibilities related to financial reporting, internal control and risk management.

**As of 31 December 2022, the composition of the Audit Committee was:**



**Vlad-Alexandru Deliu**  
**President**



**Daniela Mândru Petrovici**  
**Member**

The main tasks of the Audit Committee include:

- ▶ Regular examination of the effectiveness of the financial reporting, internal control and risk management system, ensuring that the analyzes and audit reports comply with the plan approved by the Committee.
  - ▶ Supporting the Board of Directors in monitoring the credibility and integrity of financial information by reviewing applied accounting standards and consolidation criteria.
  - ▶ Providing recommendations on the selection, appointment, reappointment and replacement of the external auditor, monitoring its independence and objectivity, and the terms and conditions of remuneration.
  - ▶ Ensuring the existence and efficiency of the Internal Audit function, with access to adequate resources and participation in the meetings of the Executive Committee.
  - ▶ Regular verification of the implementation and compliance with the Code of Ethics and Conduct.
  - ▶ Analysis and approval of the Company's individual and/or consolidated annual financial statements and the profit distribution proposal.
  - ▶ Reviewing the relations and services provided by the external financial auditor.
  - ▶ Approval of the internal rules of the Company's internal audit function.
- By exercising these competences and tasks, the Audit Committee contributes to ensuring the transparency and integrity of the Group's activity.



### **The Board of Directors plays a key role in promoting sustainability and social responsibility**

The approval of governance values and principles is an important responsibility of the Board, which ensures that they are the ethical and moral foundation of the activities carried out.

By developing internal rules and procedures, the Board sets the necessary standards and guidelines for inclusion, diversity, organizational culture, ethics, sustainability and social responsibility within the Group. These rules and procedures represent the Group's commitment to behave in a responsible manner, taking into account the impact of its activities on the environment, its employees, local communities and society as a whole.

## **5.2.7 Management**

The Executive Management plays a vital role within the Aquila Group, being an essential component of the Company's efficient structure and functioning. The Executive Management Team is responsible for managing the Company's day-to-day operations and implementing the strategies and objectives set by the Board of Directors. Through their expertise, the members of the executive management bring a strategic vision, a results-oriented approach and are responsible for ensuring sustainable company growth, identifying and managing risks, developing and implementing ethical policies and practices, as well as maintaining solid relationships with all relevant stakeholders.

At the time of this report, the executive management team has the following members:



**Constantin-Cătălin Vasile**

**General Manager**

**Contract of mandate**

**Term of office 18.08.2021-07.04.2023\***

Mr. Constantin-Cătălin Vasile is appointed by the Board of Directors and has the general responsibility of supervising and coordinating the activities of the organization, also on matters of sustainability.

\*At the date of the Sustainability Report, the General Manager mandate of Mr. Constantin-Cătălin Vasile was extended until 27.04.2027



**Alin-Adrian Dociu**

**Deputy General Manager**

**Contract of mandate**

**Term of office 18.08.2021-07.04.2023\***

Mr. Alin-Adrian Dociu is appointed by the Board of Directors and together with the General Manager, contributes to the strategic management of the company and supports the implementation of the established objectives.

\*At the date of the Sustainability Report, the Deputy General Manager mandate of Mr. Alin-Adrian Dociu was extended until 27.04.2027.



**Daniel Băluș**

**Commercial Manager**

**Employment contract**

**Period: continuous**

Mr. Daniel Băluș is responsible for managing Aquila’s commercial department, being responsible for managing the Company’s portfolio of suppliers and customers, in various food and non-food markets, covering all distribution channels.



**Sorin Bașcău**

**Financial Manager**

**Employment contract**

**Period: continuous**

Mr. Sorin Bașcău is responsible for managing the financial aspects of the company, including financial analysis and reporting, development and implementation of financial processes and procedures, as well as supporting the completion of financing transactions, mergers and acquisitions.



**Petre Bogdan**

**Operations Manager**

**Employment contract**

**Period: continuous**

Mr. Petre Bogdan is responsible for Aquila’s operations and works closely with the senior

management to develop and implement long-term operational strategies.



**George Dragomir**

**Transport and Heritage Manager**

**Employment contract**

**Period: continuous**

Mr. George Dragomir is responsible for managing Aquila’s fleet and transport activity.



**Iosif Ienei**

**General Manager Trigor AVD**

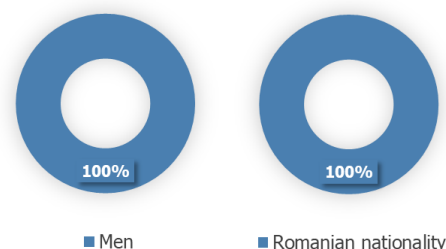
**Employment contract**

**Period: continuous**

Mr. Iosif is responsible for the development and strengthening of the Aquila Group in the Republic of Moldova.

At Aquila, 100% of the Managers are Romanian, which highlights our commitment to supporting and promoting local talent.

**Executive Management Composition**



**Management structure of the Group's subsidiaries**

Within Printex S.A., the company’s management structure is ensured by the General Meeting of Shareholders and by a Board of Directors consisting of 3 members, as follows:

- ▶ Constantin-Cătălin Vasile, BoD President
- ▶ Alin-Adrian Dociu, BoD President
- ▶ Marian Rus, member

In terms of structure, 100% of the executive directors are Romanian and male.

Within Trigor AVD S.R.L. the management structure is provided by the Founder, as a senior management body, by a General Manager and by an Administrator.

In terms of structure, 50% of the executive directors are of Moldovan nationality, and the remaining 50% are of Romanian nationality. 100% of executive directors are male.

The management of the subsidiaries Printex S.A.

and Trigor AVD S.R.L. have the competences established according to the Articles of Incorporation of the companies. These competences are defined and regulated in the establishment documentation and the articles of association, the roles and responsibilities of the management members being well defined and observed in accordance with these acts. Decisions shall be taken at the level of each subsidiary in a responsible and transparent manner, having regard to their interests and objectives, as well as the general goals of the group.

We understand and acknowledge that a sustainable approach is essential to the long-term success of our organization and are committed to taking sustainability into account at the highest level of leadership. For this purpose, the Board of Directors has appointed a team responsible for integrating and implementing sustainability objectives within the company. It reports to the General Manager.

At the General Management level, strategic decisions are taken and sustainability objectives are integrated as per the three pillars: economic, social and environmental. The General Manager also sets out the key performance indicators (KPIs) relevant for assessing progress toward the achievement of sustainability goals.

The Human Resources and Organization Manager is responsible for ensuring the implementation of sustainability objectives at operational level. The team also includes a Sustainability Coordinator and a Deputy, who work in close collaboration with the Human Resources and Organization Manager. They cooperate with different departments involved in organizing, monitoring and maintaining sustainability initiatives, have a responsibility to draft the annual sustainability report, to compile regular reports on the progress of the implementation of sustainability objectives and to constantly monitor the market, trends and legislative changes relevant to sustainability. By involving our executive management team in the process of sustainability management, we ensure that this is a strategic priority in all aspects of our business, contributing to the creation of a responsible, balanced and sustainable business

### 5.2.8 Remuneration policy

The Aquila's remuneration policy has as its primary objective the observance of the principle of equity, taking into account the business strategy, the values and long-term interests of the organization, along with the measures to prevent conflicts of interest.

At Aquila, we focus on competitive remuneration that attracts professionals with appropriate experience and training to our management team.

The remuneration of the Board of Directors members is fixed and is determined by the Company's Ordinary General Meeting of Shareholders.

Aquila's Board of Directors has the responsibility to develop and implement the Remuneration Policy of the organization in accordance with the Company's principles and values. Through this policy, we ensure that the remuneration offered to members of the Board of Directors and Senior Management reflects the results of the performance evaluation and is consistent with the recommendations of the Nomination and Remuneration Committee.

One of the important tasks of the Board of Directors is to decide on the fixed remuneration

### 5.2.9 Conflict of interest

Aquila's highest governance body, the Board of Directors, has a set of policies and procedures that ensure transparency and an ethical approach in dealing with a conflict of interest.

In accordance with these policies, Board members act in the interest of the Company and

of managers, taking into account the Remuneration Policy and the limits set by the General Meeting of Shareholders (GMS). Assessing their performance plays a crucial role in the decision-making process, ensuring that we reward their merits and contribution to achieving our organization's goals.

It is also intended to approve long-term plans and programs for the remuneration and stimulation of the senior management and it is ensured that they are aligned with our business strategy and promote sustainable performance and commitment to results.

The reporting on remuneration is performed through the annual financial statements and the report on the application of the remuneration policy, which is subjected to the shareholders' advisory vote during the Annual General Meeting of Shareholders.

More information on Aquila's remuneration policy can be found [here](#).



its shareholders, avoiding any conflicts of interest and exercising their independence in the decision-making process. In order to prevent such conflicts, each member of the Board shall disclose annually to the President the main functions held and professional activities carried out outside the organization. Furthermore,



information on the relationships with the Company's shareholders, suppliers and customers is notified on a regular basis.

If a member of the Board has an interest that opposes the interests of the Company or personal interests in a particular operation or item on the agenda of the Board Meeting, he or she must notify the Chairman of the Board and the internal/financial auditor in writing. Members involved in a conflict of interest shall not participate in the deliberations or take part in the adoption of decisions relating to that operation or agenda item.

If the Chairman of the Board is in a situation of conflict of interest, he shall inform all other members of the Board in writing and shall refrain from participation in deliberations and votes relating to that operation or contract. Breach of these obligations may result in dismissal from

office and may give rise to liability for the damages caused.

The executive members of the Board shall not participate in the deliberations or take part in the voting related to the Managers, including the assignment of responsibilities, modification of regulations, assessment of activity, determination of remuneration and their appointment or revocation. These measures shall ensure that the decisions taken with regard to managers are objective and impartial.

By implementing these processes and policies, Aquila is committed to preventing and effectively managing conflicts of interest, thereby ensuring transparency, integrity and good governance in all aspects of its business. During the reporting period, no incidents or critical concerns were recorded in the company's activities and operations.

### 5.2.10 Performance assessment

To ensure the supervision and management of Aquila's impact on the economy, environment and people, we implement rigorous processes to assess the performance of the company's senior management. The evaluation is carried out periodically and includes the annual self-evaluation of the members of the Board of Directors, coordinated by the Chairman. The results of this assessment are presented at the General Meeting of Shareholders (AGA). In order to ensure the objectivity and independence of the evaluations, the Nomination and Remuneration Committee supervises the process and may request the support of external consultants.

Furthermore, every three years we carry out a detailed assessment covering key issues related to:

- ▶ the fulfillment of the role and responsibilities of the Board and its Advisory Committees,
- ▶ the adoption of best practices within the internal structure and procedures,
- ▶ the extent to which the mix of skills of the members of the Board and Committees is adequate to the Company's strategy,
- ▶ The overall performance of the Board and its members in all key areas, as well as
- ▶ the reporting carried out by managers and key executives.



These assessments allow us to ensure that senior management members fulfill their responsibilities in developing internal rules and procedures for meeting our firm commitments, including those related to sustainability, such as reducing the carbon footprint.

The results of the annual evaluations are used to improve the work of the Company's senior management members, as well as to develop a profile of future members, in accordance with the Nomination Policy.

### 5.2.11 Continual improvement

Aquila's measures to improve the knowledge, skills and experience of its senior management members aim to ensure that they are well prepared to address current business challenges in the context of sustainable development and to make informed decisions.

During 2022, the following actions were implemented:

► **Knowledge sharing or experience exchange sessions:**

- Aquila organizes a monthly meeting of management members to facilitate the exchange of information, experience and perspectives on key business development issues. These sessions are based on open discussions and the collaborative resolution of current issues.
- Participation in events and conferences in the field of interest/activity: Gala Tranzit-Logistică (31 March 2022, Bucharest) Arilog Conference (17 May 2022, Bucharest), TAPA Conference (14-15 June 2022, Amsterdam) Wood & Company Frontier Investor Days Conference (15-16 September 2022, Bucharest), Gala Tranzit-Transport (Cluj-Napoca, 4 November 2022), Gala Ziua Cargo (Bucharest, 17 November 2022) Forumul

Capitalului Românesc (6 December 2022, Bucharest).

► **Adhering to industry initiatives and collaborating in various fields**

- Aquila is a member of the National Union of Road Haulers from Romania (UNTRR), a non-governmental professional and employers' association whose members are part of the Romanian national and international haulers community.
- Through this association, the professionals in the Transport Department of our Company benefit from:
  - support and up-to-date information about domestic and international transport activity
  - participation in internal and international working and representation sessions
  - opportunities for knowledge improvement and access to good practices in the field.
- Furthermore, the company is a member of the ARILOG professional association, a body that brings together 132 members, companies from the same industry as Aquila,

and through which our employees have access to:

- up-to-date legislation and procedures specific to the field of logistics and supply chain
- participation to events and conferences that facilitate the exchange of professional knowledge
- networking and presentation of best practices
- support in solving our company’s various problems.
- In 2020 we became members of the international Transported Asset Protection Association (TAPA), whose security standards act as a global benchmark for supply chain security and resilience, providing guidance, processes and tools that reduce exposure to losses, protecting assets and reducing the expenses with stolen goods.
- In 2022, the company became a member of **the Romanian Sustainability Embassy**. Thus, our employees can:
  - Access resources and best practices in the field of sustainability to improve their understanding and promote innovative and effective approaches in managing the impact of the organization on the economy, the environment and people.
  - Collaborate with other companies and take part in events, seminars and working groups organized within this initiative to develop relationships and share experiences.

- Access, through the sustainable management education program, continuing learning programs in the field of sustainability
- Participate in debates and consultations on policies and regulations in the field of sustainable development through the Coalition’s partnership with the General Secretariat of the Government, Department for Sustainable Development.
- In 2023 Aquila joined the Romanian Investor Relations Association (ARIR), through which we wish to have access to best practices in the field of investor relations and corporate governance.

In the Republic of Moldova, we are affiliated with various associations, benefiting from advantages and opportunities within the local business community:

- The European Business Association, which promotes European values and standards, facilitates dialogue among member companies, supports business opportunity mediation, and provides relevant resources and events for its members.
- AmCham Moldova represents the company’s interests in front of policy decision-makers, facilitates knowledge exchange through participation in events, and provides access to the AmChams network in Europe.
- The Romanian Investors Association, which fosters mutual support and collaboration among its members, companies from both Romania and the Republic of Moldova.

## 5.3 Ethics and Business Conduct

Aquila's policy on responsible business conduct is based on the "Code of Ethics and Business Conduct" that we have developed in 2021. This Code represents our firm commitment to our organizational values and ensures that we conduct our business in an ethical, responsible and sustainable manner.

The Code of Ethics and Business Conduct contains principles and rules that guide our behavior and decisions in all business aspects. It sets out specific requirements on occupational health and safety, environmental protection, confidentiality of personal data of employees, customers and suppliers, use of company resources, intellectual property, as well as requirements on business integrity (e.g. unfair competition, conflict of interest, bribery and corruption).

Staff with management responsibilities are responsible for ensuring that their teams are familiar with the Code of Ethics and Business Conduct and that they observe it in their activities. These leaders are responsible for promoting and implementing the values and principles contained in the Code within the organization.

At the same time, all Aquila employees are required to comply with the Code of Ethics and Business Conduct and to ensure that the third parties with whom they interact receive and observe it. Employees are responsible for ensuring that they, as well as their subcontractors or third party collaborators, comply with the Code in all activities in which Aquila is involved.

The ultimate responsibility for ensuring compliance with the Code of Conduct lies with Aquila's CEO.

We are committed to observing human rights and to focusing on the categories of stakeholders, including groups at risk or vulnerable, to ensure that our policies adequately cover these issues. Thus, we contribute to promoting the rights and well-being of all persons involved in our activities.

Through our training and communication programs, we ensure that everyone involved in our activities is aware of our commitments and their individual responsibilities in promoting them.

The Code of Ethics and Business Conduct has been adopted by all Aquila employees through a rigorous training and communication process. In 2021, we organized online courses and ensured the distribution of printed copies of the Code at each Aquila location, so every Aquila employee could study and become familiar with it.

The Code of Conduct is part of the induction process for new employees, and re-training is performed every 2 years for all employees. Thus, we ensure that all members of our team are familiar and comply with the Code, promoting a culture of ethics and integrity within our organization.

The Aquila Code of Ethics and Business Conduct is available and can be consulted online [here](#).

We are committed to identifying and remedying direct or indirect negative impacts, encouraging employees and all stakeholders to communicate

with us about any concerns or issues, in order to promote an ethical business environment.

Any complaint or communication received is treated with maximum confidentiality. We protect the privacy of those who choose to communicate their problems to us, and we do not tolerate any form of retaliation against those who report problems or concerns.

To ensure effective communication, we have created a dedicated email address where all notifications are received, namely [conduita@aquila.ro](mailto:conduita@aquila.ro)

At the same time, through this communication channel we offer all employees the opportunity to ask for advice and guidance on matters of responsible business conduct.

In 2023 we implemented a modern digital complaint registration platform, which is now fully operational.



## Legal compliance

Aquila makes every effort to carry out its activity in compliance with the legislation in force.

In 2022, the Aquila Group received a number of 5 inspections from the authorities, following which insignificant fines totaling 22.500 RON were imposed. Please note that throughout the year 2022 there were also other inspections from the authorities, during which no sanctions or fines were imposed, but only potential compliance measures. It is important to note that all controls are registered and monitored at every working point in the country, in accordance with the legal requirements. In order to ensure a more rigorous monitoring and analysis of our activities, we aim to implement a centralized system for registering and managing the results of these controls. This

initiative will enhance transparency and efficiency of the process, facilitating the rapid identification of shortcomings and the application of appropriate corrective measures.

The company did not receive any significant fines in 2022. According to internal procedures, the criterion for determining the significance is 0.5% of the company's turnover.

Due to the company's activity profile (distribution and transport), during 2022, we registered other types of fines and penalties, such as those related to the circulation of vehicles in the Aquila fleet. We monitor these types of deviations very carefully, to identify whether they are operational or behavioral, in order to take appropriate action on a case-by-case basis.

### 5.3.1 Anti-Corruption Policy

Our company takes a firm approach and promotes high standards of integrity, transparency and accountability in all aspects of its activities. In accordance with Aquila's Code of Ethics and Business Conduct, we are committed to cultivating fundamental behaviors such as fairness, respect and equity among all our employees, in order to maintain an ethical environment and conduct our business with exemplary integrity. Through this policy we want to fight corruption in all its forms, including bribery and embezzlement. In the event of suspicion of corruption, we shall conduct a thorough investigation and take appropriate

measures in accordance with the law and the Code of Ethics and Business Conduct.

In 2022, there were no cases of corruption within Aquila. The company and its employees were also not involved in corruption-related litigations.



### 5.3.2 Fair Competition Policy

Aquila is dedicated to promoting fair and free competition and attaches great importance to avoiding anti-competitive practices in all aspects of its business. In accordance with the Aquila Code of Ethics and Conduct, we are committed to complying with the antitrust law and to avoiding misuse of a dominant market position if we find ourselves in such a situation. We ensure that we do not enter into agreements that would violate the principles of competition with our competitors, suppliers or customers. By complying with the anti-competitive rules, an environment is created in which organizations

can compete fairly and that promotes innovation and efficiency. Our anti-competitive approach also helps protect consumers' interests by encouraging the diversity, quality and competitive prices of our products and services.

In 2022, there were no legal actions related to anti-competitive behavior, antitrust violations or accusations of monopoly. We are determined to maintain a business environment where competition is fair and transparency prevails, while still observing anti-competitive rules and regulations.



## 6 Identifying business and sustainability risks

Like any business, the Aquila Group is exposed to a variety of risks such as market, financial, operational, strategic and sustainability risks. Financial and non-financial risks are regularly identified as part of the internal business management process.

On a regular basis, Managers focus on identifying, analyzing and evaluating these risks and their potential impact on the Group's financial stability and profitability, and the results are presented for analysis and decision to the Board of Directors.

In 2022, Aquila has continuously identified and monitored a set of risks with potential impact on the business. In our analysis, we have not separated sustainability risks from other types of risks. All types of risks identified, as well as their control elements, are extensively discussed in [the 2022 Financial Report](#).

Although all the risks identified in the Financial Report may influence the creation of value by our company, in the following, we will resume and present only some of them, those that we believe can influence the Company's sustainability performance directly.

1 Geopolitical conflict: the war in Ukraine has created and continues to create increased geopolitical risks and we expect new challenges for the global supply chains, with a direct impact on the economic situation of the countries where we operate.

2 General economic situation: the Group's activity may be influenced by economic conditions, in particular employment, inflation, disposable income, consumption levels, consumer confidence, Applicable taxes and consumers' willingness to spend money in the markets and geographic areas where the Group operates.

3 Changes in consumer habits: changes in consumer habits can lead to a decrease in sales of the Group, which needs to identify quick solutions for replacing products in the portfolio, to meet new consumer requirements. At the same time, consumers have become more aware of the sustainability of the supply chain of purchased products, with a particular focus on the measures taken by the entities in the chain to protect the environment.

4 Quality of distributed products: The Group distributes and markets, among other things, its own or third-party food products. Incidents may occur in the production, supply and/or distribution chain that are outside the control of the Group and may lead to the contamination or alteration of products distributed or sold by the Group.

5 We are aware of the potential risk associated with attracting and retaining qualified personnel. The Group's ability to hire, train and retain the necessary staff, capable of



providing satisfactory service, is an important part of the success of our operations.

- 6 Identifying new utilities and service providers and/or changing the contractual terms applicable in Aquila's relationship with existing ones could result in additional costs for the group. For example, purchasing costs for renewable energy or finding business partners whose sustainability goals are aligned with Aquila's could prove difficult.
- 7 The Group's IT systems may be subject to security breaches and other cybersecurity incidents. The Group may face attempts by third parties to access the Group's information systems without authorization, to steal relevant information and misuse it. In 2022, the Group invested in changing its IT policies and security infrastructure by using cloud storage solutions.
- 8 Climate risks. Rising temperatures can have a direct influence on the company's energy consumption, both in terms of the storage activity and the transportation activity. At the same time, an increase in the frequency and intensity of climate phenomena (storms, floods) can directly affect the Company's storage and distribution activity.

Considering these risks, as well as the other risks described in the Financial Report, the Group has implemented an internal control system that includes activities for the prevention and early detection of unwanted

events and risks. The existence of an effective control system is a key element for the good governance of the company. For Aquila, this means defining and adhering to values and principles of business ethics, as well as taking organizational measures (e.g. clear attribution of responsibilities and authority, commitment to competence, regulations on signature rights and separation of responsibilities).

The Group's internal control system covers all the Group's business operations, with the following main objectives:

- ▶ Compliance with the applicable national laws and regulations;
- ▶ Credibility of financial and non-financial reporting (accuracy, completeness and correct disclosure of information);
- ▶ Prevention and detection of fraud cases and errors;
- ▶ Protecting the Group's resources from waste;
- ▶ Efficient and effective business operations.



# 7 Economic performance

## Revenue and Profitability

In 2022, Aquila recorded total revenues of 2.21 billion RON, representing an increase of 15% compared to the previous year. This significant growth reflects the company’s success in strengthening its market position and meeting customer requirements. Furthermore, the Aquila’s net profit increased by 20% year-by-year, reaching 85 million RON, marking the best result since the company was founded.

## Evolution by business segments

Within the revenue structure, all three business segments of Aquila recorded remarkable growth in 2022. The distribution segment recorded an increase of 15%, the logistics segment recorded an increase of 7% and the transport segment recorded an increase of 15%. This sustained performance across all segments demonstrates Aquila’s ability to meet customer needs and successfully adapt to market dynamics.

## Contribution of own brands

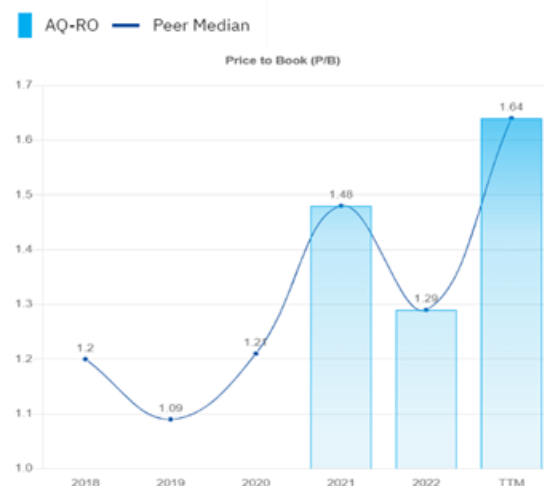
Aquila’s own brands, “Gradena” and “La Masă”, enjoyed a remarkable evolution in 2022. Revenues corresponding to these brands recorded an advance of 43% compared to 2021, reaching the amount of 67.5 million RON. This growth highlights the success of the own-brand development strategy and the strengthening of Aquila’s position on the market.

## Improvement of gross margin

Another important aspect of Aquila’s economic performance is the improvement of its gross margin. In 2022, the company’s gross margin improved by 1.6 percentage points, arriving at 21.3%. This improvement was influenced by the mix of products sold and the focus on the distribution channels that generated the best results. This was made possible thanks to our continuous focus on efficiency.

## Comparative performance in the market

According to the analysis carried out by BVB, Aquila is near the median of the group of companies with a similar activity and business model in terms of price/book valuation. This reflects the adequacy of our assessment compared to the competition.



Source: BVB <https://bvbresearch.ro/ReportDashboard/CapitalCube>

Within our industry (according to the BVB analysis) Aquila stands out for its solid performance and growth potential. With high returns in operation and asset efficiency, we are able to generate sustainable value and maintain our competitiveness in the market. According to the analysis made by BVB, the company's capital investments are adequate to support growth, while also having the financial and operational capacity to ensure quick loans. For the complete analysis of Aquila's performance, we invite you to consult the BVB page at <https://bvbresearch.ro/ReportDashboard/CapitalCube> where you will find detailed and updated information about the financial situation, operational results and other relevant aspects related to the company.

We will continue to focus on business growth, portfolio diversification and brand development, thus ensuring a strong market position and sustainable growth in the future.



Source: BVB <https://bvbresearch.ro/ReportDashboard/CapitalCube>

	RON	
	2021	2022
<b>Directly generated economic value</b>	<b>1,942,907,245</b>	<b>2,261,605,036</b>
Revenue	1,942,907,245	2,261,605,036
<b>Distributed economic value – operational costs, of which:</b>	<b>1,913,603,520</b>	<b>2,238,845,077</b>
Salaries and employment benefits, payments to capital providers	223,034,478	312,557,255
Payments to the state budget, of which:	133,905,751	164,601,490
Payments to the state budget - Romania	109,611,496	138,151,022
Payments to the state budget - Republic of Moldova	24,294,255	26,450,468
Investment in the community	2,390,183	2,433,293
<b>Retained economic value</b>	<b>29,303,725</b>	<b>22,759,959</b>

Aquila makes payments to state pension schemes on behalf of its employees, representing a contribution of 25% of their monthly salary. All of the company's employees are members of state-managed pension schemes.

The group does not manage any other pension scheme or pension plan. In addition, the Group is under no obligation to provide additional benefits to its current and former employees. The group does not have defined benefit plans.

Aquila has contributed to the National Pension System with the following amounts:

	RON	
	2021	2022
Contribution to the National Social Insurance System*	<b>42,279,895</b>	<b>47,018,718</b>

\*The data refer to the National Pension System in Romania

We strive to contribute to a sustainable economic development by promoting a responsible and ethical business model. We work with local suppliers and support local entrepreneurship through acquisitions and solid partnerships.

As part of our procurement strategies, we pay particular attention to the use of a significant proportion of the procurement budget on local

suppliers in our relevant operating locations. However, we must also take into account the geopolitical and economic factors that may influence the situation of local suppliers in different regions. Thus, in the case of our branch in the Republic of Moldova, in a specific geopolitical context, the budget allocated for local suppliers is 27%, while in our Romanian locations we reach a 76% share. This strategic approach is based on ensuring supply chain stability and sustainability by supporting local suppliers and adapting to the specific situations in each region. To calculate these percentages, we refer to suppliers at the level of the country in which companies members of the group operate, while the significant operating places refer to all our locations, having an operational impact within the organization.

Share of the purchase budget used for local purchases	2021	2022
Romania-Aquila Part Prod Com S.A.	80%	76%
Romania-Printex S.A.	100%	100%
Moldova - Trigor AVD S.R.L.	18%	27%

### Financial assistance received from the authorities

The revenues collected by Aquila from the Romanian authorities are:

	RON	
	2021	2022
Revenues collected from state authorities	232,229	125,663

These revenues were obtained from the “trade-in allowance” corresponding to the Car Fleet Renewal Scheme, an initiative of the Romanian Environment Fund Administration, which aims to promote the replacement of old and polluting

vehicles with more modern and energy efficient vehicles.

Through this program, Aquila received financial support in 2022 for replacing 19 old vehicles with Euro 6 emission standard vehicles, which contributes to reducing the environmental impact and improving the energy performance of our fleet.

Aquila is not involved in lobbying activities, nor does it contribute to the activity of political parties.

# 8 Tax compliance and transparency in financial reporting

## Compliance with tax legislation

We are committed to complying with all applicable tax laws and regulations in the jurisdictions in which we operate. We ensure that all taxes and fees are calculated and paid in accordance with the relevant tax law, thus reflecting our commitment to tax ethics and responsibility.

We implement internal policies and procedures to ensure that our activities comply with tax law and that tax documents are properly drawn up and kept.

Amounts representing taxes and fees due in each jurisdiction in which we are present are calculated in accordance with the relevant legal provisions and accounting principles.

At Aquila, we are committed to paying all tax liabilities within the set deadlines. We are aware of the importance of tax contributions for the development of the communities in which we operate and for the support of the national economy.

## Transparency in Financial Reporting

All financial information for 2022, including taxes, is disclosed in the consolidated financial report in

accordance with the International Financial Reporting (IFRS) standards and the applicable legal requirements.

Our IFRS financial report is audited by an independent external auditor, thus ensuring the veracity and correctness of the information presented.

For accessibility and transparency, we publish the audited IFRS financial report on our official website and on the Bucharest Stock Exchange (BVB) website.



# 9 Reporting eligibility and Green Taxonomy alignment

## EU Regulation 2020/852

Regulation (EU) 2020/852 of the European Parliament and of the Council of 18 June 2020 on the establishment of a framework to facilitate sustainable investment, and amending Regulation (EU) 2019/2088, was transposed into national law by the Order of the Ministry of Finance No. 1239 of 21 October 2021, and establishes the framework for classifying economic activities that can be considered environmentally sustainable in order to direct capital flows toward a sustainable economy.

In order to be considered sustainable, economic activities must meet the following criteria: make a significant contribution to at least one of the six environmental objectives listed in Article 9 of the EU Taxonomy Regulation, not cause significant harm to the other environmental objectives, and meet the minimum social guarantees referred to in Article 18 of the Regulation

The assessment of the eligibility and level of alignment of economic activities shall be carried out on the basis of the technical screening criteria established by Delegated Regulation (EU) No 2021/2139, for environmental objectives, climate change mitigation and adaptation to climate change.

According to Article 8 of Regulation 2020/852, non-financial undertakings are required to provide the following information:

- ▶ The turnover share obtained from products or services associated with economic activities that qualify as environmentally sustainable;
- ▶ The capital expenditure (CapEx) share and the operational expenditure (OpEx) share related to assets or processes associated with economic activities that qualify as environmentally sustainable.

The methodology for calculating the indicators referred to in Article 8 of the EU Taxonomy Regulation shall include the following steps:

- ▶ Identification of eligible activities;
- ▶ Eligibility of the 3 indicators: CAPEX, OpEx, Turnover;
- ▶ Alignment of the 3 indicators: CAPEX, OpEx, Turnover;

The following section presents the analysis carried out in accordance with Regulation (EU) 2020/852 for the financial year 2022 for the Aquila Group.

### Identification of eligible activities

The main activity of the Aquila Group consists of non-specialized wholesale trade, NACE code 4690.

The result of the eligibility assessment of the activities is presented in Annex 1.

# 10 The contribution of Aquila to the UN Sustainable Development Goals

The United Nations 2030 Agenda includes 17 Sustainable Development Goals (SDGs) designed to apply universally to all countries. It is a commitment to eradicate poverty and have a sustainable planet by 2030. At this time, an increasing number of companies at international and local level have included action plans in their business strategies to help meet these objectives.

Taking into account all these trends, but especially the fact that the Aquila Group wants to actively contribute to the sustainable development of Romania, the Company's sustainable development goals, undertaken through the Sustainability Strategy developed in 2021, are structured in such a manner as to enable a proper correlation between them and the SDGs relevant to our activities.

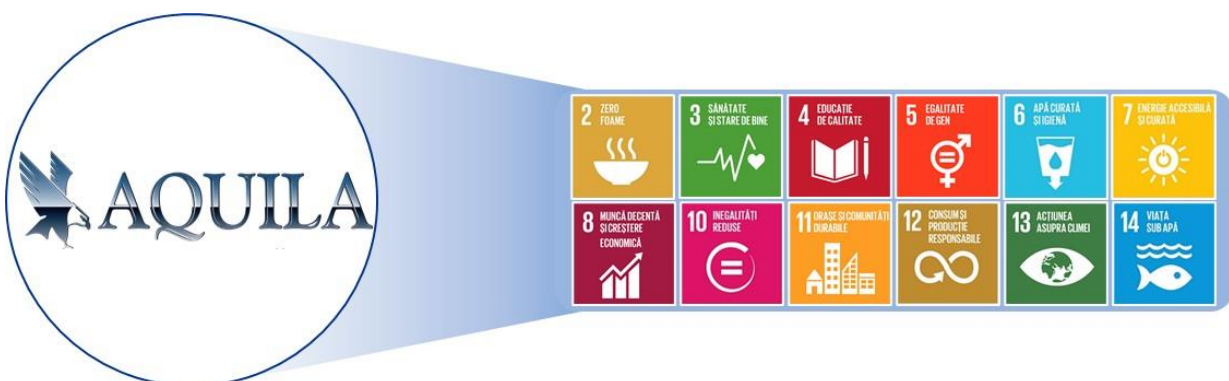
At the same time, we understand that there are various synergies and compromises between the goals and the targets if we look at the positive and negative correlations between them. In order to achieve certain goals/targets, we can

contribute directly and positively (e.g. for SDG 7 the transition to affordable and clean energy by installing solar panels), while in others, our activities have a rather indirect and sometimes negative impact that we need to minimize (to continue with the example of solar panels, we need natural resources to manufacture them.) As such, in order to better identify these relations, we have tried to correlate the materiality analysis with our contribution to the fulfillment of the SDGs.

In our analysis we tried to ensure that both positive and negative impacts can be quantified and controlled as best as possible. We are aware that we are still at the beginning of our journey, and our efforts must continue to achieve increasingly better results.

The Annex offers a presentation of the efforts made by our company to contribute to the fulfillment of the SDGs, in line with our degree of maturity in terms of sustainability and the ambitions set by Aquila's sustainability strategy.

## The United Nations Development Goals to which Aquila aims to contribute



# 11 Materiality analysis

Materiality is the principle that determines which areas are important for both the company and the stakeholders, so that they can be addressed as a priority through the Sustainability Strategy and then, year after year, progress is reported through the annual report.

To comply with the latest requirements of the GRI standard, this year we conducted a

## Identification of material topics

The materiality analysis started from the initial identification of potential material topics, as follows:

- ▶ Identifying industry trends – analyzing the public sustainability data of the most important players on the Romanian and European markets
- ▶ Evaluation of the regulatory sustainability framework with impact on Aquila’s business
- ▶ Identification of the requirements of the funders and ESG rating agencies with which Aquila cooperates
- ▶ Considering the international sustainability reporting standards that Aquila wishes to join
- ▶ Consulting Board members and correlating/integrating sustainability and business priorities.

comprehensive stakeholder consultation process to identify material topics. The material topics are those that reflect the impact (positive and negative) on the economy, company and the environment, including human rights, generated by the activities and business relations of the Aquila Group. This also helps us to better understand the risks and opportunities for our business from a sustainability perspective.

The initial list of topics resulting from this identification process is presented as follows:

### Environment and Climate Change

- 1 Aquila's energy consumption
- 2 Aquila's use of renewable energy
- 3 Reducing Aquila’s greenhouse gas emissions
- 4 Aquila's water consumption
- 5 Management of chemical substances
- 6 Biodiversity and land use
- 7 Aquila’s waste management practices (waste reduction, recycling, waste management practices, etc.)

### Human capital and communities

- 1 Management of human resources
- 2 Aquila’s Occupational Health and Safety Policy
- 3 Development of human capital
- 4 Access of employees to health services



- 5 Relationship with communities
- 6 Safety and quality of our products
- 7 Procurement policy and its transparency
- 8 Labor standards in the supply chain

### Ethics and governance

- 1 Aquila's management and leadership practices
- 2 Aquila's ethics and integrity practices
- 3 Aquila's data privacy practices
- 4 Aquila's anti-competitive policy

After identifying potentially material topics, another important step in materiality analysis was to identify stakeholders. They have been identified as:



The Aquila Board of Directors was involved throughout the materiality analysis process, both in identifying potential material topics and stakeholders, as well as in the process of consulting and reviewing the results.

### Methodology used and stakeholder involvement

For the 2022 report, we have expanded and improved our materiality analysis process. This was carried out on the basis of a participatory approach, which involved interaction with the relevant stakeholders(s), gathering data and information and using a combination of quantitative and qualitative methods to assess the relative importance of sustainability issues according to the three themes that are included in the Sustainability Strategy: Environment and Climate Change, Human Capital and Communities, Ethics and Governance.

#### 1 Establishing a dedicated team

Taking into account the diverse ESG reporting framework and the specifics of Aquila's operations, a multidisciplinary project team with members from all across departments was

established to take a holistic approach to the relevant ESG topics.

#### 2 Updating of material topics

- Update and review of previous factors:

We reviewed and updated all the factors considered in the materiality analysis of the previous year. We reassessed industry trends, regulations, the requirements of financiers and ESG rating agencies, as well as the reporting standards, to ensure that we are up to date with recent developments and adapt to changes in the field of sustainability.

- ▶ Convening the members of the Board of Directors:

We organized a new round of consultations with the members of the Board of Directors, in which we reviewed the importance of the relevant topics previously identified. We obtained their feedback and opinions on the impact and priority of each topic, to ensure that we are aligned with our strategic goals and values.

- ▶ Consolidation and completion of material topics:

We reviewed and consolidated the list of material topics, ensuring that they are relevant and represent significant concerns for Aquila and its stakeholders.

### 3 Identification and involvement of stakeholders

The process of identifying stakeholders relevant to the company consisted of the following steps:

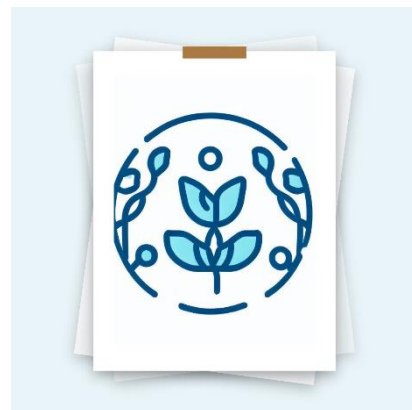
- ▶ Identification of stakeholder categories – drawing up a list of individuals and organizations that are affected or may be affected by Aquila’s activities.
- ▶ Making an inventory of stakeholders – the main categories of stakeholders, both internal and external, were determined.
- ▶ A contact database was created and was later used for the consultation process.
- ▶ Prioritizing stakeholders based on an assessment of their level of interest and influence, to identify those that are the most relevant and important to the organization,

- ▶ Sample determination: the sample size and composition were determined before the consultation. This involved determining the number of respondents needed and the share of each stakeholder group that should be represented in the sample.

#### ▶ Establishing the sample for internal stakeholders (employees)

To ensure a representative and objective approach, we set five key criteria according to which we selected the employee sample: seniority in the company, age, hierarchical level, area of activity and citizenship.

Our goal was to cover all categories of employees and get a comprehensive picture of their perspective. In each category, we applied a randomization algorithm to ensure the impartiality of the sampling process. At the group level, the selected sample represents 34% of the total number of employees, respectively 954 people.



► **Establishing the sample for external stakeholders**

In order to get a relevant and complete picture of the perspectives of external stakeholders, we used different criteria for sampling.

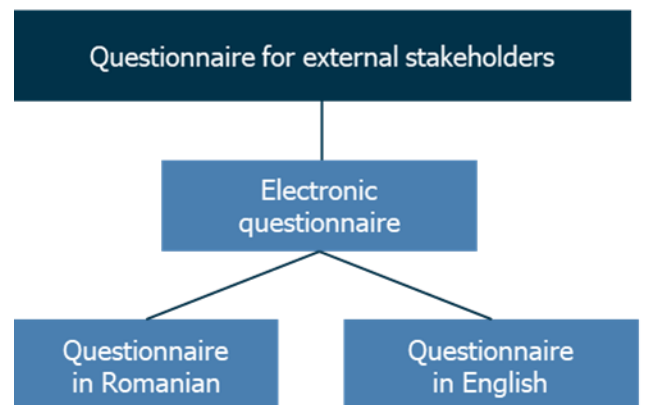
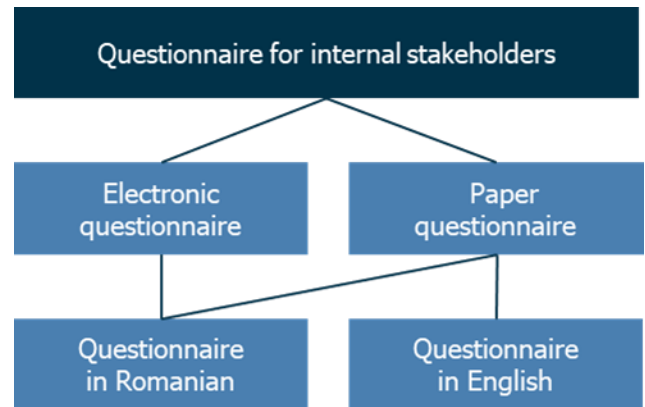
With regard to suppliers, we established three essential criteria: the type of supplier (CAPEX/OPEX), the nature of the contract (capital goods, commodities, services, spare parts) and the location of the supplier. As the number of suppliers is very high, we considered qualitative representativeness, depending on the value of the selected suppliers. Thus, at the group level, we chose a sample of 225 suppliers, representing 89% of the total.

In the case of customers, we considered two main criteria: importance and location. Since the number of customers is very high, we took care to ensure a qualitative representativeness according to the value of the selected customers. Thus, at the group level, we sampled 272 customers, representing 72% of the total.

For the other external stakeholders, we used criteria such as the importance and level of interaction with the company to select an appropriate sample. This approach has allowed us to identify and include in the analysis those external stakeholders who have a significant influence on our activities.

► Preparation of the questionnaire: the project team prepared a questionnaire with the material topics, to be used as a consultation tool.

The consultation process was organized online and for those categories of stakeholders who did not have access to digital tools (e.g. employees who do not have email addresses), paper questionnaires were prepared.



To assess the importance of each potentially material topic, we used a scale from 0 to 5, where 0 is of minimal importance and 5 is of extremely high importance. This scale has allowed us to quantify the level of impact associated with each theme within our organization.

In addition, the questionnaire included open questions in each section. These questions gave respondents the opportunity to express their views, concerns and suggestions on sustainability topics and the impact of the organization freely

and in detail. Through these open questions, we were able to obtain valuable and contextual information that helped us better understand the perspective and contribution of each respondent in our materiality analysis.

#### 4 Prioritization

Based on the questionnaires, the results were assessed taking into account the importance given to each subject by each interested party.

We also defined the level of relevance by stakeholder groups and aligned these topics on

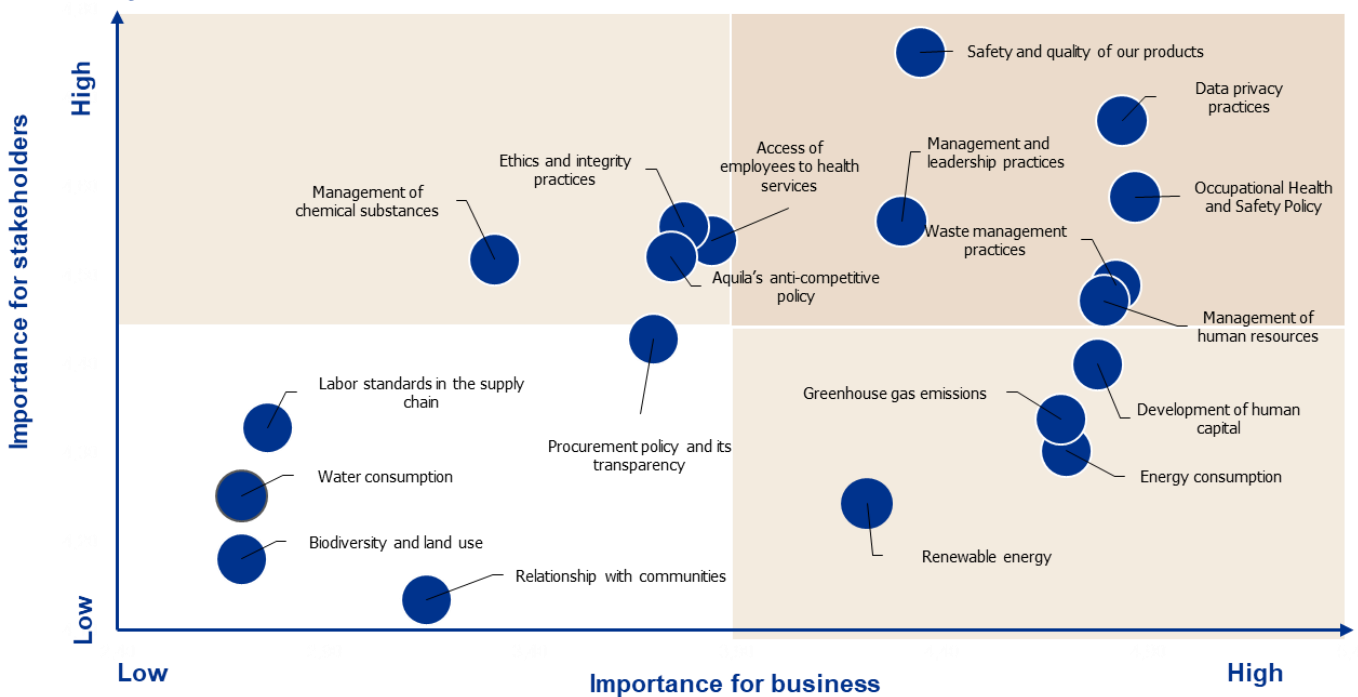
the Ox and Oy axis system, which generated our preliminary materiality matrix.

#### 5 Review and interpretation of results

The project team presented and discussed the results of the materiality analysis with the members of the Board of Directors. The final results are presented in the Materiality matrix. This step generated the hierarchy of the 19 topics in the final materiality matrix.

The consultation process took place between March and April 2023 and had a response rate of 55% at the group level.

### Materiality matrix



## 12 Sustainability Strategy

In November 2021, the Aquila Group was listed on the Bucharest Stock Exchange, after a successful activity of over two decades during which the company grew organically and through acquisitions. Through its listing and consolidation as a group, the company has entered a new stage designed to further support our market leadership position. We aim to continue doing so with professionalism, a strong team and a desire to constantly reinvent ourselves to incorporate in our business model the expectations, needs and demands of employees, customers, shareholders and other stakeholders.

As a mature business, we now have a responsibility to use our position and resources to be an example, by incorporating sustainability concepts across all our business lines. Thus, in 2021 we developed our first "[Sustainability strategy](#)" with a 5-year horizon

For this strategic cycle, we have chosen to focus our sustainability efforts on three directions:

- ▶ Environment and Climate Change
- ▶ Human Capital and Communities
- ▶ Ethics and governance

These three directions were chosen in close connection with topics considered material by international rating agencies such as MSCI or SASB, by financing organizations and last but not least, confirmed by our employees and other stakeholders consulted (see the materiality analysis page 40).

The last few years have brought an unprecedented number of challenges for Europe (and beyond). The continent's climate ambitions have been put to the test by the new geopolitical realities. Even so, the direction chosen by Member States was to continue and accelerate the transition to green energy and to decrease Europe's energy dependence on volatile suppliers and fossil fuels. Therefore, our climate and environmental strategic plans and actions are aligned with these ambitions and we aim to invest in reducing our carbon footprint and using our resources more efficiently. We are at the beginning of our journey in this regard, but we have managed to align ourselves with the international trends over the past two years and to report our actions transparently.

In 2022, we participated for the first time in a Carbon Disclosure Project (CDP) assessment for climate and water and obtained a C score for both questionnaires. At the same time, our score in the Ecovadis environmental efforts assessment has increased from 40 in 2021 to 70 in 2022. We will continue to invest constantly in resource efficiency and decarbonization projects in the following period (see the decarbonization plan and environmental projects page).

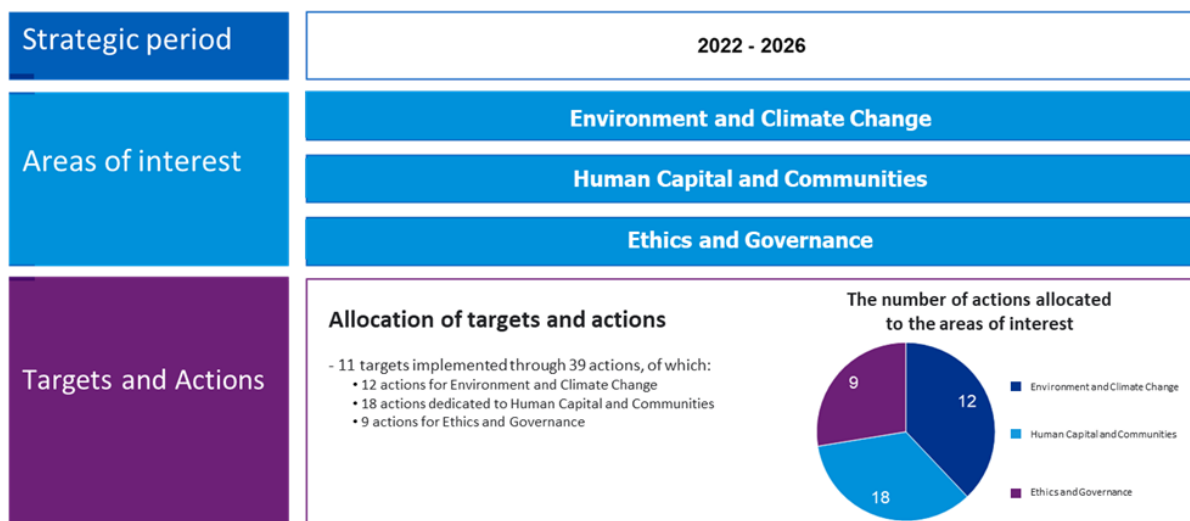
As far as human capital is concerned, we have always set out to provide a safe and healthy workplace and have encouraged staff development. Given the fact that in Romania, the only UN Sustainable Development Goal where no

significant progress has been made is the one related to education (SDG 4), we believe that supporting human capital development is not only a moral obligation, but also a way to ensure, in the medium and long term, the workforce that can support our growth. Over the past year, we have invested both in developing internal policies

that are aligned with the best practices in the field and in employee education or rewards programs.

During 2022, we came for the first time to the aid of our local communities not only with financial support but also with the time of our employees through the new volunteer program we initiated (see chapter 14.6).

**Through our sustainability strategy, we have committed to 11 targets that will be achieved through the implementation of 39 actions**



A company that creates value cannot exist without a solid governance structure. As a publicly listed company, we have supported and will continue to encourage transparency and good governance practices. To incorporate sustainability elements into our business model, we have formed a team of dedicated people and appointed a Sustainability Officer as part of our Executive Board.

We are aware that as these actions take shape, we must already plan for what is to come.

Currently, our business is sized at 2.2 billion RON – 2022 being the best year since the company was founded, in a difficult market context. We believe that a fair assessment of the risks, but especially of the opportunities provided by our first analysis that underpinned the development of the sustainability strategy, has enabled us to adapt more easily and anticipate market trends.

We strive to achieve sustainable growth by expanding our business in a responsible manner, leveraging our strengths, and investing in the right opportunities to create long-term value for all stakeholders.

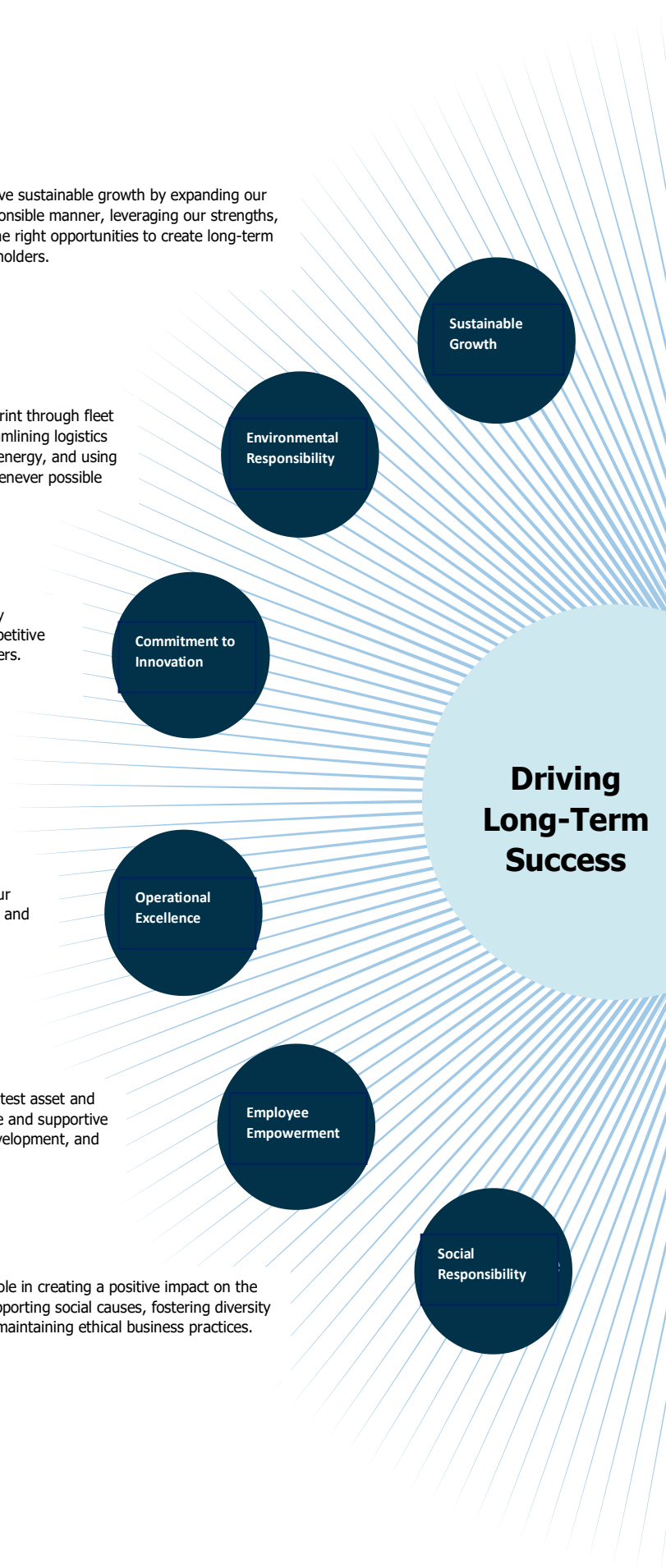
Our strategy is to reduce our carbon footprint through fleet renewal, optimizing transport routes, streamlining logistics operations, minimizing waste, conserving energy, and using sustainable materials and technologies whenever possible

We are committed to innovating and continuously improving our products and services to stay competitive and meet the ever-evolving needs of our customers.

We maintain a culture of operational excellence by rigorously monitoring our performance, optimizing our processes, and continuously improving our efficiency and effectiveness.

We believe that our employees are our greatest asset and are committed to providing them with a safe and supportive workplace, opportunities for growth and development, and fair compensation and benefits.

We recognize our role in creating a positive impact on the communities by supporting social causes, fostering diversity and inclusion, and maintaining ethical business practices.



# 13 Protecting the Environment and Combating Climate Change

The European Union (EU) plays a central role in promoting high environmental standards globally. Environmental quality is recognized as an essential factor for the health, economy and well-being of European citizens. Therefore, EU environmental policies and legislation are designed to protect natural habitats, keep air and water clean, ensure adequate waste disposal, manage hazardous substances and support companies in their transition to a sustainable economy.

As regards climate change, the EU pays particular attention to the integration of climate concerns into other policy areas such as transport and energy. This is achieved by promoting low-carbon technologies and adaptation measures so that

the economy becomes more resilient and reduces its environmental impact.



## 13.1 Energy and climate change

Aquila aims to use energy in a responsible manner. As such, our energy policy covers the following aspects:

### **Efficient use of energy**

We implement savings measures and use technologies designed to optimize energy consumption in all our operations. We allocate resources and invest in energy efficiency projects, such as equipment upgrades and LED lighting systems.

### **Promoting renewable energies**

We support the transition to renewable energy sources and invest in photovoltaic plants to ensure our own consumption and are committed to using green energy in locations where this is feasible.



## Reduction of greenhouse gas emissions

We take responsibility for reducing greenhouse gas emissions generated by our activities. We

implement emission monitoring and reporting measures, as well as strategies to reduce emissions by optimizing processes and using less polluting technologies.

### 13.1.1 Energy consumption

Fleet fuel consumption

Type of consumption	UM*	Energy consumed	
		2021	2022
Petrol	GJ	11.32	10.83
Diesel fuel	GJ	168.12	153.92
LPG	GJ	1.01	2.16
Fuel from non-renewable sources	GJ	180.45	166.91
Fuel from renewable sources	GJ	0.00	0.00
<b>Total consumption</b>	<b>GJ</b>	<b>180.45</b>	<b>166.91</b>

\*The conversion factors used are those used by international organizations for reporting greenhouse gas emissions in 2022 and can be found at <https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2022>

The decrease in energy consumption related to fuels in 2022 compared to 2021, is the result of the implementation of the following actions:

- ▶ The implementation of the Transportation Management System (TMS), which has allowed us to optimize routes and reduce the number of kilometers driven by 2.02%.
- ▶ We have invested in fleet renewal, purchasing vehicles with less polluting engines, according to the pollution regulations in force. This, together with the implementation of the TMS system, led to a reduction in diesel consumption by 8.4% in 2022 compared to the previous year, and in the case of petrol by 4.3% compared to the same reference period.

**Fuel energy consumption in 2022 compared to 2021**

**-7.5%**

In terms of the fuel consumption structure, we recorded an increase in LPG fuel consumption by 113.7%, and at the same time, the almost double percentage of decrease in diesel compared to petrol is noted. It highlights our efforts to adopt less polluting fuels and sustainable alternatives in our operations.

## Electricity and natural gas consumption

Type of consumption**	UM*	Energy consumed		Energy sold	
		2021	2022	2021	2022
Electricity	GJ	41,472.10	41,841.20	0	0
Natural gas	GJ	17,326.50	15,130.00	0	0
<b>Total consumption</b>	<b>GJ</b>	<b>58,798.60</b>	<b>56,971.20</b>	<b>0</b>	<b>0</b>

The change in heating/cooling energy consumption was due to:

- ▶ The reduction of natural gas consumption by 12.7% compared to the previous period, as a result of our initiatives to optimize consumption, in the context of the increase in international gas prices.
- ▶ Furthermore, the higher temperatures recorded during this period had a positive impact, requiring less use of heating systems.
- ▶ Electricity consumption increased by 0.8% in 2022 compared to 2021. This increase was

**Total energy consumption within the group in 2022 compared to 2021**

**-3.1%**

due to the resumption of normal activity following the abolition of pandemic restrictions. The return to normal activity has led to greater use of equipment and lighting and electrical systems.

Type of energy	UM*	Energy consumed		Energy sold	
		2021	2022	2021	2022
Total energy consumption	GJ	58,981.38	57,141.24	0.00	0.00

\*The conversion factors used are those used by international organizations for reporting greenhouse gas emissions in 2022 and can be found at <https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2022>

\*\* As the consumption of refrigerants in our activities is insignificant, these emissions were not taken into account in the calculation of the energy consumed.

Examples of energy efficiency measures and investments implemented in 2022:

### Efficiency in managing logistics processes

- ▶ Continued investments in the multi-order picking system, which allows multiple orders to be combined by a single operator.

This reduces the time and energy consumption associated with the preparation of commodities. In 2022 there was no system for monitoring the number of combined orders at group level compared to those of 2021. We aim to implement such a system in the future.

### Efficiency in energy use in warehouses:

- ▶ The use of mobile shelves in the frozen product warehouses to optimize storage capacity and use space more efficiently.
- ▶ Replacing old lighting systems in the warehouses used by the company with LED lighting systems.
- ▶ Gradual replacement of equipment in our warehouses, switching from lead acid batteries to Li-Ion batteries, which have increased efficiency. This change has brought many advantages, including the reduction of energy consumption, making new machines more energy efficient, which has led to a lower energy consumption in our warehouses. In addition to not emitting gas during charging, they contribute to a more energy-responsible operation.

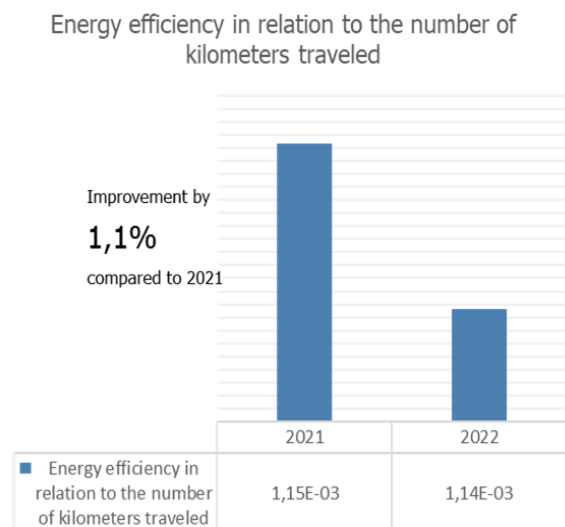
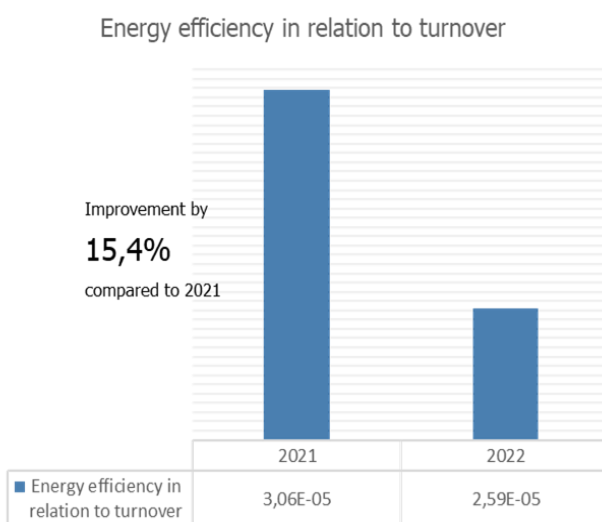
### Use of advanced technology and efficient information systems:

- The implementation of the Warehouse Management System (WMS), which manages

the warehouse activity through radio frequency terminals and provides full traceability.

### Improving operational efficiency

- The implementation of the TMS system (Transportation Management System) has enabled the optimization of transport routes, reducing the distances traveled and the transit time.
- At the same time, we were able to reduce the number of unladen kilometers driven by our shipping vehicles by 25% in the last 3 years, thus helping to reduce fuel consumption and pollutant emissions.
- Fleet renewal policy, by gradually replacing older vehicles with those complying with the Euro 6 emission standard. In 2022, we added 44 LPG combustion vehicles and 5 full-hybrid vehicles to our fleet, while withdrawing 60 vehicles with inferior pollution standards.



The improvement of the energy efficiency indicator by 15.4% in relation to the turnover reflects the attention we give to energy optimization in all operational aspects of the company, including transportation, storage, and resource utilization.

In addition, the improvement of the operational activity efficiency indicator by 1.1% calculated by the number of kilometers traveled indicates the adoption of more efficient energy consumption practices in our daily operations. This performance demonstrates Aquila's commitment to optimizing resource use and reduce the carbon footprint in its business.



In 2022, Aquila invested in the installation, expansion and development of photovoltaic plants. The amount allocated to these projects was EUR 220,000.

In order to increase efficiency and control over energy consumption, Aquila Part Prod Com S.A. has built two photovoltaic plants with a combined total capacity of 230 kW.

The first photovoltaic power plant was installed at our location in Ploiesti, str. Poligonului nr. 3-5A and became operational on April 1, 2022, with an installed power of 100 kW.

Subsequently, in September 2022, its capacity was extended by another 100 kW, estimating a coverage of 60% of the location's energy consumption.

Also, in September 2022, a photovoltaic plant was put into operation at the company's headquarters. With a capacity of 30 kW, it was designed to cover about 27% of the building's energy consumption.

The total amount of energy produced by the two plants in 2022 was 110 Mw.

### 13.1.2 Renewable energy

**At the level of Aquila Part Prod Com the percentage of electricity from renewable sources in 2022 was**

**53%**

**At Group level, the percentage of electricity from renewable sources was**

**52%**

Until the publication of the report, the two plants generated the following environmental benefits\*:



\*Data provided by the mobile application monitoring the production of the facilities

### 13.1.3 Carbon footprint

#### Context and objectives

According to the Sustainability Strategy adopted at the Group level in 2021, for the period 2022 – 2026, the company has committed to focusing its efforts to reduce greenhouse gas emissions.

A first step in this direction was to calculate the carbon footprint for 2021 for all three Scopes (Scope 1, Scope 2 and Scope 3). Based on our results, we began to outline a first decarbonation plan (see chapter 13.1.4), which we want to develop as we have better control of input data.

#### Methodology of calculation

After the formation of the Aquila Group, in 2021 we performed the calculation of the carbon footprint for the first time ever, using financial consolidation, and performed the inventory of greenhouse gas emissions using international best reporting practices. This process was based on the calculation model proposed by the GHG Protocol: A Corporate Accounting and Reporting Standard, developed by the World Business Council for Sustainable Development (WBCSD)

and the World Resources Institute (WRI), which is recognized worldwide as a benchmark.

As part of the carbon footprint calculation, we covered the inventory of greenhouse gas emissions resulting from Scopes 1, 2 and 3. In 2022, we expanded the carbon footprint calculation for Scope 3 and included a new category, namely hotel accommodations, along with purchases of goods and services (limited purpose), business travel and waste

management. We have thus obtained a more complete and detailed picture of our greenhouse gas emissions in relation to our activities in these areas.

The approach to accounting greenhouse gas emissions for 2021 continued in 2022.

Although, in terms of shareholding, Aquila Part Prod Com SA holds a 95.75% share of the capital of Printex SA, the latter is 100% controlled by the parent company Aquila Part Prod Com SA, both operationally and financially. As a result, greenhouse gas emissions were allocated 100% to the parent company, Aquila Part Prod Com SA.

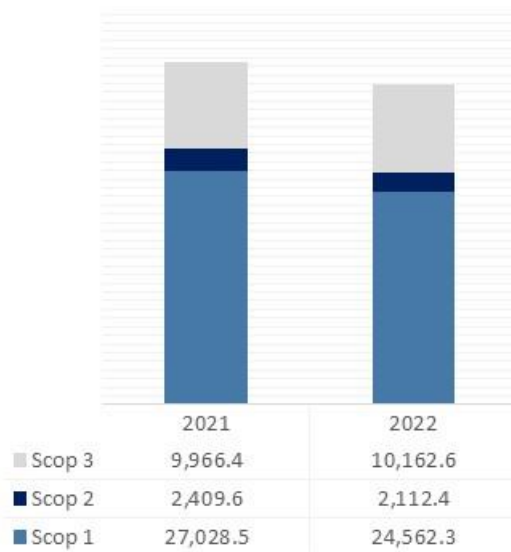
### GHG emissions – location based (Co2e tons)

Type of activity	2021	2022	Evolution
<b>Goal 1 - Total</b>	<b>27,028.5</b>	<b>24,562.3</b>	<b>-9.1%</b>
Stationary combustion	872.3	761.7	-12.7%
Mobile combustion	24,942.0	22,987.1	-7.8%
Fugitive emissions – cooling systems	1,214.2	813.5	-33.0%
<b>Purpose 2 – Location based</b>	<b>2,409.6</b>	<b>2,112.4</b>	<b>-12.3%</b>
Purchased electricity – location-based	2,409.6	2,112.4	-12.3%
Purchased heat	0.0	0.0	n/a
<b>Goal 3 - Total</b>	<b>9,966.4</b>	<b>10,162.6</b>	<b>2.0%</b>
Purchased goods and services	8,522.4	8,711.6	2.2%
Capital goods	953.5	1,014.4	6.4%
Waste generated from activity	469.8	419.2	-10.8%
Business travel-transport	20.7	16.7	-19.3%
Business travel-hotels	n/a	0.8	n/a
<b>Total Scope 1+2+3 (location-based)</b>	<b>39,404.5</b>	<b>36,837.3</b>	<b>-6.5%</b>

Aquila records a decrease in carbon footprint in 2022 compared to 2021 by 2,567.2 tCO<sub>2</sub>e.

It is important to note that emissions from mobile combustion have the highest share in our total carbon footprint. In 2022, as a result of our

ongoing program to replace the vehicle fleet with a high-performance one and to optimize our transport routes, we saw a decrease in these emissions of around 9.1% compared to the previous year.



### Total carbon footprint in 2022 (location-based)

**-6.5%** compared to 2021

Although emissions from refrigerants account for a relatively small share of total emissions under

Scope 1, it is important to note that in 2022 these emissions improved significantly, by 33%, compared to the previous year. This improvement was achieved through better control of these sources.

In terms of Scope 2 emissions (location-based), they recorded a 12.3% decrease compared to the same reference period. This reduction is largely due to the improvement of the energy mix provided by our partners and the commissioning of our own photovoltaic plant.

Scope 3 emissions increased by 2% in 2022 compared to the previous year. This is due to the consideration of a larger number of suppliers in the calculation of the carbon footprint, but also to the expansion of the calculation as to also cover business travel. We aim to pay more attention and develop additional strategies to control the impact of these activities.

### GHG emissions - market based (Co2<sub>2</sub> tons)

Type of activity	2021	2022	Evolution
<b>Scope 1 - Total</b>	<b>27,028.5</b>	<b>24,562.3</b>	<b>-9.1%</b>
Stationary combustion	872.3	761.7	-12.7%
Mobile combustion	24,942.0	22,987.1	-7.8%
Fugitive emissions - air conditioning	1,214.2	813.5	-33.0%
<b>Scope 2 - market based</b>	<b>2,537.2</b>	<b>2,601.7</b>	<b>2.5%</b>
Electricity purchased - market based	2,537.2	2,601.7	2.5%
Purchased heat	0.0	0.0	n/a
<b>Scope 3 - Total</b>	<b>9,966.4</b>	<b>10,162.6</b>	<b>2.0%</b>
Purchased goods and services	8,522.4	8,711.6	2.2%
Capital goods	953.5	1,014.4	6.4%
Waste generated from activity	469.8	419.2	-10.8%
Business travel-transport	20.7	16.7	-19.3%
Business travel-hotels	n/a	0.8	n/a
<b>Total Scope 1+2+3 (market based)</b>	<b>39,532.1</b>	<b>37,326.6</b>	<b>-5.6%</b>



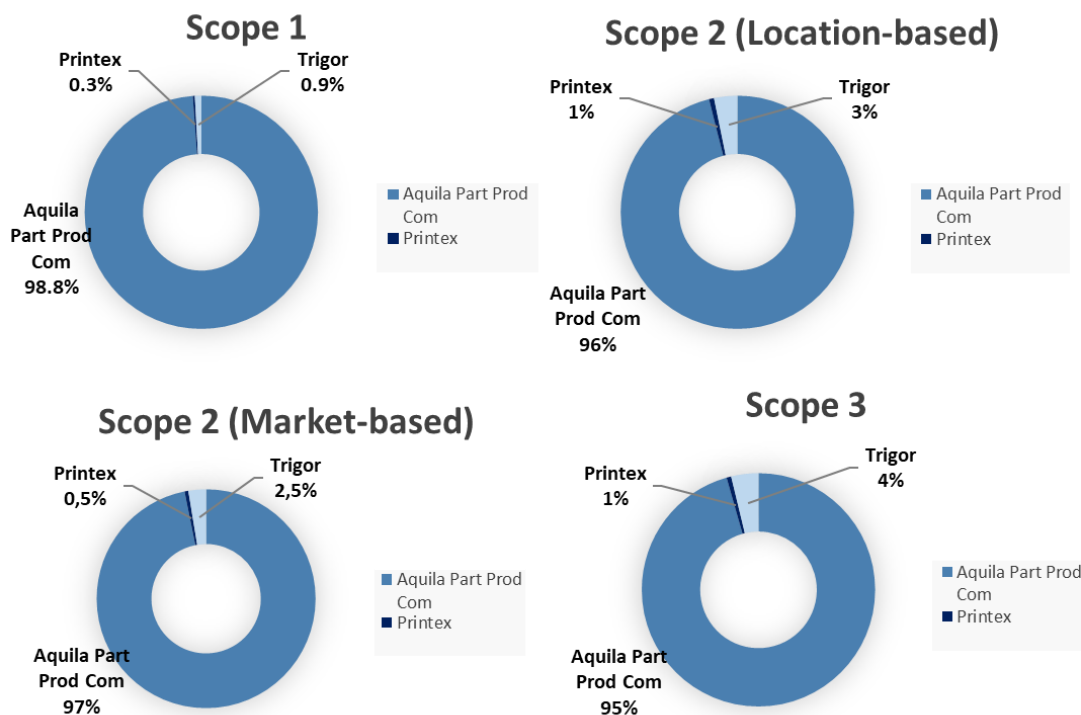
**Total carbon footprint in 2022 (market-based)**

**-5.6%** compared to 2021

The difference between the decrease in the carbon footprint calculated using the location-based method compared to the market-based method is determined by the emissions in Scope 2. In 2022, Scope 2 emissions, calculated according to the market-based method, were higher than in 2021.

This difference arises from the fact that the location-based method takes into account the energy mix of local suppliers in the region where the company operates, while the market-based method is based on standardized emission factors and data available at market level. Thus, in 2022 our suppliers used an improved energy mix compared to the previous year, while data available at market level used a less efficient mix.

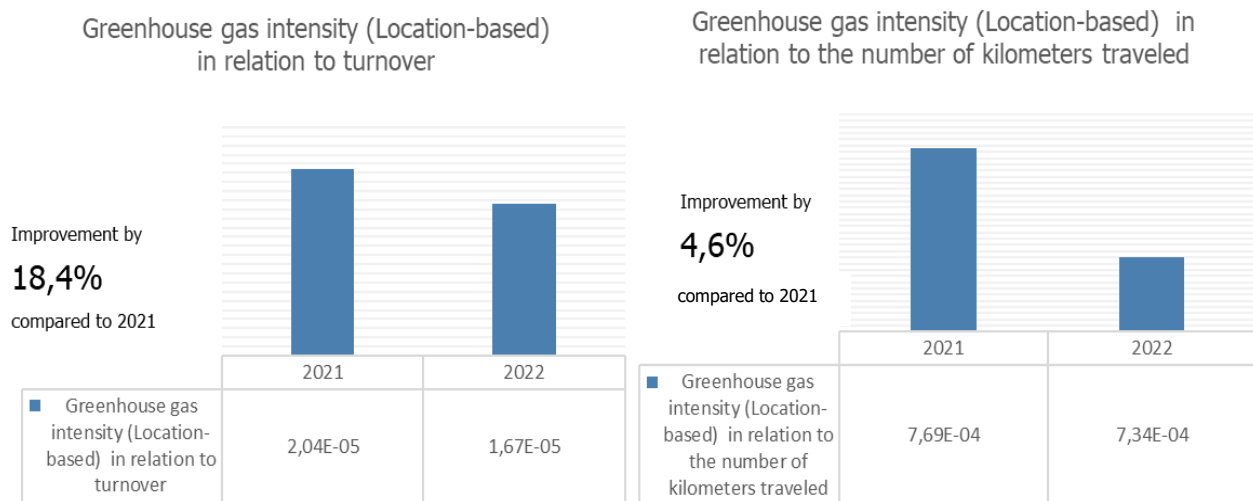
**Structure of GHG emissions by company**





We note the significant share of Aquila Part Prod Com S.A. in all three Scopes: Scope 1, Scope 2 and Scope 3. It indicates that the activities of Aquila Part Prod Com S.A. have a significant impact on the greenhouse gas emissions of the whole group. Our approach to reducing the carbon footprint will be focused in particular on this organization, given the significant impact it has within the Group.

### GHG intensity (location-based)



In 2022, we recorded an improvement in terms of greenhouse gas intensity in relation to turnover, both in the location-based method (18.4%) and in the market-based method (17.6%). We have adopted less polluting technologies, improved the energy efficiency of our operations and promoted the use of renewable energy sources. We also see an improvement in greenhouse gas intensity in relation to the number of kilometers traveled. Through both the location-based method (4.6%) and the market-based method (3.6%), our efforts to make transport more efficient and use less polluting means of transport have resulted in reduced emissions per distance traveled. These results highlight our commitment to reduce environmental impact in our operations.

### Restatement of Scope 1 and Scope 2 emissions for 2021:

In 2022, Aquila Part Prod Com S.A. carried out a detailed inventory of all the company’s working points, with the aim of calculating the carbon footprint for 2022. During this inventory process, it was ascertained that in 2021 a total of 17 locations had not been included in the carbon footprint calculation, aside from those initially considered.

To ensure a fair and exhaustive representation of the environmental impact of our activities, we have included these locations in our carbon footprint calculation and thus reassessed our carbon footprint for 2021.

Of the total consumption recorded at these locations in 2022, 15 locations represent 0.38% of the total electricity consumption and 2.50% of the total natural gas consumption recorded in that year.

Given that collecting data for 2021 would have required a significant effort for these locations, we assessed that these consumptions are insignificant and thus were not included in the 2021 carbon footprint recalculation.

For the other two locations, we recorded separately the 2021 consumption, to ensure a more accurate and detailed recording.

Furthermore, during the 2022 carbon footprint calculation process, we identified an omission in the 2021 footprint calculation relating to a fuel supplier of our company. To remedy this situation and ensure a complete and accurate record of our emissions, we have included that supplier in the carbon footprint calculation for 2021.

By including these consumption data and correcting the omission, the revised emissions situation for 2021 is as follows:

Scope 1: 27,028.5 tCO<sub>2</sub>e

Scope 2 (location-based): 2,409.6 tCO<sub>2</sub>e

Scope 2 (market-based): 2,537.2 tCO<sub>2</sub>e



### 13.1.4 Decarbonation Plan

Freight and logistics contribute around 10% to global greenhouse gas (GHG) emissions. In the European Union, heavy-duty vehicles account for a quarter of GHG emissions. With the Green Deal, the European Union has set itself the goal of becoming the first climate-neutral continent. In order to achieve this objective for the transport sector, the EU proposes ambitious targets for reducing CO<sub>2</sub> emissions.

In line with the Sustainable Development Goals, Aquila aims to carry out its activities in the most

nature-friendly manner, with the direct objective of reducing greenhouse gas emissions by reducing the carbon footprint.

This requires a combination of changes in the business model, including rapid improvements in energy efficiency, the use of renewable resources, a shift to lower-emission vehicles and operational improvements. Through our sustainability strategy for 2021-2026, we have set out to implement annually a series of measures to support our decarbonization efforts.

Our initial estimate was that we will be able to reduce carbon emissions by about 10% in five years and we are committed to starting an internal process to assess and calculate this target on a solid basis and by incorporating industry best practices.

So a first step was to use the "GHG Protocol Corporate Accounting and Reporting Standard" for Scopes 1 and 2, and the "GHG Protocol Corporate Value Chain Standard" for Scope 3 emissions to calculate our carbon footprint for 2021 and 2022. The year 2021 was chosen as the reference year, because during that year the consolidation of the Group was achieved and the listing on the BVB took place, and the calculations were aimed at financial consolidation.

This process has enabled us to inventory and analyze the emission sources that are under the direct control of the Group and for which, during 2022, we have started an evaluation and modeling process to establish decarbonization targets for Scope 1 and 2 emissions.

Taking into account the results of our analyzes and the specifics of the Aquila Group's activity, we have calculated the following targets covering the emissions in Scope 1 and 2:

- ▶ For our warehouses, we aim to achieve a 3% reduction in carbon footprint in 2026 compared to 2021.
- ▶ For our fleet, we aim to achieve a 20% reduction in carbon footprint in 2026 compared to 2021.

These targets can be achieved through a mix of measures that we are going to develop/implement:

- Increasing the energy efficiency of our warehouses by implementing measures to gradually replace equipment with high electricity and gas consumption (lighting, heating/cooling, logistic transport).
- Continuing investments in green energy production capacities.
- Increasing the share of green energy in the purchased energy mix.
- Gradually replacing the operations fleet with low-emission vehicles.
- Logistical improvements.

Although we are at the beginning of our journey in this field and the calculation of the Scope 3 emissions is voluntary, we had the ambition to start this important exercise to ensure that we are addressing climate change to the best of our abilities. For 2021 and 2022, we have incorporated Scope 3 emissions into our calculations for the following areas:

- Purchase of goods and services (for our 100 largest suppliers based on the amounts paid to them)
- Waste management
- Business travel and hotel days (hotel days were added only in 2022).

With the exception of the employee commuting category for which at this point we do not yet have a sufficiently robust monitoring system to allow for a calculation, the other categories of Scope 3 were not relevant to our business model in 2021 and 2022.

We have not yet set a target for reducing Scope 3 emissions, but we have started and plan to further implement a series of actions to help us control some of these emissions, namely:

- Measures to reduce the amount of packaging waste generated (see chapter Waste in this report)
- Changing the procurement model by incorporating ESG elements into supplier selection procedures and product selection procedures (IT equipment with Energy saving label, recycled paper, etc.)

- Continue using virtual meetings as our preferred way to conduct business meetings.

At the same time, by incorporating selection criteria that also use ESG elements, we aim to be able to also set decarbonization targets for the supply chain in the years to come.

In line with the industry best practices, in 2022 we entered the CDP – Carbon Disclosure Project – assessment for the first time and reported climate and water data. We received a C (Awareness level) rating in both topics, but we are confident that through our efforts, we will be able to improve this rating in the coming period.



## 13.2 Environment and natural resources

### 13.2.1 Waste management

Aquila recognizes the current and potential impact of waste associated with our activities and value chain. The company is aware that the generation of waste can have negative effects on the environment, and thus it is constantly working to manage it in an adequate manner.

The main categories of waste that we generate in our daily work are: plastic, paper or cardboard packaging, electrical and electronic equipment, including IT&C and household appliances, glass, products (of animal or non-animal origin) not suitable for consumption or processing, used oils, ferrous and non-ferrous metals, batteries, tires and others.

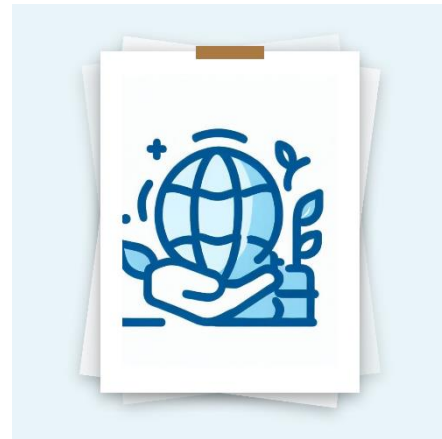
The waste comes from the supply, preparation, transport and distribution of ordered goods, vehicle fleet repair and maintenance activities or from our office activity.

Aware of all these flows, we are trying to develop a waste management strategy and take measures in line with the principles of circular economy.

By adopting a life-cycle approach, we aim to optimize internal processes and minimize waste generation across the entire value chain.

#### Own activities and value chain

The company recognizes that waste management is a collective responsibility and actively collaborates with suppliers, partners and customers to promote sustainable waste management practices across the entire value chain.



#### Data collection and monitoring

Aquila has developed the “Waste Prevention and Reduction Program” in accordance with the legislative requirements. The program is based on the audit of waste generated at the organization’s worksites and aims to identify and implement specific measures to reduce waste generation.

The main objectives of the program are:

- prevention and reducing the amount of waste generated on the premises;
- increasing the performance of the waste management system through more efficient collection;
- increasing the percentage of waste correctly sorted;
- increasing the percentage of waste recovered/recycled;
- reducing the amount of unusable waste that requires final disposal by incineration or final disposal in landfills.

### Waste management by third parties

The Aquila Group collaborates with authorized third-party economic operators to take over and use various categories of waste, according to the legal requirements in force. The company contractually transfers the responsibilities associated with extended producer responsibility to these third-party economic operators, by type of waste, in accordance with the legal provisions.

### Measures taken to prevent waste generation and to manage impacts

In 2022, Aquila took a series of effective measures to manage waste efficiently and reduce its environmental impact.

By increasing the number of roll-containers (wheeled containers) used by 60% compared to 2021 and reducing the use of pallets in deliveries to partners, the company has managed to minimize the amount of waste generated. This helps to avoid packaging waste generation and to optimize resources, thereby promoting circularity in the Aquila value chain.

**We have implemented 8.000 roll-containers for deliveries to our partners at fuel stations, by which we reduced the number of pallets**

**-99%** pallets used

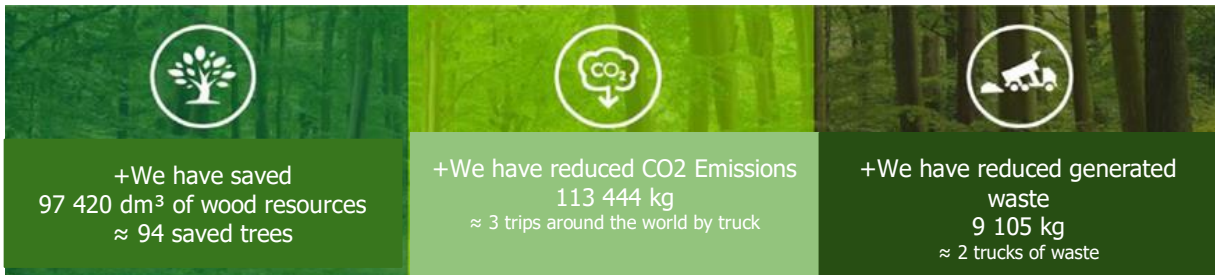
**The WMS provides full traceability and has reduced paper use in the company's central warehouses**

**-99%** paper used

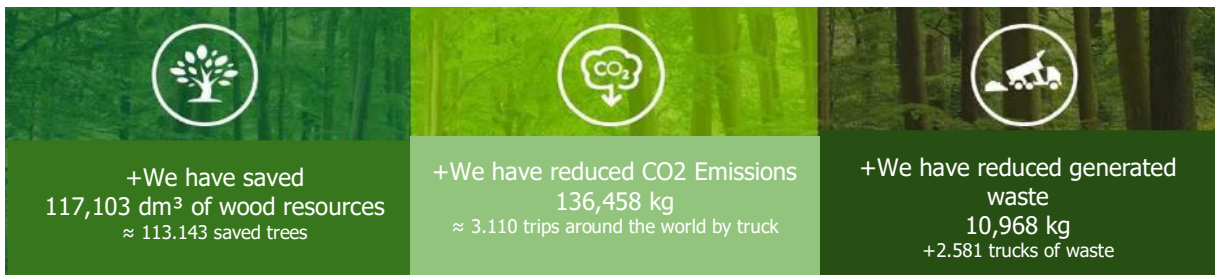
- The use of the WMS has enabled full traceability of products, which facilitates their efficient management and the identification of potential optimization points.
- By using the semi-automatic foil wrapper and purchasing thinner plastic film, the company has been able to reduce plastic consumption and minimize the waste associated with packaging.
- Optimizing orders with end customers by increasing the number of deliveries in original boxes and packaging (received from suppliers) has avoided the repackaging of goods and has helped reduce the additional consumption of packaging materials such as plastic foil and cardboard boxes. Although Aquila reuses certain packaging products, the company does not have a monitoring system for reconditioned products or recovered packaging materials. We are currently pursuing the implementation of such a monitoring system in order to be able to identify and report the impact of these measures.

Adopting a sustainable logistics model, in partnership with CHEP, whereby the company uses reusable pallets instead of disposable pallets. This initiative has had a positive

impact on the conservation of natural resources and the protection of the environment in 2022 and 2021, respectively, in the following areas:



\*Data provided by CHEP through the Sustainability Certificate issued in March 2023 for the year 2022



\*Data provided by CHEP through the Sustainability Certificate issued in March 2022 for the year 2021

As a result of streamlining our logistics activities (see page 62), we have used 17% fewer CHEP pallets in our work processes.

Cardboard materials used for packaging products*	UM	2021	2022
Total weight of non-renewable sources used for packaging products	tons	66.5	68.95
Total weight of renewable sources used for packaging products	tons	59.03	62.13
Percentage of recycled input materials used for packaging products	%	89%	90%

\*The reported information refers to the quantities used by Aquila Part Prod Com S.A.

As for polyethylene packaging products, given the highly varied typology and different invoicing method for 2022, in the absence of a system for recording and reporting these data at the group level, we cannot provide detailed information in this report.

For 2023, we are trying to identify and organize a weight information collection system, so that we are able to report the appropriate information at group level.

Regarding the use of office paper, Aquila has a policy of using mostly recycled paper.

In addition, in 2022, we implemented a selective waste collection system in our offices in Ploiesti. We installed separate containers for different types of waste and removed the common trash cans.



To ensure the success of our selective waste collection program, we have actively informed and involved all employees. In this regard, we have sent a comprehensive email with the message "Act responsibly!" to our employees. This information was intended to remind them of the importance of the correct collection of waste and the impact it can have on the environment. We have carefully explained the correct way of storing different types of waste, such as plastic/metal, paper/cardboard and glass, as well as the residual/undifferentiated waste category.

**Out of 20,344 office paper reams purchased in 2022**

**75%** came from recycled paper

Through this approach, we wanted to inspire and mobilize our employees to be actively involved in this program and to make a positive change together.

We will continue to carry out awareness-raising actions at all our premises with the aim of improving the efficient waste collection and management throughout the organization.





Types of waste generated	UM	Amount of waste generated	
		2021	2022
<b>Hazardous waste</b>	<b>tons</b>	<b>8.2</b>	<b>5.0</b>
Waste specific to the maintenance and repair of motor vehicles	tons	8.2	5.0
Discarded electrical and electronic equipment	tons	0.0	0.0
<b>Non-hazardous waste</b>	<b>tons</b>	<b>1,436.1</b>	<b>1,163.0</b>
Materials not suitable for consumption or processing (products of animal origin)	tons	32.2	12.5
Materials not suitable for consumption or processing (products of non-animal origin)	tons	14.4	0.6
Packaging waste	tons	487.8	309.1
Waste specific for the maintenance and repair of motor vehicles	tons	53.1	40.1
Plastic materials	tons	0.8	0.5
Discarded electrical and electronic equipment	tons	0.0	0.2
Mixed municipal waste	tons	846.8	798.1
Other components not specified	tons	1.1	1.9
<b>Total</b>	<b>tons</b>	<b>1444.3</b>	<b>1168.0</b>

Types of waste generated	UM	Waste redirected from disposal		Waste directed to disposal	
		2021	2022	2021	2022
<b>Hazardous waste</b>	<b>tons</b>	<b>8.2</b>	<b>4.9</b>	<b>0.0</b>	<b>0.1</b>
Waste specific to the maintenance and repair of motor vehicles	tons	8.2	4.9	0.0	0.1
Discarded electrical and electronic equipment	tons	0.0	0.0	0.0	0.0
<b>Non-hazardous waste</b>	<b>tons</b>	<b>557.1</b>	<b>350.9</b>	<b>879.0</b>	<b>812.1</b>
Materials not suitable for consumption or processing (products of animal origin)	tons	0.0	0.0	32.2	12.5
Materials not suitable for consumption or processing (products of non-animal origin)	tons	14.4	0.6	0.0	0.0
Packaging waste	tons	487.8	309.1	0.0	0.0
Waste specific to the maintenance and repair of motor vehicles	tons	53.1	39.6	0.0	0.6
Plastic materials	tons	0.8	0.0	0.0	0.5
Discarded electrical and electronic equipment	tons	0.0	0.0	0.0	0.2
Mixed municipal waste	tons	0.0	0.0	846.8	798.1
Other components not specified	tons	1.1	1.6	0.0	0.3
<b>Total</b>	<b>tons</b>	<b>565.4</b>	<b>355.8</b>	<b>879.0</b>	<b>812.2</b>

Waste directed to disposal		Amount of waste generated			
		2021		2022	
		Onsite	Offsite	Onsite	Offsite
<b>Hazardous waste</b>	<b>tons</b>	<b>0</b>	<b>8.24</b>	<b>0</b>	<b>5</b>
Incineration (without energy recovery)	tons	0	0	0	0.11
Recycling	tons	0	8.24	0	4.89
<b>Non-hazardous waste</b>	<b>tons</b>	<b>0</b>	<b>1,436.09</b>	<b>0</b>	<b>1,163.01</b>
Incineration (without energy recovery)	tons	0	46.53	0	13.1
Landfill storage	tons	0	846.8	0	798.11
Recycling	tons	0	542.76	0	351.8
<b>Total</b>	<b>tons</b>	<b>0</b>	<b>1,444.32</b>	<b>0</b>	<b>1,168.01</b>

Our waste management measures brought a 19% decrease in the amount of waste generated in 2022. In order to continue the progress in waste management, Aquila aims to implement other measures in the following period such as:

- efficient management of paper/cardboard and packaging from various materials and reducing the amount of contaminated packaging.
- improving inventory management and developing effective methods of waste management for electrical and electronic equipment, fluorescent tubes and batteries/accumulators.
- continuous training of employees on waste prevention, product reuse and selective waste collection.

Aquila will also continue to invest in IT/digitalization solutions to reduce paper consumption and expand the use of recycled paper in its processes.

**The amount of waste generated by the activity in 2022 compared to 2021**

**-19%**



In 2022, Aquila started integrating sustainability criteria into the supplier assessment process. Thus, we have included specific environmental criteria in our supplier assessment questionnaire.

We have prioritized purchases to suppliers that offer goods made from recyclable materials, even in the absence of a dedicated formal procedure. In particular, we have chosen to purchase cardboard packaging that is mostly made from recycled materials.

In 2023, we extended the criteria contained in the Supplier assessment questionnaire to all aspects of sustainability (environment, social and governance) and are committed to strengthening this approach by formalizing and updating our procurement procedures, so that we transparently integrate sustainability criteria into our supplier selection process.

### **13.2.2 Water management**

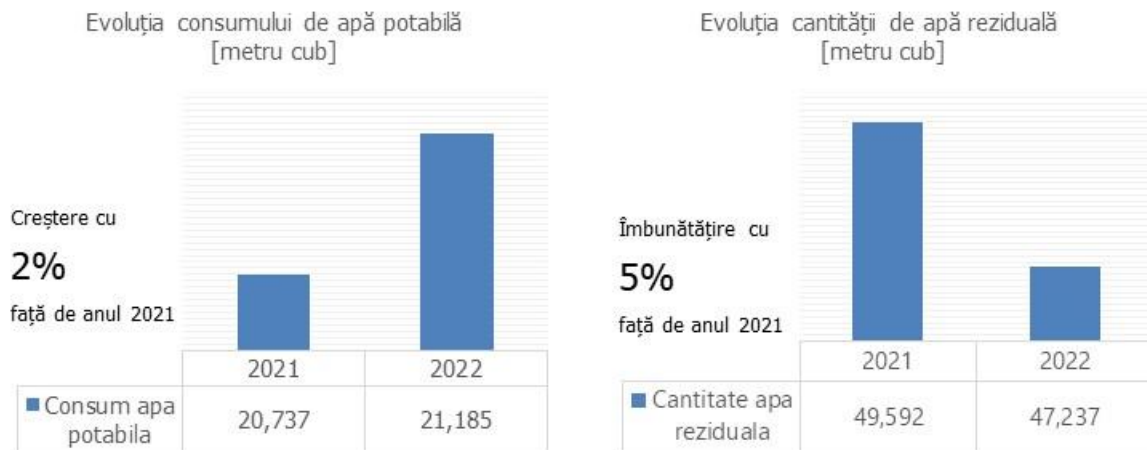
Water plays a central role in the existence and support of life on Earth. It is a resource that fulfills the basic needs of the population, and supports the economy through agriculture, commercial fishing, energy generation, industrial processes, shipping or tourism.

Although, given the nature of our business, water is not currently a material issue, we are treating this resource with the greatest attention because water scarcity is becoming an increasingly critical problem globally, playing a very important role in accentuating climate change or problems in the health system and agriculture.

Therefore, as part of our sustainability strategy, we have set out to calculate and monitor our water consumption to be able to take the best measures to make the internal processes that use fresh water more efficient for current processes.

Drinking water consumption experienced a slight increase of 2% in 2022, which is due to several key elements such as the development of our business during 2022 and the increased presence of office employees compared to 2021. We use water to cover the sanitation requirements of warehouses and cars in the fleet, for activities related to fire prevention and extinguishing and for the needs of personnel in warehouses and offices.

In terms of the amount of discharged water, 2022 recorded a decrease of 5% compared to the previous year. We associate this decrease with the disposal of the deposit in Ariceştii Rahtivani, Prahova County, whose amount of waste water recorded about 2.300 cubic meters in 2021, that is 5% of the total waste water registered in 2021.



In line with our decision to incorporate climate into our business and use best practices in decision-making, last year, we first used the Aqueduct tool provided by the World Resource Institute to understand the implications of water risks on our business and how we can help reduce these risks. At the same time, we participated in the data collection session organized by CDP for water, where we obtained the C score for our initial efforts in this field.

Thus, based on the analysis, we identified that 46% of Aquila’s total number of deposits are in areas with high and extremely high water risk, in the following counties: Argeș, Brașov, Prahova, Ilfov, Mureș, Sibiu, Arad, București, Buzău, Călărași, Dâmbovița, Harghita, Olt, Teleorman and Vaslui.

Water hazard	Number of deposits	Percentage	Cumulative percentage
Extremely high (>80%)	8	14%	14%
High (40-80%)	18	32%	46%
Medium - High (20-40%)	6	11%	57%
Low - Medium (10-20%)	6	11%	68%
Low (<10%)	18	32%	100%

At the same time, because we are trying to diversify our portfolio and to enter the market with new products from the vegetable area, frozen fish products and semi-prepared products, we understand that in a short time, knowing the water footprint of these products will be important and, as such, we need to prepare ourselves to handle these matters responsibly.

# 14 Human capital and Communities

## 14.1 The Aquila Team

We are a strong community, with almost 3,000 talented and dedicated employees operating throughout Romania and the Republic of Moldova. Our employees are at the heart of our values and contribute to our mission.

An important part of our commitment to our employees is our human resources policy and programs, through which we build a system in which everyone feels appreciated and respected.

We work continuously to provide tools, training and a safe working environment to motivate our employees and develop a team dedicated to performance that follows our values and mission. We consider our employees the engine of our work and are committed to creating a work environment that encourages open communication. We encourage employees to report any suspected or actual breach of our integrity and trust principles.

<b>Total number of employees at 31.12.2022</b> (number of people)  <h1>2,887</h1>	<b>Percentage of women employed at 31.12.2022</b>  <h1>39%</h1>	<b>Percentage of full-time employees at 31.12.2022</b>  <h1>99%</h1>
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### Employees across the Group

Employees by gender	2021			2022			Evolution
	Men	Women	Total	Men	Women	Total	Total number
<b>Total number of employees</b>	<b>1,831</b>	<b>1,112</b>	<b>2,943</b>	<b>1,758</b>	<b>1,129</b>	<b>2,887</b>	<b>-1.9%</b>
Number of employees, of which							
With an indefinite employment contract	1,772	1,084	2,856	1,676	1,098	2,774	-2.9%
With a fixed-term employment contract	59	28	87	82	31	113	29.9%
Number of employees, of which							
Full time	1,822	1,099	2,921	1,751	1,115	2,866	-1.9%
Part-time	9	13	22	7	14	21	-4.5%
Employees without guaranteed hours	0	0	0	0	0	0	n/a

Employees by location	2021			2022			Evolution
	Romania	Moldova	Total	Romania	Moldova	Total	Total number
<b>Total number of employees</b>	<b>2,715</b>	<b>228</b>	<b>2,943</b>	<b>2,668</b>	<b>219</b>	<b>2,887</b>	<b>-1.9%</b>
Number of employees							
With an indefinite employment contract	2,628	228	2,856	2,555	0	2,555	-10.5%
With a fixed-term employment contract	87	0	87	113	0	113	29.9%
Number of employees							
Full time	2,693	228	2,921	2,648	218	2,866	-1.9%
Part-time	22	0	22	20	1	21	-4.5%
Employees without guaranteed hours	0	0	0	0	0	0	n/a

The information presented represents the number of persons with an active employment contract as of 31.12.2022.

As of 2022, we do not have workers who are not employed under contract or whose activities are not controlled by the organization.

### Hirings and leaves at group level

Hirings	2021		2022	
	Number of people	Rate	Number of people	Rate
<b>Total number of hirings in the reporting period, by:</b>	<b>456</b>	<b>15.6%</b>	<b>443</b>	<b>16.1%</b>
<b>Location</b>				
Romania	416	14.2%	414	15.0%
Moldova	40	1.4%	29	1.1%
<b>Age groups</b>				
<30 years	106	3.6%	143	5.2%
30 -50 years	273	9.3%	264	9.6%
>50 years	77	2.6%	36	1.3%
<b>Gender</b>				
Male	285	9.7%	282	10.2%
Female	171	5.8%	161	5.9%

Leaves	2021		2022	
	Number of people	Rate	Number of people	Rate
<b>Total number of leaves in the reporting period, by:</b>	<b>952</b>	<b>32.6%</b>	<b>746</b>	<b>27.1%</b>
<b>Location</b>				
Romania	903	30.9%	707	25.7%
Moldova	49	1.7%	39	1.4%
<b>Age groups</b>				
<30 years	223	7.6%	193	7.0%
30 -50 years	566	19.4%	437	15.9%
>50 years	163	5.6%	116	4.2%
<b>Gender</b>				
Male	688	23.5%	523	19.0%
Female	264	9.0%	223	8.1%

At the end of 2022, we recorded a slight decrease in the total number of employees within the Aquila Group, by 1.90% compared to 2021. This decrease is mainly attributed to the streamlining of the activity. As part of our commitment to adopt advanced technologies and optimize operations, we implemented new business management systems in 2022, which enabled us to streamline the processes of storing, handling and shipping goods, thus increasing labor productivity, which resulted in a reduction in human labor in certain areas.

Within the Aquila Group, in 2022, we recorded a higher rate of decrease in the number of employees in the Republic of Moldova (3.95%) compared to Romania (1.73%). This is largely due to the geopolitical context and specific factors in the region.

We wish to highlight the 99% percentage of employment contracts concluded for an unlimited period. Through this, we want to provide stability

and security to Aquila employees, in line with our values of developing long-term relationships with our team members. We want to ensure a safe and predictable work environment, where every employee can develop and reach their full potential.

The group employment rate recorded a slight increase of 0.5 percentage points in 2022 and in the context of a higher employment rate in Romania, according to INS data . The main increase in employment was among people under 30 It reflects the company's approach to attracting and retaining talented young people, capable of bringing a new perspective, and who possess relevant technological skills, aptitudes and the knowledge needed to face the challenges and opportunities in the industry.

We are also aware of the need for a balanced approach to managing age diversity within the organization. We are committed to fostering an inclusive culture and creating opportunities for

collaboration and learning between different age groups to promote the exchange of knowledge and experience between generations. We are also committed to ensuring a fair and favorable working environment to all our employees, regardless of gender.

The staff fluctuation recorded a decrease of 5.45 percentage points in 2022 compared to the previous year. This decrease is particularly visible in the 30-50-year-old group and among male employees and is mainly due to our human resources policies and practices. Thus, through personal and professional development programs, competitive advantages, non-salary benefits, an organizational culture based on respect and recognition, as well as an open and transparent communication, our employees were motivated to stay in the organization and contribute to its long-term support.

The general economic and social situation has also influenced the decrease in personnel fluctuation within the organization, with employees preferring a safe and stable working environment.

This reduction in staff turnover is the result of our extra-benefits programs, the observance of the salary package and the creation of a favorable working environment for all our employees.

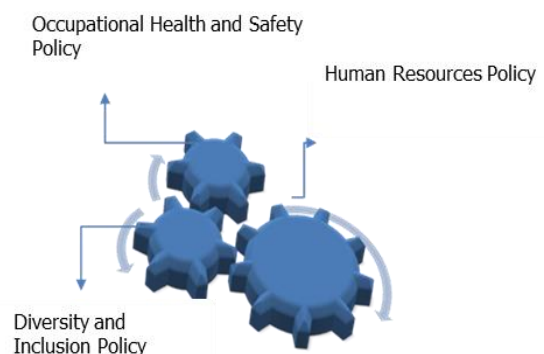
We are aware that it is necessary to continue to monitor and analyze the evolution of personnel fluctuation, identifying specific causes and trends in order to take appropriate actions and to ensure the long-term stability and development of the workforce.

### Aquila policies for Human Capital

Aquila wants to attract, form and maintain a diverse workforce that reflects the values of the communities in which we operate. We want to have a comprehensive, positive and performance-oriented organizational culture, actively based on diversity and inclusion.

We are determined to ensure a permanent climate of collaboration between Aquila employees, in order to increase their well-being, motivation and satisfaction in work, and to improve their quality of life and mental and physical health.

In 2022, we have materialized these commitments by developing and completing three key human resources policies:



The Human Resources Policy sets out our commitment to providing a work environment based on company values and that supports the development and well-being of our employees. This policy defines our standards for employee recruitment, selection, training and development, as well as aspects of remuneration and extra-salary benefits, evaluation and promotion, succession plans, compliance with legislation and business resilience



## 14.2 Non-salary benefits

At Aquila, we are concerned with both the success and performance of our business, as well as the well-being and satisfaction of our employees. In an ever-changing economic and social context, where competition for attracting talent is increasingly fierce, we recognize the importance of providing extra-salary benefits to attract, motivate and retain key employees within our organization. The needs and expectations of employees are evolving, and extra-wage benefits are an effective way to show them that we are concerned about their well-being and job satisfaction.

The remuneration process at Aquila is fair, based on the individual performance of each employee and we exclude any form of favoritism or discrimination. We are constantly concerned about the job satisfaction of all employees and strive to motivate them and build employee loyalty. In this regard, we offer a wide range of salary and extra-salary benefits that meet the personal needs of employees.

Aquila supports the national health insurance system through the annual allocation of over 17 million RON, thus our employees have the opportunity to benefit from the medical services provided by the public health system.

In 2022 Aquila granted the following extra-salary benefits to its employees:

- Meal vouchers: We offer meal vouchers for each day worked by employees, in order to ensure a balanced and accessible diet during working hours.
- Additional days of annual leave: We offer additional days of annual leave depending on the total seniority, 1 day depending on different seniority periods, maximum 27 days of rest leave, thus acknowledging the contribution and long-term commitment of our employees.
- Additional leave for special family events: We grant additional leave days for important family events such as marriage, the birth of a child, the death of a family member or retirement, offering our employees our support and respect at such times.
- Financial aid for special family events: we provide financial aid for marriage, child birth, death in the family or retirement, to support our employees in such important or difficult times in their lives.
- Special bonuses on the occasion of Easter and Christmas holidays, thus acknowledging the contribution and involvement of employees in the activities and results of the company.
- Private Healthcare Subscription: In order to complement the services provided by the public health system and to ensure easier and faster access to specialized services, since 2022 Aquila has implemented a private health subscription available to all our employees. This subscription provides additional health benefits by providing our

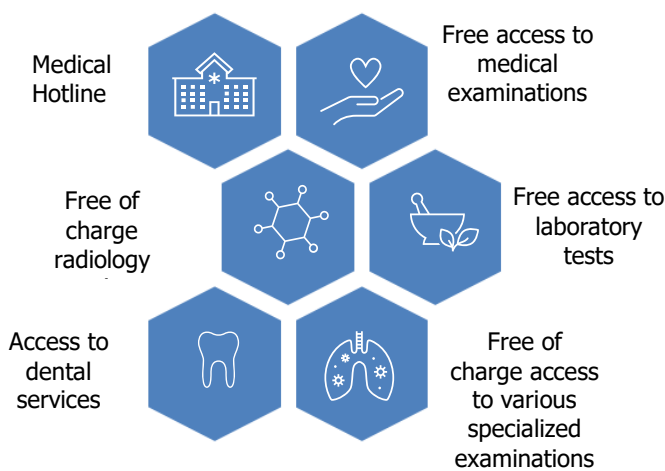
employees with access to high-quality services.

- We have also ensured that the minor children of our employees benefit from free pediatric control. Furthermore, we offer employees the possibility to conclude individual agreements, in conditions similar

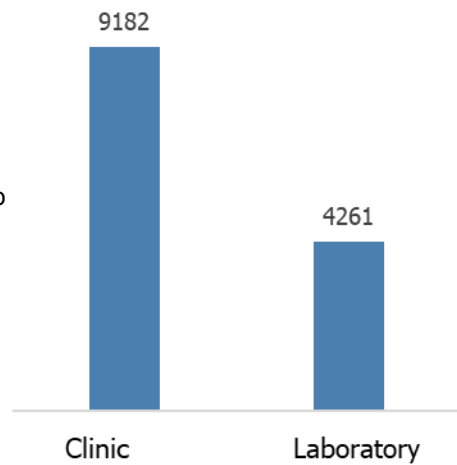
to those offered by Aquila, to ensure the access to private medical services for their first-degree relatives.

Through our contracts, we ensure that our employees benefit from essential occupational health services.

**Prevention and prophylaxis services offered to employees**



**The incidence of access to medical services for prevention and prophylaxis in 2022**



These benefits are exclusively provided to the employees of Aquila Part Prod Com S.A. and Printex S.A. Due to differences in local conditions, employees of Trigor AVD S.R.L. do not have access to the same advantages. We are committed to continuously assessing the needs and specific context of each business entity and developing tailored solutions to ensure a safe and satisfactory working environment for all our employees.

In 2023, we expanded the range of medical services offered to our employees, providing them with increased access to a greater number of laboratory investigations and analyzes. Through this initiative, we strengthen our position as a responsible employer, concerned with the health and well-being of its employees. We are committed to monitoring the results of this initiative by tracking the evolution of the number of days of sick leave and employee retention rate. Through these measures, we want to ensure that our employees benefit from quality medical services and a healthy and safe working environment.

All categories of employees enjoy the Aquila extra-salary benefits



Parental leave		2021		2022	
		Female	Male	Female	Male
Total number of employees that were entitled to parental leave	Number	1,112	1,831	1,129	1,758
Total number of employees who took parental leave	Number	49	7	37	10
Number of employees who returned to work during the reporting period following the end of the leave period	Number	35	4	31	7
Number of employees who returned to work as a result of the end of the leave period and who are still employed 12 months after their return	Number	20	2	28	2
Return to work rate*	%	85.47	80.00	81.6	100.00
Retention rate**	%	69.0	66.7	80.00	50.00

\*Return to work rate calculated as: Total number of employees who returned to work after the end of parental leave / total number of employees who should have returned to work after the end of parental leave x 100

\*\*Retention rate calculated as: Total number of employees who returned to work and remained employed 12 months after returning from parental leave / total number of employees who returned to work from parental leave

## 14.3 Occupational Health and Safety

The health and safety of our employees are key elements for Aquila's success.

We are committed to providing a safe and healthy work environment for all our employees and subcontractors operating in our logistics platforms and offices.

To achieve this goal, each employee has a crucial responsibility: not to expose to hazards of injury or occupational disease, both himself and others, inside or outside the organization, who may be affected by his or her actions or omissions during work activities.

We are constantly pursuing compliance with the Occupational Health and Safety (OSH) legislation, applicable at the primary level, specific legislation, secondary legislation – taking into

account the (EU) Regulations, Directives and Standards, tertiary – having regard to the development of own OSH instructions (IPSSM) and other documents for the management of specific activities at unit level.

We also take into account the opinions and recommendations submitted at EU level, which may be instruments of indirect action related to directives.

Aquila is committed to increasing the year-on-year performance and professional satisfaction of all workers. In this regard, we focus on the continuous improvement of the work environment and implement, based on the plans drawn up for each function/profession, a series of prevention and protection measures.

We exert great effort and aspire to become a true exemplar in ensuring workplace safety, aiming at the use of modern and compliant work equipment, compliance with the maintenance plan, due deadlines for revisions, periodic inspections, technical checks, correct use of safety components. Employee comments and proposals also play an important role in this sense, being brought to the attention of the OSH department directly, through job managers or through workers' representatives in the Occupational Health and Safety Committee (CSSM).

We pay attention to storage systems, cold installations, electrical safety measures, transmitting and imposing the necessary measures at the level of collaborators and service providers, concluding the relevant conventions on OSH, fire prevention, environment and issuing work permits. Furthermore, we also observe the measures set by the beneficiaries, in the activities carried out outside our premises.

With a fleet of more than 1,600 vehicles, our target is, in a first stage, to achieve zero traffic accidents with personal injuries and we strive to ensure both the maintenance of the fleet in an impeccable technical condition and to inform and train drivers, through topics and themed activities specific to their activities.

We pay particular attention to specific occupational health and safety (OSH) training for

all our employees and subcontractors, ensuring that they are equipped with the necessary personal protective equipment (PPE) and that they receive medical supervision through occupational health services.

Our Occupational Health and Safety Policy is an essential element in ensuring a safe and healthy working environment for all our team members. This policy sets out our standards for preventing accidents and occupational diseases, managing risks and implementing the necessary protective measures.

Through these measures, we make sure that we put the health and safety of our employees first, creating a responsible working environment and promoting long-term well-being and productivity.



## Organization and responsibilities of the Occupational Health and Safety Committee

At the Aquila level, we have set up the Occupational Health and Safety Committee, consisting of representatives of the employer, the internal prevention and protection service, as well as representatives of workers with specific responsibilities in the field of occupational health and safety, together with the occupational medicine doctor.

Occupational Health and Safety Committee has a vital role to play in ensuring the implementation of our Occupational Health and Safety Policy. It carries out its activity according to the company's internal regulations and has the following attributions:

- Analysis and formulation of proposals related to the Occupational Health and Safety Policy and Prevention and Protection Plan, in accordance with the company's internal regulations.
- Monitoring the implementation of the Prevention and Protection Plan, including the allocation of the necessary resources and the assessment of its effectiveness in improving working conditions.
- Analyzing the introduction of new technologies and the choice of equipment, taking into account the impact on the Occupational Health and Safety and making proposals in case of deficiencies.
- Analyzing the choice, purchase, maintenance and use of work equipment and collective and individual protective equipment.
- Assessing the manner in which the tasks of the external prevention and protection service are performed and its maintenance or, where appropriate, replacement.
- Proposing measures for workplace arrangement, taking into account specific risk-sensitive groups.
- Analyzing workers' requests related to working conditions and assessing how designated persons and/or external service perform their duties.
- Monitoring compliance with legal regulations on Occupational Health and Safety, and with the measures ordered by the labor inspector and health inspectors.
- Considering proposals made by workers in relation to the prevention of work accidents, occupational diseases and improvement of working conditions, and proposing their inclusion in the Prevention and Protection Plan.
- Analyzing the causes of work accidents, occupational diseases and events occurred, and formulating technical proposals to complement the measures ordered following the analysis.
- Carrying out own checks on the application of internal and work instructions, and preparing a written report on the findings made.
- The annual debate on the written report presented by the head of the unit to the Occupational Health and Safety Committee. These debates concern the Occupational Health and Safety status, the actions taken and their effectiveness in the year ended, as well as the proposals for the Prevention and

Protection Plan to be carried out in the following year.

The Occupational Health and Safety Committee usually meets once a quarter or whenever necessary. The members of the committee shall be notified at least 5 days before the date of the meeting and shall receive information on the

agenda, place, date and time of the meeting. Furthermore, representatives of the Internal Prevention and Protection Service are also invited to participate in the Committee meetings in order to contribute to the decision-making and implementation of appropriate measures.

### Risk identification and assessment

At Aquila, risk identification and assessment is an essential component of Occupational Health and Safety management. Thus, potential hazards are identified and analyzed, which allows us to take preventive measures to ensure a safe and healthy working environment for our employees.

At the company level there is an Internal Service for Prevention and Protection (S.I.P.P.) which reports to the executive management.

This service consists of the OSH Manager and the designated OSH workers, usually at the level of each working point.

Among other things, S.I.P.P has the following duties:

- Identifying hazards and assessing risks for each component of the work system by drawing up the risk factors identification sheet.
- Developing, monitoring and updating the Prevention and Protection Plan;
- Elaborating the topics for all phases of training, establishing periodicity, ensuring the notification of workers in the field of OSH and checking the information received;
- Developing the training and testing program;

- Ensuring that the Serious and Imminent Danger Action Plan is drawn up;
- Maintaining records of high and specific risk areas, establishing areas requiring security signaling and the type of signaling required;
- Checking the operational status of alarm, warning, emergency signaling and safety systems;
- Maintaining records of the necessary work equipment and periodic checks;
- Identifying the necessary personal protective equipment, monitoring its maintenance, proper storage and replacement upon established terms. To ensure the correct and safe use of work equipment, S.I.P.P. drafts



analysis manuals that provide detailed instructions on the use, maintenance and periodic verification of equipment.

- Participates in the research of events, in the elaboration of reports on work accidents, in the follow-up of the measures ordered;
- Collaborates with workers, the external prevention and protection service and occupational medicine doctor to coordinate prevention and protection measures.

To facilitate the risk verification and monitoring process, we use a QR code checklist. This list contains the relevant key points and security measures and can be quickly accessed by scanning the corresponding QR code. Thus, employees can access and verify at any time the information necessary to minimize risks during their activities.

In order to monitor and assess the effectiveness of Occupational Safety and Health measures, members of the OSH department, and of the Occupational Safety and Health Committee carry out regular checks at workplaces.

All of this information and practices are used to develop the Annual Occupational Safety and Health Plan, our own OSH instructions (IPSSM), but also to supplement the internal regulations on the provision of personal protective equipment (PPE).

These own plans and instructions cover the Company's work processes, including:

- Traffic in the workplace
- Traffic of vehicles
- Driving on public roads – driving to work

- Instructions for truck and semi-trailer truck drivers
- Driving during winter
- Car maintenance and repair
- Extreme temperatures
- Serious and imminent danger of injury
- Electric security
- Chemical preparations
- Trucks
- Ammonia
- Lifting shutters
- Ramp equalizer
- Manual and electric pallet trucks
- Mobile shelves
- Mobile scaffolds
- Aerosols
- Wrapping machine
- Driving during winter
- Car maintenance and repair
- Cleaning and maintenance processes

The focus is on the chemical warehouse in Ploiesti, classified as lower level SEVESO site, according to the provisions of Law no. 59/2016. All technical and organizational measures are implemented and observed within the site, both for the safe operation of the facilities and by using international standards and norms, periodic auditing, and theoretical and practical training with the authorities that have major accident response tasks.

In 2022 a number of 8 practical applications for alarm, intervention and evacuation were carried out, as well as drills on serious and imminent danger situations organized by the OSH/Emergency Situations departments.

These applications concerned the major Aquila warehouses, both in terms of area and number of employees, also taking into account the nature of the activities and/or the nature of the products stored.

Thus, 3 Emergency Situation applications were programmed at the Aquila warehouses in Ploiesti, 2 at the Aricesti-Rahtivani warehouses, and 3 at the Dragomiresti warehouses. These drills were attended by all employees working in the respective warehouses and covering 1, 2 or all 3 work shifts, as well as providers and visitors, as appropriate.

During the practical OSH and Fire Safety applications, we paid particular attention to the implementation of the measures necessary in case of a serious and imminent danger of injury, but also to the awareness and involvement of our

workers in identifying any situations considered dangerous.

Aquila also pays special attention to the prevention of driving accidents, implementing specific measures and actions aimed at ensuring the safety of our drivers.

Periodically, team leaders (fleet leaders) organize meetings with drivers and discuss the implementation of the most effective measures and methods to prevent traffic accidents. The OSH Department warns all team leaders when weather conditions or temperatures become extreme, so that they take all necessary measures as to ensure the compliance of all drivers to the Fire Safety and OSH regulations. Since 2023, we have been implementing an online training program on preventive driving, developed in collaboration with the most reputable experts in the field. This initiative, which represents one of the most complex and complete approaches to preventive driving in Romania, aims to promote safety and responsibility among drivers.





## Notification of OSH events



In our work processes, we ensure that workers have effective and safe channels to communicate hazards and dangerous work-related situations.

At the company level, the Instructions on communicating events (accidents) that occur on the premises (involving the unit's workers or other individuals) and/or those in which the unit's workers are involved (outside the company's premises) apply. The instruction includes the process and the persons responsible for the communication of OSH events, but also the forms used, aspects related to their preparation, approval and communication.

OSH events are reported and investigated within the company in order to prevent and avoid any work-related accident, death or occupational disease, to take all remedial and protective measures as to avoid the subsequent occurrence of similar events, and to establish the requirement of communicating the event to the responsible state institutions.

The internal notification of the event can be carried out by any employee who has been involved in or is aware of the occurrence of an OSH event, and then, hierarchically, to their superiors, up to the site manager level. The communication of events to the I.T.M. (Territorial Labor Inspectorate) is carried out by the members of S.I.P.P. after informing the General Manager.

Any event that results in the injury of one or more individuals (employees, contractors, visitors, etc.) is immediately notified to S.I.P.P. by telephone and then by e-mail. The contact details for each Aquila location are contained in the "Event Notification" document, which is visibly displayed at the work premises. Light incidents are notified to the S.I.P.P. on the day of their occurrence and the "Incident analysis form" accompanying the worker's declaration shall be filled in. In the case of accidents, the management shall appoint an internal investigation committee, which shall draw up an investigation report including the necessary compliance measures.

To facilitate the reporting and active involvement of workers, we have also introduced a suggestions box, through which employees can offer proposals or comments on the topic of Occupational Safety and Health. This confidential channel of communication gives workers the opportunity to share suggestions and concerns about their safety and health without fear of repercussions.

Furthermore, employees have at their disposal the communication channel provided by the Code of Ethics and Conduct (see page 29) through which they can communicate any aspect related to the work environment, including occupational safety and health.

In order to remain informed and constantly improve our occupational safety and health practices, we work with our partners and external service to obtain information about accidents that have occurred in similar organizations. This information helps us identify common trends and

risk factors, so that we can develop appropriate preventive measures to avoid similar accidents in our organization and to raise workers' awareness of occupational risks.

The external service with which we collaborate is specialized in this field and gives us the opportunity to benefit from additional experience and expertise in the field of occupational safety and health. This collaboration allows us to constantly evaluate and improve our practices, ensuring that we meet the highest standards in relation to the health and safety of our employees.

### **Training of employees in the field of OSH**

The training topics in the field of Occupational Safety and Health, as well as the company-wide training and testing program, are prepared annually by the Internal Service for Prevention and Protection and approved by the company's management.

There are several types of training: general introductory training, on-the-job training, regular training, for warehouse and office employees, for drivers, etc. For all these trainings, road maps including the topic are drawn up and the necessary materials are provided. Practical demonstrations are mandatory, and the site leader chooses from his/her own OSH instructions, depending on the job and work place, those instructions required by the trainee.

After each event or accident resulting in a temporary incapacity for work of more than 3 days declared by the Territorial Labor

At the same time, our employees have the opportunity to be represented on the Occupational Safety and Health Committee and thus to play an active role in the decision-making process and the continuous improvement of the Company's safety and health practices.

The organization attaches great importance to compliance with the rules and regulations on Occupational Safety and Health. In 2022, 2 control actions were carried out by the Territorial Labor Inspectorate at the level of the working points (Constanța and Brașov) and no non-conformities were identified and no sanctions were applied.

Inspectorate, additional training shall be carried out in the Department of the worker concerned. This includes analyzing the completed review report and identifying risk factors in order to prevent such incidents from occurring again and to continuously improve the occupational safety and health of employees.

The intervals between two periodic trainings are:

- 12 months for directors, legal advisors, managers
- 6 months for TESA staff other than the previous one, drivers in the Department of Transport and Heritage Management
- 3 months for the rest of the Aquila staff



In order to ensure a safe and healthy work environment, we take the following actions: - we organize awareness-raising activities on medical topics based on the contract concluded with the provider of occupational medicine services

Furthermore, we establish and maintain sound OSH agreements with third parties, conduct visits to partner production facilities, so that we can effectively address the hazards and risks associated with our activities.

### Ensuring the health of employees

To supervise the health of its employees, the company has concluded a contract with an external occupational medicine service for:

- Providing all the necessary medical services for the prevention, detection and management of occupational and work-related diseases, as well as maintaining the health and working capacity of our employees. This includes conducting periodic medical examinations and, as needed, psychological tests.
- Record high-risk areas and establish appropriate protection measures. We also identify the necessary hygienic and sanitary materials and the workplaces where they need to be provided.

- we prepare thematic displays with information on general medical topics, on ergonomics at work, occupational diseases, manual handling of weights, etc., in collaboration with the occupational medicine service provider
- we send posters with topics and information from the annual and multi-annual OSH campaigns carried out at European level to our working points
- we ensure operational information during times of extreme temperatures
- additional training and presentation of special cases through the R.S.V.T.I.

- Specific control at workplaces and reporting of potential occupational diseases.
- Adaptation of work and jobs according to the psycho-physiological characteristics of employees.
- Establishing a sound strategy in the field of Occupational Safety and Health.
- Provision of rehabilitation, retraining and professional reorientation services in the event of a work accident or occupational disease.

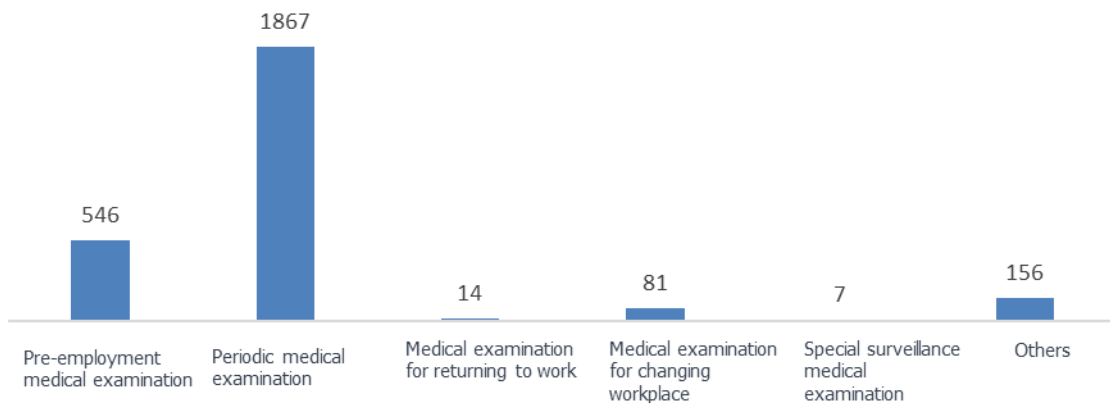
At the same time, we ensure that every new employee is subjected to the medical examinations specific to the risk factors of the workplace and that all employees have access to regular medical examinations according to the

established terms. We always follow the recommendations provided by the specialist in the aptitude sheet.

Occupational health services provided to all employees are:

- The medical examination carried out upon employment and the issuance of the aptitude record for the profession and position that the employee is hired for;
- Periodic medical examination;
- The medical examination performed upon the resumption of the activity is carried out after an interruption of activity of at least 90 days, for medical reasons, or 6 months, within 7 days from the resumption of the activity for any other reasons;
- Issue of the maternity leave certificate.

**Occupational health services accessed in 2022**



We ensure the safe keeping and confidentiality of documents related to labor medicine and the assessment of the working capacity of our employees. Access to this information is restricted and is only allowed to the occupational physician, OSH designated employees and the HR staff.

We believe that the health of our employees is a priority and, in line with our Sustainability Strategy, in 2022, we planned and developed a voluntary program for promoting a healthy lifestyle, the actual activities being implemented in 2023.

Thus, we regularly organize a series of webinars on various relevant topics, with the purpose of providing valuable information and supporting employees in improving their health. The webinar "Ergonomics of office work" and the webinar on high blood pressure (HBP) are just two prime examples. The program is broader and long-term, because we want to support our employees in adopting a healthy lifestyle and promote their health and well-being, both at work and in their personal lives.

Indicator		2021	2022	Evolution
Number of deaths due to work accidents	Number	0	0	n/a
Rate of deaths due to work accidents	Rate	n/a	n/a	n/a
Number of work accidents with serious consequences (excluding deaths)	Number	3	3	n/a
Rate of work accidents with serious consequences (excluding deaths)	Rate	0.55	0.57	4.3%
Number of work accidents recorded	Number	4*	3	-25.0%
Rate of work accidents recorded	Rate	0.73	0.57	-21.8%
Number of deaths due to occupational diseases	Number	0	0	n/a
Number of registered cases of occupational diseases	Number	0	0	n/a
Number of hours worked	Hours	5,483,993	5,258,350	-4.1%

Accident rates are calculated at 1,000,000 hours of work

\*On January 1, 2021, Aquila Part Prod Com S.A. took over merger by absorption the company Agrirom. In January 2021, we completed the investigation of a work accident that had occurred at Agrirom before the takeover, but which, following the merger, was registered in the records of Aquila.

In 2022 there were no work accidents that resulted in death. All 3 work accidents were recorded by Aquila Part Prod Com SA and consisted of a road accident (from the employee's residence to work), incorrect handling of the cutter, incorrect handling of the pallet truck lift car. None of the 3 accidents had special consequences, the total number of days of incapacity for work related to these events was 109 days.

In 2022, there was no accident involving a driver.

At the level of the other two companies in the group, there was no work accident in 2022.

Due to the specific activity of the company, most events and incidents are traffic-related. In 2022, we recorded 53 traffic events that caused material damage, more than the 19 recorded in 2021. However, it is important to note that this increase is the result of the implementation of the company's own system of recording such events.

We are committed to continuing their monitoring and identifying solutions to control and reduce their number. In 2022, the rate of work accidents recorded a slight increase, reaching 0.57 compared to the level of 0.55 registered in the previous year. This slight increase is due to a decrease in the total number of hours worked.

The causes of the injuries were analyzed according to internal and legal investigation methods. Based on the results of these investigations, a number of actions have been implemented to eliminate those hazards and minimize risks.

Such measures included:

- checks based on the QR code checklist
- sending messages to drivers about preventive/defensive driving

- periodic evaluations of equipment and machinery used in production processes, to ensure that they are operating in the optimal parameters and safe for use
- regular inspections and checks to identify and remedy deficiencies in a timely manner and to ensure compliance with the applicable regulations and standards
- additional training for employees, focused on identifying and managing specific hazards in the company's field of activity.

In order to strengthen our commitment to health, safety, the environment and social responsibility, the most important step we will take in the coming period is to initiate the implementation of the ISO 45001 – Occupational Health and Safety Management System.

For 2023 we will implement this standard at the level of the most representative logistics centers, namely those in Prahova and Bucharest.

The implementation of this standard will allow us to integrate and coordinate more effectively all health, safety and environmental aspects in all our operations. By adopting standardized methods and procedures, we will ensure a coherent approach to managing the risks and impacts associated with our activities.

This implementation effort will involve the development and updating of support systems,

by also continuing to ensure compliance with the legislation in force and investigating best practices in the field, adapted to our specific activity.

We also aim to develop an internal "Safe working practices" guide to provide our employees and subcontractors a clear and consistent framework for Occupational Safety and Health.

Prevention of major accidents is a key priority for Aquila, given the nature of the chemical storage activity carried out at the warehouse located in the Aricesti-Rahtivani commune, Prahova county.

The company understands that major accidents can have serious consequences for employees, the local community and the environment, which is why it implements effective prevention policies and measures that set the general objectives and measures necessary to control the risk of major accidents, as part of the activities or operations carried out within the warehouse in the Aricești Rahtivani commune.

Furthermore, the manner in which these objectives are to be achieved and the measures needed to be implemented to achieve these objectives are also set out.

## Identification of hazards and assessment of major accident risks

Management of major-accidents risk at the lowest possible level essentially means that:

- We identify all the major hazards associated with our activities
- We analyze the potential consequences of these dangers
- We establish risk control measures to prevent the occurrence of major accidents
- We establish feasible and viable mitigation measures to minimize the consequences of major accidents for both humans and the environment, measures which relate to the handling and correct storage of hazardous substances and possible major accident scenarios.

The company takes all appropriate technical and planning measures for the safe operation of the installations present within its premises, by using international standards and norms, periodic auditing, theoretical and practical training both within and outside the premises. At the same time, protocols and procedures for alerting all intervention forces inside and outside the premises are established.

In order to ensure an efficient management of major accident events, Aquila has appointed specialized committees. These committees are responsible for planning, implementing and monitoring prevention and response measures applicable in such events. Thus, the Aquila Occupational Safety and Health Committee and the Aquila Emergency Unit are the designated risk and emergency management committees, being responsible for coordinating and managing emergency situations, including major accidents,



to

ensure a rapid and effective response in such situations.

We comply with the legislation in force and for this purpose the Internal Emergency Plan was drawn up in accordance with the requirements of Law 59/2016 and OMAI 156/2017 for the approval of the methodological norms regarding the elaboration and testing of emergency plans in case of major accidents involving dangerous substances.

The Policy for preventing major accidents involving dangerous substances is registered with the Agency for Environmental Protection (EPA) Prahova, the National Environmental Guard (GNM) - the Prahova County Commissariat, and the Inspectorate for Emergency Situations of Prahova County.

The security report is registered at APM Prahova, at GNM - Prahova County Commissariat, at the Inspectorate for Emergency Situations of Prahova County.

The Internal Emergency Plan is registered with the Emergency Situations Inspectorate of Prahova County.

The company constantly monitors the performance of risk control measures and reports the relevant non-conformities and performance indicators. This information is analyzed by the

senior management to develop strategies for continuous improvement of security performance.

### Community involvement and communication

We are committed to involving the local community in the process of preventing major accidents and to communicating transparently about the risks associated with the company's activities. We recognize the importance of ensuring access to relevant information and thus facilitate access through the following communication channels:

- Access to headquarters: At the headquarters of AQUILA PART PROD COM SA, located in Ploiesti, str. Malu Rosu nr.105A, postal code: 100490, Prahova County, the local community can request detailed information through the department responsible for the SEVESO objective. Here, the company representatives will be available to provide additional information and answer questions regarding the work related to the SEVESO objective.
- Access to the working point: Aquila Part Prod Com S.A. also operates a working point in Ariceştii-Rahtivani commune, address: str. Bruxelles, nr. 10, postal code 107026. This working point is open on a permanent basis and the local community can obtain further information

on the SEVESO objective through this contact point.

- By electronic means: Updated and detailed information on the SEVESO objective of Aquila Part Prod Com S.A. can be obtained by accessing the company's official website at the address [www.aquila.ro/obiectiv-seveso](http://www.aquila.ro/obiectiv-seveso) Here, the local community and other interested parties can find relevant information about the company's major accident prevention policy, communication of performance results in the field of safety, incidents and actions taken to continuously improve the management system or control reports.





## 14.4 Observance of the fundamental rights of employees

### 14.4.1 Relationship with employees

Aquila is committed to attracting, forming and maintaining a diverse workforce that reflects the values of the local communities in which we operate, ensuring a comprehensive, positive and performance-oriented organizational culture, actively based on diversity and inclusion.

We continuously ensure a climate of collaboration between Aquila employees in order to increase their well-being, motivation and professional satisfaction, and to improve the quality of life and mental and physical well-being of our employees.

Through our Diversity Policy, we are committed to promoting and supporting diversity among our employees.

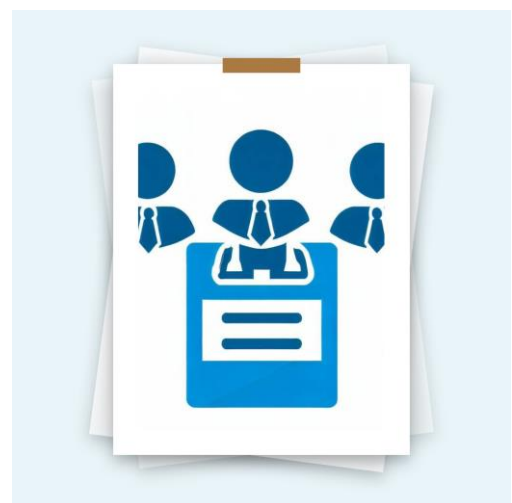
Our goal is to provide an organizational culture that ensures equal opportunities for all and a diverse and inclusive work environment in which people are treated with dignity and respect, regardless of their race, gender, sexual orientation, age or any other form of social discrimination.

Aquila supports and promotes honest work, based on integrity, respect and tolerance toward others, in our relationships with colleagues, in our transactions with suppliers, customers, consumers, investors, stakeholders, and in the use of the Aquila resources.

In accordance with applicable law and the Company's internal regulations, Aquila has established and applies a notice period of 20

working days before implementing significant operational changes that could substantially affect employees. This notice allows employees and their representatives to be informed of planned changes in a timely manner, to express their opinion and to prepare for possible impacts.

We believe in the value of diversity within our team, and this is reflected in the recruitment and selection of new employees, in the development and promotion of the existing staff and in our organizational culture. Aquila is strongly committed not to tolerate any type of discrimination against its employees. We do not discriminate based on race, skin color, religion, citizenship, ethnicity, nationality, sex, sexual orientation, age, disability or any other personal characteristics protected by law.



Percentage of employees by category (by diversity)	2021	2022
<b>Gender</b>		
Male	62.2%	60.9%
Female	37.8%	39.1%
<b>Age groups</b>		
<30 years	13.4%	13.4%
30 -50 years	65.3%	65.2%
>50 years	21.3%	21.3%
<b>Location</b>		
Romania	92.3%	92.4%
Moldova	7.7%	7.6%

In 2022, the Group saw an increase in its share of female employees, reaching 39% compared to 2021, when this percentage was 38%. This development reflects our strong commitment to promoting diversity and gender equality.

However, we must take into account the specifics of the main activities carried out by Aquila, such as logistics, transport and storage services, which involve sustained physical work. This may lead to a more limited participation of women in these fields of work.

However, we have set out to focus our efforts on ensuring equal opportunities at all levels of the hierarchy and to promote an increase in the number of women in leadership positions during the next strategic period. This will strengthen equity and diversity in our team and contribute to a sustainable development and to achieving our sustainability goals.

We ensure that all our employees and candidates are treated with respect and fairness in all aspects of our activities, and that employment and promotion is carried out

exclusively on the basis of each person's skills and qualifications, without any form of favoritism or discrimination. We strictly comply with the applicable labor law.

In accordance with the provisions of the Aquila Code of Ethics and Conduct, if employees believe that they have been discriminated or want to know more about our company's anti-discrimination policy, they are encouraged to inform the authorized representative of the Human Resources Department or members of the Company's management.

We are committed to carefully investigating each case and ensuring the confidentiality and proper treatment of complaints.

In 2022 no discrimination incident was registered at Aquila.

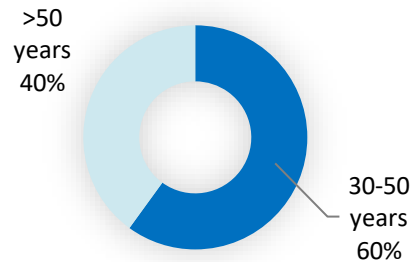
The Board of Directors, as the company’s governing body, has the role of developing internal rules and procedures on matters of inclusion, diversity, culture, ethics, sustainability and social responsibility at Group level.

This ensures that our values and our commitment to diversity and social responsibility are embedded in every aspect of our activities.

We have a responsibility to be a model of good practice – for ourselves, for everyone around us and for the industry, and we are committed

to building a system where everyone feels valued and safe at work regardless of their skin color, religion, disabilities, origins, personal choices or beliefs.

The composition of the Board of Directors based on the age criteria



We are committed to ensuring wage equity as an integral part of our commitment to sustainability. The rules and principles of remuneration are consistently applied to staff at all levels of the company. Through our remuneration policy, we wish to attract, retain and develop employees, promoting a high level of individual performance and strengthening a culture based on the objective evaluation of each person’s contribution and on performance rewarding, in a way that excludes any form of favoritism or discrimination. The basic remuneration we offer is competitive and is aligned with the standards of the market in which we operate.

The remuneration process within our company is characterized by fairness and rationality, being adapted to the type of work each employee carries out. The annual assessment of individual performance is carried out on the basis of quantitative and qualitative criteria, ensuring that rewards are awarded in an objective and transparent manner.

We ensure that every employee is valued and rewarded according to their contribution, excluding any form of favoritism or discrimination



The ratio of the employment salary for the first level in the company compared to the gross minimum salary per country	Aquila Part Prod Com		Printex		Trigor	
	2021	2022	2021	2022	2021	2022
	Male	1.11	1.04	1.16	1.18	1.21
Female	1.11	1.05	n/a*	n/a*	1.40	1.52

\* Given the reduced number of employees at Printex S.A., the indicator could not be calculated because there are no women in the company's entry level.

Indicator by location and gender	The ratio of female to male remuneration	
	2021	2022
Romania		
Leadership functions	0.7	0.7
Execution jobs	0.9	0.9
Moldova		
Management jobs	0.4	0.5
Execution jobs	0.7	0.8

Indicator	Aquila		Printex		Trigor	
	2021	2022	2021	2022	2021	2022
The ratio of the total annual compensation for the highest paid person in the organization to the total median annual compensation for all other employees	24.2	32.1	1.53	1.56	24.9	22.2
The ratio of the percentage increase in the total annual compensation for the highest paid person of the organization to the median percentage increase in the total annual compensation for all other employees	7.9	3.6	n/a*	1.2	3.0	0.2

\*The indicator could not be calculated because one of the items did not register an increase in the analyzed period compared to the reference period

We observe our work schedule policy, ensuring that all employees enjoy adequate working hours conditions. In accordance with the legal provisions, we have a working schedule of 8 hours a day for our employees. In addition, through our internal regulations, we guarantee employees' rights to regular breaks, daily and weekly rest, as well as annual leave.

We promote a culture of balance between personal and professional life, offering flexibility in working hours or the possibility to work remotely where possible.

## 14.4.2 Freedom of association and collective bargaining

Aquila acknowledges the importance of observing the right to freedom of association and collective bargaining for workers in our operations and our supply chain.

We fully comply with the legislation in force regarding the rights of workers to freedom of association and collective bargaining.

In 2022 Aquila demonstrated its commitment to these principles by initiating the procedure for negotiating the collective labor contract.

In this respect, Aquila sent requests to all its working points, inviting employees to set up the Employees' Assembly and to elect representatives to participate in the negotiation of the collective labor contract. The company offered all employees the opportunity to appoint their own representatives, thus ensuring transparency and active participation in the negotiation process.

Despite the efforts made by Aquila to facilitate the negotiation process and ensure the representation of employees, they did not organize for the election of representatives. The company expresses its openness and readiness to

continue the dialog with employees and to provide them with adequate opportunities to make their voices heard in the collective negotiations in compliance with the applicable legal provisions. We are committed to creating an environment that encourages open dialog, respects the principles of social dialog and defends workers' rights to express their views, concerns and negotiate fair working conditions.

Within the Aquila Group, we have not identified situations in which workers' rights to freely associate or to collectively negotiate are violated or pose a significant risk.

We are committed to constantly monitoring our operations and suppliers to ensure compliance with appropriate labor standards. We will also continue to improve our practices regarding the right to freedom of association and collective bargaining. We will monitor relevant legislative developments and regulations in this field and adapt our procedures accordingly. We aim to work with organizations and external partners that can help us benefit from best practices and share our experiences.

## 14.4.3 Child labor

We recognize that forced labor or any form of child labor is unacceptable and does not take place in our operations or in our supply chains. We are firmly committed to observing and promoting relevant international and national labor and child rights standards.

We do not tolerate any type of human rights violation. Both within our own activities and in

relation to our suppliers and contractors, we expressly prohibit exploitation and child labor.

We also prohibit any activity that could affect the education of children or endanger their health or physical, intellectual, moral or social development. In accordance with the Aquila Code of Ethics and Conduct, any ascertained violation of these regulations will be strictly investigated

and will, if necessary, lead to the termination of relations with the concerned business partners.

In 2022 we did not identify risks of child labor incidents, but our commitment to ensuring a safe

and ethical working environment remains strong. We will continue to monitor and promote responsible practices within our organization and collaborate with our partners to ensure the observance of child rights.

#### 14.4.4 Forced or compulsory labor

According to our Code of Ethics, we do not resort to any form of forced or compulsory labor, and we ensure that our employees and all those involved in our supply chain work voluntarily, freely and consensually. We are committed to observing human rights and preventing any form of forced or compulsory labor in our activities. We have not identified significant risks of forced or compulsory labor in our operations or supply chains in 2022. We continue to cooperate with our partners to promote respect for human rights and to create a safe, ethical, and mutually respectful working environment.

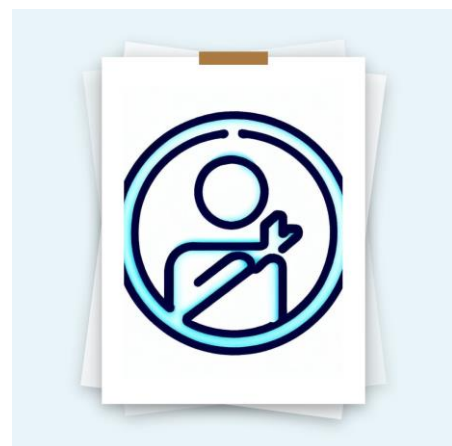
Starting with 2023, we have introduced supplier assessment criteria that include sustainability matters, both from the environmental perspective and from the viewpoint of social matters, respect for employees' rights, and good governance.

In this assessment, we obtain and analyze relevant information about our suppliers' policies and practices regarding forced and compulsory labor. We aim to work closely with them to ensure that our policy in this regard is understood and observed throughout out supply chain. If we

identify violations or problems, we will initiate dialogs and take clear steps to correct the situation and implement improvements.

Through this approach, we ensure the implementation of our Policy on forced and compulsory labor throughout the supply chain, thereby helping to promote an ethical and respectful working environment at all stages of our supply process.

If violations of the Policy on forced or compulsory labor are found, we will take immediate corrective action. We work with the competent authorities to address these issues and ensure respect for the rights and dignity of all those involved in our activities.



## 14.5 Development and performance

### 14.5.1 Professional Development Programs



We are constantly dedicated to the process of integrating, improving and increasing the efficiency of the Aquila team. We acknowledge the importance of continuous development of employees in achieving business and sustainability goals.

The Employee Development Program is aligned with our business strategy and focuses on customers, growth and excellence in operation.

Our professional development programs provide modern and interactive learning tools, including:

- Collective and individual courses and workshops
- Personal counseling sessions
- Group exercises for the implementation of concepts
- Questionnaires for testing the gained knowledge
- Constructive and effective feedback tools for appreciating and improving the quality of programs.

In 2022, we started the implementation of a digital human resources solution, which allows us to:

- Identify the initial needs for professional training following performance assessments
- Set the actual calendar of approved and budgeted courses

- Centralization of professional training activities carried out at the company level
- Highlighting the number of hours of professional training by different criteria.

We have adapted the training programs to the new challenges and needs of the business environment by initiating and conducting training programs exclusively online. We work with an external provider that gives us access to advanced online digital platforms, ensuring that our employees have access to up-to-date information and interactive learning materials.

We present below the topics of the courses held during 2022.

The program "Aspecte Esențiale în Procesul de Intermediere Transporturi Rutiere de Marfă" (Essential aspects in the process of intermediating road freight transport) aimed to familiarize employees with the principles and regulations governing the intermediation of road freight transport. Participants learned the steps and procedures involved in the intermediation of road freight transport and developed skills for managing the non-conformities that may occur during a transport. 14 trainees took part in this program comprising a total of 60 course hours.

The "Ambassador Driver" and "Be Ambassador & Drive Success" programs were aimed at training drivers in managing customer relationships and the importance of their behavior within the company. Participants learned how to professionally deal with requests for additional services and how to cope with unexpected

circumstances. 125 total course hours were allocated to participants in these programs, which included a total of 25 people.

The program "Comunicare cu claritate și impact" (Communicating with clarity and impact) was aimed at developing participants' communication skills, including active listening and understanding of body language and non-verbal communication. Participants improved their communication skills, learning how to communicate clearly, confidently and assertively, along with techniques for building better relationships with others. 23 trainees and a total of 115 hours were allocated to this program aimed at the sales team coordinators.

The program "Rezolvarea creativă a problemelor și luarea deciziilor" (Creative problem solving and decision making) was aimed at training participants in achieving group consensus when making important decisions and using creative thinking techniques to generate solutions to problems. The 92 participants learned and applied logical tools to analyze the causes of problems during a total of 460 training hours.

The "Microsoft Outlook" program allowed participants to become familiar with different functionalities, settings and options for using the Outlook application. Participants learned to set up email accounts, customize the interface, and use templates for emails and events. A total of 104 course hours were provided to the 13 trainees in this program.

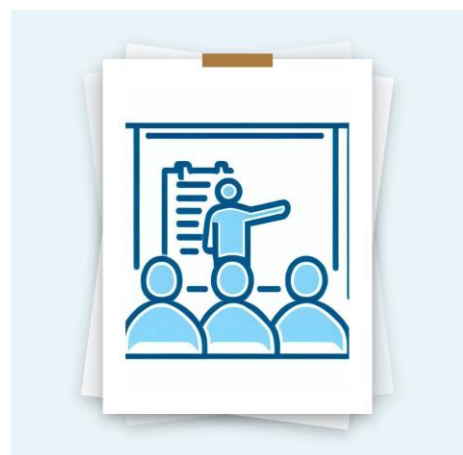
The "Managementul timpului" (Time management) and "Cum să lucrăm mai eficient, fără stres" (How to work more efficiently and stress-free) programs were aimed at developing

skills related to the effective management of time and own activities, planning and setting relevant goals for improving professional performance. These courses were aimed at management members, were attended by 48 people and comprised a total of 592 hours.

The "Interviul de selecție" (Selection interview) program was aimed at developing the skills of motivating and rewarding employees, increasing productivity and career development, as well as learning advanced recruitment and staff selection techniques. This program totaled 337 course hours and included a total of 37 people.

The "Setarea obiectivelor" (Goal setting) program was aimed at developing the participants' skills of adapting their sales style according to the customer type, efficient presentation of the company's products and services and managing customer complaints. This course was attended by 10 people, with a total of 58 course hours.

The "Evaluarea Performanțelor" (Performance assessment) program was aimed at identifying professional development opportunities and recognizing employee achievements by monitoring progress and organizing performance evaluation meetings. The courses were





addressed to managers and included a total of 116 hours allocated to 20 participants.

The "Coaching & Feedback" program: was aimed at developing an environment that encourages improvement through feedback and the conduct of planned coaching activities. This program totaled 525 hours of training and included 37 participants.

The courses "Audit intern ISO 9001" (ISO 9001 Internal Audit) and "Responsabil mediu (Environmental Officer) were aimed at training participants in the field of internal audit and environmental responsibilities.

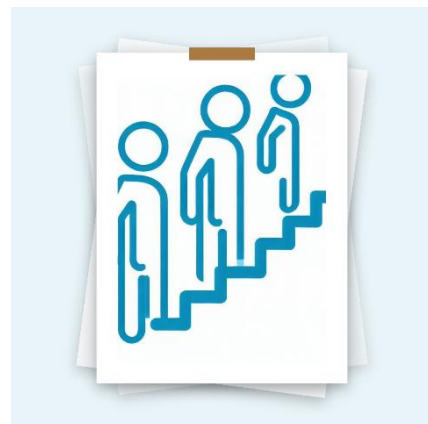
In 2022, we organized an English language program with the aim of improving the English language business communication skills for a group of 42 employees. This program was intended for employees whose positions in the company could involve interaction with people of other nationalities. The main purpose of the course was to provide learners with the necessary skills to communicate effectively in English in a business environment. The course was carried out throughout the year, exclusively online, providing participants with a total of 1764 hours of learning. We noticed an active participation and involvement from the participants, and the final results were encouraging, highlighting a significant improvement in their English communication skills (50% of participants scoring over 95/100 in the final test).

Given the positive results achieved, we aim to continue this course for some of our colleagues

and to also involve other employees in order to strengthen their English communication skills.

In order to assess the usefulness and effectiveness of each program and to identify possible improvement opportunities and required adjustments, we have implemented a system for collecting and centralizing the feedback received from participants. Thus, since 2022, we have been using an online platform that allows us to get the participants' opinion efficiently and quickly and analyze the results to continue to improve our professional development programs. This system was initially used exclusively for the English language course, and the evaluation results showed that 97% of the students rated the program as good or very good. Starting with 2023, all courses will be evaluated through the online platform, thus providing us with feedback for the improvement of our development programs.

These training and professional development programs reflect Aquila's commitment to increasing skills and improving the performance of its employees, with an aim to increase the company's resilience.



The average number of hours of training per year per employee, by gender and category		2022*
<b>Total number of training hours for the company's employees</b>	<b>hours</b>	<b>4316</b>
<b>Average number of professional training hours per employee</b>	<b>hours</b>	<b>2</b>
Gender		
Male	hours	2
Female	hours	1
Category of employees		
Senior level	hours	34
Management level	hours	13
Operational level	hours	0.3

\*Until 2022 there was no system for tracking the number of course hours, therefore we do not have comparative data to assess the evolution in comparison with previous years.

The total number of training hours in 2022 was 4316. In 2022 we invested more in the management team, where the number of training hours was 34, while 13 hours were dedicated to preparing the company for the constantly changing business environment.

In terms of the operational level, the average number of training hours is currently low, i.e. only 0.3 hours. This can be attributed to the specific activities carried out by this category of employees, which mainly require on the job training. However, we aim to find future solutions for the development of specific programs for this category of employees, so that they also benefit from additional professional development opportunities.

As for the number of training hours by gender, it is noted that men recorded a higher average number of training hours compared to women. This was partly due to the relevance of specific

training programs, such as those for drivers, which mainly attract male participants.

In the future, we aim to address these differences and provide equal opportunities for training and professional development to all employees, regardless of gender. We are committed to implementing specific programs that meet the needs and interests of all categories of staff, including those at the operational level. We will seek tailored solutions, so that all employees have access to opportunities for career growth and development in a fair and inclusive manner. We aim to increase the number of participants to internal training programs, to diversify the offer and to use various learning methods, including innovative technologies and practical experiences.

## 14.5.2 Modernization and digitalization

Since May 2022, Aquila has initiated the implementation of a digital cloud computing solution for human resource management. This unified and integrated solution provides easy and immediate access to relevant information and human resources services, standardizing and simplifying internal processes.



Main benefits of this solution:

- **Paperless Human Resources Department:** The use of technology and electronic document management have reduced the company's paper consumption.
- **Employee Portal:** Through this portal dedicated to employees, they have direct and immediate access to their personal HR information and documents. From objectives and assessments to training programs, holidays and payslips, employees can access

and manage this information through the self-service interface.

- **Electronic signature integration:** The solution allows the integration of the electronic signature for employees, managers and employers' representatives. This simplifies the process of signing HR-related documents, providing a convenient and efficient solution for signing these documents remotely.
- **Flexible reports and detailed analyzes** that can form the basis for fast and well-documented decisions.

In June 2022, Aquila successfully implemented a chatbot system to facilitate employees' access to various services in the field of human resources and compensation. This chatbot allows employees to access at any time the required certificates and information, such as co-insurance certificates, maternity leave certificates, medical certificates, retirement certificates, employee certificates with/without the specified income, leave balance, payslips and frequently-asked HR-related questions.

The implementation of these digital solutions is an important step in modernizing and streamlining the Aquila HR department, while also contributing to environmental protection and improving employee experience.

## 14.5.3 Evaluation of performance

In 2022, we implemented the performance management system within Aquila Part Prod Com S.A., which also includes a digital platform that facilitates the process of evaluating and monitoring employees' performance.

This process aims to evaluate and monitor employee performance, to ensure continuous development and efficient management of human resources.

Our objectives regarding the Performance Management System are:

- Achieving a high performance culture. The main goal of our performance management system is to promote a culture in which excellent performance and achievement of results are encouraged and recognized throughout the organization. By setting clear goals and monitoring performance, we ensure that our employees are motivated to achieve high performance standards.
- Aligning the results of the quantitative assessment with the compensation and benefit system. The quantitative performance assessment allows us to measure tangible results achieved by employees, such as achieved goals and performance indicators. These results are used to determine the appropriate compensation and benefits, ensuring a fair relationship between performance and financial rewards.
- Aligning the results of the qualitative assessment to the training and development process. The qualitative assessment of professional skills allows us to identify the strengths and areas of development of our employees. Based on these results, we can

implement tailor-made training and development programs to support the growth and improvement of individual skills.

- Finding high potential employees and identifying successors. Performance assessment helps us identify high-potential employees, provide opportunities for advancement within the company, and establish succession plans to ensure continuity and long-term development of the organization.
- Accelerating the pace of business growth. By evaluating performance, we can identify practices and processes that contribute to business growth and achieving superior results. This allows us to take steps to optimize operations and accelerate the company's growth.
- Use of the performance management system by all employees. Our performance management system is designed to be accessible to and used by all employees. Each team member has the opportunity to participate in performance assessment and to benefit from personalized feedback and development.

### **Performance Assessment Methodology**

Performance assessment is carried out through a structured process involving the following steps:

- Goal setting: employees and managers set individual and departmental quantitative and qualitative goals for the following period. Goals must be SMART (specific, measurable, attainable, relevant and time-limited) and aligned with the organizational goals.
- Performance monitoring. During the assessment period, managers and employees track the progress and achievement of the set goals, and at the end of the assessment period, they will complete a self-assessment form.
- Individual discussions. Managers meet with employees to discuss their self-assessment

results and provide constructive feedback. In these discussions, customized development plans are also set up.

- Reporting and monitoring: Performance assessment results are reported and monitored at organization level, ensuring

transparency and accountability in the performance management process.

During the testing phase of the platform functionalities, a total of 192 people were assessed. The actual evaluation of the company's staff was carried out in 2023, based on the results and information collected in 2022.

## 14.6 Impact on the community

Despite the challenging economic context, we never overlook that which is most important – our community.

In 2022 the amount allocated to sponsorships was 2,433,293 RON.

Our core values and principles are reflected in the social and humanitarian actions and projects that support the sustainable development of the communities in which we operate.

Through our strategic partnerships and volunteering actions, we want to generate a

positive impact and bring meaningful change to people's lives.

The amounts allocated to supporting the community were directed to social projects, cultural projects, as well as education projects, in which we focused on developing the skills and competences of young people through internships, mentoring and involvement in educational activities. The most important projects developed by Aquila in 2022 are presented in the following pages.

**We are committed to developing strong partnerships and collaborations with local organizations, authorities and NGOs, covering three key areas:**





In 2022, Aquila has carried out a series of projects and actions in support of its communities. These actions included donations of backpacks equipped with supplies and sweets for 124 children from vulnerable families in the Republic of Moldova and 100 Christmas packages for children in the Ploiesti Municipal Sports Club in Romania.





Working with Habitat for Humanity has given us the opportunity to support vulnerable people in our community by providing them with the support and resources needed to rebuild their lives.



## “Locul pe care îl numești acasă” (“The place you call home”) – successful collaboration with Habitat for Humanity

Through the partnership with Habitat for Humanity, Aquila was actively involved in the construction of a quadruplex house for 4 vulnerable families in Berceni, Prahova County. Our efforts involved not only the participation of our employees as volunteers in the construction of the house, but also an important financial contribution, to ensure the completion of these homes by the end of 2022.

Our collaboration with Habitat for Humanity in the construction of these new homes has a significant impact in the community of Berceni, Prahova County. These areas are strongly affected by poverty, lack of jobs and inadequate infrastructure. By building decent and accessible housing adapted to the needs of these families, we contribute to improving their quality of life and creating a safer and more prosperous environment.

By the end of 2022 the house was completed and 2 of the 4 families managed to move in, now benefiting from a comfortable and safe home, instead of their previous precarious living conditions. We are proud to mention that our employees have been actively involved in this volunteering action, devoting their time and skills to contributing in the construction of these homes. Their efforts amounted to 216 hours of volunteer work.

Our team of volunteers worked closely with experts from Habitat for Humanity. We provided



the necessary resources and ensured logistical support so that our volunteers could work in optimal and safe conditions.

Our collaboration with Habitat for Humanity does not stop there. We aim to strengthen this successful relationship and develop future projects that support the sustainable development of the communities in which we operate. We are determined to continue our contribution to improving quality of life, reducing inequalities and promoting a fairer and more prosperous environment.







We are honored by our partnership with the Petroleum-Gas University of Ploiesti, which allowed us to guide and inspire talented young people, offering them real opportunities for professional development and growth



## Partnership with UPG - Aquila Building Careers

### Opportunities for internships and professional development

Aquila is dedicated to the development of the next generation of professionals in the fields of distribution, logistics and transport, and we are committed to supporting students in their practical understanding of our industry. Thus, we are proud to present our successful partnership with the Petroleum-Gas University (UPG) and the Faculty of Economic Sciences in Ploiesti, through the "Aquila Building Careers" program.

### Internships – Opportunities for exploration and learning

Starting with April 2022, Aquila initiated the first internship organized within the "Aquila Building Careers" program. The program is aimed at students of the Faculty of Economic Sciences of UPG, who applied and were selected for this opportunity.

### Duration and experience in a professional environment

The internship lasted until the end of May and consisted of 90 hours of internship with the company. During these 90 hours, the students had the opportunity to learn from the experience of Aquila's professionals and get in direct contact with the daily activities of four key company departments: Quality and Customer Care,

Operations, Transport and Heritage Administration, Sales Logistics Services.

### Objectives and results

Through the program, students gained knowledge about the organization and operation of a distribution, logistics and transport company. They have been actively involved in various projects and activities specific to each department, thus developing the practical skills and competencies necessary for their future professional career.



### Recognition of excellence and employment opportunities

At the end of the internship program, the most involved and proactive three students were awarded scholarships for the internship period. We also identified four students who had excellent results and for whom we initiated employment discussions. One of them has received a job offer and is now part of our team in the operations Department.

# 15 Other governance issues and own brands

## 15.1 Confidentiality and security of information

### Protection of personal data



Aquila believes that the protection of personal data is essential for building and maintaining the trust of customers, partners and all stakeholders.

We are committed to respecting the interests and

rights of all data subjects and to complying with relevant legal provisions, including EU Regulation 2016/679 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC

Our objective is to ensure adequate protection of personal data and to prevent unauthorized access to it.

In order to ensure that personal data is protected as required by law, we have adopted the [Confidentiality Policy](#) of personal data and have implemented appropriate practices to process such data. The main aspects of our policy and practices are:

a) Collection and Storage: We collect and retain the personal data of employees, potential or former employees, customers, associates, business partners and other data subjects in a

lawful and transparent manner and in accordance with the stated purposes and consent of the data subjects. We ensure that the data is up to date and accurate and that it is kept only for the periods necessary according to the purpose of the collection.

b) Processing and Use: We process and use personal data in a transparent manner and in accordance with purposes such as communication and response to requests, fulfillment of legal obligations, provision of newsletters, assessment of job qualifications, security of premises and staff, monitoring traffic on the website and improving its content.

The collection and processing of personal data is carried out only in accordance with the specific purposes and legal grounds and with the explicit consent of the data subjects, where necessary.

Aquila is committed to protecting the confidentiality, integrity, availability, verifiability and reliability of personal data, using appropriate security measures to prevent unauthorized internal or external access to such data.

c) Confidentiality and Security:

Aquila has implemented the following measures to protect the confidentiality and security of personal data:

- encryption of data,
- authentication of users,
- management of access to data, monitoring and recording of activities, physical protection of infrastructure,
- internal security policies and procedures.

In the following we present the importance of each internal policy and procedure related to the confidentiality and protection of personal data.

Rules regarding financial-accounting documents - they ensure the preservation and protection of financial-accounting data, including sensitive information relating to transactions, accounts and other financial details.

Recruitment policy within the organization – sets out the procedures for collecting, storing and using candidates’ personal data in the recruitment process. Particular attention is paid to the confidentiality of this data, in order to protect the personal information of candidates.

IT Security Policy – ensures data privacy by implementing appropriate security measures for the organization’s information systems. Technical and organizational controls are implemented to prevent unauthorized access to personal data and to ensure their integrity and confidentiality.

On-site access policy – sets out rules and restrictions on the physical access to the premises

of the organization, ensuring that only authorized persons have access to sensitive information and resources. This helps to protect personal data stored in the premises of the organization.

GPS monitoring policy – refers to the use of GPS monitoring systems for the organization’s vehicles or equipment.

Security incident notification policy - sets out the procedures for notifying and managing security incidents that may affect the confidentiality of personal data. This allows the organization to react promptly and take the necessary measures to minimize impact and protect data privacy.

Complaint response procedure policy - ensures the confidentiality of personal data during the handling of complaints received from customers or other interested parties. Appropriate measures are implemented to protect the confidentiality of information and respect the rights of data subjects.

Video surveillance policy - sets out rules and restrictions on the use of video surveillance systems within the organization. It is ensured that video surveillance is carried out in a responsible manner, respecting the confidentiality of personal data belonging to employees, customers or other data subjects.

Internal Data Protection Policy – Rules and measures for the collection, use, storage and transfer of personal data are established in accordance with data protection regulations and data subjects’ rights.

## Implementation of the Information Security Management System (SMSI)

In order to strengthen the protection of personal data and information security, Aquila Part Prod Com S.A. has initiated the implementation of the Information Security Management System (ISMS). The purpose of this system is to ensure adequate protection of data processing components and to make information security a priority in daily activities.

In February 2022, Aquila Part Prod Com S.A. was the victim of a cyber attack amid the rise of these types of crimes at national level. Our organization acted promptly and efficiently, activating the company's crisis unit to manage the situation and take all necessary measures, which led to the rapid remediation of the incident.

Despite the occurrence of this incident, we did not receive any complaints regarding the breach of the privacy of our employees, customers or other data subjects or events of data loss.

However, the cyber-attack highlighted the need to strengthen our security and data protection measures.

Thus, in April 2022, we initiated the implementation of the Information Security Management System (ISMS) to ensure data protection and information security. As a first step in the implementation of the ISMS, the management of Aquila adopted the "Declaration on the Information Security Policy" in April 2022. Through this declaration, Aquila commits to developing, improving and maintaining the

information security management system, setting out the objectives, specific processes, responsibilities and persons with authority in this field.

In order to ensure the effective implementation of data security and protection measures, Aquila Part Prod Com S.A. has formed the Committee responsible for information security at the company level. This committee is composed of 23 representatives from each department/compartment of the organization, from different locations. The Committee is coordinated by the SMSI Officer. In order to provide additional expertise in the field of information security, Aquila has benefited from the advice of an external specialist.

Within the implementation of the ISMS, Aquila Part Prod Com S.A. developed the Safety Procedures and Guidebook in 2022. The policy applies on a non-discriminatory basis to all persons who have access to any information and communication resource belonging to the company.

In 2023, Aquila Part Prod Com S.A. intends to obtain the approval and certification corresponding to the ISO/IEC 27001 ISMS Information Security Standard.



## Assessment and management of cyber risks

Aquila Part Prod Com S.A. attaches great importance to the assessment and management of cyber risks in order to implement effective protection measures. Given the nature of its business, Aquila holds critical information, including personal data, customer and supplier lists, and contractual information.

In the risk identification and assessment process, the following aspects have been taken into account:

- Use of new software.
- Routine and irregular activities related to the information system.
- Staff access to the workplace, including subcontractors, suppliers and visitors.
- The physical security conditions provided by the organization.
- Changes to the information system.

The risk assessment was carried out by determining the overall level of risk for the IT system using a quantitative method. This involved analyzing the system, assessing vulnerabilities and estimating the likelihood of their occurrence. Risk factors were identified in the system under review, depending on the control objectives, and the size of the risk was quantified according to the severity of the effects and the frequency of the maximum foreseeable probabilities.

As part of the Information Security Management System (ISMS), Aquila Part Prod Com S.A. has adopted a continuous process of evaluating and managing information security risks. This process includes identifying, evaluating, analyzing, and

managing potential risks that may affect the confidentiality, integrity, and availability of company data and information.

Based on the risk assessments, the following actions have been implemented:

- Installation of two software programs for Security Information and Event Management (SIEM) on the Aquila servers. This security information system works in two ways: as a reporting and warning system for security-related events, such as successful or failed connections and malware software, and as a security agent that blocks or deletes activities that violate pre-defined cyber safety rules.
- Achieving an internal classification of information within Aquila Part Prod Com S.A. All information in the company must be classified in one of the following categories: public information that is accessible to any user inside or outside the organization, the disclosure, unauthorized use or destruction of which has no significant effect on the company and confidential information, including personal data, customer and supplier lists, and contractual information. Access and use of this information is restricted and subject to information security policies.

The assessment and analysis of potential information security risks within Aquila Part Prod Com S.A. includes:

- Identifying potential threats to information security, such as cyber attacks, unauthorized access, human errors, etc.

- Assessment of existing vulnerabilities and safeguards to determine the current level of security.
- Assessment of the potential impact of a security incident on business and personal data.
- Prioritizing identified risks based on their impact and likelihood of occurrence.
- Proposing risk management measures to minimize the impact and likelihood of security incidents.
- Developing an action plan to implement identified risk management measures.

The results of the risk assessment and analysis are used for the development and implementation of specific information security policies and procedures. These include technical and organizational measures such as access controls, data encryption, security event monitoring and recording, authentication policies and security incident management.

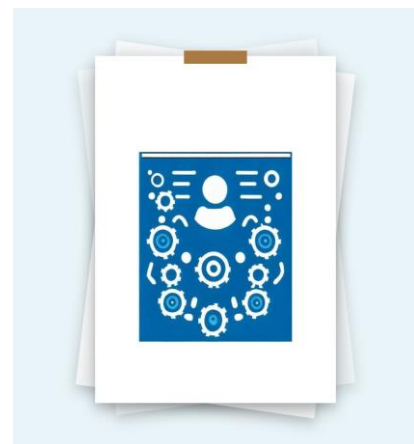
### **Training and awareness in the field of information security**

Aquila Part Prod Com S.A. acknowledges the importance of training and raising awareness among employees with regard to information security. Since the new system was established in 2022, the training program will be implemented in 2023. Each employee will participate in this training program twice a year, with initial training for new employees or those in a new role with special information security requirements.

### **Monitoring, auditing and reviewing the information security system**

The monitoring of the information security system aims to detect and record any security incidents, suspicious activities or deviations from policies and procedures. For this purpose, Aquila uses a Security Information and Event Management (SIEM) system installed on the company's servers. This system provides real-time reporting and warning on security-related events, such as failed login attempts or malware software.

In order to ensure compliance with internal policies and procedures, as well as applicable standards and regulations, the information security system will be subject to regular audit in the years to come through the implementation of ISO 27001. Regular audit of the information security system will be carried out by internal auditors or external information security specialists.



## 15.2 Aquila's own brands

In an ever-changing world where food safety and environmental responsibility are becoming increasingly important, Aquila wants to be a reliable partner for its customers, offering quality products that comply with the highest food safety standards, thus always meeting their needs and preferences.

With the acquisition and subsequent merger with Agrirom, starting with January 2021, we extended our portfolio with own brands, such as Gradena, LaMasă and Yachtis.

Our strategy aims to increase the share in turnover of our own brands, through continuous investments in the development and optimization of the portfolio, as well as through the active promotion of these brands.

**In 2022, the revenues generated by own brands reached 67, 5 million RON**

**+43%** compared to 2021







**Gradena** is a brand of frozen and canned vegetables, as well as frozen fruits.

With a diversified portfolio of more than 45 products, Gradena is designed for both the retail and HoReCa markets.

The range includes both individual vegetables and vegetable mixes.

In 2022, we launched 3 frozen fruit blends and 4 innovative dip-type vegetable blends, specially designed for consumers looking for healthy alternatives to sauces already available on the market.



**LaMasa** is a brand specializing in frozen semi-prepared meat and cheese-based products, such as chicken wings, chicken legs, chicken strips and nuggets, as well as fried cheese.

These products are easy to prepare, providing consumers with quick and delicious solutions for their meals.

For the **Yachtis** range, specializing in fish and seafood products, 2022 was one of rethinking and repositioning the brand, in order to re-enter the market in 2023.

By the nature of its activity, Aquila stores and transports a wide range of products intended for human consumption. Activities are carried out according to the specific requirements of the customer, according to the product and in compliance with the applicable laws.

The storage of the products is carried out in accordance with the applicable regulations and laws. Depending on the type of product, it can be stored and transported at controlled temperatures, such as refrigerated or frozen products, or at ambient temperature. Thus, we ensure the integrity of the packaging and the quality of the products throughout the process.

To guarantee product integrity and safety, we implement strict handling and control procedures. Our team follows the appropriate storage and transport protocols, ensuring that products are handled carefully and that the conditions necessary to maintain their quality are met.

By complying with these high standards and implementing appropriate storage and transport procedures, we ensure that our products reach customers in an optimal condition and maintain their integrity and quality throughout the supply chain.

In 2022, Aquila did not register refusals of goods or damages caused by its activity. There have also been no incidents of non-compliance with the regulations relating to the health and safety impact of products and services.

To ensure that we meet the highest standards and fulfill our quality and safety goals, we have

implemented the ISO 9001 and ISO 22000 management systems.

ISO 9001 – The quality management system allows us to focus on continuously improving our processes and operational efficiency. Through this system, we constantly monitor our performance, assess customer satisfaction and implement corrective and preventive actions to ensure the delivery of our high quality products.

ISO 22000 – The Food Quality and Safety Management System enables us to identify, control and monitor food safety risks at all stages of our production and distribution process. Thus, we can provide customers with safe and reliable products that meet the strictest legal requirements.

The implementation of these standards also provides us with a structured and robust framework through which all our processes are documented, monitored and evaluated periodically to ensure compliance and respond effectively to changes in customer and stakeholder requirements and expectations.

As part of our core values, we ensure that we only work with suppliers that are certified according to the most demanding food safety standards.

All our suppliers have industry-specific certifications such as BRC, MSC, ASC, Non-GMO, Eco-Certificates, Global GAP, Halal certification, Kosher certification, which certify that they have implemented and maintain rigorous systems to control and monitor the safety and quality of the food products they provide. Thus, in turn, we can assure our customers that the products are

obtained from safe sources and comply with all relevant regulations and standards in the industry. The source of the product components is printed on the labels of all products, according to the applicable European and national regulations.

We are also working closely with our suppliers to promote continuous improvements and innovation in our supply chain.

All our products strictly comply with the product data sheet, which provides consumers with essential information such as ingredients, nutritional values, recycling markings, storage conditions and allergen information. This information is printed on product labels according to European and national regulations and is essential to enable consumers to make informed and responsible decisions.

In 2022, there were no incidents of non-compliance related to the information and labeling of our products or to marketing communications.

In terms of suppliers, Gradena and LaMasă rely exclusively on suppliers of European origin, which allows us to control and guarantee the quality of ingredients and production processes. In the case of Yachtis suppliers, there may also be suppliers from Asia, who are, however, required to meet our high standards of food quality and safety.

Our packaging strictly complies with the European and national legislation, including relevant information such as the list of ingredients (with the mention of allergens), recycling signs, nutritional table, storage conditions, batch number and recommended consumption date. In addition to the mandatory

elements, the labels of our products also include details about the preparation method, thus ensuring transparency and strengthening consumer confidence in our products.

We ensure that our packaging meets high quality standards and provides consumers with clear and concise information about the packaging disposal methods. This information is printed on product labels according to European waste disposal codes, so that all products comply with these legal requirements.

In addition, we are aware of the environmental impact and are constantly striving to find environmentally friendly solutions for packaging placed on the market and we are committed to remaining up to date with innovations and research in the field so that we can adopt green solutions in the future.



# 16 Annex 1 Eligibility Assessment according to the EU Taxonomy

## Proportion of turnover from products or services associated with Taxonomy-aligned economic activities-information for 2022

Economic activities	Code(s)	Absolute turnover	Proportion of turnover	Substantial contribution criteria						DNSH criteria ("Does Not Significant Harm")							Category (enabling activity)	Category (transition activity)		
				Climate change mitigation	Climate change adaptation	Water and marine resources	Circular economy	Pollution	Biodiversity and ecosystems	Climate change mitigation	Climate change adaptation	Water and marine resources	Circular economy	Pollution	Biodiversity and ecosystems	Minimum safeguards			Taxonomy aligned proportion turnover year N	Taxonomy aligned proportion turnover year N-1
				%	%	%	%	%	%	Da/Nu	Da/Nu	Da/Nu	Da/Nu	Da/Nu	Da/Nu	Da/Nu			%	%
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
<b>A. TAXONOMY ELIGIBLE ACTIVITIES</b>																				
A.1. Environmentally sustainable activities (Taxonomy aligned)		0	0%																	
Turnover of environmentally sustainable activities (Taxonomy aligned) (A.1.)																				
A.2. Taxonomy eligible but not environmentally sustainable activities (not Taxonomy aligned activities)		0	0%																	
Turnover of Taxonomy eligible but not environmentally sustainable activities (not Taxonomy aligned activities) (A.2.)																				
<b>Total (A1. + A.2.)</b>		<b>0</b>	<b>0%</b>																	
<b>B. TAXONOMY NON-ELIGIBLE ACTIVITIES</b>																				
Turnover of Taxonomy non-eligible activities (B)		2.210.325.473,00	100,00%																	
<b>TOTAL (A + B)</b>		<b>2.210.325.473,00</b>	<b>100,00%</b>																	

### Proportion of CapEx from products or services associated with Taxonomy-aligned economic activities- information for 2022

Economic activities	Code(s)	Absolute CapEx	Proportion of CapEx	Substantial contribution criteria						DNSH criteria ("Does Not Significant Harm")						Minimum safeguards	Taxonomy aligned proportion CapEx year N	Taxonomy aligned proportion CapEx year N-1	Category (enabling activity)	Category (transition activity)
				Climate change mitigation	Climate change adaptation	Water and marine resources	Circular economy	Pollution	Biodiversity and ecosystems	Climate change mitigation	Climate change adaptation	Water and marine resources	Circular economy	Pollution	Biodiversity and ecosystems					
				%	%	%	%	%	%	Da/Nu	Da/Nu	Da/Nu	Da/Nu	Da/Nu	Da/Nu					
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
<b>A. TAXONOMY ELIGIBLE ACTIVITIES</b>																				
<b>A.1. Environmentally sustainable activities (Taxonomy aligned)</b>		0	0%																	
CapEx of environmentally sustainable activities (Taxonomy aligned) (A.1.)																				
<b>A.2. Taxonomy eligible but not environmentally sustainable activities (not Taxonomy aligned activities)</b>		0	0%																	
CapEx of Taxonomy eligible but not environmentally sustainable activities (not Taxonomy aligned activities) (A.2.)																				
<b>Total (A1. + A.2.)</b>		0	0%																	
<b>B. TAXONOMY NON-ELIGIBLE ACTIVITIES</b>																				
CapEx of Taxonomy non-eligible activities (B)		25.034.313,00	100,00%																	
<b>TOTAL (A + B)</b>		25.034.313,00	100,00%																	

### Proportion of OpEx from products or services associated with Taxonomy-aligned economic activities-information for 2022

Economic activities	Code(s)	Absolute OpEx	Proportion of OpEx	Substantial contribution criteria						DNSH criteria ("Does Not Significant Harm")								Category (enabling activity)	Category (transition activity)	
				Climate change mitigation	Climate change adaptation	Water and marine resources	Circular economy	Pollution	Biodiversity and ecosystems	Climate change mitigation	Climate change adaptation	Water and marine resources	Circular economy	Pollution	Biodiversity and ecosystems	Minimum safeguards	Taxonomy aligned proportion OpEx year N			Taxonomy aligned proportion OpEx year N-1
				%	%	%	%	%	%	Da/Nu	Da/Nu	Da/Nu	Da/Nu	Da/Nu	Da/Nu	Da/Nu	%			%
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
<b>A. TAXONOMY ELIGIBLE ACTIVITIES</b>																				
<b>A.1. Environmentally sustainable activities (Taxonomy aligned)</b>		0	0%																	
OpEx of environmentally sustainable activities (Taxonomy aligned) (A.1.)																				
<b>A.2. Taxonomy eligible but not environmentally sustainable activities (not Taxonomy aligned activities)</b>		0	0%																	
OpEx of Taxonomy eligible but not environmentally sustainable activities (not Taxonomy aligned activities) (A.2.)																				
<b>Total (A1. + A.2.)</b>		0	0%																	
<b>B. TAXONOMY NON-ELIGIBLE ACTIVITIES</b>																				
OpEx of Taxonomy non-eligible activities (B)		2.121.830.222,00	100,00%																	
<b>TOTAL (A + B)</b>		2.121.830.222,00	100,00%																	

# 17 Prizes



2022

The largest funding at the BVB Main Market, Special BVB Award.



2022

First Place  
The National Companies Ranking



2022

Award for the largest IPO conducted by a Romanian entrepreneurial company



2022

Award for the highest growth in the logistics industry during times of crisis

PROGRESIV / AWARDS

2022

Best Supply Chain Award

**tranzit**

2022

The Distribution Efficiency Award

PROGRESIV / AWARDS

2021

Award for the most modern distribution and logistics services



2021

Best Supply Chain Award

**tranzit**

2021

Award for the most efficient Romanian logistic provider

PROGRESIV / AWARDS

2020

Award for the most modern distribution and logistics services

PROGRESIV / AWARDS

2019

Award for the most modern  
distribution and logistics services

**tranzit**

2020

Award for the most efficient  
logistics service provider



2018

Award for the best distribution  
company

PROGRESIV / AWARDS

2018

Award for the most modern  
distribution and logistics services



## 18 Glossary


<b>Abbreviation</b>	<b>Full Name</b>
AGA	Adunarea Generală a Acționarilor/Annual General Meeting of Shareholders
ARIR	Asociația Română pentru Relația cu Investitorii /The Romanian Investor Relations Association
ASC	Aquaculture Stewardship Council
ASF	Autoritatea de Supraveghere Financiară/ The Financial Supervisory Authority
BRC	British Retail Consortium
BVB	Bursa de Valori București/ Bucharest Stock Exchange
CA	Consiliul de Administrație /Board of Directors
CapEx	Capital Expenditure
CDP	Carbon Disclosure Project
EEE	Electrical and Electronical Equipments
e.g.	Exempli gratia/ For example
EIP	Echipament Individual de Protecție/ Personal Protection Equipment
ESG	Environmental, Social and Governance
GES	Gaze cu efect de seră/Greenhouse gases
GPL	Gaz petrolier lichefiat / Liquefied Petroleum Gas
GPS	Global Positioning System
HoReCa	Hotels, Restaurants, Cafes
IEC	International Electrotechnical Commission
IFRS	International Financial Reporting Standards
IFS	International Featured Standards
INS	Institutul Național de Statistică/ The National Institute of Statistics


IPSSM	Workplace Health and Safety Instructions
ISO	International Organization for Standardization
IT	Information Technology
IT&C	Information Technology and Communications
ITM	Inspectoratul Teritorial de Muncă / Territorial Labor Inspectorate
KPI	Key Performance Indicator
LED	Light-emitting diode
MSC	Marine Stewardship Council
n/a	not applicable
Non-GMO	Non-genetically modified organism
ODD	Obiective de Dezvoltare Durabilă/ Sustainable Development Goals
ONU	Organizația Națiunilor Unite/ United Nations
OpEx	Operational Expenditure
OUG	Ordonanța de Urgență a Guvernului/ Emergency Government Orders
	Responsabil cu supravegherea și verificarea tehnică în exploatarea instalațiilor / Technical
R.S.V.T.I	Supervisor and Inspection Officer in Facility Operations
S.A.	Joint Stock Company
S.R.L	Limited Liability Company
SASB	Sustainability Accounting Standards Boards
SIEM	Security Information and Event Management
SIPP	Serviciul Intern de Prevenire și Protecție/ Internal Prevention and Protection Service
SKU	Stock Keeping Unit
SMSI	Information Security Management System
SSM	Securitatea și Sănătatea în Muncă/ Occupational Health and Safety
TAPA	Transported Asset Protection Association
TMS	Transportation Management System


TSR	Trucking Security Requirements
UE	Uniunea Europeană/ European Union
UPG	Universitatea Petrol-Gaze /Gas University
WBCSD	World Business Council for Sustainable Development
WMS	Warehouse Management System
WRI	World Resources Institute


# 19 SDG Index


List of Sustainable Development Goals actively supported by Aquila Group

Objective		Sub-objective		Direct/indirect contribution	How we contribute	Page of the report
	Ending hunger and achieving food security	2.4	By 2030, ensuring sustainable food production systems and implementing resilient agricultural practices that increase productivity and production, help maintain ecosystems, strengthen resilience to climate change,	Indirect	Our own brands, Gradena and Lamasa, are products that promote food security, sustainable agriculture and healthy eating. We offer sustainable and affordable solutions to ensure the proper and nutritious diet of consumers.	112-115


			extreme weather, drought, floods and other disasters, and progressively improve land and soil quality.			
	Ensuring a healthy life and promoting well-being for everyone	3.6	By 2020, halve the number of global deaths and injuries from road traffic accidents	Direct	<p>By the nature of our business, our employees travel more than 50,000,000 km each year.</p> <p>In the last 2 years, our company had no road accidents resulting in casualties.</p> <p>We always offer preventive driving courses and make sure that our fleet benefits from preventive maintenance services.</p>	75-78

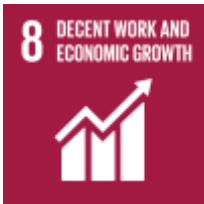
	Ensuring inclusive and equitable quality education and promoting lifelong learning opportunities for all	4.3	By 2030 ensure equal access for all women and men to affordable quality technical, vocational and tertiary education, including university	Direct	Through the courses offered to employees, totaling more than 4300 hours of training, we support the development of skills and the promotion of lifelong learning.	95-91
		4.7	By 2030 ensure all learners acquire knowledge and skills needed to promote sustainable development, including among others through education for sustainable development and sustainable lifestyles,		Furthermore, through internships for students, Aquila offers practical learning opportunities and prepares young people for a successful career in their area of interest, contributing to the development of education and the inclusion of	105-106


			human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship, and appreciation of cultural diversity and of culture's contribution to sustainable development		higher education.	
	Achieving gender equality and empowering all women and girls	5.5	Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life	Direct	<p>Our company's human resources policy promotes equal employment opportunities regardless of gender, thus contributing to the elimination of discrimination and the promotion of gender equality within the organization.</p> <p>The Code of Conduct and</p>	28-29, 72


					internal regulations promote diversity, inclusion and non-discrimination, ensuring a working environment in which women and men have equal opportunities to progress and develop professionally.	
	Ensure availability and sustainable management of water and sanitation for all	6.3	By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally.	Indirect	We have implemented a water monitoring program, analyzing and evaluating the quantities of water used in our internal processes. We have integrated water risks into our internal analyzes, using tools such as Aqeduct provided by the World Resource Institute and we focus on identifying areas with potential water deficiencies and developing solutions to reduce the impact on local water	67-68




					resources.	
	<p>Ensure access to affordable, reliable, sustainable and modern energy for all</p>	7.2	<p>By 2030, increase substantially the share of renewable energy in the global energy mix.</p>	Direct	<p>We use renewable energy sources by installing solar panels in our premises and production facilities so that we generate clean and affordable energy. We have adopted energy-efficient lighting plans that reduce electricity consumption. Additionally, we have implemented programs to reduce consumption by optimizing processes and promoting a culture of responsible use of energy resources.</p>	48-53


	<p>Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.</p>	<p>8.8</p>	<p>Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.</p>	<p>Direct</p>	<p>We promote decent work principles through policies and practices that focus on employee satisfaction. Through our employee development programs, we provide opportunities for learning and professional development, thus supporting career progression and personal development of employees.</p> <p>All our company's employees benefit from equal opportunities, regardless of their personal characteristics such as race, color, religion, gender, age or disabilities. By adopting the diversity and inclusion policy, we encourage the active participation of all team</p>	<p>28-29, 72, 89-94</p>
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					members and value everyone's contribution, creating a work environment in which all employees feel respected and involved.	
	Reduce inequality within and among countries	10.3	Ensure equal opportunity and reduce inequalities of outcome, including through eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and actions in this regard	Indirect	We apply a code of ethics and business conduct that sets the standards of integrity and professionalism that we follow. We comply with applicable laws and regulations and adopt ethical practices in all aspects of our business, including the protection of human rights, promotion of occupational safety and health, environmental protection and corruption prevention.	28-31, 93-94

	<p>Make cities inclusive, safe, resilient and sustainable</p>	<p>11.1</p>	<p>By 2030, ensure access for all to adequate, safe and affordable housing and basic services and upgrade slums</p>	<p>Direct</p>	<p>Through our volunteer program in partnership with Habitat for Humanity, we have worked closely with disadvantaged families to build and rehabilitate sustainable housing, thus contributing to the creation of more resilient and accessible communities for all. Aquila also helped the community by mobilizing resources to the communities.</p>	<p>103-104</p>
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	<p>Ensuring sustainable consumption and production models</p>	12.2	<p>By 2030 achieve sustainable management and efficient use of natural resources</p>	Indirect	<p>We have implemented programs to reduce the consumption of resources, such as energy and water, by adopting more efficient technologies and processes. We monitor and develop solutions to reduce the impact on water resources.</p>	48-68
		12.3	<p>By 2030 halve per capita global food waste at the retail and consumer level, and reduce food losses along production and supply chains including post-harvest losses</p>	Indirect	<p>We have developed the “Waste prevention and reduction program” in accordance with the current legislative requirements on waste management. The program is based on the audit of waste generated at the organization’s worksites and aims to identify and implement specific measures to reduce waste generation.</p>	61-67

		12.4	By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment	Direct	We collaborate with economic operators, third parties authorized to take over and use various categories of waste, according to the legal requirements in force. We centralize the relevant information at the company level, and we send the annual waste record to the Environmental Protection Agency.	61-67
		12.5	By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse	Direct	The organization currently tracks waste generation, recycling rates and waste disposal methods to assess progress toward achieving the	62-68

		12.6	Encourage companies, especially large and trans-national companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle	Direct	reduction targets for each type of waste.  We integrate sustainability information into our reports and communications, highlighting the progress and impact in the field of sustainability.	17, 32, 40-46
	Take urgent action to combat climate change and its impacts	13.3	Improve education, awareness raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction, and early warning	Indirect	By regularly developing and publishing sustainability reports, through which we monitor and assess our impact on climate change, we ensure that we integrate relevant information about climate change and our emission reduction strategies into our reporting cycle. We also	17, 31, 40-46

					organize internal actions and awareness programs for employees, promoting climate change education and adopting more sustainable practices in everyday life.	
	Conserve and sustainably use the oceans, seas and marine resources	14.4	By 2020, effectively regulate harvesting, and end overfishing, illegal, unreported and unregulated (IUU) fishing and destructive fishing practices and implement science-based management plans, to restore fish stocks in the shortest time feasible at least to levels that can produce maximum sustainable	Indirect	At all stages of development, our own brands, especially those covering fish and seafood, focus on the use of environmentally friendly materials and technologies.	112-115



			yield as determined by their biological characteristics			
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## 20 Index GRI

<b>Statement of use</b>	Aquila Group has reported in accordance with the GRI Standards for the period 1 January-31 December 2022.
<b>GRI 1 used</b>	GRI 1: Foundation 2021
<b>Applicable GRI Sector Standard(s)</b>	No sector-specific standard is applicable to our report.

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
<b>General disclosures</b>					
<b>GRI 2: General Disclosures 2021</b>	2-1 Organizational details	6-10, 16-17			
	2-2 Entities included in the organization's sustainability reporting	6, 16			
	2-3 Reporting period, frequency and contact point	6			
	2-4 Restatements of information	6, 57-58			
	2-5 External assurance	6			
	2-6 Activities, value chain and other business relationships	12-16			
	2-7 Employees	69-70, 72			
	2-8 Workers who are not employees	70			
	2-9 Governance structure and composition	16-23			
	2-10 Nomination and selection of the highest governance body	19			
	2-11 Chair of the highest governance body	18, 21, 24-25			
	2-12 Role of the highest governance body in overseeing the management of impacts	17-19, 21, 23			
	2-13 Delegation of responsibility for managing impacts	21, 23			
	2-14 Role of the highest governance body in sustainability reporting	17-19, 21, 23			
	2-15 Conflicts of interest	17-18, 24-25, 88			
	2-16 Communication of critical concerns	25, 30, 88			
	2-17 Collective knowledge of the highest governance body	26-27			
	2-18 Evaluation of the performance of the highest governance body	25			
	2-19 Remuneration policies	24			
	2-20 Process to determine remuneration	17-18, 24			
	2-21 Annual total compensation ratio	92			
	2-22 Statement on sustainable development strategy	45-47			
	2-23 Policy commitments	28-31, 89-94			
	2-24 Embedding policy commitments	21, 23, 28-29			

	2-25 Processes to remediate negative impacts	17, 28-29, 40-44, 94			
	2-26 Mechanisms for seeking advice and raising concerns	29			
	2-27 Compliance with laws and regulations	30			
	2-28 Membership associations	26-27			
	2-29 Approach to stakeholder engagement	17, 40-44, 94			
	2-30 Collective bargaining agreements	93			
<b>Material topics</b>					
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	40-44			
	3-2 List of material topics	44			
<b>Economic performance</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	34-35			
<b>GRI 201: Economic Performance 2016</b>	201-1 Direct economic value generated and distributed	35			
	201-2 Financial implications and other risks and opportunities due to climate change	32-33			
	201-3 Defined benefit plan obligations and other retirement plans	35-36			
	201-4 Financial assistance received from government	36			
<b>Market presence</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	24, 91-92			
<b>GRI 202: Market Presence 2016</b>	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	92			
	202-2 Proportion of senior management hired from the local community	18, 22-23			
<b>Indirect economic impacts</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	101			
<b>GRI 203: Indirect Economic Impacts 2016</b>	203-1 Infrastructure investments and services supported	102-106			
	203-2 Significant indirect economic impacts	-	Yes	Information unavailable /incomplete	The organization did not calculate the indirect economic impact for the year 2022.
<b>Procurement practices</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	15, 31, 36, 67			

<b>GRI 204: Procurement Practices 2016</b>	204-1 Proportion of spending on local suppliers	36			
<b>Anti-corruption</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	28-30			
<b>GRI 205: Anti-corruption 2016</b>	205-1 Operations assessed for risks related to corruption	28-30			
	205-2 Communication and training about anti-corruption policies and procedures	28-29			
	205-3 Confirmed incidents of corruption and actions taken	30			
<b>Anti-competitive behavior</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	28-29, 31			
<b>GRI 206: Anti-competitive Behavior 2016</b>	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	31			
<b>Tax</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	38			
<b>GRI 207: Tax 2019</b>	207-1 Approach to tax	38			
	207-2 Tax governance, control, and risk management	20, 32-33, 38			
	207-3 Stakeholder engagement and management of concerns related to tax	17			
	207-4 Country-by-country reporting	38			
<b>Materials</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	61-67			
<b>GRI 301: Materials 2016</b>	301-1 Materials used by weight or volume	63			
	301-2 Recycled input materials used	63			
	301-3 Reclaimed products and their packaging materials	62-63			
<b>Energy</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	48-52			
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	49			
	302-2 Energy consumption outside of the organization	50			
	302-3 Energy intensity	51			
	302-4 Reduction of energy consumption	49-52			
	302-5 Reductions in energy requirements of products and services	49-52			
<b>Water and effluents</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	67-68			
<b>GRI 303: Water and Effluents 2018</b>	303-1 Interactions with water as a shared resource	67-68			
	303-2 Management of water discharge-related impacts	68			
	303-3 Water withdrawal	67-68			
	303-4 Water discharge	67-68			
	303-5 Water consumption	Non-material			
<b>Biodiversity</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Non-material			

<b>GRI 304: Biodiversity 2016</b>	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Non-material			
	304-2 Significant impacts of activities, products and services on biodiversity	Non-material			
	304-3 Habitats protected or restored	Non-material			
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Non-material			
<b>Emissions</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	53			
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	54-57			
	305-2 Energy indirect (Scope 2) GHG emissions	54-57			
	305-3 Other indirect (Scope 3) GHG emissions	54-57			
	305-4 GHG emissions intensity	57			
	305-5 Reduction of GHG emissions	54-57			
	305-6 Emissions of ozone-depleting substances (ODS)	–	Yes	Information unavailable /incomplete	We do not use substances that deplete the ozone layer.
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	–	Yes	Information unavailable /incomplete	Due to the nature of our activities, we do not have such emissions that need to be actively monitored.
<b>Waste</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	57-67			
<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts	57-67			
	306-2 Management of significant waste-related impacts	57-67			
	306-3 Waste generated	65			
	306-4 Waste diverted from disposal	65			
	306-5 Waste directed to disposal	65-66			
<b>Supplier environmental assessment</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	28-29, 31			
<b>GRI 308: Supplier Environmental Assessment 2016</b>	308-1 New suppliers that were screened using environmental criteria	67			
	308-2 Negative environmental impacts in the supply chain and actions taken	–			
<b>Employment</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	69-74			
	401-1 New employee hires and employee turnover	69-72			

<b>GRI 401: Employment 2016</b>	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	73-74			
	401-3 Parental leave	75			
<b>Labor/management relations</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	89			
<b>GRI 402: Labor/Management Relations 2016</b>	402-1 Minimum notice periods regarding operational changes	89			
<b>Occupational health and safety</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	72, 75-88			
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	75-78			
	403-2 Hazard identification, risk assessment, and incident investigation	78-80, 87-88			
	403-3 Occupational health services	81-84			
	403-4 Worker participation, consultation, and communication on occupational health and safety	81-82, 88			
	403-5 Worker training on occupational health and safety	82-83			
	403-6 Promotion of worker health	81-84			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	78-88			
	403-8 Workers covered by an occupational health and safety management system	75, 85			
	403-9 Work-related injuries	85-86			
	403-10 Work-related ill health	85-86			
<b>Training and education</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	72, 95-101			
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	98			
	404-2 Programs for upgrading employee skills and transition assistance programs	95-97			
	404-3 Percentage of employees receiving regular performance and career development reviews	99-101			
<b>Diversity and equal opportunity</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	72, 89-92			
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	90-91			
	405-2 Ratio of basic salary and remuneration of women to men	92			
<b>Non-discrimination</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	28-29, 89-90			
<b>GRI 406: Non-discrimination 2016</b>	406-1 Incidents of discrimination and corrective actions taken	90			
<b>Freedom of association and collective bargaining</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	28-29, 93			

<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	93			
<b>Child labor</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	28-29, 93-94			
<b>GRI 408: Child Labor 2016</b>	408-1 Operations and suppliers at significant risk for incidents of child labor	93-94			
<b>Forced or compulsory labor</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	28-29, 93			
<b>GRI 409: Forced or Compulsory Labor 2016</b>	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	93			
<b>Security practices</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Non-material			
<b>GRI 410: Security Practices 2016</b>	410-1 Security personnel trained in human rights policies or procedures	Non-material			
<b>Rights of indigenous peoples</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Non-material			
<b>GRI 411: Rights of Indigenous Peoples 2016</b>	411-1 Incidents of violations involving rights of indigenous peoples	Non-material			
<b>Local communities</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	75-88			
<b>GRI 413: Local Communities 2016</b>	413-1 Operations with local community engagement, impact assessments, and development programs	87-88			
	413-2 Operations with significant actual and potential negative impacts on local communities	87-88			
<b>Supplier social assessment</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	28-29, 31			
<b>GRI 414: Supplier Social Assessment 2016</b>	414-1 New suppliers that were screened using social criteria	67			
	414-2 Negative social impacts in the supply chain and actions taken	–	Yes	Information unavailable /incomplete	We do not yet have a robust procedure in place to report these supply chain impacts.
<b>Public policy</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	28-29			
<b>GRI 415: Public Policy 2016</b>	415-1 Political contributions	36			
<b>Customer health and safety</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	28-29,31, 112-115			
<b>GRI 416: Customer</b>	416-1 Assessment of the health and safety impacts of product and service categories	114-115			

<b>Health and Safety 2016</b>	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	114			
<b>Marketing and labeling</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	28-29,31, 112-115			
<b>GRI 417: Marketing and Labeling 2016</b>	417-1 Requirements for product and service information and labeling	114-115			
	417-2 Incidents of non-compliance concerning product and service information and labeling	115			
	417-3 Incidents of non-compliance concerning marketing communications	115			
<b>Customer privacy</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	107-111			
<b>GRI 418: Customer Privacy 2016</b>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	109			
<b>Confidentiality and information security</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Managementul temelor materiale	107-111			
<b>NON-GRI: Confidentiality and information security</b>	Evaluation of risks related to confidentiality and information security	110-111			
	Information security incidents	109			
	Valid complaints regarding breaches of confidentiality and personal data loss	109			



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