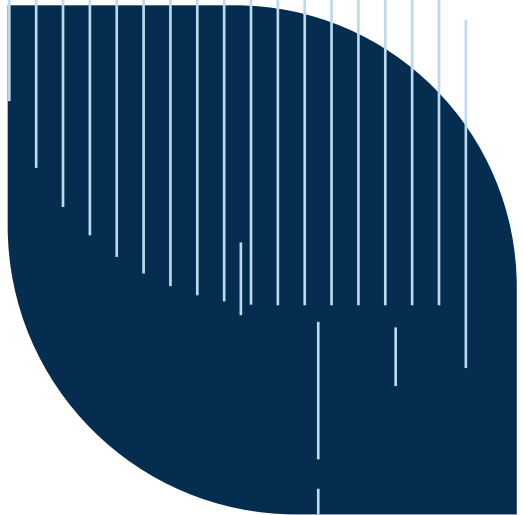




# SUSTAINABILITY REPORT 2023



# Table of Contents



|   |           |   |            |
|---|-----------|---|------------|
| <b>1 About the report</b> .....   | <b>05</b> | <b>12 Sustainability Strategy</b> .....   | <b>46</b>  |
| <b>2 Message of the Management</b> .....  | <b>06</b> | <b>13 Protecting the Environment and Combating Climate Change</b> .....         | <b>48</b>  |
| <b>3 About Aquila</b> .....   | <b>08</b> | 13.1 Energy and climate change .....  | <b>48</b>  |
| 3.1 The company .....   | <b>08</b> | 13.1.1 Energy consumption .....   | <b>49</b>  |
| 3.2 Evolution .....   | <b>09</b> | 13.1.2 Renewable energy .....   | <b>52</b>  |
| 3.3 Aquila offices and locations .....  | <b>10</b> | 13.1.3 Carbon footprint .....   | <b>52</b>  |
| <b>4 2023 Key Performance Indicators</b> .....                                    | <b>12</b> | 13.1.4 Decarbonation Plan .....   | <b>57</b>  |
| <b>5 Structure and business model of the Aquila Group</b> .....                   | <b>14</b> | 13.2 Environment and natural resources .....                                    | <b>59</b>  |
| 5.1 Business model.....   | <b>14</b> | 13.2.1 Waste management.....  | <b>59</b>  |
| 5.1.1 Distribution .....  | <b>14</b> | 13.2.2 Water management .....   | <b>64</b>  |
| 5.1.2 Logistics.....  | <b>15</b> | <b>14 Human capital and Communities</b> .....                                   | <b>66</b>  |
| 5.1.3 International transport activity.....                                       | <b>16</b> | 14.1 The Aquila Team .....  | <b>66</b>  |
| 5.1.4 Integrated sales and execution services .....                               | <b>17</b> | 14.2 Non-salary benefits .....  | <b>70</b>  |
| 5.2 Corporate Governance of the Group.....  | <b>18</b> | 14.3 Occupational Health and Safety.....  | <b>72</b>  |
| 5.2.1 Shareholder Structure .....   | <b>18</b> | 14.4 Observance of the fundamental rights of employees .....                    | <b>80</b>  |
| 5.2.2 Aquila Group organizational chart .....                                     | <b>19</b> | 14.4.1 Relationship with employees .....  | <b>80</b>  |
| 5.2.3 General Meeting of Shareholders .....                                       | <b>19</b> | 14.4.2 Freedom of association and collective bargaining .....                   | <b>82</b>  |
| 5.2.4 Board of Directors .....  | <b>20</b> | 14.4.3 Child labor.....   | <b>82</b>  |
| 5.2.5 Nomination and Remuneration Committee .....                                 | <b>21</b> | 14.4.4 Forced or compulsory labor.....  | <b>83</b>  |
| 5.2.6 Audit Committee .....   | <b>22</b> | 14.5 Development and performance .....  | <b>83</b>  |
| 5.2.7 Management.....   | <b>23</b> | 14.5.1 Professional Development Programs .....                                  | <b>83</b>  |
| 5.2.8 Remuneration policy.....  | <b>26</b> | 14.5.2 Modernization and digitalization .....                                   | <b>86</b>  |
| 5.2.9 Conflict of interest .....  | <b>26</b> | 14.6 Impact on the community.....   | <b>88</b>  |
| 5.2.10 Performance assessment .....   | <b>27</b> | <b>15 Other governance issues and own brands</b> .....                          | <b>90</b>  |
| 5.2.11 Continual improvement .....  | <b>27</b> | 15.1 Confidentiality and security of information .....                          | <b>90</b>  |
| 5.3 Ethics and Business Conduct .....   | <b>28</b> | 15.2 Aquila's own brands.....   | <b>92</b>  |
| 5.3.1 Fair Competition Policy .....   | <b>30</b> | <b>16 Appendix 1: Eligibility Assessment According to the EU Taxonomy</b> ..... | <b>96</b>  |
| <b>6 Identifying business and sustainability risks</b> .....                      | <b>32</b> | <b>17 Awards</b> .....  | <b>98</b>  |
| <b>7 Economic performance</b> .....   | <b>34</b> | <b>18 GLOSSARY</b> .....  | <b>100</b> |
| <b>8 Tax compliance and transparency in financial reporting</b> .....             | <b>38</b> | <b>19 Index ODD</b> .....   | <b>102</b> |
| <b>9 Reporting according to the EU Taxonomy Regulation</b> .....                  | <b>40</b> | <b>20 Index GRI</b> .....   | <b>106</b> |
| <b>10 The contribution of Aquila to the UN Sustainable Development Goal</b> ..... | <b>42</b> |   |            |
| <b>11 Materiality analysis</b> .....  | <b>44</b> |   |            |



# 1 About the report

GRI 2-1 (a, b, c, d), GRI 2-2 (a, b, c, d), GRI 2-3 (a, b, c, d),  
GRI 2-4 (ai, aii) și GRI 2-5 (a, b)

Dear readers,

**We are pleased to present the third Sustainability Report of the Aquila Group. The report, prepared "in accordance" with the Global Reporting Initiative (GRI) 2021 reporting standard, and national legislation on non-financial reporting, including Orders No. 1938/2016 and 2844/2016 issued by the Ministry of Public Finance, covers the period January 1 - December 31, 2023.**

The sustainability reporting period is aligned with the financial reporting period and the data presented in this report covers all operations of the Aquila Group in Romania and the Republic of Moldova, unless the limits are otherwise specified in the document. The sustainability report is published annually. The companies included in the scope of the 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 done on the principle of financial consolidation. Throughout the report we will refer to all these entities as "Aquila Group", "Aquila" or "Company". In 2023, there were no changes in the Group's structure, the two acquisitions announced during the year, being completed after the period covered by this report.

The Aquila Group is a joint-stock company listed on the Bucharest Stock Exchange, symbol AQ, with its headquarters in the city of Ploiești, Prahova county.

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

Two corrections have also been made, as follows:

- The percentage of local suppliers for Trigor operations in the Republic of Moldova has been revised and correctly recalculated for the years 2021 and 2022. On [page 36](#) of this report, the detailed explanations and corrected percentages for the respective years are presented, together with the updated percentages for the year 2023. As a result of this recalculation, the result is lower than previously reported.
- Due to the withdrawal of the Quantis calculation tool used to calculate suppliers' emissions in 2021 and 2022 and which took into account the World Input-Output Database (WIOD), for 2023 we used the emission factors published by DEFRA for the activity categories defined in the Environmentally Extended Input-Output (EEIO) database. Thus, the carbon footprint of the ropers was significantly lower. However, to ensure data comparability, we also recalculated emissions for 2021 and 2022, using the same DEFRA emission factors. Detailed information is included on [page 56](#) of this report.

This report has not been audited by a third party.

This report was published in June 2024. 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 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 year 2023 was for the Aquila Group one with exceptional results. We continued organic growth and took the necessary steps to achieve our strategic objective announced with the listing on the Bucharest Stock Exchange in 2021.

Beyond the focus on economic performance, we continued our initiatives for operational efficiency, digitization and, last but not least, those for the integration of sustainability principles in all aspects of our business. Our efforts have been recognized with the Ecovadis Bronze Medal.

We invite you to read below the third Aquila Sustainability Report in which we transparently present both the actions and results obtained, as well as the way we still have to go in the coming years to incorporate the principles of sustainability in our daily activities. We want all interested parties to find the information they are looking for in this report and we are open to suggestions for improvement.

Achieving a high sustainability performance requires sustained effort and perseverance, being a long-term journey to which we have embarked through our first Sustainability Strategy published in 2021. Since then, we have been continuously implementing programs

according to those assumed on the three levels of the strategy: Environment and Climate Change, Human Capital and Communities, Ethics and Governance.

For the second year in a row, we used the best-known voluntary sustainability reporting standard "Global Reporting Initiative 2021" in the preparation of this report, and we continue to prepare for the adoption of the European Sustainability Reporting Standards introduced by the Corporate Sustainability Reporting Directive for financial year 2024.

In 2024, we will celebrate 30 years of excellence alongside our more than 3,000 employees, whom we thank for the trust and professionalism shown throughout the year.

I therefore invite you to read our report and be our trusted partners in our journey towards a sustainable business.

With utmost consideration,

**Cătălin Vasile,**  
Aquila CEO



# 3 About Aquila

## 3.1 The Company

GRI 2-6 (a, b, c, d)

With 30 years of activity in the field of distribution and logistics, and with operations at the moment in Romania and the Republic of Moldova, we are an important leader in our field of activity.

We operate an integrated business model with activities in the distribution, logistics and transportation segments. We sell consumer products in over 72,000 outlets, through all retail channels covering over 90% of the market in Romania. In the Republic of Moldova, the main activity is distribution, storage and national and international transport of consumer goods. On December 31, 2023, Trigor AVD had a portfolio of over 3,000 clients.

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

We are a fully private capital company listed on the Bucharest Stock Exchange (BVB) since November 2021. Under the symbol AQ, the company's shares are included in the BET benchmark index of the BVB and the Global All Cap index of the FTSE Russell. and FTSE Russell Global All Cap index.



For the second year in a row, in the VEKTOR evaluation carried out by the Romanian Investor Relations Association (ARIR), we received the maximum score (grade 10). This assessment is based on 12 criteria aimed at corporate governance and communication with investors. Full details about the assessment method and the results for 2023 are available at: <https://ir-romania.ro/en/vektor/>. This reflects our constant efforts to ensure transparency and effective communication, essential elements for building investor confidence. We understand that the success of a listed company does not solely depend on financial performance, business model and strategy adopted, but also involves strategic and open communication with investors.

## 3.2 Evolution

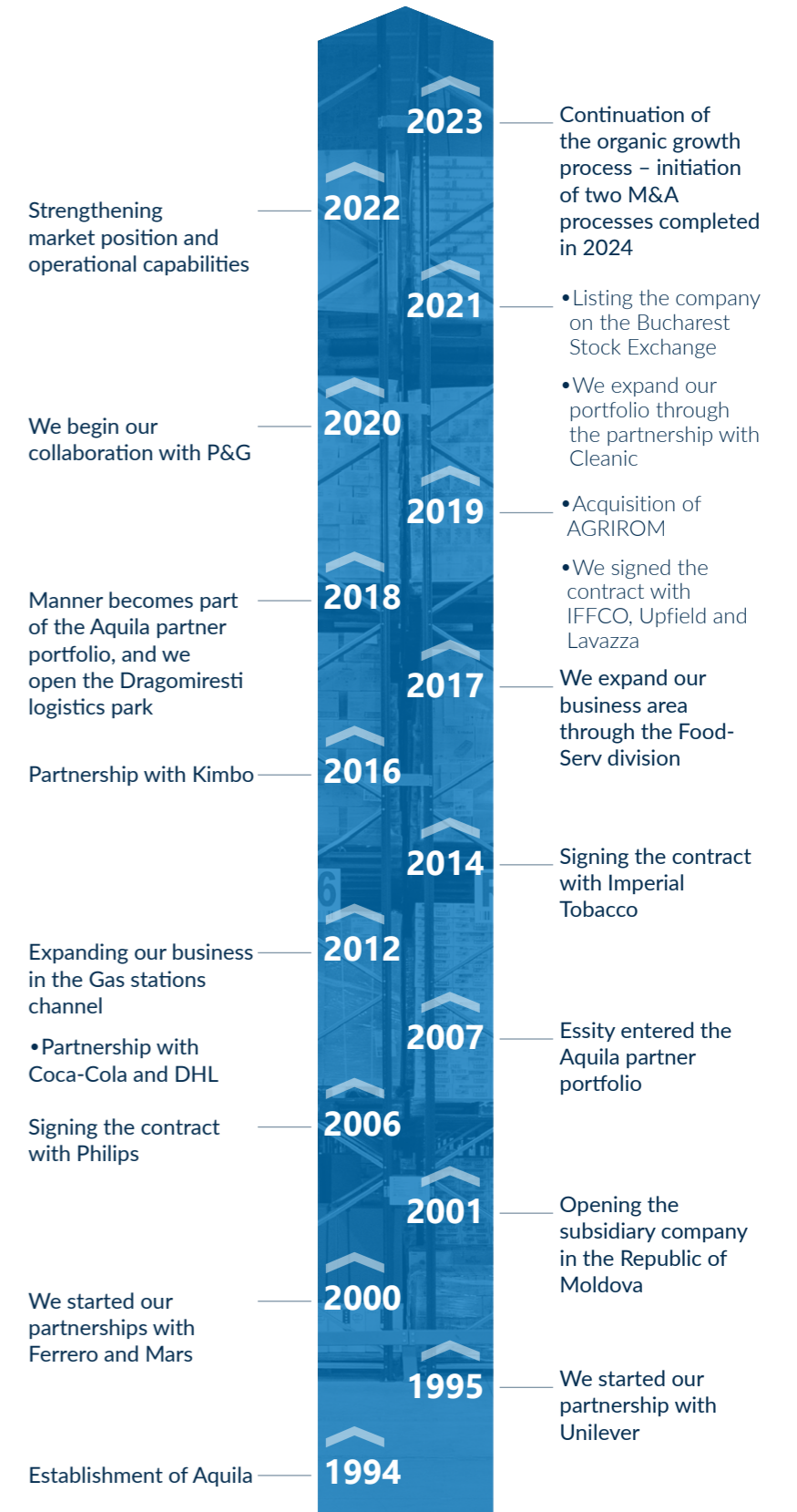
With a history of 30 years our mission is to connect companies and communities covering the transport and distribution side of a wide range of products. Over time, we have constantly developed, continuously improving the operating model and the efficiency of internal systems. We have focused on valuing people, building a strong and competent team capable of outstanding performance and results, thus becoming an important and recognized player in the market of distribution and integrated logistics services. We have always looked for innovative solutions and have been open to change in order to quickly adapt to market demands and challenges.

Today, we offer a complex portfolio of integrated distribution and logistics solutions by selling complementary products and services.

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

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

We present some of the important moments in the evolution of the company:





### 3.3 Aquila offices and locations


Activitățile grupului se desfășoară în:



**2 countries**  
Romania, and the Republic of Moldova




**53**  
Storage locations and offices



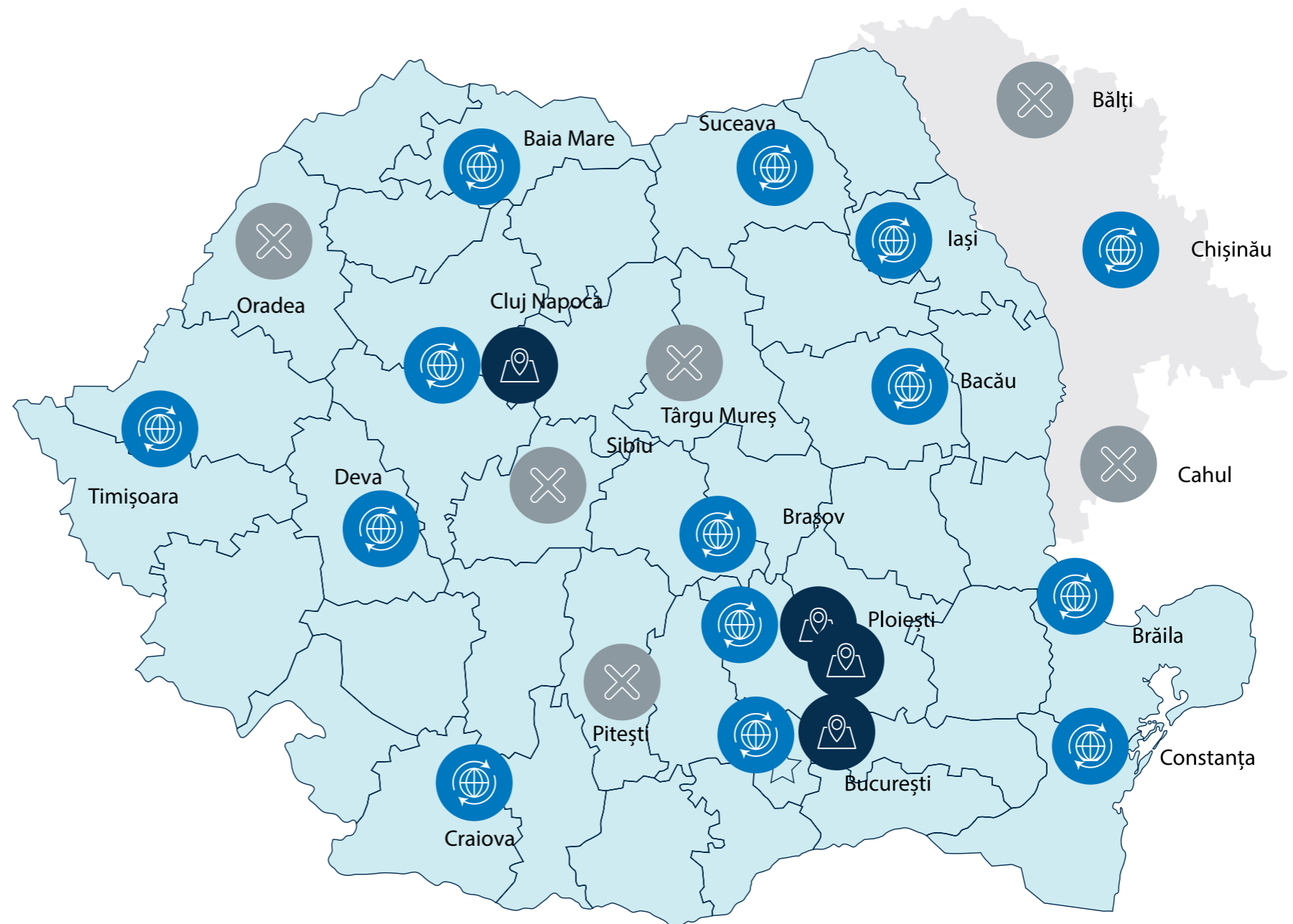
Distribution point



Logistic platform

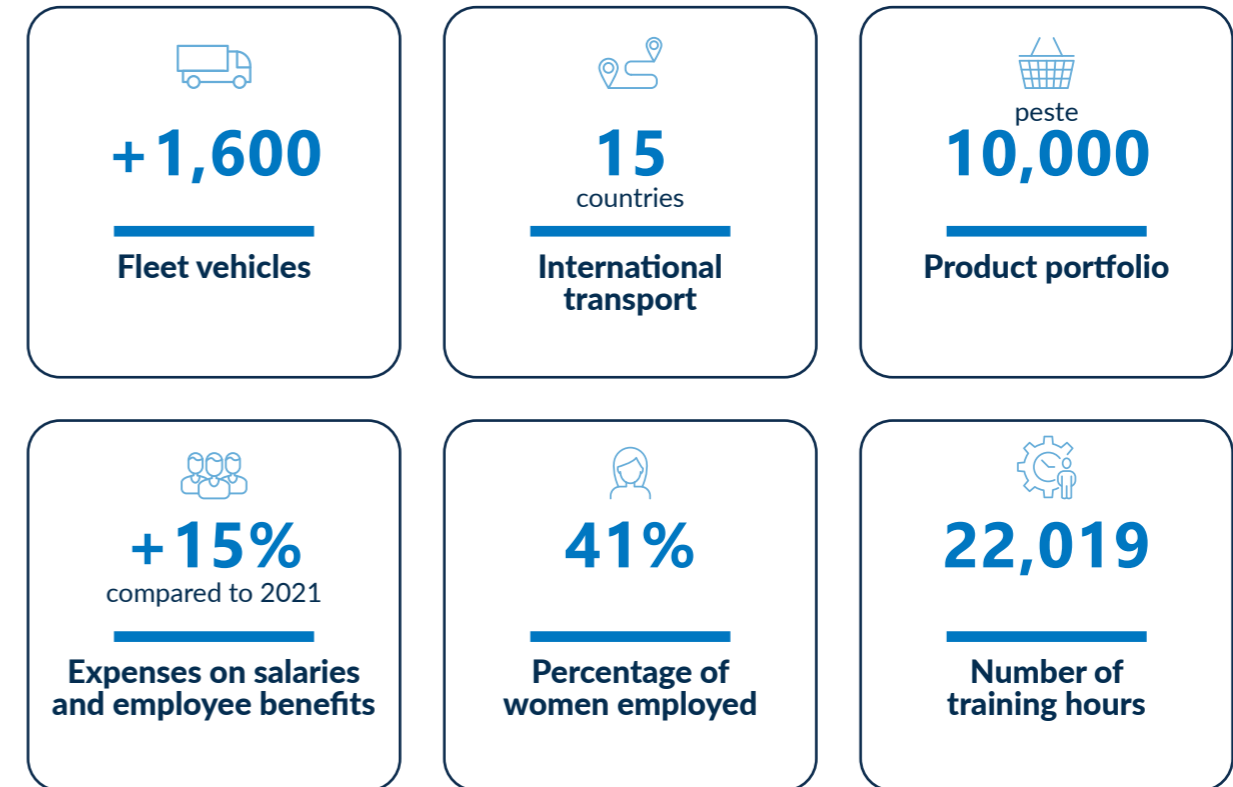
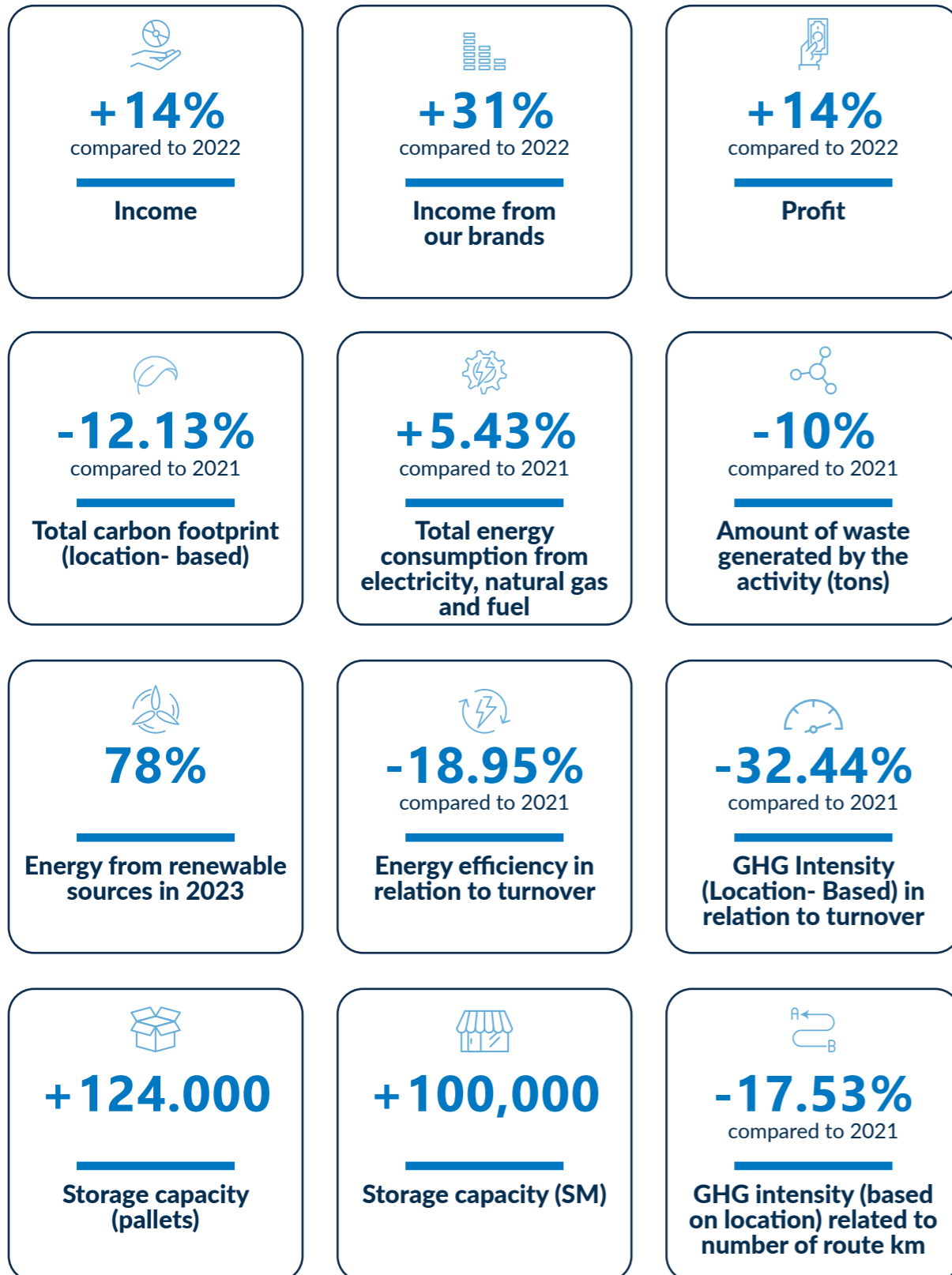


Cross docking center



# 4

## 2023 Key Performance Indicators

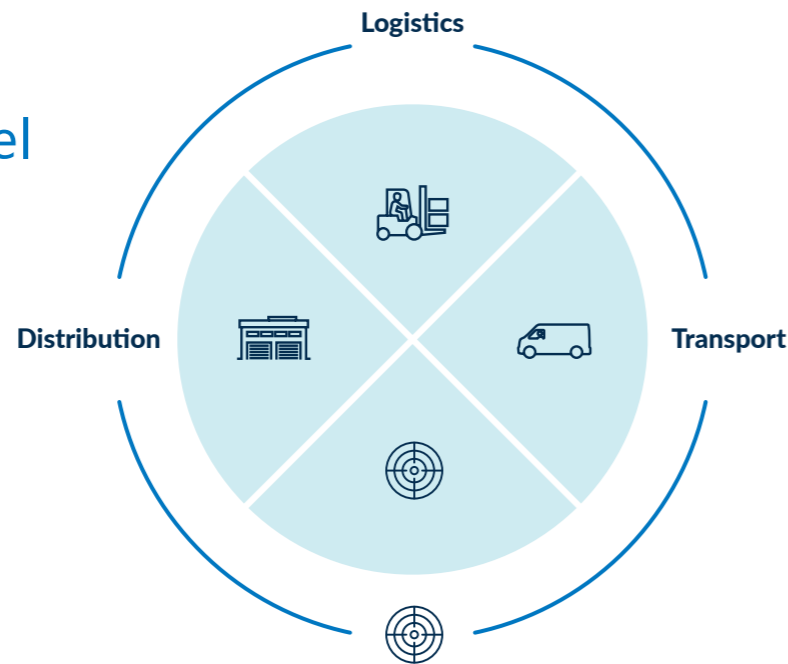


# 5 Structure and business model of the Aquila Group

## 5.1 Business model

GRI 2-6 (a, b, c, d)

Aquila's business model is built on three key directions: distribution, logistics and transportation, and thus we meet customers' needs efficiently.



### 5.1.1 Distribution

Distribution is the main line of business through which we connect an impressive number of customers and consumers. We have an extensive distribution network, with over 72,000 points of sale covering all three channels: Traditional Commercial Channel, Organized Commerce Channel and 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 respond promptly and efficiently to 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 site using the van sell system. At the same time, the orders taken by them through automated mobile systems are managed by the logistics department for further delivery.

**The Modern Commerce channel** is another essential segment of the distribution business. We work with more than 4,000 customers, with a focus on hypermarket, supermarket, discount and gas stations chains. Through this channel, we ensure that products reach partners' shelves consistently and efficiently, thus contributing to their success in the market and satisfying consumer demands.

**The HoReCA channel**, with the Gastro portfolio, represents an important component of our business model. We work with more than 5,000 customers in the HoReCa channel and have a wide range of products available in around 1,800 stock keeping units (SKUs). The Fuel Stations channel comprises over 1,200 gas stations.

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



To further expand our presence, we also have a **Travel Retail** channel. We are present in locations such as airports and customs points, through partnerships with Lagardere and Tabac Express. We have a total of 2,500 points of sale in these locations. and available to travelers.

### The B2B Aquila-shop platform

The B2B platform designed to optimize and increase sales is dedicated to HoReCa customers as well as sub-distributors. Through it, customers can place orders easily and quickly, like an online store, for all products distributed by Aquila, including the Aquila, Gradena, LaMasă and Yachtis brands. [Aquila-shop](#) registered a number of more than 400 customers at the end of 2023, and their number is constantly growing.

### 5.1.2 Logistics

Through the logistics activity, a complementary component to the distribution of consumer goods, we offer storage, (re)packing and internal transport services. We manage different temperature segments: ambient, refrigerated and frozen.

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

Aquila has an extensive logistics network, which includes

- 4 logistics centers;
- 14 distribution centers (one of which is in the Republic of Moldova);
- 6 frozen product distribution centers;
- 6 cross-docking points (two of which are in the Republic of Moldova);
- 20 secondary offices.

The storage capacity exceeds **124,000 pallets**, of which **95,000** are in the **ambient environment**, about **9,000** in the **refrigerated environment** and about **20,000** in the **frozen environment**.

Aquila offers a full range of national transport services, operating a diverse fleet of vehicles capable of transporting goods in different temperature conditions. At the end of 2023, our fleet included:

**209 heavy duty trucks** for the transport of large and heavy goods equipped with advanced telemetry systems that allow their continuous monitoring.

**575 specialized vehicles for distribution and internal transport**, with a capacity of less than 12 tons

**780 cars used by the sales team to ensure an efficient field presence.**

Some of the vehicles benefit from a customized real-time operation tracking system through GPS systems, and for high-risk transport projects, Aquila



has installed monitoring and security systems on the semi-trailers, including a panic button.

At the level of 2023 Aquila Part Prod Com S.A. has the following standards implemented:

- **ISO 9001** - Quality Management System;
- **ISO 22000** - Quality and Food Safety Management System;
- **IFS Logistics** - SQuality and Safety System of Logistics Activities for a unit located in Dragomirești-Vale, Ilfov county and a location in Ariceștii-Rahtivani, Prahova county;
- **ISO 14001** - Environmental Management System for a location in Ariceștii-Rahtivani, Prahova county;
- **GDP certificate** for the international transport of pharmaceutical products;
- **EcoCert certificate** regarding organic production and labelling of organic products;
- **TAPA certificate** for the security and safety of transported goods.

For the next period, we plan to expand the implementation of the ISO 14001 - Environmental Management System standard for 4 other important locations located in Ilfov and Prahova counties, but also to implement new standards, ISO 45001 - Occupational Health and Safety Management System and ISO 27001 - Information Security Management System. The contract was signed in 2023, and the actual certification action began in 2024.

At the level of **Trigor AVD S.R.L.** the following standards were implemented in 2023: **ISO 9001** - Quality Management System, **ISO 45001** - Occupational Health and Safety Management System, **ISO 14001** - Environmental Management System.

### 5.1.3 International transport activity

To ensure high quality international transport services, Aquila operates a fleet of 112 heavy duty trucks covering various temperature conditions. These represent 54% of the total of 209 heavy trucks.

In recent years, we have paid special attention to secure transport in our international transport business. We have invested in advanced solutions and complex road train monitoring systems, in accordance with the requirements of our customers in this field. We are licensed to TAPA TSR standards (TAPA Trucking Security Requirements) and comply with the V1 security standard, which aims to protect transported goods and improve driver and vehicle safety.

- We offer international transport services in 15 countries.
- We constantly (24/7) have staff trained to deliver top services "on time delivery".



### 5.1.4 Integrated sales and execution services

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



Compared to 2022, no major changes to the business model have been registered.



## 5.2 Corporate Governance of the Group

GRI 2-9 (a, b, c, d)

Corporate governance is an essential pillar of business, so we are committed to being an efficiently and transparently governed company to ensure we create long-term value. By ensuring sound governance, we strive to protect the interests of all stakeholders and manage risk so that we are fully accountable to our employees, shareholders, customers and the communities in which we operate.

The governance model described below applies to all 3 entities of the Aquila Group and included in this report.

**Table 1.** Aquila Group companies as of December 31, 2023

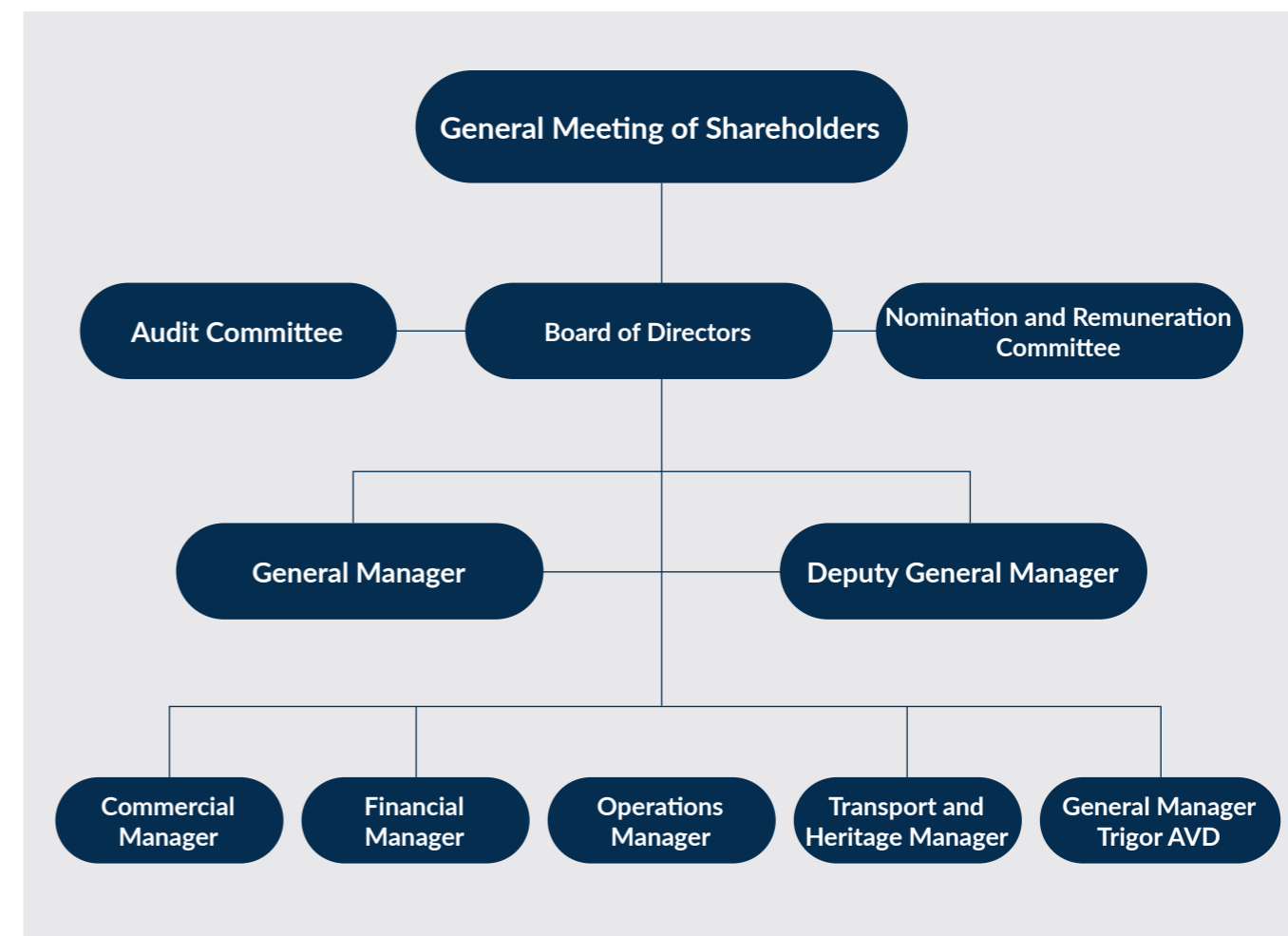
| List of companies that are part of the group and that are included in the report | Legal structure and quality within the group | Adress  | Participation Interest |        |        |
|--|--|---|------------------------|--------|--------|
|  |  |   | 2023                   | 2022   | 2021   |
| Aquila Part Prod Com   | Joint stock company - Parent company         | Strada Malu Roșu nr. 105A, Ploiești, Județul Prahova, România | 100%                   | 100%   | 100%   |
| TRIGOR AVD S.R.L.  | Limited Liability Company                    | Strada Otovasca nr. 17, Chișinău, Republica Moldova           | 100%                   | 100%   | 100%   |
| PRINTEX S.A.   | Joint stock company                          | Strada Poligonului nr.5, Ploiești, Județul Prahova, România   | 95,75%                 | 95,75% | 95,75% |

### 5.2.1 Shareholder Structure

**Table 2.** Shareholder structure as of December 31, 2023

| Shareholders-Aquila Part Prod Com S.A. | 31 December 2023 | 31 December 2022 | 31 December 2021 |
|--|------------------|------------------|------------------|
| Vasile Constantin - Cătălin            | 33,33%           | 33,33%           | 33,33%           |
| Dociu Alin-Adrian                      | 33,33%           | 33,33%           | 33,33%           |
| Other shareholders - legal entities    | 30,14%           | 30,05%           | 29,94%           |
| Other shareholders - individuals       | 3,20%            | 3,29%            | 3,40%            |
| <b>Total</b>                           | <b>100%</b>      | <b>100%</b>      | <b>100%</b>      |
| Partners Trigor AVD S.R.L.             | 31 December 2023 | 31 December 2022 | 31 December 2021 |
| Aquila Part Prod Com                   | 100%             | 100%             | 100%             |
| Shareholders-Printex S.A.              | 31 December 2023 | 31 December 2022 | 31 December 2021 |
| Aquila Part Prod Com S.A.              | 95,75%           | 95,75%           | 95,75%           |
| Other shareholders - individuals       | 4,25%            | 4,25%            | 4,25%            |
| <b>Total</b>                           | <b>100%</b>      | <b>100%</b>      | <b>100%</b>      |

### 5.2.2 Aquila Group organizational chart



### 5.2.3 General Meeting of Shareholders

GRI 2-10

The General Meeting of Shareholders (GMS) is responsible for setting the company's strategic direction and corporate governance policies. GMS is responsible for defining strategic organizational objectives and allocating the necessary resources to achieve them, including sustainability initiatives.

Through the GMS, all shareholders have the opportunity to be informed about the company's activities, financial performance and strategies, and their vote expresses involvement in making key decisions that affect the business and development of the organization.

At the same time, the GMS has powers related to the amendments made to the [Articles of Association](#), 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.

To ensure easy access to relevant information about the Group's governance structure, on the company's website, in the section dedicated [to investors](#), four main categories of information are regularly published: Annual Reports, Quarterly Reports, Other Reports and Presentations, including annual sustainability reports. These documents include up-to-date details on the management structure, share price, financial event calendar, corporate governance and significant business events as



## 5 Structure and business model of the Aquila Group

well as our progress in integrating sustainability concepts into the business model.

The information needed by investors and shareholders is also sent to capital market institutions, such as the Financial Supervisory Authority (ASF) and the Bucharest Stock

Exchange (BVB).

The Aquila Group has adhered to the Corporate Governance Code issued by the Bucharest Stock Exchange and complies with its provisions. All the requirements of the Code are presented in detail in the company's Annual Report.

### 5.2.4 Board of Directors


GRI 2-11 (a, b), GRI 2-12 (a, b, c), GRI 2-14 (a, b)

Based on the mandates issued by the GMS, the Board of Directors (BoD) of the Aquila Group is responsible for establishing the values and principles of governance.

The Board of Directors plays an essential role in promoting sustainability and social responsibility. Approving 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 establishes the necessary standards and guidelines regarding 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 activities on the environment, employees, local communities and society as a whole.

#### Structure of the Board of Directors as of 31 December 2023

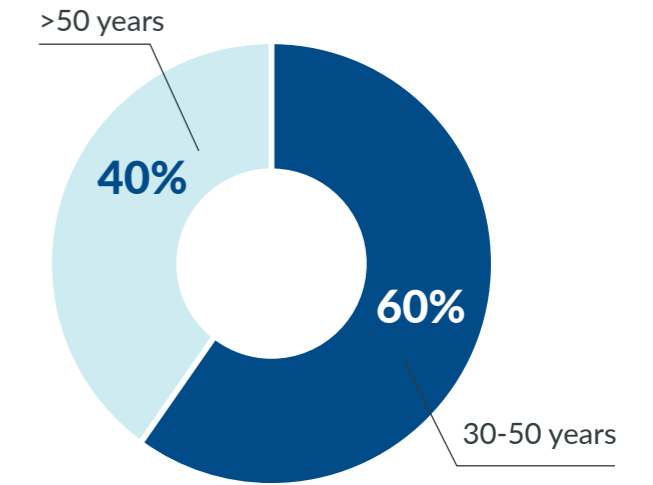
|   |  |   |
|---|--|---|
| <p><b>Alin-Adrian Dociu</b><br/>Chairman of the Board of Directors<br/>Executive Member</p> <p>Term of office 4 years<br/>Nationality: Romanian</p> | <p><b>Constantin-Cătălin Vasile</b><br/>Deputy Chairman of the Board of Directors<br/>Executive Member</p> <p>Term of office 4 years<br/>Nationality: Romanian</p> | <p><b>Ion-Lucian Mihalache</b><br/>BoD Member<br/>Independent, non-executive member</p> <p>Term of office 4 years<br/>Nationality: Romanian</p> |
| <p><b>Vlad-Alexandru Deliu</b><br/>BoD Member<br/>Independent, non-executive member</p> <p>Term of office 2 years<br/>Nationality: Romanian</p>     | <p><b>Daniela Mândru Petrovici</b><br/>BoD Member<br/>Independent, non-executive member</p> <p>Term of office 2 years<br/>Nationality: Romanian</p>                |   |

GRI 405-1

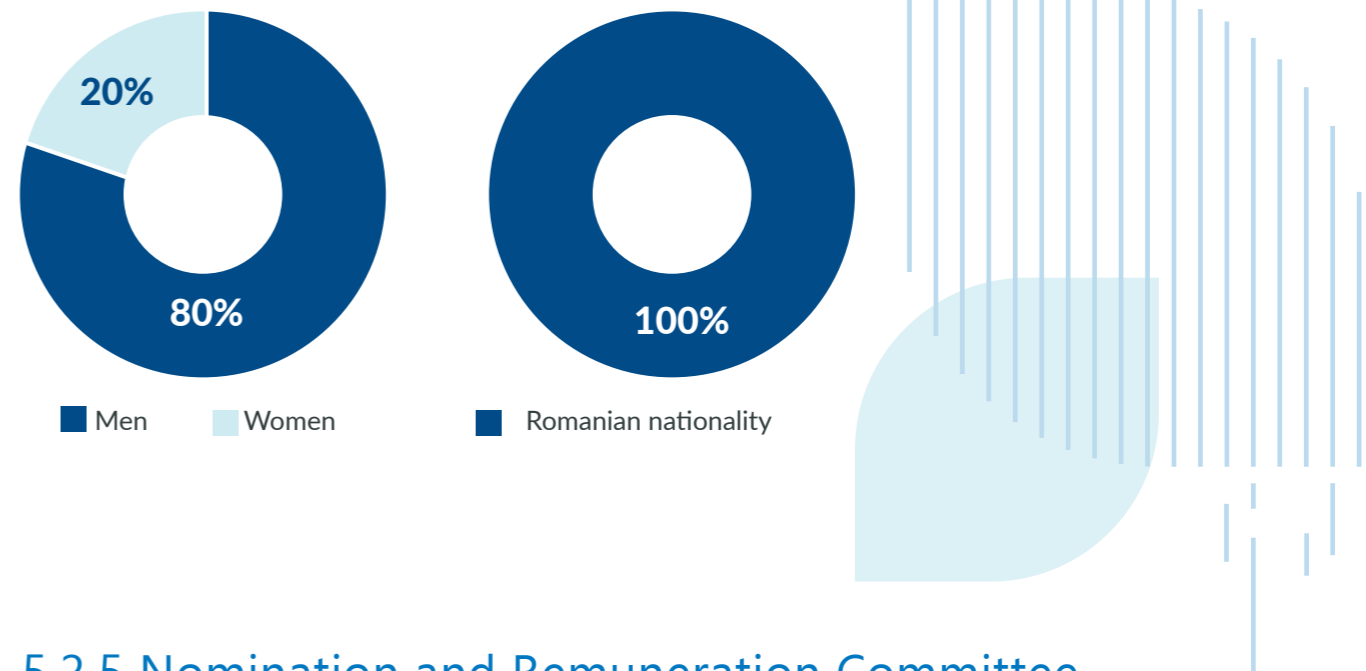
BoD complies with the applicable legislation, the company's Articles of Incorporation and the management contract concluded with the company. The members of the Board exercise their duties with diligence and loyalty towards the company, taking into account its interests and those of its shareholders and respecting the values and principles of governance established at the level of the Group.

Two other committees operate alongside the Board of Directors: the Nomination and Remuneration Committee and the Audit Committee, which act as advisory bodies to the BoD.

**Chart 1** Composition of the Board of Directors according to diversity criteria



**Chart 2** Board of Directors Composition



### 5.2.5 Nomination and Remuneration Committee

GRI 2-19, GRI 2-20

The Nomination and Remuneration Committee (CNR) has the following duties and responsibilities:

- Remuneration policy review: CNR examines and reviews the company's remuneration policy, ensuring that it is fair, competitive and aligned with the company's strategic objectives

- Establishing the eligibility criteria: CNR 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 BoD.

- Selection of candidates for the BoD: CNR identifies and evaluates potential candidates to be members of the Board. We pay particular attention to ensuring independence, diversity and relevant skills to create added value for stakeholders.
- Succession planning: CNR prepares and monitors succession planning for executive administrators who have a mandate agreement.

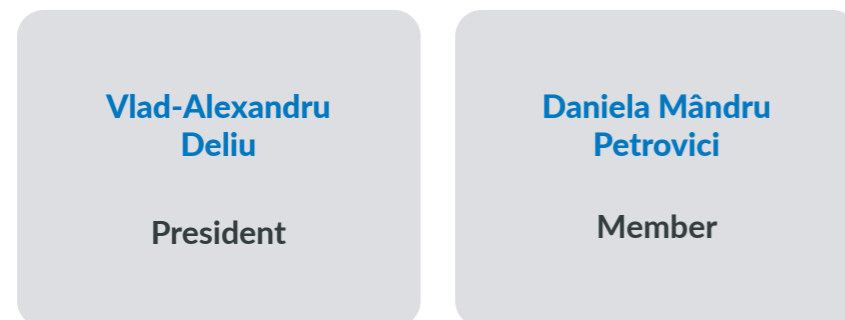
On 31 December 2023, the composition of the Nomination and Remuneration Committee was:



## 5.2.6 Audit Committee

Aquila's Audit Committee is nominated by the Board of Directors to assist with responsibilities related to financial reporting, internal control and risk management, including ESG risks.

On 31 December 2023, the composition of the Audit Committee was:



The main duties of the Audit Committee include:

- Regular review of the effectiveness of financial reporting, internal control and the risk management system.
- Supporting the BoD in monitoring the credibility and integrity of financial information, by reviewing the applied accounting standards and consolidation criteria.
- Recommendations regarding the selection, appointment, reappointment and replacement of the external auditor, monitoring their independence and objectivity, as well as the terms and conditions of remuneration as well as the quality of the services provided by them.
- Ensuring the existence, efficiency and internal operating rules of the Internal Audit function, with access to adequate resources.
- Recommending the approval of the annual internal audit plan to the BoD.
- Periodic verification of the implementation and compliance with the Code of Ethics and Conduct
- Analyzing the company's individual and/or consolidated annual financial statements and the profit distribution proposal.

## 5.2.7 Management

GRI 2-13 (a, b)

The executive management team is responsible for managing the day-to-day operations of the company and implementing the strategies and objectives set by the Board. Through their expertise, members of executive management bring a strategic vision, a results-oriented approach and are responsible for ensuring the sustainable growth of the company, identifying and managing risks, developing and implementing ethical policies and practices, and maintaining strong relationships with all relevant stakeholders. As of the date of this report, we have the following composition of executive management:



Mr. Constantin-Cătălin Vasile is appointed by the BoD and has overall responsibility for the supervision and coordination of the organization's activities, including aspects related to sustainability.



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



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



Mr. Bașcău is responsible for managing the financial aspects of the company, developing and implementing financial processes and procedures, as well as supporting the completion of financing and mergers and acquisitions transactions.



**Petre Bogdan**  
Operations Manager

Employment contract  
Period: continuous

Domnul Bogdan este responsabil de operațiunile Aquila și lucrează îndeaproape cu conducerea superioară pentru a dezvolta și implementa strategiile operaționale pe termen lung.

**George Dragomir**  
Transport and Heritage Manager

Employment contract  
Period: continuous

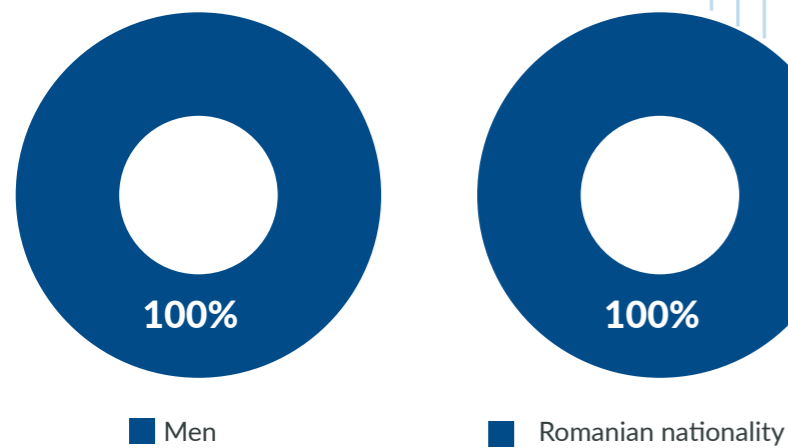
Mr Dragomir is responsible for managing Aquila's fleet and transport business.

**Iosif Ienei**  
General Manager Trigor AVD

Employment contract  
Period: continuous

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

Chart 3 Executive Management Composition



În cadrul Aquila, 100% din directorii executivi sunt de naționalitate română (GRI 202-2).



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

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

- **Constantin-Cătălin Vasile**, BoD President
- **Alin-Adrian Dociu**, BoD President
- **Marian Rus**, Member

In terms of structure, 100% of the executive directors are of Romanian nationality and all are male (GRI 202-2).

Within the company Trigor AVD S.R.L. the management structure is ensured by the Founder, as the superior 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 the executive directors are male.

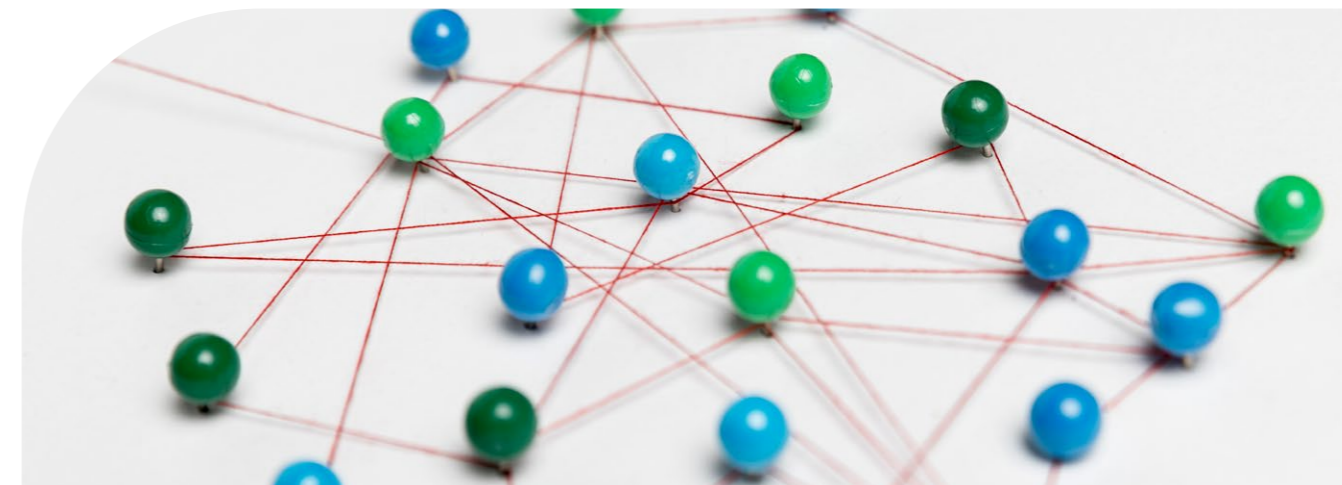
The managements of Printex S.A. subsidiaries and Trigor AVD S.R.L. have the powers established according to the articles of incorporation of the companies. These powers are defined and regulated in the articles of incorporation and bylaws of the subsidiaries, the roles and responsibilities of the management members being well defined and

respected in accordance with these documents. Decisions are taken at the level of each subsidiary in a responsible and transparent manner, taking into account their interests and objectives, as well as the general orientation of the Group.

We understand and recognize that a sustainable approach is critical to the long-term success of our organization and are committed to considering sustainability issues at the highest management level. In this sense, the Board of Directors appointed a team responsible for the integration and implementation of sustainability objectives within the company. It reports to the General Manager.

At the level of the General Manager, strategic decisions are made and sustainability objectives are integrated on the three pillars: economic, social and environmental. It also sets out key performance indicators (KPIs) relevant to assessing progress towards achieving sustainability goals.

The Human Resources and Organization Manager is responsible for ensuring the implementation of sustainability objectives at the operational level. The team also includes a Sustainability Coordinator and a deputy, who work closely with the Human Resources and Organization Manager. They collaborate with various departments involved in the organization, monitoring and maintenance of sustainability initiatives, are responsible for producing the annual sustainability report, preparing periodic reports on the progress of the implementation of sustainability objectives and constantly monitoring the market, trends and legislative changes relevant to the field of sustainability.



## 5.2.8 Remuneration policy

GRI 2-19 (a, b), GRI 2-20

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

The remuneration of the members of the Board of Directors is fixed and determined by the GMS. Furthermore, Aquila's Board of Directors develops and implements the organization's Remuneration Policy in accordance with the principles and values of the company.

The remuneration policy ensures that the remuneration granted to members of the administrative and executive management reflects the results of the performance evaluation

and is consistent with the recommendations of the Nomination and Remuneration Committee.

Reporting on remuneration is done through the annual financial statements and the report on the application of the remuneration policy, which is subject to the consultative vote of the shareholders during the annual Ordinary General Meeting of Shareholders.

You can find more details about Aquila's Remuneration Policy [here](#).

At this moment, the fixed or variable remuneration is linked to the achievement of organizational objectives, which also include sustainability objectives, depending on the specifics of each department. There is no general policy on this yet.

## 5.2.9 Conflict of interest

GRI 2-11, GRI 2-15, GRI 2-16

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

In accordance with these policies, Board members act in the best interests of the company and its shareholders, avoiding any conflicts of interest and promoting their independence in decision-making. To prevent such conflicts, each member of the Council annually discloses to the President the main positions held and the professional activities carried out outside the organization. Also, information related to relations with the company's shareholders, suppliers and customers is communicated and updated regularly.

In the event that a member of the Board has an interest contrary to the interests of the company or personal interests in a specific operation or item on the agenda of the Board meeting, they must notify the Chairman of the Board and the internal/financial auditor in writing. Members involved in a conflict of interest do not participate in deliberations and do not take part in the

adoption of decisions related to the respective operation on the agenda.

If the Chairman of the Board is in a situation of conflict of interest, he/ she informs all other members of the Board in writing and refrains from participating in deliberations and votes related to the respective operation or contract. Violation of these obligations may lead to dismissal from office and liability for damages caused.

Also, the executive members of the Board do not participate in the deliberations and do not take part in the votes related to the directors, including the assignment of responsibilities, the amendment of the regulations, the evaluation of the activity, the determination of the remuneration and their appointment or removal. These measures ensure that decisions made in relation to directors are objective and impartial.

During the reporting period, there were no incidents or critical concerns in the activities and operations carried out by the company related to the conflict of interest.

## 5.2.10 Performance assessment

GRI 2-18 (a, b, c)

To ensure supervision and management of the organization's impact on the economy, environment and people, we implement rigorous processes for evaluating 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 President. The results of this evaluation are presented during the GMS. To ensure the objectivity and independence of the evaluations, the Nomination and Remuneration Committee oversees the process and may request the support of external consultants.

Also, every three years, we carry out a detailed evaluation covering key aspects related to:

- fulfilling the role and responsibilities of the Board and advisory committees;
- adopting the best practices in the internal structure and procedures;
- the extent to which the mix of skills of the members of the Board and committees is appropriate to the

Company's strategy;

- the overall performance of the Board and its members in all key areas;
- reporting by managers and key people in the company's management. Aceste evaluări ne permit să ne asigurăm că membrii conducerii superioare își îndeplinesc responsabilitățile în ceea ce privește elaborarea de reguli și proceduri interne pentru atingerea angajamentelor ferme, inclusiv a celor legate de sustenabilitate cum ar fi, spre exemplu, reducerea amprenteii de carbon.

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

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

## 5.2.11 Continual improvement

GRI 2-17, GRI 2-28, GRI 2-29

The measures taken by Aquila to improve the knowledge, skills and experience of management members are aimed at ensuring that they are well prepared to address current business challenges in the context of sustainable development and make informed decisions.

During 2023, the following actions were implemented:

### Internal knowledge sharing or experience exchange sessions:

Aquila holds a monthly management meeting to facilitate the exchange of information, experience and insight on key business development issues, including sustainability. During 2023, sustainability topics were discussed in 8 of the 12 monthly meetings. Starting from December 2023, sustainability

topics are discussed within the "Executive Green Focus" program. This program is addressed to the management team and the meetings are scheduled monthly and are aimed at structured discussion and understanding of sustainability initiatives.

### Participation in events and conferences in the field of interest/activity:

- **Tranzit -Logistică Gala** (23 March 2023, Bucharest)
- **Dezvoltăm România Forum** (20 November 2023, Bucharest)
- **Arilog Conference** (16 May 2023, Bucharest)
- **Net Zero Carbon Summit Conference** (26 April 2023, Bucharest)



- **Progresiv Conference**  
(28 February 2023, Bucharest)
- **Ziua Cargo Gala**  
(16 November 2023, Bucharest).

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

- **UThe Union of Transporters from Romania**
- **AGRILOG professional association**
- **Association for Transported Goods - TAPA**
- **Embassy of Sustainability in Romania**

Through these associations, Aquila benefits from access to up-to-date legislative information, participation in thematic events, joint resolution of industry-specific matters. At the same time, we can access sustainability resources and best

practices to improve our understanding and promote innovative and effective approaches to managing the organization's impact on the economy, environment and people.

In 2023 Aquila adhered to the Romanian Investor Relations Association (ARIR), through which we want to have access to the best practices in communication with investors and in terms of corporate governance.

In the Republic of Moldova also, we participate in the life of the business community by adhering to:

- European Business Association
- AmCham Moldova and
- Association of Romanian Investors.

## 5.3 Ethics and Business Conduct

GRI 2-23, GRI 2-24, GRI 2-25, GRI 2-26, GRI 205-1, GRI 205-2, GRI 205-3

The Aquila Group developed its first "Code of Ethics and Business Conduct" in 2021. This represents our firm commitment to conduct our business in an ethical, responsible and sustainable manner.

The Code of Ethics and Conduct comprises principles and norms that guide our behavior and decisions in all aspects of business. It establishes specific requirements related to 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 related to business integrity (e.g. unfair competition, conflict of interest interests, bribery and corruption). At the same time, the Code contains special provisions that address the respect of human rights.

The Code applies to all employees and personnel with management responsibilities must ensure that subordinate teams are familiar with its provisions and that they respect it in their activities. The final responsibility for ensuring compliance with the Code of Conduct rests with

the General Manager of the Aquila Group.

All employees have a responsibility to ensure that both they and any subcontractors or third party collaborators whom they come into contact with comply with the provisions of the Code.

Through 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 Conduct is part of the induction process for new employees, and re-training is carried out once every 2 years for all employees. Thus, we ensure that all our team members are familiar with and comply with the provisions of the Code, promoting a culture of ethics and integrity within our organization. The Aquila Code of Ethics and Conduct is available and can be consulted online [here](#).

According to the procedure, during 2023, the process of re-training employees regarding the provisions of the Code of Ethics and Conduct was resumed. The re-training process took place in two stages, managed by the Human Resources

Department with the support of managers from each department, division and work point:

- **Online stage:** All employees with email addresses received access to the e-learning platform, where they went through the materials dedicated to the Code of Ethics and Conduct. This stage also included knowledge assessment through a 10-question test to check the assimilation of information.
- **Physical stage:** Afterwards, employees participated in physical training sessions, to discuss the practical application of the ethical principles and to clarify any questions.

To support the communication process and to ensure easy access to information, Aquila has also distributed printed copies of the Code of Ethics and Conduct in all its operational locations.

During 2023, Aquila initiated projects aimed at strengthening the company's transparency and integrity, important pillars for supporting our ethical principles in business. These initiatives are fully operational as of early 2024. They have included refining the ways employees and other stakeholders can interact and report ethical violations, as well as strengthening our Integrity Alert Policy. Thus, we have implemented and optimized several communication channels to ensure accessibility and efficiency:



### TrustLine Platform

This online platform, operational starting in 2024, allows employees to confidentially and anonymously report any unethical or illegal behaviour, ensuring that all reports are treated seriously and professionally. The platform is designed to protect the identity of whistleblowers, removing the fear of retaliation and promoting a culture of openness and transparency.

Dedicated email addresses: We offer two distinct email channels:

- [avertizorintegritate@aquila.ro](mailto:avertizorintegritate@aquila.ro)  
This address is dedicated to integrity notifications, working around the clock to facilitate a continuous flow of communication and quick intervention.

- [conduita@aquila.ro](mailto:conduita@aquila.ro)

Intended for consultations on ethical conduct in business, this address supports employees in need of guidance and clarification of the rules of conduct.

Complaints and notification boxes: In all Aquila Part Prod Com locations, complaint and notification boxes have also been installed that allow employees to submit, confidentially, any notification related to problems encountered at work.



### Integrity Warning Policy

The Aquila Group has an Integrity Warning Policy, designed to combat and prevent any illegal or immoral acts that could affect the company's prestige. The policy stipulates fundamental principles such as legality, accountability, trust, impartiality and confidentiality. These principles ensure that all reports are treated with respect for the rights of all parties involved, providing protection against retaliation and ensuring full whistleblower confidentiality. For transparency, in addition to the reporting channels presented above, the Integrity Warning Policy is public and easily accessible on the Aquila website, in the section Integritate.

We regularly review all these policies to maintain a high standard of integrity and ensure a safe environment for all employees and contributors.



### Compliance with laws

GRI 2-27

Aquila makes every effort to carry out its activity in compliance with all legal regulations in force.

Throughout 2023, the Aquila Group received a number of 7 inspections from authorities including the Prahova Territorial Labor Inspectorate, the Prahova Emergency Situations Inspectorate, and the Prahova Public Health Directorate. These inspections resulted in fines totaling 55,001 lei. Additionally, the fiscal inspection of the company, which began in the previous year, was concluded in 2023. Additional taxes and related penalties



requested by the authorities were recorded and paid. However, the company disagrees with the outcome of the fiscal inspection and has initiated legal proceedings to contest it.

These events have highlighted areas where our processes required improvements. In response, we have revised our internal procedures and strengthened our internal audit practices. Furthermore, we have enhanced our dialogue with the authorities to ensure a better understanding and application of regulations.

During the year, there were other inspections by the authorities for which no sanctions or fines were applied, but only possible compliance measures. All these controls are recorded and monitored at each work point in the country, in accordance with legal requirements.

Due to the company's activity profile (distribution and transport), during 2023, we recorded various types of fines and penalties, including those related to the movement of vehicles in the

Aquila fleet. To address these deviations, we have implemented defensive driving courses for employees. These courses, held by professionals from the Titi Aur Academy, offered theoretical and practical support for improving the driving style, with the aim of preventing accidents and traffic violations.

In accordance with the Code of Ethics and Business Conduct, we are committed to cultivating behaviors such as fairness, respect and fairness among all our employees. Through this policy we want to fight corruption in all its forms, including bribery and embezzlement. If suspicions of acts of corruption arise, we initiate a rigorous investigation and take appropriate action in accordance with the law and the Code of Business Ethics and Conduct.

In 2023, no cases of corruption were registered within the Aquila company. Also, the company and its employees have not been involved in corruption-related litigation.

### 5.3.1 Fair Competition Policy

GRI 206-1

We are dedicated to promoting fair and free competition and we attach great importance to avoiding anti-competitive practices. Our Code of Ethics and Conduct has specific provisions in this regard by which we want to ensure that we comply with antitrust legislation and avoid the abuse of a dominant position in the market. We ensure that we do not enter into anti-competitive agreements with our competitors, suppliers or customers. Our anti-competitive approach also helps protect consumer interests by encouraging the diversity, quality and competitive pricing of our products and services.

In 2023, there were no legal actions or referrals regarding anti-competitive behavior, violation of antitrust laws or allegations of monopoly.



# 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.

Regularly, the Directors identify, analyze and evaluate these risks and their potential impact on the stability of the Group and the results are presented for analysis and decision to the Board of Directors.

During 2023, Aquila identified and continuously monitored a set of risks with potential business impact. In our analyses, we did not separate sustainability risks from other types of risks. All types of risks identified as well as their control elements are discussed in detail in the [Financial Report](#) for the year 2023.

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

- 1 **Geo-political conflict:** the war in Ukraine continues to create increased geopolitical risks. Therefore, we take into account that new challenges may arise for global supply chains, with a direct impact on the economic situation of the countries where we operate.
- 2 **The general economic situation:** the Group's business may be influenced by economic conditions, in particular the level of employment, inflation, disposable incomes, the level of consumption, consumer confidence, applicable taxes and the willingness of consumers to spend money in markets and geographical areas in which the Group operates.
- 3 **Change in consumption habits:** changes in consumption habits can lead to a decrease in the Group's sales, which must identify quick solutions to replace the products in the portfolio so as to cover the new demands of consumers. At the same time, consumers have become more attentive to the sustainability of the supply chain of the 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 food products or those of third parties. Incidents may occur in the production, supply and/or distribution chain that are beyond the Group's control and that may lead to the contamination or alteration of the products distributed or sold by the Group.

- 5 We are aware of the existence of a possible **risk related to the attraction and retention of 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. Aquila has developed programs to identify and attract high-potential candidates by collaborating with universities and professional recruitment platforms. We offer competitive benefits packages, including attractive salaries, professional development opportunities, and health programs, to enhance employee satisfaction and loyalty. Additionally, we consistently invest in training and development programs to ensure that our team meets the demands for adaptability and efficiency.
- 6 **The identification of new utilities and service providers** and/or the modification of the contractual terms with the existing ones could generate additional costs for the Group. For example, the procurement costs for renewable energy or finding business partners with sustainability goals aligned with Aquila's could be difficult.
- 7 **The Group's IT systems may be subject to security breaches and other cyber security incidents.** The Group may face attempts by third parties to access the Group's IT systems without authorization, to steal relevant information and to misuse it. In 2023, the Group continued to invest in cyber security, implementing rigorous procedures for the installation and configuration of cyber threat detection and monitoring systems. These measures have been taken to ensure continuous monitoring and real-time detection of potential threats, thereby improving the protection of data and IT infrastructure.
- 8 **Climate risks.** The increase in temperatures can have a direct influence on the energy consumption of the company, both for the storage area and for the transport area. At the same time, the increase in the frequency and intensity of climatic phenomena (storms, floods) can directly affect the company's storage and distribution activity.

Considering these risks, but also the other risks described in the Financial Report, the Group has implemented an internal control system that includes prevention activities 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.

The internal control system covers all Group operations with the following main objectives:

- Compliance with applicable domestic legislation and regulations
- Credibility of financial and non-financial reporting (accuracy, completeness and correct presentation of information)
- Prevention and detection of fraud and errors
- Protecting the Group's resources against waste
- Efficient and effective business operations.



# 7 Economic performance

GRI 201-1, GRI 201-2, GRI 201-3, GRI 201-4, GRI 204-1, GRI 308-1, GRI 414-1, GRI 415-1

In 2023, Aquila recorded a solid economic performance, with an increase in net turnover of 14% compared to 2022, reaching a total of 2,510 million lei. The increase exceeded the annual inflation rate (10.4%), marking an important advance in the current economic context.

The increase in turnover was largely supported by the positive evolution of distribution sales, which increased by 14% compared to the previous year, reaching 2,354 million lei. This development was supported by the notable performance of several distribution channels, thus:

- **Sales in traditional trade** registered a **24%** increase, reaching **998 million lei**.
- **HoReCa and gas station segments**, together with **convenience stores**, recorded **growth rates of 15% and 16%, respectively, totaling 283 million lei and 421 million lei**.

For 2023, the modern sales channel (excluding convenience stores) suffered a slight decrease of 1%, reaching 540 million lei, and sales from the Republic of Moldova increased by 13%, reaching 112 million lei. Transportation services revenue decreased by 4% compared to 2022, a decline attributed to reduced travel distances.



## Product portfolio diversification

The year 2023 was also one of expansion for own brands Gradena, LaMasă and Yachtis.

**Gradena** diversified its offer with 19 new frozen fruit and vegetable products and launched a TV campaign in the fourth quarter that contributed to a 45% increase in sales, totaling 30 million lei.

**LaMasă**, with a range of 14 varieties of ready-made meals, expanded distribution in the modern distribution channel, registering an 18% increase in sales, reaching 55 million lei.

**Yachtis**, a brand introduced in 2023, achieved sales of over 3 million lei for its range of frozen fish and seafood products.



## Increase in Revenue from Logistics Services

The **logistics sector** grew by 11% compared to the previous year, boosted by tariff indexation and increased workloads due to both existing customers and the attraction of new customers such as Hama.

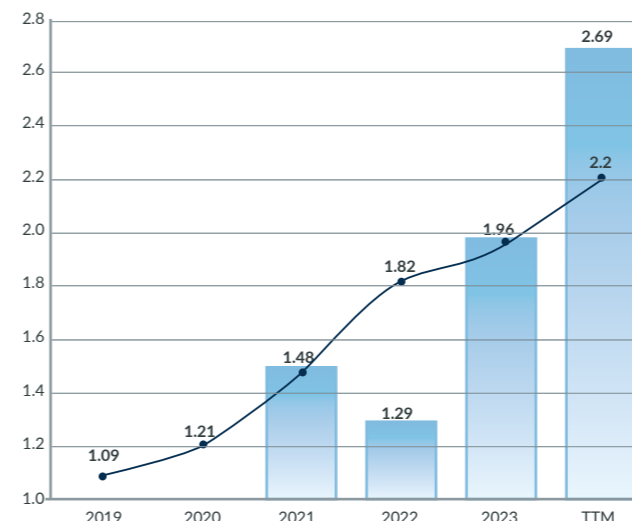
These economic performances reinforce our leadership position in distribution and logistics and reflect the success of our product diversification strategies and efficient expansion into new markets.



## Comparative market performance

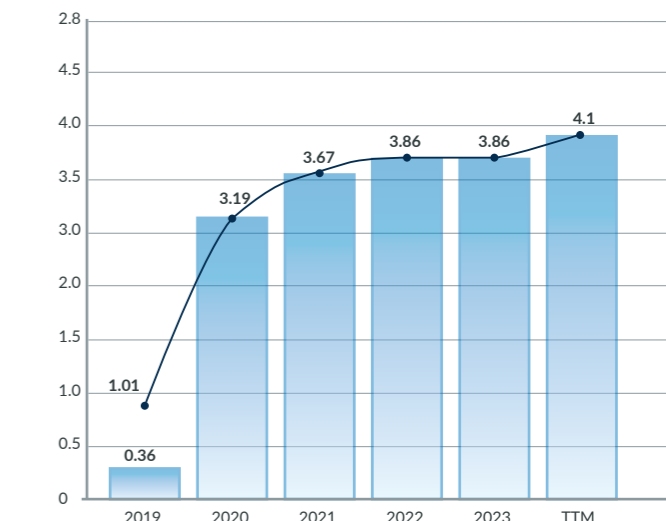
According to BVB's analysis, Aquila is around the median of the group of companies with similar activity and business model in terms of Price/Book valuation. This reflects the adequacy of our valuation compared to the competition.

Chart 4 Price to Book (P/B)



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

Chart 5 Net Margin (%)



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

Within our industry (as per BSE analysis) Aquila stands out for its solid performance and growth potential. With high operating returns and asset efficiency, we are able to generate sustainable value and maintain our competitiveness in the market. According to BVB's analysis, the company's capital investments are adequate to support growth, while having the financial and operational capacity to lend quickly. For the full 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 on the financial situation, operational results and other relevant aspects related to the company.

Table 3. Economic value generated and distributed

|  | 2021                 | 2022                 | 2023                 |
|--|----------------------|----------------------|----------------------|
| <b>Directly generated economic value</b>                         | <b>1,942,907,245</b> | <b>2,261,605,036</b> | <b>2,534,922,298</b> |
| Revenue  | 1,942,907,245        | 2,261,605,036        | 2,534,922,298        |
| <b>Distributed economic value – operational costs, of which:</b> | <b>1,913,603,520</b> | <b>2,238,845,077</b> | <b>2,500,660,096</b> |
| Salaries and employment benefits, payments to capital providers  | 223,034,478          | 312,557,255          | 314,109,655          |
| Payments to the state budget, of which:                          | <b>133,905,751</b>   | <b>164,601,490</b>   | <b>216,020,666</b>   |
| Payments to the state budget - Romania                           | <b>109,611,496</b>   | <b>138,151,022</b>   | <b>184,960,445</b>   |
| Payments to the state budget - Republic of Moldova               | 24,294,255           | 26,450,468           | 31,060,221           |
| Investment in the community                                      | 2,390,183            | 2,433,293            | 2,937,960            |
| <b>Retained economic value</b>                                   | <b>29,303,725</b>    | <b>22,759,959</b>    | <b>34,262,202</b>    |



## 7 Performanța economică

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

The Group does not manage any other pension

scheme or pension plan. In addition, the Group has no obligation to provide additional benefits to current and former employees. The group does not have defined benefit plans. In the last three years, Aquila has contributed the following amounts to the state pension systems:

**Table 4.** Contribution of the organization to the state pension systems

|   | 2021       | 2022       | 2023       |
|---|------------|------------|------------|
| Contribution to the state pension systems | 42,279,895 | 47,018,718 | 50,079,312 |

We strive to contribute to sustainable economic development also by collaborating with suppliers and local entrepreneurs. Therefore, we pay particular attention to using a significant proportion of the procurement budget for local suppliers in our operating locations. However, we must take into account geopolitical and economic factors that can influence the situation of local suppliers in different regions.

In the case of Aquila Part Prod Com S.A., the percentage of the procurement budget allocated to local procurement was 80% in 2021, 76% in 2022 and increased to 78% in 2023. This variation reflects our efforts to optimize the

supply chain and to support local suppliers, even in the face of economic and supply challenges.

For Trigor AVD, in 2021 and 2022 we reported a percentage of 18% and 27% respectively of local suppliers. However, in 2023, as a result of internal checks, a calculation error was noticed. Thus, these indicators have been recalculated and corrected, and to ensure data traceability, the table below presents the revised percentages.

Having a national level coverage, the term "local" refers to the countries in which the Group operates. All operational locations of the Group are significant, regardless of region or size.

**Table 5.** Percentage of procurement budget for local procurement

| Share of the purchase budget used for local purchases | 2021 | 2022 | 2023 |
|---|------|------|------|
| România-Aquila Part Prod Com S.A.                     | 80%  | 76%  | 78%  |
| România-Printex S.A.                                  | 100% | 100% | 100% |
| Republica Moldova-Trigor AVD S.R.L.                   | 15%  | 21%  | 21%  |

In 2023, Aquila conducted a supplier evaluation process focusing on sustainability and performance. The process, which took place between July and September, involved the Purchasing, Quality and Customer Care departments, under the supervision of the managers of each work point. Using an online

questionnaire with 40 questions related to quality management and sustainability, we assessed product compliance, contractual relations, organization according to quality and ESG norms, price and delivery time. We gave an equal score to the sustainability aspects, similar to that of the criteria of quality, price and delivery time,

scoring the implementation of the sustainability strategy, sustainability reporting, carbon footprint, consumption from renewable sources and waste reduction programs. In evaluating our suppliers, we paid particular attention to the decarbonization process in the company's value chain. We found that the implementation of carbon reduction measures varied considerably between suppliers, reflecting both the challenges and successes of this endeavour. Although some suppliers have been able to quickly and effectively adopt sustainable practices, others have faced greater difficulties in integrating these measures. This variability underlines the complexity of the decarbonisation process and the need for a continuous and concerted effort to achieve our targets to reduce our carbon footprint across the entire value chain.

The response rate was 78% with a total of 114 providers evaluated. The assessment revealed high compliance in terms of quality management, with 74% of suppliers having systems in place and various certificates. About 32% of suppliers have implemented environmental management systems. A percentage of 85% of suppliers declare involvement in social practices, which shows a good awareness of social responsibilities, and 82% of suppliers declare the existence of a code of conduct.

These results allowed the identification of strengths and areas requiring improvement, leading to concrete measures to optimize collaboration to achieve Aquila's sustainability goals.

### Financial assistance received from the authorities

These revenues were obtained from the "scrapping premium" related to the Car Park Renewal Stimulation Program, an initiative of the Romanian Environmental Fund Administration whose aim is to promote the replacement of old and polluting vehicles with more modern and more energy efficient vehicles. Through this program, Aquila benefited from financial support in 2023 for the replacement of a number of 59 old vehicles with ones with Euro 6 pollution standards.

**Table 6.** Financial assistance from the authorities

|  | 2021    | 2022    | 2023    |
|--|---------|---------|---------|
| Revenue collected from state authorities | 232,229 | 125,663 | 104,925 |

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

GRI 207



## Compliance with Fiscal Legislation

We are committed to complying with all applicable tax laws and regulations in the jurisdictions in which we operate because we are aware of the importance of tax contributions for the development of the communities in which we operate and for supporting the national economy. We ensure that all taxes and duties are calculated and paid in accordance with relevant tax legislation and on time, thus reflecting our commitment to fiscal ethics and responsibility.

We implement internal policies and procedures to ensure that our activities comply with tax legislation and that tax documents are prepared and kept appropriately.



## Transparency in Financial Reporting

All financial information relating to 2023, including that relating to fees and taxes, is presented in the Consolidated and individual [Financial Report](#) of the administrators for the year 2023 in accordance with International Financial Reporting Standards (IFRS) and applicable legal requirements.

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

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



# 9 Reporting according to the EU Taxonomy Regulation

Regulation (EU) 2020/852 of the European Parliament and of the Council of June 18, 2020 on the establishment of a framework to facilitate sustainable investments and amending EU Regulation 2019/2088, was introduced into national legislation by Order of the Ministry of Finance no. 85/2024, and establishes the classification system of environmentally sustainable economic activities, with the aim of directing capital flows towards a sustainable economy.

The determination of the eligibility of the economic activities is carried out on the basis of NACE codes or the description of the activities, which must correspond to the description of the activities mentioned in the Delegated Acts related to the EU Taxonomy Regulation: Delegated Act no. 2021/2139 amended and supplemented by Delegated Act no. 2022/1214 and by Delegated Act no. 2023/2485 for economic activities that have a substantial contribution to climate objectives: mitigation of climate change and adaptation to climate change, and by Delegated Act no. 2023/2486 for economic activities that make a substantial contribution to the other four environmental objectives: the sustainable use and protection of water and marine resources, the transition to a circular economy, the prevention and control of pollution and the protection and restoration of biodiversity and ecosystems.

To be "aligned", eligible economic activities must cumulatively meet the following conditions:

- Make a substantial contribution to at least one of the six environmental objectives listed in Article 9 of the EU Taxonomy Regulation;
- Not significantly impair any of the other environmental objectives;
- Comply with the minimum social guarantees mentioned in article 18 of the Regulation.

Data reporting by non-financial enterprises is carried out according to the provisions of Article 8 of Regulation 2020/852, and must contain the following information:

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

The following sections present the analysis carried out for the reporting of information specific to the economic activities of Aquila Part Prod Com, according to Article 8 of Regulation (EU) 2020/852, for the financial year 2023 (January 1, 2023 – December 31, 2023).

## Assessment of the eligibility of economic activities

### 1. Turnover

In the financial year 2023, the main economic activity of the Aquila Group was classified under the NACE code 4690 - non-specialized wholesale trade. The company recorded total turnover of 2,510,015,417 RON. Analysis conducted in accordance with Delegated Acts 2139/2021, 2485/2023, and 2486/2023, which define economic activities that can substantially contribute to six environmental objectives, indicates that the company's freight transport activity is eligible under activity 6.6 "Road freight transport services" from the Climate Delegated Regulation. An amount of 48,905,246 RON is considered eligible, and the results of the eligibility evaluation of activities are presented in Appendix 1. The proportion of turnover derived from the freight transport activity was determined and reported in accordance with IFRS segmentation standards, as detailed in the Financial Report.

### 2. Capital expenditure (CapEx)

The CapEx denominator covers additions to property, plant and equipment and intangible assets during the financial year, before depreciation, amortization and any revaluations, including those resulting from revaluations and write-downs, for the financial year 2023 and excluding changes in fair value. The denominator also covers additions to tangible and intangible assets resulting from business combinations. In the 2023 financial year, the total value of capital expenditures incurred by Aquila was 46,078,435 RON. An amount of 17,922,208 RON is considered eligible,

including investments in the modernization of the transport fleet, as per the CapEx categories listed in section 1.1.2.2. of Annex I to the Delegated Act 2021/2178. The eligible activity for which reporting is made is 6.6 "Road freight transport services" from the Climate Delegated Regulation.

### 3. Operating expenditure (OpEx)

According to the definition in art. 1.1.3.1. of Annex I of Delegated Act 2021/2178, the OpEx denominator covers only direct non-capitalized costs related to research and development, building renovation measures, short-term leasing contracts, maintenance and repairs, as well as any other direct expenses related to current maintenance of tangible assets by the enterprise or third party to which activities are outsourced that are necessary to ensure the continuous and effective operation of these assets. The eligible activity for which reporting is made is 6.6 "Road freight transport services" from the Climate Delegated Regulation. Operating expenses incurred by Aquila in the fiscal year 2023 amounted to a total of RON 2,413,329,928. An amount of RON 20,074,771 is considered eligible, including operating expenses associated with freight transport activities necessary to ensure the efficient and continuous operation of these operations, as per the OpEx categories listed in section 1.1.2.2. of Annex I to the Delegated Act 2021/2178.

The results of the evaluation are detailed in the tables provided in Appendix 1 of this Report.



# 10

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

The United Nations' 2030 Agenda includes 17 Sustainable Development Goals (SDGs) intended to apply universally to all countries. It is a commitment to eradicate poverty and have a sustainable planet by 2030. At this time, a growing number of international and local companies have included in their business strategies action plans to contribute to the fulfillment 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 objectives, assumed through the Sustainability Strategy developed in 2021, are structured in such a way as to achieve a good connection between them and the SDGs relevant to our activities.

At the same time, we understand that there are various synergies and trade-offs between objectives and targets if we analyze the positive and negative correlations between

them. To achieve certain objectives/targets we can contribute directly and positively (for example, for SDG 7 the transition to affordable and clean energy by installing solar panels), while for others our activities have a rather indirect and sometimes impact negative that we need to minimize (continuing the example with solar panels, we need natural resources to manufacture them). As such, in order to better identify these forces, we have tried to correlate the materiality analysis with our contribution to the achievement of the SDGs.

In our analysis we have 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 the journey and our efforts must continue to achieve better and better results.

In Chapter 18, our efforts to contribute to the achievement of the SDGs are presented, in line with our sustainability maturity and the ambitions set by Aquila's sustainability strategy.

### The UN Development Goals to which Aquila aims to contribute



# Materiality analysis

GRI 2-29

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

In order to comply with the latest requirements of the GRI standard, an extensive stakeholder consultation process was carried out in 2022 to identify material themes. Material themes are those themes that reflect the impact (positive and negative) on the economy, society and environment, including human rights, generated by the activities and business relationships of the Aquila Group. At the same time, it helps us better understand the risks and opportunities for our business, from a sustainability perspective.

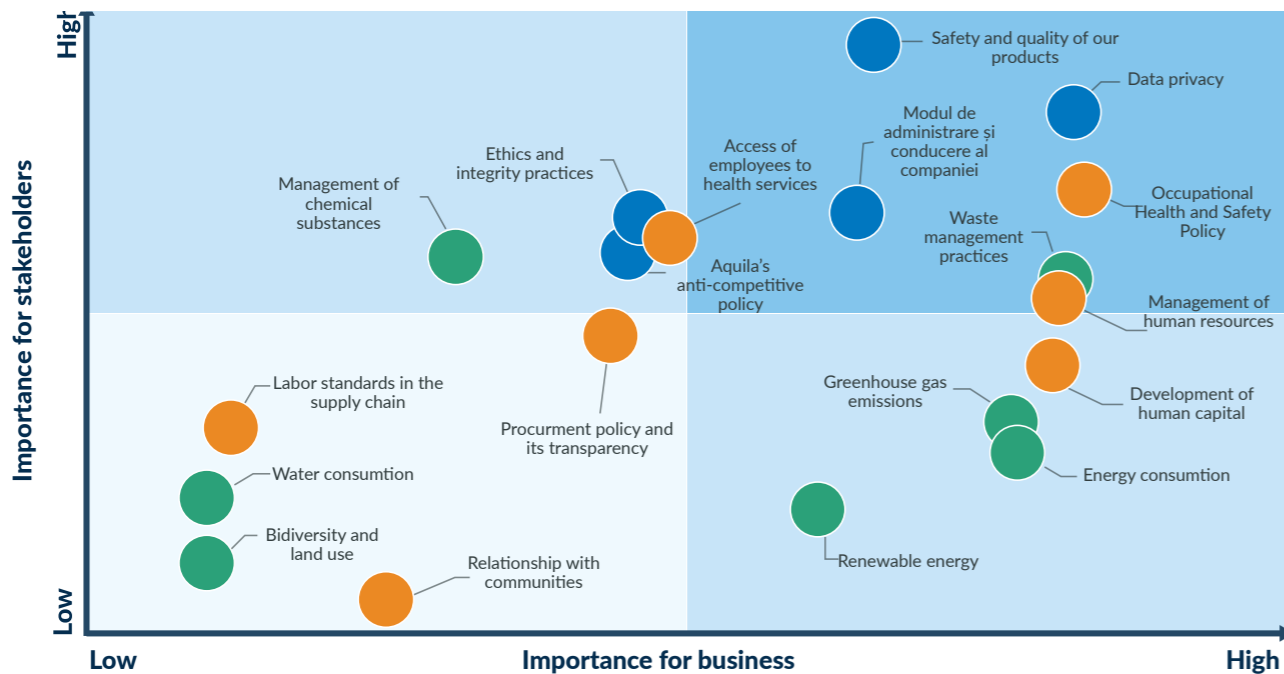
The management team reviewed and discussed from the perspective of current risks and opportunities the material themes identified in 2022, reaching the conclusion that they have not changed and remain relevant for the year 2023. At the same time, during 2023, there were no major changes in company at an organizational, operational or market level.

Therefore, the decision was made not to repeat the consultation process of the parties this year and to use the same material themes in the sustainability reporting for the year 2023.

For documentation, you can refer to the description of the complete materiality analysis process carried out in 2022 on page 40 of the [Sustainability Report](#)



Chart 6. Materiality matrix



# 12 Sustainability Strategy

GRI 2-22

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

As a mature business, we now have a responsibility to use our position and resources to lead by example in embedding sustainability concepts in all our business lines. Therefore, in 2021 we developed our first "[Sustainability Strategy](#)" with a time horizon of 5 years.

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

- Environment and Climate Change
- Human Capital and Communities
- Ethics and Governance

These three directions were chosen in close connection with the themes considered material by international rating agencies such as MSCI or SASB, by funding organizations and last but not least, confirmed by our employees and other consulted stakeholders.

The last few years have brought for Europe (and beyond) a series of unprecedented challenges. The European Union's climate ambitions have been challenged by new geo-political realities. Even so, the direction chosen by the member states was to continue and accelerate the transition to green energy and decrease Europe's energy dependence on volatile suppliers and on fossil fuels. So our strategic

climate and environmental plans and actions are aligned with these ambitions and we aim to invest to reduce our carbon footprint and use resources more efficiently. We have succeeded in aligning ourselves with international trends and transparently reporting our actions in the last three years.

In 2023, we participated for the second time in the Carbon Disclosure Project (CDP) climate assessment where we scored D, a regression from the first year when we scored C. This does not demotivate us, but rather makes us ambitious to go further, and see what we can change in our work to improve this score. At the same time, our score in the Ecovadis assessment for environmental efforts has increased from 40 in 2021 to 70 in 2023. We will continue to invest constantly in projects for the efficient use of resources and decarbonization in the next period of time (see the decarbonization plan [pagina 57](#) and environmental projects in Chapter 13).

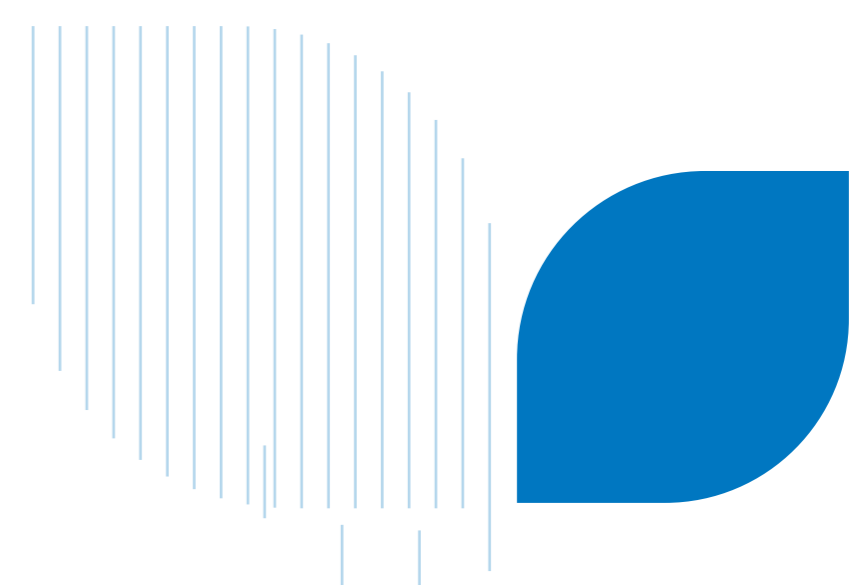
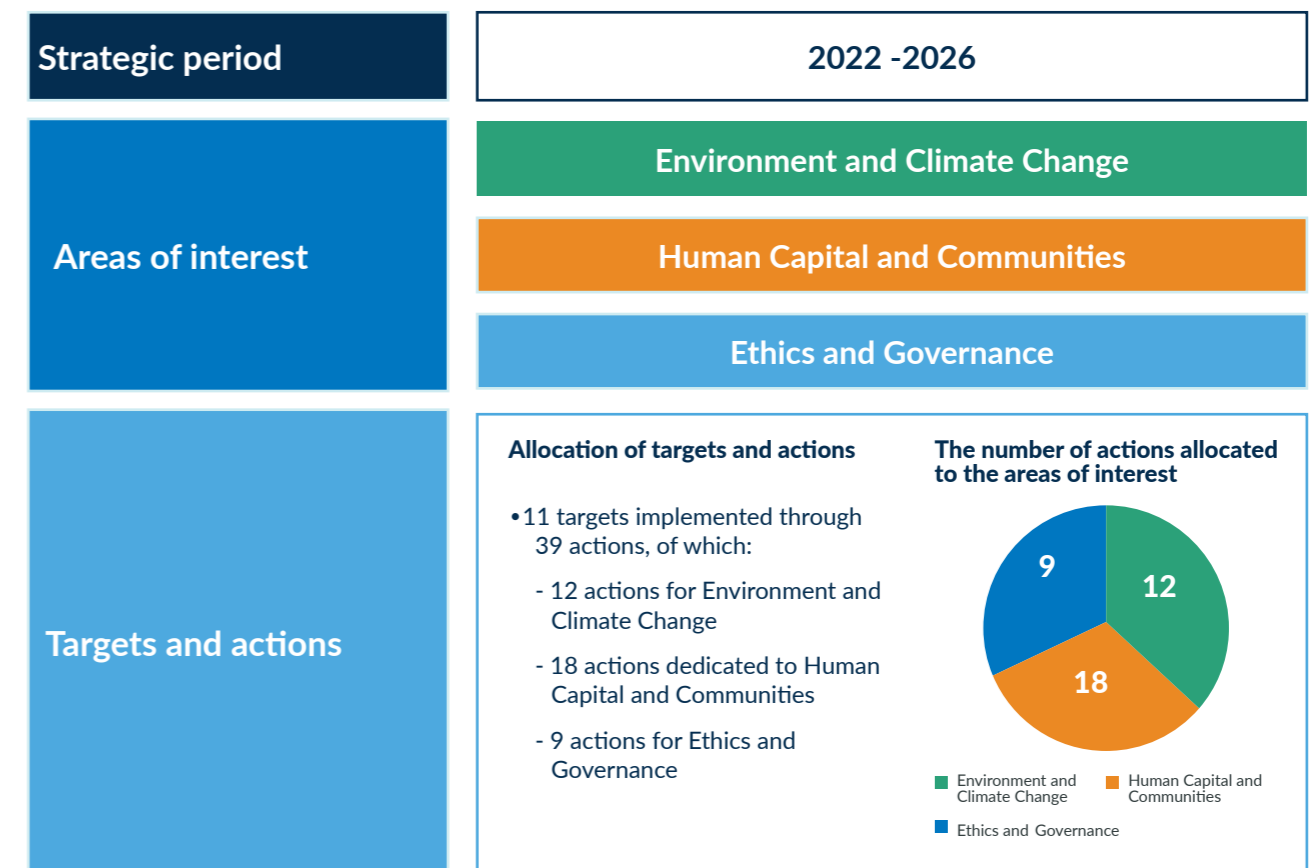
In terms of human capital, we have always aimed to provide a safe and healthy workplace, and we have encouraged staff development. In the context where in Romania, one of the Sustainable Development Goals of the UN where no significant progress has been registered is the one related to education (ODG 4), we consider that supporting the development of human capital is not only a moral obligation but also a way of to ensure, in the medium and long term, the workforce that can support our growth. Over the last year, we have invested both in the development of internal policies that are aligned with the best practices in the field and in programs to educate or reward employees (see Chapter 14). This was also recognized in the Ecovadis assessment where for the human capital area, from a score of 40 in 2021 we reached a score of 60 in 2023. Together with

the efforts and scores obtained in the environment area, our efforts have been rewarded in 2023 with the Bronze Medal from EcoVadis.

During 2023, we expanded our efforts to support

local communities, offering not only financial support, but also our employees' time through the new volunteering program we started (see chapter 14.6).

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



# 13 Protecting the Environment and Combating Climate Change

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

Regarding climate change, the EU pays particular attention to mainstreaming climate concerns into other policy areas such as transport and energy. This is done by promoting low-carbon technologies and adaptation measures so that the economy becomes more resilient and the impact on the environment is reduced.

## 13.1 Energy and climate change

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



### Efficient use of energy

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



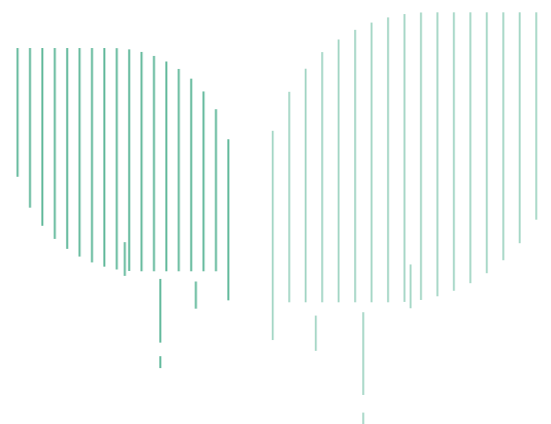
### Reduction of greenhouse gas emissions

We take responsibility for reducing the greenhouse gas emissions generated by our activities. We implement measures to monitor and report emissions, as well as strategies to reduce them by optimizing processes and using less polluting technologies.



### 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 where feasible.



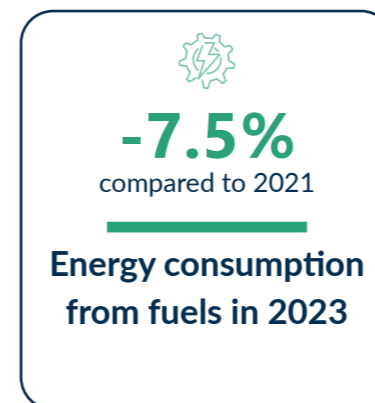
## 13.1.1 Energy consumption

GRI 302-1, GRI 302-2, GRI 302-3, GRI 302-4, GRI 302-5

Table 7. Fuel consumption of the car fleet

| Type of consumption                     | UM *      | Energy consumed |               |               |
|---|-----------|-----------------|---------------|---------------|
|   |           | 2021            | 2022          | 2023          |
| Petrol                                  | GJ        | 11.32           | 10.83         | 11.25         |
| Diesel fuel                             | GJ        | 168.12          | 153.92        | 151.38        |
| LPG                                     | GJ        | 1.01            | 2.16          | 4.34          |
| <b>Fuel from non-renewable sources:</b> | <b>GJ</b> | <b>180.45</b>   | <b>166.91</b> | <b>166.96</b> |
| Fuel from renewable sources             | GJ        | 180.45          | 166.91        | 166.96        |
| Total consumption                       | GJ        | 0               | 0             | 0.00          |

\*The conversion factors used are those used by international organizations for reporting greenhouse gas emissions in 2023 and can be found at <https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2023>



As part of efforts to optimize energy consumption and reduce greenhouse gas emissions, we recorded significant variations in the structure and fuel consumption for 2023 compared to previous years. These changes reflect measures implemented to improve efficiency and reduce environmental impact, in line with our 2021-2026 decarbonisation strategy.

Petrol consumption rose slightly from 10.83 GJ in 2022 to 11.25 GJ in 2023, representing an increase of 3.86% over the previous year. Compared to 2021, consumption is almost constant, with a marginal decrease of 0.63%.

Diesel consumption decreased slightly from 153.92 GJ in 2022 to 151.38 GJ in 2023, a reduction of 1.65% compared to the previous year and 9.96% compared to 2021. This reduction reflects our efforts to modernize the vehicle fleet and optimize transport routes.

LPG consumption has increased significantly from 2.16 GJ in 2022 to 4.34 GJ in 2023, marking an increase of 100.83% compared to the previous year and 329.49% compared to 2021. This substantial increase is the direct result of our transition policies to sources of less polluting energy.

The 7.5% decrease in fuel consumption in 2023 compared to 2021 is the result of the implementation of the following actions:

- Implementation of the route management system (TMS), which allowed us to optimize the routes traveled by the vehicle fleet
- Continuous modernization of the fleet, purchasing exclusively vehicles with less polluting engines, according to the pollution standards in force (at least Euro 6).



**Table 8.** Electricity and natural gas consumption

| Type of consumption** | UM * | Energy consumed |           |           | Energy sold |      |      |
|-----------------------|------|-----------------|-----------|-----------|-------------|------|------|
|                       |      | 2021            | 2022      | 2023      | 2021        | 2022 | 2023 |
| Electricity           | GJ   | 41,472.10       | 41,841.20 | 48,585.80 | 0           | 0    | 0    |
| Natural gas           | GJ   | 17,326.50       | 15,130.00 | 13,426.52 | 0           | 0    | 0    |
| Total consumption     | GJ   | 58,798.60       | 56,971.20 | 62,012.32 | 0           | 0    | 0    |

\*The conversion factors used are those used by international organizations for reporting greenhouse gas emissions from the year 2023 and can be found at <https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2023>

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

Starting in 2021, we have implemented a plan to improve the efficiency of electricity and natural gas consumption for our warehouses.

The increase in electricity consumption from 41,841.20 GJ in 2022 to 48,585.80 GJ in 2023, representing an increase of 16.12% compared to the previous year, is mainly due to the change in the contract between Aquila Part Prod Com and the owner of the frozen goods warehouse in Ariceştii-Rahtivani, Prahova county. As of June 2023, electricity consumption billing has been transferred directly to Aquila Part Prod Com, eliminating the inclusion of this cost in the warehouse rental rate. This change led to a clearer and more direct accounting of actual energy consumption. At the same time, the increase in consumption can be attributed to the expansion of activity in one of the existing warehouses, by integrating a new type of customer with higher energy consumption.

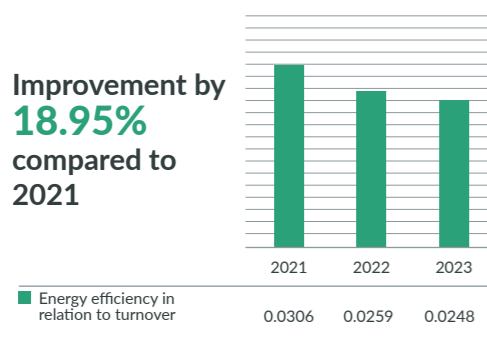
Natural gas consumption continued to decrease,

from 15,130.00 GJ in 2022 to 13,426.52 GJ in 2023, marking a reduction of 11.26% from 2022 and 22.51% from 2021. This significant reduction is the direct result of the energy efficiency plan implemented by Aquila, as part of the decarbonisation plan, and aimed at optimizing the use of natural gas and reducing dependence on it.

The total consumption of electricity and natural gas increased from 56,971.20 GJ in 2022 to 62,012.32 GJ in 2023, registering an increase of 8.85% compared to the previous year and 5.47% compared to 2021. This increase general is due to the increase in electricity consumption explained previously, which exceeded the reduction in natural gas consumption.

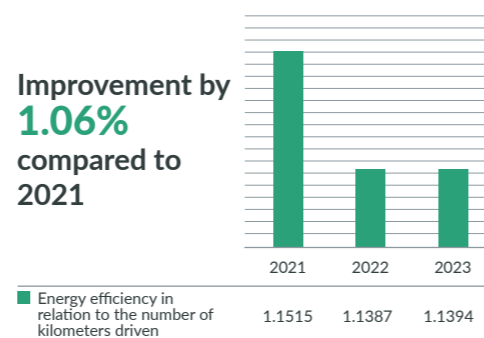
However, thanks to energy efficiency measures and better resource management, Aquila continues to record improved operational efficiency.

**Chart 7.** Energy efficiency in relation to turnover\*



\*Efficiency rate calculated for 1,000 lei turnover

**Chart 8.** Energy efficiency in relation to the number of kilometers driven\*



\*Efficiency rate calculated for 1,000 Km driven

The 18.93% improvement in energy efficiency compared to 2021 in relation to turnover reflects the attention we pay to energy efficiency in all operational aspects of the company, including transport, storage and resource use.

In addition, the improvement over the same reference period in the operational activity efficiency indicator by 1.04% calculated on the number of kilometers traveled indicates the adoption of efficient practices in terms of energy consumption in daily operations.

**Table 9.** Total energy consumption at the company level

| Type of energy           | UM * | Energy consumed |           |           | Energy sold |      |      |
|--------------------------|------|-----------------|-----------|-----------|-------------|------|------|
|                          |      | 2021            | 2022      | 2023      | 2021        | 2022 | 2023 |
| Total energy consumption | GJ   | 58,981.38       | 57,141.24 | 62,181.89 | 0           | 0    | 0    |

\*The conversion factors used are those used by international organizations for reporting greenhouse gas emissions from the year 2023 and can be found at <https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2023>

Examples of energy efficiency measures and investments implemented in 2023:



**Energy efficiency in warehouses:**

- Use of mobile shelves in frozen product warehouses to optimize storage capacity and use available space more efficiently.
- Replacement of old lighting fixtures in the company's warehouses with LED lighting fixtures, with superior energy efficiency. Starting in 2023, the DC3 warehouse, with an area of 40,000 m<sup>2</sup>, was fully equipped with 700 LED lighting fixtures.
- As part of the Aquila policy, any burnt-out lighting fixture is automatically replaced with an LED lighting fixture, reducing energy consumption per unit by 50% (according to the technical specifications of LED bulbs, they consume 50% less energy than halogen bulbs, thus significantly reducing consumption).
- Modernization of machinery within the program started by Aquila to gradually replace machinery in warehouses, switching from lead-acid batteries to L-Ion batteries, which offer increased energy efficiency. 51% of machinery is to be replaced to complete this transition.
- In 2023, the capacity of the pick-by-light system was expanded with 1,500 additional locations. These were added to the 1,100 existing locations in 2022, thus strengthening the efficiency of product

pick-up operations and contributing to improving the energy performance of our warehouses.



**Use of advanced technology and efficient IT systems:**

- Implementation and expansion in 2023 of the warehouse management system (WMS), which manages warehouse activity through radio frequency terminals and provides full traceability.
- To increase the efficiency of logistics operations, Aquila Part Prod Com uses the ORTEC system. This system plans delivery routes, optimizing fleet and staff utilization. In addition, ORTEC provides an interface for customers through which they can track the status of deliveries and access documents related to each run.



**Improving operational efficiency :**

- The implementation of the TMS (Transportation Management System) allowed the optimization of transport routes by addressing the management of traveled distances and transit time.
- In 2023, we added 174 vehicles with Euro 6 pollution norm, of which 68 with alternative fuel LPG and 1 mild-hybrid, while 6 vehicles are full-



hybrid. We also purchased 26 semi-trailers to improve fleet capacity and efficiency. At the same time, we scrapped a number of 87

vehicles with a pollution norm below Euro 6, thus reaching a majority Euro fleet 6.



### 13.1.2 Energie regenerabilă



**79%**  
in 2023

The percentage of electricity from renewable sources, within Aquila Part Prod Com company

To increase efficiency and control over energy consumption, Aquila Part Prod Com S.A. built two photovoltaic plants with a total combined capacity of 230 kW in an investment of 220,000 euros.

The first photovoltaic plant was installed at the location in Ploiesti, str. Poligonului nr. 3-5A and became operational on April 1, 2022, with an installed capacity of 100 kW. Later, in September 2022, its capacity was expanded by another 100 kW. During 2023 it produced approximately 224,210 Kw, covering approximately 37% of the location's energy consumption.

In September 2022, we put into operation a photovoltaic plant at the company's headquarters. With a capacity of 30 kW, it produced 23,600 kW in 2023, covering approximately 17% of the location's energy consumption.

The total amount of renewable energy produced in 2023 by the two plants was 247,810 kW.



**78%**  
in 2023

The proportion of electricity from renewable sources within the Group

### 13.1.3 Carbon footprint

GRI 305-1, GRI 305-2, GRI 305-3, GRI 305-4, GRI 305-5



#### Background and objectives

According to the Sustainability Strategy adopted at the Group level in 2021, for the period 2022

- 2026, the company has undertaken to focus its efforts on reducing greenhouse gas emissions.



#### Calculation methodology

Since the formation of the Aquila Group in 2021, we have calculated and reported each year the carbon footprint using financial consolidation (see consolidation table on page 18 and using international best reporting practices. The calculation was based on 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).

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 procurement of goods and services (limited scope – top 100 suppliers based on trade volume), business travel and waste management. Thus, we have obtained a more comprehensive picture of our greenhouse gas emissions in relation to the activities carried out in these areas. For indirect emissions associated with goods and services and purchased capital goods (activities 1 and 2 of Scope 3), emissions were calculated using the "spend base" method.

Although in terms of capital share Aquila Part Prod Com SA holds a 95.75% stake in the capital of Printex SA, the latter is 100% controlled by the parent company Aquila Part Prod Com SA, both in terms of operationally as well as financially. As a result, greenhouse gas emissions were attributed 100% in the calculation of the Group's carbon footprint.

Table 10. GHG emissions based on location

|   | tons CO <sub>2</sub> e |                  |                  |                     |
|---|------------------------|------------------|------------------|---------------------|
| Type of activity                          | 2021                   | 2022             | 2023             | Evolution 2023/2021 |
| <b>Scope 1 - Total</b>                    | <b>27,028.50</b>       | <b>24,562.30</b> | <b>24,328.93</b> | <b>-9.99%</b>       |
| Stationary combustion                     | 872.30                 | 761.70           | 675.93           | -22.51%             |
| Mobile combustion                         | 24,942.00              | 22,987.10        | 22,567.01        | -9.52%              |
| Fugitive emissions – cooling systems      | 1,214.20               | 813.50           | 1,085.98         | -10.56%             |
| <b>Scope 2 - Location based</b>           | <b>2,409.60</b>        | <b>2,112.40</b>  | <b>1,053.00</b>  | <b>-56.30%</b>      |
| Purchased electricity – location-based    | 2,409.60               | 2,112.40         | 1,053.00         | -56.30%             |
| Purchased heat                            | 0,00                   | 0.00             | 0.00             | n/a                 |
| <b>Scope 3 - Total</b>                    | <b>5,533.38</b>        | <b>5,085.88</b>  | <b>5,349.05</b>  | <b>-3.33%</b>       |
| Purchased goods and services              | 4,178.84               | 3,628.18         | 4,496.74         | 7.61%               |
| Capital goods                             | 864.01                 | 1,021.00         | 342.43           | -60.37%             |
| Waste generated from activity             | 469.83                 | 419.20           | 475.34           | 1.17%               |
| Business travel-transport                 | 20.70                  | 16.70            | 30.81            | 48.85%              |
| Business travel-hotels                    | n/a                    | 0.80             | 3.72             | n/a                 |
| <b>Total Scope 1+2+3 (location-based)</b> | <b>34,971.48</b>       | <b>31,760.58</b> | <b>30,730.98</b> | <b>-12.13%</b>      |

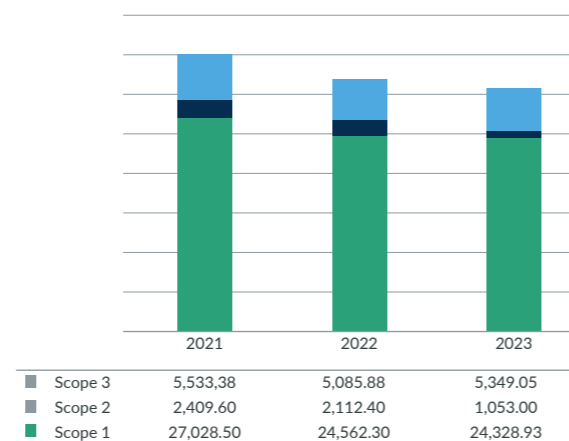


## 13 Protecting the Environment and Combating Climate Change

The company's carbon footprint decreased by 3.24% in 2023 compared to 2022 and by 12.13% compared to 2021, reaching 30,730.98 tons CO<sub>2</sub>e.

It is important to note that emissions from mobile combustion account for the largest share of our total carbon footprint. In 2023, following our continuous program of replacing the fleet of vehicles with a high-performance one and optimizing transport routes, we recorded a decrease in these emissions of approximately 0.95% compared to the previous year and by 9.99% compared to 2021.

**Chart 9.** Evolution and structure of GHG emissions based on location



**-12.13%**  
compared to the year 2021

**Total carbon footprint in 2023 (based on location)**

Although the emissions from stationary combustion have a relatively small weight in the total emissions from Scope 1, it is important to note that in the year 2023 these emissions improved significantly, by 22.51% compared to the year 2021 due to the program to reduce the consumption of natural gas implemented at the company level.

In terms of Scope 2 emissions (based on location), they decreased by 50.15% in 2023 compared to 2022 and by 56.30% compared to 2021, reaching 1,053.00 tons CO<sub>2</sub>e. This reduction is largely due to the improvement in the energy mix provided by our partners, our constant attention to developments in the energy market, the adoption of the most sustainable solutions available, and the commissioning of our own photovoltaic plants.

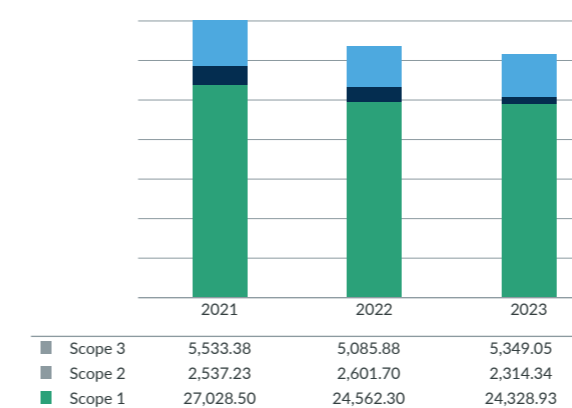
Total emissions from Scope 3 increased by 5.17% in 2023 compared to 2022, but decreased by 3.33% compared to 2021, reaching 5,349.05 tons CO<sub>2</sub>e. This increase is due to higher trade volume with the top 100 suppliers considered in the calculation, as well as the expansion of the calculation to include business travel.

**Table 11.** GHG emissions - market based

| Type of activity                      | 2021             | 2022             | 2023             | Evolution 2023 vs 2021 |
|---------------------------------------|------------------|------------------|------------------|------------------------|
| <b>Scope 1 - Total</b>                | <b>27,028.50</b> | <b>24,562.30</b> | <b>24,328.93</b> | <b>-9.99%</b>          |
| Stationary combustion                 | 872.30           | 761.70           | 675.93           | -22.51%                |
| Mobile combustion                     | 24,942.00        | 22,987.10        | 22,567.01        | -9.52%                 |
| Fugitive emissions - air conditioning | 1,214.20         | 813.50           | 1,085.98         | -10.56%                |
| <b>Scope 2 - market based</b>         | <b>2,537.23</b>  | <b>2,601.70</b>  | <b>2,314.34</b>  | <b>-8.78%</b>          |
| Electricity purchased - market based  | 2,537.23         | 2,601.70         | 2,314.34         | -8.78%                 |
| Purchased heat                        | 0.00             | 0.00             | 0.00             | n/a                    |

| Type of activity                        | 2021             | 2022             | 2023             | Evolution 2023 vs 2021 |
|---|------------------|------------------|------------------|------------------------|
| <b>Scope 3 - Total</b>                  | <b>5,533.38</b>  | <b>5,085.88</b>  | <b>5,349.05</b>  | <b>-3.33%</b>          |
| Purchased goods and services            | 4,178.84         | 3,628.18         | 4,496.74         | 7.61%                  |
| Capital goods                           | 864.01           | 1021.00          | 342.43           | -60.37%                |
| Waste generated from activity           | 469.83           | 419.20           | 475.34           | 1.17%                  |
| Business travel-transport               | 20.70            | 16.70            | 30.81            | 48.85%                 |
| Business travel-hotels                  | n/a              | 0.80             | 3.72             | n/a                    |
| <b>Total Scope 1+2+3 (market based)</b> | <b>35,099.10</b> | <b>32,249.88</b> | <b>31,992.32</b> | <b>-8.85%</b>          |

**Chart 10.** Evolution and structure of GHG emissions based on the market



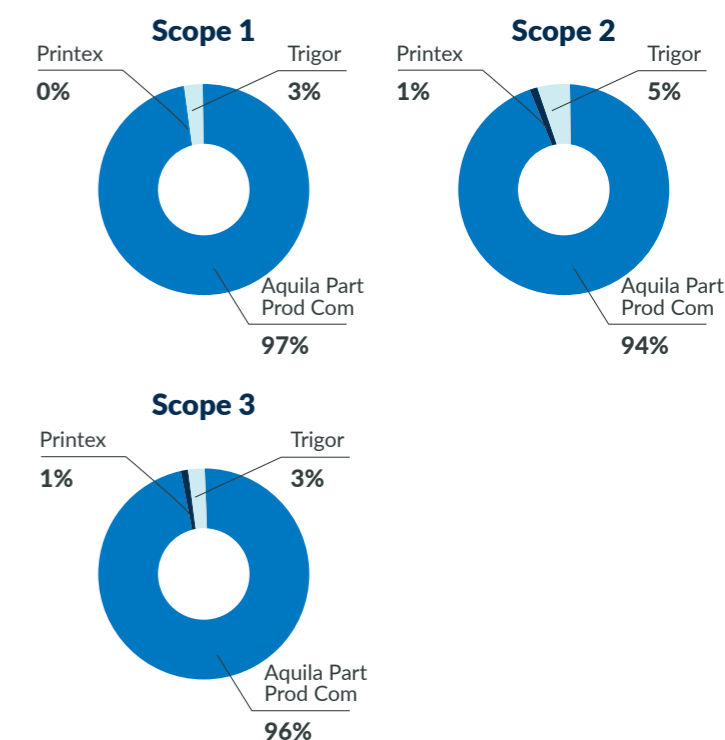
**-8.85%**  
compared to the year 2021

**Total carbon footprint in 2023 (market based)**

The difference recorded between the location-based vs. market-based carbon footprint reduction is driven by the emissions from Scope 2. In 2023, Scope 2 emissions calculated under the market-based method were higher than the year 2021.

This difference is due to 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 2023, the energy mix of our contracted suppliers included a greater proportion of renewable energy sources than in the previous year, which led to a significant reduction in the emission factor used for the market-based calculation method.

**Chart 11.** Structure of GHG emissions by company



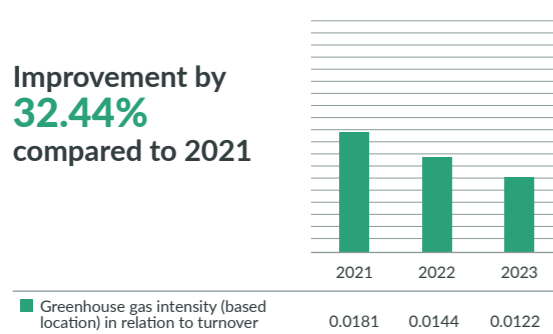
The significant share of the organization Aquila Part Prod Com S.A. is noted in all three scopes: Scope 1, Scope 2 and Scope 3. This indicates that the activities carried out by Aquila Part Prod Com S.A. have a significant impact on the

greenhouse gas emissions of the entire Group. Our approach to reducing our carbon footprint will be particularly focused on this organization given the significant impact it has within the Group.



### Intensity of GHG emissions (based on location)

**Chart 12.** Greenhouse gas intensity (based location) in relation to turnover\*



\*Efficiency rate calculated for 1,000 lei turnover

In 2023, we recorded a significant improvement in GHG intensity relative to turnover in both the location-based method (-14.79%) and the market-based method (-12.64%), compared to 2022. Compared to 2021, the improvement is even more obvious, with 32.44% in the location-based method and 29.92% in the market-based method. We have adopted less polluting technologies, improved the energy efficiency

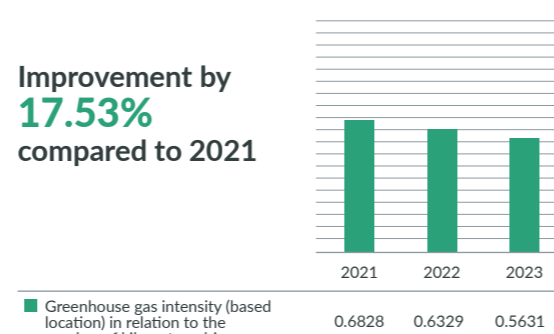


### Reassessment of Scope 3 Emissions

As part of the process of calculating the carbon footprint for the year 2023, we made a methodological change for the calculation of emissions from Scope 3.

Thus, in the years 2021 and 2022, we used the Quantis calculation tool that took into account the World Input-Output Database (WIOD) to determine emissions. This tool was withdrawn in 2023 and as such for the year

**Chart 13.** Greenhouse gas intensity (based location) in relation to the number of kilometers driven\*



\*Efficiency rate calculated for 1,000 Km driven

of our operations and promoted the use of renewable energy sources.

We also see an improvement in greenhouse gas intensity per kilometer driven. Through both the location-based method (11.03%) and the market-based method (8.78%), our efforts to make transport more efficient and use less polluting means of transport have reduced emissions over distance traveled.

2023 we used the emission factors published by DEFRA for the activity categories defined in the Environmentally Extended Input-Output (EEIO) database. EEIO uses a different classification of supplier activities than WIOD, which has led to lower emissions reporting despite an increase in the total value of suppliers.

To maintain the integrity and comparability of our sustainability reporting, we have recalculated

Scope 3 emissions for the years 2021 and 2022 using the EEIO methodology applied in 2023.

By applying the Environmentally Extended Input-Output (EEIO) methodology, the revised emissions situation for 2021 and 2022 is as follows:

**Table 12.** Situația emisiilor revizuite

| Scope 3                      | 2021 recalculated | 2022 recalculated | 2021 initial | 2022 initial |
|------------------------------|-------------------|-------------------|--------------|--------------|
| Purchased goods and services | 4,178.84          | 3,628.18          | 8,522.38     | 8,711.56     |
| Capital goods                | 864.01            | 1,021.00          | 953.51       | 101.40       |

### 13.1.4 Decarbonation Plan

Freight and logistics activities contribute approximately 10% to global greenhouse gas (GHG) emissions. At the level of the European Union, heavy vehicles are responsible for a quarter of GHG emissions. Through the Green Deal, the European Union set out to become the first climate-neutral continent. In order to achieve this objective for the transport sector, the EU proposes ambitious objectives regarding the reduction of CO<sub>2</sub> emissions.

In line with sustainable development targets, Aquila aims to carry out its activities in the most environmentally friendly way, with the direct objective of reducing its carbon footprint.

This requires a combination of business model changes, including rapid improvements in energy efficiency, the use of renewable resources, a shift to lower emission vehicles and operational improvements. Through the sustainability strategy for the period 2021-2026, we have proposed to annually implement a series of measures designed to support our decarbonization efforts. The initial estimate was that we would be able to reduce carbon emissions by around 10% over five years, and we committed to an internal process to assess and calculate this target on a sound basis and by incorporating industry best practice.

So, a first step was to use the "GHG Protocol Corporate Accounting and Reporting Standard" for scope 1 and 2, and the "GHG Protocol Corporate Value Chain standard for emissions from Scope 3" to calculate our carbon footprint. The year 2021

was chosen as the reference year, because then the consolidation of the Group was achieved and the listing on the BSE took place and the calculations followed the financial consolidation.

This process allowed us to inventory and analyze the sources of emissions that are under the direct control of the Group and for which, during 2022 and 2023, we started an assessment and modeling process with a view to establishing decarbonization targets for emissions from Scope 1 and 2.

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

- On warehouses, we aim to achieve an approximately 3% reduction in our carbon footprint in 2026 compared to 2021.
- For the fleet, we aim to achieve an approximately 6% reduction in the carbon footprint in 2026 compared to 2021.

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

- Increasing the degree of energy efficiency for our warehouses by implementing measures to gradually replace equipment with high consumption of electricity and gas (lighting, heating/cooling, logistic transport).
- Continuation of investments in green energy production capacities.



- Increasing the share of green energy in the purchased energy mix.
- Gradual replacement of the operational fleet with low-emission vehicles.
- Logistics improvements.

Although we are at the beginning of the road in this area and the calculation of Scope 3 emissions is voluntary, we had the ambition to also start this important exercise to seriously address climate change. For the period 2021-2023, we have incorporated in our calculations Scope 3 emissions for the following areas:

- Purchase of goods and services (for our top 100 suppliers based on amounts paid to them)
- Waste management
- Business trips and hotel days (hotel days have been added since 2022).

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

We have not yet set a Scope 3 emissions reduction target, but we have started, and plan to continue implementing, a series of activities to

help us control some of these emissions, namely:

- Measures to reduce the amount of packaging waste generated (see chapter 13.2.1 of this report).
- Changing the procurement model by incorporating ESG elements into the supplier selection procedures and into the selection procedures of certain products (IT equipment with the Energy saving label, recycled paper, etc.).
- Continued use of virtual meetings as the preferred way of conducting business meetings.

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

In line with industry best practices in 2022 and 2023 we participated in the CDP - Carbon Disclosure Project assessment and reported the data for Climate. For both topics, we received a C rating (Awareness level) in 2022 and a D rating in 2023. This shows us that the industry is not standing still, that assessments of this kind are increasingly demanding and that we must be making more efforts to be able to improve this rating in the next period.

## 13.2 Environment and natural resources

### 13.2.1 Waste management

GRI 306-1, GRI 306-2, GRI 306-3, GRI 306-4, GRI 306-5

Aquila recognizes the current and potential impact of waste associated with its own activities and value chain. The company is aware that the generation of waste can have negative effects on the environment and, in this regard, makes constant efforts to manage it properly.

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

Waste comes from sourcing, preparation, transport and distribution of goods orders, fleet repair and maintenance activities or office work.

- increasing the percentage of recovered/recycled waste;
- reducing the amount of non-recoverable waste that requires final disposal by incineration or final disposal in landfills.



#### Third party waste management

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



#### Data Collection and Monitoring

Aquila has developed the "Program for the prevention and reduction of the amount of waste generated" in accordance with the legislative requirements. The program is based on the audit of waste generated at the organization's workplaces and aims to identify and implement specific measures to reduce waste generation.

The main objectives of the program are:

- preventing and reducing the amount of waste generated on site;
- increasing the performance of the waste management system through more efficient collection;
- increasing the percentage of correctly sorted waste;

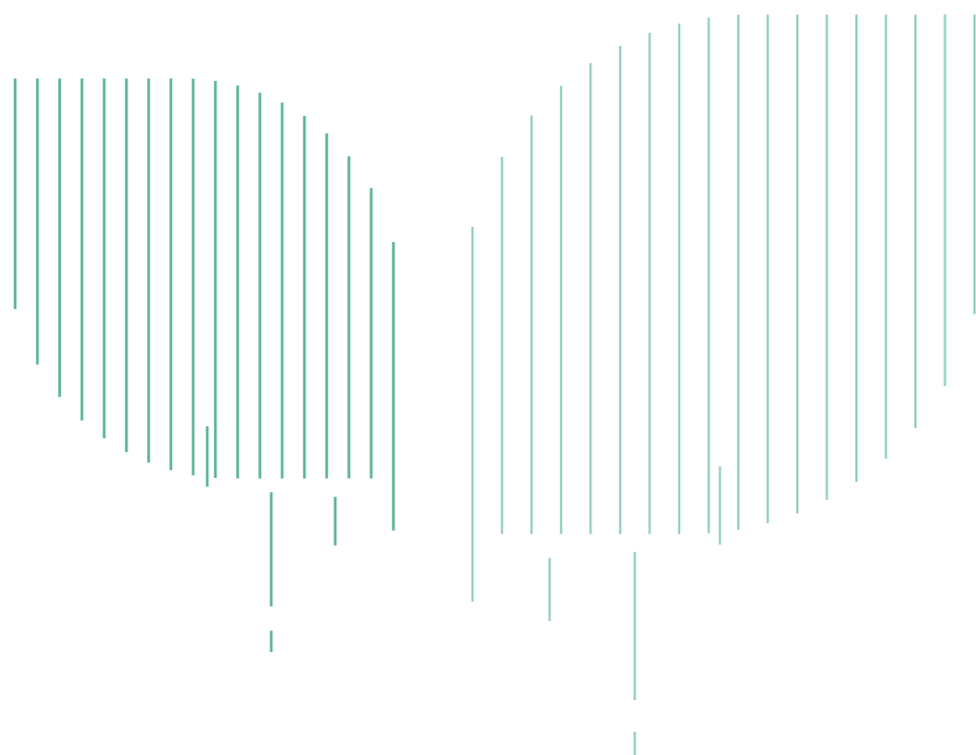


#### Measures Adopted to Prevent Waste Generation and Manage Impacts

In the year 2023, Aquila has undertaken a series of concrete measures to efficiently manage waste and reduce environmental impact:

We continued to use the 8,000 roll containers introduced in 2022, and thus reduced the use of pallets in deliveries to partners. This measure contributes to avoiding the generation of packaging waste and optimizing resources, thus promoting circularity in Aquila's value chain.

- The use of the WMS system allowed full product traceability, which facilitated more efficient management by identifying potential optimization points.



The WMS system implemented in 2022 enabled the reduction of paper usage in the company's central warehouses with **99%**

- By using the semi-automatic wrapper and purchasing thinner plastic film, the company was able to reduce plastic consumption and minimize waste associated with packaging.
- Optimizing orders together with end customers by increasing the number of deliveries in original containers and boxes (received from suppliers) led to the avoidance of repackaging goods and helped to reduce the consumption of additional packaging materials such as plastic film and cardboard boxes. Although Aquila reuses some products for packaging, the company does not have a monitoring system for reconditioned products or reclaimed packaging materials.

Adoption of a sustainable logistics model, in partnership with CHEP, whereby the company uses reusable pallets instead of disposable ones. According to calculations provided by CHEP, the annual impact of this initiative can be summarized as follows:



\* Data provided by the CHEP company through the Sustainability Certificate issued in February 2024 for the year 2023



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



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

- As a result of the optimization of logistics activities, described on [page 15](#), we continued to increase the efficiency of the use of CHEP pallets.

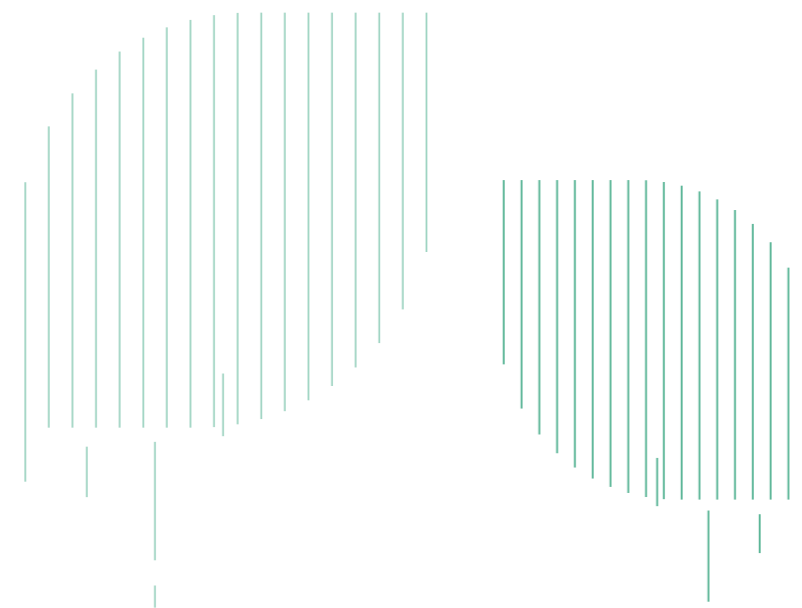
**Table 13.** Materials for product packaging

| Cardboard materials used for packaging products *                         | UM       | 2021       | 2022       | 2023       |
|---|----------|------------|------------|------------|
| Total weight of non-renewable sources used for packaging products         | tons     | 66.5       | 68.95      | 90.17      |
| Total weight of renewable sources used for packaging products             | tons     | 59.03      | 62.13      | 81.56      |
| <b>Percentage of recycled input materials used for packaging products</b> | <b>%</b> | <b>89%</b> | <b>90%</b> | <b>90%</b> |

\* The reported information refers to the quantities used by Aquila Part Prod Com S.A. Regarding polyethylene-based packaging products, the total situation of purchased packaging is 64.63 tons. These packages are made entirely from virgin raw material, to ensure high quality packaging. Starting in 2022, we have implemented a selective waste collection system in our offices in Ploiești. We have installed separate receptacles for different types of waste and eliminated regular trash cans.

To ensure the success of the selective waste collection program, we informed and actively involved all employees. They received a comprehensive information by email, with the message "Act responsibly!" to remind them of the importance of correct waste collection and the impact they can have on the environment. We carefully explained the correct way to store different types of waste such as plastic/metal, paper/cardboard and glass, as well as the residual/undifferentiated waste category.

In 2023, Aquila started a collaboration regarding the running of employee education and awareness campaigns with the company that ensures waste collection. As part of this campaign, the organizer distributed informative leaflets at the level of our offices detailing the effective ways of waste management.



**Table 14.** Deșeuri generate în organizație

| Types of waste generated   | U.M.        | Amount of waste generated |                 |                 | Evolution 2023 vs 2021 |
|--|-------------|---------------------------|-----------------|-----------------|------------------------|
|  |             | 2021                      | 2022            | 2023            |                        |
| <b>Hazardous</b>   | <b>tons</b> | <b>8.24</b>               | <b>5.00</b>     | <b>7.17</b>     | <b>-12.93%</b>         |
| Waste specific to the maintenance and repair of motor vehicles                       | tons        | 8.24                      | 4.96            | 7.14            | -13.30%                |
| Discarded electrical and electronic equipment  | tons        | 0.00                      | 0.04            | 0.03            | n/a                    |
| <b>Non-hazardous</b>   | <b>tons</b> | <b>1,436.09</b>           | <b>1,163.01</b> | <b>1,294.29</b> | <b>-9.87%</b>          |
| Materials not suitable for consumption or processing (products of animal origin)     | tons        | 32.18                     | 12.49           | 7.59            | -76.41%                |
| Materials not suitable for consumption or processing (products of non-animal origin) | tons        | 14.35                     | 0.61            | 0.70            | -95.13%                |
| Packaging waste  | tons        | 487.79                    | 309.14          | 384.92          | -21.09%                |
| Waste specific for the maintenance and repair of motor vehicles and                  | tons        | 53.09                     | 40.12           | 35.94           | -32.30%                |
| Plastic materials  | tons        | 0.75                      | 0.46            | 1.47            | 96.00%                 |
| Discarded electrical and electronic equipment,                                       | tons        | 0.00                      | 0.20            | 0.30            | n/a                    |
| Mixed municipal waste  | tons        | 846.80                    | 798.11          | 756.46          | -10.67%                |
| Other components not specified   | tons        | 1.13                      | 1.88            | 106.91          | 9,403.11%              |
| <b>Total</b>   | <b>tons</b> | <b>1,444.32</b>           | <b>1,168.01</b> | <b>1,301.46</b> | <b>-9.89%</b>          |



**Table 15.** Situation of recycled and disposed waste

| Types of waste generated   | UM          | Waste redirected from disposal |               |               | Waste directed to disposal |               |               |
|--|-------------|--------------------------------|---------------|---------------|----------------------------|---------------|---------------|
|  |             | 2021                           | 2022          | 2023          | 2021                       | 2022          | 2023          |
| <b>Hazardous waste</b>   | <b>tons</b> | <b>8.24</b>                    | <b>4.89</b>   | <b>7.12</b>   | <b>0.00</b>                | <b>0.11</b>   | <b>0.05</b>   |
| Waste specific to the maintenance and repair of motor vehicles                       | tons        | 8.24                           | 4.85          | 7.09          | 0.00                       | 0.11          | 0.05          |
| Discarded electrical and electronic equipment  | tons        | 0.00                           | 0.04          | 0.03          | 0.00                       | 0.00          | 0.00          |
| <b>Non-hazardous waste</b>   | <b>tons</b> | <b>557.11</b>                  | <b>350.88</b> | <b>529.54</b> | <b>878.98</b>              | <b>812.13</b> | <b>764.75</b> |
| Materials not suitable for consumption or processing (products of animal origin)     | tons        | 0.00                           | 0.00          | 0.00          | 32.18                      | 12.49         | 7.59          |
| Materials not suitable for consumption or processing (products of non-animal origin) | tons        | 14.35                          | 0.61          | 0.00          | 0.00                       | 0.00          | 0.70          |
| Packaging waste  | tons        | 487.79                         | 309.14        | 384.92        | 0.00                       | 0.00          | 0.00          |
| Waste specific to the maintenance and repair of motor vehicles                       | tons        | 53.09                          | 39.57         | 35.94         | 0.00                       | 0.55          | 0.00          |
| Plastic materials  | tons        | 0.75                           | 0.00          | 1.47          | 0.00                       | 0.46          | 0.00          |
| Discarded electrical and electronic equipment  | tons        | 0.00                           | 0.00          | 0.30          | 0.00                       | 0.20          | 0.00          |
| Mixed municipal waste  | tons        | 0.00                           | 0.00          | 0.00          | 846.80                     | 798.11        | 756.46        |
| Other components not specified   | tons        | 1.13                           | 1.56          | 106.91        | 0.00                       | 0.32          | 0.00          |
| <b>Total</b>   | <b>tons</b> | <b>565.35</b>                  | <b>355.77</b> | <b>536.66</b> | <b>878.98</b>              | <b>812.24</b> | <b>764.80</b> |

**Table 15.** The situation of waste destined for disposal

| Waste directed to disposal             | UM          | Amount of waste generated |                |          |             |                 |
|--|-------------|---------------------------|----------------|----------|-------------|-----------------|
|  |             | 2021                      |                | 2022     |             | 2023            |
|  |             | Onsite                    | Offsite        | Onsite   | Onsite      | Offsite         |
| <b>Hazardous waste</b>                 | <b>tons</b> | <b>0</b>                  | <b>8.2</b>     | <b>0</b> | <b>0.00</b> | <b>7.17</b>     |
| Incineration (without energy recovery) | tons        | 0                         | 0.0            | 0        | 0.0         | 0.0             |
| Recycling                              | tons        | 0                         | 8.2            | 0        | 0.0         | 7.17            |
| <b>Non-hazardous waste</b>             | <b>tons</b> | <b>0</b>                  | <b>1,436.1</b> | <b>0</b> | <b>0.00</b> | <b>1,294.29</b> |
| Incineration (without energy recovery) | tons        | 0                         | 46.5           | 0        | 0.0         | 8.34            |
| Landfill storage                       | tons        | 0                         | 846.8          | 0        | 0.0         | 756.46          |
| Recycling                              | tons        | 0                         | 542.8          | 0        | 0.0         | 529.49          |
| <b>Total</b>                           | <b>tons</b> | <b>0</b>                  | <b>1,444.3</b> | <b>0</b> | <b>0.0</b>  | <b>1,301.46</b> |



The amounts of hazardous waste increased by 43.40% in 2023 compared to 2022 but decreased by 12.93% compared to 2021. The change in 2023 is largely due to the increase in the amount of waste resulting from the maintenance and repair of motor vehicles. Reducing the amount of discarded electrical and electronic waste reflects a better management of these resources and an extension of the life of the equipment. The amounts of non-hazardous waste increased in 2023 by 11.29% compared

to 2022 but decreased by 9.87% compared to 2021. These increases can be attributed to the intensification of operational activities, which generated a higher volume of specific waste. At the same time, this increase is also due to the increase in the amount of waste from construction, as a result of works imposed by the authorities. Mixed municipal waste and waste from animal products decreased as a result of selective collection measures.

### 13.2.2 Water management

GRI 303-1, GRI 303-2, GRI 303-3, GRI 303-4

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

Although by the nature of our business water is not currently a material issue, we treat this resource with the utmost care because water scarcity is becoming an increasingly critical issue globally, playing a very important role in exacerbating climate change or problems in the health system and in agriculture.

So, as part of our sustainability strategy, we proposed that in a first phase we calculate and monitor our water consumption in order to be able to take the best measures to improve the efficiency of internal processes that use fresh water for current processes. Drinking water consumption increased by 6% in 2023 compared to the previous year, mainly due to the intensification of our activities during the year. We use water to cover the sanitation requirements of warehouses and fleet machines, for fire prevention and extinguishing activities and for the needs of staff in warehouses and offices. Drinking water is provided through centralized building networks and wastewater is taken over by the centralized sewage systems of the locations where we carry out our activity.

In line with our decision to incorporate climate considerations into our business and use best practices in our decision-making, in 2021 we started using the Aqueduct tool provided by the World Resource Institute to understand the business implications of water risks ours and how we can help reduce these risks.

Thus, for Romania, based on the annual analysis, we identified that 55% of the total Aquila deposits are in areas with high or moderately high water risk, in the following counties: Argeş, Ilfov, Braşov, Mureş, Maramureş, Sibiu, Arad, Dolj, Iaşi, Călăraşi, Botoşani.

Chart 14. Drinking water consumption

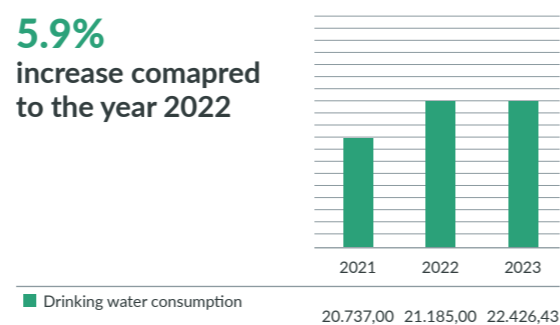


Table 13. Water stress risk for operations in Romania

| Water hazard           | Number of deposits | Percentage | Cumulative percentage |
|------------------------|--------------------|------------|-----------------------|
| Extremely high (>80%)  | 8                  | 48%        | 48%                   |
| High (40-80%)          | 10                 | 8%         | 55%                   |
| Medium - High (20-40%) | 3                  | 25%        | 80%                   |
| Low - Medium (10-20%)  | 19                 | 20%        | 100%                  |
| Low (<10%)             | 8                  | 48%        | 48%                   |

At the same time, because we are trying to diversify our portfolio and enter the market with new products from the vegetable area, frozen fish products and semi-prepared products or car care products, we

understand that in a short time, knowing the water footprint of these products will be important and as such, we must prepare to manage these aspects with responsibility as well.



# 14 Human capital and Communities

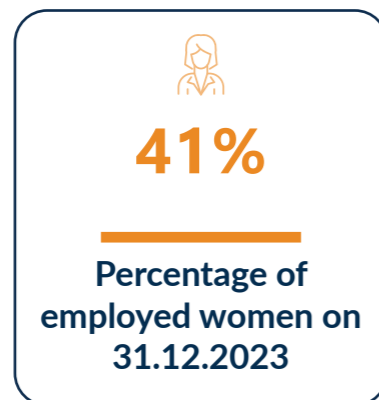
## 14.1 The Aquila Team

GRI 2-7 (a, b, c, d, e), GRI 2-8 (a, b, c), GRI 405-1

We are a strong community, with almost 3,000 talented and dedicated employees working throughout Romania and the Republic of Moldova. The company's employees are the basis of our values and contribute to the fulfillment of our mission.

An important part of our promise to employees is our HR policy and programs where we build a system where everyone feels valued and respected.

We continually work to provide tools, training and a safe work environment to motivate employees and develop a performance-driven team that follows Aquila's values and mission. We consider employees the engine of our business and are committed to creating a work environment that encourages open communication. We encourage employees to report any suspected violations of our principles of integrity and trust.



**Table 18.** Total number of employees by gender

| Employees by gender                    | 2021         |              |              | 2022         |              |              | 2023         |              |              |
|--|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
|  | Male         | Female       | Total        | Male         | Female       | Total        | Male         | Female       | Total        |
| <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>1,718</b> | <b>1,179</b> | <b>2,897</b> |
| Number of employees, of which          |              |              |              |              |              |              |              |              |              |
| With an indefinite employment contract | 1,772        | 1,084        | 2,856        | 1,676        | 1,098        | 2,774        | 1,666        | 1,154        | 2,820        |
| With a fixed-term employment contract  | 59           | 28           | 87           | 82           | 31           | 113          | 52           | 25           | 77           |
| Number of employees, of which          |              |              |              |              |              |              |              |              |              |
| Full time                              | 1,822        | 1,099        | 2,921        | 1,751        | 1,115        | 2,866        | 1,711        | 1,160        | 2,871        |
| Part-time                              | 9            | 13           | 22           | 7            | 14           | 21           | 8            | 18           | 26           |
| Employees without guaranteed hours     | 0            | 0            | 0            | 0            | 0            | 0            | 0            | 0            | 0            |

**Table 19.** Number of employees by location

| Employees by location                  | 2021         |            |              | 2022         |            |              | 2023         |            |              |
|--|--------------|------------|--------------|--------------|------------|--------------|--------------|------------|--------------|
|  | Romania      | Moldova    | Total        | Romania      | Moldova    | Total        | Romania      | Moldova    | Total        |
| <b>Număr total de angajați</b>         | <b>2,715</b> | <b>228</b> | <b>2,943</b> | <b>2,668</b> | <b>219</b> | <b>2,887</b> | <b>2,689</b> | <b>208</b> | <b>2,897</b> |
| Number of employees                    |              |            |              |              |            |              |              |            |              |
| With an indefinite employment contract | 2,628        | 228        | 2,856        | 2,555        | 219        | 2,774        | 2,618        | 202        | 2,820        |
| With a fixed-term employment contract  | 87           | 0          | 87           | 113          | 0          | 113          | 71           | 6          | 77           |
| Number of employees                    |              |            |              |              |            |              |              |            |              |
| Full time                              | 2,693        | 228        | 2,921        | 2,648        | 218        | 2,866        | 2,663        | 208        | 2,871        |
| Part-time                              | 22           | 0          | 22           | 20           | 1          | 21           | 26           | 0          | 26           |
| Employees without guaranteed hours     | 0            | 0          | 0            | 0            | 0          | 0            | 0            | 0          | 0            |

The information presented represents the number of people with employment contracts on 31.12.2023. At the level of 2023, we have no workers who are

not classified as employees with an employment contract or whose activities are not controlled by the organization.



Hirings and leaves at group level

GRI 401-1

**Table 20.** Total number of hirings in the organization

| Hirings   | 2021             |               | 2022             |               | 2023             |               |
|---|------------------|---------------|------------------|---------------|------------------|---------------|
|   | Number of people | Rate          | Number of people | Rate          | Number of people | Rate          |
| <b>Total number of hirings in the reporting period, by:</b> | <b>456</b>       | <b>15,60%</b> | <b>443</b>       | <b>16,10%</b> | <b>644</b>       | <b>23.50%</b> |
| <b>Location</b>   |                  |               |                  |               |                  |               |
| Romania   | 416              | 14,23%        | 414              | 15,04%        | 607              | 22.15%        |
| Moldova   | 40               | 1,37%         | 29               | 1,05%         | 37               | 1.35%         |
| <b>Age groups</b>   |                  |               |                  |               |                  |               |
| <30 years   | 106              | 3,63%         | 143              | 5,20%         | 205              | 7.48%         |
| 30 -50 years  | 273              | 9,34%         | 264              | 9,59%         | 363              | 13.24%        |
| >50 years   | 77               | 2,63%         | 36               | 1,31%         | 76               | 2.77%         |
| <b>Gender</b>   |                  |               |                  |               |                  |               |
| Male  | 285              | 9,75%         | 282              | 10,25%        | 416              | 15.18%        |
| Women   | 171              | 5,85%         | 161              | 5,85%         | 228              | 8.32%         |

**Table 21.** Total number of departures from the organization

| Leaves   | 2021             |               | 2022             |               | 2023             |               |
|--|------------------|---------------|------------------|---------------|------------------|---------------|
|  | Number of people | Rate          | Number of people | Rate          | Number of people | Rate          |
| <b>Total number of leaves in the reporting period, by:</b> | <b>952</b>       | <b>32,56%</b> | <b>746</b>       | <b>27,11%</b> | <b>635</b>       | <b>23.17%</b> |
| <b>Location</b>  |                  |               |                  |               |                  |               |
| Romania  | 903              | 30,88%        | 707              | 25,69%        | 587              | 21.42%        |
| Moldova  | 49               | 1,68%         | 39               | 1,42%         | 48               | 1.75%         |
| <b>Age groups</b>  |                  |               |                  |               |                  |               |
| <30 years  | 223              | 7,63%         | 193              | 7,01%         | 175              | 6.38%         |
| 30 -50 years   | 566              | 19,36%        | 437              | 15,88%        | 347              | 12.66%        |
| >50 years  | 163              | 5,57%         | 116              | 4,22%         | 113              | 4.12%         |
| <b>Gender</b>  |                  |               |                  |               |                  |               |
| Male   | 688              | 23,53%        | 523              | 19,00%        | 458              | 16.71%        |
| Female   | 264              | 9,03%         | 223              | 8,10%         | 177              | 6.46%         |

At the end of 2023, the total number of employees within the Aquila Group increased slightly by 0.3% compared to 2022. This increase, correlated with the stronger growth of 14% in the turnover of the company, mainly reflects the efficiency of activities. As part of our commitment to adopt advanced technologies and optimize operations, we implemented new activity management systems in 2023, which allowed us to streamline the processes of storing, handling and shipping goods, increasing labor productivity, having resulting in the reduction of labor in certain areas.

In 2023, the growth rate of the number of employees was higher in the Republic of Moldova (5.02%) compared to Romania 0.8%, reflecting the faster development of local operations.

We want to highlight the 99% percentage of employment contracts concluded for an unlimited period. In this way we want to offer stability and security to Aquila employees, in line with our values of developing long-lasting relationships with team members.

In 2023, Aquila Part Prod Com S.A. had a total of 96 foreign employees, representing 3.6% of the total workforce. All employees are assigned to the Operations department, in execution functions.

Our company complies with all regulations and non-discrimination policies in the employment of foreign employees, providing accommodation in locations supported by this entity to facilitate their integration and adaptation.

The human resources management policy and procedure includes clear provisions for their recruitment and integration, ensuring their rights and benefits equal to those of local employees. Starting with the year 2024, we made available to foreign employees new to the team an "Accommodation Kit".

The employment rate at the Group level registered a significant increase in 2023 compared to 2022, by 46%, in the context of a higher employment rate in Romania, according to [INS data](#). The main increase in employment was among the under-30s. This reflects the company's approach to attract and

retain talented young people, capable of bringing a fresh perspective, and possessing the relevant technological skills, skills and knowledge to meet industry challenges and opportunities.

At the same time, we are aware of the need for a balanced approach in managing age diversity within the organization. We are committed to having an inclusive culture and creating opportunities for collaboration and learning between different age groups to promote the exchange of knowledge and experience between generations.

Staff turnover registered an important decrease, by 14% in 2023 compared to the previous year. This decline is particularly noticeable in the 30-50 age group and among men and is mainly due to our HR policies and practices. Thus, through personal and professional development programs, competitive advantages, extra-salary benefits, an organizational culture based on respect and recognition, as well as open and transparent communication, employees were motivated to stay in the organization and contribute to its long-term support. The general economic and social situation also influenced the decrease in staff turnover, employees preferring a safe and stable work environment. This reduction in staff turnover can also be attributed to our non-salary benefits programs, compliance with the salary package and creating a favorable work environment for all employees.



**Aquila policies for human capital**

Aquila seeks to attract, train and retain a diverse workforce that reflects the values of the communities in which we operate. We want to have an inclusive, positive and performance-oriented organizational culture, actively based on diversity and inclusion.

We are determined to permanently ensure a climate of collaboration between Aquila employees to increase their well-being, motivation and job satisfaction, to improve the quality of life and their mental and physical state.



The Human Resources Policy sets out our commitment to provide a work environment based on the company's values and which supports the development and well-being of employees. This policy defines our standards for the recruitment, selection, training and development of employees, as well as matters related to remuneration and non-salary benefits, appraisal and promotion, succession plans, legal compliance and business resilience. Among the achievements of 2023 is the start of the revision and completion of the Aquila Internal Regulations, a process that was completed in February 2024. We revised the Training Procedure and the Human Resource Management Procedure to ensure their alignment with best practices and the current needs of the company. We also developed the Employee Performance Evaluation Procedure,

aimed at improving transparency and fairness.

Another important step was the development of the Policy on Modern Slavery and Human Trafficking, underlining our commitment to combat these practices and ensure an ethical and safe working environment.

We have also established a dashboard with 40 performance indicators to assess the respect of employee and human rights. These indicators, calculated monthly, quarterly or annually, as appropriate, cover critical issues such as minimum wage, working hours, working conditions, occupational health and safety, and employee diversity. This dashboard allows us to constantly monitor and improve compliance with labor standards and promote a fair and safe working environment for all our employees.

## 14.2 Non-salary benefits

GRI 401-2

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

The remuneration process within the Aquila company is a fair one, based on the individual performance of each employee, and we exclude any form of favoritism or discrimination. We are constantly concerned with the job satisfaction of all employees and strive to motivate and retain them. In this sense, we offer a varied range of salary and extra-salary benefits to meet the personal needs of employees.

Aquila supports the national health insurance

system by paying the due contribution on time, and which in 2023 was 21 million lei, our employees thus having the opportunity to benefit from the medical services offered by the public health system.

In 2023, Aquila granted the following extra-salary benefits to the company's employees:

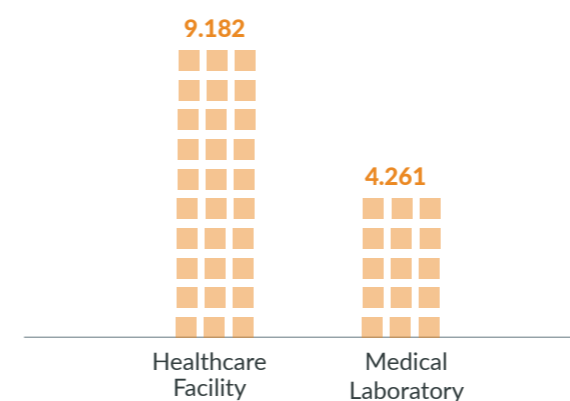
- **Meal vouchers** with a value of 30 lei/day in the first three quarters; in the last quarter meal vouchers with a value of 35 lei/day.
- **Additional vacation leave:** We offer one day of additional vacation leave based on total length of service, depending on different seniority tranches (up to a maximum of 27 days of vacation leave), thus recognizing long-term contribution and commitment of employees.
- **Additional leave and financial assistance for special family events** such as marriage, birth of a child, death of a family member or retirement, giving employees our support and respect at such times.

- **Special bonuses** on the occasion of the **Easter, Christmas holidays and 1<sup>st</sup> of Jly**, thus recognizing the contribution and involvement of employees in the company's activities and results.
- **Private health subscription:** To complement the services of the state medical system and to ensure easy and faster access to specialized services, Aquila has implemented, starting in 2022, a private health subscription available to all employees.

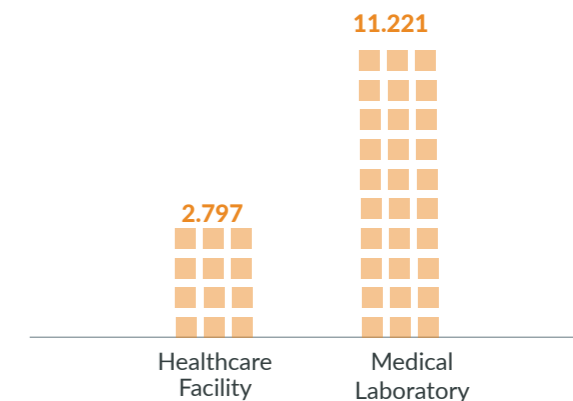
- We have also ensured that the **minor children of the employees also benefit from a free pediatric check-up**. In addition, we offer employees the opportunity to conclude individual agreements, under conditions similar to those offered by Aquila, to ensure access to private medical services for first degree relatives.

Through the concluded contracts, we ensure that employees benefit from essential occupational medicine medical services.

**Chart 15.** The incidence of utilization of preventive and prophylactic medical services in 2022



**Chart 16.** The incidence of utilization of preventive and prophylactic medical services in 2023



These benefits are granted exclusively to Aquila Part Prod Com S.A. employees. and Printex S.A. Due to differences in local conditions, the employees of Trigor AVD S.R.L. do not enjoy the same advantages. We are committed to constantly assessing the specific needs and context of each business entity and developing tailored solutions to ensure a safe and rewarding work 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 investigations and laboratory tests. We have also taken out a group insurance policy which includes a range of benefits designed to provide protection and support in the event of unforeseen events. This covers risks such as death and permanent total or partial disability as a result of an accident, hospitalization and surgery required as a result of an accident, as well as the risk of fractures and burns. Through this initiative, we strengthen our position as a responsible employer concerned with the health and well-being of its employees. We monitor the results of all these initiatives by tracking the evolution of the number of sick leave days and the employee retention rate.



**Table 22.** GRI 401-3 Parental leave situation

| Parental leave  | 2021   |       | 2022   |        | 2023   |       |
|---|--------|-------|--------|--------|--------|-------|
|   | Female | Male  | Female | Male   | Female | Male  |
| Total number of employees that were entitled to parental leave  | 1,112  | 1,831 | 1,129  | 1,758  | 1,179  | 1,718 |
| Total number of employees who took parental leave   | 49     | 7     | 37     | 10     | 34     | 9     |
| Number of employees who returned to work during the reporting period following the end of the leave period                                  | 35     | 4     | 31     | 7      | 16     | 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 | 20     | 2     | 28     | 2      | 24     | 3     |
| Return to work rate * (%)   | 85.37  | 80.00 | 81.58  | 100.00 | 61.54  | 77.78 |
| Retention rate **(%)  | 68.97  | 66.67 | 80.00  | 50.00  | 80.00  | 50.00 |

\* Return-to-work rate calculated as: Total number of employees who returned to work after completing parental leave / Total number of employees who were due to return to work after completing parental leave x 100

\*\*Retention rate calculated as: Total number of employees who returned to work and who remained employed 12 months after returning from parental leave / Total number of employees who returned to work from parental leave in the previous period of reporting x 100

### 14.3 Occupational Health and Safety

GRI 403-1, GRI 403-2, GRI 403-3, GRI 403-4, GRI 403-5, GRI 403-6, GRI 403-7, GRI 403-8, GRI 403-9, GRI 403-10

Employee safety and health are key elements to Aquila's success and thus we are committed to providing a safe and healthy workplace for all employees and subcontractors operating in our logistics platforms and offices.

To achieve this objective, each employee has a crucial responsibility: that of not exposing themselves or others, inside or outside the organization, who may be affected by their actions or omissions during their work activities.

We constantly monitor compliance with occupational health and safety legislation (OSH), as well as our own OSH instructions (IPSSM) and other documents regulating specific activities at the unit level.

We focus on the continuous improvement of the working environment and implement, based on the plans drawn up for each position/job, a series of prevention and protection measures.

We make sustained efforts and intend to

become a real model for ensuring safety at work, following the use of modern and compliant work equipment, compliance with the maintenance plan, due dates for revisions, periodic inspections, technical checks, etc. The observations and proposals of the employees have an important role in this direction as well, being brought to the attention of the OSH department directly, through the managers of the workplaces or through the representatives of the workers in the Occupational Safety and Health 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, by concluding conventions on OSH, prevention and firefighting, environment and by issuing work permits. At the same time, we also respect the measures established by the beneficiaries, in the activities carried out outside

our premises.

With a fleet of more than 1,600 vehicles, our target is, as a first step, zero traffic accidents with personal injuries and we make efforts to ensure both the maintenance of the fleet in impeccable technical condition and the continuous information and training of drivers.

We pay particular attention to specific occupational health and safety (OSH) training for all our employees and subcontractors, ensuring that they are equipped with appropriate personal protective equipment (PPE) and, that they receive medical supervision through occupational health services.

Our Occupational Health and Safety Policy is an essential aspect of ensuring a safe and healthy working environment for all our team members. This policy sets the standards regarding the prevention of occupational accidents and diseases, the management of risks and the implementation of the necessary protective measures.

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



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

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

The committee has a vital role in ensuring the implementation of our occupational health and safety policy, operates according to the Internal Regulations, and has the following duties:

- Analyzing and formulating proposals regarding the occupational health and safety policy and the prevention and protection plan.
- Monitoring the implementation of the prevention and protection plan, including the allocation of

the necessary resources and the evaluation of its effectiveness in improving working conditions.

- Analyzing the introduction of new technologies and the choice of equipment, considering the impact on the safety and health of workers.
  - Analyzing the choice, purchase, maintenance and use of work equipment, collective and individual protective equipment.
  - Assessing how the duties of the external prevention and protection service are fulfilled and maintaining or, if necessary, replacing it.
  - Proposing measures for the arrangement of workplaces, taking into account the groups sensitive to specific risks.
  - Analyzing requests made by workers regarding working conditions and evaluating how the appointed persons and/or the external service fulfill their duties.
  - Monitoring compliance with legal regulations regarding occupational safety and health, measures ordered by the labor inspector and health inspectors.
  - Analyzing the proposals made by workers for the prevention of work accidents, occupational diseases and improving working conditions, and proposing their inclusion in the prevention and protection plan.
  - Analyzing the causes of work accidents, occupational diseases and the events produced, and formulating technical proposals to complete the measures ordered following the research.
  - Carrying out own checks on the application of internal and work instructions, and drawing up a written report on the findings made.
  - The annual debate on the written report presented by the head of the unit to the Occupational Safety and Health Committee. These debates concern the situation of occupational safety and health, the actions taken and their effectiveness in the past year, as well as the proposals for the prevention and protection plan to be carried out in the following year.
- The Occupational Safety and Health Committee usually meets once a quarter or whenever necessary. Also, representatives of the Internal Prevention and Protection Service are invited to participate in the



committee meetings, with the aim of contributing to decision-making and the implementation of appropriate measures.



### Identification and assessment of safety and health risks

Risk identification and assessment is an essential component of occupational health and safety management at Aquila and this allows us to identify and analyze potential hazards and then take the necessary preventive measures to ensure a safe and healthy working environment for employees.

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

This service is composed of the OHS Manager and designated workers with OHS duties, usually at the level of each work point.

Among others, the S.I.P.P. has the following duties:

- Identifies hazards and assesses risks for each component of the work system by drawing up the risk factor identification sheet;
- Develops, monitors and updates the Prevention and Protection Plan;
- Elaborates the topic for all phases of training, establishes the periodicity, ensures the information of workers in the field of OSH and verifies the information received;
- Develops the training-testing program;
- Ensures the preparation of the action plan in case of serious and imminent danger;
- Keeps track of high and specific risk areas, determine areas requiring security signage and the type of signage required;
- Checks the operational status of the alarm, warning, emergency signaling and safety systems;
- Keeps records of work equipment and required periodic checks;
- Identifies the necessary personal protective

equipment, monitors their maintenance, proper storage and their replacement at the established deadlines. To ensure the correct and safe use of work equipment, develops analysis manuals that provide detailed instructions on the use, maintenance and periodic inspection of equipment.

- Participates in the investigation of events, in the preparation of reports on work accidents, monitoring the implementation of the measures ordered;
- Collaborates with workers, the external prevention and protection service and the occupational medicine doctor in order to coordinate prevention and protection measures.

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

In order to monitor and evaluate the effectiveness of safety and health measures at work, the members of the OSH department, those of the Occupational Safety and Health Committee carry out periodic inspections at workplaces.

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

These own plans and instructions cover all work processes in the company.

A special emphasis is placed on the chemical products warehouse in Ploiești, classified as a lower-level SEVESO site, according to the provisions of Law no. 59/2016. Within the site, all technical and organizational measures are taken, both for the safe operation of the installations, as well as through the use of international norms and standards, periodic auditing, theoretical and practical training together with the authorities responsible for response in the event of a major accident (see [page 79](#)).

In 2023, a number of 12 practical alarm,

intervention and evacuation applications were carried out, as well as exercises regarding situations of serious and imminent danger organized by the OSH/Emergency situations departments.

These applications targeted the large Aquila warehouses, both in terms of surface area and number of employees, but the activities also extended to smaller warehouses, such as those in Arad or Timișoara. Both Aquila employees and those of contractors or visitors participated in these exercises. The proposed scenarios of serious and imminent danger were diverse and came as a practical application of the Intervention Plan drawn up for such situations.

At the same time, Aquila pays special attention to the prevention of accidents among drivers, implementing specific measures and actions aimed at ensuring their safety. Periodically, the leaders of the workplaces (fleet leaders) organize meetings with them and discuss the implementation of the most effective measures and methods to prevent traffic accidents.

For example, the OSH department alerts all workplace drivers when weather conditions or temperatures become extreme, so that they take all necessary measures to ensure that all drivers comply with specific IPSSM. Starting in 2023, we are 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 defensive driving in Romania, aims to promote safety and responsibility among drivers.



### Notification of OSH events

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

At the company level, there is the "Instruction on how to communicate events (accidents)" that happened on the territory of the premises (with workers of the unit or of other employers) and/or of those in which the workers of the unit are involved

(outside the own premises).

OSH events are reported and investigated within the company to prevent and avoid any accident, death or occupational disease, to take all remedial and protective measures to avoid the recurrence of similar events.

The internal communication of the event can be made by any employee who was involved or who is aware of the occurrence of an OSH event and then, hierarchically, to their bosses, up to the level of the workplace manager. Communication of events at I.T.M. (Territorial Labor Inspectorate) is carried out by S.I.P.P. members. after informing the General Manager.

Any event resulting in the injury of one or more persons (employees, contractors, visitors, etc.) is immediately communicated to S.I.P.P. by phone and then by email. In case of accidents, the management of the organization appoints an internal investigation committee, which prepares an investigation report that also includes the necessary compliance measures.

To facilitate the reporting and active involvement of workers, we have also introduced a notification box through which they can submit proposals or observations related to occupational safety and health. At the same time, 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 health and safety.

To keep us informed and constantly improve our occupational health and safety practices, we work in collaboration with our partners and the external service to obtain information about accidents that have occurred in similar organisations. This information helps us to identify trends and common risk factors so that we can develop appropriate preventive measures to avoid similar accidents in our organization and to make workers aware of occupational risks.

At the same time, the workers within the company have the opportunity to be represented in the Occupational Safety and Health Committee and thus play an active role in decision-making and the continuous improvement of safety and health practices.



In 2023, 2 control actions were carried out by I.T.M. (Territorial Labor Inspectorate) at the level of work points (Constanța and Suceava) and no non-conformities were identified and no contraventional sanctions were applied.



### Training of employees in the field of OSH

The topics of training in the field of safety and health at work, as well as the training-testing program at the company level are drawn up annually by the Internal Prevention and Protection Service and approved by the management of the unit.

Training can be of several types: general introductory training, on-the-job training, periodic training, for employees in warehouses and offices, for drivers, etc. Practical demonstrations are mandatory.

After each event or accident that results in a temporary inability to work for more than 3 days, declared by the Territorial Labor Inspectorate, within the Department of which the involved worker belongs, additional training is carried out. 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 from the Transport and Heritage Administration department
- 3 months for the rest of the Aquila staff.

Chart 17. Duration of periodic training



To ensure a safe and healthy working environment, we undertake, together with the occupational health service provider, the following:

- medical checks for all legal situations
- we organize awareness actions on medical topics
- we develop thematic boards with information on general medical topics, regarding ergonomics at

work, occupational diseases, manual handling of masses, etc.

- we send to the workplaces posters with themes and information from the annual and multi-annual OSH campaigns carried out at European level
- we provide operational information during periods of extreme temperatures

- additional training and the presentation of special cases through R.S.V.T.I.
- drawing up reports/situations regarding the state of health of employees.



### Ensuring the health of employees

For the supervision of the health status of the employees, the company has concluded a contract with an external medical service of occupational medicine for:

- Provision of all medical services necessary for the prevention, detection and management of occupational diseases as well as maintaining the health and work capacity of employees. This includes performing periodic medical examinations and, depending on the needs, psychological testing.
- The identification of high-risk areas and the

establishment of appropriate protective measures. We also identify the necessary sanitary materials and the workplaces where they must be provided.

- Specific workplace control and reporting of possible occupational diseases.
- Adaptation of work and jobs according to the psycho-physiological characteristics of the employees.
- Underpinning a sound occupational health and safety strategy.
- Provision of rehabilitation, reconversion and professional reorientation services in case of work accident or occupational disease.

Totodată, asigurăm că fiecare nou angajat urmează examenele medicale specifice factorilor de risc ai locului de muncă și că toți angajații au acces la examenele medicale periodice conform termenelor stabilite. Respectăm întotdeauna recomandările medicului specialist menționate în fișa de aptitudine.

Table 23. Number of occupational medicine examinations

| Type of access - occupational medicine services | Number       |              |
|---|--------------|--------------|
|   | 2022         | 2023         |
| Medical examination upon employment             | 546          | 132          |
| Regular medical examination                     | 1,867        | 880          |
| Medical examination for resuming work           | 14           | 4            |
| Medical examination for job change              | 81           | 26           |
| Special surveillance medical examination        | 7            | 3            |
| Other   | 156          | 27           |
| <b>Total</b>                                    | <b>2,671</b> | <b>1,072</b> |

We ensure the safe keeping and confidentiality of documents related to occupational medicine and the assessment of the work capacity of employees. Access to this information is restricted and is allowed only to the occupational health doctor, designated OSH workers and personnel from the Human Resources department.

In 2023, in accordance with our Sustainability Strategy, we planned and developed a voluntary program dedicated to promoting a healthy lifestyle. This program, which was attended by 430

employees, included a series of webinars designed to provide valuable information and support employees in adopting healthy habits. Among the topics covered in these sessions are: Ergonomics of office work, High Blood Pressure (HBP), Stroke, First aid measures.

The program is more extensive, long-term because we want to support employees in adopting a healthy lifestyle and promote their health and well-being at work and in their personal lives.



**Table 24.** Indicators regarding occupational safety and health

| Indicator   |        | 2021      | 2022      | 2023      | Evolution 2023 vs. 2021 |
|---|--------|-----------|-----------|-----------|-------------------------|
| Number of deaths due to work accidents                                | Number | 0         | 0         | 0         | n/a                     |
| Rate of deaths due to work accidents                                  | Rate   | n/a       | n/a       | n/a       | n/a                     |
| Number of work accidents with serious consequences (excluding deaths) | Number | 3         | 3         | 0         | n/a                     |
| Rate of work accidents with serious consequences (excluding deaths)   | Rate   | 0,55      | 0,57      | n/a       | n/a                     |
| Number of work accidents recorded                                     | Number | 4*        | 3         | 2         | -50.0%                  |
| Rate of work accidents recorded                                       | Rate   | 0,73      | 0,57      | 0.39      | -46.2%                  |
| Number of deaths due to occupational diseases                         | Number | 0         | 0         | 0         | n/a                     |
| Number of registered cases of occupational diseases                   | Number | 0         | 0         | 0         | n/a                     |
| Number of hours worked  | Hours  | 5,483,993 | 5,258,350 | 5,092,377 | -7.1%                   |

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

In the year 2023, at the level of the Group, no work accidents resulting in death or serious traffic accidents were registered. However, we recorded 2 work accidents without particular consequences. Both events were recorded at the company Aquila Part Prod Com SA as follows: a slight accident (obstruction) of the worker on the access path to the smoking area, and a second impact accident due to the detachment and fall of a fastening element of roll containers. The total number of days of work incapacity related to these events was 31 days.

At the level of the other two member companies of the Group, no work accident was registered in 2023.

Due to the specifics of the company's activity, most incidents (accidents without bodily injury) are those involving traffic or vehicles. In 2023, we recorded 68 traffic incidents that caused property damage, up from 53 in 2022 and 19 in 2021.

Relative to the number of hours worked, in 2023, the rate of work accidents decreased, reaching

0.39 compared to the level of 0.57 recorded in 2022 and 0.73 in 2021.

In 2023, we took another step in strengthening our commitment to health, safety, environment and social responsibility, by signing the contract for the implementation of the ISO 45001 standard - Occupational Health and Safety Management System. The implementation of this standard is planned for 2024, and by the date of this report, the first visit of the certification body has already taken place. The standard will initially be implemented in representative logistics centers in the Prahova and Bucharest areas. The implementation of this standard will enable us to more effectively integrate and coordinate all health, safety, environmental aspects in all our operations.

We also aim to develop an internal 'Safe Working Practices' guide to provide employees and subcontractors with a clear and consistent framework for workplace health and safety.



### Hazard identification and major accident risk assessment for the SEVESO warehouse

GRI 2-29

Managing major accident risk to the lowest level practically possible means for us that:

- We identify all major hazards associated with our activities
- We analyze the potential consequences of these hazards
- We establish risk control measures to prevent major accidents from occurring
- We establish feasible and viable mitigation measures to minimize the consequences of major accidents for people and the environment, measures that address the handling of hazardous substances, proper storage and possible major accident scenarios.

The company takes all the appropriate technical and organizational measures within the SEVESO location for the safe operation of the facilities, through the use of international norms and standards, periodic auditing, theoretical and practical training both on-site and off-site. At the same time, the protocols and procedures for alerting all intervention forces inside and outside the site are established.

The Aquila Occupational Health and Safety Committee and the Aquila Emergency Cell are the designated committees for managing risks and emergencies, including major accidents, so as to ensure a quick and effective response to such situations.

We comply with the legislation in force and in this sense the Internal Emergency Plan was drawn up in accordance with the requirements of Law no. 59/2016 and OMAI no. 156/2017 for the approval of the Methodological Norms regarding the development and testing of emergency plans in case of major accidents involving dangerous substances.

The policy for the prevention of major accidents involving dangerous substances is registered at the Environmental Protection Agency (APM) Prahova,

at the National Environmental Guard (GNM) - Prahova County Commissariat, at the Prahova County Emergency Situations Inspectorate.

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 at the Inspectorate for Emergency Situations of Prahova County.



### Community involvement and communication

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

- Access to the Head Office: At the headquarters of the company AQUILA PART PROD COM SA, located in Ploiesti, str. Malu Roșu nr. 105A, postal code: 100490, Prahova county, the local community can request detailed information through the department responsible for the SEVESO objective.
- Access to the Work Point: Company Aquila Part Prod Com S.A. also operates a work point in the locality of Ariceștii-Rahativani, at str. Bruxelles nr. 10, postal code 107026. This work point is open permanently and the local community can obtain additional information regarding the objective of SEVESO.
- By electronic means: Updated and detailed information regarding the SEVESO objective of the company Aquila Part Prod Com S.A. can be obtained by accessing the company's official website at [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 safety performance results, incidents and actions taken for continuous improvement of the management system or control reports.



## 14.4 Observance of the fundamental rights of employees

### 14.4.1 Relationship with employees

GRI 2-21, GRI 202-1, GRI 402-1, GRI 405-2, GRI 406-1, GRI 504-2

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

We permanently ensure a climate of collaboration between Aquila employees to increase their well-being, motivation and job satisfaction, to improve the quality of life and their mental and physical condition.

Through the Diversity Policy we are committed to promoting and supporting diversity among our employees. The objective is to create an organizational culture that ensures equal opportunities for everyone and a diverse and inclusive work environment where people are treated with dignity and respect, regardless of race, gender, sexual orientation, age, or any other form of social discrimination.

The Aquila company supports and promotes

honest work, with integrity, with respect and tolerance towards others, both in relations with colleagues, in transactions with suppliers, with customers, with consumers, with investors, with stakeholders, as well as in the use of Aquila resources.

In accordance with current legislation and the company's internal regulations, Aquila has established and applies a notice period of 20 working days before the implementation of significant operational changes that could substantially affect employees. This notice allows employees and their representatives to be informed in good time about the planned changes, express their opinion and 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, the development and promotion of existing staff and our organizational culture.

**Table 25.** Distribution of employees by gender and age category

| Percentage of employees by category (by diversity) | 2021   | 2022   | 2023   |
|--|--------|--------|--------|
| <b>Gender</b>                                      |        |        |        |
| Male   | 62.22% | 60.89% | 59.30% |
| Female   | 37.78% | 39.11% | 40.70% |
| <b>Age groups</b>                                  |        |        |        |
| <30 years  | 13.42% | 13.44% | 12.60% |
| 30 -50 years                                       | 65.31% | 65.22% | 64.83% |
| >50 years  | 21.27% | 21.34% | 22.58% |

In 2023, within the Group, there was an increase in the share of women, reaching 40.7% compared to 2022, when this percentage was 39.11%. This

development reflects our firm commitment to promoting diversity and gender equality.

However, we must take into account the specifics

of the main activities carried out in Aquila, i.e. logistics, transport and storage services, which involve sustained physical work. This may lead to a narrower participation of women in these fields.

However, we intend to focus our efforts on ensuring equal opportunities for all hierarchical levels and promoting the increase of women in management positions for the next strategic period.

We ensure that all employees and candidates are treated with respect and fairness in all aspects of our activities, and employment and promotion are conducted solely on the basis of each person's skills and qualifications, without any form of favoritism or discrimination. We strictly comply with applicable labor legislation.

According to the provisions of the Aquila Code of Ethics and Conduct, if employees believe they have been subjected to discrimination or want to know more information related to our company's anti-discrimination policy, they are encouraged to inform the authorized representative of the human resources department, or persons from management

or use the lines of communication explained on [page 29](#).

In the year 2023 within the Aquila company, no incident of discrimination was registered. We are committed to ensuring pay equity as an integral part of our commitment to sustainability. Remuneration rules and principles are consistently applied to staff at all levels of the company. Through our remuneration policy described on [page 26](#), we aim to attract, retain and develop employees by promoting a high level of individual performance in a way that excludes any form of favoritism or discrimination. The basic remuneration we offer is competitive and in line with the standards of the market in which we operate.

Annual evaluation of individual performance is carried out based on quantitative and qualitative criteria, ensuring that rewards are awarded in an objective and transparent manner. We ensure that each employee is evaluated and rewarded based on their contribution, excluding any form of favoritism or discrimination.

**Table 26.** The ratio between the minimum wage and the gross minimum wage per country

| The ratio of the employment salary for the first level in the company compared to the gross minimum salary per country | Aquila |      |      | Printex |      |      | Trigor |      |      |
|--|--------|------|------|---------|------|------|--------|------|------|
|  | 2021   | 2022 | 2023 | 2021    | 2022 | 2023 | 2021   | 2022 | 2023 |
| Male   | 1.11   | 1.04 | 1.05 | 1.16    | 1.18 | 1.07 | 1.21   | 1.43 | 1.44 |
| Female   | 1.11   | 1.05 | 1.05 | n/a     | n/a  | n/a  | 1.40   | 1.52 | 1.44 |

Minimum gross salary per country in 2021, at the end of the reporting period: Romania 2,300 RON, Republic of Moldova 2,935 MDL.  
 Minimum gross salary per country in 2022 at the end of the reporting period: Romania 2,550 RON, Republic of Moldova 3,500 MDL.  
 Minimum gross salary per country in 2023 at the end of the reporting period: Romania 3,300 RON, Republic of Moldova 4,000 MDL  
 \* Given the small number of employees at Printex S.A., the indicator could not be calculated, because there are no women at the entry level in the company.

**Table 27.** Remuneration ratio by gender in the organization

| Indicator by location and gender | The ratio of female to male remuneration |      |      |
|----------------------------------|--|------|------|
|                                  | 2021                                     | 2022 | 2023 |
| <b>Romania</b>                   |  |      |      |
| Leadership positions             | 0.7                                      | 0.7  | 0.6  |
| Execution jobs                   | 0.9                                      | 0.9  | 0.9  |
| <b>Moldova</b>                   |  |      |      |
| Management jobs                  | 0.4                                      | 0.5  | 0.6  |
| Execution jobs                   | 0.7                                      | 0.8  | 0.8  |



**Table 28.** Ratios between annual compensations in the organization – GRI 202-1, GRI 504-2

| Indicator  | Aquila |      |      | Printex |      |      | Trigor |      |       |
|--|--------|------|------|---------|------|------|--------|------|-------|
|  | 2021   | 2022 | 2023 | 2021    | 2022 | 2023 | 2021   | 2022 | 2023  |
| 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 | 45.9 | 1.53    | 1.56 | 1.8  | 24,9   | 22,2 | 20.65 |
| 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  | 3.9  | n/a*    | 1.2  | 1.2  | 3      | 0,2  | 0.1   |

\*Indicatorul nu a putut fi calculat deoarece unul dintre termeni nu a înregistrat o creștere în perioada analizată în comparație cu perioada de referință

In accordance with the legal provisions, we have set a work schedule of 8 hours per day for all employees. In addition, through the internal order regulation, we guarantee employees' rights

to regular breaks, daily and weekly rest, as well as annual vacation. We promote a culture of work-life balance, offering flexibility in working hours or telecommuting where possible.

### 14.4.2 Freedom of association and collective bargaining

GRI 3-3, GRI 2-30, GRI 407

Aquila recognizes the importance of respecting the right to freedom of association and collective bargaining for workers in our operations and value chain and as such we apply the legislation in force.

In 2023, as in 2022, Aquila demonstrated its commitment to these principles by initiating the collective labor contract negotiation procedure. We sent requests to all workplaces, inviting the employees to form the Employees' Assembly and elect their representatives to participate in the negotiations. The company offered all

employees the opportunity to appoint their own representatives, thus ensuring transparency and active participation in the negotiation process.

Despite Aquila's efforts to facilitate the negotiation process and ensure employee representation, they did not organize to elect representatives. The company expresses its openness and readiness to continue the dialogue with the employees and to offer them adequate opportunities to make their voices heard in collective negotiations in compliance with the legal provisions.

### 14.4.3 Child labor

GRI 408

Recunoaștem că muncă forțată sau exploatarea. We recognize that forced labor or the exploitation of minors in any form is unacceptable and does not occur in our operations or in our supply

chains. We are strongly committed to upholding and promoting relevant international and national labor and child rights standards.

We do not tolerate human rights violations under any circumstances. Both within our own activities and in the relationship with our suppliers and contractors, we categorically prohibit the exploitation or use of child labor.

We also prohibit any activity that could affect children's education or endanger their health or physical, intellectual, moral or social development.

In accordance with the Aquila Code of Ethics and Conduct, any finding of violation of these regulations will be strictly investigated and will lead, if necessary, to the termination of relations with business partners. We have not identified any risks of child labor incidents in 2023 but our commitment to ensuring a safe and ethical work environment remains strong.

### 14.4.4 Forced or compulsory labor

GRI 409

According to our Code of Ethics, we do not resort to any form of forced or compulsory labour, and we ensure that our employees and everyone involved in our supply chain work voluntarily, freely and with consent. We are committed to respecting human rights and preventing any form of forced or compulsory labor in our activities. We have identified no significant risks of forced or compulsory labor in our operations or supply chains for 2023.

Starting in 2023, we have introduced supplier evaluation criteria that include aspects related to sustainability, both from the perspective of the environment, as well as the social dimension and respect for employee rights, as well as good governance.

As part of this assessment, we obtain and analyze relevant information about our suppliers' policies and practices regarding forced and compulsory

labour. We aim to work closely with them to ensure that our policy in this regard is understood and respected throughout the value chain. If we identify violations or problems, we will initiate dialogues and take concrete 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 value chain, thereby helping to promote an ethical and respectful working environment at all stages of our sourcing process.

If violations of the forced or compulsory labor policy are found, we will take immediate corrective action. If necessary, we collaborate with the competent authorities to solve these problems and to 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

GRI 404-1, GRI 404-2

We are constantly dedicated to the process of integrating, refining and increasing the efficiency of the Aquila team. We recognize the importance of continuous employee development to achieve business and sustainability goals. The employee development program is aligned with business strategy and focuses on customers, growth and operational excellence.

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

- Team and individual courses and workshops
- Personal counseling sessions
- Group exercises for putting theoretical concepts into practice



- Quizzes to test the acquired knowledge
- Constructive and effective feedback tools for assessing and improving the quality of programs.

In the year 2023, we continued preparations for the implementation of a digital human resources solution that would allow us:

- Identifying initial needs for professional training courses following performance evaluations
- Establishing the actual calendar of approved and budgeted courses
- Centralization of professional training activities carried out at the company level
- Highlighting the number of professional training hours based on different criteria.

The digital platform became operational in 2024.

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

We present below the subject of the courses held during the year 2023.

**The program "Optimizarea proceselor prin metoda Lean Six Sigma" ("Optimization of processes through the Lean Six Sigma method")** aimed to train the participants to discover and understand the principles, objectives and main tools of the Lean Six Sigma methodology. Participants learned how to apply the acquired knowledge and start implementing a process optimization structure. The 15 participants in this program completed a total of 120 hours of training

**The program "Ergonomia la locul de muncă" ("Ergonomics at workplace")** aimed to optimize the physical and mental comfort of employees, as well as their safety. The 81 participants completed a total of 162 hours of training.

**The program "Prevenirea și tratarea HTA" ("Preventing and treating high blood pressure")** provided useful information about high blood

pressure: from causes and risk factors, to symptoms, diagnosis and methods of treatment and prevention. The program with a total duration of 200 hours was watched by 100 people.

**The program "Accidentul vascular cerebral (AVC)" ("Cerebrovascular accident (CVA)")** provided useful information about this condition: from causes and risk factors, to symptoms, diagnosis and methods of treatment and prevention. The program with a total duration of 200 hours was watched by 100 people.

**The program "Măsuri de prim ajutor" ("First Aid Measures")** provided information on first aid measures, from causes and risk factors to symptoms and methods of treatment and prevention. The 150 people enrolled in the course completed a total of 300 hours of training.

**The program "Conducere preventivă" ("Preventive driving")** was aimed at improving the driving style to prevent road accidents. Participants learned to identify and interpret hazards effectively and develop a higher level of knowledge regarding the relationship with the motor vehicle. A total of 96 hours of physical course and 264 hours of online course were allocated for the participants of this program, in number of 78 people.

**The program "Curs dispozitive medicale" ("Medical devices course")** aimed to know the applicable legal requirements in the field of medical devices, technologies and assistive devices. Participants learned about regulatory compliance obligations and their implementation across the organization. 13 people participated in this course with a total number of 104 course hours.

**The program "Noțiuni despre regulamentul interior de bune practici de igienă" ("Notions about the internal regulation of good hygiene practices")** aimed to familiarize employees with the regulation of hygiene and good practices. The 18 people enrolled in this course completed 144 hours of training.

**The program "Arta de a vorbi în public" ("The Art of Public Speaking")** aimed to improve public speaking skills. Participants learned communication and presentation techniques to improve their performance in public. 312 total

course hours were allocated for the participants of this program, held over 3 days for a number of 13 people.

**The program "Capability Development Program"** aimed at developing sales and merchandising capabilities for Aquila managers and agents. Participants learned techniques and strategies to improve their performance in these areas. 280 participants took part in this program, held physically at Aquila locations.

In order to evaluate the level of usefulness and effectiveness of each individual program and to identify possible improvements and adjustments, we have implemented a system for collecting and centralizing feedback received from learners. We use an online platform that allows us to efficiently and quickly obtain feedback from participants and analyze the results to continue to improve our professional development programs. In 2023, all courses were evaluated through the online platform, providing us with information to improve our development programs. In the evaluation of the 2023 training programs,

employees provided positive feedback reflecting their quality and relevance. According to the collected data:

- **The quality of the training program, in general:**
  - o 20.99% of participants rated the program as "Good".
  - o 50.62% of the participants considered the program "Very good".
- **The relevance of the training program for daily activity:**
  - o 12.35% of participants rated the relevance as "Good".
  - o 56.79% of the participants considered the relevance "Very good".

These results demonstrate that the majority of employees rate both the quality and relevance of training programs favorably and confirm our continued commitment to providing high-quality professional training that directly contributes to improving the performance and skills of employees in their daily work.

**Table 29.** Average number of professional training hours per employee

| The average number of hours of training per year per employee, by gender and category |       | 2022  | 2023*  |
|---|-------|-------|--------|
| Total number of training hours for the company's employees                            | hours | 4,316 | 22,019 |
| Average number of professional training hours per employee                            | hours | 2     | 7.67   |
| Gender  |       |       |        |
| Male  | hours | 2     | 7.9    |
| Female  | hours | 1     | 7.30   |
| Category of employees   |       |       |        |
| Senior level  | hours | 34    | 11.42  |
| Management level  | hours | 13    | 5.55   |
| Operational level   | hours | 0.5   | 8.21   |

\* Indicator calculated only for the companies Aquila Part Prod Com SA and Printex

In 2023, the Aquila Group recorded a total of 22,019 hours of training provided to all employees, a 5-fold increase compared to the previous year. This increase is also reflected in the average number of training hours per employee, which increased from 2 hours in 2022 to 7.67 hours in 2023. The detailed analysis of the number of training hours per

employee shows a balanced distribution between genders, with 7.3 hours for female employees and 7.9 hours for male employees. Depending on job level, senior employees received the most hours of training, with an average of 11.42 hours, followed by mid-level employees with 5.55 hours and executive-level employees with 8.21 hours.



At the level of the Trigor company, the total number of training hours intended for employees in 2023 was 76, a relatively small number due to the complex geopolitical context and regional instability, which required the prioritization of other resources and operational efforts.

The increase in training hours for operational level employees underlines our efforts to ensure that all employees, regardless of their hierarchical level, have the necessary skills and knowledge to perform to high standards. At the same time, maintaining a high level of training for director and management positions shows our dedication to strengthening leadership and decision-making ability at a strategic level.

We are committed to implementing specific programs that meet the needs and interests of all categories of personnel, including those at the operational level. We will seek tailored solutions so that all employees have access to career growth and development opportunities in a fair and inclusive manner. We aim to increase the number of participants in internal training programs, diversify the offer and use various learning methods, including innovative technologies and hands-on experiences.

In 2023, the Aquila Group conducted a survey to assess employee satisfaction. The main objectives of this survey were to understand their level of satisfaction, to obtain useful information for improving the working environment and communication, to identify the needs of employees and to continuously adapt working conditions. It was also aimed at ensuring an optimal work climate, improving

working conditions and increasing the quality of communication and relationships within the company. The process was implemented both physically and online, ensuring complete anonymity to guarantee the trust and confidentiality of participating employees.

The questionnaire included sections on company sustainability, workplace and tasks, administrative management of the payroll process, health, safety and working conditions, recognition, relationship with colleagues and superiors, as well as training, training and development. The key indicators measured were the number of respondents, the percentage of responses on each criterion and the identification of the chapters with the most suggestions for improvement, strengths and weaknesses.

The responses were centralized and analyzed, with the conclusions presented to Aquila management. 60% of employees participated in the survey. Based on the results, the following improvement measures were established and implemented: purchase of necessary equipment for employees working in cold conditions, planning and organization of effective communication courses for managers to improve the relationship with subordinates, purchase of hot water dispensers/ refrigerator and microwave ovens for warehouses.

The results of the survey and the action plan were communicated to the employees by email, through the Aquila Newsletter. In addition, regular updates on the progress of the implementation of each set measure were sent.

included the launch of a dedicated employee portal, facilitating direct access to personal HR information and improving the management of essential documents. In 2024, the solution became fully operational.

By using this platform, we were able to reduce paper consumption, improve the accessibility and transparency of information and increase the efficiency of internal processes.

### 14.5.2 Modernization and digitalization

In May 2022, Aquila initiated the implementation of a cloud-based digital IT solution for human resource management. This unified and integrated solution provides easy and immediate access to relevant information and HR services, standardizing and simplifying internal processes.

In 2023, we continued to expand and optimize this solution, integrating new functionality and refining processes to better meet the needs of employees and managers. These features

In June 2022, Aquila successfully implemented a chatbot system to facilitate employee access to various HR and payroll services. This chatbot allows employees to access necessary certificates and information at any time, such as co-insured certificates, maternity leave certificates, medical certificates, retirement certificates, salaried/non-income certificates, leave balance, salary slips and frequently asked questions in the field of human resources. In 2023, a number of 43,722 documents

were issued electronically, of which 98% in Romanian and 2% in English, with an average monthly number of 3,375 accesses.

The implementation of these digital solutions is an important step in modernizing and streamlining Aquila's human resources department, while helping to protect the environment and improve the employee experience.



### Evaluation of performance

GRI 404-3

**Table 30.** Percentage of employees who benefited from performance evaluation and professional development

| Percentage of employees, by gender and category, who benefited from performance appraisal and professional development programs          | UM | 2022 | 2023 |
|--|----|------|------|
| <b>The total percentage of employees who have benefited from performance evaluation and professional development programs, of which:</b> | %  | 60.6 | 77.7 |
| <b>Gender</b>  |    |      |      |
| Male   | %  | 63.6 | 79.6 |
| Female   | %  | 55.9 | 75.0 |
| <b>Category of employees</b>   |    |      |      |
| Leadership level   | %  | 51.6 | 70.4 |
| Execution level  | %  | 61.8 | 79.2 |

In 2022, we implemented the performance management system at the level of the Aquila Part Prod Com S.A. company, including a digital platform that facilitates the process of evaluating and monitoring employee performance. It became fully operational in 2023.

At the same time, we have developed and implemented a set of procedures detailing the structure and steps required for performance evaluation, thus ensuring a transparent and fair process. The procedures are designed to support employees in achieving their professional goals by providing them with constructive feedback and development opportunities. This process also includes identifying and managing poor performance, providing support and resources to improve results.

Performance appraisal within Aquila is essential to align individual employee goals with the company's strategic goals.

In 2023, the total number of employees who benefited from performance appraisal and professional development programs increased by 28% compared to the previous year.

77.7% of employees were included in the performance evaluation process, thus reaching 95% of the proposed target. This result reflects our ongoing commitment to improve internal processes and ensure fair and transparent evaluation of employee performance. Of the employees whose evaluations were completed, 97% demonstrated good performance.

Full implementation of the performance management system in 2023 brought numerous benefits, including a better understanding of employee training and development needs, closer alignment between individual performance and company goals, and an overall increase in employee motivation and engagement.



## 14.6 Impact on the community

GRI 203-1, GRI 203-2, GRI 413-1

Despite the challenging economic context, we do not forget what is most important - our community. During 2023, the amount allocated to sponsorships was 2,937,960 lei.

Our fundamental 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 strategic partnerships and voluntary actions, we want to generate a positive impact and bring significant changes to people's lives.

The sums intended to support the community were directed to social projects, to projects to support culture, but also to education projects in which we focused on developing the skills and competencies of young people through internship projects, mentoring and involvement in educational activities. The most important projects carried out by Aquila in 2023 are presented in the following pages.

We are committed to developing strong partnerships and collaborations with local organisations, authorities and NGOs, covering three key areas: communities, culture, education.



### Locul pe care îl numești "acasă" - (The place you call "home") - the successful collaboration with Habitat for Humanity

In 2023, Aquila continued the action initiated in 2022 to support the local community with Habitat for Humanity. On October 10, 2023, Aquila was actively involved in the construction of the third quadruplex building in Berceni locality, Prahova County, for 4 vulnerable families. Our efforts involved not only the participation of employees as volunteers in the construction of the house, but also a significant financial contribution to ensure the completion of these homes by the end of 2023.

The collaboration with Habitat for Humanity in the construction of these new homes has a significant impact in the Berceni community. This area is heavily affected by poverty, lack of jobs and adequate infrastructure. By building decent, affordable housing adapted to the needs of these families, we contribute to improving the quality of life and creating a safer and more prosperous environment.

We are proud to mention that our employees, including foreigners, have been actively involved in this volunteer action, dedicating their time and skills to help build these homes. Their efforts totaled 168 volunteer hours.

Our team of volunteers worked closely with experts from Habitat for Humanity. We have secured the necessary resources and provided logistical support so that our volunteers can work in optimal conditions and safely. We are committed to continuing to contribute to improving the quality of life, reducing inequalities and promoting a fairer and more prosperous environment.



### The partnership with UPG (Petroleum-Gas University) - Aquila Building Careers

In 2023, we continued our internship program "Aquila Building Careers", initiated in 2022, which aims to develop young students. This program has helped to improve and capitalize on the knowledge and skills acquired by students during the faculty. This year, the internship program has expanded, involving students in the day-to-day activities of ten key company departments, giving them the opportunity to benefit from the experience of Aquila professionals and gain a solid understanding of the operation and organization of a distribution, logistics and transport.

To support the professional development of young people, we awarded three scholarships

totaling 4500 lei each, during the school year (9 months). These scholarships are intended to facilitate students' access to the necessary resources to further their professional training and develop their skills in their field of study.

In addition to scholarships, students had access to various learning resources, online seminars, practical workshops and debate activities.

Another important outcome of this year's program was the provision of employment opportunities for the best of the participants. Three students received job offers within our company after graduation, underlining our commitment to identify and support talent and provide them with long-term career opportunities within Aquila.

At the same time, in May 2023, Aquila was the main sponsor of the National Olympiad of Economists in Training, an event hosted by the Petroleum- Gas University in Ploiești, as part of our commitment

to education and youth development, offering students a platform to demonstrate economic knowledge and skills.

In 2023, Aquila carried out a series of projects and actions aimed at supporting local and international communities. Among these initiatives were the transport of furniture for two hospitals in Romania, improving the conditions in medical units, participation in the CCF Moldova Marathon to support the cause of children and families in difficulty, supporting the Romanian Film Days event in the Republic of Moldova, contributing to the promotion of culture and Romanian cinema, but also the distribution of 140 school packages for 140 children.

Another project started in 2023 was the partnership with Concordia, through which Aquila provides all the necessary frozen food products for the 2023-2024 school year, thus supporting the young people under the care of this organization.



## Other governance issues and own brands

### 15.1 Confidentiality and security of information



#### Protection of personal data GRI 418

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

We undertake to respect the interests and rights of all data subjects and to comply with legal provisions in the field, 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 the Directive 95/46/EC.

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

To ensure that personal data is protected according to legal requirements, we have adopted the [Personal Data Privacy Policy](#) and implemented appropriate practices for processing it. The main aspects of our policy and practices are:

- a) **Collection and Retention:** We collect and retain the personal data of employees, prospective or former employees, customers, shareholders, business partners and other data subjects in a lawful, transparent manner and in accordance with the stated purposes and consent of the data subjects. We ensure that data is up-to-date and accurate and that it is only kept for the periods necessary for the purpose of collection.
- b) **Processing and Use:** We process and use personal data for purposes such as communicating and responding to requests, fulfilling legal obligations, providing

newsletters, assessing qualifications for jobs, security of premises and staff, monitoring website traffic and improving its content.

c) **Privacy and Security:** Aquila has implemented the following measures to protect the privacy and security of personal data:

- data encryption,
- user authentication,
- data access management, activity monitoring and recording, physical infrastructure protection,
- internal security policies and procedures.

We present below the importance of each internal policy and procedure regarding the confidentiality and protection of personal data.

Rules on financial and accounting documents - ensures the retention and protection of financial and accounting data, including sensitive information about transactions, accounts and other financial details.

The recruitment policy within the organization - sets out the procedures for the collection, storage and use of candidates' personal data in the recruitment process. Special attention is paid to the confidentiality of this data to protect candidates' personal information.

IT Security Policy - ensures data confidentiality by implementing appropriate security measures for the organization's IT systems. Technical and organizational controls are in place to prevent unauthorized access to personal data and to ensure its integrity and confidentiality.

Premises access policy - sets rules and restrictions on physical access to the organization's

premises, ensuring that only authorized individuals have access to sensitive information and resources. This contributes to the protection of personal data stored on the organization's premises.

GPS Tracking Policy - refers to the use of GPS tracking systems for the organization's vehicles or equipment.

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

Complaints Response Procedure Policy - ensures the confidentiality of personal data while handling complaints and complaints received from customers or other interested parties. Adequate measures are implemented to protect the confidentiality of information and respect the rights of data subjects.

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

Internal policy on the protection of personal data - rules and measures are established for the collection, use, storage and transfer of personal data in accordance with data protection regulations and the rights of data subjects.



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

To strengthen the protection of personal data and information security, Aquila Part Prod Com S.A. started the process of implementing the Information Security Management System (SMSI) in April 2022.

As a first step in implementing SMSI, Aquila's management adopted the "Information Security Policy Statement" and formed the Commission responsible for information security at the company level. This committee is made up of 23 representative persons from each department/

compartment of the organization from different locations. The Commission is coordinated by the SMSI Manager. To ensure additional expertise in the field of information security, Aquila benefited from the consultancy of an external specialist.

As part of the SMSI implementation, Aquila Part Prod Com S.A. developed the Security Procedures and Manual in 2022. The policy applies indiscriminately to all persons who have access to any IT and communications resource of the company.

During 2023, Aquila Part Prod Com S.A. initiated the process of obtaining certification according to the ISO/IEC 27001 SMSI standard for Information Security. The action is ongoing and is to be completed in 2024.



#### 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. Due to the nature of its business, Aquila holds critical information, including personal data, customer and supplier lists, and contractual information.

In the process of identifying and assessing risks, the following aspects were taken into account:

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

Within the Information Security Management System (SMSI), Aquila Part Prod Com S.A. has adopted an ongoing process of assessing and managing information security risks. This process includes identifying, assessing, analyzing and treating potential risks that may affect the confidentiality, integrity and availability of company data and information.



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

During 2023, we did not record any IT incidents related to data security. Additionally, throughout the year, we did not record any complaints regarding breaches of employee, customer, or other affected persons' personal data privacy, nor did we experience any data losses.



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

Aquila Part Prod Com S.A. recognizes the importance of employee information security training and awareness. Awareness actions are scheduled for the year 2024, with the implementation of the ISO 27001 standard. Each employee will participate in this training program twice a year, with an initial training for new employees or for those who occupy a new role with special requirements in regarding information security.

## 15.2 Aquila's own brands

GRI 416-1, GRI 416-2, GRI 417-1, GRI 417-2, GRI 417-3



**+31%**

compared to the year 2022

**In 2023, the revenues achieved by own brands were 88 million lei**

In a constantly changing world, where food safety and environmental responsibility are becoming more and more important, Aquila wants to be a reliable partner for its customers, offering them quality products that meet the highest standards of food safety, thus always meeting their needs and preferences.

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

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

**Gradena is a brand of frozen and canned fruit and vegetables.**

With a diversified portfolio of over 45 products, Gradena addresses both the retail and HoReCa markets.

The range includes both single vegetables and mixed vegetables.

In 2023, the Gradena brand diversified with 19 new frozen fruit and vegetable products. These were promoted through a TV campaign carried

out in the fourth quarter, designed to increase visibility and strengthen the brand.

**LaMasă is a specialized brand that includes 14 specialties of frozen semi-prepared products, based on meat and cheese, such as wings, chops, chicken strips and nuggets, as well as fried cheese.**

**These products are easy to prepare, offering consumers quick and delicious solutions to their meals.**



### The Yachtis range, launched in 2023, comprises 15 frozen fish and seafood products.

By nature of business, Aquila stores and transports a wide range of products intended for human consumption. The activities are carried out according to the specific requirements of the customer, depending on the product and in accordance with the applicable laws.

Products are stored in accordance with 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 room temperature. Thus, we ensure the preservation of 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 adheres to appropriate storage and transport protocols, ensuring that products are handled carefully and that the necessary conditions are met to maintain their quality.

By adhering to these high standards and implementing appropriate storage and transportation procedures, we ensure that products reach customers in optimal condition and that we maintain their integrity and quality throughout the supply chain.

During 2023, we recorded four incidents of non-compliance regarding food safety, withdrawals from the market requested by producers. None of these incidents resulted in penalties or warnings from the authorities and were dealt with promptly.

To ensure we adhere to the highest standards and meet our quality and safety objectives, we have ISO

9001 and ISO 22000 management systems in place.

ISO 9001 - The quality management system allows us to focus on the continuous improvement of processes and operational efficiency. Through this system, we constantly monitor performance, assess customer satisfaction and implement corrective and preventive actions to ensure the delivery of the highest quality products.

The ISO 22000 Food Safety and Quality Management System enables us to identify, control and monitor risks associated with food safety at all stages of the production and distribution process. Thus, we can offer customers safe and reliable products that comply with the strictest legal requirements.

The implementation of these standards also provides us with a structured and robust framework through which all processes are documented, monitored and periodically evaluated to ensure compliance and effectively respond to changing customer and stakeholder requirements and expectations.

As part of our core values, we ensure that we only work with suppliers certified to the highest food safety standards.

All suppliers have industry-specific certifications such as BRC, MSC, ASC, Non-GMO, Eco-Certificate, Global GAP, Halal certification, Kosher certification, attesting that they have implemented and maintain rigorous safety control and monitoring systems and the quality of the food they provide. In this way, 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 products' components is printed on the labels of all products according to European and national regulations.



## 15 Alte aspecte de guvernare și mărcile proprii

We also work closely with suppliers to promote continuous improvement and innovation in the supply chain.

All our products strictly adhere to the product data sheet, which provides consumers with essential information such as ingredients, nutritional values, recycling signs, storage conditions and allergen information. This information is printed on product labels according to European and national regulations, being essential to enable consumers to make informed and responsible decisions.

During 2023, no incidents of non-compliance related to our product information and labeling or related to marketing communications were identified. Regarding our 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 Asian suppliers, requiring them to meet Aquila's quality and food safety standards.

Our packaging strictly complies with European and national legislation, including relevant

information such as the list of ingredients (with mention of allergens), recycling signs, nutritional table, storage conditions, batch number and recommended consumption date. In addition to the mandatory elements on the product labels, there are also details about the preparation method, thus providing consumers with transparency and confidence in our products.

We ensure that the packaging meets high quality standards and provides clear and concise information to consumers regarding their 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 impact on the environment and constantly strive to find green solutions for the packaging we put on the market, and we are committed to staying abreast of innovations and research in the field so that we can adopt green solutions in the future.



# Anexa 1 Evaluarea eligibilității conform Taxonomiei UE

## Proportion of turnover from products or services associated with Taxonomy-aligned economic activities

| Year 2023   | 2023    |                         | Substantial contribution criteria |                           |                           |                            |                  |           |                             | DNSH criteria ("Does Not Significant Harm") |                           |                            |                  |           |                             | Minimum safeguards | Taxonomy aligned proportion of OpEx year 2023 | Category (enabling activity) | Category (transition activity) |
|---|---------|-------------------------|-----------------------------------|---------------------------|---------------------------|----------------------------|------------------|-----------|-----------------------------|---|---------------------------|----------------------------|------------------|-----------|-----------------------------|--------------------|---|------------------------------|--------------------------------|
|   | Code(s) | Absolute OpEx           | Proportion of OpEx                | 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 |                    |   |                              |                                |
| 1   | 2       | 3                       | 4                                 | 5                         | 6                         | 7                          | 8                | 9         | 10                          | 11  | 12                        | 13                         | 14               | 15        | 16                          | 17                 | 18  | 19                           | 20                             |
| <b>A. TAXONOMY ELIGIBLE ACTIVITIES</b>  |         |                         |                                   |                           |                           |                            |                  |           |                             |   |                           |                            |                  |           |                             |                    |   |                              |                                |
| <b>A.1. Environmentally sustainable activities (Taxonomy aligned)</b>   |         |                         |                                   |                           |                           |                            |                  |           |                             |   |                           |                            |                  |           |                             |                    |   |                              |                                |
| -   | -       | -                       | -                                 | -                         | -                         | -                          | -                | -         | -                           | -   | -                         | -                          | -                | -         | -                           | -                  | -   | -                            | -                              |
| Turnover of environmentally sustainable activities (Taxonomy aligned) (A.1.)  |         | -                       | -                                 | -                         | -                         | -                          | -                | -         | -                           | -   | -                         | -                          | -                | -         | -                           | -                  | -   | -                            | -                              |
| Of which are enabling   |         | -                       | -                                 | -                         | -                         | -                          | -                | -         | -                           | -   | -                         | -                          | -                | -         | -                           | -                  | -   | -                            | -                              |
| Of which are enabling   |         | -                       | -                                 | -                         | -                         | -                          | -                | -         | -                           | -   | -                         | -                          | -                | -         | -                           | -                  | -   | -                            | -                              |
| <b>A.2. Taxonomy eligible but not environmentally sustainable activities (not Taxonomy aligned activities)</b>        |         |                         |                                   |                           |                           |                            |                  |           |                             |   |                           |                            |                  |           |                             |                    |   |                              |                                |
| Freight transport services by road  | 6.6 CCM | 48,905,246.14           | 1.95%                             | EL                        | EL                        | EL                         | EL               | EL        | EL                          | EL  | EL                        | EL                         | EL               | EL        | EL                          | EL                 | EL  | EL                           | EL                             |
| Turnover of Taxonomy eligible but not environmentally sustainable activities (not Taxonomy aligned activities) (A.2.) |         | 48,905,246.14           | 1.95%                             | EL                        | N/EL                      | N/EL                       | N/EL             | N/EL      | N/EL                        | N/EL  | N/EL                      | N/EL                       | N/EL             | N/EL      | N/EL                        | N/EL               | N/EL  | N/EL                         | N/EL                           |
| Turnover of Taxonomy eligible activities (A.1. + A.2.)  |         | 48,905,246.14           | 1.95%                             | EL                        | N/EL                      | N/EL                       | N/EL             | N/EL      | N/EL                        | N/EL  | N/EL                      | N/EL                       | N/EL             | N/EL      | N/EL                        | N/EL               | N/EL  | N/EL                         | N/EL                           |
| <b>B. TAXONOMY NON-ELIGIBLE ACTIVITIES</b>  |         |                         |                                   |                           |                           |                            |                  |           |                             |   |                           |                            |                  |           |                             |                    |   |                              |                                |
| Turnover of Taxonomy non-eligible activities (B)  |         | 2,461,110,170.86        | 98.05%                            |                           |                           |                            |                  |           |                             |   |                           |                            |                  |           |                             |                    |   |                              |                                |
| <b>TOTAL (A + B)</b>  |         | <b>2,510,015,417.00</b> | <b>100.00%</b>                    |                           |                           |                            |                  |           |                             |   |                           |                            |                  |           |                             |                    |   |                              |                                |

## Proportion of OpEx from products or services associated with Taxonomy-aligned economic activities

| Year 2023   | 2023    |                         | Substantial contribution criteria |                           |                           |                            |                  |           |                             | DNSH criteria ("Does Not Significant Harm") |                           |                            |                  |           |                             | Minimum safeguards | Taxonomy aligned proportion of OpEx year 2023 | Category (enabling activity) | Category (transition activity) |
|---|---------|-------------------------|-----------------------------------|---------------------------|---------------------------|----------------------------|------------------|-----------|-----------------------------|---|---------------------------|----------------------------|------------------|-----------|-----------------------------|--------------------|---|------------------------------|--------------------------------|
|   | Code(s) | Absolute OpEx           | Proportion of OpEx                | 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 |                    |   |                              |                                |
| 1   | 2       | 3                       | 4                                 | 5                         | 6                         | 7                          | 8                | 9         | 10                          | 11  | 12                        | 13                         | 14               | 15        | 16                          | 17                 | 18  | 19                           | 20                             |
| <b>A. TAXONOMY ELIGIBLE ACTIVITIES</b>  |         |                         |                                   |                           |                           |                            |                  |           |                             |   |                           |                            |                  |           |                             |                    |   |                              |                                |
| <b>A.1. Environmentally sustainable activities (Taxonomy aligned)</b>   |         |                         |                                   |                           |                           |                            |                  |           |                             |   |                           |                            |                  |           |                             |                    |   |                              |                                |
| -   | -       | -                       | -                                 | -                         | -                         | -                          | -                | -         | -                           | -   | -                         | -                          | -                | -         | -                           | -                  | -   | -                            | -                              |
| OpEx of environmentally sustainable activities (Taxonomy aligned) (A.1.)  |         | -                       | -                                 | -                         | -                         | -                          | -                | -         | -                           | -   | -                         | -                          | -                | -         | -                           | -                  | -   | -                            | -                              |
| Of which are enabling   |         | -                       | -                                 | -                         | -                         | -                          | -                | -         | -                           | -   | -                         | -                          | -                | -         | -                           | -                  | -   | -                            | -                              |
| Of which are enabling   |         | -                       | -                                 | -                         | -                         | -                          | -                | -         | -                           | -   | -                         | -                          | -                | -         | -                           | -                  | -   | -                            | -                              |
| <b>A.2. Taxonomy eligible but not environmentally sustainable activities (not Taxonomy aligned activities)</b>    |         |                         |                                   |                           |                           |                            |                  |           |                             |   |                           |                            |                  |           |                             |                    |   |                              |                                |
| Freight transport services by road  | 6.6 CCM | 20,074,771.10           | 0.83%                             | EL                        | EL                        | EL                         | EL               | EL        | EL                          | EL  | EL                        | EL                         | EL               | EL        | EL                          | EL                 | EL  | EL                           | EL                             |
| OpEx of Taxonomy eligible but not environmentally sustainable activities (not Taxonomy aligned activities) (A.2.) |         | 20,074,771.10           | 0.83%                             | EL                        | N/EL                      | N/EL                       | N/EL             | N/EL      | N/EL                        | N/EL  | N/EL                      | N/EL                       | N/EL             | N/EL      | N/EL                        | N/EL               | N/EL  | N/EL                         | N/EL                           |
| OpEx of Taxonomy eligible activities (A.1. + A.2.)  |         | 20,074,771.10           | 0.83%                             | EL                        | N/EL                      | N/EL                       | N/EL             | N/EL      | N/EL                        | N/EL  | N/EL                      | N/EL                       | N/EL             | N/EL      | N/EL                        | N/EL               | N/EL  | N/EL                         | N/EL                           |
| <b>B. TAXONOMY NON-ELIGIBLE ACTIVITIES</b>  |         |                         |                                   |                           |                           |                            |                  |           |                             |   |                           |                            |                  |           |                             |                    |   |                              |                                |
| OpEx of Taxonomy non-eligible activities (B)  |         | 2,393,255,156.90        | 99.17%                            |                           |                           |                            |                  |           |                             |   |                           |                            |                  |           |                             |                    |   |                              |                                |
| <b>TOTAL (A + B)</b>  |         | <b>2,413,329,928.00</b> | <b>100.00%</b>                    |                           |                           |                            |                  |           |                             |   |                           |                            |                  |           |                             |                    |   |                              |                                |

## Proportion of CapEx from products or services associated with Taxonomy-aligned economic activities

| Year 2023  | 2023    |                      | Substantial contribution criteria |                           |                           |                            |                  |           |                             | DNSH criteria ("Does Not Significant Harm") |                           |                            |                  |           |                             | Minimum safeguards | Taxonomy aligned proportion of OpEx year 2023 | Category (enabling activity) | Category (transition activity) |
|--|---------|----------------------|-----------------------------------|---------------------------|---------------------------|----------------------------|------------------|-----------|-----------------------------|---|---------------------------|----------------------------|------------------|-----------|-----------------------------|--------------------|---|------------------------------|--------------------------------|
|  | Code(s) | Absolute OpEx        | Proportion of OpEx                | 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 |                    |   |                              |                                |
| 1  | 2       | 3                    | 4                                 | 5                         | 6                         | 7                          | 8                | 9         | 10                          | 11  | 12                        | 13                         | 14               | 15        | 16                          | 17                 | 18  | 19                           | 20                             |
| <b>A. TAXONOMY ELIGIBLE ACTIVITIES</b>   |         |                      |                                   |                           |                           |                            |                  |           |                             |   |                           |                            |                  |           |                             |                    |   |                              |                                |
| <b>A.1. Environmentally sustainable activities (Taxonomy aligned)</b>  |         |                      |                                   |                           |                           |                            |                  |           |                             |   |                           |                            |                  |           |                             |                    |   |                              |                                |
| -  | -       | -                    | -                                 | -                         | -                         | -                          | -                | -         | -                           | -   | -                         | -                          | -                | -         | -                           | -                  | -   | -                            | -                              |
| CapEx of environmentally sustainable activities (Taxonomy aligned) (A.1.)  |         | -                    | -                                 | -                         | -                         | -                          | -                | -         | -                           | -   | -                         | -                          | -                | -         | -                           | -                  | -   | -                            | -                              |
| Of which are enabling  |         | -                    | -                                 | -                         | -                         | -                          | -                | -         | -                           | -   | -                         | -                          | -                | -         | -                           | -                  | -   | -                            | -                              |
| Of which are enabling  |         | -                    | -                                 | -                         | -                         | -                          | -                | -         | -                           | -   | -                         | -                          | -                | -         | -                           | -                  | -   | -                            | -                              |
| <b>A.2. Taxonomy eligible but not environmentally sustainable activities (not Taxonomy aligned activities)</b>     |         |                      |                                   |                           |                           |                            |                  |           |                             |   |                           |                            |                  |           |                             |                    |   |                              |                                |
| Freight transport services by road   | 6.6 CCM | 17,922,208.00        | 38.90%                            | EL                        | EL                        | EL                         | EL               | EL        | EL                          | EL  | EL                        | EL                         | EL               | EL        | EL                          | EL                 | EL  | EL                           | EL                             |
| CapEx of Taxonomy eligible but not environmentally sustainable activities (not Taxonomy aligned activities) (A.2.) |         | 17,922,208.00        | 38.90%                            | EL                        | N/EL                      | N/EL                       | N/EL             | N/EL      | N/EL                        | N/EL  | N/EL                      | N/EL                       | N/EL             | N/EL      | N/EL                        | N/EL               | N/EL  | N/EL                         | N/EL                           |
| CapEx of Taxonomy eligible activities (A.1. + A.2.)  |         | 17,922,208.00        | 38.90%                            | EL                        | N/EL                      | N/EL                       | N/EL             | N/EL      | N/EL                        | N/EL  | N/EL                      | N/EL                       | N/EL             | N/EL      | N/EL                        | N/EL               | N/EL  | N/EL                         | N/EL                           |
| <b>B. TAXONOMY NON-ELIGIBLE ACTIVITIES</b>   |         |                      |                                   |                           |                           |                            |                  |           |                             |   |                           |                            |                  |           |                             |                    |   |                              |                                |
| CapEx of Taxonomy non-eligible activities (B)  |         | 28,156,227.00        | 61.10%                            |                           |                           |                            |                  |           |                             |   |                           |                            |                  |           |                             |                    |   |                              |                                |
| <b>TOTAL (A + B)</b>   |         | <b>46,078,435.00</b> | <b>100.00%</b>                    |                           |                           |                            |                  |           |                             |   |                           |                            |                  |           |                             |                    |   |                              |                                |



# 17 Prices



**2023**

First Place  
The National Companies Ranking

PROGRESIV / AWARDS

**2023**

Finalist  
Best Supply Chain



**BURSA**

**2023**

Award of Excellence



**2022**

Award for the highest growth in the logistics industry during times of crisis

PROGRESIV / AWARDS

**2022**

Best Supply Chain Award



**2022**

The Distribution Efficiency Award



**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

PROGRESIV / AWARDS

**2021**

Award for the most modern distribution and logistics services



**2021**

Best Supply Chain Award



# 18 Glossary

| Abreviation | Full Name  |
|-------------|--|
| AGA         | Adunarea Generală a Acționarilor/Annual General Meeting of Shareholders                      |
| ARIR        | Asociația Română pentru Relația cu Investitorii /The Romanian Investor Relations Association |
| ANAF        | Agenția Națională de Administrare Fiscală/National Agency of Fiscal Administration           |
| ASC         | Aquaculture Stewardship Council  |
| ASF         | Autoritatea de Supraveghere Financiară/ The Financial Supervisory Authority                  |
| BRC         | British Retail Consortium  |
| BVB         | Board of Directors   |
| CA          | Bursa de Valori București/ Bucharest Stock Exchange  |
| CapEx       | Consiliul de Administrație /Board of Directors   |
| CDP         | Capital Expenditure  |
| CNR         | Carbon Disclosure Project  |
| EEE         | Electrical and Electronical Equipments   |
| EEIO        | Environmentally Extended Input-Output  |
| 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   |

| Abreviation | Full Name   |
|-------------|---|
| 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  |
| R.S.V.T.I   | Responsabil cu supravegherea si verificarea tehnica in exploatarea instalatiilor / Technical 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   |
| WIOD        | World Input-Output Database   |
| 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  |
|---|--|------------------------------|---|---|
|  2<br>FOAMETE ZERO           | 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, extreme weather, drought, floods and other disasters, and progressively improve land and soil quality.  | Indirect<br>92-94   |
|  3<br>SANĂTATE ȘI BUNĂSTĂRE | 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<br>72-79   |
|  4<br>EDUCAȚIE DE CALITATE | 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<br>83-86   |
|   |  | 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, 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 | 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 higher education.<br>88-89 |

| Objective  | Sub-objective  | Direct/indirect contribution | How we contribute   | Page of the report         |
|--|--|------------------------------|---|----------------------------|
|  5<br>EGALITATE DE GEN                          | 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<br>28-30, 69        |
|  6<br>APA CURĂȚĂ ȘI SANITATIE                   | 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<br>64-65          |
|  7<br>ENERGIE CURĂȚĂ ȘI LA PREȚURI ACCESIBILE | Ensure access to affordable, reliable, sustainable and modern energy for all   | 7.2                          | By 2030, increase substantially the share of renewable energy in the global energy mix.   | Direct<br>48-52            |
|  8<br>MUNCĂ DECENTĂ ȘI CREȘTERE ECONOMICĂ     | Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all | 8.8                          | 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.   | Direct<br>28-30, 69, 80-83 |



| Objective   | Sub-objective  | Direct/indirect contribution | How we contribute  | Page of the report  |
|---|--|------------------------------|--|---|
|    | 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<br>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.<br>28-30, 72-83 |
|   | Make cities inclusive, safe, resilient and sustainable | 11.1                         | By 2030, ensure access for all to adequate, safe and affordable housing and basic services and upgrade slums.  | Direct<br>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.<br>88  |
|   | Ensuring sustainable consumption and production models | 12.2                         | By 2030 achieve sustainable management and efficient use of natural resources.   | Indirect<br>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.<br>49-65  |
|  |  | 12.3                         | 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.  | Indirect<br>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.<br>59-64  |
|   |  | 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<br>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.<br>59-64  |

| Objective   | Sub-objective  | Direct/indirect contribution | How we contribute  | Page of the report   |
|---|--|------------------------------|--|--|
|  | Ensuring sustainable consumption and production models             | 12.5                         | By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.   | Direct<br>The organization currently tracks waste generation, recycling rates and waste disposal methods to assess progress toward achieving the reduction targets for each type of waste.<br>59-64  |
|   |  | 12.6                         | Encourage companies, especially large and trans-national companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.   | Direct<br>We integrate sustainability information into our reports and communications, highlighting the progress and impact in the field of sustainability.<br>19, 33, 44-46   |
|  | 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<br>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 organize internal actions and awareness programs for employees, promoting climate change education and adopting more sustainable practices in everyday life.<br>19,31,44-46 |
|   | 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 yield as determined by their biological characteristics. | Indirect<br>At all stages of development, our own brands, especially those covering fish and seafood, focus on the use of environmentally friendly materials and technologies.<br>92-94  |



# 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 2023. |
| <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/<br>other source   | Disclosure   | Location         | Omission                  |                        |
|---------------------------------|--|------------------|---------------------------|------------------------|
|                                 |  |                  | Requirement(s)<br>omitted | Disclosure Explanation |
| <b>General disclosures</b>      |  |                  |                           |                        |
| GRI 2: General Disclosures 2021 | 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        |                           |                        |

| GRI standard/<br>other source           | Disclosure   | Location             | Omission                  |                        |
|---|--|----------------------|---------------------------|------------------------|
|   |  |                      | Requirement(s)<br>omitted | Disclosure Explanation |
| <b>General disclosures</b>              |  |                      |                           |                        |
| GRI 2: General Disclosures 2021         | 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>                  |  |                      |                           |                        |
| GRI 3: Material Topics 2021             | 3-1 Process to determine material topics   | 40-44                |                           |                        |
|   | 3-2 List of material topics  | 44                   |                           |                        |
| <b>Economic performance</b>             |  |                      |                           |                        |
| GRI 3: Material Topics 2021             | 3-3 Management of material topics  | 34-35                |                           |                        |
| GRI 201: Economic Performance 2016      | 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>                  |  |                      |                           |                        |
| GRI 3: Material Topics 2021             | 3-3 Management of material topics  | 24, 91-92            |                           |                        |
| GRI 202: Market Presence 2016           | 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>        |  |                      |                           |                        |
| GRI 3: Material Topics 2021             | 3-3 Management of material topics  | 101                  |                           |                        |
| GRI 203: Indirect Economic Impacts 2016 | 203-1 Infrastructure investments and services supported                              | 102-106              |                           |                        |



| GRI standard/<br>other source           | Disclosure  | Location       | Omission                  |                                    |  |
|---|---|----------------|---------------------------|------------------------------------|--|
|   |   |                | Requirement(s)<br>omitted | Disclosure                         | Explanation  |
| <b>Indirect economic impacts</b>        |   |                |                           |                                    |  |
| GRI 203: Indirect Economic Impacts 2016 | 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>            |   |                |                           |                                    |  |
| GRI 3: Material Topics 2021             | 3-3 Management of material topics   | 15, 31, 36, 67 |                           |                                    |  |
| GRI 204: Practici de achiziții 2016     | 204-1 Proportia cheltuielilor cu furnizorii locali                                    |                |                           |                                    |  |
| <b>Anti-corruption</b>                  |   |                |                           |                                    |  |
| GRI 3: Material Topics 2021             | 3-3 Management of material topics   | 28-30          |                           |                                    |  |
| GRI 205: Anti-corruption 2016           | 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>        |   |                |                           |                                    |  |
| GRI 3: Material Topics 2021             | 3-3 Management of material topics   | 28-29, 31      |                           |                                    |  |
| GRI 206: Anti-competitive Behavior 2016 | 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices | 31             |                           |                                    |  |
| <b>Tax</b>                              |   |                |                           |                                    |  |
| GRI 3: Material Topics 2021             | 3-3 Management of material topics   | 38             |                           |                                    |  |
| GRI 207: Tax 2019                       | 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>                        |   |                |                           |                                    |  |
| GRI 3: Material Topics 2021             | 3-3 Management of material topics   | 61-67          |                           |                                    |  |
| GRI 301: Materials 2016                 | 301-1 Materials used by weight or volume  | 63             |                           |                                    |  |

| GRI standard/<br>other source     | Disclosure  | Location     | Omission                  |                        |
|-----------------------------------|---|--------------|---------------------------|------------------------|
|                                   |   |              | Requirement(s)<br>omitted | Disclosure Explanation |
| GRI 301: Materials 2016           | 301-2 Recycled input materials used   | 63           |                           |                        |
|                                   | 301-3 Reclaimed products and their packaging materials  | 62-63        |                           |                        |
| <b>Energy</b>                     |   |              |                           |                        |
| GRI 3: Material Topics 2021       | 3-3 Management of material topics   | 48-52        |                           |                        |
| GRI 302: Energy 2016              | 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>        |   |              |                           |                        |
| GRI 3: Material Topics 2021       | 3-3 Management of material topics   | 67-68        |                           |                        |
| GRI 303: Water and Effluents 2018 | 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>               |   |              |                           |                        |
| GRI 3: Material Topics 2021       | 3-3 Management of material topics   | Non-material |                           |                        |
| GRI 304: Biodiversity 2016        | 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>                  |   |              |                           |                        |
| GRI 3: Material Topics 2021       | 3-3 Management of material topics   | 53           |                           |                        |
| GRI 305: Emissions 2016           | 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           |                           |                        |



| GRI standard/<br>other source                            | Disclosure  | Location  | Omission                       |   |  |
|--|---|-----------|--------------------------------|---|--|
|  |   |           | Require-<br>ment(s)<br>omitted | Disclosure  | Explanation  |
| <b>Emissions</b>   |   |           |                                |   |  |
| GRI 305: Emis-<br>sions 2016                             | 305-5 Reduction of GHG emissions  | 54-57     |                                |   |  |
|  | 305-6 Emissions of ozone-depleting substances (ODS)                                   | -         | Yes                            | Informa-<br>tion un-<br>available/<br>incom-<br>plete | We do<br>not use<br>substanc-<br>es that<br>deplete<br>the ozone<br>layer.   |
|  | 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions | -         | Yes                            | Informa-<br>tion un-<br>available/<br>incom-<br>plete | Due to the<br>nature of<br>our activi-<br>ties, we do<br>not have<br>such emis-<br>sions that<br>need to<br>be actively<br>moni-<br>tored. |
|  | 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions | -         | Yes                            | Informa-<br>tion un-<br>available/<br>incom-<br>plete | Due to the<br>nature of<br>our activi-<br>ties, we do<br>not have<br>such emis-<br>sions that<br>need to<br>be actively<br>moni-<br>tored. |
| <b>Waste</b>   |   |           |                                |   |  |
| GRI 3: Material<br>Topics 2021                           | 3-3 Management of material topics   | 57-67     |                                |   |  |
| GRI 306: Waste<br>2020                                   | 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>                 |   |           |                                |   |  |
| GRI 3: Material<br>Topics 2021                           | 3-3 Management of material topics   | 28-29, 31 |                                |   |  |
| GRI 308: Supplier<br>Environmental<br>Assessment<br>2016 | 308-1 New suppliers that were screened using environmental criteria                   | 67        |                                |   |  |
|  | 308-2 Negative environmental impacts in the supply chain and actions taken            | -         |                                |   |  |

| GRI standard/<br>other source                                | Disclosure  | Location        | Omission                       |                        |
|--|---|-----------------|--------------------------------|------------------------|
|  |   |                 | Require-<br>ment(s)<br>omitted | Disclosure Explanation |
| <b>Labor/management relations</b>                            |   |                 |                                |                        |
| GRI 3: Material<br>Topics 2021                               | 3-3 Management of material topics   | 89              |                                |                        |
| GRI 402: Labor/<br>Management<br>Relations 2016              | 402-1 Minimum notice periods regarding operational changes  | 89              |                                |                        |
| <b>Occupational health and safety</b>                        |   |                 |                                |                        |
| GRI 3: Material<br>Topics 2021                               | 3-3 Management of material topics   | 72, 75-<br>88   |                                |                        |
| GRI 403:<br>Occupational<br>Health and<br>Safety 2018        | 403-1 Occupational health and safety management system  | 75-78           |                                |                        |
|  | 403-2 Hazard identification, risk assessment, and incident investigation  | 78-80,<br>87-88 |                                |                        |
|  | 403-3 Occupational health services  | 81-84           |                                |                        |
|  | 403-4 Worker participation, consultation, and communication on occupational health and safety                       | 81-82,<br>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>                                |   |                 |                                |                        |
| GRI 3: Material<br>Topics 2021                               | 3-3 Management of material topics   | 72, 95-<br>101  |                                |                        |
| GRI 404:<br>Formare și<br>dezvoltare<br>profesională<br>2016 | 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>                       |   |                 |                                |                        |
| GRI 3: Material<br>Topics 2021                               | 3-3 Management of material topics   | 72, 89-92       |                                |                        |



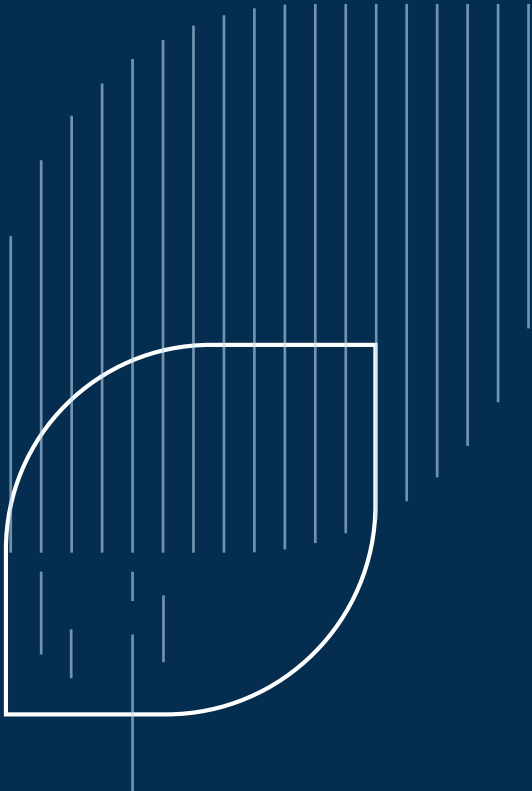
| GRI standard/<br>other source   | Disclosure   | Location     | Omission                  |                        |
|---|--|--------------|---------------------------|------------------------|
|   |  |              | Requirement(s)<br>omitted | Disclosure Explanation |
| <b>Diversity and equal opportunity</b>                                |  |              |                           |                        |
| <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        |                           |                        |

| GRI standard/<br>other source                   | Disclosure  | Location          | Omission                  |  |
|---|---|-------------------|---------------------------|--|
|   |   |                   | Requirement(s)<br>omitted | Disclosure Explanation   |
| <b>Local communities</b>                        |   |                   |                           |  |
| <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<br>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 Health and Safety 2016</b> | 416-1 Assessment of the health and safety impacts of product and service categories                 | 114-115           |                           |  |
|   | 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               |                           |  |



| GRI standard/<br>other source                              | Disclosure  | Location | Requirement(s)<br>omitted | Omission   |             |
|--|---|----------|---------------------------|------------|-------------|
|  |   |          |                           | Disclosure | Explanation |
| <b>Confidentiality and information security</b>            |   |          |                           |            |             |
| GRI 3: Material Topics 2021                                | 3-3 Managementul temelor materiale  | 107-111  |                           |            |             |
| NON-GRI:<br>Confidentiality<br>and information<br>security | 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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