

SUSTAINABILITY REPORT 2024

VALROM INDUSTRIE



Water



Gas



Sewerage



Heating



Filtration

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Our message

For Valrom Industrie, social responsibility, environmental protection and sustainable development are not just principles – they are an integral part of how we conduct our business every day. Energy efficiency is our priority and, through ongoing initiatives, we have managed to reduce our energy and water consumption and increase our recycling, thereby having a positive impact on the environment.

We are actively involved in the communities amidst which we operate, support local projects and invest in solutions that deliver real benefits. We want our products, our production processes and the decisions we make to matter, not only for our business, but also for the people around us and the environment. We invest in education, because we know how important access to lifelong learning is. We support sports and an active, healthy lifestyle, which are essential for balanced development. We care about the environment, and this is why we truly support initiatives that promote positive change. Last but not least, we support the vulnerable communities, through social projects that improve the lives of those in need.

In the end, I would like to express my gratitude to our dedicated team for making all this progress possible. Only together, with responsibility and determination, we can contribute to a sustainable future – for us, for the environment and for future generations.



About this report

The 2024 Sustainability Report is our company's sixth sustainability report and the fifth created in accordance with the Global Reporting Initiative (GRI) Standards. The report covers information on the company's economic, social and environmental impact for the last three years.

This report displays our company's non-financial information from January to December 2024. It is based on the results obtained from consulting the stakeholders and the materiality process carried out between January and March 2023.

The report also observes the following principles recommended by the GRI Standards: Completeness, Accuracy, Balance, Clarity, Comparability, Reliability, Timeliness. The information is presented in the context of the last three years and includes sustainability targets where applicable. When structuring and writing the report, we have taken into account the Principle of Precaution - an approach to risk management based on which if there is a possibility that a particular policy or action may harm the public or the environment, and if there is no scientific consensus on the issue yet, the company should not proceed with the said policy or action.

The report fulfils the requirements of Directive 2014/95/EU, transposed into Romanian law by Order of the Minister of Public Finance No. 1938/2016 and Order of the Minister of Public Finance No. 3456/2018.

The current report has not undergone an external audit but this will be considered in the coming years.

This report was drafted in collaboration with the **Centrul de Educație Ecologică Seneca Ecologos (Seneca Ecologos Centre for Ecology Education)**. For any further information on the drafting process and the content of the report, please contact us at ecologos@asociatiasnk.ro.

Valrom Industrie's 2023 Sustainability Report was assessed by The Azores agency and obtained 76 out of a maximum possible of 100 points, receiving Silver in the "Best Practices in Corporate Sustainability" awards.



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OUR MISSION. OUR VISION AND VALUES

At Valrom, we believe that the invisible infrastructure is the foundation of everyday safety and comfort. This is why we develop reliable, sustainable and effective technical solutions that are transforming industry standards. We are committed to continuous innovation, making available technologies tailored to current and future challenges, out of respect for the environment and the community. Through strong partnerships and a dedicated team, we ensure long-term success in every project. We are investing in progress so that, by 2035, our solutions will redefine key infrastructure across the region.

Our mission.

To innovate and manufacture sustainable systems for water, gas, sewerage, heating and filtration installations, which are essential to the infrastructure of any residential or industrial space.

Our vision.

By 2035, we aim to become the regional leader in solutions for water, gas, sewerage, heating and filtration infrastructure, with a visible impact on the safety, efficiency and everyday comfort of every community.

Guided by values

Responsibility:

We undertake responsibility for what we do, providing reliable and sustainable solutions, as well as a working environment based on trust and professionalism.

Innovation:

We continue to invest in R&D, to bring to market innovative technologies that meet the evolving market needs.

Integrity:

We act with respect and integrity, both within our team and in our relationships with partners and the community, contributing to the creation of a more sustainable future.

Collaboration:

We work together, communicate clearly and support each other, so that we can turn challenges into sustainable results, visible in every project



Water



Gas



Sewerage

Value chain



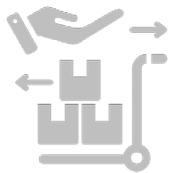
RESEARCH AND DEVELOPMENT

We constantly research and innovate to increase the quality and efficiency of our products. The mission of this department is to carry out scientific research (fundamental and applied), to innovate and implement technological progress in the products, processes, technologies and technical equipment for the mechanisation and automation of production.



MARKETING AND SALES

The company's Marketing department is in charge of the product promotion strategy, including the development of marketing strategies, creation of advertising campaigns and promotional materials, analysis of data and results. This is in addition to establishing and maintaining customer relationships and creating sales opportunities together with the Sales department, which regularly identifies and contacts leads, drafts competitive offers, showcases Valrom products and services, and maintains relationships with existing customers.



PROCUREMENT

Sourcing is key to maintaining the quality, competitiveness and performance of our products. Thus, we make sure that the raw materials are responsibly sourced and that our suppliers comply with the quality, environmental and social regulations. In the supply chain management, we work with several certified suppliers for the raw materials used in both the production process and in other activities along the value chain.



AFTER-SALES AND FINANCIAL SERVICES

We share our know-how by training our customers' staff, provide technical support for system maintenance, installation, replacing of components and accessories. Our company also provides solutions and technical support for our customers. From a financial point of view, we offer B2B financial services, including managing financial risks, providing financial assistance and advice, handling and managing investments, and offering legal assistance in this area.



PRODUCTION

Our mission is to provide products and services of the highest quality, that meet the requirements and expectations of our customers. We guarantee the quality of our products through the certifications we have acquired, by complying with international and national standard conformity requirements: the products included in the Valrom portfolio feature technical data sheets, assembly instructions and warranties in accordance with the regulations in force.



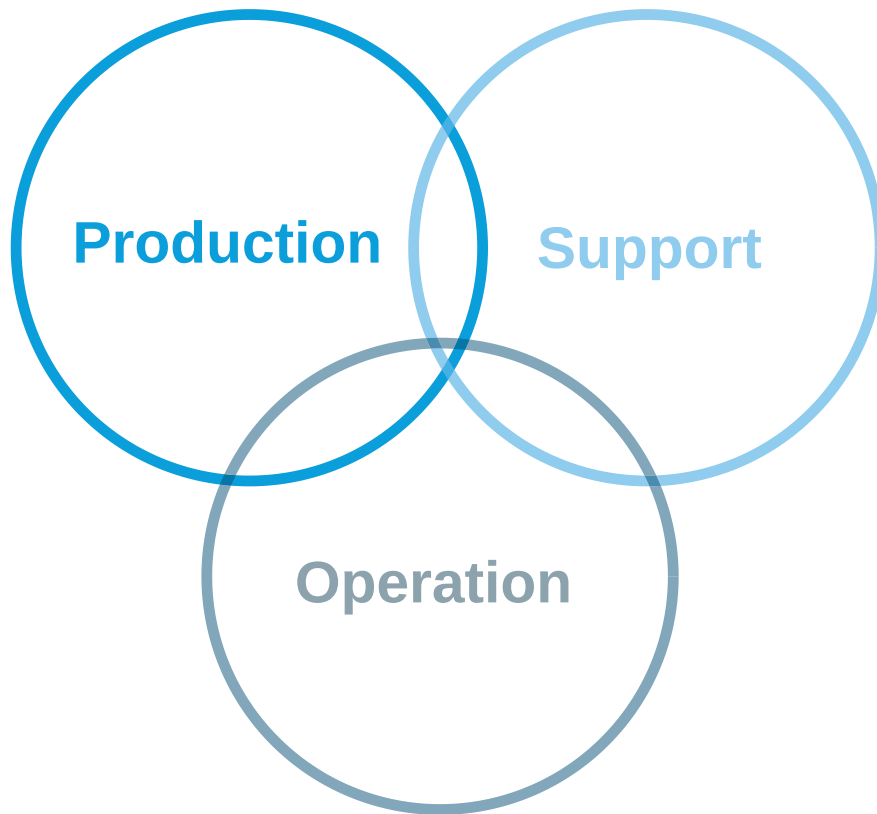
RECYCLING

The use of recycled raw materials is part of our development strategy, both from our own production and by purchasing quality recycled raw materials from the market. The efficient use of raw materials is important both from an economic, as well as an environmental point of view, with a growing global need to use resources more efficiently.



Value chain

The Integrated Management System Process Map



PRODUCTION

1. Development design
2. Sourcing, storage and logistics
3. Operational control and process monitoring
4. Validation of special processes
5. Manufacturing and production preparation
6. Product identification and traceability
7. Product storage and delivery, post delivery

SUPPORT

1. Managing documented information
2. Securing resources
3. Expertise Awareness Communication
4. Economic (Financial and Accounting)
5. Administrative-Infrastructure
6. Provision of utilities
7. IT support (outsourced)

OPERATION

1. Customer and external supplier property
2. Waste management and risk factors
3. Maintenance and TDV execution
4. Control of non-compliance
5. Process monitoring and product release
6. Data analysis versus objectives and projects
7. Emergency preparedness
8. Sustainable risk monitoring



About Valrom Industrie

Valrom Industrie is a leading manufacturer of thermoplastic products (PE, PP, PE-X, PPSU) in Eastern Europe: pipes, fittings, water manholes.

We offer quality, safety and efficiency through our network and plant solutions for water, gas, sewerage, heating and filtration.

The company's portfolio includes over 10,000 products, with more than 2,700 items in stock, manufactured according to the integrated quality-environment-OHS-energy management approach pursuant to the requirements of the following international standards: SR EN ISO 9001:2008, SR EN ISO 14001:2005, SR EN ISO 45001:2018 and SR EN ISO 50001:2019.

We combine economic operations with social responsibility, environmental protection and sustainable development in our business, and constantly invest in R&D, providing a strong partnership to our customers - designers, contractors, local and international distributors in over 18 countries from the EU and worldwide.

We own three factories, two of which being located in Romania and one in Ukraine. The main factory is located in Bucharest, hosting the extrusion, injection moulding, welding, filtration, recycling halls, as well as our offices. The second factory is located in Pantelimon and specialises in rotational moulding - "rotomoulding". Water manholes, water pits, wastewater treatment plants, etc. are manufactured at this location.



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	2022	2023	2024
Turnover (Lei)	363,658,634	391,734,843	385,553,911
Total number of employees	385	389	393
Number of products in stock	1,976	2,320	2,772

About Valrom Industrie

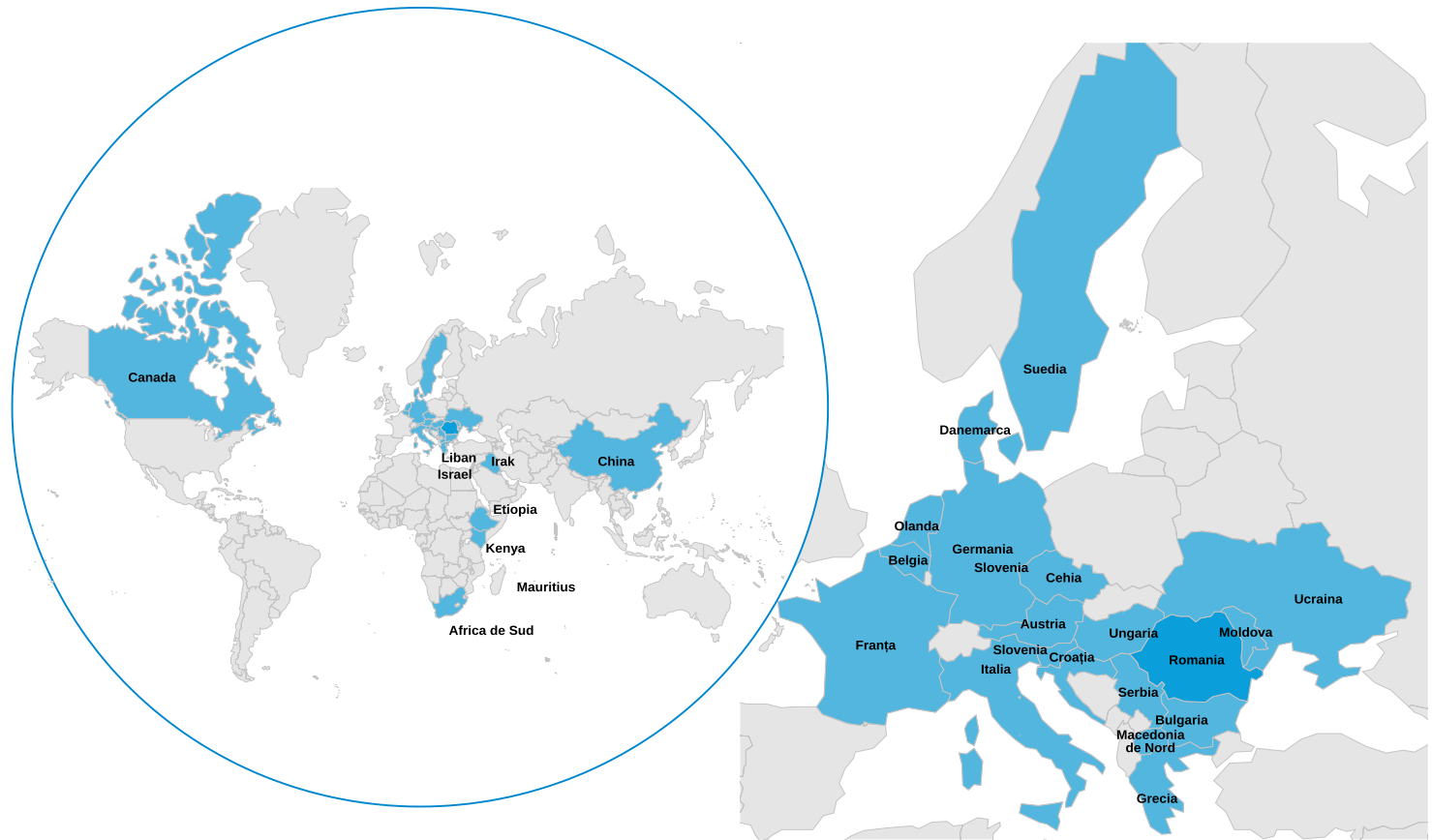
We never stop investing to provide our customers and partners with quality, safety and efficiency - values that define us and differentiate us in the market. The hard work of the 393 Valcrom Industrie employees made it possible to supply over 6,681 products, with more than 2,571 being manufactured by us.

The main methods used in plastic processing employed in manufacturing and incorporation processes are extrusion, injection moulding, rotational moulding, welding and turnery.

In 2024, more than 2,000 corporate customers from Romania and abroad used Valrom Industrie products.

We operate in over **25 countries**, our key markets including:

- Central and Eastern Europe (Moldova, Bulgaria, Serbia, Ukraine, Hungary, Greece);
- Western Europe (Italy, Belgium, Germany, the Netherlands, France, etc.);
- Africa (Kenya, South Africa, Ethiopia, Mauritius);
- the Middle East (Iraq, Lebanon, Israel);
- North America (Canada);
- Asia (China).



About Valrom Industrie

Name:

Valrom Industrie S.R.L.

Legal entity:

Limited liability company

Headquarters:

Bulevardul Preciziei nr. 28, Bucharest, Romania

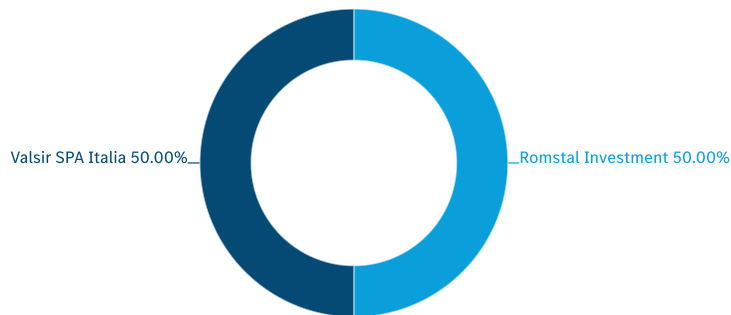
Entities included in the financial report:

Valrom Industrie, Valplast Industrie, Valrom Ukraine, Land and Buildings

Operating countries:

Romania and Ukraine

Shareholder structure at date of the report:



Memberships:

The company is part of APPFE - Asociația Parteneriat pentru Proiecte și Fonduri Europene (Partnership Organisation for European Projects and Funding) - a professional organisation of environmental specialists.

Since 2023, Valrom Industrie is a member of the Chamber of Commerce and Industry of Romania.

Management team:

Administrator: Cătălin CORACI

Production Manager: Alin LOGHIN

Customer Product Marketing Manager: Gabriel TĂLPIGĂ

Financial Manager: Roxana DINU

HR Manager: Georgeta OANȚĂ

Logistics Manager: Cristian GHILENCEA

Quality Manager: Bogdan TOMA

Procurement Manager: Tamara DUMITRICĂ

Raw Materials Procurement Manager:
Luminița ILIESCU

Administrative Manager: Remus MĂDULAREA

Filtration Hall Manager: Cristian MOCANU

Sales Manager: Dan MÎNDRU

The company is managed by CEO and Administrator.

The CEO is responsible for impact management and for implementing sustainable development strategies and policies.



POINTS OF SALE

Romania, Hungary, Serbia,
Republic of Moldova,
Greece, Ukraine, Bulgaria



TYPES OF CUSTOMERS AND BENEFICIARIES

Legal persons, economic operators
and public institutions



TARGET SECTORS

Public and private



Water



Gas



Sewerage



Heating



Filtration

Valrom Industrie at a glance

Valrom invests in R&D, providing a solid partnership to its customers, designers, contractors, with local and international distributors and operating in 27 countries

Production based in Romania

2 production factories in Romania:

- Bucharest Preciziei
- Pantelimon

Distribution

- Bulgaria
- Greece
- Romania
- Republic of Moldova
- Serbia
- Ukraine



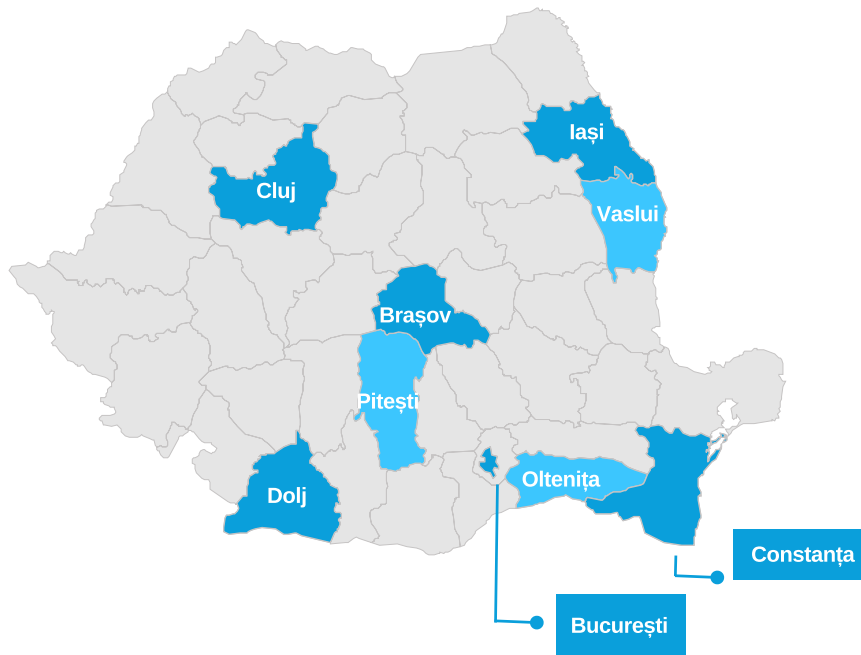
Valrom Industrie on the map

10 distribution centres in Romania

7 own warehouses: Bucharest, Pantelimon, Braşov, Cluj, Constanţa, Craiova and Iaşi.

3 representative offices: Piteşti, Olteniţa and Vaslui.

Over 406 distributors in Romania



Products exported in 18 countries in Europe

Republic of Moldova, Bulgaria, Italy, Belgium, Serbia, Ukraine, Hungary, Greece, Denmark, Croatia, Austria, Slovenia, France, the Czech Republic, Sweden, the Netherlands, Germany, North Macedonia.

Over 890 corporate customers.



Company history

1996

Valrom Industrie S.R.L. is established, with Valsir S.p.A. and Romstal IMEX S.R.L. as its main shareholders. Start of production of HDPE pipelines for water and gas networks, and the production of PP pipelines for indoor sewerage, employing Valsir Group's technology and experience.

1998

Valrom Industrie receives the **ISO 9001:1994** Authorisation Certificate for the Quality Management System.

2000

Valrom Industrie is expanding its production capacity by **tripling the surface area of its factory in Romania.**

2005

Valrom Ukraine is established as part of the Valrom Group.

2007

Production capacity is increased by opening the Pantelimon factory. The complexity of products manufactured in the Valrom Industrie factories is increased by **commissioning the first extrusion lines with quick-switch and multi-layer heads.**

2013

Launching of Water PRO and Gas PRO - HDPE pipelines with peelable protective coating. This technology increases product life through greater resistance to scratch and penetration, and provides protection against contamination during handling, transport and assembly.

2015

Start of production of AquaPUR water filtration and treatment systems, enabling consumers to reduce their environmental footprint by switching from PET plastic bottled water.

2017

Valrom Industrie installs solar panels in its factories to reduce energy consumption.

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Company history

2018

Buying the **CETA warehouse** increases the storage capacity of Valrom Industrie products.

2019

Valrom Industrie migrates to **SAP**, the new ERP that increases information and database management capabilities.

2020

Start of **production of masks** for respiratory protection.

2021

Purchasing and commissioning of a new **production line for pipelines with diameters up to 1,200 mm**.

2022

Retrofitting of the storage space in Bucharest (Bd. Preciziei nr. 38) and relocating the welding hall.

2023

Completing the project for installing PV panels, which started in June 2022, with a total investment of over 9 million RON, proving once again Valrom's commitment to sustainability and our genuine care for the environment.

2024

The launch of the merger process with Valplast Industrie, a strategic move that will strengthen Valrom Industrie's position in the market, enhance operational synergies and expand the range of offered products and services.

The registration of new trademarks with OSIM and EUIPO, a major step in protecting the Valrom brand identity and its products, at national and European level.



The Valrom Industrie portfolio. Products

Valrom Industrie products help protecting water quality, reducing water and energy consumption, and significantly decreasing CO₂ emissions.



WATER

We manufacture and sell complete pipeline and fitting systems for drinking water, irrigation water and firefighting water. Within this product category, **the new generation of high-density polyethylene pipelines for transporting drinking water - WaterPRO stands out**, with increased resistance to scratch and penetration, providing UV protection and preventing water contamination through oxidation or fouling.



EXTERNAL SEWERAGE

Wastewater from domestic, social and economic activities, contaminated with residues, is a major source of pollution that can affect the quality of drinking water and accelerate biodiversity loss. **With our products within this category, we help protect water quality**, which has important benefits for human health and the environment. The product range includes: pipelines and fittings for sewerage, manholes, inspection manholes, Geiger manholes, septic tanks, wastewater treatment plants, grease separators, etc.



INTERNAL SEWERAGE

This category includes complete indoor sewerage systems, consisting of polypropylene pipelines and fittings, siphon traps and accessories required for installing indoor draining systems, regardless of the complexity of the route. **EASY FONO - the sound-absorbing system for indoor drainage - dampens the sound produced by the flow of water through the drain pipes, minimising noise emissions** inside the buildings where it is installed. EASY FONO ensures the acoustic comfort of the inhabitants and adequate conditions for rest and work. The EASY FONO system is SR EN 14366 certified according to measurements carried out at the Fraunhofer Institut für Bauphysik, for the determination of acoustic performance.



The Valrom Industrie portfolio. Products

Valrom Industrie products help protecting water quality, reducing water and energy consumption, and significantly decreasing CO₂ emissions.



HEATING

The alternative heating systems in this category - geothermal probes, circulation pumps, earth-to-air heat exchangers such as “Canadian Well” - contribute to significantly reduce CO₂ emissions of our customers’ buildings and projects.

The products help customers to optimise energy consumption for heating installations.



GAS

Gas is an efficient source of energy, recognised as the “cleanest” fossil fuel. Depending on the materials used, Valrom Industrie’s pipelines for the construction of outdoor natural gas transportation systems have a service life of at least 50 years. In addition, we offer a range of pipelines that have a protective coating against UV radiation and against mechanical stress that occurs during handling, transport, storage and assembly. The PE100 RC pipeline range enables our customers to achieve significant cost savings and have access to improved technology.



HEALTH

A new range of products to meet today’s needs, respiratory protection and medical masks, certified by ANMDMR [National Agency for Medicines and Medical Devices of Romania], are made of non-toxic filtering materials allowing effortless breathing and providing an effective filtration barrier.



The Valrom Industrie portfolio. Products

Valrom Industrie products help protecting water quality, reducing water and energy consumption, and significantly decreasing CO₂ emissions.



FILTERING AND STORAGE

The VALHOH range covers various needs in different areas:

■ Domestic

Pure tap water at home. Convenient and eco-friendly, it eliminates the effort of carrying heavy plastic bottles and the risk of them polluting the environment.

■ Hospitality industry

Food, coffee and drinks with a high level of flavour and quality. Providing confidence and satisfaction regarding the food and water consumed by the customer.

■ Industrial

Water-based equipment is protected. Enables savings and reduced costs by eliminating or reducing the aggressive effects of pollutants in the water.

■ Agriculture

Healthy plants grow with good water and food. Farmers know that plant health and quality depend on environmental conditions and the quality of irrigation water. Filtered water also reduces the cost of machinery treatment, energy consumption and maintenance, and extends the life of irrigation systems.



The Valrom Industrie portfolio. New products

New products added to the range in 2023:

Multilayer pipeline made of PP HM, SN10, for gravity sewers

- were extended by adding the following outer diameters: 110, 125, 160, 200, 250, 315 and 400 mm.

Siphon trap “V”-shaped extension tube PP D100 H107

- allows position adjustment of the Valrom siphon traps.

PE100RC, D32 / D40, SDR11 geothermal probes with 1 or 2 CIRCUITS and additional parts

- used to extract thermal energy stored in the ground or water, thus helping to heat or cool buildings using heat pumps.

Fresh air ventilation unit with heat recovery

- provides constant air exchange in the room and is equipped with a ceramic heat exchanger.

Electro-weldable connectors

- PE100, SDR 17 and SDR 11 injection fittings

Stations of activated carbon from coconut shell - COCO SIMPLEX

- used to reduce the concentration of free chlorine residuals and secondary compounds in water.

Stations of catalytic activated carbon CATA SIMPLEX

- used to reduce the concentration of hydrogen sulphide, free chlorine residuals, organic and secondary compounds in water.

Multi-tank systems for MULTI P treatment

- used to reduce the concentrations of iron, manganese, ammonia, organic substances and hardness.

Reverse osmosis station with 3 stages

- used when the water is contaminated with substances difficult to remove by other filtering systems (nitrites, heavy metals, etc.).

Set of 3 transparent filter housings 10”

- used for water with a maximum temperature of +30°C and a maximum pressure of 6 bar and used to prevent the possible development of algae or other organisms.

Brass connecting sleeves with FI/FE for PEX pipeline

- used in radiator heating installations, using PEX pipeline class 5/10 bar or PE RT type II pipeline class 4/8 bar, dimensions: 16x2.2; 20x3.4; 25x3.5 and 32x4.4.

Barriers for light waste collection on rivers

- used to stop and collect floating light waste (bags, PET bottles, etc.) on flowing waters

PPR “V”-shaped short bypasses

- used for internal installations for the supply of hot and cold water and heating made of PPR, D20, D25, D32 pipelines.

Manholes for water meter

- single-layer (extrusion-blow moulding) with access diameter D640

Multitank systems for SOFT MULTI P softening treatment

- equipment used to reduce water hardness in commercial and industrial applications.



The Valrom Industrie portfolio. New products

New products added to the range in 2024:

AquaPUR ► VALHOH

- filter cartridge 10" EXPANDED BB PP 20 MICRON
- SPARK 15/40/80 dispensers for cold water with CO₂;
- "T"-shaped manual disc filter, LONG2" 20 MICRON/100 MICRON/400 MICRON;
- Iron and manganese removal plant FEMN 30 SIMPLEX P – flow rate 0.5 m³/h, FEMN 60 SIMPLEX P – flow rate 1.0 m³/h, FEMN 90 SIMPLEX P – flow rate 1.5 m³/h, FEMN 120 SIMPLEX P – flow rate 2.0 m³/h, FEMN 150 SIMPLEX P – flow rate 2.5 m³/h, FEMN 30 SIMPLEX CAN – flow rate 0.5 m³/h;
- multitank iron and manganese removal system FEMN 3x150 MULTI P – flow rate 7.5 m³/h, FEMN 4x150 MULTI P – flow rate 10.0 m³/h, FEMN 5x150 MULTI P – flow rate 12.5 m³/h.

WaterKIT ► WALWater

Double-layered pipelines:

- PE100RC D. 75÷1200mm PN6 SDR26 and PN10 SDR17
- PE100RC D.63 PN8 SDR21 and D.90 PN16 SDR11
- PE100RC/PE100/PE100RC D.50-400, SDR 17 and SDR 11.
- WaterPro triple-layered pipelines: PE100RC-PE100RC-PE100RC.

Pipes with a peelable protective coating, with and without detection wire, in the diameter range 500÷1200 mm, SDR 26÷11, PN6÷PN16, supplied as 13m long bars.

EasyKIT ► VALEasy

- "V" anti-foam device D91 H74 SIPHON TRAP
- PP siphon traps with and without washing machine connection(s), and double washing machine connection;
- D110 PP elbows and branches, packed in large boxes;
- PP D110 pipelines without sockets, L250.

AgriKIT ► VALAgrio

- PE100 irrigation pipes, D75÷110 mm SDR 26/21/17/13.6/11, 13 m long.

SolairKIT ► VALSolair

- spare parts and accessories for the Brezza60.

SafeKIT ► VALRain

- "RAINPLUS" D110 collector 1-65L/S PLATE 480x480 L.100 MM.

GasPRO ► VALGasio

- PE100RC tubing with protective coating, without D. 63 SDR11, 100m COIL.
- GasKIT PE100 SDR11 pipelines, D.32x3 mm, lengths of 1.35, 1.60 and 2.10 m.

RandomKIT ► VALDuotherm

- PP-R and fibreglass PP-R pipelines, D. 20/25/40 mm, SDR6 and SDR7,4, 3m long.

ValromPexKIT ► VALThermio

- PE-RT TYPE II pipelines, D.17x2, with an oxygen barrier, red.

KompactKIT ► VALPlast

- PRO range pipelines made from PE100 and PE100RC with a peelable protective coating, with or without a detection wire, up to a diameter of 630 mm, SDR 17 PN10, supplied as 13m long bars.
- PE100RC pipelines with a peelable protective coating, with diameters of 180 and 280 mm, SDR 17 PN10, supplied as 13m long bars.



The Valrom Industrie portfolio. Services

The “Valrom Partner” platform is a portal dedicated 100% to our partners, facilitating direct communication and providing a range of benefits and services, including:

- **Efficient management of all placed orders**, with the ability to reorder with just a click;
- **Quick and easy orders saving up to 80% of the time usually needed;**
- **24/7 access to the entire Valrom Industrie product database** and prices.
- **Dedicated technical support and assistance provided by specialist staff**, both when ordering and during project implementation;
- **Priority access** to all information and promotional campaigns dedicated to our partners.

SERVICE dedicated to customers (after-sales).

Specialised **TECHNICAL SUPPORT** throughout the procurement process, from quotation and installation to after-sales



“Test your drinking water for free”

By wanting to provide complete packages and professional solutions throughout the country, we extended the project to our suppliers by training their staff. Through our website aqua-pur.ro, anyone who is interested in having their water tested can benefit from this analysis free of charge by filling in the aquacheck form (<https://aqua-pur.ro/aquacheck/>).



aquaCHECK



An aerial photograph of a road cutting through a dense forest. The road is a two-lane highway with white dashed lines. The trees are lush green, with some showing yellowing, suggesting autumn. A semi-transparent blue rectangular box is overlaid on the left side of the image, containing the title and a list of bullet points.

SUSTAINABILITY STRATEGY

- GRI Standards, Sustainable Development Goals
- Engaging and consulting stakeholders
- Topic Boundary
- Topics
- Materiality matrix

GRI Standards. Sustainable Development Goals

This Sustainability Report represents our commitment to environmental protection, through which we aim to provide a transparent and clear picture of our contribution towards sustainability.

We joined the GRI Standards because we wanted to align with the international initiatives and to respond to the needs of our stakeholders in order to understand the economic, social and environmental impacts of our company.

We selected and prioritized the topics included in the report taking into account external and internal standards and feedback:

- Sustainable Development Goals (SDG)
- Management team
- Employees, Suppliers, Customers, Partners, Community Members.

The 17 Sustainable Development Goals of the 2030 Agenda, adopted by UN General Assembly Resolution A/RES/70/1 at the UN Summit on Sustainable Development from September 2015, promote global action and cover a wide range of topics from three areas: economy, society and environment.

We keep these goals in mind when establishing our sustainability strategy, as we believe that sustainable growth can be achieved by increasing the positive impact on society and mitigating the negative impact on the environment.



We adopted a fair remuneration policy that we constantly adapt based on economic changes. We are always supporting vulnerable communities.



We support humanitarian projects that benefit vulnerable people. Our employees are our main partners in supporting them through volunteering.



Our concern for the health and safety of our employees is reflected in the benefits we provide - access to health services, professional development programmes, green menu in the HQ cafeteria.



We invest in the future of the next generations by supporting projects that ensure access to quality education. We encourage continuous learning through our training programmes organised for our employees.



Our HR policy ensures that all company employees are treated equally, regardless of gender, and we prohibit any form of discrimination.



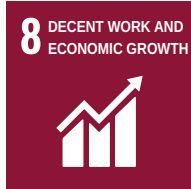
We have taken an active role in protecting fresh water resources, both through internal water efficiency actions and initiatives at our premises and warehouses, as well as by selling products that enable customers to reduce their own water consumption.



GRI Standards. Sustainable Development Goals



We aspire to become an energy-independent company, to sustain electricity needs from our own production and increase the amount of renewable energy fed into the grid. We have increased the number of PV panels used in our own energy production process.



The company's economic performance was achieved thanks to our values: respect, communication, integrity, responsibility, recognising and supporting others, continuous improvement, positive attitude. And a top-quality working environment in line with social and environmental principles.



For more than 10 years, we have focused on improving the technical solutions we offer, through energy-efficient equipment with a minimal footprint on the environment. We have introduced and promoted these products with the aim of raising awareness regarding the importance of energy saving among our customers and collaborators.



In our company, the remuneration process is fair and based on the individual performance of each employee, regardless of gender, age, race, religion, sexual orientation, ethnic origin, etc.



We support community development by increasing the number of local suppliers. We promote efficient products with minimal environmental impact. Implementing separate collection infrastructure within our company and promoting environmentally responsible behaviour among employees and customers is our ongoing concern.



For us, reducing the consumption, recovering and efficiently managing natural resources represent priority topics which reflect in our Sustainability Strategy. We reduce waste, water and energy consumption while using materials and products with low environmental impact, promoting eco-friendly habits and behaviours.



We acknowledge climate changes to be among the most important global challenges and we are actively contributing to reducing GHG emissions. We support and promote initiatives that aim to reduce the impact of climate change.



Our local actions can result in global consequences, with marine ecosystems being among the most vulnerable ecosystems towards climate change. Our terrestrial climate depends to a large extent on the oxygen supply generated by marine biodiversity.



We actively contribute to reducing GHG emissions. We encourage employee volunteering and support projects that promote preservation and sustainable development of communities and natural ecosystems.



The principles and rules that govern the conduct of the company's business reflect our position regarding acts of corruption and violation of the rights, dignity and freedom of others. We promote volunteering and support those affected by war.



We have confidence in the international community and its support to achieve global sustainable development goals. Securing the well-being of humanity and of the entire planet ecosystem can only be achieved through a shared approach.



Engaging and consulting stakeholders

Stakeholders are those entities or persons who can reasonably be affected by the company's activities, products and services, or whose actions may influence the organisation's ability to implement its strategies and achieve its goals.

By employing this method, companies have direct access to stakeholder views and can establish their priorities in terms of corporate sustainability topics. The process is an essential part of the drafting of the sustainability report and enables companies to establish a sustainability strategy tailored to their own business models, based on stakeholder expectations.

The stakeholder engagement process has been achieved in the following steps:

- Identifying the important topics for Valrom Industrie in the field of sustainability;
- Creating the list of internal and external stakeholder categories;
- Conducting and distributing the online survey during February-March 2023;
- Analysing the results.

Survey questions were defined based on a series of factors:

- views previously expressed by stakeholders;
- analysis of the material topics for Valrom Industrie up to the time of the survey;
- analysing the market in which our company operates; and
- analysing other sustainability reports published by companies in the same industry.

Stakeholders increasingly expect organisations to assess and manage risks in all business areas, including environmental and social responsibility.

Therefore, Valrom Industrie aims to continue this stakeholder engagement process and to integrate their views into the company's sustainability activities and goals.



187

responses to the survey
conducted by Valrom Industrie

Employee	92
Supplier	59
Client	33
Board Member	1
NGO	1
Responsibility Transfer Organization	1

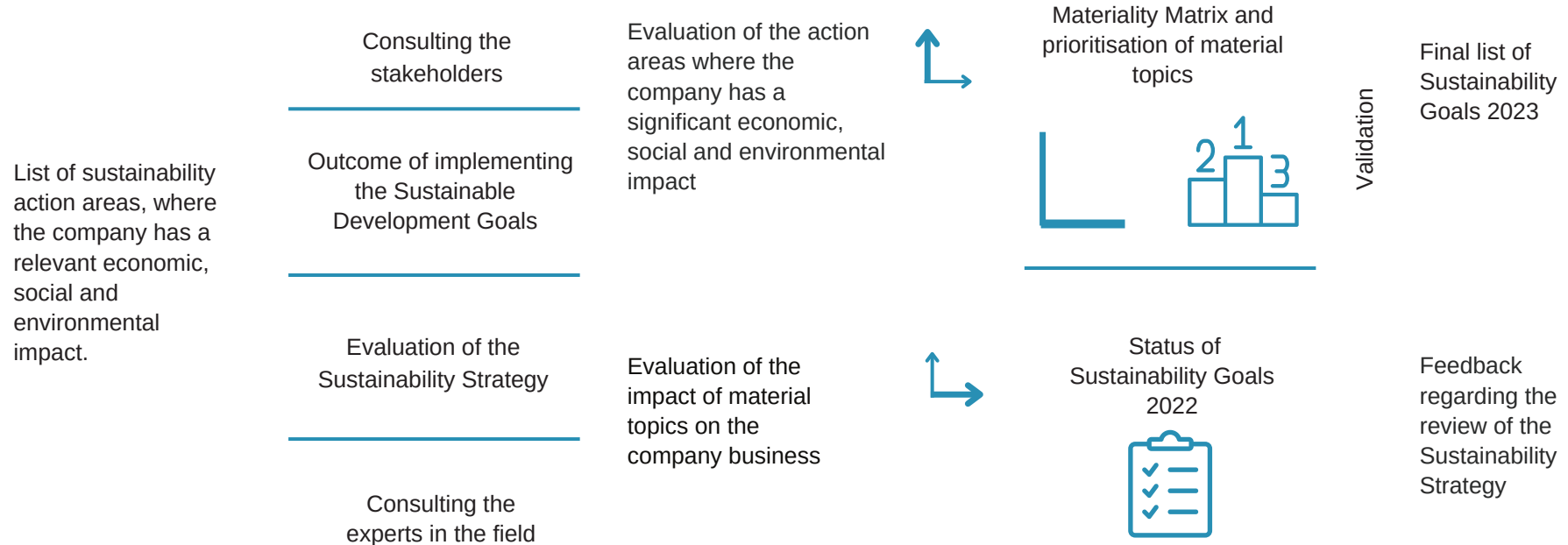


Engaging and consulting stakeholders

Following the survey, which was carried out during February-March 2023, our stakeholders mentioned some important aspects from the perspective of their relationship with our company, with the aim of integrating them into the Valrom Industrie Sustainability Strategy. These included:

- Increasing the use of alternative energy in production processes;
- Organising individual meetings with employees to identify resources required for professional development, increase motivation and commitment;
- Developing employee loyalty policies;
- Automating production processes, developing new materials, new products with longer life and improved properties;
- Updating the partner.valrom.ro website and synchronizing data in real time (prices, stocks, etc);
- Continuous optimisation of logistics flow;
- Creating a wellbeing policy for our employees, with the possibility for them to interact with each other more harmoniously;
- Presenting and promoting sustainability goals in order to raise awareness and accountability at the organisational and individual level.

Valrom Industrie’s Sustainability Strategy evaluation and validation process:



Topic Boundary

The GRI “Topic Boundary” concept is based on the expectation that a company is responsible not only for the direct impact of its actions, but also for the impact it contributes to through its business relationships - for example, with its partners, suppliers or customers.

Organisations reporting under the GRI Standards analyse their social, economic and environmental impacts, both inside and outside the company.

Topic	Average score in the stakeholder engagement survey	Direct impact (inside the company)	Indirect impact (outside the company)	Both direct and indirect impact
Employee professional development	9.2	V		
Energy policy	8.8			V
Occupational health and safety	8.5	V		
Sustainable production	8.3			V
Eco products. Sustainable lifestyle	7.9			V
Waste management. Circular economy	7.6			V
Climate change. CO ₂ emissions	7.5			V
Integrating sustainability into corporate culture	7.5	V		
Business ethics	7.4			V
Water management	7.2			V
Supplier relationship	7.2			V
Anti-corruption policy	7.1			V
Investing in communities / CSR projects	6.6		V	
Investing in education. Collaboration with high schools and colleges	6.5			V
GDPR Policy	6.4			V
Diversity and inclusion policy	6.3			V

GRI
3-1
3-2



Topics

List of sustainability action areas where Valrom Industrie has a relevant economic, social or environmental impact.

These topics have been described in this report and represented the basis for the formulation of the company's sustainability goals.

ECONOMIC IMPACT	
Business ethics	Measures to gain and maintain the trust of the company's customers, suppliers and partners, and to promote fair competition. Regularly reviewing the company's code of conduct, internal communications and organizing trainings to promote ethical business behavior.
Anti-corruption policy	Measures to prevent acts of corruption, bribery and conflicts of interest in the relationships with internal and external stakeholders, through regulations and training programs, to increase awareness and manage conflicts.
Investment in education. Collaboration with high schools/ higher education institutions	The company's contribution to improving skills and knowledge in high schools and higher education institutions, to help future technical professionals be better prepared for the job market.
SOCIAL IMPACT	
Corporate culture	Integrating sustainability into the company's training and leadership programs. Environmental education courses for employees. Involving the employees in environmental initiatives. Creating an environment promoting the use of sustainable means of transportation (bicycles). Cafeteria with a green menu. Internal communication on environmental topics.
Wellbeing at workplace	Work environment that promotes work-life balance. Effective methods to decrease stress.
GDPR policy	Data processing in accordance with principles accepted at national and European level in terms of personal data protection.
Investment in communities	Implementation of social and cultural responsibility projects that help the sustainable development of communities important to the company. Efficient management of these projects to maximize the medium to long-term impact. Voluntary involvement of employees and company partners in these projects.
Professional development of employees	Implementing professional development programs aimed at employees, for the continuous improvement of workplace skills and the development of human potential.
Diversity and Inclusion	Fighting all forms of discrimination and gender stereotypes among the company's stakeholders. Ensuring equal opportunities and avoiding discrimination in the workplace. Creating a diverse and inclusive workplace.
Managing the risks generated by the armed conflict in Ukraine	Safety measures regarding personnel protection. First aid courses, fitting and endowing of LAAD shelters, evacuation simulations, organization of ways to ensure business continuity in special situations.
Employee health and safety	Ensuring a high level of health and safety at work for all employees, by organizing training sessions and increasing awareness and education concerning risks. Best practices for eliminating any type of work accidents.

GRI
3-2
3-3



GRI Standards. Sustainable Development Goals

ECONOMIC IMPACT	
Climate changes	CO2 emissions. Reducing the climate change effects, including GHG emission management, direct and indirect.
Energy policy	Reducing energy consumption and increasing the use of energy from renewable resources.
Waste management	Circular economy. Reducing the quantities of waste sent to landfills. Separate collection system infrastructure, separate collection and delivery to recycling companies, reuse of packaging.
Water management	Sustainable water management: reducing water consumption within the company and promoting sustainable consumption through the products marketed.
Eco products	Sustainable lifestyle. Marketing sustainable products, which can help our customers to decrease the carbon footprint of their buildings and projects.
Relationship with suppliers	Social and environmental risk management within the supply chain. Ethical and responsible practices of suppliers concerning occupational safety and health. Equal opportunities and non-discrimination among the suppliers' employees. Product safety and environmental protection.

GRI
3-2
3-3



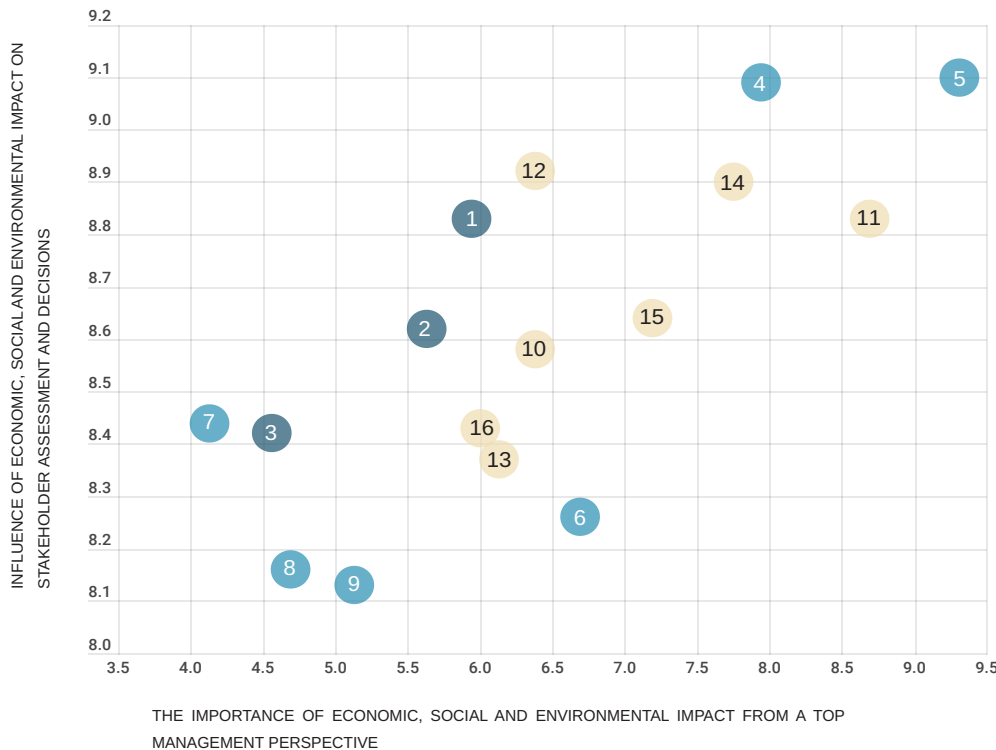
Materiality matrix

Valrom Industrie's materiality matrix is based on stakeholder responses to the survey conducted during February-March 2023 and extensive discussions held with the management team.

Topics are areas of action:

- in which the company produces a significant economic, social and environmental impact (the impact has been analysed and assessed by the company's Top Management, with actions already undertaken by the company in those areas as reference points);
- which influence the stakeholders' perception and evaluation of the company's performance (these are based on the results of the February-March 2023 survey).

MATERIALITY MATRIX



TOPICS

Topic	Graph number
Economic impact	
Business ethics	1
Anti-corruption policy	2
Investing in education - Collaborating with high schools/colleges	3
Social impact	
Occupational health and safety	4
Employee professional development	5
Integrating sustainability into corporate culture	6
Diversity and inclusion policy	7
GDPR Policy	8
Investing in communities / CSR (social responsibility) and cultural projects	9
Environmental impact	
Climate change. CO ₂ emissions	10
Energy	11
Waste management. Circular economy	12
Water management	13
Sustainable production	14
Eco-sustainable products	15
Supplier relationship	16



SAVING NATURAL RESOURCES

- Climate strategy
- Energy
- Reducing greenhouse gas emissions
- Separate collection and waste recycling
- Quality and environmental standards at Valrom Industrie
- Water consumption
- Sustainable products
- Sustainable production
- Procurement

Climate strategy

Risks and opportunities

Reducing the environmental impact of our company's operations has remained a firm commitment over the years. Recent years have shown us that the effects of global warming are being felt both globally and locally.

To adapt more quickly and effectively, our strategy focuses on developing and implementing solutions that help preserve natural resources and reduce the carbon emissions generated by our company's operations.

Climate change and increasingly high temperatures have led to higher energy consumption in the cooling plants used in manufacturing processes, as they use atmospheric air as a primary source. The A/C systems for office buildings were also overloaded.

To ensure the optimal performance of our PV systems and maximise energy efficiency, we have implemented a strict preventive maintenance programme, which includes regular inspections and periodic cleaning of the panels.

At our premises located at str. Preciziei 38, we have commissioned a state-of-the-art heating system, designed by a Romanian innovator, with 95% energy efficiency. The equipment runs on biomass – pellets produced from the internal recycling of wood waste – and provides the heating required for the warehouse's receiving and dispatch areas. **Compared with previous years, we have increased the installed capacity of our biomass power plants by 25%, achieving significant savings in electricity consumption for heating and air conditioning.**

We have successfully developed and implemented a smart metering project – for electricity and water – across the production halls at all our plants. This system enables us to closely monitor all consumers and gives us a greater ability to intervene at vulnerable points. We will extend this project during 2025, to include gas and compressed air. Our aim is to expand this project across all energy flows at all our sites and premises.

We have planned our daytime consumption so that we maximise the use of PV solar energy and rescheduled other consumptions during night-time, when energy is cheaper. We have adopted environmentally-friendly alternative fuels and replaced older HVAC solutions with more energy-efficient ones. The share of energy produced from the mains grid and from purchased natural gas has decreased in relation to the amount of raw material processed. We are continuing to explore alternatives and will implement these alternative heat generation solutions during 2025.

The rise in fuel prices has affected both our internal logistics costs and the fees we pay to transport companies. As regards internal logistics, during 2024 we invested approximately €877,000 in our fleet in order to counter rising costs and remain competitive.

As part of our technological optimisation process, we have added a new product to our filtration range – the Micron filter, designed based on the existing solutions but in a much more compact form and with significantly reduce waste generation.

At the same time, to support the transition towards products with a reduce environmental impact, in 2024 we expanded our range of heat recovery units for both the residential sector and industrial applications.



Energy

Energy policy

Energy efficiency is one of our main concerns.

Valrom Industrie's energy policy aims to reduce reliance on natural gas and increase energy independence by implementing a set of measures and initiatives aimed at reducing energy consumption and carbon emissions.

To minimise natural gas consumption, we are opting for viable alternatives for heating our production halls and company premises. The installation of heat pumps and the use of alternative fuels, such as biomass instead of natural gas, will help reduce carbon emissions and increase the company's energy independence.

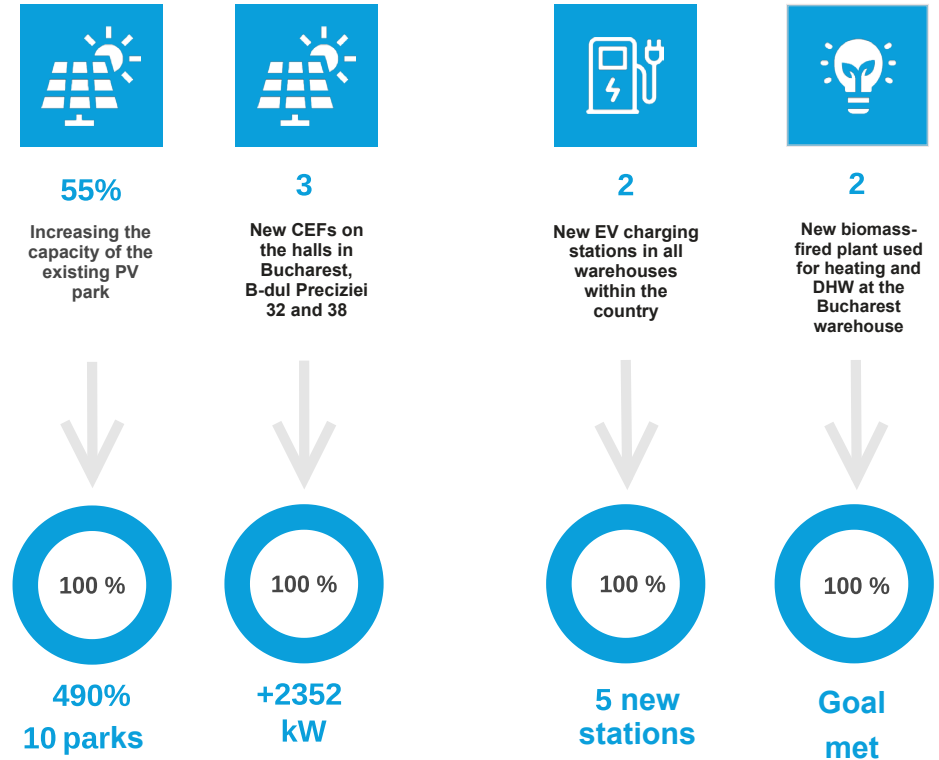
We also aim to continue the installation of PV panels in all our premises to reduce consumption of energy from conventional sources. In addition, we are trying to reach 15% energy independence at the factory and 100% at our warehouses in Romania. Thus, we monitor the company's energy consumption and aim to balance this consumption by producing energy in all our business places.

We pay great attention to the procurement process and try to use only energy-efficient equipment, adapting the target temperature to reduce energy and gas consumption.

Within our energy policy, some directions that we already implemented at the company level are: using various types of heat recovery systems in the production halls, organising trainings and briefings to motivate employees to take responsible decisions, installing more EV charging points in the car parks at our premises.

We are committed to continue our research and to adopt new solutions to minimise our impact on the environment and to be a sustainable company.

Targets established for 2025:



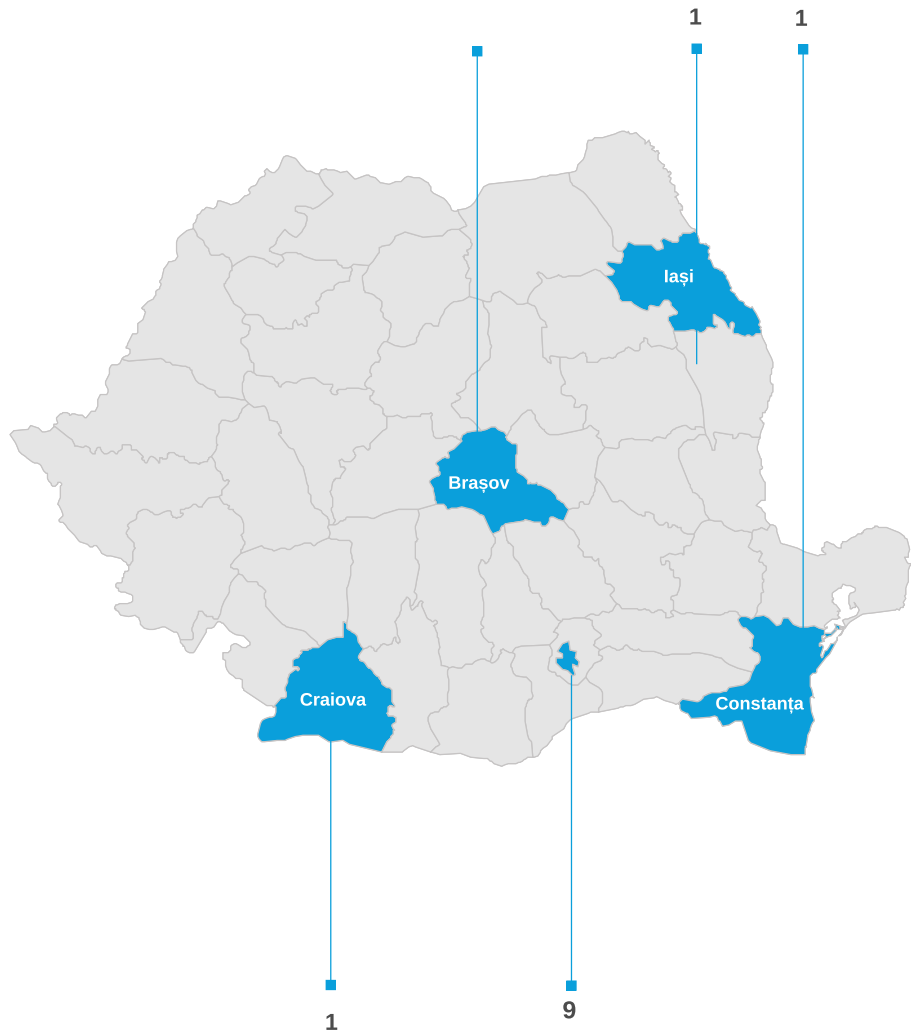
GOALS FOR THE FUTURE:



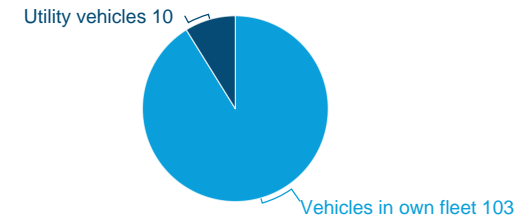
Energy

Our own fleet

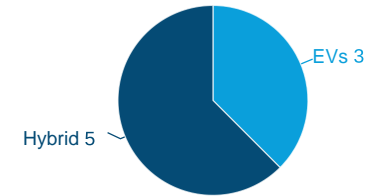
Number of EV charging stations



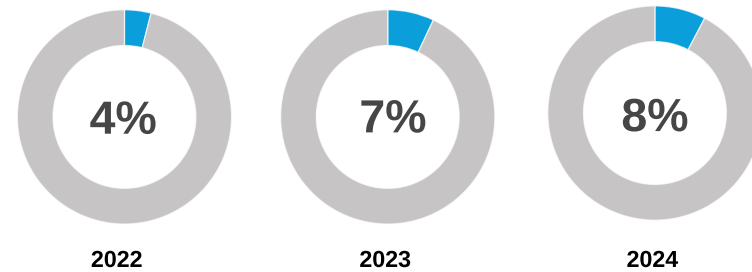
Number of vehicles in own fleet



Number of EVs and hybrid vehicles in own fleet

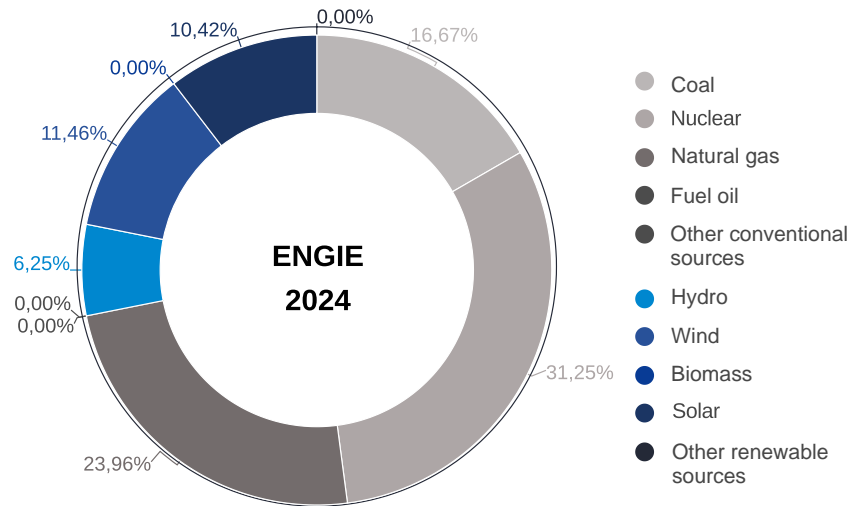
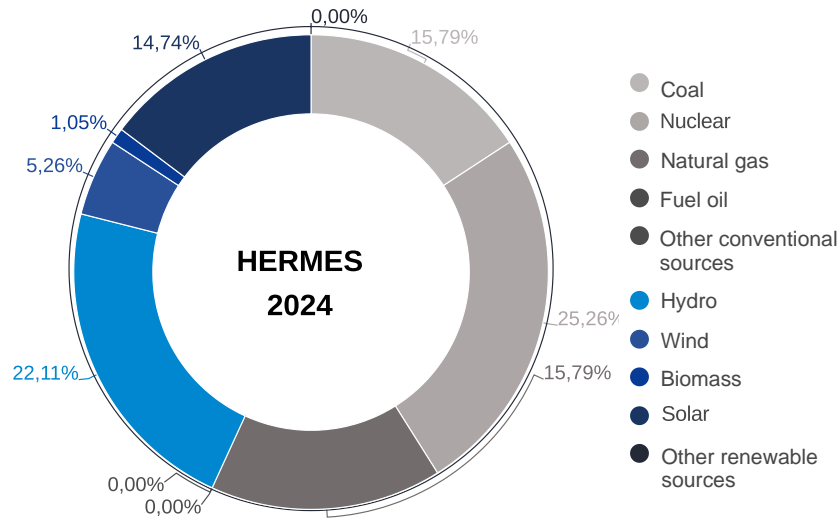


Percentage of EVs and hybrid vehicles in the total passenger cars



Energy

Energy mix for grid energy



RENEWABLE OT UVCEO



CONVENTIT NAL OT UVCEO



RENEWABLE OT UVCEO



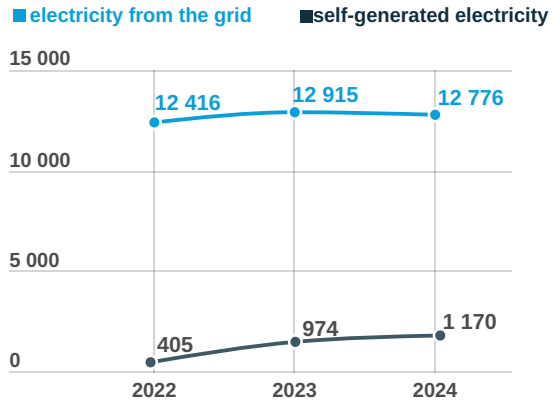
CONVENTIT NAL OT UVCEO



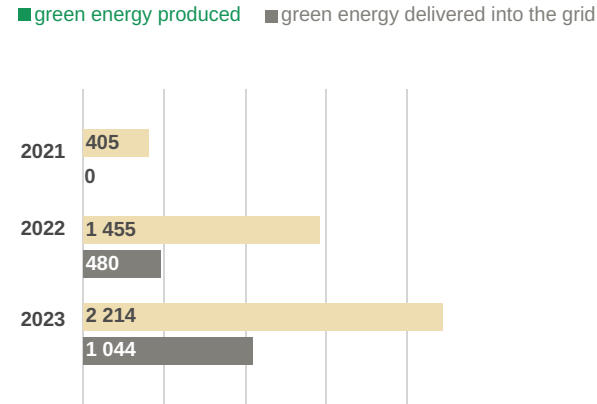
Energy

Energy consumption

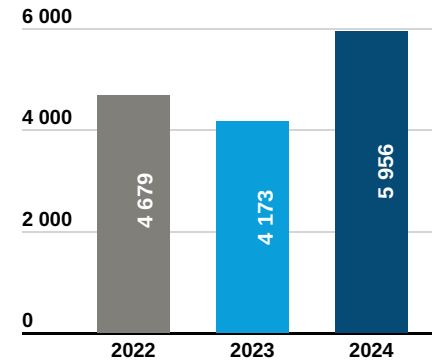
Electricity consumption (MWh)



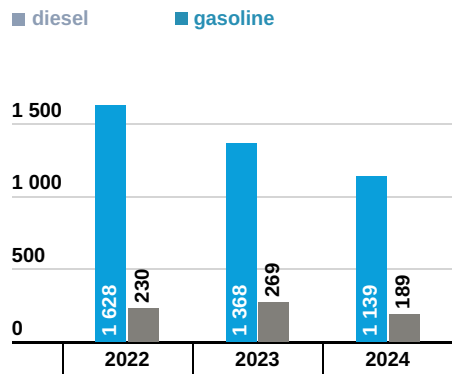
Electricity produced using PV systems (MWh)



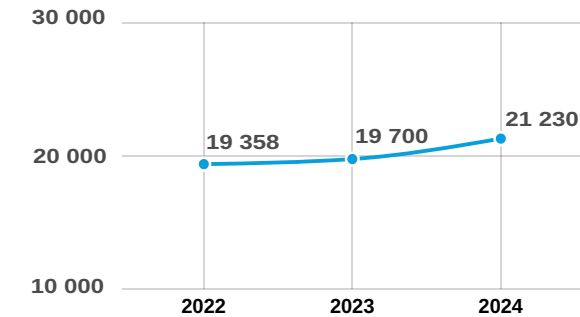
Methane gas consumption (MWh)



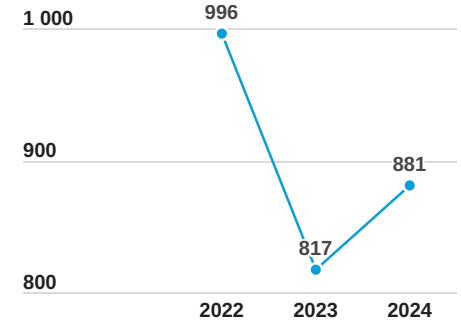
Fuel consumption (MWh)



Total energy consumption (MWh)



Energy consumption intensity (kWh/tonne of finished product)



Energy

Actions to reduce energy footprint:

- Replace equipment with new technologies at end-of-life;
- Organise training sessions and briefings to encourage employees to make responsible decisions;
- Unplug all equipment at the end of the working day and using resources responsibly;
- Developing photovoltaic power stations and using alternative sources for heating indoor spaces;
- We continue to install heat pumps to recover energy from the manufacturing process and we regularly replace old chillers with efficient free-cooling ones.
- The installation of biomass-fired power stations with the aim of reducing electricity consumption for heating and A/C.
- Developing a smart metering project that allows us to closely monitor all consumers and gives us a greater ability to intervene at vulnerable points.



Energy

ISO 50001 energy management standard

In 2020, we received the ISO 50001 certification.

Based on the requirements of this standard, we have implemented, maintained and improved our own energy management system. This involves monitoring, analysing, controlling and streamlining our energy consumption in our premises and factories.

By employing the ISO 50001 methodology, our company ensures that we:

- comply with legal requirements and regulations;
- monitor consumption on a monthly basis and compliance with normal values;
- identify variables that affect energy use and consumption;
- reduce costs through efficient use of resources;
- reduce carbon emissions associated with energy consumption.

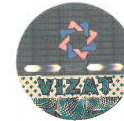
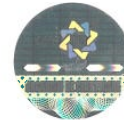
“On 18 July 2014, the Romanian Parliament adopted Law 121/2014 on energy efficiency.

The law stipulates that improving energy efficiency is a strategic objective of national energy policy, due to its major contribution to securing energy supply, sustainable development and competitiveness, saving primary energy resources and reducing GHG emissions. Until 2020, Romania’s energy policy is based on the fundamental EU objectives: sustainability, competition and security of supply. “Companies with an energy consumption of more than 1,000 toe/year are obliged to submit to the National Energy Regulatory Authority [ANRE], by 30th of April of each year, documents including statistical data on energy consumption in the previous year.”*

Valrom Industrie complies with this legal obligation and submits to ANRE every year total energy consumption statements and energy analysis questionnaires.

*source: https://ec.europa.eu/energy/sites/default/files/documents/ro_annual_report_eed_2020.pdf

CERTIFICATE
VALID ONLY
WITH ANNUAL
ENDORSEMENT



Valid by
May
2025

Certification Body
Details concerning the authenticity of this certificate may be obtained from Certind SA: Phone:021.313.36.51;
e-mail: office@certind.ro. Falsifying this certificate is punishable in accordance with law.



CERTIFICAT

CERTIND

hereby confirms that the Management System of

VALROM INDUSTRIE SRL

with registered office in: Bucharest, bulevardul Preciziei, nr. 28, sector 6
secondary location: Pantelimon, bulevardul Biruintei, nr. 151, Ilfov County

complies with the requirements of

SR EN ISO 50001:2019/ ISO 50001:2018

Fields certified:

Design, manufacturing and marketing, service for thermoplastic products that are extruded, moulded by injection, welded or turned. Manufacturing, purchase, marketing of related systems and equipment for water, gas, sewerage, telecommunications, thermal installations and plumbing. Manufacturing and marketing of thermoplastic products formed by rotational moulding. Manufacturing and marketing of related equipment for water, sewerage, telecommunications installations and plumbing.

- Certification field in accordance with the annex.-

Certificate no.: 48047/123-40-En

Initial certification: 14.05.2020

Current certification (renewed certification): 03.05.2023

Certification cycle expiry date: 13.05.2026 subject to annual endorsement of the certificate

Certification must be renewed before the certification cycle expiry date

The certification body reserves the right to suspend, withdraw or cancel the present certificate if the monitoring audits find that the conditions from the initial certification date are not maintained.

Certind SA - Certification Body
Palatul UOIR-1903, Str. George Enescu 27-29, Sector 1, București



Reducing greenhouse gas emissions

SCOPE 1

Monitoring GHG emissions helps us to identify areas where we generate the most emissions, improve our strategy for lowering emissions, and actively engaging the employees in actions to reduce negative environmental impacts.

Scope 1 covers emissions from sources that the company owns or controls directly - from fuel combustion in our fleet (diesel, gasoline and LPG) and consumption of natural gas.

Scope 2 covers emissions that the company generates indirectly when the energy we buy and use is produced. For example, this category includes emissions from the production of energy to power the fleet's EVs.

Scope 1 covers emissions from sources that the company owns or controls directly.

Scope 1 (tonnes of CO ₂ e	2022	2023	2024
Emissions from natural gas consumption	946	844	1,204
Emissions from fuel consumption	492	432	352
Total Scope 1 emissions	1,438	1,276	1,556

Compared to 2022, Scope 1 emissions increased in 2024 by 8.21%, natural gas emissions increased by 27.3%, and fuel consumption emissions decreased by **28.5%**.

GRI
2-4
2-20
3-3
305-1
305-2
305-5



Reducing greenhouse gas emissions

SCOPE 2

Scope 2 emissions have been calculated taking into account the Romanian national energy label according to ANRE and the energy label of the energy supplier Hermes Energy for the period January - July 2024 and Engie for the period August - December 2024.

The calculation for Scope 2 Market based emissions has taken into account gross energy consumption, while in the net form, emissions would be below zero.

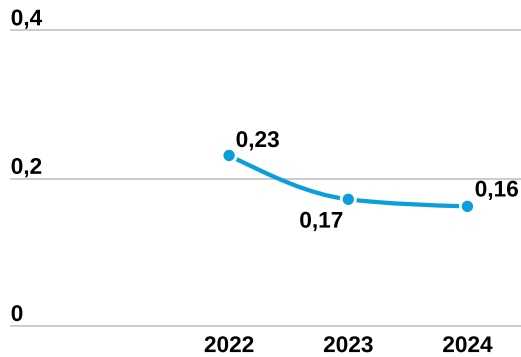
In 2023, we have chosen to select a supplier with a higher proportion of renewable energy from the energy label, thereby reducing Scope 2 Market based emissions.

Scope 2 (tonnes of CO ₂ e)	2022	2023	2024
Location based emissions	2,772	2,886	2,200
Market based emissions	4,873	1,324	2,235

Total Scope 1 + Scope 2 emissions (tonnes of CO ₂ e)	2022	2023	2024
Total Location based emissions	4,209	4,393	3,756
Total Market based emissions	6,311	3,530	3,791

Intensity of Market based emissions

(CO₂e kg / 1,000 tonnes of finished product)



Scope 2 Market based emissions have decreased by 54.14%, while Scope 2 Location based emissions have decreased by 20.63% compared to 2022.

GHG emission intensity (Scope 1 + Scope 2 Market based) decreased by 30.43% compared to 2022.



Separate collection and waste recycling

We have recovered 100% of the packaging placed on the market.

The waste generated within Valrom Industrie is mostly packaging waste: paper and cardboard, wood, plastic, PET, metal, contaminated materials.

The other categories of waste are household waste generated by the company's employees and production-specific waste: oil, inks, spare parts, etc.

Law 249/2015, which regulates the management of packaging and packaging waste in order to prevent or lower environmental impact, applies to all packaging placed on the market, regardless of the material from which it is produced and the way it is used in economic, commercial activities, as well as to all packaging waste, regardless of how it is generated.

We are responsible for this by individually recovering 100% of packaging and packaging waste.

In 2024, we partnered with five responsibility transfer organisations:

Ecotic, Ecotic Bat, Green Resources Management, Eco-X and Fepra International. Thus, we have managed to recover 100% of the waste we placed on the market.

For separate waste collection, bin holders with transparent bags and detailed labelling are used in the production halls. Waste quantities are monitored through internal management records maintained both on paper and electronically. The Administration Department is responsible for the separate waste collection and recycling.

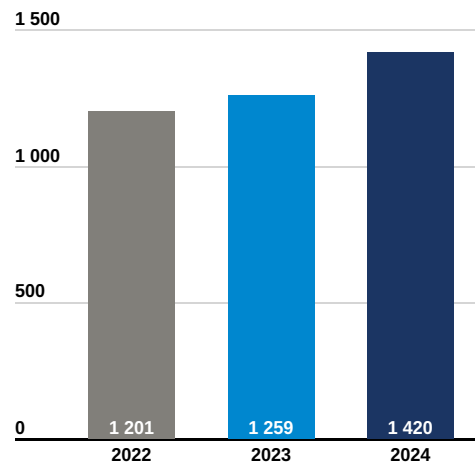
In 2024, the company has not registered any environmental sanctions applied by the competent authorities.



In 2024, we were selected to receive the PRS Green Label Certificate, which recognises our efforts to collect and reuse over 65% of the PRS pallets.

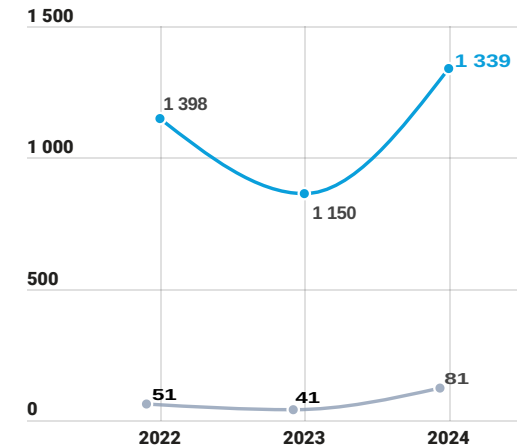
Total packaging placed on the market

(tonnes)



Total packaging recovered

(tonnes)



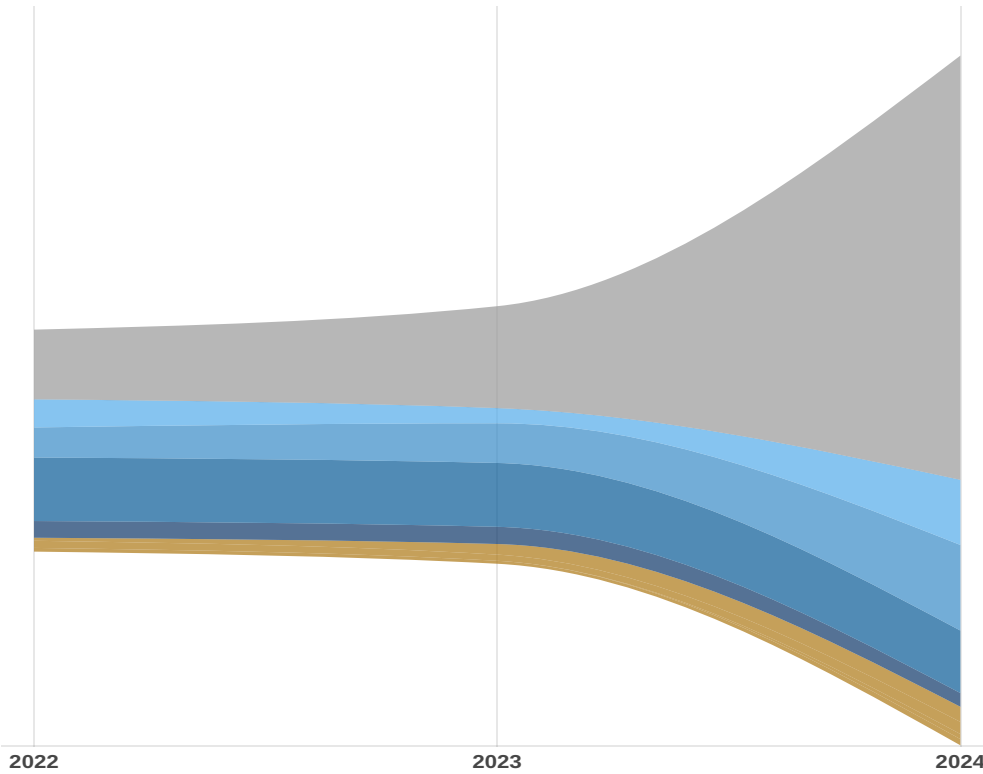
Packaging transferred to Organisations Implementing the Extended Producer Responsibility Obligations

Packaging recovered by the company (handed over directly to the recycling company)



Separate collection and waste recycling

Company waste



	2022	2023	2024
Household waste	91,9	134,5	560
WEEE	0,1	0,1	0,1
Ferrous and non-ferrous metal	37,1	20	86
Wood	39,7	52,4	113
Plastic	83,8	84,3	82,5
Paper and cardboard	22,1	22,6	18,1
Production waste			
Hazardous waste	4,9	3,9	8,2
Absorbents, non-hazardous filtered materials	0	0	6,7
Processed textile filter waste	0	0	0
Plastic cuttings waste	9,4	84	16
Plastic cake waste	4	14	20
Waste n.o.s.	0	0	0

	2022	2023	2024
Total waste sent to landfill	91,9	134,4	560
Total waste recycled	182,7	179,4	299,6
Total waste disposed off	18,4	26,3	36
Total waste generated, tonnes	293,05	340,2	895,6

GRI

306-3
306-4
306-5

Separate collection and waste recycling

Actions to reduce waste

Actions to reduce household waste taken in 2024:

- Continue separate collection and reusing waste in the production of other products, reducing waste quantities, including household waste.
- Using two composting areas for waste generated in the cafeteria and plant materials (leaves, grass) collected from the Valrom Industrie premises.

Actions to reduce recyclable waste taken in 2024:

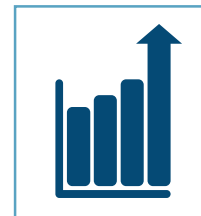
- Returning to the supplier and reusing the cardboard tubes on which the foil is delivered, thus reducing the amount of cardboard generated and the cost per kilogram of foil;
- Some of the raw materials are delivered by using a tank, reducing the amount of packaging generated;
- Damaged pallets and wood, left in the yard from the delivery of packaging or raw material, are reused in the production of other pallets, repaired or shredded for the company's heating plants, thus reducing the amount of pallets purchased and wood generated;
- The brass scrap and cuttings are returned to the supplier to be reused in the manufacture of brass bars, influencing the costs of the final product and reducing the amount of brass scrap generated.



Status of the goal set for 2024:

To reduce the amount of wood sent to the recycler by increasing our capacity to process damaged pallets, thereby exceeding the target rate of 15%.

Processing capacity has been increased and the amount of wood used has been significantly reduced.



Our commitments for 2025:

Reducing the amount of household waste by 5% through the use of compost bins.

Reducing the amount of wood waste sent for disposal by reusing wood in the biomass heating systems and by repairing damaged pallets.

ISO 9001 and ISO 14001 quality and environmental standards at Valrom Industrie

Since 2014, Valrom Industrie has been operating within a quality - environment - occupational health integrated management system, certified in accordance with the requirements of SR EN ISO 9001:2015, SR EN ISO 14001:2015 și SR EN 45001 by SRAC CERT S.R.L.

The benefits of implementing these systems are:

- Coordinating the activities of the whole organisation in a structured way according to the principles of quality management;
- Increasing the confidence that our partners (customers, suppliers) place in the products and services offered, as well as the confidence that Valrom Industrie operates based on an internationally recognised quality system;
- Demonstrating the transparency and efficacy of the organisation's internal processes;
- Generating economic benefits by decreasing dissatisfaction of customers who then migrate to other companies;
- Ensure compliance with law and other specific applicable requirements;
- Setting goals and improving environmental performance, increasing the organisation's positive environmental impact;
- The use of low-impact environmental technologies - recycling waste, redesigning technologies, minimising energy consumption from conventional sources and replacing it with renewable energy sources;
- Ensuring a safe, fair and non-discriminatory working environment for all company employees.



In 2024, the company has not registered any environmental sanctions applied by the competent authorities.

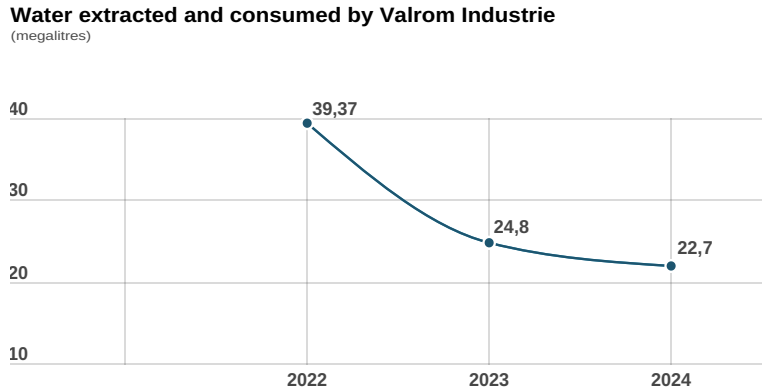
Water consumption

During 2024, the values of the quality indicators obtained from the tests were within the legal parameters.

To optimise corporate water consumption in 2024, the following measures have been implemented:

- The installation of a smart metering system, which enables accurate monitoring of consumption and the rapid identification of any leaks;
- Using two recooling chillers, which help us to significantly decrease the amount of water evaporated in the cooling process.

We are constantly striving to use water resources responsibly. Thus, between 2022 and 2024, the total volume of water captured and discharged into the public network fell from 39 megalitres to 23 megalitres, a decrease of 58%.



Goal set for 2025

Identifying and repairing the leaks in the system and replacing the open cooling towers with closed ones to prevent water from evaporating into the atmosphere.

Sustainable products

New products in the sustainable product category

Valrom Industrie's sustainable products fall into the following categories:

- VALWater system (formerly WaterKit) – HDPE pipelines for the distribution of drinking water,
- VALHOH systems (formerly aquaPUR),
- VALCleanio water treatment systems (formerly aquaCLEAN).



In order to be considered eco-sustainable, products must fall into one of the following categories:

1. The product lifetime must be more than 25 years
2. 100% recyclable
3. Contributes to reducing consumption of natural resources
4. Be eco-friendly and reduce waste discarded in nature

In 2024, the value of sustainable products was €35,496,596, equivalent to 45.7% of Valrom's total products.



Sustainable products

VALHOH water filtration and treatment systems

VALHOH filtration systems and osmosis stations are installed under the sink and provide drinking water. We believe that installing such system in the kitchen is a **real source of drinking water for every household**, eliminating the use of PET plastic, reducing carbon emissions by eliminating transport and thus reducing environmental pollution.

VALHOH water softeners and water treatment plants are installed at the water inlet into the house, ensuring filtered, limescale-free water that is safe for drinking and protecting the installation from limescale deposits on any surface or material that comes into contact with the water.

These stations help to extend the life and ensure optimal operation of household appliances (boilers, washing machines, central heating systems, etc.) and lower electricity bills (as appliances accumulate limescale, they consume more electricity).

VALCleanio wastewater treatment systems

A septic tank or the wastewater treatment plant together with a ground infiltration system equipped with an appropriate back-filter is the solution for areas without public sewerage, which ensures the comfort of the inhabitants and the protection of the environment.

Tanks associated with a ground infiltration system equipped with an appropriate back-filter do not consume energy. The Valrom Industrie 3500 and 5000 septic tanks, configured with two-compartment tanks, can be upgraded with specific water treatment equipment to become wastewater treatment plants.



VALHOH

 **VALCleanio**

VALWater pipeline and fitting systems, PRO series

PRO series pipelines, produced at Valrom Industrie, are pressure pipelines, a new generation of high density polyethylene pipe (HDPE) intended for transport and distribution networks for: drinking water, natural gas, drainage and pressurised sewerage, general water, vacuum sewerage, irrigation water and other applications.

The pipeline is designed to improve handling, transport, storage conditions and lower the cost of these operations.

The core is made of high density polyethylene pipe PE100 or PE100 RC (RC = Resistance to Cracks) in accordance with the requirements of the product standards and national regulations in force, being a high performance material with increased resistance to point loading and crack formation, providing a high quality pipeline with **a service life of at least 100 years.**

On the outside, a thermoplastic coating is applied during the manufacturing stage (co-extrusion) to protect the pipeline from mechanical stress and UV radiation. PE100-RC pipelines with PRO generation protective coating protect the environment, ensuring safety during construction and operation. **The impact on environment is minimal** as they can easily be installed through horizontal directional drilling using techniques such as relining or bursting.

The protective coating not only protects against UV radiation, but also against contamination during handling, transport and assembly. Moreover, the material used in the pipeline manufacture does not interact at all with the environment and the transported water. Thus, there is no possibility of the water taking on any taste, odour or colour, and **the transported drinking water remains clean and healthy.**

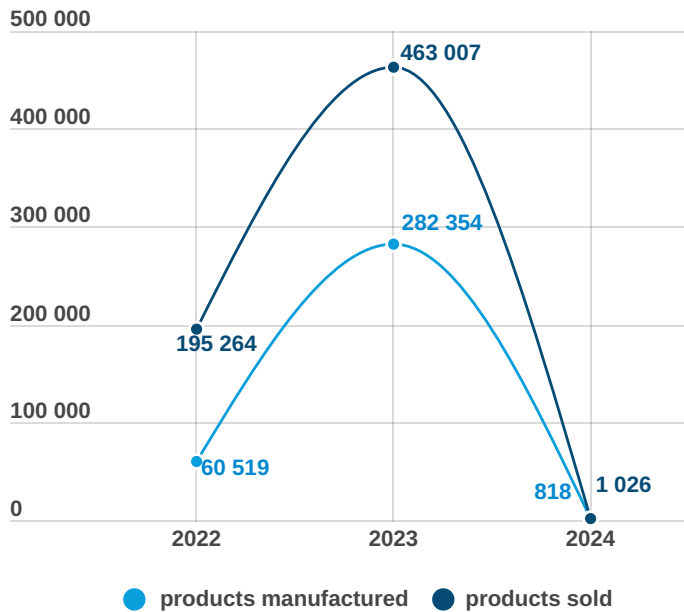
 **VALWater**



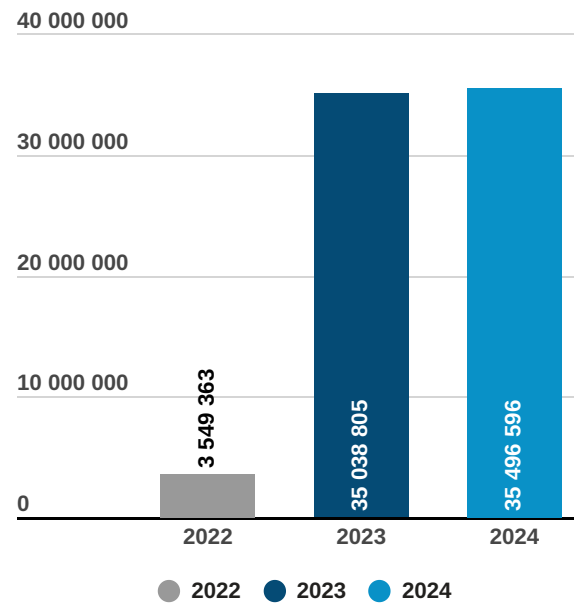
Sustainable products

VALHOH step filtration systems and VALCleanio wastewater treatment systems.

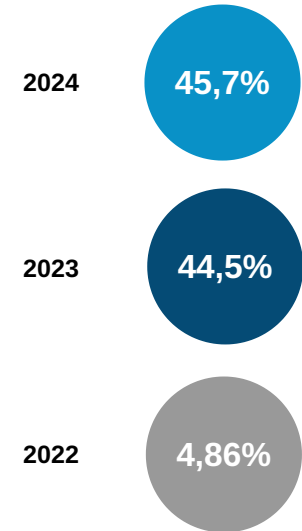
Total products manufactured and products sold



Value of sustainable products sold (euro)



Percentage of sustainable products in total sales (%)



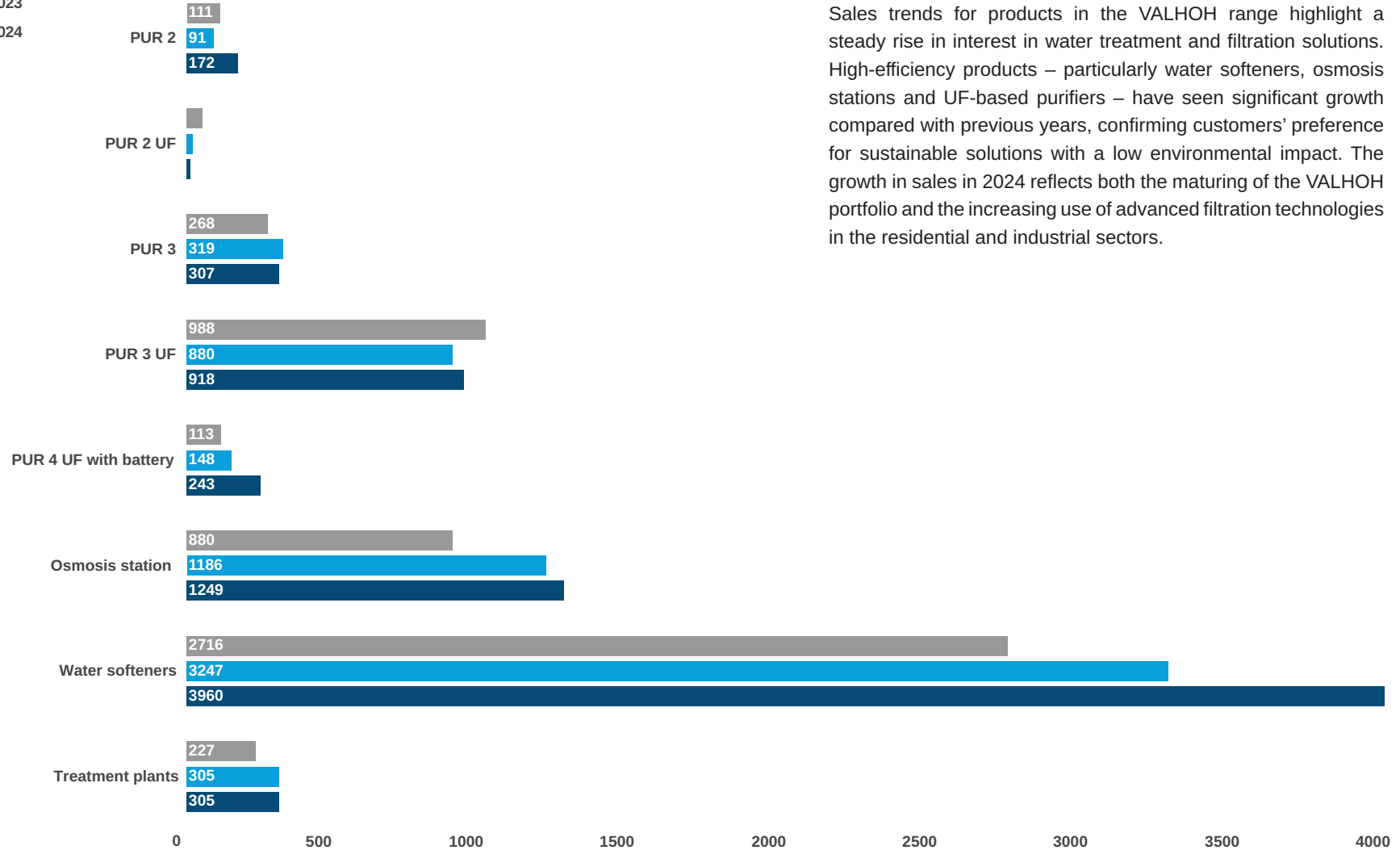
Note: The data includes values for the VALHOH range - water filtration and treatment and VALCleanio range - wastewater treatment.

In 2024, the sale value of sustainable products was €35,496,596, and the percentage of sustainable products sold out of total sales was 45.7%.

Sustainable products

Sales of VALHOH products

- 2022
- 2023
- 2024



Sales trends for products in the VALHOH range highlight a steady rise in interest in water treatment and filtration solutions. High-efficiency products – particularly water softeners, osmosis stations and UF-based purifiers – have seen significant growth compared with previous years, confirming customers' preference for sustainable solutions with a low environmental impact. The growth in sales in 2024 reflects both the maturing of the VALHOH portfolio and the increasing use of advanced filtration technologies in the residential and industrial sectors.

Sustainable products

Promoting responsible consumer behaviour

With a view to promoting responsible consumption and the adoption of technologies with low impact on the environment, Valrom Industrie launched a series of communication and educational initiatives in 2024 aimed at its customers and partners. The aim of these initiatives was to raise awareness of responsible behaviour and to showcase the eco-sustainable technical solutions in our portfolio.

Campaigns and initiatives carried out in 2024:

- Participation in trade fairs and exhibitions (INDAGRA, nZEB, ExpoAPA), where we presented the most advanced water filtration and treatment systems from the VALHOH range.
- The continuation of the “Do you know what water you are drinking?” campaign, run in partnership with our distributors or directly for customers, which included over 2,500 free water quality tests.
- The production of promotional videos highlighting the features, benefits and advantages of the sustainable technologies in Valrom’s portfolio. These were used in digital communications, as well as at events and meetings with partners.
- Organising nationwide round tables, in collaboration with Valrom Industrie distributors, to promote and raise awareness of sustainable technical solutions.
- Presenting the product range during factory visits through the “Doors Open Day at Valrom Industrie” event.
- Technical training sessions, provided to distributors on request, to ensure the correct and effective use of our solutions.

In 2024, there were no non-compliance incidents impacting our products and services.



Sustainable production

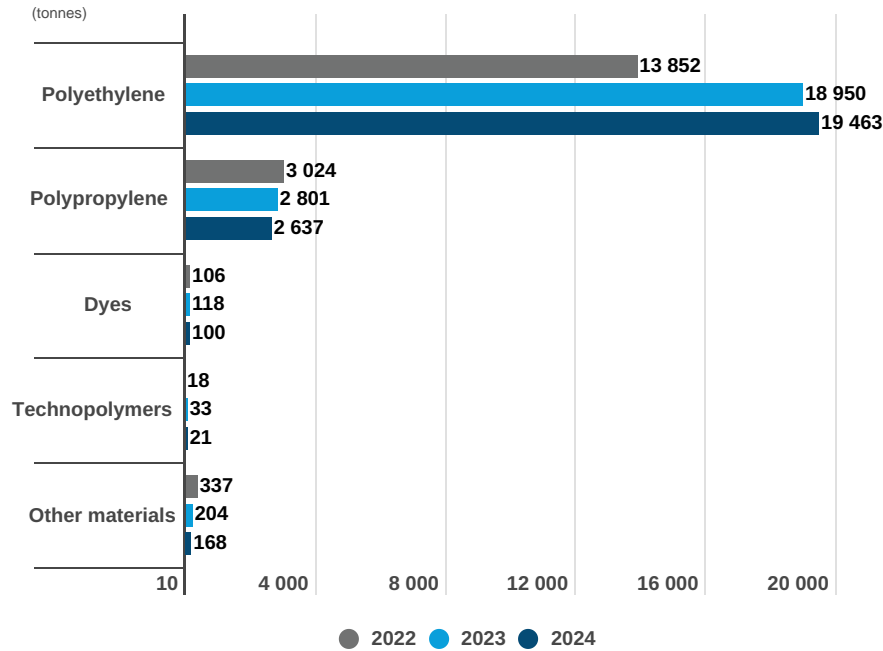
Reducing waste and using materials efficiently represent two of our main concerns.

At the company level, we organise regular meetings with the production and research departments and integrate environmental and human health impact assessments into our production processes. This way, the responsible teams are constantly engaged in creating, improving and implementing sustainable business processes.

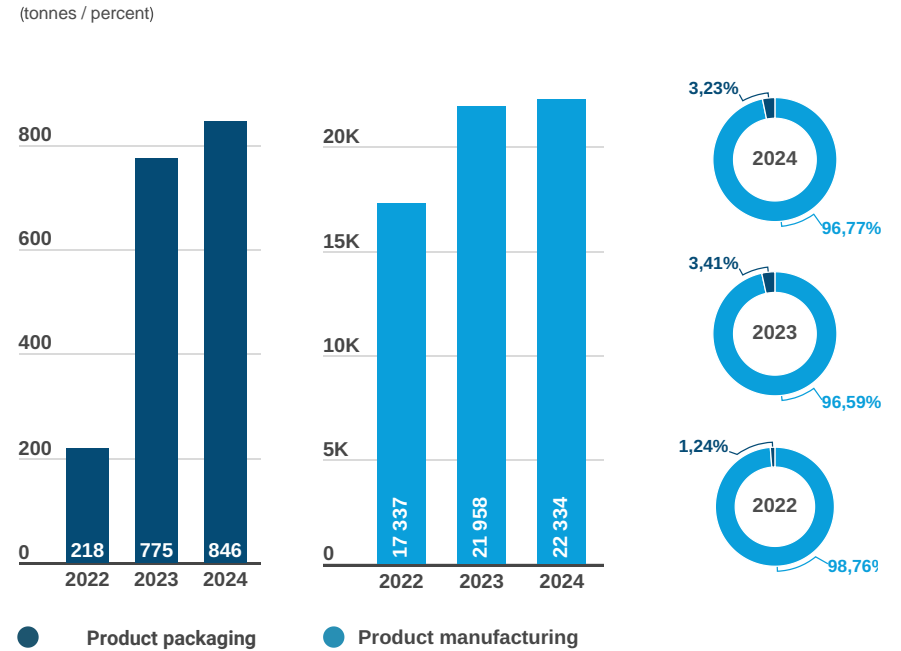
Valrom Industrie's production processes are carried out according to the integrated quality-environment-OHS-energy management approach, in accordance with the requirements of the international standards SR EN ISO 9001: 2008, SR EN ISO 14001: 2005 and SR EN ISO 45001:2018.

In 2024, we used 2.4% recycled material to produce PP pipelines and fittings for indoor drainage systems.

Materials used in production



Raw materials used for product packaging and manufacturing



Procurement

Managing the environmental and social impact in terms of suppliers

138 suppliers of raw materials and goods:

- 116 in the EU (67 in Romania);
- 22 non-EU suppliers.

Valrom Industrie conducts its procurement activities with constant attention on managing environmental and social impact within the supply chain.

To this end, the company implements systematic measures aimed at ensuring that suppliers comply with internal standards and applicable regulations:

- Assessing suppliers by reviewing safety data sheets, certifications, authorisations and other relevant documents;
- Communicating compliance requirements at the time of contracting to ensure that suppliers align with the company's policies and expectations regarding social responsibility and environmental protection.

Valrom Industrie works with an extended network of approved suppliers for the supply of goods and raw materials used in its operational activities. The portfolio includes both manufacturers and distributors from all geographical regions relevant to the continuity of production.

Despite the volatility in international markets, geopolitical tensions and pressures generated by the energy crisis, the company has diversified its supply base. Consequently, the number of suppliers, particularly distributors, has increased,

to ensure the stability of the production chain and the availability of raw materials. We continued to purchase from foreign markets, as these remain a key component of the company's trade structure.

International trade remains a strategic component of Valrom Industrie's business model.

Procurement activities are organised in accordance with the legal requirements regarding the prevention of money laundering and terrorist financing, as well as in compliance with international sanctions imposed by European or global bodies, as well as by third countries.

Throughout its procurement processes, Valrom Industrie applies strict due diligence mechanisms to make sure that suppliers comply with the EU sanctions. The company checks the consolidated list of EU financial sanctions, which is constantly updated, and compiles due diligence files for the suppliers proposed for approval.

In terms of economic, social and environmental impact, in 2024, 8 suppliers of finished goods were assessed, including 2 new ones, and 10 suppliers of raw materials and recipe components, including 4 new suppliers.

All raw material producers apply principles of economic inclusion.



Status of the goal set for 2024:

We have managed to meet the goal set for this year, having assessed 5% of the total number of suppliers of goods and 12% of the total number of suppliers of raw materials.



Procurement

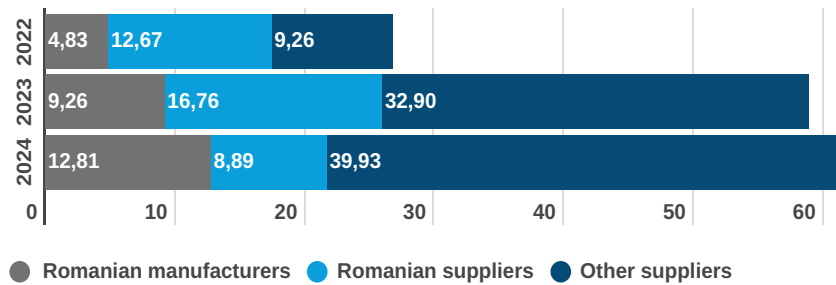
Managing the environmental and social impact in terms of suppliers

In the procurement process, in order to verify the EU sanctions with respect to a particular entity, we checked the consolidated list of EU financial sanctions, which is updated regularly, and compiled verification due diligence files for two additional suppliers of goods and one supplier of network components.

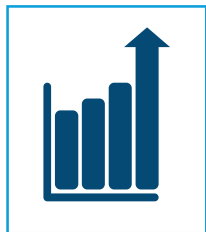
During 2024, 35% of the amount of acquisitions was from suppliers and manufacturers from Romania.

In 2024, we did not identify any examples of negative social or environmental impacts among Valrom Industrie's suppliers of goods and raw materials.

Value of acquisitions
(mil. EUR)



GRI
3-3
204-1
308-1
308-2
414-2

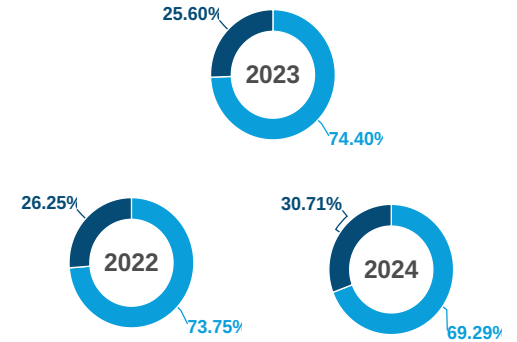
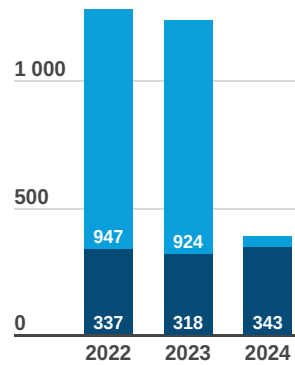


Our commitment for 2025:

Assessing other 5% of the total number of suppliers in terms of economic, social and environmental impacts, by the end of 2025 having assessed 30% of the total number of suppliers.

Number and percentage of suppliers

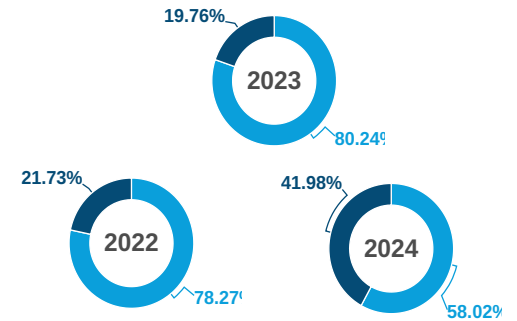
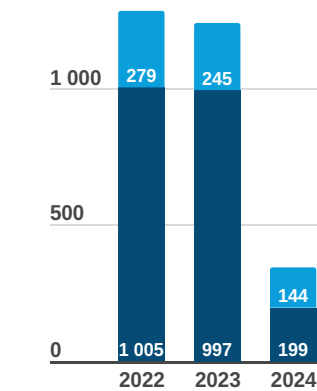
(number and %)



- Service providers
- Material and raw materials suppliers

Number and percentage of suppliers of material and raw materials and of service providers

(number and %)



- Romanian suppliers
- Other suppliers

Overview



ENERGY

7,5 %

of the total utility vans fitted with less polluting engines

13

EV charging stations

46,89 %

energy from renewable sources in the energy mix



WASTE

336 tonnes

waste recycled or disposed

1 339 tonnes

packaging recovered by transfer to authorised economic operators

81,4 tonnes

waste recovered individually by Valrom Industrie



SUSTAINABLE PRODUCTION

35 496 596 euro

Worth of sold sustainable products: filtering systems (VALHOH) and wastewater treatment plants (VALCleanio), polyethylene pipelines

45,69 %

sustainable products in total sales

478 tonnes

material recycled using external sources, tonnes



ACQUISITIONS

61 638 628 euro

value of acquisitions in 2024

21 706 707 euro

value of acquisitions from suppliers and manufacturers from Romania

156

suppliers from Romania



Water



Gas



Sewerage



Heating



Filtration



OUR PEOPLE

- Motivating team members
- Growing team members
- Diversity and equal opportunities
- Occupational health and safety

Motivating team members

Our company's fundamental goal is to maintain an organisational culture based on ensuring favourable and fair working conditions for our employees, while guaranteeing compliance with national labour law and human rights.

The sustainability-related values - respect for humans and the environment, saving resources, occupational safety, diversity and non-discrimination - are at the heart of our company's organisational culture.

As an employer in the industrial sector, at Valrom we promote and support an inclusive and non-discriminatory work environment for both employees and collaborators. We invest in and promote a healthy culture in relation to the environment, society, saving resources, and occupational safety and health.

We ensure the confidentiality of data concerning the race, nationality, ethnicity, religion, gender, sexual orientation of employees or other persons operating within the company.

The wellbeing of our employees, their health and safety, the opportunity for career development and advancement are important aspects of our strategy and we strive to create an attractive work environment that inspires and positively influences as many as possible.



Motivating team members

HR policies

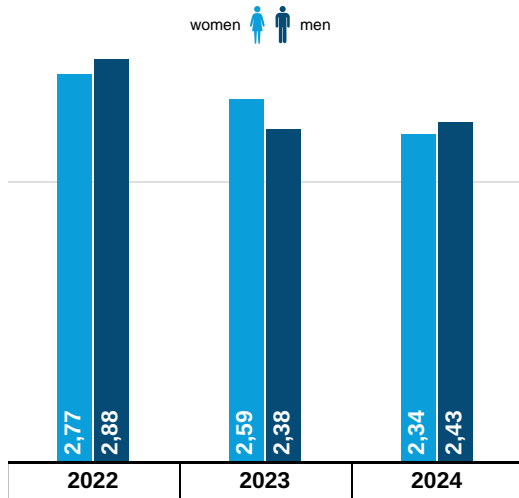
The remuneration process is fair and non-discriminatory, based on the individual performance of each employee, regardless of gender, age, race, religion, sexual orientation, ethnic origin, genetics, nationality.

In our company, employees are remunerated in strict compliance with existing national law regulations. The HR Department addresses employees' questions, objections and complaints about salary calculations.

We adjust the amount of the employees' salaries in line with the changes in the legislation in this area, so that they do not fall below the minimum wage stipulated by law. In 2024, we have complied with the legislative changes in the salary area - we have adjusted salaries as required.

Valrom Industrie employees benefit from additional remuneration or compensatory time off, in accordance with the law, in situations when they work on weekends (175% bonus for hours worked) or on public holidays (200% bonus). Valrom employees are represented in the social dialogue with the managing board by three Employee Representatives. During the meeting with employee representatives, it was agreed that no collective labour agreement will be executed at the company level.

Ratio between the average company wage and minimum national wage



The ratio between remunerations within the organisation was calculated using the following formula: Percentage increase in annual total remuneration for the highest paid person in the organisation / Average percentage increase in annual total remuneration for all employees in the organisation except the highest paid individual.

- GRI
- 2-19
- 2-20
- 2-21
- 2-30
- 3-3
- 202-1
- 405-2

Motivating team members

HR policies

Performance assessment aims to grow responsibility, both for increasing the contribution of each employee to the achievement of the company's overall goals and for developing personal skills.

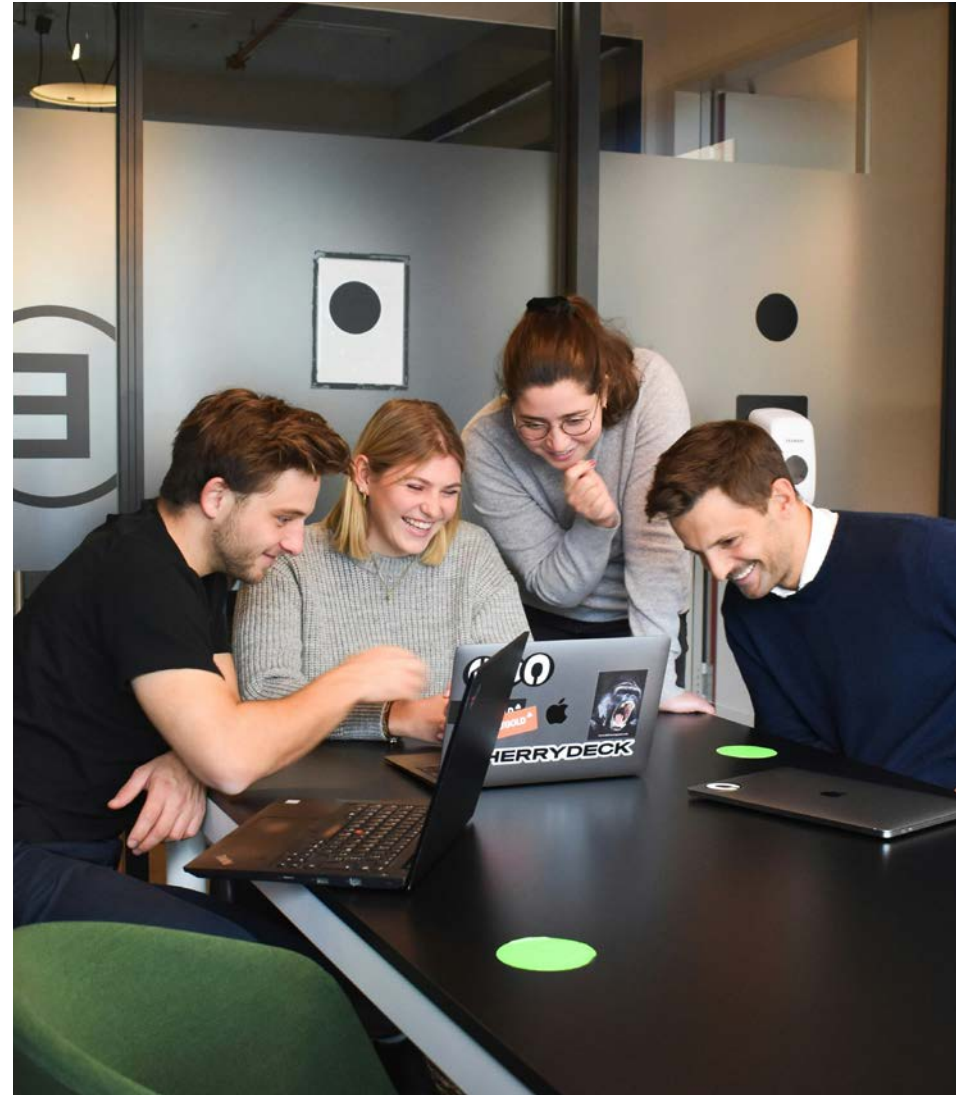
The skill assessment requires feedback in the following areas of indicators:

- personal level - independence, motivation, taking responsibility, teamwork, self-control, flexibility;
- professional level - job knowledge, speed of learning, commitment, effectiveness;
- corporate level - corporate onboarding, compliance with rules and procedures, oriented towards continuous improvement;
- for management positions, there were specific indicators to assess management skills - personal leadership, monitoring, resource management.

The tool used to evaluate the performance of employees is the assessment form or the set of department-specific KPIs, which establishes individual performance goals and the criteria for assessing whether these have been achieved.

If, during the course of the employee's work with the organisation, for objective reasons, there are changes in the assessment form or specific KPIs in terms of individual performance goals and/or criteria for assessing whether these have been achieved, these changes will be brought to the employee's attention.

The performance of each permanent employee on the job is assessed annually or more frequently, depending on the position. If the employee is dissatisfied with the correctness and truthfulness of the data in the form, he/she may request in writing that the data be verified and corrected in his/her presence and, if any discrepancies are found, these will be attached to the form.



Motivating team members

HR policies

The purpose of developing and implementing a performance assessment system for employees is:

- To drive employee performance;
- To identify the current potential of employees;
- To align department activities and objectives with organisational goals;
- To implement the strategy at all levels of the organisation;
- To apply a pay or bonus scale in an objective manner;
- To monitor each employee's career path;
- To identify employees who are not performing optimally in line with job requirements and improve their professional performance (drafting appropriate development plans, training, counselling, dismissal);
- To make employees aware of the standards based on which their work is assessed;
- To spread knowledge of the methods to achieve job performance.

The steps of the individual performance assessment process are:

- Setting individual performance objectives and criteria for assessing whether they were achieved;
- Summarising and analysing data and information about the results obtained by the assessed employee during the period under review and filling in the results in the evaluation form;
- Monitoring performance;
- Evaluation meeting;
- Identifying ways to improve individual employee performance;
- Final decision-making by the organisation on the assessed employee - e.g., promotion, retention, training or, if applicable, issuing a notice on proceeding with the preliminary procedure for professional unfitness.



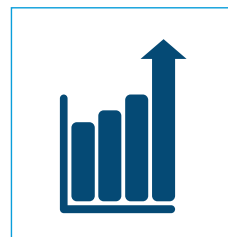
Motivating team members

Benefits

In our company, we focus on employee well-being and ensure a work-life balance.

Employee benefits:

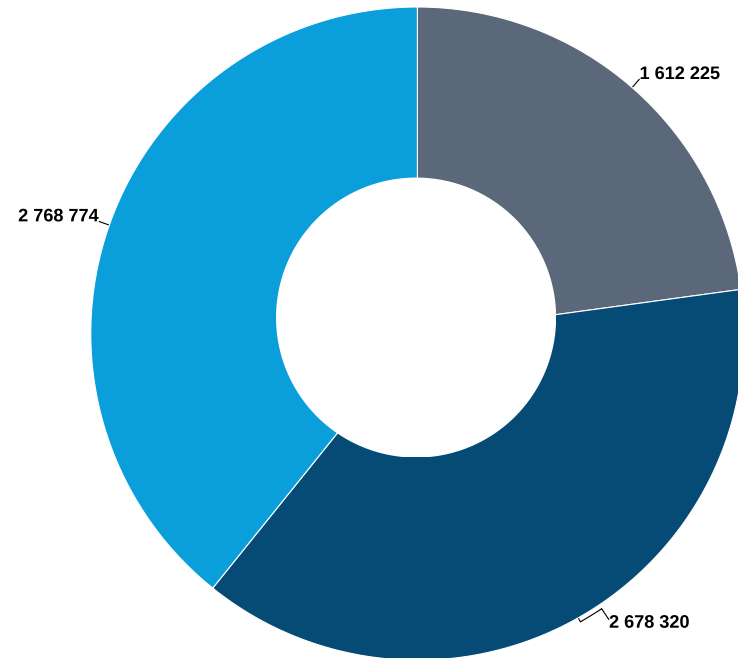
- performance bonuses;
- Easter and Christmas bonuses and gifts;
- parties for employees' children - 1st of June, Christmas;
- medical plans at private clinics for employees who reach a certain seniority threshold;
- additional days of annual leave, depending on seniority level;
- cafeteria at HQ with a green menu using 90% local products;
- 7card subscription;
- meal vouchers;
- discounts on partner products and services - Samsung Club;
- the possibility to work remotely;
- holidays and additional days off;
- bonuses for overtime, for hours worked during public holidays;
- granting of the annual leave for all employees during the same period (August);
- per diem;
- access to quality healthcare services;
- rented football field.
- accommodation allowance;



Our commitment for 2025

To increase employee satisfaction by 10% compared to 2023.

Total value of benefits provided to the employees, RON



● 2022 ● 2023 ● 2024



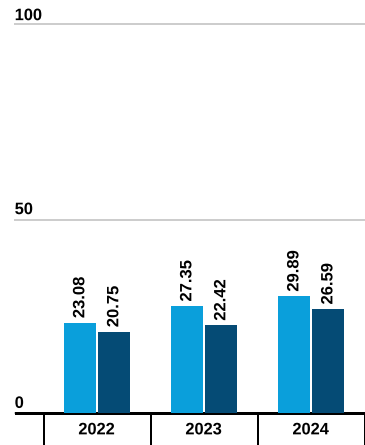
Growing team members

Professional training

In 2022, the training effort focused on training and professional development of the top-management team. In 2023 we managed to increase the average number of training hours per employee by 10.53% compared to 2022.

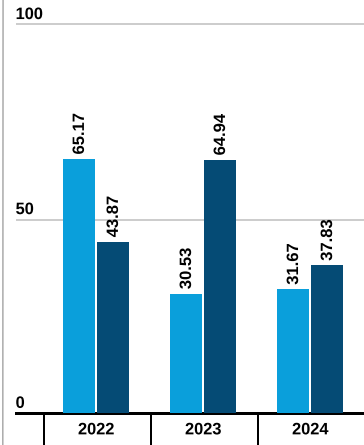
For 2024, a single company-wide goal has been set for employee training: regardless of their role, every employee must receive at least 12 hours of training per year, equivalent to at least one hour of training per month. This goal has been achieved to a degree of **97%**, reflecting a consistent commitment to the team's professional development.

AVERAGE NUMBER OF HOURS OF TRAINING (per employee/an)



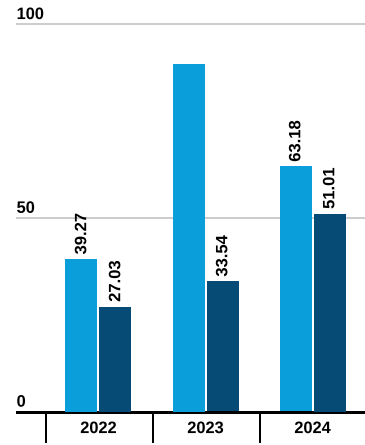
$$\text{ANH employee} = \frac{\text{TNH employee}}{\text{TN employee}}$$

TOP MANAGEMENT



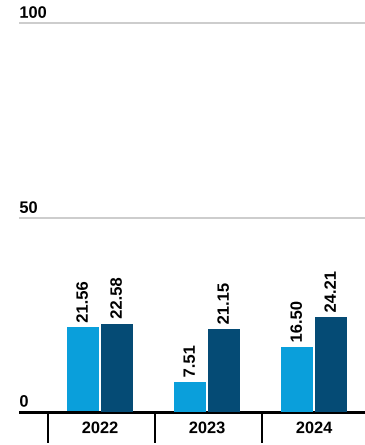
$$\text{ANH per function} = \frac{\text{TNH per function}}{\text{TN of employees per function}}$$

MIDDLE MANAGEMENT



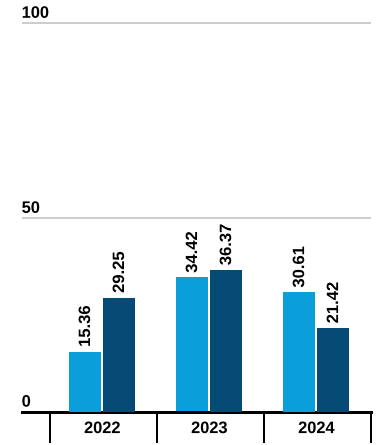
$$\text{ANH men} = \frac{\text{ANH men}}{\text{TN of men}}$$

PRODUCTION



$$\text{ANH wome} = \frac{\text{ANH women}}{\text{TN of women}}$$

SALES REPRESENTATIVES



$$\text{ANH} = \frac{\text{average number of hours}}{\text{total number of hours}}$$

$$\text{TN} = \text{total number}$$



Growing team members

Professional training

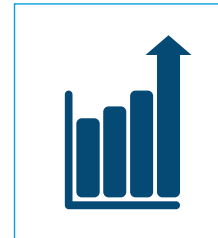
Employee training is planned at the end of each year by creating a training plan based on employee position. This plan aims to encompass all the requests and proposals of managers for employee professional training, in order to offer them the skills, knowledge and capabilities required to fulfil the responsibilities of a particular job. This plan is a step-by-step guide for monitoring the training required for employee progress and to extend their knowledge.

The training plan based on employee position is carried out according to the training timeline required by law for certain positions and the training timeline required by Valrom Industrie. This is reviewed annually and includes direct training, licensing, in-house training, product training with suppliers and external training programmes.

In line with our commitment to the continuous growth and development of our team, last year we conducted a series of learning programmes designed to support our colleagues' professional development.

- **MBA - Fast Track Management:** An intensive programme for managers, designed to strengthen leadership skills and strategic decision-making.
- **Italian language course for beginners:** A valuable opportunity for colleagues in production and office roles to improve their language skills, thereby facilitating teamwork and communication.
- **Hydraulics course:** An initiative aimed at the maintenance team, aimed at enhancing technical knowledge and streamline operational processes.
- **Communication and interpersonal skills course:** An essential programme for colleagues in leadership roles, providing the tools needed for effective collaboration and a harmonious working environment.
- **Artificial Intelligence:** An introduction to the use of AI technologies, helping our teams to improve their productivity and adopt modern digital solutions.
- **Professional training courses, licensing, renewing licences:** Programmes aimed to provide our colleagues with the necessary skills and specialisation to fulfil their responsibilities in accordance with the highest industry standards.

Through these initiatives, we are reaffirming our commitment to providing our colleagues with the resources they need to develop professionally and contribute to the company's success.



Our commitment for 2025

The goal remains unchanged: every employee should receive at least 12 hours of training per year, thereby ensuring a continuous and relevant learning pathway relevant for their role.

For the coming year, we intend to continue our professional development strategy, maintaining our focus on ongoing staff training. A key issue for 2025 is the Valrom-Valplast merger and the integration of our new colleagues into the team. We will implement dedicated training programmes for them, so as to give them a solid start and ensure that we meet our training targets for all employees, regardless of when they joined the company. By diversifying and adapting our training programmes to meet new requirements and challenges, we aim to maintain a high-performing working environment in which professional development remains a priority.



Diversity and equal opportunities

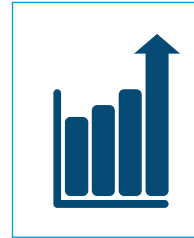
In 2024, no incidents of discrimination were reported or recorded within the company. We have not received any sanctions from the competent authorities.

Our company promotes the principle of equal opportunities for all team members at the work place.

Direct or indirect discrimination against a person based on race, nationality, ethnicity, religion, social class or socially disadvantaged group or based on belief, age, sex or sexual orientation is prohibited.

In 2024, we fulfilled our commitment to maintain the a pay scale based on employee skills.

We continue to forward weekly or monthly to the top management level any misconduct reported through our internal whistleblowing channel. During 2024 there were 0 such reports.



Our commitments for 2025

- Zero cases of discrimination
- Definition of a policy against discrimination.

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- 8
- 10

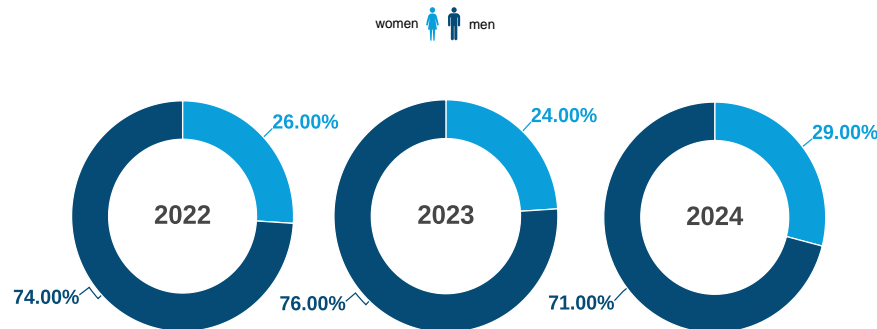
GRI
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405-1
406-1



Status of the goal set for 2024:

Maintaining the pay scale based on the employee/ applicant skills. Recruiting employees from all social groups. Implementation of an anti-harassment policy.







Women - men ratio in management positions















Diversity and equal opportunities

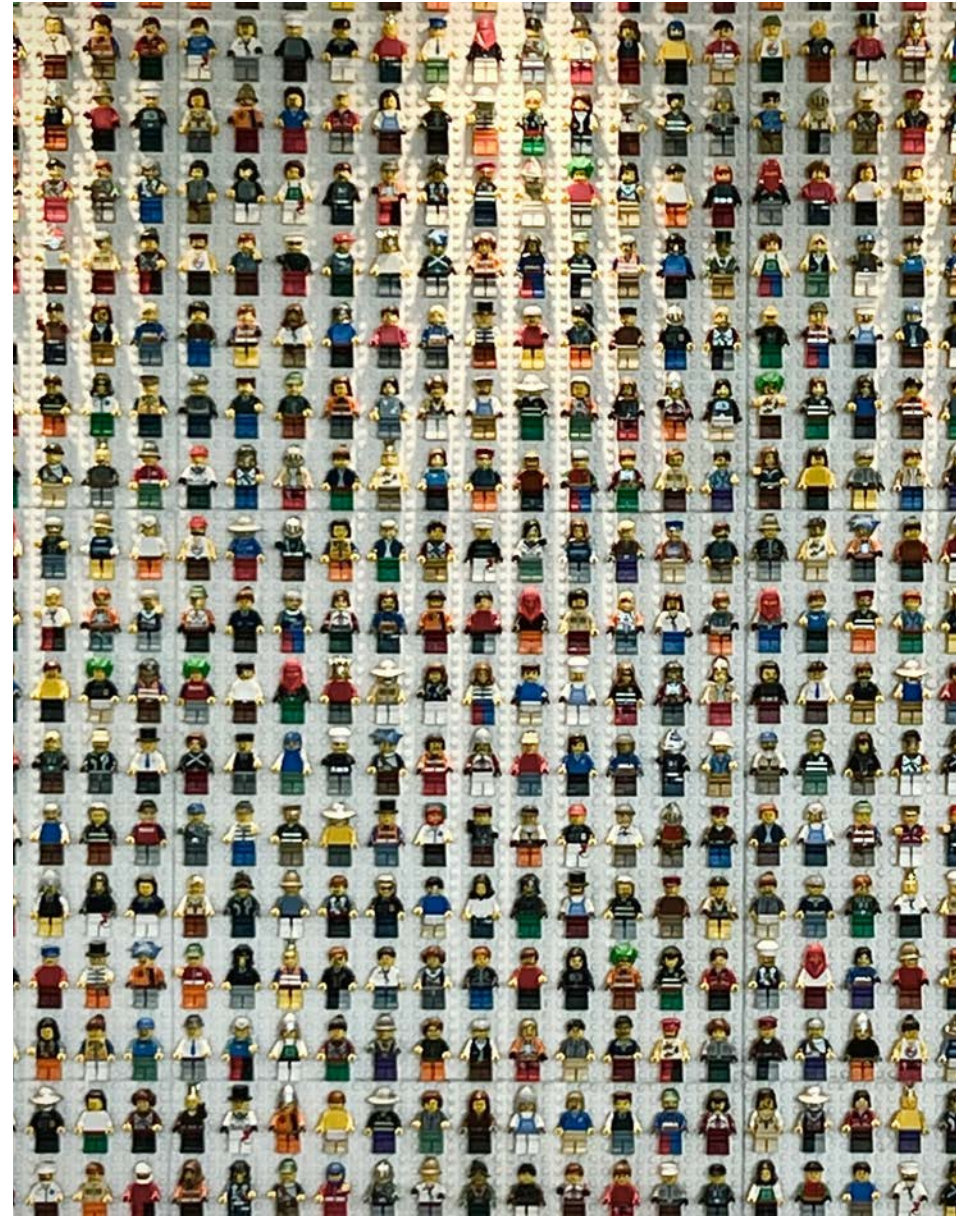
Team distribution

women   men

Type of contract	2022		2023		2024	
						
indefinite period	96	284	90	294	91	284
fixed period	0	5	1	4	0	2
Total	385		389		377	

Tip contract	2022		2023		2024	
						
indefinite period	96	283	88	295	86	284
fixed period	0	6	3	3	5	2
Total	385		389		377	

Age	2022		2023		2024	
						
< 30	14	49	13	54	7	45
30 - 50	56	171	53	177	54	168
> 50	26	69	25	67	30	73
Total	385		389		377	

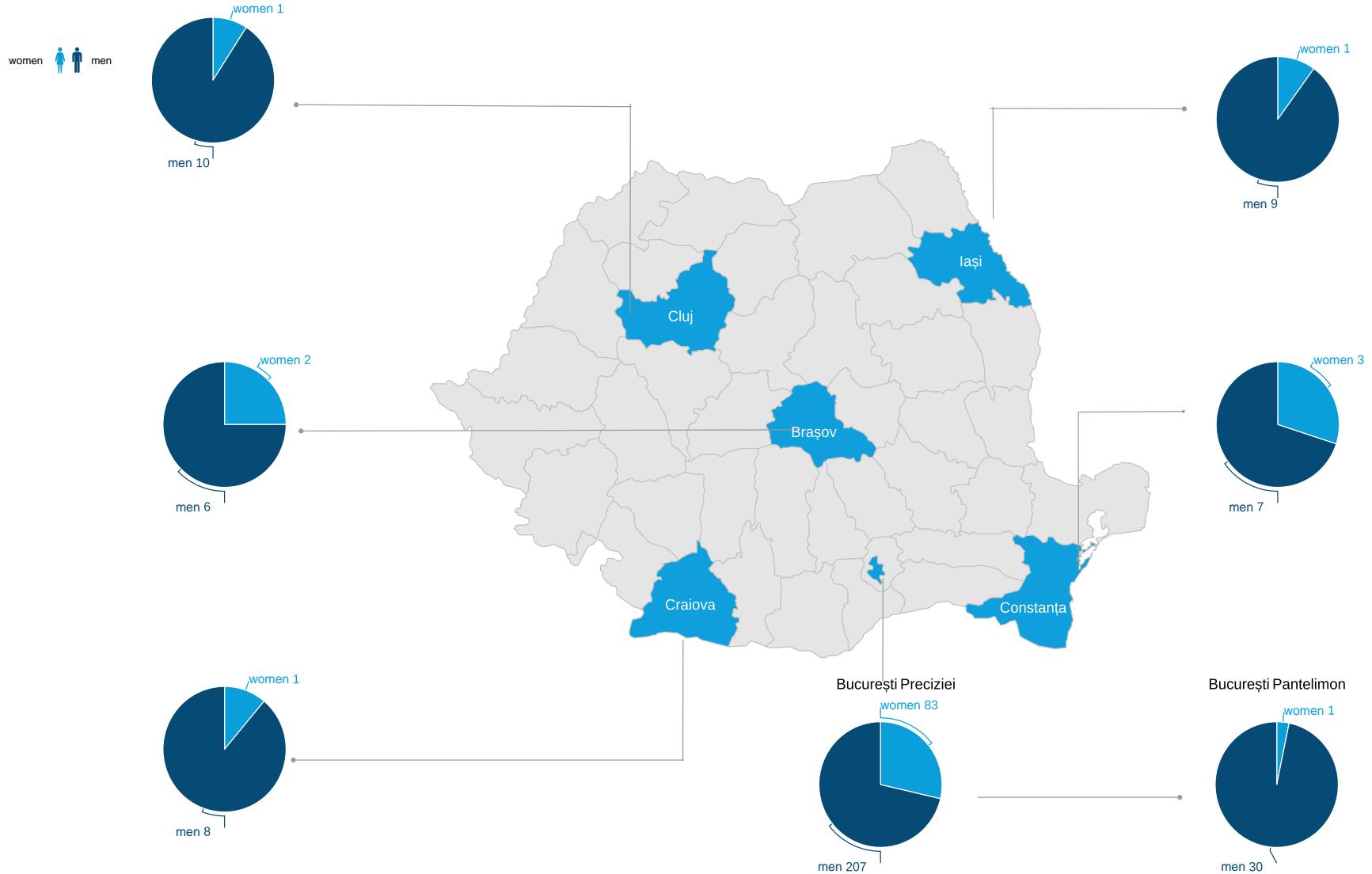


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- 10 
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Diversity and equal opportunities

Team distribution by gender and location in 2024



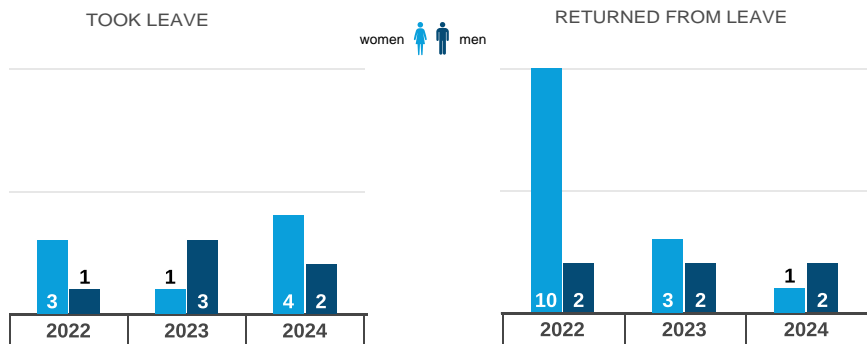
Remote staff from other localities in Romania: 7 women and 13 men.

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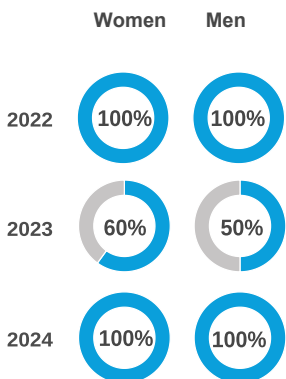
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Diversity and equal opportunities

Team distribution by gender and location in 2024

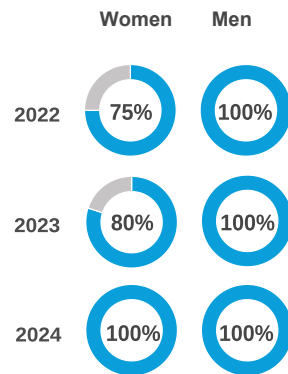


Rate of return to work:



Return to work rate = Total number of employees who returned from maternity or paternity leave / Total number of employees who were due to return from maternity or paternity leave.

Employee retention after the childcare leave



Retention of employees after parental leave = Total number of employees who stayed in the company 12 months after returning from parental leave / Total number of employees who returned from maternity/paternity leave in previous reporting periods.



Programmes for future professionals

We partnered with technical higher education institutions in Bucharest and across the country, in order to establish an exchange of experience and to keep in touch with future professionals in the field.

We have responded positively to all requests from educational institutions (universities and schools), offering students the opportunity to gain a better understanding of our industry, our internal processes and career opportunities by organising the **Doors Open Day**.

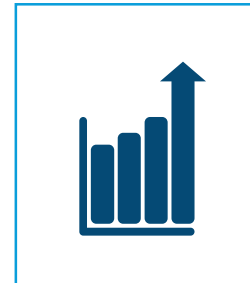
Over the summer, as part of an **internship programme**, 15 students from various higher education institutions took part in a structured internship programme, gaining access to activities specific to our field, mentoring sessions and practical exercises.

We have managed to provide all applicants with access to relevant experiences, which has strengthened our partnerships with educational institutions. All 15 students successfully completed the internship programme, which helped to develop their technical and professional skills. The feedback received from participants and partner organisations has been positive, which motivates us to continue with these initiatives in the coming years.

Through these initiatives, we have supported the development of future professionals and actively contributed to improving their readiness for the labour market.

Partner educational institutions, in 2024:

- School of Mechanical Engineering and Mechatronics, University POLITEHNICA of Bucharest;
- School of Entrepreneurship, Engineering and Business Management, University POLITEHNICA of Bucharest;
- "Ferdinand I" Military Technical Academy;
- School of Land Improvement and Environmental Engineering, University POLITEHNICA of Bucharest;
- School of Mechanical Engineering and Mechatronics, University POLITEHNICA of Bucharest;
- School of Industrial Engineering and Robotics, University POLITEHNICA of Bucharest.



Our commitments for 2025

- Maintaining the internship programme for partner institutions.
- Monitoring and improving impact.

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Employee health and safety

We implemented and maintain an occupational health and safety management system pursuant with ISO 45001:2018.

Within the company, the prevention and protection service is responsible for ensuring compliance and for verifying the applicability of legal provisions.

They organise and carry out occupational safety and health activities, ensure that all employees have received the necessary information to prevent possible events, draw up occupational safety and health instructions, identify the risks of work-related accidents and occupational diseases, and propose measures to assess them with the help of the occupational health physician.

An Occupational Health and Safety Committee was established at the company level and consists of the legal representative, three members representing the employees, three members representing the employer and the occupational health physician. The OHS Committee meets quarterly or on demand.



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Employee health and safety

The occupational health and safety management system has been implemented following the legal requirements set out in Occupational Health and Safety Law No. 319/2006.

The health and safety of our employees are very important, and we actively contribute to this by ensuring a safe work environment, assessing workstations and taking safety measures for each individual workstation.

Hazard identification

At the company level, the Internal Prevention and Protection Service identifies the risks of work-related accidents and occupational diseases for each workstation according to the type of activity carried out, the work equipment used and the work environment (administrative areas - offices, production areas and storage areas for raw materials and goods).

Risk assessment

The company's Internal Prevention and Protection Service analyses and assesses the risks of work-related accidents and occupational diseases within the company using the method established by the "Alexandru Darabont" National R&D Institute for Labour Protection. The method consists in identifying the risk factors in the analysed system based on checklists, establishing the consequences, determining the level of risk based on the combination of severity and frequency of the maximum foreseeable consequence. After risk assessment, the measures required to improve the level of safety of the analysed work system are established and the hierarchy of risks is considered according to the risk or safety grading scale.

Hazard reporting

If the employees identify dangerous situations concerning their safety, they shall inform the workplace leader or manager, who in turn notifies the occupational safety and health department.

Investigating work accidents

Any event is immediately reported by the workplace leader, manager or any other person with knowledge of its occurrence. Following the incidents, we notify the events to the territorial labour authorities, the Romanian Pension Authority and the criminal prosecution authorities (if applicable) who investigate the event.

Occupational health and safety training

Occupational health and safety training is carried out in accordance with the legal provisions. This includes the 3 phases of training: at onboarding (general introductory and on-the-job), periodic and additional periodic training.

Preventive checks and corrective measures

The occupational health physician plays an important role in the prevention and protection measures, taking into account the state of health and predisposition of employees in relation to the work they perform.

Health and safety measures are ensured and implemented by the Internal Prevention and Protection Service. This service shall inform the workplace leader and the employer of the actions taken, the measures proposed in the event of non-compliance and the term for implementing the corrective measures.

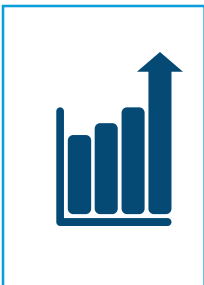
Corrective measures include: re-assessing the injury risks for the workstation (carried out using the Pece method of the "Alexandru Darabont" National R&D Institute for Labour Protection), communicating the event and re-training the employees.



Employee health and safety

Responsibilities of the Occupational Safety and Health Committee:

- analyses and makes proposals concerning the occupational safety and health policy and the prevention and protection plan;
- monitors the implementation of the prevention and protection plan, including the allocation of the means necessary for its provisions and their effectiveness in terms of improving working conditions;
- analyses the fulfilment of legal occupational health and safety regulations and their applicability within the company;
- proposes measures for the fitting of workplaces, taking into account the presence of groups that are susceptible to specific risks;
- monitors if the legal occupational safety and health regulations and the measures instructed by the labour inspector and health inspectors are applied and observed;
- analyses workers' proposals for preventing work-related accidents and occupational illnesses and for improving work conditions;
- analyses the causes of work-related accidents, the events that have occurred and may propose technical measures in addition to the measures instructed following the investigation;
- carries out its own checks to see whether its instructions and work instructions are applied and reports its findings in writing;
- discusses the written report, submitted to the Occupational Safety and Health Committee by the employer at least once a year, on the occupational safety and health situation, the measures that have been taken and their effectiveness during the past year, and the proposals for the prevention and protection plan to be implemented in the following year.



Our commitments for 2025

- Zero work accidents
- Zero cases of occupational illnesses.
- Monitoring and improving impact.

	2022		2023		2024	
	women	men	women	men	women	men
Deaths following work-related accidents	-	-	-	-	-	-
Incidents that could have led to sever injury	-	-	-	-	-	-
People involved in work-related accidents	1	-	1	-	0	2
Number of days of hospitalisation	-	-	-	-	0	5
Injury rate	1,24		1,24		2,5	

Injury rate = (Total number of accidents * 1,000,000) / Total number of work hours of all employee

Where 1,000,000 = total number of hours worked by 500 full-time employees (40 hours/ week)

In 2024, two work-related accidents occurred in our company. Both work-related accidents occurred in the production halls, during working hours, whilst using work equipment. The causes of the accidents were: the improper use of safety equipment on the machinery, and the failure to carry out essential health and safety procedures on the equipment. Both injured parties required hospital treatment (2/3 days) and were temporarily unable to work. With regard to the post-accident measures, Valrom Industrie has implemented all the measures set out in the report drafted by the Accident Investigation Committee and has confirmed their implementation in letters sent to the Bucharest Labour Inspectorate.

Governance

- Business ethics
- GDPR Policy
- Financial data
- The EU taxonomy for sustainable activities

Business ethics

In 2024, there were no reported cases of corruption or conflicts of interest and there were no ethical incidents. There were no sanctions from the competent authorities.

Complying with the ethical principles in relation with business partners, including suppliers of goods and services, and all regulations aimed at preventing ethical incidents and corruption in relation with employees, customers and suppliers are laid down in the Internal Regulation, the company's Code of Ethics and internal notes.

The principles and rules that underpin our business model:

- Eliminate any form of violation of personal dignity;
- Equal treatment of all company employees;
- Compliance with national and international laws;
- Zero tolerance for corruption and conflicts of interest;
- Respecting data confidentiality.

We are a political-neutral company, we do not offer sponsorship in the form of money or any other form to political parties or politicians. The company's reporting channels for non-compliance cases are: internal (5 boxes, monitored mailboxes within the premises, monthly verification by HR and Quality Department staff) and external (ANPC). The same channels are available to report suspicions or ethical concerns as well.

In 2024, anti-corruption policies and procedures were communicated to the colleagues in the sales and procurement departments, members of the senior management team and members of the middle management team.

Measures we have taken to prevent conflicts of interest:

- in relation with suppliers, through appendices to agreements;
- in relation with employees, by processing the applicable Guide for Behaviour at work.



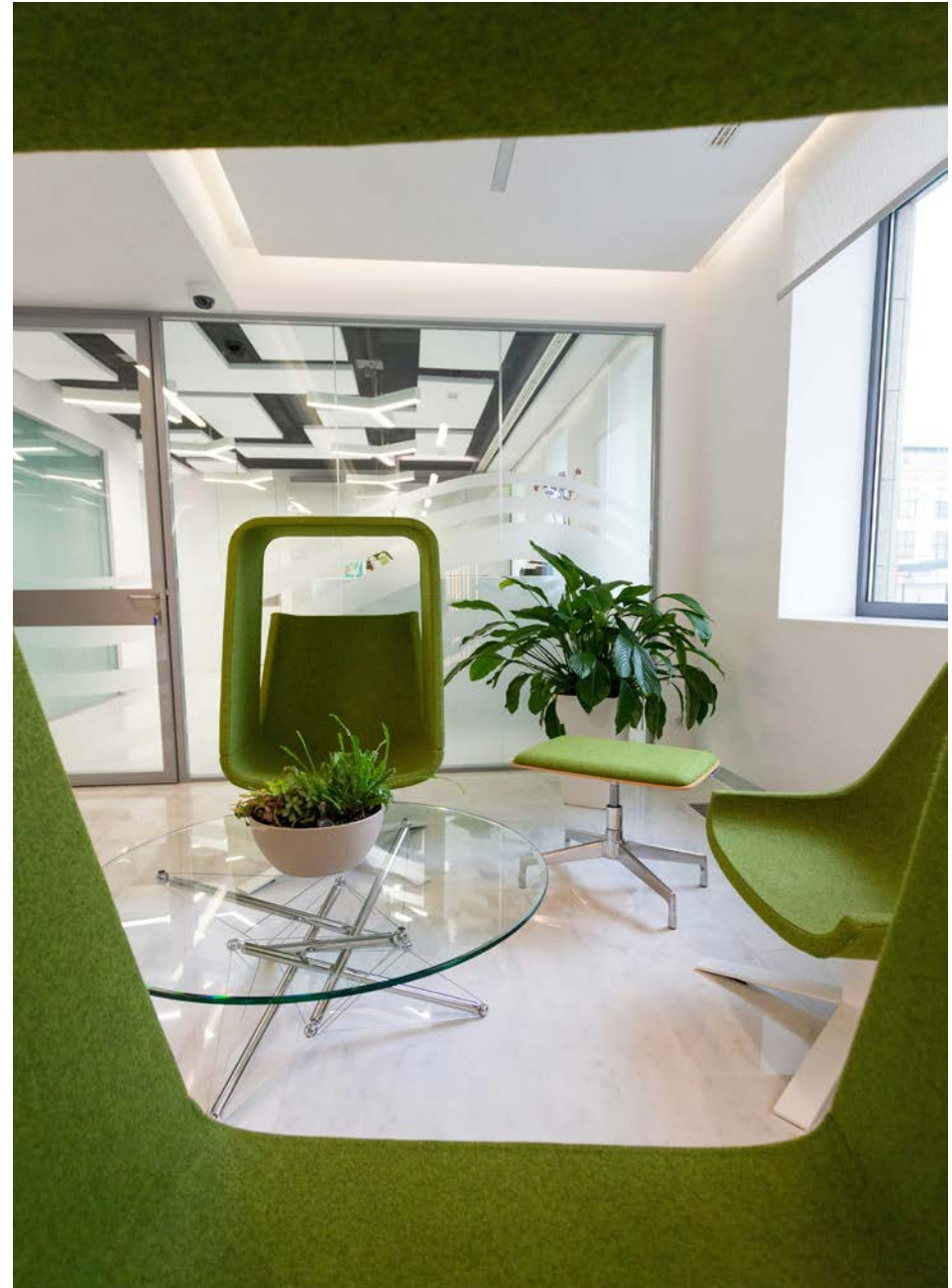
Business ethics

Ethics in relation with suppliers

When dealing or negotiating with suppliers of goods and services, employees should make decisions only in the best interests of the company in which they work and after an objective assessment of the situation, uninfluenced by personal interests and obligations or any other interests that conflict with the company's interest and may favour the suppliers.

To this end, employees will observe the following rules of ethics and integrity:

- They will not request or receive money, gifts or other personal benefits from suppliers; only promotional-type of gifts worth under 100 RON are allowed and only if they are made voluntarily and there is no reasonable likelihood of influencing the decisions or actions of employees in the performance of their job duties; receiving excessive gifts may lead to compromising the ability to interact objectively in business relationships or give rise to suspicions about judgement in making decisions;
- They will not request or accept meals out or other forms of entertainment, travel, gratuities or personal services or favours in order to avoid any future misunderstandings that could damage the working relationship; business meals as a guest can only be accepted if they are offered voluntarily, have a legitimate business purpose and are an integral part of the working agenda;
- If the employees wish to purchase goods or services in their personal name from suppliers with whom they have a business relationship, they must pay for them at the fair market value and payment must be evidenced by tax documents;
- If, before beginning negotiations, employees become aware that they have any kind of potential financial or other interest, direct or indirect, in the relationship with the supplier in question, they shall notify the management of the company.



GDPR POLICY

There were no reported incidents of personal data security, breach or unauthorised disclosure in 2024.

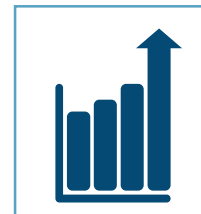
Within the company we apply a privacy and personal data security policy in strict compliance with the GDPR. As part of our commitment to respecting the rights of individuals, we have published on our official website full details on how, for what purpose, the legal basis and for how long we process personal data. Data security is a priority for us. We use appropriate technologies and procedures to protect personal information.

Our policies and procedures are regularly reviewed and updated in line with the latest international standards on personal data protection:

- we employ policies and procedures on the protection of personal data;
- we have measures in place to help protect against accidental loss, unauthorised access, unintended use and destruction, disclosure of personal data;
- we conduct privacy impact assessments in compliance with GDPR;
- we audit and implement data protection security measures;
- we train employees on the protection of personal data;
- all our employees and collaborators have signed confidentiality clauses.



Status of the goal set for 2024:
Zero cases of non-compliance



Our commitment for 2025
Zero cases of non-compliance

Financial data

RON	2022	2023	2024
Turnover	363,658,634	391,734,843	385,553,911
Staff remuneration (including related taxes)	49,031,634	52,894,282	55,343,921
Taxes and duties (excluding corporate tax)	1,905,153	1,828,736	1,972,237
Payments to shareholders (dividends)	0	0	185,340,486
Investments in communities	365,708	469,357	460,811

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The EU taxonomy for sustainable activities

The European Commission has developed a classification system known as the EU Taxonomy, which aims to transform EU's economy into one that is environmentally sustainable.

The climate objectives set out in the taxonomy are as follows:

- reducing GHG emissions by at least 55% by 2030;
- complete elimination of GHG emissions by 2050;
- EU society's full adaptation to the inevitable impact of climate change by 2050.

Article 9 of the Taxonomy, published in the Official Journal of the EU on 22 June 2020, established six environmental objectives:

- Climate change mitigation;
- Climate change adaptation;
- Sustainable use and protection of water and marine resources;
- Transition to a circular economy;
- Pollution prevention and control;
- Protection and restoration of biodiversity and ecosystems.

For a commercial activity to be considered environmentally sustainable, it must meet four conditions:

- To make a significant contribution to at least one of the six environmental objectives;
- Not to cause significant harm (DNSH) to the other five objectives;
- To observe the minimum safety measures;
- To comply with the technical screening criteria.

The Taxonomy Regulation requires EU companies to disclose the proportion of their turnover, capital expenditure (CapEx) and operating expenditure (OpEx) related to business activities that are eligible under the Taxonomy.

Having examined the Taxonomy Regulation, we analysed all the activities set out in the delegated acts published by the European Commission: Regulation (EU) No. 2021/2139 and its annexes, Regulation (EU) No. 2023/2485, which was adopted by the European Commission in June 2023 (which contains descriptions of the activities covered by the climate change mitigation and adaptation objectives) and the new Regulation (EU) No. 2023/2486, which contains the technical screening criteria for the other four objectives.



The EU taxonomy for sustainable activities

Based on an analysis of Valrom Industrie's activities against the technical screening criteria set out in the EU Taxonomy Regulation, the following strategic objectives applicable to our operational areas have been defined:

Aligning production processes with the technical criteria of the Taxonomy for the “Climate change mitigation” objective.

- The gradual modernisation of machinery and production facilities, ensuring that investments in replacement, retrofitting and automation comply with the climate mitigation requirements set out in the Taxonomy.
- Improving energy efficiency in extrusion, injection moulding and plastic processing through investment in energy-efficient equipment and optimised temperature control systems.

Increasing the proportion of CapEx eligible under the Taxonomy through investments in energy efficiency and green infrastructure.

- Prioritising investment in compressors, chillers, cooling systems, industrial LED lighting and internal energy distribution infrastructure that complies with the technical requirements of the Taxonomy.
- **Specific objective:** by 2026, at least 15% of annual capital expenditure (CapEx) should be allocated to investments eligible under the Taxonomy (energy efficiency, renewable energy, emissions reduction).

Aligning the VALHOH product portfolio with the principles of the circular economy.

- Increasing the proportion of recycled materials used in the manufacture of components for water filtration and treatment.
- The development of products with long life, low resource consumption and components that are easy to recycle.
- **Specific objective:** by 2026, at least 20% of the components in the VALHOH product range shall be made from recycled or renewable materials, where technically feasible.

Optimising water consumption in production facilities.

- Expanding the use of recirculation and closed-loop cooling systems that meet the technical criteria for the “Sustainable use and protection of water resources” objective.

- **Specific objective:** to reduce industrial water consumption by a further 10% by 2026, compared with the 2024 levels.

The application of the “Do No Significant Harm” (DNSH) principle in all future technical projects and investments.

- The introduction of a standard internal procedure whereby any investment in machinery, infrastructure, industrial premises or energy systems is assessed in accordance with the DNSH principle for all six environmental objectives in the Taxonomy.
- Integrating the DNSH assessment into the CapEx approval processes for production, logistics, energy and maintenance activities.

Expanding domestic renewable energy production and reducing operational emissions.

- Maximising the use of solar energy by expanding the PV panel installation.
- Optimising biomass-fired power plants, including by increasing the rate at which domestic wood waste is used as an energy source.
- **Specific objective:** to reduce operational emissions (Scope 1 and 2) by 10% by 2027, compared to the 2023 baseline.

Strengthening the supply chain in accordance with the requirements for minimum protective measures

- Assessing suppliers against ESG criteria and documenting their compliance with the human rights, business ethics, anti-corruption and corporate governance requirements.
- Incorporating sustainability criteria into the process of approving and monitoring suppliers of raw materials, equipment and technical services.

Improving the transparency of Taxonomy reporting, in line with the CSRD/ESRS E1 requirements

- Implementation of an internal framework for collecting and verifying the data required for annual reporting (turnover, CapEx, OpEx).
- The publication in the sustainability report of indicators relating to eligible and aligned activities.



Key indicators for turnover

Economic activity	Absolute turnover	Part of the turnover	Material contribution criterion						DNSH ("does not significantly harm")		
			Climate change mitigation	Climate change adaptation	Water	Circular economy	Pollution	Biodiversity	Minimum guarantees	Facilitation (E) / transitional (T) activity	E/T
	Euro	%	%	%	%	%	%	%	Yes/No	Yes/No	E/T
A. ACTIVITIES ELIGIBLE FOR TAXONOMY											
A.1 Environmentally sustainable activities (aligned to the Taxonomy)											
4.1 Generation of electricity using PV power	92 908	0,12%	100%	0%	0%	0%	0%	0%	Da	Da	E
Turnover from environmentally sustainable activities (aligned to the Taxonomy) (A.1)	92 908	0,12%	100%	0%	0%	0%	0%	0%	Da	Da	
A.2 Activities eligible for Taxonomy but non-sustainable (not aligned to the Taxonomy)											
Turnover from activities eligible for Taxonomy but non-sustainable (not aligned to the Taxonomy)	0	0%									
TOTAL (A.1 + A.2)	92 908	0,12%									
B. ACTIVITIES NOT ELIGIBLE FOR TAXONOMY											
Turnover from activities not eligible for Taxonomy (B)	77 413 235	99,88%									
TOTAL (A+B)	77 506 143	100%									

Key indicators for capital expenditure

Economic activity	CapEx	Part of the CapEx	Material contribution criterion						DNSH ("does not significantly harm")		
			Climate change mitigation	Climate change adaptation	Water	Circular economy	Pollution	Biodiversity	Minimum guarantees	Facilitation (E) / transitional (T) activity	
	Euro	%	%	%	%	%	%	%	Yes/No	Yes/No	E/T
A. ACTIVITIES ELIGIBLE FOR TAXONOMY											
A.1 Environmentally sustainable activities (aligned to the Taxonomy)											
4.1 Generation of electricity using PV power	19 568	2,19%	100%	0%	0%	0%	0%	0%	Da	Da	E
CapEx for environmentally sustainable activities (aligned to the Taxonomy) (A.1)	19 568	2,19%	100%	0%	0%	0%	0%	0%	Da	Da	
A.2 Activities eligible for Taxonomy but non-sustainable (not aligned to the Taxonomy)											
6.6 Transport of goods	0	0%									
CapEx for activities eligible for Taxonomy but non-sustainable (not aligned to the Taxonomy) (A.2)	0	0%									
TOTAL (A.1 + A.2)	19 568	2,19%									
B. ACTIVITIES NOT ELIGIBLE FOR TAXONOMY											
CapEx for activities not eligible for Taxonomy	875 318	97,81%									
TOTAL (A+B)	894 886	100%									

Key indicators for operating expenditure

Economic activity	OpEx	Part of the OpEx	Material contribution criterion						DNSH ("does not significantly harm")		
			Climate change mitigation	Climate change adaptation	Water	Circular economy	Pollution	Biodiversity	Minimum guarantees	Facilitation (E) / transitional (T) activity	
	Euro	%	%	%	%	%	%	%	Yes/No	Yes/No	E/T
A. ACTIVITIES ELIGIBLE FOR TAXONOMY											
A.1 Environmentally sustainable activities (aligned to the Taxonomy)											
4.1 Generation of electricity using PV power	18 979	0,02%	100%	0%	0%	0%	0%	0%	Da	Da	E
OpEx for environmentally sustainable activities (aligned to the Taxonomy (A.1))	18 979	0,02%	100%	0%	0%	0%	0%	0%	Da	Da	
A.2 Activities eligible for Taxonomy but non-sustainable (not aligned to the Taxonomy)											
6.6 Transport of goods	0	0%									
OpEx for activities eligible for Taxonomy but non-sustainable (not aligned to the Taxonomy) (A.2)	0	0%									
TOTAL (A.1 + A.2)	18 979	0,02%									
B. ACTIVITIES NOT ELIGIBLE FOR TAXONOMY											
OpEx for activities not eligible for Taxonomy (B)	72 142 542	99,97%									
TOTAL (A+B)	72 161 521	100%									

VALROM INDUSTRIE COMMUNITIES

- What we care about
- Potaissa Handball Club
- Bookland Organisation
- Reality Check Organisation
- Casa Bună Organisation
- The SNK Organisation
- Provita Sfântul Brâncoveanu Organisation



What we care about

The concept of sustainability is a core element in our company's organisational culture and we are actively engaged in supporting projects to grow our society and communities.

We focus on developing partnerships with local communities and supporting sustainable development projects in these communities, with the main areas of community investment being closely linked to the company's values: environment, charity, health, education and sports.

Our investments have supported:

- local community development;
- educational projects;
- sustainability projects;
- social and humanitarian causes.

Valrom's commitment to the community remained unchanged in 2024 as well, to make a difference in the lives of the people around us and to bring positive change in the community, promoting education, sports, providing support to the disadvantaged social categories and bringing our contribution to build a brighter future for all members of society. Thus, in 2024, we continued to engage actively in the community, supporting young, dedicated and ambitious Romanian athletes on their way to victory in various sports such as handball.

We are proud to support these emerging talents, giving them the support and encouragement to achieve an outstanding performance and to proudly represent our country internationally. At the same time, we have been a pillar for vulnerable communities in the Romanian society, regardless of age and field, and we go on carrying out our humanitarian projects with heart and passion. We are committed to represent a real support for those in need by continuing our work with the Reality Check Organisation, the SNK Organisation, Casa Bună Organisation or Pro Vita Sf. Brâncoveanu Organisation.



In 2024, we showed our involvement towards our communities by investing

€ 92 637

EDUCATION

- Bookland Organisation
- EUROED Foundation
- Parents' Organisation from "Sf. Sava National College in Bucharest"

SPORTS

- Potaiissa Handball Club Organisation in Turda
- Ride Racing Team Sports Organisation
- Diamond ATHL Sports Club Organisation
- DEA Sport Organisation

CHARITY

- Reality Check Organisation
- Pro Vita Sfântul Brâncoveanu Organisation
- Casa Bun Organisation
- "Speranță pentru câini" Organisation

SUSTAINABILITY

- Federation of Construction Business Owners (FPSC)
- The SNK Organisation
- Partnership for EU Projects and Funds Organisation

What we care about

SPORTS and HEALTH

By supporting sports clubs and events dedicated to physical activity, we promote and encourage an active and healthy lifestyle. The initiatives supported include:

- The Ride Racing Team Sports Organisation – Organiser of the annual “Pedală în Bănie” competition, a mountain biking event held in Craiova, aimed at both professional and amateur cyclists. This competition promotes cycling and a healthy lifestyle within the local community.
- The Potaissa Turda Handball Club Organisation – a men’s handball club with a track record of outstanding achievements, including winning the Challenge Cup in 2018.
- Diamond Athl Sports Club Organisation – Supporting athletes and competitions to promote sports among young people.
- DEA Sport Organisation – Initiatives dedicated to the training and development of athletes in various sports.

EDUCATION AND CULTURE

We invest in education and vocational training, supporting projects that provide access to educational resources and improve the quality of education.

- The BookLand Organisation – It is actively involved in the renovation and modernisation of schools and kindergartens in rural areas and, more recently, in the construction of Romania’s first rural dual education campus, located in the commune of Vulturești, Argeș County.
- The Casa Bună Organisation – Provides educational support to children from disadvantaged backgrounds through mentoring schemes, after-school programmes and educational camps, helping them to fulfil their potential and continue their education.
- The EuroEd Iași Foundation – Offers language courses for adults and children, helping to develop linguistic and cultural skills.

- The Parents’ Organisation within “Sf. Sava” – Supporting educational initiatives for the students attending one of Romania’s most prestigious educational institutions.
- The SNK Organisation – An organisation that supports education and culture through projects such as Seneca Publishing – Romania’s first green publishing house, Seneca

CHARITY

Anticafe – a cultural space dedicated to learning and collaboration, and Seneca Ecologos – a centre for environmental education

We support initiatives aimed at vulnerable groups, helping to improve living conditions through social projects and voluntary work.

- The Reality Check Organisation – Works to support vulnerable families in rural areas by providing access to education, healthcare and better living conditions. It also runs projects to tackle school dropout rates and support mothers and children in disadvantaged communities.
- The Pro Vita Sfântul Brâncoveanu Organisation – Provides shelter, education and support to families in difficult circumstances, particularly to children and single mothers. Through this foundation, hundreds of people have been able to lead a more stable and secure life.
- The SNK Organisation – In addition to its educational initiatives, the organisation is actively involved in supporting the elderly and disadvantaged families through the “Bunicii Noștri” campaign, providing both material and emotional support.
- Casa Bună Organisation – In addition to its educational work, it is also involved in social welfare, providing support to children and families in need, particularly those from disadvantaged backgrounds



What we care about

VOLUNTEERING

We have stayed close to our communities with the help of, and together with, our colleagues.

As it happens every year, they have expressed their wish to take part in the activities and events organised by the organisations we support.

Throughout 2024, 28 of our colleagues contributed to two events organised by the Casa Bună Organisation for the construction of the Casa Bună Kindergarten.

Also this year, 12 of our colleagues acted as our messengers during the festive season for the children and their families at the Casa Sf. Ioan, Caritas Bucharest.



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Potaissa Handball Club

In 2024, Valrom carried out a series of sponsorship actions in the sports field, reinforcing its commitment to promoting performance and supporting emerging talents.

Official sponsor of the AHC POTAISSA TURDA men's handball team for the participation in the National Men's Handball League 2023-2024 games.

The company supported the team not only financially, but also by providing support in organising sports and practical training activities.

The Turda club was founded in 2000 and thanks to the whole team's contribution, it has achieved remarkable results.



Bookland Organisation

Together, we are laying the foundation for a Romania that knows its trade!

Having renovated 80 rural schools and kindergartens across the country in just 4 years, the time has come to build our first dual-system Pre-university Vocational Campus (covering primary, lower secondary, upper secondary and post-secondary education) in the village of Vulturești in Argeș County.

On this 100% modern and free campus, which we are building with the help of our partners, we are taking the next step towards a Romania that knows its trade! Here, we will give children from rural areas in Argeș a reason to stay with their families, as we will help them access education and even find employment. From the preschool year, students will have the opportunity to discover their vocation, and we will pave the way for them to a prosperous future.



Reality Check Organisation

In response to developments in the international situation and the urgent needs of our neighbours in Ukraine affected by the war, we have stepped up our efforts and acted swiftly to support people in situations of extreme vulnerability. Without taking sides in the conflict, but as a gesture of empathy and human responsibility, since 2022 – when the armed conflict broke out – we have worked swiftly alongside our partners to join the efforts to support those affected, by launching a large-scale and long-term humanitarian campaign.

The companies within the Romstal Group provided vital support in this endeavour – joining as key partners in this project. Thanks to their consistent support, we have been able to provide swift and effective assistance to those most at risk.

In 2024, we organised six humanitarian aid shipments containing essential medical equipment – first-aid kits, tourniquets, chest seals, bandages and dressings – as well as three ambulances and six off-road vehicles. These resources have been channelled to critical areas with the aim of saving lives and alleviating human suffering.



In Romania, social inequalities represent huge barriers and create two worlds, where, more often than not, one is oblivious to the other, and if things do not change, our future and everyone's future is at risk.

The Reality Check team understood that, to safeguard this future, we need to act as soon as possible. Therefore, for many years, they have been working on the ground, supporting the poor communities of Coroieni (Ponorâta) and Castelu through an integrated approach covering social, health, community development and advocacy aspects, centred on long-term education and involving everyone.

Through our work in these two communities, we are improving the lives of vulnerable families and, in doing so, increasing children's chances of a better future and of surpassing their parents' circumstances.

All these aid interventions are focused around access to quality formal and non-formal education for children coming from very poor families. Our approach also includes a key component of integrated social support, aimed at enabling parents to address issues that severely affect their quality of life – such as health problems, food insecurity, lack of identity documents, social marginalisation, etc.

We also engage in advocacy work, actively involving county and national authorities in our activities, with the aim of helping to develop practical, realistic and effective measures that will resolve or prevent, in the long term, these kinds of problems in all poor communities across the county or the country.

We developed local initiative groups, where people learn how to access specific services and help each other, and organised activities to bring vulnerable people, mostly Turkish Roma people, closer to the other villagers (Romanians, Turkish people and Tatars). At the same time, we have been working side by side with social workers, community health workers and school mediators in town halls and schools to help them collaborate more effectively and to achieve more success in tackling the complex problems of the most vulnerable families.

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GRI 413-1



Reality Check Organisation

EDUCATION

- Supporting the school attendance and education progress in Coroieni: daily meal* for 300 children (kindergarten and academic years 1-4), social vouchers conditioned by attendance and results for 100 children (academic years 1-4), scholarships for 7 high school students of 16, school supplies, meetings with over 100 parents;
- Sport education: football and volleyball weekly clubs for 70 children (Castelu);
- The Education Relay brought together 500 children from the village, who ran in mixed teams, cheered on by around 100 parents, teachers and volunteers who helped organise the event. All the children were given sports equipment, and the winners received various prizes. (Castelu).

HEALTH

- 120 children were seen during the Medical Caravan
- 50 children received treatment or were taken to see a doctor, and 57 medical emergencies were dealt with (50 in Castelu, 7 in Coroieni);
- 60 young mothers took part in childcare courses run by SAMAS specialists;
- 8 individual breastfeeding counselling sessions, supplemented by a baby starter pack (Castelu, Coroieni);
- 79 young people took part in workshops on the body and consent, facilitated by our partners at Pe Stop (35 students from Castelu Technical High School, as well as 19 girls from the Horahai community and 25 girls and boys from Coroieni).

SOCIAL SERVICES

- collaboration with local integrated teams (social workers, community health workers, school mediators) to address serious problems of vulnerable families

ADVOCACY

Conveying issues from the field to local, county and national authorities, and mobilising decision-makers to resolve them, is an integral part of how we work.

COMMUNITY DEVELOPMENT

This aspect of our work, which is more developed in Ponorâta and Coroieni, includes:

- Meetings and team-building activities for Local Initiative Groups (LIGs) – villagers get together to discuss
- common issues and work with the authorities to find solutions;
- Support for the cultivation of vegetable gardens for over 100 families (initially, 15 families were supported in 2019);
- The Easter clean-up has already become a regular event for the people of Ponorâta – originally launched by Reality Check, the campaign is now organised by the Town Hall in collaboration with community leaders who are part of the Local Initiative Group;
- Community events that bring together people from different ethnic and social backgrounds: The Education Relay and the Christmas Truck (for families whose children attend school, achieve good results and demonstrate good behaviour).

“In Romania, every child who leaves school because of poverty is a missed opportunity for society as a whole. We cannot passively accept a reality that condemns the future.

And across the border, in Ukraine, other children are enduring unimaginable trauma. We are not fighting for territory, but for lives. Every act of solidarity – here or there – brings hope, education and a step forward. It is time to take action.”

Nadia Gavrilă, President of the Reality Check Organisation



Casa Bună Organisation

Grădinița de Sâmbătă becomes Grădinița Bună. We contribute to children's education.

This year, in 2024, it will be 6 years since we started running the kindergarten every Saturday of the year. We started out in a classroom at School 136, and in October 2019 we moved to the rooms at Casa Bună. We have gone from 6 children to 127. And the number continues to grow because parents have come to understand the role we play in their children's lives.

At present, 85 children attend Grădinița de Sambătă. We also have 42 graduates. And we have a long waiting list.

The need for Grădinița Bună

Our experience over the last 5 years has helped us understand why this is necessary for children in vulnerable communities.

- The earlier we integrate them into the education system, the more we can reduce educational disparities and, consequently, the risk of them dropping out of school;
- A lack of material and financial resources, as well as hygiene and health issues, act as a barrier to the integration of children into the public education system;
- The discrimination that children face within the public education system based on poverty and on the fact of belonging to a minority group discourages parents from enrolling their children.

Through the Good Kindergarten, we aim that our Saturday project to take place every day of the week as follows:

- A completely free service;
- A curriculum developed by a behavioural analyst based on the children's needs;
- Groups of 15–20 children;
- 6 days of kindergarten per week;
- Extended hours with the option of overnight stays for children facing unstable home situations;
- Hot meals and a schedule with breaks for rest and play.

Good water for Casa Bună!

You can contribute to the 56,100 hot meals and 13,535 hours of care and education received by the children cared for by the Casa Bună Organisation.

Participating products are those in the filtering and reverse osmosis systems.
Campaign period: 1 June - 31 December 2024. Details in the Regulations: www.aqua-pur.ro/regulament

Here is the money

aquaPUR **Casa Bună**

Doing good is contagious.

The SNK Organisation

Here to help!

Seneca Scholarships

The mission of the SNK Organisation is to create a community cultural space to support people in becoming responsible for themselves, their neighbours and the environment.

The scholarships are open to all Ukrainian citizens who wish to learn Romanian to help them adapt to the labour market and continue their studies in Romania.



8 partnerships with organisations supporting the integration of refugees:

PEOPLE IN NEED - Community Foundation of Bucharest - UNHCR
- JRS - TERRE DES HOMMES - Organisation of Ukrainian Teachers

12
accelerated
Romanian
language courses

124
learners

GRI
413-1

Valrom Industrie contributed to the operating and organising of the SNK Organisation. Since the opening of the cultural-community space in 2014, it has been a strategic partner.

With the others in mind, we created five projects - opportunities to do **GOOD**. We all have the power to fulfil our goals no matter what after understanding what is necessary and what is pointless. A job, a college place, a place to call home.

Finding them is easier when you speak the same language with your new neighbours, employers and friends. **The SNK Organisation offers scholarships** for Romanian language intensive courses aimed for Ukrainians.



Through the SNK Scholarships educational programme, the Ukrainian citizens who established in Romania, both adults and children, can learn Romanian in an accelerated pace.

248
kits of
teaching
materials

32
workshops for
the Ukrainian
children



Bunicii Noştri

Humanitarian project

Bunicii Noştri is a SNK Organisation project. From 2020, we provide ongoing food and hygiene products for the elderly, people from disadvantaged backgrounds and people in need. We involve volunteers in all stages, from preparing the packages to delivery. All revenue from the SNK Organisation's activities go to #BUNICIINOŞTRI.

The food and hygiene packages reach our beneficiaries every month. Since the beginning of the war in Ukraine, we have been providing translation, financial and emotional support for children and mothers fleeing the conflict. We thank you on behalf of every person who will benefit from your donations, not just from monthly packages and support, but from the mere confirmation that their life matters to someone close by.



Each person received regularly non-perishable products, canned goods, fruits, vegetables, hygiene and protective items

300
elderly who have
no one, that we
take care of

**WE PREPARED
AND DELIVERED**



1,230 bags
with food and
hygiene
products

25 volunteers from
8 cities
**helped us
help them**

GRI
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Seneca Publishing House

The first green publishing house in Romania

From a collection of Stoicism philosophy books to the first green publishing house in Romania.

The green licences were printed with the help of Valrom Industrie.

The Seneca Publishing House has chosen the Stoic philosophers because they answer the questions that we are all asking ourselves and they offer an Action Plan with terms and responsibilities.

We work on achieving a better version of ourselves because the Man is the only one responsible for his Universe and Time. We decided to invest our time making books that help you feel good exactly where you are right now.

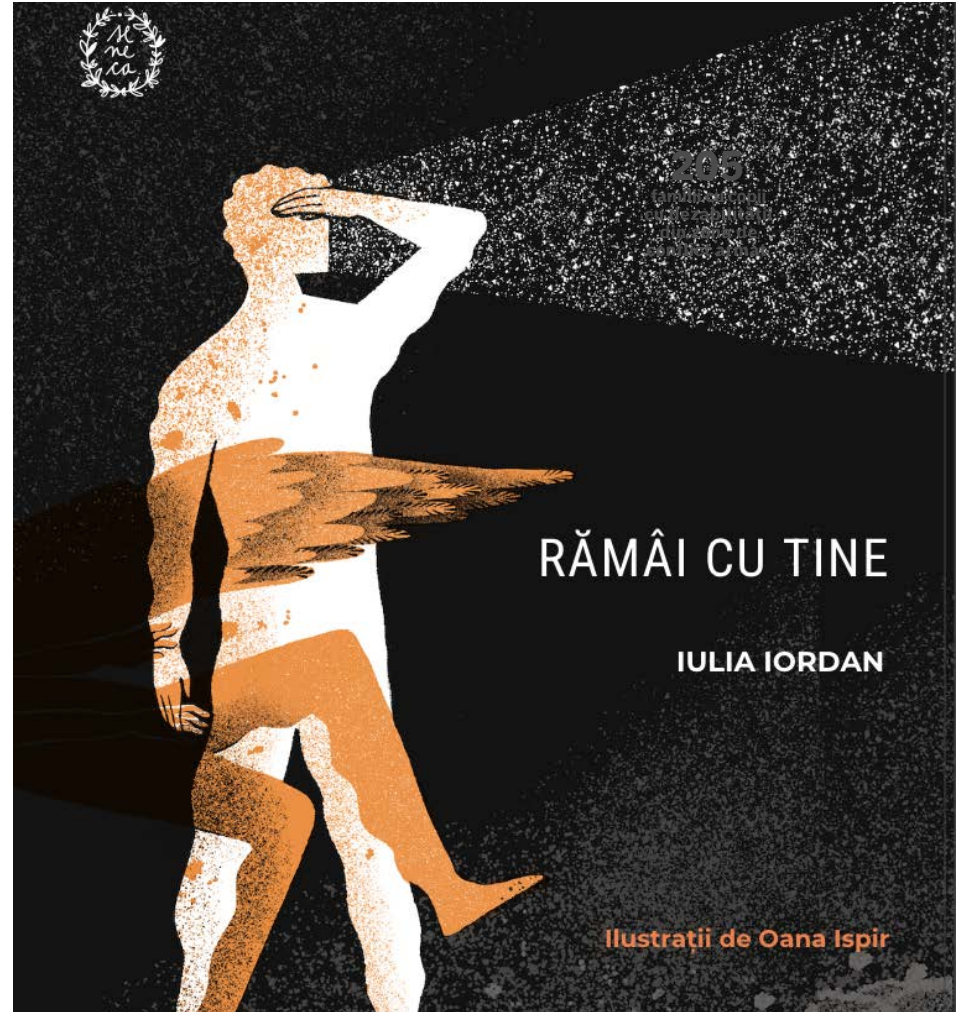
Because we want to reach out to the youth in particular, the launched books feature graphics specially designed by students from the National University of Fine Arts in Bucharest. They drew inspiration from Seneca's texts and recreated them with representative images that also reflect their own personalities.

The publishing house was a finalist in "The most beautiful books in Romania" national competition for its editorial approach.

In addition to books, we have also developed a collection of audiobooks read by Victor Rebengiu.

We only use recycled paper and feature a "green layout" - we have calculated the book and page sizes in order to minimise waste as much as possible. Excess paper is turned into bookmarks, postcards or notebooks. We have chosen FSC and IMPRIM VERT certified printing house - meaning we use only water-based, non-polluting inks and adhesives for the production of our books.

In 2024, we launched a pocket-sized philosophical guide designed to help young people connect with the principles of Stoicism and with themselves. 18 young people wrote about what concerns them, what they consider important, and what is on their minds.



Each published book is according to the goal of the organisation. We published books about human nature and the environment.

20 000

volumes printed

We used recycled paper 100 % and planted 4,000 trees

5 republished titles

4 new titles

1

pocket philosophy guide written by 18 young people



Seneca Anticafe

Community cultural centre

Seneca Anticafe is a community cultural centre, a new concept where you only pay for time. It is a library / bookshop / workspace and conference / tearoom / cinema. Here, you can work remotely or you can work on your own project, study for exams, chat or read with friends, attend a workshop or organise it. We provide special spaces for each of these activities. Time is the only thing we put a price on, everything else is free of charge.

Seneca is the perfect place for those who want to grab a bite while working. A co-working space with a different approach to pricing, Seneca adds value for your time. Once you step through the door, you will receive a personal card with the hours marked on it, which gives you free access to the offices and other services available. At the end of your visit, when you walk out the door, you only pay for the time you spent there and, after 5 hours, time is no longer counted. The benefit is that you can help yourself from the tea and snack buffet as often as you like during your stay.

Designed for work, leisure and dining, at the Seneca Anticafe, you will feel like being at home. You can work on your project, study for exams, attend a workshop or just sit and chat with friends as there are special areas for each activity. Guests have access to ultra-fast Wi-Fi, university libraries, work desks and printing facilities. If you do not like the provided snacks, you can bring your own.

It is a co-working space where you can meet others, work, have fun, learn and share. The community consists of talented and creative young people who want to turn their dreams or imagination into reality.



3 Ukrainian people hired

10 300 visitors who spent good-quality time

9 000 titles of new books, carefully selected and made available to our guests

203 community events: classes, workshops, legal counselling

Seneca Ecologos

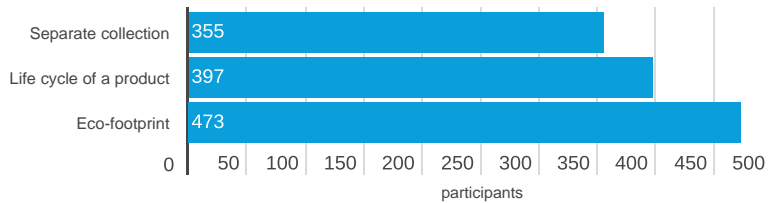
Environmental education centre

EcoLogos is another manifestation of what we care about - learning to better treat ourselves and our surroundings so that we can live well together.

With our help, you can adopt mindsets and behaviours to build tomorrow's world.

In 2024, Roşia Montană brought us closer to nature, as well as to the teachers and students in the community. Together with our project partners, we developed an environmental education kit for teachers, which we rolled out across the 3 schools, and organised 3 camps for children, reaching a total of 90 beneficiaries.

The Gardienii Planetei project involved 10 interactive environmental education workshops in 5 schools in Bucharest, attended by 200 children. As part of the project, each school received a library of environmental books and a separate waste collection point.



<p>87 training courses and workshops</p> <p>25 educational units and 3 companies</p>	<p>10 Sustainability reports for companies</p>	<p>6 Environmental libraries and separate collection points</p>	<p>2 community projects in partnership</p>	<p>1 teaching kit</p>
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GRI 413-1

Pro Vita Sfântul Brâncoveanu Organisation

Pro Vita Sfântul Brâncoveanu Organisation was founded following the social, philanthropic and pastoral activity of Father Nicolae Tănase, a priest in two small villages from Prahova County. Although initially, it was the result of a pro-life movement and went on to raise the children resulting from this movement, it later channelled its activity towards all those who came with multiple and diverse social problems: institutionalised children, young people coming from the system, people with medical conditions or disabilities, elderly, single-parent family mother/father-children.

Thus, since 1991, the Pro Vita Sfântul Brâncoveanu Organisation has been caring for a significant number of children in the most family-oriented environment, always prioritising the best interests of the children and their well-being. Efforts have been made to provide quality services, hot meals, permanently dedicated carers, build family homes, at a time when these were merely dreams for the rest of the institutionalised children in Romania.

The quality of education has always been at the heart of the organisation, without any discrimination on gender, age, religion, ethnicity, etc. The results can be seen in the achievements of the children who have grown up in the premises provided by the organisation, adapting its services every year for those who need aid.



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GRI 413-1

Overview



MOTIVATING THE TEAM MEMBERS

393

total employees in 2024

2 768 774 ron

total value of benefits

3

employee representatives



DEVELOPING THE TEAM MEMBERS

26,02

average no. of training hours/employee/year

29,89

average no. of training hours/woman/year

26,59

average no. of training hours/man/year



DIVERSITY AND EQUAL OPPORTUNITIES

100 %

rate of return to work after childcare leave

100 %

retention of women after childcare leave

100 %

retention of men after childcare leave



COMMUNITIES

92 637 euro

total sponsorship value

13 supported projects



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INDUSTRIE

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