

NON-FINANCIAL STATEMENT

CORPORATE SOCIAL RESPONSIBILITY

Corporate social responsibility (CSR) is an essential pillar of society's development, as it supports development, innovation and sustainability for both society and stakeholders.

As a participant in the industry, the main mission of the company is to provide the best products, companies and institutions, to support the development of their projects. We are also aware that we live in an ecosystem, and we strive to make a long-term positive impact on the community and the environment.

Therefore, the company is willing to play a role in the evolution of the Romanian society as a whole, carrying out its activity with the highest respect for the values and principles of the Universal Declaration of Human Rights and additional commitments and the Fundamental Conventions of the International Labor Organization (IOM);

ETHICS AND GOVERNANCE, RESPECT FOR HUMAN RIGHTS

The company is committed to maintaining and improving the systems and processes that enable it to ensure respect for human rights in its human resources operations and management, in its supply chain and in its products and services.

The company's human rights commitments are guided by the following conventions, standards and initiatives:

- Universal Declaration of Human Rights, International Covenant on Civil and Political Rights and International Covenant on Economic, Social and Cultural Rights;
- The fundamental conventions of the International Labor Organization (ILO), which aim, in particular, at the elimination of forced labor and child labor, discrimination at work, and freedom of association and the effective recognition of the right to collective bargaining;
- United Nations guidelines on business and human rights;

The company is determined to act with integrity and in accordance with the laws applicable in all its activities. Several policies developed at the group level include provisions that directly or indirectly uphold human rights.

Society is committed to respecting human rights. This also applies to the policies and processes developed by society in connection with its obligations to combat money laundering, terrorist financing and corruption.

CODE OF CONDUCT AND ANTI-CORRUPTION FIGHT

The company has set itself the strategic goal of protecting its corporate image and ensuring that every employee acts with integrity in their day-to-day operations. A lot of effort has been put into culture and behavior.

The code of conduct is the cornerstone of professional ethics within the company. It promotes respect for human rights and the environment, the prevention of conflicts of interest and corruption, the fight against money laundering and terrorist financing, respect for market integrity, data protection, appropriate behavior in terms of gifts and invitations and responsible supply.

The code of conduct is applicable to all employees, regardless of their degree of responsibility, and to all managers.

RESPONSIBLE EMPLOYER

The success of an organization is determined by the performance of its people.

Through the human resources policy, the Company carries out the recruitment, selection, employment and retention of the best professionals on the labor market, which meet the mandatory criteria for staffing and which ensure the necessary human resources to carry out the activity in good conditions, in order to achieve products and services that meet the quality requirements of customers and in accordance with the required quality

The human resources strategy is an integrated part of the business strategy and aims, through the management of human resources: organization, recruitment, selection, annual training and development plans, annual staff evaluations, professional performance and personal development of each employee.

We strive to ensure a well-trained and motivated workforce that contributes, through the continuous improvement of individual and team performance, to the

achievement of the Company's objectives. Every member of the team is important and can add value, which is why we always try to have the right person in the right place.

Through the organizational culture, the Company promotes the true values: quality, seriousness, performance, values that are implemented in the efforts to continuously improve the processes, activities, quality of products and services offered to customers.

The Company's responsibility to employees means ensuring a safe and healthy work environment, providing opportunities for professional and personal development, achieving a permanent dialogue through which to monitor their satisfaction and expectations.

Each employee has the responsibility to maintain a safe and healthy workplace for all employees, following the regulations and practices of occupational safety and health, reporting accidents, injuries, equipment, and reporting unsafe practices and conditions.

The main strategic directions for occupational health and safety management that the Company aims and is committed to achieving are: prevention and continuous reduction of the risks of occupational injury and illness, creating the necessary conditions for continuous improvement of occupational health and safety performance and involvement of all achieving the proposed objectives.

The company pursues a permanent qualification, training, instruction and professional development of the staff.

In 2021, the industry continued to experience profound changes, including customer and stakeholder expectations, the emergence of new technologies, and the regulatory framework that transforms the business and skills needed to work. For the company, this opportunity involves the development of employees. Their ability to adapt their skills and ways of working is essential for business sustainability.

The company's corporate culture is based on the values it promotes to provide the best customer service (team spirit, innovation, responsibility and commitment), the behavior and skills it inspires and the behavior to be followed by those who work in these zone.

HUMAN RIGHTS, DIVERSITY, NON-DISCRIMINATION POLICY, GENDER EQUALITY

The general policy of the company is to treat everyone, man or woman, with equal respect, giving everyone an equal chance of being recruited, promoted, rewarded, trained and based only on personal qualities.

Diversity is an important component of the bank's strategy and is based on an efficient performance management system that ensures the capitalization of employees' attributes from the perspective of competencies.

When hiring and fixing individual rights, the company ensures equal opportunities and treatment for all employees without discrimination, direct or indirect, depending on the criteria of race, color, national origin, ethnicity, religion, social origin, age or trade union activity, sex, sexual orientation, genetic characteristics, disability, family situation or responsibility or any other criteria that have as their purpose or effect the non-granting, reduction or cancellation of the recognition, use or exercise of rights under the collective labor agreement.

Decisions regarding salaries, benefits, training, work assignments, promotions, disciplinary action or dismissal are based solely on employee performance, not on personal characteristics, race, origin, sex, religion, sexual orientation or political opinion. Adequate working conditions and respect for the dignity of employees - regarding the elaboration of the Collective Labor Agreement and the internal regulatory documents of the bank, the aim is to ensure adequate working conditions for the activity and in terms of social protection, health and safety at work and respect for dignity and conscience of employees.

The following are recognized for all employees:

- the right to collective bargaining;
- the right to the protection of personal data;
- the right to protection against illegal dismissal;
- the right to protection against all forms of harassment;
- other rights provided by the legislation in force

CLIMATE CHANGE

In the face of climate change and ecological change, maintaining ecological balance is becoming a real challenge. The company has specific internal procedures and tools for waste management and ensures that they are followed. Development programs aim to reduce energy consumption, aiming to constantly reduce CO2 emissions from their own activities.

The basic activities of the company have a minor impact on the environmental factors (air, water, soil), and the determinations performed show that there are no exceedances of the limit values provided by the legislation in force for any of the measured pollutants.

The company does not have data on the current and foreseeable impact of its operations on the environment and cannot estimate the influence on health and safety. However, the existence of the integrated Environmental Authorization, updated, assures us on the observance of the legal conditions of functioning and management of the above aspects at the level of the company.

Society cannot estimate the impact of climate change on the use of goods produced by society. Due to the nature of the profile industry in which the company operates, this impact must be studied at the level of the entire industry.

Oradea, at: 23.03.2023

Chairman of the Board of Directors
Doina Olimpia Stanciu