



# ANNUAL REPORT

PERFORMANCE THROUGH PROFESSIONALISM!

# 2025

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## Abbreviations

Through the commitment of our employees and the responsibility assumed by the Board of Directors, AEROSTAR conducts, produces, and supports safe and sustainable activities in the aerospace and defence sectors.

We direct all our resources towards adhering to the highest standards of quality, safety, and responsibility, while strengthening the Company's role as a trusted partner in the industry in which we operate.

## MESSAGE FROM THE PRESIDENT OF THE BOARD OF DIRECTORS OF AEROSTAR S.A.

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The year 2025 represented another year of consolidation, adaptation and strategic progress for AEROSTAR, in an industrial and geopolitical environment that continues to evolve. Through our collective effort and firm commitment to performance, the Company succeeded in achieving its key objectives and maintaining its position in the aerospace and defence industry.

Throughout the year, we continued to invest in our production capabilities and in the development of our employees' professional skills. The financial results for 2025 reflect solid performance, supported by rigorous operational discipline and a strategy focused on efficiency and sustainability. In this context, the executive team ensured the maintenance of a coherent strategic direction and the consistent implementation of the Company's priorities, thereby providing stability and continuity in the process of sustainable transformation.

Year after year, we reaffirm our commitment to the principles of transparency and sustainability, which we consider fundamental to the Company's long-term development. In our view, organisational performance is measured not only by financial results, but also by the manner in which we manage the non-financial matters that shape our strategic evolution.

We would like to express our appreciation for the professionalism and dedication of the entire AEROSTAR team, as well as for the trust placed in us by our commercial and institutional partners.

**Grigore Filip**  
President of the Board of Directors

## STATEMENT OF PURPOSE AND VISION OF THE BOARD OF DIRECTORS

The purpose of the Board of Directors is to ensure the long-term success and sustainability of Aerostar S.A., in the interest of the Company and its shareholders, while also taking into account the interests of all stakeholders: employees, customers, suppliers, the local community, etc.

In pursuing this purpose, the vision of the Board of Directors focuses on leveraging the know-how accumulated by the Company in the aviation and defence industry and places **professionalism** at the core of the Company's values. *Performance through professionalism* is not merely our slogan, but essentially represents the vision of the Board of Directors for achieving this purpose

For us, performance means:

- a stronger Aerostar company, firmly anchored in the real economy, with a resilience that allows us to look confidently towards its long-term future;
- full satisfaction of our customers' needs;
- full confidence for our suppliers regarding the resilience of their position within our supply chains;
- a better life for our employees through good working conditions and good and secure long-term salaries;
- increased confidence for investors in Aerostar shares regarding the long-, medium- and short-term results of their investments;
- an enhanced contribution to the needs of the local community by promoting a clean environment and by supporting community development, culture, health and sport.

These are the objectives that Aerostar has achieved and which the Board of Directors intends to continue pursuing by promoting professionalism across all areas and activities of the Company.

For this reason, preserving and developing the accumulated know-how, as well as the ongoing process of selection and continuous training of the Company's employees, represent a key priority on which we base our success.

**President of the Board of Directors**

**Eng. Grigore FILIP**

## EXPLANATORY NOTE

- All members of the Board of Directors have up-to-date **Management Contracts** and have signed declarations regarding **Conflicts of Interest**, from which it results that none of the members of the Board of Directors is independent, but none is in a conflict of interest as defined by the law and/or the regulations of **ASF/BVB**.
- All members of the Board of Directors have also adhered to the **Code of Conduct and Ethics of Aerostar S.A.**
- During 2025, the members of the Board of Directors allocated the necessary time to participate in the Board's activities and to review matters submitted for analysis and express their vote.
- The education and experience of the members of the Board of Directors are adequate, and the structure of the Board is well-suited from this perspective; they also enjoy an excellent reputation and integrity.
- The executive management, consisting of the **Chief Executive Officer** and the **Financial Director**, possesses strong professional expertise both in the Company's operational field and in management.

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In 2025, AEROSTAR took another significant step in strengthening its strategic position in the aerospace industry. The year unfolded in a global environment marked by volatility and accelerated transformation. Despite the pressures generated by the international context, AEROSTAR demonstrated agility and capitalised on market opportunities, achieving strong financial and operational performance in line with previous years.

Across our business lines, in the Manufacture of Aeronautical Products, we continued to expand our presence in the supply chains of international customers and to increase the technological level of both the products delivered and the production capabilities employed.

With regard to the Defence Systems business line, we consolidated our role as a strategic supplier to the Ministry of National Defence, further developing capabilities for the maintenance of F-16 aircraft while maintaining the portfolio of services provided to the Ministry of National Defence.

In the civil aircraft MRO business line, 2025 further strengthened AEROSTAR's position as a regional leader in the provision of maintenance services. By maintaining high technical standards and fostering long-term relationships with airline operators, AEROSTAR reaffirmed its role as a trusted partner.

The results achieved in 2025 confirm AEROSTAR's ability to transform challenges into opportunities, demonstrating stability, adaptability and a consistent focus on performance. The Company's evolution reflects the professionalism of our employees and the effectiveness of the investments made. This solid trajectory gives us confidence in AEROSTAR's ability to continue building a competitive and sustainable future.

**Alexandru Filip**  
Chief Executive Officer

## I PRESENTATION OF GENERAL INFORMATION

### BASIS OF PREPARATION

#### BP-1, BP-2

The company AEROSTAR S.A. was established on 17 April 1953 by Decision No. 1165 of the Council of Ministers. It has successively been named URA-1953, IRAv ('Aircraft Repair Enterprise') – 1970, IAv ('Aircraft Repair Enterprise') – 1978, and AEROSTAR since 1991, when it was registered as a joint-stock company at the Trade Register Office in Bacău.

The company's unique European Company Identification Number (EUID) is ROONRC.J1991001137040, and its LEI code as a legal entity is 315700G9KRN3B7XDBB73.

The Annual Report of AEROSTAR S.A. for the period **1 January 2025 – 31 December 2025** was prepared in accordance with the applicable reporting regulations, including EU Delegated Regulation 2023/2772 supplementing Directive 2013/34/EU of the European Parliament and of the Council with regard to sustainability reporting standards (CSRD), in order to provide additional information to all stakeholders on the company's sustainable strategy and progress in its corporate processes, and to transparently reinforce its commitment to sustainable development. The Report is also prepared in compliance with the provisions of Law 24/2017 on issuers of financial instruments and market operations and ASF Regulation No. 5/2018 concerning issuers of financial instruments and market operations.

The Sustainability Statement was prepared based on a double materiality analysis and in accordance with the CSRD Directive and the EFRAG IG – Materiality Assessment Guidelines. In this context, material topics are presented and explained in the chapters *Environmental Information*, *Social Information* and *Professional Conduct*, in accordance with the requirements of the thematic standards ESRS E1–E5, ESRS S1–S4, and ESRS G1.

The materiality assessment includes sustainability matters considered relevant for our Company, such as climate change, environmental impacts (pollution, resource management, circular economy), working conditions, employee health and safety, safety of products and services, stakeholder relations, and professional conduct. Particular attention is also given to social performance, governance, community engagement, and additional topics such as cybersecurity.

The activities of the company's business lines have been analysed. Where applicable, certain information presented in accordance with the standards mentioned above is supplemented with additional data to facilitate the understanding of the analyses carried out or the context. AEROSTAR S.A. has not omitted any information relating to intellectual property, know-how, or to the innovation results of the Company.

**AEROSTAR S.A.'s activities are carried out at its registered office** located at 9 Condorilor Street, Bacău, postal code 600302.

Since January 2018, AEROSTAR has maintained a secondary registered office and branch within the perimeter of Iași International Airport. In 2023, a new secondary registered office and branch was opened in Fetești Municipality.

The Company financial statements are prepared in accordance with the International Financial Reporting Standards (IFRS) as adopted by the European Union, Accounting Law no. 82/1991, republished, as amended and supplemented, and are presented in compliance with IAS 1 and Order 2844/2016 approving accounting regulations in accordance with IFRS. The bases of preparation and presentation of the financial statements are presented in Note 3. The Company's financial statements prepared for 2025 are accompanied by the independent auditor's report.

AEROSTAR S.A. is listed on the Bucharest Stock Exchange under the code ARS, and the record of shares and shareholders is maintained, in accordance with the law, by S.C. Depozitarul Central S.A., Bucharest.

## AEROSTAR ACTIVITIES AND PRODUCTS

**AEROSTAR** operates through three business lines. The Company's principal object of activity is *Manufacture of civil aircraft and spacecraft* – CAEN code 3031.

In the civil aviation sector, the Company has a consolidated role in the global supply chain, through the production and delivery of aerostructures, components and assemblies manufactured in compliance with international quality, safety, and performance standards.

AEROSTAR is authorised to perform maintenance work on Boeing 737 aircraft (all series) and Airbus A320 aircraft (ceo & neo), as well as maintenance of certain components related to these platforms.

In the defence sector, the Company has a strategic role, being:

- National Maintenance Centre for the F-16 aircraft of the Romanian Air Force;
- Maintenance Centre for the Black Hawk helicopters of the Ministry of Internal Affairs;
- Maintenance Centre for the rocket launcher systems used by the Ministry of National Defence.

## AEROSTAR BUSINESS LINES



### MANUFACTURE OF AERONAUTICAL PRODUCTS

The equipment, assemblies and parts produced by AEROSTAR are incorporated into a large number of commercial aircraft: Airbus A320, A321, A330, A350; Boeing B737, B767, B787; Gulfstream G650; Dassault F7X; Bombardier Challenger series 600; and Global series 5000/6000.

By adapting to new market requirements regarding production structure, as well as new quality and environmental protection standards, AEROSTAR maintains its position as a leader in Romania in the manufacture of aeronautical products and strengthens its role in the supply chain of major global companies in the aviation and aerospace sectors.

In 2025, in the manufacturing process, the Company successfully integrated landing gear components for the Airbus A320 family models. This consolidates the Company's position in the aerospace industry, demonstrating strong technological expertise, precision, and compliance with all regulations. At the same time, we continue to expand our product portfolio and reaffirm our commitment to partners in the sectors in which we operate.

In 2025, AEROSTAR celebrated a quarter of a century of collaboration with Safran Landing Systems, a partnership based on mutual commitment, product quality and safety, as well as timely delivery. Over the 25 years of collaboration, AEROSTAR has delivered hundreds of thousands of machined parts and hydraulic systems made from aluminium alloys, steel, bronze and titanium; fully equipped landing gears and retraction mechanisms for Daher TBM 960; kits for Airbus A320 family, SuperPuma, Falcon 7X; as well as kits for Boeing 787, Airbus 330/340, Airbus 350, including retraction, locking and steering actuators.

AEROSTAR has obtained the necessary qualifications following rigorous audit processes carried out together with Safran Landing Systems and the relevant certification bodies. These qualifications reflect the sustained effort to comply with the most demanding standards of the aerospace industry.



## CIVIL AVIATION MAINTENANCE

AEROSTAR has a significant presence in terms of turnover in the Civil Aviation MRO sector, being an independent provider of industrial maintenance services for commercial aircraft from the Airbus A320 CEO & NEO family, all Boeing B737 series, and the Boeing 737 MAX. AEROSTAR is EASA Part-145 certified with a wide range of approvals obtained from civil aviation authorities.

In 2025, AEROSTAR celebrated the fifth anniversary of the inauguration of the maintenance hangar for civil aircraft located near the Iași International Airport. This anniversary represents an opportunity to take stock and reaffirm the Company's commitment to technological excellence, regional development, and professional training in the aeronautical field.

The Company has over 20 years of experience in civil aviation maintenance, accumulated through strong partnerships with international airlines and through the implementation of the highest technical and safety standards. This expertise has been essential in the development and efficient operation of the hangar in Iași. The year 2025 represented a period of growth and development, following the maintenance of approximately **1.300 AIRCRAFT RELEASED TO SERVICE** since the establishment of this business line.



## DEFENCE SYSTEMS

In the defence systems business line, AEROSTAR is a leading supplier to the Romanian Ministry of National Defence.

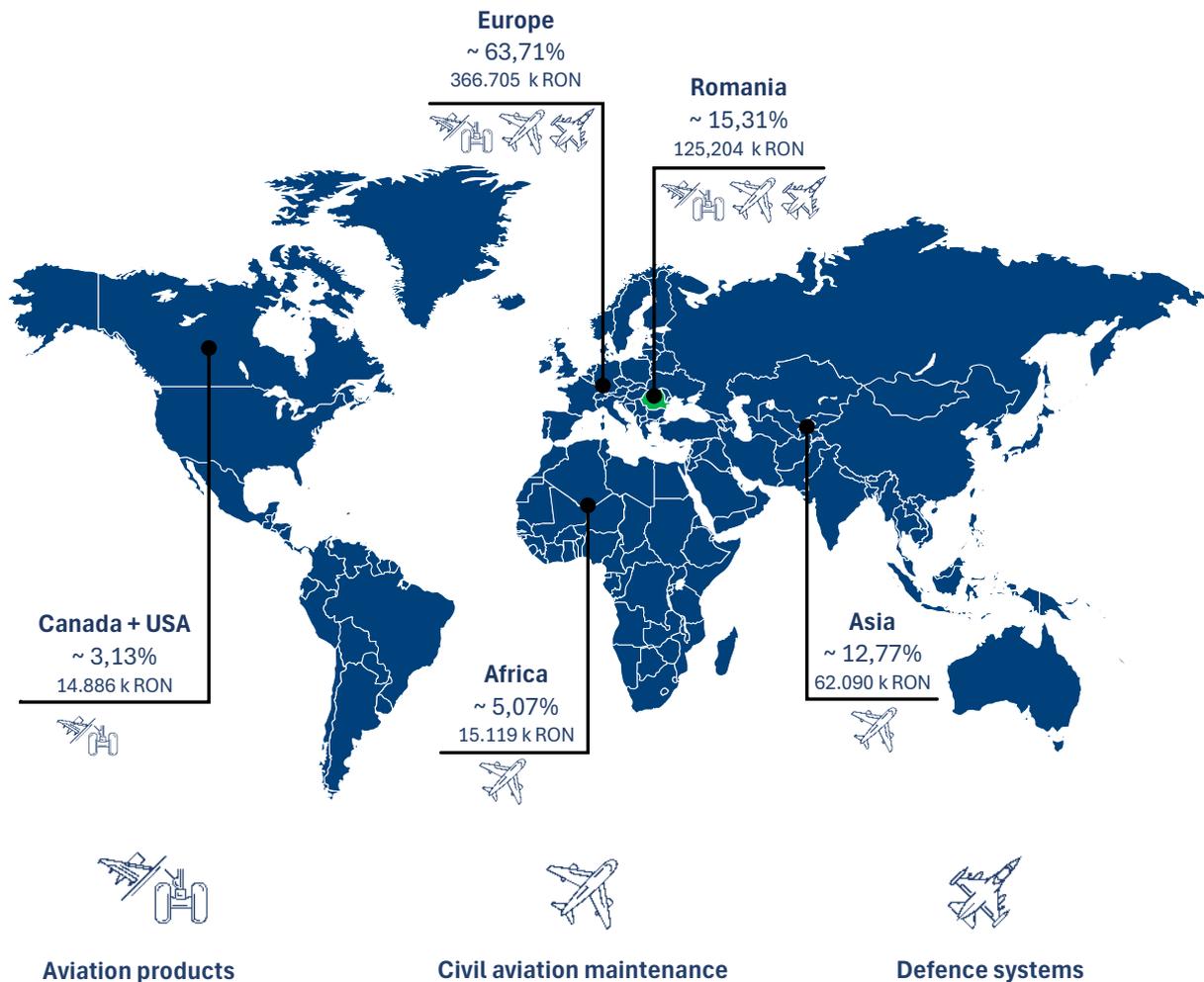
AEROSTAR serves as a Maintenance Centre for the F-16 aircraft of the Romanian Air Force. The Company has continuously developed the capabilities necessary to strengthen its position as a supplier, enhancing its expertise in the maintenance and modernisation of military aircraft, in ground-to-ground launch systems, and in radar communications systems, as part of command-and-control systems. AEROSTAR is an integral part of **the national defence industry**, in accordance with Law 232/2016, contributing to the strengthening of national security capabilities and to the sustainable development of this sector.

## AEROSTAR PRESENCE IN THE GLOBAL MARKET

AEROSTAR operates in the global market for products and services in the aerospace and defence industry as an independent company. AEROSTAR's customers are located in Europe, Asia, Africa, the USA and Canada.

In Canada and the USA, we supply aviation products, and in Asia and Africa we provide civil aviation maintenance services. In Europe we provide maintenance services for civil aviation, aviation products (landing gear systems, mechanical parts, assemblies and sub-assemblies), electronic equipment and ground support equipment.

In Romania we provide repair services for military aircraft and repair of electronic parts and components for military aircraft, upgrades, integrations and maintenance for military aviation systems, repair services for systems and launchers, and civil aviation products.



## AEROSTAR'S PROGRESS IN 2025

### BUSINESS CONTEXT 2025

In 2025, the aerospace industry operated in an environment characterized by high demand but also persistent operational tensions. Aircraft production and maintenance activities were influenced by supply chain disruptions, shortages of qualified personnel, financial volatility, and geopolitical pressures. Aircraft manufacturers have maintained record-level backlogs, generating not only high demand for suppliers but also significant delivery delays. These developments had direct implications for companies in the supply chain, which operated in a context marked by uncertainty, cost pressures, and increased requirements regarding sustainability and operational efficiency. Persistent inflation affected both manufacturers and suppliers.

At the macroeconomic level, inflation moderated compared to the peaks of previous years, yet remained above central bank targets in many developed economies, while interest rates remained relatively high compared to the pre-pandemic period. The average inflation rate in 2025 was 7,32%. The average EUR/RON exchange rate was 5,0415, and the average USD/RON exchange rate was 4,4705, influencing operational costs.

Despite persistent challenges, the global aerospace industry demonstrated an increased capacity to adapt, supported by steady demand and operational efficiency improvements. In 2025, Airbus did not fully achieve its delivery target, while Boeing showed an accelerated recovery towards the end of the year.

In the defence sector, ongoing geopolitical tensions maintained high demand for modernisation and procurement programmes, particularly for next-generation capabilities. In Romania, however, budgetary constraints generated by a high fiscal deficit exerted pressure on financial allocations, leading to more cautious implementation and, in some cases, the postponement of certain activities, making 2025 a more challenging year.

The company's activity in 2025 took place in a complex economic and geopolitical context, characterized by a combination of gradual stabilisation factors alongside persistent geopolitical risks, with direct impact on the company's operations.

### Manufacture of Aeronautical Products

#### Issues and Trends in 2025

- 1. Production rate increase:** Airbus and Boeing maintained plans to increase production rates for single-aisle aircraft (A320neo, 737 MAX) and twin-aisle aircraft (A350, 787), leading to higher demand for primary parts and requiring suppliers to invest in new capacities and automation;
- 2. Supply chains remained strained:** industry reports indicate delays at Tier 1 and Tier 2 suppliers (structures, engines, electronics), influenced by workforce shortages, limited availability of raw materials, and logistical constraints. These factors affected delivery predictability and generated additional cost pressures;
- 3. Sustainability and ESG requirements:** increased pressure to reduce the carbon footprint in production and to use composite materials and energy-efficient processes. Suppliers were required to accelerate investments in new technologies to meet these requirements

#### Implications in 2025:

- 1.** Smaller players were pressured by high costs and investment requirements, which affected their capital needs;

2. Delivery delays constrained airlines' ability to respond to demand, increasing pressure on existing fleets and on MRO services;
3. A geographical reorientation phenomenon emerged: part of the investments of major companies (assembly lines or production centres) in the aerospace industry moved and expanded into Asia and the Middle East, due to the faster growth in demand in these regions.

Aerostar continued to improve its customer portfolio and to produce components and sub-assemblies for Western partners, while also attracting new work packages. During the reporting period, Aerostar continued the process of diversifying its customer portfolio, maintaining collaborations with existing partners while also taking on new work packages, in line with market demand and available capacities.

## Civil Aircraft Maintenance (MRO)

Issues and trends identified in 2025

MRO demand was above pre-pandemic levels: market reports indicated robust growth in the MRO market, driven by intensive fleet utilisation and the postponement of the replacement of certain aircraft. Many MRO centres operated close to capacity, with longer waiting times and increasing costs due to the shortage of qualified technicians. The shortage of parts generated delays in major overhauls. At the same time, OEMs (Airbus, Boeing as well as engine manufacturers) expanded their MRO services and integrated packages, competing with independent providers. Regional MRO centres, particularly in Eastern Europe, can secure contracts mainly through competitive costs and proximity to hubs.

The most significant impacts in 2025

1. Due to delays in the delivery of new aircraft, many aircraft remained in service longer, thus increasing the volume of heavy checks and structural maintenance work;
2. In order to reduce risks in supply chains and aircraft downtime, airlines sought solutions closer to their bases, indicating a trend towards the regionalisation of MROs.

During the reporting period, Aerostar's MRO activities for civil aviation recorded an increase compared to the previous year, with the volume of work reflecting market demand and customer schedules, without changes in the structure of the services provided.

## Defence Systems

Issues and Trends Identified in 2025

The year 2025 was marked by geopolitical tensions (Eastern Europe, Middle East), leading to increased defence budgets, with multi-year contracts providing greater visibility than the civil segment and helping to mitigate cyclical volatility.

However, 2025 also brought the following challenges:

1. A shortage of spare parts for older aircraft (C-130, older F-16 blocks);
2. Pressure on maintenance capacities in Europe, especially for NATO fleets;
3. Rising costs and aircraft downtime;
4. Extension of the service life of existing platforms;
5. Delays in modernisation programs.

Major impacts in 2025:

1. **Supply chain reconfiguration:** security and industrial sovereignty requirements led to the relocation of certain capacities and a preference for "trusted" suppliers.
2. **Increased demand for military MRO:** fleets heavily used in high-security contexts generated large volumes of maintenance and modernization work, while the shortage of spare parts remained a critical issue.

## KEY FIGURES FOR 2025

Key Figures	31.12.2025	31.12.2024
Share capital (thousand RON)	48.729	48.729
Turnover (thousand RON)	620.434	584.004
Export sales (thousand RON)	525.160	458.805
Net profit (thousand RON)	98.037	95.725
Gross profit (before tax) (thousand RON)	108.518	104.809
Earnings per share (RON)	0,644	0,629

Social Indicators	31.12.2025	31.12.2024
Employee headcount	1.874	1.884
Total training hours	67.494	45.066
Scholarships awarded (thousand RON) (school year)	573.630	434.669
Number of scholarships awarded by AEROSTAR to students in dual education	389	273

Environmental Indicators	31.12.2025	31.12.2024
Energy consumption*	10.665.043 KWh- purchased + 2.418.155 KWh - produced	10.490.930 KWh - purchased + 2.395.678,5 KWh – produced
Scope 1 emissions*	0,0050 t CO <sub>2</sub> / RON	0,0053 t CO <sub>2</sub> / RON
Scope 2 emissions*	36,616 t CO <sub>2</sub>	12,027 t CO <sub>2</sub>
Waste recovery	76% of total produced	79% of total produced

\* reported relative to the turnover of the current year

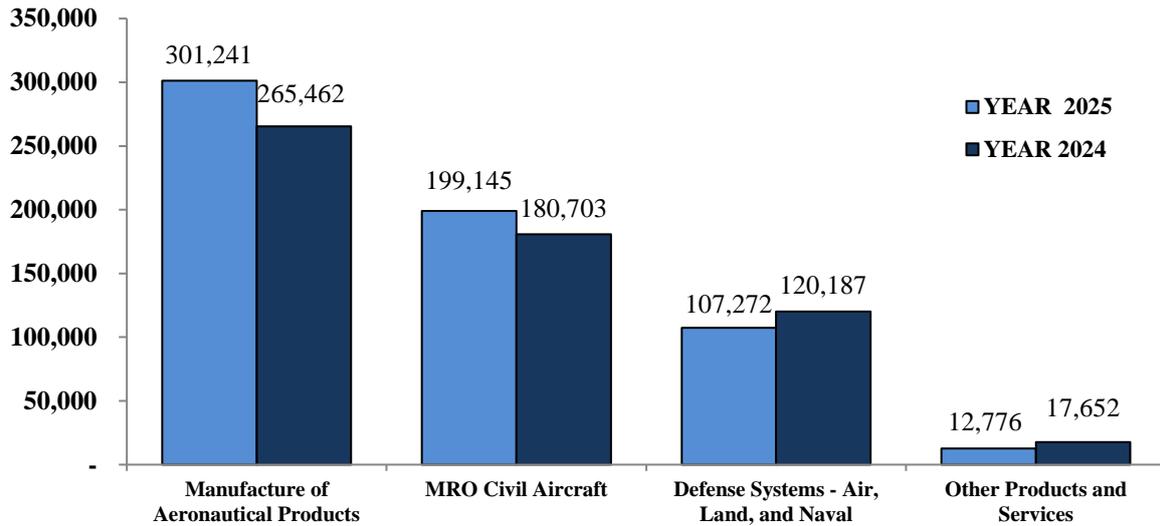
Sales by Business Lines	31.12.2025	31.12.2024
Manufacture of Aeronautical Products (thousand RON)	301.241	265.462
Civil Aircraft Maintenance (thousand RON)	199.145	180.703
Defence Systems (thousand RON)	107.272	120.187
Other Products and Services (thousand RON)	12.776	17.652

Sales by Markets (%)	31.12.2025	31.12.2024
Romania	15,31%	21,44%
Europe	63,71%	62,79%
Asia	12,77%	10,63%
Africa	5,07%	2,59%
Canada + USA	3,13%	2,55%

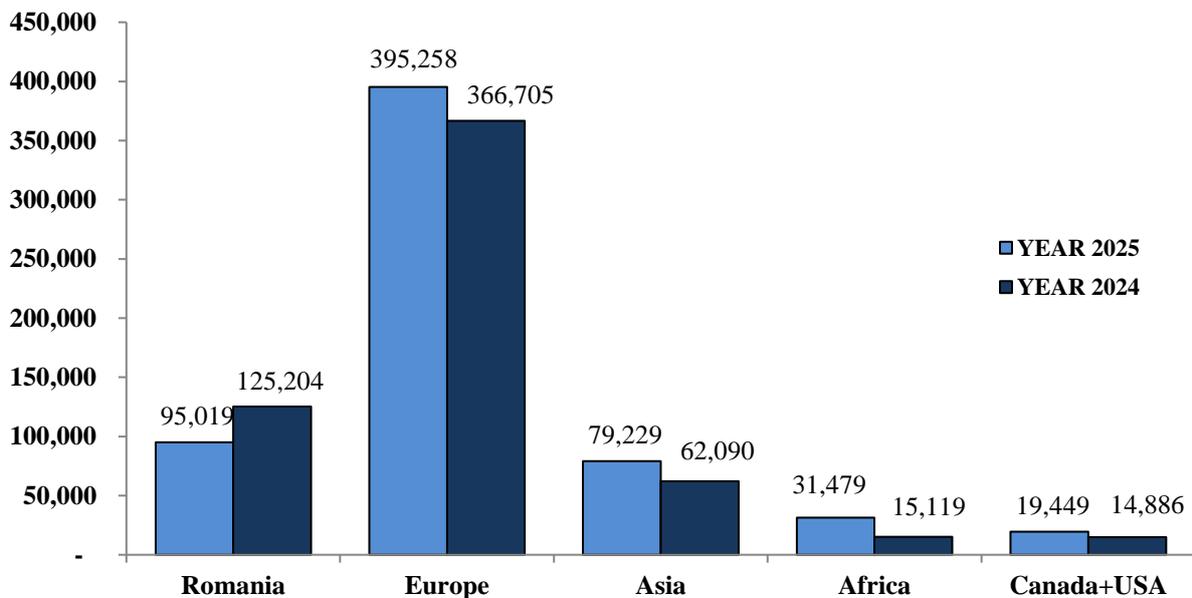
Economic Indicators	31.12.2025	31.12.2024
Investments (thousand RON)	13.983	26.625
Development Expenses (thousand RON)	11.251	21.850
Replacement Expenses (thousand RON)	2.732	4.780

## SALES OF THE COMPANY

From the turnover of 620.434 thousand RON achieved in 2025, the Company sold products and services worth 95.274 thousand RON **on the domestic market**, while sales **on external markets** reached the equivalent of 525.160 thousand RON. Compared with the previous year, the Company recorded a 6% increase in sales, driven by growth in the Manufacture of Aeronautical Products Manufacturing (+13%) and Civil Aircraft Maintenance (+10%), partially offset by a decrease in Defence Systems sales (-11%) and Other Products and Services (-28%).



In terms of the distribution of sales by market, an increase in sales on the external market can be observed compared with the previous year. Sales increased by +8% in Europe, by +28% in Asia, by +108% in Africa and by +31% in other regions. In Romania, a decrease of -24% was recorded.



In 2025 the turnover increased by 36.430 thousand RON (+6,24%) compared with the previous year, mainly driven by the core activity of manufacturing aerostructures and sub-assemblies, as well as by the production of landing gear and hydraulic systems.

## FINANCIAL PERFORMANCE

Financial performance	31.12.2025	31.12.2024
Operating revenue (thousand RON)	634.158	633.346
Operating expenses (thousand RON)	538.442	546.151
Operating profit (thousand RON)	95.716	87.195
Operating profit margin %	15,4%	14,9%
Total income (thousand RON)	658.511	658.273
Total expenses (thousand RON)	560.474	562.548
Net profit margin on total income %	14,9%	14,5%
Other comprehensive income (thousand RON)	28.381	4.631
Total comprehensive income for the year (thousand RON)	126.418	100.356

The turnover increased in 2025 by 36.430 thousand RON (+6,24%) compared to the previous year, mainly driven by the core activity of manufacturing aerostructures and sub-assemblies, as well as the production of landing gear and hydraulic systems.

Operating revenue rose slightly by 0,13%, supported by the increase in turnover, but offset by a decrease in revenue from changes in inventories of finished goods and work in progress (-78,5%), following the slower growth of the inventories of finished goods and work in progress throughout 2025. Operating expenses decreased by -1,41% compared to the previous year, mainly influenced by external services. Expenses for external services decreased by -28,2%, significantly impacted by the reduction in the value of equipment repairs performed by third parties, especially under the F-16 military programme. This effect was partially offset by the increase in employee benefits expenses

Operating profit rose by 8.521 thousand RON, representing a 15,4% margin on operating revenue. This margin was influenced by the evolution of operating expenses mentioned above. Net profit at the end of 2025 amounted to 98.037 thousand RON.

The positive impact of other comprehensive income was mainly due to the appreciation of equity instruments recognised through other comprehensive income. Total comprehensive income for the financial year rose by 26%, reflecting the effect of net profit and other comprehensive income.

## FINANCIAL POSITION

Financial position	31.12.2025	31.12.2024
Non-current assets (net) (thousand RON)	250.104	236.090
Current assets (thousand RON)	648.760	578.429
Share capital (thousand RON)	48.729	48.729
Equity (thousand RON)	710.205	620.334
Total liabilities (thousand RON)	113.360	109.077

At the end of 2025, the Company's assets reached 898.864 thousand RON, representing a 10% increase compared to the end of the previous year. This growth was mainly driven by a 12% increase in current assets, supported by higher cash and cash equivalents as well as an increase in receivables.

Total liabilities amounted to 113.360 thousand RON, marking a 4% increase compared to the previous year, primarily due to the rise in deferred income tax liabilities resulting from the appreciation of equity instruments recognised through other comprehensive income.

Equity increased by 89.871 thousand RON, as a result of the allocation of a portion of the 2024 financial year profit to the Company's reserves, as well as the fair value revaluation of equity instruments recognised in other comprehensive income. This increase was partially offset by the distribution of dividends from the 2024 financial year profit.

Economic indicators	31.12.2025	31.12.2024
<b>Net profit margin on total revenue</b>	14,9%	14,5%
<b>Cash and cash equivalents (thousand RON)</b>	313.352 thousand RON	260.403 thousand RON
<b>Net cash</b>	148.191 thousand RON	106.830 thousand RON
<b>Debt ratio</b>	0	0
<b>Current ratio</b>	8,56	7,41
<b>Receivables turnover – customers</b>	53 days	47 days
<b>Non-current assets turnover</b>	2,48	2,47

The net profit margin in 2025 was 14,9% compared to 14,5% in the previous year, influenced by the changes in inventories of finished goods and work in progress, resulting in a slight 0,13% increase in operating revenue despite a 6,24% increase in turnover compared to 2024.

The cash and cash equivalents indicator increased by 20,33% compared to the previous year. Working capital needs increased by 12%, reaching 312 million RON. The net cash indicator rose by 38,72% compared to the previous year. The debt ratio stands at 0. The Company finances its operations solely through equity.

The current ratio reached 8,56, an increase compared to the previous year. This improvement is due to the growth of current assets alongside a decrease in current liabilities relative to the previous year.

The trade receivables turnover (average collection period of trade receivables) was 53 days compared to 47 days in the previous year.

The fixed assets turnover was 2,48, showing a slight increase compared to the previous year.

Despite market challenges, the Company continued to maintain a strong performance level in its economic and financial indicators.

## KEY EVENTS OF 2025

During the period 1 January – 31 December 2025, the following main events took place:

### MARCH 2025

AEROSTAR completed the annual negotiations between the Management of AEROSTAR S.A. and the Employees' Committee. Within the Collective Labour Agreement for 2025–2026, the main employee benefit packages were adopted as follows:

- Salary increases of 9,9% in 2025;
- Granting of annual holiday vouchers;
- End-of-financial-year, end-of-production-year, and performance bonuses;
- Partial reimbursement of intercity travel expenses incurred by employees;
- Annual leave of between 20 and 28 working days depending on seniority

The provisions of the Collective Labour Agreement were applied starting with the salary rights for April 2025.

### APRIL 2025

#### AEROSTAR S.A. celebrated 72 Years of Continuous Activity on 17 April!

On 17 April, the first edition of “Investor Day” took place, attended by investors and analysts, the press, members of the Board of Directors, executive management, and a significant part of the operational management.

On 24 April, the **General Meeting of Shareholders** was held to approve the financial statements for 2024. During the Ordinary General Meeting, AEROSTAR shareholders approved the following:

- The Board of Directors' Report and the financial statements for 2024;
- The auditor's report on the audit of the financial statements;
- Discharge from liability of the members of the Board of Directors and executive management;
- Allocation of the net profit for the 2024 financial year, amounting to 95.724.563,92 RON, as follows:

<b>Allocation to the legal reserve of retained earnings</b>	<b>18.730.570,38 RON;</b>
Allocation to other reserves	40.447.405,54 RON
Distribution as dividends	36.546.588,00 RON

- Gross dividend per share 0, 24 RON;
- Payment date for dividends related to the 2024 financial year: **5 June 2025**.

### MAY 2025

Aerostar celebrated a quarter of a century of collaboration with Safran Landing Systems, a partnership built on shared commitment, product quality and safety, and on-time delivery.

### SEPTEMBER 2025

Aerostar marked five years of operation at the Iași hangar, consolidating its position as a strategic maintenance centre for regional civil aviation.

AEROSTAR obtained certification according to the SR EN ISO/IEC 27001:2023 standard, confirming the implementation of the Information Security Management System (SMSI).

## DECEMBER 2025

The company acquired the remaining shares, becoming the sole shareholder of FOAR, with a 100% stake in the share capital.

### o Events subsequent to the reporting date

No events subsequent to the reporting date were recorded.

## CONSORTIA AND AFFILIATIONS

AEROSTAR is part of several consortia, professional associations and institutional dialogue structures, as follows:

REACH Consortia with applications in aviation and defence
Regional Consortium for Dual Education and Sustainable Development Bacău
“Education Cluster for Sustainable Development” Association (C-EDD), Bacău
Social Dialogue Commission within the Prefect’s Institution of Bacău County
Local Committee for the Development of the Social Partnership (CLDSP), Bacău
Local Committee for the Development of the Social Partnership (CLDSP), Iași
Regional Committee for the Development of the Social Partnership (CRDPS)
County Employers’ Association of Small and Medium Enterprises – Rom. Abbreviations IMM (PJIMM), Bacău
Association of Aeronautical Companies in Romania (OPIAR)
RO-NANDTB – The Romanian Aerospace Association for Non-Destructive Testing, of which AEROSTAR is a founding member

## ACTIVITIES CARRIED OUT BY OUR COMPANY FOR THE BENEFIT OF COMMUNITIES IN 2025

Within the Company operates the Centre for the Assessment of Professional Competences Acquired through Non-formal Learning, authorised in accordance with the applicable legal provisions. Any applicant from the community who completes the assessment process at the Aerostar centre obtains a certificate of competences recognised by the Ministry of Education and Research as a qualification certificate.

In addition, we are authorised to organise qualification courses in three occupations specific to the aviation industry. Any person from the community may participate in the qualification courses organised by Aerostar, and upon completion receives a qualification certificate recognised by the Ministry of Education and Research.

Other actions carried out by the Company for the benefit of communities included:

- Sponsorship of the seventh edition of the regional competition on economic topics “Ion Ionescu de la Brad”, organised by “Vasile Alecsandri” University of Bacău;
- Sponsorship of “Vasile Alecsandri” University of Bacău to support its participation in the national student conference and competition ZEM 2025 – Mechatronics Education Days;
- Sponsorship of “Vasile Alecsandri” University of Bacău for the organisation of the international conference OPROTEH (Constructive and Technological Design Optimisation in the Machine Building Field), 20th edition;

- Concluding and maintaining partnership agreements with five technical universities in Romania: Bucharest, Iași, Brașov, Suceava and Bacău, as well as with five technological high schools or technical colleges in Bacău and Iași, allowing their students and pupils to undertake internships within our Company and to have priority for employment within the Company upon completion of their studies;
- Providing the opportunity for students from all five universities to address topics proposed by our Company for their bachelor's or master's thesis examinations, for which we support the research and preparation of the respective papers.

## PRODUCT QUALITY AND CONTINUOUS DEVELOPMENT

We focus on our customers and end-users through the quality of the products and services provided and through on-time delivery, combining these efforts with continuous development in order to ensure that we meet the expectations of both customers and all stakeholders.

### SYSTEM CERTIFICATIONS

The management system implemented within AEROSTAR is certified as follows:

- Quality management, in accordance with the requirements of the standards EN 9100/AS 9100, SR EN ISO/EN ISO 9001, and the NATO quality assurance publications AQAP 2110 and AQAP 2210;
- Environmental management, in accordance with the requirements of SR EN ISO/EN ISO 14001;
- Information security management, in accordance with the requirements of SR EN ISO/IEC/EN ISO/IEC 27001;
- Occupational health and safety management, in accordance with the requirements of SR EN ISO/EN ISO 45001.

### AUTHORISATION

**1. AEROSTAR** holds an authorisation certificate (issued by the Romanian Civil Aeronautical Authority – AACR) as a production organisation complying with the requirements of Regulation (EU) – Part 21, Section A, Subpart G, being authorised to manufacture products, parts and appliances within the scope of approval.

**2. AEROSTAR** holds an authorisation certificate (issued by the Romanian Civil Aeronautical Authority – AACR) as a maintenance organisation complying with the requirements of Regulation (EU) – Part 145, Section A, authorised to maintain the products, parts and appliances specified in the scope of approval. In addition, AEROSTAR, as a maintenance organisation, is authorised by the civil aeronautical authorities of the United Kingdom, Turkey, Morocco, the United States and Bermuda.

**3. AEROSTAR** is authorised by the European Aviation Safety Agency (EASA) as a design organisation in accordance with the requirements of Regulation (EU) – Part 21, Section A, Subpart J.

**4. AEROSTAR** holds a Military Design Organisation Approval Certificate, granting the right to perform design activities under the provisions of RMAR 21, Section A, Part J, within the scope of approval.

**5. AEROSTAR** holds a Military Maintenance Organisation Approval Certificate (issued by the National Military Aeronautical Authority – AAMN) as a maintenance organisation complying with the requirements of RMAR 145, authorised to maintain the products, parts and appliances specified in the scope of approval.

Since 2023, the scope of approval has been extended to include maintenance activities for Black Hawk S-70 helicopters.

**6. AEROSTAR** is authorised by the National Military Aeronautical Authority (AAMN) as a training organisation for military aircraft maintenance personnel, in accordance with RMAR 147, Section A, being authorised to provide training, conduct examinations within the approved scope and issue certificates of recognition to graduates.



**7. AEROSTAR** holds an authorisation certificate granted by the Romanian Civil Aeronautical Authority (AACR) for specialised testing in the field of civil aeronautics.

**8. AEROSTAR** holds an authorisation granted by the Romanian National Aerospace Association for Non-Destructive Testing (RO-NANDTB) for the NDT Personnel Training and Examination Centre in the aeronautical field, covering the non-destructive testing methods with penetrating radiation, ultrasonic testing, eddy current testing, liquid penetrant testing, magnetic particle testing and infrared radiation, as defined within the scope of approval.

### **ACCREDITATIONS**

AEROSTAR holds accreditation certificates issued by the NADCAP Management Council (National Aerospace and Defence Contractors Accreditation Program) for special processes: heat treatment, shot peening, welding, chemical processes, and non-destructive testing conducted within the company.

AEROSTAR holds an accreditation certificate issued by the Romanian Accreditation Association (RENAR).



### ROLE OF THE ADMINISTRATIVE, MANAGEMENT AND SUPERVISORY BODIES

#### GOV -1

Acting responsibly while pursuing sustainable development characterises the activity of our company, so that the sustainability information presented in this report reflects the company’s commitment, values, and objectives, established both to ensure long-term economic success and orientation towards a safer future, and to maintain a balance between shareholders’ expectations, the needs and concerns of employees, members of our community, as well as all other stakeholders.

Our sustainability objectives, correlated with the business environment and global developments, are embedded in the company’s overall strategy. The principles guiding our activity are: meeting customer requirements, ensuring full safety for the users of our products and services, continuous improvement, and enhancing environmental performance. Responsibility for sustainable development and the desire to align with the practices of our business partners lead us to consistently apply best practices in the field and to provide transparent information, explanations, and data across these financial and non-financial categories.

Aerostar’s corporate governance structures are organised on four levels:

- Shareholders – The General Meeting of Shareholders
- Board of Directors
- Audit Committee
- Executive Management

#### GENERAL MEETING OF SHAREHOLDERS

The General Meeting of Shareholders, the company’s supreme governing body, is convened whenever necessary, in accordance with applicable laws and the provisions of the Constitutive Deed. The procedure for organising and conducting the general meetings of shareholders – published on the website [www.aerostar.ro](http://www.aerostar.ro), under the “Investor Relations” section – ensures equal treatment and the full and fair exercise of the rights of all shareholders.

Aerostar complies with the applicable legislation and undertakes all necessary steps to facilitate shareholders’ participation in the General Meetings and the full exercise of their rights. Shareholders may choose to attend and vote in person at the General Meeting, or to exercise their voting rights by proxy or by correspondence.

The company provides shareholders with all relevant information regarding the General Meetings of Shareholders and the resolutions adopted, both through regulated communication channels (national newspapers, reports to the ASF and BVB) and through publication in the “Investor Relations” section, easily identifiable and accessible on the company’s website.

The General Meetings of Shareholders are conducted in full compliance with the provisions of Law 31/1990 on companies, Law 24/2017 on issuers of financial instruments and market operations, regulations issued by the Financial Supervisory Authority, and any other applicable legal provisions. In 2025, as in previous years, when distributing the profit, the company equally considered both the distribution of dividends to shareholders and the allocation of resources for its long-term development.

## BOARD OF DIRECTORS

The company is managed under a unitary system, with the delegation of executive management. The Board of Directors determines the strategic direction of the company and ensures its implementation, while also being responsible for ensuring compliance with all applicable legal provisions, internal regulations, as well as for the proper management and control of risks. Furthermore, the Board of Directors is responsible for the accounting and financial management system, the budget of revenues and expenses, and adopts the financial plan for the current year.

In accordance with the company's Constitutive Deed, the Board of Directors meets at the company's head office whenever necessary, but at least once every three months. The Board acts in accordance with the Internal Regulation of the Board of Directors, and the agenda of the meetings and all its activities comply with legal provisions and the Constitutive Deed regarding the role and obligations of the Board.

The current Board of Directors, elected by secret ballot on 4 July 2024, for a 4-year mandate starting from 11.07.2024, comprises five members:

The Board of Directors comprises five members					
NAME	POSITION	EXPERIENCE	APPOINTMENT DATE	MANDATE EXPIRY DATE	POLITICAL AFFILIATION
FILIP GRIGORE	President	Aerospace Engineer	11.07.2024	10.07.2028	None
DAMASCHIN DORU	Vice-president	Economist	11.07.2024	10.07.2028	None
FILIP ALEXANDRU	Member	Aerospace Engineer	11.07.2024	10.07.2028	None
TONCEA RADU-TUDOR	Member	Aerospace Engineer	11.07.2024	10.07.2028	None
DOROȘ LIVIU-CLAUDIU	Member	Economist	11.07.2024	10.07.2028	None

During 2025, two members of the Board of Directors also held executive positions within the company, while the remaining three were non-executive members.

The Board of Directors is responsible for determining major operations and development directions of the company, including sustainability matters. It oversees the preparation and approves the company strategy, ensuring that it integrates sustainability considerations, including social and environmental matters, as well as climate-related risks and opportunities.

The Board pays particular attention to adherence to corporate governance principles to ensure:

- the company's performance under conditions of sustainable development;
- the accuracy and transparency of the company's decision-making process;
- ensuring the rights and equitable treatment of shareholders through the protection and enforcement of their prerogatives;
- transparency and access to information by periodically publishing relevant financial and operational data.

The "Statement of Purpose and Vision of the Board of Directors", an integral part of the Aerostar S.A. Business Strategy for 2025–2029, explains that the Board's purpose is to ensure the long-term success and sustainability of Aerostar, in the interest of the company and its shareholders, while also considering the interests of all stakeholders: employees, customers, suppliers, and the community. In line with this objective, the Board of Directors approves the Sustainability Report, delegates the achievement of

sustainability objectives and targets to the executive management, and closely monitors the performance of these activities.

## AUDIT COMMITTEE

The Audit Committee, established on 4 July 2024, pursuant to the provisions of the *Corporate Governance Code* in conjunction with Law no. 162/2017, consists of two members appointed by the General Meeting of Shareholders, as follows:

Audit Committee	
NAME	EXPERIENCE
BOTEZ DANIEL	Financial Auditor, Chartered Accountant, Tax Consultant, PhD in Accounting, University Professor
RADU FLORIN	Chartered Accountant, PhD in Accounting, University Lecturer

The responsibilities of the Audit Committee are stipulated in its own Rules of Procedure, approved by the Board of Directors, supplemented by the provisions of Law no. 162/2017 and EU Regulation no. 537/2014. The Audit Committee's Rules of Procedure are published on the company's website, in the *Investors Relations* section.

Since 2018, Aerostar has operated an Audit Committee in accordance with Law no. 162/2017 regarding statutory audit of the annual and consolidated financial statements. The Audit Committee meets periodically, at least four times per year, and exceptionally when necessary.

## EXECUTIVE MANAGEMENT

As of 11 July 2024, the company's executive management is ensured by two natural persons holding the positions of Chief Executive Officer and Financial Director, appointed by the Board of Directors in accordance with its responsibilities, as follows:

Executive Management		
NAME	POSITION	POLITICAL AFFILIATION
FILIP ALEXANDRU	Chief Executive Officer	None
DAMASCHIN DORU	Financial – Accounting Director	None

In 2025, the direct participation of executive management in the company's share capital remained below 1%.

With regard to the organisational structure and management system of Aerostar S.A., executive management is supported by an operational management structure that oversees activities based on management centres from the manufacturing area and cost centres in the functional activity domain.

## OPERATIONAL MANAGEMENT

Operational management is ensured by the division and directorate managers as follows:

Operational Management comprises nine members		
NAME	POSITION	POLITICAL AFFILIATION
ROGOZ VASILE LAURENȚIU	Director, Quality Directorate	None
VÎRNĂ DANIEL	Director, Legal and Human Resources Directorate	None
CRISTEA ANDRA	Director, Logistics Division	None
BUHAI OVIDIU	Director, Defence Systems Division	None
IOSIPESCU ȘERBAN	Director, Aeronautical Products Division	None
VELEȘCU IOAN-DAN	Director, Civil Aviation MRO Division	None
BRANCHE CĂTĂLIN BOGDAN	Director, Utilities and Infrastructure Division	None

The divisions are structured to carry out operational activities related to the technical and manufacturing function, as well as the commercial function, while the directorates are organised to perform functional activities related to the financial-accounting domain, quality (development) domain, and human resources domain.

### INFORMATION PROVIDED TO THE COMPANY'S ADMINISTRATIVE, MANAGEMENT AND SUPERVISORY BODIES AND THE SUSTAINABILITY MATTERS ADDRESSED BY THEM GOV-2

The Board of Directors maintains constant contact with the executive management and operational management, so that it is up to date with all relevant company data. Furthermore, due to the fact that two of the Board members hold positions in the executive management, the administration has unrestricted and direct access to company information.

Starting in March 2025, a new position was established, namely "risk management officer," in accordance with the provisions of the Bucharest Stock Exchange Corporate Governance Code. This officer ensures direct communication and functional reporting to the Board of Directors and the Audit Committee and is responsible for the accurate, complete, and timely identification of risks, ensuring that appropriate and feasible risk control measures are in place and monitoring risk management procedures, including those related to sustainability matters.

Accordingly, the Board of Directors receives periodic reports covering financial and operational matters, as well as health, safety, and workplace security, human resources, procurement, development and investment, community relations, and philanthropic activities.

In this way, when overseeing compliance with the company's strategy, the Board considers impacts, risks, and opportunities, and can make direct and informed decisions regarding major transactions and its risk management processes.

## **INTEGRATION OF SUSTAINABILITY PERFORMANCE INTO INCENTIVE SYSTEMS**

### **GOV-3**

The remuneration policy of Aerostar's management structure, which governs the remuneration of the company's Directors and executive officers, approved at the Ordinary General Meeting of Shareholders (OGMS) for the period 24.04.2025–23.04.2029, is based on the following key principles:

- (a) To contribute to the successful implementation of Aerostar S.A.'s strategy in the short, medium, and long term;
- (b) To ensure the appropriate involvement of shareholders in establishing the remuneration policy and monitoring its implementation;
- (c) To contribute to promoting the mission and values of Aerostar S.A.;
- (d) To prevent situations of conflict of interest;
- (e) To provide the necessary and flexible tools to remunerate Directors appropriately for their responsibilities, competencies, and performance;
- (f) To ensure compliance with applicable legal requirements.

The remuneration policy is published on Aerostar S.A.'s website ([www.aerostar.ro](http://www.aerostar.ro)) and remains publicly available throughout its period of applicability.

In accordance with this policy, for activities carried out within the Board of Directors, each Director is entitled to a fixed monthly remuneration, the net amount of which is approved by the AGOA upon appointment and subsequently, annually, alongside the approval of the income and expenditure budget.

Furthermore, the effective net fixed monthly remuneration allocated to each of the Chief Executive Officer and Financial Director is determined by the Board of Directors, respecting the maximum cap approved by the AGOA, which is limited to ten times the net fixed monthly remuneration of the Board members.

Therefore, the remuneration for persons in Aerostar's management structure is linked to their entire scope of duties and responsibilities, with no incentive systems or remuneration policies specifically related to sustainability matters.

## **RISK MANAGEMENT AND INTERNAL CONTROLS RELATED TO SUSTAINABILITY REPORTING**

### **GOV-5**

Our company has adopted a risk management policy that takes into account the strategy, nature, and complexity of processes and activities, establishing a framework in which risks are identified, assessed, and addressed in order to make decisions based on the level of risk.

At Aerostar, an Integrated Management System is documented, implemented, maintained, and continuously improved, based on risk management in the areas of quality, environment, aviation safety, information security, as well as financial risks. The general methodology for risk management is documented in an internal procedure. The overall objectives regarding risk management are:

- To ensure a coherent framework for risk management;
- To improve decision-making by taking risks into account;
- To increase the stakeholders' confidence in the organisation.

The risks presented in the chapter "*Managing Impacts, Risks and Opportunities*", detailed at the level of each thematic sustainability standard, are the result of a double materiality analysis in accordance with ESRs/CSDR standards.

Aerostar’s internal control system includes the following components:

- Management control
- Budgetary control
- Controlling
- Internal audit

## **MANAGEMENT CONTROL**

At Aerostar, there is a department responsible for management control tasks. It carries out management controls within the company and ensures the inventory of all assets, liabilities, and equity recorded by the company, checks the legality and accuracy of the recording of incoming and outgoing transactions, and verifies the use of values, as well as checking how values are stored, establishing and adjusting any differences identified.

In 2025, as in previous periods, the inventory activities were carried out in compliance with legal provisions and the company’s internal regulations. The results of the inventories were recorded in the company’s accounting records. No significant differences were identified compared with the accounting records.

## **BUDGET CONTROL**

Within the company, budgets are defined based on activity programmes corresponding to the enterprise functions. From a budgeting perspective, the company is organised into:

- profit centres;
- cost centres.

A "budget officer" is designated for each organisational structure to perform budget control. Budget control ensures:

- that each budgeted indicator remains within the forecast values;
- that any corrective actions are substantiated

Through periodic management reports, both profit centres and cost centres report quarterly to the executive management on the fulfilment of budgetary provisions, as well as on the necessity, opportunity, efficiency, effectiveness, and legality of the expenses incurred by the company.

## **CONTROLLING**

In AEROSTAR, the controlling concept has been implemented and is continuously developed, both as a tool for monitoring and regulating the processes that ensure alignment with the company’s mission and strategic objectives, and as an advanced stage of budget control.

Controlling activities are carried out by a compartment subordinated to the Chief Executive Officer, which ensures the monitoring and control of management processes with the aim of continuously improving management performance and the effectiveness of the activities carried out.

## **INTERNAL AUDIT**

Internal audit activities within Aerostar are organised in accordance with the law, within a distinct compartment of the organisational structure, staffed with personnel registered with the Chamber of Financial Auditors of Romania. In 2025, a new Internal Audit Charter for Aerostar was approved by the Board of Directors and the function of “Internal Audit Coordinator” was established, responsible for ensuring the compliance of the internal audit function with the Global Internal Audit Standards.

The Internal Audit compartment reports directly to the Board of Directors and represents an independent and objective assurance and advisory activity designed to evaluate and improve the company's operations. The Internal Audit compartment periodically presents internal audit reports at the meetings of the Board of Directors and to the Audit Committee.

The internal audit activity is carried out based on the Annual Activity Programme approved by the Board of Directors. The internal audit engagements conducted in 2025 confirmed the positive impact of internal audit on Aerostar's operations.



## Comply or Explain Declaration

Section	Principle	Provision No.	Provision (detailed)	Yes	Partial	No	Explanation (text and URL link if the document is on the website)
<b>A: ORGANELE DE CONDUCERE</b>							
A: MANAGEMENT BODIES	A.1. The board shall ensure the long-term success and sustainability of the company, in the interests of the company and its shareholders, and with due regard to the interests of other stakeholders. The board shall clearly define and fully disclose its role and responsibilities.	A.1., 1	The board shall have rules of procedure that formalize and clearly specify its role and responsibilities. The constitutive deed, the board's rules of procedure, and other internal regulations shall clearly delineate the roles and powers of the board, AGA (the General Meeting of Shareholders), and the executive management.	x			
A: MANAGEMENT BODIES	A.1. The board shall ensure the long-term success and sustainability of the company, in the interests of the company and its shareholders, and with due regard to the interests of other stakeholders. The board shall clearly define and fully disclose its role and responsibilities.	A.1., 2	The Board's internal regulations shall include, among other things, the Board's powers and the fiduciary responsibilities of Board members to act with full knowledge of the facts, in good faith, with due diligence and care, and in the interests of the Company and its shareholders, and with due regard to the interests of other stakeholders, in accordance with legal requirements.	x			
A: MANAGEMENT BODIES	A.1. The board shall ensure the long-term success and sustainability of the company, in the interests of the company and its shareholders, and with due regard to the interests of other stakeholders. The board shall clearly define and fully disclose its role and responsibilities.	A.1., 3	To support the long-term viability and success of the Company, the Board shall: <ul style="list-style-type: none"> <li>Oversee the development of and approve the Company's strategy, ensuring that it integrates sustainability aspects, including social and environmental (E&amp;S) considerations, as well as climate-related risks and opportunities;</li> <li>Appoint and dismiss the Chief Executive Officer and other members of executive management to whom executive management responsibilities have been delegated (referred to as "executive management"), and ensure succession planning for them;</li> <li>Oversee the performance of executive management, their role in addressing material sustainability risks and opportunities, and align executive management remuneration with the long-term interests and sustainability of the Company, in accordance with the Company's remuneration policy;</li> <li>Ensure that a robust framework for internal control and risk management is in place;</li> <li>Ensure that the Company has procedures enabling effective communication with the shareholders and other stakeholders.</li> </ul>	x			
A: MANAGEMENT BODIES	A.1. The board shall ensure the long-term success and sustainability of the company, in the interests of the company and its shareholders, and with due regard to the interests of other stakeholders. The board shall clearly define and fully disclose its role and responsibilities.	A.1., 4	The term of office of Board members and executive management shall be clearly defined and, as far as possible, promote stability and predictability.	x			

Section	Principle	Provision No.	Provision (detailed)	Yes	Partial	No	Explanation (text and URL link if the document is on the website)
<b>A: MANAGEMENT BODIES</b>							
A: MANAGEMENT BODIES	A.2. The Board shall have an appropriate balance of skills, experience, gender diversity, knowledge, and independence to carry out its duties and responsibilities effectively.	A.2., 1	The Board shall have at least five members.	<b>X</b>			
A: MANAGEMENT BODIES	A.2. The Board shall have an appropriate balance of skills, experience, gender diversity, knowledge, and independence to carry out its duties and responsibilities effectively.	A.2., 2	The Board shall have a policy on Board and executive management diversity and ensure that diversity in terms of gender, age, experience, and skills is incorporated into the Nomination Policy.	<b>X</b>			
A: MANAGEMENT BODIES	A.2. The Board shall have an appropriate balance of skills, experience, gender diversity, knowledge, and independence to carry out its duties and responsibilities effectively.	A.2., 3	The Board shall develop a Board profile specifying the desired characteristics and attributes of its members, including factors such as independence, diversity, integrity, specific skills and experience, industry knowledge, and the capacity and willingness to dedicate adequate time and effort to Board responsibilities, in the context of the needs of the Board and its committees and their exercise of the Board's strategic and oversight role. The Board profile may form part of the Nomination Policy.	<b>X</b>			
A: MANAGEMENT BODIES	A.2. The Board shall have an appropriate balance of skills, experience, gender diversity, knowledge, and independence to carry out its duties and responsibilities effectively.	A.2., 4	The majority of Board members shall be non-executive. At least one-third of the Board members shall be independent. Each independent Board member shall submit a declaration of independence upon nomination for election or re-election, as well as whenever there is any change in their status, in accordance with the independence criteria set out in legislation and in Annex A to the Code.		<b>X</b>		The requirement for a majority of non-executive members is met. None of the current Board members elected by the General Meeting of Shareholders are independent.
A: MANAGEMENT BODIES	A.2. The Board shall have an appropriate balance of skills, experience, gender diversity, knowledge, and independence to carry out its duties and responsibilities effectively.	A.2., 5	The Nomination and Remuneration Committee (or the entire Board where no Nomination and Remuneration Committee exists) shall assess whether Board members can be considered independent based on the factors taken into account, examining whether any business or other personal relationships may materially affect the independence and objectivity of the Board member and their ability to act in the interests of the Company, its shareholders, and stakeholders.	<b>X</b>			

Section	Principle	Provision No.	Provision (detailed)	Yes	Partial	No	Explanation (text and URL link if the document is on the website)
<b>A: MANAGEMENT BODIES</b>							
A: MANAGEMENT BODIES	A.2. The Board shall have an appropriate balance of skills, experience, gender diversity, knowledge, and independence to carry out its duties and responsibilities effectively.	A.2., 6	It is recommended that the positions of Chair of the Board and Chief Executive Officer be held by different individuals.	<b>X</b>			
A: MANAGEMENT BODIES	A.2. The Board shall have an appropriate balance of skills, experience, gender diversity, knowledge, and independence to carry out its duties and responsibilities effectively.	A.2., 7	If the positions of Chair of the Board and Chief Executive Officer are held by the same individual, it is recommended that the Company appoint an independent Vice-President.				<b>Not applicable</b>
A: MANAGEMENT BODIES	A.3. The Board shall make sure that a formal, rigorous, and transparent procedure is established for the appointment of new Board members.	A.3., 1	The Company shall develop and publish a Board Nomination Policy, which shall define the processes and procedures for nominating, electing, or replacing a Board member. The Nomination Policy, approved by the competent management body, shall describe how the Company receives and evaluates nominations from shareholders (including minority shareholders) or from Board members, including with regard to the Board profile, independence, and diversity.	<b>X</b>			
A: MANAGEMENT BODIES	A.3. The Board shall make sure that a formal, rigorous, and transparent procedure is established for the appointment of new Board members.	A.3., 2	The Board, through the Nomination and Remuneration Committee, where established, shall monitor the nomination process for candidates for the position of Board member.	<b>X</b>			
A: MANAGEMENT BODIES	A.3. The Board shall make sure that a formal, rigorous, and transparent procedure is established for the appointment of new Board members.	A.3., 3	The Company shall inform the shareholders of the experience and CV of the candidates for the position of Board member, as required for them to make an informed decision regarding the appointment or renewal of the mandate of Board members, including the following: <ul style="list-style-type: none"> <li>• the professional commitments and engagements of the candidates, including executive and non-executive positions held in companies, public authorities, non-profit organisations and other organisations;</li> <li>• any existing or potential conflicts of interest, including whether they have business, family or other relationships that could affect their performance as Board members;</li> <li>• which shareholder or Board member has proposed each candidate for the position of Board member.</li> </ul>	<b>X</b>			

Section	Principle	Provision No.	Provision (detailed)	Yes	Partial	No	Explanation (text and URL link if the document is on the website)
<b>A: MANAGEMENT BODIES</b>							
<b>A: MANAGEMENT BODIES</b>	<b>A.4. The Board shall establish committees to assist it in fulfilling its key responsibilities, in addressing strategic challenges, and in managing sensitive matters with a high potential for conflicts of interest.</b>	<b>A.4., 1</b>	The Board shall establish an Audit Committee to enhance its oversight of financial reporting, the internal control framework, internal and external audit processes, and compliance with applicable laws and regulations. Where not legally required or where a dedicated risk management committee has not already been established, the Audit Committee shall also include responsibilities for monitoring the effectiveness of the risk management framework.	<b>X</b>			
<b>A: MANAGEMENT BODIES</b>	<b>A.4. The Board shall establish committees to assist it in fulfilling its key responsibilities, in addressing strategic challenges, and in managing sensitive matters with a high potential for conflicts of interest.</b>	<b>A.4., 2</b>	It is recommended that the Audit Committee be composed solely of non-executive Board members. It is also recommended that the majority of the Committee members be independent, including the President of the Committee. The Audit Committee must collectively possess relevant expertise in the area in which the Company operates. The Committee and its members shall comply with all applicable national and the European legislation.		<b>X</b>		An Audit Committee has been established in accordance with the applicable legal provisions, composed of external and independent members. They comply with all applicable legal regulations, both national and European.
<b>A: MANAGEMENT BODIES</b>	<b>A.4. The Board shall establish committees to assist it in fulfilling its key responsibilities, in addressing strategic challenges, and in managing sensitive matters with a high potential for conflicts of interest.</b>	<b>A.4., 3</b>	The Boards of companies listed in the Premium Category shall establish a Nomination and Remuneration Committee composed of non-executive Board members. It is recommended that the majority of the Committee members be independent, including the President of the Committee. The Board may also establish separate Nomination and Remuneration Committees, where the Board's composition allows and where this is justified, taking into account the size and complexity of the business and the Company's governance structures.				<b>Not applicable</b>

Section	Principle	Provision No.	Provision (detailed)	Yes	Partial	No	Explanation (text and URL link if the document is on the website)
<b>A: MANAGEMENT BODIES</b>							
A: MANAGEMENT BODIES	A.4. The Board shall establish committees to assist it in fulfilling its key responsibilities, in addressing strategic challenges, and in managing sensitive matters with a high potential for conflicts of interest.	A.4., 4	<p>In addition to its specific responsibilities, as set out in this Code, the Nomination and Remuneration Committee shall:</p> <p>i. Review and recommend to the Board the size and composition of the Board and oversee the creation and ongoing review of the Board profile;</p> <p>ii. Identify qualified individuals to become members of the Board and executive management, if requested; evaluate candidates for executive management positions; evaluate candidates proposed by shareholders or Board members for Board membership and report accordingly to AGA (the General Meeting of Shareholders);</p> <p>iii. Make recommendations to the Board regarding appointments to committees (other than the Nomination and Remuneration Committee);</p> <p>iv. Coordinate an annual evaluation of the Board, Board members, and committees in accordance with the provisions of Principle A.5.;</p> <p>v. Assist the Board in fulfilling its responsibilities relating to the Company's remuneration policy;</p> <p>vi. Assist the Board in developing succession plans for executive management, including emergency succession plans and the recruitment process for the Chief Executive Officer, as applicable;</p> <p>vii. Oversee the administration of the Company's compensation and benefits plans.</p>			<b>X</b>	To date, no Nomination and Remuneration Committee has been established; however, all specific responsibilities are exercised at the level of the Board of Directors in accordance with the Nomination and Evaluation Policy.
A: MANAGEMENT BODIES	A.4. The Board shall establish committees to assist it in fulfilling its key responsibilities, in addressing strategic challenges, and in managing sensitive matters with a high potential for conflicts of interest.	A.4., 5	The roles and responsibilities of the Board's committees shall be defined in separate internal regulations (rules of procedure) and published on the Company's website. Where the Company chooses not to establish any Board committees that are not legally required, the corresponding tasks and responsibilities shall be carried out by the Board and shall be appropriately reflected in the Board's internal regulations.			<b>X</b>	
A: MANAGEMENT BODIES	A.4. The Board shall establish committees to assist it in fulfilling its key responsibilities, in addressing strategic challenges, and in managing sensitive matters with a high potential for conflicts of interest.	A.4., 6	The independence of committee members, including those appointed by the General Meeting of Shareholders, shall be assessed using the same procedure applicable to independent Board members.			<b>X</b>	
A: MANAGEMENT BODIES	A.4. The Board shall establish committees to assist it in fulfilling its key responsibilities, in addressing strategic challenges, and in managing sensitive matters with a high potential for conflicts of interest.	A.4., 7	The Presidents of the Audit Committee and the Nomination and Remuneration Committee shall not be the President of the Board or of any other committees, except where this is justified by the size of the Board.			<b>X</b>	The Audit Committee is composed of external members. To date, no Nomination and Remuneration Committee has been established.

Section	Principle	Provision No.	Provision (detailed)	Yes	Partial	No	Explanation (text and URL link if the document is on the website)
<b>A: MANAGEMENT BODIES</b>							
A: MANAGEMENT BODIES	A.5. The Board shall establish robust Board procedures, as well as mechanisms for the ongoing evaluation and development of the Board, in order to enhance the competencies of Board members and their ability to effectively fulfil their responsibilities.	A.5., 1	<p>The President of the Board is primarily responsible for ensuring that the Board functions properly. The Board's internal regulations shall set out the role and responsibilities of the President of the Board, and the President shall, at a minimum:</p> <ul style="list-style-type: none"> <li>• Set the agenda for Board meetings, chair those meetings, and ensure that minutes are accurately recorded;</li> <li>• Ensure that the Board receives accurate, timely, useful, and concise information to enable it to make well-informed decisions;</li> <li>• Ensure that the Board has sufficient time for consultation and decision-making;</li> <li>• Facilitate the proper functioning of committees and ensure effective communication with the Board's committees, including relevant operational reports from committees to the full Board;</li> <li>• Ensure that the performance of the Board is evaluated and discussed at least annually and publicly disclosed in accordance with Provision D.1., 3;</li> <li>• Ensure that the Board maintains an appropriate working relationship with the executive management. The Chief Executive Officer and the President of the Board (where these positions are held by different individuals) shall meet periodically;</li> <li>• Address and manage internal disputes and conflicts of interest involving Board members.</li> </ul>				X
A: MANAGEMENT BODIES	A.5. The Board shall establish robust Board procedures, as well as mechanisms for the ongoing evaluation and development of the Board, in order to enhance the competencies of Board members and their ability to effectively fulfil their responsibilities.	A.5., 2	The Board shall meet whenever necessary, but not less than six (6) times per year.				X
A: MANAGEMENT BODIES	A.5. The Board shall establish robust Board procedures, as well as mechanisms for the ongoing evaluation and development of the Board, in order to enhance the competencies of Board members and their ability to effectively fulfil their responsibilities.	A.5., 3	The Board may request the appointment of a Secretary General to assist the Board in complying with its obligations under the law, the Board's internal regulations, and other policies. The Secretary General shall be a senior expert within the Company, tasked with assisting the Board and its committees in organising their activities, preparing meetings, conducting the annual evaluation of the Board's and committees' performance, as well as coordinating training programmes for Board members, if required.				X
A: MANAGEMENT BODIES	A.5. The Board shall establish robust Board procedures, as well as mechanisms for the ongoing evaluation and development of the Board, in order to enhance the competencies of Board members and their ability to effectively fulfil their responsibilities.	A.5., 4	The Board shall clearly define the rights and responsibilities, scope of authority, and other matters relating to the Secretary General.				X

Section	Principle	Provision No.	Provision (detailed)	Yes	Partial	No	Explanation (text and URL link if the document is on the website)
<b>A: MANAGEMENT BODIES</b>							
<b>A: MANAGEMENT BODIES</b>	A.5. The Board shall establish robust Board procedures, as well as mechanisms for the ongoing evaluation and development of the Board, in order to enhance the competencies of Board members and their ability to effectively fulfil their responsibilities.	<b>A.5., 5</b>	The Board and its committees shall prepare and approve an internal annual work plan identifying the subjects to be addressed during the year before the end of the preceding year. The plan shall take into account matters requiring proposals to the AGA (The General Meeting of Shareholders), reporting by executive management and internal control functions, the necessary frequency of Board and committee meetings, and shall be reviewed by the President with the support of the Secretary General.	<b>X</b>			
<b>A: MANAGEMENT BODIES</b>	A.5. The Board shall establish robust Board procedures, as well as mechanisms for the ongoing evaluation and development of the Board, in order to enhance the competencies of Board members and their ability to effectively fulfil their responsibilities.	<b>A.5., 6</b>	The Board shall conduct an annual evaluation of the composition, activities, and dynamics of the Board and its committees, both individually and collectively. This evaluation shall be coordinated by the Nomination and Remuneration Committee.	<b>X</b>			
<b>A: MANAGEMENT BODIES</b>	A.5. The Board shall establish robust Board procedures, as well as mechanisms for the ongoing evaluation and development of the Board, in order to enhance the competencies of Board members and their ability to effectively fulfil their responsibilities.	<b>A.5., 7</b>	The Nomination and Remuneration Committee shall share the results of the Board evaluation with the full Board and determine any follow-up actions, if necessary, including professional development and training plans for the Board to address any gaps.	<b>X</b>			
<b>A: MANAGEMENT BODIES</b>	A.5. The Board shall establish robust Board procedures, as well as mechanisms for the ongoing evaluation and development of the Board, in order to enhance the competencies of Board members and their ability to effectively fulfil their responsibilities.	<b>A.5., 8</b>	The Board's internal regulations shall provide for induction programmes for newly appointed Board members, delivered by the Company's internal staff. The Board's internal regulations may refer to continuing training programmes for the Board members, if required. The implementation of induction and continuing training programmes for Board members (as decided by the Board) shall be overseen by the Nomination and Remuneration Committee, with the support of the Secretary General. Based on the results of the annual Board evaluation, the Nomination and Remuneration Committee, together with the President of the Board, shall develop professional development programmes focused on areas where capacity should be built among the Board members.	<b>X</b>			

Section	Principle	Provision No.	Provision (detailed)	Yes	Partial	No	Explanation (text and URL link if the document is on the website)
<b>A: MANAGEMENT BODIES</b>							
A: MANAGEMENT BODIES	A.6. The executive management is responsible for the day-to-day management of the Company. The Board shall ensure that the executive management is capable of effectively managing the Company, and that the composition, competence, roles, and incentives of the executive management support the successful implementation of the Company's strategy and plans.	A.6., 1	The executive management shall manage the Company and be accountable to the Board. The division of responsibilities between the Board and the executive management, and among the members of the executive management, shall be clearly articulated in the Company's constitutional documents and the internal regulations.	<b>X</b>			
A: MANAGEMENT BODIES	A.6. The executive management is responsible for the day-to-day management of the Company. The Board shall ensure that the executive management is capable of effectively managing the Company, and that the composition, competence, roles, and incentives of the executive management support the successful implementation of the Company's strategy and plans.	A.6., 2	Where the roles of President of the Board and Chief Executive Officer are exercised by the same individual, the distinct responsibilities of the President of the Board and the Chief Executive Officer shall be clearly defined and differentiated in the Company's constitutional documents.				<b>Not applicable</b>
A: MANAGEMENT BODIES	A.6. The executive management is responsible for the day-to-day management of the Company. The Board shall ensure that the executive management is capable of effectively managing the Company, and that the composition, competence, roles, and incentives of the executive management support the successful implementation of the Company's strategy and plans.	A.6., 3	The Board shall ensure that the executive management is composed of individuals with appropriate knowledge, skills, diversity and experience to support the successful performance of the Company, and that measures are in place to ensure the orderly succession of the executive management.	<b>X</b>			
A: MANAGEMENT BODIES	A.6. The executive management is responsible for the day-to-day management of the Company. The Board shall ensure that the executive management is capable of effectively managing the Company, and that the composition, competence, roles, and incentives of the executive management support the successful implementation of the Company's strategy and plans.	A.6., 4	The Board, with the support of the Nomination and Remuneration Committee, shall annually evaluate the performance of the executive management, including the effectiveness of its cooperation with the Board and the information provided to the Board.	<b>X</b>			

Section	Principle	Provision No.	Provision (detailed)	Yes	Partial	No	Explanation (text and URL link if the document is on the website)
<b>B: RISK MANAGEMENT AND INTERNAL CONTROL FRAMEWORK</b>							
<b>B: RISK MANAGEMENT AND INTERNAL CONTROL FRAMEWORK</b>	<b>B.1. The Company shall maintain an adequate and effective internal control framework and risk management framework, taking into account its strategy, size, operational complexity, and risk profile, including the potential environmental and social impact of its activities.</b>	<b>B.1., 1</b>	The Board shall determine the nature and extent of the risks the Company is willing to assume as necessary to achieve its strategic objectives (i.e., the Company's risk appetite) and shall ensure that clear structures, policies, and procedures are in place to identify, assess, report, manage, and monitor significant and emerging risks, including sustainability risks, cybersecurity risks, and risks related to the use of digital technologies. The Board shall explain in the annual report the mechanisms and processes established for risk identification and management.				<b>X</b>
<b>B: RISK MANAGEMENT AND INTERNAL CONTROL FRAMEWORK</b>	<b>B.1. The Company shall maintain an adequate and effective internal control framework and risk management framework, taking into account its strategy, size, operational complexity, and risk profile, including the potential environmental and social impact of its activities.</b>	<b>B.1., 2</b>	The Board shall adopt a formal risk management policy to ensure the proper, complete, and timely identification, measurement, and reporting of risks, the existence of adequate and feasible risk control measures, as well as the integration of E&S risks into the risk management framework, in order to implement the Company's strategy.				<b>X</b>
<b>B: RISK MANAGEMENT AND INTERNAL CONTROL FRAMEWORK</b>	<b>B.1. The Company shall maintain an adequate and effective internal control framework and risk management framework, taking into account its strategy, size, operational complexity, and risk profile, including the potential environmental and social impact of its activities.</b>	<b>B.1., 3</b>	The Board and the Audit Committee shall understand emerging changes related to information technology and artificial intelligence in order to mitigate cybersecurity risks. The Board's agenda shall allocate time to AI and cybersecurity risks and opportunities to ensure the understanding of cybersecurity protection.				<b>X</b>
<b>B: RISK MANAGEMENT AND INTERNAL CONTROL FRAMEWORK</b>	<b>B.1. The Company shall maintain an adequate and effective internal control framework and risk management framework, taking into account its strategy, size, operational complexity, and risk profile, including the potential environmental and social impact of its activities.</b>	<b>B.1., 4</b>	It is advisable that the Company establishes a risk management function responsible for ensuring the proper, complete, and timely identification of risks, ensuring that adequate and feasible risk control measures are in place and that risk management procedures are monitored. The risk management function, through the Chief Risk Officer (CRO), if one exists, shall have direct communication and functional reporting to the Board and the Audit Committee (if there is no dedicated Risk Committee).				<b>X</b>
<b>B: RISK MANAGEMENT AND INTERNAL CONTROL FRAMEWORK</b>	<b>B.1. The Company shall maintain an adequate and effective internal control framework and risk management framework, taking into account its strategy, size, operational complexity, and risk profile, including the potential environmental and social impact of its activities.</b>	<b>B.1., 5</b>	The Board, assisted by the Audit Committee, shall evaluate at least annually the adequacy and effectiveness of the Company's risk management and internal control framework (including operational and compliance controls) and make relevant recommendations. The evaluation shall take into account the effectiveness and scope of the internal audit function, the adequacy of risk management and compliance, internal control reports - if required by applicable law - addressed to the Board's Audit Committee, the responsiveness and effectiveness of management in addressing identified internal control deficiencies or weaknesses, and the submission of relevant reports to the Board.				<b>X</b>

Section	Principle	Provision No.	Provision (detailed)	Yes	Partial	No	Explanation (text and URL link if the document is on the website)
<b>B: RISK MANAGEMENT AND INTERNAL CONTROL FRAMEWORK</b>							
<b>B: RISK MANAGEMENT AND INTERNAL CONTROL FRAMEWORK</b>	B.1. The Company shall maintain an adequate and effective internal control framework and risk management framework, taking into account its strategy, size, operational complexity, and risk profile, including the potential environmental and social impact of its activities.	<b>B.1., 6</b>	The Board shall develop and make available on the Company's website, free of charge, a whistleblowing mechanism that allows employees and other stakeholders to report alleged violations or irregularities in accordance with applicable law.	<b>X</b>			
<b>B: RISK MANAGEMENT AND INTERNAL CONTROL FRAMEWORK</b>	B.2. The Audit Committee shall assist the Board in ensuring the integrity of financial and non-financial reporting, establishing an effective risk management and internal control framework, and maintaining an appropriate relationship with the Company's external auditors.	<b>B.2., 1</b>	In addition to its responsibilities set out in the applicable legislation and elsewhere in the Code, the Audit Committee shall: <ul style="list-style-type: none"> <li>• Review the internal controls and the risk management framework within the Company;</li> <li>• Monitor the development and implementation of the Company's policies on conflicts of interest and related-party transactions;</li> <li>• Ensure the independence and review the effectiveness of the Company's internal audit function and submit recommendations to the Board;</li> <li>• Oversee the internal audit function;</li> <li>• Oversee the preparation of sustainability reports and the information included therein, unless such responsibility is assigned to another committee;</li> <li>• Oversee the framework for ensuring the Company's compliance with applicable legal and regulatory requirements, as well as with the Company's internal regulations (such as procedures for reporting breaches of the law or of the Company's Code of Conduct), unless such responsibility is assigned to another committee.</li> </ul>	<b>X</b>			
<b>B: RISK MANAGEMENT AND INTERNAL CONTROL FRAMEWORK</b>	B.2. The Audit Committee shall assist the Board in ensuring the integrity of financial and non-financial reporting, establishing an effective risk management and internal control framework, and maintaining an appropriate relationship with the Company's external auditors.	<b>B.2., 2</b>	Whenever the Code refers to reviews or analyses to be carried out by the Audit Committee, these shall be followed by periodic (at least annual) or ad hoc reports to be submitted to the Board.	<b>X</b>			
<b>B: RISK MANAGEMENT AND INTERNAL CONTROL FRAMEWORK</b>	B.2. The Audit Committee shall assist the Board in ensuring the integrity of financial and non-financial reporting, establishing an effective risk management and internal control framework, and maintaining an appropriate relationship with the Company's external auditors.	<b>B.2., 3</b>	The Audit Committee shall monitor the independence and objectivity of the external auditor. The Committee should approve a policy regarding the provision of permitted non-audit services by the external auditor, in accordance with legal requirements, and ensure the implementation of this policy. The Committee's findings regarding the independence of the external auditor shall be disclosed in the annual report.	<b>X</b>			

Section	Principle	Provision No.	Provision (detailed)	Yes	Partial	No	Explanation (text and URL link if the document is on the website)
<b>B: RISK MANAGEMENT AND INTERNAL CONTROL FRAMEWORK</b>							
<b>B: RISK MANAGEMENT AND INTERNAL CONTROL FRAMEWORK</b>	<b>B.2. The Audit Committee shall assist the Board in ensuring the integrity of financial and non-financial reporting, establishing an effective risk management and internal control framework, and maintaining an appropriate relationship with the Company's external auditors.</b>	<b>B.2., 4</b>	The Audit Committee shall discuss the annual work plan with the external auditor, covering the scope and materiality of the activities to be audited. The Audit Committee shall meet with the external auditor whenever necessary to discuss identified issues and to monitor the quality of the services provided.	<b>X</b>			
<b>B: RISK MANAGEMENT AND INTERNAL CONTROL FRAMEWORK</b>	<b>B.3. The Board shall ensure the independence of the internal audit function. The Company's internal audit function shall provide independent and objective assurance regarding the effectiveness of the risk management and internal control framework.</b>	<b>B.3., 1</b>	The Board shall make sure that the internal audit function has the appropriate authority, resources, and procedures to assist the Board in ensuring the effectiveness and efficiency of the Company's risk management and internal control framework.	<b>X</b>			
<b>B: RISK MANAGEMENT AND INTERNAL CONTROL FRAMEWORK</b>	<b>B.3. The Board shall ensure the independence of the internal audit function. The Company's internal audit function shall provide independent and objective assurance regarding the effectiveness of the risk management and internal control framework.</b>	<b>B.3., 2</b>	To ensure the fulfillment of the core responsibilities of the internal audit function, the person responsible for this function shall be appointed and shall report functionally directly to the Board, through the Audit Committee, which is responsible for approving their appointment and dismissal. This shall not affect administrative reporting to the Chief Executive Officer or the exchange of information with the Company's executive management, in accordance with legal requirements and professional standards.	<b>X</b>			
<b>B: RISK MANAGEMENT AND INTERNAL CONTROL FRAMEWORK</b>	<b>B.3. The Board shall ensure the independence of the internal audit function. The Company's internal audit function shall provide independent and objective assurance regarding the effectiveness of the risk management and internal control framework.</b>	<b>B.3., 3</b>	The internal audit function shall be established in accordance with applicable legal requirements and industry standards (e.g., those of the Institute of Internal Auditors). The internal audit authority, composition, remuneration, annual budget, working procedures, and other relevant aspects shall be governed by an internal audit regulations, approved by the Board upon the recommendation of the Audit Committee.	<b>X</b>			
<b>B: RISK MANAGEMENT AND INTERNAL CONTROL FRAMEWORK</b>	<b>B.3. The Board shall ensure the independence of the internal audit function. The Company's internal audit function shall provide independent and objective assurance regarding the effectiveness of the risk management and internal control framework.</b>	<b>B.3., 4</b>	The Audit Committee shall agree on an annual internal audit work plan together with the internal auditor, receive internal audit reports and updates on key audit matters, monitor the implementation of internal audit recommendations, and provide the necessary guidance.	<b>X</b>			

Section	Principle	Provision No.	Provision (detailed)	Yes	Partial	No	Explanation (text and URL link if the document is on the website)
<b>C: PERFORMANCE, MOTIVATION AND REWARD</b>							
C: PERFORMANCE, MOTIVATION AND REWARD	C.1. Members of the Board shall receive remuneration commensurate with the scope and significance of their duties and responsibilities, rather than the performance of management or the Company. The structure and level of Board members' remuneration shall enable the Company to attract, retain, and motivate competent and qualified Board members.	C.1., 1	Members of the Board shall receive remuneration in accordance with the Company's Remuneration Policy. Members who also serve on the Board's committees shall receive additional remuneration for this activity. However, under no circumstances shall such remuneration be linked to the number of Board or Committee meetings.	<b>X</b>			
C: PERFORMANCE, MOTIVATION AND REWARD	C.2. The Board shall ensure that there is a formal and transparent policy and procedure for determining the remuneration of executive management, aligned with the Company's long-term interests and strategy. This policy shall be submitted to AGA (The General Meeting of Shareholders) for approval, in accordance with legal requirements.	C.2., 1	The Board shall determine the annual remuneration of executive management based on the recommendations of the Nomination and Remuneration Committee and in accordance with the Company's Remuneration Policy. The Remuneration Policy shall be developed in compliance with the relevant legal requirements.	<b>X</b>			
C: PERFORMANCE, MOTIVATION AND REWARD	C.2. The Board shall ensure that there is a formal and transparent policy and procedure for determining the remuneration of executive management, aligned with the Company's long-term interests and strategy. This policy shall be submitted to AGA (The General Meeting of Shareholders) for approval, in accordance with legal requirements.	C.2., 2	The remuneration levels for executive management and the key performance indicators considered in determining the variable (performance-based) portion of remuneration shall be established in advance and be measurable and appropriate in relation to the agreed strategy, risk appetite, the economic environment in which the Company operates, as well as the remuneration and conditions of the Company's employees. In particular, these should include indicators relating to non-financial performance and appropriate sustainability objectives.			<b>X</b>	There is no variable remuneration approved by AGA (The General Meeting of Shareholders) for the executive management.
C: PERFORMANCE, MOTIVATION AND REWARD	C.2. The Board shall ensure that there is a formal and transparent policy and procedure for determining the remuneration of executive management, aligned with the Company's long-term interests and strategy. This policy shall be submitted to AGA (The General Meeting of Shareholders) for approval, in accordance with legal requirements.	C.2., 3	The Company's shares and/or stock options shall constitute a material portion (e.g., not less than 10%) of the total variable remuneration of the executive management member.			<b>X</b>	There is no variable remuneration approved by AGA (The General Meeting of Shareholders) for the executive management.

Section	Principle	Provision No.	Provision (detailed)	Yes	Partial	No	Explanation (text and URL link if the document is on the website)
<b>D: PERFORMANCE, MOTIVATION AND REWARD</b>							
D: PERFORMANCE, MOTIVATION AND REWARD	D.1. The Company shall ensure appropriate communication with shareholders, investors, regulatory authorities, and other stakeholders, and establish adequate systems for financial and sustainability reporting.	D.1., 1	The Company shall ensure that it provides accurate, complete, and timely financial and operational information, including quarterly, semi-annual, and annual reports, as well as current reports. The Company shall ensure that all relevant information is readily accessible to investors, including through the Company's website and other public information sources, as applicable.	X			
D: PERFORMANCE, MOTIVATION AND REWARD	D.1. The Company shall ensure appropriate communication with shareholders, investors, regulatory authorities, and other stakeholders, and establish adequate systems for financial and sustainability reporting.	D.1., 2	It is advisable that the Company establish an Investor Relations (IR) function and appoint a dedicated person responsible for the IR function. The contact details of the person or persons responsible for the IR function shall be made available on the Company's website. The IR function shall report directly to the Chief Executive Officer and/Financial Director, thereby underlining its importance within the Company's hierarchy and emphasising its central role in managing and communicating the Company's commitments and position in the capital market. The Company shall organise induction and periodic training, as necessary, for the IR function, tailored to its specific needs and responsibilities.	X			
D: PERFORMANCE, MOTIVATION AND REWARD	D.1. The Company shall ensure appropriate communication with shareholders, investors, regulatory authorities, and other stakeholders, and establish adequate systems for financial and sustainability reporting.	D.1., 3	The Company shall include on its website a dedicated Investor Relations section, containing all relevant information of interest to investors, available in both Romanian and English.	X			
D: PERFORMANCE, MOTIVATION AND REWARD	D.1. The Company shall ensure appropriate communication with shareholders, investors, regulatory authorities, and other stakeholders, and establish adequate systems for financial and sustainability reporting.	D.1., 3	The Company shall include in the dedicated Investor Relations section: •The key corporate governance documents: the updated Constitutive Deed, the General Meeting of Shareholders procedures, the Board's internal regulations, and the internal regulations of the Board's committees.;	X			
D: PERFORMANCE, MOTIVATION AND REWARD	D.1. The Company shall ensure appropriate communication with shareholders, investors, regulatory authorities, and other stakeholders, and establish adequate systems for financial and sustainability reporting.	D.1., 3	The Company shall include in the dedicated Investor Relations section: • A list of the current members of the Board, the Board's committees, and Executive Management, indicating their updated independence status, professional CVs (including at minimum: full name, gender, nationality, age; professional experience by year, position, and company; education, field of study, and the academic or professional institution that awarded the degree/certification), other professional commitments, including executive and non-executive roles as board members of companies, non-profit organisations, and government institutions; relationship with shareholders holding at least 5% of the Company's voting rights/shares; and the term of appointment of the members of the Board, the committees, and executive management, specifying the date of appointment;	X			

Section	Principle	Provision No.	Provision (detailed)	Yes	Partial	No	Explanation (text and URL link if the document is on the website)
<b>D: PERFORMANCE, MOTIVATION AND REWARD</b>							
D: PERFORMANCE, MOTIVATION AND REWARD	D.1. The Company shall ensure appropriate communication with shareholders, investors, regulatory authorities, and other stakeholders, and establish adequate systems for financial and sustainability reporting.	D.1., 3	The Company shall include in the dedicated Investor Relations section: •Current and periodic reports (quarterly, semi-annual, and annual reports);	<b>X</b>			
D: PERFORMANCE, MOTIVATION AND REWARD	D.1. The Company shall ensure appropriate communication with shareholders, investors, regulatory authorities, and other stakeholders, and establish adequate systems for financial and sustainability reporting.	D.1., 3	The Company shall include in the dedicated Investor Relations section: •Information regarding AGA (The General Meeting of Shareholders): the agenda, supporting materials, and resolutions adopted; the procedure for holding the AGA; the Nomination Policy, together with professional CVs (including at minimum: full name, gender, nationality, age; professional experience by year, position, and company; education, field of study, and the academic or professional institution that awarded the degree/certification), as well as any other information specified in section A.3., 3; the communication channels through which shareholders can submit questions to the Company; the responses to shareholders' questions related to the agenda; the independence declarations of the candidates for the Board; and the evaluations made by the Nomination and Remuneration Committee/Board for candidates, including their compliance with the independence criteria;	<b>X</b>			
D: PERFORMANCE, MOTIVATION AND REWARD	D.1. The Company shall ensure appropriate communication with shareholders, investors, regulatory authorities, and other stakeholders, and establish adequate systems for financial and sustainability reporting.	D.1., 3	The Company shall include in the dedicated Investor Relations section: •Information regarding the Board evaluation, carried out in accordance with provision A.5., 7, including the evaluation criteria and process, as well as a summary of the evaluation results and of the actions that have been or will be taken as a result of the evaluation;	<b>X</b>			
D: PERFORMANCE, MOTIVATION AND REWARD	D.1. The Company shall ensure appropriate communication with shareholders, investors, regulatory authorities, and other stakeholders, and establish adequate systems for financial and sustainability reporting.	D.1., 3	The Company shall include in the dedicated Investor Relations section: •Information on corporate events, such as the payment of dividends and other distributions to shareholders, or other events affecting the acquisition or limitation of a shareholder's rights, including the timing and principles applied to such operations. This information shall be published within a timeframe that allows investors to make informed investment decisions;	<b>X</b>			
D: PERFORMANCE, MOTIVATION AND REWARD	D.1. The Company shall ensure appropriate communication with shareholders, investors, regulatory authorities, and other stakeholders, and establish adequate systems for financial and sustainability reporting.	D.1., 3	The Company shall include in the dedicated Investor Relations section: •Corporate policies, including the Code of Conduct, Dividend Policy, Remuneration Policy, Forecasting Policy, Investor Communication Policy, Corporate Social Responsibility (CSR)/Sponsorship Policy, Related Party Transactions Policy, Diversity, Equity, and Inclusion Policy, and Whistleblowing Policy (if not already part of the Code of Conduct);	<b>X</b>			

Section	Principle	Provision No.	Provision (detailed)	Yes	Partial	No	Explanation (text and URL link if the document is on the website)
<b>D: PERFORMANCE, MOTIVATION AND REWARD</b>							
D: PERFORMANTA, MOTIVARE SI RECOMPENSA	D.1. The Company shall ensure appropriate communication with shareholders, investors, regulatory authorities, and other stakeholders, and establish adequate systems for financial and sustainability reporting.	D.1., 4	The Company shall organise at least two meetings/conference calls with analysts and investors each year. The information presented on these occasions shall be published in the IR section of the Company's website at the time of the meetings/conference calls.	<b>X</b>			
D: PERFORMANTA, MOTIVARE SI RECOMPENSA	D.1. The Company shall ensure appropriate communication with shareholders, investors, regulatory authorities, and other stakeholders, and establish adequate systems for financial and sustainability reporting.	D.1., 5	The Company shall disclose significant and reportable non-financial and sustainability matters, with a focus on the environmental, social, and governance (ESG) issues of its business and operations, in accordance with the recognized sustainability reporting standard. The Company's sustainability statements shall be published on its website.	<b>X</b>			
D: PERFORMANTA, MOTIVARE SI RECOMPENSA	D.1. The Company shall ensure appropriate communication with shareholders, investors, regulatory authorities, and other stakeholders, and establish adequate systems for financial and sustainability reporting.	D.1., 6	The Company shall have a CSR/Sponsorship Policy to guide its activities in the area of supporting CSR initiatives and sponsorship activities.	<b>X</b>			
D: PERFORMANTA, MOTIVARE SI RECOMPENSA	D.2. The Company shall ensure the fair and equitable treatment of all shareholders, as well as the availability of the means and information necessary to enable shareholders to exercise their rights in relation to the Company.	D.2., 1	The Company shall adopt a dividend policy representing a set of guidelines that the Company intends to follow with respect to the distribution of net profit.	<b>X</b>			
D: PERFORMANTA, MOTIVARE SI RECOMPENSA	D.2. The Company shall ensure the fair and equitable treatment of all shareholders, as well as the availability of the means and information necessary to enable shareholders to exercise their rights in relation to the Company.	D.2., 2	The procedure for conducting AGA (The General Meeting of Shareholders) shall not restrict the participation of shareholders in AGA nor the exercise of their rights. Any amendments to the procedure for conducting AGA shall enter into force no earlier than the next AGA.	<b>X</b>			
D: PERFORMANTA, MOTIVARE SI RECOMPENSA	D.2. The Company shall ensure the fair and equitable treatment of all shareholders, as well as the availability of the means and information necessary to enable shareholders to exercise their rights in relation to the Company.	D.2., 3	External auditors shall attend AGA (The General Meeting of Shareholders) at which their reports are presented, in order to respond to shareholders' questions.	<b>X</b>			

Section	Principle	Provision No.	Provision (detailed)	Yes	Partial	No	Explanation (text and URL link if the document is on the website)
<b>D: PERFORMANCE, MOTIVATION AND REWARD</b>							
D: PERFORMANCE, MOTIVATION AND REWARD	D.2. The Company shall ensure the fair and equitable treatment of all shareholders, as well as the availability of the means and information necessary to enable shareholders to exercise their rights in relation to the Company.	D.2., 4	The Board shall present at the annual AGA (General Meeting of Shareholders) a summary of the assessment of the adequacy and effectiveness of the risk management and internal control framework, based on the relevant information included in the annual report.	<b>X</b>			
D: PERFORMANCE, MOTIVATION AND REWARD	D.2. The Company shall ensure the fair and equitable treatment of all shareholders, as well as the availability of the means and information necessary to enable shareholders to exercise their rights in relation to the Company.	D.2., 5	The Company shall promote engagement with shareholders and investors by: <ul style="list-style-type: none"> <li>•Encouraging active participation of shareholders in the General Meetings of Shareholders, including by ensuring the possibility of virtual participation;</li> <li>•Organizing periodic briefings and updates for investors, especially during significant corporate events;</li> <li>•Establishing channels through which shareholders can provide feedback and ask questions, ensuring that responses are timely and comprehensive.</li> </ul>		<b>X</b>		With the exception of virtual participation, all other aspects are covered.
D: PERFORMANCE, MOTIVATION AND REWARD	D.2. The Company shall ensure the fair and equitable treatment of all shareholders, as well as the availability of the means and information necessary to enable shareholders to exercise their rights in relation to the Company.	D.2., 6	Any professional, consultant, expert, or financial analyst may attend AGA (The General Meeting of Shareholders) upon prior invitation by the President of the Board. Accredited journalists may also attend AGA, unless the President decides otherwise.	<b>X</b>			
<b>E: SUSTAINABILITY AND STAKEHOLDERS</b>							
E: SUSTAINABILITY AND STAKEHOLDERS	E.1. The Company shall integrate sustainability aspects into its strategy and mitigate any material negative social and environmental impacts of its operations, to the extent possible.	E.1., 1	The Board shall ensure that sustainability, environmental, and social considerations are integrated into the Company's strategy and operations, risk management, and remuneration practices, and shall oversee this integration. A specialised sustainability committee or one of the Board's standing committees shall assist the Board in fulfilling these responsibilities.	<b>X</b>			

Section	Principle	Provision No.	Provision (detailed)	Yes	Partial	No	Explanation (text and URL link if the document is on the website)
<b>E: SUSTAINABILITY AND STAKEHOLDERS</b>							
E: SUSTAINABILITY AND STAKEHOLDERS	E.1. The Company shall integrate sustainability aspects into its strategy and mitigate any material negative social and environmental impacts of its operations, to the extent possible.	E.1., 2	The Board shall ensure that the Company's operations are conducted in accordance with national and international E&S standards, and that the Company's E&S policies are aligned with its long-term objectives. In particular, the Company shall maintain internal documents regarding its environmental and social responsibilities, as well as policies and procedures enabling it to identify significant factors and assess the impact on the Company's activities.	X			
E: SUSTAINABILITY AND STAKEHOLDERS	E.1. The Company shall integrate sustainability aspects into its strategy and mitigate any material negative social and environmental impacts of its operations, to the extent possible.	E.1., 3	Whenever a decision to be made by the Board has a potentially significant and negative E&S impact, the Board shall receive from executive management (i) an analysis of how the decision aligns with the Company's sustainability objectives and E&S policies, or (ii) a proposal for measures to mitigate the negative E&S impact.	X			
E: SUSTAINABILITY AND STAKEHOLDERS	E.2. The Company shall have in place a process for identifying stakeholders affected by the Company's operations. The Board shall take into account the interests of stakeholders and ensure that there is active communication between the Company and its stakeholders.	E.2., 1	The Board shall ensure that there is a formal process for identifying the Company's stakeholders, including investors, creditors, customers, employees, and suppliers, as well as specific approaches for engaging priority stakeholders.	X			
E: SUSTAINABILITY AND STAKEHOLDERS	E.3. The Board shall adopt a Code of Conduct (Code of Ethics) with an appropriate scope, including guiding principles that reflect the Company's commitment to ethics, integrity, and quality of performance.	E.3., 1	The Board shall develop a mission statement and a vision statement, as well as articulate the Company's values, so that the entire organisation understands the Company's strategic direction.	X			
E: SUSTAINABILITY AND STAKEHOLDERS	E.3. The Board shall adopt a Code of Conduct (Code of Ethics) with an appropriate scope, including guiding principles that reflect the Company's commitment to ethics, integrity, and quality of performance.	E.3., 2	The Board shall adopt a Code of Conduct for the Board members, executive management, and employees of the Company, with clear provisions aimed at preventing and sanctioning fraud and bribery. The Board shall not allow any exemptions from the ethical requirements for any Board member, executive management, or employee.	X			
E: SUSTAINABILITY AND STAKEHOLDERS	E.3. The Board shall adopt a Code of Conduct (Code of Ethics) with an appropriate scope, including guiding principles that reflect the Company's commitment to ethics, integrity, and quality of performance.	E.3., 3	The Board shall ensure that the policies in the Code of Conduct are integrated into the Company's practices and incorporated into the onboarding process of new employees. The Board shall ensure effective implementation and monitoring of compliance with the Code of Conduct and shall review it periodically.	X			

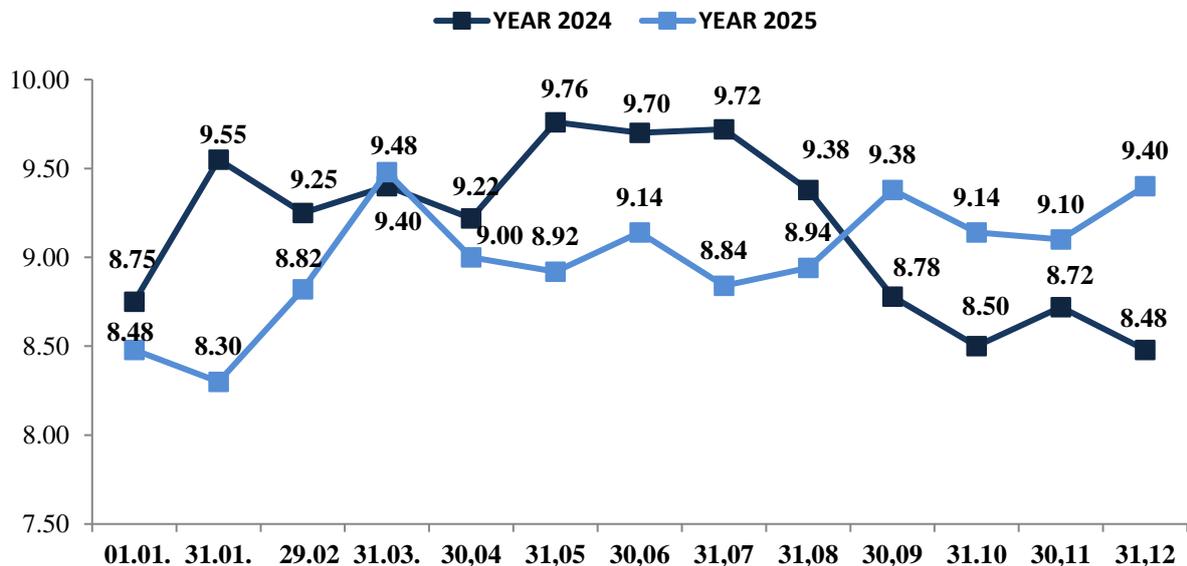
## AEROSTAR SHARE

The shares of Aerostar S.A. Bacău have been traded since 1998 on the regulated market operated by the Bucharest Stock Exchange.

**Main characteristics of the securities issued:** 152.277.450 registered, ordinary shares of equal value, fully paid, issued in dematerialised form and recorded by entry in the Shareholders' Register. The register is managed by Depozitarul Central S.A., Bucharest.

The issuer Aerostar S.A. Bacău is registered with the following details: Unique Registration Code 950531, ISIN code ROAEROACNOR5, stock exchange symbol ARS, all issued shares being included in the Standard category.

Aerostar shares – key figures	31.12.2025	31.12.2024	31.12.2023
Number of shares	152.277.450	152.277.450	152.277.450
Nominal value per share (RON)	0,32	0,32	0,32
Price at the end of the period (RON)*	9,40	8,48	8,75
Market capitalisation (RON)*	1.431.408.030	1.291.312.776	1.332.427.688
Maximum price (RON)*	9,90	10,30	9,50
Minimum price (RON)*	8,18	8,02	7,00
Earnings per share (RON)	0,644	0,629	0,611



## AEROSTAR SHAREHOLDERS

The significant shareholders of AEROSTAR S.A. are IAROM S.A., Bucharest, and EVERGENT Investments S.A., Bacău. The summary structure of the company's shareholding as at 31 December 2025 is presented as follows:

Shareholders	Number of shares	Percentage %
IAROM S.A.	108.910.958	71,5213
Evergent Investments S.A.	23.053.957	15,1394
Other shareholders	20.312.535	13,3393
<b>Total</b>	<b>152.277.450</b>	<b>100%</b>

## RELATED PARTIES

As at 31.12.2025, AEROSTAR S.A.'s shareholdings in other companies are as follows:

Name of branch/ subsidiary	Core activity	Number of shares held by Aerostar	Voting rights	Value of Aerostar's holding (thousand RON)	Financial information for the last financial year (2024) for which the financial statements of the affiliated companies were approved		
					Sales (thousand RON)	Equity (thousand RON)	Net profit (thousand RON)
Airpro Consult S.R.L. Bacău	cod CAEN 7820	100	100%	10	18.800	1.036	721
Foar S.R.L. Bacău	cod CAEN 7739	800	100%	211	306	556	124
<b>TOTAL</b>				<b>221</b>	<b>19.106</b>	<b>1.592</b>	<b>845</b>

Aerostar's shareholdings in these companies are recorded at cost. Both companies in which Aerostar holds stakes are incorporated in Romania. Transactions with related parties are reported in the Financial Statements under Note 26.

## TANGIBLE ASSETS

Aerostar S.A.'s production facilities and capacities are located at the registered office in Bacău, Romania, at 9 Condorilor Street, postal code 600302, which is also the company's head office, at the secondary office without legal personality and branch in Iași, at 25B Aeroportului Street, and at the secondary office without legal personality and branch in Fetești, at 2 Carpați Street, ap. 7. The company owns land with a total area of 49.17 hectares, with access to European Road E85. Aerostar has direct access to the runway of "George Enescu" Airport in Bacău. At the registered office, all types of facilities necessary for the proper execution of production activities, in accordance with the company's object of activity, are constructed.

The production areas include hangars, industrial halls, test benches, and spaces for administrative and social activities. The company also owns office spaces for technical and economic activities. All these

spaces are maintained in good condition. The total built-up area of the buildings is approximately 14,54 hectares.

Aerostar S.A.'s assets are managed in compliance with the Health, Safety, and Environmental management system, by observing the applicable occupational safety legislation and regulations, as well as the property protection and security norms. As at 31 December 2025, Aerostar S.A. Bacău owns tangible assets for operational purposes with a gross value of 412.280 thousand RON, comprising land, buildings, special constructions, technological installations, equipment, and means of transport, as follows:

Category of property, plant and equipment	Gross carrying amount (thousand RON)	Depreciation rate (%)	Estimated useful life (years)
Land	31.171	N/A	N/A
Buildings	103.410	55,55%	30-50 years
Investment property	12.964	54,44%	25-50 years
<b>Technical installations, of which:</b>	<b>260.686</b>	<b>75,32%</b>	
Technological equipment	250.078	75,39%	4-25 years
Means of transport	10.607	73,69%	4-18 years
Other property, plant and equipment	4.050	67,98%	2-18 years
<b>TOTAL</b>	<b>412.280</b>	<b>63,94%</b>	<b>N/A</b>

During 2025, no risks related to ownership of property, plant and equipment were identified.

### STRATEGY, BUSINESS MODEL AND VALUE CHAIN

#### SBM-1

In its annual and periodic reporting, the company presents relevant performance indicators in a transparent manner, in accordance with international best practices and applicable legislation. These reports reflect continuous progress and a rigorous approach in managing economic, social, and environmental matters.

The AEROSTAR strategy involves increasing commitment to all matters of sustainability. We aim to align ourselves with global requirements and trends, channelling our efforts into achieving the main goal of increasing sustainability by combining profitability with responsibility, increasing value in the short, medium, and long term, and thus improving the company's performance.

The strategic objectives set at the executive-operational management level form the basis for the preparation of annual activity plans. These plans are designed as dynamic instruments, adaptable to operational context and evolving stakeholder expectations. Through this flexible approach, AEROSTAR strengthens its capacity to respond effectively to challenges and opportunities in its operational domain.

In setting the company's objectives for 2025, both the development strategy and our mission were taken into account, in line with the three business lines.

Our medium- and long-term strategy focuses on:

- Enhancing performance through the continuous improvement of activities, processes, products, and services;
- Continuous compliance with environmental protection standards, all quality requirements, and national and international regulations;
- Professional development of employees in the spirit of integrity, innovation, and initiative, and maintaining a thriving social dialogue;
- Ensuring a qualified workforce in line with the company's needs;
- Increasing efficiency and reducing costs;
- Maintaining our status as a top employer;
- Meeting customer requirements and ensuring full safety for our employees;
- Creating value for the community and strengthening collaborative relationships.

The company's management policy is focused on maintaining a solid capital base for continuous development in the context of the global market and competitive edge through high-level quality, capabilities, and technologies to support sustainable and organized development and, implicitly, to achieve strategic objectives.

## SUSTAINABILITY STRATEGY

 <b>WE PROTECT THE ENVIRONMENT</b>	 <b>TOP EMPLOYER</b>	 <b>ENGAGEMENT WITH AND DEVELOPMENT OF THE COMMUNITY</b>	 <b>OUR CUSTOMERS' SATISFACTION</b>
<p>Reducing greenhouse gas emissions and emissions of volatile organic compounds;</p> <p>Mitigating environmental impact by increasing waste recovery and educating all employees to reduce waste generation in order to improve environmental performance;</p> <p>Partially supplying the energy required for company processes from green sources through our own photovoltaic parks. We respect the environment, nature, and natural resources!</p> <p><i>For further details, see chapter</i></p> <p><i>Environmental Information</i></p>	<p>Engaging our employees in professional development and supporting an inclusive culture, where each employee can reach their full potential and contribute with our support, thus ensuring the evolution of tomorrow's professions;</p> <p>Improving the quality of life at the workplace, ensuring the health and safety of employees, and maintaining a thriving social dialogue; Promoting a culture of occupational health and safety.</p> <p>Continuing the training and professional development programmes</p> <p>We respect, support, and guarantee equal, non-discriminatory treatment through equal opportunities for all our employees!</p> <p><i>For further details, see chapter</i></p> <p><i>Social Information Own Workforce- ESRS S1</i></p>	<p>Ongoing dialogue with local communities, in line with our desired goal of positively influencing the community</p> <p>Developing partnerships to attract young people to internships and study programmes;</p> <p>Continuing scholarship programmes for students in dual education</p> <p>Improving professional and social integration.</p> <p>Actions for the benefit of the community!</p> <p><i>For further details, see chapter</i></p> <p><i>Social Information Affected Communities- ESRS S3</i></p>	<p>Developing partnerships so that we represent a benchmark for our customers;</p> <p>Strengthening our position as a strategic player in the civil and military aviation industry and creating sustainable added value;</p> <p>Transparent practices based on integrity and business ethics</p> <p>Focus on customers and end-users</p> <p>We uphold the highest standards of professional ethics!</p> <p><i>For further details, see chapter</i></p> <p><i>Value Chain Social Information End-users-ESRS S4</i></p>

## BUSINESS MODEL

### SBM-1

AEROSTAR’s business model is built on a solid framework, focused on performance and professionalism. The company’s activities are structured around directions that generate long-term value and support the organisation’s resilience in a competitive global environment. Management has adopted an ambitious strategy and an integrated business model, based on a process-systemic approach and RISK-based thinking.

The company’s business model has not been modified as a result of the international context, but the way activities are carried out has been adapted to the specific nature of the operational flows. We fully comply with applicable national and international legislation, acting consistently, intensively, and transparently to pursue growth opportunities and secure access to new programmes in the aviation and defence sectors.

## VALUE CHAIN

### SBM-2

Within the company, the value chain is viewed as an integrated and strategic process, a continuous flow of activities that supports both operational efficiency and our sustainability objectives. The value chain is divided into two main components:

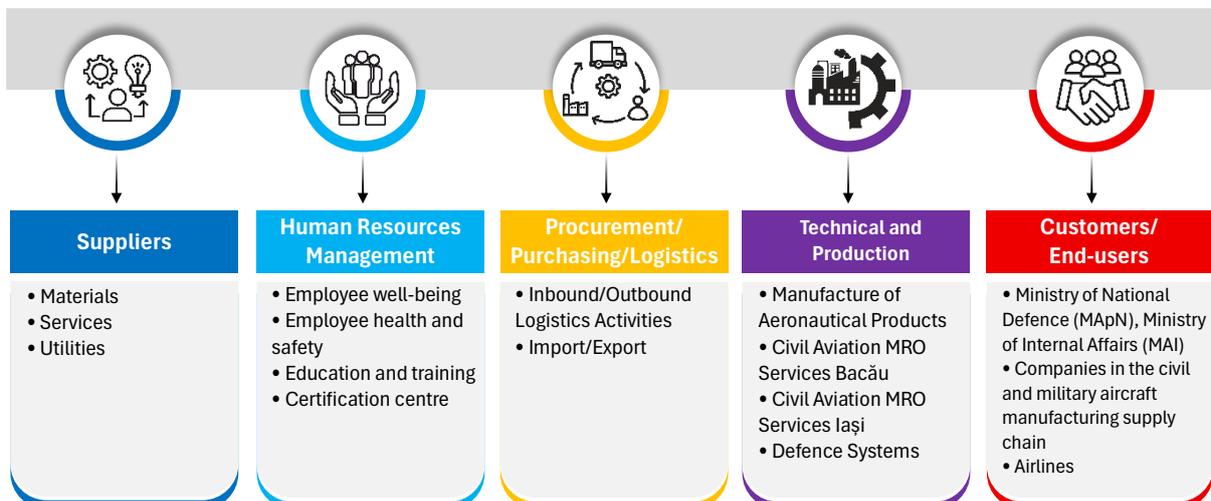
#### Upstream value chain (suppliers)

Includes suppliers of materials, services, and utilities. Given the specific nature of our activities, we collaborate with a diversified range of suppliers in both civil and military aviation.

#### Downstream value chain (customers)

Includes customers and end-users of our-products and services. The relationship with them is essential for continuous performance improvement and maintaining the highest quality standards. Given that we supply components to global aircraft manufacturers and their supply chain, responsibility for the technical compliance of products is fundamental.

### AEROSTAR Value Chain



## INTERESTS AND VIEWS OF STAKEHOLDERS

### SBM-2

AEROSTAR is an organisation with a significant presence both in the environment and locations where we operate, as well as in the perception and awareness of the local community. The stakeholders, the type of interaction, and communication with them are presented in Annex 8.1. AEROSTAR's policies, Code of Conduct and Ethics, and other types of information are communicated to stakeholders through external or internal channels, appropriate to their level of relevance, interest (high/medium/low), and the audience category addressed.

Through our organisational values, we promote responsible management that aims to achieve defined objectives without negatively affecting stakeholders. Our products and services are the result of work based on strict management systems aligned with international standards, for which we hold certification in: quality management according to ISO 9001 integrated with environmental management according to ISO 14001, as well as occupational health and safety management according to ISO 45001. In addition, we have implemented the safety management standard. For the implementation and maintenance of management systems in accordance with these standards, we have developed system procedures, set annual objectives, draw up specific action plans, and carry out the planned actions to achieve the objectives.

Our company has included in its Rules of Organisation and Operation both the relevant organizational context matters and the interests and expectations of stakeholders, identified in relation to the common interests of: customers, shareholders, suppliers, employees, certification bodies, technical and regulatory authorities, and the local community.

Furthermore, given their particular importance for providing the most important resource—human resources—educational institutions are considered distinct stakeholders, effectively assimilated with communities, namely: the community of pupils, the community of students, the community of teachers, and the community of scientists.

## MATERIAL IMPACTS, RISKS AND OPPORTUNITIES AND THEIR INTERACTION WITH THE STRATEGY AND THE BUSINESS MODEL

### SBM-3

Aerostar S.A., operating in the aerospace and defence industry, manages complex processes with strict requirements regarding quality, safety and compliance. Manufacturing and maintenance activities are subject to international standards, which require a robust system of internal and external control and a well-established risk management framework, supported by effective monitoring of operational processes. Risk management is integrated into operational and strategic processes and is included in the annual report in sections such as governance, impacts, risks and opportunities. The information complies with the requirements of the Bucharest Stock Exchange and European regulations on non-financial reporting. The company demonstrates financial and operational resilience, including in challenging global contexts. Aerostar also operates under a robust corporate governance framework, aligned with industry best practices.

The overall approach to company processes, in light of management systems aligned with industry standards, is based on identifying and assessing risks and managing the potential impact of the assessed risk, consistently following the principle of mitigating the level of risk and minimizing the potential negative impact, while capitalizing on the opportunities generated by risks through improvement measures.

Failure to achieve the turnover level estimated in the strategy may generate pressure on the operational structure and may lead, in unfavourable scenarios, to the need to reduce activity and, implicitly, the number of jobs. The company manages this risk through a rigorous process of financial monitoring and resource optimisation. As a result of these measures, activities were maintained within established parameters, without negative impact on the workforce.

Maintaining jobs contributes directly to the economic stability of the local community through the income provided to employees and through the payment of related taxes and duties, thereby strengthening the company's role as a responsible participant in regional development.

In order to prevent and reduce environmental risks, the company has implemented a robust policy in the fields of quality and environment and maintains an Environmental Management System in accordance with the requirements of the SR EN ISO 14001 standard, duly certified. The effectiveness of the system is supported through continuous monitoring, evaluation and improvement actions, including ensuring the alignment of environmental policy and objectives with the operational context and the company's strategic direction. These measures contribute to reducing environmental impacts and protecting local communities.

Another significant risk influencing the adaptation of the strategy to changes in the operating context and the evaluation of impacts is the risk of image impairment, or reputational risk. Proactive management of this risk supports the maintenance of a strong corporate reputation and strengthens stakeholder confidence.

The risk of not being able to attract and retain qualified personnel may influence operational capacity; however, it also generates significant opportunities for local and regional communities, considering that recruitment is carried out primarily from these areas.

In this context, the company assumes an active role in supporting the right to education and culture within communities and invests in the development of the education system in the geographical area in which it operates. Initiatives include supporting vocational, technical secondary and university education, as well as promoting dual education, thereby contributing to the development of a skilled workforce and increasing opportunities for young people. Through these actions, the company reduces the risk of a shortage of qualified personnel and generates a positive social impact, supporting the sustainable development of local communities. (For further details, see the section Actions carried out by our company for the benefit of communities in 2025.)

## **MANAGEMENT OF IMPACTS, RISKS AND OPPORTUNITIES**

### **Double Materiality (Materiality)**

As part of the reporting process for the year 2025, AEROSTAR carried out a structured analysis of the impacts, risks and opportunities associated with environmental, social and governance matters. The assessment was conducted in accordance with the requirements of the European Sustainability Reporting Standards (ESRS) and the provisions of IG 1 – Materiality Assessment, ensuring a rigorous methodological approach aligned with current European practices.

The results of the analysis process, as well as the correlation between the identified impacts, the related risks and the relevant opportunities for each reporting topic, are presented in detail in Chapter II – Sustainability Statement.

The main objective of these actions was to ensure that the reported information:

- is complete and accurately documented,
- accurately reflects the company's real and potential impacts on the environment and society,
- enables the assessment of risks and opportunities with financial effects,
- complies with ESRS requirements regarding double materiality.

For the preparation of the reporting for 2025, a multidisciplinary working group, comprising representatives of the executive management, members of the extended management team and specialists from departments with direct responsibilities in the assessed areas, coordinated an extensive process of data collection, verification and analysis, ensuring a robust basis for the materiality assessment and transparent and consistent reporting.

During the meetings, the following matters were analysed:

- The real and potential positive and negative impacts of the company's operations on people or the environment (inside-out) through assessments based on severity and likelihood criteria;
- Material risks and opportunities in terms of environmental, social, and governance sustainability matters
- Financial materiality – the likelihood and severity of financial effects related to identified risks, company dependencies (outside-in) and the determination of financial materiality.
- Additional sustainability matters.

An aspect is considered material if it meets either the criteria defined for impact materiality, the criteria for financial materiality, or the criteria for both. In our analysis, we considered the following:

- The company's priorities arising from its strategy and business model, stakeholder requirements and context matters, as well as trends in the markets in which we operate;
- Sustainability matters covered by ESRS standards: climate change, pollution, water and marine resources, biodiversity and ecosystems, circular economy, own workforce, workers in the value chain, affected communities, consumers and end-users, professional conduct;
- Other matters identified as relevant to the company.

In support of these actions, since 2024 we have regulated our working methods through an internal instruction, thus consolidating the team's activities. For this report, the team consisted of the following people:

1. Alexandru Filip - **CEO**
2. Doru Damaschin - **Financial and Accounting Director**
3. Andrei Damaschin - **Chief Accountant**
4. Laurențiu Rogoz - **Director of Quality Director**
5. Daniel Vîrnă - **Director of Legal and Human Resources Directorate**
6. Andra Cristea – **Logistics Division Director**
7. Cătălin Branche - **Director of Utilities and Infrastructure Division**
8. Claudia Sfirlea - **Head of Environmental Protection Office**
9. Sorina Palko - **Head of Management and Industrial Engineering Office**
10. Raluca Sofian - **Head of Human Resources Office**
11. Elena Costache - **Head of Marketing Service**

## **DESCRIPTION OF PROCESSES FOR IDENTIFYING AND ASSESSING MATERIAL IMPACTS, RISKS AND OPPORTUNITIES**

### **IRO-1**

During 2025, no new company needs were identified and no changes occurred in the context or among stakeholders that would require amendments to the list of analysed matters. Therefore, in addition to the matters covered by the ESRS standards, cybersecurity and export/import control continued to be relevant to the company in 2025 and were included as additional subtopics in the double materiality assessment.

With regard to sub-subtopics, several impacts were identified that had not been highlighted in the analysis performed in the previous year. Some of these relate to sub-subtopics covered by the standards, while others concern matters of interest to the company (such as measuring the level of employee satisfaction)

The working group identified and analysed:

- Real impacts (which have already occurred) or potential impacts (which could occur), both positive and negative, resulting from the company's operations on people or the environment (inside-out perspective);
- For the identified impacts, materiality was determined using the following criteria: severity and likelihood. Severity was defined and assessed as a combination of factors: scale, scope and irremediability;
- Risks and opportunities associated with these impacts and their financial materiality. Financial materiality was determined using the following criteria: the likelihood of risk materialisation and the severity in terms of the magnitude of financial effects. Financial effects refer to impacts on performance, financial position, liquidity, access to capital and cost of capital. In addition, the risk of damage to the company's reputation may also lead to financial effects.

In accordance with the provisions of the above-mentioned internal procedure, each criterion used for determining double materiality was assigned a score, and materiality was interpreted using an assessment matrix, where the defined variables are the scores obtained. The results of the analysis were determined through final consultations among the members of the working group and were incorporated into a working tool — the double materiality matrix — which supports the interpretation of results, the setting of targets and periodic monitoring.

We consider that analysing and assessing sustainability-related impacts, risks and opportunities in this manner is important for the company's development strategy, as it provides an objective analysis both of our needs and priorities and of the likelihood of generating impacts through our own activities, thus enabling us to adjust our processes based on the results of this analysis.

Annex 8.2 presents the sustainability matters that were subject to the double materiality assessment, including those that were determined not to be relevant to the company or not applicable to our activities. It also highlights the number of impacts identified, as well as the number of associated risks and opportunities, for each topic included in the thematic standards and for the additional subtopics of interest to our company.

## **LIST OF MATERIAL MATTERS AND INTERPRETATION OF RESULTS**

As part of the double materiality assessment, 29 subtopics from the standards and two additional subtopics were analysed  
cybersecurity and export control.

The analysis matrix highlighted the following:

### **1. Real positive impacts:**

21 impacts with no materiality, associated with 18 risks without financial materiality and 12 opportunities. For actual positive impacts, the associated risks are already at a very low risk level; therefore, for these matters we will continue to maintain this low level and capitalise on the opportunities in order to maximise the positive effect.

### **2. Potentially positive impacts:**

2 impacts with no materiality, associated with 2 risks without financial materiality. These relate to workers in the value chain and are relatively irrelevant to us; however, we will continue to evaluate our suppliers so that they remain reliable and that their actions do not affect the reputation of our company.

### 3. Real negative impacts:

8 impacts with no materiality, associated with 14 risks without financial materiality and 1 opportunity. For these matters, through our Integrated Management System, we will monitor the risks and capitalise on the opportunities, while also identifying actions to reduce the risk level to an acceptable residual level that we can assume.

### 4. Potentially negative impacts:

12 impacts with no materiality, associated with 12 risks and 2 opportunities. Among the risks, 2 are financially material.

Two matters were identified, based on the severity threshold, as having financial materiality, and they are priorities for our company:

FINANCIAL MATERIALITY	
Product safety	Risks may have anticipated financial effects
Health and safety	

At this stage, the assessment was carried out mainly in qualitative terms, given that the monetary quantification methodology is still being consolidated. The analyses carried out have provided a clearer understanding of the areas of impact and financial relevance, with monetary estimates to be integrated into future reports once the methodological framework is finalised. The approach adopted is aligned with ESRS requirements on transparency, financial materiality and the progressive development of assessment processes.

## END-USERS – THE SAFETY OF OUR PRODUCTS

The development of products or services that offer complete safety for users, in close connection with compliance with quality standards and continuous improvement, is a top priority for the company. This drives us to act responsibly to maintain our integrated Quality – Environment – Safety – Information Security management system, authorized by the competent authorities, in accordance with each of the applicable standards. Maintaining and extending the certifications, authorizations, and accreditations required for the delivery our products and services, in accordance with legal requirements, European aviation regulations, customer requirements, and other applicable requirements, are the premises for the company's strategy and, at the same time, demonstrate our ability to ensure safe products and services for users.

## OWN WORKFORCE – HEALTH AND SAFETY AT THE WORKPLACE

This is a fundamental matter for our company. Ensuring a better life for our employees through good working conditions is one of the aspects that define performance for us and significantly influences our strategy. We are constantly striving to provide a working environment in which all employees can perform their activities in a safe and healthy manner. To this end, we have implemented and maintain occupational health and safety management system procedures authorised in accordance with the applicable standard. We regularly assess occupational health and safety risks, provide employees with appropriate training with our own SSM instructions and suitable work instructions, provide adequate protective equipment, and regular medical check-ups. We also provide workstations with people- and environment-friendly technology, modern and safe work equipment, appropriate protective devices and

warning signals, and monitor workplace hazards and compliance with approved SSM measures through systematic checks. We learn from incidents or events and implement corrective or preventive measures. Below is an overview of the analysis results which do not present financial materiality.

NO MATERIAL IMPACT, RISKS WITHOUT FINANCIAL MATERIALITY		
Topic	REAL POSITIVE	REAL NEGATIVE
Climate change	We produce energy from renewable sources	We emit greenhouse gases
Pollution		We generate pollutant emissions and discharge pollutants into the municipal network in small amounts, below legal limits. We use substances of concern, authorised under the REACH regulation.
Circular economy		We generate hazardous waste
Own workforce	We offer secure jobs, ensure balanced working hours, social dialogue, freedom of association, collective bargaining, equal treatment and opportunities for all, and data privacy	
Value chain workers	Suppliers' workers receive similar treatment at the company's premises as our own employees (working conditions, equal treatment and opportunities, other employment-related rights)	
Affected communities	We support vocational high school and university education, and we provide and maintain jobs	
Consumers and end-users	We respect the right to confidentiality and freedom of expression	
Professional conduct	We promote responsibility to comply with legal provisions, ethics, and professional conduct	

NO MATERIAL IMPACT, RISKS WITHOUT FINANCIAL MATERIALITY		
Topic	POTENTIAL POSITIVE	POTENTIAL NEGATIVE
Pollution		Very unlikely to discharge certain chemical compounds into the soil or into the underground fuel tank network
Water resources		Unlikely to use water excessively
Circular economy		Possible overuse of raw materials
Own workforce		Unlikely not to ensure a real degree of satisfaction for employees
Workers in the value chain	We comply with legal regulations on child labour or forced labour in relation to suppliers' workers performing work on company premises.	Very unlikely to fail to ensure compliance with the health and safety rights of suppliers' employees on company premises.
Consumers and end-users		Unlikely to reduce end-user trust in the event of incidents
Cybersecurity		Very unlikely to have security incidents
Export–import control		Unlikely to affect military and civilian operations in the event of non-compliance with regulations

### MDR-P RISK MANAGEMENT POLICIES, MDR-A ACTIONS, MDR-M METRICS, MDR-T TARGETS

The company has established an effective risk management framework, through which risks are identified, analysed, evaluated, and addressed to enable informed decision-making according to the risk level. The overall risk management framework is based on understanding the changes in the internal or external context of the organisation, as well as the needs and expectations of stakeholders regarding the organisation's anticipated outcomes.

Aerostar's risk management policy includes the executive management's commitment to:

- Foster a culture of decision-making based on risk analysis;
- Encourage voluntary reporting of events in order to identify and address risks that may affect aviation safety, ensuring confidentiality and protection for reporters;
- Allocate the necessary resources for the risk management process;
- Establish clear responsibilities for personnel involved in risk management.

Aerostar has documented, implemented, maintained, and improved an Integrated Management System based on the management of risks related to quality, environment, aviation safety, information security, and financial risks. The general objectives related to risk management are as follows:

- Ensuring a coherent framework for managing risks;
- Improving the decision-making process by taking risks into account;
- Increasing the confidence of stakeholders in the organisation.

Given the strategy, nature, and complexity of processes and activities, responsibilities in our company are delegated by areas of authority and processes, as follows:

- Responsibilities regarding quality, environmental matters, and risk management are delegated to the Director of Quality and Environment;
- Responsibilities regarding social matters, personnel, occupational health and safety, anti-discrimination, and diversity promotion are delegated to the Director of Human Resources; these responsibilities are coordinated with:
- Responsibilities regarding legal compliance, human rights, anti-corruption, and anti-bribery are delegated to the Legal Office.
- Responsibilities regarding sustainable resource use and natural resource consumption reduction are delegated to the Director of the Infrastructure and Utilities Division.
- Responsibilities regarding anti-money laundering compliance measures are delegated to the Financial Director;
- Responsibilities regarding corporate governance are allocated to the company's General Secretariat.

The company's risk management methodology – documented in an internal procedure compliant with ISO 31000 and applicable aeronautical standards/regulations – includes the following activities:

1. Risk identification;
2. Risk analysis and assessment;
3. Determination of risk treatment methods;
4. Monitoring the implementation of risk treatment actions;
5. Management of residual risks and evaluation of the effectiveness of risk treatment actions;
6. Review of risk analyses;
7. Reporting on risk management.

We follow policies specifically aimed at identifying, assessing, managing, and mitigating potential material negative impacts, while maintaining and strengthening positive impacts. Material risks and opportunities related to the business model are subject to ongoing risk management analyses and measures and are subject to a complex, in-depth analysis during the annual strategy update.

Identified risks are recorded in the Risk Register, established as a requirement for the implementation of the Integrated Management System. The Register includes material risks, evaluated based on internal procedures, along with planned actions to manage each risk. The status of actions is assessed during the annual management analyses. These analyses identify ongoing or newly emerging risks and opportunities, as well as the actions to be taken.

In addition, process-specific dashboards, monthly reports, and current summary reports are presented at weekly operational meetings throughout the year, based on which the status of the company's objectives is analysed. The weekly production activity dashboard is the tool through which the company's top management monitors results, compares them with the approved budget and planned monthly targets, identifies and analyses in real time the risks of not achieving production and sales targets, and can identify effective remedial measures in a timely manner.

Specific annual plans are used to establish and plan risk mitigation actions so that, when implemented, the actual impact of a risk that does materialise is below the significance threshold. The company's internal audits, as well as the supervisory audits carried out by the authorities granting authorisations for the Integrated Management System, aim to implement risk management action plans, reveal any non-conformities, and require root-cause analyses, followed by corrective and improvement action plans.

Another instrument used is the quarterly Management Report, which analyses budget compliance, resource management, quality and environmental matters, commitments made, and associated risks, resulting in corrective or improvement measures. We communicate the results of the management reports throughout the company so that the methods and means used to achieve positive results can be adapted and extended throughout the organisation. Improvements are planned, with the recommendations and measures set out in the management reports being translated into specific action plans. Enhanced improvement actions are achieved through adequate information and communication, and general monitoring is carried out by the controlling department (managerial and budgetary).

### CLIMATE CHANGE

#### ESRS E1

### TRANSITION PLAN FOR CLIMATE CHANGE MITIGATION

#### E1-1

Aerostar has committed to environmental protection through its internal policy and has continued implementing actions to optimise resource consumption, including:

- Thermal rehabilitation of building facades with sandwich panels. Approximately 70% of all buildings have been rehabilitated in this way. Their installation has improved the thermal insulation of buildings by approximately 20%.
- Replacement of old boilers with modern energy-efficient boilers with dual burners that allow operation with methane gas or diesel fuel.
- Complete replacement of the heat distribution network: the old external pipes were replaced with steel pipes pre-insulated with polyurethane foam in accordance with SR EN 253 with low thermal conductivity, guaranteed to withstand temperatures of up to 160°C for at least 30 years.
- Commissioning of a photovoltaic park with a total capacity of 3 MWp for the production of electricity from renewable sources.
- Potabilization of groundwater extracted from the F2 well.

Aerostar seeks to use resources responsibly by setting annual process-level objectives documented in process sheets. Furthermore, management analysis generates action plans aimed at implementing concrete measures to optimise consumption and improve environmental performance.

### MATERIAL IMPACTS, RISKS AND OPPORTUNITIES AND THEIR INTERACTION WITH THE BUSINESS MODEL

#### SBM-3, IRO-1

Environmental changes represent key contextual aspects for the company, which are given particular attention. Accordingly, the Company's 5-year Development Strategy includes a section dedicated to environmental matters. In line with the strategy, for the period 2025–2029, we aim to strengthen and expand our commitment to environmental protection and sustainable development through a strategic approach focused on prevention, responsibility, and continuous performance. We will be guided by the principles of our Integrated Quality, Environmental, and Safety Management System, certified under SR EN ISO 14001, with the main objective of continuously improving environmental performance.

In the double materiality analysis, we included aspects related to adaptation to climate change and the risk of increasing utility costs due to the investment in purchasing GHG emission certificates to cover any shortfall; the anticipated financial effects are described in E1-9.

As a real positive impact, we mention that we produce energy from renewable sources, measures that have led to a reduction of approximately 20% in purchased energy.

The analysed impacts are not material and the risks do not present financial materiality.

Subtopic	Impact (I)	Risk (R)	Opportunity (O)
Adaptation to climate change	<b>Real negative</b> We generate greenhouse gas emissions	Increased utility costs due to investment in GHG emission certificates to cover the shortfall	
	<b>Real positive</b> We produce energy from renewable sources		Maintaining the company's image among communities

Although the identified impacts are not material and the risks have no financial materiality, climate change aspects are consistently managed through periodic internal audits and annual external audits, and measures are taken to support climate change mitigation, contributing to the sustainable growth of our operations.

## DESCRIPTION OF PROCESSES FOR IDENTIFYING AND ASSESSING MATERIAL CLIMATE-RELATED IMPACTS, RISKS AND OPPORTUNITIES

### IRO-1

Our Integrated Management System, certified under the applicable standards for quality, environment, safety, and information security, includes a systematic process for identifying and assessing significant impacts, risks, and opportunities, ensuring a coherent approach across all activities. Through continuous monitoring, data analysis, and consultation with stakeholders, we identify and manage aspects relevant to our economic, environmental, and social performance, aligning with compliance requirements and our objectives for sustainable development.

## CLIMATE CHANGE POLICY ACTIONS AND RESOURCES

### EI-3

Our Quality and Environmental Policy aims at improving environmental performance and includes a commitment to take action to protect the environment. The Company's development strategy reflects our commitment to comply with all legal requirements and implement concrete measures to reduce our carbon footprint, thereby contributing to global climate change mitigation objectives.

Following the energy audit conducted in 2023, recommendations were formulated to improve the energy performance of our Company. These recommendations were carefully analysed, and in 2024 the Action Plan for implementing the recommendations from the comprehensive energy audit was approved. The Action Plan includes short-, medium-, and long-term measures, with its implementation extending into 2025.

## CLIMATE CHANGE MITIGATION AND ADAPTATION TARGETS

### E1-4

Our targets are set with the purpose of ensuring that resources are used responsibly and sustainably, contributing to the protection of the environment. Our objectives aim at optimising resource management and reducing consumption. In this regard, we make continuous efforts to improve the efficiency of natural gas and electricity consumption through long-term targets.

In this way, our commitment to sustainability through energy efficiency allows us to remain competitive and provide added value to our customers and communities.

Year	Natural gas consumption (Smc) relative to turnover	Increase/decrease compared to the baseline year	Electricity consumption (KWh) relative to turnover	Increase/decrease compared to the baseline year
2017	0,0047	-	0,0438	-
2022	0,0035	↓ 25,53%	0,0200	↓ 54,33%
2023	0,0025	↓ 46,80%	0,0193	↓ 55,93%
2024	0,0027	↓ 42,55%	0,0179	↓ 59,13%
2025	0,0026	↓ 44,68%	0,0172	↓ 60,73%
2030	0,0045	↓ 3%	0,0328	↓ 25%

## ENERGY CONSUMPTION AND ENERGY MIX

### E1-5

Evolution of electricity and natural gas consumption in 2021–2025, compared to the baseline year 2017:

Year	Electricity consumption (kWh)	Change vs baseline year	Natural gas consumption (Smc)	Change vs baseline year
2017	14.915.197	-	1.597.221	-
2022	9.355.856	↓ 37,27%	1.616.998	↑ 1,24%
2023	9.814.667	↓ 34,19%	1.286.783	↓ 19,43%
2024	10.490.930	↓ 29,66%	1.617.631	↑ 1,27%
2025	10.665.043	↓ 28,49%	1.628.408	↑ 1,95%

## Energy consumption from fossil fuels

Diesel consumption in 2021 (for heat production) = 10.821 litres

Diesel consumption in 2022 (for heat production) = 1.433 litres

Diesel consumption in 2023 (for heat production) = 183.531 litres

Diesel consumption in 2024 (for heat production) = 196 litres

Diesel consumption in 2021 (for heat production) = 104 litres

After an increase in diesel consumption for heat production in 2021-2023 caused by the instability of the natural gas market as a result of political instability, in 2025 diesel consumption was strictly limited to the periodic systemic testing.

## GROSS GHG EMISSIONS (SCOPES 1, 2, 3) AND TOTAL EMISSIONS

E1-6

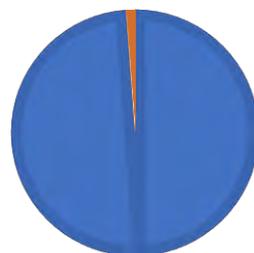
### Gross GHG emissions

**Scope 1** covers fuel and natural gas consumption and represents direct carbon emissions. In total, our Scope 1 carbon footprint in 2025 amounted to 3.134 tons of CO<sub>2</sub>e.

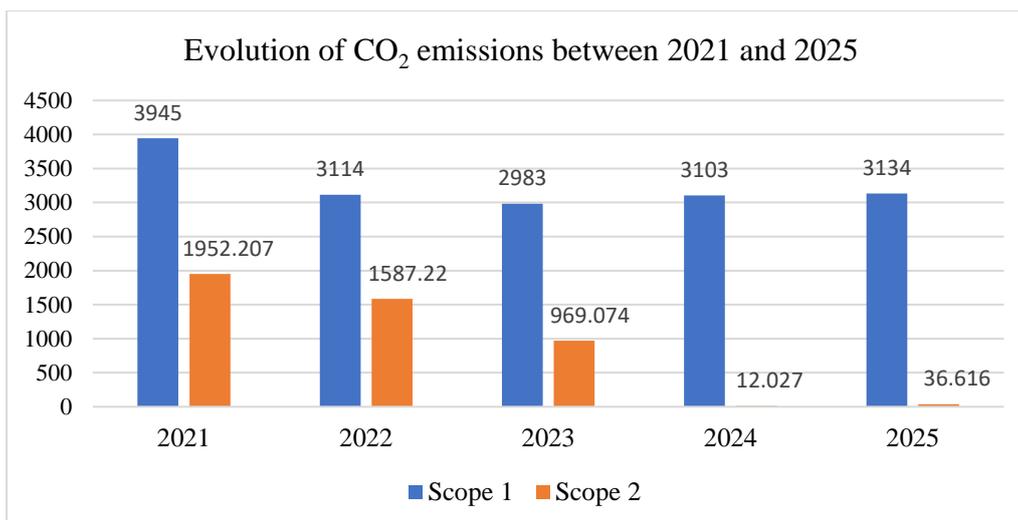
**Scope 2** represents electricity consumption and encompasses indirect carbon emissions. Total carbon emissions for Scope 2 in 2025 amounted to 36.616 tons of CO<sub>2</sub>e.

In order to gain a more comprehensive understanding of our environmental impact, we are in the process of defining and adapting our Scope 3 methodology, with the ultimate objective of obtaining a calculation that includes emissions arising from the supply chain.

### CO<sub>2</sub> EMISSIONS 2025



■ Scope 1 ■ Scope 2



Carbon footprint evolution (Scope 1 and Scope 2) between 2021 and 2025				
Year	Scope 1 (t CO <sub>2</sub> e)	Change from the previous year	Scope 2 (t CO <sub>2</sub> e)	Change from the previous year
2021	3945	-	1952,207	-
2022	3114	↓ 21,06%	1587,22	↓ 18,69%
2023	2983	↓ 4,2%	969,074	↓ 38,94%
2024	3103	↑ 4,02%	12,027	↓ 98,75%
2025	3134	↑ 0,99%	36,616	↑ 204,45%

### Total GHG emissions

2021 – 5897,207 t CO<sub>2</sub>e

2022 – 4701,22 t CO<sub>2</sub>e

2023 – 3952,074 t CO<sub>2</sub>e

2024 – 3115,027 t CO<sub>2</sub>e

2025 – 3170,616 t CO<sub>2</sub>e

### Total GHG emissions relative to turnover

Total GHG emissions in metric tons of CO<sub>2</sub> equivalent

-----  
turnover

total GHG emissions in metric tons of CO<sub>2</sub> equivalent = Scope 1 GHG emissions + Scope 2 GHG emissions

2021 – 0,0000156

2022 – 0,0000100

2023 – 0,0000078

2024 – 0,0000053

2025 – 0,0000051

The carbon footprint for Scope 2 is on a strong downward trend, with CO<sub>2</sub>e emissions per kWh now at 4,332 g/kWh compared with the value reported by the previous supplier of 169,65 g/kWh. This reduction is a result of the Company's decision, from August 2023, to switch to a renewable electricity supplier, Hidroelectrica, which generates 91,82% of its electricity from renewable sources.

In 2024, Hidroelectrica's CO<sub>2</sub>e emissions per kWh were 1,298 g/kWh, increasing to 4,332 g/kWh from April 2025. This explains the 204,45% increase in the Scope 2 carbon footprint in 2025, while still maintaining a low overall level.

In its second year of operation, the photovoltaic plant developed at the Company, with an installed capacity of 2,9 MW, generated 2.418.155 kWh of electricity, thereby contributing to enhanced sustainability and reduced environmental impact.

## **INTERNAL CARBON PRICING**

### **E1-8**

The Company monitors the trading price of a GHG certificate on a quarterly basis on the European Energy Exchange (EEX) platform.

## **ANTICIPATED FINANCIAL IMPACTS OF MATERIAL PHYSICAL AND TRANSITION RISKS AND POTENTIAL OPPORTUNITIES RELATED TO CLIMATE**

### **E1-9**

At the end of 2025, the RUEGES account held 7.179 GHG certificates. Considering an average of 3.000 certificates returned per year, this reserve can cover approximately two years. In the coming years, the Company will need to purchase additional certificates to maintain compliance with regulatory requirements, which will reduce the financial benefit currently provided by free GHG allocations. Based on the last trading price in 2025 (EUR 85,12 per GHG certificate on 30 December 2025), the financial impact of purchasing 3.000 GHG certificates is approximately EUR 255.000.

While climate change poses significant risks to our operations, it also opens opportunities for sustainable development. We recognise the importance of assessing the financial impact of these factors and are working to integrate this into our business strategy.

The main physical risks anticipated for the Company include potential disruptions to raw material supply due to prolonged droughts, as well as possible increases in energy costs resulting from stricter regulations. The transition to a green economy may also require additional expenditure to implement energy-efficient technologies and low-emission standards.

The opportunities we foresee are primarily related to the adoption of renewable energy sources, which are expected to result in long-term operational cost reductions.

## POLLUTION

### ESRS E2

## MATERIAL IMPACTS, RISKS AND OPPORTUNITIES (IRO-1)

### IRO-1

The Company constantly strives to reduce the environmental impacts of its activities through pollution prevention, efficient use of resources and energy, effective waste management, and ecosystem protection. Our activities are regulated under environmental protection legislation and are supervised by regulatory authorities.

The double materiality assessment considered sustainability aspects specified in the thematic standard (water pollution, air pollution, soil contamination, and substances of concern), ensuring that all pollution sources are properly assessed and monitored.

In our Company, water pollution is monitored through wastewater quality analysis; air pollution is assessed by measuring emissions and planning the necessary mitigation and prevention measures; soil contamination is addressed through responsible management of substances and compliance with applicable legal requirements and REACH regulations.

Although the double materiality assessment revealed that the evaluated impacts are not material and the analysed risks have no financial effect, we provide clear and detailed information on relevant aspects to demonstrate our commitment to sustainability and responsibility. Even in the absence of material impacts, we consider it essential to be open and communicate transparently our actions to protect the environment and reduce associated risks.

The impacts analysed are not material and the risks do not present financial materiality			
Subtopic	Impact (I)	Risk (R)	Opportunity (O)
Air pollution	<b>Real negative</b> Emissions of very small quantities of pollutants (below legal limits)	Reputational risk in case of exceeding legal limits (sanctions from environmental authorities)	-
Water pollution	<b>Real negative</b> Discharges of small amounts of pollutants into the municipal network (below legal limits)	Reputational risk in case of exceeding legal limits (sanctions from environmental authorities)	-
Soil contamination	<b>Potential negative</b> Spillage of chemical compounds into the underground fuel storage reservoirs	Reputational risk in case of accidental contamination (sanctions from environmental authorities)	-
Substances of very high concern	<b>Real negative</b> Use of substances of concern – authorised under REACH Regulation	Non-compliance with applicable legal requirements and REACH Regulation;	Transition to new processes using more environmentally friendly substances
		Discontinuation of the special process in which the authorized/restricted substance is used	

## **POLLUTION-RELATED POLICIES**

### **E2-1**

Our Quality and Environmental Policy includes a commitment to the prevention of pollution. Within the environmental chapter of the Company's development strategy, the following actions are identified among the key directions aimed at preventing environmental risks and controlling environmental impacts:

- ✓ continuing the implementation of the Plan for the Prevention and Control of Accidental Pollution at the Company's sites in Bacău and Iași;
- ✓ strengthening pollution prevention measures across all operational stages through the responsible management of waste, hazardous chemical substances, and emissions to air, water, and soil.

## **POLLUTION ACTIONS AND RESOURCES**

### **E2-2**

The financial resources required for the implementation of environmental monitoring and control measures are ensured through the allocation, within the Company's annual budget, of dedicated amounts for environmental expenditure, including costs related to periodic monitoring activities and compliance with all legal obligations regarding pollution prevention and reduction. All actions undertaken are aligned both with the applicable legal requirements and with the provisions set out in the relevant environmental authorisations.

Managing the impact on the environment is one of the Company's priorities. In this regard, to prevent and reduce pollution, the Company has made investments over time in equipment designed to reduce pollution risks and minimise environmental impacts, including:

- ✓ two neutralisation plants, used for the treatment of wastewater and the physical processing of residual sludge through dehydration and pressing;
- ✓ a reverse osmosis installation;
- ✓ upgraded fume exhaust systems for special process lines equipped with new generation scrubbers for gas scrubbing;
- ✓ enclosed, environmentally friendly paint booths equipped with dry filter systems for air purification;
- ✓ oil separators.

## **TARGETS RELATED TO POLLUTION**

### **E2-3**

The Company establishes its pollution-related objectives in accordance with the limits and requirements imposed by the applicable legislation, with the primary aim of maintaining its operations within the legally established limits for environmental factors through the implementation of proactive monitoring, control, and prevention measures.

Our targets derive from the Company's strategic directions for action and include the following:

- ✓ ensuring that all wastewater is discharged in compliance with the applicable regulations, thereby protecting natural resources and local ecosystems;
- ✓ allocating annual funds dedicated to investments in clean technologies, safe equipment, and energy-efficient equipment and environmentally friendly equipment;
- ✓ promoting a culture of sustainability at all levels of the organisation.

Through this approach, the Company ensures that its operations comply with environmental standards, thereby contributing to a minimal impact on the environment.

## AIR, WATER AND SOIL POLLUTION

### E2-4

The Company has a contract with an authorised service provider to carry out monitoring of wastewater and air emissions, in compliance with the applicable legal requirements and the conditions set out in the Company's environmental authorisations. Test reports issued for the 2025 monitoring activities revealed that all pollutants analysed were within the maximum permitted limits.

All hazardous substances and chemical preparations used at AEROSTAR are managed in accordance with the applicable regulations. Hazardous substances and chemical preparations falling under the scope of the REACH Regulation are used in compliance with the conditions imposed by the authorisations issued by the European Commission.

Trends in emissions of volatile organic compounds for the period 2021–2025, relative to the 2017 baseline year.

Year	Volatile organic compounds emissions(kg)	Change compared to baseline year	Volatile organic compounds emissions relative to turnover(kg/RON)	Change compared to baseline year
2017	23.212	-	6,82	-
2022	6.605	↓ 71,54%	1,41	↓ 79,32%
2023	4.442	↓ 80,86%	0,87	↓ 87,24%
2024	7.709	↓ 66,78%	1,32	↓ 80,64%
2025	7.014	↓ 69,78%	1,13	↓ 83,43%

The reduction in volatile organic compound (VOC) emissions observed in recent years is due to the use, in the Automatic Paint Line, of water-based paints containing on average 3% VOCs, compared to conventional solvent-based paints, which contain approximately 60–90% VOCs.

Soil monitoring is carried out in accordance with the Integrated Environmental Permit (once every 10 years). The last monitoring was conducted in 2017, and the values measured were within the maximum permitted limits established by the Integrated Environmental Permit.

## SUBSTANCES OF CONCERN AND SUBSTANCES OF VERY HIGH CONCERN

### E2-5

Given our Company's ongoing commitment to reducing environmental impacts, particular attention is paid to special processes in which hazardous substances are used. Over the years, we have consistently invested in modernisation of production lines, seeking safer alternatives for these processes, even before such hazardous substances became restricted under the REACH Regulation. Accordingly, we have

transitioned from chromic anodising to tartaric-sulfuric anodising (TSA and TFSA) and we are continuing our transition towards processes that do not use chromium trioxide (CrO<sub>3</sub>). This reflects our proactive approach and our responsibility towards the environment and employee safety.

Concerns have arisen regarding chromium trioxide (CrO<sub>3</sub>), whose authorisation for use was revoked by the European Court of Justice on 20 April 2023, and we are currently in a transition period. This aspect has generated a significant risk regarding the continuity of certain special processes that use this substance. In 2025, the Company's internal analysis team continued its work to identify future replacement solutions for this substance. Following the annual review of substances listed in Annex XIV of REACH, the following observations were made:

**1. Status of the ADCR Consortium applications:**

- ✓ At the beginning of 2025, the European Commission granted the ADCR Consortium 21 authorisation decisions for five chromates, with a review period of 12 years. ADCR (Aerospace and Defence Chromates Reauthorisation Consortium) is composed of 68 members from the aerospace and defence industry, and Aerostar S.A. is part of the downstream user chain for the five chromates (chromium trioxide, sodium dichromate, potassium dichromate, sodium chromate, and strontium chromate);
- ✓ The authorisation decisions establish restrictive conditions of use, and users are required to implement risk management measures, monitoring programmes, feasibility studies, and substitution plans for these substances.

**2. Status of the CTAC Consortium application for the use of chromium trioxide:**

The authorisation decision issued at the end of 2020 for the CTAC sub consortium was cancelled as of April 2024, reverting to the 2017 stage of the chromium trioxide authorisation process. Until new decisions are issued, chromium trioxide may continue to be used when sourced from suppliers belonging to the original CTAC sub consortium. The CTAC application is currently in the opinion development stage, and the issuance of decisions is expected by the end of 2025.

**3. Status of the Safran LS application for the use of chromium trioxide:**

Safran LS has applied for authorisation of this substance, and Aerostar is a co-applicant alongside other supplier of Safran LS. We are collaborating with Safran LS in the authorisation process, which is currently at the stage of adopted opinions published on the ECHA website.

**4. Use of primers and paints containing hexavalent chromium:**

Authorisation decisions for three chromates present in primers are valid until January 2026. ADCR submitted authorisation applications for these substances in May 2024, in compliance with the review deadlines established by the authorisation decisions. Consequently, the products concerned may continue to be used until new decisions are issued. We continue to monitor the authorisation process and comply with the conditions set out in the existing decisions.

**5. Use of other substances listed under REACH Annex XIV:**

- ✓ The provisions of the authorisation decisions for the remaining substances continue to be complied with;
- ✓ Procurement of these substances is carried out only based on the technical report.

**6. Proposal to restrict hexavalent chromium compounds:**

At the request of the European Commission, ECHA has proposed a new EU-wide restriction on a number of hexavalent chromium compounds, with narrowly defined exemptions.

Aerostar is making and will continue to make considerable efforts throughout this process to maintain production while ensuring full compliance with all European regulations governing the use of substances subject to special regulatory regimes.

## ANTICIPATED FINANCIAL EFFECTS OF POLLUTION-RELATED IMPACTS, RISKS AND OPPORTUNITIES

E2-6

On an annual basis, environmental impacts related to air emissions, noise generation, soil discharges, and waste generation are assessed, and environmental aspects are evaluated to identify the significant aspects.

The values determined through monitoring activities carried out during 2025 were within the limits established by the applicable legal requirements, thereby confirming the Company's ongoing efforts to minimise environmental impact.

## WATER AND MARINE RESOURCES

ESRS E3

### MATERIAL IMPACTS, RISKS AND OPPORTUNITIES

IRO-1

The double materiality assessment considered the subtopic water resources, as defined in the thematic standard; the Company does not use marine resources.

The analysed impact is not material, and the risks do not present financial materiality			
Subtopic	Impact (I)	Risk (R)	Opportunity (O)
Water Consumption	<b>Potential Negative</b> Excessive water use	Risk of insufficient water availability	-

## WATER AND MARINE RESOURCES-RELATED POLICIES

E3-1

Our company is committed to managing water resources responsibly, with the primary objective of ensuring efficient use and reducing consumption wherever possible. We implement measures for the regular monitoring of water consumption and promote technological solutions aimed at minimising losses and enabling the reuse of water in internal processes. In addition, we ensure that wastewater discharge complies with all applicable legal regulations, thereby protecting natural resources and local ecosystems.

## ACTIONS AND RESOURCES RELATED TO WATER AND MARINE RESOURCES

### E3-2

To ensure the sustainable management of water resources, our company has continued to implement the following actions:

- ✓ Continuous monitoring of water consumption to identify and reduce losses;
- ✓ Implementation of technological solutions aimed at optimizing water use within operational processes;
- ✓ Proper collection and treatment of wastewater, in compliance with applicable legal and regulatory requirements;
- ✓ Promotion of water reuse initiatives, where feasible, thereby contributing to the reduction of impacts on natural resources.

These actions are supported by an annual budget allocated to monitoring activities, equipment maintenance, and the continuous improvement of water management infrastructure.

## TARGETS RELATED TO WATER AND MARINE RESOURCES

### E3-3

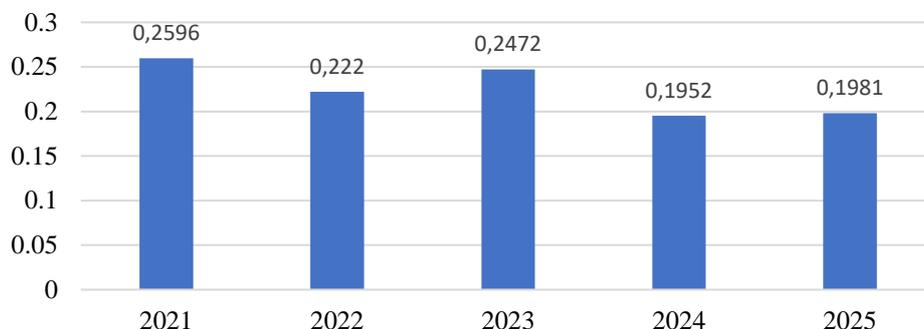
As part of our sustainability efforts, we have established targets related to the management of water consumption.

Year	Total water consumption (mc)	Evolution compared to the reference year	Total water consumption in relation to turnover (mc/RON)	Evolution compared to the reference year
2017	128.751	-	0,3784	-
2022	103.709	↓ 19,44%	0,2220	↓ 41,33%
2023	126.634	↓ 1,64%	0,2501	↓ 33,90%
2024	114.134	↓ 11,35%	0,1954	↓ 48,36%
2025	122.959	↓ 4,50%	0,1981	↓ 47,65%
2030	-	-	0,3594	↓ 5%

## WATER CONSUMPTION

### E3-4

Water consumption related to turnover



No instability phenomena, active or stabilised landslides have been identified either on-site or in the surrounding area, the soil stratification being uniform both horizontally and vertically.

The site has an almost horizontal surface, with very good overall stability, and the company's premises are equipped with sewerage networks for the collection of technological wastewater, domestic wastewater, and stormwater. The site is not located in the path of torrential flows and is not situated within a flood-prone area.

Actions taken to reduce water resources usage and efficiency measures implemented:

- ✓ decommissioning of cast-iron pipelines within the potable water supply network and their replacement with HDPE (High-Density Polyethylene) pipelines, guaranteed to operate without failure for a minimum of 50 years;
- ✓ modernization of potable water control and distribution systems from the point of entry into Aerostar, including pumping to the water towers and distribution to internal consumers;
- ✓ replacement of defective hydrants and substitution of non-functional underground hydrants with above-ground hydrants featuring improved functionality;
- ✓ prompt remediation of failures occurring in potable, industrial, and recirculated water installations;
- ✓ potabilisation of groundwater extracted from well F2. The quantity of potable water produced through the company's own reverse osmosis installation in 2025 amounted to approximately 23.000 cubic meters.

Total water consumption in m <sup>3</sup>			
Year	Potable water	Industrial water	Total consumption
2021	61.502	36.215	97.717
2022	57.854	45.855	103.709
2023	82.483	44.151	126.634
2024	71.536	42.598	114.134
2025	55.379	67.580	122.959

## **ANTICIPATED FINANCIAL EFFECTS OF IMPACTS, RISKS, AND OPPORTUNITIES RELATED TO WATER AND MARINE RESOURCES**

### **E3-5**

In 2025, Aerostar set a target to reduce the amount of potable water purchased from the supplier CRAB, with the goal of meeting 50% of the total consumption needs. In this regard, the process for treating water from drilling Well No. 2 was initiated in 2024, and in January 2025, the Bacău County Public Health Directorate authorised Aerostar's potable water supply system (Authorisation No. 2120/21.01.2025).

As a result, in 2025, Aerostar's production of potable water accounted for approximately 50% of the total consumption needs.

## **BIODIVERSITY AND ECOSYSTEMS**

### **ESRS E4**

## **TRANSITION PLAN AND INTEGRATION OF BIODIVERSITY AND ECOSYSTEMS INTO THE STRATEGY AND BUSINESS MODEL**

### **E4-1**

Our operational site is located within an industrial area, with no direct impact on protected natural areas or vulnerable habitats. However, we are aware of our responsibility regarding the sustainable use of natural resources and the reduction of impacts on local biodiversity.

## **ACTIONS AND RESOURCES RELATED TO BIODIVERSITY AND ECOSYSTEMS**

### **E4-3**

Although our location does not impact protected ecosystems, we aim to integrate biodiversity into our sustainability approach in the future by:

- ✓ Conducting periodic assessments of the impact of our activities on the local environment;
- ✓ Collaborating with environmental organisations on projects that support regional biodiversity;
- ✓ Promoting a responsible supply chain that includes sustainability criteria for suppliers.

## RESOURCE USE AND CIRCULAR ECONOMY

### ESRS-E5

## MATERIAL IMPACTS, RISKS, AND OPPORTUNITIES

### IRO-1

In terms of improving environmental performance, our company has remained focused on increasing waste recovery and educating all employees on minimising waste generation.

Following the double materiality analysis on the sub-themes of the thematic standard, no material impacts or risks with financial materiality were identified:

The analysed impacts are not material, and the risks do not present financial materiality			
Subtopic	Impact (I)	Risk (R)	Opportunity (O)
Resource inputs, including resource use	Excessive use of raw materials	-	-
Waste	Generation of hazardous waste	Higher taxes and increased costs for hazardous waste disposal	-

## POLICIES RELATED TO RESOURCE USE AND THE CIRCULAR ECONOMY

### E5-1

The circular economy and waste management are of great importance to us, reflecting the responsibility we have assumed toward the environment. One of the key action areas included in the company's development strategy is ensuring the rigorous implementation of the Waste Prevention and Reduction Plan for waste generated by our own activity.

We monitor both hazardous and non-hazardous waste. For the handling, collection, segregation, baling, and temporary storage of waste generated on-site, we collaborate with specialised waste management companies that provide the necessary equipment and human resources to carry out these operations.

## ACTIONS AND RESOURCES RELATED TO RESOURCE USE AND THE CIRCULAR ECONOMY

### E5-2

Throughout the year, monthly and periodic reports are prepared regarding waste management, both for internal company reporting and for reporting to environmental authorities, in accordance with the requirements set out in the environmental authorisations held. The reports include information on: waste types, quantities generated, and recovery methods.

For effective waste management, activities carried out include:

- ✓ Identifying and classifying waste in accordance with applicable environmental legislation;

- ✓ Conducting waste management audits in compliance with applicable legislation (Government Emergency Ordinance 92/2021) and implementing programmes to prevent and reduce the quantities of waste generated;
- ✓ Ensuring the provision of appropriate collection infrastructure (waste bins, dustbins, containers, retention tanks, and specially designated spaces/areas for temporary waste storage);
- ✓ Identifying and analysing the best available recovery solutions on the market for the waste generated.

## RESOURCE INFLOWS AND OUTFLOWS

### E5-4, E5-5

Year	Total waste generated (kg)	Total waste generated in relation to turnover (kg/RON)	Hazardous waste(kg)	Non-hazardous waste (kg)	Recovery rate
2021	875.672	0,0023	197.665	678.007	80%
2022	1.225.611	0,0026	208.313	1.017.298	84%
2023	1.673.684	0,0033	259.201	1.414.483	90%
2024	1.711.620	0,0029	554.610	1.157.011	79%
2025	1.281.793	0,0020	294.180	987.613	76%

Other resource outflows include recovered packaging, reported monthly to the Environmental Fund Administration, mentioning that these quantities are already included in the overall waste reporting at the level of AEROSTAR.

Thus, in 2025, the quantities generated were:

- ✓ plastic – 348 kg,
- ✓ paper-cardboard– 2336 kg,
- ✓ metal – 1614 kg,
- ✓ wood – 46573 kg.

## ANTICIPATED FINANCIAL EFFECTS OF RESOURCE USE- AND CIRCULAR ECONOMY-RELATED IMPACTS, RISKS, AND OPPORTUNITIES

### E5-6

Regarding financial risks related to resource use, legal and regulatory sanctions may arise (fines and financial losses in the event of non-compliance with resource use and waste management regulations). Additionally, waste disposal costs can have a financial impact, resulting from inefficient waste management, which may entail higher fees or additional costs for storage and recycling.

An opportunity offered by the circular economy is energy efficiency; thus: the implementation of circular solutions reduces energy consumption and associated costs, contributing to long-term savings.

### **AEROSTAR'S OWN WORKFORCE – GENERAL INFORMATION**

#### **ESRS 2**

In 2025, Aerostar continued to recognise its own workforce as a strategic element essential for sustainability, competitiveness, and operational resilience. Aerostar operates in a technical and competitive sector, which requires a skilled workforce, robust skills development programmes, stable working conditions, and an organisational climate focused on safety, diversity, and inclusion.

The rights and responsibilities of employees at Aerostar S.A. are established in the Collective Labour Agreement (Romanian abbreviation CCM), formulated in accordance with labour law, which transposes nationally the principles set out in the International Charter of Human Rights and the International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work. Specific responsibilities related to the performance of duties at the workplace are defined in the Rules of Organisation and Operation, annexed to the CCM.

The company respects and supports internationally recognised human rights and implements fair compensation and equal opportunities for all employees, without discrimination, while upholding the diversity of its personnel.

The objectives included in the company's strategy have been defined taking into account the required human capital, their structure, and quality, which implies a continuous alignment between the need to attract, retain, motivate, and continuously develop the workforce, and the needs of employees at different stages of their professional career. The Legal and Human Resources Directorate within the company is responsible for ensuring the required personnel, conducting specific evaluations, professional development, providing training necessary for certification, authorisation, and accreditation of personnel, occupational health and safety activities, and other related functions.

### **INTERESTS AND VIEWS OF STAKEHOLDERS**

#### **SBM-2**

Aerostar places strategic importance on identifying and understanding the interests of stakeholders, recognising employees as a decisive group, and acknowledging that constant and transparent social dialogue contributes to risk mitigation, performance enhancement, and trust-building. Our approach is based on the principle of active participation and on the periodic consultation of all relevant stakeholders, particularly employees – considered the central group in reporting under ESRS S1.

Equally, Aerostar carefully monitors the interests of partner educational institutions, local communities, and authorities, particularly regarding the development of technical skills, provision of a skilled workforce, and maintaining high standards of occupational health and safety practices. These perspectives contribute to guiding investments in training, set priorities for technological modernisation, and adapt training programmes for pupils, students, and employees.

When presenting information about our own workforce, we refer to all company employees (full-time, part-time, fixed-term, or permanent), as well as those provided to the company through temporary employment agencies. Matters concerning workers in the value chain are addressed separately in the section "Value Chain Workers," ESRS S2.

**MATERIAL IMPACTS, RISKS AND OPPORTUNITIES AND THEIR INTERACTION WITH THE STRATEGY AND BUSINESS MODEL**  
**SBM-3**

The material impacts identified through the double materiality assessment are predominantly positive, reflecting Aerostar’s efforts to ensure stable, safe, and development-oriented working conditions. These include contractual stability, training and professional development programmes, equality, and inclusion policies, etc. The approach to managing material impacts, risks and opportunities is integrated and preventive in nature.

The double materiality analysis identified a single potential negative impact, associated with a financially material risk, which relates to the occupational health and safety of the Company’s own workforce.

The risk presents financial materiality			
Sub-subtopic	Impact (I)	Risk (R)	Opportunity (O)
Occupational Health and Safety	<p><b>Potential Negative:</b>                      The presence of potentially harmful factors (noise, vibration, physical strain, and substances specific to industrial processes)</p>	<p>Long-term deterioration of employees’ health in cases of non-compliance by employees with occupational health and safety regulations; for employees, an increased likelihood of workplace accidents and occupational diseases; for the Company, an increased likelihood of compensation claims from affected employees, fines and penalties imposed by the competent authorities, reputational risk, and litigation risk.</p>	<p>Maintaining a high standard of protection that reinforces the Company’s image as a responsible employer, through the continuous optimisation of protective equipment and technologies to reduce exposure.</p>

The remaining identified and analysed impacts are not material and do not have financial materiality. Aerostar continuously monitors changes in the internal and external environment, maintaining a strong focus on employee wellbeing and rapidly adapting processes to protect and enhance its human capital. In this way, positive impacts are amplified, risks are effectively managed, and opportunities are converted into sustainable outcomes for both employees and organisational performance.

The impacts are not material, and the risks do not present financial materiality

Sub-subtopic	Impact (I)	Risk (R)	Opportunity(O)
Safe working conditions	<p><b>Real Positive:</b> Provision of jobs with a high level of contractual stability, with the majority of employees on permanent contracts.</p>	Rigidity in employee mobility or in the resource relocation.	Improving the company's reputation by increasing the motivation and commitment of existing employees to the company, through: building long-term development programmes, positioning the company as an attractive employer, reducing costs associated with recruiting and onboarding new employees, and fostering organisational culture.
Working hours	<p><b>Real Positive:</b> Working hours organised in a balanced manner, allowing for the even distribution of tasks and maintaining operational rhythm without overwork.</p>	Sudden increase in workload and failure to adjust it in a timely manner.	Strengthening a wellbeing-oriented organisational culture by: increasing talent attraction capacity through a predictable working environment, optimising processes via digitalisation, and maintaining a low absenteeism rate.
Social dialogue	<p><b>Real Positive:</b> Respect for and promotion of employees' rights.</p>	Non-compliance with labour rights or discriminatory practices, which may lead to reputational damage for the Company, violation of applicable legislation, and litigation risk.	Creating a culture of participation through employee consultation in strategic decisions, continuous feedback mechanisms, and internal surveys; recognising and rewarding employees for innovative ideas.

The impacts are not material, and the risks do not present financial materiality

Sub-subtopic	Impact (I)	Risk (R)	Opportunity (O)
Freedom of association, existence of works councils, and employees' rights to information, consultation, and participation	<p><b>Real Positive:</b></p> <p>Freedom to join the employees' representative union within the Company, whose representative receives real-time information through participation in the weekly operational management meeting and subsequently disseminates the information to workers.</p>		
Collective bargaining, including the proportion of employees covered by collective labour agreements	<p><b>Real Positive:</b></p> <p>Promotion and application of fair employment relations that ensure social protection for all employees, regardless of membership in the representative union, as well as preventing the occurrence of collective labour conflicts, through the negotiation of the collective labour agreement every two years, with certain clauses (such as salary-related rights) negotiated annually.</p>	<p>Non-compliance with the obligations for periodic negotiation of the CCM may lead to the triggering of collective labour conflicts, with repercussions on the continuity of the Company's operations.</p>	
Employee satisfaction level (sub-subtopic not mandated by the standard)	<p><b>Potential Negative:</b></p> <p>The actual level of employee satisfaction is not measured systematically, which may result in a lack of awareness of dissatisfaction or issues requiring intervention</p>	<p>In the absence of an indicator to measure satisfaction levels, dissatisfied employees may generate turnover or decreased performance.</p>	<p>Implementation of an annual or semi-annual satisfaction survey to collect direct feedback for the improvement of internal practices and increased transparency.</p>
Gender equality and equal pay for work of equal value	<p><b>Real Positive:</b></p> <p>Implementation of firm principles of equality and equal opportunity in recruitment, selection, development, and promotion, providing an inclusive framework for all employees; internal procedures, objective evaluation criteria, and standardised selection processes contribute to the prevention of any form of discrimination.</p>	<p>Excluding or favouring candidates/employees based on gender, age, ethnicity, religion, or other personal characteristics could lead to reputational damage for the Company, violation of applicable legislation, and litigation risk.</p>	<p>Maintaining a continuous process of monitoring diversity indicators to prevent the emergence of subjective perceptions of unfairness; enhancing attractiveness as a responsible employer and strengthening the brand through active communication.</p>
Training and skills development	<p><b>Real Positive:</b></p> <p>Investments in training and professional development through continuous training programmes, employee career plans, performance recognition, and promotion opportunities.</p>	<p>Lack of professional development opportunities could result in employee demotivation and reduced efficiency.</p>	<p>Digitalisation of processes to reduce repetitive tasks, integration of artificial intelligence, and automation of operational processes; training and reskilling employees to help them adapt to new technologies and digital upskilling.</p>

The impacts are not material, and the risks do not present financial materiality

Sub-subtopic	Impact (I)	Risk (R)	Opportunity (O)
Measures against workplace violence and harassment	<p><b>Real Positive:</b> Ensuring a safe environment for all employees, free from discrimination, that guarantees equal respect of human rights and fundamental freedoms or legally recognised rights, through the adoption, as an annex to the Internal Regulations, of the “Guidelines for the Prevention and Combating of Sexual and Psychological Harassment in the Workplace.”</p>	<p>Reputational risk if measures regarding violence and harassment in the workplace are not respected; employees who have been assaulted or harassed leaving the company, and litigation risk.</p>	
Confidentiality	<p><b>Real Positive:</b> Processing personal data in a transparent manner, respecting all rights granted to individuals under the law, with data collected being adequate, relevant, and limited to what is necessary in relation to the purposes for which it is processed (recruitment, selection, employment, and execution of individual employment contracts).</p>	<p>Reputational risk and litigation risk in the event of collection or processing of personal data for purposes other than those declared, or in case of unauthorised disclosure.</p>	

The identified impacts, associated risks, and opportunities are taken into account in the annual update of the Company’s development strategy, which consistently maintains a five-year horizon. Identified impacts, associated risks, and opportunities concerning the Company’s own workforce are analysed separately and form the subject of a dedicated section within the strategy.

In accordance with the development strategy, regarding the Company’s own workforce, we aim to strengthen and expand our capabilities to attract and, where appropriate, internally train qualified or certified personnel for each of the Company’s functions, as well as to create effective tools to ensure appropriate working conditions, attraction, retention, motivation, and continuous development in the workplace. To achieve this, the strategy sets out the following lines of action:

- Ensuring attractive working conditions in all aspects: safe jobs, adequate remuneration, work-life balance, occupational health and safety, training and professional skills development, and equality of opportunity and treatment for all employees;
- Efficient use of Aerostar’s authorisations as a professional training provider or as a competence assessment centre, leveraging our capabilities to organise internal qualification courses or skills assessment processes in accordance with the authorisations held;
- Maintaining and developing collaboration with technical colleges in Bacău and Iași to sustain/expand specialisations relevant to the Company’s field of activity, as well as with technical universities nationwide that traditionally supply graduates for employment;

- Effective use of tools to motivate pupils/students in technical education through internships at Aerostar, the provision of dual education scholarships, private scholarships, and temporary employment;
- Effective use of temporary employment agencies to evaluate newly recruited personnel requiring a longer period for the assessment of professional competencies.

## **POLICIES RELATED TO AEROSTAR'S OWN WORKFORCE**

### **ESRS S1-1**

Aerostar has a structured set of policies dedicated to the responsible management of its own workforce, aimed at ensuring a safe and fair working environment that supports professional development. These policies form the basis for how employee relations are managed and provide the formal framework through which Aerostar makes clear commitments regarding the protection of workers' rights, promotion of inclusion, fair remuneration, and the maintenance of high occupational health and safety standards. The Human Resources policies include firm commitments to equal opportunities, non-discrimination, and fair treatment, ensuring equal access to recruitment, training, and career advancement opportunities, regardless of gender, age, ethnicity, or any other criteria unrelated to competence. Selection and promotion processes are organised based on objective and transparent criteria aligned with job requirements, thereby contributing to a fair and inclusive working climate. All Aerostar HR policies and operational procedures apply across the entire Company.

Among the main lines of action are:

- promoting diversity of thought and experience, and equitable opportunities, so that each individual can develop and contribute to the Company's success;
- encouraging personal development of employees to enhance competencies, integrating them into professional development plans, and retaining personnel with the knowledge, skills, and abilities required;
- fostering a culture of trust and respect through constructive discussions and the sharing of knowledge and information related to work activities, thereby strengthening solidarity within the Company.

We have a constant focus on attracting and retaining talent. Our openness to pupils and students from the high schools, colleges, and universities with which we collaborate, demonstrated through the scholarships we provide, as well as the framework for them to undertake practical placements within the Company, offers learning opportunities where each trainee is guided to launch their career with the support of our experts. Our internship programme allows trainees to gain in-depth knowledge of the aerospace industry, experience our working environment, and collaborate alongside our specialist teams. Subsequently, graduates may join the Aerostar team through employment, helping to maintain a balanced generational mix and promoting a continuous exchange of knowledge and skills.

The Occupational Health and Safety policy aims to achieve the following general management objectives, with all employees expected to be actively involved in their achievement:

- compliance with legal and other applicable regulatory requirements;
- conducting activities without recorded incidents;
- continuous improvement of preventive measures to reduce unwanted effects;
- enhancement of occupational health and safety (SSM) performance

Annually, we establish measurable objectives related to occupational health and safety, tailored to relevant functions, levels, and processes, in alignment with the Company's strategic direction.

## **PROCESSES FOR ENGAGING WITH AEROSTAR'S OWN WORKFORCE AND THEIR REPRESENTATIVES REGARDING IMPACTS**

### **ESRS S1-2**

Aerostar systematically integrates the perspective of employees and their representatives into the process of identifying, evaluating, and managing impacts on its own workforce. Worker involvement is part of the strategic social governance approach and is essential for risk prevention, improving working conditions, and fostering an organisational climate based on trust and transparency.

Dialogue with employees takes place through a series of formal and informal mechanisms. These include periodic meetings between management and employee representatives, direct consultations on occupational health and safety, as well as ongoing exchanges regarding operational schedules, workload, training needs, and factors affecting professional well-being. These interactions enable early collection of information on employee concerns and facilitate the rapid adaptation of internal processes. The Company has established a joint management-employee committee to monitor the ongoing implementation of the collective labour agreement (CCM). In addition, the Occupational Health and Safety Committee (CSSM) operates within the Company, composed of representatives from management and employee representatives appointed under the CCM, with subcommittees organised to address specific issues within the divisions.

## **PROCESSES FOR REMEDIATING NEGATIVE IMPACTS AND CHANNELS FOR OWN WORKERS TO RAISE CONCERNS**

### **ESRS S1-3**

For any activity carried out within the Company, we ensure compliance with applicable legislation as well as with the provisions of the Corporate Governance Code of the Bucharest Stock Exchange. In addition, we are guided by Aerostar's Internal Regulations, which set out the rights and obligations of both employees and the employer, including rules on non-discrimination and respect for human dignity, conflict of interest, disciplinary procedures, and the handling of employee requests and complaints. Furthermore, the Company's Code of Conduct and Ethics adopted at company level, defines the values, principles, and standards that Aerostar's contractual personnel must comply with and apply.

For the reporting of concerns, complaints, and potential violations of rights, as well as for their prompt remediation, the Company provides employees with a structured and accessible system for reporting concerns, complaints, and potential violations of rights and ensuring their prompt resolution.

This remediation framework is built on principles of confidentiality, impartiality, and protection against any form of retaliation, thereby ensuring a climate of trust and safety in communication.

All employees are encouraged to report any suspicions regarding compliance breaches or violations of ethical or conduct rules by email: [sesizari@aerostar.ro](mailto:sesizari@aerostar.ro). Beyond the existence of a formal organisational framework, however, reporting misconduct remains an individual responsibility.

All reports are examined through a clearly defined process, which includes an objective assessment of the situation, consultation with the parties involved, and the establishment of appropriate remedial measures. Depending on the nature of the case, interventions may range from adjustments to work organisation, clarification of responsibilities, and improvement of equipment, to updates of internal procedures or additional training.

## **ACTIONS TAKEN REGARDING MATERIAL IMPACTS ON OWN WORKFORCE AND APPROACHES TO MITIGATING MATERIAL RISKS AND PURSUING MATERIAL OPPORTUNITIES RELATED TO OWN WORKFORCE, AND THE EFFECTIVENESS OF THESE ACTIONS**

### **ESRS S1-4**

Aerostar has established clear and formal commitments towards its own workforce, aimed at respecting employees' fundamental rights, ensuring fair working conditions, and promoting a safe, inclusive, and development-oriented professional working environment.

Considering the potential negative impact on health and safety, associated with a financially material risk, we have implemented and maintain an occupational health and safety management system, certified by AEROQ, in accordance with the SR ISO 45001 standard. This management system focuses on the following areas:

- ensuring safe and healthy working conditions to prevent work-related injuries and illnesses, proportionate to the Company's purpose, size, and context, as well as the specific nature of SSM risks and opportunities;
- determining actions to address risks and opportunities associated with the SSM context and objectives;
- emphasizing individual responsibility in the context of ensuring the capability to demonstrate compliance with legal requirements and other applicable obligations;
- eliminating hazards and reducing SSM risks;
- consulting and involving workers or their representatives.

The Company periodically assesses the risks of work-related injuries and occupational illnesses at workplaces and workstations across each organisational structure, and continuously aiming to prevent and minimise these risks to the extent possible, including hazards, the risk of incidents, work accidents, dangerous incidents, and occupational illnesses. This is achieved through the implementation, monitoring, and, where necessary, adjustment of the measures included in the "Prevention and Protection Plan for ensuring employee health and safety," prepared annually. In 2025, all measures outlined in this plan were fulfilled.

Beyond complying with legal requirements regarding employee training on SSM instructions, the provision of personal protective equipment appropriate for the work actually performed, and health monitoring, the Company is continuously committed to investing in state-of-the-art, environmentally and human-friendly work equipment equipped with protective devices to ensure safe use.

Another major commitment concerns the professional development of employees. Aerostar promotes equal access to training, upskilling, and professional reskilling, supporting programmes adapted both to operational needs and individual aspirations.

Equal opportunities and fair treatment among our employees are fundamental pillars of how we conduct our daily activities, which is why discrimination based on gender, religion, nationality, age, sexual orientation, disability, or political affiliation is strictly prohibited within the Company. The Company conducts transparent recruitment processes that provide equal opportunities to all candidates, regardless of gender, nationality, or age. Equal opportunities and fair treatment are also ensured for our current employees as well as for those seeking to join the Company. The same principles of equal opportunities and fair treatment are applied to promotion processes, both within operational and management compartments.

We support and encourage diversity among our employees, both at operational and management levels. During the reporting period, out of 1.874 employees, 560 are women, and of the 189 holding management positions, 49 are women. These proportions are mainly justified by the nature of the Company's activities,

which are predominantly technical.

In addition, Aerostar is committed to maintaining an open and constructive dialogue with employees and representatives of the Avias trade union, recognising the importance of this process in identifying the workforce's real needs and ensuring a stable and motivated working environment. Discussions within Aerostar are conducted through rational arguments, and the use of offensive language, personal attacks, or insulting behaviour is strictly prohibited.

Through these commitments, Aerostar demonstrates its people-oriented vision, based on responsibility, performance, and care for its own workforce, thereby strengthening a durable, transparent, and mutually beneficial relationship for all parties involved.

## **TARGETS RELATED TO MANAGING MATERIAL NEGATIVE IMPACTS, PROMOTING POSITIVE IMPACTS AND MANAGING MATERIAL RISKS AND OPPORTUNITIES**

### **ESRS S1-5**

Targets related to the material impacts concerning occupational health and safety (SSM) aim at the continuous improvement of working conditions and the maintenance of a safe working environment from an SSM perspective. Aerostar seeks to minimise workplace incidents, optimise the monitoring of occupational exposures, and ensure the provision of adequate protective equipment for all positions identified as having potential risks. The indicators monitored include: the number of reported incidents, the results of risk assessments, the level of SSM compliance, and employee participation in safety training.

Another priority objective is the strengthening of workforce stability by maintaining a high level of permanent employment contracts and reducing employee turnover in critical areas. This target contributes to positive impacts related to job security, operational continuity, and the retention of internal expertise. Indicators such as the voluntary departure rate and the consolidation of exit interview are used for monitoring purposes.

To support the professional development of the workforce, Aerostar follows its annual professional training plan. This plan supports positive impacts relating to workforce qualifications and reduces the risk associated with skills shortages in specialised trades. Objectives include increasing the number of training hours per employee, developing a standardised training portfolio, and expanding collaborations with educational institutions.

Aerostar also pursues specific targets related to equal opportunities, diversity, and inclusion, with the aim of maintaining a fair working environment and preventing any form of discrimination. These targets include ensuring transparency in the promotion process and equal pay treatment for equivalent roles, etc.

In terms of opportunities, Aerostar intends to develop modern tools for assessing employee perceptions through the introduction of an annual employee satisfaction survey, which will contribute to a better understanding of the real needs of the workforce and to the substantiation of future targets. This initiative also addresses a potential negative impact - the lack of systematic data regarding employee satisfaction.

Overall, the defined targets form an integral part of the sustainability strategy and the organisational performance management. They contribute to creating a stable, safe, fair, and development-oriented working environment, strengthening positive impacts while reducing exposure to social risks that could affect operations in the long term.

## **CHARACTERISTICS OF AEROSTAR'S OWN WORKFORCE**

### **ESRS S1-6; ESRS S1-7**

Aerostar's own workforce presents a well-defined, stable profile aligned with the specific operational requirements of the aeronautical industry. The characteristics of employees reflect both the structure of the company's activities and its focus on contractual stability, technical qualifications, and continuous professional development.

The company relies predominantly on employees with permanent employment contracts, which contributes to operational stability and the retention of critical competences. Fixed-term contracts are used in a limited and targeted manner, depending on temporary needs or projects with a predefined duration; however, they do not represent a predominant practice. At the same time, the working time structure is primarily based on standard working schedules, as the company's activities require consistent presence and a predictable distribution of tasks.

The workforce is predominantly composed of qualified technical personnel, reflecting the specific nature of the aeronautical industry. The level of employee qualification is high, and the company consistently invests in training in order to develop competences required by modern technologies and evolving market requirements. In addition, there is a significant representation of employees with higher education, particularly in engineering fields.

From a demographic perspective, Aerostar's workforce shows a balanced distribution across age groups, maintaining both employees with extensive experience and younger generations undergoing professional training. This diversity creates an effective framework for knowledge transfer and operational continuity. Aerostar also actively collaborates with high schools and universities in order to attract young specialists, thereby contributing to the renewal of the workforce.

The presence of women in certain technical compartments remains relatively lower, in line with industry trends; however, Aerostar promotes balanced participation and encourages diversity in recruitment. Internal policies support equal access to positions, training programmes, and career advancement opportunities.

The workforce is complemented by administrative and support personnel who ensure the efficient functioning of internal processes, including human resources, finance, quality, procurement, logistics and other essential functions. The representation of these categories provides a well-balanced organisational structure.

Recruitment for technical trades remains a challenge at the labour market level; however, the company approaches this issue as a strategic opportunity through educational partnerships.

## **NUMBER OF EMPLOYEES**

We aim to ensure a homogeneous and balanced workforce, both in terms of age groups and gender categories; however, given the operational nature of the activities, male employees represent 70% of the total workforce.

## NUMBER OF EMPLOYEES BY GENDER

	2024	2025
Gender	Number of Employees (headcount)	Number of Employees (headcount)
Male	1.330	1.314
Female	553	560
Other	0	0
Undeclared	0	0
<b>Total Employees</b>	<b>1.883</b>	<b>1.874</b>

Tables for employees based on type of contract, broken down by gender, can be found in Annex 2.

Out of a total of 1.874 active individual employment contracts in 2025, 2 contracts are part-time and 1.872 are full-time. A full-time contract is defined as 40 hours/week, while part-time contracts are considered as 4 hours/day (20 hours/week) and/or 6 hours/day (30 hours/week).

The voluntary departure rate in 2025 was 9,58%, lower than in 2024 (10,73%). For AEROSTAR S.A., the term site refers to the locations where the company operates. The head office is located in Bacău, with an additional secondary site in Iași.

Tables for employees based on site and type of contract, broken down by gender, can be found in Annex 3.

## COVERAGE OF COLLECTIVE BARGAINING AND SOCIAL DIALOGUE

### ESRS S1-8

We place great emphasis on social dialogue and maintaining a constructive communication framework between employer and employees. Collective bargaining represents a fundamental pillar in the management of labour relations, contributing to organisational stability, the protection of employee rights, and the strengthening of mutual trust.

Employees of the company may join the Avias trade union, which is the representative union at the unit level, in accordance with the provisions of Law no. 367/2022 on social dialogue. Aerostar has a Collective Labour Agreement (CCM) applicable to its entire workforce, which is negotiated periodically in collaboration with the representatives of the Avias trade union.

Social dialogue is structured and recurrent, carried out through periodic meetings between management and the union. This dialogue aims to identify employees' real concerns, anticipate potential operational issues, and adjust internal policies based on the feedback received. Topics discussed during these interactions include: working conditions, remuneration, working hours, occupational health, and safety, among others. Representatives of the Avias trade union have access to relevant information necessary for the performance of their activities, and Aerostar ensures that they can act freely, without pressure or constraints.

The relations between the employer and employees are fully in compliance with applicable legal provisions, with no conflictual issues identified in 2025 regarding these relations.

	2024	2025
Number of employees covered by collective labour agreements	<b>1.883</b>	<b>1.874</b>
Number of employees who are union members	<b>57%</b>	<b>56%</b>

## **DIVERSITY METRICS**

### **ESRS S1-9**

Our company analyses and monitors workforce diversity from multiple perspectives: gender, age, management level, distribution across professional categories, and the representation of women in leadership positions. Although the technical nature of the industry may result in a lower presence of women in certain roles, all employees have equal access to employment and development opportunities.

Another aspect monitored is the age group distribution, which reflects the diversity of experience and professional stages within the company.

We also track diversity in recruitment. Selection processes are neutral, fair, and based exclusively on competence.

Tables showing the gender distribution of employees by number and percentage at management level, as well as the personnel structure by age group and gender, can be found in Annex 3.

## **ADEQUATE REMUNERATION**

### **ESRS S1-10**

AEROSTAR's employee remuneration is uniformly governed by the Collective Labour Agreement.

Our company places central importance on ensuring adequate remuneration for all employees, in accordance with national legislation, industry standards, and principles of internal equity. The remuneration system is designed to accurately reflect the complexity of roles, required competences, assumed responsibilities, and performance levels, while also ensuring the company remains competitive in the labour market.

To guarantee appropriate pay levels, we use transparent pay grids, established based on an objective analysis of roles and professional requirements. Base salaries are supplemented by additional financial benefits. The company ensures that all base salaries exceed the legal minimum and are aligned with industry standards. An important aspect is the periodic review of the salary structure to prevent unjustified disparities.

## **SOCIAL PROTECTION**

### **ESRS S1-11**

Aerostar ensures that all employees have access to a strong social protection system, in accordance with national legislation and industry best practices, as part of its commitment to the well-being of its workforce.

In accordance with the Collective Labour Agreement (CCM), all our employees benefit from social protection at the workplace. Social protection covers a broad range of benefits and measures designed to provide financial security, support in unforeseen situations, and long-term stability for employees and their families.

Additional elements of social protection may include: financial support for marriage, childbirth, bereavement, among others. Employees may also benefit from additional leave for various personal situations, enabling them to maintain a healthy work-life balance.

Through this integrated set of measures, our company promotes a stable and responsible working environment, in which employees are supported, contributing to increased employee satisfaction, loyalty, and workforce retention.

## PERSONS WITH DISABILITIES

### ESRS S1-12

Although the company does not have positions specifically designated for persons with disabilities, employees with disabilities are integrated into regular teams and benefit from the same rights, opportunities, and responsibilities as the rest of the personnel.

Recruitment and selection processes are non-discriminatory, ensuring equal access to positions for persons with disabilities, while taking into account the specific requirements and risks associated with each role.

The total percentage of employees with disabilities in 2025 is 0,32%.

## TRAINING AND SKILLS DEVELOPMENT METRICS

### ESRS S1-13

Aerostar recognises training and professional development as a fundamental element for maintaining competitiveness, ensuring operational performance, and increasing employee satisfaction. All employees have access to structured training programmes, tailored both to job requirements and to individual skills development needs.

Training programmes cover technical and operational areas, including occupational health and safety, quality management, digital skills, communication, and organisational efficiency.

Continuous training is also linked to the identification of career advancement opportunities and to succession planning for key positions, contributing to talent retention, and ensuring operational continuity. The company encourages knowledge sharing among employees and internal mentoring, creating a collaborative and sustainable learning environment.

	2024	2025
Total number of training hours	45.066	67.494

	2025		
	FEMALE	MALE	TOTAL
Total number of employees	560	1.314	1.874
% of employees participating in periodic evaluation	23%	60%	83%
% of employees participating in professional training	19%	48%	67%

Particular attention is given to the training and retention of EASA-licensed aeronautical technical personnel, who perform and certify maintenance work on aircraft and their components. Other areas covered by professional training programmes relevant to the company’s operations include: general engineering, economics, information and communication technology, quality and environment, occupational health and safety, security, safety, internal audit, internal control, and financial management, as well as other general topics necessary for the company’s activities.

New employees benefit from a structured onboarding and professional adaptation programme, during which they receive information about the tasks and responsibilities of their position, working environment, team, managers, collaborating compartments, and operating procedures. Additionally, we have an annual employee evaluation process, aimed primarily at measuring and improving workplace performance, enhancing employee potential and value to the company, highlighting positive performance metrics, and establishing the steps required to achieve better results in the following evaluation cycle.

## HEALTH AND SAFETY METRICS

### ESRS S1-14

We consider the health and safety of our employees to be a priority, with prevention and protection being fundamental pillars of a responsible and sustainable working environment. The occupational health and safety management system, certified by AEROQ in accordance with the applicable standard, is integrated into all operational processes and aims to minimise occupational risks.

Implemented measures include continuous workplace risk assessments, provision of appropriate personal protective equipment, regular training on accident prevention, and clearly defined emergency procedures. Evaluations are conducted regularly, and results are used to correct or optimise processes and equipment, reducing exposure to potential hazards such as noise, chemical substances, physical effort, or mechanical accidents. The company constantly monitors SSM performance metrics and compliance with legislative requirements.

100% of the company’s own workforce is covered by the occupational health and safety management system.

In 2025, Aerostar identified, analysed, and resolved a single work-related event, classified as an “off-duty accident”. Additionally, no occupational illnesses were reported/investigated/declared during 2025.

	2024	2025
Number of off-duty accidents	1	0
Number of minor work accidents	6	1
Number of fatal work accidents	1	0
Number of employees with occupational diseases and serious incidents	0	0
Number of accidents per 100,000 hours worked	0,00001	0,00001
Lost time due to work accidents per 100,000 hours worked	0,00018	0,00000

## NUMBER OF EMPLOYEES TRAINED IN OCCUPATIONAL HEALTH AND SAFETY

All employees have completed mandatory SSM training, upon hiring, on-the-job, periodically, and additionally when required. Personnel with specific SSM responsibilities have participated in role-specific training organised through the company’s Internal Prevention and Protection Service.

Measures adopted to prevent work-related incidents included at least: reviewing/updating/monitoring protective and preventive measures for 2025, supplementing SSM training programmes, ensuring all employees are familiar with the company’s internal SSM regulations, and intensifying inspections or assigning additional responsibilities for performing periodic checks.

In 2025, the company recorded no litigation arising from work-related incidents and did not have to pay damages as a result of such events.

## WORK-LIFE BALANCE METRICS

### ESRS S1-15

Our company recognises the importance of maintaining a healthy work-life balance, considering it essential for employee well-being, motivation, and talent retention. Working schedules are organised to provide predictability and stability, minimising unnecessary overtime and ensuring compliance with rest periods. Employees have access to flexible working arrangements where the nature of the activities and operational requirements allow, supporting the alignment of professional responsibilities with individual and family needs. The company also provides additional leave for various family-related events, further promoting a balance between professional and personal life. Work-life balance is monitored through metrics such as leave utilisation, overtime hours, and personnel turnover.

	2024		
	FEMALE	MALE	TOTAL
Percentage of employees eligible for additional leave	100%	100%	<b>100%</b>
% of employees who took maternity, paternity, or parental leave	2%	1%	<b>3%</b>
% of employees who took additional leave	10%	24%	<b>34%</b>

	2025		
	FEMALE	MALE	TOTAL
Percentage of employees eligible for additional leave	100%	100%	100%
% of employees who took maternity, paternity, or parental leave	2%	1%	3%
% of employees who took additional leave	11%	23%	34%

## REMUNERATION METRICS (PAY GAP AND TOTAL REMUNERATION)

### ESRS S1-16

The Company closely monitors remuneration metrics to ensure fairness, competitiveness, and equity in salary structures and employee benefits packages. Monitoring these metrics enables the assessment of their impact on employee satisfaction, retention, and motivation, as well as the identification of opportunities for improvement.

These metrics allow the identification of potential imbalances and the implementation of corrective measures to maintain a fair and motivating remuneration system.

The pay gap between women and men is defined as the difference between the average remuneration levels of female and male employees:

	2024	2025
Pay gap between women and men	8,54 %	8,05%
Pay gap between women and men at management level	9,01 %	6,31 %
Pay gap between women and men at operational level	7,45 %	7,28 %
Ratio of total annual remuneration	5,58	5,77

\* Pay gap between women and men= (Average gross hourly rate of male employees – Average gross hourly rate of female employees)/ Average gross hourly rate of male employees\*100

\*\* Ratio of total annual remuneration= Total annual remuneration (salary & management allowance) of the highest-paid employee/ Average total annual remuneration of employees (excluding the highest-paid employee)

## INCIDENTS, COMPLAINTS, ISSUES AND SEVERE HUMAN RIGHTS IMPACTS

### ESRS S1-17

In 2025, no incidents of discrimination or harassment among the Company's employees were reported, and no employee complaints regarding occupational health and safety were recorded. Furthermore, no incidents and/or complaints related to labour or serious impacts on human rights (e.g., forced labour, human trafficking, or child labour) were registered within the Company's workforce.

During 2025, the Company did not receive any fines, sanctions, or significant compensations related to human rights or its workforce, and no cases of non-compliance with the ONU (United Nations) Guiding Principles on Business and Human Rights, the OIM Declaration on Fundamental Principles and Rights at Work, or the OCDE Guidelines for Multinational Enterprises were identified during the reporting period.

Although no such incidents were recorded, internal policies and procedures ensure that any situation can be identified, documented, and addressed effectively. This proactive approach reflects the Company's commitment to protecting employees' rights, maintaining a safe, fair, and responsible working environment, and preventing any risks, including legal risks, associated with the Company's workforce activities.

	2024	2025
Number of human rights violations	0	0
Number of employee complaints regarding human rights	0	0
Number of employee complaints regarding occupational health and safety (SSM)	0	0

## IV SUSTAINABILITY STATEMENT – 3. VALUE CHAIN WORKERS

### INTERESTS AND VIEWS OF STAKEHOLDERS

#### SBM-2

Within our Company, Value Chain Workers may be present as part of the Company’s stakeholders, such as: suppliers, customers, certification and authorisation bodies, and regulatory authorities. The level of interest of these stakeholders is described in Annex 1.

Among the Value Chain Workers who may be present in the Company, the following are considered significant:

- Workers of service-providing suppliers;
- Workers of equipment suppliers providing commissioning and periodic maintenance services of equipment;
- Client representatives;
- Workers of regulatory or control bodies (ITM (Labour Inspectorate), ANAF (National Agency for Fiscal Administration), VAMA (Customs)).

The Company depends on Value Chain Workers to varying degrees, as they can affect the Company’s operations by ensuring the logistical conditions essential to achieving our primary objective - delivering our products and services on time and in accordance with the required quality standards.

Through our policies, we ensure alignment with internationally recognised instruments relevant to Value Chain Workers.

### MATERIAL IMPACTS, RISKS AND OPPORTUNITIES AND THEIR INTERACTION WITH THE STRATEGY AND BUSINESS MODEL

#### SBM-3

The double materiality analysis conducted on the sub-subtopics required by the thematic standard regarding Value Chain Workers revealed the following:

The impacts analysed are not material, and the risks do not present financial materiality.			
Subtopic	Impact (I)	Risk (R)	Opportunity (O)
Health and Safety	<b>Potential Negative</b> Non-compliance with the rights of partner employees present on Company premises regarding occupational health and safety.	Reputational risk in case of non-compliance with labour legislation regarding Value Chain Workers present on Company premises. Claims for compensation from affected parties.	
Gender Equality and Equal Pay for Work of Equal Value	<b>Real Positive</b> Safety of Value Chain Workers present on Company premises, who benefit from non-discriminatory treatment and equal opportunities.	Non-compliance with conduct and ethics standards, which could result in reputational loss for the Company.	Improvement of the Company’s Code of Conduct and Ethics, and encouragement for suppliers to adopt the same principles in their activities, through the Suppliers’ Code of Conduct.

<b>Measures Against Violence and Harassment in the Workplace</b>	<p><b>Real Positive</b> Safety of Value Chain Workers with access to Company premises, who receive similar treatment to that of Company employees regarding workplace violence and harassment.</p>	<p>Non-compliance with principles for combating sexual harassment or workplace harassment, which could result in reputational loss for the Company.</p>	<p>Improvement of the Company's Workplace Harassment Policy and encouragement of its application to Value Chain Workers.</p>
<b>Child Labour</b>	<p><b>Potential Positive</b> Respect for the rights of supplier employees regarding child labour.</p>	<p>Non-compliance with ethics standards, resulting in reputational impact for the Company.</p>	
<b>Forced Labour</b>	<p><b>Potential Positive</b> Respect for the rights of supplier employees regarding forced labour.</p>	<p>Non-compliance with ethics standards, resulting in reputational impact for the Company.</p>	
<b>Privacy</b>	<p><b>Real Positive</b> Protection of personal data of Value Chain Workers</p>	<p>Accidental disclosure of personal data of Value Chain Workers.</p>	

The potential negative impact related to the occupational health and safety of Value Chain Workers present on Company premises, even if not associated with a risk of financial materiality, prompts us to act through preventive and protective measures similar to those applied to our own employees.

Our Company works with suppliers from member countries of the International Labour Organization (OIM), a United Nations agency that sets international labour standards, develops policies in the field, and promotes decent working conditions for all workers.

Furthermore, through contractual requirements, we require our suppliers to comply with the labour legislation applicable in their country of origin.

The selection of our suppliers based on objective criteria, under conditions of equal treatment and opportunity, without discrimination on any grounds, generates a positive real impact. In 2025, we continued with good supplier selection practices, did not apply social criteria in their selection, and no negative social impact was created within our supply chains.

## POLICIES RELATED TO VALUE CHAIN WORKERS

### S2-1

Our Company consistently pursues the highest standards of business ethics, which has led us to adopt the "Suppliers' Code of Conduct." This code represents the expectations we have of our suppliers to ensure a healthy business relationship, in line with our values, principles, and ethical standards. In cases where the expectations of this Code are not met, the business relationship may be reviewed and the Company may propose corrective actions regarding the contractual terms.

The "Suppliers' Code of Conduct" addresses aspects related to the promotion and respect of human rights, treating people with respect and dignity, encouraging diversity, promoting equal opportunities for

all, and fostering a culture based on ethics in accordance with the conventions of the International Labour Organisation (OIM).

We communicate the "Suppliers' Code of Conduct" to our suppliers and encourage them to adopt their own codes of conduct and, in turn, convey them to their main suppliers of goods and services. In this way, as well as through policies such as the "General Purchasing Conditions," our Company ensures alignment with internationally recognised instruments relevant for Value Chain Workers.

In 2025, there were no significant changes compared to 2024 regarding expectations for suppliers. Following the survey of suppliers within the value chain, the proportion of suppliers who, at Aerostar's initiative, signed and committed to the "Declaration of Adherence to the Ethics and Conduct Policy," throughout their collaboration with our Company remains at 87%.

## **PROCESSES FOR ENGAGING WITH VALUE CHAIN WORKERS REGARDING IMPACTS**

### **S2-2**

We collaborate and maintain contact with representatives of the companies to which Value Chain Workers belong, whether those with whom we already have concluded contracts/agreements/protocols or other arrangements, or those with whom such arrangements may be established in the future. Collaboration and communication take place throughout the entire process, starting with the request for quotation and continuing with the submission of offers, negotiation, contracting and execution of the contract, clarification of issues and resolution of non-conformities, and concluding with the delivery of products or the provision of services, their acceptance, as well as the related collections or payments, and, where applicable, the handling of warranty claims.

Our Company is engaged in mutual evaluation mechanisms with the employers of Value Chain Workers aimed at assessing the degree to which requirements are met; thus, we respond to evaluation questionnaires proposed or requested by clients and, in turn, we assess suppliers based on questionnaires. We remain open to any means of collecting feedback, adjusting, and improving collaboration with all our partners in the value chain.

Operational responsibility for ensuring that this collaboration takes place lies with the Company's Chief Executive Officer, who, depending on needs, delegates authority or grants mandates for collaboration and communication.

## **PROCESSES FOR REMEDIATING NEGATIVE IMPACTS AND CHANNELS FOR VALUE CHAIN WORKERS TO RAISE CONCERNS**

### **S2-3**

Our Company fulfils all orders and commercial contracts and fully meets the obligations arising from them, in particular: the timely delivery of products and services to customers under the required quality conditions, as well as compliance with fair payment practices towards suppliers.

Through our policies, we manage the potential negative impact related to the health and safety of Value Chain Workers who perform work on the Company's premises. Thus, when they are granted access to the Aerostar site, they benefit from specific occupational health and safety training. The Company also provides visitors with appropriate personal protective equipment or suitable work clothing. Through contractual clauses, we ensure that the employers of Value Chain Workers carrying out activities on the

site assume their responsibilities regarding occupational health and safety in relation to their own personnel.

Throughout the duration of the relationship, any form of direct communication between Value Chain Workers and our employees designated as business contacts is permitted, as well as communication between their employers and our Company through the formal communication channels described in the section “Aerostar's Own Workforce”, which are open to all stakeholders. Email is a common and accessible channel through which Value Chain Workers are encouraged to express their concerns or needs.

Any Value Chain Worker may submit complaints if they become aware that an employee or representative of our Company has engaged in misconduct related to conduct and ethics, including if they have perceived or become aware of any form of retaliation during activities carried out on the Company's premises or elsewhere in connection with activities arising from the relationship with Aerostar. The Company will act responsibly in addressing complaints, taking measures to ensure the protection of personal data, while also accepting and resolving anonymous complaints.

## **ACTIONS TAKEN REGARDING MATERIAL IMPACTS ON VALUE CHAIN WORKERS AND APPROACHES FOR MANAGING MATERIAL RISKS AND PURSUING MATERIAL OPPORTUNITIES RELATED TO VALUE CHAIN WORKERS, AND THE EFFECTIVENESS OF THESE ACTIONS**

S2-4

In 2025, no issues or incidents related to human rights were reported within the upstream or downstream value chain.

However, in addition to the measures taken to manage the potential negative impact related to health and safety, our Company carried out actions aimed at preventing negative impacts on Value Chain Workers. In this regard, the sustainability self-assessment questionnaire developed by Aerostar was sent to the most important suppliers, and by the end of 2025 the proportion of those who provided feedback in response to our request reached 80%. We will continue our actions so that the remaining suppliers also provide a response.

The data collected and processed from the received questionnaires serve as a starting point for identifying actions through which we can better manage material risks and capitalise on opportunities associated with impacts on Value Chain Workers.

### INTERESTS AND VIEWS OF STAKEHOLDERS

#### SBM-2

Communities, and particularly the local community, together with employees, customers, suppliers and investors, represent a main group of stakeholders, and the Company's business strategy takes their interests into account to ensure long-term success and sustainability. There is a significant interdependence between the availability of the local workforce, on the one hand, and Aerostar's continued provision of employment opportunities to the community, on the other. This determines us to continuously pursue actions aimed at maintaining healthy relationships, mutual support and cooperation with the communities affected by our activities.

Our main expectation is to prioritise the recruitment of personnel from the local community who are qualified in professions relevant to the Company's field of activity. At the same time, the main expectation of the interested segment of the local community is that Aerostar maintains attractive and well-paid jobs.

### MATERIAL IMPACTS, RISKS AND OPPORTUNITIES AND THEIR INTERACTION WITH THE STRATEGY AND BUSINESS MODEL

#### SBM-3

The Company's business strategy places at the core of our values the achievement of performance through professionalism. As part of the business strategy, the "Board of Directors' Vision Statement" defines performance in relation to the requirements and expectations of the main stakeholder groups, thus, among other aspects, performance for us also means an increased contribution to the needs of the local community by promoting a clean environment and by supporting community development, culture, health, and sports.

The Company's development strategy is based on stakeholders' requirements, correlated with contextual aspects and their impacts over short – medium - and long-term horizons, as well as with material risks and opportunities. Consequently, the Company's priorities are driven by the same considerations. Thus, during the 2025 update of the Development Strategy, within the internal context aspects, the following priorities at an **extreme** level were identified as particularly relevant for the local community and other communities:

- priority use of the local workforce;
- stability and maintenance of jobs;
- protection of the environment;
- ethics and respect in business;
- compliance with and enforcement of legislation.

Sponsorships and civic participation activities carried out for the benefit of communities represent other priorities for us - at a **medium** level - also highlighted in the Development Strategy.

Furthermore, our company contributes to the respect of the right to freedom of expression, having a positive impact on the community through the fact that we have representatives in various local advisory bodies. Establishing and maintaining cooperation with such bodies, which collect and address community concerns, provides the Company with the opportunity to express its own values.

The impacts analysed are not material, and the risks do not present financial materiality.			
Sub-subtopic	Impact (I)	Risk (R)	Opportunity (O)
Security-related impacts	<b>Real positive</b> Maintaining jobs within the company contributes to the well-being of local communities.	Reduction in jobs due to a downsizing of activities.	Providing the local community with secure and well-paid jobs.
Right to education and culture (sub-subtopic not required by the standard)	<b>Real positive</b> Supporting education and cultural and sports activities through scholarships, internships for pupils and students, and sponsorships.	Insufficient availability of suitably qualified human resources, as well as inadequate recruitment and retention of graduates from the local community.	Optimising the expenditure related to scholarships granted to pupils and students from the company's funds.
Freedom of expression	<b>Real positive</b> The company's participation in various consultative bodies representing the local community (the Social Dialogue Commission attached to the Prefect's Institution of Bacău County; the Local Committee for the Development of the Social Partnership in Bacău and Iași; and the Regional Committee for the Development of the Social Partnership)		Establishing and maintaining partnerships with organisations that represent community interests and provide a platform for the company to express and promote its values.

## POLICIES RELATED TO AFFECTED COMMUNITIES

### S3-1

The Company's policies aim to mitigate risks and capitalise on opportunities of any kind identified in connection with its activities, including those relating to affected communities. In line with these policies, we strive to have a positive influence on the communities in which we operate. Our Company represents a stable presence on the labour market and, as an employer with significant economic potential, provides communities with opportunities for secure employment while also contributing substantial tax revenues to local budgets. In this way, the Company has a positive impact on improving the living standards of community members.

In addition to the specific human resources initiatives related to recruitment and personnel selection, the Company's policies also include continuous efforts to engage with and provide benefits to the community through:

- participation in public-interest partnerships with local authorities;
- involvement in education and vocational training processes through collaboration with educational institutions and participation in joint projects aimed at supporting the development of young people and adapting their skills to the current requirements of economic operators and the business environment;

- cooperation with non-profit organisations to support cultural, sports and extracurricular educational activities;
- sponsorship of various public events or initiatives;
- involvement in the organisation of donation campaigns in humanitarian cases or for charitable purposes, as well as encouraging and supporting employees to donate for the benefit of the community;
- supporting the community of small entrepreneurs and small and medium-sized enterprises (Romanian abbreviation IMMs).

## **PROCESSES FOR ENGAGING WITH AFFECTED COMMUNITIES REGARDING IMPACTS**

### **S3-2**

Our efforts to positively influence communities, through engagement and by returning value from our results - are realised through collaborations with local authorities, industry employers' associations, associations, foundations and other non-profit organisations, middle school, high school, and university institutions, and cultural and sports institutions. The Company's main expectations from collaboration with communities are primarily focused on generating, in the long term, recruitment and selection pools for future Aerostar personnel, drawn from pre-university and university graduates as well as the existing workforce within the communities in our geographical area. We also aim to contribute value to society while maintaining a positive public image and reputation.

Our presence in various advisory bodies representing the local community enables and sustains ongoing dialogue with local communities. Among these bodies, we highlight the following:

- Social Dialogue Commission attached to the Prefect's Institution of Bacău County;
- Local Committee for the Development of the Social Partnership (CLDSP) in Bacău and Iași, where the Company currently holds the presidency, and the Regional Committee for the Development of the Social Partnership (CRDPS), of which it is also a member.

In addition, we maintain dialogue with other communities relevant to the Company, including:

- dialogue with the business community in the aerospace industry, where our company is represented in the Romanian Aerospace Industry Employers' Organisation (OPIAR);
- dialogue with the community of small entrepreneurs within activities carried out by the Bacău County Employers' Association of IMMs (Romanian abbreviation PJIMM); we share our positive experiences to support IMM initiatives and pursue joint projects.

In the area of education, development, and preparing young people to meet current requirements, our company is a member of a legally established association created to set up a dual education cluster in Bacău. This initiative is in partnership with Bacău City Hall, Bacău County Council, Bacău County School Inspectorate, "Vasile Alecsandri" University of Bacău, the Bacău County Employers' Association of IMMs, the North-East Regional Development Agency in Piatra Neamț, and several technical colleges in Bacău. Subsequently, a consortium was formed that implemented a project financed through the National Recovery and Resilience Plan – "Educated Romania". Within this project, in 2025, construction works were carried out to establish an integrated vocational, secondary, and university campus for dual education in Bacău.

We recognise the importance of culture and sport in the educational process, as well as the fact that cultural and sporting events are well appreciated within the community. As a result, we sponsor the non-profit organisation "Aerostar Cultural and Educational Association Bacău," as well as the Aerostar Sports

Association. The professional football club and the aeromodelling club within the Sports Association are open to all children and young people from the community.

At the same time, we collaborate with non-profit organisations to raise awareness of and promote cultural, historical, and educational values, to strengthen the professional prestige of workers in the aviation industry, and to foster a sense of belonging to the group of elite producers in leading sectors of the industry, both in Romania and internationally. The Company's sponsorship policy is published on the corporate website, under the section "Investor Relations."

## **PROCESSES FOR REMEDIATING NEGATIVE IMPACTS AND CHANNELS FOR AFFECTED COMMUNITIES TO RAISE CONCERNS**

### **S3-3**

As in previous years, in 2025 our company did not record any negative impacts on communities. Our focus remains on maintaining this situation, leveraging past positive experiences and the know-how developed within the company, continuing to use our methods and tools to closely and systematically monitor operational results, detect risks early, evaluate impacts, and identify and implement corrective and improvement measures in a timely manner.

Should a member or representative of a community become aware of, or believe they have been affected by, either an action or an inaction of the company in a case where action would have been appropriate, they may submit notifications, complaints, or grievances through any publicly available contact channel: in writing, at the company's head office, via the registry, by post, fax, or e-mail. Such notifications may be submitted either personally or through a third party expressly authorised by the individual.

In all such cases, the Company acts diligently to resolve notifications, complaints, or grievances, even if submitted anonymously. Cases are handled discreetly, with due respect for the confidentiality of information, and in accordance with measures in place to ensure compliance with personal data processing restrictions.

Our values and practices regarding ethics and conduct strictly prohibit any form of retaliation against individuals who use the company's communication channels to report an act or a suspected violation of laws, or an impact on the environment or communities, or to seek assistance. We also promote these values in our relationships with partners.

The same communication channels are available, and the same treatment applies, in any other situation where a community member wishes to express opinions, concerns, suggestions, or special requests.

## **ACTIONS TAKEN REGARDING MATERIAL IMPACTS ON AFFECTED COMMUNITIES AND APPROACHES FOR MANAGING MATERIAL RISKS AND PURSUING MATERIAL OPPORTUNITIES RELATED TO AFFECTED COMMUNITIES, AS WELL AS THE EFFECTIVENESS OF THESE ACTIONS**

### **S3-4**

In order to manage the positive impact on communities by maintaining employment and to capitalise on the opportunity to provide safe and well-paid jobs, the Company undertakes actions to identify and implement specific human resources marketing methods and tools, aimed at creating robust recruitment pools within the local community and its immediate surroundings, from which new employees can be selected.

Thus, in 2025, Aerostar continued to carry out extensive activities to present the company and its job opportunities at technical colleges, technological high schools, and technical universities across the country, which prepare specialists in professions relevant to our business, as well as in complementary or related fields, providing the perspective of further training within the company to acquire the necessary skills and competencies. We maintain close relationships and formal partnerships with technological high schools and technical colleges in Bacău and Iași, allowing their students to undertake internships within the company. For a significant number of these students, we also provide private scholarships; upon graduation, these students are given priority for employment within the company.

In the same spirit of meeting the expectations of local communities and maintaining a positive impact, Aerostar is authorised under applicable regulations as a provider of vocational training, as well as a “Centre for the Assessment of Professional Competences Acquired through Non-Formal Means”, and is committed to maintaining these authorisations. The Company is thus empowered to issue nationally recognised qualification certificates or professional competence certificates. The qualification courses organised, as well as the competence assessment process, are open to all candidates from the community, regardless of whether they choose to be employed by the company.

Regarding community impacts related to environmental aspects generated by the Company’s activities, the measures adopted are included in the “Action Plan for Achieving Quality and Environmental Objectives” for 2025. One of the objectives of this plan is **to carry out activities without recording incidents/accidents that could affect the environment**, and the following actions were defined and implemented to achieve this objective:

- analysing changes in applicable legal and regulatory requirements and updating, where necessary, environmental work instructions;
- training environmental officers on the provisions of the environmental work instructions;
- carrying out environmental inspections in areas with significant environmental aspects;
- conducting planned environmental audits.

During 2025, no issues or incidents were reported regarding human rights in relation to affected communities.

## **TARGETS RELATED TO MANAGING MATERIAL NEGATIVE IMPACTS, PROMOTING POSITIVE IMPACTS, AND MANAGING MATERIAL RISKS AND OPPORTUNITIES**

### **S3-5**

Aerostar will continue to maintain its positive impact on the community by supporting education, particularly technical and technological education, through the provision of internships for pupils and students, various sponsorships to equip educational institutions, and private scholarships within the dual education system, in compliance with applicable legal regulations.

The Company’s objective is to attract as much of the local human resources as possible and to make jobs attractive to young graduates, in order to hire and retain them within the company. Through monthly human resources reports, the Company monitors the evolution of the number of graduates employed and, among them, the number of those who have received private scholarships, as well as the retention rate of employed graduates over relevant time intervals (1 year, 2 years, 3 years, 5 years), with the aim of identifying and planning targets and courses of action for improvement.

**INTERESTS AND VIEWS OF STAKEHOLDERS**

**SBM-2**

The interests, views, and rights of end-users are integrated into the business model through policies relating to product management, quality assurance, the provision of high-quality products and services, full user safety, and the continuous improvement of performance.

In the field of aeronautical product manufacturing, Aerostar’s end-users are the integrators of our products into the final product. In the civil aircraft MRO sector, end-users are the airlines, while in the military aircraft and helicopter MRO sector, end-users are the Ministry of National Defence and the Ministry of Internal Affairs.

**MATERIAL IMPACTS, RISKS AND OPPORTUNITIES AND THEIR INTERACTION WITH THE STRATEGY AND BUSINESS MODEL**

**SBM 3-IRO 1**

At Aerostar, business relationships are safeguarded through contracts or confidentiality agreements, ensuring the protection of company data and other sensitive information.

The actual and potential impacts on end-users are closely linked to the industry in which we operate. Since we believe that the entire value chain and our stakeholders require clear and transparent information regarding the impacts of our operations, the double materiality analysis has been conducted taking into account both positive and negative impacts, with particular attention to negative impacts.

Aerostar’s strategy and business model (see page 40) are designed to ensure that impacts are positive or that potential negative impacts are minimised, and that the risks and opportunities arising from its interactions with customers, end-users, or other stakeholders are appropriately managed.

The risk has financial effects		
Topic	Description of the impact	Risk
Product and Service Safety	<b>Potential Negative</b> A decrease in end-user trust in the event of incidents.	Risk of incidents affecting end-users if all applicable requirements are not complied with.

The delivery of products and services that ensure the highest level of safety for users, closely linked to compliance with quality standards and continuous improvement, represents a top priority objective for the Company. This commitment drives us to act responsibly in maintaining our integrated management system for Quality - Environment - Safety - Information Security, authorised by the competent authorities in accordance with the applicable standards. Maintaining and expanding the certifications, authorisations and accreditations required for the delivery of our products and services, in compliance with legal requirements, European aeronautical regulations, customer requirements and other applicable requirements, represent key premises of the Company’s strategy and, at the same time, our strengths in ensuring safe products and services for users.

A decrease in end-user trust in the event of incidents represents a risk that may have significant financial implications. Our approach to managing this risk includes proactive monitoring and quality assurance measures, as well as transparent communication with end-users in order to maintain and strengthen their trust. At the same time, by complying with and adhering to quality standards, we prevent risks and maximise customer satisfaction.

## **POLICIES RELATED TO CONSUMERS AND END-USERS**

### **S4-1**

Aerostar is committed to developing a responsible and sustainable business that supports the needs and interests of end-users.

Our management system ensures the confidentiality of our customers' data through the implementation of effective strategies designed to prevent any breaches. Thanks to the system and our ongoing efforts to enhance it, no complaints have been recorded from customers or end-users regarding non-compliance with data confidentiality requirements.

AEROSTAR's actions focus on the continuous adaptation of the management system in order to respond effectively to changes in the global market, the appropriate allocation of responsibilities and roles in relation to such changes, and ensuring an inclusive organisational culture that supports adherence to the necessary measures.

AEROSTAR respects and guarantees equal and non-discriminatory treatment in its relationships with partners, collaborators, and customers. The Company's employees demonstrate professional conduct and ensure diversity and equal opportunities in a transparent and impartial manner in its relationships with all stakeholders, avoiding any actions that could be interpreted as discriminatory.

Aerostar implements improvements at all levels in order to respond to the needs and concerns of customers and end-users, thereby strengthening their trust and support for the Company's strategic objectives.

## **PROCESSES FOR ENGAGING WITH CONSUMERS AND END-USERS REGARDING IMPACTS**

### **S4-2**

AEROSTAR is a company that aims to accomplish its business portfolio by consistently pursuing the highest standards of business ethics.

We place particular importance on communication and transparency, ensuring that customers and end-users have direct channels of contact via email, telephone numbers, or fax listed on the Company's website, as well as through other means recorded in the "Stakeholders" table. In addition, in business relationships, each operational department within the Company maintains direct contact with the corresponding departments of our customers. The Marketing and Development department also includes a communications office responsible for public relations.

Transparent communication strengthens and consolidates our partnerships. This approach enables us to expand our market presence and develop long-term relationships.

In close connection with this section, see also the chapter “Role of the Administrative, Executive and Supervisory Bodies” on page 19.

## **PROCESSES FOR REMEDIATING NEGATIVE IMPACTS AND CHANNELS FOR CONSUMERS AND END-USERS TO RAISE CONCERNS**

### **S4-3**

Recognising the importance of protecting the well-being of end-users of our products and anticipating potential impacts, we strictly follow manufacturing processes in accordance with our customers’ specifications. AEROSTAR has action plans and objectives in place to reduce the risk of non-compliance and eliminate associated costs if they arise.

In our sustainability policy, we are committed to ensuring the highest standards of quality, reliability, and safety.

## **ACTIONS TAKEN REGARDING MATERIAL IMPACTS ON CONSUMERS AND END-USERS, AND APPROACHES TO MANAGING MATERIAL RISKS AND PURSUING MATERIAL OPPORTUNITIES RELATED TO CONSUMERS AND END-USERS, AS WELL AS THE EFFECTIVENESS OF THESE ACTIONS**

### **S4-4**

Relevant certification bodies audit our production facilities and support functions at least annually, carrying out surveillance audits, and these are recertified every three years. We hold EASA, FAA, and EMAR certifications, covering design, production, and maintenance. In addition, we hold authorisations obtained following audits conducted by our customers.

AEROSTAR directly monitors compliance with internal procedures and policies through continuous internal audits.

We are certified according to ISO 9001 and EN/AS9100, management standards, aligning us with international quality standards.

Products and services are developed in full compliance with the requirements of our customers and end-users, as well as with applicable legal and regulatory requirements, to ensure the health and safety of users.

The risk management system consists of a set of rules, methods, and organisational structures designed to ensure the identification, evaluation, mitigation, and monitoring of critical risks relevant to Aerostar.

## IV SUSTAINABILITY STATEMENT – 6. PROFESSIONAL CONDUCT

### IMPACTS, RISKS AND OPPORTUNITIES

Impacts related to professional conduct may directly influence relationships with customers, employees, suppliers, and other business partners, through the risk of adversely affecting the Company’s reputation and trust, as well as its performance metrics.

The analysis of impacts, risks and opportunities concerning sustainability aspects related to business conduct considered the provisions of the topic-specific standard ESRS-G1, as well as aspects not explicitly required by the standard. This analysis revealed the following:

The impacts analysed are not material, and the risks do not present financial materiality.			
Sub-subtopic	Impact (I)	Risk (R)	Opportunity (O)
Concerns related to unlawful behaviour or conduct that breaches the Code of Conduct or internal policies	<b>Real Positive</b> Promotion of the responsibility to comply with legal provisions, the Code of Conduct in business, and other internal policies.	Reputational risk, restricted access to financing, and potential fines resulting from non-compliance with governance standards.	
Business conduct	<b>Real Positive</b> Credibility in the business environment, based on establishing and adhering to ethical business conduct.	Reputational risk, loss of credibility in the business environment, and a reduction in the number of active investors.	Improving control over compliance with the Company's Code of Conduct and Ethics
Supplier relationships	<b>Real Positive</b> Equal treatment of suppliers regarding their acceptance and selection in procurement procedures, based on objective criteria.	Reduced supply capacity and, consequently, a diminished ability of the Company to deliver products or services on time; potential fines resulting from the use of goods or services sourced in breach of applicable regulations.	
Payment practices	<b>Real Positive</b> Fair payment practices, ensuring that all suppliers who fulfil their contractual obligations are paid within the agreed terms.	Weakening of the supply chain due to delayed payments or non-payment of suppliers.	
Detection, including training, and prevention of corruption and bribery	<b>Real Positive</b> Ongoing efforts to prevent and combat corruption and bribery.	Reputational risk and loss of credibility in the business environment in the event of proven cases of bribery.	

## **POLICIES REGARDING PROFESSIONAL CONDUCT AND CORPORATE CULTURE**

### **G1-1**

Our Company supports and promotes honesty, fairness, and integrity as core values of its organisational culture and consistently seeks to uphold the highest standards of business ethics. Reputational risk and the risk of losing credibility in the business environment - with direct consequences for the Company's operations, ranging from sanctions for non-compliance with laws and regulations to the inability to carry out business activities and the loss of customers - require us to strengthen our efforts to mitigate these risks. As a result, the impacts we generate are positive, as we promote the responsibility to comply with both legal requirements and business conduct standards, and are perceived as a trustworthy company. The Company maintains a clear and straightforward policy regarding the rules of conduct and behaviour applicable to employees, the Board of Directors, and other stakeholders when undertaking activities on behalf of the Company. They are expected to communicate openly and always act with the highest integrity, do what is right (fair), comply with all legal requirements, behave honestly and ethically, treat others fairly, respect diversity, and accept responsibility. No unethical behaviour is tolerated under any circumstances, and such behaviour can never be justified by the pursuit of business objectives. No one should assume that a compromising situation or conduct that breaches ethical standards can be justified by achieving a business outcome. Any individual who violates these conduct and behavioural rules may be subject to disciplinary, civil, or criminal sanctions.

Every participant engaged in activities on behalf of the Company is required to always uphold and maintain the highest standards of professional ethics and to comply with all laws and regulations applicable to the Company's business. No employee or agent has the authority to request or approve any action that would violate the law or ethical standards. Employees and agents should avoid situations in which someone might indirectly achieve for the Company what the Company could not lawfully and ethically achieve directly.

General guidelines regarding the conduct of the Company's business in accordance with the highest standards of business ethics are detailed in the "Aerostar Code of Conduct and Business Ethics," which we have voluntarily adopted for several years. This Code forms part of the Collective Labour Agreement and is made available to all stakeholders through publication on the Company's website. The Code of Conduct and Ethics is mandatory for all employees, regardless of their hierarchical position, and applies both to employee conduct and to interactions with customers, suppliers, investors, representatives of the local community, and other business partners. Where the Code requires a higher standard than that demanded by commercial practices or applicable laws, rules, or regulations, we ensure that we adhere to these higher standards.

The Board of Directors places professionalism at the core of the Company's values across all areas and activities, ensuring that business ethics and the prevention of bribery and corruption are integral components of Aerostar's strategy, alongside quality and safety, environmental management, workforce, investments, cybersecurity, and financial operations, all aimed at supporting the Company's business lines.

## **MANAGEMENT OF SUPPLIER RELATIONSHIPS**

### **G1-2**

The relationships we aim to maintain with our suppliers are a key factor in the Company's success. Reduction of supply capacity represents a major risk for us, as a weakened supply chain increases the risk of the Company being unable to deliver products or services that meet requirements and deadlines. For this reason, we are committed to ensuring a positive impact by reinforcing suppliers' confidence that they will be treated equally, without discrimination, and fairly regarding their acceptance and selection

based on objective criteria in the procurement process. The principles for evaluating and selecting suppliers for procurement, as well as the methods for monitoring supplier performance in use, are defined in the Company's internal procedure for the procurement of products and services. This involves continuous dialogue with suppliers through self-assessment questionnaires and clarifications where needed, as well as monitoring sheets, calculation of performance metrics, and communication of monitoring results to suppliers.

Through its policies, the Company ensures not only that it aligns with the highest standards of business ethics, but also with internationally recognised instruments relevant to workers in the value chain, including the United Nations Guiding Principles on Business and Human Rights.

The expectations we have of our suppliers, to ensure a healthy business relationship in accordance with our ethical values, principles and standards, are set out in the Supplier Code of Conduct. This Code is consistently communicated to our suppliers, and where our expectations are not met, the business relationship may be reviewed and corrective actions proposed under the terms of the contract.

Aerostar requires its suppliers, through contractual obligations, to comply with the labour legislation applicable in their country of origin. Additionally, Aerostar has defined requirements for suppliers regarding ethics and compliance with labour legislation in the „General Terms and Conditions of Purchase.”

Other aspects of supplier relationships are addressed in the chapter “Stakeholders” and under the S2 requirements,” Value Chain Workers”.

## **PREVENTION AND DETECTION OF CORRUPTION AND BRIBERY INCIDENTS OF CORRUPTION OR BRIBERY**

### **G1-3, G1-4**

An important component of Aerostar's strategy, reflecting the vision of the Board of Directors, is the prevention of bribery and corruption, which, like business ethics, could pose a reputational risk in the hypothetical event of proven incidents. In practice, such a risk is very unlikely, but a risk event may occur under exceptional circumstances. While we place great value on a culture open to acknowledging errors, we adopt a zero-tolerance approach to corruption and bribery and foster a culture based on transparency and accountability. The Aerostar Code of Conduct and Business Ethics, mentioned previously, also clarifies the Company's stance regarding the detection of corruption and bribery.

Every employee is required to comply with all laws, rules, and regulations applicable to the Company's operations and to understand and comply with all laws, rules, and regulations relevant to their role. Without being limited to these, the obligation to comply includes: laws on bribery and illicit commissions; intellectual property rights, trademarks, and trade secrets; confidentiality of information; illegal political contributions; antitrust prohibitions; anti-corruption practices; the giving or receiving of gifts or gratuities; environmental risks; workplace discrimination or harassment; health and safety at work; false or misleading financial information; and the misuse of corporate assets.

If an employee becomes aware of a suspicious, fraudulent, or illegal event that is, or could constitute, a breach of our policies and may harm the Company, they are required to report it immediately to management, which will take all necessary steps to verify the accuracy of the event.

Established reporting channels and a whistleblowing system enable employees to report, safely and anonymously, any suspected violations. Both Company employees and members of our local community can submit requests, complaints, notifications, or proposals to management through formal meetings. These meetings are held by the Chief Executive Officer, or, in their absence, by their designated deputy. Depending on the issues reported, appropriate actions and resolution timelines are determined. The final resolution is communicated in writing to the concerned party, via e-mail, fax, or telephone, following the definitive resolution of the reported issue.

Our Company's commitments and values include compliance with applicable national and international legislation on the prevention of corruption and bribery. Accordingly, we ensure that the same standards

regarding the prevention of corruption and bribery are upheld by our partners - suppliers and customers - through the inclusion of contractual obligations requiring compliance with these provisions and the immediate reporting of any incidents of this nature.

In 2025, no concerns or requests for guidance regarding unethical or illegal behaviour, or organisational integrity, were reported within the Company. No incidents of corruption occurred, no employees were dismissed or sanctioned for acts of corruption, and no corruption-related incidents led to the termination or refusal to renew contracts with business partners. During 2025, we were not involved in incidents of this nature, nor were any legal actions recorded in relation to these matters.

## **POLITICAL INFLUENCE AND LOBBYING ACTIVITIES**

### **G1-5**

Consistent with its beliefs, principles, and values, in 2025 our Company continued to have no political interests or affiliations of any kind. Consequently, we made no political donations and undertook no lobbying activities.

Furthermore, during 2025, none of the members of the Board of Directors or of the Company's management and supervisory bodies held a comparable position in public administration (including within regulatory authorities).

## **PAYMENT PRACTICES**

### **G1-6**

The major risk of a decrease in the company's turnover due to the loss of customers as a result of the inability to deliver products/services on time, caused by supply issues, drives us to maintain strong relationships with suppliers and to build their confidence through fair payment practices. Given that in the aviation sector we work with suppliers mandated by our customers, who are often limited in number or overburdened by the demands of companies with similar business activities to ours, we cannot afford to weaken the supply chain through late payments or non-payment to suppliers. For these reasons, we act to ensure a positive impact regarding our fair payment practices, which involve honouring all invoices promptly, within agreed terms, for all suppliers who fulfil their contractual obligations. In 2025, there were no reported delays in payment, nor any legal actions concerning non-compliance with our payment terms.

## IV SUSTAINABILITY STATEMENT – 7. ADDITIONAL TOPICS

### NO REAL MATERIAL IMPACT RISKS WERE IDENTIFIED IN THESE ADDITIONAL TOPICS

In 2025, AEROSTAR S.A. continued to strengthen measures regarding cybersecurity and compliance with regulations related to customs control and exports/imports. The Company maintained and enhanced internal control tools, operational procedures, and existing security systems, ensuring systematic monitoring of processes and consistent application of internal policies.

To mitigate risks concerning IT system security, a plan is in place for the implementation of the ISO 27001 standard, and periodic „Security Awareness” training sessions are planned.

The impacts analysed are not material, and the risks do not present financial materiality

Subtopic Additional Topic	Impact (I)	Risk (R)	Opportunity (O)
Compliance with export/import control regulations	<p><b>Potential Negative</b> The Company’s activities may be negatively affected if export control regulations are not complied with.</p>	<p>Non-compliance with regulations may result in the Company being included on the denied entities list (affecting internal military operations and, externally, both civil and military operations).</p>	<p>Strengthening the Company’s reputation as a safe and responsible operator through the implementation of a robust system regarding compliance with export/import control, by developing rigorous procedures, training personnel, and continuously monitoring applicable regulations.</p>

### Information System Security

"The impacts analysed are not material, and the risks do not present financial materiality.

Subtopic Additional Topic	Impact (I)	Risk (R)	Opportunity (O)
Security Incident – Data Loss	<p><b>Potential Negative</b> Interruption of operations over an extended period</p>	<p>Reputational risk, delivery delays, costs associated with incident remediation</p>	
GDPR Data	<p><b>Potential Negative</b> Loss of personal data confidentiality</p>	<p>Reputational risk, costs associated with incident remediation</p>	

### **REPORT PURSUANT TO ARTICLE 8 OF REGULATION (EU) 2020/852 (“TAXONOMY REGULATION”) – NARRATIVE VERSION**

In 2025, the European sustainable finance framework continued to be strengthened through the implementation of updates to Regulation (EU) 2020/852 and its delegated acts. Amendments adopted by the European Commission during 2023-2024, applicable to disclosures starting with the 2025 financial year, expanded the technical screening criteria for economic activities and introduced new requirements for the aviation sector. These updates reflect the recognition of the role that modern aeronautical technologies can play in reducing emissions and supporting the transition to a climate-neutral European economy.

For the aeronautics industry, the updated legislation highlights the importance of fleet modernisation, increased use of sustainable aviation fuels (SAF), and the development of technologies with zero direct CO<sub>2</sub> emissions at the exhaust point. The technical screening criteria, developed in line with the six EU environmental objectives, are supplemented by additional requirements concerning economic activities that contribute to environmental protection, both in the climate domain and across the other non-climate objectives. At the same time, companies are required to comply with the reporting obligations set out in Article 8, which require disclosure of how their activities contribute to environmental objectives, in accordance with Delegated Regulations (EU) 2021/2139 and Delegated Regulations (EU) 2023/2486, as well as the updates applicable from 2025.

AEROSTAR has carried out a detailed assessment of its exposure to Taxonomy-eligible activities in accordance with the applicable delegated acts. In addition, the Company assessed compliance with the relevant Technical Screening Criteria (TSC), including the Do No Significant Harm (DNSH) criteria and the required minimum safeguards. The analysis of economic activities was performed through consultations between the financial and technical departments, and the assessment process included a comprehensive evaluation of the Company’s contribution to the environmental objective of climate change mitigation.

The Company’s main activity falling within the scope of the EU Taxonomy is aircraft manufacturing, as defined under Section 3.21 of the delegated acts. This activity includes the manufacturing, repair, maintenance, overhaul, refurbishment, design, conversion and upgrading of aircraft, as well as related parts and equipment, in accordance with NACE codes C30.3 and C33.16. Under the updated technical criteria, a substantial contribution to climate change mitigation may be demonstrated either through the production or upgrading of aircraft with zero direct CO<sub>2</sub> emissions, or through compliance with International Civil Aviation Organization (ICAO) standards on CO<sub>2</sub> emissions performance for civil aircraft. These standards become mandatory for reporting starting from 2025 and apply exclusively to the civil aviation segment.

As a manufacturer of parts and subassemblies for the aviation industry, as well as a provider of maintenance and repair services, the majority of the Company’s revenues, capital expenditure (CapEx), operating expenditure (OpEx) and total assets are linked to the activity “Manufacture of aircraft”. Considering that this activity contributes to climate change mitigation, it may also contribute to the other environmental objectives. However, the Company assessed such potential contributions to the remaining

objectives as not material for reporting purposes and therefore reports exclusively its contribution to climate change mitigation.

Despite the progress made, the Company has identified certain limitations that currently prevent the determination of alignment with the technical screening criteria. Firstly, AEROSTAR does not possess official data regarding the CO<sub>2</sub> metric values of the civil aircraft for which it produces components, which makes it impossible to assess compliance with ICAO standards. Secondly, the Company does not currently have access to the information necessary to calculate the aircraft replacement ratio, an indicator introduced in the updates applicable to reporting from 2025, for which a comprehensive public database is not yet available.

AEROSTAR reaffirms its commitment to sustainability and compliance with European legislation. The Company will continue to monitor legislative developments, collect the necessary data and adapt its internal processes in order to meet the requirements of the EU Taxonomy. As additional information becomes available, the reporting will be reviewed and further improved accordingly.

## Turnover

Financial year	Year 2025			Criteria for substantial contribution						Do No Significant Harm (DNSH) criteria						Minimum safeguards (17)	Proportion of taxonomy-aligned turnover (A.1.) or taxonomy eligible (A.2.) turnover, year 2024 (18)	Facilitation activity category (19)	Transition activity category (20)		
	Code (a) (2)	Turnover	Proportion of turnover (4)	Climate change mitigation (5)	Adaptation to climate change (6)	Water (7)	Pollution (8)	Circular economy (9)	Biodiversity (10)	Climate change mitigation (11)	Adaptation to climate change (12)	Water (13)	Pollution (14)	Circular economy (15)	Biodiversity (16)						
Text		RON	%	D; N; N/EL (b)(c)	D; N; N/EL (b)(c)	D; N; N/EL (b)(c)	D; N; N/EL (b)(c)	D; N; N/EL (b)(c)	D; N; N/EL (b)(c)	D/N	D/N	D/N	D/N	D/N	D/N	D/N	%	Facilitating	Transitional		
<b>A. TAXONOMY ELIGIBLE ACTIVITIES</b>																					
<b>A.1. Environmentally sustainable activities (taxonomy-aligned)</b>																					
Turnover of environmentally sustainable activities (taxonomy-aligned) (A.1)		0	0%	0%												0%					
Of which facilitating		0	0%	0%												0%					
Of which transitional		0	0%	0%												0%					
<b>A.2 Activities eligible in terms of taxonomy but which are not environmentally sustainable (not taxonomy-aligned activities) (g)</b>																					
Manufacture of aircraft	CCM 3.21	620,433,575	100%	N	N	N	N	N	N	D	D	D	D	D	D	D	0%	Facilitating			
				EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)												
Turnover of taxonomy-eligible but environmentally non-sustainable activities (not taxonomy-aligned activities) (A.2)		620,433,575	100%	0%	0%	0%	0%	0%	0%											0%	
A. Turnover of taxonomy eligible activities (A.1+A.2)		620,433,575	100%	100%	0%	0%	0%	0%	0%											0%	
<b>B. ACTIVITIES THAT ARE TAXONOMY-NON-ELIGIBLE</b>																					
Turnover of activities that are taxonomy-non-eligible		0	0%																		
TOTAL (A+B)		620,433,575	100%																		

CapEx

Financial year	Year 2025			Criteria for substantial contribution						Do No Significant Harm (DNSH) criteria											
Economic activities (1)	Code (a) (2)	CapEx	Proportion of CapEx (4)	Climate change mitigation (5)	Adaptation to climate change (6)	Water (7)	Pollution (8)	Circular economy (9)	Biodiversity (10)	Climate change mitigation (11)	Adaptation to climate change (12)	Water (13)	Pollution (14)	Circular economy (15)	Biodiversity (16)	Minimum safeguards (17)	Proportion of taxonomy-aligned CapEx (A.1.) or taxonomy eligible (A.2.) CapEx, year 2024(18)	Facilitation activity category (19)	Transition activity category (20)		
Text		RON	%	D; N; N/EL (b)(c)	D; N; N/EL (b)(c)	D; N; N/EL (b)(c)	D; N; N/EL (b)(c)	D; N; N/EL (b)(c)	D; N; N/EL (b)(c)	D/N	D/N	D/N	D/N	D/N	D/N	D/N	%	Facilitating	Transitional		
<b>A. TAXONOMY ELIGIBLE ACTIVITIES</b>																					
<b>A.1. Environmentally sustainable activities (taxonomy-aligned)</b>																					
CapEx related to environmentally sustainable activities (taxonomy-aligned) (A.1)		0	0%	0%												0%					
Of which facilitating		0	0%	0%												0%					
Of which transitional		0	0%	0%												0%					
<b>A.2 Activities eligible in terms of taxonomy but which are not environmentally sustainable (not taxonomy-aligned activities) (g)</b>																					
Manufacture of aircraft	CCM 3.21	13,983,392	100%	N	N	N	N	N	N	D	D	D	D	D	D	D	0%	Facilitating			
				EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)											0%	
CapEx related to taxonomy-eligible but environmentally non-sustainable activities (not taxonomy-aligned activities) (A.2)		13,983,392	100%	0%	0%	0%	0%	0%	0%											0%	
A. CapEx related to taxonomy eligible activities (A.1+A.2)		13,983,392	100%	100%	0%	0%	0%	0%	0%											0%	
<b>B. ACTIVITIES THAT ARE TAXONOMY-NON-ELIGIBLE</b>																					
CapEx of activities that are taxonomy-non-eligible		0	0%																		
TOTAL (A+B)		13,983,392	100%																		

OpEx

Financial year	Year 2025			Criteria for substantial contribution						Do No Significant Harm (DNSH) criteria						Minimum safeguards (17)	Proportion of taxonomy-aligned OpEx (A.1.) or taxonomy eligible (A.2.) OpEx, year 2024 (18)	Facilitation activity category (19)	Transition activity category (20)		
	Economic activities (1)	Code (a) (2)	OpEx	Proportion of OpEx (4)	Climate change mitigation (5)	Adaptation to climate change (6)	Water (7)	Pollution (8)	Circular economy (9)	Biodiversity (10)	Climate change mitigation (11)	Adaptation to climate change (12)	Water (13)	Pollution (14)	Circular economy (15)					Biodiversity (16)	
Text		RON	%	D; N; N/EL (b)(c)	D; N; N/EL (b)(c)	D; N; N/EL (b)(c)	D; N; N/EL (b)(c)	D; N; N/EL (b)(c)	D; N; N/EL (b)(c)	D/N	D/N	D/N	D/N	D/N	D/N	D/N	%	Facilitating	Transitional		
<b>A. TAXONOMY ELIGIBLE ACTIVITIES</b>																					
<b>A.1. Environmentally sustainable activities (taxonomy-aligned)</b>																					
OpEx related to environmentally sustainable activities (taxonomy-aligned) (A.1)		0	0%	0%												0%					
Of which facilitating		0	0%	0%												0%					
Of which transitional		0	0%	0%												0%					
<b>A.2 Activities eligible in terms of taxonomy but which are not environmentally sustainable (not taxonomy-aligned activities) (g)</b>																					
Manufacture of aircraft	CCM 3.21	11,584,790	100%	N	N	N	N	N	N	D	D	D	D	D	D	D	0%	Facilitating			
				EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)											0%	
OpEx related to taxonomy-eligible but environmentally non-sustainable activities (not taxonomy-aligned activities) (A.2)		11,584,790	100%	0%	0%	0%	0%	0%	0%											0%	
A. OpEx related to taxonomy eligible activities (A.1+A.2)		11,584,790	100%	100%	0%	0%	0%	0%	0%											0%	
<b>B. ACTIVITIES THAT ARE TAXONOMY-NON-ELIGIBLE</b>																					
OpEx of activities that are taxonomy-non-eligible		0	0%																		
<b>TOTAL (A+B)</b>		<b>11,584,790</b>	<b>100%</b>																		

Total assets

Financial year	Year 2025			Criteria for substantial contribution						Do No Significant Harm (DNSH) criteria						Minimum safeguards (17)	Proportion of taxonomy-aligned Total assets (A.1.) or taxonomy eligible (A.2.) Total assets, year 2024 (18)	Facilitation activity category (19)	Transition activity category (20)		
	Code (a) (2)	Total assets	Proportion of Total Assets (4)	Climate change mitigation (5)	Adaptation to climate change (6)	Water (7)	Pollution (8)	Circular economy (9)	Biodiversity (10)	Climate change mitigation (11)	Adaptation to climate change (12)	Water (13)	Pollution (14)	Circular economy (15)	Biodiversity (16)						
Text		RON	%	D; N; N/EL (b)(c)	D; N; N/EL (b)(c)	D; N; N/EL (b)(c)	D; N; N/EL (b)(c)	D; N; N/EL (b)(c)	D; N; N/EL (b)(c)	D/N	D/N	D/N	D/N	D/N	D/N	D/N	%	Facilitating	Transitional		
<b>A. TAXONOMY ELIGIBLE ACTIVITIES</b>																					
<b>A.1. Environmentally sustainable activities (taxonomy-aligned)</b>																					
Total assets related to environmentally sustainable activities (taxonomy-aligned) (A.1)		0	0%	0%												0%					
Of which facilitating		0	0%	0%												0%					
Of which transitional		0	0%	0%												0%					
<b>A.2 Activities eligible in terms of taxonomy but which are not environmentally sustainable (not taxonomy-aligned activities) (g)</b>																					
Manufacture of aircraft	CCM 3.21	814,518,419	100%	N	N	N	N	N	N	D	D	D	D	D	D	D	0%	Facilitating			
				EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)											0%	
Total assets related to taxonomy-eligible but environmentally non-sustainable activities (not taxonomy-aligned activities) (A.2)		814,518,419	100%	0%	0%	0%	0%	0%	0%											0%	
<b>A. Total assets related to taxonomy eligible activities (A.1+A.2)</b>		<b>814,518,419</b>	<b>100%</b>	<b>100%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>											<b>0%</b>	
<b>B. ACTIVITIES THAT ARE TAXONOMY-NON-ELIGIBLE</b>																					
Total assets of activities that are taxonomy-non-eligible		0	0%																		
<b>TOTAL (A+B)</b>		<b>814,518,419</b>	<b>100%</b>																		

## ANNEX 1

STAKEHOLDERS (A→Z)	LEVEL OF INTEREST (LOW, MEDIUM, HIGH)	TYPE OF INFORMATION / COMMUNICATION / INTERACTION
SHAREHOLDERS / INVESTORS	High	<ul style="list-style-type: none"> <li>• Specific dialogues</li> <li>• Periodic reports, briefings, and presentations</li> <li>• General meetings of shareholders</li> <li>• Investor conferences</li> <li>• Meetings / Debates</li> <li>• Company website</li> <li>• Stock exchange disclosures</li> <li>• Official letters</li> <li>• Press releases</li> <li>• Email / fax</li> </ul>
ANALYSTS / BANK REPRESENTATIVES	High	<ul style="list-style-type: none"> <li>• Specific dialogues</li> <li>• Stock exchange disclosures</li> <li>• Company website</li> <li>• Email /fax</li> </ul>
EMPLOYEES	High	<ul style="list-style-type: none"> <li>• Company's internal online platform</li> <li>• Communication via the company's biannual magazine</li> <li>• Communication through the company's trade union;</li> <li>• Information via the company's Electronic System</li> <li>• Meetings</li> <li>• Direct face-to-face meetings and interactions; training on specific topics</li> <li>• Internal written communications</li> <li>• Communications broadcast via the company radio station</li> <li>• Email /fax</li> <li>• Posters on the main notice board and bulletin boards</li> <li>• Actions specific to the hierarchical levels</li> </ul>
INDUSTRY ASSOCIATIONS / NGOS	Medium	<ul style="list-style-type: none"> <li>• Joint projects with research institute partners</li> <li>• Sponsorships and donations</li> <li>• Support for cultural and sports activities</li> <li>• Email /fax</li> </ul>
CUSTOMERS	High	<ul style="list-style-type: none"> <li>• Contracts</li> <li>• Periodic reports, KPI analyses, audits, authorisations</li> <li>• Workshops</li> <li>• Teleconferences, email/fax</li> <li>• Press releases</li> <li>• Social media (Facebook, LinkedIn, Instagram)</li> <li>• Meetings at industry fairs</li> <li>• Company website</li> </ul>
COMPETITORS	Medium	<ul style="list-style-type: none"> <li>• Meetings at industry fairs</li> <li>• Responsible marketing and sales practices</li> </ul>
LOCAL COMMUNITY	High	<ul style="list-style-type: none"> <li>• Social media (Facebook, LinkedIn, Instagram)</li> <li>• Sponsorships and donations</li> <li>• Community-organised events</li> <li>• Email/fax</li> </ul>

STAKEHOLDERS (A→Z)	LEVEL OF INTEREST (LOW, MEDIUM, HIGH)	TYPE OF INFORMATION / COMMUNICATION / INTERACTION
<b>SUPPLIERS</b>	<b>High</b>	<ul style="list-style-type: none"> <li>• Contracts</li> <li>• Specific dialogues, teleconferences, email</li> <li>• Supplier evaluations</li> <li>• Periodic reports, teleconferences, email / fax</li> <li>• Press releases</li> <li>• Social media (Facebook, LinkedIn, Instagram)</li> <li>• Meetings at industry fairs</li> <li>• Company website</li> </ul>
<b>CERTIFICATION BODIES TECHNICAL AND REGULATORY AUTHORITIES</b>	<b>High</b>	<ul style="list-style-type: none"> <li>• Specific dialogues</li> <li>• Audits</li> <li>• Procedures</li> <li>• Periodic briefings</li> <li>• Teleconferences, email / fax</li> <li>• Email/fax</li> </ul>
<b>POTENTIAL EMPLOYEES</b>	<b>High</b>	<ul style="list-style-type: none"> <li>• Company website</li> <li>• Careers page displaying available positions</li> <li>• Assessment and professional competency centre</li> <li>• Social media (Facebook, LinkedIn, Instagram)</li> </ul>
<b>POTENTIAL CUSTOMERS AND SUPPLIERS</b>	<b>High</b>	<ul style="list-style-type: none"> <li>• Meetings at industry fairs</li> <li>• Networking sessions</li> <li>• Email/fax</li> </ul>
<b>PRESS / MASS MEDIA / SOCIAL MEDIA</b>	<b>Medium</b>	<ul style="list-style-type: none"> <li>• Press releases</li> <li>• Conferences / events</li> <li>• Interviews</li> <li>• Email/fax</li> </ul>
<b>TRADE UNIONS</b>	<b>High</b>	<ul style="list-style-type: none"> <li>• Periodic meetings</li> <li>• Information and consultation sessions</li> <li>• Specific dialogues</li> </ul>
<b>UNIVERSITIES / TECHNICAL COLLEGES</b>	<b>High</b>	<ul style="list-style-type: none"> <li>• Internship programmes</li> <li>• Sponsorships for the education process</li> <li>• Partnerships in research - development projects</li> <li>• Visits</li> <li>• Direct briefings</li> <li>• Social media (Facebook, LinkedIn, Instagram)</li> <li>• Email/fax</li> <li>• Company website</li> </ul>

## ANNEX 2

ESRS E1-E5 Environment					
Thematic standard / Topic	Subtopic	Sub-subtopic	Impacts	Risks	Opportunities
ESRS E1 Climate change	Climate change adaptation		2	1	1
	Climate change mitigation		-	-	-
	Energy efficiency		-	-	-
ESRS E2 Pollution	Air pollution		1	1	-
	Water pollution		1	1	-
	Soil contamination		1	1	-
	Pollution of living organisms and food resources		-	-	-
	Substances of concern		-	-	-
	Substances of very high concern		1	2	1
	Microplastics		It is not applicable to our activities		
ESRS E3 Water and marine resources	Water resources	Water consumption	1	1	-
	Marine resources	Water withdrawals	NA	-	-
		Water discharges	NA	-	-
		Water discharges into oceans	NA	-	-
		Extraction and use of marine resources	NA	-	-

ESRS E1-E5 Environment

Thematic standard / Topic	Subtopic	Sub-subtopic	Impacts	Risks	Opportunities
ESRS E4 Biodiversity and ecosystems	Drivers of direct impact on biodiversity decline	Climate change	Not applicable to our company. The activities carried out within our organisation do not generate any impact on protected natural areas, vulnerable habitats, or ecosystems.		
		Changes in land use, freshwater use, and marine use			
		Direct exploitation			
		Invasive alien species			
		Pollution			
		Others			
	Impacts on species status	Examples: Species population size			
		Examples: Global extinction risk of species			
	Impacts on the extent and condition of ecosystems	Examples: Soil degradation			
		Examples: Desertification			
Examples: Soil sealing					
Impacts and dependencies on ecosystem services					
ESRS E5 Resource use and circular economy	Resource inflows, including resource use		1	-	-
	Resource outflows related to products and services		-	-	-
	Waste		1	1	

ESRS S1-S4 Social information					
Thematic standard / Topic	Subtopic	Sub-subtopic	Impacts	Risks	Opportunities
ESRS S1 Own workforce	Working conditions	Safe jobs	1	1	1
		Working hours	1	1	1
		Adequate wages	-	-	-
		Social dialogue	1	1	1
		Freedom of association, existence of works councils, and workers' rights to information, consultation, and participation	1	-	-
		Collective bargaining, including the proportion of workers covered by collective agreements	1	1	-
		Work-life balance	-	-	-
		Health and safety	1	1	1
		Employee satisfaction (sub-subtopic not mandated by the standard)	1	1	1
	Equality of treatment and opportunities for all	Gender equality and equal pay for work of equal value	1	1	1
		Training and skills development	1	1	1
		Employment and inclusion of persons with disabilities	-	-	-
		Measures against workplace violence and harassment	1	1	-
		Diversity	-	-	-
	Other work-related rights	Child labour	-	-	-
		Forced labour	-	-	-
		Adequate housing	NA	-	-
		Privacy	1	1	-

ESRS S1-S4 Social information

Thematic standard / Topic	Subtopic	Sub-subtopic	Impacts	Risks	Opportunities
ESRS S2 Value chain workers	Working conditions	Safe jobs	NA	-	-
		Working hours	NA	-	-
		Adequate wages	NA	-	-
		Social dialogue	-	-	-
		Freedom of association, including the existence of works councils	-	-	-
		Collective bargaining	NA	-	-
		Work-life balance	NA	-	-
		Health and safety	1	2	-
	Equality of treatment and opportunities for all	Gender equality and equal pay for work of equal value	1	1	1
		Training and skills development	NA	-	-
		Employment and inclusion of persons with disabilities	NA	-	-
		Measures against workplace violence and harassment	1	1	1
		Diversity	NA	-	-
	Other work-related rights	Child labour	1	1	-
		Forced labour	1	1	-
		Adequate housing	NA	-	-
		Privacy	1	1	-

ESRS S1-S4 Social information

Thematic standard / Topic	Subtopic	Sub-subtopic	Impacts	Risks	Opportunities	
ESRS S3 Affected communities	Economic, social, and cultural rights of communities	Adequate housing	1	1	-	
		Adequate food	NA	-	-	
		Water and sanitation	1	1	-	
		Soil-related impacts	NA	-	-	
		Security-related impacts	1	1	1	
	Civil and political rights of communities	Freedom of expression	1	-	1	
		Freedom of assembly	NA	-	-	
		Impact on human rights defenders	NA	-	-	
		Right to education and culture (sub-subtopic not mandated by the standard)	1	1	1	
	Rights of indigenous peoples	Free, prior, and informed consent	NA	-	-	
		Self-determination	NA	-	-	
		Cultural rights	NA	-	-	
	ESRS S4 Consumers and end-users	Consumer and/or end-user information-related impacts	Privacy	1	-	-
			Freedom of expression	-	-	-
			Access to information (of good quality)	-	-	-
Personal safety of consumers and/or end-users		Health and safety	1	1	-	
		Personal security	-	-	-	
		Child protection	NA	-	-	
Social inclusion of consumers and/or end-users		Non-discrimination	-	-	-	
		Access to products and services	-	-	-	
		Responsible marketing practices	-	-	-	

## ESRS G1 Governance information

Thematic standard / Topic	Subtopic	Sub-subtopic	Impacts	Risks	Opportunities
<b>ESRS G1 Professional conduct</b>	<b>Corporate culture</b>	Concerns related to illegal behaviour or behaviour violating the code of conduct or internal rules (sub-subtopic not mandated by the standard)	<b>1</b>	<b>1</b>	-
		Business conduct (sub-subtopic not mandated by the standard)	<b>1</b>	<b>1</b>	<b>1</b>
	<b>Whistleblower protection</b>		-	-	-
	<b>Animal welfare</b>		NA	-	-
	<b>Political engagement and lobbying activities</b>		-	-	-
	<b>Supplier relationship management, including payment practices</b>	Supplier relationships (sub-subtopic not mandated by the standard)	<b>1</b>	<b>1</b>	-
		Payment practices (sub-subtopic not mandated by the standard)	<b>1</b>	<b>1</b>	-
	<b>Corruption and bribery</b>	Detection, including training and prevention	<b>1</b>	<b>1</b>	-
		Incidents	-	-	-

### Additional topics

Topic	Subtopic	Impacts	Risks	Opportunities	
	<b>Information system security</b>	Security incident	<b>2</b>	<b>2</b>	-
		Data Centre operational disruption	<b>2</b>	<b>2</b>	-
	<b>Export/import control</b>		<b>1</b>	<b>1</b>	

## ANNEX 3 - EMPLOYEES BY TYPE OF CONTRACT, BROKEN DOWN BY GENDER

	2024	2025
Gender	Number of Employees	Number of Employees
Male	1.330	1.314
Female	553	560
Other	0	0
Undeclared	0	0
<b>Total Employees</b>	<b>1.883</b>	<b>1.874</b>

2024				
FEMALE	MALE	OTHER*	UNDECLARED	TOTAL
<b>Number of employees (headcount)</b>				
553	1.330	0	0	<b>1.883</b>
<b>Number of permanent employees (headcount)</b>				
528	1.224	0	0	<b>1.752</b>
<b>Number of temporary employees (headcount)</b>				
25	106	0	0	<b>131</b>
<b>Number of employees with non-guaranteed working hours (headcount)</b>				
0	0	0	0	<b>0</b>
<b>Number of full-time employees (headcount)</b>				
552	1.329	0	0	<b>1.881</b>
<b>Number of part-time employees (headcount)</b>				
1	1	0	0	<b>2</b>

2025				
FEMALE	MALE	OTHER *	UNDECLARED	TOTAL
<b>Number of employees (headcount)</b>				
560	1.314	0	0	<b>1.874</b>
<b>Number of permanent employees (headcount)</b>				
537	1.244	0	0	<b>1.781</b>
<b>Number of temporary employees (headcount)</b>				
23	70	0	0	<b>93</b>
<b>Number of employees with non-guaranteed working hours (headcount)</b>				
0	0	0	0	<b>0</b>
<b>Number of full-time employees (headcount)</b>				
559	1.313	0	0	<b>1.872</b>
<b>Number of part-time employees (headcount)</b>				
1	1	0	0	<b>2</b>

### ANNEX 3 - EMPLOYEES BY SITE AND CONTRACT TYPE, BROKEN DOWN BY GENDER

2024			
	FEMALE	MALE	TOTAL
Number of employees - Bacău	542	1.253	1.795
Number of employees - Iași	11	77	88
Total number of employees	553	1.333	1.883

2025			
	FEMALE	MALE	TOTAL
Number of employees - Bacău	550	1.243	1.793
Number of employees - Iași	10	71	81
Total number of employees	560	1.314	1.874

2024			
	FEMALE	MALE	TOTAL
Total number of employees	553	1.333	1.883
Employees with permanent contracts	498	1.129	1.627
Employees with fixed-term contracts	55	201	256
Full-time employees	552	1.329	1.881
Part-time employees	1	1	2

2025			
	FEMALE	MALE	TOTAL
Total number of employees	560	1.314	1.874
Employees with permanent contracts	500	1.122	1.622
Employees with fixed-term contracts	60	192	252
Full-time employees	559	1.313	1.872
Part-time employees	1	1	2

### ANNEX 3 - COLLECTIVE BARGAINING COVERAGE AND SOCIAL DIALOGUE, ESRS S1-8

	2024	2025
Number of employees covered by collective labour agreements	1.883	1.874
Number of employees who are union members	57%	56%

### ANNEX 3 - GENDER DISTRIBUTION BY NUMBER AND PERCENTAGE AT MANAGEMENT LEVEL

2024			
	FEMALE	MALE	TOTAL
Number of management employees	49	140	189
Percentage of management employees	3%	7%	10%

2025			
	FEMALE	MALE	TOTAL
Number of management employees	49	138	187
Percentage of management employees	3%	7%	10%

### PERSONNEL STRUCTURE BY AGE GROUP AND GENDER

2024			
	FEMALE	MALE	TOTAL
< 30 YEARS	4%	18%	22%
30-50 YEARS	16%	27%	43%
> 50 YEARS	9%	26%	35%
Total	29%	71%	100%

2025			
	FEMALE	MALE	TOTAL
< 30 YEARS	5%	18%	23%
30-50 YEARS	16%	27%	43%
> 50 YEARS	9%	25%	34%
Total	30%	70%	100%

## ANNEX 4 - ESRS DISCLOSURE REQUIREMENTS COVERED BY THE SUSTAINABILITY STATEMENT

Standard	Disclosure requirements (DR)	Applicable data points
ESRS S2	BP-1-General basis for preparing sustainability statements	5(a), 5(c), 5(d)
	BP-2- Disclosures related to specific circumstances	13(a), 15,16, AR 2
	GOV-1 - Role of the administrative, management and supervisory bodies	20, 21, 22, 23, AR3
	GOV-2 – Information provided to the administrative, management and supervisory bodies and the sustainability matters addressed by them	26(a), 26(b), AR6
	GOV-3- Integration of sustainability performance into incentive systems	27
	GOV-4 - Statement on the due diligence process	30, AR 10
	GOV-5 Risk management and internal controls related to sustainability reporting	34
	SBM-1 - Strategy, business model, and value chain	40(a), 40(b), 42
	SBM-2 - Interests and views of stakeholders	45
	SBM-3 - Material impacts, risks and opportunities and their interaction with the strategy and business model	48
	IRO-1 - Description of processes for identifying and assessing material impacts, risks, and opportunities	51, 53
	IRO-2 – ESRS disclosure requirements covered by the company’s sustainability statement	56, 59
	MDR-P Policies – Policies adopted to manage material sustainability matters	
	MDR-A Actions – Actions and resources related to material sustainability matters	
	Metrics and targets	
	MDR-M – Metrics in relation to material sustainability matters	
	MDR-T Targets – Monitoring the effectiveness of policies and actions through targets	

Standard	Disclosure requirements (DR)	Applicable data points
ESRS E1 – Climate change	E1-1 – Transition plan for climate change mitigation	14
	E1-2 – Climate change mitigation and adaptation policies	22 25
	E1-3 – Climate change policy actions and resources	26
	E1-4 – Climate change mitigation and adaptation targets	30
	E1-5 – Energy consumption and energy mix	35,37,39
	E1-6 – Gross emissions of GHG categories 1, 2, 3 and total GHG emissions	44,48,49,53
	E1-7 – GHG removals and GHG mitigation projects financed through carbon credits	
	E1-8 – Internal carbon pricing	62
	E1-9 – Anticipated financial impacts of material physical and transition risks and potential opportunities related to climate	64
ESRS E2 – Pollution	E2-1 – Pollution-related policies	12
	E2-2 – Actions and resources related to pollution	16
	E2-3 – Pollution-related targets	20, 23
	E2-4 – Air, water and soil pollution	26
	E2-5 – Substances of concern and substances of very high concern	32, 35
	E2-6 – Anticipated financial effects of pollution-related impacts, risks and opportunities	36
ESRS E3 – Water and marine resources	E3-1 – Policies related to water and marine resources	9
	E3-2 – Actions and resources related to water and marine resources	15
	E3-3 – Targets related to water and marine resources	20
	E3-4 – Water consumption	26, 29
	E3-5 – Anticipated financial effects of impacts, risks and opportunities related to water and marine resources	

Standard	Disclosure requirements (DR)	Applicable data points
<b>ESRS E4 – Biodiversity and ecosystems</b>	E4-1 – Transition plan and consideration of biodiversity and ecosystems in the strategy and business model	
	E4-2 – Biodiversity and ecosystems policies	
	E4-3 – Actions and resources related to biodiversity and ecosystems	
	E4-4 – Targets related to biodiversity and ecosystems	
	E4-5 – Impact metrics related to biodiversity and ecosystems change	
	E4-6 – Anticipated financial impacts of biodiversity and ecosystem-related risks and opportunities	
<b>ESRS E5 – Resource use and circular economy</b>	E5-1 – Policies related to resource use and circular economy	12
	E5-2 – Actions and resources related to resource use and the circular economy	17
	E5-3 – Targets related to resource use and circular economy	
	E5-4 – Resource inflows	
	E5-5 – Resource outflows	33,37,39
	E5-6 – Anticipated financial effects of resource use- and circular economy-related impacts, risks and opportunities	41

Standard	Disclosure requirements (DR)	Applicable data points
ESRS S1 - Own workforce	S1-1 – Own workforce policies	19, 20 (a), 20 (b), 20 (c), 21, 23, 24 (a), 24 (b), 24 (c), 24 (d), AR 13
	S1-2 – Processes for engaging with own workforce and their representatives regarding impacts	27 (a), 27 (b), 27 (c), 27 (e), 28
	S1-3 – Processes for remediating negative impacts and channels for own workers to raise concerns	32 (a), 32 (b), 32 (c), 32 (d), 32 (e), 33
	S1-4 – Actions taken regarding material impacts on own workforce and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of these actions	38 (a), 38 (b), 38 (c), 38 (d), 40 (a), 40 (b), 41, 43, AR 42
	S1-5 – Targets related to managing material negative impacts, promoting positive impacts and managing material risks and opportunities	46, 47 (a), 47 (b), 47 (c)
	S1-6 – Characteristics of AEROSTAR’s own workforce	50 (a), 50 (b) i., 50 (b) ii., 50 (b) iii., 50 (c), AR 55
	S1-7 – Characteristics of workers not employed by the company's own workforce	55 (a)
	S1-8 – Coverage of collective bargaining and social dialogue	60 (a)
	S1-9 – Diversity metrics	66 (a), 66 (b)
	S1-10 – Adequate remuneration	69
	S1-11 – Social protection	74 (a), 74 (b), 74 (c), 74 (d), 74 (e)
	S1-12 – Persons with disabilities	79
	S1-13 - Training and skills development metrics	83 (a), 83 (b)
	S1-14 - Health and safety metrics	88 (a), 88 (b), 88 (c), 88 (d), 88 (e), AR 91
	S1-15 - Work-life balance metrics	93 a), b)
	S1-16 – Remuneration metrics (pay gap and total remuneration)	97 (a), 97 (b), AR 100, AR 101 (a)
	S1-17 – Incidents, complaints, issues and severe human rights impacts	102, 103 (a)

Standard	Disclosure requirements (DR)	Applicable data points
ESRS S2- Value chain workers	S1-1 – Policies related to own workforce	10,11, 11 (a) i, 11 (b), 11 (c), 11 (e)
	S2-1 Policies related to value chain workers	17, 18, AR.15
	S2-2 - Processes for engaging with value chain workers regarding impacts	20, 22a), 22 c), 22d), 22e)
	S2-3 – Processes for remediating negative impacts and channels for value chain workers to raise concerns	25, 27 a), 27 b÷d), 28, AR25
	S2-4 – Actions taken regarding material impacts on value chain workers and approaches for managing material risks and pursuing material opportunities related to value chain workers, and the effectiveness of these actions	32, 33,36
	S2-5 – Targets related to managing material negative impacts, promoting positive impacts and managing material risks and opportunities	

Standard	Disclosure requirements (DR)	Applicable data points
ESRS S3- Affected communities	S3-1 - Policies related to affected communities	12
	S3-2 – Processes for engaging with affected communities regarding impacts	19, 21
	S3-3 – Processes for remediating negative impacts and channels for affected communities to raise concerns	25, 27 (b), 27(c), 27(d)
	S3-4 – Actions taken regarding material impacts on affected communities and approaches for managing material risks and pursuing material opportunities related to affected communities, as well as the effectiveness of these actions	30, 32 (a),32(c), 33 (b), 34, 36
	S3-5 – Targets related to managing material negative impacts, promoting positive impacts and managing materials risks and opportunities	39 (b)

Standard	Disclosure requirements (DR)	Applicable data points
ESRS S4- Consumers and end-users	S4-1 - Policies related to consumers and end-users	
	S4-2 – Processes for engaging with consumers and end-users regarding impacts	
	S4-3 – Processes for remediating negative impacts and channels for consumers and end-users to raise concerns	
	S4-4 – Actions taken regarding material impacts on consumers and end-users and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, as well as the effectiveness of these actions	
	S4-5 – Targets related to managing material negative impacts, promoting positive impacts and managing material risks and opportunities	

Standard	Disclosure requirements (DR)	Applicable data points
ESRS G1- Professional Conduct	<b>G1-1 – Policies regarding professional conduct</b>	7
	<b>G1-2 – Management of supplier relationships</b>	12
	<b>G1-3 – Prevention and detection of corruption and bribery</b>	16, 18 (a)
	<b>G1-4 – Incidents of corruption or bribery</b>	
	<b>G1-5 – Political influence and lobbying activities</b>	
	<b>G1-6 – Payment Practices</b>	31

## Annex 5

Disclosure requirements and related data point	SFDR reference (1)	Pillar 3 (2) reference	Reference under the Benchmark Regulation (3)	EU – Reference under the Climate Law (4)
<b>ESRS E1-4</b> Greenhouse gas emission reduction targets, paragraph 34;	Indicator No. 4 in Table 2 of Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 3: Banking book – Climate change transition risk: alignment metrics	Delegated Regulation (UE) 2020/1818, Article 6	
<b>ESRS E1-5</b> Energy consumption and energy mix, paragraph 37	Indicator No. 5 in Table 1 of Annex 1			
<b>ESRS E1-6</b> Gross Scope 1, 2, 3 and Total GHG Emissions, paragraph 44	Indicators No. 1 and No. 2 in Table 1 of Annex1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 1: Banking book – Climate change transition risk: credit quality of exposures by sector, emissions, and residual maturity	Delegated Regulation (UE) 2020/1818, Article 5 paragraph (1), Article 6 and Article 8 paragraph (1)	
<b>ESRS E1-6</b> GHG Emissions Intensity, paragraphs (53)-(55)	Indicator No. 3 in Table 1 of Annex 1	Article 449a of Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 3: Banking book – Climate change transition risk: alignment metrics	Delegated Regulation (UE) 2020/1818, Article 8 paragraph (1)	
<b>ESRS E1-7</b> GHG Removals and Carbon Credits, paragraph 56				Regulation (UE) 2021/1119, Article 2 paragraph (1)
<b>ESRS E2-4</b> The amount of each pollutant listed in Annex II to the E-PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil, paragraph 28	Indicator No. 8 in Table 1 of Annex 1 Indicator No. 2 in Table 2 of Annex 1 Indicator No. 1 in Table 2 of Annex 1 Indicator No. 3 in Table 2 of Annex 1			

Disclosure requirements and related data point	SFDR reference (1)	Pillar 3 (2) reference	Reference under the Benchmark Regulation (3)	EU – Reference under the Climate Law (4)
<b>ESRS E3-1</b> Water and marine resources, paragraph 9	Indicator No. 7 in Table 2 of Annex 1			
<b>ESRS E3-1</b> Specific policy, paragraph 13	Indicator No. 8 in Table 2 of Annex 1			
<b>ESRS E3-4</b> Total recycled and reused water, paragraph 28 letter (c)	Indicator No. 6.2 in Table 2 of Annex 1			
<b>ESRS E3-4</b> Total water consumption in m <sup>3</sup> per net revenue from own operations, paragraph 29	Indicator No. 6.1 in Table 2 of Annex 1			
<b>ESRS 2- IRO 1 - E4</b> paragraph 16 letter (a) (i)	Indicator No. 7 in Table 1 of Annex 1			
<b>ESRS 2- IRO 1 - E4</b> paragraph 16 letter (b)	Indicator No. 10 in Table 2 of Annex 1			
<b>ESRS 2- IRO 1 - E4</b> paragraph 16 letter (c)	Indicator No. 14 in Table 2 of Annex 1			
<b>ESRS E5-5</b> Non-recycled waste, paragraph 37 letter (d)	Indicator No. 13 in Table 2 of Annex 1			
<b>ESRS E5-5</b> Hazardous and radioactive waste, paragraph 39	Indicator No. 9 in Table 1 of Annex 1			

## ANNEX 6

ABBREVIATIONS	
ADCR	Aerospace and Defence Chromates Reauthorisation
AGOA	Ordinary General Meeting of Shareholders
ASF	Financial Supervisory Authority
BVB	Bucharest Stock Exchange
CAEN	Classification of Economic Activities in the National Economy
CSRD	Corporate Sustainability Reporting Directive
CTAC	Chromium Trioxide Authorisation Consortium
EASA	European Union Aviation Safety Agency
ECHA	European Chemicals Agency
EMAR	European Military Airworthiness Requirements
ESRS	European Sustainability Reporting Standards
EUID	European Unique Identifier
FAA	Federal Aviation Administration
GDPR	General Data Protection Regulation
GES	Greenhouse Gases (GHG)
IAS	International Accounting Standards
IFRS	International Financial Reporting Standards
OCDE	Organisation for Economic Co-operation and Development
OIM	International Labour Organization
ONU	United Nations
PEHD	High-Density Polyethylene
REACH	Registration, Evaluation, Authorisation and Restriction of Chemicals
SSM	Occupational Health and Safety



[www.aerostar.ro](http://www.aerostar.ro)



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9, Condorilor Street,  
Bacau, Romania

**AEROSTAR S.A. BACĂU**

**COMPANY FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2025**

**Prepared in accordance with  
The Order No. 2844/2016 of the Ministry of Public Finance, for the approval of the  
Accounting Regulations in accordance with the  
International Financial Reporting Standards (IFRS)**

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**AEROSTAR S.A. BACĂU**  
**COMPANY STATEMENT OF PROFIT OR LOSS**  
**FOR THE FINANCIAL YEAR ENDED ON 31 DECEMBER 2025**  
**(unless specified otherwise, all amounts are stated in thousand lei)**

	Note	31 December 2025	31 December 2024
<b>Operating revenue</b>			
Revenue from sales	19	620.434	584.004
Other income	19	2.079	2.489
Revenue related to inventories of finished goods and work in progress	19	9.708	45.210
Revenue from production of non-current assets	19	1.528	1.338
Operating grants	19	409	305
<b>Total operating revenue</b>		<b>634.158</b>	<b>633.346</b>
<b>Operating expenses</b>			
Material expenses	20	(258.012)	(264.474)
Employee benefits expenses	20	(212.850)	(202.037)
Depreciation and amortisation of non-current assets	5;6;20	(29.442)	(27.110)
Net income/(expenses) from adjustments to current assets	20	(3.791)	(11.034)
Net income/(expenses) from adjustments to provisions	20	9.833	17.489
Expenses for external services	20	(36.229)	(50.426)
Other expenses	20	(7.951)	(8.559)
<b>Total operating expenses</b>		<b>(538.442)</b>	<b>(546.151)</b>
<b>Operating profit or loss</b>		<b>95.716</b>	<b>87.195</b>
Financial income	21	24.353	24.927
Financial costs	22	(11.551)	(7.313)
<b>Financial profit/loss</b>		<b>12.802</b>	<b>17.614</b>
<b>Profit before tax</b>		<b>108.518</b>	<b>104.809</b>
Current and deferred income tax	17;23	(10.481)	(9.084)
<b>Net profit for the period</b>		<b>98.037</b>	<b>95.725</b>

Chief Executive Officer,

Alexandru Filip

Financial Director,

Doru Damaschin

**AEROSTAR S.A. BACĂU**  
**COMPANY STATEMENT OF OTHER COMPREHENSIVE INCOME**  
**FOR THE YEAR ENDED ON 31 DECEMBER 2025**  
**(unless specified otherwise, all amounts are stated in thousand lei)**

	<b>31 December 2025</b>	<b>31 December 2024</b>
<b>Net profit for the period</b>	<b>98.037</b>	<b>95.725</b>
Deferred income tax recognised in equity	(6.876)	(3.739)
Revaluation of equity instruments at fair value through other comprehensive income	35.396	7.890
Gain reclassified to retained earnings on sale of equity instruments through other comprehensive income	(139)	480
<b>Other comprehensive income</b>	<b>28.381</b>	<b>4.631</b>
<b>Total comprehensive income for the period</b>	<b>126.418</b>	<b>100.356</b>

**Chief Executive Officer,**

**Alexandru Filip**

**Financial Director,**

**Doru Damaschin**

**AEROSTAR S.A. BACĂU**  
**COMPANY STATEMENT OF THE FINANCIAL POSITION**  
**FOR THE FINANCIAL YEAR ENDED ON 31 DECEMBER 2025**  
**(unless specified otherwise, all amounts are stated in thousand lei)**

	Note	31 December 2025	31 December 2024
<b>ASSETS</b>			
<b>Non-current assets</b>			
Property, plant and equipment	6	145.597	159.745
Intangible assets	5	1.538	1.788
Investment property	6	5.906	6.598
Right-of-use assets	32	1.745	1.723
Fixed financial assets	7	75.451	46.133
Deferred income tax assets	17	19.867	20.103
<b>Total non-current assets</b>		<b>250.104</b>	<b>236.090</b>
<b>Current assets</b>			
Inventories	10	209.751	206.205
Trade receivables and other receivables	8;9;18	124.761	110.772
Current tax receivables	23	-	-
Short-term prepayments	31	896	1.049
Cash and cash equivalents	11	313.352	260.403
<b>Total current assets</b>		<b>648.760</b>	<b>578.429</b>
<b>Total assets</b>		<b>898.864</b>	<b>814.519</b>
<b>EQUITY AND LIABILITIES</b>			
<b>Capital and reserves</b>			
Share capital	12	48.729	48.729
Current result	12	98.037	95.725
Retained earnings	12	55.390	54.374
Reserves	12	552.363	467.681
Deferred income tax recognised in equity	17	(34.579)	(27.444)
Appropriation of profit for legal reserves	12	(9.735)	(18.731)
<b>Total equity</b>	12	<b>710.205</b>	<b>620.334</b>
<b>Non-current liabilities</b>			
Deferred income tax liabilities	17	35.602	28.834
Non-current government grants	14	468	724
Other non-current liabilities	16	1.480	1.467
<b>Total non-current liabilities</b>		<b>37.550</b>	<b>31.025</b>
<b>Non-current provisions</b>	13	<b>41.180</b>	<b>43.866</b>
<b>Current liabilities</b>			
Trade payables	15;18	52.302	59.246
Current income tax liabilities	23	605	7
Deferred income	31	5.510	3.448
Short-term government grants	14	264	828
Other current liabilities	16	17.129	14.523
<b>Total current liabilities</b>		<b>75.810</b>	<b>78.052</b>
<b>Current provisions</b>	13	<b>34.119</b>	<b>41.242</b>
<b>Total provisions</b>		<b>75.299</b>	<b>85.108</b>
<b>Total liabilities</b>		<b>113.360</b>	<b>109.077</b>
<b>Total equity, liabilities and provisions</b>		<b>898.864</b>	<b>814.519</b>

**Chief Executive Officer,**

**Alexandru Filip**

**Financial Director,**

**Doru Damaschin**

**AEROSTAR S.A. BACĂU**  
**COMPANY STATEMENT OF CASH FLOWS**  
**(DIRECT METHOD)**  
**FOR THE FINANCIAL YEAR ENDED ON 31 DECEMBER 2025**  
**(unless specified otherwise, all amounts are stated in thousand lei)**

	Note	31.12.2025	31.12.2024
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>			
receipts from customers		626.191	591.206
recoveries of taxes from the State Budget		4.210	13.031
receipts of government grants from the State Budget		473	309
payments to suppliers		(322.547)	(348.789)
payments to employees		(128.831)	(121.949)
payment of taxes and duties to the State Budget		(88.949)	(86.234)
payments of income tax to the State Budget		(10.128)	(9.256)
<b>NET CASH FROM OPERATING ACTIVITIES</b>	27	<b>80.419</b>	<b>38.318</b>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>			
interest received from bank deposits		14.919	8.969
proceeds from the sale of financial assets	27	6.443	20.468
dividends received from other entities		2.989	3.498
dividends received from related parties		585	516
payments for the acquisition of financial assets	7, 27	(312)	-
payments for the acquisition of property, plant and equipment and intangible assets		(13.457)	(26.952)
<b>NET CASH FROM INVESTING ACTIVITIES</b>	27	<b>11.167</b>	<b>6.499</b>
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>			
gross dividends paid		(35.239)	(30.893)
<b>NET CASH FROM FINANCING ACTIVITIES</b>	27	<b>(35.239)</b>	<b>(30.893)</b>
Net increase in cash and cash equivalents		56.347	13.924
<b>Cash and cash equivalents at the beginning of the period</b>		<b>260.403</b>	<b>245.792</b>
Effect of changes in foreign exchange rates on cash and cash equivalents	27	(3.398)	687
<b>Cash and cash equivalents at the end of the period</b>	11	<b>313.352</b>	<b>260.403</b>

Chief Executive Officer,  
Filip Alexandru

Financial Director,  
Damaschin Doru

**AEROSTAR S.A. BACĂU**  
**COMPANY STATEMENT OF CHANGES IN EQUITY**  
**FOR THE FINANCIAL YEAR ENDED ON 31 DECEMBER 2025**  
**(unless specified otherwise, all amounts are stated in thousand lei)**

	Share capital	Reserves	Revaluation reserves of financial assets through other comprehensive income	Deferred income tax recognised in equity	Retained earnings	Profit for the period	Total equity
<b>Comprehensive income</b>							
<b>A. Balance as at 1 January 2025</b>	48.729	459.571	8.110	(27.445)	54.374	76.994*	620.334
<b>Profit for the period</b>						98.037	98.037
<b>Other comprehensive income</b>							
Deferred income tax recognised in equity				(7.134)	258		(6.876)
Appropriation of profit for the financial year 2024 to the destinations approved by shareholders at the AGOA on 24 April 2025 (Note 12)					76.994	(76.994)	-
Appropriation of 2025 profit to reserves from tax incentives, in gross amounts		9.735				(9.735)	-
Gain transferred to retained earnings on sale of equity instruments through other comprehensive income			(1.213)		1.074		(139)
Fair value revaluation of equity instruments through other comprehensive income			35.396				35.396
Transfer to reserves of retained earnings representing surplus from revaluation reserves		316			(316)		-
<b>Total comprehensive income for the period</b>	-	10.051	34.183	(7.134)	78.010	11.308	126.418
Reserves appropriated from 2024 profit		40.447			(40.447)		-
Dividends distributed for 2024					(36.547)		(36.547)
<b>Transactions with shareholders recognised directly in equity</b>	-	40.447	-	-	(76.994)	-	(36.547)
<b>B. Balance as at 31 December 2025</b>	48.729	510.069	42.293	(34.579)	55.390	88.302**	710.205
<b>C. Changes in equity (Note 12)</b>	-	50.498	34.183	(7.134)	1.016	11.308	89.871

\* The result as at 31.12.2024, amounting to 95.725 thousand lei, is affected by the appropriation of profit to other reserves from tax incentives in the amount of 18.731 thousand lei;

\*\* The result as at 31.12.2025, amounting to 98.037 thousand lei, is affected by the appropriation of profit to other reserves from tax incentives in the amount of 9.735 thousand lei;

**Chief Executive Officer,  
Alexandru Filip**

**Financial Director,  
Doru Damaschin**

**AEROSTAR S.A. BACĂU**  
**COMPANY STATEMENT OF CHANGES IN EQUITY**  
**FOR THE FINANCIAL YEAR ENDED ON 31 DECEMBER 2024**  
**(unless specified otherwise, all amounts are stated in thousand lei)**

	Share capital	Reserves	Revaluation reserves of financial assets through other comprehensive income	Deferred income tax recognised in equity	Retained earnings	Profit for the period	Total equity
<b>Comprehensive income</b>							
<b>A. Balance as at 1 January 2024</b>	48.729	407.359	2.669	(23.481)	51.577	65.104*	551.957
<b>Profit for the period</b>						95.725	95.725
<b>Other comprehensive income</b>							
Deferred income tax recognised in equity				(3.964)	225		(3.739)
Appropriation of profit for the financial year 2023 to the destinations approved by shareholders at the AGOA on 18 April 2024 (Note 12)					65.104	(65.104)	-
Appropriation of 2024 profit to reserves from tax incentives, in gross amounts		18.731				(18.731)	-
Gain transferred to retained earnings on sale of equity instruments through other comprehensive income			(2.448)		2.928		480
Fair value revaluation of equity instruments through other comprehensive income			7.890				7.890
Transfer to reserves of retained earnings representing surplus from revaluation reserves		356			(356)		-
<b>Total comprehensive income for the period</b>	-	19.087	5.441	(3.964)	67.901	11.890	100.356
Reserves appropriated from the 2023 profit		33.125			(33.125)		-
Dividends distributed related to the year 2023					(31.979)		(31.979)
<b>Transactions with shareholders recognised directly in equity</b>	-	33.125	-	-	(65.104)	-	(31.979)
<b>B. Balance as at 31 December 2024</b>	48.729	459.571	8.110	(27.445)	54.374	76.994**	620.334
<b>C. Changes in equity (Note 12)</b>	-	52.212	5.441	(3.964)	2.797	11.890	68.377

\* The result as at 31.12.2023, amounting to 93.028 thousand lei, is affected by the appropriation of profit to other reserves from tax incentives in the amount of 27.924 thousand lei;

\*\* The result as at 31.12.2024, amounting to 95.725 thousand lei, is affected by the appropriation of profit to other reserves from tax incentives in the amount of 18.731 thousand lei;

**Chief Executive Officer,  
Alexandru Filip**

**Financial Director,  
Doru Damaschin**

**AEROSTAR S.A. BACĂU**  
**NOTES TO THE COMPANY FINANCIAL STATEMENTS**  
**FOR THE FINANCIAL YEAR ENDED ON 31 DECEMBER 2025**  
**(unless specified otherwise, all amounts are stated in thousand lei)**

## **NOTE 1 – COMPANY DESCRIPTION**

AEROSTAR was established in 1953 and operates in accordance with the Romanian law.

AEROSTAR S.A. conducts its activity at its registered head office located in Bacău, 9 Condorilor Street, code 600302. In accordance with the Resolution no. 2/14.12.2017 of the Board of Directors, the opening of a secondary place of business without legal personality (branch) located in Iasi, on 25B Aeroportului Street was approved. Moreover, in accordance with the Decision of the Board of Directors nr.1/02.06.2023 the opening of a secondary office without legal personality (branch) located in Fetești, 2 Carpați Street, ap. 7 was approved.

The main field of activity of AEROSTAR is production.

The main object of activity of the company is “Manufacture of civil aircraft and spacecraft” - code 3031.

The company was registered as a shareholding company at the Bacău Trade Register (under number J1991001137040), with the current name “AEROSTAR S.A.” and the unique identification code 950531, the European Unique Identifier (EUID) code ROONRC.J1991001137040.

The company is listed on the Bucharest Stock Exchange under the ARS code, and the record of its shares and shareholders is kept, as provided by law, by S.C. Depozitarul Central S.A. Bucharest.

During the year 2025, there was no subscription of new shares, nor any participation certificates, convertible bonds, warranties, options, or similar rights. In December 2025, Aerostar S.A. entered into an equity interest transfer agreement and acquired 392 shares of FOAR S.R.L. from GKN Fokker Aerospace B.V., for a consideration of 207 thousand lei. As a result, as at 31 December 2025, the Company increased its ownership interest in FOAR S.R.L. to 100%.

In terms of accounting regulations, AEROSTAR S.A. is a subsidiary of IAROM S.A. and, therefore, the parent company that consolidates the financial statements of the Group is IAROM S.A., with the unique identification code 1555301. The consolidated financial statements for the financial year 2024 were submitted to the National Agency for Fiscal Administration (A.N.A.F.) under registration number 962157978/26.08.2025. The parent company will prepare and publish a set of consolidated financial statements in accordance with the applicable accounting regulations for the financial year ended 31 December 2025.

The Company has a single operating segment in accordance with IFRS 8, as the activities carried out by Aerostar S.A. are not separately structured into operating components with distinct financial information, but function as an integrated system in which resources are allocated based on an integrated medium- and long-term vision, and the nature of the products and services offered presents similar economic characteristics. The Company operates across three main business lines, structured to meet specific market requirements, with a view to maximising sales.

Information regarding sales by business lines and markets is presented in detail in the Directors’ Report.

The Company’s policy is focused on maintaining a solid capital base in order to support the Company’s continuous development and the achievement of its strategic objectives.

The Company will continue to act decisively to ensure the sustainability of its investments and the preservation of its production capabilities. Furthermore, drawing on the experience accumulated within its workforce, the Company seeks to identify the most appropriate solutions to new economic challenges.

**AEROSTAR S.A. BACĂU**  
**NOTES TO THE COMPANY FINANCIAL STATEMENTS**  
**FOR THE FINANCIAL YEAR ENDED ON 31 DECEMBER 2025**  
**(unless specified otherwise, all amounts are stated in thousand lei)**

## **NOTE 2 - ACCOUNTING ESTIMATES, ASSUMPTIONS AND JUDGEMENTS**

### **2.1. Estimates**

The preparation and presentation of the individual financial statements in accordance with IFRS requires management to make estimates, judgements and assumptions that affect the application of accounting policies and the reported amounts of assets, liabilities, income, and expenses.

Estimates and judgements are based on historical experience and other factors considered relevant and reasonable under the circumstances. Accounting estimates and underlying assumptions are reviewed on an ongoing basis and reflect reasonable expectations regarding future events. The carrying amounts of assets and liabilities that are not readily determinable from other sources are based on these estimates, considered adequate by the Company's management.

Estimates, as well as the judgements and assumptions underlying them, are reviewed periodically, and the outcome of these reviews is recognised in the period in which the estimate is revised. Any changes in accounting estimates are recognised prospectively by including them in the result of:

- the period in which the change occurs, if it affects only that period; or
- the period in which the change occurs and future periods, if the change also affects them.

The Company uses estimates to determine, inter alia:

- doubtful customers and loss allowance on related receivables;
- the amounts of provisions for risks and expenses to be recognised at the end of the period (month, quarter, year) for litigations, for dismantling property, plant, and equipment, for warranties granted to customers, for obligations to personnel, and other liabilities;
- adjustments for impairment of property, plant and equipment and intangible assets. At the end of each reporting period, the Company assesses whether there are indications of impairment. If such indications are identified, the recoverable amount of the asset is estimated to determine the extent of impairment (if any);
- the estimated useful lives of property, plant and equipment and intangible assets. The Company reviews the estimated useful lives at least at the end of each financial year to determine their adequacy;
- inventories of raw materials and consumables requiring write-downs;
- deferred tax assets and liabilities.

### ***Presentation of information***

The Company will, to the extent practicable, present the nature and amount of a change in an accounting estimate that affects the current and/or future periods.

### **2.2. Errors**

Errors may arise in the recognition, measurement, presentation, or disclosure of elements in the financial statements.

The Company corrects material prior period errors retrospectively in the first set of financial statements authorised for issue after their discovery by:

- restating the comparative amounts for the prior period presented in which the error occurred;  
or
- if the error occurred before the first prior period presented, restating the opening balances of assets, liabilities and equity for the earliest period presented.

**AEROSTAR S.A. BACĂU**  
**NOTES TO THE COMPANY FINANCIAL STATEMENTS**  
**FOR THE FINANCIAL YEAR ENDED ON 31 DECEMBER 2025**  
**(unless specified otherwise, all amounts are stated in thousand lei)**

**NOTE 2 - ACCOUNTING ESTIMATES, ASSUMPTIONS AND JUDGEMENTS**  
**(continued)**

In the case of an identified error, the Company shall present the following information:

- the nature of the error for the prior period;
- for each prior period presented, to the extent practicable, the amount of the correction:
  - for each line item affected in the financial statement;
  - for basic and diluted earnings per share.
- the amount of the correction at the beginning of the earliest prior period presented;
- if retrospective restatement is not practicable for a specific prior period, the circumstances giving rise to that condition and a description of how and from which date the error has been corrected.

**2.3. Changes in accounting policies**

Changes in accounting policies are permitted only if required by IFRS or if they result in more relevant or reliable information regarding the Company's operations.

The Company shall change an accounting policy only if the change:

- is required by an IFRS; or
- results in financial statements that provide reliable and more relevant information about the effects of transactions, other events or conditions on the entity's financial position, financial performance, or cash flows.

Application of changes in Accounting Policies:

- The entity shall account for a change in accounting policy arising from the initial application of an IFRS in accordance with the specific transitional provisions, if any, of that IFRS; and
- Upon the initial application of an IFRS that does not include specific transitional provisions.

***Presentation of information***

When the initial application of an IFRS has an effect on the current period or on prior periods, the Company shall present in the notes to the financial statements:

- the title of the IFRS;
- the nature of the change in accounting policy;
- where applicable, that the change is made as a result of the transitional provisions and a description of such provisions;
- for the current period and each previously presented period, the amount of the adjustments for each affected line item in the statement of financial position, to the extent practicable.

When the specific effects for one or more previously presented periods cannot be determined, the Company shall apply the new accounting policy to the carrying amounts of assets and liabilities for the first period for which retrospective application is possible, which may be the current period.

When a voluntary change in accounting policy has an effect on the current period or on a prior period, the Company shall present in the notes to the financial statements:

- the nature of the change in accounting policy;
- the reasons why the application of the new accounting policy provides reliable and more relevant information;
- for the current period and each previously presented period, the estimated amount of the adjustments for each affected line item in the statement of financial position, to the extent practicable.

**AEROSTAR S.A. BACĂU**  
**NOTES TO THE COMPANY FINANCIAL STATEMENTS**  
**FOR THE FINANCIAL YEAR ENDED ON 31 DECEMBER 2025**  
**(unless specified otherwise, all amounts are stated in thousand lei)**

## **NOTE 3 - ACCOUNTING POLICIES AND MEASUREMENT BASES**

### **3.1. Basis of Preparation and Presentation of the Financial Statements**

The individual financial statements of Aerostar S.A. have been prepared in accordance with:

- The International Financial Reporting Standards (IFRS) as adopted by the European Union.
  - ✓ *Amendments to accounting policies and adoption of new/revised/amended IFRSs*

The amendments are effective for annual reporting periods beginning on or after 1 January 2025.

- ✓ *Standards (Amendments to Standards) and Interpretations issued by the International Accounting Standards Board (IASB):*

1. **Amendments “Lack of Exchangeability” to IAS 21 “The Effects of Changes in Foreign Exchange Rates”**, which clarify when a currency is considered exchangeable into another currency and how an entity estimates a spot exchange rate when a currency is not exchangeable;
2. **Amendments to IFRS 9 Financial Instruments and IFRS 7 Financial Instruments: Disclosures** regarding the classification and measurement of financial instruments. These amendments address matters identified during the post-implementation review of the classification and measurement requirements in IFRS 9 Financial Instruments.

These amendments did not have a material impact on the Company’s financial statements.

The following amendments are effective for annual reporting periods beginning on or after 1 January 2026. Some of these amendments have not yet been endorsed by the European Commission. The Company is assessing the potential impact of the new Standards and amendments to International Financial Reporting Standards on its financial statements.

1. **Amendments to IFRS 9 and IFRS 7 – Contracts Referencing Nature-dependent Electricity.** The amendments provide clarification in respect of Power Purchase Agreements (PPAs) relating to nature-dependent electricity (e.g. wind and solar). The amendments are effective for annual reporting periods beginning on or after 1 January 2026;
2. **Annual Improvements to IFRS – Volume 11.** These include technical clarifications to IFRS 1, IFRS 7, IFRS 9, IFRS 10 and IAS 7. The amendments are effective for annual reporting periods beginning on or after 1 January 2026;
3. **IFRS 18 “Presentation and Disclosure in Financial Statements”.** IFRS 18 introduces requirements applicable to all entities applying IFRS regarding the presentation and disclosure of information in the financial statements. The Standard will replace IAS 1 and introduces significant changes aimed at improving the comparability and transparency of financial performance reporting. If endorsed, the Standard is planned to be effective for annual reporting periods beginning on or after 1 January 2027;
4. **IFRS 19 “Subsidiaries without Public Accountability: Disclosures”.** IFRS 19 specifies the reporting requirements that an eligible subsidiary shall apply instead of the disclosure requirements in other IFRS Standards. If endorsed, the Standard is planned to be effective for annual reporting periods beginning on or after 1 January 2027.

**AEROSTAR S.A. BACĂU**  
**NOTES TO THE COMPANY FINANCIAL STATEMENTS**  
**FOR THE FINANCIAL YEAR ENDED ON 31 DECEMBER 2025**  
**(unless specified otherwise, all amounts are stated in thousand lei)**

**NOTE 3 - ACCOUNTING POLICIES AND MEASUREMENT BASES**  
**(continued)**

5. **Amendments to IFRS 19 “Subsidiaries without Public Accountability – Presentation Requirements”** include simplifications in respect of certain reporting requirements for eligible subsidiaries. If adopted, the amendments are scheduled to become effective for annual reporting periods beginning on or after 1 January 2027;
6. **Amendments “Translation of Financial Statements into the Presentation Currency of a Hyperinflationary Economy” to IAS 21 “The Effects of Changes in Foreign Exchange Rates”** clarify the accounting of subsidiaries in hyperinflationary economies when the functional currency differs from the Group’s presentation currency. If adopted, the amendments are scheduled to become effective for annual reporting periods beginning on or after 1 January 2027.
- Accounting Law no. 82/1991, republished, with subsequent amendments and completions;
  - Order of the Ministry of Public Finance no. 881/2012 on the application by trading companies of International Financial Reporting Standards;
  - Order of the Ministry of Public Finance no. 2.844/2016 for the approval of Accounting Regulations in accordance with IFRS, with subsequent amendments and completions;
  - Order of the Ministry of Public Finance no. 2.861/2009 for the approval of Rules on the organisation and conduct of inventories of assets, liabilities and equity;
  - Order of the Ministry of Public Finance no. 1.826/2003 for the approval of Clarifications regarding certain measures for the organisation and management of cost accounting;
  - Order of the Ministry of Public Finance no. 2.634/2015 on financial-accounting documents, with subsequent amendments and completions.

Accounting is kept in Romanian and in the national currency. Accounting for transactions conducted in foreign currency is kept both in the national currency and in the foreign currency. The financial year is the calendar year. Financial statements are prepared and reported in thousands of lei, with all amounts rounded to the nearest thousand lei. Due to rounding, the totals presented do not always exactly correspond to the sum of the individual figures, and percentages may not precisely reflect absolute amounts.

Financial statements are prepared on the historical cost basis.

Financial statements are presented in accordance with the requirements of IAS 1, *Presentation of Financial Statements*. The Company has chosen to present the statement of financial position by nature and liquidity, and the statement of profit or loss by nature of income and expenses, considering that these presentation methods provide information that is relevant to the Company’s financial position.

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**NOTE 3 - ACCOUNTING POLICIES AND MEASUREMENT BASES**  
**(continued)**

**3.2. Applied Accounting Policies**

**Aerostar S.A. describes the accounting policies applied in the notes to the company financial statements and avoids repeating the standard's text, except where this is considered relevant for understanding the content of the note.**

The most significant accounting policies are presented below:

• **Accounting Policies for Property, Plant and Equipment**

The Company has chosen the cost model as its accounting policy. After recognition as an asset, property, plant and equipment are measured at cost less accumulated depreciation and any accumulated impairment losses.

The depreciable amount is allocated systematically over the asset's useful life and represents the cost of the asset less its residual value.

Considering the nature of the Company's operations and the types of property, plant and equipment held, the residual values of such assets are considered immaterial. Practically, the residual value is calculated based on the estimated recoverable value of scrap metal, after deducting dismantling, disassembly and selling costs.

Depreciation methods and useful lives are reviewed at least at the end of each financial year and adjusted accordingly. Useful lives are determined by committees composed of the Company's specialists. Any changes are accounted for prospectively.

Subsequent expenditure on property, plant and equipment is added to the carrying amount of the asset when it:

- enhances the asset's original technical parameters;
- generates future economic benefits in the form of additional cash flows compared with those initially estimated; and
- can be measured reliably.

The realisation of benefits occurs directly through increased revenues and indirectly through reduced maintenance and operating expenses.

All other repair and maintenance costs incurred to ensure the continuous use of assets are recognised in the profit or loss when incurred. These costs are aimed at maintaining the asset's original technical parameters.

Spare parts are generally accounted for as inventory and recognised as an expense when consumed. Where spare parts and service equipment are significant in value and can only be used in connection with a specific item of property, plant and equipment, they are capitalised as part of the related asset, provided that the initial acquisition cost (at commissioning) of the replaced part can be determined.

To decide whether separate component recognition is appropriate, each case is analysed individually, using professional judgement.

Property, plant and equipment under construction, intended for use in production or administrative activities, are presented in the statement of financial position at cost less any accumulated impairment losses. Such assets are classified within the respective categories of property, plant and equipment when completed and ready for use in the manner intended by management, for the purpose for which they were acquired.

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**NOTE 3 - ACCOUNTING POLICIES AND MEASUREMENT BASES**  
**(continued)**

The Company's management has established a capitalisation threshold for assets of 2.500 lei. All acquisitions below this amount are recognised as an expense in the period.

Exceptions: Computers are treated as depreciable property, plant and equipment regardless of their acquisition cost and are depreciated over the useful life determined by the reception committee. Tools and work equipment are accounted for as inventory and recognised as an expense when consumed, irrespective of their acquisition cost, considering that they generally have a useful life of less than one year and their degree of specialisation (intended for use in a specific product or service).

For internally generated intangible assets, the research and development phases are clearly distinguished:

- Research phase: Research costs are recognised as an expense in the period;
- Development phase: Development costs are recognised as an intangible asset if the following conditions are met:
  - technical feasibility of completing the asset so that it will be available for use or sale;
  - availability of adequate resources—technical, financial and human—to complete development;
  - intention to complete and use or sell the intangible asset;
  - ability to use or sell the asset;
  - the way in which the asset will generate future economic benefits;
  - ability to measure the costs reliably.

If the Company cannot distinguish between the research and development phases of an internal project to create an intangible asset, the costs of the project are treated as incurred entirely in the research phase.

The Company has adopted the cost model as its accounting policy, under which intangible assets are measured at carrying amount equal to their cost less accumulated amortisation and any recognised impairment losses.

An investment property is initially measured at cost, including any directly attributable expenditure. After initial recognition, the Company has opted for the cost model for all investment properties in accordance with the provisions of IAS 16 for that model.

Transfers to and from the investment property category are made only when there is a change in use.

Transfers between categories do not affect the carrying amount of the transferred property and do not change the cost of that property for measurement or disclosure purposes.

Investment properties are depreciated on the same basis as property, plant and equipment.

Financial assets include:

- Shares held in subsidiaries;
- Other non-current securities;
- Long-term loans granted, together with interest thereon. This category includes amounts granted to third parties under contracts on which interest is charged in accordance with the law;
- Other non-current receivables, together with interest thereon. This category includes guarantees, deposits and bonds placed with third parties, as well as receivables under lease contracts.

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**NOTE 3 - ACCOUNTING POLICIES AND MEASUREMENT BASES**  
**(continued)**

Financial assets are classified, on initial recognition, as subsequently measured at amortised cost, fair value through other comprehensive income (OCI) or fair value through profit or loss, as appropriate.

The classification of financial assets on initial recognition depends on the contractual cash flow characteristics of the financial asset and the entity's business model for managing them.

• **Accounting policies for inventories**

Inventories are recognised in accounting on the date on which the risks and rewards are transferred. The cost of inventories that are not ordinarily interchangeable, as well as goods or services produced for specific projects, is determined by using specific identification of their individual costs.

Upon derecognition, inventories and other interchangeable assets are measured and recorded using the FIFO method.

Management periodically approves the level of normal technological losses.

Inventories are accounted for on a quantitative and value basis using the perpetual inventory method.

Value adjustments for inventories are recognised at each reporting date, based on the ageing of inventories, the findings of inventory count committees and/or profit centre managers, in order to present inventories at the lower of cost and net realisable value.

• **Accounting policies for liabilities**

Liabilities are recorded in accounting through third-party accounts. The accounting records for suppliers and other liabilities are maintained by category and by each individual legal or natural person.

Current income tax payable is recognised as a liability to the extent that it remains unpaid.

Excise duties and special funds included in prices or tariffs are recorded in the corresponding liability accounts, without being recognised through revenue or expense accounts.

Transactions that cannot be recorded separately in the appropriate accounts and which require subsequent clarification are recorded in a distinct account, "473 – Settlements from operations pending clarification".

Foreign currency liabilities are recorded both in lei and in the foreign currency.

A liability is classified as a current liability when:

- it is expected to be settled in the Company's normal operating cycle; or
- it is due to be settled within 12 months after the reporting date.

All other liabilities are classified as non-current liabilities.

Liabilities due after more than 12 months are classified as non-current liabilities.

Interest-bearing liabilities are also classified as non-current liabilities, even if they are due within 12 months after the reporting date, where:

- a) the original term was for a period of more than 12 months; and
- b) a refinancing or rescheduling agreement has been concluded before the reporting date.

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**NOTE 3 - ACCOUNTING POLICIES AND MEASUREMENT BASES**  
**(continued)**

• **Accounting policies for receivables**

Receivables include:

- trade receivables, representing amounts due from customers for goods sold or services rendered in the ordinary course of business;
- bills of exchange receivable and other third-party instruments;
- amounts due from employees or related companies;
- advances granted to suppliers of property, plant and equipment, goods and services;
- receivables relating to employees and the state budget.

Receivables are recognised on an accrual basis, in accordance with legal or contractual provisions. Customer accounting records are maintained by category (domestic customers – products and services, and foreign customers – products and services) and by each individual legal or natural person.

Foreign currency receivables arising from the Company's transactions are recorded both in lei and in the foreign currency.

Foreign currency transactions are initially recorded at the exchange rate communicated by the National Bank of Romania on the date of the transaction.

Receivables that are time-barred are written off only after all legal steps for their settlement have been taken.

Doubtful receivables are recorded separately in account 4118 "Doubtful customers" when the contractual due date has been exceeded by more than 30 days or when litigation with the customer has been initiated.

In the annual financial statements, receivables are measured and presented at their collectible amount.

Where a receivable from a customer has not been fully collected by the contractual due date, loss allowances on the receivable are recognised at the deadlines and percentages approved by the Board of Directors in the Accounting Policies Manual.

• **Accounting policies for revenue recognition**

Revenue is recognised in the Company's statement of profit or loss when it is probable that future economic benefits will flow to the entity and these benefits can be measured reliably. Accordingly, revenue is recognised simultaneously with the recognition of an increase in assets or a decrease in liabilities.

Revenue includes both amounts received or receivable on the Company's own account and gains from any source.

Revenue is classified as follows:

- operating revenue;
- financial income.

Revenue is recognised on an accrual basis.

Revenue general ledger accounts are further detailed into analytical accounts in accordance with the applicable accounting regulations (the general chart of accounts) and the Company's internal requirements, subject to management approval.

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**NOTE 3 - ACCOUNTING POLICIES AND MEASUREMENT BASES**  
**(continued)**

Revenue is measured at the fair value of the consideration received or receivable. Revenue from sales is reduced by returns, trade discounts and other similar allowances.

Operating revenue comprises:

- revenue from contracts with customers (goods, services, merchandise and residual products);
- revenue related to the cost of inventories of finished goods;
- revenue from the production of property, plant and equipment;
- income from the reversal of impairment losses on assets and from the decrease or reversal of provisions;
- other operating revenue.

Revenue from contracts with customers is recognised in accordance with IFRS 15 “Revenue from Contracts with Customers”. A customer is a party that has entered into a contract with the Company to obtain goods or services arising from the Company’s ordinary activities.

Revenue recognition depicts the transfer of control of goods or services to customers, and the measurement of revenue reflects the consideration to which the Company expects to be entitled in exchange for those goods or services.

Control includes the ability to prevent other entities from directing the use of the asset and from obtaining the benefits from it. The benefits of an asset are the potential cash flows that may be obtained directly or indirectly through its use, sale or holding.

Revenue recognition is achieved through the application of the following five steps:

**1. Identification of the contract with a customer**

The Company accounts for a contract with a customer only when all of the following conditions are met:

- a) the parties have approved the contract and are committed to fulfilling their respective obligations;
- b) the Company can identify each party’s rights regarding the goods or services to be transferred;
- c) the Company can identify the payment terms for the goods or services to be transferred;
- d) the contract has commercial substance (i.e. it is expected to change the risk, timing or amount of the Company’s future cash flows);
- e) it is probable that the Company will collect the consideration to which it will be entitled in exchange for the goods or services transferred to the customer. This requires an assessment of the customer’s ability and intention to pay the consideration when it becomes due.

**2. Identification of the obligations arising from the contract**

A contract includes performance obligations to transfer goods or services to a customer. A performance obligation to transfer a good or service is distinct if both of the following criteria are met:

- a) the customer can benefit from the good or service either on its own or together with other resources that are readily available to the customer; and
- b) the entity’s promise to transfer the good or service is separately identifiable from other promises in the contract.

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**NOTE 3 - ACCOUNTING POLICIES AND MEASUREMENT BASES**  
**(continued)**

The Company has not identified types of contracts with distinct performance obligations. In the case of warranties provided for satisfactory performance, these do not constitute an additional service and, therefore, do not represent a separate performance obligation.

**3. Determination of the transaction price**

The Company determines the amount of consideration to which it expects to be entitled in exchange for the goods or services promised in a contract in order to recognise revenue. The price may be fixed or may vary due to discounts or other similar items.

The Company's sales transaction prices are not adjusted for the time value of money, as the Company does not have supply contracts with payment terms exceeding one year or containing a significant financing component.

For contracts entered into by the Company, the price is negotiated and remains fixed. Renegotiated contract modifications are applied prospectively from the date of renegotiation for subsequent orders, considering that the performance obligation is distinct and does not form part of a single performance obligation partially satisfied at the date of contract modification.

**4. Allocation of the transaction price to the performance obligations in the contract**

If a contract contains multiple distinct performance obligations, the Company allocates the transaction price to each obligation proportionally to the standalone selling price of that obligation. The best evidence of the standalone selling price of each obligation is the price at which the good or service is sold separately by the entity.

**5. Recognition of revenue at a point in time or over time as the Company satisfies a performance obligation**

A performance obligation in a contract is satisfied when control of the goods or services is transferred to the customer. Control represents the ability to direct the use of, and obtain substantially all of the remaining benefits from, the transferred good or service.

The Standard specifies how revenue is determined, in that it must be recognised either at a point in time or over a period of time, which applies to both the sale of goods and the provision of services. A performance obligation is satisfied, and revenue is recognised over time if at least one of the following conditions is met:

- the customer simultaneously receives and consumes the benefits of the entity's performance as the entity performs;
- the entity's performance creates or enhances an asset (e.g., work in progress) that the customer controls as the asset is created or enhanced;
- the entity's performance does not create an asset with an alternative use for the entity and the entity has an enforceable right to payment for performance completed to date.

If a performance obligation is not satisfied over time, an entity satisfies the obligation at a specific point in time.

If the Company reasonably expects that the effects on the financial statements for a portfolio of contracts with similar characteristics will not differ significantly from those determined by applying the standard to individual contracts within that portfolio, then contracts are analysed in aggregate.

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**NOTE 3 - ACCOUNTING POLICIES AND MEASUREMENT BASES**  
**(continued)**

The timing of revenue recognition results from the correlation of specific contractual provisions with the requirements of IFRS 15.

Rental income

Rental income from investment properties is recognised in profit or loss on a straight-line basis over the lease term, in accordance with IFRS 16.

Financial income includes interest income, foreign exchange gains, dividend income and other financial income.

Interest income is recognised in profit or loss on an accrual basis, using the effective interest method. Interest income arising from a financial asset is recognised when it is probable that the entity will receive economic benefits and when the amount of income can be measured reliably.

Dividend income arising from investments is recognised when the right to receive payment is established. The entity records dividend income at the gross amount, including any withholding tax (where applicable), which is recognised as a current expense.

- **Accounting policies on provisions**

Provisions are recognised when the entity has a present obligation (legal or constructive) as a result of a past event, it is probable that the entity will be required to settle the obligation, and a reliable estimate can be made of the amount of the obligation.

The amount recognised as a provision is the best estimate of the consideration required to settle the present obligation at the end of the reporting period, taking into account the risks and uncertainties surrounding the obligation.

Provisions are accounted for by type, according to their nature, purpose or the item for which they were established.

**Provisions for warranties**

The entity establishes provisions for warranties when products or services covered by a warranty are sold.

The amount of the warranty provision is based on historical, contractual or reasonable estimates for products/services executed for the first time by the company.

**Provisions for risks and expenses**

When risks and expenses are identified, arising from events that have occurred or are in progress, which are probable and whose object is clearly defined but whose realisation is uncertain, the company covers these risks by establishing provisions.

Provisions for risks and expenses are made for items such as: industry-specific aviation risks, litigation, fines, penalties, compensations, damages, and other uncertain liabilities.

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**NOTE 3 - ACCOUNTING POLICIES AND MEASUREMENT BASES**  
**(continued)**

**Provisions for decommissioning of property, plant and equipment**

Upon the initial recognition of an item of property, plant and equipment, the costs of dismantling and removing the item and restoring the site on which it is located are estimated, as a consequence of using the item over a certain period of time.

These costs are reflected through the recognition of a provision, which is recorded in profit or loss over the useful life of the property, plant and equipment by including it in depreciation expense.

The revision of estimates for the decommissioning and restoration provision is determined by the annual review of dismantling costs. The committee of specialists of the company, appointed by decision, periodically analyses whether the initial estimates of dismantling costs remain appropriate.

**Provisions for employee benefits**

Provisions are recognised for employee benefits granted in accordance with the applicable Collective Labour Agreement, if and only if:

- the company has a legal or constructive obligation to make such payments as a result of past events; and
- a reliable estimate of the obligation can be made.

Provisions are reviewed at the end of each reporting period so as to reflect the current best estimate.

• **Accounting policies on grants and other non-reimbursable funds**

Within grants, the following are presented separately:

- government grants;
- non-reimbursable loans in nature of grants;
- other amounts received as grants.

Grants are recognised at their approved amount. Grants received in the form of non-monetary assets are recognised at fair value.

Government grants are initially recognised as deferred income at fair value when there is reasonable assurance that they will be received and that the company will comply with the conditions attached to the grant.

Grants that compensate the company for expenses incurred are recognised in profit or loss on a systematic basis in the same periods in which the related expenses are recognised. Grants that compensate the company for the cost of an asset are recognised in profit or loss on a systematic basis over the useful life of the asset.

Income-related grants are recognised on a systematic basis as income in the periods corresponding to the related expenses that the grants are intended to compensate.

If, in a given period, grants are received relating to expenses that have not yet been incurred, the grants received do not represent income of the current period. They are recognised as deferred income and released to profit or loss as the expenses they compensate are incurred.

• **Accounting policies on the production of goods and services**

The organisation of management accounting within Aerostar SA is based on the applicable legal provisions and on the manual of procedures and specific working instructions for management accounting, adapted to the specific nature of the Company's activity.

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**NOTE 3 - ACCOUNTING POLICIES AND MEASUREMENT BASES**  
**(continued)**

The object of management accounting consists of:

- the collection of direct, indirect and auxiliary costs by their nature;
- the allocation of indirect costs;
- the absorption of direct and indirect costs.

The purpose of management accounting is primarily the determination of the result by production or service order and by each organisational structure.

In accordance with accounting regulations, the cost of goods, work and services performed does not include the following items, which are recognised as expenses of the period in which they are incurred:

- a) material losses, labour or other production costs related to scrap and the costs of idle capacity;
- b) general administrative expenses.

The costing method used by Aerostar SA is the job order costing method.

This method is appropriate for individual and batch production. The object of cost accounting and cost calculation under this method is the order launched for a specific quantity (batch) of products. Production costs are collected for each individual order either directly (for those of a direct nature) or by allocation (for indirect costs).

The actual cost per unit of product is calculated upon completion of the order by dividing the production costs collected for that order by the quantity of products manufactured under the respective order.

Orders are launched at planned cost, as applicable.

In the case of orders relating to export sales, the price is expressed in lei by translating the foreign currency amount at the budgeted exchange rate.

In applying its accounting policies, the company issues procedures, instructions and working guidelines approved by the executive management.

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**NOTE 4 – TRANSACTIONS IN FOREIGN CURRENCIES**

AEROSTAR considers the Romanian leu as the functional currency and the financial statements are presented in thousands of lei.

Foreign currency transactions are initially recorded at the exchange rate of the functional currency at the date of the transaction.

On the date of the Statement of Financial Position, financial assets and liabilities denominated in foreign currency are retranslated into the functional currency using the exchange rate, communicated by the Romanian National Bank, effective at the end of the financial year:

<b>Currency</b>	<b>31.12.2025</b>	<b>AVERAGE EXCHANGE RATE 2025</b>	<b>31.12.2024</b>
1 EUR	5.0985 lei	5.0415 lei	4.9741 lei
1 USD	4.3417 lei	4.4705 lei	4.7768 lei
1 GBP	5.8335 lei	5.8854 lei	5.9951 lei

Foreign exchange gains and losses arising on the settlement of financial assets and liabilities denominated in foreign currency are recognised in the Statement of Profit or Loss for the financial year during which they occur.

Considering that 85% of the turnover recorded during the reporting period is denominated in USD and EUR, while a significant portion of operating expenses is denominated in lei, fluctuations in exchange rates will affect both its net revenues and financial position as expressed in the functional currency.

During the reporting period, the net foreign currency exposure, determined as the difference between cash inflows from financial assets and cash outflows for financial liabilities denominated in foreign currencies, is as follows:

<b>YEAR 2025</b>	<b>K EUR</b>	<b>K USD</b>	<b>K GBP</b>
Cash inflows from financial assets	32.568	76.647	-
Cash outflows for financial liabilities	(14.323)	(34.775)	(363)
<b>Foreign exchange net exposure</b>	<b>18.245</b>	<b>41.872</b>	<b>(363)</b>

AEROSTAR has decided not to use foreign currency hedging (options, forwards) due to the relatively high initial costs and the potential loss of opportunities in case of LEU depreciation against the main currencies (USD, EUR).

The remeasurement of financial assets and liabilities denominated in foreign currencies at 31 December 2025 resulted in the recognition of a foreign exchange loss of 5.315 thousand lei.

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**NOTE 5 - INTANGIBLE ASSETS: reporting period 31 December 2025**

	Carrying amounts as at 31 December 2025			Carrying amounts as at 1 January 2025		
	Gross carrying amount	Accumulated amortisation	Net carrying amount	Gross carrying amount	Accumulated amortisation	Net carrying amount
Licences	9.577	(8.221)	1.356	8.620	(7.299)	1.321
Other intangible assets (software)	1.408	(1.226)	182	1.340	(873)	467
<b>Total</b>	<b>10.985</b>	<b>(9.447)</b>	<b>1.538</b>	<b>9.960</b>	<b>(8.172)</b>	<b>1.788</b>

Net carrying amount

	Net carrying amount as at 1 January 2025	Additions at gross carrying amount	Amortisation for the period	Net carrying amount as at 31 December 2025
Licences	1.321	1.062	(1.027)	1.356
Other intangible assets	467	68	(353)	182
<b>Total</b>	<b>1.788</b>	<b>1.130</b>	<b>(1.380)</b>	<b>1.538</b>

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**NOTE 5 - INTANGIBLE ASSETS: reporting period 31 December 2024 (continued)**

	Carrying amounts as at 31 December 2024			Carrying amounts as at 1 January 2024		
	Gross carrying amount	Accumulated amortisation	Net carrying amount	Gross carrying amount	Accumulated amortisation	Net carrying amount
Licences	8.620	(7.299)	1.321	7.754	(6.527)	1.227
Other intangible assets (software)	1.340	(873)	467	1.194	(613)	581
<b>Total</b>	<b>9.960</b>	<b>(8.172)</b>	<b>1.788</b>	<b>8.948</b>	<b>(7.140)</b>	<b>1.808</b>

Net carrying amount on 31.12.2024 and transactions during the period:

	Net carrying amount as at 1 January 2024	Additions at gross carrying amount	Amortisation for the period	Net carrying amount as at 31 December 2024
Licences	1.227	884	(790)	1.321
Other intangible assets	581	146	(260)	467
<b>Total</b>	<b>1.808</b>	<b>1.030</b>	<b>(1.051)</b>	<b>1.788</b>

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**NOTE 5 - INTANGIBLE ASSETS: reporting period 31 December 2025 (continued)**

The category of intangible assets includes the following classes of assets of similar nature and use:

- Licences
- Other intangible assets

Software programmes are recorded under other intangible assets.

The useful lifetimes for the intangible assets are established in years, based on the period of the contract or the service life, as the case may be. The useful life of the licenses and software purchased or internally generated is 3 years.

Amortisation expenses are recognised in the income statement using the straight-line method.

The intangible assets carried in the balance sheet as at 31 December 2025 have not been impaired, and no impairment adjustments were recognised.

When determining the gross carrying amount of intangible assets, the company uses the historical cost method.

The value of fully amortised software licences as at 31 December 2025 and still in use is 7.165 thousand lei.

All intangible assets carried in the balance sheet as at 31 December 2025 are the property of Aerostar S.A.

Intangible asset additions during the period were as follows:	<b><u>1.130 thousand lei</u></b>
• Development of the production management IT system	68 thousand lei
• Purchase of software licences	1.062 thousand lei

During the reporting period, there were no licences generated internally or acquired through business combinations.

During the reporting period, there were no assets classified as held for sale in accordance with IFRS 5.

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**NOTE 6 – PROPERTY, PLANT AND EQUIPMENT: reporting period 31 December 2025**

	Carrying amounts as at 31 December 2025			Carrying amounts as at 1 January 2025		
	Gross carrying amount	Accumulated depreciation	Net carrying amount	Gross carrying amount	Accumulated depreciation	Net carrying amount
<b>Land</b>	31.171	-	31.171	31.171	-	31.171
<b>Buildings</b>	103.410	(57.442)	45.968	101.423	(51.316)	50.107
<b>Plant and machinery and motor vehicles</b>	260.685	(196.361)	64.324	251.321	(175.987)	75.334
<b>Other equipment and office equipment</b>	4.050	(2.753)	1.297	3.886	(2.433)	1.453
<b>Technical installations and motor vehicles in the course of procurement</b>	327	-	327	-	-	-
<b>Property, plant and equipment under construction</b>	2.510	-	2.510	1.680	-	1.680
<b>Total property, plant and equipment</b>	<b>402.153</b>	<b>(256.556)</b>	<b>145.597</b>	<b>389.481</b>	<b>(229.736)</b>	<b>159.745</b>
<b>Investment property</b>	<b>12.964</b>	<b>(7.058)</b>	<b>5.906</b>	<b>12.954</b>	<b>(6.356)</b>	<b>6.598</b>
<b>Grand total</b>	<b>415.117</b>	<b>(263.614)</b>	<b>151.503</b>	<b>402.435</b>	<b>(236.092)</b>	<b>166.343</b>

Net carrying amount as at 31 December 2025 and transactions during the period:

	Net carrying amount as at 1 January 2025	Additions (reclassifications) at gross carrying amount	Disposals (reclassifications) at gross carrying amount	Depreciation for the period	Net carrying amount as at 31 December 2025
<b>Land</b>	31.171	-	-	-	31.171
<b>Buildings</b>	50.107	1.987	-	(6.126)	45.968
<b>Plant and machinery and motor vehicles</b>	75.334	9.867	(502)	(20.375)	64.324
<b>Other equipment and office equipment</b>	1.453	170	(7)	(319)	1.297
<b>Technical installations and motor vehicles in the course of procurement</b>	-	327	-	-	327
<b>Property, plant and equipment under construction</b>	1.680	12.853	(12.023)	-	2.510
<b>Total property, plant and equipment</b>	<b>159.745</b>	<b>25.204</b>	<b>(12.532)</b>	<b>(26.820)</b>	<b>145.597</b>
<b>Investment property</b>	<b>6.598</b>	<b>10</b>	<b>-</b>	<b>(702)</b>	<b>5.906</b>
<b>Grand total</b>	<b>166.343</b>	<b>25.214</b>	<b>(12.532)</b>	<b>(27.522)</b>	<b>151.503</b>

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**NOTE 6 – PROPERTY, PLANT AND EQUIPMENT (continued): reporting period 31 December 2024**

**COMPARATIVE FIGURES - PROPERTY, PLANT AND EQUIPMENT**

	Carrying amounts as at 31 December 2024			Carrying amounts as at 1 January 2024		
	Gross carrying amount	Accumulated depreciation	Net carrying amount	Gross carrying amount	Accumulated depreciation	Net carrying amount
Land	31.171	-	31.171	30.894	-	30.894
Buildings	101.423	(51.316)	50.107	98.349	(45.607)	52.742
Plant and machinery and motor vehicles	251.321	(175.987)	75.334	231.120	(157.716)	73.404
Other equipment and office equipment	3.886	(2.433)	1.453	3.835	(2.115)	1.720
Property, plant and equipment under construction	1.680	-	1.680	727	-	727
<b>Total property, plant and equipment</b>	<b>389.481</b>	<b>(229.736)</b>	<b>159.745</b>	<b>364.925</b>	<b>(205.438)</b>	<b>159.487</b>
Investment property	12.954	(6.356)	6.598	12.749	(5.453)	7.296
<b>Grand total</b>	<b>402.435</b>	<b>(236.092)</b>	<b>166.343</b>	<b>377.674</b>	<b>(210.891)</b>	<b>166.783</b>

Net carrying amount as at 31 December 2024 and transactions during the period:

	Net carrying amount as at 1 January 2024	Additions (reclassifications) at gross carrying amount	Disposals (reclassifications) at gross carrying amount	Depreciation for the period	Net carrying amount as at 31 December 2024
Land	30.894	277	-	-	31.171
Buildings	52.742	3.286	(212)	(5.709)	50.107
Plant and machinery and motor vehicles	73.404	21.028	(827)	(18.271)	75.334
Other equipment and office equipment	1.720	51	-	(318)	1.453
Investment property	7.296	205	-	(903)	6.598
Property, plant and equipment under construction	727	25.594	(24.641)	-	1.680
<b>Grand total</b>	<b>166.783</b>	<b>50.441</b>	<b>(25.680)</b>	<b>(25.201)</b>	<b>166.343</b>

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**NOTE 6 – PROPERTY, PLANT AND EQUIPMENT (continued)**

Property, plant and equipment are measured at acquisition or production cost less accumulated depreciation and impairment losses.

The depreciation method applied to property, plant and equipment is the straight-line method.

Depreciation expenses are recognised in the profit and loss account.

The following useful lives are assumed for property, plant and equipment:

- buildings	30-50 years
- plant and machinery	2-25 years
- motor vehicles	4-18 years
- other property, plant and equipment	2-18 years
- investment property	25-50 years

Useful lives are determined by committees comprising the Company's specialists. The tax depreciation lives of property, plant and equipment are regulated by the applicable tax legislation.

The Company has not acquired assets through business combinations and has not classified any assets as held for sale.

Investment property comprises 13 real estate properties – buildings leased to third parties under lease agreements. Rental income for this category of assets amounted to 3.278 thousand lei.

At the date of transition to IFRS, the Company estimated and included in the cost of property, plant and equipment the estimated costs of dismantling and removing the assets at the end of their useful lives.

These costs were recognised through the establishment of a provision, which is recognised in the income statement over the useful lives of the property, plant and equipment through inclusion in depreciation expense. This expense is not tax deductible.

This expense is not tax deductible.

The depreciation of an asset begins when the asset is available for use and ends on the day when the asset is reclassified in another category or when it is derecognised.

The depreciation does not end when the asset is not in use.

The land and buildings are separable assets, and their accounts are kept separately, even when they are acquired together.

The land has an unlimited useful life and therefore does not depreciate.

The value of land owned by Aerostar SA is presented at acquisition cost, i.e. the assumed cost that was recorded at the date of transition to IFRS.

In accordance with the provisions of IAS 36 - Impairment of assets, the Company proceeded to the identification of any signs of impairment of property, plant and equipment, taking into account the external and internal sources of information.

Internal sources of information:

The economic performance of the assets is good, all fixed assets that are in operation benefit the Company.

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**NOTE 6 – PROPERTY, PLANT AND EQUIPMENT (continued)**

External source of information:

The indicator providing information on investor interest in listed companies on the capital market is the market capitalisation to equity ratio (MBR).

<u>Indicator MBR - Market to Book Ratio</u>	<u>31.12.2025</u>
Market capitalisation to equity ratio (MBR)	2,02

The **above-unit** value of the MBR indicator is achieved by high-performing companies on the capital market that attract investor interest.

The property, plant and equipment in the balance at 31 December 2025 are not impaired and no significant indicators of impairment were identified.

The gross carrying amount of property, plant and equipment fully depreciated and still in use as at 31 December 2025 is 128.334 thousand lei.

As at 31 December 2025, no mortgages have been established on the investment properties owned by Aerostar S.A.

**Additions of property, plant and equipment were as follows:** **25.214 thousand lei**

- commissioning of technological equipment, hardware, and measurement and control equipment – 10.037 k lei
- building modernisation work 1.987 k lei
- technical installations and assets under construction 327 k lei
- property, plant and equipment under construction performed during the period 12.853 k lei
- reclassification of building to investment property 10 k lei

**Disposals of property, plant and equipment were as follows:** **12.532 k lei**

- transfer of assets under construction to property, plant and equipment following commissioning 12.023 k lei
- derecognition of property, plant and equipment because the Company no longer expects future economic benefits from their use 509 k lei

**AEROSTAR S.A. BACĂU**  
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**NOTE 7- FINANCIAL ASSETS**

	Shares/equity interests held in subsidiaries	Other non- current investments – shares	Other non- current investments – contribution to share capital	Other non- current receivables – supplier guarantees	Total
<b>As at 1 January 2025</b>	<b>14</b>	<b>46.075</b>	<b>2</b>	<b>42</b>	<b>46.133</b>
Increases/(Decreases)	207	29.106	-	5	29.318
<b>As at 31 December 2025</b>	<b>221</b>	<b>75.181</b>	<b>2</b>	<b>47</b>	<b>75.451</b>

As at 31 December 2025, the fair value increase relating to other non-current investments – shares amounts to 29.106 thousand lei and comprises:

Revaluation to fair value of Evergent Investments S.A. shares	Value of shares sold during January – September 2025	Value of shares purchased during January – September 2025	Total net increase in value
35.397	(6.395)	104	29.106

**A) Investments in subsidiaries recorded at cost:**

Subsidiary/ Registered office	CAEN Code	No. of shares/ equity interests issued	Voting rights (%)	Aerostar's holding (k lei)	Financial information for 2024				
					Share capital (k lei)	Reserves (k lei)	Net profit (k lei)	Nominal value per share (k lei)	Net asset per share (k lei)
Airpro Consult SRL Bacău 9, Condorilor Street	- core activity according to CAEN code 7820	100	100%	10	10	305	721	0,10	10,36
Foar SRL Bacău 9, Condorilor Street	- core activity according to CAEN code 7739	800	100%	211	8	424	124	0,01	1,4
<b>TOTAL</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>221</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>

**AEROSTAR S.A. BACĂU**  
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**NOTE 7- FINANCIAL ASSETS (continued)**

In December 2025, Aerostar Company entered into a share transfer agreement and acquired 392 shares of Foar S.R.L. from GKN Fokker Aerospace BV, for a value of 207 thousand lei. As a result, as at 31 December 2025, the Company increased its shareholding percentage in FOAR SRL to 100%.

Both companies in which Aerostar holds participations are registered in Romania.

**B) Investments in equity instruments through other comprehensive income:**

Issuer	CAEN code	No. of shares	Symbol	Price per share as at 31.12.2025 (lei)	Portfolio value at market price (thousand lei)	Portfolio value at acquisition cost (thousand lei)
<b>Registered office</b>						
<b>Evergent Investments S.A.</b>	<b>- core activity according to CAEN code 6499</b>	<b>27.140.923</b>	<b>EVER</b>	<b>2,7700</b>	<b>75.180</b>	<b>32.887</b>
Str. Pictor Aman 94C, Bacău						

As at 31 December 2025, the Company held 27.140.923 shares of Evergent Investments S.A., listed on the Bucharest Stock Exchange. Aerostar accounts for its shareholding at fair value through other comprehensive income, in accordance with IFRS 9 “Financial Instruments”. The Company has exercised the irrevocable option to designate these equity instruments at fair value through other comprehensive income because these financial assets are held both for the collection of dividends and for potential gains from their sale, and not for trading. The gain or loss relating to these equity instruments is recognised in other comprehensive income, except for dividend income.

**C) Cash contribution to the establishment of the initial equity of the “Cluster for Education for Sustainable Development – C-EDD” association”**

The Association was voluntarily established by its founding members, operating as a Romanian private legal entity without a profit-making purpose. The Association is non-governmental, apolitical, non-profit, and independent, not subordinated to any other legal entity. The purpose of the Association is to develop and implement effective mechanisms for public-private dialogue in the educational field, to act as a space for dialogue and collaboration among the main stakeholders in education, to improve the quality of educational processes, and to connect continuing education with the economic environment, providing qualified human resources for sustainable development. The value of Aerostar’s contribution to the equity of the “Cluster for Education for Sustainable Development – C-EDD” Association amounts to 2.500 lei.

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**NOTE 8 - TRADE RECEIVABLES**

	<b>31 December 2025</b>	<b>31 December 2024</b>
<b>TRADE RECEIVABLES</b> , of which:		
<b>Customers:</b>	<b>112.760</b>	<b>96.855</b>
Domestic customers	29.460	31.782
Foreign customers	83.300	65.073
<b>Doubtful customers</b>	<b>3.675</b>	<b>219</b>
<b>Loss allowance for trade receivables</b>	<b>(2.036)</b>	<b>(197)</b>
<b>Suppliers – debtors</b>	<b>2.350</b>	<b>5.926</b>
<b>TOTAL TRADE RECEIVABLES</b>	<b>116.749</b>	<b>102.803</b>

In accordance with the provisions of the Accounting Policies Manual, in order to cover the risk of non-recovery of amounts representing doubtful trade receivables, the Company recognises loss allowances for doubtful customers, as follows:

- at 50% of the value of receivables outstanding at due date, if the delay period is between 30 days and 180 days. As at 31 December 2025, the Company recognised loss allowances of this nature amounting to 1.639 thousand lei;
- at 100% of the value of receivables outstanding at due date, if the delay period exceeds 180 days. As at 31 December 2025, the Company recognised loss allowances of this nature amounting to 397 thousand lei.

In determining the recoverability of a trade receivable, changes in the customer's creditworthiness from the date the trade credit was granted up to the reporting date were taken into consideration.

Suppliers – debtors have the following settlement terms:

- ✓ in 2026: 2.317 thousand lei
- ✓ in 2027: 33 thousand lei

Receivables denominated in foreign currency were measured at the exchange rate of the foreign exchange market communicated by the National Bank of Romania applicable at the end of December 2025.

Favourable or unfavourable foreign exchange differences arising between the exchange rate at which foreign currency receivables are recorded and the exchange rate communicated by the National Bank of Romania applicable at the end of December 2025 were recognised in the corresponding income or expense accounts.

**AEROSTAR S.A. BACĂU**  
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**NOTE 9 - OTHER RECEIVABLES**

	<b>31 December 2025</b>	<b>31 December 2024</b>
<b>Receivables related to personnel and similar accounts</b>	<b>27</b>	<b>63</b>
<b>Receivables related to social security budget and state budget, of which:</b>	<b>4.845</b>	<b>2.945</b>
- VAT recoverable	2.097	380
- Non-chargeable VAT	94	109
- Amounts recoverable from the Health Insurance House (sick pay reimbursements)	2.521	2.360
- Receivables related to government grants	0	64
- Excise duties recoverable for fuel used	66	10
- Other receivables related to the local budget	53	8
- Other receivables related to social security budget and state budget	14	14
<b>Interest receivable on bank deposits</b>	<b>2.987</b>	<b>3.665</b>
<b>Other debtors</b>	<b>635</b>	<b>1.699</b>
<b>Loss allowance for other debtors</b>	<b>(482)</b>	<b>(403)</b>
<b>TOTAL OTHER RECEIVABLES</b>	<b>8.012</b>	<b>7.969</b>

Note:

- Other receivables related to the social security, state, and local budgets represent amounts resulting from the submission of amended tax returns;
- Interest receivable relates to bank deposits held by the company at the end of the reporting period;
- Of the total other receivables, 31%, amounting to 2.521 thousand lei, is represented by amounts reimbursed but not yet collected from the Health Insurance House.

**AEROSTAR S.A. BACAU**  
**NOTES TO THE COMPANY FINANCIAL STATEMENTS**  
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<b>NOTE 10 - INVENTORIES</b>	<b>31 December 2025</b>	<b>31 December 2024</b>
<b>of which:</b>		
Raw materials	62.320	70.654
Consumable materials	97.487	93.135
Other materials	27	37
Semi-finished goods	-	4
Packaging materials	78	36
Finished goods	58.434	44.580
Work in progress (goods and services)	71.733	76.215
<b>Gross carrying amount of inventories</b>	<b>290.079</b>	<b>284.661</b>
<b>Allowance for inventory write-downs</b>	<b>80.328</b>	<b>78.456</b>
<b>Net carrying amount of inventories(adjusted)</b>	<b>209.751</b>	<b>206.205</b>

**INVENTORY WRITE-DOWNS**

	<b>31 December 2025</b>	<b>Increases/ Write-downs recognised/</b>	<b>Decreases/ Reversals/</b>	<b>31 December 2024</b>
<b>Total write-downs</b>	<b>80.328</b>	<b>18.782</b>	<b>16.910</b>	<b>78.456</b>
Write-downs of raw materials	37.951	2.427	6.213	41.737
Write-downs of consumable materials	41.137	11.769	2.132	31.500
Write-downs of semi-finished goods	-	-	4	4
Write-downs of finished goods	125	7	220	338
Write-downs of work in progress	1.115	4.579	8.341	4.877

Inventories are measured at the lower of cost and net realisable value.

Net realisable value represents the estimated selling price of inventories less all estimated costs to complete and all estimated costs necessary to make the sale.

The cost of inventories comprises purchase costs, conversion costs, and other costs incurred in bringing the inventories to their present location and condition.

Inventory write-downs are made periodically based on the findings of inventory review committees and/or module managers, in order to present inventories at the lower of cost and net realisable value.

Within the company, goods are considered impaired if their age exceeds the storage period established internally by the Board of Directors.

In accordance with the Accounting Policies Manual, Aerostar S.A. establishes inventory write-downs as follows:

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**NOTE 10 – INVENTORIES (continued)**

- for raw materials, consumables, semi-finished goods, and spare parts, different storage periods are established for each profit centre;
- for finished goods and work in progress, inventory write-downs are made each period as follows:
  - a) 100% of the value for inventories of this type that are not based on customer contracts;
  - b) variable percentages, agreed with the relevant profit centres, for finished goods not delivered within contractual deadlines.

The cost of materials recognised as expense during the period amounts to 258.012 thousand lei, comprising:

- 243.556 thousand lei expenses related to material inventories;
- 13.386 thousand lei expenses related to consumption of water, gas, and electricity;
- 1.070 thousand lei expenses related to non-stocked materials.

Aerostar S.A. holds finished goods (safety stocks) at the levels agreed under customer contracts. Aerostar S.A. does not have pledged inventories.

**AEROSTAR S.A. BACĂU**  
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**NOTE 11 - CASH AND CASH EQUIVALENTS**

**Cash** includes:

- cash on hand (cash held at Aerostar's cash office);
- demand deposits held with banks (current bank accounts).

**Cash equivalents** include:

- term deposits held with banks;
- cheques deposited with banks for collection.

At the end of the reporting period, cash and cash equivalents consist of:

	<b>31.12.2025</b>	<b>31.12.2024</b>
Cash on hand	30	30
Demand deposits with banks	23.237	31.170
Term deposits with banks	290.085	229.203
Bank cheques deposited for collection	-	-
<b>Cash and cash equivalents</b>	<b>313.352</b>	<b>260.403</b>

There are no restrictions on the use of current bank accounts or deposits held with banks.

The value of the credit line available in the form of an overdraft, accessible for future operating activities, is USD 2.500 thousand (equivalent to 10.854 thousand lei).

During the reporting period, the credit line was not utilised.

AEROSTAR's policy is to maintain cash deposits in an amount corresponding to the established provisions. The balance of provisions as at 31.12.2025 amounts to 75.299 thousand lei.

Term deposits are made for short periods (up to 6 months), as AEROSTAR prefers to maintain easy access to its cash. Accordingly, other cash investment alternatives, such as investing in mutual funds, are not preferred due to the associated investment risks. Accordingly, in the short term, these investments may experience significant fluctuations due to various conjunctural factors.

AEROSTAR's decision to place only short-term bank deposits is primarily driven by global political and economic uncertainties, disruption of supply chains, and the potential for events that may require the purchase of raw materials and other supplies for the establishment of safety stocks.

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## **NOTE 12 - EQUITY**

The Company's equity as at 31 December 2025 amounted to 710.205 thousand lei. The increase in equity during 2025 compared to 31 December 2024 was 89.871 thousand lei.

### **Changes in equity items during 2025 compared to 2024:**

- **Share capital remained unchanged:**  
As at 31 December 2025, the share capital of AEROSTAR S.A. Bacau amounted to 48.728.784 lei, divided into 152.277.450 shares with a nominal value of 0,32 lei.
- **Reserves increased by 84.681 thousand lei:**
  - an increase of 40.447 thousand lei following the appropriation of the 2024 profit in accordance with AGOA (the Ordinary General Meeting of Shareholders) held on 24 April 2025;
  - an increase of 9.735 thousand lei arising from the allocation during 2025 of tax incentives received;
  - an increase of 35.396 thousand lei resulting from the revaluation at fair value of the shares held in Evergent Investments S.A.;
  - a decrease of 1.213 thousand lei resulting from the transfer to retained earnings of the fair value revaluation differences relating to equity instruments previously recognised in other comprehensive income, following their disposal;
  - an increase of 316 thousand lei due to the transfer to reserves of retained earnings representing realised surplus from revaluation reserves.
- **Other items of equity decreased by 7.134 thousand lei** as a result of deferred income tax recognised in equity.
- **Retained earnings increased by 1.016 thousand lei as follows:**
  - an increase of 258 thousand lei arising from deferred income tax recognised in equity;
  - an increase of 1.074 thousand lei representing the net gain realised on the disposal of equity instruments previously recognised in other comprehensive income;
  - a decrease of 316 thousand lei due to the transfer to reserves of retained earnings representing realised surplus from revaluation reserves.
- The balance of retained earnings as at 31 December 2025 amounted to 55.390 thousand lei, comprising :
  - retained earnings arising from the use, at the date of transition to IFRS, of fair value as deemed cost = 26.053 thousand lei ;
  - retained earnings representing gains realised from revaluation reserves, capitalised over the depreciation of property, plant and equipment = 24.534 thousand lei;
  - net gains realised on the disposal of equity instruments previously recognised in other comprehensive income = 4.803 thousand lei.
- **The profit for the period amounted to 98.037 thousand lei.**

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**NOTE 13 - PROVISIONS**

	31 December 2024	Increases/ Additions/ Reclassifications	Decreases/ Reversals/ Reclassifications	Revaluation differences	31 December 2025
<b>Total provisions</b>	<b>85.108</b>	<b>36.127</b>	<b>46.603</b>	<b>667</b>	<b>75.299</b>
Provisions for customer warranties	34.726	21.373	26.330	133	29.902
Provisions for decommissioning of property, plant and equipment	16.466	24	-	-	16.490
Provisions for employee benefits	9.246	9.479	9.246	-	9.479
Other provisions	24.670	5.251	11.027	534	19.428
<b>Long-term provisions</b>	<b>43.866</b>	<b>8.571</b>	<b>11.666</b>	<b>409</b>	<b>41.180</b>
Provisions for customer warranties	7.726	8.547	5.635	-	10.638
Provisions for decommissioning of property, plant and equipment	16.466	24	-	-	16.490
Other provisions	19.674	-	6.031	409	14.052
<b>Short-term provisions</b>	<b>41.242</b>	<b>27.556</b>	<b>34.937</b>	<b>258</b>	<b>34.119</b>
Provisions for customer warranties	27.000	12.826	20.695	133	19.264
Provisions for employee benefits	9.246	9.479	9.246	-	9.479
Other provisions	4.996	5.251	4.996	125	5.376

**Provisions for customer warranties**

Provisions for customer warranties are recognised to cover the risks of non-conformities arising during the warranty period of products sold and services rendered, in accordance with contractual provisions. The standard warranty period is generally 24 months.

**Provisions for decommissioning of property, plant and equipment**

Provisions for the decommissioning of property, plant and equipment, particularly buildings, are recognised to cover the costs of dismantling, removal of components and restoration of the sites where they are located and are included in their cost. The value has been estimated using an annual discount rate of 6,5%.

**Provisions for employee benefits**

Provisions for employee benefits are recognised for bonuses granted in accordance with the applicable Collective Labour Agreement and for unused annual leave outstanding from the previous year.

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**NOTE 13 – PROVISIONS (continued)**

**Other provisions**

Other provisions include provisions recognised for:

- covering risks specific to the aviation industry, such as: the risk of latent defects and the risk of identifying quality-related incidents that may give rise to damages;
- covering expenses related to the Company's obligations towards A.J.O.F.M., in accordance with O.U.G. (Government Emergency Ordinance) no 95/2002;

During the period January–December 2025, the Company recorded expenses related to the recognition of provisions amounting to 31.519 thousand lei and income related to the reversal/reduction of provisions amounting to 41.352 thousand lei, resulting in net income from adjustments to provisions of 9.833 thousand lei.

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**NOTE 14 – INVESTMENT GRANTS RELATED TO ASSETS**

AEROSTAR recognises grants related to assets as deferred income.

	<b>31.12.2025</b>	<b>31.12.2024</b>
<b>Balance as at 1 January, of which:</b>	<b>1.552</b>	<b>2.380</b>
Short-term	828	830
Long-term	724	1.550
<b>Grants received</b>	<b>-</b>	<b>-</b>
<b>Grants recognised in income in line with the depreciation/amortisation recognised during the period</b>	<b>(820)</b>	<b>(828)</b>
<b>Balance as at 31 December, of which:</b>	<b>732</b>	<b>1.552</b>
Short-term	264	828
Long-term	468	724

The balance recorded as at 31 December 2025 represents grants related to investments in non-current assets which will be recognised in income over the useful life of the related assets, in line with the depreciation/amortisation recognised.

Grants received in previous years for the financing of assets relate to the implementation of four investment projects under four non-reimbursable financing agreements:

1. Contract no. 210304/22.04.2010: "Expansion of aerostructures manufacturing and assembly capacities for civil aviation", carried out between April 2010 and October 2012, the grant received from the Ministry of Economy, Trade and Business Environment (MECMA) amounted to 5.468 thousand lei, of which 393 thousand lei remains to be recorded in income;
2. Contract no. 229226/14.06.2012: "Creating a new manufacturing capacity to diversify production and export growth", carried out between June 2012 and May 2014, the grant received from the Ministry of Economy, Trade and Business Environment (MECMA) amounted to 6.011 thousand lei, of which 30 thousand lei remains to be recorded in income;
3. Contract no. 5IM/013/24.03.2015: "Consolidation and sustainable development of the machining and painting sectors through high-performance investments", carried out between March and December 2015, the grant received from the Ministry of European Funds (MFE) amounted to 8.299 thousand lei, of which 22 thousand lei remains to be recorded in income.
4. Financing contract no. 10/28.02.2023: "Equipping the AEROSTAR Testing Laboratory with NDT testing equipment", carried out between March 2023 and December 2023, the grant received from the Ministry of Economy amounted to 381 thousand lei, of which 277 thousand lei remains to be recorded in income.

All investment projects in non-current assets have been implemented and completed in accordance with the contractual terms agreed.

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**NOTE 15 - TRADE PAYABLES**

	<b>31 December 2025</b>	<b>31 December 2024</b>
<b>Advances received from customers, of which:</b>	<b>12.737</b>	<b>9.593</b>
Domestic customers with credit balances	9	19
Foreign customers with credit balances	12.728	9.574
<b>Suppliers, of which:</b>	<b>39.565</b>	<b>49.653</b>
Domestic suppliers of materials and services	9.539	10.863
Foreign suppliers of materials and services	24.023	30.561
Suppliers – invoices not yet received	3.229	6.024
Suppliers of non-current assets	2.774	2.205
<b>Total trade payables</b>	<b>52.302</b>	<b>59.246</b>

Advances received from foreign customers relate to aircraft maintenance and repair services (99,66%) and other services rendered (0,34%).

No mortgages have been established for the reported payables.

Favourable or unfavourable foreign exchange differences arising between the exchange rate at which the foreign currency payables are recorded and the exchange rate published by the National Bank of Romania applicable at 31 December 2025 have been recognised in the appropriate profit or loss accounts.

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**NOTE 16 - OTHER LIABILITIES**

	<b>31 December 2025</b>	<b>31 December 2024</b>
<b>Other current liabilities, of which:</b>	<b>17.129</b>	<b>14.523</b>
• <i>Liabilities related to personnel and related accounts</i>	<b>4.653</b>	<b>4.295</b>
• <i>Liabilities related to social security budget and state budget, of which:</i>	<b>8.605</b>	<b>6.828</b>
– VAT payable	1.792	626
– social security contributions	5.022	4.631
– work insurance contribution	313	287
– payroll income tax	979	906
– contribution for persons with disabilities not employed	251	207
– other taxes	193	116
– other social liabilities	55	55
• <i>Other liabilities, of which:</i>	<b>3.871</b>	<b>3.400</b>
– dividends	3.548	3.125
– other creditors	276	252
– guarantees received	47	23
<b>Other non-current liabilities</b>	<b>1.480</b>	<b>1.467</b>

The category “Other non-current liabilities” includes the liability related to the right-of-use for leased land for the MRO Hangar in Iași.

The dividends outstanding as at 31 December 2025, amounting to 3.548 thousand lei represent the amounts remaining due to shareholders who have not presented themselves at the payment agent CEC Bank S.A. (designated by AEROSTAR) and which are not statute-barred.

The Company does not have any overdue liabilities to the state budget, social security budget, or local budgets.

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**NOTE 17 - DEFERRED INCOME TAX**

**Deferred tax** is recognised for temporary differences arising between the tax base of the assets and liabilities and their carrying amounts. The deferred tax is calculated at a tax rate of 16% applicable to the temporary differences.

The company has estimated and recognised deferred tax liabilities related to non-current assets (arising from differences between the carrying amounts and the tax values, differing useful lives, etc.) and reserves, and has recognised deferred tax assets related to non-current equity investments (shares), inventory write-downs, and impairment of trade receivables, as well as provisions for warranties granted to customers, and other provisions.

**Structure of the deferred tax recorded as at 31.12.2025 is:**

**Deferred tax liabilities**

1. Deferred tax liabilities arising from differences between the carrying amounts (higher) and the tax bases (lower) of non-current assets	651
2. Deferred tax liabilities related to legal reserves	1.559
3. Deferred tax liabilities related to reserves arising from tax incentives	26.564
4. Deferred tax liabilities related to retained earnings representing realised surplus from revaluation reserves	61
5. Deferred tax liabilities related to non-current equity investments - shares	6.767
<b>Total deferred tax liabilities</b>	<b>35.602</b>

**Deferred tax assets**

1. Deferred tax assets related to other provisions	311
2. Deferred tax assets related to provisions for warranties granted to customers	4.784
3. Deferred tax assets related to employee benefit provisions	1.516
4. Deferred tax assets related to inventory write-downs	12.853
5. Deferred tax assets related to impairment of trade receivables	403
<b>Total deferred tax assets</b>	<b>19.867</b>

<b>Balance – Net deferred tax liability</b>	<b>15.735</b>
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The company has not recognised deferred tax assets related to other provisions for risks specific to the aviation industry due to uncertainty regarding the tax deductibility of the expenses that may arise from the settlement of obligations in future periods. Consequently, the differences between the tax bases and the carrying amounts would be nil.

During the period 1 January 2025 – 31 December 2025, the company recorded deferred income tax amounting to 7.230 thousand lei and deferred income tax expense amounting to 7.359 thousand lei, resulting in a net impact on financial performance of (129) thousand lei.

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**NOTE 17 - DEFERRED INCOME TAX (continued)**

Deferred income tax recognised in equity, amounting to 34.579 thousand lei, comprises deferred tax liabilities of 34.890 thousand lei and deferred tax assets of 311 thousand lei.

Deferred tax liabilities consist of:

- deferred tax liabilities related to legal reserves 1.559 thousand lei
- deferred tax liabilities related to reserves arising from tax incentives 26.564 thousand lei
- deferred tax liabilities related to non-current equity investments - shares 6.767 thousand lei;

Deferred tax assets amounting to 311 thousand lei relate to provisions for risks and expenses established prior to the date of transition to IFRS.

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**NOTE 18 - FINANCIAL INSTRUMENTS**

A financial instrument is any contract that simultaneously gives rise to a financial asset of one entity and a financial liability or an equity instrument of another entity.

Financial assets and financial liabilities are recognised when AEROSTAR becomes a party to the contractual provisions of the instrument.

Financial assets of AEROSTAR include:

- demand and term deposits held with banks;
- trade receivables;
- shares in Evergent Investments S.A. shares (stock symbol: EVER);
- non-current receivables (guarantees deposited with third parties)

Financial liabilities of AEROSTAR include:

- trade payables;

As of the reporting date, AEROSTAR does not record any financial liabilities related to bank overdrafts or long-term bank loans.

The main types of risk arising from the financial instruments held, to which AEROSTAR is exposed, are:

- a) credit risk;
- b) liquidity risk;
- c) foreign currency risk;
- d) interest rate risk.
- e) market risk

**a) Credit risk**

Credit risk is the risk that one of the parties involved in a financial instrument will cause a financial loss to the other party by failing to fulfil a contractual obligation, and it mainly relates to:

- demand and term deposits held with banks
- trade receivables.

Demand and term deposits are held exclusively with top-tier banks (top 5 by total assets), with ratings reflecting the lowest level of risk.

In certain cases, specific instruments are required to mitigate commercial credit risk (advance payments, bank payment guarantees, confirmed export letters of credit).

AEROSTAR has no significant exposure to a single counterparty and does not present a significant concentration of receivables in any single geographic area.

**Credit risk exposure**

The carrying amount of the financial assets, net of impairment, represents the maximum exposure to credit risk.

The maximum credit risk exposure as at the reporting date is presented in the table below:

	<b>31.12.2025</b>	<b>31.12.2024</b>
Demand and term deposits held with banks	313.322	260.373
Trade receivables, net of loss allowance	108.876	95.347
Non-current receivables	42	42
<b>Total</b>	<b>422.240</b>	<b>355.762</b>

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The maximum credit risk exposure by geographic area for trade receivables, net of loss allowance, is presented in the table below:

	<b>31.12.2025</b>	<b>31.12.2024</b>
Domestic market	29.787	31.867
Eurozone countries	38.146	27.712
United Kingdom	22.417	27.926
Other European countries	4.685	1.342
Other regions	13.841	6.500
<b>Total</b>	<b>108.876</b>	<b>95.347</b>

**Loss allowance**

The ageing analysis of gross trade receivables at the reporting date is presented in the following table:

	<b>Gross amount</b>	<b>Loss allowance</b>	<b>Gross amount</b>	<b>Loss allowance</b>
	<b>31.12.2025</b>		<b>31.12.2024</b>	
<b>In due time</b>	<b>107.237</b>		<b>95.237</b>	
<b>Overdue, total, of which:</b>	<b>3.675</b>		<b>220</b>	
31-60 days	1.981	993	77	39
61-90 days	724	398	52	26
91-120 days	440	281	47	23
Over 120 days	530	364	44	22
<b>Total</b>	<b>110.912</b>	<b>2.036</b>	<b>95.457</b>	<b>110</b>

Movement in the loss allowance for trade receivables during the year is presented in the following table:

	<b>31.12.2025</b>	<b>31.12.2024</b>
<b>Balance at 1 January</b>	<b>110</b>	<b>267</b>
Loss allowance recognised	5.833	1.549
Loss allowance reversed to income	(3.907)	(1.706)
<b>Balance at 31 December</b>	<b>2.036</b>	<b>110</b>

As at 31.12.2025, 97% of the balance of trade receivables relates to customers with a good payment history.

**b) Liquidity risk**

Liquidity risk is the risk that AEROSTAR may encounter difficulties in meeting obligations associated with financial liabilities that are settled in cash.

AEROSTAR's policy regarding liquidity risk is to maintain an optimal level of liquidity to ensure it can meet its obligations as they fall due.

To assess liquidity risk, cash flows from operating, investing, and financing activities are monitored and analysed on a weekly, monthly, quarterly, and annual basis to estimate the net changes in liquidity.

Additionally, specific liquidity ratios (current ratio, quick ratio, and overall solvency ratio) are analysed monthly against budgeted levels.

Furthermore, to mitigate liquidity risk, AEROSTAR maintains an annual liquidity reserve in the form of a Credit Facility (available as an overdraft) granted by banks, up to USD 2.500 thousand.

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The time bands used for the analysis of the contractual maturities of financial liabilities, to illustrate the timing of cash flows, are presented in the table below:

	Liabilities	Carrying amount	Contractual cash flows	0-30 days	31-60 days	over 60 days
31.12.2025	Trade payables	36.336	(36.336)	(30.658)	(4.963)	(715)
31.12.2024	Trade payables	43.629	(43.629)	(39.016)	(3.983)	(630)

Cash flows included in the maturity analysis are not expected to occur earlier or in significantly different amounts.

As at 31.12.2025 AEROSTAR does not have any overdue liabilities.

**c) Foreign currency risk**

Foreign currency risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate due to changes in foreign exchange rates.

Foreign currency risk exposure

AEROSTAR is exposed to foreign currency risk because 85% of the turnover recorded during the reporting period is denominated in USD and EUR, while a significant portion of operating expenses is denominated in lei.

Thus, AEROSTAR is exposed to the risk that fluctuations in exchange rates may affect both its net income and its financial position as expressed in lei.

However, AEROSTAR has chosen not to use foreign currency hedging instruments (options, forwards) due to relatively high initial costs and the potential loss of opportunities in the event of RON depreciation against the main currencies (USD, EUR).

The net exposure of financial assets and liabilities to foreign currency risk is presented below, based on the carrying amounts denominated in foreign currency as at the end of the reporting period:

<b>31.12.2025</b>	<b>k EUR</b>	<b>k USD</b>	<b>k GBP</b>
Demand and term deposits held with banks	1.937	2.983	24
Trade receivables	3.061	14.622	-
Trade payables	(2.003)	(3.511)	(7)
<b>Net exposure in original currency</b>	<b>2.995</b>	<b>14.094</b>	<b>17</b>

Sensitivity analysis

Based on the net exposure calculated in the table above, AEROSTAR is primarily exposed to foreign currency risk arising from fluctuations in the USD/LEU and EUR/LEU exchange rates.

Considering the historical evolution of the USD/LEU and EUR/LEU, high volatility is observed for USD/LEU (+/-10%) and low volatility for EUR/LEU (+/-2%). Accordingly, a reasonably possible change of +/-10% for USD/LEU and +/-2% for EUR/LEU at the end of the reporting period is considered.

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The effect of a reasonably possible change in the EUR/LEU and USD/LEU exchange rates on AEROSTAR's financial result is calculated in the table below:

<b>31.12.2025</b>	<b>EUR/LEU</b>	<b>USD/LEU</b>
Net exposure in original currency	2.995 k EUR	14.094 k USD
Exchange rate	5,0985	4,3417
Net exposure in functional currency	15.270 k lei	61.192 k lei
Reasonably possible change in exchange rate	+/- 2%	+/- 10%
<b>Effect of the change on financial result</b>	<b>+/- 305 k lei</b>	<b>+/- 6.119 k lei</b>

**d) Interest rate risk**

During the reporting period, AEROSTAR had access to a multi-product Credit Facility with a total amount of USD 7.000 thousand, intended to finance operating activities, of which:

- USD 2.500 thousand is available as an overdraft;
- up to USD 7.000 thousand is available for the issuance of guarantee instruments (bank guarantees and import letters of credit), provided that the overdraft facility is not used.

Interest is applicable only to the overdraft.

As the overdraft facility was not used during the reporting period, income and cash flows are not affected by fluctuations in market interest rates.

As at 31.12.2025, the amount of guarantees granted under commercial contracts through the issuance of bank guarantees and import letters of credit amounted to 5.318 thousand lei (equivalent to USD 1.225 thousand).

As at 31.12.2025 no mortgages had been established over AEROSTAR's owned property assets.

**e) Market risk**, is the risk that the fair value or future cash flows of a financial asset will fluctuate due to changes in market prices.

The maximum exposure to market risk at the reporting date is presented in the table below:

	<b>31.12.2025</b>	<b>31.12.2024</b>
Portfolio value of Evergent Investments S.A. shares (stock symbol: EVER)	75.180	46.074

The increase in the portfolio value of shares was driven by the closing price of EVER shares at 2,77 lei/share as at 31.12.2025, representing an increase of 88% compared to 31.12.2024.

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**NOTE 19 - OPERATING REVENUE**

	<b>31 December 2025</b>	<b>31 December 2024</b>
<b>Operating revenue, of which:</b>	<b>620.434</b>	<b>584.004</b>
Revenue from the sale of products	334.087	333.771
Revenue from services	281.610	246.474
Revenue from sale of goods	337	19
Rental income	3.348	3.027
Trade discounts granted		(28)
Revenue from other activities	1.052	741
<b>Revenue related to inventories of finished goods and work in progress</b>	<b>9.708</b>	<b>45.210</b>
<b>Revenue from the production of non-current assets</b>	<b>1.528</b>	<b>1.338</b>
<b>Operating grants</b>	<b>409</b>	<b>305</b>
<b>Investment grants</b>	<b>818</b>	<b>826</b>
<b>Other operating income</b>	<b>1.261</b>	<b>1.663</b>
<b>Total operating revenue</b>	<b>634.158</b>	<b>633.346</b>

In 2025, the Company recorded operating grants amounting to 409 thousand lei. The majority of these amounts were granted to support the indefinite employment of graduates from educational institutions in accordance with Law no. 76/2002 on the unemployment insurance system and the promotion of employment.

Other operating income of 1.261 thousand lei includes, among others, amounts recovered from former employees (tuition fees and other outstanding amounts), as well as compensation and recovered taxes.

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**NOTE 20 – OPERATING EXPENSES**

	<b>31 December 2025</b>	<b>31 December 2024</b>
<b>Employee benefits expenses, of which:</b>	<b>212.850</b>	<b>202.037</b>
Salaries and allowances	186.761	176.814
Meal vouchers expense	14.952	14.915
Social security and insurance contributions	11.137	10.308
<b>Raw materials and consumables</b>	<b>229.455</b>	<b>237.328</b>
<b>Energy, water, and gas</b>	<b>13.386</b>	<b>13.451</b>
<b>Other material expenses, of which:</b>	<b>15.171</b>	<b>13.695</b>
Expenses related to non-inventoried materials	1.070	1.519
Expenses related to goods	416	14
Packaging materials	754	817
Other materials	12.931	11.345
<b>External services, of which:</b>	<b>36.229</b>	<b>50.426</b>
Repairs	11.585	19.931
Transport costs	4.980	7.678
Commissions and fees	2.508	2.350
Travel and secondments	1.043	1.135
Royalties and rents	786	809
Other services rendered by third parties	15.327	18.523
<b>Trade discounts received</b>	<b>(318)</b>	<b>(110)</b>
<b>Depreciation and amortisation</b>	<b>29.442</b>	<b>27.110</b>
<b>Net expenses (income) from adjustments to provisions</b>	<b>(9.833)</b>	<b>(17.489)</b>
<b>Net expenses (income) from adjustments to current assets</b>	<b>3.791</b>	<b>11.034</b>
<b>Other operating expenses</b>	<b>8.269</b>	<b>8.669</b>
<b>Total operating expenses:</b>	<b>538.442</b>	<b>546.151</b>

In accordance with the provisions of the International Financial Reporting Standards and the Accounting Policies Manual, the Company recognises adjustments to provisions (Note 13) and adjustments for the impairment of current assets, namely inventories, work in progress and receivables (Notes 8, 9, and 10).

In 2025, the Company granted to its employees meal vouchers amounting to 14.061 thousand lei and holiday vouchers amounting to 891 thousand lei.

Other operating expenses, totalling 8.269 thousand lei include, among others, local taxes and levies, sponsorships, scholarships granted to students enrolled in the dual education system, and environmental protection expenses.

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In 2025, AEROSTAR recorded increases/recognitions and decreases/reversals of adjustments to provisions, as follows:

<b>Adjustments to provisions</b>	<b>31 December 2025</b>	<b>31 December 2024</b>
Increases/provisions recognised	31.519	30.484
Decreases/reversals	(41.352)	(47.973)
<b>Net expenses/(income) from adjustments to provisions</b>	<b>(9.833)</b>	<b>(17.489)</b>

In 2025, the impact of adjustments to provisions led to a decrease in operating expenses of 9.833 thousand lei.

<b>Adjustments to the impairment of current assets</b>	<b>31 December 2025</b>	<b>31 December 2024</b>
Increases/adjustments recognised		
Inventory write-downs	<b>18.782</b>	<b>23.813</b>
Loss allowance for receivables	5.962	1.725
Losses on receivables and other debtors	2	85
<b>Total increases/adjustments recognised</b>	<b>24.746</b>	<b>25.623</b>
Decreases/reversals of adjustments		
Inventory write-downs	<b>(16.910)</b>	<b>(12.655)</b>
Loss allowance for receivables	(4.045)	(1.934)
<b>Total decreases/reversals of adjustments</b>	<b>(20.955)</b>	<b>(14.589)</b>
<b>Net expense/(income) from adjustments to the impairment of current assets</b>	<b>3.791</b>	<b>11.034</b>

In 2025, the impact of adjustments for the impairment of current assets led to an increase in operating expenses of 3.791 thousand lei.

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**NOTE 21 - FINANCIAL INCOME**

	<b>31 December 2025</b>	<b>31 December 2024</b>
Foreign exchange gains	6.207	9.462
Interest income	14.241	11.147
Income from shares in subsidiaries	584	516
Income from financial assets measured at fair value	3.321	3.802
<b>Total financial income</b>	<b>24.353</b>	<b>24.927</b>

Information regarding the Company's exposure to risks arising from the financial instruments held are presented in *Note 18 – Financial Instruments*.

Income from financial assets measured at fair value represents dividends from the Company's holdings of equity instruments in Evergent Investments S.A.

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**NOTE 22 - FINANCIAL EXPENSES**

	<b>31 December 2025</b>	<b>31 December 2024</b>
Foreign exchange losses	11.522	7.283
Interest expenses on lease contracts	29	30
<b>Total financial expenses</b>	<b>11.551</b>	<b>7.313</b>

In 2025, the Company recorded the following items under financial expenses:

- losses from unfavourable foreign exchange differences;
- interest expenses related to the right-of-use of the land concession for the MRO Hangar in Iași.

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**NOTE 23 - INCOME TAX**

Income tax is recognised in the statement of profit or loss.

Current income tax is the tax payable on the profit for the current period, calculated based on the applicable tax regulations at the reporting date. The applicable income tax rate as at 31.12.2025 was 16% (the same rate applied for the financial year 2024).

	<u>31 December 2025</u>	<u>31 December 2024</u>
<b>Gross accounting profit</b>	<b>108.518</b>	<b>104.809</b>
<b>Current income tax expense</b>	<b>10.352</b>	<b>8.967</b>
<b>Income tax related to the gain on sale of held investments</b>	<b>205</b>	<b>558</b>

<b>Reconciliation of accounting profit with taxable profit for the year ended 31 December 2025</b>				<b>Differences</b>
Accounting revenue	658.511	Taxable revenue	593.890	-64.621
Accounting expenses	549.993	Tax-deductible expenses	487.891	-62.102
Gross accounting profit	108.518	Taxable profit	105.999	-2.519
Accounting tax (16%)	17.363	Income tax at statutory rate (16%)	16.960	-403
Tax reductions	-	<i>Tax reductions, of which:</i>	6.403	+6.403
		• related to investments under Art. 22 of the Fiscal Code	1.558	+1.558
		• sponsorships	3.080	+3.080
		• 3% bonus under OUG 107/2024	286	+286
		• bonus under OUG 153/2020	1.479	+1.479
Final income tax expense	17.363	Final income tax expense	10.557	-6.806
Applicable statutory rate	16,00%	Applicable statutory rate	16,00%	
Effective average tax rate (calculated on gross accounting profit)		9,73 %		

**Comparative figures**

**31 December 2024**

<b>Gross accounting profit</b>	<b>104.809</b>
<b>Current income tax expense</b>	<b>8.967</b>
<b>Income tax related to the gain on sale of held investments</b>	<b>558</b>

<b>Reconciliation of accounting profit with taxable profit for the year ended 31 December 2024</b>				<b>Differences</b>
Accounting revenue	658.273	Taxable revenue	595.235	-63.038
Accounting expenses	553.464	Tax-deductible expenses	491.941	-61.523
Gross accounting profit	104.809	Taxable profit	103.294	-1.515
Accounting tax (16%)	16.769	Income tax at statutory rate (16%)	16.527	-242
Tax reductions	-	<i>Tax reductions, of which:</i>	7.002	+7.002
		• related to investments under Art.22 of the Fiscal Code	2.997	+2.997
		• sponsorships	2.706	+2.706
		• bonus under OUG 153/2020	1.299	+1.299
Final income tax expense	16.769	Final income tax expense	9.525	-7.244
Applicable statutory rate	16,00%	Applicable statutory rate	16,00%	
Effective average tax rate (calculated on gross accounting profit)		9,09 %		

**AEROSTAR S.A. BACĂU**  
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**NOTE 23 - INCOME TAX (continued)**

Key factors affecting the effective tax rate:

- tax incentives representing the corporate income tax exemption related to investments made under Art.22 of the Fiscal Code and sponsorships.
- non-deductible expenses for tax purposes (expenses related to the recognition or increase of provisions and value adjustments for current assets that are non-deductible for tax purposes, accounting depreciation that is non-deductible for tax purposes, etc.).
- non-taxable income resulting from the recovery of non-deductible expenses.

Financial performance in 2025 is influenced by current and deferred income tax as follows:

	<b><u>31 December 2025</u></b>	<b><u>31 December 2024</u></b>
Current income tax expense*	(10.352)	(8.967)
Deferred tax expense	(7.359)	(7.056)
Deferred tax income	7.230	6.939
<b>Current and deferred income tax</b>	<b>(10.481)</b>	<b>(9.084)</b>

\*Note: The income tax for the year 2025 amounts to 10.557 thousand lei, of which 205 thousand lei is recognised in equity, representing tax on the gain from the sale of equity instruments recognised through other comprehensive income.

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**(unless specified otherwise, all amounts are stated in thousands of lei)**

**NOTE 24 - EARNINGS PER SHARE**

The calculation of basic earnings per share was based on the profit attributable to ordinary shareholders and the weighted average number of ordinary shares outstanding.

Diluted earnings per share is equal to basic earnings per share as the Company has no potential ordinary shares outstanding.

<b>IN LEI</b>	<b>31.12.2025</b>	<b>31.12.2024</b>
Profit attributable to ordinary shareholders	98.037.045	95.724.564
Weighted average number of ordinary shares outstanding	152.277.450	152.277.450
<b>Earnings per share</b>	<b>0,644</b>	<b>0,629</b>

**AEROSTAR S.A. BACĂU**  
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**NOTE 25 - AVERAGE NUMBER OF EMPLOYEES**

<b>Average number of employees</b>	<b>12 months 2025</b>	<b>12 months 2024</b>
Own employees	1.699	1.698

<b>Employee headcount</b>	<b>31.12.2025</b>	<b>31.12.2024</b>
Own employees	1.781	1.753

As at 31 December 2025, the total headcount of the Company was 1.874, of which 1.781 were own employees and 93 were temporary agency workers.

As at 31 December 2024, the total headcount of the Company was 1.884, of which 1.753 were own employees and 131 were temporary agency workers.

**AEROSTAR S.A. BACĂU**  
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(unless specified otherwise, all amounts are stated in thousands of lei)

**NOTE 26 - RELATED PARTY TRANSACTIONS**

<b>Purchases of goods and services</b>	<b>Year 2025</b>	<b>Year 2024</b>
Airpro Consult SRL Bacău	13.050	12.910
Foar SRL Bacău	242	364
<b>TOTAL</b>	<b>13.292</b>	<b>13.274</b>
<b>Sales of goods and services</b>	<b>Year 2025</b>	<b>Year 2024</b>
Airpro Consult SRL Bacău	-	-
Foar SRL Bacău	2	2
<b>TOTAL</b>	<b>2</b>	<b>2</b>
<b>Payables</b>	<b>Balance as at 31.12.2025</b>	<b>Balance as at 31.12.2024</b>
Airpro Consult SRL Bacău	903	728
Foar SRL Bacău	13	24
<b>TOTAL</b>	<b>916</b>	<b>752</b>
<b>Dividends received by Aerostar</b>	<b>Year 2025</b>	<b>Year 2024</b>
Airpro Consult SRL Bacău	521	-
Foar SRL Bacău	63	153
<b>TOTAL</b>	<b>584</b>	<b>153</b>

Related party transactions for the period 01.01.2025-31.12.2025 consisted of:

- Provision by Airpro Consult SRL Bacău to Aerostar S.A. of temporary workforce services;
- Provision by Foar SRL Bacău to Aerostar S.A. of equipment rental services;
- Provision by Aerostar S.A. to Foar SRL Bacău of premises rental services;
- In December 2025, Aerostar S.A. entered into a share transfer agreement and acquired 392 quota shares of Foar S.R.L. from GKN Fokker Aerospace B.V., for a total value of 207 thousand lei. (Note 7).
- Dividends received by Aerostar S.A. from Airpro SRL Bacău and Foar SRL Bacău (Note 7).

**AEROSTAR S.A. BACĂU**  
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**(unless specified otherwise, all amounts are stated in thousand lei)**

**NOTE 27 - CASH FLOW INFORMATION**

The method used in presenting the Statement of Cash Flows is the direct method. The Statement of Cash Flows presents cash flows and cash equivalents classified by operating, investing and financing activities, thus highlighting the manner in which AEROSTAR generates and uses cash and cash equivalents.

For the purpose of preparing the Statement of Cash Flows:

- cash flows represent receipts and payments of cash and cash equivalents;
- cash comprises cash on hand (cash in the company's cash office) and demand deposits held with banks (balances in current bank accounts);
- cash equivalents comprise term deposits held with banks.

Cash flows arising from transactions in foreign currencies are recorded in the functional currency (LEU) by applying to the foreign currency amount the exchange rate between the functional currency and the foreign currency at the date of the cash flow (the date of receipt or payment).

Gains and losses arising from changes in foreign exchange rates are not cash flows. However, the effect of changes in foreign exchange rates on cash and cash equivalents held in foreign currency is reported in the Statement of Cash Flows separately from cash flows from operating, investing and financing activities, in order to reconcile cash and cash equivalents at the beginning and at the end of the reporting period.

The summary statement of cash flows for 2025 is presented in the table below:

<b>Cash flows</b>	<b>Amount</b>	<b>%</b>
<b>Total receipts, of which:</b>	<b>655.810</b>	<b>100%</b>
Receipts from operating activities	630.874	96%
Receipts from investing activities	24.936	4%
Receipts from financing activities	-	0%
<b>Total payments, of which:</b>	<b>(599.463)</b>	<b>100%</b>
Payments for operating activities	(550.455)	92%
Payments for investing activities	(13.769)	2%
Payments for financing activities	(35.239)	6%
<b>Net increase in cash and cash equivalents</b>	<b>56.347</b>	
<b>Cash and cash equivalents at the end of the period</b>	<b>313.352</b>	

Operating activities are the main cash-generating activities of AEROSTAR.

- cash receipts from customers amounted to 626.191 thousand lei;
- cash receipts from the State Budget amounted to 4.683 thousand lei, of which 4.210 thousand lei represent VAT and other social contribution receivables, and 473 thousand lei represent operating grants;
- payments to suppliers and employees amounted to 451.378 thousand lei, of which 322.547 thousand lei were payments to suppliers and 128.831 thousand lei were payments to employees;
- payments of taxes and duties to the State Budget amounted to 99.077 thousand lei, of which 84.321 thousand lei were payroll taxes and contributions, 10.128 income tax, 2.170 thousand lei VAT, 2.458 thousand lei local taxes and duties.

Operating activities generated a net cash inflow of 80.419 thousand lei, an increase of 42.101 thousand lei compared to 2024.

**AEROSTAR S.A. BACĂU**  
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**(unless specified otherwise, all amounts are stated in thousand lei)**

Investing activities include:

- interest received from bank deposits amounted to 14.919 thousand lei;
- dividends received from Evergent Investments S.A. amounted to 2.989 thousand lei;
- proceeds from the sale of Evergent shares (stock symbol: EVER) amounted to 6.443 thousand lei  
The shares acquired are held both for the collection of dividends and for capital gains. In 2025, the sale of EVER shares generated a gross gain of 1.279 thousand lei.
- dividends received from related parties (Airpro Consult SRL, Foar SRL) amounted to 585 thousand lei;
- payments for the acquisition of property, plant, and equipment and intangible assets amounted to 13.457 thousand lei.
- payments for the acquisition of financial assets (Evergent shares) amounted to 312 thousand lei.

The amount of cash flows allocated for the increase of operating capacity represents 2% of the total cash used in operating, investing, and financing activities.

In the financing activities, 35.239 thousand lei was paid, representing dividends due to AEROSTAR's shareholders.

The level of cash and cash equivalents as at 31.12.2025 amounted to 313.352 thousand lei, representing an increase of 52.949 thousand lei compared to the beginning of the year.

**AEROSTAR S.A. BACAU**  
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**(unless specified otherwise, all amounts are stated in thousands of lei)**

**NOTE 28 - COMMITMENTS AND OTHER OFF-BALANCE SHEET ITEMS**

AEROSTAR S.A. records in off-balance sheet accounts rights, obligations and assets that are not recognised in the Company's assets and liabilities, as follows:

	<b>31 December 2025</b>	<b>31 December 2024</b>
• <b>Commitments:</b>		
○ guarantees granted to partners – in the form of bank guarantees and letters of credit	-	1.246
○ guarantees received from partners – in the form of bank guarantees and letters of credit	87.830	46.866
○ a mortgage guarantee received	500	500
• <b>Assets, of which:</b>		
○ inventories of other materials provided for use (tools, devices, gauges, protective equipment, measurement and control equipment, technical library, etc.)	56.652	51.095
○ materials received in custody	2.237	3.468
○ finished goods received in custody	2	2
○ materials – customer owned	41	41
○ property, plant, and equipment and intangible assets – obtained or acquired as a result of co-financed activities	539	554
○ products received for processing/repair	10.553	21.132
○ materials received for processing/repair	4.540	4.420
○ underlying assets related to concession contracts – Iași Hangar	2.552	2.490
○ fixed assets proposed for scrapping	221	448
• <b>Other off-balance sheet items, of which:</b>		
○ material guarantees established for the responsibility of custodians regarding asset management	258	244
○ commitments for covering certain obligations to A.J.O.F.M. under Report No. 9624/12.12.2011	1.944	2.616
○ debtors written off, still monitored	211	218
○ creditors	12	14
○ de minimis aid for participation in trade fairs and exhibitions	831	787
• <b>Greenhouse gas emission certificates</b>	3.116	3.346

As at 31 December 2025, AEROSTAR S.A. held 7.179 greenhouse gas emission certificates. The market value on the last trading day of a GHG certificate was EUR 85,12, according to the European Energy Exchange website (compared to EUR 66,96 in December 2024), based on a revaluation exchange rate of 5.0985 lei/euro.

**AEROSTAR S.A. BACĂU**  
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**NOTE 29 - REMUNERATION OF DIRECTORS**

The Board of Directors of AEROSTAR S.A. as at 31.12.2025 comprises:

	<b>Surname and First Name</b>	<b>Position</b>	<b>Profession</b>
▪	FILIP GRIGORE	President of the Board of Directors	Aviation Engineer
▪	DAMASCHIN DORU	Vice-President of the Board of Directors and Financial Director	Economist
▪	FILIP ALEXANDRU	Member of the Board of Directors and Chief Executive Officer	Engineer
▪	TONCEA RADU TUDOR	Member of the Board of Directors	Aviation Engineer
▪	DOROȘ LIVIU-CLAUDIU	Member of the Board of Directors	Economist

In 2025, Aerostar S.A. did not grant any advances or loans to members of the Board of Directors, nor did it assume any commitments on their behalf in the form of guarantees of any kind.

At the Ordinary General Meeting of Shareholders held on 12 December 2024, the shareholders of Aerostar S.A. approved:

- the establishment of the directors' remuneration for the financial year 2025, at a fixed net amount of 5.000 lei per month;
- for the term of office starting on 11.07.2024, the remuneration of directors holding executive positions shall consist of the fixed remuneration plus an additional fixed net monthly remuneration not exceeding ten (10) times (inclusive) the remuneration granted to a member of the Board of Directors.

The total gross remuneration granted to the members of the Board of Directors and the executive management in 2025, in accordance with the resolutions of the General Meeting of Shareholders (AGA) and in line with their responsibilities, amounted to 1.918 thousand lei.

**AEROSTAR S.A. BACĂU**  
**NOTES TO THE COMPANY FINANCIAL STATEMENTS**  
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**NOTE 30 - RISK MANAGEMENT**

AEROSTAR is exposed to a variety of risks and uncertainties that may affect its financial performance. The business lines operated by AEROSTAR, its operational results, or financial position could be impacted by the occurrence of the risks described below.

AEROSTAR aims to ensure medium- and long-term sustainability and to reduce uncertainty associated with its strategic and financial objectives.

The risk management processes ensure the identification, analysis, evaluation, and mitigation of risks in order to minimise their effects to an agreed level.

However, additional risks and uncertainties may exist beyond those presented below, which are currently unknown or considered insignificant, but which could affect AEROSTAR's business lines in the future.

**Operational Risk**

Operational risk is the risk of incurring losses or failing to achieve expected sales and profits, arising from:

- the use of inadequate processes, systems, or human resources, or those that do not perform their intended function properly;
- external events and actions, including deterioration of global economic conditions, natural disasters, or other events that may affect AEROSTAR's assets.

Given current global political turbulence, new types of risks may arise in the future, and AEROSTAR closely monitors key conflict areas.

**Legal Risk** is considered a component of operational risk and is defined as the risk of loss arising both from fines, penalties, and sanctions to which AEROSTAR may be subject in case of non-compliance or improper application of legal or contractual provisions and regulations, and from the improper establishment of the contractual rights and obligations of AEROSTAR and/or its business partners.

The monitoring and mitigation of legal risk are ensured through a continuous system of updates on legislative changes, as well as through the implementation of a structured process for analysing, endorsing, and approving the terms and conditions included in commercial contracts.

AEROSTAR allocates, and will continue to allocate, funds for investments and other operating expenses to prevent and manage operational risk.

In addition, AEROSTAR aims to maintain, through the establishment of provisions for risks and related expenses, its own funds to cover the risks to which it is exposed.

Furthermore, to mitigate operational risk, AEROSTAR annually renews, with top-tier insurance and reinsurance companies, a civil liability insurance policy covering its main business lines (aviation products manufacturing and commercial aircraft maintenance).

**Credit Risk** represents the risk that AEROSTAR may incur a financial loss as a result of a business partner's failure to fulfil its contractual obligations, and it mainly arises from demand and term deposits held with banks as well as from trade receivables.

Deposits are placed only with top-tier banks (top 5 by total assets), which are considered to have a high degree of solvency.

Credit risk, including country risk related to the customer's operating location, is managed individually for each business partner. Where deemed necessary, specific instruments are requested to mitigate credit risk, such as advance payments, bank payment guarantees, and confirmed export letters of credit).

**AEROSTAR S.A. BACĂU**  
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AEROSTAR has no significant exposure to any single business partner and does not record any significant concentration of turnover in a single geographic area.

However, there is exposure to the global Airbus program market, as a substantial proportion of the Company's products are incorporated into Airbus aircraft.

Quantitative information on AEROSTAR's exposure to credit risk is presented in detail in Note 18 (Financial Instruments) of the Financial Statements.

**Liquidity Risk** is the risk that AEROSTAR may encounter difficulties in meeting its obligations associated with liabilities as they fall due.

To manage liquidity risk, cash flows are monitored and analysed on a weekly, monthly, quarterly, and annual basis to determine the estimated level of net liquidity changes. This analysis provides the basis for financing decisions and capital commitments.

To mitigate liquidity risk, AEROSTAR maintains an annual liquidity reserve in the form of a credit line structured as an overdraft facility provided by banks, amounting to USD 2.500 thousand. During the reporting period, AEROSTAR did not utilise the credit line, as all activities were financed from its own resources.

**Market Risk** is the risk that the fair value or future cash flows of a financial instrument will fluctuate due to changes in market prices.

Market risk includes price risk, currency risk, and interest rate risk.

AEROSTAR is primarily exposed to price risk arising from fluctuations in the prices of raw materials and other materials used in production processes, caused by exceptional events, the imposition of international sanctions affecting the availability of parts and materials, or increases in specific import/export duties on metal products to and from the United States.

Management of this risk is carried out through:

- diversification of the supplier portfolio, which provides increased negotiating leverage in the event of rising raw material prices from certain suppliers.
- signing long-term contracts with fixed-price clauses.

AEROSTAR is exposed to currency risk as 85% of its turnover is denominated in USD and EUR, while a significant portion of operating expenses is denominated in lei. Consequently, AEROSTAR is exposed to the risk that fluctuations in exchange rates may affect both its net income and its financial position as expressed in lei.

AEROSTAR has decided not to use foreign exchange hedging instruments (options, forwards) due to relatively high initial costs and the potential loss of opportunities in the event of a depreciation of the RON against the main currencies (USD, EUR).

A sensitivity analysis of AEROSTAR's exposure to fluctuations in exchange rates is presented in detail in Note 18 (Financial Instruments) of the financial statements.

Regarding interest rate risk, as AEROSTAR did not utilise the contracted Credit Line during the reporting period, its income and cash flows are not affected by changes in market interest rates.

Other aspects of risk management are presented in the section RISK AND OPPORTUNITY MANAGEMENT within the Board of Directors' Report.

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**NOTE 31 - PREPAID EXPENSES AND DEFERRED INCOME**

	<b>31 December 2025</b>	<b>31 December 2024</b>
<b>Prepaid expenses (short-term)</b>	<b>896</b>	<b>1.049</b>
<b>Deferred income (short-term)</b>	<b>5.510</b>	<b>3.448</b>

Expenses incurred and income recognised during the current period, but relating to future periods or financial years are recorded separately in the accounting records, as prepaid expenses or deferred income, as appropriate.

As at 31 December 2025 **prepaid expenses** include amounts to be recognised within a period of up to one year representing, among others, taxes and duties, subscriptions, insurance policies, commissions, participation in trade fairs and conferences, online services, and IT system maintenance.

As at 31 December 2025, Aerostar has not recognised any long-term **deferred income**. The short-term **deferred income** includes amounts relating to the delivery of goods and the provision of services for which the criteria for revenue recognition under IFRS 15 have not yet been met (the customers have not yet obtained control over the goods or services).

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(unless specified otherwise, all amounts are stated in thousands of lei)

**NOTE 32 - RIGHTS-OF-USE ASSETS UNDER LEASES: reporting period ended 31 December 2025**

	Carrying amount as at 31 December 2025			Carrying amount as at 01 January 2025		
	Gross carrying amount	Accumulated depreciation	Net carrying amount	Gross carrying amount	Accumulated depreciation	Net carrying amount
Right-of-use asset for the MRO hangar land in Iași	2.022	(277)	1.745	1.959	(236)	1.723
<b>Total</b>	<b>2.022</b>	<b>(277)</b>	<b>1.745</b>	<b>1.959</b>	<b>(236)</b>	<b>1.723</b>

Net carrying amount as at 31.12.2025:

	Net carrying amount as at 01 January 2025	Revaluations during 2025	Provision update for cost of dismantling/removal/restoration of the underlying asset	Depreciation for the period	Net carrying amount as at 31 December 2025
Right-of-use asset for the MRO hangar land in Iași	1.723	40	24	(42)	1.745

**AEROSTAR S.A. BACĂU**  
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**FOR THE FINANCIAL YEAR ENDED ON 31 DECEMBER 2025**  
**(unless specified otherwise, all amounts are stated in thousands of lei)**

**NOTE 32 - RIGHTS-OF-USE ASSETS UNDER LEASES (continued)**

**COMPARATIVE FIGURES – RIGHTS-OF-USE ASSETS UNDER LEASES: reporting period ended 31 December 2024**

	Carrying amount as at 31 December 2024			Carrying amount as at 01 January 2024		
	Gross carrying amount	Accumulated depreciation	Net carrying amount	Gross carrying amount	Accumulated depreciation	Net carrying amount
<b>Right-of-use asset for the MRO hangar land in Iași</b>	1.959	(236)	1.723	1.940	(194)	1.746
<b>Total</b>	<b>1.959</b>	<b>(236)</b>	<b>1.723</b>	<b>1.940</b>	<b>(194)</b>	<b>1.746</b>

Net carrying amount as at 31.12.2024 and transactions during the period:

	Net carrying amount as at 01 January 2024	Revaluations during 2024	Provision update for cost of dismantling/removal/restoration of the underlying asset	Depreciation for the period	Net carrying amount as at 31 December 2024
<b>Right-of-use asset for the MRO hangar land in Iași</b>	1.746	(3)	21	(41)	1.723

The right-of-use of the land for the MRO Hangar land in Iasi was retranslated at the foreign exchange rate communicated by the National Bank of Romania on the last banking day of each reporting period.

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**NOTE 33 - EVENTS AFTER THE REPORTING PERIOD**

Aerostar S.A. has not identified any events occurring after the reporting date that would have an impact on the financial statements for the financial year ended 31 December 2025.

These company financial statements, comprising the statement of financial position, the statement of profit or loss and other comprehensive income, the statement of changes in equity, the statement of cash flows and the explanatory notes to the financial statements, were approved by the Board of Directors on 19.03.2026 and were signed on its behalf by:

**Alexandru FILIP**  
**Chief Executive Officer**

**Doru DAMASCHIN**  
**Financial Director**



# AEROSTAR S.A.

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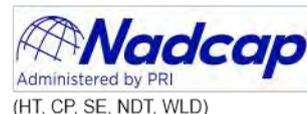
## DECLARATION

The undersigned **GRIGORE FILIP**, as Chairman of the Board of Directors of **AEROSTAR S.A.**, **ALEXANDRU FILIP**, as General Director of **AEROSTAR S.A.** and **DORU DAMASCHIN**, as Financial Director of **AEROSTAR S.A.**, hereby undertake the responsibility for the preparation of the individual financial statements as on **31.12.2025** and we confirm hereby that:

- a) The accounting-financial statement for 2025, that was prepared in accordance with the applicable accounting standards provides a fair image, compliant with the reality of the assets, obligations, financial position, of the profit and loss account of the company Aerostar S.A. Bacău;
- b) The report of the Board of Directors on the financial year 2025, prepared in accordance with the provisions of Regulation no. 5/2018 issued by the Financial Supervisory Authority - Annex no. 15, contains a correct review of the company's development and performance, a description of the main risks and uncertainties related to the activity of Aerostar S.A. Bacău and are prepared in accordance with the sustainability reporting standards mentioned in Article 29b of Directive 2013/34/EU, with subsequent amendments and with the clarifications adopted pursuant to Article 8 para. (4) of Regulation (EU) 2020/852 on taxonomy.

**President of the Board of Directors,  
GRIGORE FILIP**

**General Director,  
ALEXANDRU FILIP  
Financial Director,  
DORU DAMASCHIN**





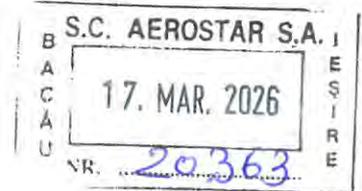
# Auditeval Consulting s.r.l.

**SIMTEX-OC**  
ISO 9001 REGISTERED C. 3264-1

Bacău, Str. Vadul Bistriței 29/C/4 Mobil: 0744 / 381.993 E-mail: dascalumaric@gmail.com  
Nr. Înregistrare Registrul Comerțului J04/1836/2008 CUI: RO 24600940 Capital social: 200 lei  
Intesa Sanpaolo România sucursala Bacău RO64 WBAN 0204 1V03 7508 R001  
TREZORERIA BACĂU RO84 TREZ 0615 069X XX00 5679

## INDEPENDENT AUDITOR'S REPORT

To  
The Shareholders of AEROSTAR S.A. Bacau



*Report on the audit of the financial statements*

### *Our opinion*

1. We have audited the accompanying financial statements of **AEROSTAR S.A. Bacau** ("the Company"), with the head office in Bacau, 9, Condorilor Str., identified at the Trade Register Office by the EUID Code: ROONRC.J1991001137040-R.C. Bacau and by the unique tax registration code RO 950531, which comprise the financial statement as at 31.12.2025, the statement of profit or loss, the statement of other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended and the explanatory notes to the financial statements, including a summary of material accounting policies.
2. The Company financial statements as at 31.12.2025 are identified as follows:
  - Net Assets/Total Equity: 710.205 thousand lei,
  - Net profit for the financial year: 98.037 thousand lei.
3. In our opinion, the accompanying financial statements of **AEROSTAR S.A. Bacau** give a true and fair view, in all material matters, of the financial position of the Company as at December 31, 2025, and of its financial performance and cash flows for the year then ended in accordance with the Order of the Minister of Public Finance of Romania No. 2844/2016 for the approval of the accounting regulations in accordance with the International Financial Reporting Standards, as amended ("OMFP 2844/2016") and with the accounting policies described in the notes to the financial statements.

### *The basis for our opinion*

4. We conducted our audit in accordance with the International Standards on Auditing ("ISA"), the EU Regulation No. 537 of the European Parliament and of the Council ("Regulation") and the Law No. 162/2017 ("Law").

Our responsibilities under these standards are described in detail in the section "*Auditor's Responsibilities for an Audit of the Financial Statements*" of our report. We are independent of the Company in accordance with the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants (the IESBA Code and applicable European regulations) and with the ethical requirements that are relevant to the audit of financial statements in Romania, including the Regulation and the Law, and we have fulfilled our other ethical responsibilities in accordance with those requirements and the IESBA Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

***Key audit matters***

5. The key audit matters are those matters that, in on our professional judgment, were of most significance in the audit of the financial statements for the current period. These matters have been addressed in the context of the audit of the financial statements as a whole and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

<b><i>Key audit matters</i></b>	<b><i>Audit procedures performed to address the key audit matters:</i></b>
<b><i>1. Provisions</i></b>	
<p>Our policy for the recognition of provisions is presented in Note 3 - Accounting and valuation principles/3.2 - "Accounting policies applied - accounting policies regarding provisions" and Note 13 - "Provisions".</p> <p>As disclosed in Note 13 to the Financial Statements, the Company has recorded as at December 31, 2025 provisions totaling 75.299 thousand lei.</p> <p>The estimation of a provision involves significant professional judgment by the Company's Board of Management as to the probable outcome of the relevant events and the quantification of the related probable liabilities.</p> <p>Due to the materiality of the amounts reported under Provisions and the fact that, by their nature, provisions involve a significant degree of professional judgment, we consider them to be a key audit matter in the audit of the financial statements for the year ended December 31, 2025.</p>	<p>Our audit procedures included, among others, the following:</p> <ul style="list-style-type: none"> <li>- We analyzed the Company's actual liabilities under which the provisions were recognized;</li> <li>- We analyzed the professional judgments used by the Company's Board of Management in determining the probable outcomes of events and quantifying potential liabilities;</li> <li>- We identified the recognition criteria as detailed in the calculation made by the Company during the audit period. The recognition criteria in the financial statements are the company's prudent and reasonable approaches to risk in an economy affected by the post-pandemic and geopolitical crisis.</li> <li>- We obtained from the Company's legal department, where appropriate, its views on the resolution of pending litigation as well as its best estimate of the consideration required to settle the obligations arising from such litigation.</li> </ul>

	<ul style="list-style-type: none"> <li>- We analyzed the maturity of the liabilities on which the provisions were set aside and their classification into short and long-term.</li> <li>- We identified the completeness and accuracy of provisions as a significant audit risk, we reviewed the procedures performed and discussed the criteria for recognition with the Company's Board of Management.</li> </ul>
<p><b>2. Revenue recognition</b></p>	
<p>The total revenues achieved amount to 658.511 thousand lei, reflecting a significant volume of transactions carried out during the period. The Company's revenue recognition policy is presented in Note 3 – "Accounting and Valuation Principles / Revenue Recognition Accounting Policies." Details regarding the income realized by the Company are disclosed in Note 19 – Operating Income and Note 21 – Financial Income.</p> <p>In accordance with International Standards on Auditing (ISA), revenue recognition may involve an inherent risk, particularly in relation to the achievement of planned results arising from the transactions performed. We consider that the recognition of revenue related to finished products generally depends on output data used to assess operational performance and may involve significant judgments that affect both the amount and timing of revenue recognition.</p> <p>Revenue recognition is therefore considered a key audit area, as there is a risk that the Company could incorrectly recognize revenue from finished products reported as completed, rather than recognizing such revenue in accordance with the relevant contractual terms and conditions.</p>	<p>Our audit procedures included, among others, the following:</p> <ul style="list-style-type: none"> <li>- We assessed the Company's accounting policies regarding revenue recognition for compliance with OMFP 2844/2016, as subsequently amended and supplemented.</li> <li>- held discussions with management to obtain explanations regarding the relevant transactions and circumstances.</li> <li>- tested the existence and effectiveness of internal controls and performed substantive testing to verify the proper recording of transactions.</li> <li>- on a sample basis, we confirmed trade receivable balances as at 31 December 2025 by sending confirmation letters to significant customers in order to assess the completeness of the related transactions.</li> <li>- selected a sample of revenue transactions and compared them with supporting documentation to verify the accuracy, completeness, and proper period recognition of revenues.</li> <li>- we evaluated the completeness and adequacy of the related disclosures in the financial statements.</li> </ul>
<p><b>3. Production in progress</b></p>	
<p>Due to the specific nature of the activity, there is a risk that over- or undervaluation and reporting of the production in progress may influence the result for the current financial year of the company's activity and,</p>	<ul style="list-style-type: none"> <li>- We addressed the recognition of the production cost in the audit period and reviewed the criteria used by the company for its measurement and recognition in the</li> </ul>

implicitly, the going concern of the Company.	financial statements (IAS-2) and found them to be appropriate.
	<p>- We verified these recognition criteria as detailed in the company's determination of work in progress, we reviewed the procedures in place and found that they could not have significant deviations.</p> <p>The measurement of work in progress was made at the cost of production that is lower than the net realizable value in the normal course of business.</p>

***Other information - The Board of Directors' Report***

6. The Directors are responsible for the preparation and presentation of other information. Such other information comprises the Board of Directors' Report, which also includes the Sustainability Report, and the Remuneration Report, but does not comprise the financial statements and the auditor's report thereon.

Our opinion on the financial statements does not cover such other information and, unless explicitly stated in our report, we do not express any assurance conclusion on it.

In relation to our audit of the financial statements for the year ended December 31, 2025, our responsibility is to read that information and, in doing so, to consider whether such other information is significantly inconsistent with the financial statements or the knowledge we acquired during our audit, or appears to be materially misstated.

With regard to the Board of Directors' Report, which includes the Sustainability Report, we have read and reported whether it has been prepared, in all material matters, in accordance with OMFP 2844/2016, paragraphs 15-19, respectively 48<sup>5</sup>-48<sup>8</sup>, of the Accounting Regulations in accordance with the International Financial Reporting Standards.

Based exclusively on the activities to be carried out during the audit of the financial statements, in our opinion:

- a) The information presented in the Board of Directors' Report for the year for which the financial statements were prepared is consistent, in all material aspects, with the financial statements;
- b) The Board of Directors' Report, identified as an appendix to the financial statements, which includes the Sustainability Report, was prepared, in all material aspects, in accordance with the disclosures required by OMFP 2844/2016, paragraphs 15-19, respectively 48<sup>5</sup>-48<sup>8</sup> of the Accounting Regulations that comply with the International Financial Reporting Standards.
- c) The Remuneration Report was drawn up, in all material matters, in accordance with the provisions of Law No. 24/2017, Articles 106-107.

Furthermore, based on our knowledge and understanding of the Company and its environment, acquired during the audit, the financial statements for the year ended December 31, 2025, we are required to report whether we have identified any material misstatements in the Board of Directors' Report. We have nothing to report on this matter.

### ***Responsibilities of the Board of Management and Supervisory Board***

7. The Board of Management of our Company is responsible for an accurate preparation and presentation of the financial statements in accordance with OMFP 2844/2016, and for such internal control as the Board of Management deems necessary to enable the preparation of financial statements that are free from material misstatements, whether due to fraud or error.

8. In preparing the financial statements, the Board of Management management is responsible for assessing the Company's ability to continue operating under the going concern assumption, for disclosing, if applicable, going concern matters and the appropriateness of the use of the going concern basis of accounting, unless the Board of Management has no intention to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

The Company does not intend to and there are currently no reasons that would cause the Company to downsize or cease operations. There are no commercial or other disputes that would affect the continuity of the business, and the financial resources, working capital and labour force required to carry on an efficient business in the future are ensured.

9. The Supervisory Board is responsible for overseeing the Company's financial reporting process.

### ***The auditor's responsibility for the audit of the financial statements***

10. Our objectives consist in obtaining reasonable assurance about whether the financial statements, taken as a whole, are free from material misstatement, whether due to fraud or error, and issuing an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but it is not a guarantee that an audit conducted in accordance with the ISA will always detect a material misstatement, if one exists. Misstatements can be caused by either fraud or error and are considered material if, individually or in the aggregate they can reasonably be expected to influence the users' economic decisions taken on the basis of these financial statements.

11. As part of an audit in accordance with ISA, we have exercised professional judgment and have maintained professional scepticism throughout the audit. Our audit consisted of the following:

- Identifying and assessing the risks of material misstatement of the financial statements, due to either fraud or error, designing and performing audit procedures in response to those risks, and obtaining sufficient appropriate audit evidence to provide a basis for our opinion. The risk of not detecting a material misstatement

caused by fraud is higher than the risk of not detecting a material misstatement caused by error because fraud may involve secret dealings, forgery, intentional misstatements, intentional omissions, misrepresentations and intentional circumvention of internal control.

- Understanding internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
  - Evaluating the appropriateness of the accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Board of Management.
  - Concluding on the appropriateness of the use of the going concern basis of accounting by the Board of Management and determining, based on the audit evidence obtained, whether there is a material uncertainty about events or conditions that may cast significant doubts about the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in the auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on audit evidence obtained up to the date of the auditor's report. However, future events or conditions may cause the Company to cease operating on a going concern basis.
  - Evaluating the overall presentation, structure and content of the financial statements, including the disclosures, and the extent to which the financial statements reflect the underlying transactions and events in a manner that results in a fair presentation.
12. We communicate to the Supervisory Board, among other matters, the planned scope and timing of the audit and the main audit findings, including any internal control deficiencies that we identify during the audit.
13. We also provide to the Supervisory Board with a statement that we have complied with the relevant ethical requirements relating to independence and that we have disclosed to them all relationships and other matters that could reasonably be suspected of affecting our independence and, where appropriate, the related safeguards.
14. From the matters that we have communicated to the Supervisory Board, we determine those matters that were of most significance in the audit of the financial statements of the current period and, therefore, represent key audit matters. We describe these matters in our audit report, unless the applicable law or regulations prevent public disclosure of the matter or when, in extremely rare circumstances, we believe that a matter should not have been disclosed in our report because the public interest benefits could reasonably be expected to outweigh the adverse consequences of such disclosure.

***Report on compliance with the Commission Delegated Regulation (EU) 2019/815 (Regulatory Technical Standard on the Single European Electronic Reporting Format -"ESEF")***

15. In accordance with Law No. 162/2017 on the statutory audit of the annual financial statements and annual consolidated financial statements and the amendment of certain regulatory acts, we are required to express an opinion on the compliance of the financial

statements included in the annual report for the financial year ended on December 31, 2025, with the requirements of Commission Delegated Regulation (EU) 2019/815 of December 17, 2018 supplementing Directive 2004/109/EC of the European Parliament and of the Council regarding regulatory technical standards on the specification of a single electronic reporting format ("RTS requirements on ESEF").

We have performed a reasonable assurance engagement on the compliance of the individual financial statements of AEROSTAR SA (the "Company") presented in XHTML format for the financial year ended December 31, 2025, with the requirements of Commission Delegated Regulation (EU) 2019/815 of December 17, 2018 supplementing Directive 2004/109/EC of the European Parliament and of the Council regarding regulatory technical standards on the specification of a single electronic reporting format ("ESEF Regulation") as presented in the digital files.

These procedures refer to testing the format and consistency of the electronic format of the individual financial statements (XHTML) with the audited individual financial statements and expressing an opinion on the compliance of the electronic format of the Company's financial statements for the financial year ended December 31, 2025 with the requirements of the ESEF Regulation.

### ***Responsibilities of the Board of Management***

16. The Company's Board of Management is responsible for the preparation of financial statements in digital format that comply with the RTS (Regulatory Technical Standards) requirements regarding ESEF. This responsibility includes preparing the financial statements in the applicable XHTML format, including ensuring consistency between the digital financial statements and the signed financial statements, and designing, implementing and maintaining internal controls relevant to the application of the RTS requirements on ESEF.

This responsibility includes:

- ✓ designing, implementing and maintaining internal control relevant to the application of the RTS (Regulatory Technical Standards) requirements regarding ESEF;
- ✓ ensuring compliance between the Digital Files and the financial statements to be published in accordance with Order No. 2844/2016 with subsequent amendments.

The Supervisory Board is responsible for overseeing the financial reporting process in relation to the preparation of the individual financial statements, including the application of the ESEF Regulation.

### ***Responsibilities of the auditor***

17. We are responsible for expressing a conclusion on the extent to which the financial statements included in the annual financial report comply with the RTS requirements regarding ESEF, in all material aspects, based on the evidence obtained. Our reasonable assurance engagement was conducted in accordance with the International Standard on Assurance Engagements 3000 (Revised), Other Assurance Engagements than Audits or Reviews of Historical Financial Information (ISAE 3000) issued by the International Auditing and Assurance Standards Board.

A reasonable assurance engagement in accordance with ISAE 3000 involves performing procedures to obtain evidence regarding the compliance of the financial statements with the RTS requirements

regarding ESEF. The nature, timing, and extent of the procedures selected depend on the auditor's judgment, including the auditor's assessment of the risk of material misstatement due to either fraud or error in relation to the provisions set out in the ESEF. A reasonable assurance engagement includes:

- obtaining an understanding of the process for preparing Digital Files in accordance with ESEF, including relevant internal controls;
- reconciling the Digital Files with the audited financial statements of the Company to be published in accordance with Order No. 2844/2016 as amended;
- assessing whether all the financial statements that are included in the annual financial report are prepared in a valid XHTML format.

We consider that the evidence obtained is sufficient and appropriate to provide a basis for our conclusion.

***Our opinion on the compliance of the electronic format of the financial statements with the requirements of the ESEF Regulation***

18. In our opinion, based on the procedures we have performed, the financial statements for the year ended December 31, 2025 included in the annual financial report and presented in the Digital Files have been prepared, in all material aspects, in accordance with the RTS requirements regarding ESEF.

In this section, we do not express an audit opinion, a review conclusion, or any other assurance conclusion regarding the financial statements. Our audit opinion on the Company's financial statements for the year ended December 31, 2025 is included in the Report on Financial Statements section above.

***Other aspects***

19. This independent report is addressed exclusively to the shareholders of the Company as a whole. Our audit was conducted so that we could report to the Company's shareholders those aspects that we are required to report in a financial audit report, and not for any other purpose.

To the extent permitted by law, we do not accept and assume responsibility except to the Company and its shareholders, as a whole, for our audit, for this report or the opinion expressed.

***Report on other legal and regulatory provisions***

20. We have been appointed as auditors of the Company by the General Meeting of Shareholders on 16.06.2022 to audit the financial statements of AEROSTAR SA for the financial year ended 31.12.2022. On 17.05.2023 the mandate was extended for a period of 3 years, covering the financial years ending on 31.12.2023, 31.12.2024 and 31.12.2025. The total uninterrupted duration of our engagement is 4 years, covering the financial years ended 31.12.2022, 31.12.2023, 31.12.2024 and 2025.

We confirm that:

- Our audit opinion on the individual financial statements expressed in this report is in accordance with the additional report presented to the Company's Audit Committee, which

we issued on the same date as this report. Furthermore, in conducting our audit, we have maintained our independence from the audited entity;

- We have not provided to the Company prohibited non-audit services referred to in Article 5, para. (1) of EU Regulation No.537/2014.

17.03.2026

On behalf of AUDITEVAL CONSULTING SRL

Registered with the Public Supervisory Authority for Statutory Audit Activity (ASPAAS) in the electronic Public Register of Financial Auditors and Audit Firms under number FA865

through

Audit partner: financial auditor Maricel Dascalu



Registered with the Public Supervisory Authority for Statutory Audit Activity (ASPAAS) in the electronic Public Register of Financial Auditors and Audit Firms under number AF2229





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17. MAR. 2026

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**LIMITED ASSURANCE REPORT**  
**of the independent auditor on the Sustainability Reporting for the**  
**financial year 2025**

To  
**The Shareholders of AEROSTAR S.A. Bacau**

***Our limited assurance conclusion***

We have performed a limited assurance engagement on the Sustainability Report included in Section II "STATEMENT ON SUSTAINABILITY" of the Annual Report prepared by the Board of Directors of the Company as of 31.12.2025, for the period from 01.01.2025 until 31.12.2025 of AEROSTAR SA, ("the Company"), having its head office in Bacau, 9 Condorilor Street, identified in the Trade Register with EUID Code: ROONRC.J1991001137040-R.C. Bacau and by the unique tax registration code RO 950531.

Based on the procedures we have performed and the evidence we have obtained, **nothing has come to our attention** that causes us to believe that the AEROSTAR SA Sustainability Report as at 31.12.2025 for the period from 01.01.2025 to 31.12. 2025 **is not prepared, in all material respects, in accordance with the applicable legislative framework for sustainability reporting** set out in the Order of the Minister of Finance No. 2844/2016, Chapter 7<sup>1</sup> and Order No. 85 of January 12, 2025 for regulating the aspects of sustainability reporting, including:

- the compliance with the European Sustainability Reporting Standards ("ESRS"), including the fact that the process carried out by the Company to identify the information presented in the Sustainability Reporting is in accordance with EU Delegated Regulation 2023/2772 supplementing Directive 2013/34/EU of the European Parliament and of the Council regarding sustainability reporting standards (CSRD).
- the compliance of the information disclosures regarding taxonomy, detailed in the Environmental Section of the Sustainability Reporting, with the applicable reporting requirements of Article 8 of Regulation (EU) No 852/2020 (referred to as the "Taxonomy Regulation").

***The basis for our assurance conclusion***

We conducted our limited assurance engagement in accordance with ISAE 3000 (Revised) "Assurance Engagements Other Than Audits or Reviews of Historical Financial Information."

Our responsibilities under this standard are detailed in the "Auditor's Responsibilities" section of our report.

We are independent of the Company in accordance with the *International Code of Ethics for Professional Accountants (including the International Independence Standards)* issued by the International Ethics Standards Board for Accountants (IESBA Code), and the other relevant ethical requirements in Romania, including Law no. 162/2017 with subsequent amendments, for our assurance engagement on Sustainability Reporting, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the IESBA Code.

Our company applies the *International Standard on Quality Management 1* and accordingly maintains a comprehensive quality management system that includes documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

### ***Responsibilities of the Board of Management for the Sustainability Reporting***

The board of management of AEROSTAR SA is responsible for designing, establishing, implementing and maintaining appropriate performance management and internal control systems from which the information reported in the Annual Report, Sustainability Statement section, is derived in accordance with the ESRS, including the selected indicators, so that they do not contain material misstatement due to fraud or error, such as for the preparation, measurement and calculation of the selected indicators and for their presentation in the Sustainability Statement.

These responsibilities include:

- understanding the context in which the company's activities and business relationships take place and developing an understanding of the affected stakeholders;
- the identification of actual and potential impacts (both negative and positive) related to sustainability matters, as well as risks and opportunities that affect or can be expected to affect the Company's financial position, financial performance, cash flows, access to finance or cost of capital in the short, medium, or long term;
- assessing the extent to which the impacts, risks and opportunities identified in relation to sustainability issues are material, by selecting and applying appropriate thresholds; and
- developing methodologies and making assumptions that are reasonable in the given circumstances.

The Board of Directors is also responsible for preparing the Sustainability Report in accordance with the sustainability reporting framework required by law, including:

- compliance with the European Sustainability Reporting Standards (ESRS);
- preparation of disclosures of taxonomy information in the Environmental Section of the Sustainability Reporting in accordance with Article 8 of Regulation (EU)

No 852/2020 ("Taxonomy Regulation");

- designing, implementing, and maintaining those internal controls that are considered necessary to enable the preparation of the Sustainability Reporting without material misstatement, whether caused by fraud or error; and
- selecting and applying appropriate sustainability reporting methods as well as making assumptions and estimates about the individual sustainability information disclosures that are reasonable under the given circumstances.

The Board of Management is responsible for preventing and identifying fraud and for ensuring that AEROSTAR SA complies with the laws and regulations relevant to its activities in terms of sustainability.

Furthermore, the Board of the Management is responsible for ensuring that the personnel involved in preparing the Sustainability Reporting is adequately trained, the information systems are updated and any changes in the reporting flow cover all significant operational segments.

### ***Inherent limitations in preparing the Sustainability Reporting***

The process that the company adopts to define, collect and report its non-financial performance data is not subject to the formal processes adopted for financial reporting. As a result, data of this nature is subject to variations in definitions, collection and reporting methodology without a consistent and accepted standard. This can lead to information that is not comparable between Companies and from one year to another as methodologies develop. The accuracy and completeness of the information presented in the Sustainability Statement is subject to inherent limitations due to their nature and the methods used to identify, calculate or estimate this information.

### ***The auditor's responsibilities***

Our responsibility is to express a limited assurance conclusion on the Sustainability Report, on the selected indicators included therein, based on the procedures we have performed and the evidence we have obtained, that the Sustainability Report is free from material misstatement due to either fraud or error and to include our conclusion in the limited assurance report.

Misrepresentations can be caused by either fraud or error and are considered material if they could reasonably be expected, individually or in the aggregate, to influence the users' decisions based on the Sustainability Report as a whole.

As part of a limited assurance engagement in accordance with ISAE 3000 (Revised), we exercise professional judgment and maintain professional scepticism throughout the engagement.

This standard requires us to comply with ethical standards and to plan and conduct the assurance engagement in such a way as to obtain limited assurance if the overall statement and the indicators selected, calculated and included and the Sustainability Reporting comply with the respective assessment criteria, and the methodology provided by the European Sustainability Reporting Standards(ESRS) provided by Delegated Regulation (EU) 2023/2772 supplementing Directive 2013/34/EU of the European Parliament and of the Council, as well as the specific methodology applied in the Sustainability Statement.

The procedures in a limited assurance engagement differ in nature and placement over time and are narrower than those in a reasonable assurance engagement. As a result, the level of assurance obtained in a limited assurance engagement is significantly lower than the assurance that would have been obtained if a reasonable assurance engagement had been conducted.

Our responsibilities with respect to Sustainability Reporting include:

- Acquiring an understanding of sustainability reporting, but not for the purpose of reaching a conclusion on its effectiveness and outcome;
- Designing and performing procedures to assess whether the reporting is consistent with the company's description of it.

Our other Sustainability Reporting responsibilities include:

- Acquiring an understanding of the company's control environment, processes and information systems relevant to the preparation of the Sustainability Report, but without evaluating the design of certain control activities, obtaining evidence of their implementation or testing their operational effectiveness;
- Identifying disclosures where material misstatements are likely to occur, whether due to fraud or error;
- Designing and performing procedures in response to Sustainability Reporting disclosures where material misstatements are likely to occur. The risk of not detecting a material misstatement caused by fraud is greater than in the case of error because fraud may involve complicity, falsification, intentional omissions, intentional misrepresentations, or circumvention of internal control.

We have complied with the independence and other ethical requirements under the International Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants (including the International Independence Standards for Accountants) (the IESBA Code), which is based on the fundamental principles of integrity, objectivity, professional competence and due diligence, confidentiality and professional conduct.

### ***Summary and procedures performed***

A limited assurance engagement involves performing procedures to obtain evidence on Sustainability Reporting.

The nature, timing and extent of the procedures selected depend on professional judgment, including the identification of disclosures where material misstatements, whether due to fraud or error, are likely to occur in the Sustainability Reporting.

The procedures selected depend on the auditor's judgment and our understanding of the indicators in the Sustainability Reporting and other engagement circumstances, as well as our considerations of areas where significant misstatements could arise in obtaining an understanding of the indicators, and we considered the process used by the Company to calculate those indicators in order to determine the relevant assurance procedures in the circumstances, but not for the purpose of expressing a conclusion on the effectiveness of the process or internal control over the indicators being analysed.

The procedures include, in particular, enquiries, observation of the processes performed, analysis of documents, analytical procedures, assessment of the correctness of the calculation methods and reconciliations with the supporting records.

To reach our conclusion of limited assurance on the Sustainability Reporting and selected indicators, we performed the following procedures:

- Through our enquiries, we gained an understanding of the company's control environment and information systems relevant to the reporting of the indicators under review, but we did not assess how certain control activities were established, nor did we obtain evidence of their implementation, or test their operational effectiveness.
- We gained an understanding of the relevant systems, processes and procedures through enquiries, analytical procedures, observation and other applicable evidence-gathering procedures.
- We obtained the relevant calculations and breakdowns for each indicator and verified the mathematical calculations.
- We assessed whether the structure and presentation of the Sustainability Report complies with the European Sustainability Reporting Standards (ESRS);
- We assessed whether the significant information obtained through the process of identifying the information required to be presented in the Sustainability Report is included in the Sustainability Report;
- We compared the information contained in the Sustainability Statement in respect of the selected indicators with the detailed calculations.
- We assessed the qualitative and quantitative information specified in the Sustainability Statement so as to obtain limited assurance that the selected indicators presented in the Sustainability Statement have been prepared, in all material aspects, in accordance with the reporting criteria set out in the European Sustainability Reporting Standards (ESRS) provided by Delegated Regulation (EU) 2023/2772 supplementing Directive 2013/34/EU of the European Parliament and of the Council as regards sustainability reporting standards.

The selected indicators, both those without financial materiality and those with financial materiality, determined based on the qualitative and quantitative information specified in the Sustainability Statement, are presented in the table below as follows:

<b>A INDICATORS WITH FINANCIAL MATERIALITY</b>			
<b>Item No.</b>	<b>Disclosure requirement and related data point</b>	<b>Specific indicator/Subtopic</b>	<b>Location in the Annual Report</b>
1	Significant impact, risks and opportunities and their interaction with the strategy and business model-SMB3	Health and safety of own workforce	Reported on page 76 of the Annual Report, section Sustainability Statement
2	Significant impacts, risks and opportunities and their interaction with the strategy and business model, SBM 3-IRO 1	Product and service safety	Reported on page 101 of the Annual Report, section Sustainability Statement
<b>B INDICATORS THAT ARE NOT FINANCIALLY MATERIAL</b>			
<b>Item No.</b>	<b>Disclosure requirement and related data point</b>	<b>Specific indicator/Subtopic</b>	<b>Location in the Annual Report</b>
1	Impacts, risks and opportunities and their interaction with the business model, SBM-3, IRO -1	Adaptation to climate change	Reported on page 59,60 of the Annual Report, section Sustainability Statement
2	Material impacts, risks and opportunities, IRO-1	Air pollution, Water pollution, Soil pollution, Substances of very high concern	Reported on page 65 of the Annual Report, section Sustainability Statement
3	Material impacts, risks and opportunities, IRO-1	Water consumption	Reported on page 72 of the Annual Report, section Sustainability Statement

4	Material impacts, risks and opportunities, IRO-1	Resource inputs including resource use, Waste	Reported on pages 69 of the Annual Report, section Sustainability Statement
5	Significant impacts, risks and opportunities and their interaction with the strategy and business model, SBM-3	Safe workplaces, Working time, Social dialogue, Freedom of association, the existence of works councils and workers' rights to information, consultation and participation, Collective bargaining, including the proportion of workers covered by collective labour agreements, Employee satisfaction, Gender equality and equal pay for work of equal value, Training and skills development, Measures against violence and harassment at work, Confidentiality	Reported on page 77+79 of the Annual Report, section Sustainability Statement
6	Significant impacts, risks and opportunities and their interaction with the strategy and business model, SBM-3	Gender equality and equal pay for work of equal value, Training and skills development, Measures against violence and harassment in the workplace, Child labor, Forced labor, Confidentiality	Reported on page 92+93 of the Annual Report, section Sustainability Statement
7	Significant impacts, risks and opportunities and their interaction with the strategy and business model, SBM-3	Security-related impacts, Right to education and culture, Freedom of expression	Reported on page 96+97 of the Annual Report, section Sustainability Statement
8	Impacts, risks, opportunities	Concerns related to illegal behavior or behavior that violates the code of conduct or internal rules, Business Conduct, Payment Practices, Payment Practices, Detection including training, prevention of corruption and bribery	Reported on page 104 of the Annual Report, section Sustainability Statement
9	Additional topics	Compliance with export/import control regulations, Security incident - data loss, GDPR data	Reported on page 108 of the Annual Report, section Sustainability Statement
10	Targets related to climate change mitigation and adaptation, ESRS E1-4	Natural gas consumption and electricity consumption/turnover	Reported on page 61 of the Annual Report, section Sustainability Statement
11	Energy consumption and energy mix, ESRS E1-5	Evolution of electricity and methane gas consumption	Reported on page 61 of the Annual Report, section Sustainability Statement
12	Gross GHG emissions of categories 1, 2, 3 and total GHG emissions, ESRS E1-6	Gross GHG emissions	Reported on pages 62,63 of the Annual Report, section Sustainability Statement
13	Air, water and soil pollution, ESRS E2-4	Evolution of organic compound emissions	Reported on page 67 of the Annual Report, section Sustainability Statement

14	Targets related to water and marine resources, ESRS E3-3	Evolution of water consumption/turnover	Reported on page 70 of the Annual Report, section Sustainability Statement
15	Water consumption, ESRS E3-4	Evolution of water consumption/turnover	Reported on page 71 of the Annual Report, section Sustainability Statement
16	Actions and resources related to resource use and the circular economy ESRS E5-4, ESRS E5-5	Waste evolution and recovery	Reported on page 74 of the Annual Report, section Sustainability Statement
17	Characteristics of own workforce ESRS S1-6; ESRS S1-7	Number of employees by gender	Reported on page 84,85 of the Annual Report, section Sustainability Statement
18	Collective negotiations and social dialogue, ESRS S1-8	Consultation with the trade union	Reported on page 85,86 of the Annual Report, section Sustainability Statement
19	Training and skills development indicators, ESRS S1-13	Analysis of personnel training	Reported on page 87,88 of the Annual Report, section Sustainability Statement
20	Health and safety indicators, ESRS S1-14	Analysis of occupational health and safety	Reported on page 88,89 of the Annual Report, section Sustainability Statement
21	Work-life balance indicators ESRS S1-15	Analysis of additional leave rights	Reported on page 89,90 of the Annual Report, section Sustainability Statement
22	Remuneration indicators (pay gap and total remuneration), ESRS S1-16	Analysis of work remuneration	Reported on page 90 of the Annual Report, section Sustainability Statement
23	Incidents, complaints and serious human rights issues and incidents, ESRS S1-17	Number of incidents, complaints and serious human rights issues and incidents	Reported on page 91 of the Annual Report, section Sustainability Statement

The procedures performed did not constitute an audit in accordance with the International Standards on Auditing, nor did they constitute an examination of the effectiveness of the company's internal control systems, or an examination of its compliance with laws, regulations or other matters. Accordingly, our performance of the procedures does not result in the expression of an opinion or any other form of assurance on the company's internal control systems or its compliance with laws, regulations or other matters.

Therefore, the assurance provided by our procedures should be considered in light of these limitations on the nature and extent of the procedures performed to obtain audit evidence.

A limited assurance engagement provides a low level of assurance, and is not a guarantee that an assurance engagement performed in accordance with the International Standards on Assurance Engagements (ISAE) will always detect a material misstatement when it exists.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion of limited assurance as expressed.

### ***Other aspects***

This independent report is addressed exclusively to the shareholders of the Company as a whole. Our audit was conducted so that we could report to the Company's shareholders those aspects that we are required to report in a financial audit report, and not for any other purpose.

To the extent permitted by law, we do not accept and assume responsibility except to the Company and its shareholders, as a whole, for our audit, for this report or the conclusion expressed.

Bacău, 17.03.2025

On behalf of AUDITEVAL CONSULTING SRL

Registered with the Public Supervisory Authority for Statutory Audit Activity (ASPAAS) in the electronic Public Register of Financial Auditors and Audit Firms under number FA865

through

Audit partner: financial auditor Maricel Dascalu

Autoritatea pentru Supravegherea Publică a  
Activității de Audit Statutar (ASPAAS)  
Firma de Audit: Societatea  
AUDITEVAL CONSULTING S.R.L.  
Registrul Public Electronic: FA865

Registered with the Public Supervisory Authority for Statutory Audit Activity (ASPAAS) in the electronic Public Register of Financial Auditors and Audit Firms under number AF2229

Autoritatea pentru Supravegherea Publică a  
Activității de Audit Statutar (ASPAAS)  
Auditor financiar:  
MARICEL DASCALU  
Registrul Public Electronic: AF2229