Powering Sustainability: Taking the Lead in the Recycling revolution.

Sustainability Report 2023

ROMBAT

Content

01.

STATEMENT OF THE GENERAL DIRECTOR

Dear readers,

As the CEO of ROMBAT S.A., I invite you to read the company's sustainability report for 2023. In this report, we share the social and environmental performance achieved, as well as ROMBAT's commitment to carry out its activities responsibly.

This initiative represents the company's compliance with the reporting obligations established by Directive 2014/95/EU on the presentation of sustainability information, transposed into national legislation by MFP Order 1.938/2016 on amending and supplementing certain accounting regulations and MFP Order 3456/2018. For our company, the publication of this report means an opportunity to establish a communication channel with all stakeholders – shareholders, employees, customers, consumers, business partners, state institutions and members of local communities, but also an important step to prepare for the implementation of the provisions of the EU CSRD Directive, which we will only enter into at 2025 financial year. At the same time, we want to highlight the responsibility we assume towards stakeholders through our company's efforts to ensure a safe working environment for all our employees and suppliers, the constant concern for reducing the negative impact on the environment and increasing the added value generated by ROMBAT S.A. in the local and national economy.

In order to establish the content of this report, we carried out a research process aimed at identifying best practices in the field of sustainability in the lead-acid battery production sector at European level. This process was subsequently completed with the results of a consultation process of the most relevant stakeholders of ROMBAT S.A., in order to identify material sustainability aspects. The outcome of these efforts has highlighted the specific.

No independent audit of the information in this report has been carried out.

sustainability aspects of our activities, which influence stakeholder decisions and have a positive or negative impact on the economy, society and the environment.

According to the analysis process, health, safety and security at work is one of the most important aspects of sustainability, both from the perspective of stakeholders and the management team of the company. This aspect is followed by the circular economy of waste management in principal which contributes to the conservation of natural resources and protecting the environment that our business model has by using raw materials and recycled materials in the production process, but also by collecting and recycling the waste generated and its reuse. At the same time, the supply chain management aspect was of significant importance for all respondents.

In the spirit of our commitment to periodically publish information on our sustainability performance, ROMBAT S.A. has established for these material aspects a series of objectives, targets and key performance indicators within our first Sustainability Strategy for the period 2024-2030 that you will find integrated in this report. Our strategy performance will be revised annually.

Alin IOANEȘ, CEO **and Vice-President of the Rombat SA Board of Directors**

As Financial *Director*, I am proud to underline our firm commitment to sustainability and compliance with the European Union's environmental taxonomy. We constantly invest in innovative technologies and environmentally friendly processes for the production of lead-acid batteries, using recycled materials and promoting the circular economy. These efforts not only align us with EU regulations, but also ensure a minimal impact on the environment, thus helping to protect natural resources and reduce our carbon footprint. Through this commitment, we demonstrate that sustainability and financial performance can coexist.

MARIUS TIMIȘ
Financial *Director*

As Sales *and Marketing*Director, I am happy to highlight how sustainability is integrated into our business strategy. By using recycled materials in the production of lead-acid batteries and implementing responsible recycling practices, we offer our customers efficient and environmentally friendly energy solutions. These initiatives not only help us meet the requirements of the European Union's environmental taxonomy, but also strengthen our position in the market, demonstrating our commitment to protecting the planet.

CRISTIAN ZBINCA
Sales *and Marketing* Director

As Production *Director* our priority is to ensure a safe and healthy work environment for all our employees, while striving to protect the environment. We implement technologies and processes that reduce emissions of greenhouse gases and other pollutants, thereby helping to combat climate change. We are committed to reusing waste water in production processes, thus minimizing the consumption of natural resources and the impact on local ecosystems. These measures reflect our commitment to sustainability and social responsibility.

WILL VAN DER MERWE
Production *Director*

By using energy-efficient vehicles and rigorous planning of transport routes, we manage to reduce greenhouse gas emissions and fossil fuel consumption. We promote the use of recyclable packaging and the reduction of waste throughout the entire logistics process. Our commitment to sustainability doesn't stop there; we collaborate with our partners and suppliers to ensure green practices throughout the entire supply chain.

ANGELA LUȘCAN
Logistics *Director*

As Technical Director, I focus on innovating and streamlining our processes to reduce energy consumption and minimize waste. We implement advanced technological solutions that optimize production and reduce our ecological footprint. A crucial aspect of our strategy is the use of real-time monitoring and control systems, which allow us to identify and eliminate inefficiencies, thereby helping to reduce GHG emissions and other pollutants.

FLAVIA GRIGORE
Technical Director

02.

METHODOLOGY, DEFINITIONS AND PRINCIPLES

The 2023 Sustainability Report of ROMBAT S.A., a privately owned company operating in Romania, was prepared in accordance with the provisions of Directive 2014/95/EU, which refers to the presentation of sustainability and diversity information by certain large companies and groups, transposed into national legislation by MPF Order 1.938/2016 and 3456/2018 on amending and supplementing certain accounting regulations.

The report presents the impact and sustainability aspects related to the company's two production areas: the battery production unit based in Bistrița and Rebat, the used battery recycling unit based in Copșa Mică.

The responsibility for preparing the sustainability report lies with the Risk, Sustainability and Reporting Department, under the coordination of a manager dedicated to this activity, and its approval is the responsibility of the General Director.

ROMBAT S.A. has reported the information cited in this report for the period 01.01-31.12.2023 with reference to the GRI Standards, whose principles guided us throughout the process, supporting us to achieve a high level of content quality.
In preparing the report, ROMBAT benefited from the support of Sustainability Lens, an external sustainability consultant.

Publication date:
June 2024.

Reporting cycle:
Annual.

Assurance
The content of the report was not audited by a third party, but the verification of its existence was carried out by the EY financial auditor.

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Contact person for questions about the report:
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Risk, Sustainability and Reporting
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03.

ROMBAT S.A.

3.1. Company profile

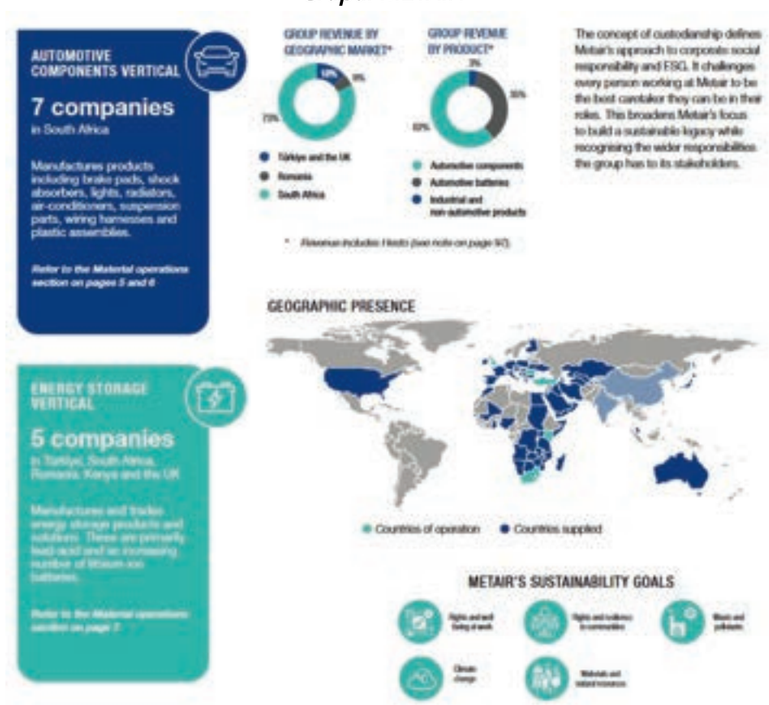
ROMBAT is the largest manufacturer of car batteries in Romania, a national leader since 1997. The position we have held for over 20 years is the result of our continuous investments, customer satisfaction and constant improvement of the working environment. We are proud of this recognition of the quality of our products and our commitment to the community and the environment, which makes us responsible for maintaining and improving it in the future.

ROMBAT has been an important member of the METAIR Group since 2012. With an extensive global presence, the METAIR Group is headquartered in South Africa and operates in several countries and regions, offering a wide range of products and services to its customers.

Metair is a company listed on the Johannesburg Stock Exchange. From its headquarters in Johannesburg, the the group manages an international portfolio of companies that manufacture, distribute and retail energy storage products and automotive components. Metair was established in 1948, becoming an automotive parts supplier for a single OEM in South Africa in 1964. As Metair has grown, the Group's strategy has evolved to meet the challenges of competition in the global automotive industry. Today, Metair is a truly international company with several OEM customers around the world, a wide range of aftermarket and non-automotive products with operations in five countries.

As an integrated part of the METAIR Group, ROMBAT is constantly working to innovate and bring high-quality solutions to the automotive industry, contributing to sustainable mobility and customer satisfaction.

Grupul METAIR



* More information is available in the 2023 METAIR Group Annual Report
https://www.metair.co.za/wp-content/uploads/2024/03/Metair-IAR_2023.pdf

Mission, vision and values

Rombat is more than a battery manufacturer, Rombat is an entity that, through its tradition and culture oriented towards the customer and people, manages to remain relevant in a competitive market but also to deliver performance and innovation in every partnership it has. In over 40 years of activity, we have managed to maintain our position as market leader, being one of the few Romanian companies that have passed the test of time and validating, year after year, the results and performance, by expanding into new markets.

Rombat's **vision** to create **A world with zero reliability problems** and **100% recycling** is an approach that involves innovation, sustainable production practices and commitment to the environment and society.

Rombat's **goal** of energizing a sustainable future leads us to develop new technologies and energy-efficient solutions, contributing to protecting the environment and meeting the needs of the present, without compromising the capacity of future generations.

Rombat's **mission** to deliver high-performance products and solutions with a firm commitment to the environment, thus strengthening our position as a trusted brand.

We are the only brand of integrated 360° mixers, made in Romania. This means that we go through the entire cycle of a battery's life: we produce all the components that go into the manufacturing process, we assemble them, we put the battery on the market, and at the end of the battery's life we recover it and recycle the component materials.
We produce and deliver car batteries so that, every year, millions of people around the globe can go safely to work, on vacation or shopping, which means that ROMBAT fuels the successful rides of every user, be it driver or passenger.

Our **values** come from our DNA, the DNA of our team, our customers, partners and suppliers. The solid partnerships we build are based on common beliefs and ideals, because behind every brand and every product are people.

Caring for people and the environment is found in all development plans, in all the actions we undertake. And for this, we are permanently open to development.
We continuously learn to perform and we take satisfaction and lessons from performance because we also know that the future belongs to those who value continuous learning for development.

With each step towards development, we are convinced that a company's reputation lies in fairness. We are proud that our products mean high standards and a fair quality/price ratio, essentially fairness within the team, in the relationship with partners and the business environment.

Also, high standards are only maintained when an organization and its members are solution-oriented. And we, Rombat, have an attitude of permanent openness to innovation, we seek and develop new solutions. Fairness is a prerequisite for reaching the top, being and remaining the leader.

The trust within the team is transferred to the trust we constantly receive from our partners, and this value is another premise for strengthening the leadership position.

ROMBAT owns three production units located in two counties in Romania:

- two in Bistrita-Nasaud county, Bistrita city: Battery factory with 3 capacities and Plastic Injection Factory;
- one in Sibiu county, Copșa Mică town: The plant for recycling waste batteries, REBAT.

ROMBAT also manages its **own distribution centers**, strategically located to optimize the service of our partners and customers:

- Centrul Rombat Craiova (Dolj county);
- Centrul Rombat Iași (Iași county).

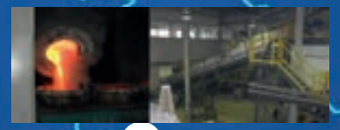
Bistrița

*The b*attery factory with 3 capacities and *the Plastic Injection Factory , located in Bistrița*




Copșa Mică

The Plant for recycling waste batteries, located in Copșa Mică, Sibiu County.



more than 700 employees in 2023

With a remarkable team involvement, ROMBAT managed to achieve satisfactory financial results in 2023 as well, built on a solid foundation, obtained in the context of prioritizing sustainability aspects, both at the level of the entire company and for each project.
In 2023, the company, with its 731 employees, achieved a direct economic value generated of 521,894,666 lei, and in 2022 of 515,479,521 lei. Of the economic value distributed in 2023 in the amount of 505,364,828 lei, 6.4% is represented by taxes and contributions to the state budget, in the amount of 32,327,440 lei.

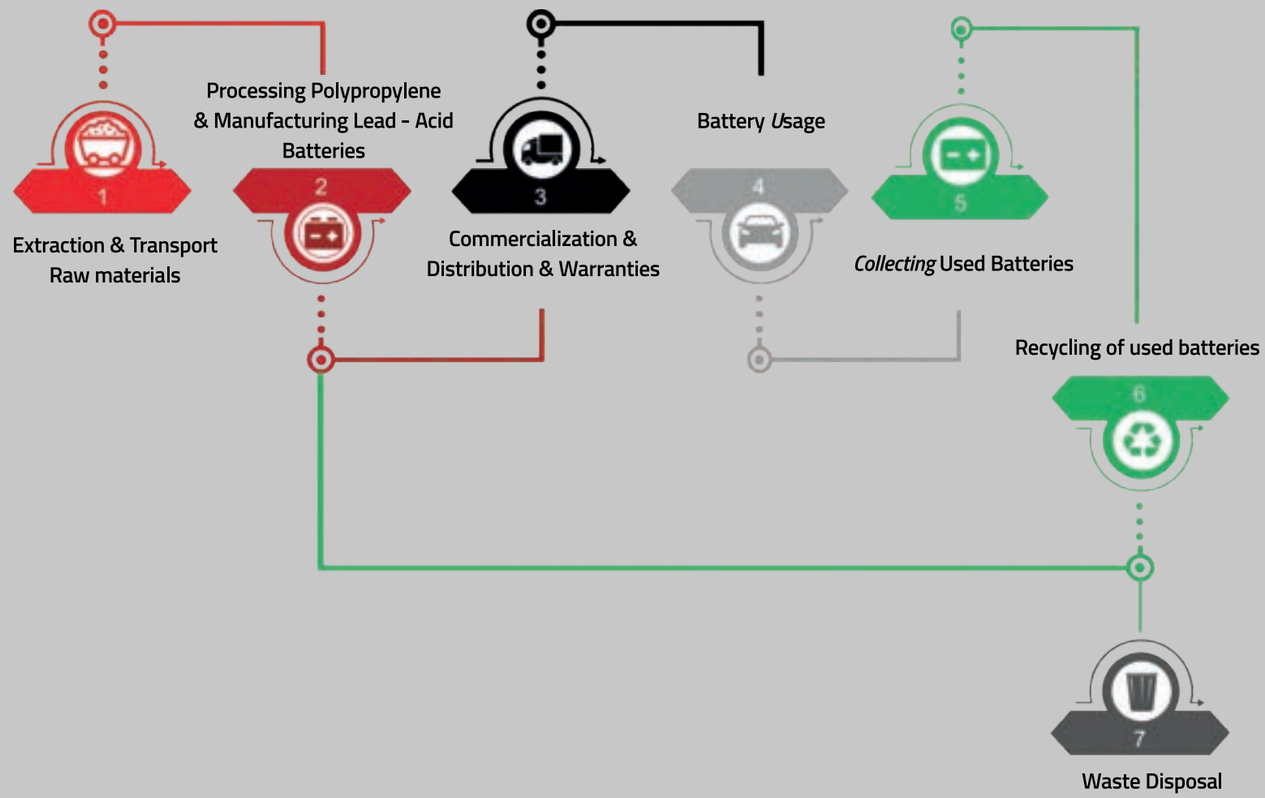
The company has established a development strategy for the future, which aims on the one hand to consolidate its position on the market, continuous development of its position on the local market, the expansion on new markets as well as the expansion of the product portfolio, all with a special attention to the environment, people and governance.

The achievement of these strategic objectives is transposed into the mandate contract of the General Manager, who monitors and periodically reports to the Board of Directors and shareholders on the progress made.

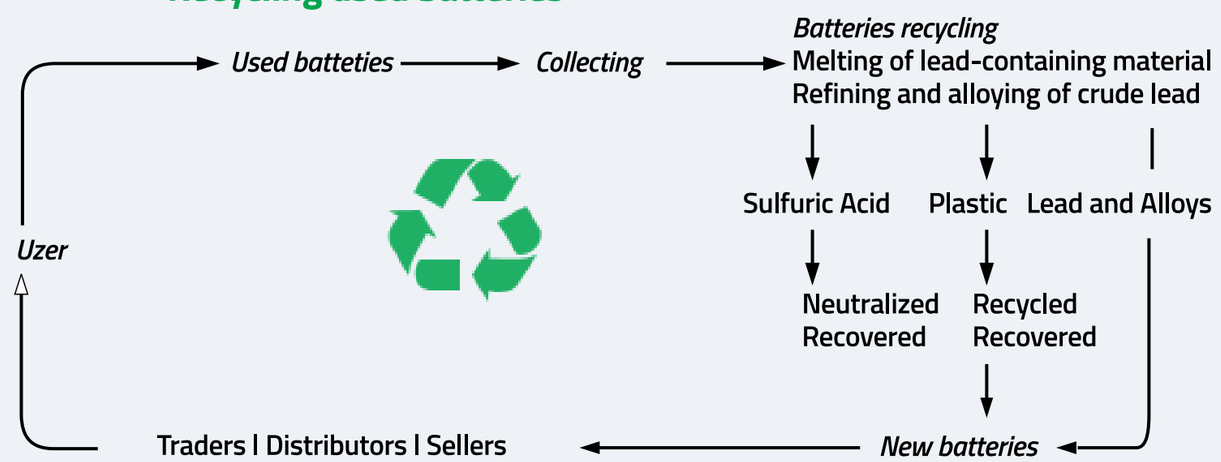
An important component of ROMBAT's investment plan is dedicated to maintaining the competitive advantage in an increasingly aggressive market. In this regard, our concern was directed both to achieving energy independence and by significantly optimizing the production flow, which led to better industrial performances.

Thus, ROMBAT has made two major investments that play an essential role in contributing to the cleaner environment, as part of the generalized effort of the green transition, but also of the significant reduction of energy dependence for the company, both with a long-term impact.

ROMBAT S.A. Value Chain



Recycling used batteries



The first investment is located in the Copșa Mică location a 1 MW photovoltaic park, which covers an area of 1.9 ha, of which about 0.5 ha represents the production hall and annexes, and the photovoltaic park covers an area of 1.1484 ha.
The second investment will be completed in Bistrita, where we have planned a new project for a 4.2 MW photovoltaic park, which will be commissioned during 2024.

Regarding the constant improvements brought to the level of production and the lead extraction yields, the ROMBAT team managed in 2023 to achieve a recycling rate of 94.88% of the lead used in our batteries, which represents a quality of the material used, lead, similar to that offered by the large European manufacturers.

Awards and distinctions received

Sustainable Supplier Excellence offered within the event *Sustainability in Business Forum & Awards* confirmation of our commitment to people and the protection of the environment.

Q1 Ford

The Q1 Ford status attests to the standard of excellence as an OEM supplier and places Rombat in the elite club of Ford suppliers, which is a direct recognition of the Rombat team's focus on the quality of its products and the promptness of deliveries. The certification also confirms that the working standards already implemented in our company are at the highest level, in accordance with the development strategy but also with the needs of the market in which we operate, domestically and internationally.
The certification is granted by the manufacturer Ford to suppliers who demonstrate excellence, beyond meeting the IATF 16949:2016 standard (the international standard for quality management systems in the automotive industry). The status is awarded following a complex audit process, which takes into account five important areas, including continuous superior performance and customer satisfaction.

TIER 1 SUPPLIER EXCELENCE AWARD

We are honored to receive the Tier 1 Supplier Excellence Award for Ford's Q1 certification of high quality standards.The award obtained at the "*Automotive Industry Forum & Awards for Excellence Gala*" proves once again ROMBAT's compliance with the strict criteria of product quality management and the environment that surrounds us.

At a glance

Direct economic value generated

2022	*515 479 521 (RON)*
2023	*521 894 666 (RON)*

Turnover

2022	512 608 094 (RON)
2023	504 497 645 (RON)

Gross profit

2022	4 797 860 (RON)
2023	8 281 974 (RON)

Equity

2022	179 651 495 (RON)
2023	225 844 643 (RON)

Number of employees (avg. number)

2022	*731 pers.*
2023	*731 pers.*

% of professionally assessed employees

2022	*100%*
2023	*100%*

Fatalities as a result of work-related injury

2022	0
2023	0

Total electricity consumption

2022	*34 196 142 Kwh*
2023	***33 845 961*** *Kwh*

Used batteries recycled

2022	*19 538.1 tone*
2023	*21 499.5 tone*

Scope 1 GHG emissions

2022	*10.44 tC O2*
2023	*10.40 tC O2*

Scope 2 GHG emissions

2022	10 639 *tCO2*
2023	20.59 *tCO2e*

Total recycled waste water

2022	*67 746 mc*
2023	*75 056 mc*

1980
Acumultorul Bistrita
section within CICCM
state company

1991
Rombat
joint stock company
state property

1996
The company becomes
a fully privatized
company

1997
Company
becomes a market
leader

2000
Company
becomes certified
ISO 14001

2002
Company
becomes certified
ISO/TS 16949

2004
Company
becomes certified
ISO 18001

2008
The company becomes
CTA provider
Peugeot-Citroen

2009
Compania
dezvolta bateriile
AGM

2011
The company becomes
Renault Nissan
supplier

2012
Metaior Investments
becomes the new company's
owner

2013
Capacity development
VRLA EFB AGM
battery production

2015
Company
becomes an official supplier
Peugeot, Renault, Dacia

2017
The company becomes
Craiova Ford
supplier

2018
Company
becomes certified
IATF 16949

2019
Company
becomes certified
ISO 50001

2020
Company
celebrates
40 yearsi

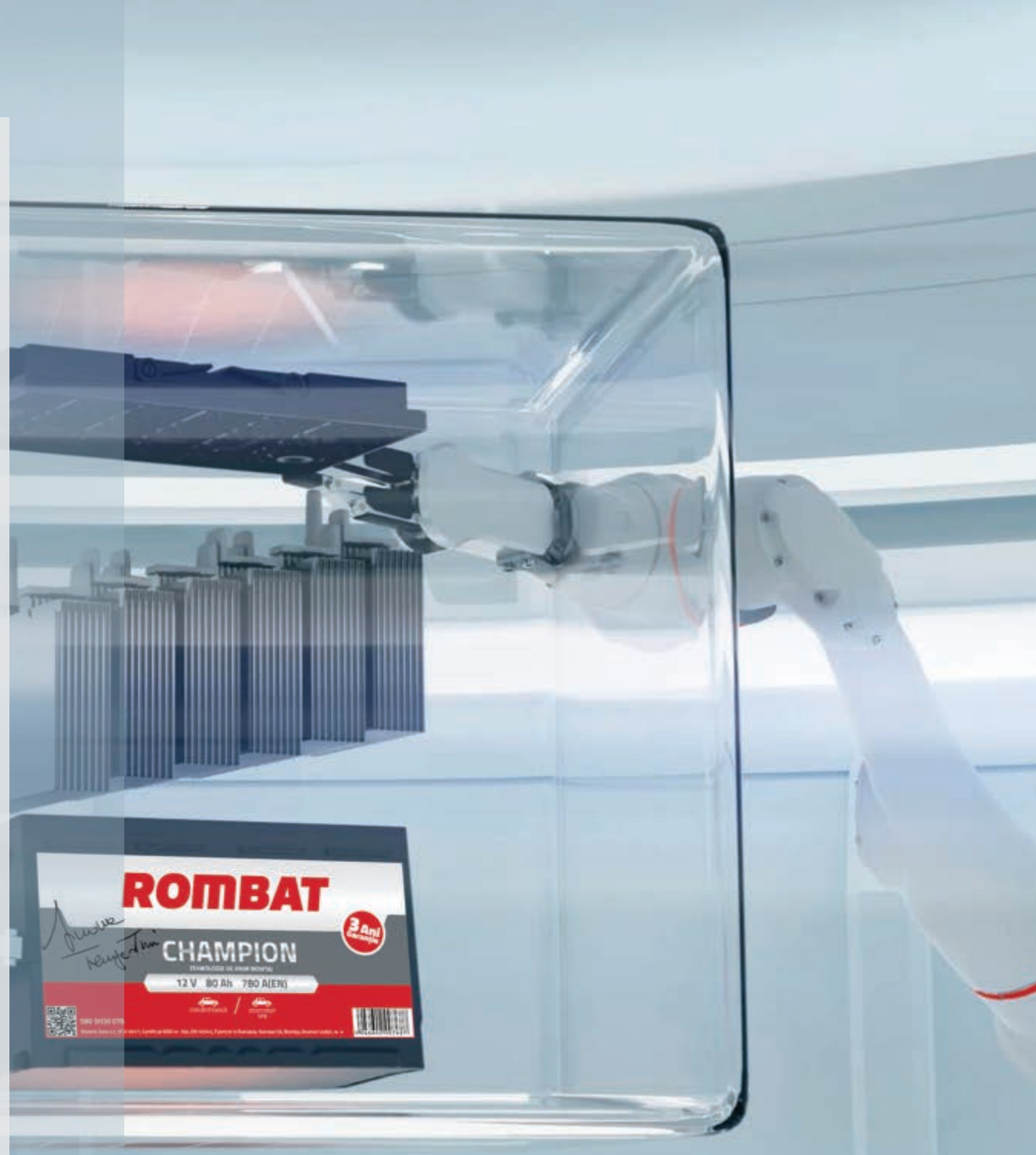
2021
The company becomes
Q1 Ford certificate
ISO 45001

2023
The photovoltaic park
from Copșa Mică

3.2. Products and customers

The quality of our products proven through the certifications and qualifications received from customers, certify our expertise and performance. These have made ROMBAT one of the most important representatives of Romania in the automotive industry at European levels.

In Romania, the distribution of batteries is carried out through a network of own centers, distributors or sub-distributors that ensure the flow of sales of ROMBAT products to customers in the most important points in the country. ROMBAT's own centers are located in Iasi and Craiova and serve both customers and distributors in this area, while ensuring the presence of quality products and adding the warranty service, thus creating a complete solution for Rombat customers.



Through the prism of distributors in the country, ROMBAT reaches over 3000 stores, products are listed on the Rombat website WWW.ROMBAT.RO.
We are also present in the most important auto parts search engine called TEC-DOC and our products are in the portfolio of most national distributors of auto parts and accessories.
Globally, ROMBAT has important partners and exports batteries to countries on 4 continents and to over 40 countries: Belgium, Bulgaria, Cyprus, France & Overseas Territories, Germany, Greece, Italy, North Macedonia, Poland, Great Britain, Moldova, Russia, Serbia, Spain, Turkey, Ukraine, Hungary, USA, Canada, Madagascar, South Africa, Algeria etc.

The ROMBAT battery portfolio represents a perpetual mobile of adaptability in technology on a competitive and challenging market in which it has been operating for more than 40 years.
Developed to meet OEM requirements, ROMBAT batteries equip an important part of the cars produced in Romania and in France, by DACIA, RENAULT and FORD.
The product portfolio of ROMBAT S.A. meets a wide range of requirements from our customers. Our products are structured into the following categories:

Cars

Conventional
Enhanced flooded EFB
Absorbent glass mat

Commercial vehicles

Conventional
Enhanced flooded EFB

Industrial

Conventional
*Traction / s*emi-trac*tion*
Stationary

Energy storage

Li-ion

The company launched a range of batteries for heavy commercial vehicles in 2014 and 2015. In 2023 Rombat launched the range of batteries specifically designed for extreme temperatures to support the company's expansion into the Middle East market.

Rombat batteries cover a wide range of cars in circulation, our products are compatible with over 99% of the types of internal combustion vehicles in circulation. We produce batteries for both classic and modern vehicles equipped with Start-Stop or Hybrid systems.

Premium

AGM VRLA *EFB* *CHAMPION* *PREMIER PLUS* *CHAMPION HD EFB* *ENDURANCE HD*

Medium

TORNADA

TORNADA ASIA

Clasic

CYCLON

TERRA

04.

GOVERNANCE AND ETHICS

4.1.Shareholding structure

ROMBAT S.A. is the Romanian legal entity, registered with the Trade Register under no. J06/340/1991, being initially a state-owned company. Before being established as a joint stock company, Rombat functioned as a section within the state-owned company CICM, bearing the name of Bistrita Accumulator. Therefore, the history of ROMBAT covers more than 40 years of activity.

ROMBAT is registered under the number RO-2009-09-B&A-0054 in the Register of Battery and Accumulator Manufacturers managed by the Ministry of Environment, Water and Forests through the National Agency for Environmental Protection starting with 01.09.2009.

As of 31.12.2023, Rombat is 99.43% owned by the shareholder Metair International Holding Cooperatief UA: https://www.metair.co.za/wp-content/uploads/2024/03/Metair-IAR_2023.pdf

Member of Metair Group

99.43% **Ownership by Metair International Holding Cooperatief UA**

9% **Contribution to the Group revenues**

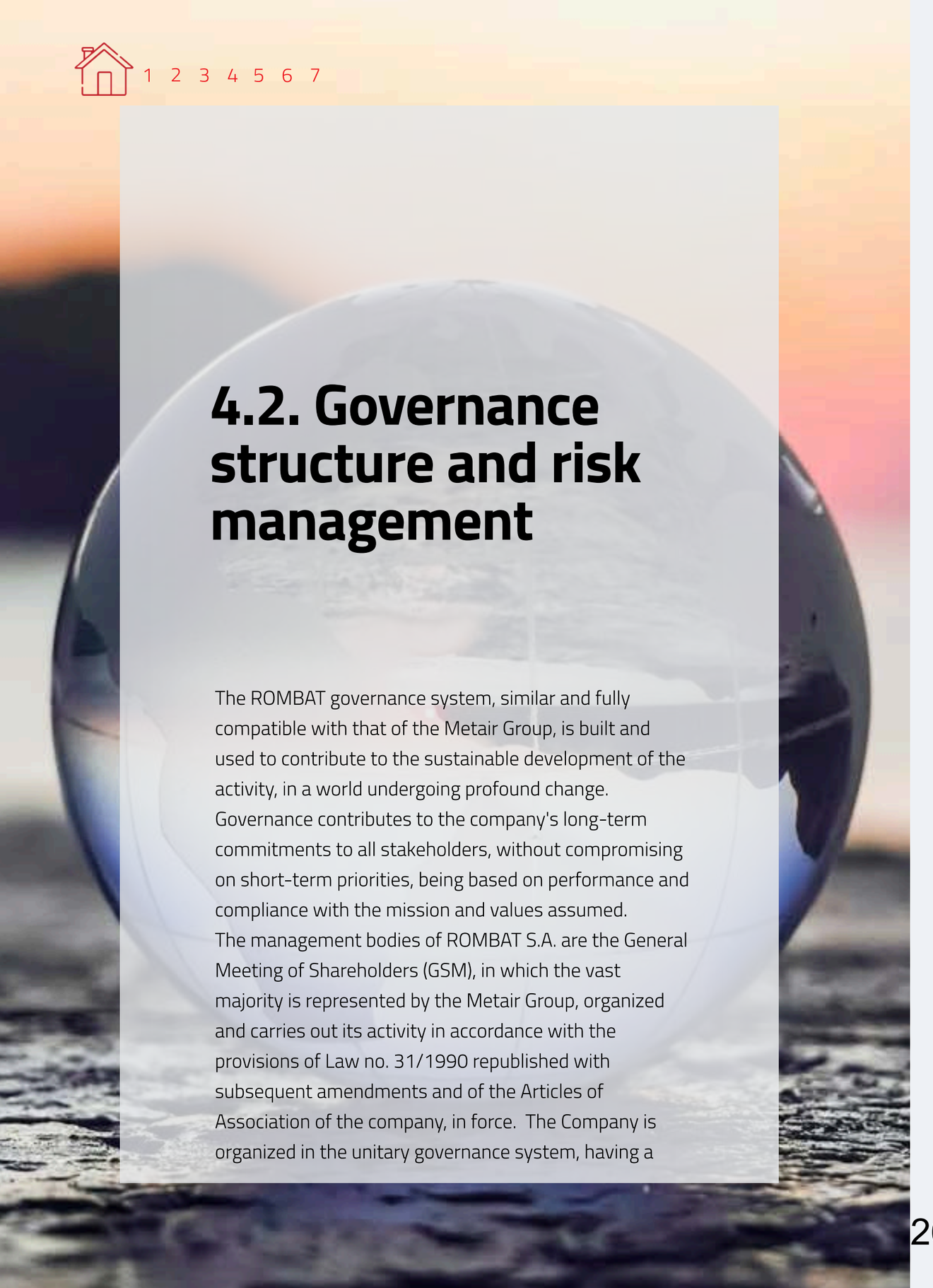
Sales 2023

32%

Local

68%

Export



4.2. Governance structure and risk management

The ROMBAT governance system, similar and fully compatible with that of the Metair Group, is built and used to contribute to the sustainable development of the activity, in a world undergoing profound change.
Governance contributes to the company's long-term commitments to all stakeholders, without compromising on short-term priorities, being based on performance and compliance with the mission and values assumed.
The management bodies of ROMBAT S.A. are the General Meeting of Shareholders (GSM), in which the vast majority is represented by the Metair Group, organized and carries out its activity in accordance with the provisions of Law no. 31/1990 republished with subsequent amendments and of the Articles of Association of the company, in force. The Company is organized in the unitary governance system, having a Board of Directors (BoD) appointed by the General Shareholders' Meeting, consisting of non-executive members and executive members, who act in close connection with the Group's structures, including within the specialized committees constituted at international level. The Board of Directors carries out its activity in accordance with the provisions of the Articles of Association of the company, in force, in accordance with the provisions of Law no. 31/1990. The mandate contracts of the members of the board and the exercise of the duties that reside from these contracts are subscribed to Law 31/1990.
The mission of the Board of Directors is to act with integrity, fairness, transparency and responsibility towards society. It has a key role in developing, approving and updating the company's purpose, and values, strategies, policies and objectives related to sustainability. The Board of Directors is responsible for approving the company's sustainability report. Through its decisions, the Board of Directors ensures the integration of sustainable development principles in all aspects of the organization's activity, thus demonstrating a firm commitment to creating long-term value and minimizing negative impact on the environment and society.

Selection of members BoD

For the selection of the members of the Board of Directors, a robust process is followed that takes into account, first of all, the principle of added value that the level of expertise and knowledge can bring to the specifics of the business. It is essential to cover the entire spectrum of essential activities in the technical, research and development/digitalization, financial, sustainable development spheres through specific skills and to succeed in integrating this knowledge into the company's operational context.

Another principle that we respect is that of diversity, being convinced that maintaining balance in the structure of the Board of Directors from the perspective of diversity (gender, nationality, race, etc.) is necessary to ensure a complementary perspective on a subject that comes to the attention of the board, thus leading to more knowledge in decision-making..

Depending on the current needs of our business, the resulting selection is subsequently forwarded to the Metair Group's Nomination and Remuneration Committee. The Committee evaluates the proposals submitted and supervises the appointment of executive and non-executive directors in the structures of the boards of directors of the subsidiaries, also ensuring the periodic evaluation of the performance of the boards and its members.

The executive management of the Company is ensured by the Executive Management, a team consisting of 6 members: the General Director, who also fulfills the role of Vice-President of the Board of Directors, the Economic Director who is also a member of the Board of Directors, the Director of Logistics who is also a member of the Board of Directors, the Technical Director, Sales & Marketing Director and Production Director.
The Executive Management is delegated by the Board of Directors with management attributions, including in the area of sustainability. It takes all necessary and useful measures in order to achieve the company's object of activity, except for those attributions that fall under the responsibility of the General Meeting of Shareholders or the Board of Directors, according to the Company's Articles of Incorporation.

In support of the sustainability management, a Risk, Sustainability and Reporting Department was established at the Company level, which centralizes information on economic, social and environmental issues, which are subsequently presented to the executive management and to the General Manager and the Board of Directors of the company.

Selection of members of the Executive Management
Our selection methodology takes into account the company's values and organizational culture, in order to identify exactly the type of executive team member who makes a difference for the business and at the same time fits the organization's values.
The selection of candidates begins with the creation of the profile of the ideal candidate. This profile is based on the business needs, objectives and aspirations, skills and experience required for the required role.

In selecting candidates, we take into account the experience and expertise they have in the specific field of activity (especially the technical expertise in the battery business where the position requires technical expertise), specific interview techniques and the leadership profile.

As candidates will have to deliver results in the future, we also look at how they relate to technological, digital, AI changes that will influence the area of responsibility; How they think the battery industry will evolve in the coming years, what opportunities they think are there for the company, what the future workforce looks like for candidates and last but not least what would their personal goals be for the next few years in the selected role.

Diversity is also in this selection process one of the aspects we take into account, just as we mentioned in the selection process of the members of the company's Board of Directors.

The resulting selection is then forwarded to the Metair Group's Nomination and Remuneration Committee. The Committee evaluates the proposals submitted and supervises the appointment of executive directors in the structure of the subsidiaries, also ensuring the periodic evaluation of the performance of its members.

After selecting the right candidate for the role we are looking for, we stay close to the onboarding process until the candidate is fully integrated.

Committees in support of the BoD

As a member of Metair Group, it benefits from additional support and coordination from the Group's governance structures, respectively several committees specialized in support of the Group's Board of Directors, in which the members of the Executive Management of ROMBAT actively contribute.
At the Group level, the **Social and Ethics Committee** is made up of members of the Board of Directors with responsibilities in the management of Social Responsibility and Ethics at the level of the entire Group. The Social and Ethics Committee is a statutory committee that ensures that each subsidiary operates in a responsible manner and conducts its business in an ethical and properly governed manner.
The Committee oversees and monitors ethics, quality, human capital, CIS initiatives and stakeholder relations. The Committee aims to ensure that the internal audit function assesses the company's ethical culture as well as the adequacy and effectiveness of the group's ethics program. ROMBAT reports quarterly to this committee information on sustainability issues.

The **Investment Committee** reviews investment opportunities presented by executive management. Once the opportunities are approved by the committee, they are submitted to the Board of Directors for final approval.
The Board aims to optimise the allocation of capital in a manner that creates and optimises value for stakeholders in a sustainable way.
The Committee shall assess the capital proposals required for operating capital, strategic capital and shareholder capital and shall include the review of general capital levels, individual capital projects, investment and divestment opportunities, as well as financing proposals, applying specific and detailed investment criteria. The Committee also focuses on post-investment review documents to track the performance of previously approved investments. The Committee does not assume management functions, which remain the responsibility of the Executive Directors and and other members of senior management. The investment committee is the one that approves major investment projects.

The Audit and Risk Committee has an independent role and is accountable to the Board of Directors and shareholders. The main objective of the committee is to assist the board in carrying out its responsibilities to oversee the financial reporting process, the internal control system, the audit process, the risk management process, the combined assurance and the group's process for monitoring compliance with laws, regulations and the code of conduct.
The Board shall also establish the policy for the provision of non-audit services. Non-audit services are reviewed and approved at each meeting of the Audit and Risk Committee.
The Committee does not assume management functions, which remain the responsibility of executive directors, officials and other members of senior management. The Audit and Risk Committee is the one that centralizes the risk reporting, both of the risk register and of emerging risks or risks with a Single Point of Failure.

The Remuneration and Nominations Committee includes reporting on the remuneration of executive and non-executive directors. The committee also oversees the appointment of executive and non-executive directors at the level of the Board of Directors. The Group adheres to all relevant remuneration governance codes that apply in the various jurisdictions in which the Group operates. The Remuneration Committee supports the development of a balanced and sustainable company in all its aspects.
The Committee approves and oversees the implementation of the Remuneration Policy that supports Metair's strategy and its value-added objective.
The Committee ensures that the group has transparent, competitive, fair and responsible remuneration, implements practices that promote the achievement of the group's strategy in the short, medium and long term. The Committee oversees and approves the remuneration of executive management.

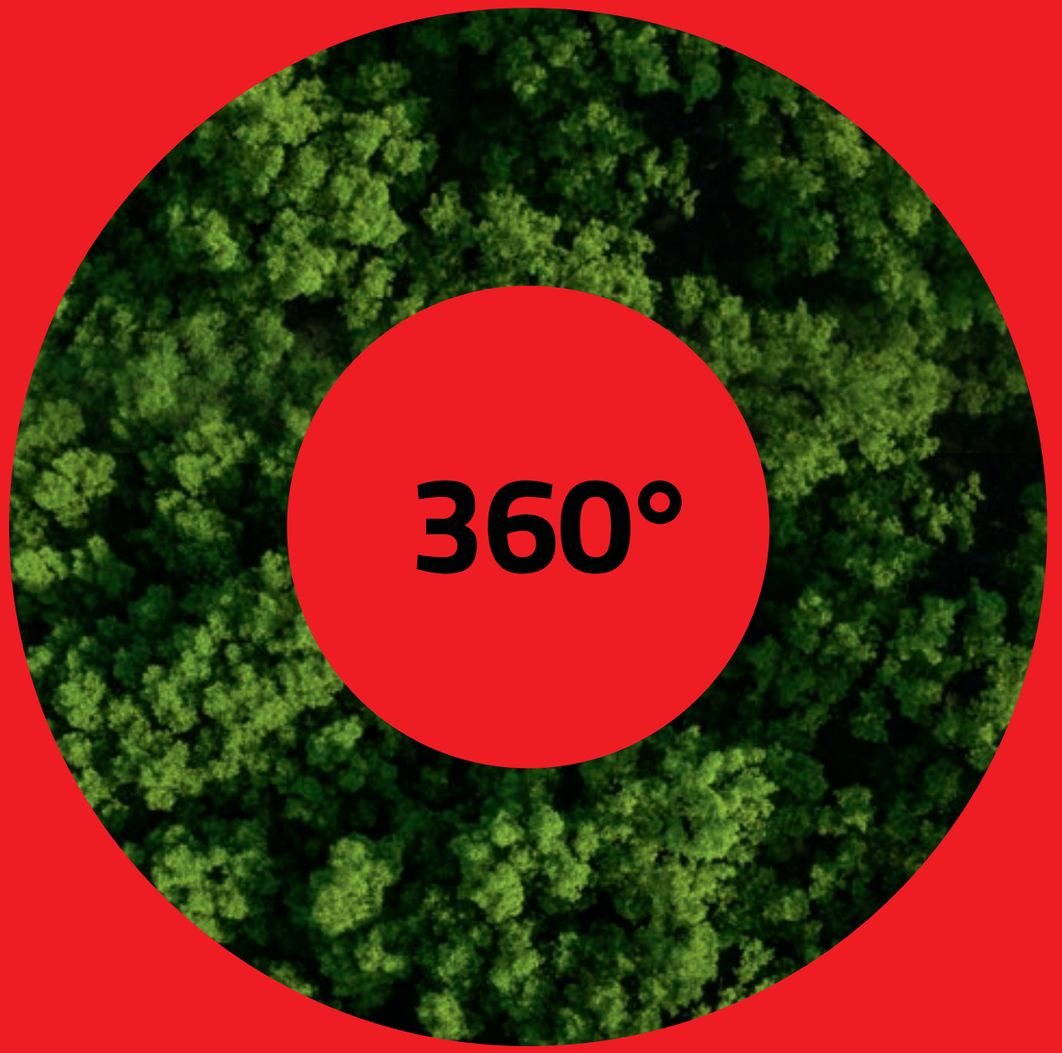
Integrated management system

The company is based on an Integrated Management System of quality, environment and occupational health and safety, through which it ensures the supply of products that meet customer requirements and expectations.

The company holds the following certifications that cover all activities carried out in both locations (Bistrita and Copsa Mică):
SR EN ISO 9001:2015 Quality Management System
SR EN ISO 14001:2015 Environment Management System
SR EN ISO 450001:2018 Management Systems for Occupational Health and Safety.
SR EN ISO 50001:2018 Energy Management System
In addition, the company also holds the IATF 16949:2016 Automotive Quality Management System Certificate, valid only for the production unit in Bistrita.

Rombat SA has adopted a firm policy regarding the integrated management system (quality, environmental protection, occupational health and safety, energy). Through its policy on the integrated management system, the company wants, in the context of the current competitive environment, to continue to maintain and strengthen its leading position on the Romanian market, with the increase in the amount of exported products.
The Integrated Management System aims to prevent the occurrence of risks as well as to identify measures that can contribute to avoiding or minimizing their occurrence.

Risk management
The premise behind risk management at our company level is the value we offer to our stakeholders. Based on the general approach established at the level of the Metair Group, ROMBAT ensures risk management, by including them in a structured and systematic process, incorporated into our day-to-day activities and key decision-making processes.
Effective risk management is also required due to the complexity of the sector of activity in which the company operates. Therefore, ROMBAT is committed to optimally managing risks.



IIn this way, we will achieve our vision, mission and comply with our core tasks and key objectives to protect our core values, effectively cope with the associated uncertainty and opportunities while enhancing our ability to create value. This is maximized by the objectives we set to find the optimal balance between growth and the related risks and the use of resources efficiently to meet them.

Effective risk management is imperative to the achievement of our strategy and depends on our ability to take calculated risks in a way that does not jeopardize the direct interests of our stakeholders, including our shareholders. Sound risk management allows us to anticipate and respond to changes in our environment, as well as to make informed decisions in conditions of uncertainty.

Efficient and proactive risk management allows us to identify and qualitatively measure the impact of risks and opportunities. In addition, it provides us with a platform to apply the appropriate mitigation measures and determine our appetite and tolerance levels. All key risks are managed within a unitary framework that is aligned with the group's corporate governance responsibilities.

At the level of ROMBAT, the responsibility for risk management lies with the executive team. In achieving its specific risk objectives, the Board of Directors is supported by the Risk, Sustainability and Reporting Department. This structure has several attributions: managing policies, adapting to the company's needs and following up on their proper implementation, continuous monitoring of management activities, following up on the action plans necessary to be implemented after conducting an audit, risk management, aligning the reporting structure with the group's requests, preparing non-financial and sustainability reports, as well as protecting personal data.

The risk management activity is coordinated by the Risk, Sustainability and Reporting Department with the support of a multidisciplinary team made up of representatives of all the structures in the company and is based on quarterly meetings or as needed, based on a well-established methodology and assumed intra-group.

Risk assessment processes focus both on the existing dynamics that prevail in the group or subsidiary, and on future changes to be included in the process.

The main categories of risks identified at the level of ROMBAT S.A. are:

1. Financial risks
2. Risks associated with the value chain (continuity of supply)
3. Technical risks
4. Environmental and Occupational Health and Safety Risks
5. Strategy risks

The company's risk analysis is carried out at least once a quarter, on which occasion the updated Risk Register is also sent to the Group and Metair Audit and Risk Committee. The same reporting format is also used at the departmental level to inventory and quantify operational risks.

For the year 2023, the company has not identified any principal risks arising from daily operations or business activities/relationships, which could have serious adverse effects on financial matters. The processes that contribute to the sustainability of the business are included in the risk analysis, especially in the categories of environmental and occupational health and safety risks, respectively risks associated with the value chain, and constantly evaluated. The risks identified in relation to the workforce or the impact on the environment can translate into interruptions of the daily / operational activity, aspects regarding compliance with legal requirements in specific segments or the financial performance of the company.

4.3. Anti-corruption and ethics

At the level of the company and the METAIR Group, the Policy on Conflicts, Donations and Sponsorships has been developed and implemented, which applies to all employees and directors, including members of the Board of Directors.

Through our Code of Ethics, approved by the Metair Group's Social and Ethics Committee, we aim to maintain a healthy corporate culture and implement fair business conduct with a high level of integrity, including in interactions with stakeholders. The Code is based on five fundamental principles that guide the activity of all our employees and members of the management team throughout the Metair Group, but also of all suppliers: compliance with the law, respect for others, fairness, sincerity and environmental protection. In support of the implementation of this Code of Ethics, there are also a series of policies established both at the Group level and at the Rombat level.

Code of conduct

The Code addresses conflict of interest by requiring employees and directors to avoid any situation that could create a conflict between their personal interests and those of the company. The Conflicts, Donations and Sponsorships Policy applies to all employees and directors and should be read in conjunction with the Code of Ethics, confidentiality agreements and the Managers' Declaration of Interests Policy where applicable. The company's relationship with employees and directors is based on the company's core values and the custodian principle. The Company is committed to safeguarding the interests of employees and directors and expects them to act in the best interests of the Company. The policy sets out the minimum standards and appropriate procedures to prevent bribery, corruption, conflicts of interest, donations, sponsorships, gifts and hospitality without being exhaustive.

In support of the implementation of this Code of Ethics, there are also a series of policies established both at the Group level and at the Rombat level. These are:

1. Conflict, Donations and Sponsorships Policy
2. Human Rights and Working Conditions Policy
3. Human Resources Compliance Policy
4. Policy on minerals coming from conflict areas
5. Antitrust, Prevention of Corruption & Bribery, Prevention of Forced Labor of Minors Policy
6. Whistle-blowing Policy
7. Personal data processing Policy
8. Policy on the duties of the data protection officer
9. Personal data retention Policy
10. Environmental Policy
11. Energy Management Policy
12. Major Accident Prevention Policy
13. Near Miss Policy
14. Trade policy
15. Occupational Health and Safety Policy on Blood Lead Level
16. Information Security Policy
17. CSR and sustainability policy

A conflict of interest exists in any situation where there may be doubts about the ability/ability of an employee or director to act with total objectivity regarding the company's decisions and interests. A conflict can be direct or indirect, in fact or in appearance, between the interests of an employee or director and those of the company. A conflict of interest applies to financial, economic and other interests in any opportunity that the company may benefit from, as well as the use of the company's properties, including information.

Conflict situations can take many different forms, which include, but are not limited to, the following examples of conflict of interest:

Activities outside the company	▪ The ability of employees and executives to use their position within the company to their personal advantage. ▪ Employees and executives who use company equipment, information, or means to support an outside business.
Financial interests	▪ Employees and executives who own shares in a competitor's company. ▪ Employees and executives who use connections obtained through the company for personal purposes. ▪ Supplier relationships (undermining objectivity through familiarity or financial gain)
Indirect interests (Relations) Gifts & Hospitality	▪ Employees and executives who engage in activities that will bring direct or indirect profit to a competitor ▪ Employees who act in ways that may compromise the legality of the company (e.g. bribery or bribery of others).

According to our policy, employees and directors are advised to refrain from allowing personal and/or financial interests and external activities to interfere with the fundamental interests of the company. Employees and executives are encouraged to proactively address and/or declare any potential conflicts of interest before any actual event occurs.
As soon as an employee becomes aware of a potential conflict of interest, he/she must declare the potential conflict of interest to the direct boss, HR manager, risk manager or general manager. The directors are obliged to declare any potential conflict of interest to the chairman of the Board and/or the secretary of the company. Employees and executives should step back from making decisions related to the conflict of interest in question.

The general manager and the company secretary will keep a register of all conflicts of interest. The register will contain details of how the problems were resolved. Metair requires that all conflicts of interest be recorded accurately, completely and in a timely manner in the records of the relevant subsidiary. All entries should also be submitted and recorded with all supporting documentation.

Our commitment to business integrity is enforced through the direct mechanism for reporting any practices that may violate the provisions of this code, being available to any employee or collaborator.
The procedures established for the management of these notifications are created to ensure, where it does not contravene the provisions of the law, the confidentiality of the person who made the notification. At the beginning of 2022, all directors and management within the group conducted a whistleblowing awareness course, in order to amplify and instill the principle and importance of whistleblowing, the process they should follow and to avoid victimization.
In addition to this channel, employees can report violations of the Code or any other action that contravenes the company's values either to the superior hierarchical boss or to the Human Resources manager.

Whistleblowing mechanism

Our commitment to business integrity is enforced through the direct mechanism for reporting any practices that may violate the provisions of this code, being available to any employee or collaborator. The whistleblowing mechanism - www.tip-offs.com / metair@tip-offs.com –

The whistleblowing line is available to the entire Metair Group, serving both internal and external stakeholders. This whistleblowing system is managed externally through the Deloitte & Touche line, which operates 24 hours a day, 365 days a year, to guarantee the investigation of each complaint and to ensure protected disclosure, removing the risk of victimization.

The European Commission (the "Commission") is currently investigating alleged anti-competitive behaviour (from a period prior to the current reporting period) related to lead-acid starter car batteries in the European Economic Area. Metair's Romanian subsidiary, Rombat S.A. ("Rombat"), has received a Statement of Objection ("SO") from the Commission, expressing concerns that battery manufacturers, including Rombat, may have breached EU antitrust rules by exchanging commercially sensitive information under Eurobat's premium system to determine the additional price element of car starter batteries sold to OEMs. Together with external legal advisors, Rombat has responsed to the Commission in April 2024. This was followed by oral hearing at the Commission later in June 2024. It is unclear when the Commission's final decision will be issued. In accordance with strict confidentiality obligations and legal privilege, Rombat cannot disclose any other information at this stage.

In 2023, no violations of the Code of Ethics or other facts and activities that would contravene the law and our values were reported. There have been no reported concerns or requests for advice regarding unethical or illegal behaviour and organisational integrity in any of our companies, there have been no incidents of corruption at Group level, there have been no employees dismissed or sanctioned for acts of corruption, and there have been no incidents of corruption leading to the termination or non-renewal of contracts with business partners.

Through our policies we establish the implementation of robust anti-corruption and bribery measures, also covering those functions that may be more exposed, in order to reduce risks and ensure the highest standards of integrity and compliance.
At the same time, at the level of the Rombat company, the Policy on donations, conflicts, donations and sponsorships approved by the General Director and applicable to all employees and the management team also applies. It regulates the expected minimum standards and appropriate procedures to be applied to prevent bribery and corruption, conflicts of interest, donations and sponsorship, as well as gifts and hospitality at company level.

The policy encourages the immediate reporting of any situation that could be interpreted as a potential conflict of interest before any event takes place and provides for the observance of principles and procedures designed to avoid the occurrence of any situations of bribery, corruption or conflict of interest. Any gift of money or equivalent (stock or products) to or from a competing company, to or from any person or company who is in a business relationship with us or who is seeking to establish a business relationship with us is strictly prohibited. Moreover, our organization does not grant, directly or indirectly, any financial or in-kind contribution to any political party, regardless of the country in which it operates.

All donations and sponsorships made by our company are aligned with our activities and reflect our commitment to operating ethically and with integrity. They comply with the company's values and policies and will not be granted to companies with which ROMBAT is in legal or financial conflict or which binds the company to any party or political group. According to the policy established by GRUP, Rombat annually allocates 1% of the company's annual profit after tax for donations and charitable sponsorships. All donations and sponsorships must go through a review and approval process before being awarded.

In order to ensure employee awareness and effective communication of our policies and measures, we regularly conduct information sessions and ensure online accessibility of all documents relevant to the employee. They have access to an Info – Kiosk, a touchscreen device that allows access to all employees, including those in the production area, based on the access card, both to personal information and to other relevant and applicable documents of the company, such as: Code of Ethics, Human Rights Policy, Collective Labor Agreement (CCM), etc. At the same time, in 2023, actions were carried out to raise awareness of the Code of Ethics and the whisthleblowing mechanism for all new employees.
Awareness measures continued in 2024, through the dissemination of the Code of Ethics and the Policy on Donations, Conflicts, Donations and Sponsorships to all employees.

All new employees are also required to attend an induction course that covers a wide range of topics, while also providing a solid understanding of our fair business conduct policies, as well as how the company is structured and organised.

In order to strengthen relations with the local community and beyond, in 2022 ROMBAT decided to establish the Rombat Foundation, which will pursue involvement in community-oriented activities and actions, while also being a channel for third parties who share our values and want to get involved in the projects we are starting. Our beliefs are based on social responsibility, recognition of privilege, appreciation of community values, inspiration and modeling, and guide us in our endeavor.

The ***"ROMBAT"*** Foundation operates as a Romanian legal entity of private law without patrimonial purpose, respectively as a non-profit, non-governmental, apolitical organization, with legal personality, in accordance with the provisions of O.G. No. 26/2000 amended, with the provisions of the Civil Code.

The Board of Directors of the Foundation is composed of three members: Mr. Ioaneș Alin-Romulus – president, Mrs. Lușcan Angela – member and Mr. Timiș Marius-Constantin – member.

The headquarters of the Foundation is in the municipality of Bistrita, Drumul Cetății street no. 4, postal code 420129, county. Bistrita-Nasaud. The "ROMBAT" Foundation is established for humanitarian, charitable, philanthropic, educational, health, environmental and cultural purposes, consisting of initiating and implementing social, humanitarian, community and sustainable development programs.

In order to achieve the goal, the Foundation has set itself a series of objectives:

· to carry out and support, in particular, projects in the fields of: education/ education, health, environment, cultural, artistic, scientific - fundamental and applied research, humanitarian, sport, philanthropic, social inclusion, volunteering, social services;
· to contribute to the modernisation of healthcare services and to improving access to quality healthcare services for all categories of beneficiaries of these services, given that health is a priority;
· to provide financial support for various causes, especially medical;
· provide financial support for scientific research, development and innovation, in particular in the field of energy;
· to stimulate social involvement and volunteering;
· encourage education and ensure access to education;
· to support families and disadvantaged groups of people, by stimulating family integration, combating poverty and family abandonment;
· create equal opportunities for people with special needs;
· encourage cultural projects;
· to encourage sports activities, to promote and support them regardless of the level of competition;
· to provide help in case of calamities, natural disasters, etc.;
·support environmental education.

In order to achieve its objectives, the Foundation aims to carry out the following activities:

· developing and supporting its own programs and projects, implemented directly in the chosen communities;
· financing / supporting programs in partnership with educational institutions;
· collaboration with other foundations, as well as with similar associations and organizations registered in Romania and/or in other states, regarding the activities they carry out on the territory of Romania;
· engagement, in any form of activity, directly related to the promotion of the purpose and objectives of the Foundation;
· awarding scholarships to talented young people with outstanding results, for studies in the country and abroad.

4.4. Cybersecurity and personal data protection

Cybercrime is a growing threat globally, exposing ROMBAT and our systems to various risks impacting their integrity, availability and privacy. These threats can include attempts to gain unauthorized access to sensitive information, ransomware attacks, installation of destructive programs such as computer viruses, denial-of-service, and other digital security breaches.

A cybersecurity breach can have serious and varied consequences, including health, safety, and environmental (HSE) events, financial and reputational disruptions, operational disruptions, and exposure of private or confidential data to risks of unauthorized disclosure or use.

2023

Due to our management system and our consistency in improving its effectiveness, in 202*3* the company has not received any complaints from our customers/ suppliers/ employees nor do we have information about filing any complaints with the National Supervisory Authority for the Processing of Personal Data regarding non-compliance existing legal regulations and (voluntary) customer privacy protection standards. We have not identified any leaks, thefts or losses of our customer/ supplier data.

To counter these threats, ROMBAT ensures the implementation of robust cybersecurity measures, including security policies and procedures, such as: Information Security Policy, GDPR Policy, Disaster Recovery Policy, Back-up, Access and Data Privacy Policy, but also advanced technological solutions for protection against cyber threats, continuous education and training of personnel in the field of IT security and a well-defined incident management strategy. We also believe it is essential to work with our partners and closely follow developments in cybersecurity to remain proactive and resilient in the face of evolving cyber threats.
The policies and procedures implemented at company level ensure the achievement of the objectives set out in the IT Strategy, which was updated in 2023.

In 2024, the company aims to implement a specific certification for the automotive sector, TISAX, to increase the trust of the company's main customers active in this sector by ensuring compliance with certain information security standards within the company. At the same time, the company also plans to obtain ISO 27001 certification, which is an international standard for information security management, being recognized globally. This standard aims to implement, monitor and continuously improve an information security management system (ISMS).

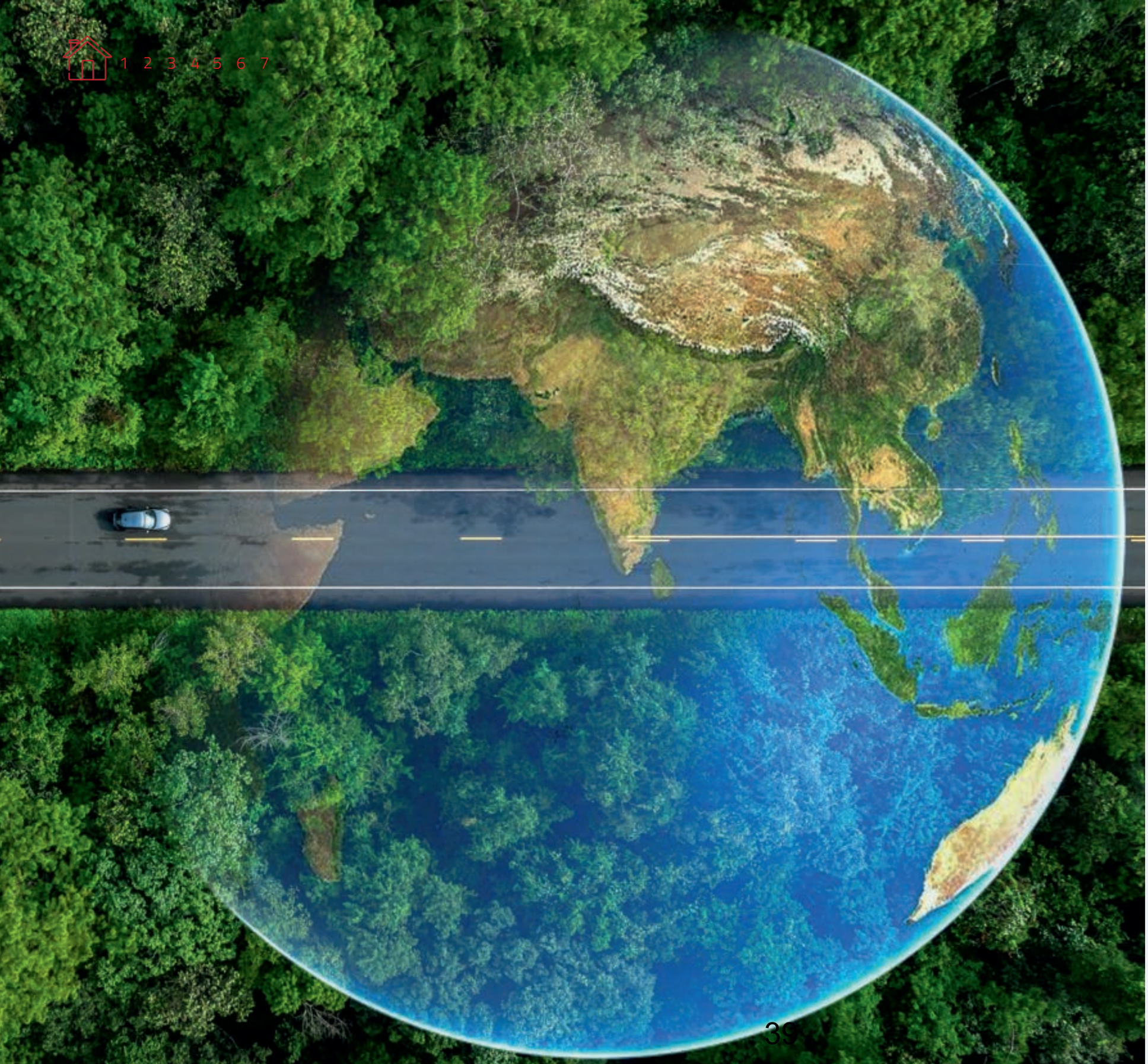
The main objectives of ISO 27001 certification include identifying and assessing information security risks, implementing appropriate security measures, managing and continuously monitoring the ISMS, and ensuring compliance and continuous improvement. ISO 27001 certification brings benefits to organizations, such as improving information security, increasing customer trust, complying with legal requirements, and improving operational efficiency.

The cybersecurity activity is ensured by the IT Department consisting of three people and under the coordination of the Economic Director. This department prepares quarterly reports on specific risks, the status of implemented or ongoing projects, as well as cybersecurity incidents. These reports are distributed both to the Chief Financial Officer and to the Metair Group, at the level of which there is an IT Committee that oversees these activities for the companies in the Group.

In order to monitor the implementation of IT policies and procedures, audit activities are carried out periodically. Thus, once every two years, an IT audit is carried out by the Group, the last one taking place in October 2023, and an annual IT audit is carried out by the IT service provider, which includes penetration tests and other relevant assessments.

Projects implemented in 2023 were aimed at simulations for the redundancy of critical systems in order to ensure a quick recovery in case of hardware or software failure, as well as simulations in the production environment to test the functionality of the equipment used. Also, online awareness campaigns and training sessions were organized for 123 employees, as well as specific investments in information security, according to the company's annual strategy.

As for compliance with the legislation in the field of personal data protection, GDPR, at the level of ROMBAT, the responsibility for this activity belongs to the Risk, Sustainability and Reporting Department. In this regard, Rombat has appointed a Personal Data Protection Officer who coordinates and monitors compliance with the implementation of the Personal Data Protection Policy.



05.

Sustainability Performance

5.1. Sustainability strategy

In 2024, the company completed the implementation of a sustainability strategy for the period 2024-2030 that contains specific objectives and targets on a series of sustainability aspects resulting from a materiality process implemented based on the GRI Standards. The material aspects were grouped into five pillars for which objectives and targets were set in order to improve the company's sustainability performance and prepare it for reporting according to the provisions of the CSRD Directive, under which it will enter starting with the 2025 financial year.
The ROMBAT Sustainability Strategy presents in detail our vision, as the only brand of lead-acid batteries manufactured in Romania that approaches and implements in an integrated way the concept of circular economy, our long-term objectives and the concrete actions we undertake for adopt sustainable practices in all our operations.

Our role in people's lives and in the economy is to provide reliable batteries with low carbon footprint as possible, but also to facilitate the decarbonization process of other sectors or industrial applications. Our batteries are made according to the highest technical standards to satisfy both the requirements of the Romanian market and those of more than 40 other countries on four continents. We believe that the success of implementing this strategy depends on collaboration with our employees, customers and suppliers, but also on the involvement and support of the community we strive to protect and develop.
Also, our commitment to long-term sustainable development reflects and significantly contributes to the achievement of the UN's Global Sustainable Development Goals.

Context
We are committed to identifying and minimizing the negative impact of our activities, taking into account the concerns and needs of future generations. The main raw material used in our production activity is lead, a non-renewable resource. Batteries contain a significant amount of lead, either as solid metal or as lead compounds, and an average battery can contain up to 10 kilograms of lead. In the metallurgical industry, lead production has a significant impact on the environment. Lead smelters release noxes into the environment, and the smelting and refining processes generate emissions of gases (CO2, SO2, NOx, etc.) and particulates, wastewater and solid waste. These pollutants can also have harmful effects on human health. Exposure to lead can arise from emissions from the production, use, disposal and recycling of lead and related products. At the same time, the activity of producing lead-acid batteries also requires a large amount of energy, including in the formation of the batteries, thus indirectly contributing to the increase in GHG emissions. Even if the technological process does not directly generate significant GHG emissions, the indirect emissions generated by electricity consumption, but also those in the upstream and downstream value chain, including the use of our batteries, represent the most important challenge for our sector.

That is why we are constantly concerned with identifying new technologies and innovating to reduce these negative effects and impacts, while paying special attention to the concept of the circular economy and proposing ambitious targets for the recycling of used batteries, the predominant use of materials raw materials recycled within our batteries, but also the minimization of waste produced and introduced into the external circuit.

World production of virgin lead is 6 million tons per year, and total operable reserves are estimated at 89 million tons. Proved resource volume is over 2 billion tons according to the U.S. Geological Survey (2014), and at current usage rates, it is estimated that lead reserves will be depleted in 42 years (Source: "How long will it take? New Scientist", Michael Reilly, 26 May 2007). Therefore, recycling lead becomes even more of a strategic area and can help reduce the carbon footprint of the sector. In addition, lead recycling can be part of wider efforts to achieve climate neutrality, but must be integrated into a holistic and sustainable approach to resource and waste management However, the main sources of exposure to lead are the recycling of used lead-acid batteries which generate emissions other than GHG when an inadequate recycling process takes place.

It is estimated that 86% of total global lead consumption goes to the production of lead-acid batteries, but they have an important role in contributing to the decarbonisation of other sectors. Thus, in addition to the use of lead-acid batteries for the purpose of powering car starting, lighting or ignition systems, they can also be used industrially or professionally or used on any type of electric vehicle. In addition, we believe that by using renewable electricity resources, implementing responsible supply chain management, minimizing and efficiently managing waste, and implementing a post-sale tracking system for lead-acid batteries throughout the supply chain, we can state that the production of lead-acid batteries can play an important role in achieving climate neutrality by 2050 according to the requirements of the European Green Deal.

We promote sustainable business development by prioritizing employee health and safety. We aim to provide a safe and fair working environment, respecting human rights, promoting equal opportunities and zero tolerance for discrimination. Our internal wellbeing program consists of activities aimed at the physical, mental, financial, emotional health of employees and the creation of a pleasant, relaxing work environment in which they feel fulfilled. Our values such as innovation, equity and trust, continuous development and care for people and the environment guide us in all the actions we take in the local community and beyond. Also, through the social responsibility initiatives started at the company level, but also through the involvement of employees in voluntary actions, the creation and maintenance of partnerships with universities with a technical profile, we develop an organizational culture oriented towards growth and encourage access to high-quality human resources quality to meet our strategic objectives. We are committed to providing continuous professional development opportunities to our employees through access to information on cutting-edge technologies, knowledge transfer and constant improvement of industry-specific skills.

Sustainability Pillars

1. Promoting a sustainable and green future

It represents the commitment to protecting the environment and promoting a sustainable business style for future generations. This pillar is not only about reducing the negative impact on the environment, but also aims to create a balance between current needs and available resources to ensure the long-term prosperity and well-being of the society and community in which ROMBAT operates

By adopting a responsible approach to the management of natural resources, promoting the use of renewable energy and reducing carbon emissions and atmospheric pollutants, reducing water consumption, improving the efficiency of recycling and material recovery, within this pillar of the sustainability strategy, ROMBAT aims to create a sustainable framework for economic and social development. This involves adopting innovative practices and technologies to achieve net-zero in own operations by 2050, educating and raising community awareness of the importance of environmental protection, preventing emergencies and promoting collaboration between the public and private sectors to find sustainable solutions to current and future challenges.

By implementing this pillar, we assume the responsibility to contribute to building a sustainable and better future for all of us, taking into account the needs and interests of all parties involved.

2.Health, safety and wellbeing

It represents a vital aspect of ROMBAT's sustainability strategy. This pillar underlines our commitment to promoting a safe and healthy work environment and an organizational culture that encourages and supports employee development and engagement in the transition to a greener and more sustainable economy. Through this pillar, we are committed to investing in the continuous professional development of our employees and implementing training programs that prepare and motivate them to adopt green practices and technologies in the production and distribution of lead-acid batteries. We want to cultivate an inclusive work environment where we promote diversity and respect for human rights and where employees are encouraged to share their ideas and actively contribute to the well-being of everyone at work. By mobilizing and involving our team in our way of doing business we aim to become leaders in the lead-acid battery manufacturing industry, not only through technological excellence, but also through our strong commitment to people, sustainability and corporate social responsibility.

3. Our commitment to a sustainable community

This pillar is a fundamental element of our sustainability strategy and reflects our mission to help create and maintain a balanced and prosperous community that thrives in harmony with the environment and the needs of future generations. The desire to contribute to a sustainable community is central to our vision and so we aim to develop and strengthen our ties with the local community, taking into account its concerns and needs in terms of protecting the environment and promoting a healthy and prosperous life for all citizens.

Through our active commitment to a sustainable community, we aim to initiate and support projects and initiatives that contribute to improving the quality of life and protecting natural resources. This includes corporate social responsibility actions, community consultation on our projects, investment in environmental conservation projects, supporting community education and health, and promoting a way of life that promotes people's well-being and a high level of positive energy on all levels.

Through our efforts, both of a financial nature, but also through the direct involvement of our employees through voluntary actions, we aim to be a reliable partner and an engine of progress for the local community and thus contribute to building a better and more sustainable future for all of us.

4. Innovative technologies, progress and digitalization

Through this pillar, we aim to be leaders in the lead-acid battery manufacturing industry not only through the quality of our products, but also through the use of advanced technologies and sustainable practices to contribute to the transition to a green future. One of ROMBAT's central concerns is to explore and adopt innovative technologies that lead to improving the efficiency and sustainability of its production processes, but also the adoption of new technologies in the field of lead-acid batteries, an element that can support the decarbonization of other sectors such as automotive, food, etc. This includes investing in research and development to develop more efficient and environmentally friendly batteries, as well as other innovative technologies and practices to help reduce our carbon footprint and conserve natural resources.

In addition, we are in the process of improving our processes and operations through the extensive adoption of digitalization and automation in all our activities, but also to strengthen the security and resilience of our systems and data in the face of cyber threats and attacks. This includes adopting solutions and implementing advanced IT systems to monitor and optimize operational efficiency, as well as using digital technologies for improved communication and collaboration between our teams and with our business partners.

Through this pillar, we aim to be leaders in the lead-acid battery manufacturing industry not only through the quality of our products, but also through the use of advanced technologies and sustainable practices to contribute to the transition to a green future.

5. Responsible and sustainable business practices

Through this pillar we highlight our strong commitment to ethical and responsible practices in all aspects of our business, as well as to the efficient and sustainable use of resources. We aim to adopt high standards of ethics and integrity in all our operations, complying with applicable laws and regulations and promoting transparent and fair relationships with all our business partners. This also includes our commitment to respecting human rights, protecting the environment and promoting an organizational culture that encourages diversity, inclusion and equity.

Through this pillar of our sustainability strategy, we aspire to become a model of excellence in responsible business practices, both in our own supply chain and in collaboration with our partners. We are committed to selecting partners who share the same ethical and environmental values, thereby helping to build a responsible and sustainable supply chain. By supporting the local economy and expanding collaboration with suppliers in our community, we not only strengthen our local ties, but also help reduce our carbon footprint by shortening our supply chain and reducing transport-related emissions.

We also aim to promote the use of recycled materials in battery production, thus reinforcing our commitment to environmental sustainability. We want to have a transparent and open relationship with all our customers, providing them with detailed information about our business practices and promoting the use of our sustainable products.

ROMBAT S.A. Sustainability Strategy
Supporting a green future vision with low carbon emissions.

1. Promoting a sustainable and green future

2. Health, safety and well-being at work

3. Our commitment to a sustainable community

4. Innovative technologies, progress and digitalization

5. **Responsible and sustainable business practices**

ROMBAT S.A. Sustainability Strategy
Supporting a green future vision with low carbon emissions

Strategy Pillar	Sustainability Topics	Objectives	SDG	Targets
1. Promoting a sustainable and green future	**Climate Change Adaptation & Mitigation (CCAM)**	Defining a roadmap for achieving net-zero in own operations until 2050.	7, 12, 13, 15	Drafting the climate transition plan to establish the Scope 1, 2, and 3 GHG emissions targets that the company needs to achieve by 2030 and 2050. *Reference year 2023*
		Increasing the company's resilience to climate risks.	12, 13	Carrying out an analysis regarding the identification of exposure and vulnerability to climate risks by 2025.
			12, 13	Realization of an investment plan (CAPEX) for adaptation to climate change. *Reference year 2024*
		Energy efficiency	7, 12	ISO 50001 energy certification *Reference year 2023*
			12, 13	Reduction of electricity consumption 2% / MWh from network, annually until 2030 (current consumption 2023 - 33 845 961 Kwh vs 34 196 142 Kwh 2022) *Reference year 2023*
	Water Management	Keeping water consumption as low as possible.	6	Maintaining fresh water consumption (from the municipality provider) in legal limits, but not higher than the value of the previous year, relative to the product unit: 33.5 m3/MWh Rombat and 0.29 m3/ton of lead obtained.
				Increase the consumption of recycled treated water by 2% *Reference year 2023*
		Maintaining the current percentage of wastewater reuse.	6	Maintaining an annual average percentage of at least 60% regarding the reuse of waste water.

ROMBAT S.A. Sustainability Strategy
Supporting a green future vision with low carbon emissions

Strategy Pillar	Sustainability Topics	Objectives	SDG	Targets
1. Promoting a sustainable and green future	**Materials & Natural Resources** **Waste Management**	Improving the efficiency of materials recycling and recovery (lead).	12	Maintaining the recycling efficiency of used batteries at a min. of 85% of the average weight of lead-acid batteries.
				The degree of recycling (recovery) of the active components (lead) to be at least 95% by the end of the year. *Reference year 2023*
		Raising the level of awareness regarding the importance of collecting and recycling used batteries.	12	Maintaining the amount of waste batteries collected to ensure raw material requirements of the recycling facility. *Reference year 2023*
	Polution & Emergency Preparedness	Raising the level of awareness regarding the importance of emergency prevention.	3, 13	Zero fires and accidental releases of lead oxide and sulfuric acid.
				Maintaining zero cases regarding the occurrence of emergency situations.
		Reduction of air pollutant emissions.	12, 15	Effective management of atmospheric pollutant emissions so that we fit the values within the legal limits. *Reference year 2023*
2. Health, safety and well-being at work	**Human Resources Management**	Continuous professional development and implementation of training programs.	4, 8	Maintaining a level of employee satisfaction at least at the level of the previous year.
				Support continuous training by organizing annual training and specialization programs according to employee feedback and changes in the needs of the organization. *Reference year 2024*
		Promoting diversity and inclusion.	5, 10	Implementation of a training program for diversity and inclusion awareness for all employees until the year 2026..

ROMBAT S.A. Sustainability Strategy
Supporting a green future vision with low carbon emissions

Strategy Pillar	Sustainability Topics	Objectives	SDG	Targets
2. Health, safety and well-being at work	**Human Resources Management**	Promoting diversity and inclusion.		Maintaining at least 2 women in management positions at executive level. Creating a diversity and inclusion policy. *Reference year 2024*
		Strengthening respect for human rights.		Zero incidents of human rights violations. *Reference year 2024*
	Health and Safety	Ensuring a safe and healthy work environment for all employees.		Integrated certified systems. Zero work accidents and work-related illnesses. Maintaining the LTIFR indicator ("Lost Time Injury Frequency Rates") below 1 each year. Zero new cases per year of blood lead above 30 g/dL through exposure to production activity. Reduction by 10% annually of the number of cases from those existing above 30 g/dL. *Reference year 2023*
3. Our commitment to a sustainable community	**Community Relations (CSR)**	Developing the relationship with the community through CSR projects and actions.		Allocation of a minimum 1% of the company's net profit from the previous financial year for projects dedicated to the community. Maximizing the company's positive impacts by running initiatives for the community through the ROMBAT Foundation. *Reference year 2024*
		Implementation of an efficient and transparent system for receiving and managing complaints from the community.		The existence of a mechanism for submitting complaints and a procedure for solving them. *Reference year 2024*

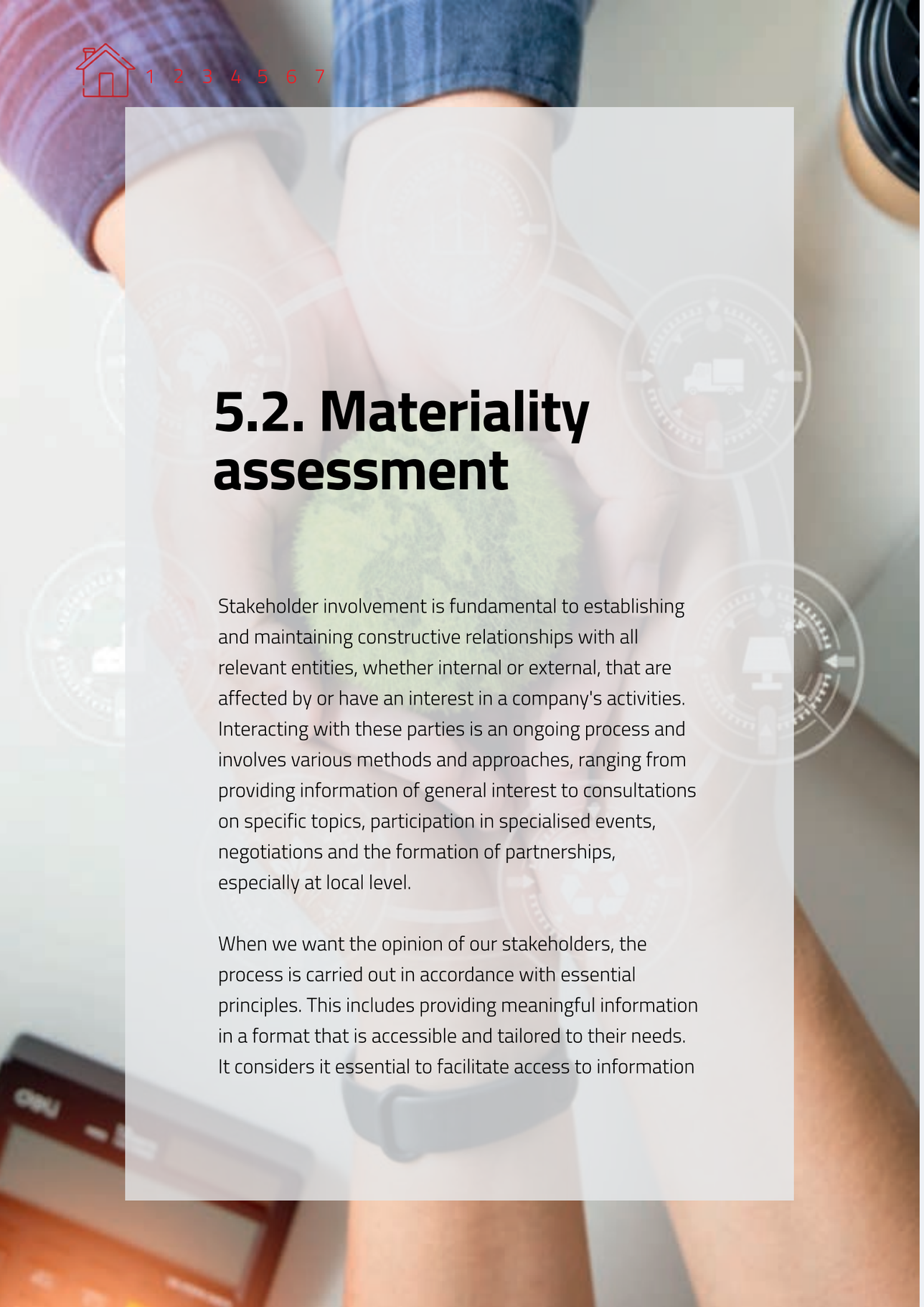
ROMBAT S.A. Sustainability Strategy
Supporting a green future vision with low carbon emissions

Strategy Pillar	Sustainability Topics	Objectives	SDG	Targets
4. Innovative technologies, progress and digitalization	**Research - Development (RD)**	Optimizing the efficiency and sustainability of the production process and adopting new technologies.		Development and patenting of new products compliant with sustainability standards. *Reference year 2024*
	Cybersecurity	Strengthening the security and resilience of company systems and data against cyber threats and attacks.		Zero incidents or major information security breaches. Implementation of annual measures for data protection. *Reference year 2024*
		Implementation of new initiatives, technologies and directions to comply with information security standards in line with requests customers.		Obtain at least 2 certifications to increase customer confidence in information security, by 2026. *Reference year 2024*
5. Responsible and sustainable business practices	**Supply Chain Management (SCM)**	Selection of new suppliers also using sustainability criteria.		100% new suppliers of raw materials selected also on sustainability criteria until the end of 2027. *Reference year 2024*
		Assessment of the social and environmental impact of existing suppliers.		Annual assessment of active suppliers of essential raw materials (5 raw materials/materials with the largest weight in the composition of the company's product), starting in 2025, regarding sustainability performance.

ROMBAT S.A. Sustainability Strategy
Supporting a green future vision with low carbon emissions

Strategy Pillar	Sustainability Topics	Objectives	SDG	Targets
5. Responsible and sustainable business practices	**Supply Chain Management (SCM)**	Assessment of the social and environmental impact of existing suppliers.		Completion of at least 1 audit mission/on-site performance assessment process of at least 1 active supplier of raw materials from the 5 raw materials/materials with the highest weight in the composition of the company's product, starting from 2026, at intervals of 2 years. *Reference year 2025*
		Implementing a traceability system for raw materials throughout the supply chain to ensure they comply with sustainability standards.		Traceability of the 5 raw materials/materials with the largest share of the company's product composition used in the supply chain for the year 2025. *Reference year 2024*
		Maintaining the number of active suppliers from Romania		Maintaining the number of active providers from Romania *Reference year 2024*
	Customer & Products	Promoting the use of recycled materials in battery production.		Increasing the percentage of batteries sold made from recycled plastic. *Reference year 2023*
		Optimizing customer relations and efficiency in managing them, including monitoring customer satisfaction.		Increase in customer satisfaction level annually compared to the previous year. Lowering the annual rate of return target by 5% from the previous year's target. *Reference year 2024*

ROMBAT S.A. Sustainability Strategy Supporting a green future vision with low carbon emissions				
Strategy Pillar	**Sustainability Topics**	**Objectives**	**SDG**	**Targets**
5. Responsible and sustainable business practices	**Customer & Products**	Implementation of a centralized system for managing complaints from customers and end users.		100% customer and end user complaints centralized and solved. *Reference year 2024*
	Responsible Practices	Anti-corruption and business ethics	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	Zero incidents related to corruption and unethical practices. *Reference year 2024*



5.2. Materiality assessment

Stakeholder involvement is fundamental to establishing and maintaining constructive relationships with all relevant entities, whether internal or external, that are affected by or have an interest in a company's activities. Interacting with these parties is an ongoing process and involves various methods and approaches, ranging from providing information of general interest to consultations on specific topics, participation in specialised events, negotiations and the formation of partnerships, especially at local level.

When we want the opinion of our stakeholders, the process is carried out in accordance with essential principles. This includes providing meaningful information in a format that is accessible and tailored to their needs. It considers it essential to facilitate access to information through culturally appropriate ways and locations, while respecting internal procedures and decision-making processes. We promote a genuine and two-way dialogue with all our employees and partners, giving stakeholders the opportunity to express their views and be heard, in a framework free of intimidation and corruption, with full transparency.

For the 2023 sustainability report, we conducted a consultation process in which we invited our most important parties to give us their opinion on the impact that our activities, products and business relationships have on them and their decisions. In order to identify which are the most important stakeholders, we have carried out an internal identification and prioritization activity with the participation of representatives from all departments of our company from both production sites. In this regard, we used two analysis criteria – the impact that our company can have on the activity of each category of stakeholders and the influence that each category of stakeholders can exert on our company.

In carrying out this activity, we relied on both the provisions and principles of the GRI Standards and the new ESRS Standards approved by the European Commission through Delegated Act 5303/2023.

Thus, we have taken into account the provisions of the ESRS Standards to divide our stakeholders into two main categories: affected stakeholders – i.e. individuals or groups whose interests are or could be affected – positively or negatively – by our activities and direct and indirect business relationships along our value chain, and – users of sustainability statements – i.e. primary users of financial reporting, including business partners, trade unions, civil society and non-governmental organisations, public administration, analysts and academics.

The materiality analysis process involved:

19

company's experts

134

questionnaires completed by different stakeholders

30

sustainability impacts

Materiality process

The materiality analysis process involved a number of 19 company experts who prioritized 36 identified impacts based on specific criteria, using dedicated evaluation grids. For actual negative impacts, their significance was determined based on their severity, while for potential negative impacts, significance was assessed taking into account both severity and likelihood. For positive impacts, significance was determined based on the magnitude and scope of the impact for actual impacts, and the magnitude, scope and likelihood of potential impacts.

In order to produce the sustainability report for 2023, we have taken into account both the legislative provisions imposed by EU Directive 95/2014 and the Order of the Ministry of Public Finance 3456/2018, as well as those included in the GRI Standards. Thus, these documents establish the need to identify the most significant sustainability aspects, i.e. the material ones, through a materiality analysis process. The purpose of this process is to understand which of the sustainability aspects are most important for our company, but also for our stakeholders. For this reason, the analysis process was carried out in several stages in which we tried to involve as many and diversified stakeholders as possible.

Through our activities, products and business relationships, we have both a positive and a negative impact on the environment and people. It is extremely important for us, in order to maintain the social license to operate, to understand all these impacts and manage them accordingly. So, in a first step, we understood what the main directions of our sector are in terms of the sustainability aspects managed and with the help of a team of internal experts and a consultant, we checked to what extent these aspects are also relevant to our activity. To be able to determine this, we have analysed the positive and negative impacts associated with each sustainability aspect and compiled a detailed list of them.
We have built our value chain and identified the main activities we carry out, which we have correlated with each impact included in the list. Due to the lack of availability of data at the level of each stage of the value chain, we were unable to make a full assessment of the impacts, but in the coming years we will expand this process, supported by a series of actions that we have included in the action plan related to the implementation of our sustainability strategy. We hope that in the future, we will be able to better understand the size of our direct and indirect impacts at all stages of our value chain.

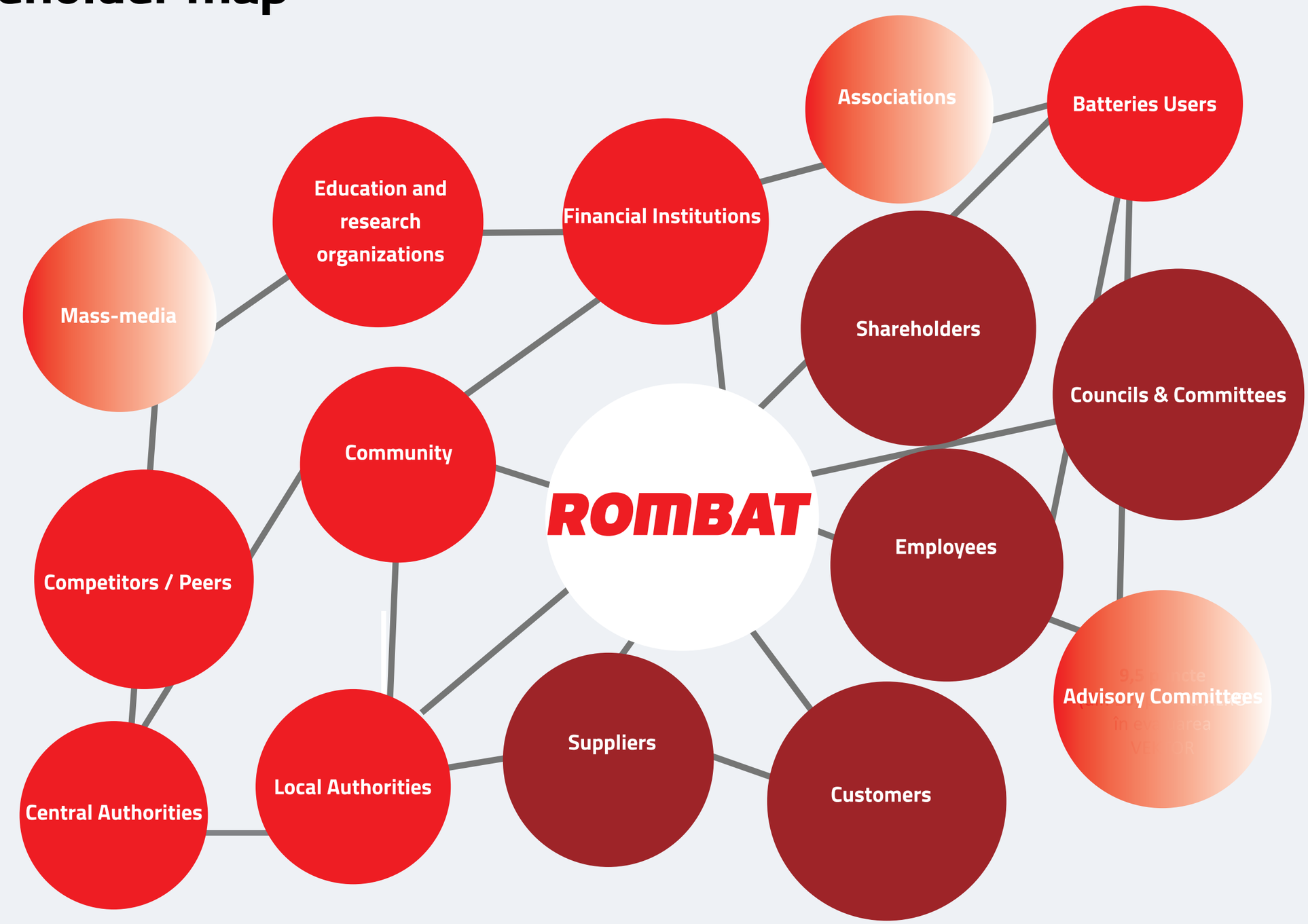
The materiality analysis process involved a number of 19 experts of the company who prioritized 36 impacts identified based on specific criteria, using dedicated grids for evaluation.

For current adverse impacts, their significance was determined according to their severity, while for potential adverse impacts, significance was assessed taking into account both severity and probability. In the case of positive impacts, significance has been determined by reference to the magnitude and scope of the impact for current impacts, and the magnitude, scope and likelihood for potential impacts.

To validate the results of the evaluation process, we carried out an extensive consultation process involving all categories of stakeholders. They were asked to assess both the importance of each impact and the level of performance they believe we have in managing each aspect of sustainability. The 134 responses received helped us calibrate the initial results and establish 30 material impacts, as well as the final list of sustainability issues.

At the same time, the process was also the basis for the implementation of the sustainability strategy that we developed at the beginning of this year and which is presented in detail in the specific section of this report. In the report, in the specific sections, we present how we manage each aspect of sustainability, the impacts identified and other relevant information.

Stakeholder map



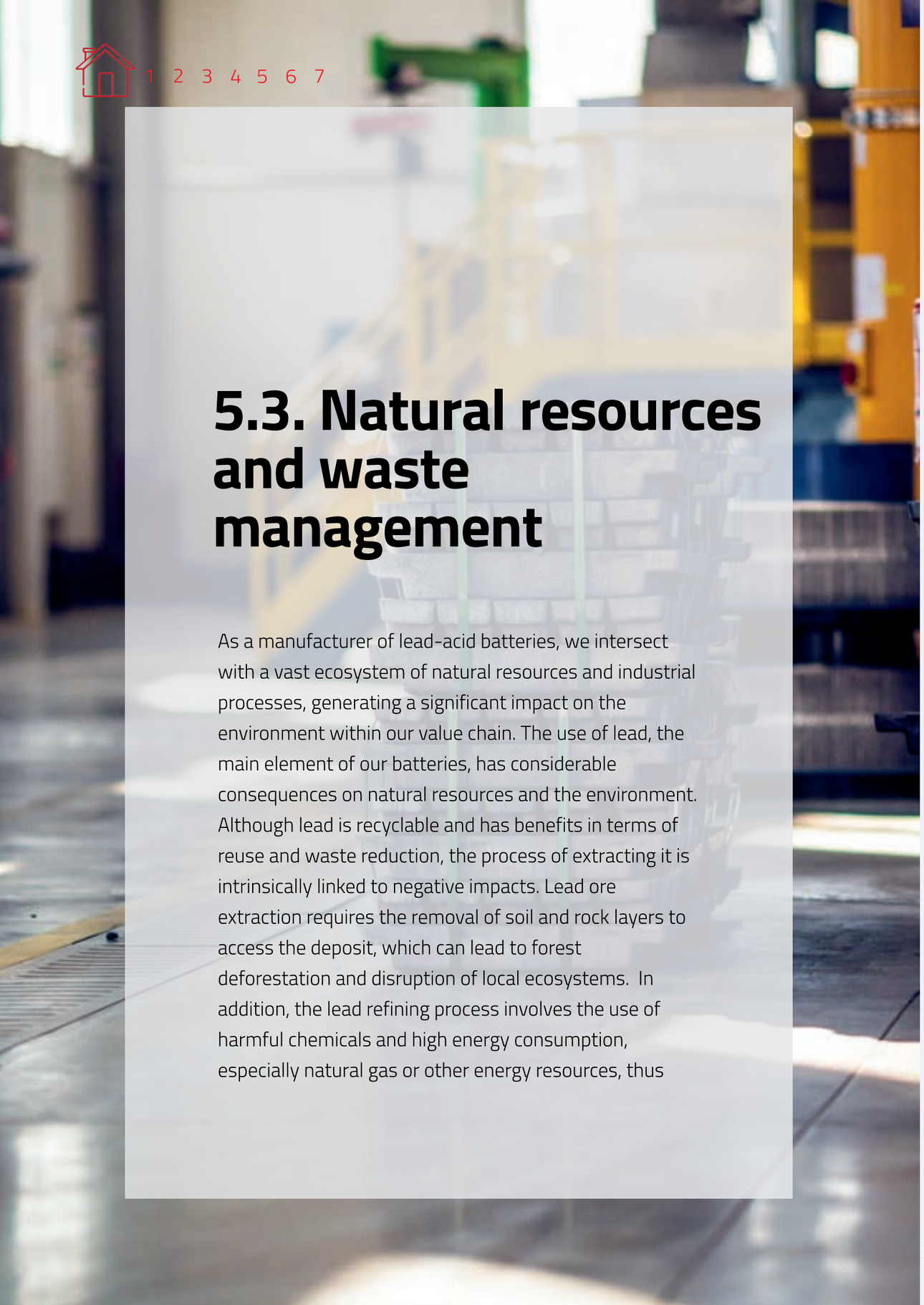
Topic	Impact on people and environment	Impact type
Natural Resources	(+) Contribution to the conservation of natural resources and environmental protection, through the use of raw materials and recycled materials, but also through the collection and recycling of the waste generated and its reuse.	Actual
	(-) Reduction of the availability of natural resources and environmental degradation.	Actual
Water Management	(+) Wastewater recycling	Actual
	(-) Wastewater generation	Actual
	(-) Negative impact on local water resources as a result of water use	Actual
Climate Change Mitigation & Adaptation	(-) Greenhouse gas (GHG) emissions from road and maritime transport and product use	Actual
	(-) Greenhouse gas (GHG) emissions from the production process	Actual
	(-) Increase in CO2 emissions caused by the consumption of energy from non-renewable sources.	Potential
	(+) Reducing CO2 emissions by producing or consuming green energy.	Actual
	(+) Contribution to the reduction of carbon emissions through the sale of batteries that are used by different electric/hybrid vehicles.	Actual

Topic	Impact on people and environment	Impact type
Waste management	(-) Generation of hazardous waste	Actual
	(-) Generation of non-hazardous waste	Actual
Air, water and soil pollution and Emergency preparedness	(-) Accidental leakage of toxic substances	Potential
	(-) Generation of emissions to air (air pollutants, other than GHGs)	Actual
	(-) Occurrence of accidents or emergencies that could have a negative impact on people and the environment	Potential
Human resource management	(+) Impact on employee well-being by providing a decent wage (higher than the minimum wage)	Actual
	(+) Promote career development by ensuring periodic professional evaluations and an adequate number of professional training programs for all employees.	Actual
	(+) Promoting equal opportunities and inclusion by granting similar benefits to all employees and workers within the company, including foreign ones.	Potential
Health & Safety	(-) Negative impacts on humans from exposure to hazardous substances	Actual
	(-) Negative impacts on humans due to accidents	Potential
	(-) Impact asupra sănătății și siguranței angajaților, prin dezvoltarea unor boli (-) Impact on the health and safety of employees, through the development of occupational diseases	Potential

Topic	Impact on people and environment	Impact type
Community relations	(+) Contribution to the general development and well-being of the community.	Actual
	(-) Noise and dust produced by the company's activities and those of transmission and distribution	Actual
	(-) Lack of adequate mechanisms for receiving and resolving complaints from the community	Actual
	(-) The use of violence by the security services that ensure the security and protection of the company's production areas	Potential
Research & Development	(+) Access to energy and contribution to climate change mitigation through the development of energy storage products	Actual
Supply Chain Management	(+) Contribution to the promotion and development of local suppliers in different regions	Actual
	(-) Contributes to the emergence of social problems, including violations of human and environmental rights in certain countries in the value chain prone to these practices	Potential
	(-) The use of conflict minerals (tin, tungsten, tantalum and gold) in the production process or in the manufacture of other materials used in the production process can contribute to human rights violations, environmental degradation, ethical concerns and regulatory risks, potentially harming both communities and the company's reputation.	Potential

Taking the lead in the recycling revolution

We are committed to minimizing the environmental impact of lead battery production by implementing comprehensive recycling, reuse, and recovery practices. By recycling used batteries, reusing functional components, and recovering valuable materials, we strive to conserve natural resources, reduce waste, and promote a sustainable future.



5.3. Natural resources and waste management

As a manufacturer of lead-acid batteries, we intersect with a vast ecosystem of natural resources and industrial processes, generating a significant impact on the environment within our value chain. The use of lead, the main element of our batteries, has considerable consequences on natural resources and the environment. Although lead is recyclable and has benefits in terms of reuse and waste reduction, the process of extracting it is intrinsically linked to negative impacts. Lead ore extraction requires the removal of soil and rock layers to access the deposit, which can lead to forest deforestation and disruption of local ecosystems. In addition, the lead refining process involves the use of harmful chemicals and high energy consumption, especially natural gas or other energy resources, thus contributing to greenhouse gas emissions and the consumption of non-renewable natural resources.
As for other natural resources, the battery manufacturing process often involves the use of other materials such as plastic to make cases, wood for packaging, or other metals as alloys. For example, lead ingots used in production may also contain other metals such as tin, which, depending on the extraction and processing process, can contribute to soil and groundwater degradation.

Regulation (EU) 2023/1542 of the European Parliament and of the Council, adopted on 12 July 2023, focuses on the regulation of batteries and waste batteries in the European Union. It sets common standards and requirements for the production, use and management of waste batteries, with the aim of promoting more efficient and sustainable battery management.

The main aspects of this regulation include:

- Design and manufacturing standards: The regulation sets detailed requirements for the design and manufacture of batteries, including standards on their energy efficiency and durability.
- Extended Producer Responsibility (EPR): Battery manufacturers are required to take extensive responsibility for their products, including the collection, recycling, and proper disposal of waste batteries.
- Recycling and waste management: The regulation sets ambitious targets for the recycling of waste batteries, with the aim of reducing its negative impact on the environment and promoting a circular economy.
- Information and awareness: Manufacturers are obliged to provide clear and accessible information to consumers on the correct management of batteries and waste batteries, thus promoting public awareness and involvement in this area.

According to this normative act, as a manufacturer of lead-acid batteries, we must issue certain targets regarding recycling and waste management: recycling 75% of the average weight of lead-acid batteries by the end of 2025, and by 2030 to be 80% and achieving a recycling rate of 90% by the end of 2027 of the active components (lead) in a battery and 95% by the end of 2031.
As a responsible manufacturer of lead-acid batteries we are aware of the impact of our business on the availability of natural resources, we are eager to minimize these negative impacts, we have reached and exceeded our recycling target set for 2030, having a recycling efficiency of 84.8% of the average weight of lead acid batteries as of 2023. At the same time, in 2023, the degree of recycling (recovery) of active components (lead) in a battery was 94.88%, already exceeding the target set for 2027 and being very close to meeting the target of 95% set for 2031.

As a manufacturer of batteries and accumulators, according to the specific normative acts, we prepare and submit to the National Agency for Environmental Protection, until February 28 of the year following the year in which the batteries and accumulators were placed on the market , a report containing information on the type, number and weight of batteries and accumulators placed on the market, as well as the type, number and weight of car batteries and accumulators collected and handed over for treatment and/or recycling. The collection of waste batteries and accumulators is carried out mainly individually with the help of authorized transporters.
In conclusion, the production of lead-acid batteries is a complex process that involves an understanding and management of the negative effects on the environment by promoting sustainable and responsible production that balances industrial needs with environmental preservation for future generations.

*Decision no. 1132/2008 on the regime of batteries and accumulators and waste batteries and Batteries amended by GD 1079/2011; GD 540/2016; L 203/2018; GD 478/2020.

We anticipated and exceeded our target by looking the degree of recycling established for the year 2030.

84.8%

degree of recycling efficiency achieved in 2023

94.88%

the degree of recycling (recovery) of the active components (lead) in a battery, already exceeding the target set for the year 2027 and being very close to meeting the 95% target set for the year 2031.

Within our operations, we generate both non-hazardous waste (paper, cardboard, plastic, waste boxes, etc.) and hazardous waste (lead slag, filter paste, used oil, and others). We are aware that the management of this hazardous waste can pose risks to the environment and public health, given exposure to harmful substances.

In this context, we strive to comply with strict and ever-changing regulations regarding waste management. We recognize that this management can bring complications and additional costs, but we are determined to take on these responsibilities. ROMBAT SA has concluded contracts with authorized economic agents to collect and recover or dispose of the waste generated, thus aiming to reduce the impact on the environment and people's health as little as possible. At the company level, there are a number of operational procedures within the integrated waste management system that explicitly describe all the steps necessary to be followed by all employees involved in this process, such as the selective waste collection procedure, the packaging and packaging waste management procedure

In the implementation of the requirements of this procedure, persons are appointed (the person responsible for waste records, the person responsible for waste records – technological waste landfill, the environmental manager) who monitor and report to the relevant authorities and to the management of ROMBAT and the METAIR Group all the indicators specific to this aspect.

For packaging management:
The procedure applies to the following types of packaging:

- packaging purchased for the purpose of ensuring the transport of new batteries on the domestic market or for export;
- packaging used for transporting used batteries;
- packaging that comes from raw material purchased domestically, intra-community or imported;
- PRS pallets (green pallets);

	ROMBAT		
The total amount or volume of recycled raw materials used to produce the company's products	**U.M.**	**2023**	**2022**
Secondary Pb purchased and internally recycled from production process	tons	13 739.88	12 237.86
Lead alloy	tons	11 428.88	9 937.11
Recycled polypropylene	tons	535.94	1 003.26

The following are considered packaging and are subject to this procedure:

- wooden pallets (of all types), slats, wooden crates;
- hârtie, cardboard;
- plastic wrap;
- Polystyrene;

The management of packaging waste and packaging is subordinated to the Logistics department (Internal Logistics).
We have advanced knowledge in the manufacture and management of lead-acid batteries, as well as associated waste recycling processes. We have a waste battery recycling line, Rebat, which gives us greater control over the entire waste management chain, but also the possibility of using a very large amount of lead and internally recycled plastic as recycled raw materials.

In light of the growing concerns related to the environment and responsible waste management, we are open to collaborating with other companies, local authorities or environmental organizations to develop innovative waste management solutions and to increase public awareness in this regard. marked, stored and properly managed in areas specially designed for this purpose and in accordance with legal requirements.

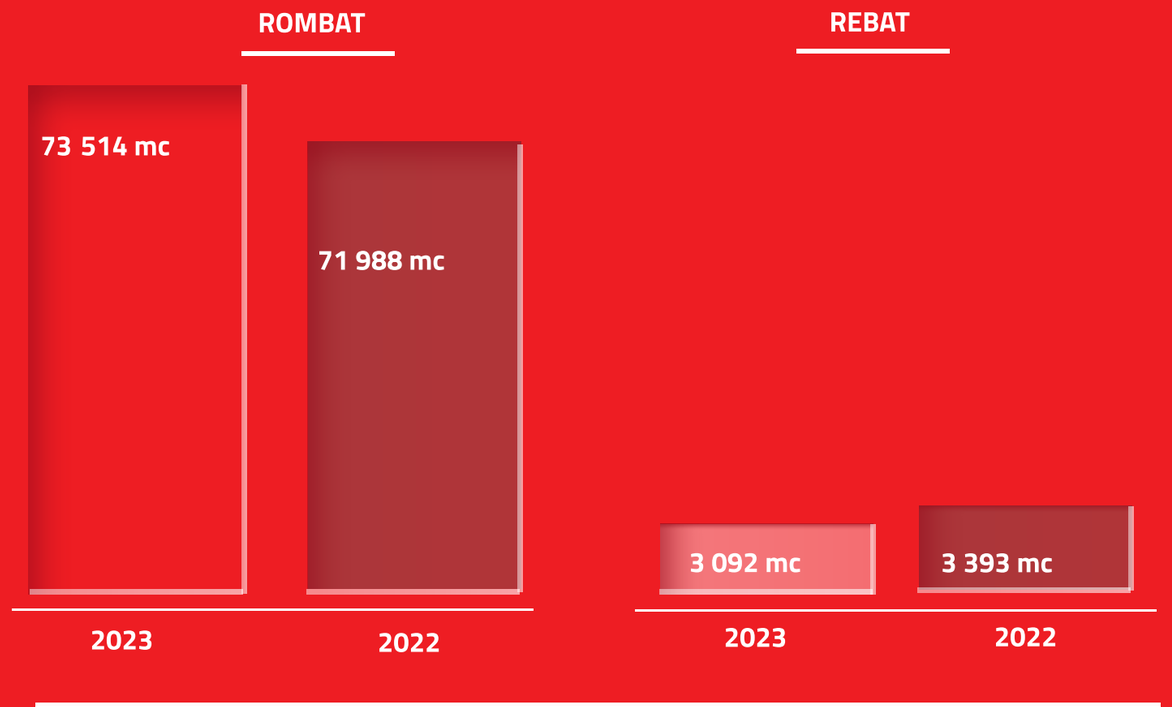
Finally, we are committed to ensuring that our waste management is consistent with the highest environmental standards and that we take responsibility for the impact on the environment and the communities in which we operate.

	ROMBAT		
301-1 The total quantity or volume of raw materials used to package the company's products	**U.M.**	**2023**	**2022**
wood pallets	tons	249.82	589.96
cardboard	tons	68.20	75.94
plastic wrap	tons	34.40	27.45
polystyrene	m3	168.71	247.08

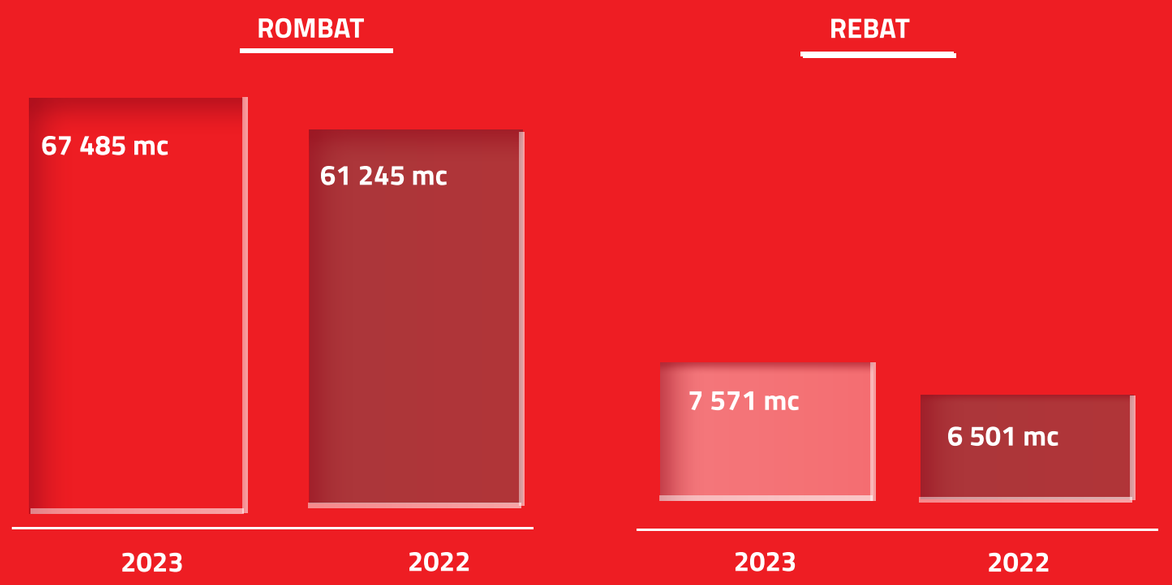
5.4. Water management

ROMBAT S.A. is constantly concerned with water consumption, ensuring through its integrated policy that it also covers environmental aspects in an efficient and responsible management of this resource. Considering the use of water in the company's main production activities, ROMBAT has a negative impact on the existing water availability locally also by generating technological (waste) water from production processes. Thus, apart from the administrative and office activities that involve the consumption and generation of domestic water, the company consumes water in all stages of the lead-acid battery production activity, in two of the stages of the polypropylene processing activity and in most of the stages related to the waste battery recycling activity. Wastewater is also generated in these activities, but most of this water is reused. The wastewater from the production unit in Bistrita is treated and discharged into the public sewerage system.

Water withdrawal



Recirculated wastewater



The wastewater, domestic water and part of the rainwater from Rebat are collected, treated and reused in a closed circuit, so that no wastewater is discharged from the site, the losses being only through evaporation. There are storage basins for surplus wastewater, which allow the company to achieve efficient water management.
According to Eurostat, the availability of water in Romania is around half of the EU average and very close to the threshold of water stress, with our country facing the worst drought ever recorded in 2022, interrupting the water supply in 220 localities. Based on the reports published by the county DSP on the total water consumption, compared to the annual consumption of the ROMBAT company, it does not represent a significant consumer at the level of the two counties where it carries out its production activity. However, by increasing the amount of wastewater reused, the company strives to minimize its impact on the availability of water resources, and in the event of a drought period with significant water scarcity, not to compete with the community for this resource.

According to the Water Management Authorization held for a period of five years by the ROMBAT company, the total water requirement (cubic meters/day) is established and also the quality indicators of the discharged water according to the legal provisions. The analysis of the water quality indicators is carried out at the control point within the wastewater treatment-pre-treatment section before each batch of water discharged into the municipal sewerage. Random analyzes are made for water quality indicators in the physical and chemical laboratory.

This authorization obliges the company to carry out annual monitoring with an external/neutral/authorized company . The current authorization will expire in 2024, and will be renewed for a new period of 5 years.

The relevant authorities carried out several controls in 2023 at the company's production units without identifying non-compliances.

		ROMBAT	REBAT	ROMBAT	REBAT
303-4 Wastewater discharged by destination	**U.M.**	**2023**	**2023**	**2022**	**2022**
Total wastewater discharged	mc	**44 990**	**192**	**40 830**	**184**
Of which in surface sources	mc	0	0	0	0
Of which in ground sources	mc	0	0	0	0
From which to third parties (municipality supplier)	mc	**44 990**	**192****	**40 830**	**184****
Total recirculated wastewater	mc	**67 485**	**7 571***	**61 245**	**6 501***

* represents industrial water that is reused in internal processes and for wetting Rebat surfaces. Currently, the amount lost through evaporation cannot be reported, but it is insignificant.
** wastewater is transported by cesspool emptiers.

The company's water source in both locations, in Bistrita and Copsa Mica, is the public water network. At Rebat, the production unit in Copșa Mică, the company also captures groundwater through its own borehole.
At the level of the company, each head of section has in the job description "resource management" and indicator per section . They draw up monthly reports that are sent to the Production Manager and annually produce the Environmental Report that also contains information on water consumption and wastewater quality that is submitted to the environmental authorities and other public institutions according to the legal obligation.

Also, water samples are taken monthly from the manhole located on the Rombat property by the operator SC AQUABIS for monthly monitoring of the quality indicators: pH, suspended solids, chemical oxygen consumption (CCOCr), extractable substances with organic solvents, ammonia nitrogen, total lead phosphorus and sulfates according to the Industrial Wastewater Discharge Agreement with it (Aquabis)
As for the wastewater generated, the emissions into the water that can be found according to the Authorization held by the company are lead and Pb2+ compounds, sulfates, ammonium and others.

In order to ensure the quality of the wastewater discharged and compliance with the limits of substances established by the authorization, the company carries out a water treatment before discharge into the sewer system (60% of the wastewater is reintroduced into the production circuit, 40% is treated and discharged). Rainwater is separated – water from the factory surface is captured and sent for treatment before being discharged, to avoid contamination with lead particles.
At Rebat, the technological waters come from the electrolyte treatment plant, the acidic waters from the sections. Before neutralization, the electrolyte and the washing waters are mechanically purified by a chamber press filter, in order to remove the mechanical impurities that would compress the quality of the gypsum resulting from the neutralization reaction with lime milk.
In 2023, the company implemented several projects that aimed, among other things, to streamline water consumption: relocation of equipment from the plastic injection section; elimination of losses from the recirculated water plant; use of treated water for the preparation of sodium hydroxide; implementation of an automatic monitoring system of the water replenishment system in the cooling system of the batteries.

		ROMBAT	REBAT	ROMBAT	REBAT
303-5 Water consumption	**U.M.**	**2023**	**2023**	**2022**	**2022**
Water consumption	mc	28 524	10 629	31 158	9 722

5.5. Climate change mitigation & adaptation

Our company is aware of the impact of generating GHG emissions both from the production process and from the entire supply chain. We recognise the need for a responsible and proactive approach to managing these emissions, given their impact on the environment and climate change. Emissions management is also part of our integrated system that we regularly evaluate and certify. ROMBAT holds an environmental permit that sets the limits and type of GHG emissions it can generate. ROMBAT periodically calculates through an external supplier and reports according to the GHG Protocol Standards scope 1, 2 and 3 GHG emissions, as an express requirement of the METAIR Group. The main GHG emissions we generate are Co_2.

Scope 2 GHG emissions are indirect emissions from the electricity purchased and used by the company mainly in the following activities:

Lead-acid battery production ,

Waste batteries recycling

Administrative and office activities

Scope 1 GHG emissions are generated by two of our core activities, namely Lead-Acid Battery Production and WasteBattery Recycling, and come from fuels burned by company-controlled stationary and mobile sources (SOx, NOx, CO), mobile emissions (diesel-CO2), process emissions (sulphur oxides SO2, SO3, lead dust and other dusts, (e.g. powders from the PPCo recovery process by grinding and regranulation).

Scope 2 GHG emissions are indirect emissions from electricity purchased and used by the company in the lead-acid battery production process and administrative and office activities. From the recycling of used batteries activity, we aim to minimize our Scope 2 GHG emissions, by covering as much as possible of the energy needs from the electricity produced by our own photovoltaic panels installed in Copsa Mică.

In order to minimize scope 2 GHG emissions, we contracted an electricity supplier that produces and sells over 90% of green energy, Hidroelectrica. We have also decided to invest in renewable energy sources, such as photovoltaic panel parks, to ensure that our activities are powered sustainably and responsibly. With 920 KW of installed power, 8 inverters of 115 KW and 1746 photovoltaic panels, through the first project completed in Romania with financing through the National Recovery and Resilience Plan (PNRR) and supported by the Ministry of Investments and European Projects, we have the capacity at the Copșa Mică unit to support our activity in an environmentally friendly way, while reducing the carbon footprint. Through this investment, we take the concept of circular economy to the next level at REBAT, where we will recycle exclusively with green energy.

In 2024, we will put into operation a new photovoltaic park in Bistrita that will allow us to increase the percentage of green energy we use in our production processes.

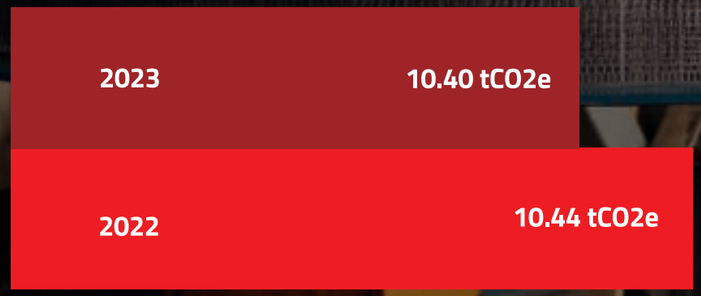
We are aware and grateful for the positive impact that European and national funding for energy efficiency projects and the reduction of greenhouse gas emissions can have on our activities.

We are committed to using these resources efficiently and responsibly to continue to improve our performance and contribute to global efforts to combat climate change.

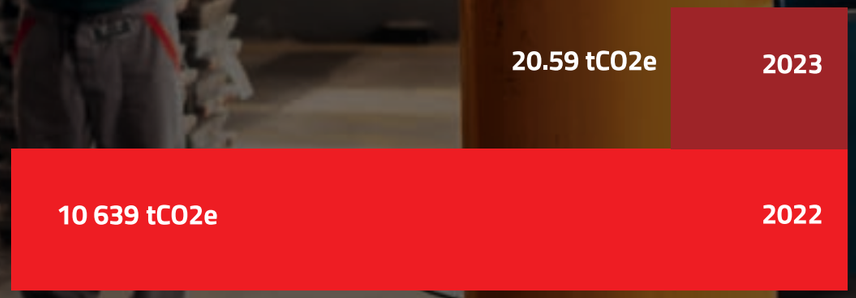
However, one of our main challenges regarding emissions management is ***Scope 3 GHGs*** that are generated in our value chain, both upstream and downstream. The external service provider calculates annually the carbon footprint for the METAIR Group, in which the Scope 1, 2 and 3 GHG emissions of ROMBAT are also included according to the Group request. The information is available in the METAIR Group's Integrated Annual Report.
We are aware of the generation of indirect emissions through the use of lead-acid batteries by end users. We take responsibility for managing and minimizing these emissions by adopting more efficient technologies and implementing sustainable manufacturing practices. In line with our commitment to sustainability and social responsibility, we strive to provide products and services that contribute to the reduction of greenhouse gas emissions. For example, the sale of AGM and EFB batteries for vehicles equipped with a start/stop system and lithium-ion energy storage batteries are initiatives in this direction. At the same time, we aim to work with partners in our value chain to identify and implement common solutions to reduce these emissions.

Periodically, the company analyzes the possibility of investments and implementing projects that lead to a reduction in natural gas consumption and implicitly to a reduction in scope 1 GHG emissions. Thus, in 2024, we intend to initiate the replacement of gas burner pots with electric resistance pots.
While we recognise that there is still a lack of identification of our vulnerability and exposure to climate risks, we are determined to improve our ability to adapt and resilience to these phenomena. In this regard, we aim to identify the risks and opportunities associated with climate change in the coming period and take measures to protect our activities and operations. We are committed to assessing and managing these risks, looking for alternatives and solutions to ensure that our activities remain sustainable and resilient to climate change.

Scope 1 GHG emissions



Scope 2 GHG emissions



Note: The decrease in Scope 2 GHG emissions in 2023 was due to the change of electricity supplier, Hidroelectrica having much lower emission factors as a result of the ownership of renewable electricity in the energy mix.

5.6. Pollution and Emergency preparedness

Our company is aware of the impact of the production process on air, water and soil quality and we are constantly striving to reduce this impact. According to the integrated environmental permit, we periodically carry out measurements of water, air, soil, and noise at the dispersion chimneys, through an independent, accredited laboratory, but also by our own Chemical-Toxicological Laboratory.

The main air emissions monitored, other than those of GHGs, are emissions containing sulfuric acid vapor (sulfur oxides from formation) SO2 and SO3 expressed in SO2, in the soil we monitor the levels of sulfates, lead and compounds, and in terms of noise we measure the value of the noise curve CZ 60 dB.

The production activities that generate such emissions are all stages of the Lead-acid Battery Production activity and those of the Battery Recycling activity and only in one of the stages of the Polypropylene Processing activity. Pollutants such as NOx and SOx have adverse effects on climate, ecosystems, air quality, habitats, agriculture, and human and animal health. Deteriorating air quality, acidification, forest degradation, and public health concerns have led to local and international regulations to control emissions of these pollutants. However, the production of lead-acid batteries can involve the handling of hazardous chemicals, thus increasing the risk of leakage or contamination of the environment in the event of accidents. For these reasons, we strive to comply with the limits of pollutant emissions set by the integrated environmental permit and to reduce them as much as possible.
In light of these impacts and risks, we are committed to implementing well-defined procedures and protocols for managing potential emergency situations. We conduct simulation exercises for employees and ensure that they are equipped with appropriate protective equipment to deal effectively and safely with any emergencies that may arise. We work closely with local authorities, environmental agencies, Inspectorates for Emergency Situations and other stakeholders to exchange best practices and resources in the management of these possible situations.

Within the company, the management of emergency situations is ensured by the Internal Department of Prevention and Protection, according to the provisions of Law 319/2006, which serves as the legal basis for its operation. The department is responsible for occupational health and safety (OSH) aspects, consisting of two people at the level of OSH manager, one of whom also has a coordinating role, located at the level of the Bistrita location. He also deals with the management of emergency situations, subordinated to five firefighters, coordinated by the Head of the Internal Prevention and Protection Service. The department is subordinate to the General Manager of the company. All the company's locations in both localities have authorizations from the ISU. Also, Intervention Plans are developed for the management of emergency situations, and the company has a greater number of fire extinguishers than the legal requirements.

Several simulation exercises for emergency situations are organized per year, at the site level, with the participation of the authorities and the company's staff. The main risks identified are fires and accidental spills of lead oxide and sulfuric acid.

ROMBAT SA has been included in SEVESO (also in the SEVESO inventory of Bistrita-Nasaud County) since 2013, transposed into Romanian legislation by Law 59/2016, on the control of major accident hazards involving hazardous substances due to the use of lead oxide in the manufacturing process of car batteries, as a minor risk objective.

Rombat has developed a Major Accident Prevention Policy (MAPP) which is a commitment to ensure continuous safety in the operation of facilities and equipment, to reduce the risks of incidents and accidents generated by the storage and handling of hazardous substances on site.

Field inspections are carried out annually by the members of the SEVESO commission (APM, GNM and ISU)
In 2023, a control was carried out by the Environment Agency, the Environmental Guard and the Inspectorate for Emergency Situations (ISU), without finding any non-compliances and without applying sanctions or warnings from the authorities. As a result of the efficient management regarding the prevention of emergency situations, the company has not faced such a situation so far.

5.7. Human Resources

ROMBAT employees are the key to the successful implementation of our business development strategy. Mutual appreciation, trust, and fairness in employee relations are the baselines of human resource management. In 2023, ROMBAT S.A. had 731 employees, of which 109 were women. Also, out of the total number of employees, 32 people hold management positions, the percentage of women with management positions being 18.75%.

Our commitment to employee well-being and promoting an equitable and inclusive organizational culture is underpinned by the three positive impacts we identified in the materiality analysis process, which we also organized with the help of our employees. Our company is committed to providing a decent salary to its employees, above the minimum wage limit in the economy, thus having a significant impact on their well-being, providing them with financial stability and the opportunity to meet their basic needs.

Secondly, we promote the career development of employees by offering annual professional evaluations, but also an adequate number of professional training programs. This helps to increase the skills and qualifications of our employees, strengthening their professional course within the organization. Finally, we are committed to promoting equal opportunities and inclusion, ensuring that all employees and workers within the company enjoy the same benefits and opportunities, regardless of their nationality. This reflects our core values of fairness and respect for the diversity and individuality of each member of our team.

Freedom of association

At the company level, our employees represented by the Trade Union signed with the company's management represented by the Board of Directors, a Collective Labor Agreement (CCM) that establishes the rights and obligations of both parties. Even if not all our employees are members of this union (the unionization rate in 2023 was 77.6%), all employees benefit from the rights negotiated within the CCM. The ROMBAT trade union has legal personality since March 1990 and is registered at the Bistrita Court under no. 26/PJ/1990. It is affiliated to a Trade Union Federation at national level and this in turn is affiliated to a National Confederation affiliated to the World Confederation of Labour.

In line with our commitment to transparency and accountability, at Rombat we recognize the importance of consulting and involving workers and their representatives in the decision-making processes that affect our operations. Given the presence of our union, we strive to ensure that information on significant changes within our operations is communicated clearly and in a timely manner, thus allowing for an open and constructive dialogue. In the event that our company would be put in the situation of making staff cuts, as a result of the restriction of activity, refurbishment, automation and robotization of production processes, the signatory parties of the Collective Labor Agreement agreed on the observance of the following principles:

a) The company will inform the union about the reasons behind the reduction of the number of employees, as well as about some possibilities of redistributing them. The announcement is made 90 calendar days in advance, in case of changing the headquarters of the unit to another locality.

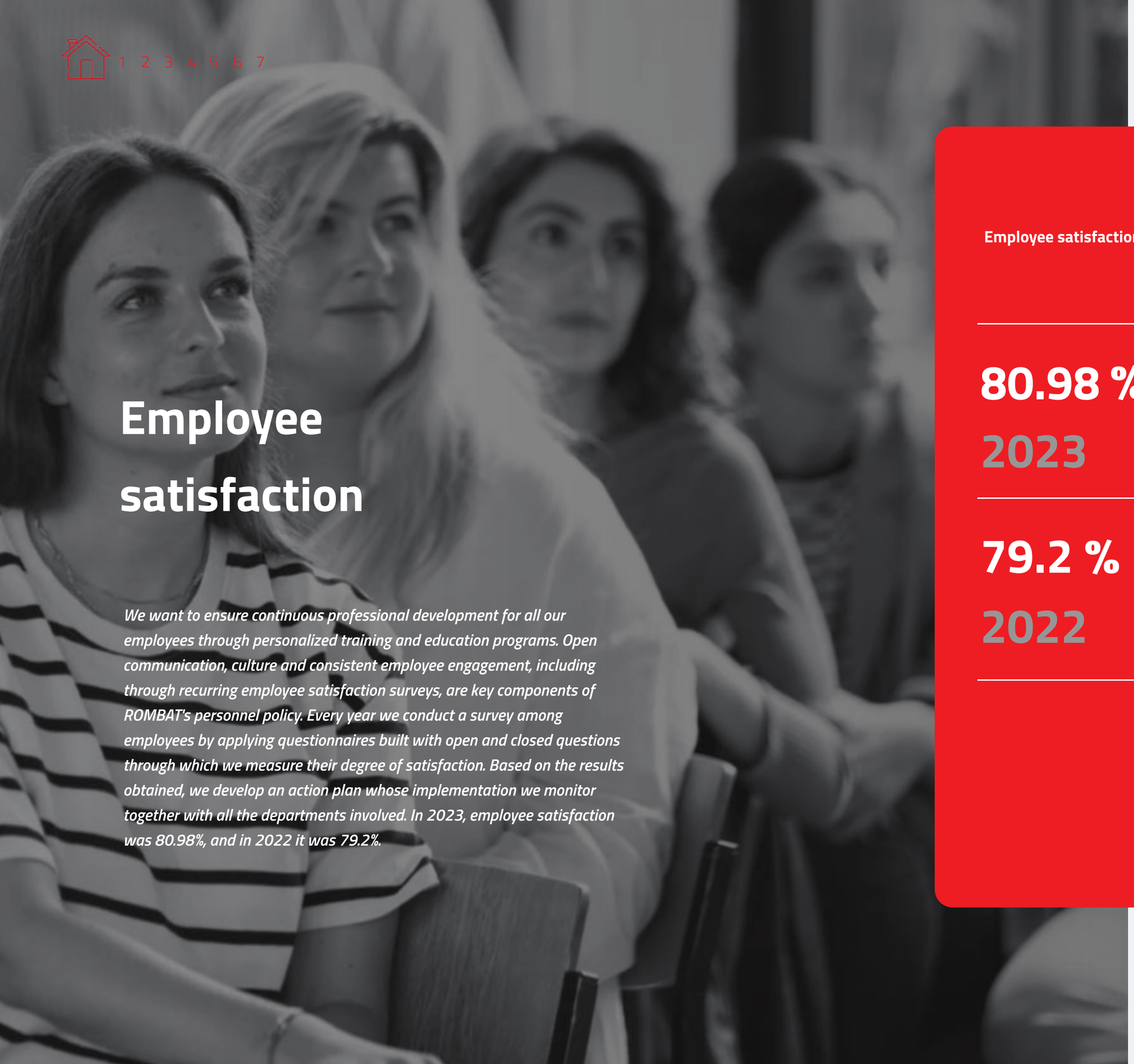
b) The company gives the person concerned 20 working days' notice.

c) Persons dismissed (dismissed) according to Articles 65 and 66 of the Labor Code (due to the dissolution of the job occupied by the employee as a result of economic difficulties, technological transformations or reorganization of the activity) will be granted compensatory amounts depending on the seniority in the unit

Any amendment to the Collective Labour Agreement shall be made through negotiation and the request to amend it shall be communicated in writing to the other party at least 10 working days before the start of the negotiation. Through active and transparent consultation, we aim to anticipate and manage together the possible impacts of these changes, strengthening industrial relations and promoting a positive and stable working environment for all our employees.

Employee satisfaction

Within the company, the HR Department is the structure responsible for developing strategies and policies on human resources management and aligning them with the policies and standards of the Metair Group. One of these policies is the Policy on Human Rights and Working Conditions. It regulates several aspects, such as: compliance with the minimum age for employment and the rights of young workers under national law, the manner in which wages and benefits are granted by respecting the minimum level of the economy and ensuring a decent living, the prohibition of any form of forced or compulsory labour, compliance with ethical recruitment practices, respect for the freedom of association and negotiation of all employees, not tolerating any form of discrimination and harassment in the workplace, equal opportunities between women and men, promoting and developing an inclusive culture.



Employee satisfaction

We want to ensure continuous professional development for all our employees through personalized training and education programs. Open communication, culture and consistent employee engagement, including through recurring employee satisfaction surveys, are key components of ROMBAT's personnel policy. Every year we conduct a survey among employees by applying questionnaires built with open and closed questions through which we measure their degree of satisfaction. Based on the results obtained, we develop an action plan whose implementation we monitor together with all the departments involved. In 2023, employee satisfaction was 80.98%, and in 2022 it was 79.2%.

Employee satisfaction

80.98 %

2023

79.2 %

2022

Inclusion and diversity

At Rombat, we pride ourselves on a diverse and inclusive work environment, where each individual is valued and respected for their unique contribution to the success of our organization. Our diversity is reflected in the composition of our team, which includes both women and men, talented young people and employees of various origins and nationalities. We are committed to creating an organizational culture where all employees feel accepted and encouraged to reach their full potential. We are happy to announce that, within our organization, in 2023 there were no cases of discrimination or unfair treatment based on criteria such as gender, age, ethnic origin or any other factor. This reflects our firm commitment to the principles of equal opportunities and respect for human diversity. Promoting diversity and equal opportunities in the company is an important factor for the success of the company and a guarantee that problems are optimally addressed from different perspectives and through different approaches.

In addition to personal diversity, diversity in expertise and educational background are also essential to make a valuable contribution not only to providing our customers with sustainable and high-quality products, but also to the successful development and growth of our company.
The HR department prepares monthly reports on various aspects of their activities and presents them to the Executive Management team and quarterly to the Board of Directors and the Metair Group.

In the context of our commitment to gender equality and the promotion of an inclusive organizational culture, at Rombat we recognize the importance of parental leave legislation and our commitment to facilitate equitable access to this type of leave for all our employees. In line with our principles of fairness and respect for employee diversity, we strongly support the right of parents to take childcare leave and to return to work under the same or comparable conditions.

In addition to personal diversity, diversity in expertise and educational background are also essential to make a valuable contribution not only to providing our customers with sustainable and high-quality products, but also to the successful development and growth of our company.

Within our organisation, we strive to promote a working environment where parents are encouraged to exercise their parental leave rights without fear of repercussions on the security of their commitment, remuneration or career prospects. Through equitable policies and practices, we encourage both women and men to take childcare leave, recognising the importance of both parents being involved in the upbringing and development of their children.

Supporting a fair parental leave choice between women and men helps to recruit and retain qualified employees, supporting their morale and productivity. Men's adoption of paternity leave options indicates the degree to which the organisation encourages fathers to take paternity leave. Therefore, by promoting a culture where both women and men feel encouraged and supported to take on their responsibilities as parents, we have the opportunity to create a balanced, diverse and productive work environment for all our employees. In 2023, 13 people benefited from parental leave, of which 7 were men.

Professional development

We are constantly concerned with identifying and attracting qualified and talented people to our company, being aware of their role in ensuring the continuity of our business. Operating in a sector that requires specific skills, identifying the right human resources is a difficult process that we carry out carefully and according to clear rules. According to internal procedures, new employees are provided with an induction program in which they receive information about the structures and departments within the company, but also on-the-job training. As part of the induction program, new employees benefit from our support to facilitate their integration and familiarization with our internal policies and procedures. After the first months of activity, with the end of the probationary period, the newly hired persons enter an evaluation process based on which it is decided to complete the hiring process.

In fact, at the level of our company, every year all employees benefit from a professional evaluation based on an internal procedure that includes specific criteria and indicators.

In 2023, 100% of employed persons were professionally evaluated, except for persons whose individual employment contracts were suspended. According to internal procedures, these people are professionally evaluated immediately after returning to work.

Our goal is to cultivate the skills and talents of employees in line with our development requirements. The HR department serves as the first point of contact for all employee development needs, offering a wide range of training and development measures, including professional qualification programs, seminars, courses, training sessions, workshops and coaching. We also adopt digital learning methods to ensure that our employees are prepared for current and future requirements. The training and development courses that we provide internally or externally to our employees are designed to facilitate an efficient transfer of knowledge and skills, in accordance with legal regulations, internal company policies and market requirements. In this regard, we develop a professional career development plan that includes measures appropriate to the needs of our employees.

Our company provides all employees with support to improve their professional training. In this regard, in 2023, the total number of professional training hours granted to our employees was 2025, of which 2022 for executive staff. Particular attention is paid to encouraging the career development of female staff, who are provided with 45 hours of training each.

At the same time, in 2023 we conducted an analysis at the level of the responsibles with coordination and management functions to identify the leadership potential in which 13 people were involved. This analysis will help us prepare a transition plan that we need to go through in the next period to ensure that critical functions are covered with the right people. Based on this study, the people who will participate in a training program in leadership were identified and the structure and curricula of the program that will be implemented in 2024 with the help of an external provider were established.

Also in 2023, we carried out two other important initiatives for the development of our employees' skills and abilities, a communication program that aimed to develop the communication skills of people with foreman positions in the company and a program to create a production instructor with the participation of people from the production areas who will have the role of training the newly hired staff, but also existing ones on different topics that may be of interest, including internal working procedures.

In order to ensure the better integration of employees of other nationalities within the company, from 2024 we will also organize Romanian language classes.

Starting in 2024, we will implement a program on employee well-being in the workplace. Depending on the results we will achieve, we will decide whether the program will continue in the coming years. The program to increase well-being will consist of activities that will target the physical, mental, financial, emotional health of our employees, but also the creation of a pleasant, relaxing work environment in which they feel fulfilled. The program will include the organization of several well-being workshops, webinars, focus groups and discussion panels on different well-being topics.

404-2 Programs to improve employee skills	ROMBAT	REBAT
	Management courses (Middle management leadership program, coaching sessions, SCRUM) (external) Quality courses (Core tools, IATF) (external) Communication course (internal) Technical courses (IMDS, ANPQP, Redox-flow batteries, Autocad) IT courses (SAP, Power BI, Office) (internal+external) OSH (first aid course, OSH Specialist) (external) Logistics (Inventory management & logistics chain optimization) Acquired skills: digital, communication, coaching and employee development, problem solving and methods quality, OSH, logistics processes.	First aid class Communication course Skills acquired: communication

5.8. Health and safety

The health and safety of employees is a fundamental priority for our company, given the negative impact of lead exposure and other risks associated with the handling of chemicals used in our production processes, but also the risk of injury. With the help of the Integrated Management System, which also covers SR EN ISO 45001:2018 Occupational Health and Safety Management Systems, we ensure that all our employees work in a safe and healthy environment. The implementation of this system allows us to identify and manage risks to the health and safety of our employees, promoting responsible working practices and preventing work-related accidents and illnesses.

This commitment has been transposed through the development and approval of the Blood Lead Policies through which we address the risks associated with lead exposure. This policy applies to all employees and contractors who may come into contact with lead during their work / activity at Rombat.

The production activities to which our employees are exposed to lead are the production of lead-acid batteries and the recycling of used batteries. However, the risk of injury exists at the level of all the activities we carry out. Despite these risks, in 2023, we recorded only 2 minor work accidents at the company level, one in the warehouse area and the other being a route accident.

Over time, we have implemented numerous measures to reduce the level of lead in the blood well below the legal limits. However, due to the historical pollution in the city of Copsa Mica, where the Sometra Metallurgy Plant operated from the 1930s to 2009, whose dumps still exist today, we have a number of employees who exceed the legal limits of lead in blood. However, some of them have experienced significant decreases in lead levels after employment with the company due to our measures and concerns about health and safety at work.

According to the provisions of Law No. 1218/2006 regulating lead exposure, a series of measures are established that must be implemented by companies if the thresholds provided for in the legislation are exceeded. Thus, the law stipulates that the level of lead in the blood should be below 70 g/dL, and for people who register values of 40 g/dL, counseling should be provided with the occupational medicine doctor in order to identify the aspects that are not respected (for example, the rules of own hygiene), the provision of hepato-protective drugs, the change of workplace with another where there is no exposure to lead. Rombat complies with the legal provisions, and in terms of blood lead limits, it has set much more ambitious goals, as part of its commitment to ensure the safest possible workplace for all its employees.

In line with the Metair Group's policy, the maximum level of lead in the blood is 30 g/dL. To ensure compliance with this goal, the company conducts blood tests four times a year (compared to twice a year required by law) for employees who carry out activities in areas with exposure and once a year for employees who do not have direct exposure to lead.

In the same occupational health and safety sector, the LTIFR indicator (Lost time injury frequency rate) is monitored, which must be less than 1. This indicator represents the number of accidents that led to absences from the workplace, divided by the total number of hours worked, reported at 200,000 (calculation definition according to the Group's manual of definitions).

The company has implemented the measures in accordance with the legislation and internal policies for these situations and has also taken the necessary measures to reduce the exposure at the level of those areas.

As a result, 2023 **showed** ***a reduction in the number of lead cases in the blood, resulting in a decrease of 27% for cases above 40 mg/dl blood, respectively 41% in the number of cases between 0-39 mg/dl blood.*** The limit of lead in blood according to national legislation, Decision No.1218/2006 is 70 mg/dl blood, more than double our objective, further proofof the desireto manage this aspect of the healthof ouremployees.

On a monthly basis, we also carry out analyses through our own physico-chemical laboratory to monitor the emissions at the workplace – static and dynamic – in order to establish the degree of exposure and the related intervention measures. Thus, we guide our actions and projects that we implement at the company level much more efficiently. At the end of 2023, we installed a filter in the strip and utilities area, given the higher exposure to lead there, which will become active in 2024 and will be extended to other production areas.

We also plan to make other investments that will actively contribute to reducing lead exposure. The company provides employees with protective equipment, which also includes a uniform (antacid suit) that is sanitized daily, locker rooms and showers – the white room is the area in the locker room where employees change and store their personal clothes before entering the shift and the black room, the area in the locker room where the employee who leaves the shift changes and leaves his contaminated equipment in order to sanitize, before getting in the shower and accessing the white room.

In 2023, we started renovation works on the changing rooms in the production sections to reduce the risk of contamination.

The Internal Prevention and Protection Service Department, reporting to the Managing Director, is the structure responsible for developing and complying with activities and policies on health and safety at work. The department coordinator makes weekly visits to all production areas and records the results of these visits centrally The management of the company and the head of the audited structure receive information about these visits. At the same time, based on the ISO 45001 certification held by the company, it is required that every 3 years an internal audit is carried out in all production areas and once a year an audit on the entire site. The certification is externally audited by DQS and covers all the company's activities and locations.
There are also two types of OSH trainings – an introductory part to employment and at the workplace by the workplace manager and an annual training.

Workplace safety training and awareness programs are organized annually for TESA staff and 4 times for employees working in production areas.
In 2023, a control was carried out by ITM at the headquarters in Bistrita without finding any non-conformities. The control aimed to verify the implementation of the recommendations made during the control carried out in 2022. Also in 2023, DSP Bistrița carried out a control to verify the existing working conditions, following an information sent by the Occupational Medicine Department of the Municipal Hospital in Cluj.

In order to effectively ensure the health of our employees, the company has signed two contracts with occupational medicine clinics, one for each county in which it has production areas. The occupational medicine doctor is present weekly, and for the protection of employees' health data, the files are kept in specially arranged areas at the company's headquarters with limited access only for the HSE manager and the occupational medicine doctor.

Health and safety

We are committed to continuing our efforts to ensure a safe and healthy working environment for all our employees, and to being a good practice in the sector.

Work-related injuries

0

Work-related injuries for all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, in 2023.

0

cases of work-related illnesses in 2023

5.9. Community relations

ROMBAT aims to be an active partner in the communities in which it operates, in Bistrita and Copsa Mică, assuming the responsibility of contributing to the development and improvement of the life quality of the members from these communities.

The community relations activity is focused on 3 main directions:

- marketing and promotion projects, such as organizing the ROMBAT marathon, supporting the local handball team, offering equipment to girls enrolled in the Bistrita Sports Club, supporting participation in rally championships, etc.
- sponsorships, by allocating a budget of 1% of the company's annual profit to finance CSR projects in Bistrita and Copsa Mică.
- ROMBAT Foundation

Through the ROMBAT Foundation, we aim to implement corporate social responsibility (CSR) projects that bring tangible benefits to our communities and create a long-term positive impact.

In the next period, we intend to offer the possibility to people working on the industrial platform to have access to educational services for their children, by setting up a kindergarten / educational center.

Whenever we need it, we strive to hire the necessary workforce from these communities, but also to facilitate ways for our employees to get involved in community events and initiatives. The projects we propose target various areas, such as education, health, environment, culture and community development. We have also developed a strategic partnership with the Technical University of Cluj-Napoca, through which we aim to attract and open the doors to future employees, currently students at UTCN who are studying fields related to the company's field of activity, offering them the opportunity to carry out their internship within our company and research for bachelor's / master's degree projects.

In 2023, we carried out a series of CSR actions aimed at benefiting our communities, such as: organizing an environmental education program for students from schools in Bistrita and Copsa Mică, with a focus on the importance of protecting the environment; donations of school equipment and materials for schools in our communities. Some of these initiatives:

- As it is important for us to be prepared in advance for emergency situations and to develop rapid, prompt reaction capacities in cases that require immediate intervention, we have joined the Bistrita-Nasaud County Council and the Bistrita County Emergency Clinical Hospital through the support offered to UPU-SMURD SCJUB in order to equip it with a special intervention vehicle for particularly serious cases.

- Organization of the ROMBAT marathon https://www.facebook.com/trailrun.rombat a half-marathon competition, cross-country and, equally, a project close to our hearts, which takes us to the fairytale lands of County.

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- Out of concern for people and their safety, we have organized first aid courses to be able to act quickly in urgent situations. We have a deep commitment to the safety of ROMBAT staff, and participation in first aid courses is proof of this.

- Participation in the Sustainability in Business Forum & Awards Conference organized by The Diplomat-Bucharest, an event during which we received the award offered by the organizer **The *Sustainable Supplier Excelence*** , as a confirmation of our commitment to people and to protecting the environment.

- Supporting World Car Free Day, September 22, the day when we encouraged our colleagues to come to work by bike, scooter or on foot.

- Supporting the European Researchers' Night initiative - Science4future

- During the green week, we received visiting students to present both our production process and our care for the environment, but also to introduce them to information about the importance of recycling and how this concept is integrated into our processes.

- Alin Ioaneș, our General Director, participated in the ***Romanian ESG Summit*** as a speaker, where he detailed the implementation of ESG (environmental, social, governance) criteria in ROMBAT's operations, highlighting the ESG impact on the company's financial results and reputation.

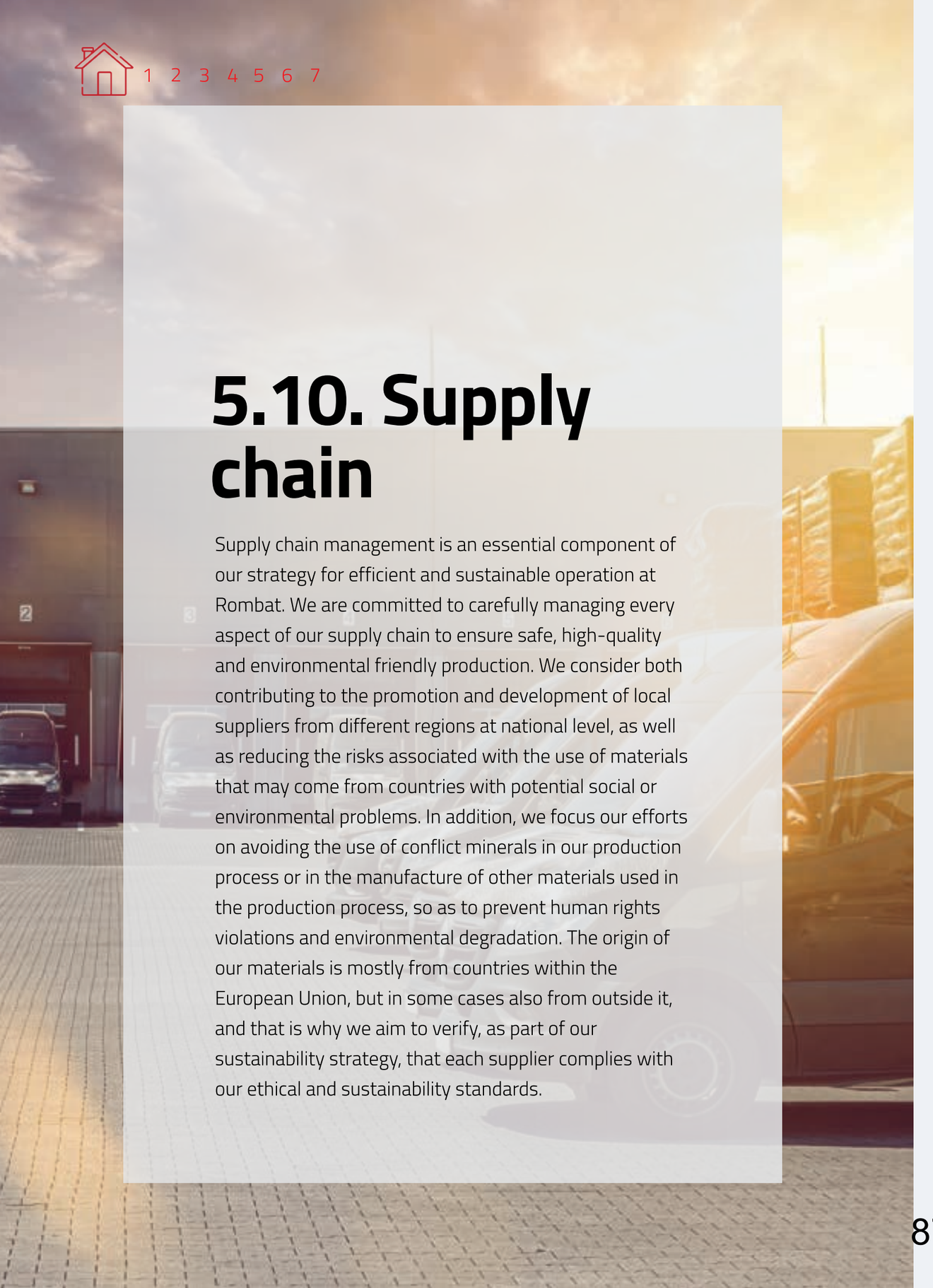
- We were nominated the winner of the sustainability award within the **Automotive *Industry Awards for* Excellence Gala**, **2023**.

- We have contributed to the consolidation of a sustainable economy by building a photovoltaic park in Copșa Mică, which is a first step towards reducing the carbon footprint and increasing energy efficiency. We continue to develop this initiative by setting up a photovoltaic park in Bistrita for the production of electricity, thus managing to significantly reduce annual CO2 emissions. Datacor, a leader in the field, with commissioning in the summer of 2024.

Community relations

At Rombat, we aim to manage relationships with the community with care and attention, understanding the importance of minimizing direct and indirect negative impacts on them. We want to build and maintain solid and transparent relationships with the inhabitants of the communities in which we operate, listening carefully to their feedback and concerns. In the next period, we intend to review our complaint management process, in order to make it more efficient and to allow better and faster communication with the community. We are committed to responding promptly and professionally to all complaints and notifications received from residents, to consider their views and concerns, and to seek constructive solutions to address the identified issues.

Through this initiative, we reaffirm our commitment to transparency, accountability and collaboration with our community. We are determined to continuously develop and improve our practices and processes to ensure that we contribute positively to the well-being and sustainable development of our communities.



5.10. Supply chain

Supply chain management is an essential component of our strategy for efficient and sustainable operation at Rombat. We are committed to carefully managing every aspect of our supply chain to ensure safe, high-quality and environmental friendly production. We consider both contributing to the promotion and development of local suppliers from different regions at national level, as well as reducing the risks associated with the use of materials that may come from countries with potential social or environmental problems. In addition, we focus our efforts on avoiding the use of conflict minerals in our production process or in the manufacture of other materials used in the production process, so as to prevent human rights violations and environmental degradation. The origin of our materials is mostly from countries within the European Union, but in some cases also from outside it, and that is why we aim to verify, as part of our sustainability strategy, that each supplier complies with our ethical and sustainability standards.

Through an integrated and collaborative approach, we work closely with our sourcing partners to ensure that the necessary raw materials and components are supplied in a timely manner and in accordance with our high quality standards. We rely on strong and trusting relationships with our suppliers to establish long-term partnerships and promote sustainable practices throughout the supply chain.
In addition, we implement advanced supply chain management technologies and systems to monitor and optimize material and information flows in real time. This allows us to quickly identify and effectively manage risks and opportunities in our supply chain, thus helping to increase our efficiency and competitiveness in the market.

At Rombat, supply chain management is not just an operational activity, but an integral part of our commitment to excellence and sustainability in all aspects of our business, which is carried out on the basis of an Procurement Policy. The Logistics and Procurement Department is responsible for the operational aspects of the supply of the materials necessary for carrying out our operations, based on the contracts concluded by the Contracting Department. The team consists of 6 people and reports directly to the Logistics Director. The Logistics Department is responsible for all purchases, including raw materials, spare parts, protective equipment, indirect materials (which are not part of the battery component), packaging (pallets, foil, cardboard) and used batteries. There are well-defined procedures for purchasing raw materials and materials, and specific indicators are tracked for one of the main raw materials, waste batteries: transport costs, logistics costs and stock levels. The Supplier Contracting and Validation Procedure defines the steps by which the legal framework for procurement is created: Supplier selection, supply of the sample or initial batch, contracting planning and the contracting activity itself, Supplier evaluation, as well as treatment of the non-compliant product. We pay close attention to legal requirements regarding personnel safety and environmental protection.

All raw materials and materials purchased and used in the production of batteries must meet the legal requirements relating to toxic, hazardous materials, and these will also meet the requirements of environmental protection, as well as the applicable electrical and electromagnetic conditions.

For tin purchases, Rombat undertakes to responsibly choose partners who share the same values regarding human rights, ethics and environmental responsibility and ensures that supply chains do not contribute to the financing of armed conflicts. To this end, it advises suppliers to source from producers or who are audited by the Responsible Minerals Initiative (RMI).

The approval of shipments of waste batteries, raw material for the recycling plant in Copsa Mica is done by the national and international environmental authorities according to a rigorous verification and authorisation process. Thus, the authorized transporters are established, the special transport routes agreed with the Intervention and Emergency services,having the obligation to notify the transport 48 hours before it is carried out. In accordance with the procedures of the Contracting department, a list of approved suppliers is drawn up by product categories and a "Supplier Approved" certificate is issued.In the coming period, as part of our sustainability strategy, we will develop a code of conduct for suppliers that they will commit to respect. The Code will include a series of provisions regarding the observance of ethical business behaviors, human rights and environmental protection.

The Logistics Department records and communicates to the Contracting Department indicators such as delivery times according to the contract. Monthly, the report indicating the degree of delivery per supplier called Service Index is drawn up, and it is sent to the Contracting Department for monthly evaluation of suppliers. The Logistics and Procurement Departments sare dedicated to ensuring efficient and sustainable sourcing while maintaining high standards of quality and operational efficiency.

By collaborating with local suppliers, we actively support and promote the local economy and the communities in which we operate. We are aware of the importance of strengthening ties with local businesses and the benefits this brings to both us and our community. Working with local suppliers allows us to boost growth in the regions where we operate, help create jobs and support local businesses to thrive. In addition, by working with local suppliers, we can reduce the negative impact of transport and associated carbon emissions, thus helping to protect the environment. We are determined to maintain this positive impact and strengthen our relationships with local suppliers in the future. We are committed to identifying and developing new partnerships with local businesses, promoting collaboration, and supporting initiatives that support the growth and sustainable economic development of our communities.

We are committed to maintaining a positive impact and strengthening our relationships with local suppliers in the future. We are committed to identifying and developing new partnerships with local businesses, fostering collaboration and supporting initiatives that support sustainable economic growth and development in our communities.

5.11. Customer Management

Rombat serves a wide range of customers, including OEM, OES and the after-market, both in Romania and abroad. This last category of customers is divided into two main categories: selling through collaboration with agents or direct selling. The agents, who target the markets of Belgium, France and Portugal, coordinate the entire process of obtaining a sale, while customers order directly from Rombat through the sales department. As for the after-market in Romania, Rombat operates with partner distributors and its own distribution centers, located in Iasi and Craiova.

Customer management is an activity managed by the Sales Department with the support of the Logistics Department which also ensures the execution of contracts with customers. The Sales department deals with commercial aspects, such as contracting with customers and setting prices. It is composed of eleven members responsible for managing all sales of batteries and accessories.

The sales process begins with establishing the commercial conditions with customers, drawing up contracts and/or receiving the order from the customer and launching it in the ERP system. This is followed by production planning and forwarding the order to the appropriate department. The delivery time to the customer is set according to demand and, if necessary, is reassessed in collaboration with production department. The organization of the delivery is done according to the contractual terms, and the logistics team takes care of the preparation of the transport and the corresponding documents.

Another structure involved in customer management is the Marketing Department coordinated by the Marketing & Sales Director and composed of a team of two people. This team is in charge of promotional activities, event organization, public relations and commercial marketing, including promotional materials such as magazines and brochures for customers, billboards in the national network. As for the reports made by this structure, a periodic report on customer satisfaction is carried out, which follows indicators such as quality, services and logistics. Also, a customer statistics questionnaire is carried out for each market - export, domestic (Romania) and OEM/OES.

Through this study we aim to measure the degree of customer satisfaction regarding products, deliveries, payment terms, discounts applied, promotion/communication, guarantees, competitors. At the same time, suggestions for improvement are requested. The percentage for the degree of satisfaction of AM-RO customers as well as for AM-Export has remained above 80% in recent years. For the OEM, the research is done by analyzing internal indicators related to logistics services, service-guarantees, quality and production capacity. In percentage terms, OEM customer satisfaction is consistently above 97%.

Between March and May 2023, the Mystery Shopping project was carried out. The aim of the study was to identify the way in which ROMBAT products and brands are perceived on the domestic market. Duringthis period, 395 stores selling ROMBAT batteries andother battery brands were visited. Of these stores, 84% recommended ROMBAT brand batteries for sale, and 16% recommended other brands. Suggestions for improvement andfeedback from customers were also collected, suggestions that found itsplace in the company's sustainability strategy.

We are dedicated not only to providing high-quality products, but also to ensuring that they are accompanied by complete information and proper labeling, in accordance with current regulations. Health and safety risks associated with lead-acid batteries can include exposure to hazardous chemicals such as lead and sulfuric acid if not handled properly. In order to manage these risks, Rombat, as a manufacturer of lead-acid batteries, implements safety measures and adequate information for customers and end users. These measures include clear instructions for the use and handling of batteries and the appropriate labelling of products. Also, before the batteries step into the production area, they go through a testing process with the aim of ensuring the quality and safety of the batteries, ensuring that they comply with the relevant standards and regulations in the field. In accordance with the legal provisions, Rombat provides complete information for end users through information campaigns and communication materials.
This information includes, but is not limited to:

- Potential effects of substances used in batteries and accumulators on the environment and human health.

- The importance of separate collection of waste batteries and accumulators and facilitating their recycling.

- Collection and recycling systems available to users.

- The meaning of specific symbols, including the wheeled bin symbol and chemical symbols for heavy metals.

As far as labeling is concerned, Rombat strictly complies with legal requirements, marking all the products it produces with the appropriate symbols. We ensure that the information is presented in a visible and legible manner, and the chemical symbols for heavy metals are applied in accordance with legal regulations. In addition, we are committed to continuously reviewing and improving our complaint handling processes to ensure better communication with the community and effectively respond to the needs and concerns of our users. We believe that transparent and effective communication is essential for maintaining our clients' trust and building lasting relationships with the communities in which we operate.

Therefore, in 2023 we did not record any incidents of non-compliance with our marketing and communication practices, nor incidents regarding the non-compliance of information and labeling of our products. At the same time, Rombat did not register any incident of non-compliance with the regulations and/or voluntary codes on the impact on the health and safety of products and services in 2023. There were no incidents of non-compliance with the regulations that resulted in a fine or penalty, no incidents of non-compliance with the regulations that led to warnings, and no incidents of non-compliance with voluntary codes.

Complaints received from customers are managed on the basis of the "Complaint Handling Warranty System" procedure and can be received via email, telephone and website, and the information is transmitted to the hierarchical manager and the departments involved to determine how to handle it. The structures involved in this process are the Warranty Service and the Quality Department. According to the procedure, several indicators are established to help us measure the satisfaction of our customers, and the return rate is one of them. These indicators are analyzed periodically, and depending on the results, appropriate measures are taken to minimize the impact on customers.

Customer management

We strive to maintain high standards in our relationship with our customers, complying with the regulations and laws in force, but also our Code of conduct. Our efforts are geared towards ensuring transparent and accountable communication and avoiding any unfair or discriminatory practices. In addition, our commitment to compliance and transparency guides us in continuously improving our products and building trust with our customers

80%

the degree of satisfaction of AM-ro customers

82%

the degree of customer satisfaction in AM export

97%

the degree of OEM customer satisfaction

5.12. Research and development

Rombat is dedicated to innovation and excellence in research and development. We collaborate with academic institutions and research organizations to develop strategic partnerships that facilitate technology transfer and promote innovation in our industry. Considering the investments made in the field of solar energy production, we want to focus our research and development activities on the development of solutions that allow us to store the energy produced, but also on the improvement of existing internal processes, such as the implementation of solutions that facilitate the maintenance and cleaning of installed photovoltaic panels, as well as the development of new products. We aim to develop projects specific to our industry and to access different sources of funding available at European level, such as the Horizon programme at EU level, as well as in other national and international programmes. Our R&D team is dedicated to identifying and implementing advanced solutions that will lead to the continuous improvement of our products and meet the ever-changing needs of the market.

Within the company, there is a research and development center in which two people carry out their permanent laboratory activity and whenever necessary also the company's engineers. The research team also receives support from the technical team, when exploring different technologies, including in the lead-acid segment. The research activity is carried out based on a specific working procedure that establishes the implementation of the continuous improvement process.

At the level of the center, various studies are carried out, which aim at the possibility of implementing or testing new technologies, recently introduced on the market, such as flow-battery technology, considered a new technology and already validated by the market, without fire risks, but which involves the use of larger surfaces.

We are members of Transilvania Energy Cluster (TREC), the only renewable energy, energy efficiency and environmental protection cluster in the North-West Region, led by INCDTIM, a prestigious research institution with collaborative relationships and partners including Rombat.

In terms of project development, we have developed a strategic project with the Technical University of Cluj-Napoca, one of the higher education institutions with tradition, nationally and internationally recognized, with which we have developed over time several collaborations, such as: The project "Technical study for the development of an electricity storage system with LiFePo batteries", implementation period 28.09.2022-28.09.2027 carried out in partnership with the Faculty of Electrical Engineering. Also, in 2024 we submitted a new project "Solutions for lead-acid battery management applied to modern energy storage systems", a project considered eligible and for which we are going to receive funding.

Our company holds two patents in the field of battery production, registered with OSIM, and over time, we have colaborated on several scientific papers published in collaboration with the academic environment in the field of research in order to improve the activity carried out by our company and to bring innovations in the battery production sector:

1. **"Modeling, parameter identification and SOC estimation, used for BMS solutions of ROMBAT LFP battery technology"** - published UTCN-October 2023.
2. **"Leaf and hexagonal grill designs for lead-acid batteries. An EIS Analysis",** - published by ITIM October 2022.
3. **"Optimized Grill Architectures for Automotive Lead-Acid Batteries: An Electrochemical Analysis",** - published ITIM March 2021.
4. **"Lead-acid cell resonance frequency analysis: an EIS approach to predict health status",** - published ITIM February 2020.
5. **"Determination of Current Homogeneity on Electrodes in Lead-Acid Batteries by Electrochemical Impedance Spectroscopy",** - published ITIM October 2019.
6. **"Particular aspects for end-of-life assessment, for the domestic production of car batteries and the assessment of its environmental impact", -** published by ITIM October 2014.
7. **"Palletization of car batteries produced by SC ROMBAT S.A, Bistrita, Romania, using the TRTR1 serial robot",** -Published by ITIM September 2010.
8. **"Contributions to the palletization of car batteries using the theory of finite displacements"** – published by ITIM January 2009.

06.

EU Taxonomy

6. EU Taxonomy

The European Commission's Action Plan for Financing Sustainable Growth established through Regulation (EU) 852/2020 (the "EU Taxonomy") a European Union classification system for environmentally sustainable economic activities, which entered into force in 2020.
The EU Taxonomy promotes sustainable investment and aims to create transparency in the market by setting out four general criteria that economic activities must meet in order to qualify as environmentally sustainable, in line with the six environmental objectives. The EU Taxonomy also plays an important role in directing investments by companies, investors and policymakers to areas where it is necessary to support sustainable development, thus being a key tool in the implementation of the European Green Deal.
In June 2021, the Commission formally adopted the Climate Change Delegated Act No 2139/2021, which sets out the criteria for activities that contribute substantially to climate change mitigation and adaptation, the first two of the six environmental objectives.

Thus, financial and non-financial corporations that are required to publish a non-financial statement must include details of eligibility from 2022 onwards, and from 2023 also on the alignment of the economic activities they carry out in accordance with the requirements of the EU Taxonomy and these subsequent Delegated Acts. In 2024, the criteria for activities that contribute substantially to the following environmental objectives included in Regulation 2486 supplementing Regulation 852 on the Environmental Taxonomy are also available: Sustainable use and protection of water and marine resources, Transition to a circular economy, Pollution prevention and control, and Protection and restoration of biodiversity and ecosystems.

ROMBAT must annually publish a non-financial statement according to EU Directive no. 95/2014 and, therefore, in this Sustainability Report we have also included a specific section on eligible activities for 2023, as they are included in the Delegated Acts and in line with the EU Taxonomy Regulation.

According to the internal assessment carried out at the level of ROMBAT by organizing discussions and working meetings with interdisciplinary teams from the two locations (Bistrita and Copsa Mică), the environmental objective to which the company can contribute substantially is Climate Change Mitigation.

For the 2024 financial year, the company will further analyze the environmental objective Climate Change Mitigation to determine whether the technical screening criteria are met. At the same time, it will also analyze whether the company can also make a significant contribution to the other five environmental objectives out of the six provided for in the European Regulation (respectively, adaptation to climate change, sustainable use and protection of water and marine resources, transition to a circular economy, pollution prevention and control, protection and restoration biodiversity and ecosystems). This analysis will also contain other aspects, including the verification of our activities to determine whether or not they harm the other environmental objectives to which they do not contribute significantly (the 'DNHS' criteria) and comply with minimum social safeguards.

According to Article 13 of EU Regulation No 852 on environmental taxonomy, the recycling of used batteries could be considered as an activity that contributes substantially to the transition to a circular economy. However, further analysis of the technical screening criteria is needed to determine the extent to which this activity is in line with the description of the activities related to this objective, but also of the technical screening criteria. For example, the activity of recycling used batteries could be classified in Section 2.4. Treatment of hazardous waste, although this economic activity does not include the recovery of materials from batteries. Another example, which also refers to the activity of recycling used batteries, concerns its classification in section 2.6. Depollution and dismantling of end-of-life products, although this economic activity does not include the treatment of batteries from separate collection or dismantling during dismantling and depollution activities.

According to Article 14 of EU Regulation No 852 on environmental taxonomy, the recycling of used batteries from the manufacture of batteries activity could be considered an activity that contributes substantially to the prevention and control of pollution. The production of lead-acid batteries and the recycling of used batteries can make a significant contribution to the prevention and control of pollution, if they reduce emissions of pollutants into the air, water and soil, thus preventing environmental contamination. By using state-of-the-art technologies in recycling and production processes, air , water and soil quality can be improved, minimizing risks to human health and the environment compared to the production of virgin lead. At a first analysis, the battery recycling activity implemented at the level of the Copșa Mică unit does not fit into any of the descriptions of the activities related to this objective according to the EU Regulation.

The main activities of ROMBAT are: manufacture of accumulators and batteries and production of batteries housings, recycling of used batteries, all these activities being considered eligible and facilitating according to the Delegated Act for Climate no. 2139/2021.

We have considered ineligible activities such as the sale of lithium-ion batteries, the provision of various services, etc., which are insignificant in terms of value andrepresent sales of materials from stock or the provision of services (such as rentals) on an occasional basis and can be considered as insignificant in the calculation of the performance indicators that have been reported in accordance with the requirements of the Taxonomy EU and Delegated Acts.

In this report, ROMBAT presents the eligible economic activities, according to the requirements of the EU Taxonomy, as a proportion of the total turnover, capital expenditures and operating/operating expenses. In order to identify the aligned activities among those classified as eligible for the 2023 reporting year, we formed an interdisciplinary team that started the analysis of the technical screening criteria presented in the Annexes to the Delegated Acts on climate change mitigation and adaptation, which complement the EU Taxonomy. For the 2023 financial year, the team determined that the battery recycling activity has no technical examination criteria and is considered aligned, and the lead-acid battery production activity meets the technical alignment criteria. However, we do not declare these activities to be aligned. We believe it is necessary to confirm compliance with the do-no-significantly-harm (DNSH) principle of none of the other five environmental objectives to which the company does not make a significant contribution and to obtain a positive assessment of the minimum social guarantees. However, we estimate that the detailed assessments and conclusions of the analyses we will carry out to prepare and improve our reporting processes of eligible and aligned activities will allow us next year to determine the proportion of our activities considered sustainable from the perspective of the EU Taxonomy and to report this information according to the requirements of the European Regulation.

TURNOVER - Definition

The proportion of EU Taxonomy-eligible economic activities in total turnover has been calculated as part of the sales revenue from products and services associated with EU Taxonomy-eligible economic activities (***numerator***) divided by total sales revenue (***denominator***), in each case for the financial year 2023.

The denominator is based on the ROMBAT revenues from customer contracts, as specified in the ROMBAT Financial Statements prepared in accordance with the Order of the Minister of Public Finance no. 1802/2014. The turnover for 2023 is 512 608 094 lei.

ICP CA Lead-Acid Battery Manufacture

The turnover was calculated as follows: in the ***denominator*** we included all ROMBAT revenues from customer contracts, and in the ***numerator*** we included sales to third parties obtained from the manufacture of rechargeable batteries, battery assemblies and transport accumulators, revenues obtained from the sale of casings or other semi-finished products and waste resulting from the production process and also from the materials resulting due to the recycling of used batteries.

In order to align the manufacture of rechargeable batteries, battery assemblies and transport accumulators, as well as the revenues from the manufacture and sale of cases and other active battery materials, it must lead to substantial reductions in GHG emissions in the transport sector.

CapEX – Definition

The capital expenditure indicator is defined as eligible capital expenditure under the EU Taxonomy (***numerator)*** divided by the total capital expenditure of ROMBAT (***denominator***).

The denominator, i.e. total capital expenditure, consists of additions/additive related to intangible assets, tangible assets and assets related to the right of use during the reporting period. The relevant capital expenditures have been identified for each eligible activity.

ICP CapEX Lead-Acid Battery Manufacture

Capital expenditures have been calculated as follows: in the ***denominator*** we have included additions/additions to property, plant and equipment and intangible assets during the financial year 2023 from which we have excluded impairment, amortization and any revaluations, including those resulting from revaluation and impairment, but also changes in fair value, and in the ***numerator*** we have included in the numerator additions/additive to tangible and intangible assets during the reporting year without taking into account revaluations and depreciation for the manufacturing activities of rechargeable batteries, battery assemblies and transport accumulators, as well as for the activities associated with the manufacture of enclosures and other semi-finished products required in the battery manufacturing activity, including used battery recycling activities.

ICP CapEX Renewable Power Generation

Capital expenditures have been calculated as follows: in the denominator we have included additions/additive to tangible and intangible assets during the financial year 2023 from which we have excluded impairment, amortization and any revaluations, including those resulting from revaluation and impairment, but also changes in fair value, and in the numerator We have included additions/additions to tangible and intangible assets during the reporting year without taking into account revaluations and depreciation for activities in the operation of electricity generation facilities that produce electricity using solar photovoltaic technology.

OpEx – Definition

The indicator related to operating/operating expenses is defined as eligible expenses from the point of view of the EU Taxonomy (***numerator***) divided by the total operating/operating expenses of ROMBAT as detailed in the EU Taxonomy (***denominator***).

Total operating expenses under the EU Taxonomy consist of direct uncapitalised costs related to research and development, maintenance and repair expenses, other direct expenses related to the current maintenance of assets by the company or a third party to which these activities have been outsourced, and short-term leasing expenses.

Maintenance and repair costs and other direct expenses related to the current maintenance of assets mainly include costs for maintenance and repairs, material costs related to maintenance measures, regular and unplanned repairs and maintenance, personnel expenses and operating costs of maintenance departments.

The related cost elements can be found in the rows/lines of the financial statements related to the items "Expenses with raw materials and consumables" as well as "Expenses related to external services" in the statement of income and expenses. Relevant expenditure has been identified for each eligible activity.

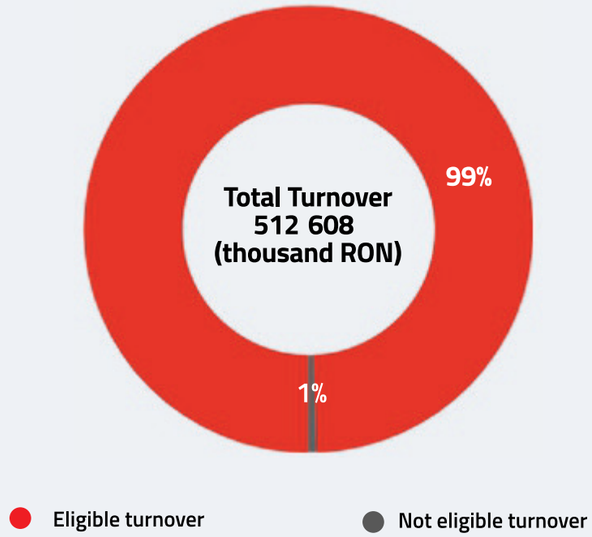
ROMBAT did not record in the financial year 2023 Short-term leasing expenses.

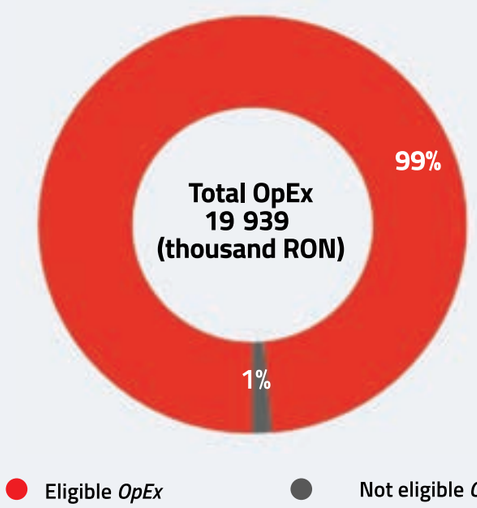
2023

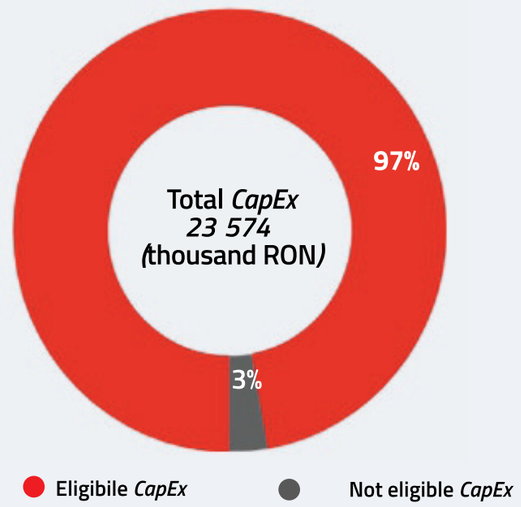
Taxonomy Indicators

ICP OpEX Lead-Acid Battery Manufacture

OpEx has been calculated as follows: in the ***denominator*** we have included the total operating expenses for the specified functions established by Delegated Act no. 2178/2021, and in the ***numerator*** we have included the operating/operational expenses related to repairs carried out internally and by third parties, as well as other maintenance, maintenance and repair services performed with our own forces (material cost, labor and general expenses of the support and repair service providers) that are associated with the manufacturing of rechargeable batteries, battery assemblies and transport accumulators, as well as for the activities associated with the manufacture of enclosures and other semi-finished products required in the battery manufacturing business, including used battery recycling activities.







Proportion of turnover generated by products or services associated with economic activities aligned to the taxonomy - information provided for the year 2023

Financial Year 2023	Year			Substantial contribution criteria						Criteria related to the "do no significant harm" principle (Does Not Significantly Harm – DNSH)								
Economic Activities (1)	Code (2)	Turnover (3)	The proportion of Turnover, 2023 (4)	Climate change mitiagation (5)	Climate change adaptation (6)	Water (7)	Polution (8)	Circular Economy (9)	Biodiversity (10)	Climate change mitiagation (5)	Climate change adaptation (6)	Water (7)	Polution (8)	Circular Economy (9)	Biodiversity (10)	Minimum guarantees (17)	The proportion of the turnover aligned to the taxonomy (A.1.) or eligible from taxonomy view (A.2.) turnover, year 2022(18)	Enabeling activity category (19)	Transitional activity category (19)
		RON	%	D; N; N/EL	D; N; N/EL	D; N; N/EL	D; N; N/EL	D; N; N/EL	D; N; N/EL	D/N	D/N	D/N	D/N	D/N	D/N	D/N	%	Enabeling	Transitional
A. Taxonomy Eligible Activities																			
A.1. Environmentally Sustainable Activities (Taxonomy Aligned Activities																			
Turnover of Environmentally Sustainable Activities (Taxonomy Aligned) (A.1.)		-		-	-	-	-	-	-										
of which enabeling																			
of which transition																			
A.2 Activities eligible from the point of view of the taxonomy, but which are not sustainable from the point of view of the environment (activities not aligned to the taxonomy)																			
A.2.1 Production of lead-acid batteries	CCM 3.4	509 419 918.47	99.38%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								49%		
A.2.2 Recycling of used batteries	CCM 3.4	355 227.66	0.07%	EL	N/EL	N/EL	N/EL	N/EL	N/EL										
Turnover of taxonomy eligible activities but not environmentally sustainable (non-taxonomy-aligned activities) (A.2)		**509 775 146.13**	**99.45%**																
A. Turnover of eligible activities from the taxonomy view (A.1 + A.2)		**509 775 146.13**	**99.45%**														-		
B. Taxonomy not eligible activities																			
Turnover of taxonomy not eligible activities (A.1)		**2 832 947.87**	**0.55%**																
Total		**512 608 094.00**	**100%**																

Proportion of CapEx generated by products or services associated with economic activities aligned to the taxonomy - information provided for the year 2023

Financial Year 2023	Year			Substantial contribution criteria						Criteria related to the "do no significant harm" principle (Does Not Significantly Harm – DNSH)									
Economic Activities (1)	Code (2)	CapEx	The proportion of CapEx, 2023 (4)	Climate change mitiagation (5)	Climate change adaptation (6)	Water (7)	Polution (8)	Circular Economy (9)	Biodiversity (10)	Climate change mitiagation (5)	Climate change adaptation (6)	Water (7)	Polution (8)	Circular Economy (9)	Biodiversity (10)	Minimum guarantees (17)	The proportion of the Turnover aligned to the taxonomy (A.1.) or eligible from taxonomy view (A.2.) CapEx, year 2022(18)	Enabling activity category (19)	Transitional activity category (19)
		RON	%	D; N; N/EL	D; N; N/EL	D; N; N/EL	D; N; N/EL	D; N; N/EL	D; N; N/EL	D/N	D/N	D/N	D/N	D/N	D/N	D/N	%	Enabeling	Transitional
A. Taxonomy Eligible Activities																			
A.1. Environmentally Sustainable Activities (Taxonomy Aligned Activities																			
CapEx of Environmentally Sustainable Activities (Taxonomy Aligned) (A.1.)		-		-	-	-	-	-	-										
of which enabeling																			
of which transition																			
A.2 Activities eligible from the point of view of the taxonomy, but which are not sustainable from the point of view of the environment (activities not aligned to the taxonomy)																			
A.2.1 Production of lead-acid batteries	CCM 3.4	16 486 266.38	69.93%	EL	N/EL	N/EL	N/EL	N/EL	N/EL										
A.2.2 Recycling of used batteries	CCM 3.4	-	0.00%	EL	N/EL	N/EL	N/EL	N/EL	N/EL										
A2.3 Production of renewable electricity	CCM 3.4	6 432 966.17	27.29%	EL	N/EL	N/EL	N/EL	N/EL	N/EL										
CapEx of taxonomy eligible activities but not environmentally sustainable (non-taxonomy-aligned activities) (A.2)		**22 919 232.55**	**97.22%**																
A. CapEx of eligible activities from the taxonomy view (A.1 + A.2)		**22 919 232.55**	**97.22%**														-		
B. Taxonomy not eligible activities																			
CapEx of taxonomy not eligible activities (A.1)		**654 953.38**	**2.78%**																
Total		**23 574 185.93**	100%																

Proportion of OpEx generated by products or services associated with economic activities aligned to the taxonomy - information provided for the year 2023

Financial Year 2023	Year			Criterii privind contribuția substanțială						Criteria related to the "do no significant harm" principle (Does Not Significantly Harm – DNSH)									
Economic Activities (1)	Code (2)	OpEx (3)	The proportion of OpEx, 2023 (4)	Climate change mitiagation (5)	Climate change adaptation (6)	Water (7)	Polution (8)	Circular Economy (9)	Biodiversity (10)	Climate change mitiagation (5)	Climate change adaptation (6)	Water (7)	Polution (8)	Circular Economy (9)	Biodiversity (10)	Minimum guarantees (17)	The proportion of the Turnover aligned to the taxonomy (A.1.) or eligible from taxonomy view (A.2.) OpEx, year 2022(18)	Enabling activity category (19)	Transitional activity category (19)
		RON	%	D; N; N/EL	D; N; N/EL	D; N; N/EL	D; N; N/EL	D; N; N/EL	D; N; N/EL	D/N	D/N	D/N	D/N	D/N	D/N	D/N	%	Enabeling	Transitional
A. Taxonomy Eligible Activities																			
A.1. Environmentally Sustainable Activities (Taxonomy Aligned Activities																			
OpEx of Environmentally Sustainable Activities (Taxonomy Aligned) (A.1.)		-		-	-	-	-	-	-										
of which enabeling																			
of which transition																			
A.2 Activities eligible from the point of view of the taxonomy, but which are not sustainable from the point of view of the environment (activities not aligned to the taxonomy)																			
A.2.1 Production of lead-acid batteries	CCM 3.4	16 307 836	81.79%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								29%		
A.2.2 Recycling of used batteries	CCM 3.4	3 347 847	16.79%	EL	N/EL	N/EL	N/EL	N/EL	N/EL										
OpEx of taxonomy eligible activities but not environmentally sustainable (non-taxonomy-aligned activities) (A.2)		**19 655 683**	**98.58%**																
A. OpEx of eligible activities from the taxonomy view (A.1 + A.2))		**19 655 683**	**98.58%**														-		
B. Taxonomy not eligible activities																			
Opex of taxonomy not eligible activities (A.1)		**283 718.16**	**1.42%**																
Total		**19 939 401.10**	**100%**																

07.

APPENDICES

7.1. Performance tables - economic

201-1 Direct economic value generated and distributed	U.M.	2023	2022
Direct economic value generated	RON	521 894 666	515 479 521
Direct economic value distributed	RON	505 364 828	501 753 061
Direct economic value retained	RON	16 529 838	13 726 460

Economic information		U.M.	2023	2022
Turnover		RON	504 497 645	512 608 094
Gross profit		RON	8 281 974	4 797 860
Interests		RON	1 187 711	4 328 685
Equity		RON	225 844 643	179 651 495
Total assets		RON	360 063 813	347 219 966
	Fixed assets	RON	192 444 299	156 707 563
	Current assets	RON	166 277 736	189 249 562
Dividends granted		RON	10 244 515	3 750 688

201-4 Financial assistance received from government	U.M.	2023	2022
Tax relief	RON	166 513	357 126
Tax credits	RON	0	0
Subsidies	RON	213 442*	0
Subsidies for investments	RON	686 384**	0
Subsidies for research-development	RON	0	0
Swards	RON	0	0
Royalties	RON	0	0
Financial assistance from Export Credit Agencies	RON	0	0
financial incentives	RON	0	0

** State aid under Emergency Ordinance 138/2022*

*** Financing Agreement No. 1748 dated 26.10.2022 related to project with SMIS Code 2014+ 155 178 Energy Consumption Monitoring at Industrial Consumer*

2-6 Activities, value chain and other business relationships	U.M.	ROMBAT 2023	REBAT 2023	ROMBAT 2022	REBAT 2022
The total number of suppliers of the organization (local and external)	no	*1 287*	*223*	*1 144*	*202*
From which internal suppliers (Romania)	no	1 133	201	1011	179
out of which (BN, SB, DJ, IS)	no	366	72	322	56
Of which external suppliers	no	154	22	133	23

204-1 Proportion of spending on local suppliers	U.M.	ROMBAT 2023	REBAT 2023	ROMBAT 2022	REBAT 2022
Proportion of spending with internal suppliers (Romania)	%	37.00	68.00	37.00	76.00
out of which local (BN, SB, DJ, IS)	%	30.00	12.00	24.00	5.00
Proportion of spending with internal suppliers (external)	%	63.00	32.00	63.00	24.00

7.1. Performance tables - social*

2-7 Employees	U.M.	TOTAL 2023	TOTAL 2022	ROMBAT 2023	ROMBAT 2022	REBAT 2023	REBAT 2022
Total number of employees	no	*731*	*731*	*647*	*649*	*84*	*82*
out of which women	no	109	111	97	99	12	12
out of which men	no	622	621	550	550	72	70
With ILC, undetermined period, full time	no	678	657	600	582	78	75
out of which women	no	107	97	95	85	12	12
With ILC, undetermined period, part time	no	1	2	1	2	0	0
out of which women	no	0	1	0	1	0	0
With ILC, determined period, full time	no	51	71	45	64	7	7
out of which women	no	1	13	1	13	0	0
With ILC, determined period, part time	no	0	1	0	1	0	0
out of which women	no	0	0	0	0	0	0
Workers who are not employees	no	20.83	20.33	9.83	9.33	11.00	11.00
out of which women	no	4.67	4.33	4.57	4.33	0.00	0.00

** The average number of people was used to calculate the social performance indicators.*

2-8 Workers who are not employees	U.M.	TOTAL 2023	TOTAL 2022	ROMBAT 2023	ROMBAT 2022	REBAT 2023	REBAT 2022
suppliers employees	no	19.83	20.00	8.83	9.00	11.00	11.00
self-employed persons	no.	1.00	0.33	1.00	0.33	0	0

Types of workers who are not employees are those whose work is controlled by the organization or several organizations (for example, suppliers, customers or other business partners whose employees work at the organization's premises).

202-2 Proportion of senior management hired from the local community	U.M.	ROMBAT 2023	REBAT 2023	ROMBAT 2022	REBAT 2022
proportion of senior management hired from the local community	%	89.65	100	88	100

202-1 Ratios of standard entry level wage by gender compared to local minimum wage	U.M.	ROMBAT 2023	REBAT 2023	ROMBAT 2022	REBAT 2022
women	ratio	1.13	1.17	1.17	1.15
men	ratio	1.25	1.14	1.21	1.09

401 - Employment	U.M.	ROMBAT 2023	REBAT 2023	ROMBAT 2022	REBAT 2022
Total number of new hires	*no*	*175*	*19*	*159*	*10*
Total number of new male employees (< 30 years) employed during the reporting period	no	59	5	50	1
Rate of male new hires (< 30 years) employed during the reporting period	%	34	26	31	10
Total number of new male employees (30-50 years) employed during the reporting perio	no	71	8	60	4
Rate of new male employees (30-50 years) employees during the reporting period	%	41	42	38	40
Total number of new male employees (> 50 years) employed during the reporting period	no	36	6	32	5
Rate of male new hires (>50 years) employees during the reporting period	%	21	32	20	50
Total number of new female employees (< 30 years) employed during the reporting period	no	1	0	2	0
Rate of female new hires (< 30 years) employed during the reporting period	%	1	0	1	0
Total number of new female employees (30-50 years) employed during the reporting perio	no	7	0	11	0
Rate of new female employees (30-50 years) employees during the reporting period	%	4	0	7	0
Total number of new female employees (> 50 years) employed during the reporting period	no	1	0	4	0
Rate of female new hires (>50 years) employees during the reporting period	%	1	0	3	0

401 - Employee turnover	U.M.	ROMBAT 2023	REBAT 2023	ROMBAT 2022	REBAT 2022
The total number of employees who left the organization during the reporting period.	*no*	*183*	*15*	*170*	*9*
Total number of male employees (<30 years) who left the organization during the reporting period.	no	46	1	45	1
The turnover rate of male employees (<30 years) during the reporting period	%	25.14	6.67	26.47	11.11
Total number of male employees (30-50 years) who left the organization during the reporting period.	no	65	6	63	3
The turnover rate of male employees (30-50 years) during the reporting period	%	35.52	40.00	37.06	33.33
Total number of male employees (>50 years) who left the organization during the reporting period.	no	54	8	48	5
The turnover rate of male employees (>50 years) during the reporting period	%	29.51	53.33	28.24	55.56
Total number of female employees (<30 years) who left the organization during the reporting period.	no	0	0	0	0
The turnover rate of female employees (<30 years) during the reporting period	%	0.00	0.00	0.00	0.00
Total number of female employees (30-50 years) who left the organization during the reporting period.	no	10	0	5	0
The turnover rate of female employees (30-50 years) during the reporting period	%	5.46	0.00	2.94	0.00
Total number of female employees (>50 years) who left the organization during the reporting period.	no	8	0	9	0
The turnover rate of female employees (>50 years) during the reporting period	%	4.37	0.00	5.29	0.00

Note: The annual turnover experienced by Rombat is similar with the average level in the Northern Region according to the AIMS study for the year 2023.

401-3 Parental leave	U.M.	ROMBAT 2023	REBAT 2023	ROMBAT 2022	REBAT 2022
Total number of male employees who took parental leave during the reporting period	no	6	1	4	1
Total number of female employees who took parental leave during the reporting period	no	6	0	5	0
The total number of female employees who returned to work during the reporting period after the completion of their parental leave.	no	2	0	0	0
The total number of male employees who returned to work during the reporting period after the completion of their parental leave.	no	1	1	0	0
No of male employees who returned to work during the reporting period after the end of the leave period and who are still employed 12 months after return	no	1	1	0	0
No of female employees who returned to work during the reporting period after the end of the leave period and who are still employed 12 months after return	no	2	0.00	0.00	0.00
Retention rate of employees who took paretal leave	%	100	100	n.a	n.a
Retention rate of male employees who took paretal leave	%	100	100	n.a	n.a
Retention rate of female employees who took paretal leave	%	100	100	n.a	n.a

403-9 Work-related injuries	U.M.	ROMBAT 2023	REBAT 2023	ROMBAT 2022	REBAT 2022
Work-related injuries for all employees					
Number fatalities as a result of work-related injury	no	0	0	0	0
Rate of fatalities as a result of work-related injury	%	0	0	0	0
Number of high-consequence work-related injuries (excluding fatalities	no	0	0	0	0
Rate of high-consequence work-related injuries (excluding fatalities	%	0	0	0	0
Number of recordable work-related injuries (including fatalities)	no	0	0	1	0
Rate of recordable work-related injuries (including fatalities)	%	0	0	0.88	0
Total number of hours worked	no	1 127 973	158 869	1 134 647	153 946

The main types of work accidents: In 2022 there was a production accident in C2, during a maintenance operation, a colleague was injured in the leg.

403-9 Work-related injuries	U.M.	ROMBAT 2023	REBAT 2023	ROMBAT 2022	REBAT 2022
Work-related injuries for all workers who are not employees but whose work and/or workplace is controlled by the organization					
Number fatalities as a result of work-related injury	no	0	0	0	0
Rate of fatalities as a result of work-related injury	%	0	0	0	0
Number of high-consequence work-related injuries (excluding fatalities	no	0	0	0	0
Rate of high-consequence work-related injuries (excluding fatalities	%	0	0	0	0
Number of recordable work-related injuries (including fatalities)	no	0	0	0	0
Rate of recordable work-related injuries (including fatalities)	%	0	0	0	0
Total number of hours worked	np	21 664	28 952	21 440	29 024

404-1 Average hours of training per year per employee	U.M.	ROMBAT 2023	REBAT 2023	ROMBAT 2022	REBAT 2022
The average number of training hours per year per employee in reporting period	no	2.95	1.38	2.9	0.83
The average number of training hours per year per female employee during the reporting period	no	0.44	0	5	0
The average number of training hours per year per male employee during the reporting period	no	2.51	1.19	2.46	0.73
The average number of training hours per year per employee with a top management position during the reporting period	no	0.02	0	0.03	0
The average number of training hours per year per employee with a middle management position during the reporting period	no	0.12	0.02	0.13	0.01

404-3 Percentage of employees receiving regular performance and career development reviews	U.M.	ROMBAT 2023	REBAT 2023	ROMBAT 2022	REBAT 2022
The percentage of total employees who received an evaluation regular performance and career development during the period reporting	%	100	100	100	100
Percentage of total male employees who have received regular performance and development evaluation career in the reporting period	%	100	100	100	100
The percentage of total female employees who have received regular performance and development evaluation career in the reporting period	%	100	100	100	100
The percentage of the total employees with a management position at top level who have received a regular evaluation a performance and career development during the reporting period	%	100	100	100	100
The percentage of the total employees with a middle management position who have received a regular evaluation a performance and career development during the reporting period	%	100	100	100	100

405-1 Diversity of employees	U.M.	ROMBAT 2023	REBAT 2023	ROMBAT 2022	REBAT 2022
The percentage of male employees in the organization	%	86.07	85.88	84.86	85.54
The percentage of female employees in the organization	%	13.93	14.12	15.14	14.46
The percentage of male employees under the age of 30 in within the organization	%	11.15	7.06	9.02	2.41
The percentage of female employees under the age of 30 in within the organization	%	1.08	0.00	0.92	0.00
The percentage of male employees aged between 30-50 years within the organization	%	43.81	34.12	42.51	33.73
The percentage of female employees aged between 30-50 years within the organization	%	7.89	4.71	8.26	4.82
The percentage of male employees aged over 50 years in the organization	%	31.11	44.71	33.33	49.40
The percentage of female employees aged over 50 years in the organization	%	4.95	9.41	5.96	9.64
The percentage of female employees with positions of management within the organization	%	0.93	0.00	1.22	0.00
The percentage of male employees with positions of management within the organization	%	3.56	3.53	3.82	3.61
The percentage of employees with management function under 30 years in the organization	%	0.00	0.00	0.00	0.00
Percentage of employees with management position with age 30-50 years within the organization	%	3.25	1.18	3.52	1.20
The percentage of employees with management position over 50 years in the organization	%	1.24	2.35	1.53	2.41

405-1 Diversity of employees	U.M.	ROMBAT 2023	REBAT 2023	ROMBAT 2022	REBAT 2022
The percentage of female middle manager employees in within the organization	%	0.77	0.00	1.07	0.00
The percentage of male middle manager employees within the organization	%	3.10	3.53	3.21	3.61
The percentage of middle manager employees under 30 years within the organization	%	0.00	0.00	0.00	0.00
The percentage of middle manager employees with age 30-50 years within the organization	%	2.94	1.18	3.06	1.20
The percentage of middle manager employees over 50 years old within the organization	%	0.93	2.35	1.22	2.41

405-2 Ratio of basic salary and remuneration of women to men	U.M.	ROMBAT 2023	REBAT 2023*	ROMBAT 2022	REBAT 2022*
Ratio of basic salary of women to men	ratio	1.15	0.96	1.11	0.95
Ratio of remuneration of women to men	ratio	1.03	0.91	1.01	0.90
Ratio of female to male basic salary for senior manager	ratio	1.13	n.a	0.95	n.a
The ratio of women's to men's basic pay for middle managers	ratio	1.04	n.a	0.99	n.a

* The level of this report is due to the fact that the number of women in the total number of Rebat employees represents only 14%. Females are part of the cleaning, laboratory and administrative departments.

Title	Type
New legislative requirements 2023 regarding the EU Chemicals Regulation. Practical application.	external
Project "Simplification of administrative procedures and reduction of bureaucracy for the business environment in the field of operations with RNP drug precursors"	external
Legislative news and European requirements - Safety data sheets	external
Responsible for site security and management. Obligations arising from the application of SEVESO III	external
SCRUM compact Scrum&Agile Overview	external
Leadership Competence Development Program - middle management	external
Coaching	exeternal
ACCA (the Association of Chartered Certified Accountants)	external
Cost analysis	external
Risk Management	external
TISAX	external
Transport Manager (IFPTR)	external
Responsible for waste management	external
Intra-Community trade in goods - INTRASTAT statistical declaration	external
SUPPLY CHAIN MANAGEMENT /Logistics chain optimization	external
Hazardous Goods Transport Safety Advisor	external

Title	Type
Responsible for the management of hazardous substances, compliance with legal obligations according to the rules in force	external
Microsoft office package (word, excel, outlook, ppt)	external
Inventory management and logistics chain optimization	external
Power BI	external
ANRE electricians authorization	external
Photo course	external
Mastering the PLC programming language (Mitsubishi)	external
Energy manager	external
Time management and organization	external
TÜV Functional Safety Technician for Machinery	external
RSTVI responsible course	external
Specialist in waste management	external
Introduction to ISO 9001:2015 and IATF 16949:2016 Standards	external
The basics of communication - Module 1	external
METAIR HR Organisational Development Certification Programme	external
Occupational health and safety specialist	external

Title	Type
Dezvoltare metode. Validare metode laborator	external
AUTOCAD	external
IMDS	external
Internal Auditor ISO 9001, ISO 19011, ISO 14001	external
Project Management	external
Core Tools	external
Lead acid battery design and processes	external
Redox-flow batteries, processes and materials	external
Evaluation and expression of measurement uncertainty	external
Auditors for quality management systems in testing and calibration laboratories in accordance with the requirements of SR EN ISO 17025: 2018 standards	external
ANPQP	external
ISO 9001, ISO 14001, ISO 45001 and IATF 16949 Management System Requirements	external
First aid class	external
SAP (usual transactions, stock movements, reports)	external
Li-Ion Batteries: Construction, Operation, Diagnostics	external
Photovoltaic systems - initiation	external

7.1. Performance tables - environment

302-2 Energy consumption outside of the organization	U.M.	ROMBAT 2023	REBAT 2023	ROMBAT 2022	REBAT 2022
Total fuel consumption within the organization from non-renewable sources (petrol, diesel, LPG)	l	23 685	309	22 592	294
Total electricity consumption	Kwh	32 068 160	1 777 801	32 664 434	1 531 708
Total natural gas consumption	Kwh	14 468 216	12 351 272	16 346 339	12 143 924

303-3 Water withdrawal by source	U.M.	ROMBAT 2023	REBAT 2023	ROMBAT 2022	REBAT 2022
Total water withdrawal	mc	73 514	10 821	71 988	9 906
out of which Surface water	mc	0	0	0	0
From which ground water - own well	mc	0	158	0	12
From which produced water - treated industrial water sourced from neutralization*	mc	0	7 571	0	6 501
From which water from third-party sources (from the municipal water supplier)	mc	73 514	3 092	71 988	3 393

*The industrial water is stored in the reservoir, thus being recovered and reused in the production processes at Rebat.

305-1 Direct (Scope 1) GHG emissions	U.M.	2023	2022
Scope 1 GHG emissions	tCO2e	10.409	10.442

305-2 Energy indirect (Scope 2) GHG emissions	U.M.	2023	2022
Scope 2 GHG emissions	tCO2e	20.59	10 639

306-3/306-4/306-5 Waste	U.M.	ROMBAT 2023	REBAT 2023	ROMBAT 2022	REBAT 2022
Non-hazardous waste					
out of which diverted from disposal - reused - wooden pallets repaired in our own workshop	tons	77	0	125	0
out of which diverted from disposal - recycled - sent to recyclers based on contracts	tons	1 509	1 659	1 245	1 696****
out of which directed to disposal - landfilling	tons	9	194	3	187
Hazardous waste					
out of which diverted from disposal - reused	tons	0	706**	0	761**
out of which diverted from disposal - recycled	tons	2 359*	520	2 582*	377**
out of which diverted from disposal - other methods	tons	0	0	0	0
out of which directed to disposal - landfilling	mc	185	4 526***	191	3 944***
out of which directed to disposal - incineration	tons	0	0	0	0
out of which directed to disposal - other methods	tons	0	0	0	0

* all lead waste from the Rombat production process is sent to Rebat.
** filter dust
*** slag
**** PPCo

301-1 The total quantity or volume of raw materials used to produce the company's products	U.M.	ROMBAT 2023	REBAT 2023	ROMBAT 2022	REBAT 2022
Used batteries	tons	0	21 499.50		19 538.10
Virgin Pb	tons	2 555.60	0	3 609	0
Virgin polypropylene	tons	1 008.83	0	833.95	
Sulfuric acid	tons	5 340.09	0	5 408.32	
Minium	tons	97.09	0	36.63	
Pasting paper	tons	497.93	0	547.29	
Platic wrap	tons	1 832.15	0	1 764.74	
Injected plastic components	tons	943.45	0	1 101.81	0
Total	tons	12 275.13	21 499.50	13 302.49	19 538.10

The total amount or volume of recycled raw materials used to produce the company's products	ROMBAT		
	U.M.	2023	2022
Secondary Pb purchased and internally recycled from production process	tons	13 739.88	12 237.86
Lead alloy	tons	11 428.88	9 937.11
Recycled polypropylene	tons	535.94	1 003.26

301-1 The total quantity or volume of raw materials used to package the company's products	ROMBAT		
	U.M.	2023	2022
wood pallets	tons	249.82	589.96
cardboard	tons	68.20	75.94
plastic wrap	tons	34.40	27.45
polystyrene	m3	168.71	247.08

7.2. Abbreviations

OEM (Original Equipment Manufacturer)
OES (Original Equipment Supplier)
GHG (Greenhouse Gases)
LTIFER (Lost Time Injury Frequency Rate)
ITM (Territorial Labor Inspectorate)
g/dL (micrograms per deciliter)
CLC (Collective Labor Agreement)
INCDTIM (National Research-Development Institute for Isotopic and Molecular Technologies from Cluj-Napoca)
TREC (Transylvania Energy Cluster)
PC (Personal Cars)
LCV (Light commercial vehicle)
MHCV (Medium and heavy commercial vehicles)
AGM (Absorbed Glass Mat)
EFB (Enhanced Flooded Batteries)
OHS (Occupational Health and Safety)

7.3. Affiliations

Members of ACAROM - supporting the competitiveness of Romania's automotive industry through both legislative support initiatives and sustainability perspectives.
Commodity Exchange
Bistrița Chamber of Commerce and Industry
American Chamber of Commerce (AmCham)

Statement of use	ROMBAT S.A. has reported the information cited in this GRI content index for the period 01.01.2023 - 31.12.2023 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	2. Methodology, definitions and principles
	2-2 Entities included in the organization's sustainability reporting	2. Methodology, definitions and principles 3.1. Company Profile.
	2-3 Reporting period, frequency and contact point	2. Methodology, definitions and principles
	2-4 Restatements of information	n.a.
	2-5 External assurance	2. Methodology, definitions and principles
	2-6 Activities, value chain and other business relationships	3.1. Company Profile 5.10. Managementul Lanțului de Aprovizionare
	2-7 Employees	7.1. Sustainability Performance Tables
	2-8 Workers who are not employees	7.1. Sustainability Performance Tables
	2-9 Governance structure and composition	4.2. The governance structure of ROMBAT S.A. and risk management
	2-10 Nomination and selection of the highest governance body	4.2. The governance structure of ROMBAT S.A. and risk management
	2-12 Role of the highest governance body in overseeing the management of impacts	4.2. The governance structure of ROMBAT S.A. and risk management
	2-13 Delegation of responsibility for managing impacts	4.2. The governance structure of ROMBAT S.A. and risk management

Statement of use	ROMBAT S.A. has reported the information cited in this GRI content index for the period 01.01.2023 - 31.12.2023 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-14 Role of the highest governance body in sustainability reporting	4.2. The governance structure of ROMBAT S.A. and risk management
	2-15 Conflicts of interest	4.2. The governance structure of ROMBAT S.A. and risk management 4.3. Anti-corruption and business ethics
	2-22 Statement on sustainable development strategy	1. Statement of the General Director
	2-23 Policy commitments	4.2. The governance structure of ROMBAT S.A. and risk management 4.3. Anti-corruption and business ethics
	2-24 Embedding policy commitments	4.3. Anti-corruption and business ethics
	2-26 Mechanisms for seeking advice and raising concerns	4.3. Anti-corruption and business ethics
	2-27 Compliance with laws and regulations	4.3. Anti-corruption and business ethics
	2-28 Membership associations	7.3. Affiliations
	2-29 Approach to stakeholder engagement	5.2. Materiality Assessment
	2-30 Collective bargaining agreements	100% of our employees are covered by Collective Labor Agreement.

Statement of use	ROMBAT S.A. has reported the information cited in this GRI content index for the period 01.01.2023 - 31.12.2023 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
GRI 3: Material Topics 2021	3-1 Process to determine material topics	5.2. Materiality Assessment
	3-2 List of material topics	5.2. Materiality Assessment
	3-3 Management of material topics	5.2. Materiality Assessment
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	3.1. Company Profile 7.1. Sustainability Performance Tables
	201-4 Financial assistance received from government	7.1. Sustainability Performance Tables
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	7.1. Sustainability Performance Tables
	202-2 Proportion of senior management hired from the local community	7.1. Sustainability Performance Tables
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	5.10. Supply chain management
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	4.3. Anti-corruption and business ethics
	205-3 Confirmed incidents of corruption and actions taken	4.3. Anti-corruption and business ethics

Statement of use	ROMBAT S.A. has reported the information cited in this GRI content index for the period 01.01.2023 - 31.12.2023 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	4.3. Anti-corruption and business ethics
GRI 301: Materials 2016	301-1 Materials used by weight or volume	7.1. Sustainability Performance Tables
	301-2 Recycled input materials used	7.1. Sustainability Performance Tables
GRI 303: Water and Effluents 2018	302-1 Energy consumption within the organization	7.1. Sustainability Performance Tables
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	7.1. Sustainability Performance Tables
	303-4 Water discharge	7.1. Sustainability Performance Tables
	303-5 Water consumption	7.1. Sustainability Performance Tables
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	7.1. Sustainability Performance Tables
	305-2 Energy indirect (Scope 2) GHG emissions	7.1. Sustainability Performance Tables
	305-7 Nitrogen oxides (Nox), sulfur oxides (SOx), and other significant air emissions	7.1. Sustainability Performance Tables

Statement of use	ROMBAT S.A. has reported the information cited in this GRI content index for the period 01.01.2023 - 31.12.2023 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
GRI 306: Waste 2020	306-3 Waste generated	7.1. Sustainability Performance Tables
	306-4 Waste diverted from disposal	7.1. Sustainability Performance Tables
	306-5 Waste directed to disposal	7.1. Sustainability Performance Tables
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	5.1. Sustainability Strategy
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	7.1. Sustainability Performance Tables
	401-3 Parental leave	7.1. Sustainability Performance Tables
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	5.7. Human Resource Management
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	4.2. The governance structure of ROMBAT S.A. and risk management 5.7. Human Resource Management
	403-2 Hazard identification, risk assessment, and incident investigation	5.7. Human Resource Management

Statement of use	ROMBAT S.A. has reported the information cited in this GRI content index for the period 01.01.2023 - 31.12.2023 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
	403-3 Occupational health services	5.7. Human Resource Management
	403-5 Worker training on occupational health and safety	5.7. Human Resource Management
	403-8 Workers covered by an occupational health and safety management system	5.7. Human Resource Management
	403-9 Work-related injuries	5.7. Human Resource Management
	403-10 Work-related ill health	5.7. Human Resource Management
GRI 404: Training and Education 2016	404-1 Numărul mediu de ore de formare pe an per angajat	7.1. Sustainability Performance Tables
	404-2 Programs for upgrading employee skills and transition assistance programs	7.1. Sustainability Performance Tables
	404-3 Percentage of employees receiving regular performance and career development reviews	5.7. Human Resource Management
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	7.1. Sustainability Performance Tables

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GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
	405-2 Ratio of basic salary and remuneration of women to men	7.1. Sustainability Performance Tables
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	5.7. Human Resource Management
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	5.7. Human Resource Management
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	5.1. Sustainability Strategy
GRI 415: Public Policy 2016	415-1 Political contributions	4.3. Anti-corruption and business ethics
GRI 416: Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	5.11. Customer management
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	5.11. Customer management
	417-2 Incidents of non-compliance concerning product and service information and labeling	5.7. Human Resource Management
	417-3 Incidents of non-compliance concerning marketing communications	5.7. Human Resource Management

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GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	4.4. Cybersecurity and Personal Data Protection

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