

Sustainability REPORT 2022



Company listed on the AeRO
market of the Bucharest Stock
Exchange Symbol: ROC 1

Content

| | |
|---|-----------|
| Message from our CEO | 04 |
| About the report | 05 |
| Year 2022 in numbers | 06 |
| 1. Principles, Values, and Governance of ROCA Industry | 08 |
| 1.1 Governance | 20 |
| 1.2 Economic Performance | 25 |
| 1.3 Cybersecurity | 29 |
| 1.4 Indirect Economic Impacts | 30 |
| 1.5 Financial wellbeing | 31 |
| 1.6 Value Chain | 33 |
| 1.7 Materiality Analysis | 37 |
| 1.8 Stakeholders | 40 |
| 1.9 Sustainability Strategy | 42 |
| 1.10 Awards and Affiliations | 45 |
| 2. Our care and commitment to the Environment | 46 |
| 2.1 Resource Management | 49 |
| 2.2 GHG Emissions | 54 |
| 2.3 Waste Management | 57 |
| 2.4 Environmental Assessment of Suppliers | 62 |
| 2.5 Biodiversity | 63 |
| 3. Our Social Commitment | 64 |
| 3.1 Employee wellbeing | 66 |
| 3.2 Diversity, Equal Opportunities, and Human Rights | 74 |
| 3.3 Education and Training | 78 |
| 3.4 CSR Campaigns | 82 |



Message from our CEO



Ionuț Bindea

“

At **ROCA Industry** we focus on what we build and are careful about how we do it. The challenges of the industry in which we operate have a direct effect on our business and support us in our constant focus on raising our performance levels and moving towards sustainable practices that empower us and strengthen our strategic position in the market. In all this context, the listing of our holding company on the Stock Exchange is a confirmation of all the principles by which we operate: performance, autonomy, independence and competitiveness.

2022 is a milestone year for our holding, symbolizing the start of a values-driven approach towards sustainable business. We have made a firm commitment to take a proactive stance and undertake tangible, conscientious actions that bring added value to both ourselves and the communities we belong to.

Our business culture is one of partnerships based on trust and mutual respect, so once again we chose to collaborate with denkstatt Romania, a sustainability management consulting firm, to ensure proper guidance and an above average approach to implementing a functional sustainability strategy. We have chosen to relate to each business under our holding umbrella individually, exploiting the particularities and needs of each one, while keeping the idea of social, economic and environmental responsibility united. Thus, all the companies in the holding group have gone through an extensive process of analysis, which included stages of knowledge, understanding and awareness of the level we are at, and then planning, calibration and control of what we can assume for the future.

Our sustainability vision is to be a leader in the building materials industry in Romania, recognized for our commitment to sustainable development and our positive impact on the environment, communities and society as a whole. We aim to be an example of excellence in sustainable practices and actively contribute to the transition towards a circular economy.

Through our companies, we aim to develop and supply innovative, high-quality products. We are committed to reducing our environmental impact by optimizing the use of natural resources, minimizing greenhouse gas emissions, and promoting energy efficiency at all stages of our production process.

At the same time, we focus on improving the working conditions and safety of our employees by providing them with a healthy and stimulating working environment. We support diversity and inclusion, promoting equal opportunities and respecting human rights in all our operations.

We are also dedicated to supporting the local communities in which we operate through active involvement in community development projects, focusing on education, health and environmental protection. We work with local organisations and institutions to develop sustainable projects and improve the quality of life in our communities.

I am proud and grateful to all those who have contributed to the development of our holding company and appreciate our collective efforts to drive ROCA Industry towards excellence.

Thank you for your commitment to ROCA Industry!

”

Purpose of the report

This year we decided to publish our first Sustainability Report and to establish the Sustainability Strategy of our holding company - ROCA Industry. We have set ambitious targets, taking into account the three essential pillars of sustainability: ECONOMIC, SOCIAL and ENVIRONMENTAL. Aware of the current challenges in the business environment, we are determined to participate through specific actions in the transition towards solutions that will lead to a decrease in the negative impact that large industries have on society in general. We believe that transparency and openness towards sustainability values will be essential to help us increase competitiveness in our field.

Considering that our holding company is active in the construction sector, we have also engaged in the extensive Carbon Footprint Calculation and the identification of climate risks and analysis of their associated financial implications (TCFD analysis).

Reporting framework

The materiality analysis was carried out according to the new concept of double materiality, starting with the value chain analysis and the identification of material aspects. By involving the management of the companies in the process, we identified the relevance of the issues to the business and the impact they have on the environment and society, and in the second stage, through extensive stakeholder involvement. The Double Materiality Analysis was carried out in anticipation of the Corporate Sustainability Reporting Directive (CSRD) 2022/2464/EU which will amend the Non-Financial Reporting Directive (NFRD) starting with the financial year of 2024.

We understand that climate change is a crucial issue at the global level today and that's why we want to actively contribute towards economic, social and environmental responsibility.

The structure of the present report is based on relevant material that has a social, economic and

environmental impact or potential impact and you will be able to find both quantitative and qualitative indicators.

As this is the first sustainability report, there are no situations where the information needs to be restated.

Reporting period

The data presented in this report relate to the year 2022, covering the period 01 January - 31 December 2022 and describe the activities of the ROCA Industry holding company and the companies BICO Industries, Sarcom (Evolor, at the time of the report), Eco Euro Doors and DIAL. The difference between the Directors' Report for 2022 and this Sustainability Report is that Terra Impex and Europlas Lux are also considered in the financial reporting. The reason why these two entities are not included in this Sustainability Report is due to the integration of the two companies by Bico Industries during 2022, as they are not direct owners of Roca Industry.

In the future we aim to report annually on our performance and progress towards sustainability.

References

ROCA Industry has prepared this Sustainability Report in accordance with the Global Reporting Initiative (GRI 2021) standard for the period starting from 1st of January to 31 December 2022. In addition, for further completeness and in accordance to our specific industry, we have used the Standards Board (SASB).

The index of indicators relating to the two standards can be found in the last chapter of the report. The report complies with Directive 2014/95/EU on non-financial reporting (NFRD), the most important about the REPORT European legislation on sustainability reporting obligations, as well as the provisions transposed into national legislation by Order of the Minister of Public Finance 1938/2016

About the REPORT

with subsequent additions - Order No. 3456/2018 and - Order No. 1239/2021.

Throughout the Sustainability Report process, we were supported by denkstatt Romania, a company with extensive European experience in sustainability management.

Thanks

Thanks to everyone who contributed to this report, both the internal ROCA Industry team and all external contributors.

The information in this report has not been externally audited.

Contact

For further information about the report, opinions or suggestions for improvement, please contact us at office@rocaindustry.ro

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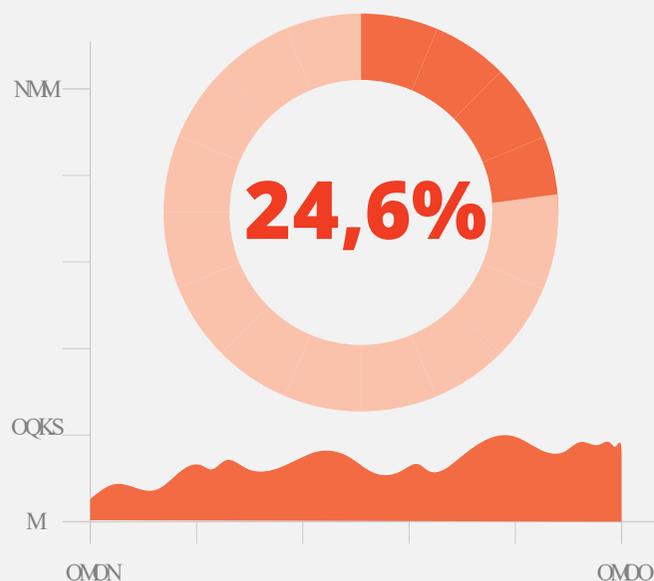
The year 2022 in numbers

TURNOVER

366,7mil RON

Key information about Roca Industry's directly owned companies is shown below.

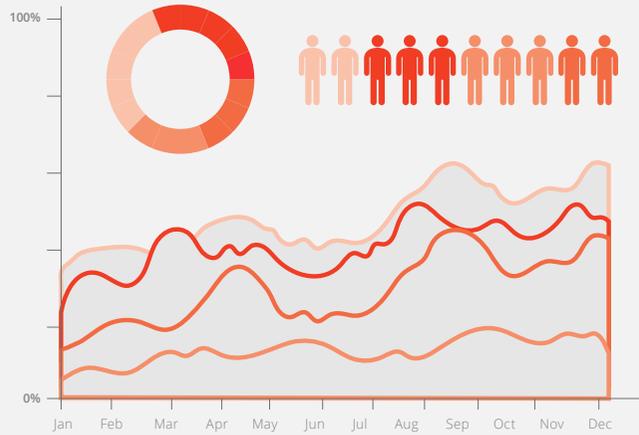
growth
compared to 2021



ECONOMIC

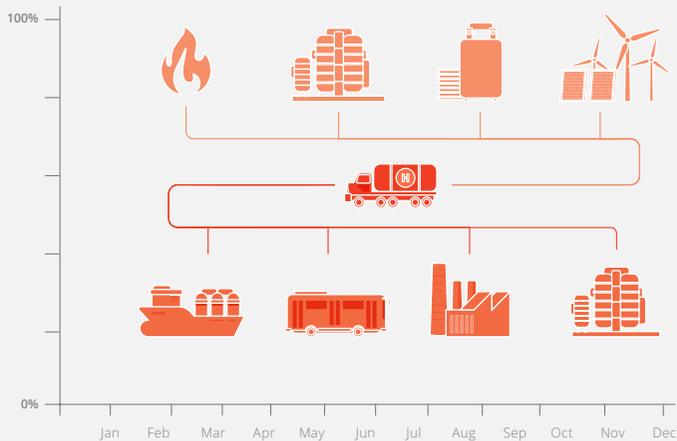
| | BICO Industries | EVOLOR | Eco Euro Doors | DIAL |
|----------------------------|-----------------|-----------|----------------|-----------|
| <i>Net profit (ron)</i> | 1,33 MIL | 6,91 MIL | 5,26 MIL | 4,37 MIL |
| <i>Net sales (ron)</i> | 102,35 MIL | 77,03 MIL | 67,09 MIL | 65,45 MIL |
| <i>Number of locations</i> | 2 | 1 | 1 | 1 |

SOCIAL



| | BICO Industries | EVOLOR | Eco Euro Doors | DIAL |
|---|-----------------|--------|----------------|-------|
| <i>Number of employees at the end of the year</i> | 246 | 130 | 101 | 70 |
| <i>Number of new employees</i> | 84 | 14 | 34 | 26 |
| <i>Retention rate at the end of the year</i> | 80% | 93% | 88% | 93,3% |

MEDIU



| | | | | |
|--|---------|---------|-----------|---------|
| <i>Energy consumed (MWh)</i> | 3 555 | 267 | 2 362 | 1 390 |
| <i>Fuel consumed by own fleet (diesel) (l)</i> | 32 800 | 123 186 | 262 881 | 26 700 |
| <i>Kilometres travelled by fleet (km)</i> | 520 000 | 702 269 | 2 628 810 | 183 000 |
| <i>Scope 1 emissions (tCO2eq)</i> | 709.05 | 403.13 | 311.48 | 770.6 |
| <i>Scope 2 (Market based) emissions (tCO2eq)</i> | 615.14 | 25.43 | 557.53 | 288.18 |



1

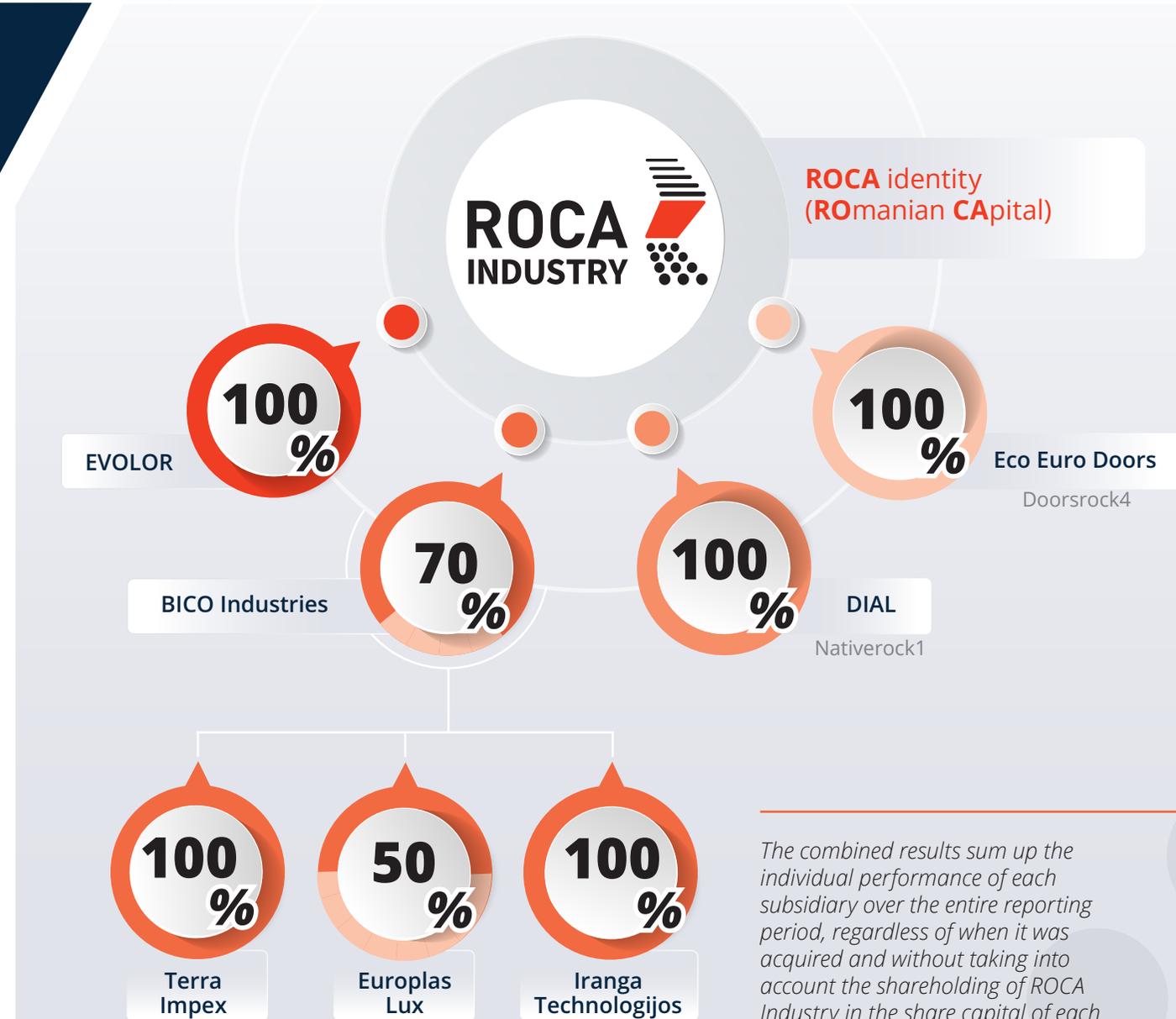
**Principles, values
and governance
of ROCA Industry
Holding**

A holding of active partnerships for the development of Romanian business models.

ROCA INDUSTRY HOLDINGROCK1 S.A. („ROCA Industry” or „ROC1”), listed on the AeRO market of the Bucharest Stock Exchange under the symbol ROC1, is the first Romanian holding of construction materials companies, part of the ROCA Investments portfolio.

The holding aims to develop and scale strong and sustainable native brands, and transform them into regional champions, through specialized know-how, access to sustainable sources of financing, and also through synergies generated at the group level.

Specific to the business model of a holding, up to now, ROCA Industry has not carried out its own operational activities. It operates and implements the business strategy through its subsidiaries, holding directly and indirectly, a number of 7 companies - performers in their specific sectors of activity: **BICO Industries** (the first and largest national producer of fiberglass mesh and the only native producer of fiberglass reinforcements), **EVOLOR** (one of the largest players in the paint and lacquer production industry), **ECO EURO DOORS** (the largest Romanian manufacturer of doors for residential constructions), **DIAL** (manufacturer of metal wire products), as well as the fiberglass producers **TERRA**, **EUROPLAST**, and **IRANGA**, through BICO Industries.



The combined results sum up the individual performance of each subsidiary over the entire reporting period, regardless of when it was acquired and without taking into account the shareholding of ROCA Industry in the share capital of each company.



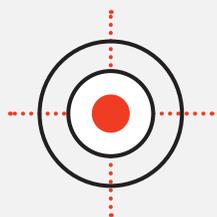
Roca Industry on the capital market

On 27 January 2022, ROCA Industry shares were listed on the AeRO market, the equity segment of the Multilateral Trading System of the Bucharest Stock Exchange, under the symbol ROC1.

This success, to list ROCA Industry holding on the BVB, is also part of our desire to develop the Romanian entrepreneurial environment and to strengthen both our own organizational identity and the legacy we leave to future generations, thus taking into account

the principles of economic, environmental and social sustainability.

At the same time, the strategic development we are planning for the companies under the umbrella of ROCA Industry Holding envisages a massive infusion of know-how, key principles of organizational culture, common approach to supply chain activities or those in the markets.



ROCA Industry's Mission

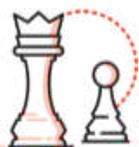
is to develop an entrepreneurial culture based on partnership, investing financial resources, know-how, and passion. ROCA Industry amplifies the potential and accelerates the growth of Romanian companies and brands so that the dream of many Romanian entrepreneurs becomes a reality.

ROCA Industry values



VISION

Our goal is to make a notable contribution to Romania's economic development through the entrepreneurial culture we practice and share. We continuously educate ourselves for performance, and any decision we make in the short term must also make sense in the long term.



PASSION

Our passion is to bring out the value in people, ideas and companies. This passion has brought us together and drives us to grow, learn and explore new areas, solutions and business models



EDUCATION FOR PROGRESS

The best way to grow is to continually learn from what others do, from what we succeed and from the mistakes we make. To do this we need an open mind that looks at everything around us not as a problem, but as an opportunity to learn and grow.

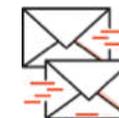


AUTONOMY

Autonomy means having the will, the knowledge and the resources to succeed in what we set out to do, individually and as a team. Not waiting to be decided, to be done, to be given to us. We take responsibility for the end result and act at every step as if we were our company.

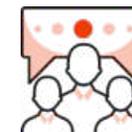
COMMUNICATION

The better the communication, the more the participants have in common. We understand that, in teams and organisations, finding common ground does not happen by itself, but is a systematic effort that leads to better interactions, relationships and decisions.



TEAM PERFORMANCE

We are committed to building an ecosystem of people, ideas and projects. We can only do this by building strong teams and communities that share the same values, practices and goals. Each team must deliver performance before we can give credit to anyone on it.



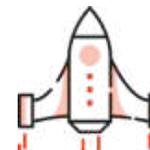
INTEGRITY

We can only achieve what we set out to do if we build trust, every day, with every colleague, customer or partner. To do this, we offer transparency, loyalty, respect and commitment to personal and professional ethical standards. We are committed to always doing things right.



COURAGE

We have the courage to imagine that we will go where no one has gone before, and then we have the courage to do what it takes to get there. We choose the most ambitious path. We also support others to gain more and more courage and confidence.



We are motivated by the mission and values we have set for ourselves and we are prepared to make every effort to align with them.

Partnerships are at the core of our business identity and are an integral part of the ROCA culture. With passion and perseverance, we invest financial capital and know-how in all companies under the umbrella of the holding company. Plus the value we generate for Romanian brands and industry is considerable.

We want all the companies within the ROCA Industry holding to have common values and visions, which are reflected in the development objectives that each of them sets for themselves. Business strategies will be generated according to the needs that each company identifies, but the common basis will help to make the best business decisions and drive toward remarkable performance.

Locations where we operate:

We are present in 8 locations as follows:



ROCA Industry
Holding Headquarters
Bucharest , sector 2 4 Gara Herăstrău street,
building A, 3rd floor

SC BICO Industries SRL

Main Headquarters:
Fiberglass Reinforcement Factory
Piatra Neamț, județul Neamț, România
Petru Movilă nr. 31
Production Centre
Fiberglass mesh factory for thermosystems
Vaslui, județul Vaslui, România
Metalurgiei nr. 1

Terra Impex SRL

(companie deținută 100% de BICO)
Distribution office:
Industrial Park Ploiesti, Prahova County,
Romania
Production plant:
Korolenko 6, Vulcanesti Station 5301,
Republic of Moldova

Europlas Lux SRL

(company owned 55% by BICO)
Headquarters and production:
2029 Chisinau, Republic of Moldova, Șos.
Muncești 799

Iranga Technologijos

(100% owned by BICO)

Head office and production:
21366 Vievis, Lithuania, Ateities 3

SC Evolor SRL (SARCOM)

Head office and production:
Village Buleta (com. Mihăești),
Vâlcea county, Romania Str.
Depozitelor nr. 5

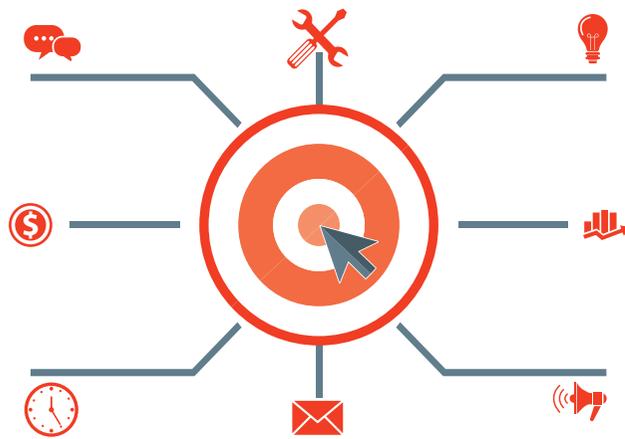
SC Eco Euro Doors SRL

Administrative headquarters and production centre:
Rghin, Mures county, Romania Str.
Carpați nr. 11

SC Dial SRL

Head office and production centre:
Hârșova, Constanta County, Romania
Șos. Constanței no. 17

Work point:
Hârșova, jud. Constanța,
Str. Casariei nr. 7



Roca Industry Objective

ROCA Industry's objective is to contribute to the reindustrialization of Romania by adding more companies in the building materials and related industries to the Holding Company and transforming them into regional champions through the creation of a solid foundation and longterm investments in production capacities and acquisition of companies.

We can achieve this goal through a unified approach to the Romanian building materials market and related industries, by establishing management systems based on collaboration and synergy between companies. In this way, we will be efficient on multiple business lines in the building materials sector. In order to achieve these objectives, we have a number of sustainability principles in mind:

- Energy efficiency;
- Responsible resource management;
- Attention and care for the environment;
- Investment in technological processes;
- Community involvement.

Our development strategy

ROCA Industry Holding's primary role is to develop the companies it owns, guiding them to success. We will always take into account the specificity of each of them and adapt the strategies implemented according to their particular needs, but we will maintain a unity in approach and guiding principles.

The goal of ROCA Industry Holding is to become the leader of the building materials market in Romania. The objectives include organic development, representing the cornerstones of our business. In this respect, we will remain open to acquire new companies in the building materials or related industries in order to diversify our portfolio and develop strategically. In the same way, we will also focus on the development and customised consolidation of each company that is part of our holding.

The development strategy is made up of several focus areas, which we emphasise. So we will always aim to develop strategically and in a structured way.

Financial strategy

Capital allocation - Optimal identification of needs and dynamic allocation of capital for cost optimization;

- **Separate profit centres** - monitoring own and customized planning and budgeting for each of the ROCA Industry subsidiaries.

Production strategy

- **Adaptability** to market needs - we take into account feedback from the market to continuously develop the products we offer;
- **Innovation** - we are looking at investments in technology and automation of production processes;
- **Efficiency** - we focus on improving working conditions by eliminating repetitive manual work;
- **Sustainability** - we identify actions that help us optimise our work processes in terms of good resource management.

Human resources Strategy

Standards in recruitment - we pay close attention to skills and competence levels;

- **Performance Management** - We implement efficient systems for monitoring and evaluating performances;
- **Development programmes** - we offer professional development opportunities;
- **Resource management** - we are concerned with actively monitoring consumption for optimisation;
- **Carbon Footprint** - we have engaged in Carbon Footprint calculation for the activities carried out by our companies;
- **Care for the environment**- we are ready to identify new opportunities to protect the environment alongside our existing activities.

BICO Industries

BICO®

Bico, established in 2006, stands as a testament to its ability to train and retain highly skilled professionals with over 20 years of experience in the field. Throughout its journey, the company has cultivated diverse expertise in material production, transitioning from woven mesh to braided mesh and, more recently, incorporating the innovative technology known as laid scrim.

Presently, Bico operates in the market under two renowned brands: BICO and Terra. The company's primary focus revolves around the production of fiberglass mesh for External Thermal Insulation Composite Systems (ETICS), fiberglass mesh for various industrial materials, and fiberglass reinforcing mesh batts.

Bico boasts a presence across multiple production centers, including two in Romania. The Piatra Neamt facility specializes in the production of fiberglass mesh and reinforcement for industrial products, along with PVC/ALUMINIUM fiberglass mesh collars. The Vaslui facility, on the other hand, concentrates on the production of fiberglass mesh for thermosystems.

Companies owned by Bico Industries

Terra, a wholly-owned company of BICO as of March 2022, is one of the largest producers of fiberglass mesh in Eastern Europe, with a production capacity of over 25 million sqm/year in the Free Economic Zone Vulcanesti, Republic of Moldova. The foundations of this production centre were laid in 2011, and the official market launch of Terra products took place in 2012. Terra products comply with the highest European standards for strength and durability, thus benefiting from the necessary accreditations from the quality control institutes for building materials in Romania, Czech Republic and Germany. With more than 180 employees, approximately 50% of its capacity is destined for the Romanian market, the remaining 50% being sold in the European Economic Area.

At the date of this report, Bico also holds 50% of the share capital of **Europlas**. The company specialises in the production of reinforcing mesh, with a production capacity of 7 million square metres of reinforcing mesh per year, installed in the Free Economic Zone of Ialoveni, Republic of Moldova, adding 10% to the production of fibreglass mesh for ETICS systems held on the Bico and Terra brands. With a current team of more than 25 employees, Europlas manages to place 100% of its production capacity in the Republic of Moldova or

Romania.

In the first half of 2023, Bico acquired **Iranga Technologijos** a Lithuanian company. Iranga is active in the technical and construction textiles market, offering solutions based on a complex range of technologies for the production of fibreglass fabrics and composite materials through fabric lamination, a business similar to one of the business lines owned by Bico.

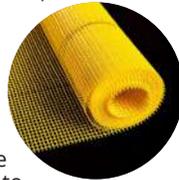
The data presented in this report will refer to BICO Industries S.A. with its two points of activity: Piatra Neamt and Vaslui. Data relating to Terra Impex SRL, Europlast Lux and Iranga Technologijos will be taken into account in future reports.

BICO Industries' sales activities are mainly within the European Union.

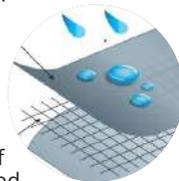
On the Romanian market, BICO Industries is present with the BICO and Terra brands both in national and regional distributor networks and in DIY stores nationwide. On the foreign market, BICO Industries has trade relations with ten countries in the European Union and the Republic of Moldova.

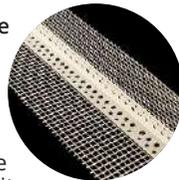
Product portfolio

After accumulating experience and expertise in the field, the Bico Group has a wide range of products, including:

- 

Fibreglass mesh, product intended for reinforcement systems by insulation systems made of mineral wool-based external thermal insulation composite (ETICS), expanded polystyrene or other type of insulating board. The products in this range are E-glass fibreglass fabrics with special properties to provide high tensile strength and long life in alkaline environment. It is used for both interior and exterior plaster reinforcement to strengthen exterior thermal insulation composite systems and prevent plaster failure.
- 

Fiberglass mesh, a product specially designed for the reinforcement and dimensional stabilization, through lamination, of industrial products. This product, made from continuous filament glass fibers, which are arranged in an open mesh structure and chemically welded together, is specially designed for industrial products that need a substantial improvement in mechanical properties, being the element that guarantees high tensile strength and perfect control of the elasticity of the finished material. The fiberglass mesh in this category is suitable to be used in a lamination process characteristic of the production of composite materials from two or more laminated layers, such as roofing membranes, plastic material membranes, roofing foils, aluminum foils, thermal insulation materials and other materials that tend to tear easily (non-woven materials, foils, films, papers etc.).
- 

Twin mesh is a composite product, obtained by the process of laminating non-woven mesh onto nonwoven materials or foils. With a strength high delamination resistance, fibre reinforcement are designed for the reinforcement and dimensional stabilization of bituminous and plastic membranes that are used in both industrial and residential buildings.
- 

Fiberglass mesh profiles is a product range comprising PVC or ALUMINIUM L-profiles with fiberglass mesh used for stiffening, protection and aesthetics of corners exterior in within surfaces finished with different types of plaster. Fibreglass mesh on PVC or ALUMINIUM corners makes it easy to integrate them into plaster layers, providing flexibility during installation and durability of finished corners.

EVOLOR



Evolor is a company established in 1993, focused on the production of paints, primers, varnishes, thinners, washables, adhesives, decorative plasters and stains, in which Roca Industry holds 100% of the share capital. The company is present in the market with products known under the brands STICKY and CORAL. The acquisition of Evolor was completed in 2021. At the beginning of 2023, the company started a rebranding process, one of the steps, being the name change from Sarcom to Evolor. This step, also ongoing, continues at the time of the report with marketing and positioning actions for the STICKY and Coral commercial brands.

For the purpose of this report, in all future references we will use the current name - EVOLOR.

Boasting nearly 30 years of experience and a market share of approximately 8% in the Romanian paints and varnishes market, Evolor stands as a significant player in its industry. As of 2022, it ranks 8th based on its 2021 turnover and within the top five in terms of profitability.

Evolor operates seven main production departments to cater to its diverse product portfolio. While its products have predominantly targeted the national market, distributed mainly through national retail chains, 2022 marked a shift in the company's distribution strategy, with renewed efforts to scan and inventory traditional sales channels, segment the market, expand national

presence and in traditional sales channels, as well as extensive presence in chain stores.

In 2022 the management team was fully completed at the level of the organisational structure established post-acquisition. During this period, the company launched a new product range - water-based enamels, and evolved in the range of washable paints assortment focused on consumer needs in the area of antibacterial-anti-mildew protection.

Following the development of the commercial activity in 2022, the company has identified the need to expand the storage space for finished products with an additional warehouse, located in the immediate vicinity of the former Oltchim industrial platform. In this way, the warehouse benefits from optimal conditions and the location meets all the legal conditions for carrying out the activity, necessary for the specific industry.

In addition, the company is pursuing operational efficiency goals, both by expanding storage capacity and by initiating a project to install photovoltaic panels to decrease energy dependency.

All Evolor products containing biocidal ingredients are approved by the National Commission for Biocidal Products.

Product portfolio

The company has a wide range of products, divided into several distinct categories: washable interior and exterior paints, decorative plasters, water-based and fastdrying enamels, varnishes, alkyd paints, primers, thinners and complementary products, super-concentrated pigments.

The company's reputation and popularity is mainly based on the Sticky and Coral brands, for which the company has embarked on a process of brand building, positioning and related marketing plans. This process was supported in 2022 including by conducting market research with the aim of understanding updated consumer needs, key trends and relevance of brands operating in the market.

Through the products offered, Evolor addresses consumer need in a balanced way, offering both affordable products (Sticky) and products aimed at the premium area (Coral). They are sold in DIY chains (Dedeman and Leroy Merlin), and through an extensive network of local distributors, covering over 31 counties.



DIAL



Dial, with its robust experience spanning over 20 years, specializes in the production of edged fence panels, braided fence mesh, Rabitz mesh, rectangular posts, and more. Roca Industry concluded the acquisition of Dial in September 2022.

The Hârșova-based factory, boasting a production capacity of 10,000 tonnes/year, spans across an impressive area of approximately 6,000 m², situated on a land expanse of 40,000 m².

With a market share estimated between 13% and 18% in terms of turnover, Dial's product portfolio boasts over 80 diverse offerings. These products are predominantly distributed nationally through DIY chains, specialist retailers, and distributors. Exports, meanwhile, account for approximately 10% of sales.

The market for wire products is a market with relatively few large manufacturers, where the top 5 manufacturers cover more than 70% of the market needs. Among them, Dial ranks 3rd in size. (Source: Commercial Due Diligence Dial Hârșova, Deloitte). In 2022 the market for wire products was affected by fluctuations in commodity prices, but also by rising

energy prices.

This impact will be addressed in 2023, both through energy efficiency measures and by reorganising the production and portfolio in order to remain competitive in the market and expand product distribution nationwide.

The company has already entered the process of integration into the Holding Company, with the organisational structure established and the recruitment process for the management team initiated. In October 2022, the company's new CFO was appointed.

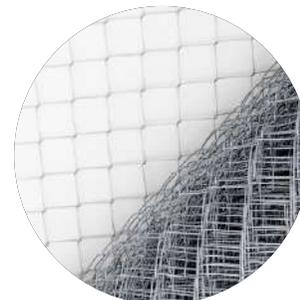
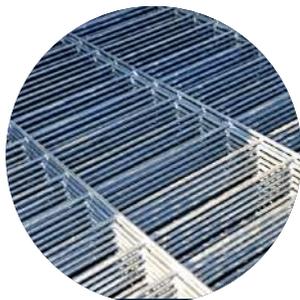
The company is in the process of completing a 5,000 sqm production hall that will allow for exponential growth in production and access to new business lines.

Product portfolio

The main products offered by Dial Hârșova are:

- Bordered, fenced or laminated panels are used to enclose workshops and factories, parks and gardens, public buildings, shopping centres and sports complexes. The panels are made by welding pre-galvanised wires that provide corrosion protection, and then plasticised in fluidised bed (in the case of plasticised panels).
- Fencing mesh, braided or PVC-coated, is used for fencing off households, vineyards, factories, shopping centres, and sports complexes, as well as for making cages and pens for animals.
- Roll welded mesh is a product made by spot welding galvanised wire and is used mainly for road, railway and highway boundaries, as well as for the construction of animal cages and farm fencing.

Among other complementary products, Dial also produces rectangular poles, Rabitz mesh and various types of wire.



ECO EURO DOORS



Eco Euro Doors is the largest Romanian manufacturer of doors for residential buildings. With 28 years of experience in the building materials market, initially in the distribution of products for the construction industry (doors and complementary products, sanitary, etc.), 15 years ago the first steps in production were taken. Production is mainly focused on the production of interior doors. With a factory of 10,000 m², storage capacity of over 8,000 m² and additional land of 36,000 m², EED products are distributed nationwide through the Dedeman DIY chain of stores and other specialist retailers and distributors. The company offers a wide range of products, addressing both the need of customers for standard products and those who require non-standard sized products.

The company is currently working on streamlining the production process by organising internal flows for series production and for the production of atypical doors in order to respond optimally to market requirements. In addition, EED has already started the process of energy efficiency by installing photovoltaic panels to reduce energy costs.

As part of the commercial strategy, a process of

reviewing the product portfolio, both in terms of performance and share of sales and in terms of consumer needs, was initiated at the end of 2022. In this regard, at the end of the year a consumer market research was initiated, with the aim of understanding their updated needs, the decision process and the most important factors in the purchase decision, the purchase channels and their share in the market, the ways of information on buying interior doors. The research findings form the basis for the redefinition of the product portfolio, together with the strategy to expand distribution channels.

Also in 2022, the company went through the FSC audit and accreditation process, an accreditation that validates the traceability of raw material sources and the sustainable exploitation of wood, thus obtaining one of the mandatory certifications for export to European markets, but also for listing its products in national chain stores that are part of international groups.

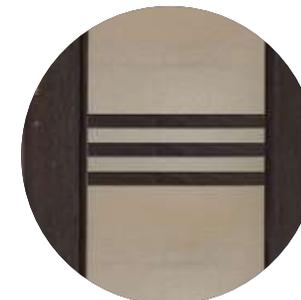
ROCA Industry is leading a process of transitioning the acquired companies to the desired business model - namely the formation of responsible,

committed management teams that can build strategic plans and implement them successfully. To this end, the evolving organisational structure of the company was defined at the end of 2022 and will be completed and finalised in 2023. Within this structure, new functions have also been identified, such as that of the Quality Assurance department, or ,functions that need a more complex role, such as Human Resources.

Product portfolio

The company manufactures and sells three categories of doors: veneered doors, which account for 33% of total sales, painted doors with a 36% contribution to turnover and ready-to-paint doors, which are attributed a 12% share of revenue during 2022.

In addition, to meet the needs of its customers, EED offers for sale various accessories (11% of turnover) and goods (8%).



MATERIAL ASPECTS

ECONOMIC IMPACT

SOCIAL IMPACT

ENVIRONMENTAL IMPACT

1
GOVERNANCE

Governance, risk management and compliance are a key component to the economic success of ROCA Industry companies. By complying with rules and regulations and implementing appropriate governance and risk management policies, ROCA Industry can protect its interests and maintain its good reputation with all stakeholders. These practices help us deal with unexpected events and meet our strategic objectives. It also makes it easier for us to adapt to changes in the business environment, ultimately driving sustainable economic growth.

By implementing responsible policies and practices, our holding company can protect its shareholders, employees, customers, partners and the local communities in which it operates. These positive practices include respecting employee rights, maintaining a safe and healthy work environment, and promoting ethical and responsible behavior. In this way, ROCA Industry can build trusting relationships with all its stakeholders and enhance its reputation by contributing to the sustainable social development of the communities in which it operates.

Our holding company focuses on implementing policies and practices that take environmental responsibility into account, such as the use of renewable energy, efficient waste management and the reduction of greenhouse gas emissions. We can also work with our suppliers and partners to promote environmentally responsible practices in the supply chain. In this way, we will help protect natural resources, reduce our carbon footprint and promote sustainable development, while also contributing to a better future for the environment.

2
ECONOMIC PERFORMANCE

Economic performance is crucial to the financial success of our holding company. By implementing appropriate financial management policies and practices, we are able to identify and effectively utilize available financial resources, thereby ensuring profit and revenue growth. Also, by carefully tracking and analyzing performance, strategic decisions can be made to support sustainable growth and long-term development.

We contribute socially through job creation and other actions that aim at economic development. Also by maintaining financial stability, we can invest in new products and services, expand operations and increase revenues and profits, which can contribute to improving quality of life and social wellbeing.

By reducing greenhouse gas emissions, using resources efficiently and managing waste responsibly, we make a vital contribution to protecting the environment. One example is the implementation of recycling systems and the reduction of water and energy consumption in production processes, which can reduce our environmental impact and improve our holding's image in the eyes of consumers and the community.

3
BUSINESS ETHICS AND ANTI-CORRUPTION

We help create a transparent and honest business environment to attract investors, customers and business partners who want to do business with a holding company that respects ethical and legal standards. In doing so, we will reduce the risk of costly corruption-related fines and litigation and improve our image and reputation. An example of an ethical and anti-corruption measure is the implementation of clear policies and procedures on business ethics and corruption, as well as training employees to meet these standards.

Such an approach can enhance the trust of our clients, investors and the communities in which we operate and can lead to building long-term relationships with them. Preventing and fighting corruption is also essential to increasing fair competition and creating a healthy business environment.

Ethical and anti-corruption practices can have a positive impact on the environment by promoting sustainable and responsible natural resource and environmental practices. We will implement policies to reduce waste, use renewable energy and reduce environmental impact through partnerships with suppliers and their distributors.

MATERIAL ASPECTS**ECONOMIC IMPACT****SOCIAL IMPACT****ENVIRONMENTAL IMPACT**
4
CYBERSECURITY

Cybersecurity is critical to the economic success of our holding company. Implementing appropriate cybersecurity policies and practices can help protect sensitive data, reducing the risk of information loss or theft. By adopting appropriate security measures, we can protect our business and prevent cyber intrusions that could affect our operations. In this way, we build a reputation of trust among customers and partners, strengthening our position in the market.

By implementing appropriate cybersecurity policies and practices, we protect the sensitive data and information of our customers, employees and partners. This will help maintain a long-term relationship of trust. Also, by promoting responsible cybersecurity behavior, we help educate the community about cyber risks and threats and reduce cybercrime.

Cybersecurity measures can have a positive impact on the environment by reducing the risk of cyber-attacks on the infrastructure and control systems of the companies under our holding umbrella. In the event of a cyber-attack that could affect our production and operations, the resources required to remediate the problem would be much greater and could lead to an increase in carbon emissions. Therefore, by implementing appropriate cybersecurity measures, we will succeed in reducing carbon emissions and promote sustainable development.

5
INDIRECT ECONOMIC IMPACTS

Indirect economic impacts can bring significant economic benefits through the business relationships and partnerships we develop. Working with suppliers, distributors and other companies in the industry can help grow the market and stimulate demand for products and services. Community involvement and support of non-profit organizations also strengthens our image in the marketplace. Indirect economic impacts can thus contribute to the sustainable development of both the holding company and the economy in general.

These impacts include supporting suppliers, capacity building and knowledge transfer, as well as creating partnerships and collaborations with other local companies. By supporting the local economy, it can improve living conditions and create new opportunities for local people. Developing a network of local suppliers can also reduce transport costs and greenhouse gas emissions.

We are committed to working with our suppliers to reduce greenhouse gas emissions, improve energy efficiency and minimise waste. At the same time, we will promote a cleaner and more sustainable environment and contribute to the sustainable development of the communities in which we operate.

6
FINANCIAL WELLBEING

The economic wellbeing of the holding company is a very important element for us and we believe that in this way we will be able to generate a positive impact in the markets in which we operate. In this way we will contribute by supporting and encouraging investment in industry and infrastructure.

We aim to promote education and culture by investing in social and cultural projects. Involvement in corporate social responsibility projects, such as volunteering or supporting humanitarian causes, also contributes to the social development of the local communities in which we operate.

Economic prosperity allows us to take on more ambitious environmental commitments and targets. We are committed to working hard to identify the most appropriate actions we can take to generate a positive environmental impact.

Governance Risk Management and Compliance

1.1

At the end of 2022, ROCA Investments increased its stake in the holding company from 59.8815% to 60.7958% of the share capital by acquiring a total of 161,790 shares. Thus, on 4 January 2023, ROC1 shares were held by 566 shareholders, legal entities and individuals. The shareholding structure of ROC1, according to the information provided by the Central Depository on 4 January 2023, is as follows:

Shareholders structure on 4th of January 2023

EXPLANATION of MATERIAL ASPECT

Governance, Risk Management and Compliance are business practices designed to promote a collaborative culture that is based on systematically addressing ethical behavior, accountability and transparency, systematically addressing risk management and compliance. We strive for the effective implementation of integritybased governance and legal compliance, recognising that these issues are the foundation of our business development.

The performance and competitiveness of our holding is closely linked to our well-defined business structures. Thus, we have decided to implement a structured governance, comprising a solid set of policies, which we consider essential for the proper functioning of our business. Each ROCA Industry subsidiary has its own established governance policies, but these are based on the common values of the holding company and operate according to its own structure.

Roca Investment SA

60,08%
Shares
10 757 557
Value in RON
107 575 570

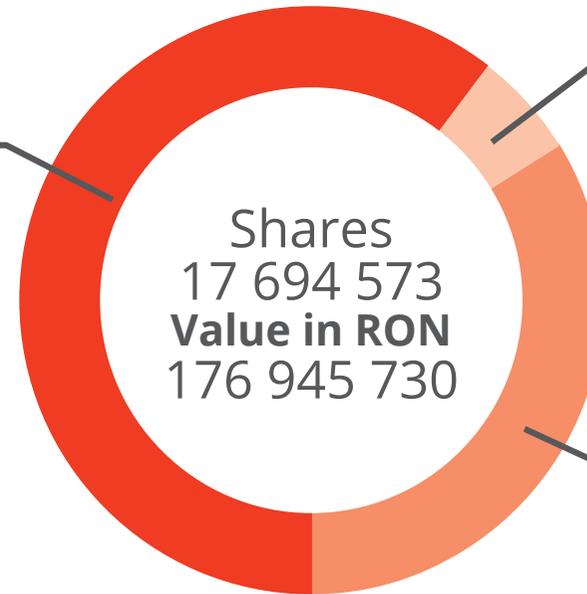
Mihai Bîrliba

5,73%
Shares
1 014 462
Value in RON
10 144 610

Other shareholders

33,47%
Shares
5 922 555
Value in RON
59 225 550

Shares
17 694 573
Value in RON
176 945 730





Ioan-Adrian Bindea
President, Executive Director

17 September 2021
17 September 2023

Chairman of the Board of Roca Industry since the company's establishment in September 2021. He has been ROCA's Investment Manager since January 2018, with responsibility for identifying new opportunities and overseeing the development of ROCA's portfolio companies. He is also a member of the Boards of Directors of the following holding companies: Bico, Dial, EED, Nativerock1 and Doorsrock4, as well as in Electroplast SA and Piscicola SA, companies that are part of the ROCA Investments portfolio and in Leading Growth Management SRL. With 14 years of experience in restructuring, capital markets and real estate, Ionuț was CEO and Chairman of the Board of Directors of Frigotehnica. In the past, he worked at CITR (part of the Impetum group), CNVM (now ASF) and Tradeville. Ionuț brings to the team his extensive managerial experience and ability to transform companies towards a solid and sustainable long-term business model. Ioan Bindea graduated from the Academy of Economic Studies in Bucharest in 2008, where he completed his master's and bachelor's degrees.



Rudolf Paul Vizental
Roca Management SRL
Nonexecutive Director

17 September 2021
17 September 2025

ROCA MANAGEMENT Mandate S.R.L. as a member of the Board of Directors of Roca Industry, whose permanent representative is Rudi Vizental, expires on 17 September 2025. Rudi is one of Romania's most experienced financiers whose aptitude for investment activity is rooted in current business realities and understanding of the needs of entrepreneurs. He has a background of over 5 years in investment management, 10 years in distressed and 5 years in financing, where he has learned to see opportunities where others see only risks. He actively and consistently contributes to the development of an entrepreneurial culture in Romania and is a leader whose strategy is to create environments where people are passionate, inspired and motivated to achieve their goals and become better. Previously, Rudi held management and restructuring positions in CITR and BRD, as well as Board Member of Cemacon S.A. Rudolf Vizental graduated from the Faculty of Economics at the University of West Timisoara in 1996, and in 2008 he completed his MBA studies at the Conservatoire National des Arts et Métiers in Paris, France.



Mihai Bîrliba
Non-Executive Director

27 april 2022
17 September 2025

Member of the Board of Directors of Roca Industry, his term of office runs until 17 September 2025. With more than 30 years of experience in industrial manufacturing, Mihai Bîrliba is the founder of several startups in the field of building materials, plastic packaging and plastics recycling, with a focus on manufacturing. He founded Bico Industries S.A. (part of the ROCA Industry holding), where he holds the position of co-shareholder and chairman of the board. His entrepreneurial background has given him significant expertise in recruiting and building teams with skills in industrial process efficiency, diagnosis and integrated development of production lines of all types. As a member of Roca Industry's Board of Directors, Mihai is in charge of the identification and audit process of companies, for which he provides technical and operational support in the M&A area. He graduated from the Technical University Gheorghe Asachi in Iasi in 1989 and then attended and graduated from The Open University Business School MBA program through CODECS in 2007.

Board of Directors of the holding company

Roca Industry has adopted a one-tier management system and is managed by a Board of Directors („BoD”) of five (5) members. The main role of the Board of Directors is to coordinate the strategic direction of the holding company, including setting short, medium and long-term policies and objectives. During 2022, the Board met 22 times. In addition to matters where the Board's involvement is expressly required by law, the Board has been actively involved in strategic, supervisory and sustainability matters.

ROCA Industry board members at the end of 2022



Alexandru Savin
Non-Executive Director

17 September 2021
17 September 2023

Member of the Board of Directors of Roca Industry, his term of office runs until 17 September 2023. At the same time, he has been Investment Manager of ROCA since November 2018. He was also a member of the Board of Directors of RDF SA from December 2019 to May 2023, after which he relinquished this position upon his appointment as Managing Director of RDF SA, CAHM Europe and has been Chairman of the Board of Directors of Sinteza SA since February 2020, all three companies being part of the ROCA Investments portfolio. He also holds directorships in Sarcom, PNPL Strategy SRL, Journey Box SRL and Endlessplay SRL. His previous experience is in risk management and business development, having held several management roles in Libra Bank S.A. He graduated from the Academy of Economic Studies in Bucharest in 2004, where he completed his undergraduate studies.



Vasile Sandu
Non-Executive Director

16 November 2022
17 September 2025

Member of the Board of Directors of Roca Industry, his term of office runs until 17 September 2025. He has extensive experience in the construction and building materials industry, being the founder and CEO of Proinvest Group SRL, a company specialized in the development, production and marketing of metal components and metal building systems. During his more than 20 years in this position, Vasile Sandu led Proinvest to a group with over 500 employees and 4 specialized factories, with a turnover of over 50 million euros. He graduated from the Technical University Gheorghe Asachi in Iasi in 1997, where he attended the undergraduate courses of the Faculty of Construction.

Our companies structure

Internal policies are known to all employees and they are trained each time a new policy is established.

Each company's Internal Rules of Order (ROI) are communicated transparently and acknowledged by signature by all employees. Specific provisions relating to the Internal Code of Conduct are also incorporated within it.

The internal code of conduct was taken note of by 548 employees in 2022 at the level of the ROCA Industry holding companies, the punctual situation in the companies is as follows:

Number of employees trained on the Code of Conduct

| | |
|-----------------|-----|
| BICO Industries | 246 |
| EVOLOR | 130 |
| Eco Euro Doors | 101 |
| DIAL | 70 |

Our companies structure

BICO

Administrators:

- BICO ENTERPRISE S.R.L. through Mihai Bîrliba (Chairman of the Board);
- MADDVALUE ADVISORY S.R.L through Mădălin Popescu;
- Ioan-Adrian Bindea.

CEO: George-Adrian Butuc.

EVOLOR

Sole administrator:

- Alexandru Savin.

General Manager: Bogdan Pîrvu, who is responsible for leading and managing the company's entire activity. The company's management is organized in 3 main functions: **Chief Financial Officer** (CFO), **Chief Operating Officer** (COO), **Chief Sales Officer** (CCO).

ECO EURO DOORS

Administrators:

- Ioan-Adrian Bindea
- Andreea-Mădălina Panait

CEO: Mihaela Haidiner

DIAL

Administrators:

- Ioan-Adrian Bindea
- Alexandru-Anton Fogarași

CEO: Dragoș Niculescu

1.1.1 Governance Policies

The majority shareholder of ROCA Industry Holding is ROCA Investments Thus, our holding benefits from a shareholder with a proven expertise in taking over medium-sized companies and developing them by making them performers in their sectors.

The members of the Board of Directors for the period 01.01.2022 - 31.12.2022 were:

- Ioan-Adrian Bindea – President;
- Roca Management S.R.L. through its representative Rudolf Paul Vizental;
- Alexandru Savin;
- Mihai Bîrliba;
- Vasile Sandu.

In the process of nomination and selection of the Board of Directors, Law 31/1990 is taken into account. We aim to nominate and select persons with extensive experience to ensure the efficient operation of the holding company.

Also, across the whole holding, ensuring „the right man in the right place” is one of the permanent objectives. Thus, each company is concerned with identifying those people, either internally or through external recruitment, who have the necessary skills in key areas of activity.

At the same time, the quality of working relationships in companies is essential and a competitive advantage. Thus, an additional focus is on the personal and professional development of teams of people, in order to harness their potential, expertise

and skills, by Management wants to motivate them, but also to increase work productivity and individual performance.

The Board of Directors consists of 5(five) members. Three of them have been appointed by the articles of association (Ioan-Adrian Bindea, Roca Management S.R.L. through permanent representative Rudolf-Paul Vizental and Alexandru Savin), and the two new members (Mihai Bîrliba and Vasile Sandu) were elected by the shareholders at the annual AGM.

The role of the highest decision-maker in our holding company is of utmost importance for our smooth functioning. The Chairman is the one who directly supports us in all the activities we carry out and is the one who identifies needs and makes strategic decisions together with the rest of the Board for the smooth running of our business. For good control of all operations, he uses internal audit methods to review processes and improve them.

In terms of the social, economic and environmental impact that we can generate by the nature of our activities, we report with the same responsibility that characterizes us. The decisionmakers within the holding company are interested in the nature of these potential impacts and delegate specific tasks in this regard.

Given the impact our holding generates on the environment, the economy and society, we have focused on having a strategy to address each of these sectors. We are very focused and have set ourselves key points to pursue and specific strategic objectives.

Transparency thus plays a significant role in the carriage of our business and is essential in centralising data from the companies at holding level, and this is achieved through weekly and monthly reports.

The responsibility of the highest decision-maker is delegated, according to the principle of subsidiarity, to the individual company - to the CEO.

Roca Industry's CEO is Ioan-Adrian Bindea. After a period of 1 year as interim CEO, the Board of Directors appointed him, in June 2023, CEO for a

period of 3 years, until 29.06.2026.

It is the Board of Directors that has identified the business benefits and the need for the Sustainability Report for 2022. In this respect, together with the external consultant, several topics of major interest for our holding were proposed, taking into account the three pillars of reference: ENVIRONMENTAL, ECONOMIC and SOCIAL.

After a thorough analysis of the proposed themes and their correlation with our business specifics and the ROCA Industry Value Chain, we have sorted the themes and arrived at 15 material issues, which we consider to be of reference for our holding and the activity we carry out.

In order to obtain relevant information on the actions that are part of the sustainability reporting, members of ROCA Industry's management attended all the working meetings held as part of the Sustainability Report process. Thus, through attendance and active involvement they were able to develop their knowledge both specifically related to non-financial reporting and extended to other areas of interest of sustainability in general.

It is also our holding company's management team that has fully reviewed and approved the content and information provided in this Sustainability Report.

The performance of our holding company's decisionmaking body is constantly monitored to prevent any negative impacts we may have on the economy, the environment or society through our activities. The tools we use for this purpose are:

- Audit of management and control systems;
- Assess the adequacy of policies and procedures for promoting, monitoring and evaluating performance;
- Efficiency of the activities carried out;
- Adopting decisions to improve performance;
- Timely corrective action;
- Mobilising resources;
- Adapt activities according to needs;

- Identifying unsatisfactory performance;
- Identify the causes of poor performance and determine next steps.

ROCA Industry's conflict of interest policy is to hold all employees accountable in this regard. Thus the values of the holding company are passed on to the management bodies of the companies under our umbrella, and they in turn are responsible for training their employees in this regard. In this context, all decision-making members of the holding company, as well as all our employees, have a duty to be loyal to ROCA Industry and not to engage in self-interested activities that may jeopardize this value of ours.

As regards how to communicate critical situations, we did not follow a standardised procedure in this respect during 2022. However, we have identified the need to develop such a procedure during 2023. Also, currently at Roca Industry holding level there are no policies or processes related to remuneration, but given the objective of listing Roca Industry holding shares on the main market of the Bucharest Stock Exchange, we are in the process of developing such policies, taking into account both the remuneration setting process and the calculation of total compensation cancellation reports.

Risk management and regulatory compliance

We take a unified and integrated approach to risk management and compliance across our holding company. It is very important to us that all our companies operate in a healthy and harmonious way from a strategic and business. So we focus on actively and effectively monitoring activities with the following tools: internal audit - outsourced to a third party, external audit; accounting policies and procedures.

We believe that only by implementing programmes that will support us in early identification and effective risk control, we will be able to add value to all our activities.

Thus, during the reporting period, there were no situations in which we violated legal provisions, the number of significant cases of non-compliance with the laws and regulations in force being 0 at the level of the entire holding. There were also no incidents related to the safety of our products that endangered public health in any way.

1.1.2 Business Ethics and Anti-Corruption

Explaining the material aspect

In order to achieve business objectives, ethics is a key factor contributing substantially to the evolution and progress of companies. In order to create economic value and to avoid the emergence of potential negative impacts, it is recommended to develop systems to identify and assess corruption-related risks.

Business ethics and anti-corruption is very important to our holding company and is an integral part of our organisational culture.

We never renege on these values, and our tolerance for actions that could lead to their violation is zero.

We are working to combat any type of corruption and are taking immediate action in this regard.

We are aware that at our holding company level, as we bring together several entities under the same umbrella, the risks of non-compliance and the occurrence of such incidents are higher.

We are committed to passing on our values to all our employees and collaborators. Within the companies these are regulated in the Internal Rules of Order, and are regularly reminded and reviewed.

In 2022, there were no incidents of corruption at ROCA Industry Holding.

To ensure that ethics and anti-corruption are a benchmark value for all ROCA Industry employees, we have openly communicated these values to our holding company's management, employees and suppliers.

Furthermore, within the Evolor and Eco Euro Doors organisations, we have included in the Internal Rules of Order, specific portions detailing the attitudes and behaviours that are acceptable on this subject.

Guided by the same principle of professional ethics, we pay close attention to the labelling of our products that may have an environmental or social impact through misuse, so that the process of informing our customers is effective.

Thus we have established communication procedures for the products we market, which require a maximum level of complexity of the information transmitted.

In 2022, there were no incidents of non-compliance with regard to the information provided to customers and the labelling of our products.

ECONOMIC PERFORMANCE

1.2

EXPLANATION of MATERIAL ASPECT

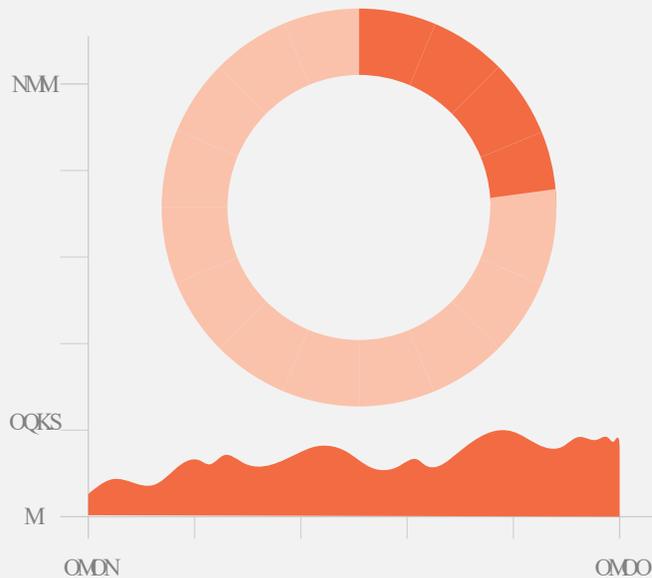
With the company's economic growth comes new opportunities for sustainable development, opportunities to invest in technologies that can have a beneficial impact on the company's longterm development, as well as opportunities to create new jobs and contribute to the wellbeing of our employees.

At ROCA Industry we are responsible and aware of the impact we can have on society in economic, environmental and social terms. So we have contributed to local development through all the companies within the holding.

Total revenue in 2022

ECONOMIC

| | BICO Industries | EVOLOR | Eco Euro Doors | DIAL |
|-------------------------|-----------------|-----------|----------------|-----------|
| <i>Net profit (ron)</i> | 1,33 MIL | 6,91 MIL | 5,26 MIL | 4,37 MIL |
| <i>Net sales (ron)</i> | 102,35 MIL | 77,03 MIL | 67,09 MIL | 65,45 MIL |
| <i>EBITDA (RON)</i> | 8,92 MIL | 9,48 MIL | 11,76 MIL | 7,82 MIL |



TCFD analysis

Because we want to grow from a sustainability perspective in a holistic and consistent way, in the second part of FY2022 we started expanding our risk management processes to include climate risks

Following the framework developed by the TCFD (Task Force on Climate-related Financial Disclosures), we have identified and analyzed those climate risks that have the potential to generate substantial changes in the operations, revenues or expenses of the companies that are part of our holding company. Based on this information, we have formulated methods to respond to and address climate risks in order to reduce potential negative impacts on our companies.

We have done all this for each individual company, together with the highest structures of the companies, also involving senior management and key department managers.

Description of risks

There are two main categories of climate risks: physical and transitional. Physical risks are divided into two categories: acute (caused by extreme weather events) and chronic (long-term progressive changes in climate patterns).

Transition risks are those business-related risks that stem from social and economic changes that have resulted from the need to reduce the negative impact on the climate and limit global climate change.

Transition risks related to raw materials have been specifically analyzed for each company individually, however, at the holding level they are presented as a common risk „Increasing prices / raw materials shortage.”

Common transition risks

Market risks

- Increased demand for sustainable products;
- Higher fuel prices;
- Increased prices for heating agents;
- Increased prices for electricity;
- Higher insurance prices;
- High prices / shortage of raw materials;
- Increased prices and restricted water quantities.

Legal risks

- Extended reporting for emissions of GHGs;
- Increased recycling targets for packaging placed on the market;
- Increasing carbon taxation on imported goods.

Reputational Risks

- Increased disclosures of unsustainable practices;
- Increased investor interest.

In addition to the transition risks common to all holding companies, we have identified a number of specific risks and opportunities for particular companies.

- **technological opportunity**
- for Dial company, the implementation of new technologies for phosphating metal surfaces offers several advantages such as increasing the efficiency of technical processes, lowering costs, and contributing to the achievement of the strategic/ sustainability objectives assumed by the company.
- **market opportunity**
- for the company Eco Euro Doors, the increase in the recycling targets for wooden packaging at the European level could represent an advantage in lowering the prices of MDF and HDF products, raw materials used in our company's

technological process.

- **technological risk**
- for the company Bico Industries, the trend moving towards a circular economy by implementing measures to ensure recyclability of glass fibre can lead to increased operational costs and the lack of appropriate recycling solutions can lead to the potential risk of non-compliance with legal obligations

Depending on the specifics of the activity, certain physical climate risks have the potential to create a significant impact only for certain companies. Thus, the increase in atmospheric humidity does not represent a climate risk with relevant impact for Dial company's activity, and the risk of intensification of strong wind is relevant only for Bico Industries and Eco Euro Doors companies.

Physical risks

Chronic risks

- Rising temperatures;
- Changes in precipitation;
- Increased atmospheric humidity.

Acute risks

- Increasing heatwaves;
- Increased drought periods;
- Intensifying flooding;
- Intensification of hail events;
- Increasing strong winds.

Opportunities related to physical risks were also identified, such as:

- reduction of heating agent consumption (as temperatures rise)
- reducing long-term operational costs by implementing a system to capture and use rainwater in the event of increased rainfall (with the potential increase in rainfall amounts)
- increased availability of wind energy, which can result in a reduced carbon footprint (with increased wind power)

Managing risks and opportunities

Transition risks have been identified and defined according to the current context applicable to each of our holding companies. At the level of each company, the risks were categorized into timeframes based on the time period in which we anticipated the effects of meeting the risk would have the greatest impact. For each of the four companies we have prioritised these risks, taking into account the magnitude of the impact and the likelihood of the risk being realised.

In order to present the results at the holding company level, the risk ranking is based on the averages of the values recorded at the level of each company for the two criteria.

At the same time, we have carried out an analysis of the overall growth trends for prices for diesel consumption, natural gas consumption and electricity consumption. These consumptions are related to the largest administrative expenses recorded at company level, while representing the most important consumption categories contributing to the carbon footprint of Scope 1 at holding level.

Of the eight physical climate risks identified, seven can be analysed in terms of their evolution over time. Thus, we have analysed the evolution of the climatic parameters contributing to the risks according to climate scenarios. Following the analysis, these were classified into risk grades according to: percentage deviations from the reference year and potential impact on the company. The term assigned to each risk was identified according to the highest percentage deviation from the reference year.

For each risk identified, details of the potential impacts it could have on the holding company have been established, including:

- increased operational costs with rising cost of utilities or increasing price of raw materials
- financial losses through impairment of companies assets or raw materials

- the occurrence of problems in the supply chain, such as delays, unavailability or price increases for certain raw materials
- potential financial losses due to reduced customer interest in commercial products or reduced investor interest
- allocation of additional resources for the management of new legal provisions

Financial implications

Running expert scenarios, diesel fuel costs are expected to increase by no more than 4% in the medium term compared to the base year 2022, according to the most ambitious scenario for limiting global warming: Net Zero 2050, developed by the Network for Greening the Financial System (NGFS). These increases translate into small absolute monetary values, relative to total operational expenditure at holding level. However, our companies are investigating the possibility of renewing their fleets with low greenhouse gas emission vehicles.

Maintaining the same level of methane gas consumption can lead, according to the same Net Zero scenario, to long-term cost increases of up to 15% compared to the base year 2022. In the short term, costs allocated to methane gas consumption increase by up to 7% compared to the base year. Thus, although the financial impact is low for companies, some ways of reducing consumption of this thermal agent can be investigated.

Electricity consumption costs are expected to increase the most in the long run (up to 15% compared to the 2022 base year value) in the Net Zero scenario, the one most ambitious scenario for limiting global warming. Under the Current Policies scenario, electricity prices could fall by up to 8% in the long term.

With the purchase of photovoltaic panel systems, our companies reduce the negative impacts caused by

the transition risk of rising electricity prices.

Thus, each company started the process of implementing solar panels with different capacities, depending on the specific requirements (Sarcom - 250 KW; Bico Industries - 400 KW; Dial - 100 KW; Eco Euro Doors - 400 KW).

Implementing these systems will bring savings in operational costs. For example, in Evolor's case, annual electricity consumption costs decrease compared to the 2022 baseline by 72% in the Current Policies scenario and by up to 70% in the Net Zero scenario.

For more information on the climate risk assessment at holding level, databases used, climate scenarios and response methods, please visit: Roca Industry Climate Risk Report.

In terms of our approach to the tax liabilities we have, we are careful to maintain a good relationship with the public authorities and our accounting system records and manages these matters at the level of each company.

We comply with the laws in force so that fiscal risks are minimal. Regular audits are also carried out at holding company level to complement the compliance and risk management process.

All these actions are carried out within the finance departments of each individual company, with the help of external collaborators, where certain processes are outsourced. In this way, we ensure that we meet our tax liabilities in terms of taxes.

Risk management

Liquidity risk

Liquidity risk is inherent in the operations of Roca Industry Subsidiaries and is associated with holding inventories, receivables or other assets and converting them into cash within a reasonable time frame so that the Subsidiaries can meet its payment obligations to its creditors and suppliers. In the event that the Company's Subsidiaries fail to meet

these payment obligations or the liquidity indicators set out in the contract, the Company's creditors (commercial suppliers, banks, etc.) could commence enforcement actions against the Company's principal assets or even request the opening of the Company's insolvency proceedings, which would materially and adversely affect the holders of shares and the business, prospects, financial condition and results of operations of Roca Industry and its Subsidiaries.

The Group's Approach: The Company's subsidiaries constantly monitor their risk of facing a shortage of funds to run the business by planning and monitoring cash flows, but as net income cannot be accurately forecast there is a risk that this planning may differ from what will happen in the future. In addition, commercial policies are implemented to manage liquidity risk, both towards suppliers and customers.

Interest rate risk and funding sources

Some of the financing contracted by certain subsidiaries provides for a variable interest rate. Accordingly, such Company is exposed to the risk that such interest rate may increase during the term of the financing agreement, which could result in higher interest being paid and could have a negative effect on the business, financial condition and results of operations of such Company and Roca Industry. In addition, in the event of a deterioration in the economic environment in which the Company's Subsidiaries operate, they might find themselves unable to obtain new financing on the terms they have previously received, which could lead to increased financing costs and adversely affect the financial situation of the company concerned and Roca Industry respectively.

The Group's approach: the Company and the Subsidiaries have a policy of closely monitoring and negotiating interest rates, and for the coming period, they are also focusing on non-reimbursable financing opportunities.

Currency risk

Currency risk is the risk that the value of a financial instrument will fluctuate as a result of changes in foreign exchange rates.

The Group's approach: the Group seeks to maintain foreign currency monetary assets at the level of foreign currency monetary liabilities in order not to be significantly exposed to foreign currency risk. Undesirable effects of currency risk can be mitigated/ mitigated through currency hedging and hedging in the derivative markets. Such effects can also be avoided by including a currency clause or a repricing clause in the contract.

Price risk

Price risk affects Roca Industry and its Subsidiaries to the extent that prices to suppliers increase without the Subsidiaries being able to profitably incorporate negative variations in the final price while maintaining turnover, i.e. without being able to minimise the adverse effects through cost management. Particularly in 2023 ROCA Industry anticipates that this risk will be pronounced, given all the country forecasts on the evolution of inflation, not only for the national currency, but also for the main currencies for international trade.

The Group's Approach: The Company's subsidiaries address this risk through rigorous cost control. These measures allow profit margins to be sized so that, once the price risk materialises, its negative impact can be absorbed in the final product price.

CYBERSECURITY

1.3

EXPLANATION of MATERIAL ASPECT

Improper management of cybersecurity could potentially result in the loss of company, customer, or employee data. It is advisable to persistently evaluate and adapt existing processes in light of emerging threats.

The security and integrity of the information we hold is very important to us.

Thus, we pay significant attention to all the data we manage, be it internal information, customer or partner information. We are aware of the sensitivity of data and have taken the necessary measures to ensure that incidents of data loss or theft do not occur.

The digital protection measures we have in place at Roca Industry are:

- 2 factor authentication for email accounts, synchronised with Active Directory accounts, local and cloud;
- Federated authentication for Microsoft account for internal use applications (CRM, ERP, BPM) and 2 factor authentication for others;
- Application hosting in private cloud solutions, VPS managed;
- Hardware and software firewall solutions as well as antivirus for internal network protection;
- Enterprise network equipment;
- Physical access management in the building

In 2022, there were no complaints from individuals (employees or customers) or regulatory bodies based on incidents of data leakage, theft or loss of data or breach of confidentiality in any way.

INDIRECT ECONOMIC IMPACTS

1.4

EXPLANATION of MATERIAL ASPECT

Considering that economic impacts can bring about a change in the productive potential of the economy and can have an influence on the wellbeing of the community or stakeholders, it is essential to pay more attention to actions that can generate a positive impact, especially those related to pressing social issues and those that address environmental protection.

We are involved in making investments in the community, especially in projects aimed at infrastructure development, but also in services that can contribute by supporting our holding: logistics, digitalization, energy efficiency, education.

The most important project in 2022 at the level of our holding company was the project of the Sălcioara Secondary School, where we contributed through the company Dial with the amount of 100.000 RON. We consider such a project (which we have described in more detail in the Social chapter) to be one that contributes directly to the social, economic and environmental infrastructure.

FINANCIAL WELLBEING

1.5

EXPLANATION of MATERIAL ASPECT

Economic financial is ensured through a series of specific control and monitoring procedures and processes, such as: integrated digital solutions (ERP, CRM, Power BI, etc.), internal accounting control policies and procedures, financial management reporting, continuous monitoring of indicators specific to the building materials holding.

The financial performance of our holding company is of direct concern to us, reflecting the financial wellbeing of our business. Given the way we are structured, we take care that things are very well put together at the level of each individual company, being aware of the contribution that each one of them has in relation to the holding.

For effective monitoring and to enable us to identify early on possible areas where action should be taken, we have implemented various monitoring tools. These allow us to assess situations appropriately and help us in making decisions at a strategic level.

Digitisation is extremely important to us, we are aware that long-term results depend very much on the adoption of modern working methods. At the moment, out of 4 companies, we have managed to implement ERP in two (Bico and Evolor) and we are in the process of selecting Eco Euro Doors and Dial. The next step is to implement CRM, WMS, BI, production planning and the other natural add-ons.

We also associate the success of our holding, and therefore the wellbeing of our group, with the continuous development of technologies specific to the industries in which we operate. We have therefore embarked on a systematic programme of investment in this sector.

Investments towards infrastructure enhancement and technological advancement

Business infrastructure, as a supporting activity, is different from other activities because it supports not just individual areas but the whole value chain. Actions in this area relate to how we manage our general management, planning, finance and accounting, legal compliance and quality management.

As technology progressively advances, this has become a key element in ensuring competitive advantage between companies, and is essential for improving production steps but also for improving the products themselves. At ROCA Industry, we are constantly investing in the development of new technologies, which also helps in environmental aspects by making the resources used more efficient. Some examples of technologies we are investing in and constantly evolving, both software and hardware, are:

- Programme de contabilitate;
- Accounting programs;
- Marketing tool;
- Automation process technology;
- Product research and development;
- Cyber security.

We want to constantly evolve and that's why we invest in technologies and product development solutions to create a positive economic, social and environmental impact.

BICO Industries

At **BICO** Industries we aim to:

- We implement a laminating line for the production of two-layer composite materials such as reinforced aluminium foils or vapour barriers;
- We are robotising the packaging process to reduce costs and increase capacity; • We add production to reduce technological losses;
- We distribute assortments by production centre to achieve cost efficiency;
- We optimise production processes to eliminate unnecessary downtime;
- We are installing a photovoltaic panel system to reduce electricity costs and lessen the impact on the environment;
- We implement a stock tracking system on the technological production flow.

EVOLOR

At **Evolor** we are constantly reformulating our product development strategy in relation to the competition, in relation to modern technologies but also in relation to consumer habits and supply chain requirements. That's why:

- We develop and launch new products and boost sales of existing products by recommending them for use as take-away;
- We have developed the Sticky Email quick-drying product to target consumers to increase the utilisation of the available time to complete jobs;
- We have developed the water-based Coral Enamel product to target consumers towards environmentally friendly, odourfree products;
- We have developed the product Coral Superwashable Antibacterial and Antimildew Paint to orient consumers towards 2 in 1 products: with decorative and protective role;
- We have improved the colouring system to target consumers with this concept and to diversify the colour of the products;

Eco Euro Doors

At **Eco Euro Doors** we are careful in identifying technological needs and have managed to make investments in this regard. Thus, we have upgraded the dust extraction systems in the production processes, which is a multidisciplinary achievement with clear benefits from an environmental, social and economic point of view.

DIAL

In previous years, DIAL has invested almost all of its profits and has been expanding continuously. We have invested in a new hall that will help us to develop a galvanizing line, drawing line and a panel line purchased through European funds, and on this hall we will install photovoltaic panels to reduce costs and reduce environmental impact.

VALUE CHAIN

1.6

SUPPLY CHAIN MANAGEMENT

Materials and services provided by third parties. Understanding the global and local economic environment. Commitments and collaborations for fair business practices.

Business ethics and Anti-Corruption
Environmental assessment of suppliers



HUMAN RESOURCE STRATEGY

Performance management. Development of competencies and skills of management teams. **Employee Wellbeing, Diversity, Equal Opportunities, and Human Rights, Education and Training.**



RESOURCE MANAGEMENT, OPERATIONAL SUPPORT RESPONSIBLE, BIODIVERSITY PROTECTION

Efficient use of resources, mutual access to resources responsible operations, climate action (reducing consumption and emissions), and carbon footprint, adaptation to the effects of climate change), protecting shared resources. **Resource management (water, fuel, energy and materials). Biodiversity**



COLLABORATION - PARTNERSHIPS

Sustainable management. Investment in infrastructure and services. Integrated assessments

Authentic performance indicators, Indirect economic impacts



INNOVATION and RETEHOLOGISATION

Creation of new working methods, use of new, modern technologies, **research and development of new products**

BUSINESS STRATEGY

Integration of newly acquired companies. Implementation of the optimisation and restructuring process. Finance. Investment opportunities. **Synergy and Economic Welfare**



COMMUNITY INVOLVEMENT
INVOLVEMENT

Local support: jobs and stable supply chain, responsible contribution to environmental protection.
CSR campaigns



RESPONSIBLE PRODUCTION TRANSFORMATION, TRANSITION, DEVELOPMENT, INTEGRATION

Optimizing and restructuring operations, Responsible and wise investments, Developing and scaling strong and sustainable local brands, Aligning work processes, **Compliance with products standards, product development and sustainable technologies.**



TRADE STRATEGY, DISTRIBUTION AND LOGISTICS

Increasing profitability, market share, expanding on new markets.

Responsible Marketing



WASTE MANAGEMENT

Waste generated. Managing significant impacts related to waste. Circular economy. GHG emissions.



STRONG GOVERNANCE

Robust governance mechanism, transparency to stakeholders
- Policies, human rights, fair business practices, **business ethics, anti-corruption, Policies and governance structures** required for listing on the main market.
Economic Performance, Risk Management and Compliance



CLIENT FOCUS - CLIENT LED

Integrated packages of complementary products negotiated and sold as a unit to customers. New markets, Stable customer portfolio, **Cybersecurity**



In evaluating our value chain, our objective is to pinpoint issues that are pertinent to our holding and devise suitable actions based on the activities we carry out. As a part of ROCA Industry Holding, we are committed to utilizing the resources we have in a manner that is both efficient and sustainable. This approach extends across our value chain, with the goal of conserving and safeguarding the environment in which we operate.

A key strategic goal of ours is ongoing development. At the time of this report, our companies were operating from five locations within Romania and three locations abroad (two in the Republic of Moldova and one in Lithuania).

Number of locations where the company operates in Romania

| | |
|-----------------|---|
| BICO Industries | 2 |
| EVOLOR | 1 |
| Eco Euro Doors | 1 |
| DIAL | 1 |

Number of locations where the company operates outside Romania

| | |
|-----------------|----|
| BICO Industries | 3* |
| EVOLOR | - |
| Eco Euro Doors | - |
| DIAL | - |

* During Q2 2023, Bico acquired Iranga Technologijos, a Lithuanian company

We would not be able to operate our businesses without raw materials, which is why we maintain and develop new partnerships with suppliers, invest in making the fleet we use to transport raw materials more efficient and ensure that materials are stored safely. The actions we are taking in this direction are:

- Acquisitions;
- Material handling;
- Regular inspections;
- Inventory control and accounting.

Total number of suppliers and expenditure (RON)

| | | |
|-----------------|-----|-----------------|
| BICO Industries | 675 | 100 858 026 RON |
| EVOLOR | 416 | 73 392 444 RON |
| Eco Euro Doors | 503 | 70 479 893 RON |
| DIAL | 280 | 45 938 632 RON |

Number of local suppliers and expenditure (RON)

| | | |
|-----------------|-----|----------------|
| BICO Industries | 587 | 50 008 880 RON |
| EVOLOR | 400 | 57 456 040 RON |
| Eco Euro Doors | 482 | 57 860 018 RON |
| DIAL | 259 | 10 011 207 RON |

Percentage of expenditure with local suppliers within companies is **60%**.

Raw materials used

BICO Industries

- Fiberglass warp thread
- Roving glass fibre yarn
- Polyester warp thread (PES)
- Adhesive (styrene butadiene-based adhesive)
- Auxiliaries (boxes, cardboard tubes, packaging foils)

EVOLOR

- Thinners
- Deruginol
- Washable paints + decorative plasters
- Amorse
- Enamel and alkyd paints
- Alkyd varnish
- Alkyd primer
- Bronzalchid
- Prenadez
- Aracet
- Anti-mould solutions
- Packaging

Eco Euro Doors

- MDF various thicknesses
- Lumber
- HDF various thicknesses
- Water-based primer
- Water-based email
- Adhesives, putty
- Hardware (latches, hinges, staples, screws)
- Fagure (paperboard)
- Gasket (PVC)
- Glass
- Packaging (cardboard and stretch film)
- Labels (paper)

DIAL

- Timber hemmed from pine
- Hemmed spruce timber
- Vertene powder
- Wireguard powder
- SMZ
- STZ
- Galvanised sheet metal
- Galvanized welding pipe
- Galvanized pipe in the bathroom

The next step after purchasing materials and ensuring smooth incoming operations is internal production and control actions. The activities that are associated with this element of the value chain start from handling and maintenance of equipment, manufacturing and packaging of products and end with quality control, risk management and testing.

Main activities

EVOLOR – Production of paints, primers, varnishes, thinners, washes, adhesives, decorative plasters and stains.

BICO Industries – Manufacture of fiberglass mesh and reinforcement for reinforcing industrial products, as well as PVC/aluminum fiberglass mesh fittings; production of fiberglass mesh for thermosystems.

DIAL – Manufacture of articles of metal wire, manufacture of chains and springs, treatment and coating of metals.

Eco Euro Doors – Manufacture of wood and of products of wood and cork, except furniture; manufacture of articles of straw and plaited vegetable materials.

At **Evolor**, we have 7 main production departments for washable paints, decorative plasters, alkyd paints and varnishes, acrylics, pre-coats, thinners and hand stains, under our 2 reference brands: Sticky and Coral.

From the perspective of **BICO Industries**, we operate in two production centers, one in Piatra Neamt, where the company produces fiberglass mesh and reinforcement for reinforcing industrial products, as well as PVC/Aluminium with fiberglass mesh, and

the one in Vaslui where the production of fiberglass mesh for thermosystems takes place.

Within DIAL, we run our business in 5 warehouses, purchased over several years, and this year we are completing a 5000 square meter warehouse, bringing our total covered area to approximately 11,000 m² and total floor area to approximately 40,000 m².

At Eco Euro Doors, production is focused on interior doors.

Once the finished product has been produced, it has to reach customers. Depending on demand, products can be shipped immediately, or stored in our warehouses. The main actions we take during this phase are the collection, storage and physical delivery of the products.

In order to meet the needs of our customers, we put a lot of emphasis on the following activities:

- Storage of finished materials;
- Product handling;
- Sorting of materials and products;
- Order processing;
- Scheduling and time management;
- Transport.

As the reliable and timely delivery of products is a crucial point in the development of the holding, ROCA Industry companies have **74** vehicles in their fleet.

Number of vehicles in own fleet

| | |
|------------------------|-----------|
| BICO Industries | 17 |
| EVOLOR | 22 |
| Eco Euro Doors | 28 |
| DIAL | 7 |

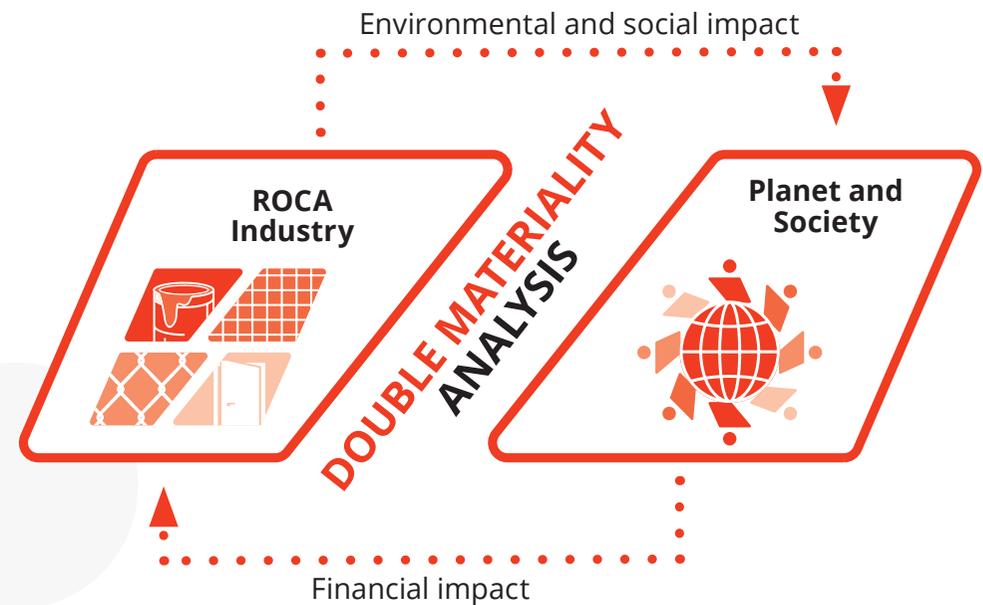
MATERIALITY ANALYSIS

1.7

Method of Conducting Materiality Analysis /Materiality Matrix

To pinpoint the most significant material aspects, we undertook a comprehensive analysis of the Value Chain, guided by the methodology laid out in the Double Materiality Analysis.

This concept, first introduced by the European Commission in 2019, urges companies to tackle materiality from two perspectives:



Thus, we assembled a team dedicated to identifying the most pertinent material issues concerning our holding. These material issues were divided among the three pillars of sustainability: ECONOMIC, ENVIRONMENTAL, and SOCIAL. Upon identifying the salient materiality issues, we prioritised them and embarked on the process of evaluation.

The process by which we determined the material aspects for our holding company:

1. Analyzing most relevant topics in the construction sector
 - Documenting global trends;
 - Conduct a benchmark analysis;
 - Analysis of industry standards SASB (Sustainability Accounting Standard Boards -Building Products & Furnishings and Chemicals)
2. Prioritizing of the most relevant themes for our holding company
 - Thorough analysis by the management team to identify the most applicable and relevant topics;
 - Value Chain Analysis to identify the most important areas of interest.
3. Extended internal analysis
 - Assessment of relevance to business, both through internal approach and interpretation of results from external consultation
4. Materiality Matrix
 - Mapping material aspects
5. Evaluation
 - Interpretation of the results of the material assessments and final mapping
6. Analysis of ESG risks and opportunities
 - Structuring and assessing risks and opportunities so that we can address and exploit them in the best interests of our holding company, with a focus on the re-leveraging of our business from a financial perspective.

Evaluation of material aspects

According to the Materiality Double, we carried out the assessment through three specific activities, analysing both the environmental and social impact - generated from the activities carried out by the company on a wide range of stakeholders - and the financial impact generated by each identified material aspect on our holding.

The first evaluation phase was carried out by ROCA Industry top management in an integrated workshop attended by 13 people. Each person made a personal assessment of the material aspects, the average of these assessments being the final score associated with each material aspect.

The second stage of the evaluation was conducted through individual interviews with members of the management teams within our holding company. Six people were interviewed:

- Adrian Butuc – CEO BICO Industries
- Bogdan Pîrvu – CEO Evolor

- Bogdan Vlad – CFO Dial
- Honorius Croitorescu – CCO Eco Euro Doors
- Ioan Bindea CEO ROCA Industry
- Ondina Olariu – CMO ROCA Industry

At this stage we evaluated the material aspects in relation to their relevance to our business and scored them from two points of view:

1. Opportunities - the level of positive influence from outside the organisation with the potential to help us grow our business.
2. Risks - the level of negative influence from outside the organisation that has the potential to affect our business.

In the third stage we considered obtaining input from the most important stakeholder groups - which we identified through a stakeholder assessment analysis. We did this by sending an external and internal questionnaire

The scale used for these assessments was 1 to 9 (1- low impact, 9 - maximum impact).

Double Materiality Matrix

The core of this Sustainability Report is the material issues identified and their assessment. In order to have a clear picture of the issues of interest to our holding, but also to identify how each material aspect is positioned in relation to the others, we have created the **Double Materiality Matrix**.

For this mapping we took into account three important issues:

1. The environmental and social impact generated by each material aspect on different categories of stakeholders (inside-out perspective);
2. The financial impact from an inside perspective generated by each material aspect on our holding (outside-in perspective);
3. Assessment of the potential impact on financial capital in terms of relevance to business, analyzing carefully the external opportunities and risks associated with each material aspect (bubble size).

Interpretation of results

Relevance for our business

The applied discussions during the interview phase best highlighted the issues to focus on in the coming period, the assessment being based on an analysis of the potential opportunities and risks coming from outside, in relation to each material aspect.

The impact our holding generates in the community

The impact that our holding can have on communities was assessed both from a social and environmental point of view through the stakeholder group questionnaire. The Double Materiality Matrix highlights very clearly the material issues that can generate significant social and environmental impact.

The interview phase helped us identify those opportunities and risks that could positively or negatively affect our business. These have been made known

to all members of our holding company's top management and are being carefully analysed and addressed so that the decisions that will be taken in relation to them are the most appropriate for the wellbeing of our business.



Material Aspects of ROCA Industry Holding

| ECONOMIC | |
|----------|--|
| 1 | Governance, Management Risk and Compliance |
| 2 | Economic performance |
| 3 | Business Ethics and Anti-Corruption |
| 4 | Cyber security |
| 5 | Indirect economic impacts |
| 6 | Economic wellbeing of the holding company |

| MEDIUM | |
|--------|---------------------------------------|
| 7 | Resource Management |
| 8 | GHG emissions |
| 9 | Waste Management |
| 10 | Environmental assessment of suppliers |

| SOCIAL | |
|--------|---|
| 11 | Employee welfare |
| 12 | Diversity, equal opportunities and human rights |
| 13 | Education and Training |
| 14 | CSR campaigns |

STAKEHOLDERS

1.8

At ROCA Industry, partnerships form an integral cornerstone of our culture and values. We nurture the business relationships we establish with great care. The methodology we employed for the Sustainability Report has further clarified our most significant stakeholder groups for us. Through meticulous analysis of our holding's Value Chain, we identified 18 distinct stakeholder groups:

1. Management
2. Shareholders
3. Employees
4. Consumers
5. Consultants/Auditors
6. Public Authorities
7. NGOs
8. Media
9. Service providers
10. Suppliers of raw materials
11. Suppliers of auxiliary materials
12. Regulatory authorities (ASF, BVB)
13. Industry/professional associations
14. Rating agencies
15. Competitors
16. Neighbours
17. Customers
18. Banks

Having identified the stakeholder groups, we involved them in the Double Materiality Analysis process.

This required them to assess the material aspects we pinpointed within the three pillars of sustainability: ENVIRONMENTAL, SOCIAL, and ECONOMIC.

Upon disseminating the questionnaire, we gathered 167 responses - with 82% stemming from inside the organisation and 18% originating from external sources.

| | Stakeholder groups | % |
|----------|------------------------------------|------|
| INTERNAL | Shareholders | 4.8 |
| | Management | 10.8 |
| | Employees | 67 |
| | Industry/professional associations | 0.6 |
| | Public authorities | 1.2 |
| EXTERNAL | Banks | 0.6 |
| | Customers | 5.4 |
| | Consultants/Auditors | 1.2 |
| | Consumers | 1.2 |
| | Suppliers of auxiliary materials | 1.8 |
| | Raw material suppliers | 1.8 |
| | Service providers | 2.4 |
| | Other category | 0.6 |

We express our sincere gratitude to all those who participated in the process of evaluating these matters of great importance to our holding company. Within the identified categories, we received feedback from 12 of them. We didn't receive any responses from stakeholders in the following categories: NGOs, Media, Competitors, Rating Agencies, and Neighbours, although we did record one response under „Other“.

We will persist in fostering processes that keep us closely connected to our most significant stakeholders, whom we consistently support

INTERNAL Stakeholders

- Working sessions;
- Events;
- Conference calls
- Training sessions;
- Performance evaluation;
- Strategic discussions;
- Networking Sessions EXTERNAL stakeholders
- Networking sessions;
- Events;
- Working sessions;
- Meetings;
- Audits;
- Consultancy.

We very much appreciate the interest of stakeholders and will take their recommendations into account in our approach to sustainability.

Recommendations received from stakeholders:

- Focus on product quality and investment in new technologies;
- Target resources to facilitate communication with employees;Incurajarea inițiativelor care au în vedere implicarea în societate;
- Encouraging initiatives to get involved in society;
- Continuous evaluation of how resources are used;
- Implementing continues by training and professional development programmes;
- Establishing some channels that facilitate direct communication with investors.

Sustainability Strategy

1.9

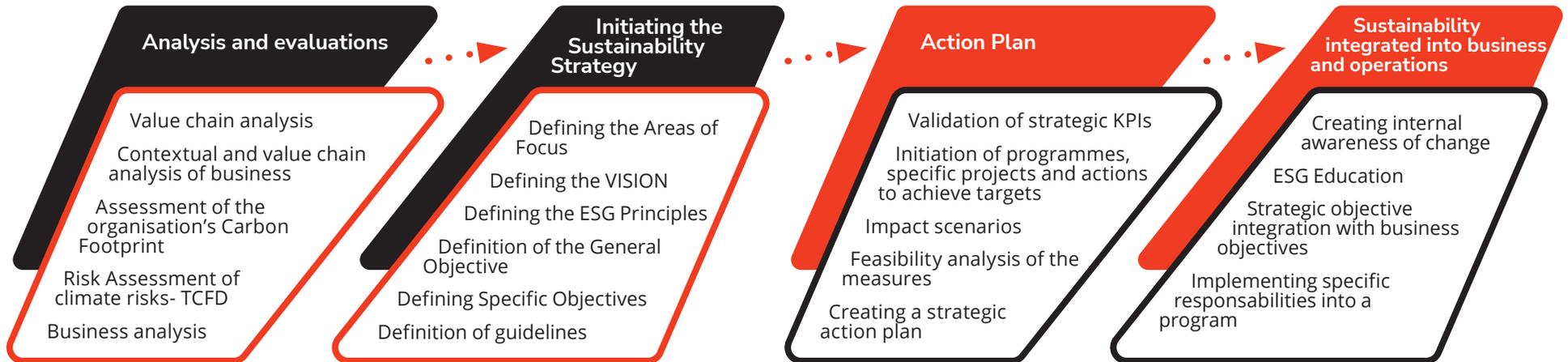
We are in the midst of a sweeping strategic transformation at the holding level, spanning both commercial and organizational facets, as well as a repositioning within the national market and expansion into regional markets. This expansion is accomplished by integrating new companies into the holding, thereby broadening the developmental prospects for the construction industry.

In light of this, we've initiated the groundwork for a sustainability strategy, outlining our sustainability objectives, assessing internal and external influences on our organization, and setting strategic priorities and guidelines underpinned by ESG (Environmental, Social, Governance) frameworks.

The procedure we've adopted for shaping and operationalizing this strategy comprises two pivotal stages: the „Initiation of the Sustainability Strategy“ (Stage 1), followed by „Implementation“ (Stage 2).

INITIATING THE SUSTAINABILITY STRATEGY

IMPLEMENTATION



In defining the strategy we started from important value chain analyses to define the material aspects relevant to our holding. Followed by business analysis and contextual analysis to identify risks and opportunities at micro and macro economic level potentially generated by internal or external political, economic, social, technological, legal and environmental influences or factors. The contextual analyses have clearly highlighted the potential ESG risks associated with our business but also the opportunities for our organisations. In parallel, we have initiated climate risk analyses through the implementation of the TCFD standard, analyses and assessments of the environmental impacts associated with our operations and determined our carbon footprint for holding companies where the potential for influence of majority shareholders is high.

These assessments have been essential in defining both a shared vision and the specific objectives of the sustainability strategy. The involvement of several internal stakeholders contributed to the

process. defining objectives so that they can be taken on board by companies by defining specific internal programmes that contribute to achieving the overall objectives.

We want to gain competitive advantages but at the same time we want to contribute to a stable low-carbon European economy and a healthy community.

During a participatory workshop held in April 2023, the executive management and part of the operational management of the holding companies worked together to define the sustainability strategy. The priority was to define the essential pillars of the strategy, the priorities and the ESG principles that could further create a framework at operational level. Once the principles were defined, we defined specific objectives for each pillar. Because the materiality analysis identified the relevant material issues on ESG areas, throughout the definition of the strategy it was important for us that these issues were correctly included in the strategy as part of the potential for influence with weighting in positive

impact. Thus some of these aspects have been taken up in the pillars of the strategy as guiding and relevant principles for our business.

Following the workshop there were several working sessions with the management of the organisation for final agreement of the strategy and finalisation of the „Sustainability Strategy Initialisation“ phase. It was agreed that the second phase will be carried out in the second part of 2023 for the definition of concrete programmes, projects and initiatives leading to the achievement of the proposed objectives and targets.

The strategy has targets with a time horizon of 2030. The sustainability strategy and the targets are the umbrella for the progress of the 4 ROCA Industry companies (BICO, EVOLOR, DIAL and ECO- EURO DOORS).

COMMON VISION:

#1 - Roca Industry is a listed holding company that contributes to the modernization of Romanian industry through future-oriented technologies and products, through work processes that put people's safety first, and that builds sustainable regional champions.

We plan to validate the key performance indicators and define our programmes and projects that will help us achieve our objectives in the second „Implementation“ phase. We will report our progress annually to all stakeholders.

PILLAR
PRIORITIES / ESG PRINCIPLES

REGIONAL CHAMPIONS WITH IMPACT IN LOCAL COMMUNITIES THROUGH GOVERNANCE BASED ON ESG PRINCIPLES

SUSTAINABLE BUSINESS

- Robust Policies and Governance Structures
- New investments - Incorporation of new companies in the holding company
- Direct and indirect positive economic impact generated
- Synergies and economic wellbeing
- Risk management and compliance
- Performance management
- Unified approach at holding level
- Full transparency to investors on ESG reporting frameworks
- Anticipatory holding
- Promoting business ethics
- Digitisation - New technologies
- Sustainable sources of funding

PRODUCTS AND MARKET

- High product quality
- Reliable partners for customers
- Development of new products with a high degree of sustainability
- Consolidation of product portfolios compliant with all European norms and standards
- Product certification sustainable
- Products for the Real Estate Industry - Green Building
- Expanding into new markets

RESOURCES, ENERGY AND CLIMATE

- Responsible and efficient use of resources
- The circular economy as a basis for research and development
- Retrofitting and changing flows to reduce pollution
- Use of renewable energy resources
- Reducing carbon emissions

PEOPLE AND COMMUNITY

- ZERO WORK ACCIDENTS (focus on employee health and safety)
- Optimal working conditions and climate
- Community involvement through partnerships and volunteering
- Talent and Performance Management (EMP)
- Empowering People (transparency, development, ownership, empowerment)
- Inclusion, human rights, cohesion

STRATEGIC PILLAR / SPECIFIC OBJECTIVE

| | | | |
|--|---|---|--|
| <p>OES1 Ensuring an effective corporate governance structure both at holding company level as well as in companies based on ethical business practices and transparency</p> | <p>OES1 Defining, adapting and consolidating the current product portfolio in accordance with all European norms and standards</p> | <p>OES1 Optimise energy consumption and reduce carbon emissions by 20% by 2030 as the impact of our operations increases with the share of renewable energy used in operations through the installation of renewable energy generation systems, of renewable energy and the purchase of renewable energy from reliable sources</p> | <p>OES1 Retention of employees by improving the work environment, promoting a healthy organizational culture based on good management practices, and the continuous development of professional and leadership skills in key roles.</p> |
| <p>OES2 Definition and Integration of the Mechanism for Monitoring and Controlling ESG Objectives within the Company's Business Plan.</p> | <p>OES2 New Products - Development of new products in line with European or local regulations, depending on the market, promoting the principles of the circular economy</p> | <p>OES2 Recycling 70% of production waste</p> | <p>OES2 Development of a work safety culture and an operational 'Zero Accidents' program implemented by all companies within the holding.</p> |
| | <p>OES3 Development of products for waste, the real estate industry - green building. Launching at least four products feasible for the green building industry.</p> | | <p>OES3 Engagement in the community through the development of workforce training programs, professional retraining, and volunteering.</p> |

Awards and affiliations

1.10

Partnerships rooted in trust and mutual respect carry significant importance for our holding company. It is through these robust relationships that we can foster a successful and cooperative business landscape.

Memberships

BICO Industries is a founding member of the association **Our Community**.

This partnership enables the company's engagement in the local community, and is specifically designed to contribute to enhancing the overall quality of life, in tandem with individuals who share this aspiration.

„Mission

Our Community is a non-profit organization that inspires people to proactively participate in improving their quality of life and wellbeing through the development of their community.

Vision

One day, we, the members of the Piatra Neamt community, will discover our common power to influence our own wellbeing through individual contribution."

We are proud that we have brought such an initiative into an organised framework in which we can pursue the goals we have set ourselves with this association:

- „awareness and development of community spirit among all community members as an essential component of personal and collective

wellbeing

- mobilising citizens to actively participate in the transition to a living, present, sustainable and equitable community;
- improving the quality of life in the local community through substantial and constant social, economic and cultural development."

EVOLOR is a member of **AIVR - Romanian Paint Industry Employers Association** since 2010.

This affiliation primarily targets the development of our company's operative industry - paints and varnishes. Moreover, it fosters an advantageous platform for networking and the sharing of experiences, promoting visibility of skills and insights in the field.

Awards obtained by our holding in 2022

BICO Industries won the first place at the TOP FIRMS gala organized by the Chamber of Industry and Commerce of Neamt on 28.10.2022.

DIAL Company won the second place at the National Top Companies Gala, XXIX edition - organized by the Chamber of Commerce and Industry of Romania, on 23 November 2022. The group in which it was 45 - Sustainability Report 2022 Awards and affiliations 1.10 Name: Manufacture of articles of metal wire;

manufacture of chains and springs. Eco Euro Doors won two awards in 2022:

- **Diploma of Excellence** for 5 years in which it was **placed I in Top** - organized by the Chamber of Commerce and Industry of the county of Bucharest. Mures, October 2022;
- **First place** at the gala Top Companies 2021 - organized by the Chamber of Commerce and Industry of Mures County, October 2022.

Hence, 2022 was a year marked by our active participation in a variety of contexts linked to the specific industries in which our companies engage, successfully bolstering the visibility of our holding within the Romanian business environment.



2

**Our care and
commitment to
the environment**

Accountability, integrity and courage to set ambitious goals

Strategic objectives

Our holding company upholds responsibility for safeguarding the environment and embracing sustainable practices across all our affiliated companies. In light of this, our strategic environmental objectives include:

1. Sustainability and certifications:
 - Implementing environmentally friendly practices;
 - Obtain FSC and sustainable paint certifications;
 - Improving reputation and attracting new customers interested in green products.
2. Renewable energy and energy efficiency:
 - Investments in photovoltaic panels and other renewable energy sources;
 - Discount costs energy and minimising environmental impact.

Concrete examples of our companies involvement:

BICO Industries

- Investment in 400 kW photovoltaic panel park and application for another similar park;
- Provide approximately 20% of monthly energy consumption from renewable sources.

EVOLOR

- Investigating the possibility of accessing the sustainable paint niche;
- Investment in photovoltaic panels with a capacity of 250 kW, providing approximately 100% of the energy needs.

Eco Euro Doors

- Implementation of FSC certification for the selection of certified raw material suppliers;
- Use of more environmentally friendly adhesives;
- Adoption of paints with reduced hazardous substances content.

DIAL

- Investment earmarked for the installation of photovoltaic panels to support the production area;
- Upgrading the facilities in the paint shop to reduce greenhouse gas emissions.

Through these objectives and concrete actions, Roca Industry demonstrates its care and commitment to the environment and promotes sustainable development in all its areas of activity.

| MATERIAL ASPECTS | ECONOMIC IMPACT | SOCIAL IMPACT | ENVIRONMENTAL IMPACT |
|--|---|---|--|
| 1 RESOURCE MANAGEMENT | <p>We generate a positive economic impact by optimising consumption in general. Our companies can save resources by recycling and reusing materials, reducing water and energy consumption and managing waste responsibly. These measures can attract investors and customers concerned about sustainability, strengthening ROCA Industry's position in the market.</p> | <p>Resource Management has a positive and objective impact on the social aspect by improving the working conditions and health of employees, developing local communities and involving them in the company's activities, this is an area where we want to explore the right options for us to get even more involved in the future.</p> | <p>Responsible use of resources and reduction of carbon emissions have a positive impact on the environment. ROCA Industry companies adopt energy efficiency, recycling and waste reduction practices to reduce negative environmental impacts and protect natural resources.</p> |
| 2 GHG EMISSIONS | <p>Reducing energy and raw material costs, increasing efficiency and competitiveness has a positive impact on the economy through greenhouse gas emissions. In our companies we aim to reduce greenhouse gas emissions through the use of efficient technologies and renewable resources and through numerous actions taken in this regard.</p> | <p>ROCA Industry promotes employee and community involvement in reducing greenhouse gas emissions by providing training and awareness campaigns. At the same time, we are careful to optimise our operational processes as much as possible in order to reduce the level of emissions released into the atmosphere through our business activities.</p> | <p>We aim to pay more attention to the negative impact we could have on the environment, through the most complex analysis possible, which is why we have developed the Carbon Footprint Calculation: Scope 1 and Scope 2. In this way, we can form a clear picture of where we stand and set SMART targets in this direction.</p> |
| 3 WASTE MANAGEMENT | <p>We are careful to reduce waste disposal costs by collecting and recycling materials from production processes, thereby generating additional revenue from their recovery. In doing so, we focus on reusing or recovering as much of the waste we produce as possible.</p> | <p>By recycling and managing waste responsibly, we demonstrate our care for our employees and for our local communities. We take great care to ensure proper Waste Management, thereby reducing the negative impact our activities can have on society.</p> | <p>Through good Waste Management we contribute to protecting the environment. We have taken measures at our production sites to ensure that waste is collected, recycled, handled and recovered in an environmentally responsible way. We also communicate these values to our employees</p> |
| 4 ENVIRONMENTAL ASSESSMENT OF SUPPLIERS | <p>Within our holding company we are careful to select responsible suppliers, who first and foremost comply with legal regulations. In this way, we contribute to boosting competitiveness in the market.</p> | <p>Our collaborations are based on respect and ethical behaviour. In this way we ensure that our socially committed values are accepted and embraced by all our employees.</p> | <p>Through a well-structured selection of suppliers, we choose to partner with large companies that have clearly implemented procedures designed to protect and conserve the environment.</p> |
| 5 BIODIVERSITY | <p>Within our holding company we are careful to select responsible suppliers, who first and foremost comply with legal regulations. In this way, we contribute to boosting competitiveness in the market.</p> | <p>Our collaborations are based on respect and ethical behaviour. In this way we ensure that our socially committed values are accepted and embraced by all our employees.</p> | <p>Through a well-structured selection of suppliers, we choose to partner with large companies that have clearly implemented procedures designed to protect and conserve the environment.</p> |

Resource Management

2.1



EXPLANATION of MATERIAL ASPECT

Resource management involves good management of existing resources and the use of tools and instruments to monitor, measure and anticipate needs. Through such an analysis it is possible to become aware of existing consumption and to establish strategies to optimise all processes, thus also paying attention to the impact on the environment and society in general.

MANAGEMENT of MATERIAL ASPECT

Roca Industry is committed to promoting a healthy and sustainable environment by investing in resource management and environmentally friendly technologies. Our efforts include:

1. Eco-friendly certifications (FSC) and sustainable materials;
2. Energy efficiency and renewable energy sources;
3. Reduce resource consumption and recycle materials;
4. Improving working conditions and involvement in local communities.

We are proud of our component companies' efforts to create a sustainable future.

BICO Industries

We focus on optimising the use of resources and continuously improving production methods at Bico. The main materials used, in order of quantity, are fibreglass/PES yarn, SBR/acryl emulsion, wooden pallets and cardboard.

In the weaving/knitting process of the netting we produce, we have been able to reduce the amount of waste generated by the edge of the fabric by modifying the looms and using sewing thread instead of fiberglass thread on one of the loom categories.

We work with reliable suppliers in the EU and China for glass fibre yarn and acrylic emulsion, European suppliers for SBR emulsion and local suppliers for auxiliary materials. We are continuing to evaluate opportunities to improve the sustainability of our material sources.

We monitor the quantities of materials used through Senior ERP software and manage them according to the operational recipes for each product range.

To minimise resource use, we focus on reducing the amount of waste produced in the manufacturing process. Our R&D department is constantly working to develop and implement more efficient recipes.

EVOLOR

Evolor focuses its efforts on efficient use of resources and constant improvement of production methods. The main materials used in our operations are resins, fillers, titanium dioxide and packaging.

We have replaced some raw materials with more environmentally friendly alternatives. For example, we replaced methylethylketone oxime with 2-pentanoxime (anti-pyelite agent) in 2021, and calcium, cobalt and zirconium octates (siccative agents) were replaced with neodecanoates in the same year. In addition, we removed carbendazim from the composition of finished products and replaced it with a different combination of biocidal active substances in 2021-2022. These changes have reduced the content of volatile organic compounds, thus limiting VOC emissions into the environment.

We monitor daily material consumption through accounting records and production slips sent from production. Reporting is only done for materials that must be reported to the authorities (Environmental Fund, ANAF - excise products, INS - intra-community purchases).

Eco Euro Doors

At Eco Euro Doors we focus on the efficient management of resources and production processes. We have implemented initiatives to reduce material consumption (monitoring rejects and rework, identifying the source of problems and taking measures to eliminate them, resulting in lower material consumption) and replacing non-certified raw materials with sustainable alternatives (an FSC-certified raw material purchasing programme).

Employee training, optimisation of production processes and purchasing of raw materials in the right sizes have led to a significant reduction in the amount of materials used. We monitor and report material usage through production reports.

We aim to continue training staff and replace equipment and consumables with more efficient and sustainable alternatives in the future.

DIAL

The main materials used in our operations are hard and soft galvanized wire, polyethylene powder, lumber, galvanized sheet metal and galvanized pipe.

We monitor and report on the use of materials in the company's operations by taking monthly stock of these materials and calculating the related consumption. This process allows us to keep track of resources used and identify potential opportunities to optimize our production processes.

In the year 2022, the following consumption has been recorded in our holding company for the main raw materials used in the production processes:

BICO Industries

| Material | Consumption |
|----------------------------------|---------------|
| Glass fibre yarn | 6 370 t |
| PES wire | 217 t |
| SBR/acryl emulsion | 3 024 t |
| Wooden pallets | 403 t |
| Cardboard boxes | 188 t |
| Chemicals auxiliary | 2 213,56 t |
| Thread | 26 473 pcs |
| Adhesive tape | 35 651 pcs |
| PET/PP tape | 44 838 ml |
| Metal caps | 1 000 000 pcs |
| Softwood lumber | 7 830 mc |
| Metal clamps | 86 000 pcs |
| Dyes | 9,6 t |
| CO5 boxes for net | 25 551 pcs |
| Sheets and foils heat-shrinkable | 19,77 t |
| Stretch foil | 511 pcs |
| Nonwoven fibre glass | 24 065,600 mc |
| Pallets | 221 pcs |
| Saci | 6 014 pcs |
| Miscellaneous tubes dimensions | 722 836 pcs |
| Fire | 5 593 t |

EVOLOR

| Material | Consumption |
|--------------------|------------------|
| Titanium dioxide | 17,2 th tones |
| Tags | 2 216 500,64 pcs |
| Tags | 2 216 500,64 pcs |
| Folie | 6,37 t |
| HDPE | 438 960 pcs |
| PET | 1 579 732 pcs |
| PP | 1 038 800 pcs |
| Metal | 914 116 pcs |
| Cardboard | 149 101,33 pcs |
| Materials stuffing | 10 187,8 t |
| Rasini | 1 872,4 t |
| Pigments | 489,23 t |
| Solvents | 574,9 t |
| Additives | 388,8 t |
| Water | 3 028,1 t |

Eco Euro Doors

| Material | Consumption |
|--------------------|----------------------|
| Softwood lumber | 4 227 m ³ |
| MDF boards | 2 260 m ³ |
| Bonding adhesive | 64,63 t |
| Grund | 63,81 |
| Email | 99,35 t |
| Sheets | 26,36 t |
| Packaging | 192 368 pcs |
| Paper honeycomb | 161 280 pcs |
| HDF door panels | 347 811 pcs |
| Folie décor | 137 131 mp |
| Tags | 313 206 pcs |
| Hardware - broaște | 199 002 pcs |
| Hardware - hinges | 436 483 pcs |
| Wooden planks | 0,6 t |

DIAL

| Material | Consumption |
|----------------------------|---------------------|
| Galvanised hard wire | 6 813 t |
| | 1 453 t |
| Lumber | 205 mc ³ |
| Galvanised sheet metal | 78 tons |
| Thermal galvanized steel | 102 tons |
| Prescient shepherdess | 186 tons |
| Polyethylene powder | 158 tons |
| PVC Granule | 24 tons |
| Substance bonderite dyeing | 8,2 tons |
| LPG | 384 440 l |
| Acids | 150 kg |
| Tags | 371 000 pcs |
| PET band | 44 rols |
| Stretch Foil | 1 560 pcs |
| Ribon Label Printer | 97 pcs |

Roca Industry Holding is committed to monitoring and optimizing energy consumption to reduce the negative impact on the environment and improve energy efficiency.

Energy consumption is centralized and monitored using kilowatt-hour meters. Furthermore, the volume of energy utilized is estimated based on consumption patterns and invoices received from our supplier. This approach enables our firms to project production costs relative to the planned production capacity for each month.

Our constituent companies are also deploying a range of initiatives to diminish energy usage and boost energy efficiency. These comprise the installation of energy-efficient lighting systems and energy-conserving appliances, coupled with the utilization of renewable energy sources such as photovoltaic panels and wind turbines.

Fuel consumption for our fleet - diesel (litres)

| | |
|-----------------|---------|
| BICO Industries | 32 800 |
| Evolor | 123 186 |
| Eco Euro Doors | 262 881 |
| DIAL | 26 700 |

Total fleet travel distance (no. km) - diesel

| | |
|-----------------|-----------|
| BICO Industries | 520 000 |
| Evolor | 702 269 |
| Eco Euro Doors | 2 628 810 |
| DIAL | 183 000 |

Total electricity consumption in the organisation (MWh)

| | |
|-----------------|-------|
| BICO Industries | 3 555 |
| Evolor | 267,5 |
| Eco Euro Doors | 2 362 |
| DIAL | 1 390 |

Total amount of heat energy used by company (Gcal)

| | |
|-----------------|-------|
| BICO Industries | - |
| Evolor | 331,1 |
| Eco Euro Doors | - |
| DIAL | - |

Fuel consumption within the organisation: natural gas (kWh/year)

| | |
|-----------------|--------|
| BICO Industries | 93 241 |
| Evolor | 33,1 |
| Eco Euro Doors | - |
| DIAL | - |

Fuel consumption within the organisation: LPG (litres/year)

| | |
|------------------|---------|
| BICO Industries* | 2640 |
| Evolor | - |
| Eco Euro Doors | - |
| DIAL | 445 861 |

* LPG used for forklifts

Fuel consumption within the organisation: diesel (tonnes/year)

| | |
|-----------------|----|
| BICO Industries | - |
| Evolor | - |
| Eco Euro Doors | - |
| DIAL | 14 |

Fuel consumption within the organisation: biomass (tonnes/year)

| | |
|-----------------|-------|
| BICO Industries | - |
| Evolor | - |
| Eco Euro Doors | 670,5 |
| DIAL | - |



Company-wide electricity consumption at Roca Industry (kWh)

Roca Industry Holding has pivoted towards the integration of sustainable solutions aimed at diminishing energy consumption across its affiliated companies. As such, every enterprise within our conglomerate has undertaken particular initiatives to advance energy efficiency and the employment of renewable energy.

EVOLOR

- **Installed:** 15 kWh photovoltaic panels;
- It plans to install 250 kWh photovoltaic panels;
- **Monitoring:** electricity and heating bills.

DIAL

- **Investment:** photovoltaic panels (Electric Up) -the installation has been completed, the documentation to become a prosumer is to be submitted;
- **Purpose:** reduction of electricity costs, partial green energy.

These measures exemplify Roca Industry Holding's dedication to fostering sustainability and augmenting energy efficiency within its operations, thereby aiding in environmental protection and curtailing energy expenditures.

BICO Industries

- **Actions:** installation of photovoltaic panels, high-performance equipment/tools, reduced energy consumption;
- **Replacements:** inefficient stop/go, efficient engines;
- **Monitoring:** FusionSolar, technical specification estimates.

Eco Euro Doors

- **Actions:** replacement of economical equipment, reduced energy consumption;
- **Replacements:** conventional energy ---> solar panel energy;
- **Production estimate:** 4,818 kWh (2023), PVGIS Online Tool;
- Reducing electricity consumption for lighting by saving electricity in areas where it is not needed or at a lower level.

We uphold an equal sense of responsibility towards water resource management across our entire holding. Particularly at Evolor, where water forms a part of our production process, we adhere to NTPA Standard 001/2005. This regulation strives to manage and diminish contamination stemming from industrial and urban origin, hence maintaining equilibrium between economic advancement and environmental preservation.

Total volume of water recycled and reused (m³)

| | |
|------------------------|-------|
| BICO Industries | - |
| Evolor | 1 000 |
| Eco Euro Doors | - |
| DIAL | - |

In 2022, subsequent to monitoring the water quality parameters across our firms, we observed no divergences or breaches of the legal limit values delineated in the water management permit.

In relation to the wooden material employed in the manufacturing process of Eco Euro Doors, out of a total 4,230 cubic meters procured in 2022, a sum of 355.66 cubic meters originated from Forest Stewardship Council (FSC) certified sources. Consequently, the percentage of FSC certified wood material used in 2022 was 8.4%.

Total freshwater consumption (m³)

| | |
|------------------------|-------|
| BICO Industries | 531 |
| Evolor | 6 729 |
| Eco Euro Doors | 1 421 |
| DIAL | 2 543 |

Total weight of wood fibre materials purchased (tonnes/year).

| | |
|------------------------|-------|
| BICO Industries | - |
| Evolor | - |
| Eco Euro Doors | 670,5 |
| DIAL | 150 |

GHG emissions 2.2



EXPLANATION of MATERIAL ASPECT

Rising greenhouse gas emissions pose a persistent and systematic threat to our planet. Beyond recognizing the impact, it is crucial to establish clear targets for emission reduction to considerably enhance our carbon footprint. At Roca Industry, we fully acknowledge the detrimental effects of global warming on the environment.

Simultaneously, we experience the business environment pressures that invariably influence us. Our industry is particularly susceptible to the potential economic risks associated with the escalation in energy costs and the imposition of new CO2 taxes.

Roca Industry Holding's objectives encompass implementing measures to alleviate the negative impact on the environment and the community

through targeted actions such as:

- Monitoring of the car fleet and fuel consumption to analyse the possibilities of replacing vehicles with electric or hybrid cars;
- Increasing the efficiency of logistics flows for company-controlled cars/trucks;
- Switching to low-pollution vehicles/fuel consumption
- Choosing energy suppliers with a lower emission factor;
- Heat recovery (steam and other heat recovery from ventilation and air conditioning);
- Install solar farms or wind turbines if feasible;
- Installation of CHP (Combined Heat and Power) plants for companies with high natural gas consumption (Bico and Evolor);
- Energy audit / quick audit to identify large consumers and energy flows (input, output, losses);
- Install building management systems to monitor and streamline consumption in real time;
- Check the technical equipment instructions to identify the possibility of using lower compressed air pressure to achieve a significant reduction in energy consumption.

In addition to these objectives, we have carried out a detailed analysis of consumption so that we can identify over time the specific areas where optimisation is needed, but also have a clear overview of this situation. Therefore, we analysed direct and indirect CO2 emissions (Scope 1 and Scope 2). We chose 2022 as a base year and used a functional unit of metric tonnes of CO2 equivalent, which includes all greenhouse gases emitted. This allowed us to quantify Scope 1 and 2 emissions and used specific standards, methodologies and calculation tools according to the GHG Protocol guidelines.

Direct emissions (Scope 1)

Total amount of emissions generated by company owned or operated vehicles and from the use of diesel for electricity generation in emergency situations (Kg CO₂ eq), (litres)

| Diesel | Quantity (litres) | Emissions (Kg CO ₂ eq/litre) | Total (kg CO ₂ eq) |
|------------------------------------|-------------------|---|-------------------------------|
| BICO Industries – Vaslui | 8 200 | 26,413 | 21 658,660 |
| BICO Industries – Piatra Neamț | 24 600 | 26,413 | 64 975,980 |
| Evolor | 123 186 | 26,413 | 325 371,182 |
| Eco Euro Doors | 263 052 | 26,413 | 694 798,297 |
| DIAL | 39 301 | 26,413 | 103 805,731 |
| Petrol | Quantity (litres) | Emissions (Kg CO ₂ eq/litre) | Total (kg CO ₂ eq) |
| BICO Industries – Vaslui | – | – | – |
| BICO Industries – Piatra Neamț | – | – | – |
| Evolor | – | – | – |
| Eco Euro Doors | 6 191 | 2,302 | 14 250,145 |
| DIAL | 1 033 | 2,302 | 2 376,839 |
| LPG | Quantity (litres) | Emissions (Kg CO ₂ eq/litre) | Total (kg CO ₂ eq) |
| BICO Industries – Vaslui | 2 640 | 1,490 | 3 934,128 |
| BICO Industries – Piatra Neamț | – | – | – |
| Evolor | – | – | – |
| Eco Euro Doors | – | – | – |
| DIAL | 6 211 | 1,490 | 9 255,707 |
| Total (kg CO₂eq) | Quantity (litres) | Emissions (Kg CO ₂ eq/litre) | Total (kg CO ₂ eq) |
| ROCA Industry | 495 637 | – | 1 296 482,978 |

The total quantity of emissions generated by the heating system (Kg CO₂eq).

| Natural gas | Quantity (kWh) | Emissions (Kg CO ₂ eq) | Total (kg CO ₂ eq) |
|--------------------------------|----------------|-----------------------------------|-------------------------------|
| BICO Industries – Vaslui | 938 912 | 0,202 | 189 622,668 |
| BICO Industries – Piatra Neamț | 140 801 | 0,202 | 28 436,170 |
| Evolor | 385 027 | 0,202 | 77 760,053 |

| LPG | Quantity (litres) | Emissions (Kg CO ₂ eq) | Total (kg CO ₂ eq) |
|------------|-------------------|-----------------------------------|-------------------------------|
| DIAL | 439 650 | 1,490 | 655 166,430 |

| Biomass | Quantity (kg) | Emissions (Kg CO ₂ eq) | Total (kg CO ₂ eq) |
|----------------|---------------|-----------------------------------|-------------------------------|
| Eco Euro Doors | 670 500 | 0 | 0 |

| Total (kg CO₂eq) | Quantity | Emissions | Total |
|------------------------------------|-----------|-----------|-------------|
| ROCA Industry | 2 574 890 | – | 950 985,320 |

Total amount of emissions emissions from refrigerant use (Kg CO₂ eq)

| R134A | Quantity (kg) | Emissions (Kg CO ₂ eq/litre) | Total (kg CO ₂ eq) |
|--------------------------------|---------------|---|-------------------------------|
| BICO Industries – Vaslui | 0 | – | – |
| BICO Industries – Piatra Neamț | 1,992 | 1,430 | 2 848,56 |
| Evolor | 0 | – | – |
| Eco Euro Doors | 0 | – | – |
| DIAL | 0 | – | – |

| Total (kg CO₂eq) | Quantity | Emissions | Total |
|------------------------------------|----------|-----------|----------|
| ROCA Industry | 1,992 | – | 2 848,56 |

Indirect emissions (Scope 2)

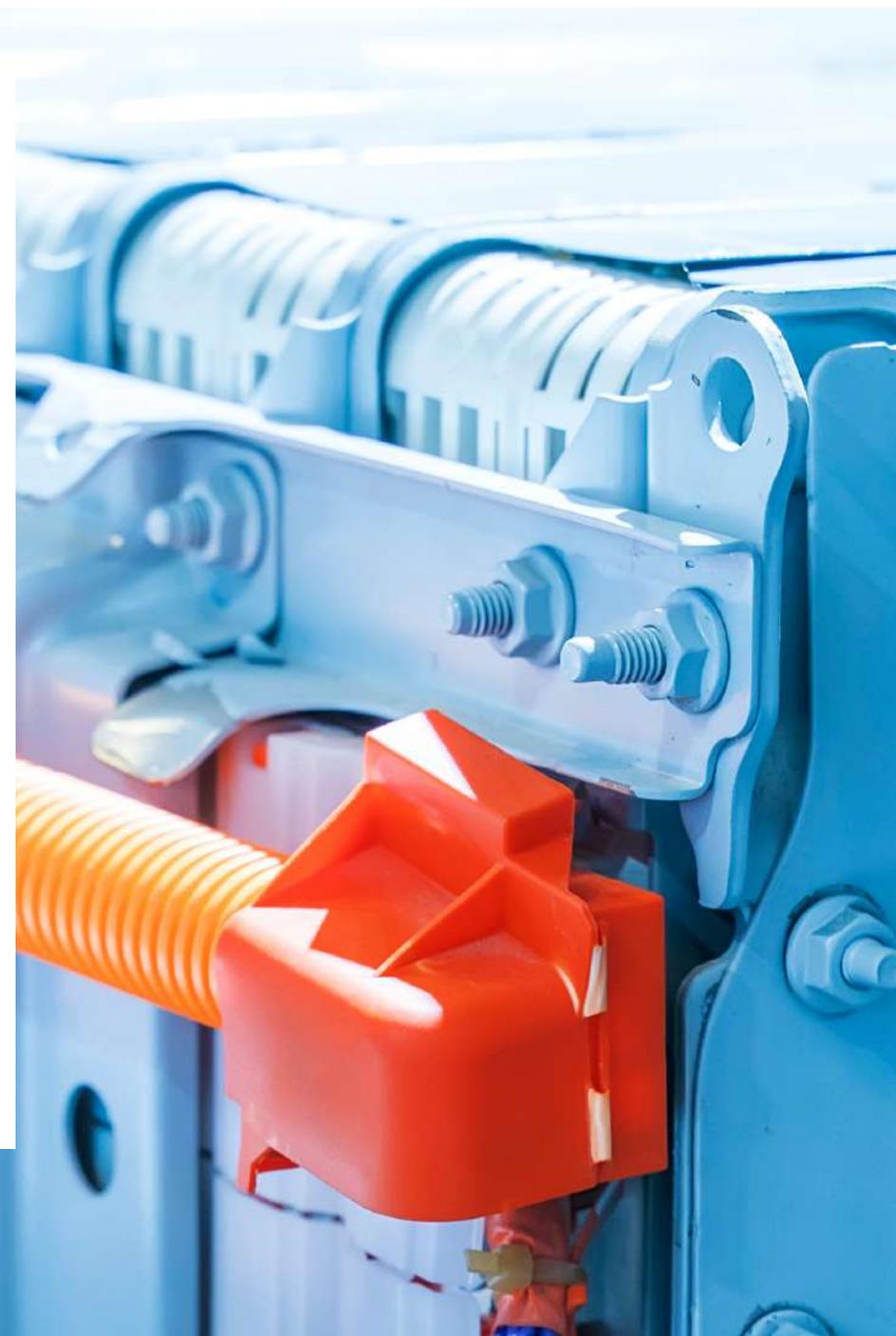
Total amount of emissions generated of electricity use (Kg CO₂ eq)

| Purchased | Quantity (kWh) | Emissions using national location-based emission factor (Kg CO ₂ eq) | Emissions using electricity supplier specific market-based (Kg CO ₂ eq) |
|--------------------------------|----------------|---|--|
| BICO Industries – Vaslui | 2.916.027 | 509.896,481 | 633.477,705 |
| BICO Industries – Piatra Neamț | 601.890 | 105.246,485 | 130.754,584 |
| Evolor | 346.222 | 25.436,930 | 75.213,267 |
| Eco Euro Doors | 2.361.994 | 557.530,249 | 513.119,557 |
| DIAL | 1.254.753 | 288.179,122 | 272.582,542 |

| Production | Quantity (kWh) | Emissions using national location-based emission factor (Kg CO ₂ eq) | Emissions using electricity supplier specific market-based (Kg CO ₂ eq) |
|--------------------------------|----------------|---|--|
| BICO Industries – Vaslui | 23.870 | 0 | 0 |
| BICO Industries – Piatra Neamț | 14.750 | 0 | 0 |
| Evolor | 0 | 0 | 0 |
| Eco Euro Doors | 0 | 0 | 0 |
| DIAL | 0 | 0 | 0 |

Total (kg CO₂eq)

| | | | |
|---------------|---|---------------|---------------|
| ROCA Industry | - | 1.486.289,267 | 1.625.147,645 |
|---------------|---|---------------|---------------|



Waste Management

2.3



EXPLANATION of MATERIAL ASPECT

Waste management is of major importance and responsibility for any company. Therefore, the establishment of clear collection practices is essential for the proper handling of the waste we generate. Concurrently, finding ways to reduce and reuse these wastes is a crucial aspect of supporting the transition to a circular economy.

At Roca Industry, we place significant emphasis on waste management, being fully cognizant of the role it plays in environmental protection and the responsible use of resources. In 2022, our constant efforts to optimize our production processes resulted in a noticeable reduction in the amount of waste generated.

The waste we generate includes both hazardous and non-hazardous substances, such as foil, cardboard, varnish, paint, wood, metal, and contaminated packaging. To minimize the generation of these wastes, we implement strategies designed to streamline production processes, promote recycling and reuse of materials, and cultivate a sustainability mindset among our employees.

We manage each type of waste according to its nature, segregating them before handing over to collection centers. We maintain collaboration over with companies specialized in waste collection, transportation, treatment, disposal, and valorization. Waste data is collected on a monthly basis and duly reported to the competent authorities.

Our long-term goal is to continuously optimize our processes and introduce new technologies and equipment for waste recovery and processing. Through regular progress monitoring and target achievement, we uphold our responsibility of making a significant contribution to environmental protection and enhancing long-term sustainability.

Total quantities of waste generated in 2022

Total quantity of waste generated (tonnes/year)

| | |
|-----------------|---------|
| BICO Industries | 824 |
| Evolor | 222,47 |
| Eco Euro Doors | 77,11 |
| DIAL | 105,612 |

Total quantity of waste tyres (tonnes/year)

| | |
|-----------------|------|
| BICO Industries | 0 |
| Evolor | 5,61 |
| Eco Euro Doors | 0 |
| DIAL | 0 |

Total quantity of ferrous metal (tonnes/year)

| | |
|-----------------|-------|
| BICO Industries | 0 |
| Evolor | 9,54 |
| Eco Euro Doors | 0 |
| DIAL | 93,32 |

Total quantity of iron and steel waste (tonnes/year)

| | |
|-----------------|-------|
| BICO Industries | 0 |
| Evolor | 39,60 |
| Eco Euro Doors | 0 |
| DIAL | 96,22 |

Total quantity of waste wood (tonnes/year)

| | |
|-----------------|------|
| BICO Industries | 79,2 |
| Evolor | 60,6 |
| Eco Euro Doors | 0 |
| DIAL | 0 |

Total quantity of non-ferrous scrap (tonnes/year)

| | |
|-----------------|-------|
| BICO Industries | 0 |
| Evolor | 2,22 |
| Eco Euro Doors | 0 |
| DIAL | 9,988 |

Total quantity of waste tonnes (tonnes/year)

| | |
|-----------------|-------|
| BICO Industries | 0 |
| Evolor | 0,047 |
| Eco Euro Doors | 0 |
| DIAL | 0 |

Total quantity of adhesive waste (tonnes/year)

| | |
|-----------------|------|
| BICO Industries | 0 |
| Evolor | 0 |
| Eco Euro Doors | 1,52 |
| DIAL | 0 |

Total quantity
of **varnish and paint waste** (tonnes/year)

| | |
|-----------------|-------|
| BICO Industries | 0 |
| Evolor | 20,74 |
| Eco Euro Doors | 2,82 |
| DIAL | 0 |

Total quantity
of **plastic waste** (tonnes/year)

| | |
|-----------------|--------|
| BICO Industries | 19,320 |
| Evolor | 38,72 |
| Eco Euro Doors | 1,8 |
| DIAL | 4,27 |

Total quantity
of **paper/cardboard waste** (tonnes/year)

| | |
|-----------------|---------|
| BICO Industries | 175,521 |
| Evolor | 13,84 |
| Eco Euro Doors | 0 |
| DIAL | 0,19 |

Total quantity
of **glass fibre waste** (tonnes/year)

| | |
|-----------------|---------|
| BICO Industries | 519,154 |
| Evolor | 0 |
| Eco Euro Doors | 0 |
| DIAL | 0 |

Total quantity
of **metal packaging waste** (tonnes/year)

| | |
|-----------------|-------|
| BICO Industries | 0 |
| Evolor | 0,63 |
| Eco Euro Doors | 0,13 |
| DIAL | 93,32 |

Total quantity
of **waste oil** (tonnes/year)

| | |
|-----------------|------|
| BICO Industries | 0 |
| Evolor | 0,46 |
| Eco Euro Doors | 0 |
| DIAL | 0 |

Total quantity
of **household/municipal waste** (tonnes/year)

| | |
|-----------------|-------|
| BICO Industries | 16,7 |
| Evolor | 29,5 |
| Eco Euro Doors | 70,26 |
| DIAL | 7,99 |

Total quantity
of **WEEE (electronic) waste** (tonnes/year)

| | |
|-----------------|-------|
| BICO Industries | 0,042 |
| Evolor | 0,96 |
| Eco Euro Doors | 0 |
| DIAL | 0,03 |

Total amount of **sawdust, shavings, plank waste**
(tonnes/year)

| | |
|-----------------|-----|
| BICO INDUSTRIES | 0 |
| Evolor | 0 |
| ECO EURO DOORS | 1,9 |
| DIAL | 0 |



吊具下40

Waste removed from disposal

The percentage of recyclable waste generated from the total waste generated (%).

| | |
|-----------------|----|
| BICO Industries | 67 |
| Evolor | 69 |
| Eco Euro Doors | 9 |
| DIAL | 92 |

Total quantity of **plastic waste recycled** (tonnes/year)

| | |
|-----------------|-------|
| BICO Industries | 19,32 |
| Evolor | 38,72 |
| Eco Euro Doors | 0 |
| DIAL | 0 |

Total amount of **paper/cardboard waste recycled** (tonnes/year)

| | |
|-----------------|---------|
| BICO Industries | 175,521 |
| Evolor | 13,84 |
| Eco Euro Doors | 0 |
| DIAL | 0 |

The total amount of **recycled metallic packaging waste**(tons/year).

| | |
|-----------------|------|
| BICO Industries | 0 |
| Evolor | 0,63 |
| Eco Euro Doors | 0 |
| DIAL | 0 |

Total amount of **WEEE (electronic) waste recycled** (ton/year)

| | |
|-----------------|-------|
| BICO Industries | 0,042 |
| Evolor | 0 |
| Eco Euro Doors | 0 |
| DIAL | 0 |

Percentage of **waste disposed of out of total waste generated** (%)

| | |
|-----------------|------|
| BICO Industries | 66,4 |
| Evolor | 23 |
| Eco Euro Doors | 0 |
| DIAL | 0 |

The total amount of **hazardous waste generated** (tons/year).

| | |
|-----------------|-------|
| BICO Industries | 0,082 |
| Evolor | 20,74 |
| Eco Euro Doors | 0 |
| DIAL | 2,28 |

Total quantity of **hazardous waste recycled** (tonnes/year)

| | |
|-----------------|-------|
| BICO Industries | 0 |
| Evolor | 3.27* |
| Eco Euro Doors | 0 |
| DIAL | 0 |

* Refers to the quantity of 0.68 tonnes of waste paints and varnishes containing organic solvents or other dangerous substances that were used in the recipe for the preparation of alternative fuel.

Within our holding company none of the companies generate glass waste, so it is not appropriate to report the *total amount of glass waste recycled (tonnes/year)*.

In 2022, the companies in our holding company did not have any fines or penalties related to incidents of non-compliance with environmental legislation.

Environmental assessment of suppliers

2.4

EXPLANATION of MATERIAL ASPECT

It is important to continually uphold product quality standards and promote sustainability throughout the value chain by carrying out stringent assessment processes before entering into partnerships with suppliers. These measures aim to eliminate the risks of undesirable environmental impacts that can lead to economic and social damage at the same time.

To ensure accountability in the supply chain, we work with reputable suppliers who have well-developed control systems in place. This demonstrates their commitment to sustainable practices and responsibility for the conservation of natural resources.

By working with responsible suppliers and implementing rigorous evaluation processes, we ensure that our products are made to the highest environmental and quality standards.

In 2022, there were no cases with negative environmental impacts in the supply chain.

to ensure sustainable and responsible collaboration. In the selection process, suppliers are required to hold ISO 14001:2015 certification for Environmental Management, use a proportion of green energy in the production process, comply with a waste management plan and use recycled raw materials.

In terms of sourcing primary packaging, this process involves two steps: ordering IML labels, offset films or metal plates for metal packaging, followed by the actual production order from packaging manufacturers. Good consumption forecasting and generous storage space are required to ensure that the primary packaging requirements are met.

Biodiversity

2.5

EXPLANATION of MATERIAL ASPECT

Construction projects can have an impact on natural habitats, affecting animal and plant species. Initiatives to monitor existing, restored or newly created habitats so that they are not affected by the economic development of the holding are essential.

To minimise impacts on biodiversity, we will explore the possibility of working with biodiversity specialists to properly assess potential risks and identify effective protection measures. We will also encourage the use of sustainable materials and resources in the production process and the development of products and services with low environmental impact.

As we implement biodiversity conservation strategies and monitor the environmental impacts of our component companies, we are committed to communicating openly with the general public about the progress we are making and the steps we are taking to reduce our impacts on biodiversity. In this way, Roca Industry assumes its responsibility towards the environment and future generations, promoting a sustainable and responsible approach in all areas of activity.





3

Our Social Commitment

MATERIAL ASPECTS
ECONOMICAL IMPACT
SOCIAL IMPACT
ENVIRONMENTAL IMPACT

| | | | |
|--|---|--|---|
| 1 EMPLOYEE WELLBEING | <p>Investing in continuous employee training and ensuring safe and healthy working conditions helps us to improve the company's image among employees. This is a key contributor to employee productivity, helping us to generate a positive economic impact.</p> | <p>The investments we make in employee wellbeing have a positive impact on employee job satisfaction and lead to increased productivity and quality of work. Examples of measures taken include health and wellness programmes, skills development training and opportunities for advancement and performance-related pay increases.</p> | <p>At ROCA Industry we take a responsible approach to employee welfare and encourage environmentally friendly practices such as the use of renewable energy and waste reduction. In addition, fair and sustainable employee welfare can influence their engagement in the company's sustainability practices.</p> |
| 2 DIVERSITY, EQUAL OPPORTUNITIES AND HUMAN RIGHTS | <p>Diversity, equal opportunities and human rights are very important to our holding company. By ensuring fair employment criteria, with a focus on human rights, we also contribute to generating a positive economic impact.</p> | <p>Diversity, equal opportunities and human rights have a positive impact on the social aspect by creating an inclusive and fair working environment.</p> <p>By respecting diversity and employee rights, we increase productivity, improve the company's image and employee satisfaction.</p> | <p>Promoting sustainable practices, respect for diversity, equal opportunities and human rights, has a positive impact on the environmental aspect.</p> <p>In addition, engaging and developing employees from diverse cultural and ethnic backgrounds contributes to innovation and creativity in the production and management processes, and therefore also covers areas that are concerned with environmental protection.</p> |
| 3 EDUCATION AND TRAINING | <p>The key element in ensuring sustainable economic development is Education and Training because it leads to increased skills and qualifications of the employees. The investments we make in education and training lead to improved efficiency and innovation within our companies, which can increase competitiveness and financial performance, create economical challenges and contribute to the development of our holding.</p> | <p>Education and Training is an essential commitment to the professional and personal development of employees, with a positive impact on the community and society at large. At ROCA Industry we invest in education and training to improve the skills and competencies of our employees.</p> | <p>Continuously developing the skills of our employees through Education and Training is a firm commitment in a sustainable and environmentally responsible way. Investing in training and education not only increases efficiency and productivity, but also helps reduce negative environmental impacts.</p> |
| 4 CSR CAMPAIGNS | <p>Impacts of social responsibility campaigns aim to generate an indirect economic impact, helping us to better identify the needs of the communities in which we operate and to intervene in a targeted and applied way through different actions.</p> | <p>At ROCA Industry we want to get involved in projects that support community development and improve people's quality of life. By correctly identifying needs, we can positively influence the social impact of our holding.</p> | <p>Promoting sustainable practices for CSR campaigns has a positive impact on the environmental aspect. At ROCA Industry we focus on finding environmental projects, such as recycling and greenhouse gas reduction campaigns, to get involved in.</p> |

Employee wellbeing

3.1



EXPLANATION of MATERIAL ASPECT

The level of productivity and employee satisfaction is directly proportional to the economic success of the companies. Employee wellbeing is one of the most important resources, requiring efforts to make time spent at work both enjoyable and productive, safe and free from unwanted incidents.

MANAGEMENT of MATERIAL ASPECT

We believe that the most important partnership we have is with our employees, as they are the key factor in implementing our business strategies.

Within ROCA Industries, we allocate significant resources to attract, develop and retain extraordinary talents and we fully promote the capabilities of each of our employees. We value cultural inclusion, reward excellence and respect diversity.

We strive to attract top talents and create a workforce based on growth opportunities to maintain the reputation we have developed.

Our policies are designed to ensure the wellbeing of our employees and are based on programs that align our employees' compensation with their performance. We also provide incentives to attract, retain and motivate employees to achieve superior results.

The structure of our compensation programs balances the guaranteed salary base with the benefits we provide to our employees while providing pay equity regardless of race, gender, ethnicity or sexual orientation.

Within the holding ROCA Industry we encourage the development and professional growth of employees, taking into account both their potential and proven performance and their desire to develop. We encourage personal growth and development by:

- Career development support;
- Recognition and appreciation of merit and professional achievements;
- Development of certain skills aimed at increasing the level of competence of employees;
- Financial incentives and performance bonuses;
- Participation in training programmes;
- Encouraging initiative and rewarding innovative projects;
- Creating a safe and pleasant working environment;
- Meal vouchers;
- Holiday pay bonuses.

At **BICO**, performance targets are set by the company and communicated to employees, and are realistic and measurable. The performance appraisal criteria are communicated to the employee, when they are hired, through the individual employment contract and the collective employment contract.

This documents may be amended through an additional act. Performance appraisals shall take place at the end of the training period, every year and when the company deems it appropriate, with prior notification of the employee. Appraisal sheets are communicated to employees and may be contested.

The purpose of job appraisals is to correctly set objectives, increase employees' job performance, make corrections to the set of objectives, promote employees, increase salaries and allocate bonuses.

Within **Evolor**, employee performance appraisal practices are under development. In 2022, performance appraisals were conducted through direct observation by the supervisor on productivity and efficiency, compliance with the job and employee development capacity.

In 2022 only the sales force, CFO, CCO and CEO of the company were evaluated for performance against clear criteria. In early 2023, performance criteria were established for a total of 22 positions/employees in executive management, middle management and sales force.

During this period, work is underway on a comprehensive performance appraisal system for all employees, for which we have set a deadline of September 2023 for implementation.

DIAL conducts annual performance reviews of its employees and in the future will monitor year-on-year progress. The performance appraisal report is made on the basis of evaluation forms made by the responsible of the department to which the employee belongs.

For **Eco Euro Doors**, the performance evaluation process is being improved to become a more efficient and conclusive analysis tool. Each employee will receive a form that aims to identify the employee's skills, competencies and achievements, and the employee will have the opportunity of self-evaluation and then will be evaluated by their supervisor.

The form also includes information on the objectives and training needs. In conclusion, following the performance appraisal process, employees receive both financial and non-financial motivation through entry into company development programmes.

We offer the same benefits to full-time, part-time and temporary employees.

Across all 4 companies under our holding umbrella, all of our employees are covered by collective labor agreements. In 2022, none of our companies benefited from the services of workers who were not directly employed.

The percentage of employees receiving a regular performance review and advice on career development

BICO Industries



100%

EVOLOR



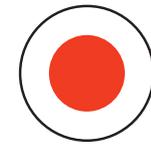
12%

Eco Euro Doors



100%

DIAL



there is no regular performance review process

Occupational health and safety management

BICO Industries

Within the organization we have implemented an integrated quality, health and safety environment, management system - QEHS, being documented in the Integrated Management System Manual MSIM-01, edition 02 dated 13.01.2022.

The Quality, Health and Safety Environment Manual outlines the integrated system, policies, procedures and processes. The organisation's occupational health and safety policy involves ensuring and maintaining safe and healthy workplaces and activities for employees in order to:

- prevent work-related injuries and illnesses;
- eliminate hazard;
- reduce health and safety risks at work;
- comply with legal and regulatory requirements regarding health and safety at work;
- consult and involve workers and their representatives in establishing, implementing and improving the occupational health and safety management system and protecting them from reprisals when they report incidents, hazards, risks and opportunities.

The management structure includes the general manager, the management representative, the external prevention and protection service, the human resources specialist and the EHS officer. In the process of assessing the performance of the EHS we monitor the relevant indicators for the organisation's activities in relation to the EHS objectives, identified hazards and risks, compliance obligations and operational controls.



Monitoring results are analysed as part of management reviews to identify opportunities for continuous improvement. Hazard identification is carried out taking into account current activities, developing activities, normal and abnormal working conditions, potential emergency situations, available data from accidents and incidents, occupational noise measurements, reports from inspection bodies, findings notes prepared by SEPP, existing practices, procedures and processes, activities of personnel with access to workplaces, legal and other requirements related to EHS. Identified hazards and the specific form in which they occur are managed internally through the procedure „Assessment of risks of occupational injury and illness“. The training/awareness process takes into account different levels of responsibility, capability and general knowledge and risk. Training is conducted through external or internal programs (as appropriate).

EVOLOR

The safety management system is implemented in accordance with the international standard ISO 14001. We believe it is important that our employees are aware of the risks within the company in order to be able to avoid potential hazards, which is why we provide our own EHS regular training for each workplace.

The types of risks can be thermal, electrical, chemical, biological and physical. Evolor's prevention and protection plan contains risk prevention measures, which are identified and assessed by the risk assessor.

The performance of the management system is monitored through EHS Committee meetings, attended by all senior managers, at which analyses are made and future courses of action are determined.

The performance indicators used are: percentage of managers with adequate training in SH&S, percentage of workers with adequate training in SH&S, percentage of manager-worker meetings in which SH&S issues are addressed, frequency of observation of unsafe behaviour, number of SH&S and climate safety audits conducted. We also track indicators such as: occupational injuries and illnesses, production days lost due to sickness absence, incidents and complaints related to unsafe or unhealthy working conditions and the number of early retirements.

Eco Euro Doors

In order to eliminate hazards and reduce risks of occupational health and safety, we base our policy on occupational health and safety on actions aimed at preventing accidents at work, ensuring safe and healthy working conditions to prevent injuries, minimisation of health and work-related diseases, consulting and involving workers and their representatives in occupational health and safety issues and ensuring that the company complies with the legislation and obligations in force.



Employee representatives can receive complaints from colleagues about occupational health and safety work. These are discussed at the EHS Comitee meetings, held quarterly or whenever necessary to identify solutions and establish action plans. Here are some of the tasks of the EHS Comitee:

- It analyses requests made by our employees regarding working conditions and the way they perform their duties;
- It monitors how legal regulations, measures ordered by labour inspectors and health inspectors are applied and respected;
- Analyses the causes of accidents at work, occupational diseases and events. May propose technical measures to supplement the measures following the investigation;
- Carries out own checks on the application of the instructions and produces a report.

At company level, the Occupational Safety and Health Service identifies the risks of occupational injury and illness for each job or function, taking into account the type of work carried out and the work equipment used. The risks also differ according to the area assessed (offices, production halls and warehouses). At the same time, the Prevention and Protection Service analyses and assesses the risks of occupational injury and illness in the company, using the method of the National Research and Development Institute for Labour Protection.

After the risk assessment, the necessary measures to improve the safety level of the analysed work system are determined, the hierarchy of assessed risks according to the risk/safety level grading scale must be considered.

Training in occupational safety and health is carried out in accordance with legal requirements. It comprises the three phases of training: on hiring (general introductory and on-the-job), periodic and additional periodic, and all the necessary information for training employees is documented.



DIAL

Within DIAL, the occupational health and safety management service is outsourced.

Health and safety risks are managed through a company-wide risk prevention and protection plan. In addition, trainings on occupational health and safety are held monthly by the HSE partner. The main indicator for tracking performance towards HSE is the number of occupational accidents per year.

New Hires

We select our new employees according to criteria based on professional experience and qualifications, skills and qualities. Our organisation's vacancies are publicly advertised so that any category of people can have access to it.

New employees in 2022

| | WOMEN | MEN | |
|-----------------|--------------|-----|----|
| BICO Industries | 45 | 39 | 84 |
| Evolor | 11 | 3 | 14 |
| Eco Euro Doors | 29 | 5 | 34 |
| DIAL | 21 | 5 | 26 |
| | TOTAL | | |

New employees by age in 2022

| | < 30 years | 30-50 years | > 50 years |
|-----------------|------------|-------------|------------|
| BICO Industries | 21 | 39 | 24 |
| Evolor | 5 | 8 | 1 |
| Eco Euro Doors | 10 | 22 | 2 |
| DIAL | 6 | 13 | 3 |

New employees by age, male/female in 2022

| BICO Industries | | EVOLOR | | Eco Euro Doors | | DIAL | |
|-----------------|-----|--------|-----|----------------|-----|-------|-----|
| WOMEN | MEN | WOMEN | MEN | WOMEN | MEN | WOMEN | MEN |
| 1 | 4 | 1 | 4 | 1 | 4 | 1 | 4 |
| 2 | 6 | 2 | 6 | 2 | 6 | 2 | 6 |
| 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 |



Managing new employees

BICO Industries

We set clear evaluation criteria and performance targets at the time of hiring. By drawing up an induction plan, new employees receive information about the tasks and responsibilities of the position they occupy, the working environment, the team, managers, the departments they will work with, subordinates, benefits and work procedures and training programmes. The aim of this plan is to integrate and familiarise new employees with the working environment and create a safe atmosphere.

We carry out interim assessments, where we score each stage set out in the induction plan and at the end of the probationary period, new employees are assessed on job-specific elements.

EVOLOR

We rely on the experience of our employees and their willingness to help new employees settle in and develop.

Eco Euro Doors

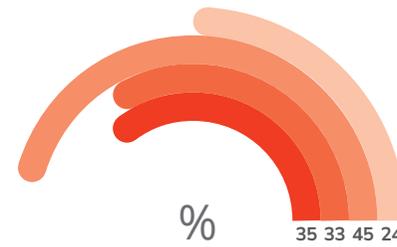
We recruit based on industry qualifications or technical skills and inclinations. Following the establishment of the position, new employees work under the guidance and supervision of an experienced colleague. We also have a classification of employees that shows the number of machines they work on, their type and difficulty. In the future we will design a skills matrix to ensure the most efficient mobility at workstations.

DIAL

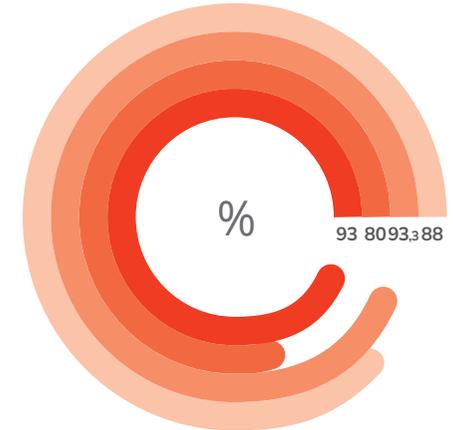
Each new employee goes through certain stages based on their experience, starting with easier tasks and gradually taking on new responsibilities.

Staff turnover and retention

Fluctuation rate



Retention rate



- BICO Industries
- EVOLOR
- Eco Euro Doors
- DIAL

Within the companies that are part of the ROCA Industry holding, we want to keep our employees for as long as possible and that's why we do our best to ensure safe and favourable working conditions. Some of the reasons for employees leaving their jobs are salary expectations compared to those in other countries, not being comfortable at work due to shift work or the continuous flow regime, economic- geographical positioning and increased competition in the industries in which we operate.

Measures for employee retention include the introduction of exit interviews to identify the cause as accurately as possible, promotion of constructive feedback, increased employee training hours, performance appraisal processes and salary increases.

Parental leave

In 2022, 15 employees were granted parental leave.

Total number of employees on parental leave

| | WOMEN | MEN |
|-----------------|-------|-----|
| BICO Industries | 11 | 1 |
| Evolor | 0 | 0 |
| Eco Euro Doors | 2 | 1 |
| DIAL | 0 | 0 |

Total number of employees who returned to work during the reporting period after the end of parental leave

| | WOMEN | MEN |
|-----------------|-------|-----|
| BICO Industries | 3 | 0 |
| Evolor | 1 | 0 |
| Eco Euro Doors | 1 | 0 |
| DIAL | 0 | 0 |

Health and safety at work

We believe that the productivity of our employees is directly proportional to their wellbeing and that is why we ensure optimal working conditions, apply health and safety rules and provide the appropriate equipment necessary to meet work objectives.

Costs towards EHS

BICO Industries
12 339 RON

EVOLOR
91 819 RON

Eco Euro Doors
27 370 RON

DIAL
8 850 RON

Number of accidents at work

| | |
|-----------------|---|
| BICO Industries | 1 |
| Evolor | 0 |
| Eco Euro Doors | 0 |
| DIAL | 1 |

Number of days of sick leave following accidents at work

| | |
|-----------------|----|
| BICO Industries | 39 |
| Evolor | 0 |
| Eco Euro Doors | 0 |
| DIAL | 55 |

Number of days of sick leave (other than accidents at work)

| | |
|-----------------|-------|
| BICO Industries | 1 600 |
| Evolor | 792 |
| Eco Euro Doors | 432 |
| DIAL | 500 |

In 2022, the ROCA Industry holding companies had no transport incidents.

Diversity, equal opportunities and human rights

3.2



EXPLANATION of MATERIAL ASPECT

Increased attention to respect for human rights and social inclusion with equal opportunities for all, regardless of gender, religion, age or economic status is essential. All incidents of discrimination will be analysed and remedial plans implemented.

MANAGEMENT of MATERIAL ASPECT

At ROCA Industry Holding we believe that by valuing and appreciating individual differences and similarities, we improve the performance and well-being of our employees and contribute to the quality of life in the communities we serve. We strive to create a work culture that encourages diversity and actively embraces an infinite range of unique characteristics, experiences and perspectives.

This approach allows us to increase creativity and innovation while developing cutting-edge working solutions that have a positive impact on how we achieve our goals. In order to build inclusive diversity in all aspects of the company, we value the individual differences and similarities of our employees, which leads to a mechanism for attracting, retaining and developing diverse talent.

The companies that are part of our holding company do not accept any form of discrimination based on gender, religion, nationality, disability, age, economic status or any other kind. We also ensure that human rights are always respected. Therefore, in 2022, there were no incidents of discrimination recorded.

BICO Industries

We see diversity as an opportunity that can bring various benefits to the company. By promoting a culture of equality, respect for human rights and anti-discrimination policies, employees are encouraged to develop new ideas, seek solutions and implement innovative technologies.

BICO's HR department is constantly reforming its recruitment strategies and looking for solutions to develop managers' skills to manage the differences between employees correctly and carefully. Although there have been no incidents of discrimination, we are always prepared to act firmly on any case of discrimination, regardless of the nature and the persons involved; We manage this material aspect by preventing any acts of discrimination.

Through the mediation commission we seek methods of amicable settlement of conflicts and we offer assistance and support in all cases of discrimination or harassment



EVOLOR

Diversity is more than just a concept for us and that's why we embrace individual differences and opt for an inclusive environment where everyone is welcome. We value, respect and build on the uniqueness of our employees, our customers and the communities in which we live and work. Although we do not have a policy to this effect, the ratio of women to men is balanced and the opportunity for career advancement and development is equal for everyone, with no specific measures in place.

Eco Euro Doors

Our organisation promotes diversity and is multicultural in terms of its composition, with employees of different ethnicities and employees of all ages in all areas: entry, middle and top management.

The recruitment and selection process is conducted according to the „4 eyes“ principle, a 2-member committee whose aim is to eliminate subjectivity and to ensure that each candidate has an equal opportunity regardless of ethnicity, age or gender, with recruitment based strictly on the employee's qualifications, skills, abilities and professional inclinations.

Respect and acceptance of all colleagues is insisted upon and promoted in the organisation. The organisation focuses on internal promotion of employees and the objective and professional performance appraisal process takes into account the career path, commitment and dedication of employees. In terms of employee development, employees participate in group trainings regarding the use of machinery and following employee evaluation, training needs for their development are determined.

We want to design an action plan to develop a healthy, functional and multicultural organisational climate.

We promote openness in terms of the company's development, based on recommendations from employees, both in terms of adding to the team and improving working methods. Employees are ensured inclusion in the organisation by being assigned to a colleague that supports them in understanding the whole mechanism and how the organisation and teams work.

DIAL

We promote diversity within the organisation, with the main assessment criterion being the skills and performance of employees. We believe that diversity and equal opportunities are important elements through which we develop our ability to provide an inclusive workplace in which employees thrive and are a key criterion in the recruitment process.



Year 2022 Employee status

At ROCA Industry Holding, we always give opportunities for advancement and promotion to those who excel, develop professionally and achieve considerable results, and we prioritize the professional advancement of our own employees over external recruitment.

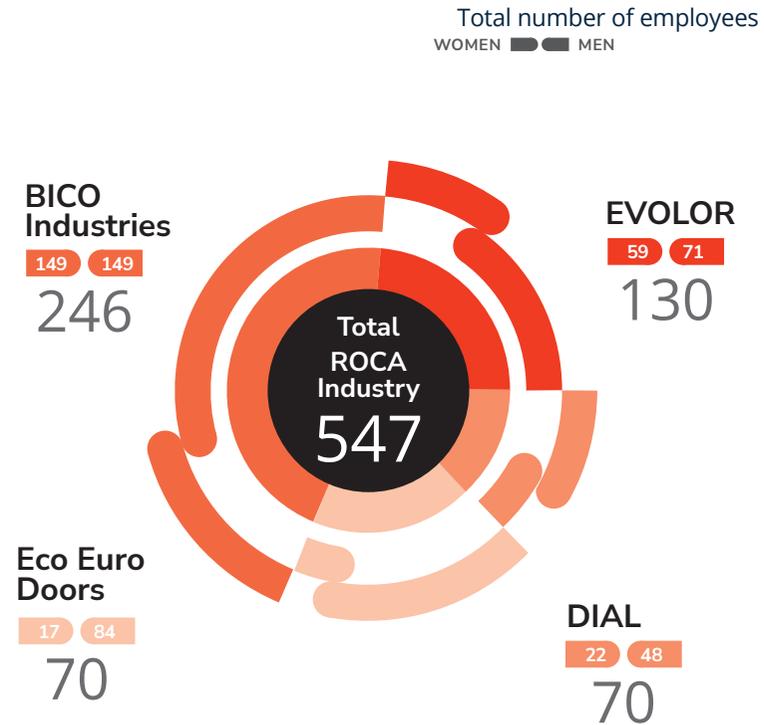
Number of employees
Promoted / Job Role Changes

| | |
|-----------------|---|
| BICO Industries | 4 |
| Evolor | 7 |
| Eco Euro Doors | 1 |
| DIAL | 1 |

We are transparent and honest in all our efforts to attract new colleagues and develop their potential. Our culture and values motivate us to make good use of these skills and the promotion of equal opportunities enables us to recruit and select the best people.

Total number of employees

| BICO Industries | | | EVOLOR | |
|-----------------|-----|-------------|--------|-----|
| WOMEN | MEN | | WOMEN | MEN |
| 27 | 18 | < 30 years | 4 | 9 |
| 85 | 40 | 30-50 years | 39 | 40 |
| 37 | 39 | > 50 years | 16 | 22 |



| Eco Euro Doors | | | DIAL | |
|----------------|-----|-------------|-------|-----|
| WOMEN | MEN | | WOMEN | MEN |
| 1 | 9 | < 30 years | 3 | 2 |
| 12 | 40 | 30-50 years | 14 | 34 |
| 4 | 35 | > 50 years | 5 | 12 |

Total number of employees in management by age and gender

| BICO Industries | | | EVOLOR | | Eco Euro Doors | | | DIAL | |
|-----------------|-----|-------------|--------|-----|----------------|-----|-------------|-------|-----|
| WOMEN | MEN | | WOMEN | MEN | WOMEN | MEN | | WOMEN | MEN |
| 0 | 0 | < 30 years | 0 | 0 | 0 | 0 | < 30 years | 0 | 0 |
| 2 | 3 | 30-50 years | 1 | 1 | 1 | 3 | 30-50 years | 0 | 4 |
| 0 | 1 | > 50 years | 1 | 1 | 0 | 0 | > 50 years | 0 | 1 |

Total number of employees in management positions by gender

| | WOMEN | MEN |
|-----------------|-------|-----|
| BICO Industries | 10 | 10 |
| Evolor | 4 | 5 |
| Eco Euro Doors | 1 | 1 |
| DIAL | 0 | 5 |

Total number of employees with permanent employment contract

| | WOMEN | MEN |
|-----------------|-------|-----|
| BICO Industries | 149 | 97 |
| Evolor | 59 | 61 |
| Eco Euro Doors | 17 | 84 |
| DIAL | 22 | 48 |

Total number of employees with temporary employment contract

| | WOMEN | MEN |
|-----------------|-------|-----|
| BICO Industries | 0 | 0 |
| Evolor | 0 | 10 |
| Eco Euro Doors | 0 | 0 |
| DIAL | 0 | 0 |

Total number of full-time employees

| | WOMEN | MEN |
|-----------------|-------|-----|
| BICO Industries | 147 | 94 |
| Evolor | 59 | 71 |
| Eco Euro Doors | 17 | 83 |
| DIAL | 22 | 45 |

Total number of part-time employees

| | WOMEN | MEN |
|-----------------|-------|-----|
| BICO Industries | 2 | 1 |
| Evolor | 0 | 0 |
| Eco Euro Doors | 0 | 1 |
| DIAL | 0 | 0 |



Education and Training

3.3



EXPLANATION of MATERIAL ASPECT

The success of a company is closely linked to the best trained employees, so training and professional development programmes are needed, along with opportunities for advancement up the ladder. It is also essential that the use of materials and machinery in production is done properly, so that any negative impact on the environment and society in general is excluded.

MANAGEMENT of MATERIAL ASPECT

Access to development skills programmes is a key element for the whole holding. Our business is primarily knowledge-based and the ability to attract, develop and retain employees with the right skills is critical to the success of operations. That's why we offer employees an opportunity for a sustainable career by promoting professional development, tailored to the needs of the individual.

The trainings we provide to employees are both practical, on-site, and theoretical through organised courses. Due to the sector in which ROCA Holding companies operate, most of the time, employees' skills are developed through practical experiences at work, working with colleagues, accepting challenges and learning from mistakes. That's why we also have mentoring programmes in place where new employees receive support from experienced colleagues.

BICO Industries

The Production department staff receive regular training. The training of employees is aimed at acquiring knowledge and skills specific to the position held and it takes place in the factory, with physical attendance. Training programmes generally last a few hours a day, but there are also management programmes that can last longer. The time allocated to the training programmes is correlated with the aim, objectives and strategies of the company.

We are aware that the participation of employees in various training programmes will bring long-term benefits to both the employee and the company. The result is generally reflected in productivity growth, being measured by the degree of achieving or exceeding daily norms or by successfully completing assigned projects.

The company's plan for continuous employee development are based on **3 pillars**, namely:

- Acknowledging the importance of building new skills and higher competences by reinforcing basic knowledge;
- Recognition of new skills and qualifications;
- Helping employees choose a career.

All employees participate in training and education during the transition period. We monitor the integration of our employees, and if we find that some deficiencies persist after training, we repeat the training. The result of participation in training programmes is reflected in the quality of work and achievement of work standards, personal and professional behaviour is closely monitored.

Employees who suffer from occupational illnesses or are involved in work-related accidents benefit from assistance programmes from the company, such as financial support or assistance from the HR department with the purpose of reintegrating the employee into work activities.

EVOLOR

In 2022 we are committed to supporting the training of our employees by allocating financial resources to this end. There have been instances where the company has paid the expenses for certain qualification courses, specifically for certain employees, depending on their need. At the same time, we do not have a performance appraisal and career development system in place, but from April 2023, once the HR manager is hired, we will start building processes for monitoring and evaluating employee performance.

Within Evolor there have been no accidents or incidents at workplace, therefore the target set by us is **„0 accidents at workplace“**.

We do not have assistance programmes for employees who may have suffered accidents, but we have considered implementing them in the future.

Eco Euro Doors

During the year under review, the employees received collective training in the proper handling of each machine, which was carried out by authorised persons. Following the performance appraisal process we follow up to identify the training needs of the employees and the organisation and action is taken to implement them.

In 2022, there was no record of training programmes, these were carried out on site as needed, but in the near future we aim to start employee development programmes. Training needs will be unanimously identified by the employee, the supervisor or the HR department to obtain the most optimal option in order to develop the employee and increase

performance and then the process evaluation and training programmes. Employees will complete a feedback questionnaire to give their views on the desired trajectory, for their career, delivery and usefulness of development programmes.

Transition assistance programmes are established following the process of assessing employees' willingness to enter a retraining programme. If there are such requests, or the organisation identifies development and retraining opportunities for specific employees, steps will be taken to start the process.

During the reporting period, all employees had a performance appraisal and this process is carried out annually. In the future, we would like to have performance appraisals twice a year, for new colleagues, 3 months after their employment and at the transition or promotion to another position. After the evaluations, strengths and areas of need are identified and improvement and necessary measures are taken..

DIAL

In the near future, we have set ourselves the goal of developing a mentoring programme and a structured training programme.



Career development in numbers

Total number of training hours for employees

| | |
|-----------------|-------|
| BICO Industries | 1 400 |
| Evolor | 200 |
| Eco Euro Doors | 0 |
| DIAL | 0 |

Total number of training hours for management employees

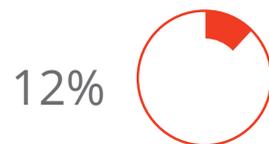
| | |
|-----------------|----|
| BICO Industries | 20 |
| Evolor | 0 |
| Eco Euro Doors | 0 |
| DIAL | 0 |

Percentage of employees receiving regular performance and career development reviews

BICO Industries



EVOLOR



Eco Euro Doors



DIAL



In the year 2023 we are going to implement a performance and career development system for Evolor.

CSR campaigns

3.4



EXPLANATION of MATERIAL ASPECT

Our relationship with the society we belong to, entails a significant focus on social responsibility as a fundamental aspect. Involvement means giving back to the society a part of the company's effort - either through financial involvement or by involving products, know-how and even employees in social projects. Through our actions in this direction, we aim to create high living standards and improve the quality of life in the communities we are part of.

MANAGEMENT of MATERIAL ASPECT

One of our long-term goals is to make a difference in the places where we work and live, bringing value to the communities we are part of through our charitable contributions and volunteering. We support charities nationwide and support employees in their individual missions to improve local communities.

Because of the sector in which we operate, we are aware that our actions can have a social, economic and environmental impact and therefore this material aspect is a priority for us. In the future we aim to develop as many social responsibility projects and campaigns as possible in all areas of our field.

OUR PERFORMANCE IN FIGURES

During the reported year, 250 volunteer hours were completed by a BICO Industries employee. At the same time, BICO supported several pillars through contributions in health, cultural, sports

and humanitarian domains. Among these we list the support for Ukrainian refugees in Romania through the „Pelerini ai Darului „ Association, support for vulnerable children through „UNICEF Romania”, support for the educational projects of the Impetum Foundation, the purchase of gifts for children in three placement centres in Neamt county during the Christmas holidays through „General Directorate of Social Assistance and Child Protection Neamt”, support in the organization of the National Tennis Competition for seniors and promotion of sport activities in the localities of Neamt county among children and young people. The total value of the contributions was **244 556 RON**.

In the direction of social responsibility, the company Eco Euro Doors, carried out sponsorship actions for the Academy „Fotbal Club Bacău” and the Association „Evora Help”, the total amount being **84 000 RON** and contributed with the sum of **54 400 RON** to the renovation project of the General School in Sălcișoara, Ialomița county, carried out together with Narada.

During the reported year, Evolor supported 3 parishes through material contributions, namely:

- The parish of Stupareii to renovate the fences
- Govora Sat parish to renovate the walls interiors
- Bârsești parish in the renovation of the woodwork

At the same time, Evolor supported the Christian medical philanthropic association Christiana, Cluj branch, in the renovation of the classrooms of a secondary school in Cluj, a school where educational programs are carried out for those who have not completed their compulsory schooling. The aim of the project was to create an environment conducive to school activities for students who are at least four years over the compulsory school age. Also in the direction of contributions to education programs, the company supported Mihai Viteazu National High School in various projects and Impetum Foundation to support projects of social humanitarian nature with the amount of **100 000 RON**.

At the holding level, we collected donations from and through the Impetum Foundatio, collaborating

with NGO Narada, which took care of the logistics and coordination of the project, we supported the renovation and transformation of the General School in Sălcișoara, Ialomița County. The amount collected so far is about **50 000 EURO**.

Sălcișoara Secondary School Project. Roca Industry & Narada

The story of the school in Sălcișoara begins in the summer of 2022, when Narada responded to the request to address the school’s renovation project,



narada

which at that time, the school had student safety challenges due to inadequate infrastructure. So in November 2022, we set about implementing a project to take the school of Sălcișoara to the next level, where the transformation would have a positive long-term impact.

From November to December 2022 we defined together the project, being a holistic model of a safe school, starting from the impact of the physical/built environment and influencing well-being, motivation for knowledge, exploration and school performance among students.

Looking at the story of Sălcișoara Secondary School, where only the provision of decent conditions led to increased school attendance, we determined how we can make a real impact in increasing motivation and school performance: by transforming the educational environment and implementing programmes for developing socio-emotional skills and student-centred, attachment-based teaching.

At the initiative of the ROCA Industry team we started this project outlining an experience through which the students from Sălcișoara can be part of the transformation of their school.

Expected impact: development of a stimulating educational environment, increased school attendance, achievement and motivation - reflected in long-term school success. We set out with the following objectives in mind:

- Ensuring a safe educational climate - with adequate infrastructure, facilities and „friendly” spaces that meet all the needs of today’s generation.
- Development and implementation of educational programs for students and teachers to create a cooperative, effective, relational and stimulating educational environment.

DIAL contributed to this project with the sum of **RON 100 000**.

We will follow the process of renovation and we will report the results upon completion.

Number of organizations that benefited from contributions

| | |
|------------------------|-----------|
| BICO Industries | 40 |
| Evolor | 6 |
| Eco Euro Doors | 3 |
| DIAL | 1 |

Total amount of contributions (RON)

| | |
|------------------------|----------------|
| BICO Industries | 244 556 |
| Evolor | 102 131 |
| Eco Euro Doors | 138 400 |
| DIAL | 100 000 |

GRI & SASB Index

| | |
|--|--|
| Statement of use | ROCA INDUSTRY reported in accordance with GRI Standards for the period 1 January 2022-31 December 2022 |
| GRI 1 used | GRI 1: Foundation 2021 |
| Applicable GRI sectoral standards | N/A |

| GRI Standard Reference / Alternative Source | GRI information item number and name | Page | Omission* | | | GRI Sectoral Standard No. ref.* |
|---|---|---------------|------------------------|------------------------------------|---|---------------------------------|
| | | | REQUIREMENT(S) OMITTED | MOTIVE | EXPLANATION | |
| General disclosures | | | | | | |
| GRI 2: General Disclosures 2021 | 2-1 Organisation details | 9, 10, 11, 12 | | | | |
| | 2-2 Entities included in the organisation's sustainability reporting | 9, 14-17 | | | | |
| | 2-3 Reporting period, frequency and contact point | 5 | | | | |
| | 2-4 Reviewing information | 5 | | | | |
| | 2-5 External audit | 5 | | | | |
| | 2-6 Activities, value chain and other business relationships | 33, 34 | | | | |
| | 2-7 Employees | 7, 66 -73 | | | | |
| | 2-8 Workers not employed | 67 | | | | |
| | 2-9 Structure and composition of governance | 21 | | | | |
| | 2-10 Nomination and selection of the highest governance body | 23 | | | | |
| | 2-11 President of the highest governing body | 23 | | | | |
| | 2-12 Role of the highest governance body in management oversight impact | 23 | | | | |
| | 2-13 Delegation of responsibility for impact management | 23 | | | | |
| | 2-14 Role of the highest governance body in sustainability reporting | 23 | | | | |
| | 2-15 Conflicts of interest | 24 | | | | |
| | 2-16 Communicating critical concerns | 24 | | | | |
| | 2-17 Collective knowledge of the highest governing body | 21, 23 | | | | |
| | 2-18 Assessing the performance of the highest governance body | 21, 23 | | | | |
| | 2-19 Remuneration policies omission Information | | omission | Information unavailable/incomplete | Processes and procedures that are under development | |

| | | | | | | |
|---|---|------------|----------|------------------------------------|---|--|
| | 2-20 Process for determining remuneration | | omission | Information unavailable/incomplete | Processes and procedures that are under development | |
| | 2-21 Annual compensation rates | | omission | Information unavailable/incomplete | Processes and procedures that are under development | |
| | 2-22 Sustainable Development Strategy Statement | 4 | | | | |
| | 2-23 Policy commitments | 20 - 22 | | | | |
| | 2-24 Incorporating policy commitments | 23, 24 | | | | |
| | 2-25 Processes to remedy negative impacts | 23 - 26 | | | | |
| | 2-26 Mechanisms for seeking advice and raising concerns | 31 | | | | |
| | 2-27 Compliance with laws and regulations | 18, 24, 28 | | | | |
| | 2-28 Associations and affiliations | 45 | | | | |
| | 2-29 Addressing stakeholder involvement | 41, 40 | | | | |
| | 2-30 Collective labour agreements | 67 | | | | |
| List of material subjects | | | | | | |
| ECONOMIC | | | | | | |
| GRI 3: Material topics 2021 | 3-1 The process of determining material subjects | 37, 38, 39 | | | | |
| | 3-2 List of material subjects | 18,19 | | | | |
| Governance, Risk Management and Compliance | | | | | | |
| GRI 3: Material topics 2021 | 3-3 Management of material subjects | 20 | | | | |
| GRI 416: Client Health and Safety 2016 | 416-2 Incidents of non-compliance and impact on the safety of products and services | 24 | | | | |
| Business Ethics and Anti-Corruption | | | | | | |
| GRI 3: Material topics 2021 | 3-3 Management of material subjects | 24 | | | | |
| GRI 205: Anti-corruption 2016 | 205-1 Operations assessed to identify risks associated with the provisions of the code of conduct | 24 | | | | |
| | 205-2 Communication and training on anti-corruption policies and procedures | 24 | | | | |
| | 205-3 Confirmed corruption incidents and actions taken | 24 | | | | |
| GRI 417: Marketing and Labelling 2016 | 417-1 Requirements for product and service information and labelling | 24 | | | | |
| | 417-2 Incidents of non-compliance with product and service information and labelling | 24 | | | | |
| Economic Performance | | | | | | |
| GRI 3: Material topics 2021 | 3-3 Management of material subjects | 25 | | | | |

| | | | | | | |
|--|--|-----------|--|--|--|--|
| GRI 201: Economic performance 2016 | 201-1 Direct economic value generated and distributed | 25 | | | | |
| | 201-2 Financial implications and other risks and opportunities due to climate change | 26 - 28 | | | | |
| GRI 207: Taxation 2019 | 207-2 Tax governance, control and risk management | 27 - 28 | | | | |
| | 207-3 Stakeholder engagement and management of tax concerns | 28 | | | | |
| Cyber security | | | | | | |
| GRI 3: Material topics 2021 | 3-3 Management of material subjects | 29 | | | | |
| GRI 418: Customer Confidentiality 2016 | 418-1 Complaints about breach of customer confidentiality and loss of customer data | 29 | | | | |
| Indirect economic impacts | | | | | | |
| GRI 3: Material topics 2021 | 3-3 Management of material subjects | 30 | | | | |
| GRI 203: Economic impacts indirect 2016 | 203-1 Investment in infrastructure and supported services | 30 | | | | |
| Economic wellbeing | | | | | | |
| GRI 3: Material topics 2021 | 3-3 Management of material subjects | 31 | | | | |
| NON GRI | Integrated assessments | 31,32 | | | | |
| | Genuine performance indicators | 31,32 | | | | |
| | Investment opportunities | 31,32 | | | | |
| Value chain | | | | | | |
| GRI 3: Material topics 2021 | 3-3 Management of material subjects | 33,34 | | | | |
| GRI 204: Procurement Practices 2016 | 204 - 1 Total number of local suppliers | 33,34 | | | | |
| GRI 308 Environmental assessment of suppliers 2016 | 308 - 2 Number of suppliers assessed for environmental impacts | 62 | | | | |
| MEDIUM | | | | | | |
| GRI 3: Material topics 2021 | 3-1 The process of determining material subjects | 37,38, 39 | | | | |
| | 3-2 List of material subjects | 48 | | | | |
| Resource Management | | | | | | |
| GRI 3: Material topics 2021 | 3-3 Management of material subjects | 49 | | | | |
| GRI 301: Materials 2016 | GRI 301-1 Materials used, by weight or volume | 51 | | | | |
| GRI 302: Energy 2016 | 302 - 1 Energy consumption in the organisation | 52 | | | | |
| | 302 - 4 Reducing energy consumption | 53 | | | | |

| | | | | | |
|---|--|-----------|--|--|--|
| GRI 303: Water and effluents 2018 | 303-2 Management of water discharge impacts | 53 | | | |
| | 303-3 Recycled and reused water | 53 | | | |
| | 303-5 Water consumption | 53 | | | |
| SASB - CHEMICALS | RT-CH-130a. Total energy consumed, percentage of grid electricity, percentage of renewable energy, total self-generated energy | 52, 53 | | | |
| SASB - CONSTRUCTION PRODUCTS AND FURNITURE | CG-BF-130a.1 Total energy consumed, percentage of grid electricity, percentage of renewable energy | 52, 53 | | | |
| GHG emissions | | | | | |
| GRI 3: Material topics 2021 | 3-3 Management of material subjects | 54 | | | |
| GRI 305: Emissions 2016 | 305-1 Direct GHG emissions (Scope 1) | 55 | | | |
| | 305-2 Indirect GHG emissions from energy (Scope 2) | 56 | | | |
| Waste Management | | | | | |
| GRI 3: Material topics 2021 | 3-3 Management of material subjects | 57 | | | |
| GRI 301: Materials 2016 | 301-1 Materials used, by weight or volume | 51 | | | |
| GRI 306: Waste 2020 | 306-1 Waste generation and significant waste-related impacts - water | 57 | | | |
| | 306-2 Management of significant waste impacts | 57 | | | |
| | 306-3 Waste generated | 58, 59 | | | |
| | 306-4 Waste removed from disposal | 61 | | | |
| | 306-5 Waste for disposal | 61 | | | |
| SASB - Chemicals | RT-CH-150a.1 Quantity of hazardous waste generated, percentage recycled | 61 | | | |
| SASB - Construction products and furniture | CG-BF-410a.2 Recovered end-of-life material weight, percentage of material recovered recycled | 61 | | | |
| Environmental assessment of suppliers | | | | | |
| GRI 3: Material topics 2021 | 3-3 Management of material subjects | 62 | | | |
| GRI 308: Environmental Supplier Assessment 2016 | 308-2 Negative environmental impacts in the supply chain and actions taken | 62 | | | |
| Biodiversity | | | | | |
| GRI 3: Material topics 2021 | 3-3 Management of material subjects | 63 | | | |
| GRI 304: Biodiversity 2016 | 304-2 Significant impacts of activities, products and services on biodiversity | 63 | | | |
| SOCIAL | | | | | |
| GRI 3: Material topics 2021 | 3-1 The process of determining material subjects | 37,38, 39 | | | |
| | 3-2 List of material subjects | 65 | | | |

| Employee Welfare | | | | | | |
|---|--|--------|--|--|--|--|
| GRI 3: Material topics 2021 | 3-3 Management of material subjects | 66 | | | | |
| GRI 401: Employment 2016 | 401-1 Recruitment of new staff and staff turnover | 70, 72 | | | | |
| | 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees | 67 | | | | |
| | 401-3 Parental leave | 73 | | | | |
| GRI 403: Occupational Health and Safety 2018 | 403-1 Occupational health and safety management system | 73 | | | | |
| | 403-2 Hazard identification, risk assessment and incident investigation | 73 | | | | |
| | 403-3 Occupational health services | 68, 69 | | | | |
| | 403-5 Occupational health training for employees | 68, 69 | | | | |
| | 403-6 Promotion of workers' health | 68, 69 | | | | |
| | 403-9 Accidents at work | 68, 69 | | | | |
| GRI 404: Training and education 2016 | 404-2 Employee skills enhancement and transition assistance programmes | 67 | | | | |
| | 404-3 Percentage of employees receiving regular performance and career development reviews | 67 | | | | |
| SASB - Chemicals | RT-CH-540a.2 Number of transport incidents | 73 | | | | |
| Diversity, equal opportunities and human rights | | | | | | |
| GRI 3: Material topics 2021 | 3-3 Management of material subjects | 74 | | | | |
| GRI 405: Diversity and equal opportunities 2016 | 405-1 Diversity of governing bodies and employees | 75-77 | | | | |
| GRI 406: Non-discrimination 2016 | 406-1 Incidents of discrimination and corrective action taken | 75 | | | | |
| Education and Training | | | | | | |
| GRI 3: Material topics 2021 | 3-3 Management of material subjects | 78 | | | | |
| GRI 404: Training and education 2016 | 404-1 Average training hours per year per employee | 81 | | | | |
| | 404-2 Employee skills enhancement and transition assistance programmes | 78, 79 | | | | |
| | 404-3 Percentage of employees receiving regular performance and career development reviews | 81 | | | | |
| CSR campaigns | | | | | | |
| GRI 3: Material topics 2021 | 3-3 Management of material subjects | 82 | | | | |
| GRI 413: Local Communities 2016 | 413-1 Operations with local community involvement, impact assessments and development programmes | 82, 83 | | | | |

*A grey cell indicates that reasons for omission are not allowed or that a GRI Sector Standard reference number is not available.



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