



ARTEGO S.A.

ADRESA: Str. Ciocarlau nr. 38
TG-JIU – 210103, GORJ, ROMANIA;
J 18/1120/1991; CIF: RO 2157428
Telefon: 0040-253-22.64.44; 22.64.45
Fax: 0040-253-22.61.40; 22.60.67; 22.60.45
Capital social: 22.390.413 lei



**Benzi transport, Garnituri, Placa tehnica, Covoare, Flexiblocuri, Burdufi
Coturi si mansoane radiator, piese auto din cauciuc, Covoare auto**

NON-FINANCIAL STATEMENT

In accordance with the provisions of OMFP no. 2844/2016 art.39, the entities that at the balance sheet date exceed the criterion of having an average number of 500 employees during the financial year must prepare a non-financial statement that contains the extent to which they are necessary for understanding the development, performance and position of the entity and the impact of its activity, information on at least environmental, social and personnel issues, respectively human rights, combating corruption and bribery. This statement expresses the desire of the company's management to communicate the status and progress made by the company in these areas as well as to establish a transparent way of communicating with stakeholders.

Brief description of the entity's business model

Company name: SC ARTEGO SA TG JIU

Registered office: Tg Jiu, str. Ciocarlau, no. 38, Gorj county

Fiscal code: RO2157428

Trade Register No .: J18 / 1120/1991

Phone / Fax: 0253/226444

Main activity: 2219 - Manufacture of other rubber products

Actions regarding the implementation of policies and the results of these policies

In defining and establishing non-financial expectations, SC Artego SA has defined policies in the field of management to ensure that:

- has implemented and developed a partnership system for the consistent orientation of the company towards satisfying the requirements of the relevant stakeholders;
- ensures the necessary resources for the continuous improvement of the performances of the Integrated Management System quality, environment, safety and health at work;

**TELEFOANE: Director General: 0253/22.63.70; Director Productie: 0253/22.61.48; Director Comercial: 0253/22.64.62;
Director Resurse Umane: 0253/22.64.21; Director Tehnic: 0253/22.63.22; Director Mecano-Energetic: 0253/22.61.48;
Director Comercial Adjunct: 0253/22.60.20; 0253/22.63.29; Sef Dep. Ec.: 0253/22.60.66
Centrala telefonica: 0253/22.64.43; 22.64.44; 22.63.41; 22.63.42; Fax: 0253/22.61.14; 0253/226045; WebSite: www.artego.ro**



ARTEGO S.A.

ADRESA: Str. Ciocarlau nr. 38
TG-JIU – 210103, GORJ, ROMANIA;
J 18/1120/1991; CIF: RO 2157428
Telefon: 0040-253-22.64.44; 22.64.45
Fax: 0040-253-22.61.40; 22.60.67; 22.60.45
Capital social: 22.390.413 lei



Benzi transport, Garnituri, Placa tehnica, Covoare, Flexiblocuri, Burdufi Coturi si mansoane radiator, piese auto din cauciuc, Covoare auto

- the activities are carried out in compliance with the legal regulatory requirements and with requirements applicable to the activities carried out at SC Artego SA;

- there are effective measures implemented to prevent pollution and incidents at work.

Environmental aspects

SC ARTEGO S.A. is located on the northern industrial platform of Târgu-Jiu municipality, Ciocârlău street, no. 38, Jud. Gorj.

The surface of the enclosure is approx. 20,000 sqm, having the following neighborhoods:

North:- S.C. CRILELMAR S.R.L. (former STARGGLASS S.A.) Târgu-Jiu

- The upper passage over the Târgu-Jiu - Petroșani railway
- Grain base (currently also arranged as a car fair)
- S.C. COMBGORJ S.A.
- Non-family homes

La est: - The city's ring road - Narciselor street
- Private land

The dress - Gara C.F.R. Ecaterina Teodoroiu and the C.F.
- The current railway Tg. Jiu - Petroșani and sorting lines

- Southwest of C.F.R. is S.C. ROSTRAMO S.A.

The south - Uncultivated private land.

• Location in the environment

On the industrial platform where the organization is located or in its vicinity there is no vegetation and fauna with rare or endangered species, protected by national legislation and no cultural objectives, historical monuments, architecture or areas of traditional interest.

**TELEFOANE: Director General: 0253/22.63.70; Director Productie: 0253/22.61.48; Director Comercial: 0253/22.64.62;
Director Resurse Umane: 0253/22.64.21; Director Tehnic: 0253/22.63.22; Director Mecano-Energetic: 0253/22.61.48;
Director Comercial Adjunct: 0253/22.60.20; 0253/22.63.29; Sef Dep. Ec.: 0253/22.60.66
Centrala telefonica: 0253/22.64.43; 22.64.44; 22.63.41; 22.63.42; Fax: 0253/22.61.14; 0253/226045; WebSite: www.artego.ro**



ARTEGO S.A.

ADRESA: Str. Ciocarlau nr. 38
TG-JIU – 210103, GORJ, ROMANIA;
J 18/1120/1991; CIF: RO 2157428
Telefon: 0040-253-22.64.44; 22.64.45
Fax: 0040-253-22.61.40; 22.60.67; 22.60.45
Capital social: 22.390.413 lei

Member of CISQ Federation



Benzi transport, Garnituri, Placa tehnica, Covoare, Flexiblocuri, Burdufi Coturi si mansoane radiator, piese auto din cauciuc, Covoare auto

The main activities in the field of environmental protection in 2020 were carried out planned and organized, aiming to prevent pollution, reduce the risks of environmental incidents on the company's sites, as well as comply with legislation in the field.

As such, the main directions pursued were:

1. Monitoring of regulatory acts. Artego has the following authorizations:

- Environment authorization
- Water management authorization
- The connection-discharge agreement to the city sewerage network

2. The assessment of compliance with the relevant legislation shall be carried out by:

A. Internal evaluation - this activity is performed planned and according to the procedures in force.

Following these inspections to assess compliance with the legislation and in order to improve the activity, environmental protection measures were established:

a) in the field of hazardous substances management - display of Safety Data Sheets where these substances are used;

b) in the field of pollution prevention - training of staff with Intervention Plans in case of accidental pollution;

c) in the field of waste management - proper labeling of containers, preparation of documents related to legislation, proper storage of all waste

. B. External assessment - In 2020, Artego was subjected to external inspections, carried out by the control structures within the National Environmental Guard.

C. As a result of the controls and inspections, no sanctions were applied, only improvement measures were established, as shown by the inspection reports of the control authorities.

D. Specialized reports to the authorities in the field

**TELEFOANE: Director General: 0253/22.63.70; Director Productie: 0253/22.61.48; Director Comercial: 0253/22.64.62;
Director Resurse Umane: 0253/22.64.21; Director Tehnic: 0253/22.63.22; Director Mecano-Energetic: 0253/22.61.48;
Director Comercial Adjunct: 0253/22.60.20; 0253/22.63.29; Sef Dep. Ec.: 0253/22.60.66
Centrala telefonica: 0253/22.64.43; 22.64.44; 22.63.41; 22.63.42; Fax: 0253/22.61.14; 0253/226045; WebSite: www.artego.ro**



ARTEGO S.A.

ADRESA: Str. Ciocarlau nr. 38
TG-JIU – 210103, GORJ, ROMANIA;
J 18/1120/1991; CIF: RO 2157428
Telefon: 0040-253-22.64.44; 22.64.45
Fax: 0040-253-22.61.40; 22.60.67; 22.60.45
Capital social: 22.390.413 lei

Member of CISQ Federation



Benzi transport, Garnituri, Placa tehnica, Covoare, Flexiblocuri, Burdufi Coturi si mansoane radiator, piese auto din cauciuc, Covoare auto

Monthly / quarterly / annual reports were prepared to the authorities in the field, according to the obligations in the regulatory acts held by the company. According to the provisions of GEO no. 196/2005 on the Environmental Fund, the company pays the obligations to the Administration of the Environmental Fund, these representing the monthly taxes for emissions of pollutants into the atmosphere, hazardous substances and oil introduced on the domestic market; In order to pay these financial obligations, the service monitors the consumption of

specific resources, quantifies and prepares the declaration for the Environmental Fund, and for the packaging placed on the domestic market, Artego has a contract to take over the responsibilities according to the legislation in force. According to the provisions of Law no. 211/2011 on the waste regime, they are monitored and centralized at the company level with the annual transmission to the Gorj Environmental Protection Agency. The management of the waste produced at company level was monitored and reports were made to the authorities, according to the obligations of the environmental permit.

In accordance with the requirements of the Environmental Permits, issued by the Gorj Environmental Protection Agency, measurements are made on the company's site on environmental factors as follows:

- determination of emissions of air pollutants nitrogen oxides at the thermal power plant and dusts at the dosing section for mixing raw materials;

-physico-chemical determinations of technological water.

E. Environmental protection costs.

In order to properly carry out the environmental protection activity, different types of environmental services were purchased: -physico-chemical analysis services for technological waters; - dust analysis services, as well as waste recovery services.

F. Artego is certified by the Environmental Management System and maintains the certification according to the ISO 14001: 2015 standard.

Quality aspects

In 2020, in order to achieve the assumed policies in the field of quality, SC Artego SA planned the efficient realization of the processes in order to increase the satisfaction of the interested parties: shareholders, customers, employees, suppliers, society. ARTEGO's quality objectives take into account the competitive context in which the company operates, the expectations of relevant stakeholders.

**TELEFOANE: Director General: 0253/22.63.70; Director Productie: 0253/22.61.48; Director Comercial: 0253/22.64.62;
Director Resurse Umane: 0253/22.64.21; Director Tehnic: 0253/22.63.22; Director Mecano-Energetic: 0253/22.61.48;
Director Comercial Adjunct: 0253/22.60.20; 0253/22.63.29; Sef Dep. Ec.: 0253/22.60.66
Centrala telefonica: 0253/22.64.43; 22.64.44; 22.63.41; 22.63.42; Fax: 0253/22.61.14; 0253/226045; WebSite: www.artego.ro**



ARTEGO S.A.

ADRESA: Str. Ciocarlau nr. 38
TG-JIU – 210103, GORJ, ROMANIA;
J 18/1120/1991; CIF: RO 2157428
Telefon: 0040-253-22.64.44; 22.64.45
Fax: 0040-253-22.61.40; 22.60.67; 22.60.45
Capital social: 22.390.413 lei

Member of CISQ Federation



Benzi transport, Garnituri, Placa tehnica, Covoare, Flexiblocuri, Burdufi Coturi si mansoane radiator, piese auto din cauciuc, Covoare auto

ARTEGO SA, specialized in design, manufacture and sale of conveyor belts, pressed / injected gaskets, rubber technical plates and carpets, sleeves, hoses, other rubber articles, molds and associated tools, production of regenerated rubber from rubber waste , rubber drums; plastics and adhesive solutions; manufacture and sale of textile garments; manufacture and sale of oxygen; manufacture of bread, fresh pastries; manufacture of dairy products and cheeses; vulcanization joining services of rubber conveyor belts aims to implement and recertify an integrated management system (quality, environment, sso) appropriate to the new requirements, as a confidence to understand and meet the requirements of customers and stakeholders proposing the following general objectives :

- * Achieving a turnover that covers operating costs and allows future developments in the field of production infrastructure and services;
- * Permanent adaptation to the conditions in which it carries out its activity in order to reduce the risks and establish the opportunities for its development;
- * Communication to its own staff or those working on behalf of the organization, of the policy in the field of quality, environment, health and occupational safety (sso) for awareness of the obligations and fulfillment of compliance obligations;
- * Compliance with legal requirements or other requirements to which the company adheres regarding quality, environment and sso to avoid penalties;
- * Reducing occupational safety and health risks for all current and special activities by using appropriate techniques and practices;
- * The activity will be carried out in safe conditions in terms of safety and health at work for both employees and collaborators: we will ensure appropriate working conditions so as to reduce the number of accidents at work and / or occupational diseases (by evaluating and control of occupational injury and illness risks, staff training, periodic medical check-ups and endowment with personal protective equipment).

**TELEFOANE: Director General: 0253/22.63.70; Director Productie: 0253/22.61.48; Director Comercial: 0253/22.64.62;
Director Resurse Umane: 0253/22.64.21; Director Tehnic: 0253/22.63.22; Director Mecano-Energetic: 0253/22.61.48;
Director Comercial Adjunct: 0253/22.60.20; 0253/22.63.29; Sef Dep. Ec.: 0253/22.60.66
Centrala telefonica: 0253/22.64.43; 22.64.44; 22.63.41; 22.63.42; Fax: 0253/22.61.14; 0253/226045; WebSite: www.artego.ro**



ARTEGO S.A.

ADRESA: Str. Ciocarlau nr. 38
 TG-JIU – 210103, GORJ, ROMANIA;
 J 18/1120/1991; CIF: RO 2157428
 Telefon: 0040-253-22.64.44; 22.64.45
 Fax: 0040-253-22.61.40; 22.60.67; 22.60.45
 Capital social: 22.390.413 lei

Member of CISQ Federation



**Benzi transport, Garnituri, Placa tehnica, Covoare, Flexiblocuri, Burdufi
 Coturi si mansoane radiator, piese auto din cauciuc, Covoare auto**

Aspects of social and personnel policy

SC Artego SA has permanently reconsidered the human resources policy, trying to adapt to the needs of society.

The evolution of the number of staff in the period 2016-2020 is as follows:

Specification	2016	2017	2018	2019	2020
Number of employees at the beginning of the period	1124	990	941	917	877
Number of newly hired people	84	91	128	120	81
Number of people who have stopped working with the company	218	140	152	160	149
Number of employees at the end of the period	990	941	917	877	809

The evolution of the number of staff in 2020 is as follows:

Specification	IAN	FEB	MAR	APR	MAI	IUN	IUL	AUG	SEP	OCT	NOV	DEC
Number of people at the beginning of the period	877	877	867	864	864	856	853	844	836	827	819	814
Number of newly hired people	12	12	5	5	7	13	11	-	6	8	1	1
Number of people who have stopped working	12	22	8	5	15	16	20	8	15	16	6	6
Number of employees at the end of the period	877	867	864	864	856	853	844	836	827	819	814	809

The management of SC Artego SA develops and implements a system of internal regulations through which it organizes the activities within the company so that they are executed efficiently, by allocating the necessary resources.

**TELEFOANE: Director General: 0253/22.63.70; Director Productie: 0253/22.61.48; Director Comercial: 0253/22.64.62;
 Director Resurse Umane: 0253/22.64.21; Director Tehnic: 0253/22.63.22; Director Mecano-Energetic: 0253/22.61.48;
 Director Comercial Adjunct: 0253/22.60.20; 0253/22.63.29; Sef Dep. Ec.: 0253/22.60.66
 Centrala telefonica: 0253/22.64.43; 22.64.44; 22.63.41; 22.63.42; Fax: 0253/22.61.14; 0253/226045; WebSite: www.artego.ro**



ARTEGO S.A.

ADRESA: Str. Ciocarlau nr. 38
TG-JIU – 210103, GORJ, ROMANIA;
J 18/1120/1991; CIF: RO 2157428
Telefon: 0040-253-22.64.44; 22.64.45
Fax: 0040-253-22.61.40; 22.60.67; 22.60.45
Capital social: 22.390.413 lei



Benzi transport, Garnituri, Placa tehnica, Covoare, Flexiblocuri, Burdufi Coturi si mansoane radiator, piese auto din cauciuc, Covoare auto

The most important resource needed to achieve the objectives are well-trained employees. From a social point of view, we aim to maintain a constructive collaboration relationship with the employees' organizations and with the other interested parties through:

- concluding a Collective Labor Agreement specific to the employees of SC Artego SA;
- permanent communication on all major aspects of the company's evolution with employees;
- establishing and implementing ways to help people with special family problems;
- establishing and implementing different facilities for all employees depending on the potential of the company;
- monitoring the health status of the employees by periodically performing the specialized controls;
- supporting employees and their families when they have difficult health problems;
- providing meal vouchers;
- supporting disadvantaged people and / or communities through sponsorships.

In all the activities carried out by SCArtego SA, the granting of equal opportunities to the employees is ensured by:

- promoting the staff in a transparent way, taking into account the necessary competence and professional experience;
- ensuring the conditions for continuous training and improvement in the field in which it operates;
- creating optimal working conditions for staff stabilization.

In order to control the risks in this field, measures were taken to motivate the staff through financial incentives and create a pleasant working environment, involve employees in the board of directors, maintain the budget to solve special social situations, create a plan for integration of new employees.

Among the actions of interest for the local community we mention the agreement concluded for several years with the high school General Technical College Gheorghe Magheru for the functioning in a space owned by the company of the laboratory rooms.

Human rights issues

SC Artego SA guarantees the observance of human rights, in accordance with the legal provisions, for its employees and collaborators, but also for the interested parties through:

**TELEFOANE: Director General: 0253/22.63.70; Director Productie: 0253/22.61.48; Director Comercial: 0253/22.64.62;
Director Resurse Umane: 0253/22.64.21; Director Tehnic: 0253/22.63.22; Director Mecano-Energetic: 0253/22.61.48;
Director Comercial Adjunct: 0253/22.60.20; 0253/22.63.29; Sef Dep. Ec.: 0253/22.60.66
Centrala telefonica: 0253/22.64.43; 22.64.44; 22.63.41; 22.63.42; Fax: 0253/22.61.14; 0253/226045; WebSite: www.artego.ro**



ARTEGO S.A.

ADRESA: Str. Ciocarlau nr. 38
TG-JIU – 210103, GORJ, ROMANIA;
J 18/1120/1991; CIF: RO 2157428
Telefon: 0040-253-22.64.44; 22.64.45
Fax: 0040-253-22.61.40; 22.60.67; 22.60.45
Capital social: 22.390.413 lei

Member of CISQ Federation



Benzi transport, Garnituri, Placa tehnica, Covoare, Flexiblocuri, Burdufi Coturi si mansoane radiator, piese auto din cauciuc, Covoare auto

- providing working conditions that respect the dignity of the individual and appropriate jobs in terms of safety and health at work;
- Prohibition of any form of intimidation through language, attitude, gestures, any other form of attack on the person;
- elimination of any form of discrimination based on sex / age / race / religion / political beliefs;
- rejection of collaboration with organizations that do not respect human rights.

Violation of human rights can have the impact of falling under the law, protests from employees or the public, lowering the prestige in society.

Aspects regarding business ethics and integrity

SC Artego SA is concerned with understanding, satisfying and exceeding the requirements, needs and expectations of stakeholders.

In carrying out the activity, the criteria that define us are:

- **Adaptability and Creativity:** we constantly adapt to market requirements being interested in applying the latest technologies and the most appropriate solutions to meet customer needs and expectations
- Responsibility:** we act responsibly for the activities undertaken;
- Business ethics:** our business relations are characterized by honesty, integrity, communication and mutual trust;
- Collaboration:** we use all the resources to reach a quality standard of the products having a proactive attitude towards the clients' requirements;
- Tradition:** we have over 45 years of experience because we believe in the continuity of our values
- Privacy:** we protect information that would harm free competition.

SC ArtegoSA supports fairness in business, compliance with applicable law and taking action against acts of corruption, intimidation in business, monopolization or evasion by:

- establishing mechanisms for declaring conflicts of interest and reporting unethical or illegal behavior or deviations from the integrity of employees;
- the prohibition of any form of bribery or corruption in business or service relations;
- compliance with all forms of legally installed embargoes;

TELEFOANE: Director General: 0253/22.63.70; Director Productie: 0253/22.61.48; Director Comercial: 0253/22.64.62; Director Resurse Umane: 0253/22.64.21; Director Tehnic: 0253/22.63.22; Director Mecano-Energetic: 0253/22.61.48; Director Comercial Adjunct: 0253/22.60.20; 0253/22.63.29; Sef Dep. Ec.: 0253/22.60.66
Centrala telefonica: 0253/22.64.43; 22.64.44; 22.63.41; 22.63.42; Fax: 0253/22.61.14; 0253/226045; WebSite: www.artego.ro



ARTEGO S.A.

ADRESA: Str. Ciocarlau nr. 38
TG-JIU – 210103, GORJ, ROMANIA;
J 18/1120/1991; CIF: RO 2157428
Telefon: 0040-253-22.64.44; 22.64.45
Fax: 0040-253-22.61.40; 22.60.67; 22.60.45
Capital social: 22.390.413 lei

Member of CISQ Federation



Benzi transport, Garnituri, Placa tehnica, Covoare, Flexiblocuri, Burdufi Coturi si mansoane radiator, piese auto din cauciuc, Covoare auto

- the prohibition of any form of evasion and the avoidance of any form of collaboration with companies or persons proven to practice evasion.

The main risks related to the aspects arising from the company's operations

The notion of "risk" is closely linked to that of "control", initially implemented in private institutions, where it has fully demonstrated its effectiveness.

The strategic requirements, regarding safety and continuity in operation, determine the company to approach risk management, by identifying and dealing with potential losses before the generating events take place, with the preparation in advance of specific technical, operational and financial solutions to offset these losses.

In carrying out the activity, the following types of risks were identified:

Operational risks

The Company's results and operations may be influenced by specific operational risks, including the following:

- degradation of materials / goods as a result of inadequate storage spaces;
- theft of materials / valuables.

The level of operational risk of goods degradation is a risk with low tolerability, which required measures to rehabilitate storage spaces.

In order to avoid the theft of materials, an adequate surveillance and guard system was introduced.

Personnel risk and salary system

The risk related to the staff is that in the future, the company will face a lack of qualified staff due to the departure of employees due to natural causes.

In 2020, considering the economic context, labor migration, lack of skilled labor, the company focused all its attention on the retention of qualified staff, but also on the training of newly hired staff.

Thus, in order to maintain within the company the necessary qualifications for the execution of the works in the company's portfolio, personal recruitment activities were carried out in order to train professionally in deficient trades on the labor market.

**TELEFOANE: Director General: 0253/22.63.70; Director Productie: 0253/22.61.48; Director Comercial: 0253/22.64.62;
Director Resurse Umane: 0253/22.64.21; Director Tehnic: 0253/22.63.22; Director Mecano-Energetic: 0253/22.61.48;
Director Comercial Adjunct: 0253/22.60.20; 0253/22.63.29; Sef Dep. Ec.: 0253/22.60.66
Centrala telefonica: 0253/22.64.43; 22.64.44; 22.63.41; 22.63.42; Fax: 0253/22.61.14; 0253/226045; WebSite: www.artego.ro**



ARTEGO S.A.

ADRESA: Str. Ciocarlau nr. 38
TG-JIU – 210103, GORJ, ROMANIA;
J 18/1120/1991; CIF: RO 2157428
Telefon: 0040-253-22.64.44; 22.64.45
Fax: 0040-253-22.61.40; 22.60.67; 22.60.45
Capital social: 22.390.413 lei

Member of CISQ Federation



**Benzi transport, Garnituri, Placa tehnica, Covoare, Flexiblocuri, Burdufi
Coturi si mansoane radiator, piese auto din cauciuc, Covoare auto**

Credit risk

Credit risk is the risk that the company will incur a financial loss due to the non-fulfillment of contractual obligations by a client or a counterparty to a financial instrument, and this risk results mainly from trade receivables, cash and cash equivalents and short-term investments. of society.

The company carries out commercial relations only with recognized third parties, which justifies the financing on credit.

The financial assets that may subject the Company to the risk of collection are mainly trade receivables, cash and cash equivalents and short-term investments. The net amount of receivables (without depreciation adjustments) represents the maximum amount exposed to collection risk.

Considering the general economic context, the level of this analyzed risk was an average one, for which the company applies special measures in order to keep it under control (monitoring the collection of trade receivables, notifying outstanding customers, calculating penalties according to contractual clauses, suing bad-paying customers).

Interest rate risk

Fair value interest rate risk is the risk that the value of a financial instrument will fluctuate due to changes in market interest rates. Financial instruments bear interest at the market rate, so their fair values are not considered to differ significantly from the carrying amounts.

The risk determined by the correlation with the evolution of the global market

The events on the world financial market have a direct, but also indirect impact on the evolution of the Romanian economy, a fact reflected in the evolution of the Romanian capital market in recent years. Therefore, developments worldwide affect both the company's activity and its evolution on the capital market.

Liquidity risk

Liquidity risk is managed by the company's management by applying a policy of permanent insurance of due financial liquidity. This is a high tolerability risk for which measures to keep it under control are reduced to closely monitoring liquidity risk exposure, maintaining sufficient cash and available credit lines. The company aims to maintain flexibility in financing possibilities with the support of the majority shareholder.

**TELEFOANE: Director General: 0253/22.63.70; Director Productie: 0253/22.61.48; Director Comercial: 0253/22.64.62;
Director Resurse Umane: 0253/22.64.21; Director Tehnic: 0253/22.63.22; Director Mecano-Energetic: 0253/22.61.48;
Director Comercial Adjunct: 0253/22.60.20; 0253/22.63.29; Sef Dep. Ec.: 0253/22.60.66
Centrala telefonica: 0253/22.64.43; 22.64.44; 22.63.41; 22.63.42; Fax: 0253/22.61.14; 0253/226045; WebSite: www.artego.ro**



ARTEGO S.A.

ADRESA: Str. Ciocarlau nr. 38
TG-JIU – 210103, GORJ, ROMANIA;
J 18/1120/1991; CIF: RO 2157428
Telefon: 0040-253-22.64.44; 22.64.45
Fax: 0040-253-22.61.40; 22.60.67; 22.60.45
Capital social: 22.390.413 lei

Member of CISQ Federation



**Benzi transport, Garnituri, Placa tehnica, Covoare, Flexiblocuri, Burdufi
Coturi si mansoane radiator, piese auto din cauciuc, Covoare auto**

Currency risk

The Company may be exposed to exchange rate fluctuations in cash and cash equivalents, foreign currency receivables, long-term loans or trade payables denominated in foreign currency.

The functional currency of the Society is the Romanian leu. Currently, the company is exposed to currency risk through cash and cash equivalents, as well as through acquisitions made in a currency other than the functional one. The currencies that expose the Company to this risk are mainly EUR, USD and GBP. Debts in foreign currency are subsequently expressed in lei, at the exchange rate from the balance sheet date, communicated by the National Bank of Romania. The resulting differences are included in the income statement, but do not affect the cash flow until the debt is settled.

The company's exposure to foreign exchange risk was insignificant, the risk considered tolerable. Due to the associated costs, the Company's policy is not to use derivative financial instruments to reduce this risk.

Share risk

From the point of view of the value of the transactions performed or of the market capitalization, the Bucharest Stock Exchange can be considered a small stock exchange, compared to other stock exchanges in the world, thus there are risks related to low market liquidity and high price volatility. traded shares.

The low liquidity of the market may determine the impossibility of buying or selling shares of the Company without having a significant impact on the share price, thus generating a high volatility of the share price.

Risks of a legislative nature

The results of the company's initiatives are difficult to anticipate and may suffer from legislative instability in Romania. Frequent modification of normative acts, including those that have a direct impact on the company's activity, can generate risks for society.

The level of this risk of a legislative nature analyzed was medium, it is a risk with low tolerability for which measures have been established to keep it under control by concluding a tax consultancy contract with a specialized company.

**TELEFOANE: Director General: 0253/22.63.70; Director Productie: 0253/22.61.48; Director Comercial: 0253/22.64.62;
Director Resurse Umane: 0253/22.64.21; Director Tehnic: 0253/22.63.22; Director Mecano-Energetic: 0253/22.61.48;
Director Comercial Adjunct: 0253/22.60.20; 0253/22.63.29; Sef Dep. Ec.: 0253/22.60.66
Centrala telefonica: 0253/22.64.43; 22.64.44; 22.63.41; 22.63.42; Fax: 0253/22.61.14; 0253/226045; WebSite: www.artego.ro**



ARTEGO S.A.

ADRESA: Str. Ciocarlau nr. 38
TG-JIU – 210103, GORJ, ROMANIA;
J 18/1120/1991; CIF: RO 2157428
Telefon: 0040-253-22.64.44; 22.64.45
Fax: 0040-253-22.61.40; 22.60.67; 22.60.45
Capital social: 22.390.413 lei

Member of CISQ Federation



**Benzi transport, Garnituri, Placa tehnica, Covoare, Flexiblocuri, Burdufi
Coturi si mansoane radiator, piese auto din cauciuc, Covoare auto**

Risk related to the regulatory framework and authorizations

The main activity of the company, involves obtaining and renewing the authorizations that regulate the activity of the Company, obtaining the authorizations, approvals and certificates necessary for the activity carried out.

Urgent measures have been established to control the risk regarding the degree of regulation and authorization by monitoring the expiration dates of the respective authorizations / approvals / certification and taking steps to renew them.

Risks related to litigation

The company is the subject of a number of lawsuits resulting in the normal course of business (commercial litigation and tax obligations). The level of risk is low, with low tolerability, the Company's management considering that these actions will not have a significant adverse effect on the economic results and financial position of the Company.

Non-financial performance indicators

These indicators are tools for measuring performance, which determine how well the company uses resources, mainly for:

- streamlining the internal activity;
- providing external services for customers;
- fulfillment of legal requirements.

Non-financial performance indicators are usually derived from the Company's policy, the level of customer satisfaction, the company's market share.

Director General of
Ing. David Viorel

the Economic Department

**TELEFOANE: Director General: 0253/22.63.70; Director Productie: 0253/22.61.48; Director Comercial: 0253/22.64.62;
Director Resurse Umane: 0253/22.64.21; Director Tehnic: 0253/22.63.22; Director Mecano-Energetic: 0253/22.61.48;
Director Comercial Adjunct: 0253/22.60.20; 0253/22.63.29; Sef Dep. Ec.: 0253/22.60.66
Centrala telefonica: 0253/22.64.43; 22.64.44; 22.63.41; 22.63.42; Fax: 0253/22.61.14; 0253/226045; WebSite: www.artego.ro**



ARTEGO S.A.

ADRESA: Str. Ciocarlau nr. 38
TG-JIU – 210103, GORJ, ROMANIA;
J 18/1120/1991; CIF: RO 2157428
Telefon: 0040-253-22.64.44; 22.64.45
Fax: 0040-253-22.61.40; 22.60.67; 22.60.45
Capital social: 22.390.413 lei

Member of CISQ Federation



CERTIFIED MANAGEMENT SYSTEM
ISO 9001 - ISO 14001
BS OHSAS 18001

**Benzi transport, Garnituri, Placa tehnica, Covoare, Flexiblocuri, Burdufi
Coturi si mansoane radiator, piese auto din cauciuc, Covoare auto**

**TELEFOANE: Director General: 0253/22.63.70; Director Productie: 0253/22.61.48; Director Comercial: 0253/22.64.62;
Director Resurse Umane: 0253/22.64.21; Director Tehnic: 0253/22.63.22; Director Mecano-Energetic: 0253/22.61.48;
Director Comercial Adjunct: 0253/22.60.20; 0253/22.63.29; Sef Dep. Ec.: 0253/22.60.66
Centrala telefonica: 0253/22.64.43; 22.64.44; 22.63.41; 22.63.42; Fax: 0253/22.61.14; 0253/226045; WebSite: www.artego.ro**