

Transforming challenges into sustainable opportunities

2023 SUSTAINABILITY REPORT



Table of Contents

3 Introduction

4 CEO Message

5 About the report

22 Key figures

23 NOD figures

53 NOD Team

54 Motivating employees

56 Professional development

58 NOD Academy

61 Diversity and equal opportunities

63 Health and safety

73 NOD Communities

75 Education

80 Sport

81 Health

6 About NOD

7 About us

11 NOD Mission

12 NOD Evolution

13 NOD Affiliations

24 Sustainability strategy

25 Sustainability objectives

26 Materiality analysis

27 List of material topics

29 Stakeholders

30 Materiality matrix

65 Business ethics

66 Compliance and business ethics

66 Our people and working environment

67 Customers and consumers

67 Society: Sustainable Development

14 NOD products and services

15 Building brands

16 Building cloud solutions

17 Creating professional services

18 Creating value

31 Environment

32 Climate strategy

33 Reducing greenhouse gas emissions

40 Separate collection and recycling of waste

45 Quality and environmental standards

46 Water consumption

47 Sustainable products

51 Value chain

52 Responsible purchasing

68 GDPR Policy

69 GDPR Policy

71 Cyber security

72 Objectives for 2024



Introduction

4 CEO Message

5 About the report





*Sustainability is no longer an option,
it is a responsibility.*

Andrei Militaru
CEO Network One **Distribution**



Sustainability Our commitment to future generations

For some time now, sustainability has been more than just an option - it has become an essential responsibility to which we must all commit. Today, the impact of our activities on the environment and the communities in which we operate is becoming increasingly evident.

Today, everyone involved in doing business with Network One Distribution expects from us not only quality products and services, but also a real commitment to a sustainable future. We have embraced this role and aim to integrate sustainability principles into every aspect of our business

From improving our distribution process and resource management to the way we interact with our community and our partners, every decision we make is intended to reflect the values we promote.

Investing in innovative technologies to use renewable resources, optimizing resource consumption for energy efficiency, and obtaining the recognized environmental certification ISO 14001:2015 are just some of the steps NOD has already taken to minimize our environmental impact and reduce our carbon footprint.

At the same time, NOD is actively involved in social and environmental projects, contributing to the well-being, sustainable and healthy development of local communities by supporting and promoting projects and programmes that have an immediate, tangible impact.

These initiatives are only the beginning. Sustainability is not a destination, but an ongoing journey. We encourage you to join us in acting responsibly and courageously to proactively contribute to the protection of the environment and the development of a better, cleaner future.

About the report

This is the first sustainability report of Network One Distribution SRL (hereinafter NOD), created in accordance with the GRI (Global Reporting Initiative) Standards.

The 2023 Sustainability Report covers Network One Distribution's non-financial activities for the period January 1 - December 31, 2023.

The report complies with the requirements of Directive 2014/95/EU, transposed into Romanian law by Order of the Minister of Public Finance No. 1938/2016, Order of the Minister of Public Finance No. 3456/2018 and Order of the Minister of Public Finance No. 1239/2021.

This report has not been externally audited. This is the first sustainability report of NOD, there are no information updates.

The report is divided into 10 chapters

- ▶ Introduction
- ▶ About NOD
- ▶ NOD products and services
- ▶ Key figures
- ▶ Sustainability strategy
- ▶ Environment
- ▶ NOD Team
- ▶ Business ethics
- ▶ GDPR Policy
- ▶ NOD Communities

The content of the report is based on the double materiality and stakeholder engagement process carried out between May and June 2024, in accordance with the GRI 3 methodology and the requirements of the European Sustainability Reporting Standards.

The report presents the environmental, social and economic impacts generated by NOD activities and relationships. The report also adheres to the following principles recommended by the GRI standards: Completeness, Accuracy, Balance, Clarity, Comparability, Reliability and Timeliness of data. The information is presented in context for the last three years and includes sustainability objectives where they have been set.

In structuring and writing the report, we have taken into account the Precautionary Principle – an approach to risk management whereby if there is a possibility that a particular policy or action may harm the public or the environment, and if there is not yet a scientific consensus on the issue, the company should not proceed with the policy or action. This report has been produced by the NOD reporting team with advice from Seneca Ecologos. For further information, suggestions or questions on the content of the report, please contact us at sustainability@nod.ro.

The publication date of the report is November 2024.

About NOD

7 About us

11 NOD Mission

12 NOD Evolution

13 NOD Affiliations



About NOD

We are Network One Distribution.
Each member of the NOD TEAM is unique and extremely important.

Each of us is a professional with a clearly defined role in the business.
Together we form the TEAM that fulfils all commitments to customers, partners, and colleagues.

Name of organisation	NETWORK ONE DISTRIBUTION (NOD)
Legal form	Limited Liability Company
Head office address	Marcel Iancu, Nr. 3-5, Sector 2, București
Countries in which we operate	Romania
Companies included in the financial report	Network One Distribution S.R.L.



WE CHOOSE TO OFFER CUSTOMISED SOLUTIONS TO OUR PARTNERS



WE BUILD RELATIONSHIPS BASED ON TRUST AND TRANSPARENCY



WE ANTICIPATE AND THINK AHEAD



WE CHOOSE TO BE ONE STEP AHEAD



420 PROFESSIONALS



30 TECHNICAL EXPERTS



70 COMMERCIAL SPECIALISTS



50 PROCUREMENT SPECIALISTS

About NOD

The shareholder structure has not changed in the last 3 years.



Iulian Gabriel Stanciu

89.5%



Vlad Vasile Dumitru

5.5%



Andrei Marian Militaru

5%

Network One Distribution has a sole director, Andrei Marian Militaru, with a 3-year mandate, the last extension having been made on 17.07.2022.

The Director is appointed following a shareholder vote. The Director is also a member of the Company's Executive Committee. Any potential conflict of interest is prevented by specific mechanisms, i.e. in all decision-making situations the decision is taken by simple majority.

The Director develops management policies and oversees their implementation by the Executive Committee.

The managers are responsible for taking all necessary measures to implement the decisions of the Director and the shareholders, within the limits prescribed by law.

The Executive Committee verifies and approves the information contained in this report, including material topics.

No sustainability governance trainings have yet been organised for Executive Committee members.

POSITION	NAME
Managing Director	Andrei Militaru
Chief Financial Officer	Florina Maican
Sustainability Manager	
Legal Manager	Alexandra Nicolau
IT Manager	Ovidiu Peptuț
Marketing Manager	Andreea Buraga
Operations Manager	Adrian Stanciu
Logistics Manager	Andrei Teodorescu
Warehouse Manager	Andrei Agușoaei
RMA Manager	Mihaela Ziemba
Financial Controller	Oana Ciocină
Business Process Manager	Adriana Stăncescu
Sales Manager - Business Solutions	Ciprian Aber
Sales Manager - Trading Sales	Mihai Ene
Sales Manager - Export	Cristian Petruț
International Business Development Manager	Leo Popescu
Purchasing Manager - Components, Peripherals & Accesories, Printing & IT Private Labels	Gabriela Tiloi
Purchasing Manager - PC & Mobile	Dinel Iova
Purchasing Manager - Electro	Costin Vasilache
Purchasing Manager - Private Labels - Home Appliances	Iuliana Stănculescu
Purchasing Manager - New Business	Mihai Purdea
Purchasing Manager - Private Labels - TV	Cristian Postolachi

Creating value together



PORTFOLIO

The world's leading regional brands can be found in NOD's portfolio of more than 175 world-renowned brands.



NOD ACADEMY

The only collaborative programme that brings together and promotes specialised people and resources to develop the IT market and NOD partners.



CONSULTING

From pre-sales to marketing, from finance to business development, NOD provides teams with various specializations to create a solid and profitable business for partners.



LOGISTICS

More than 5 million tons of freight delivered represent as many promises kept. The 55,000 m² of the new NOD logistics centre is the definition of product availability in stock.

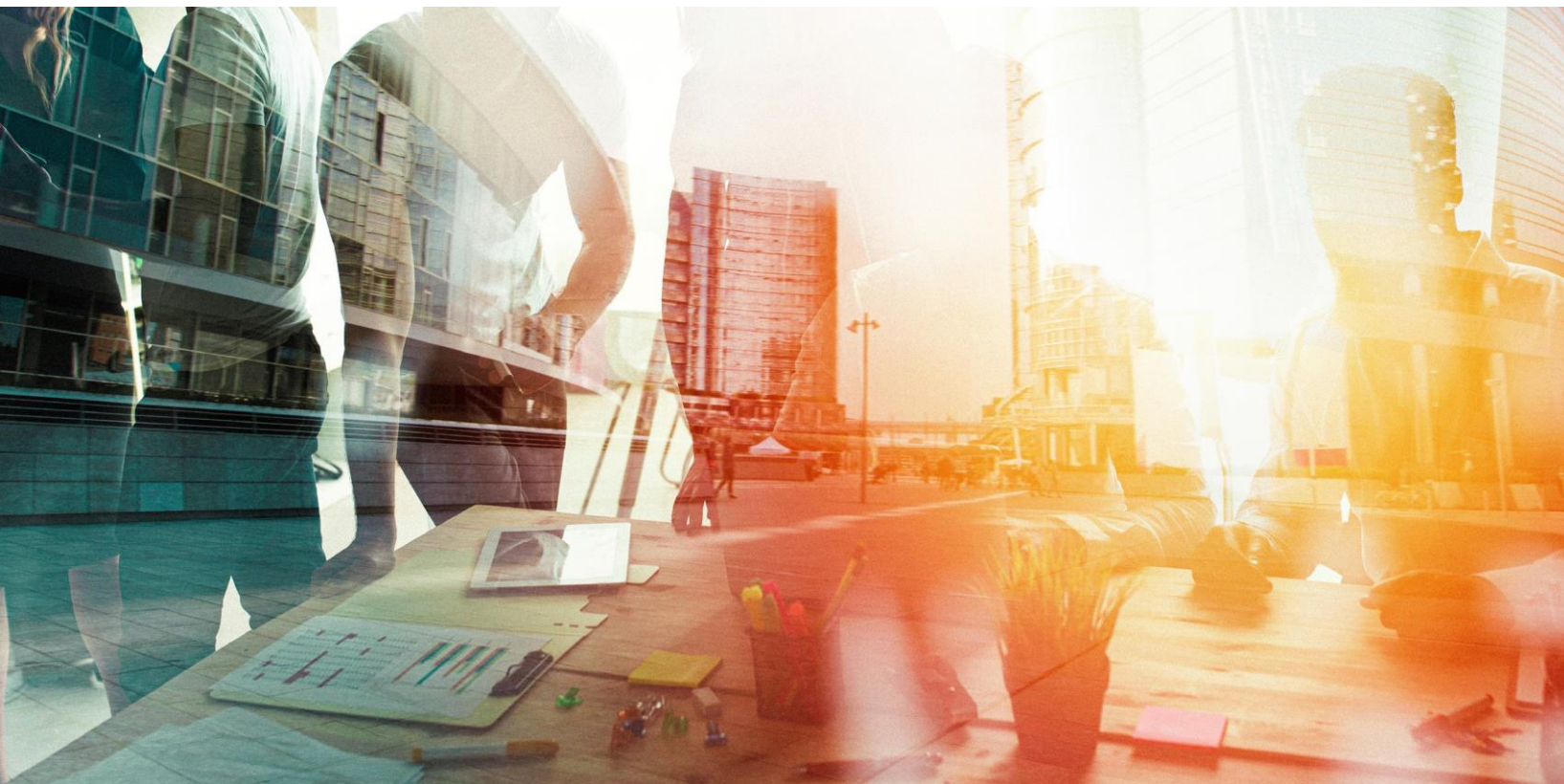
Local distribution market leader









We work with over 3,200 resellers and more than 175 brands.

Every day we adapt our business to meet the needs of our customers and partners. Being exposed to unusual situations in the local market has helped us to understand the industry and the ability to deliver the right solutions through the most effective channels.

We are driven by our partners' expectations, and we support them by providing quick access to the solutions they need for their customers, as well as advice on the selection and implementation of solutions.

We have become a leader in the local distribution market by developing an ecosystem of specialists and a diverse portfolio of solutions that are constantly adapting to the market changes and trends that define the future of electro-IT.



 DOCUMENT MANAGEMENT SOLUTIONS	 HOME AND PERSONAL COMFORT SOLUTIONS	 SECURITY AND SURVEILLANCE SOLUTIONS	 PLATFORMS FOR ORGANISATIONAL COLLABORATION AND EFFICIENCY
 CONTENT PROMOTION AND DISPLAY SOLUTIONS	 EDUCATION AND INNOVATION SOLUTIONS	 INTERNET OF THINGS	 SECURITY & ENTERPRISE NETWORKING

NOD Mission

Our sustainability mission is to promote a sustainable future by reducing our environmental impact, adopting responsible and innovative practices and encouraging communities to join our efforts.

We are committed to integrating sustainability principles into all aspects of our business, from resource management to product and service design, to protect and preserve the planet for future generations.



WE BELIEVE IN PARTNERSHIP

Because we know that the expectations and requirements of NOD's partners are the main coordinates of quality. All efforts and resources are aimed at developing the relationship with partners so that Network One Distribution is their first choice.



WE BELIEVE IN INNOVATION

Because the future belongs to those who see it coming. We are constantly on the lookout for new challenges and opportunities in the market, which we capitalise on by developing new market segments and new brands with growth potential.



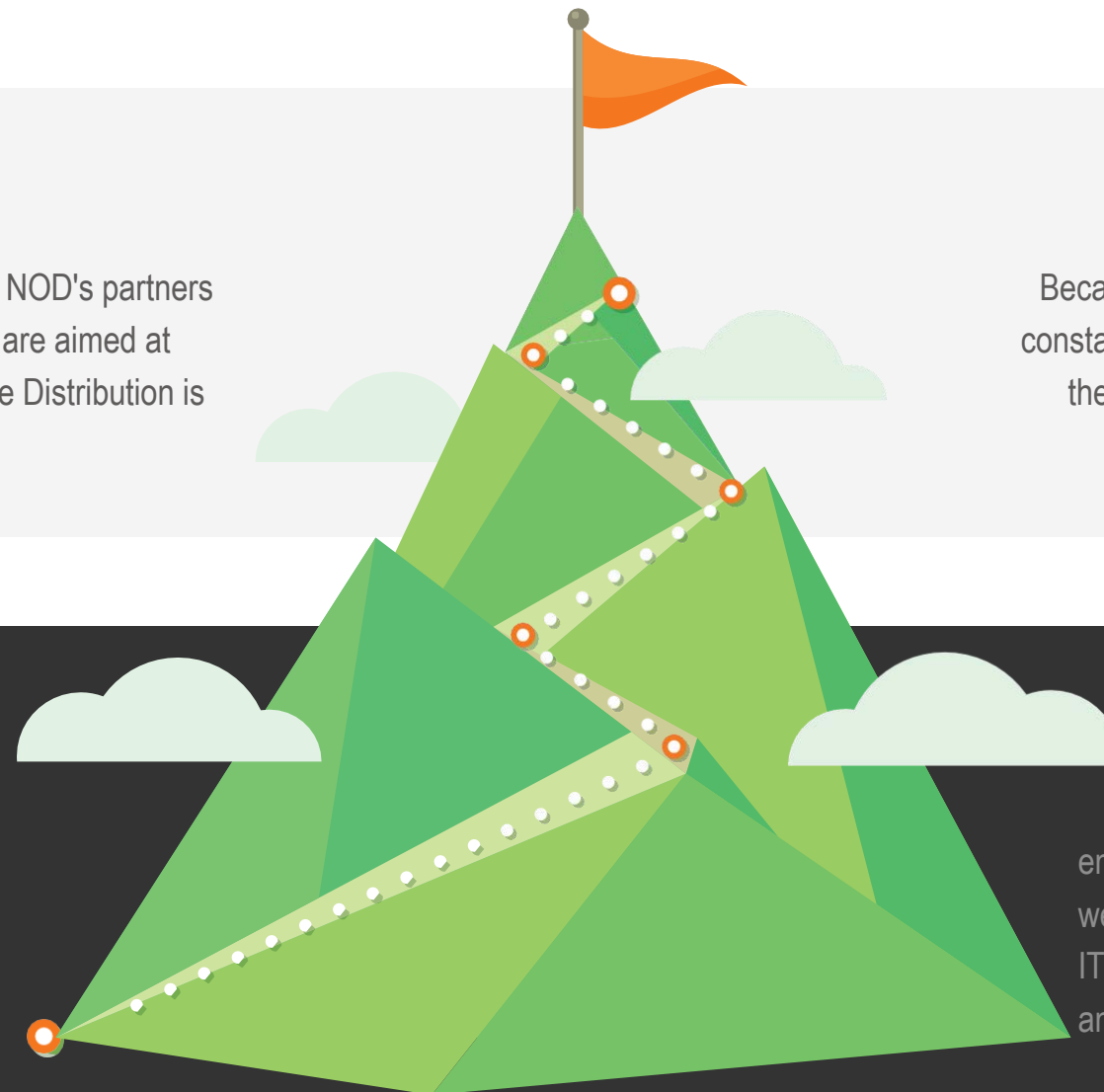
WE BELIEVE IN PEOPLE

We recognize that the expertise and professionalism demonstrated by NOD team members set us apart in our relationships with partners. We are continuously developing our skills to provide the dynamic approach necessary for the success of all projects.

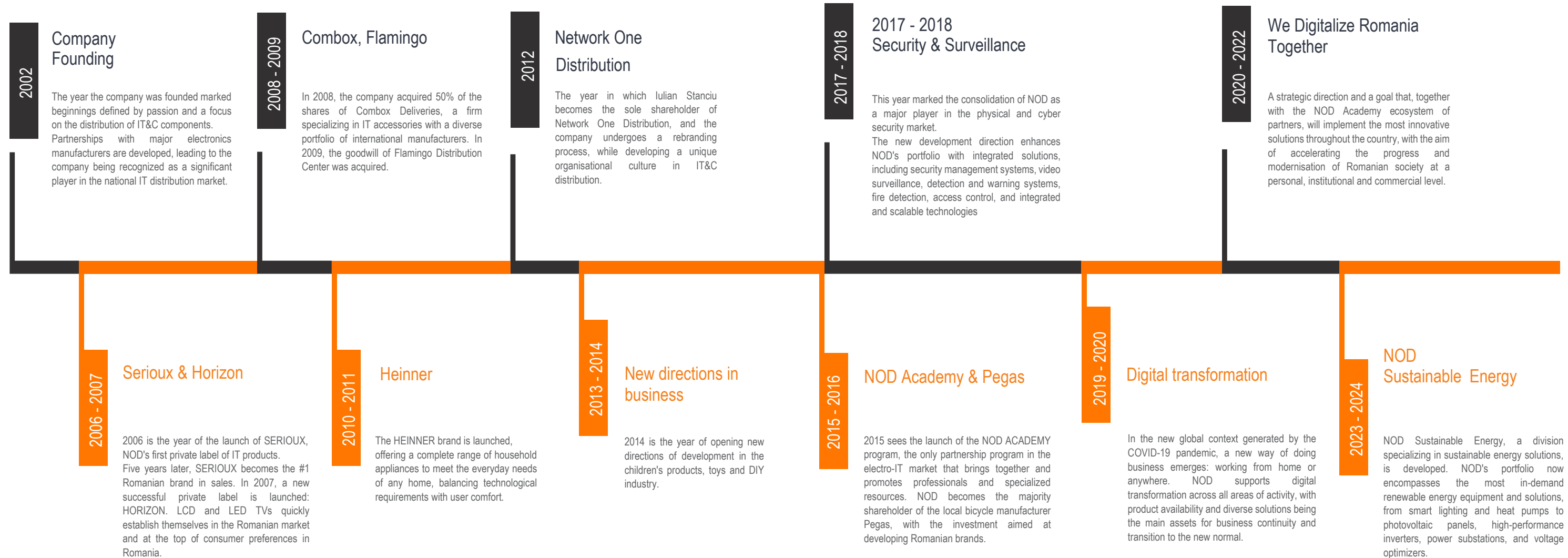


WE BELIEVE IN VALUE

We believe in amplifying our partners' creativity and energy to drive business success. Through NOD Academy, we proactively promote and deliver business know-how and IT culture to support our business partners' skill enhancement and contribute to IT market development.



NOD Evolution



NOD Affiliations



NOD is a founding member. The Environ Association is a non-governmental, non-profit organisation established in 2007. Its objective is to take over the responsibility of manufacturers and importers of electrical and electronic equipment by collecting and recycling these products at the end of their life cycle.



Together with other companies in Romania, NOD signed the Commitment for the Environment in 2021, the first initiative aimed at uniting the Romanian business environment in a commitment to a sustainable future. The mission of this initiative is to contribute to the achievement of the goals set by the Paris Agreement to combat climate change. The first step we took was to calculate our direct carbon footprint (Scope 1 and 2) and commit to improving this indicator.



The SNRB is a non-governmental, non-profit organisation founded in 2010. Its mission is to take over the responsibility of manufacturers and importers of batteries and accumulators in order to organise an efficient collection and recycling system for waste batteries and accumulators (WBA).



NOD is also a member of Smart City and a member of APDETIC (Association of Producers and Dealers of ICT equipment).

In 2020, Network One Distribution obtained the following certifications:

ISO 9001:2015, ISO 14001:2015, ISO/IEC 20000-1:2018, and ISO/IEC 27001:2017 for the following scope: design, production and IT services.

Since 2021, the ELOT ISO 37001:2017 (ISO 37001:2016) certification has been added for the following scope: design, production, and IT services.

NOD products

15 Building Brands

16 Building Cloud Solutions

17 Creating Professional Services

19 Creating Value



Building Brands

We constantly seek new challenges and opportunities in the market. We test and implement development ideas in new market segments with growth potential. Our experience has helped us understand both the IT&C market and the needs of end consumers.

The development of private labels as a business direction stems from our desire to leverage our expertise for consumer benefit. The success of NOD's private labels among end customers in the region confirms the NOD team's ongoing efforts to develop quality products in these niches.



Creating Cloud Services

We deliver innovative technologies that help companies become more agile, efficient, and competitive in the global market. We focus on creating robust platforms that meet each client's specific needs, ensuring they have the flexibility and power to quickly adapt to changes in the business environment.

Monthly licensing. The world has changed, and the concept of cloud computing is gaining attention from more and more companies. The global trend is shifting from applications installed on computers and buying and operating your own IT infrastructure to renting that infrastructure and using applications online.

Through Cloud Solution Provider (CSP), NOD partners' customers can purchase Cloud solutions on a subscription basis with monthly or yearly payments. This means you can use an enterprise-class solution without having to pay for expensive licenses for complex packages upfront.

With CSP, you only pay for what you consume. You add new features only when you need them, drop them when you don't use them, and then add new ones as your business requires. The CSP selling model is unique in that it creates essential advantages for all players involved.

WHAT DO YOU GAIN BY USING CSP?



INDIVIDUALITY & SPEED

With CSP, your vendor can create one or more virtual machines in just MINUTES, quickly providing you with the resources your company needs for any type of application.



PERFORMANCE ANYWHERE, ANYTIME

You can use the application or solutions contracted through CSP wherever you are, at any time of the day or night, for any type of application.



SCALABILITY

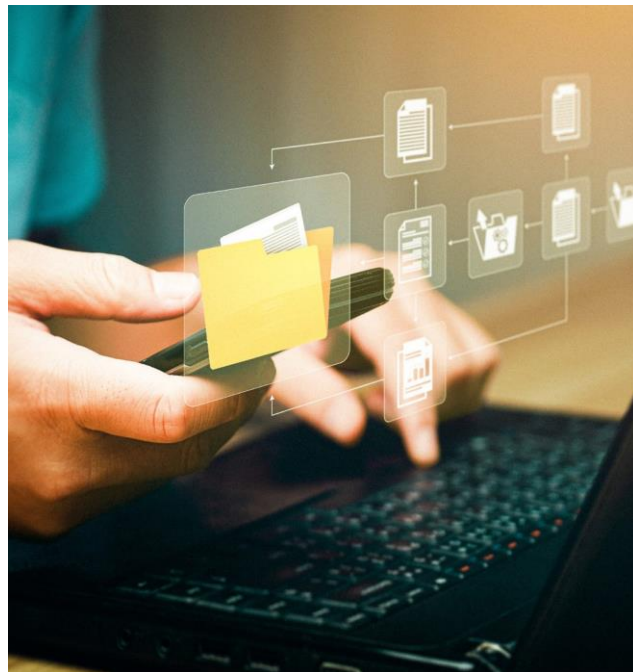
The level of resources you use increases or decreases automatically and instantly based on consumption. The payment adjusts accordingly.



COST OPTIMISATION

You pay strictly for what your applications consume, and everything stops when you want it to.

Creating Professional Services



SOFTWARE ASSET MANAGEMENT (SAM)

Software Asset Management (SAM) is the best solution for managing and optimizing an organization's existing IT assets, encompassing a set of processes and procedures that have proven their effectiveness.

Software licenses are assets and investments that need to be managed accordingly. SAM helps you control costs and optimize these investments as your organization evolves.

With our Software Asset Management (SAM) Professional Service, you get the best solution for controlling costs and optimizing your software investment across your entire organisation throughout the software lifecycle

Managed on an ongoing basis through a specific plan, SAM facilitates the identification of existing resources, their location, and exposes potential redundancies in the system. A comprehensive SAM plan implemented by experienced SAM specialists can help you reduce costs, increase security and compliance, and also give you the ability to anticipate future software needs.



MIGRATION & INSTALLATION MICROSOFT SOLUTIONS

More and more companies require installation, configuration, or maintenance services for the solutions they purchase. At the same time, not all companies have specialised technical departments or people trained and certified on state-of-the-art solutions.

By accessing the Microsoft Solution Migration & Installation service, customers benefit from the advantages of a complete solution, not just a product, in a much shorter time.

Through Professional Services, NOD specialists offer:

- analysis of existing processes and services
- recommendation of optimal packages
- definition of preliminary requirements
- effective migration of services without impacting end users
- post-implementation support for the best customer experience

Creating Professional Services



GDPR AUDIT

The GDPR (General Data Protection Regulation) provides additional control over personal data, ensures transparency on data usage, and imposes measures to protect data.

GDPR auditing is a current solution for a pressing need. GDPR compliance is not a one-time activity, but an ongoing process of monitoring activities carried out on personal data and ensuring their security.

To ensure GDPR compliance, organizations are encouraged to implement a culture of privacy regarding personal data.

Implementing a GDPR audit process involves going through several steps with dedicated legal and IT specialists, culminating in a report on the company's current situation and recommendations for implementing a set of actions to achieve GDPR compliance.



CITY MANAGER

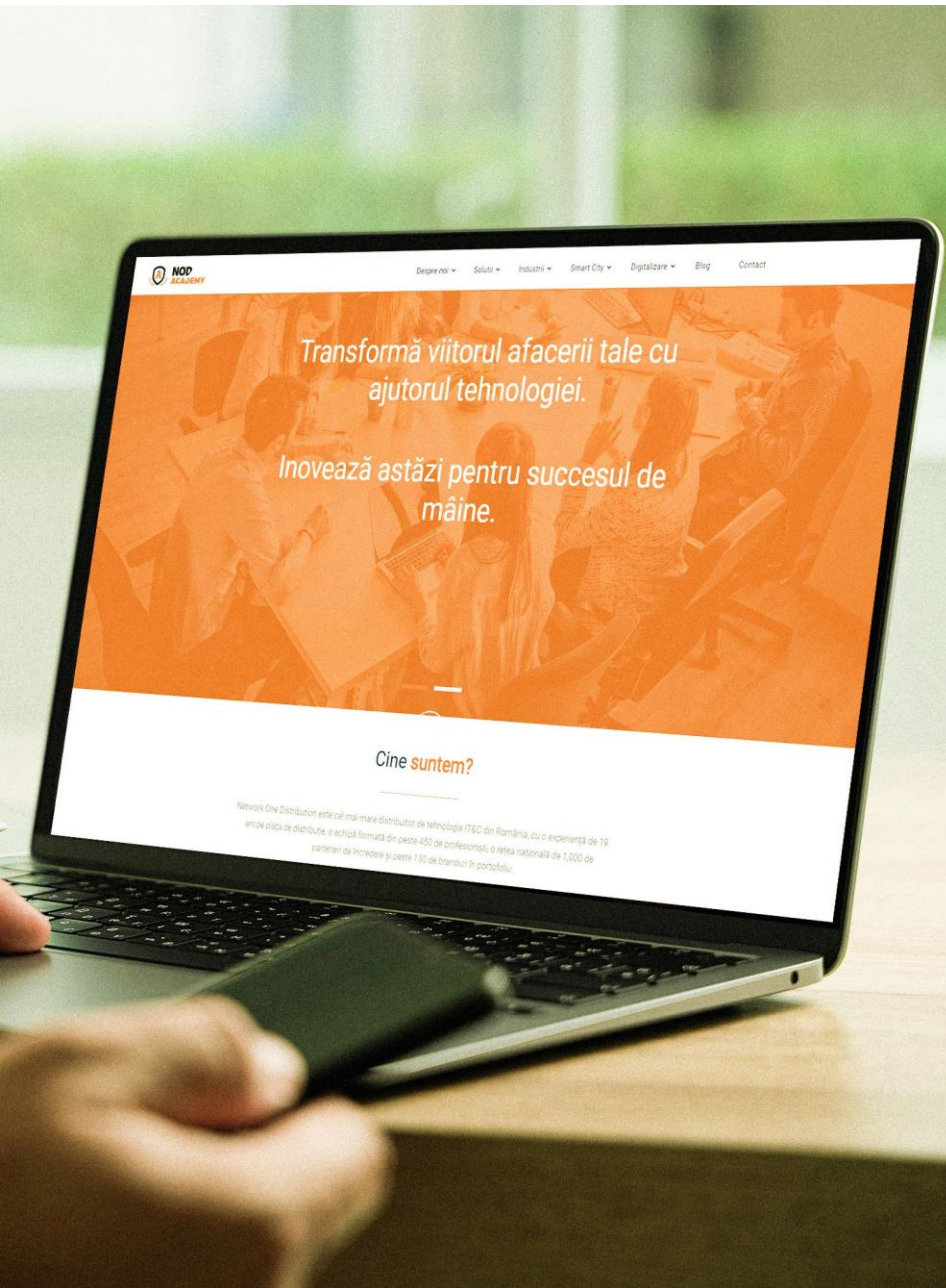
CityManager stands for evolution and revolution in public administration, at a time when digitalisation is the future in every field.

CityManager is an online platform that digitises the interaction between local public administration and citizens, facilitating the work of both civil servants and citizens by simplifying the processes of submitting documents/applications, complaints, payments, and appeals.

In fact, the public administration's internal management system and its communication with citizens are translated into an integrated system that is user-friendly, accessible, and transparent.

As an entity in local public administration, the CityManager modules simplify and automate the processes of registries and secondary registers. The decisions/dispositions and declarations modules allow for the automatic online management and archiving of these documents, as well as quick access to them at any time

Creating value



NOD ACADEMY

The only collaborative program that brings together and fosters specialized individuals and resources to develop the IT market and support NOD partners. Through the NOD Academy ecosystem, we deliver business know-how, technologies, experience, and support the upskilling of our business partners.

Being part of the NOD Academy business community enhances the legitimacy and level of trust given to our partners, who become a priority option when selecting electro-IT solution providers by associating with NOD.



NOD WEBSHOP

Representing one of the most stable online order placement platforms in the Romanian electro-IT distribution market, NOD Webshop is constantly evolving based on NOD partners' feedback and needs.

Monthly, over 6,000 users place more than 12,000 orders and 4,000 unique product codes online through NOD Webshop. Through its mobile version, NOD Webshop transforms the online shopping process into a pleasant and efficient experience.

Creating value



PORTFOLIO & AVAILABILITY

From varied solutions for integrators and SMBs to retail products and online stores, over 16 years of experience in electro-IT distribution has shown us that portfolio variety and stock availability are critical to a modern business.

The world's leading brands can be found in NOD's portfolio of more than 175 renowned brands. Over 20,000 products are permanently stocked in NOD's new 55,000 sqm logistics center.

MARKETING

A successful sales team needs a proactive marketing team behind it. Understanding market trends and promoting the right solutions at the time of maximum sales impact comes from the experience of achieving measurable success.

Digital marketing, customized resources and campaigns, opportunity generation by creating end-customer needs, and unique or turnkey event concepts dedicated to NOD partners transform the quality of their businesses, promoting the vision and originality of their operations.

Creating value

LOGISTICS CENTRE

NOD operates a modern 55,000 square meter Class A warehouse with over 20,000 products. Located close to the Capital and with direct access to the A1 highway, the warehouse features advanced technological facilities and state-of-the-art systems.



CONSULTANCY & SERVICES

From pre-sales to marketing, from finance to business development, NOD provides teams with various specializations to create a solid and profitable business for partners. Through NOD Professional Services, NOD partners deliver customized solutions with clear benefits to their clients in the shortest possible time.



Key figures

23 NOD figures



For over 13 years now, Network One Distribution is the Leader in the Romanian electro - IT Distribution Market. In 2023, NOD's turnover exceeded the threshold of 2 billion lei.



Turnover (LEI)	1.9 TRIL	1.8 TRIL	2 TRIL
Economic value distributed (LEI)	2021	2022	2023
Staff remuneration (including related taxes)	43 MIL	48 MIL	56 MIL
Taxes and duties (except corporation tax)	224 MIL	203 MIL	251 MIL
Payments to shareholders (dividends)	28 MIL	0.00	0.00
Investments in communities (% of corporate tax redirected to NGOs, foundations)	1.9 MIL	607 000	740 000
Annual average NBR rate	4.9204	4.9315	4.9465

Turnover (EURO)	392	365	418
Economic value distributed (EURO)	2021	2022	2023
Staff remuneration (including related taxes)	8.7 MIL	9.7 MIL	11.4 MIL
Taxes and duties (except corporation tax)	45 MIL	41 MIL	51 MIL
Payments to shareholders (dividends)	6 MIL	0.00	0.00
Investments in communities (% of corporate tax redirected to NGOs, foundations)	388 000	123 000	149 000

Sustainability strategy

25 Sustainability objectives

26 Materiality analysis

27 List of material topics

29 Materiality matrix

30 Stakeholders



Sustainability objectives

Our involvement in sustainable programmes demonstrates our commitment to adopting practices and initiatives that promote sustainable development, contribute to environmental protection, enhance quality of life and foster long-term economic prosperity.

17 GOALS TO TRANSFORM OUR WORLD

The Sustainable Development Goals are a call for action by all countries – poor, rich and middle-income – to promote prosperity while protecting the planet. They recognize that ending poverty must go hand-in-hand with strategies that build economic growth and address a range of social needs including education, health, social protection and job opportunities, while tackling climate change and environmental protection.



Materiality analysis

In May 2024, we initiated the materiality process to identify the most important economic, environmental, and social topics to prioritize in our Sustainability Strategy.

To generate an initial list of material topics important to our company, where there is a positive or negative, actual or potential impact, we created a multidisciplinary team. By analysing the legislative context in Romania and the European Union, the GRI standards, the European Sustainability Reporting Standards, the Sustainable Development Goals of the United Nations 2030 Agenda, the views of stakeholders, business relationships, internal processes, and company activities, we selected 14 initial material topics.

Following working meetings with the top management team and interactions with stakeholders, we analyzed the risks and opportunities of each topic, selected possible Key Performance Indicators (KPIs), and expanded the number of material topics to 17.

The next step was an online questionnaire that we sent to all identified stakeholders, structured around the 17 topics. Stakeholders rated the most important material topics in terms of social and environmental impacts on a scale from 0 to 4 (where 0 is not at all important and 4 is very important). We received 338 responses from stakeholders.

In terms of economic impact, we organized a transparent voting meeting with 18 members of the top management team. The material topics were rated on a scale of 1 to 10, where 1 is not at all important and 10 is very important.

The materiality analysis conducted as a result of the processes described above helped us identify the most important areas on which to focus our efforts.

WE CONSIDER THE FOLLOWING TOPICS TO BE MATERIAL FOR NOD

 WELL-BEING AT WORK	 SAFE PRODUCTS FOR CONSUMERS
HEALTH AND SAFETY AT WORK	 NOD BRANDS
 ENERGY POLICY	 GREENHOUSE GAS EMISSIONS
 EMPLOYEE DEVELOPMENT	 NOD ACADEMY
 WASTE MANAGEMENT	CYBER SECURITY

The analysis, questionnaires, and internal voting were conducted and supervised by an external team to ensure that the materiality process was transparent, objective, and non-biased. This analysis has informed the creation of this Sustainability Report and NOD's Sustainability Strategy.

List of material topics

Environment

Energy Policy	Measures taken by NOD to reduce energy consumption and increase renewable energy use. Replacement of the car fleet with less polluting vehicles.
Greenhouse Gas Emissions	Climate change mitigation, including Scope 1 and Scope 2 greenhouse gas emissions management.
Waste Management	Reducing the amount of waste sent to landfills. Reuse, recovery, and reduction of packaging.
Re-use of Marketed Products	The internal activities and processes by which NOD ensures that marketed products have the longest possible lifespan and can be reintroduced to
NOD Brands	Circular economy-oriented production. Production of NOD's private labels made from recycled materials. Consumer experience.
Sustainable Procurement	Environmental and social risk management in the supply chain. Ethical and responsible supplier practices regarding occupational safety and health. Equal opportunities and non-discrimination among suppliers' employees. Supplier selection based on economic and social inclusion.

Economic

NOD ACADEMY	Trainings oriented towards sustainable products, attracting European funds, educating the business environment, and digitalization of SMEs and the educational system offered through partnerships or pro bono.
Sustainable	Environmental and social risk management in the supply chain. Ethical and responsible supplier practices regarding occupational safety and health. Equal opportunities and non-discrimination among suppliers' employees. Supplier selection based on economic and social inclusion.
Anti-corruption Policy and Business	NOD takes several measures to gain and maintain the trust of its customers, suppliers, and partners, as well as to promote fair competition: Regularly reviewing the code of conduct and organizing training sessions to combat corruption.
Cyber Security	Adopting policies and measures to prevent cyber-attacks. Ensuring the security of NOD's information and work systems.
Data Protection	Processing of personal data (GDPR) in accordance with accepted national and European principles and laws.

List of material topics



Social

Employee Development	Training programmes are designed for NOD employees with the objective of optimising work processes, enhancing team satisfaction and attracting talent to the company.
Nod Academy	Trainings oriented towards sustainable products, attracting European funds, educating the business environment, and digitalization of SMEs and the educational system offered through partnerships or pro bono.
Well-being at Work	Policies and measures adopted to improve well-being at work.
Diversity and Equal Opportunities	Combating all forms of discrimination and stereotyping among employees. Ensure equal opportunities and avoid discrimination in the workplace.
Human Rights Policy	Implement and regularly review the human rights policy.
Investing in Communities	Investments and volunteer projects targeting vulnerable communities or those directly or indirectly affected by NOD activities. Investments in NGOs and relevant Associations, and voluntary involvement of NOD employees and partners in their activities.
Safe Products for Consumers	Best practices to eliminate potential workplace accidents and training programs focused on employee health and safety.
Health and Safety at Work	Measures taken by NOD to ensure that the private label products marketed comply with European regulations and do not endanger consumer health. Implementation of communication campaigns dedicated to consumer safety.
Sustainable Procurement	Environmental and social risk management in the supply chain. Ethical and responsible supplier practices regarding occupational safety and health. Equal opportunities and non-discrimination among suppliers' employees. Supplier selection based on economic and social inclusion.

Stakeholders

Dialogue with internal and external stakeholders is constantly conducted within NOD to identify areas of interest and analyse the impact of the company's activities.

We aim to ensure transparent, useful, and two-way communication. This is why we use numerous methods of interaction such as emails, brochures, questionnaires, reports, press releases, etc.

In the attached table, we present the stakeholders who have been contacted for this sustainability report, the communication channels through which we ensure dialogue, and the most important topics that emerged from their voting.



STAKEHOLDER COMMUNICATION CHANNELS MOST IMPORTANT TOPICS FOR THE CATEGORY

NOD employees	e-mail, meetings	Well-being at Work Cyber Security Employee Development
Business to Business customers	e-mail, videoconferences, conferences, opinion surveys, meetings	Cyber Security Safe Products for Consumers Anti-corruption Policy and Business Ethics
Suppliers	e-mail, videoconferences, conferences, opinion surveys, meetings	Anti-corruption Policy and Business Ethics Health and Safety at Work Cyber Security
NOD Shareholders	e-mail, meetings	Greenhouse Gas Emissions NOD Academy Human Rights Policy
Transfer of Responsibility Organizations	e-mail, meetings	NOD Brands Waste Management Safe Products for Consumers
Non-governmental organizations	e-mail, meetings	NOD Academy Investing in communities Diversity and equal opportunities Safe Products for Consumers
Bank representatives	e-mail, meetings	Cyber Security Anti-corruption Policy and Business Ethics
External Auditors	e-mail, meetings	Diversity and equal opportunities Re-use of Marketed Products Waste Management
Insurers	e-mail, meetings	Employee Development Human Rights Policy Diversity and equal opportunities

Materiality matrix

The materiality matrix is a visual representation of the importance of the topics included in the report. The degree of materiality is determined in consultation with internal and external stakeholders.



NO.	MATERIAL TOPIC	AVERAGE SCORE
1	Energy Policy	8.60
2	Greenhouse Gas Emissions	8.33
3	Waste Management	8.58
4	Re-use of Marketed Products	7.99
5	NOD Brands	8.38
6	Employee Development	8.94
7	NOD ACADEMY	8.37
8	Well-being at Work	9.05
9	Diversity and equal opportunities	8.05
10	Human Rights Policy	7.64
11	Investing in communities	7.66
12	Health and Safety at Work	8.36
13	Safe Products for Consumers	8.35
14	Sustainable procurement	7.37
15	Anti-corruption Policy and Business Ethics	8.05
16	Cyber Security	8.09
17	Data Protection	7.69

Environment

32 Climate strategy

33 Reducing greenhouse gas emissions

40 Separate collection and recycling of waste

45 Quality and environmental standards

46 Sustainable products

51 Responsible purchasing



Climate strategy

NOD's Sustainability Strategy is a holistic, long-term approach to integrating environmental, social, and economic principles into all of our operations and objectives. This involves the company's commitment to creating value not only for shareholders but also for employees, the community, the environment, and other stakeholders.

Climate change affects everything we do and has a direct impact on the company's costs. To reduce this impact and keep the effects under control, we aim to monitor and intervene where necessary to avoid wasting resources.



In the short to medium term, we aim to invest in new heating, ventilation, and air conditioning systems for our headquarters and to gradually replace our fleet of conventional fuel cars with hybrid or electric ones.



In 2022, we introduced and developed a portfolio of photovoltaic products to help our customers move as quickly as possible towards the use of green energy. Thus, we see high potential offered by this new business line.



Reducing greenhouse gas emissions

The carbon footprint enables us to identify both operations and activities with the highest levels of emissions, as well as opportunities to reduce and offset them.

- 5%/yr

As part of our sustainability strategy, we aim to reduce our carbon footprint (Scope 1 and 2) as a proportion of turnover by a minimum of 5% per year.

In this endeavour, we believe that installing photovoltaic panels and using them for as much of the year as possible will contribute to achieving this result. Another element we have considered is the internal education of NOD employees to achieve an increased focus on conserving energy used in the workplace.



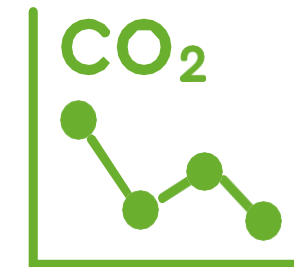
SCOPE 1

Direct emissions from company activities and operations - such as heating company premises and transportation by company vehicles.



SCOPE 2

Indirect emissions resulting from energy supplied collectively - i.e., emissions resulting from the purchase or production of electricity and district heating, which a company purchases and uses.



In general terms, the main source of CO₂ emissions is the burning of fossil fuels. Therefore, in calculating these emissions, it is important to consider all the ways in which our operations and activities use electricity and fuel. Some of the aspects taken into account are the powering of offices, headquarters, and warehouses, the consumption of vehicles used to transport goods, and even the consumption of servers that host platforms or websites.

Last but not least, we need to be aware that each sector of activity or industry has its own specificities. Material sources of emissions may therefore vary from case to case. For example, in e-commerce, the main emitters are "last-mile deliveries" with an average of 42% of CO₂ emissions and energy consumption in buildings with an average of 19% of emissions.

Reducing greenhouse gas emissions



1. HEAD OFFICE AND WAREHOUSES

NOD has its head office in Bucharest, Sector 2, Str. Marcel Iancu, Nr. 3-5 and carries out its activities in two other business units with warehouse functionality.

The head office is heated/cooled by heat pumps and also hosts the main server for the online shop dedicated to customer orders, as well as for day-to-day operations. The electricity supplied in 2023 came from Enel Energie S.A. with a reported electricity source label of 213.37 g CO₂/kWh, and NOVA Power, with a CO₂ footprint of 220.69 g CO₂/kWh.

Also, in 2023, part of the electricity consumption was generated by photovoltaic panels installed on site; the electricity produced by these panels was considered to have a carbon footprint of zero.

The electricity supplied in 2022 came from Enel Energie S.A., whose electricity source label indicated a CO₂ footprint of 223.25 g CO₂/kWh, and the electricity supplied in 2021 came from Enel Energie S.A., with a CO₂ footprint of 213.37 g CO₂/kWh according to their electricity source label, and from CEZ Vanzare SA with a CO₂ footprint of 217.24 g CO₂/kWh. There is no gas consumption at this location.

Since September 2017, the main logistic activity is carried out in a warehouse (BUW 10), built by CTPark Bucharest West I S.R.L., according to NOD requirements and needs. It is located at Strada DC 149, Nr. 2, Comuna Bolintin Deal, Judetul Giurgiu and covers an area of 31,070 sq.m. In April 2022 the existing space was increased by another 8,741 sq.m. In March 2018, a new space (BUW 15) was added to the same logistic complex, also built by CTPark Bucharest West I S.R.L. It is located at Strada DC 147, Comuna Bolintin Deal, Judetul Giurgiu and covers an area of 13,489.5 sq.m. We gave up this location starting with March 2022.

However, also in December 2021, we concluded a new contract for a new warehouse (BUW 14), built by CTPark ETA S.R.L., to handle the MDA volumes. It is located at Strada Ion Ratiu, Nr. 9, Comuna Bolintin Deal, Judetul Giurgiu, and has an area of 17,538 sq.m. The date of first access to this space was February 2022.

Reducing greenhouse gas emissions

1. HEAD OFFICE AND WAREHOUSES

In the two warehouses, CTPark Bucharest West I and CTP ETA, there is both gas and electricity consumption. Lighting represents a large part of the electricity consumption, but it is optimized using high-efficiency, low-consumption LED lighting sources. Gas is used to heat the large spaces to an optimal temperature for the stored goods and for the comfort of auxiliary staff supporting the storage, packing, and delivery operations.

Electricity in these locations also comes from Enel Energie S.A. with the same carbon footprint, respectively 213.37 g/kWh in 2023, 223.25 g/kWh in 2022 and 213.37 g/kWh in 2021.

We will also take gas consumption into account here, as it contributes to CO2 production. According to the calculation formula, we have:

$$t\ CO2e = m3 * emission\ factor / 1000$$

Thermal energy Emission factor

Natural gas	2.023
-------------	-------



Reducing greenhouse gas emissions

2. CAR FLEET

NOD uses an operating leased fleet, replacing all vehicles with hybrid or electric models.

In 2023, we increased the number of electric car charging stations from 2 to 5.

All car charging stations are 22kW.

For our calculations, we considered conventional fuel types and total consumption, measuring how many liters were consumed in the reporting year. To convert liters into the amount of CO2 emitted, we used calculation constants called emission factors.



Calculation Formula: $kg\ CO_2e = L * emission\ factor$ - CO2e is conventionally expressed in tons, so to get the desired unit of measure, namely tons, we will supplement the calculation formula as follows:
 $t\ CO_2e = L * emission\ factor / 1000$.

For the years 2022 and 2021, we do not have a separate breakdown by fuel type (diesel and petrol). Since the accounting records show only monetary amounts, we assume a 50/50 split between diesel and petrol. The average fuel prices used for calculations were for 2022: diesel 8.45 lei/litre and petrol around 7 lei/litre and for 2021: diesel 5.041 / litre and petrol around 5.467 lei/litre.

Conventional Fuel Type	Emission Factor
Petrol	2.315
Diesel	2.688
LPG (Liquefied Petroleum Gas)	1.555

Sources: *for 2022: InfoCons study - Fuel price evolution in 2022 and the first half of 2023 - InfoCons and Evolution of petrol and diesel prices in the last months (peco-online.ro) *for 2021: spotmedia.ro

Reducing greenhouse gas emissions

As all deliveries, both for supply and sales to customers, are made through subcontracted fleets, we will not consider adding the CO2 footprint of these deliveries at this stage. However, we will ensure that future contracts prioritize deliveries using electric or hybrid vehicles

In 2024, we will conduct an energy audit for the Marcel Iancu 3-5 building to optimize the energy consumption used for heating and cooling the building.

Additionally, we plan to replace our current fleet with hybrid cars as vehicles are scrapped/reach replacement age.

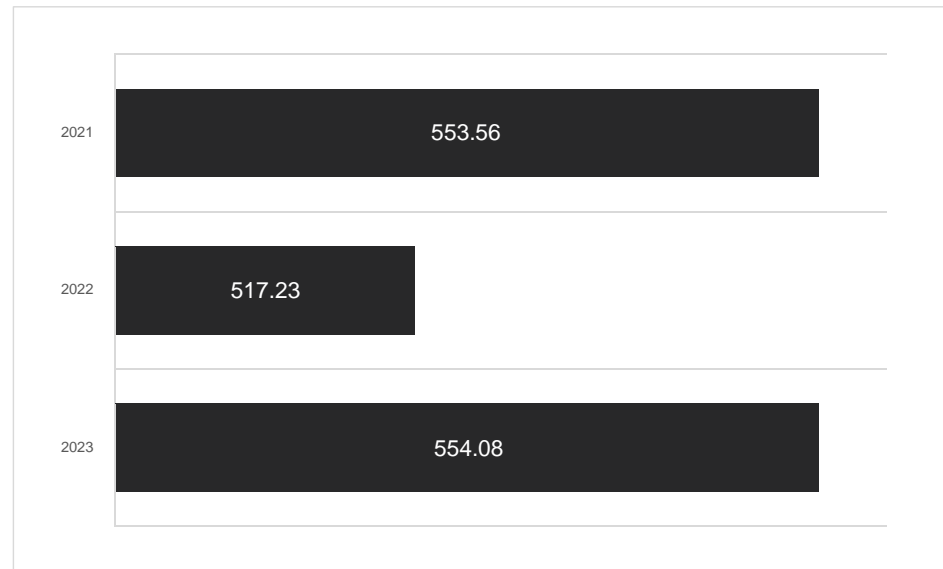
	2021	2022	2023	
Electricity consumption - Marcel Iancu 3-5	302,806.00	293,182.13	341,298.64	kWh
Photovoltaic panels - Marcel Iancu 3-5	-	-	63,666.32	kWh
CARBON FOOTPRINT - MARCEL IANCU 3-5	65.18	65.45	65.16	t CO2/YR
Electricity consumption - CTPark Bucharest West I Warehouse	553,632.30	398,940.13	476,282.83	kWh
Photovoltaic panels - CTPark Bucharest West I warehouse	-	-	126,460.70	kWh
CARBON FOOTPRINT - CTPARK BUCHAREST WEST I WAREHOUSE	118.13	89.06	47.66	t CO2/YR
Electricity consumption - CTP ETA Logistics Warehouse	136,569.70	98,554.21	141,756.12	kWh
Photovoltaic panels - CTP ETA Logistics Warehouse	-	-	37,888.48	kWh
CARBON FOOTPRINT - CTP ETA LOGISTICS WAREHOUSE	29.14	22.00	14.08	t CO2/YR
Gas consumption - CTPark Bucharest West I Warehouse	36,667.00	27,751.40	38,033.00	m3
Carbon Footprint - CTPark Bucharest West I Warehouse	74.18	55.53	76.94	t CO2/YR
CARBON FOOTPRINT - CTPARK BUCHAREST WEST I WAREHOUSE	192.31	144.59	124.60	t CO2/YR
Gas consumption - CTP ETA Logistics Warehouse	12,286.00	14,205.02	12,286.00	m3
Carbon footprint - CTP ETA Logistics Warehouse	24.85	28.74	11.69	t CO2/YR
CARBON FOOTPRINT - CTP ETA LOGISTICS WAREHOUSE	53.99	50.74	25.77	t CO2/YR
Fuel consumption - petrol	47,576.37	56,475.48	47,215.68	litres
Fuel consumption - diesel	51,575.20	46,784.42	88,989.97	litres
CARBON FOOTPRINT - FUEL CONSUMPTION	242.08	256.45	338.55	t CO2/YR



Reducing greenhouse gas emissions

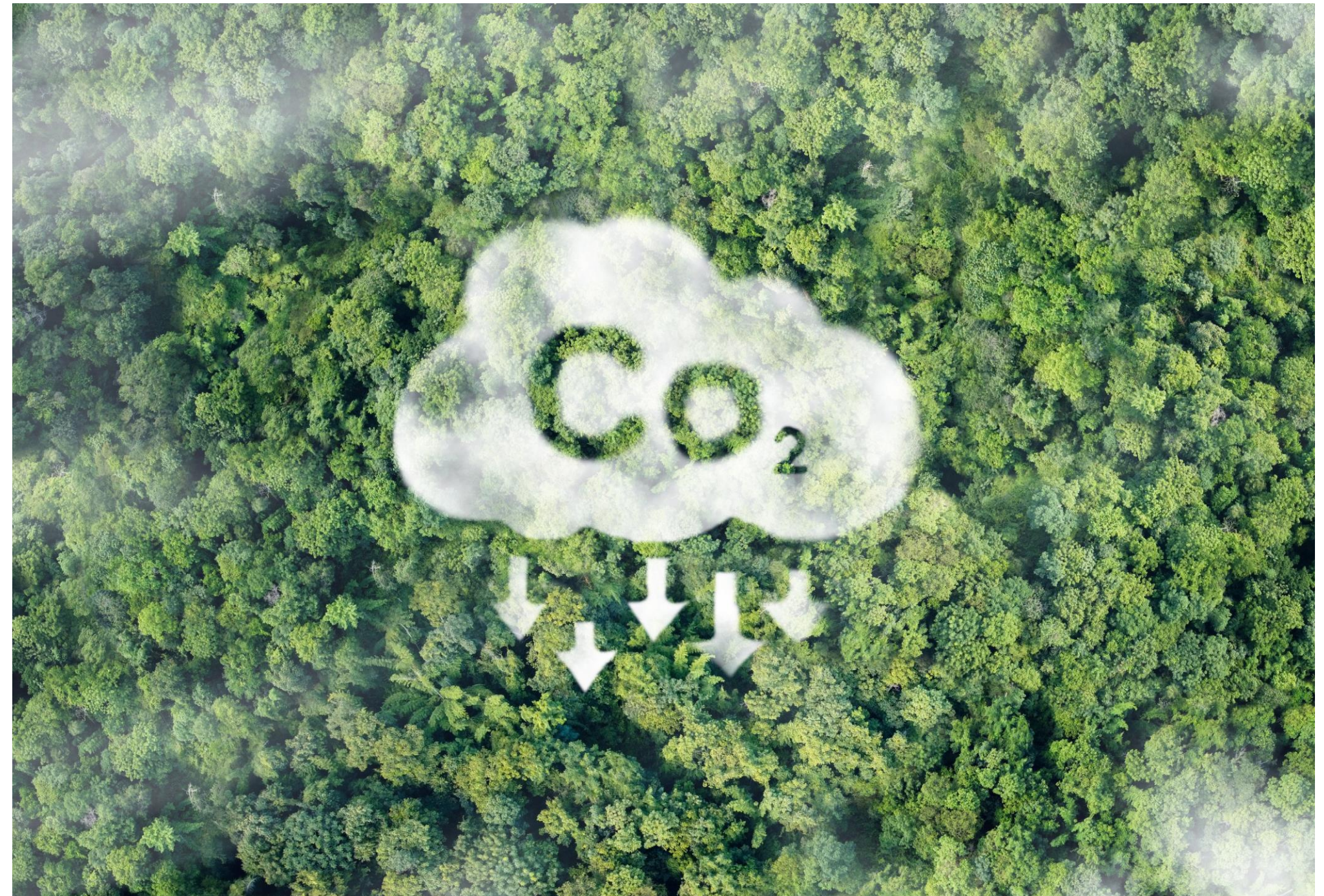
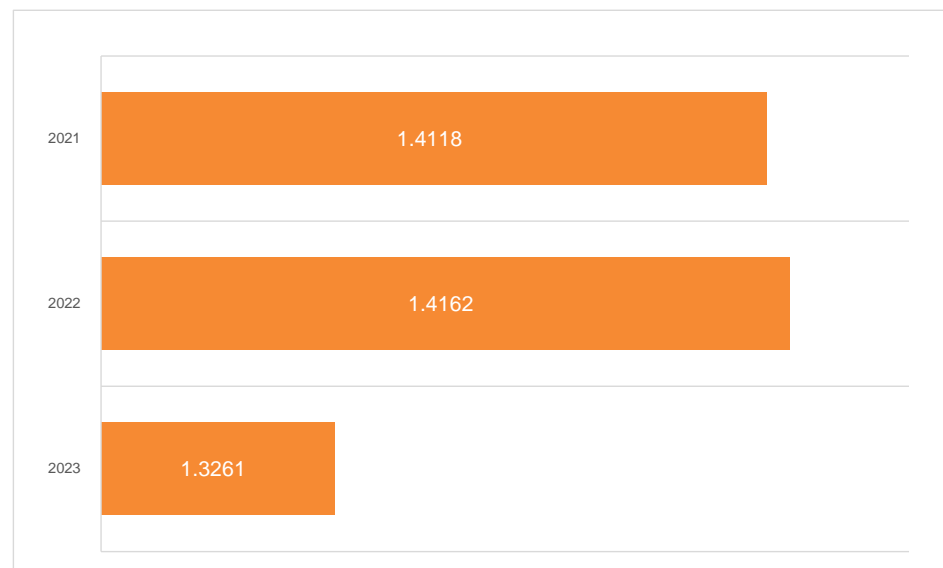
LOCATION BASED TOTAL EMISSIONS

t CO2E



LOCATION BASED INTENSITY

kg CO2e/1000 eur sold

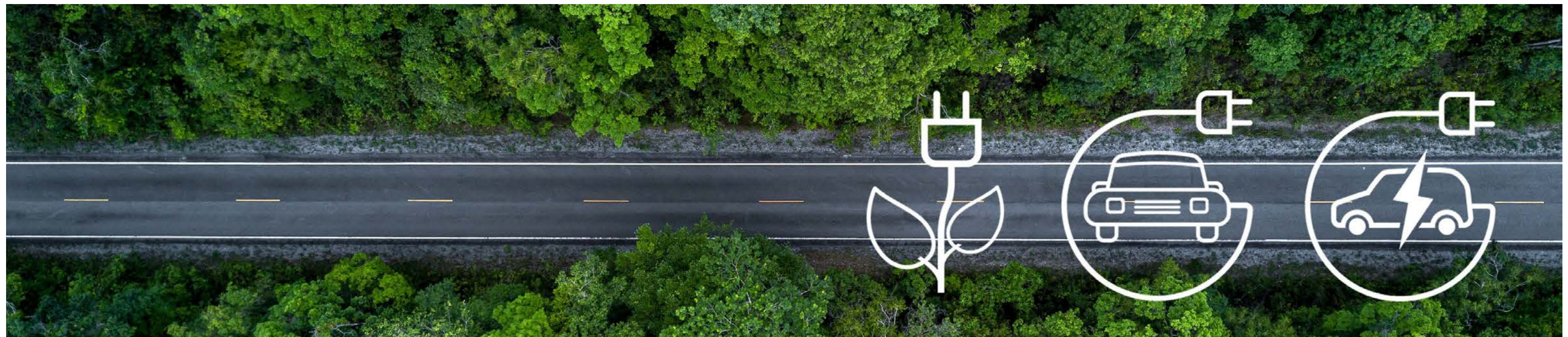
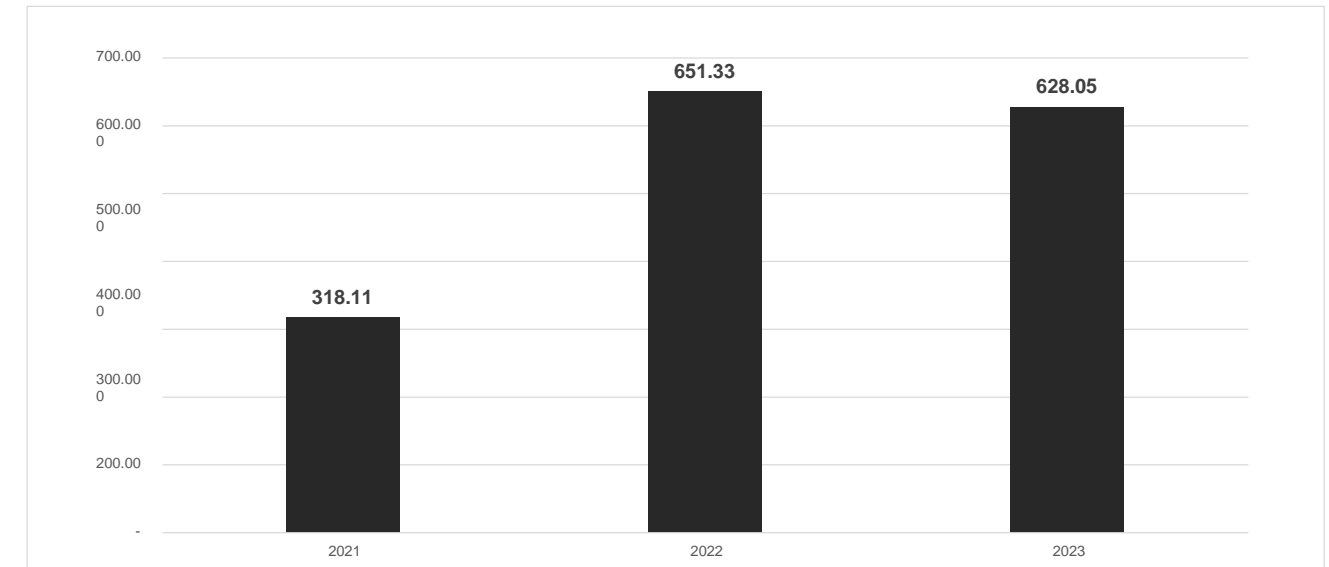


Reducing greenhouse gas emissions

	2021	2022	2023
Number of electric cars in own fleet	0	1	1
Number of hybrid cars in own fleet	5	9	21
Percentage of electric or hybrid vehicles in total number of vehicles	5%	10%	23%
Euro 4 vehicles	2%	2%	0%
Euro 5 vehicles	31%	13%	11%
Euro 6 vehicles	57%	61%	70%

VALUE OF INVESTMENTS IN VEHICLE FLEET

euro



Separate collection and recycling of waste



IN ORDER TO EFFECTIVELY MANAGE AND REDUCE WASTE, WE HAVE IMPLEMENTED THE FOLLOWING MEASURES:

- correct disposal of waste generated: each category of waste is deposited in the receptacle marked and designated for that type of waste, in order to increase the recycling rate.
- reducing the quantity of waste at source through efficient stock management and effective purchasing of only indispensable items in minimum necessary quantities.
- repairing products before declaring them as waste and reintroducing them into circulation at a lower price as resealed items.
- keeping electronic parts recovered from unrepairable products and using them to repair other products.
- reusing wooden pallets.
- reusing boxes for sending products to customers/suppliers for returns.
- reusing cardboard waste as protection in product transportation (a circular cardboard shredder was purchased for this purpose).
- optimizing the use of wrapping foil through the use of a wrapping machine.
- reducing the number of used cartridges by printing documents only when necessary and refilling them as often as possible instead of buying new ones.
- limiting paper consumption in office work by printing double-sided, reducing line spacing, carefully choosing fonts, reducing page margins, reading newly published documents online, and using electronic subscriptions with limited purchase of printed materials.

Separate collection and recycling of waste

The staff in the departments listed below are responsible for the separate collection and sending of materials for recycling: Administrative Headquarters (for the Headquarters) and Administrative Warehouse or RMA (for the Warehouses).



IN ACCORDANCE WITH ENVIRONMENTAL LEGISLATION, PARTICULARLY THE PROVISIONS OF LAW 249/2015, WE CONTINUE TO ASSUME RESPONSIBILITY FOR RECOVERING

AT LEAST 60%

OF THE PACKAGING WE PLACE ON THE MARKET.

In 2023, with the help of extended producer responsibility organizations (due to the nature of our activity, the company does not have direct access to the final consumer to carry out targeted collection and recycling campaigns), we have managed to meet the targets required by law. The main materials that constitute our product packaging are plastic, paper/cardboard, and wood.

The EPR organizations we partnered with in 2023 are:

Environ Association, SNRB, Recolamp, Fepra EPR, and Marathon EPR.



The following processes are used to collect and monitor waste data:

- we monitor the quantities of waste generated, by code, through monthly records;
- we determine the capacity of containers for each waste category to avoid overloading;
- we supplement the number of allocated containers and temporary storage spaces as needed;
- we monitor contracts with collectors, comply with the pick-up frequency, and ensure proper collection methods to maintain the integrity and good condition of the provided containers;
- we complete the loading and unloading form according to GD 1061/2008 when waste is handed over.

In the past three years, the company has not received any sanctions regarding environmental issues from the competent authorities.

Separate collection and recycling of waste

TO ACHIEVE REAL RESULTS IN TERMS OF WASTE REDUCTION, WE MOBILIZE ALL INVOLVED PARTIES BY:



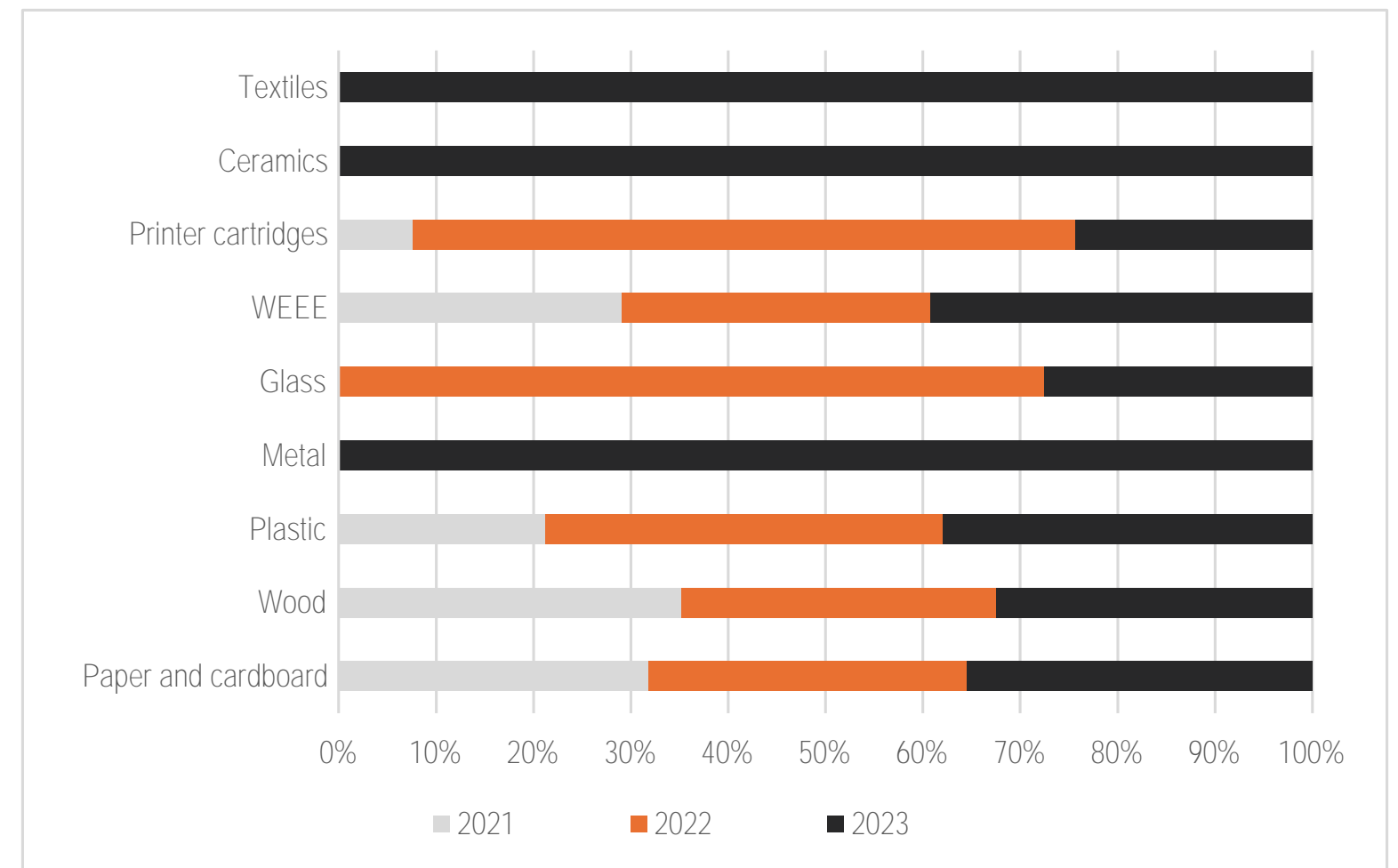
ORGANIZING TRAINING SESSIONS



DEVELOPING AND IMPLEMENTING INTERNAL PROCEDURES FOR SEPARATE WASTE COLLECTION, INFORMING SUPPLIERS AND CUSTOMERS

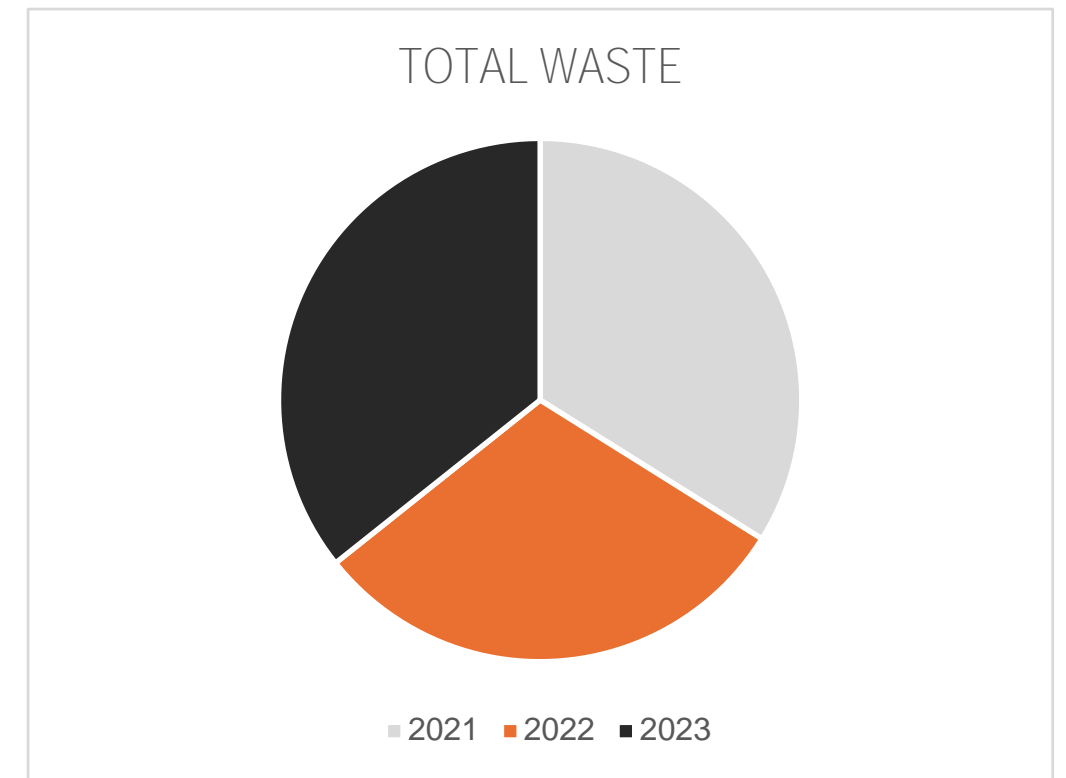
WASTE SENT FOR RECYCLING AND HOUSEHOLD WASTE (tonnes)

	2021	2022	2023	METHOD OF DISPOSAL/RECYCLING
Paper and cardboard	26,946	27,607	30,034	R12
Wood	129,762	119,236	119,926	R3 / R12
Plastic	1,789	3,441	3,198	R12
Metal	-	-	0,054	R12
Glass	-	0,350	0,133	R12
WEEE	59,400	65,062	80,261	R12 / R13
Printer cartridges	0,016	0,143	0,051	R12
Ceramics	-	-	0,154	R12
Textiles	-	-	0,035	R12
RECYCLED WASTE	217.90	215.80	233.80	



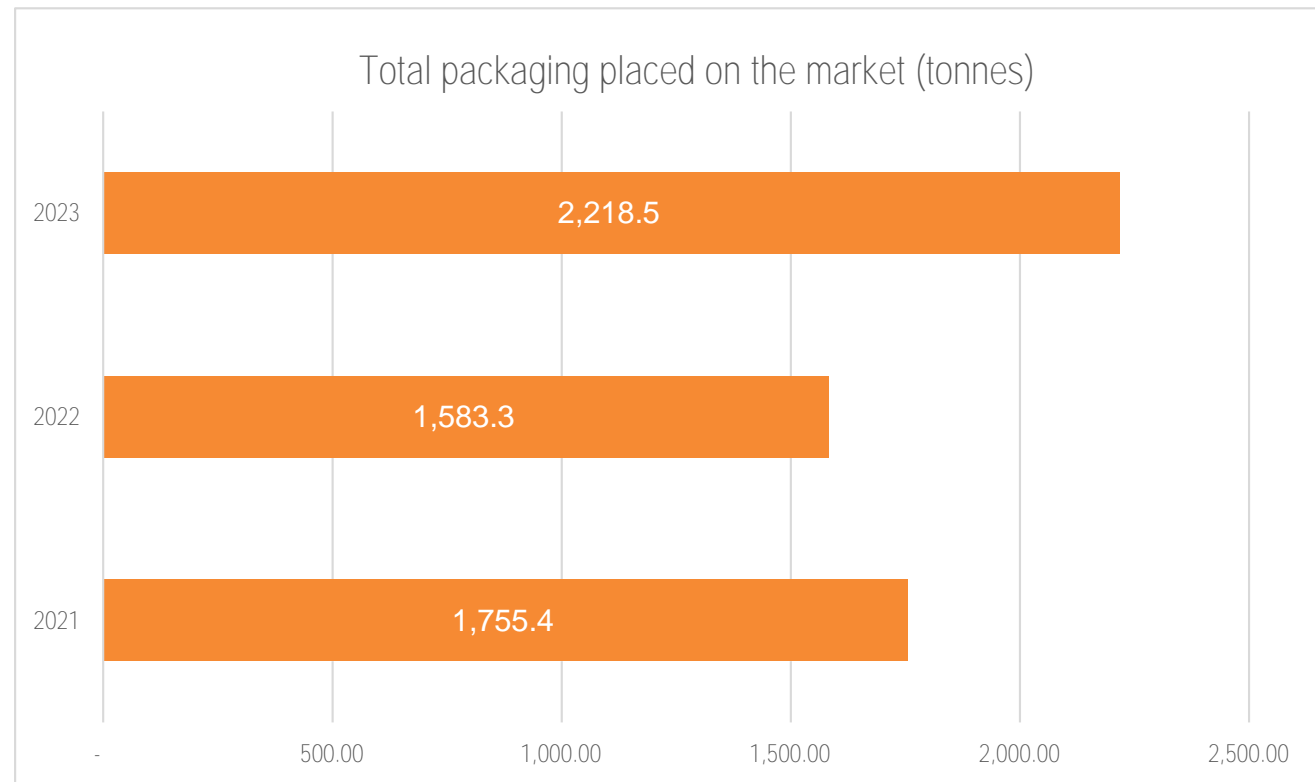
Separate collection and recycling of waste

WASTE SENT FOR RECYCLING AND HOUSEHOLD WASTE	2021	2022	2023	METHOD OF DISPOSAL/RECYCLING
Waste containing hazardous substances	27.747	8,368	32.125	
Waste containing hazardous substances/ Lead-acid batteries		0.385	0.174	R12 / R13
Waste containing hazardous substances/fluorescent tubes		0.005		R12
Filter materials, protective clothing / masks / free of hazardous content	0.008			
INCINERATED WASTE	27.80	8.80	32.30	
Household waste (unsorted)	19,485	13.085	13.105	
Construction waste				R12 / D5
 TOTAL HOUSEHOLD WASTE	19.50	13.10	13.10	
TOTAL WASTE	265.10	237.70	279.20	



Separate collection and recycling of waste

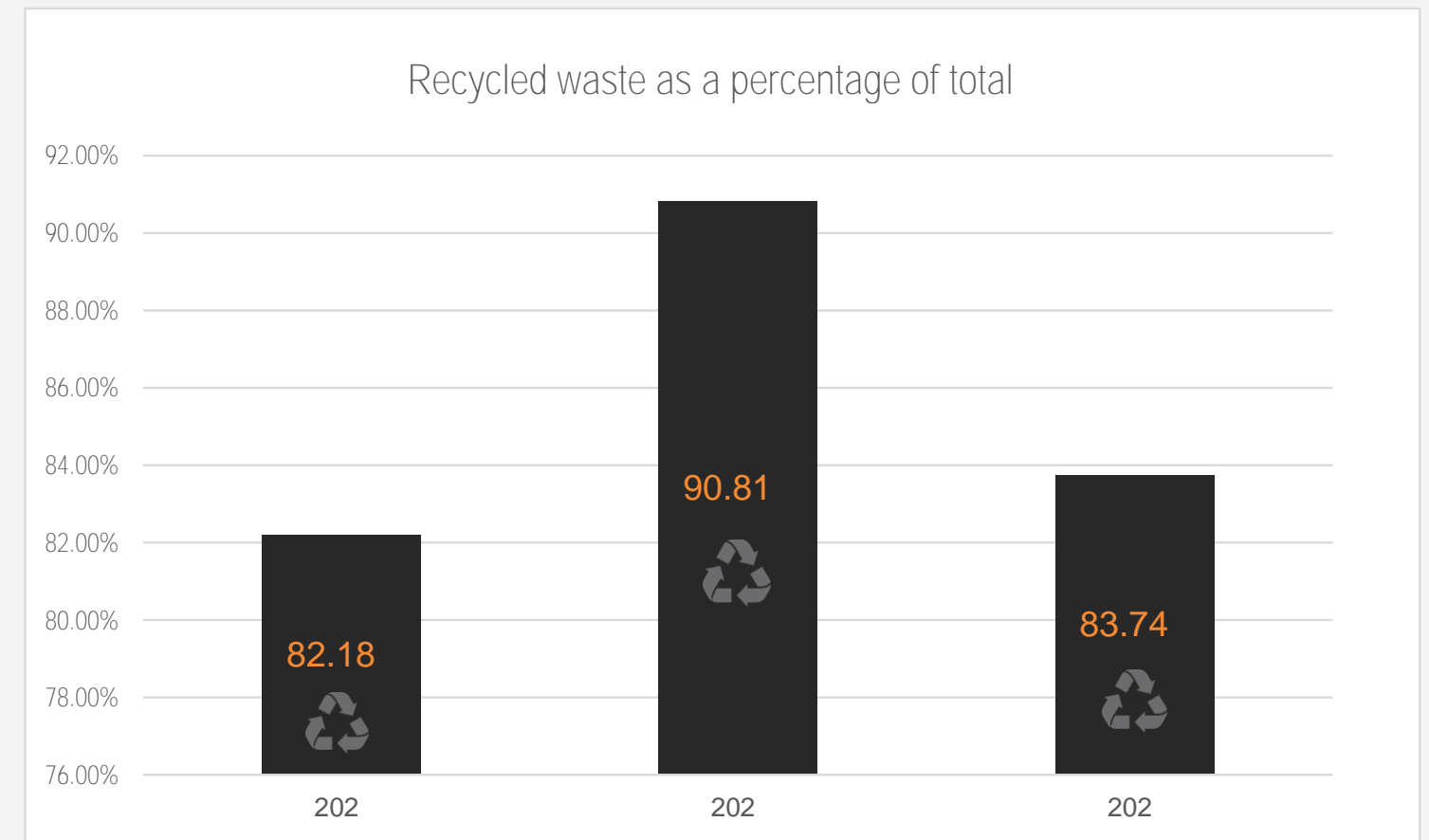
PACKAGING PLACED ON THE MARKET AND ITS RECOVERY (tonnes)



	2021	2022	2023
Waste containing hazardous substances	1,755.48	1,583.31	2,218.51
Waste containing hazardous substances/Lead-acid batteries	1,755.48	1,583.31	2,218.51
Waste containing hazardous substances/fluorescent tubes	-	-	-



RECYCLING RATE



Quality and environmental standards

In 2020 we obtained the following certifications: ISO 9001:2015, ISO 14001:2015, ISO/IEC 20000-1:2018 and ISO/IEC 27001:2017, covering the following scope: design, production and IT services.

Since 2021, the ELOT ISO 37001:2017 (ISO 37001:2016) certification has been added for the following scope: design, production, and IT services.

The Environmental Management System, certified according to ISO 14001:2015, is valid until 10.09.2026.

ISO 14001 is an international standard that specifies the requirements for implementing an environmental management system. It provides a framework for organizations to balance environmental responsibilities with socio-economic needs.



Water consumption

Given the scope of NOD's activities and the small number of locations where we operate (head office and two warehouses), water consumption is not significant. We have not monitored it but intend to do so in the coming period.

The values of the quality indicators obtained from the tests were within the parameters allowed by law.



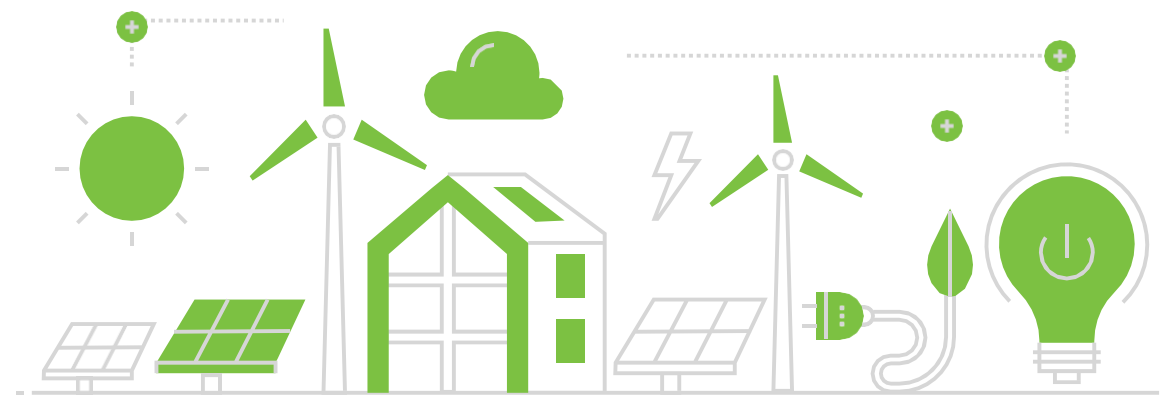
Sustainable products



IN 2022, WE CREATED A SPECIALIZED DIVISION FOR EQUIPMENT DISTRIBUTION - GREEN ENERGY.

This division provides a comprehensive solution through which partners can deliver to end customers equipment such as:





- Smart metering, balancing, and reporting accessories
- Photovoltaic panels with high-performance inverters
- Voltage optimisers
- Heat pumps
- Mini wind turbines
- Efficient and intelligent lighting systems
- Power stations
- Batteries



We don't just supply equipment; we also provide support for implementation and maintenance throughout the lifetime of the delivered equipment.

Sustainable products

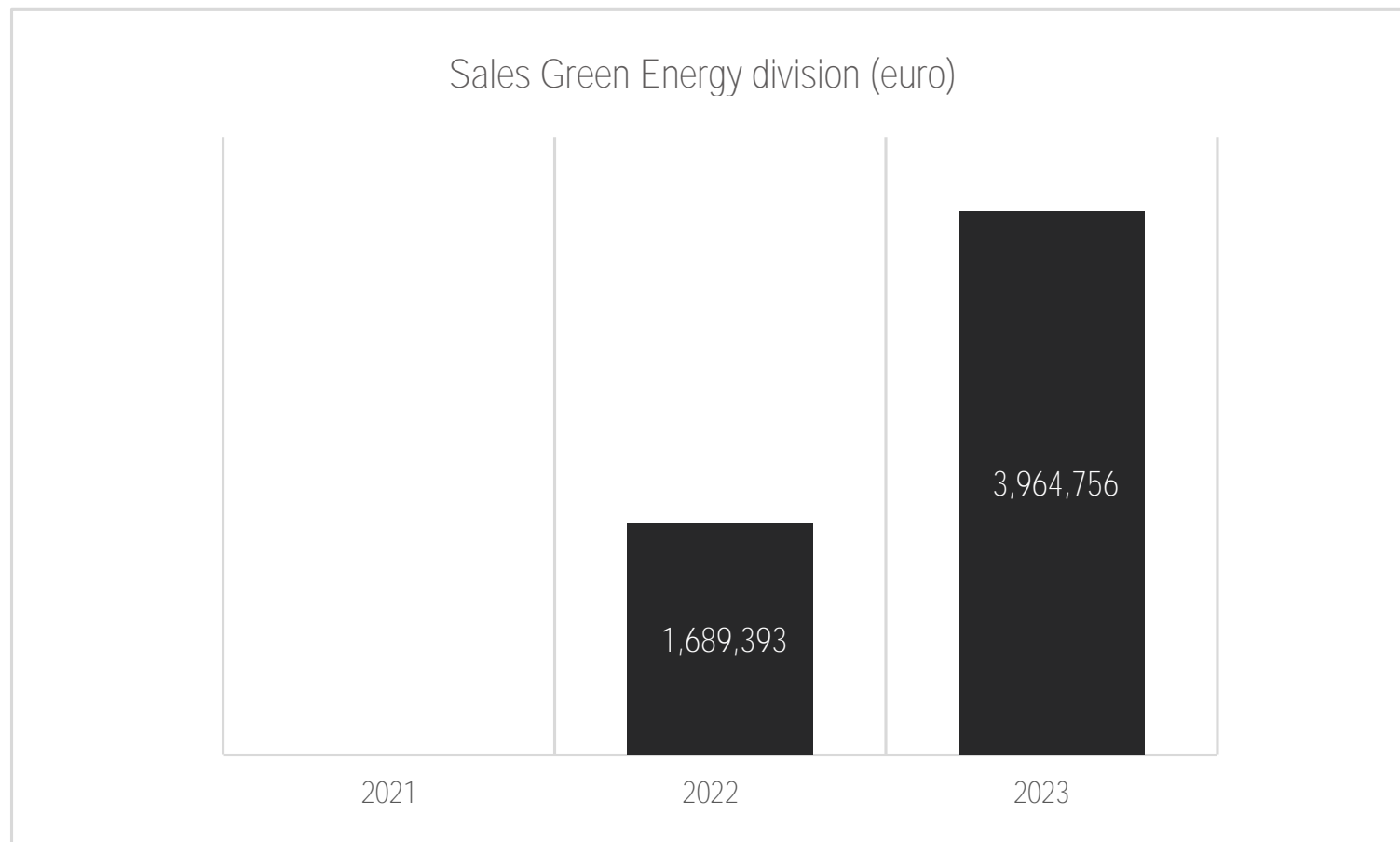
WE ALSO ASSIST OUR PARTNERS IN BECOMING ACTIVE PLAYERS IN THIS MARKET WITHIN A VERY SHORT TIME BY OFFERING:

 <p>WORKSHOPS where we explain how to approach B2M/B2C/B2B customers to understand the potential that can be generated</p>	 <p>EMPLOYEE QUALIFICATION COURSES to provide a double specialization with COR code: solar photovoltaic installer;</p>	 <p>CONSULTANCY in becoming an ANRE-authorized company for Low/Medium Voltage</p>	 <p>LOCAL PARTNERSHIPS with other companies that can assist our partners with installations, in case their volume or know-how is insufficient</p>
--	---	---	---



5,654,149 EURO

Total sales Green Energy division 2021 - 2023



Sustainable products

HORIZON

PRIVATE LABEL - HORIZON

ALL HORIZON PRODUCTS ARE MADE IN FACTORIES THAT MEET ISO 9001 / ISO 14001 / ISO 27001 / ISO 50001 STANDARDS.

As of 2023, all HORIZON product packaging meets FSC (Forest Stewardship Council) standards, which aim to promote sustainable forest management. The FSC standards are used to certify that wood and paper products come from responsibly managed forests that respect environmental, social, and economic principles.

FSC certification assures consumers that their products use materials sourced from forests managed in a way that protects biodiversity, respects the rights of local communities, and ensures the economic viability of forests for future generations.

These standards are globally recognised and are considered an important indicator of sustainability in the timber industry. There are currently three FSC labels used in global production: FSC 100%, FSC Mix and FSC Recycled, and HORIZON fulfils 2 of them (MIX and RECYCLED).

FSC-certified products are labelled with a distinctive logo, assuring consumers that they come from responsibly managed forests.

We have had no compliance incidents.



All electronic products marketed by NOD (TV, Audio, Monitors & Interactive TV) meet RoHS (Restriction of Hazardous Substances) requirements, as well as CE (RED, EMC, and LVD) standards for safety in use.

All HORIZON TVs and Interactive Whiteboards come with a standard warranty of 36 months or 60 months, compared to the 24-month standard warranty in this market segment.

Additionally:

- we offer extended warranty up to 5 years on TVs;
- we even repair and order spare parts for EOL (End-of-Life) products

Our goal for 2024 is to develop more energy efficient products.

Sustainable products

HEINNER
better times

PRIVATE LABEL - HEINNER

ALL HORIZON PRODUCTS ARE MADE IN FACTORIES THAT MEET ISO 9001 / ISO 14001 / ISO 27001/ISO 50001 STANDARDS.

All split air conditioners have inverter motors.

10-15% of all washing machines, tumble dryers, and refrigerators on the market are equipped with inverter motors.

Inverter motors extend the product lifetime and reduce electricity consumption.

All Heinner, Fram, and Vanora household appliances meet RoHS (Restriction of Hazardous Substances) and CE (EMC and LVD) standards for safety in use.

The entire range of Heinner, Fram, and Vanora refrigerators contains R600a gas, which is an environmentally friendly refrigerant with a GWP of 3.

The entire range of Heinner heat pump dryers uses R290, an environmentally friendly and ozone-safe refrigerant with a GWP of 3.

Some air conditioners and dehumidifiers also use R290 refrigerant.

GWP = Global Warming Potential

We have had no compliance incidents.



All Heinner and Fram appliances come with a 36-month warranty, compared to the standard 24 months in the market.

Additionally:

- we offer extended warranty of up to 5 years on large appliances;
- we provide free accessories even outside the warranty period, although they are not covered by legal warranty;
- we order spare parts for EOL (End-of-Life) products.

For 2024, we aim to increase the number of products with inverter motors, as well as develop more energy-efficient products: Class D and C refrigerators, Class A and A+ hoods.

Value chain



PURCHASING AND PROCUREMENT



INTERNAL LOGISTICS (STORAGE AND INVENTORY MANAGEMENT)



EXTERNAL LOGISTICS (TRANSPORTATION TO CUSTOMERS)



MARKETING AND SALES



AFTER-SALES SERVICES

Supplier selection

We carefully select manufacturers who comply with environmental standards, such as using recyclable materials and reducing the carbon footprint in their manufacturing processes.

Products

We prioritize the purchase of environmentally friendly products, paying attention to brands and value for money.

Transportation

We choose efficient transportation methods for sourcing, such as sea or land transport optimized for lower emissions.

Warehouses

Use of renewable energy sources (e.g., solar panels) to power buildings.

Implementation of energy-efficient LED lighting systems.

Waste reduction

Managing packaging responsibly, reusing boxes and reducing plastics.

Inventory optimization technologies

Minimize surplus inventory to reduce waste and storage costs.

Logistics partners

We prioritize courier companies that have emission reduction strategies.

Consolidated delivery

We group orders to reduce individual shipments.

Product promotion

We primarily promote products that are energy efficient or have low environmental impact.

Transparency

Informing customers about product features.

Extended warranties

We encourage product repair rather than premature replacement.

Repairability

We work with manufacturers to provide affordable and readily available spare parts.

Recycling and refurbishing

We meet our annual legal targets of producer responsibility for the equipment and packaging we put on the market.

We aim to add services to collect used products for recycling or refurbishing.

Responsible purchasing

Our procurement activity and supply chain have been affected by the low availability of certain product categories we sell, particularly electronic components that have been impacted by the global IC shortage. Due to the electronic components crisis and the widening conflict in Ukraine, the availability of products and raw materials has decreased, resulting in increased purchase prices for a portion of the products we sell. Among the product ranges that have seen price increases are photovoltaic panels, where sales have been impacted by both energy price hikes and lack of availability in the current European market situation.

To reduce storage costs, for large projects, we have arranged direct deliveries from suppliers to NOD customers or, in some cases, even to their end customers.



NOD's suppliers are divided into suppliers of goods and products for commercialization, and suppliers of services and products for internal use. To ensure the most varied and comprehensive range of products, we collaborate with suppliers in Romania, the European Union, and outside the European Union. Our procurement policy generally involves working directly with the manufacturers of the products we commercialize.

We do not experience significant fluctuations in our supplier base, as we work directly with manufacturers or their local representatives in Romania.

In most cases, we work with suppliers using credit limits and agreed payment terms.

When selecting and evaluating suppliers, we consider all costs and benefits they offer. We collaborate with a protected unit type company for internal procurement, with an average monthly cost of 20,000 Lei in 2023.

During 2023, there were no reported cases of negative social or environmental impacts among our suppliers.

GOODS AND SERVICES SUPPLIERS	2021	2022	2023
Freight Suppliers	521	530	559
Service providers	878	934	1.010
Total number of suppliers	1,190	1,251	1,343
Suppliers in Romania	819	859	897
European Union suppliers	180	204	248

PERCENTAGE OF SPENDING WITH LOCAL SUPPLIERS

PROCUREMENT VALUE (EURO)	2021	2022	2023
Value of purchases from suppliers in Romania	88,054,175	86,844,108	99,387,985
Value of purchases from EU suppliers.	210,083,756	201,386,142	215,476,101
Value of purchases from other suppliers	99,010,061	79,259,070	110,333,911
Total	397,147,992	367,489,320	425,197,997

Social

NOD Team

54 Motivating employees

56 Professional development

58 NOD Academy

61 Diversity and equal opportunities

63 Health and safety



Motivating employees

REMUNERATION POLICY IN THE COMPANY

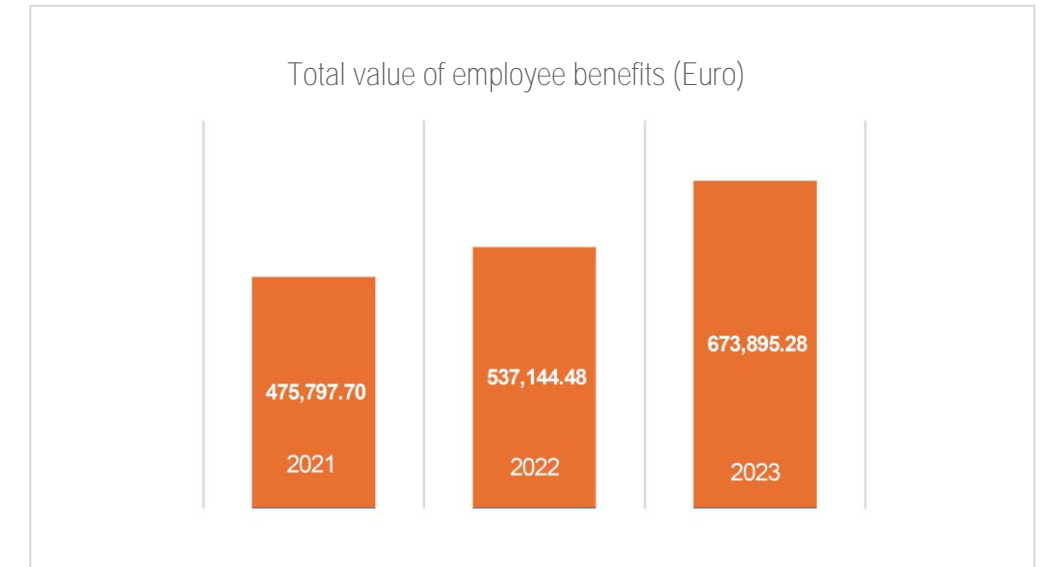
Employee remuneration is based on a fixed salary set according to the existing salary grid within each department. Monthly or quarterly bonuses may be added, depending on the indicators set for certain positions or departments.

Bonuses are granted, as required by law, for hours worked on public holidays or weekends. Currently, there are no bonuses for the achievement of the organization's sustainability goals.

The Human Resources department responds to employees' questions, objections, and complaints regarding salary calculations.

NOD does not have a collective labor agreement, but the negotiation process has been initiated. There are four employee representatives in the company.

We plan to diversify the employee benefit packages in the near future.



BENEFITS OF THE NOD TEAM



FINANCIAL BENEFITS

- Meal vouchers
- Holiday bonuses and gifts (Easter, Christmas).
- Gift vouchers & Holiday vouchers (within the limits provided by law)
- Bonuses for hours worked on public holidays or weekends
- Birth/adoption and funeral grants (for first-degree relatives)
- Subsistence allowance
- Transportation allowance for warehouse employees
- Discounts on company products



WELL-BEING AT WORK

- Flexible/hybrid working hours
- Possibility to work remotely
- Additional vacation and days off
- Reduction of working hours by 2 hours per day for breastfeeding employees (child up to one year old)

SPORT AND LEISURE

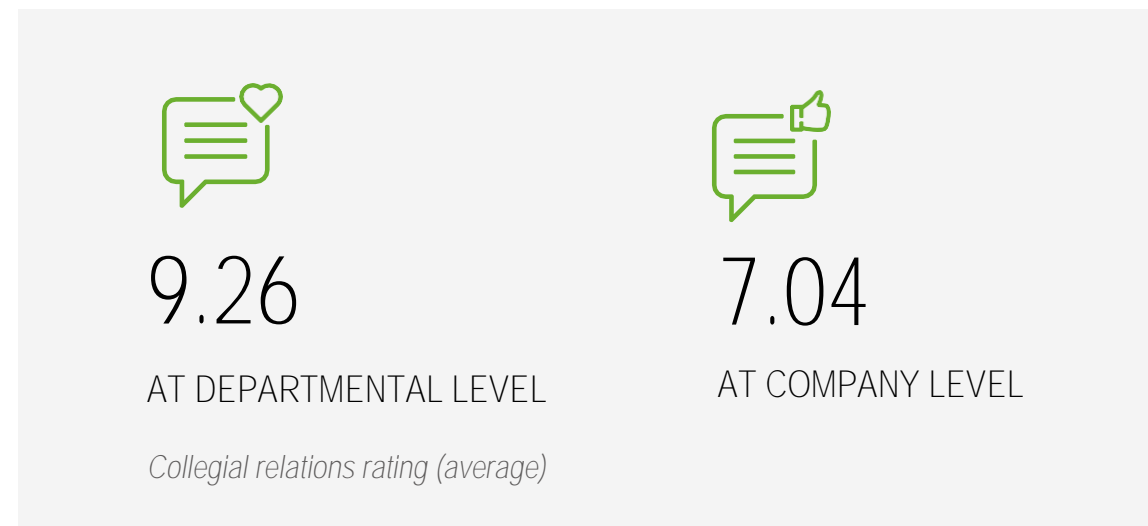
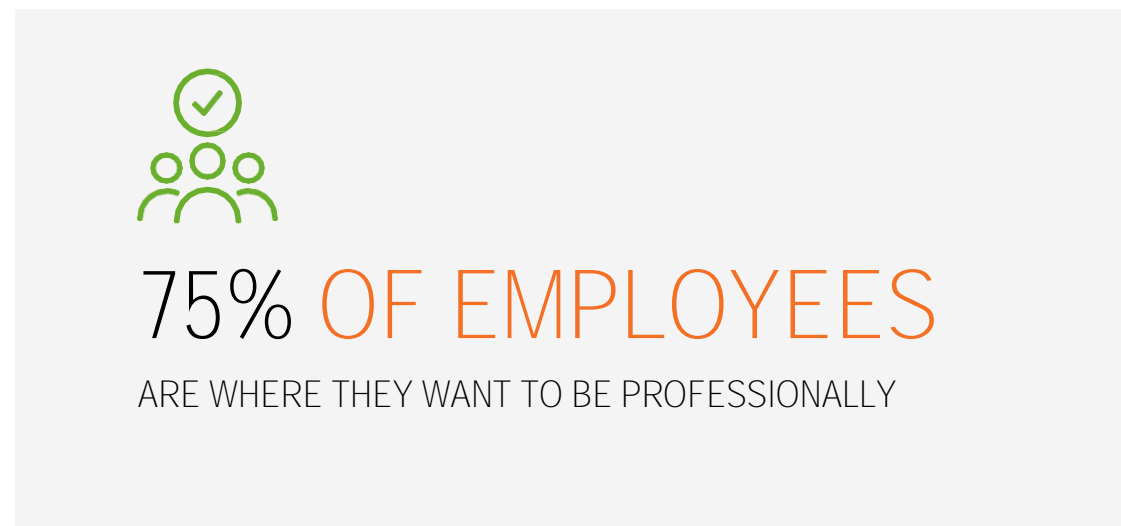
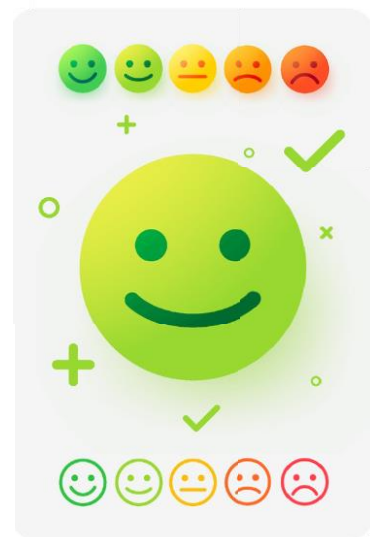
- Access to the library at headquarters
- Sports events and internal championships
- Access to quality medical services

Motivating employees

EMPLOYEE SATISFACTION SURVEY

In 2023, discussions were held with 77 Head Office employees (from the Sales and Procurement teams in the Solutions department) regarding job satisfaction and relationships with colleagues. 75% of employees who participated stated they are where they want to be professionally, with occasional mentions that there is always room for growth and learning. Employees continue to express interest in courses and qualifications that will help them professionally. They also shared their views on the company's strengths and weaknesses. In terms of relationships, the average score at departmental level is 9.26 out of 10, while at company level the average score is 7.04 out of 10. The questions addressed potential areas for improvement within the company, factors that might lead employees to leave, and reasons that would motivate them to stay.

The objective for the next period is to extend these discussions to the entire workforce.



DIGITALISATION OF HR PROCESSES

In NOD, we have a web portal used by employees, through which they can access the company's internal procedures, view the organization chart, register requests for leave and days off, view the status of leave days (both for themselves and their subordinates), and submit travel requests. The portal is intuitive to use and allows for new functionalities to be added over time, simplifying the administrative experience for employees.

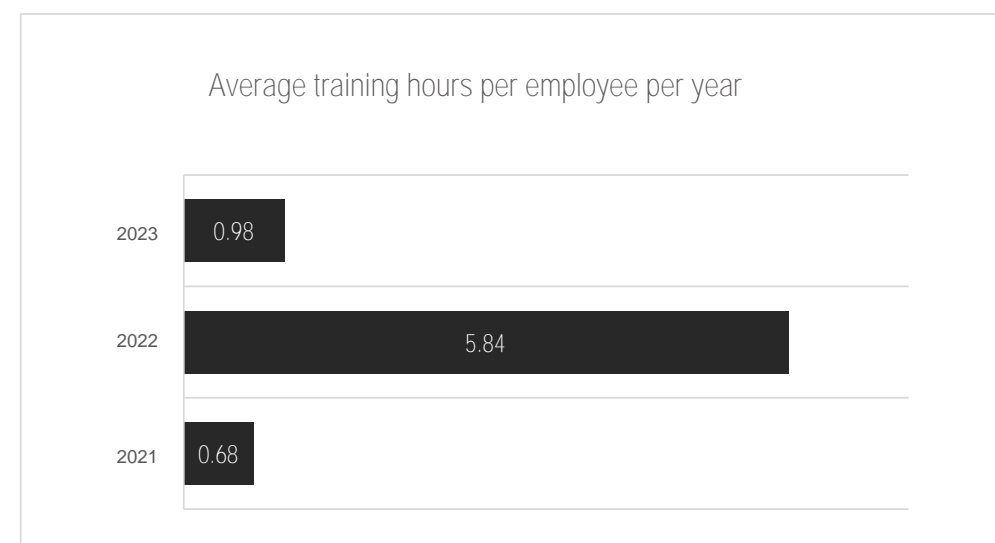
Personal development

In 2023 (continuing from 2022), we organized training sessions covering a wide range of topics such as Time Management, Increasing Productivity through Planning and Organization, Personal Branding, Decision Making, Sales, and Negotiation. Each department manager was provided with a diverse catalogue of potential training courses for their subordinates. Based on specific needs, planning meetings with training providers followed. The invitation was extended to all staff, but those most involved in 2023 were colleagues from the Commercial and Finance departments. The feedback received was positive, with colleagues readily identifying many areas that added value for them, including time planning, public speaking, and negotiation skills.

We hope that in 2024 our colleagues will benefit from acquiring new skills (both personal and professional) that will help them in their daily activities. At the same time, we aim to promote in-house training sessions (as we experienced a decrease in interest in 2023 compared to 2022) and to develop new areas that may not have been extensively explored in the past.

TRAINING HOURS*

Year	Number of Employees	Total Training Hours
2021	7	210 h/yr
	1	71 h/yr
2022	52	1,855 h/yr
	62	638 h/yr
2023	1	402 h/yr
	1	6 h/yr



$$\text{Average hours per employee} = \frac{\text{Total number of hours provided to employees}}{\text{Total number of employees}}$$

*Not including hours allocated by NOD employees to courses organized through the NOD Academy.



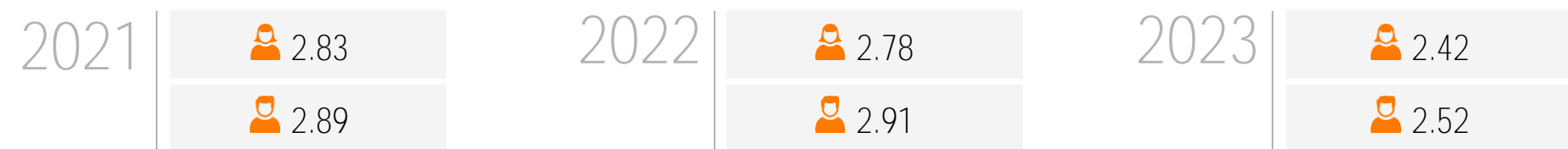
Personal development

REMUNERATION PAY RATIO

	2021	2022	2023
Growth of the highest paid	0.00%	0.00%	0.00%
Average percentage increase for remaining employees	6.84%	12.52%	15.20%

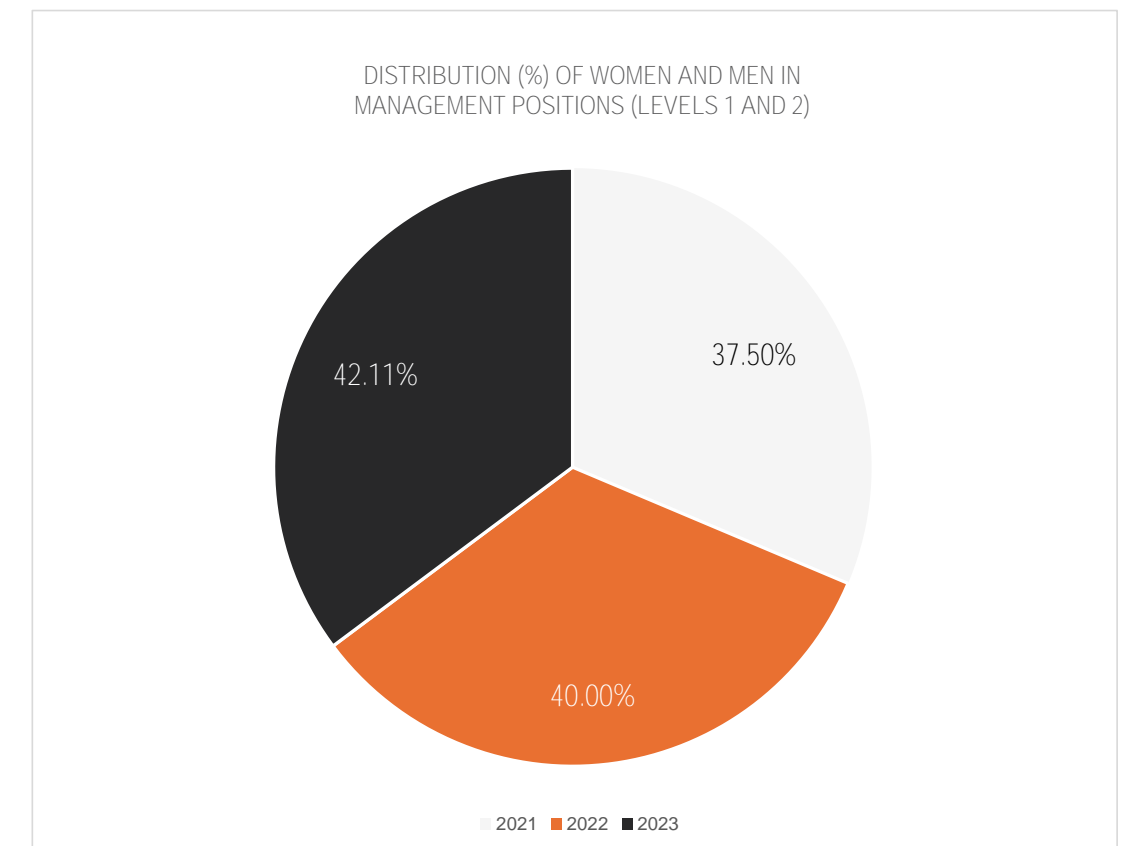
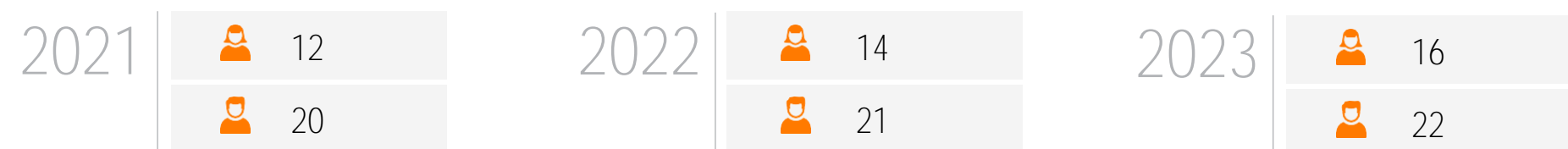
For reasons of confidentiality and current data availability, it is not currently possible to report the ratio of the highest-paid person's remuneration to that of other NOD employees.

RATIO BETWEEN THE AVERAGE WAGE IN THE COMPANY AND THE MINIMUM NATIONAL WAGE



Gross minimum wage considered: 2,300 Lei (in 2021), 2,550 Lei (in 2022) and 3,300 Lei (in 2023)




DISTRIBUTION (%) OF WOMEN AND MEN IN MANAGEMENT POSITIONS (LEVELS 1 AND 2)





NOD Academy is a concept that brings together the efforts and resources of NOD and its business partners to modernize the economic, public, and private environment in Romania through technology. NOD and NOD Academy's mission is to create, through the NOD partner ecosystem, the most powerful cluster of solutions, know-how, and capabilities to manage integrated digital transformation processes, thus contributing to the development of society and the local economy.

THE NOD ACADEMY ECOSYSTEM OFFERS PARTNERS ACCESS TO KEY ELEMENTS OF A SUCCESSFUL BUSINESS

 Consulting	 Implementation	 Training & Certifications
---	---	--

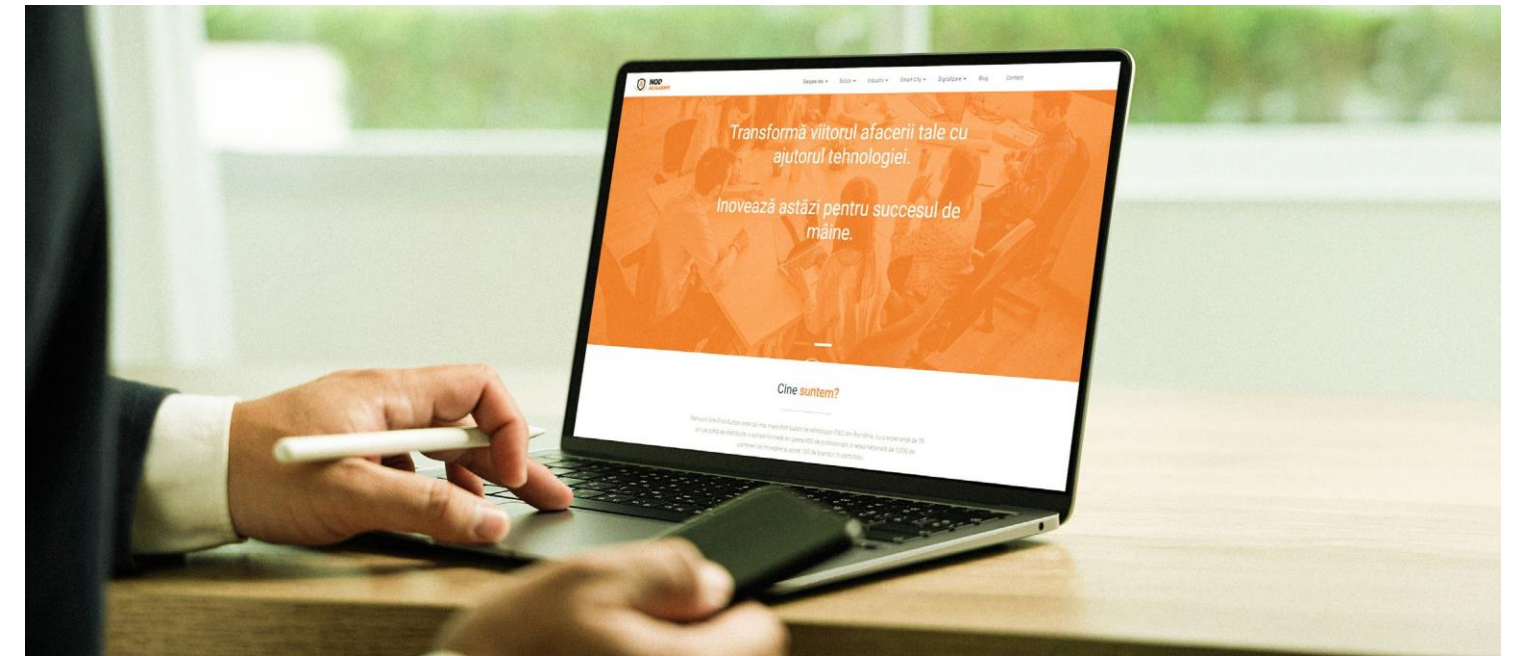
100+ NOD PARTNERS WITH ADDED VALUE THROUGHOUT ROMANIA

100+ SOLUTION BRANDS AND BUSINESS PRODUCTS IN NOD PORTFOLIO

1000+ TRAINING HOURS INVESTED IN SKILLS DEVELOPMENT

Through events run in NOD Academy, we also aim to increase the level of digitalisation for beneficiaries who meet the eligible criteria under the LMA Social Loan Principles: Access to essential services - education and training. Examples include, but are not limited to:

- events dedicated to smart transformation and digitalization of local communities;
- events dedicated to school integration and reducing early school leaving;
- central and local public administration: urban mobility, infrastructure, education, health;
- digitalization of SMEs.



NOD ACADEMY IS NOT JUST A PROGRAM FOR NOD PARTNERS

Through the NOD Academy ecosystem, we also support the upskilling of our colleagues in Commercial departments, providing them with access to certifications and the acquisition of specific knowledge made available by the suppliers of the brands distributed by the company.

NOD Academy has a dedicated website, a blog, and a podcast featuring guest experts on topics of interest to NOD partners and employees.

+5%/yr As part of the sustainability strategy, we aim to increase the number of people attending events, courses, and training sessions organized by NOD Academy by at least 5% per year.



Year	Period	Action	Cities	Action description	Audience	No. of persons
2021	January - December	Webinars & sales / technical certification sessions	Online	50+ online presentation sessions of NOD portfolio solutions, dedicated to NOD partner specialization Bitdefender certifications Microsoft certifications Other brands certifications	NOD Partners NOD Partners NOD Partners NOD Partners	1500 200 450 50
	September	Events	Adâncata, Braşov	Presentations of solutions from NOD portfolio	NOD Partners	60
	January - December	Webinars & sales / technical certification sessions	Online & in-person	40+ online and in-person presentation sessions, featuring hands-on demonstrations of NOD portfolio solutions, dedicated to NOD partner specialization Bitdefender certifications Microsoft certifications HPE certifications Asus certifications TP-Link certifications Other brands certifications	NOD Partners NOD Partners NOD Partners NOD Partners NOD Partners NOD Partners	1100 110 75 70 60 35 60
	March	Hikvision Caravans	Craiova, Pitesti	Presentation and hands-on demonstrations of Hikvision physical security solutions during the Hikvision national roadshow	End customers	90
2022	March - May	Events dedicated to end customers of NOD business partners	Vaslui, Piteşti	Interactive events dedicated to smart local community transformation and digitalisation. Top entrepreneurs, representatives of central and local public administration, as well as representatives of county school institutions discovered how ideas can be turned into successful projects through European grant programs. They also learned how state-of-the-art IT solutions, implemented by experienced partners, can bring smart digitalization to an entire community.	End customers	120
	May	SME Digitalisation Events	Timișoara, Cluj Napoca, Constanța, Craiova, Iași, Braşov	With the support of Goodwill Consulting, NOD partners learned all the necessary information to access funding programs through non-reimbursable European funds, with the aim of developing their businesses and the communities they are part of.	NOD Partners	210
	May	Smart City Caravan Bucharest - Ilfov	Bucharest	The event was organized by the Romanian Association for Smart Cities in partnership with the Bucharest-Ilfov Regional Development Agency, Ilfov County Council, and Politehnica University of Bucharest. It successfully integrated experts, decision-makers, technology providers, and investors with civil society, aiming to understand the development needs, opportunities, and future investments of the Bucharest-Ilfov region. The event connected the public and private sectors on the main segments related to digitalisation, urban mobility, infrastructure, education, health, and smart community challenges.	End customers	230
	October - November	EDU NOD & EDU APPS events	Bucharest, Cluj Napoca, Braşov, Iași, Galați, Timișoara, Craiova	Series of events dedicated to the modernization opportunities funded by the National Programme for the Reduction of Early School Leaving. Events were organized in collaboration with Microsoft, Asus, HP, Samsung, and Edu Apps, where official representatives of Romanian schools explored the technologies available to streamline and digitalize the educational process.	Schools, county inspectorates, end customers	780
	November - December	SME Digitalization Conferences	Cluj Napoca, Bucharest, Constanța, Braşov, Iași	A series of conferences organized in collaboration with Goodwill Consulting and Raiffeisen Bank to explain the main provisions of the PNRR - Digitalization of SMEs program, present the eligible solutions for digitalization, and discuss the credit options available.	SMEs, End customers	550







Year	Period	Action	Cities	Action description	Audience	No. of persons
2023	January - October	Webinars & technical certification sessions	Online & in-person	60+ online and in-person presentation sessions, featuring hands-on demonstrations of NOD portfolio solutions, dedicated to NOD partner specialization	NOD Partners	1670
	January - February	SmartLab Workshops	Bucharest	Interactive presentation sessions in SmartLab laboratories dedicated to NOD partners to promote and implement SmartLab projects in educational institutions eligible for project funding.	NOD Partners	30
	February - April	SME Digitalization Conferences	Toplița, Deva, Arad	Series of conferences organized in collaboration with Goodwill Consulting to present and explain the main funding programs for the private sector in 2023.	SMEs, End customers	180
	March	Bucharest Education Summit	Bucharest	With the support of Goodwill Consulting, NOD partners learned all the necessary information to access funding programs through non-reimbursable European funds, with the aim of developing their businesses and the communities they are part of.	Schools, County inspectorates, End customers	145
	March - May	CONAF conferences - Digital UP project	Cluj Napoca, Timișoara	Digital UP - The largest national project dedicated to digitalization as the key solution for sustainable business growth and accelerating the competitiveness of SMEs, initiated by CONAF. Events focused on interaction and exchange of experience and knowledge among entrepreneurs, representatives of government and local authorities, specialists, and international experts in the field of digital transformation.	End customers	140
	March - September	NOD EDU Club events	Online & in-person	10+ online and in-person events, organized and supported in collaboration with Microsoft and Samsung, dedicated to the resources, tools, and programs available to contribute to the successful digitalization of the Romanian educational environment.	NOD Partners	450
	May - June	IT solutions presentation workshops	Craiova, Timișoara, Oradea, Constanța, Iași, Galați, Miercurea Ciuc, Sibiu	Interactive presentation sessions in non-conventional venues. Events dedicated to quality networking, NOD portfolio updates, and IT industry trends.	NOD Partners	190

Diversity and equal opportunities

Our employees benefit from equal opportunities for career development, regardless of gender, age, nationality, ethnicity, sexual orientation, religion, political affiliation, or social status. Employees' performance and competencies in the workplace are the main evaluation criteria against which promotion, recruitment, remuneration, and training are offered.

During the year, there were no incidents of harassment or reports from employees based on discriminatory behaviour, and no sanctions were recorded by the competent authorities. We currently do not have any employees with disabilities within the company.

MATERNITY/PATERNITY LEAVE	2021		2022		2023	
						
Number of employees taking maternity/paternity leave	4	1	10	2	11	2
Number of employees returning from maternity/paternity leave	6	1	12	1	4	1
Total number of employees expected to return after maternity/paternity leave	9	1	13	1	5	1
Total number of employees who remained in the company 12 months after returning from maternity/paternity leave	6	1	12	1	3	1
Return to work rate	67%	100%	92%	100%	80%	100%
Employee retention rate after maternity/paternity leave	100%	100%	100%	100%	75%	100%

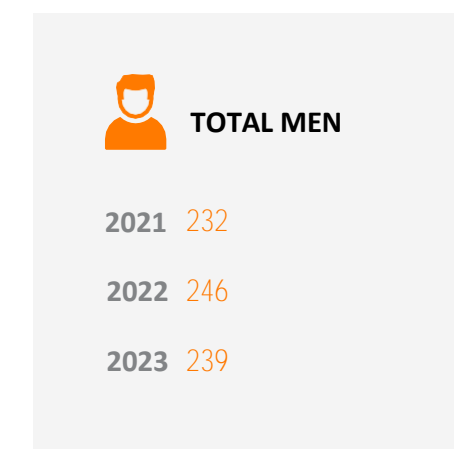
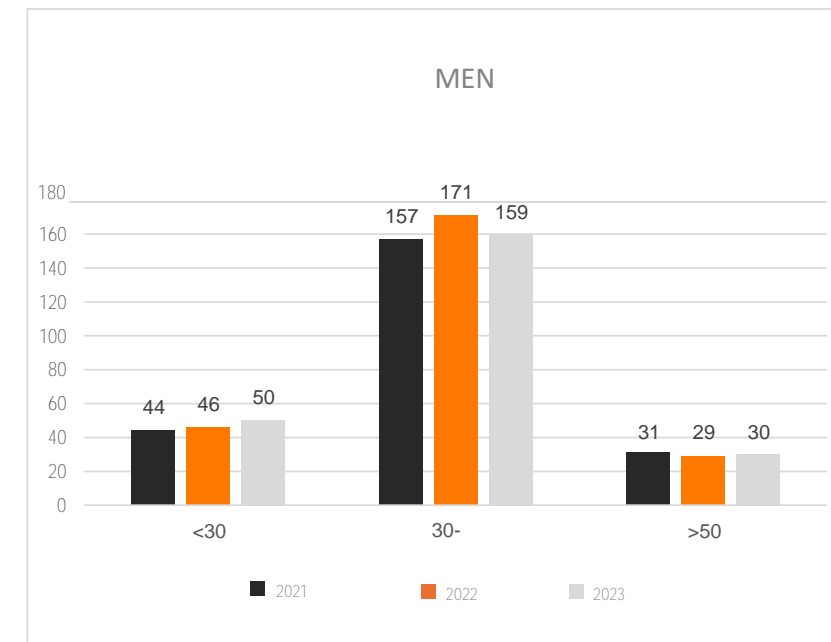
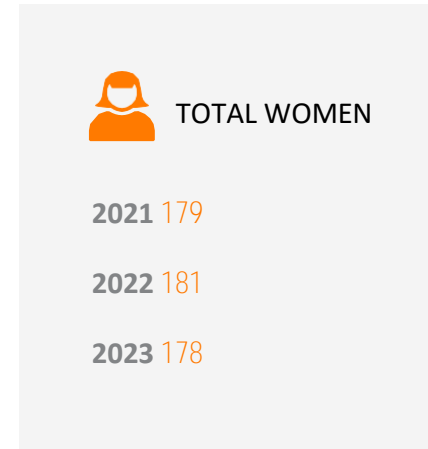
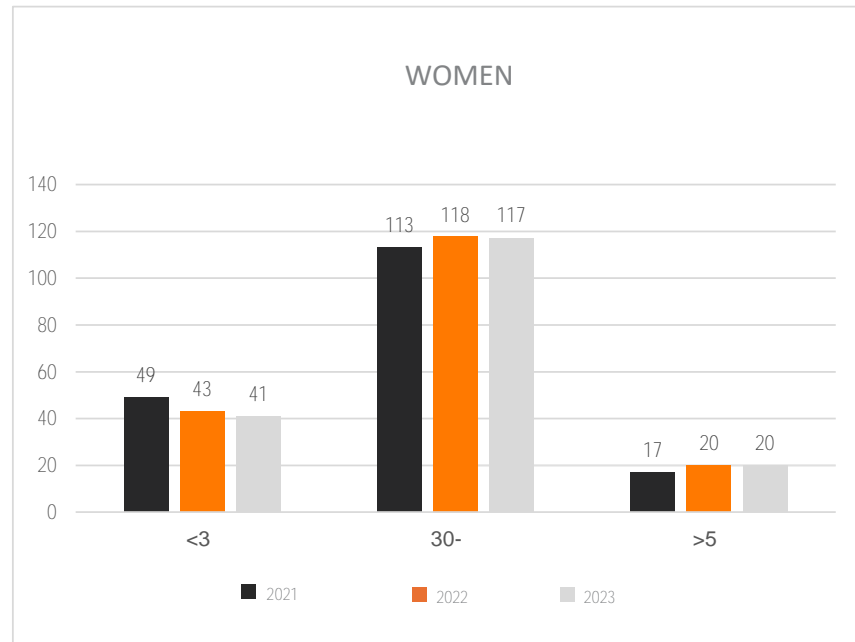


$$\text{Return to work rate} = \frac{\text{Total number of employees who returned after maternity/paternity leave}}{\text{Total number of employees expected to return after maternity/paternity leave}} \times 100$$

$$\text{Employee retention rate after maternity/paternity leave} = \frac{\text{Total number of employees who remained in the company 12 months after returning from maternity/paternity leave}}{\text{Total number of employees who returned from maternity/paternity leave in previous reporting periods}} \times 100$$

Diversity and equal opportunities

DISTRIBUTION BY GENDER AND AGE



DISTRIBUTION BY TYPE OF CONTRACT - WORKLOAD QUOTA - GENDER

	FIXED-TERM		CONTINUOUS		FULL TIME		PART TIME	
2021	0	13	179	219	175	232	4	0
2022	7	17	174	229	178	243	3	3
2023	5	7	173	232	176	236	2	3

EXTERNAL WORKERS

- 2021 8 (3 in Head Office and 5 in Warehouses)
- 2022 8 (3 in Head Office and 5 in Warehouses)
- 2023 27 (3 in Head Office and 24 in Warehouses)

We have workers who are not employees but work exclusively for the company: they are stationed at the Head Office, in security positions (provided by an external contractor), and at the Warehouses, in security positions, as cargo handlers, warehouse workers, and packaging workers (provided by an external contractor).

*Data for employees are those at year-end (December 31)

Health and safety



MONITORING AND PREVENTION

In the years 2021-2023, there were no work-related accidents involving NOD employees at the Head Office or Warehouses. Additionally, there were no sanctions from the authorities regarding occupational health and safety.

HAZARD IDENTIFICATION

To identify hazards, we use checklists tailored to each department and aligned with current legal provisions. We also analyse observations made by managers and employees. Additionally, we consider the history of workplace accidents (if any such incidents have occurred) and assess whether there are health issues associated with workstation conditions, particularly in the Warehouses.

RISK ASSESSMENT

The risk assessment is conducted in accordance with the provisions of Law No. 319/2006 and Government Decision No. 1425/2006. It is carried out by applying the I.N.C.D.P.M. method of "Assessment of occupational injury and illness risks in the workplace (workstation)," approved by the Ministry of Labor and Social Solidarity. The assessment is based on the analysis of each activity at each workstation, taking into account workers, workload, work equipment, and work environment. We consider on-site analysis, worker involvement, and specific documents in our assessment process.

HAZARD REPORTING

Hazards observed by workers are reported to their line manager or the person responsible for Occupational Safety and Health (OSH). Corrective actions are taken following analysis of the reported hazards.



INVESTIGATION OF OCCUPATIONAL ACCIDENTS

Following the communication, the investigation of occupational accidents is carried out in accordance with Law 319/2006 and H.G. 1425/2006, by appointing a committee for the investigation of the event composed of at least 3 persons. If necessary, the committee will also include an inspector from the Territorial Labor Inspectorate. The investigation of the event must be carried out within 10 working days, calculated from the date of occurrence (for events followed by temporary incapacity for work). On the basis of the report, the members of the commission take statements and gather evidence in order to establish the circumstances and causes that led to the accident and whether there were any violations of the law. This is done to determine liability and the measures to be taken to prevent similar cases from occurring in the future and to determine the nature of the accident. The file is forwarded to the Territorial Labor Inspectorate of the area where the accident occurred, and after approval, the established measures are implemented, and the employees are trained to prevent similar events from occurring.

Health and safety



OCCUPATIONAL HEALTH AND SAFETY TRAINING

The training activity in the field of occupational safety and health applies to workers, visitors, and delegates, regulating the training and testing activities performed by the worker designated with occupational safety and health responsibilities, as well as other persons involved in this process (head of office, head of department, etc.). The training program includes methods for training workers in accordance with the provisions of Law No. 319/2006. In the training of personnel, various means, methods, and techniques are used, such as lectures, demonstrations, case studies, movies, projections, and computer-assisted training. The result of the workers' training in the field of OSH must be recorded in the individual occupational safety and health training record, indicating the material taught, the duration, and date of the training, or in the collective training records.

PREVENTIVE CONTROLS

Within the company, two inspections per year are carried out (in June and December, both at the Head Office and at the Warehouses) by a person in charge of the external service, together with the person responsible for the internal service. As other preventive measures to manage hazards or accidents, we establish policies and objectives on employee health and safety and provide adequate resources to execute these policies. We consult workers involved in informing decisions.

At the company level, we have both an internal OSH officer (senior level) and an external OSH prevention and protection service.

There is an Occupational Safety and Health Committee (OSHC). It meets quarterly and reviews employee concerns and complaints. Its responsibilities are those laid down in the Methodological Norms for the Application of the Occupational Health and Safety Law no. 319/2006, specifically in Art. 67, and are also mentioned in the Internal Rules.

Permanent monitoring is carried out with regard to the activity in the Warehouses. The main actions in 2023 were: elaboration of informative posters, thematic meetings, and short presentations addressed to employees. Prevention decisions established within the OSHC were internally transmitted by department managers to prevent risks at the operational level.

In the next period, we intend to organize first aid courses, awareness sessions dedicated to all employees, as well as implement measures for the permanent improvement of workers' protection.

Business ethics

[64 Compliance and business ethics](#)

[64 Our people and working environment](#)

[65 Customers and consumers](#)

[65 Society: Sustainable Development](#)



Business ethics

All Network One Distribution employees adhere to a clear and conscious commitment to do the right thing. Honesty, integrity, and fairness are the foundation of our business.

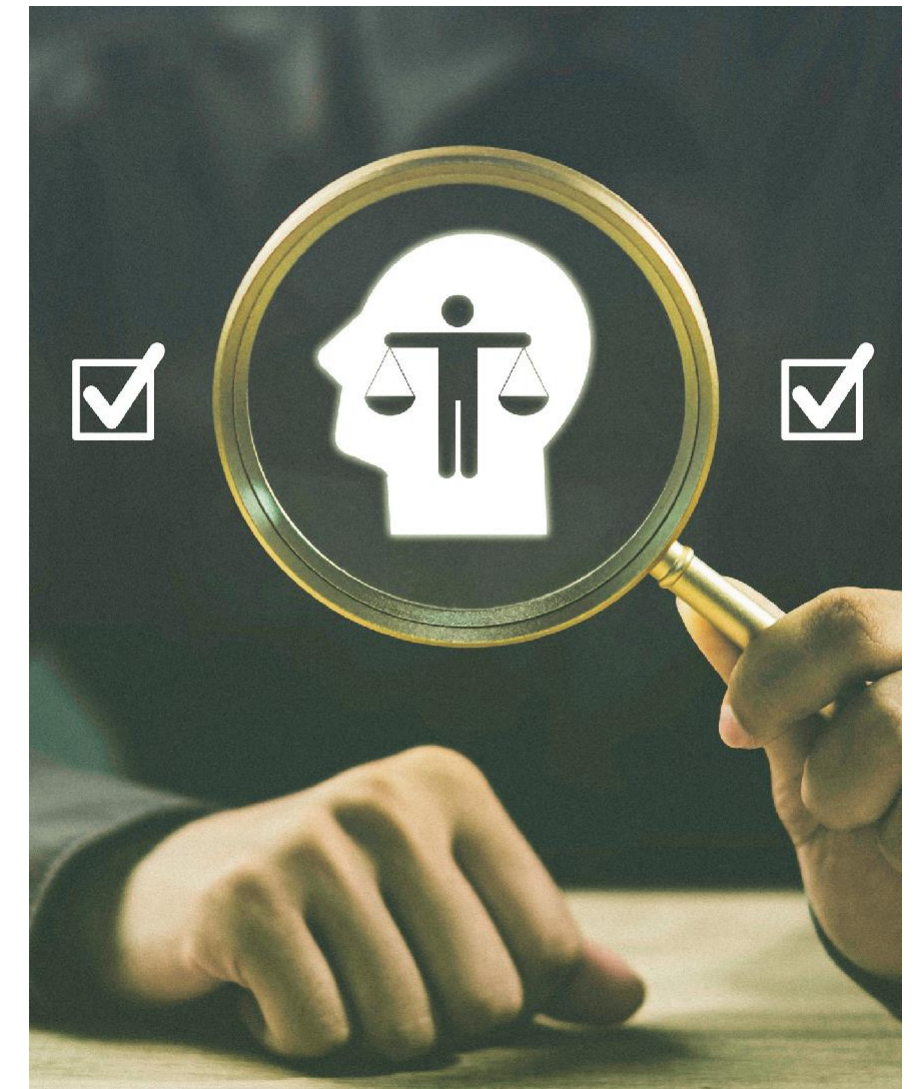
We are careful to identify and correct behaviour that violates the company's code of ethics. Retaliation of any kind against anyone who raises a compliance or integrity issue in good faith is against company policy and will not be tolerated. Concerns or requests for guidance on ethical issues may be raised through the direct manager or a member of senior management.

1. COMPLIANCE AND BUSINESS ETHICS

- a) We comply with all applicable laws and regulations.
- b) We conduct our business fairly, ethically, and within applicable competition laws and regulations.
- c) We do not allow the direct or indirect offer, payment, solicitation, or acceptance of any improper payments (e.g., bribes or illegal gratuities) under any circumstances.
- d) We comply with all local gift reporting requirements and limitations.
- e) All business transactions on behalf of the company must be reflected accurately and, in any public reporting of results, in accordance with established procedures and standards.
- f) Political donations are not permitted.
- g) We conduct business in compliance with all applicable laws and regulations for both import and export.

2. OUR PEOPLE AND WORKING ENVIRONMENT

- a) We avoid conflicts of interest between our private activities and our role in running the business and declare any potential conflicts of interest.
- b) Confidential information or information not generally available to the public may not be shared outside NOD by anyone, including former employees. We respect the confidential information of others
- c) We are all responsible for using good judgment so that company assets are not misused or wasted.
- d) We are committed to providing a safe work environment with equal treatment for all employees. Drug or alcohol abuse in the workplace is not permitted. Bullying or harassment in any form has no place in our work environment.
- e) We value and encourage diversity and strive to be an employer of choice. We value trust, integrity, and teamwork in workplace relationships and are committed to treating people with dignity and respect.
- f) We prohibit direct or indirect discrimination against any person on the grounds of nationality, ethnicity, religion, social class, disability, belief, age, gender, or sexual orientation.



Health and safety

3. CUSTOMERS AND CONSUMERS

a) We aim to market our products responsibly. NOD is subject to specific marketing requirements based on applicable laws and regulations and our own internal codes.

b) We expect all third parties acting on behalf of NOD to operate in accordance with this Code in all their interactions.

4. SOCIETY - SUSTAINABLE DEVELOPMENT

We are committed to improving the management of the social and environmental impacts of our operations and to respecting human rights and national and international labour standards.

In the year 2023, there were no cases of conflict of interest, ethics incidents, corruption cases, or sanctions from competent authorities.



GDPR and Cybersecurity Policy

69 GDPR Policy

71 Cyber security

72 Objectives for 2024



GDPR and Cybersecurity Policy

This topic is a material topic, rated highly by stakeholders. There were no security incidents during 2023.

GDPR POLICY

LEGISLATION

The internal policy complies with the following regulations:

- EU Regulation 679/2016 (GDPR): The main legal framework for the protection of personal data in the EU;
- Law 506/2004: Processing of personal data and the protection of privacy in the electronic communications sector;
- EU Regulation 611/2013: Additional data breach notification regulations;
- ANSPDCP Decisions: Decisions and guidelines issued by the National Supervisory Authority for Personal Data Processing in Romania.

RESPONSIBLE PERSONS

The primary responsibility for data protection within NOD rests with the NOD Data Protection Officer (DPO), who monitors GDPR compliance and advises on legal and procedural obligations. The IT department is responsible for providing technical IT security support for projects involving the processing of personal data. All NOD departments are obligated to work with the DPO, inform them about any legal violations, and facilitate the implementation of the Privacy by Design and Privacy by Default principles.



GDPR and Cybersecurity Policy

ACTIVITIES IN WHICH DATA ARE PROCESSED

Personal data is processed in NOD's various activities, including:

- **Database administration:** Containing personal data collected from employees, customers, and partners;
- **Internal IT systems:** managing and securing access to personal data;
- **Archives:** physical and electronic documents that include personal data.

Data processing must comply with the principles of lawfulness, fairness, transparency, purpose limitation, data minimization, accuracy, storage limitation, and data integrity and confidentiality.



MEASURES TO ENSURE DATA PROTECTION

To protect personal data, NOD has implemented the following measures:

- **Risk Assessment:** The risks associated with data processing are regularly assessed;
- **Technical and Organizational Measures:** These include data encryption, access control, and monitoring of activities;
- **Data Protection Impact Assessment (DPIA):** This is conducted in cases where the processing is likely to present a high risk to the rights and freedoms of data subjects;
- **Pseudonymization and Anonymization:** Data is processed in such a way that it cannot be attributed to an individual without additional information;
- **Employee Training:** Ongoing training programs are implemented to educate employees on data protection;
- **Security Incident Management Procedures:** In the event of a data breach, NOD must notify the ANSPDCP within 72 hours and take steps to remediate the incident and mitigate its effects;
- **Working with the DPO:** All NOD departments must seek the support of the DPO to ensure GDPR compliance.

These measures ensure that NOD complies with GDPR requirements and protects the personal data of its employees, customers, and partners.

GDPR and Cybersecurity Policy

CYBER SECURITY

For NOD, cybersecurity is a vital component of daily operations and long-term strategy. As it operates in a complex and ever-changing digital environment, protecting customer data, assets, and IT infrastructure is critical to maintaining trust and complying with relevant regulations.

RESPONSIBLE PERSONS

Within the company, responsibility for cybersecurity is assigned to the IT department, which leads the organization's security efforts. It works with operational teams to implement cybersecurity policies and procedures, monitoring threats, and ensuring compliance with international standards and local legislation.

LEGISLATION

NOD complies with the relevant Romanian cybersecurity legislation, as well as European regulations, such as GDPR (General Data Protection Regulation), which impose strict standards for the protection of customers' and partners' personal data. These regulations are integrated into the company's security policies to ensure that all data and operations are protected as required by law.

MEASURES TO ENSURE THE PROTECTION OF WORK SYSTEMS

To ensure the protection of work systems and networks, NOD has adopted a number of measures and practices:

- **Cybersecurity policies:** Developing and implementing clear policies and procedures for managing access to sensitive information, authenticating users, and protecting the network and data;
- **Monitoring and detection:** Using advanced network monitoring and threat detection solutions to quickly identify and manage security incidents;
- **Training and Awareness:** Providing ongoing employee education on cybersecurity practices, including training sessions on phishing and other forms of social engineering attacks;
- **Patches and Updates:** Promptly deploying security patches and system updates to remediate vulnerabilities and maintain the integrity and security of the IT infrastructure;
- **Physical and virtual security:** Physically protecting critical equipment and deploying virtual security solutions, such as firewalls and data encryption, to prevent unauthorized access and data leakage;
- **Incident Management:** Developing and periodically testing an incident response plan to ensure a rapid and effective response in the event of a security breach.



By implementing these measures, Network One Distribution not only protects its data and IT infrastructure but also demonstrates its commitment to its customers and partners in terms of cybersecurity and regulatory compliance. These efforts help to build brand trust and maintain a competitive position in the Romanian IT distribution market.

GDPR policies, as well as cybersecurity information, were communicated to all NOD employees via e-mail.

Objectives for 2024

GDPR COMPLIANCE

NOD aims to improve and strengthen existing processes and policies to ensure continued compliance with the General Data Protection Regulation (GDPR). This includes reviewing and updating privacy and data protection policies to reflect the latest legislative changes and ensure data subjects' rights are respected.

ADVANCED CYBERSECURITY

We are committed to strengthening and expanding cybersecurity measures to protect the sensitive data and information of our customers, partners, and employees. This includes the implementation and continuous monitoring of advanced IT security solutions such as Intrusion Detection and Prevention Systems (IDS/IPS), Multi-Factor Authentication (MFA) and encryption of sensitive data.

REGULAR AUDITS AND ASSESSMENTS

We aim to conduct regular audits and assessments of our cybersecurity measures to identify potential vulnerabilities and implement continuous improvements. This includes working with specialized consultants and participating in cybersecurity certification and accreditation programs.

STRENGTHENING SECURITY CULTURE

We seek to cultivate a cybersecurity-focused organizational culture where every NOD team member understands the importance of protecting data and actively contributes to the implementation of and compliance with security policies and procedures.

SECURITY INCIDENT MANAGEMENT

We are committed to developing and implementing a robust security incident management plan to ensure a rapid and effective response to potential security breaches. This plan includes clear procedures for incident reporting, investigation, and remediation in accordance with GDPR requirements and international standards.

By achieving these objectives, we will not only strengthen data security and protection but also demonstrate our firm commitment to GDPR compliance and to maintaining the trust and confidence of our customers and partners in the management of their personal and business data.



NOD Communities

75 Education

80 Sport

81 Health



NOD Communities

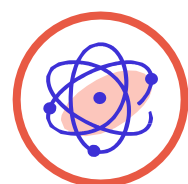
We believe in getting involved and that this is the only way to make a difference in our communities. We encourage our employees to participate in social and environmental projects and actions. Every year, at Easter and Christmas, we choose a social action to support through individual efforts.

In 2023, the main directions of community investment were closely linked to the company's values. We offered both cash sponsorships and products from the company's portfolio.

We continue to aim to be involved in as many diverse projects as possible.

We also want to become increasingly involved in projects dedicated to sustainability and ecology.

From the main categories, we have chosen the organizations to which we have directed most resources and those that are closest to us in terms of message and actions.



PARTNER ASSOCIATIONS, FEDERATIONS, ORGANIZATIONS AND INSTITUTIONS	2021	2022	2023
EDUCATION			
Fundatia Noua Ne Pasa	X	X	X
Sindicatul Studentilor din Facultatea de Cibernetica, Statistica si Informatica Economica			X
Asociatia Facultatii de Inginerie in Limbi Straine - Universitatea Politehnica Bucuresti		X	
Asociatia Proiectul Romania 2030			X
Confederatia Nationala Pentru Antreprenoriat Feminin - CONAF			X
Asociatia Romana pentru Smart City si Mobilitate	X		
SPORT			
Asociatia Clubul Sportiv Fara Asfalt		X	X
Asociatia Clubul Sportiv AKIRA		X	X
Asociatia Clubul Sportiv Sport Promotion	X		
Asociatia Academia Campionilor Pro Miscare		X	
HEALTH			
Asociatia Daruieste Viata	X		X
Centrul de Transfuzie Sanguina a Mun. Bucuresti		X	
Spitalul Clinic de Urgente Oftalmologice		X	
Fundatia Prof. Dr. Matei Bals	X		
Asociatia Autism Voice		X	
Asociatia Pacientilor cu Afectiuni Autoimune - A.P.A.A.	X		
Asociatia Europeana pentru Protectia Omului si Protectia Copilului	X		
CHARITY			
Asociatia Bucuria Celor Necajiti			X
Asociatia pentru Varstnici, Grupuri Vulnerabile si Persoane cu Handicap RES-Q	X		
Asociatia Tudor - Andrei	X	X	
Asociatia Pinochio Oradea		X	
Manastirea Turnu		X	
Asociatia Traieste cu Bucurie			X
CULTURAL			
Fundatia Cine Remember	X		
Fundatia Filantropica Metropolis	X		
AMOUNTS INVESTED IN PROJECTS AND SPONSORSHIP (EURO)	387,902.62 €	123,029.69 €	149,139.74 €

Education

EDUCATION

Education is an important pillar in the development and prosperity of a nation, and that is why we have chosen to support the projects of **Fundația Nouă Ne Pasă**. Through the programs it implements, the foundation aims to contribute to raising the general level of education, highlight talent, and cultivate a creative and proactive approach in Romanian schools. Access to education is a fundamental right of every child, and through the actions initiated by the foundation, the aim is to broaden the educational offer, both for those with limited possibilities and for those interested in performance.

PROGRAMS OF



“NOUĂ NE PASĂ” FOUNDATION

Program to prevent early school leaving by implementing after-school centres in rural area schools for children in need of learning support. The working model prescribes remedial classes to stimulate children's interest in continuing their studies.

The children included in the program come from families with socio-economic difficulties where education is considered either a luxury or a waste of time. The program works with the help of teachers in each community who are not indifferent to the children's situation and are mobilizing to set up an after-school centre in the school where they teach. Here, the children catch up on their schoolwork and are also helped to discover the importance of studying and gain self-confidence.

For each after-school centre, groups of a maximum of 10 children are formed and stay in the program for a minimum of 3 years. The children attend the after-school program three days a week, receive a hot meal, and take math and Romanian lessons in a version adapted to their level of preparation. The groups consist of children from 3rd to 8th grade.

Since 2016, the program has continued to grow, reaching some of the most remote and impoverished areas and establishing a network of after-school programs for an increasing number of children. It continues to open and support new centres each year.

2020–2021	46 SCHOOLS in 25 counties 1,227 CHILDREN (4 schools exited and 26 schools entered the program)
2021–2022	84 SCHOOLS in 31 counties 2,422 CHILDREN (3 schools exited and 41 schools entered the program)
2022–2023	90 SCHOOLS in 31 counties 3,000 CHILDREN (4 schools exited and 10 schools entered the program)

NOD Communities



HAI LA OLIMPIADĂ!

The program is aimed at pupils and students who aspire to achieve and whose creativity and desire for knowledge are evident. Together with some of the world's most accomplished teachers of mathematics, physics, and computer science, 36 study centres have been supported where over 5,000 children are preparing in the subjects they are passionate about and training for competitions and Olympiads.

In the 12 years since the launch of the program, a team of 300 teachers with experience in competitive-level training has been working with the program to identify suitable spaces for classes, define the timetable, and establish the selection process for the children.

Fundația Nouă Ne Pasă covers the costs of the teaching materials and classes and provides the necessary working tools, including a portal through which the work of each training centre is managed.

Each local team has a coordinating teacher and decides autonomously on the criteria for the selection of pupils and the organization of working groups, chooses the content of the teaching-learning activities, and identifies the appropriate spaces for the performance training classes.

Enrolment in the program takes place at the beginning of each school year.

NOD Communities

ȘCOALA DE PROGRAMARE

The launch of the program was based on a study conducted in 2019 by Codecool and the recruitment agency Brainspotting, in collaboration with 47 companies in Romania. According to the study, the shortage of programmers amounted to 15,400. The program was based on the assumption that there are students in small towns across the country who want to study programming and become specialists in the field, but are unable to do so for financial, geographical, or other reasons.

The program ran in the school years 2021-2022 and 2022-2023 as a pilot version and offered free programming courses to students in small urban communities of the country.

Beneficiaries of the project were students in grades 5, 6, and 7, eager to learn computer science, from municipalities with fewer than 30,000 inhabitants. The courses were free, online, divided by level, and adapted to the age of the students, with a maximum of 10 students per group. A partnership was established with Logischool, a company with extensive experience in the field, to support these courses. The weekly sessions were held from October to May during the 2021-2022 and 2022-2023 school years.

In the 2021-2022 school year, 119 students from 5th, 6th, and 7th grades from Pașcani, Târgu Frumos, Bucecea, and Țibănești in Iași County participated in the program. These students showed interest in learning programming but faced challenges in accessing the courses due to financial limitations, lack of electronic devices, and internet connectivity issues in their communities. For students without equipment and online access, a classroom equipped with laptops was set up where programming classes were held. Classes began in October 2021 with 119 students and ended in May 2022 with 98 students.

TOTAL PARTICIPANTS IN THE PROGRAM

150 STUDENTS

50 STUDENTS (33.3%) completed 4 modules

24 STUDENTS (16%) completed 2 modules

76 STUDENTS (50.7%) completed 1 module

In the first year, the programming courses started in a few cities where there was specific demand, and the pass rate was 82%, which prompted the program to be extended to the whole country. However, in the second year, enrolment was below expectations, and the pass rate dropped from 82% to 76%.

The conclusion of the two years of the pilot program was either that this method of teaching is not sufficiently attractive to children in these areas, or that the working hypothesis does not prove to be true – that is, there is no significant demand for programming courses from students in small towns across the country.



NOD Communities



"NOUĂ NE PASĂ" GRANTS

There are many other initiatives that aim to raise overall educational attainment, improve the educational process, or give children from disadvantaged communities a chance at education.

“Nouă Ne Pasă” grants are intended to share the Foundation's experience and provide financial support to projects that propose measurable and replicable solutions to the problems facing schools and children in Romania. Last but not least, “Nouă Ne Pasă” grants are an invitation to act together for a society of responsible and well-educated people.

The first edition of the program started in November 2021, and in 2022 there were 9 monthly calls for projects between January-June and October-December. In 2023, there was one call in January, and until October, the program was in a waiting period. The maximum amount an applicant can access is 60,000 lei. The funding is paid in instalments by bank transfer, depending on the amount of the approved budget and/or the duration of implementation, according to the conditions of the sponsorship contract.

Only non-governmental organizations (associations, including associations of pupils/students/parents, foundations and federations, etc.), pre-university education institutions (kindergartens, schools and high schools/colleges), higher education institutions (universities, academies of studies, institutes, schools of higher studies, etc.) that have their own legal personality and at least 1 year of existence at the time of submitting the application for funding may apply for the programme.

NOD Communities



140 DE BĂȚĂI PE MINUT

The program aims to remind all those responsible for training the current generation of children - parents, teachers, coaches - about the importance of practicing sports and the **benefits of a balanced lifestyle**. **“Nouă Ne Pasă” grants are intended to share the experience of the foundation and provide financial support to projects that propose measurable and replicable solutions to the problems facing schools and children in Romania. Last but not least, “Nouă Ne Pasă” grants are an invitation to act together for a society of responsible and well-educated people.**

Because education is the process through which a child develops into a strong and responsible adult towards those around them, people, society, and nature, among the values we try to cultivate in our children is the adoption of a balanced lifestyle through the constant practice of sport since childhood.

The aim is not to achieve sporting performance but to integrate sport into the educational process.

Beyond the harmonious development of body and mind, integrating sport into children's programs also translates into learning to step out of their comfort zone, self-development, fair play, and the ability to understand that everything is in motion.

“140 de băți pe minut” programme supports sports clubs that organize non-performance athletics or triathlon training for children, as well as competitions dedicated to them, organized under a concept of healthy play and fun.

The program also has a dedicated component for adults who regularly participate in sports or wish to do so and who are looking for training programs or competitions appropriate to their level.

Sport



ASOCIAȚIA CLUBUL SPORTIV FĂRĂ ASFALT

With the participation of our brand Pegas (for bicycles and accessories for them and other sports activities), we support the story of "Fără Asfalt", which started in 2010, the year when the first edition of the "Fără Asfalt" triathlon was organized.

Since then, 14 editions of sea triathlon, 6 editions of mountain triathlon, 6 competitive editions of "Cupa Hamsi" (open water swimming), and 6 events for children have been organized. The organizers aimed to create a festive atmosphere beyond the competition at these meetings, and almost every year there was a message for the participants. Among the topics were respect for nature, the playful dimension of the competition, and the discovery of natural rhythm.

The encounter with nature is not just a simple visit; it must go as far as a sense of belonging.

Competition only makes sense when it is understood as play that brings joy.

Last but not least, we all need moments of pause, a reorientation of thoughts inward.

During a triathlon race, all of this can be achieved more easily. There are several hours that the participant spends almost exclusively with themselves, and the quickened pulse can help to quiet the mind.

As of 2021, the promotion of triathlon as a mass sport has been dropped, and the competitive part of the event has been reduced to a symbolic version.

Health



Dăruiește Viață®

ASOCIAȚIA DĂRUIEȘTE VIAȚĂ

The Romanian healthcare system is underfunded and needs private support. The Association was founded in 2012 to help reform the Romanian healthcare system. All donations are transformed into investments in healthcare; the Association is building hospitals, sterile rooms, operating rooms, intensive care units, stem cell transplant units, and radiotherapy clinics.

The Association's most visible project is the reconstruction of the Marie Curie Hospital so that all children in Romania with serious illnesses receive the same care as in Western Europe. More than 350,000 individuals and more than 8,000 companies have contributed to the construction of the Children's Hospital, which provides the necessary infrastructure for multidisciplinary treatment of children with oncological and other serious pathologies.

The hospital has been completed, donated to the Marie Curie Hospital, and is already treating patients in the following wards: oncology, surgery, neurosurgery, intensive care, and in the operating theater with 5 operating rooms. The hemato-oncology and paediatric radiotherapy wards are to be completed.

GRI Standards

GENERAL COMPANY INFORMATION		PAGE NUMBER
GRI 2-1	Organizational details	5, 7, 9-10, 12
GRI 2-2	Entities included in the organization's sustainability reporting	7
GRI 2-3	Reporting period	5
GRI 2-4	Information updates	5
GRI 2-5	External audit	5
GRI 2-6	Activities, value chain and other business relationships	9-10, 12, 14-23, 47-52
GRI 2-7	Employees	7, 56-58, 62
GRI 2-8	Workers who are not employees	61
GRI 2-9	Governance structure	8
GRI 2-10	Nomination and selection of the management board	8
GRI 2-11	Chair of the management board	8
GRI 2-12	The role of the Management Board and Executive Board in overseeing the management of impacts	8
GRI 2-13	Delegation of responsibility for managing impacts	8
GRI 2-14	Role of the highest governance body in sustainability reporting	8
GRI 2-15	Conflicts of interest	66-67
GRI 2-16	Measures undertaken to avoid conflicts of interest	66-67
GRI 2-17	Collective knowledge of the highest governance body	8
GRI 2-18	Evaluation of the performance of the highest governance body	8
GRI 2-19	Remuneration policy	54
GRI 2-20	Process for determining remuneration policy in the company	54
GRI 2-21	Remuneration pay ratio	57
GRI 2-22	Statement by the Chief Executive Officer (CEO) on the relevance of sustainability to the company and the company's sustainability strategy	4
GRI 2-23	Policy commitments	5, 9-11, 66-67
GRI 2-24	Embedding policy commitments	66-67
GRI 2-25	Remedying negative impacts	66-67
GRI 2-26	Tools for accessing advice or raising ethical concerns	66-67
GRI 2-27	Non-compliance with environmental protection legislation and socio-economic aspects	66-67
GRI 2-28	Membership in associations	13
GRI 2-29	Stakeholder involvement and consultation	26, 55
GRI 2-30	Collective bargaining agreement	54

GRI Standards

SUSTAINABILITY STRATEGY

PAGE NUMBER

GRI 3-1	Process to determine material topics	5, 26-30
GRI 3-2	List of material topics	26-30
GRI 3-3	Management of material topics	33-41, 45-46, 47-50, 52, 54-56, 58, 64, 72,74

ECONOMIC

PAGE NUMBER

GRI 201	Economic Performance	
GRI 201-1	Direct economic value generated and distributed	23
GRI 201-2	Financial implications and other risks and opportunities due to climate change	4, 32-34
GRI 202	Market presence	
GRI 202-1	Ratio between the average wage in the firm and the minimum wage in the economy, and the wage gap between men and women	57
GRI 203	Indirect economic impacts	
GRI 203-2	Significant indirect economic impacts	58-60
GRI 204	Procurement practices	
GRI 204-1	Proportion of spending on local suppliers	52
GRI 205	Anti-corruption	
GRI 205-2	Communication and training about anti-corruption policies and procedures	66-67
GRI 205-3	Confirmed incidents of corruption and actions taken	66-67

GRI Standards

ENVIRONMENT		PAGE NUMBER
GRI 302	Energy	
GRI 302-1	Energy consumption within the organization	34-35, 37-38
GRI 302-3	Energy intensity	34-35, 37-38
GRI 302-4	Actions to reduce energy consumption	32-33
GRI 303	Water	
GRI 303-1	Interactions with water as a shared resource	46
GRI 303-5	Water consumption	46
GRI 305	Emissions	
GRI 305-1	Direct (Scope 1) GHG emissions	36-38
GRI 305-2	Indirect (Scope 1) GHG emissions	34-35, 37-38
GRI 305-4	GHG emissions intensity	33-36
GRI 305-5	Reducing greenhouse gas emissions	33, 39
GRI 305-7	Nitrogen oxides, sulfuric oxides, and other significant air emissions	34-36
GRI 306	Waste	
GRI 306-1	Waste generation and significant waste-related impacts	42-44
GRI 306-2	Management of significant waste-related impacts	40-41
GRI 306-3	Waste generated	42-44
GRI 306-4	Waste diverted from disposal	42-44
GRI 306-5	Waste directed to disposal	42-44
GRI 308	Supplier assessment: environmental standards	
GRI 308-1	New suppliers that were screened using environmental criteria	52

SOCIAL

PAGE NUMBER

GRI 401	Employment	
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees GRI 401-3	54
GRI 403	Occupational health and safety	61
GRI 403-1	Occupational health and safety management system	
GRI 403-2	Identification of risks, hazards and fire investigation	63-64
GRI 403-3	Occupational health services	63-64
GRI 403-5	Worker training on occupational health and safety	64
GRI 403-6	Benefits for healthy living	64
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	54
GRI 403-9	Occupational accidents	63-64
GRI 404	Training and professional development	63
GRI 404-1	Average hours of training per year per employee	
GRI 404-2	Programs to improve employees' job skills and programs to assist employees in transitioning to new positions within the company	56
GRI 405	Diversity and Equal Opportunity	56, 58
GRI 405-1	Diversity of management teams and employees	
GRI 405-2	Ratio of basic salary and remuneration of women to men	62
GRI 406	Non-discrimination	62
GRI 406-1	Incidents of discrimination and corrective actions taken	
GRI 413	Local Communities	61
GRI 413-1	Operations with local community engagement, impact assessments, and development programs	
GRI 414	Supplier social assessment	74-81
GRI 414-1	Supplier selection based on social inclusion	
GRI 414-2	Negative social impact among suppliers	52
GRI 415	Public policy	52
GRI 415-1	Political contributions	
GRI 416	Consumer health and safety	66-67
GRI 416-1	Assessment of health and safety impacts of products and services	
GRI 416-2	Non-compliance incidents related to impacts of products and services	47-50
GRI 417	Marketing and labeling	49-50
GRI 417-1	Requirements for product and service information and labeling	
GRI 417-2	Incidents of non-compliance concerning product and service information and labeling	49-50
GRI 417-3	Incidents of non-compliance concerning marketing communications	49-50
GRI 418	Personal data privacy	49-50
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	69-72