



COMPANIA NATIONALA "ADMINISTRAȚIA PORTURILOR MARITIME" - S.A. CONSTANȚA [NATIONAL COMPANY MARITIME PORTS ADMINISTRATION S.A. CONSTANTA]

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Non-financial Statement for 2022

Pursuant to Order no. 1802/2014 of the Minister of Public Finance approving the Accounting Regulations on annual financial statements and annual consolidated financial statements, as amended and supplemented by Order no. 1938/2016 of the Minister of Public Finance, art. 492¹, the Non-financial Statement was drawn up, separately from the Directors' Report, this statement containing information relevant to the activity of CN APM SA Constanța for 2022, related to human resources, occupational health, safety and security, the environment.

1. The strategy of CN APM SA Constanța



Compania Nationala "Administratia Porturilor Maritime" S.A. Constanța (CN APM SA) operates under the authority of the Ministry of Transportation and Infrastructure, carries out activities of national public interest, and is organized and operates in line with the legislation in force and the Company's memorandum of association, as provided by GD no. 517/1998 on establishing Compania Nationala "Administratia Porturilor Maritime" S.A. Constanța, as amended and supplemented by GD no. 464/2003 and supplemented by GD no. 597/2009.

The Company's activity is regulated by Law no. 235/2017 on amending and supplementing GO no. 22/1999 on the administration of ports and waterways, the use of naval transportation infrastructures belonging to the public domain, as well as the performance of naval transportation activities in ports and across inland waterways.

The Company fulfils the function of port authority in Constanța Port – Constanta area, Midia area and Basarabi area, Mangalia port and Tomis touristic port, the infrastructure of which was taken over under concession from the Ministry of Transportation and Infrastructure. CN APM SA, as port authority, operates state-owned public property.

In 2022, there was a considerable recovery of the traffic of goods in the ports under administration of CN APM SA Constanta, after the years 2020 and 2021 have also been affected by the crises caused by the coronavirus pandemic (COVID19), with implications throughout these years, as well as the beginning of the conflict in Ukraine.

After the conflict in Ukraine, the importance of the location of Constanta port has increased a lot, the ban on cargo transit on Russian territory turning our port into the main point of connection to/from the Baltic Sea and the Black Sea and a transit node for the ever-increasing volumes of goods transited through the Middle Corridor.

On the other hand, the port of Constanta, through its connection with the Danube, also has the status of a river port. The river connection is the main premise of the grain hub, being the most suitable way to transport bulk liquid and solid grains. Thus, for the category of cereals, the Port of Constanta is the main seaport for the harvests from Serbia and Hungary, the Danube being the essential connection for the efficiency of their transit to Constanta.

Within the strategy of CN APM SA Constanta for the year 2022, the following aspects have been initiated:

Development of the maritime and fluvial traffic in the ports administered by CN APM SA Constanța

Constanța Port can be characterized as a multimodal general port. There are no natural restrictions, and a large number of companies are active in the area. As a general cargo port, it is necessary to raise awareness on the use of maritime and fluvial transportation as a mode of transport.

- *A developed transportation infrastructure, optimization of environmental, security and safety conditions within the port*

Investments in core infrastructure, maritime access infrastructure and transport-related infrastructure (transport links to railways, roads, inland waterways) must represent priorities as part of the company's projects, as they play a critical part in developing a sustainable transportation system and eliminating congestion (modal change and better connectivity).

Constanța Port's role is to be a reliable port and to manage in a sustainable manner business activities and employment efforts within the ports under its administration.

Identification of risks and opportunities concerning environmental aspects and compliance obligations, risks that have to be addressed in order to ensure the effectiveness of the Environmental Management System, so as to prevent the emergence of potentially urgent situations with an impact upon the environment or to reduce the effects thereof.

Provision of security and safety within the port by means of increasing the actual depth of channels and basins within the port (maintenance dredging works), optimisation of maritime access to Constanța Port by means of renewing and upgrading the signalling system specific to port basins and the navigation channel.

- *Provision of an effective, safe, and green supply chain.*

Being at the crossroads among supply chains, port administration bodies can play an essential part in the supply chain digitalisation process. Often being a facilitator among all the parties involved in port operations, port authorities can turn into genuine digital facilitators and neutral data administrators in the chain service of the transportation and logistics.

- *Enhancement of the company's financial performance*

The port administration's financial power is the one allowing us to invest in the future of the port. With an exceptional rating credit and using an effective management of the property given under administration to the company, we will maintain the confidence of the investor's community and of access capital in the most cost-effective manner possible.

Implicitly, the port has to optimise its assets along with optimising the revenues these generate.

- *Provision of a normal competitive environment that would allow customers to promote their interests.*

The establishment of clearly defined framework of transparent, fair, and non-discriminatory provisions concerning the funding and the charges on the use of the port infrastructure and the port services plays a fundamental part in ensuring full compliance with the competition rules, the compliance of the ports' commercial strategies and investment plans and, as the case may be, of the general domestic framework of port planning policies.

In order to be effective, the charges on the use of port infrastructure should be transparently established, in accordance with the port's commercial strategy and investment plans and with the requirements provided by the general port planning policy; it is necessary to consult port users, in their capacity of port users, in regard to key aspects pertaining to the proper development of the port, to its charge and fee policy, to its performance and capacity of drawing in and generating business.

By adopting the most suitable strategic variants, the company is able to carry out its mission, can fulfil its objectives and secure for itself an upward evolution marked by success in the field. The marketing strategy may be considered the core of the marketing policy and can arguably associate a significant importance if one considers its direct connection to the end result of the company's business operations, being the means by which it wishes to provide consumers with services that meet the technological requirements, so that the recipients of these services should display high loyalty levels.

- *Development of a constructive organisational culture relying on results (the company capitalizes on its salaried employees who set and fulfil their own objectives) and self-development (the*

company capitalizes on individual creativity, quality, and development)

The efforts of reaching the highest possible performance levels shall continue by:

- ❖ identifying, to the best of our abilities, employee – workplace compatibilities based on training, skills and qualities;
- ❖ professional training and development;
- ❖ advancement possibilities, age average decrease, etc.

Considering that the main source of labour efficiency increase represents the human factor, bearing the greatest weight on the creation of added value and variety, the main goals of the company's human resource policy are the development of employee's competencies and enhancing their effectiveness, as employees take part in professional training programs.

2. Health, safety, security, resilience and environmental matters

The implementation of policies on matters of environment and occupational health and security, as well as of courses of action specific to it, is supported with full responsibility and authority by the company's top management, by means of providing the required administrative, technical and organisational frameworks, human, material and financial resources, with the belief that resorting to this system will help develop a prosperous business, along the lines of the sustainable development principles and securing long-term success for the Company.

2.1. Health

Throughout 2022, within the Health and Safety at Work Department, specific activities were carried out aiming at the implementation of the necessary measures to ensure the safety and health protection of workers, according to the legal provisions, based on the general principles of prevention, respectively the evaluation / reassessing the risks of occupational injury and illness, establishing risk prevention measures, coordinating and controlling the safety and health activity at work, training of workers, researching, registering, recording and reporting occupational accidents, monitoring the state of health of workers, monitoring jobs that require authorization, monitoring the performance of technical checks for work equipment, monitoring the use of individual protective equipment, monitoring the correct use of it, sanitary materials, protective food, establishing the necessary budget for expenses regarding safety and health at work

and following up on the values allocated by the budget.

The safety and health activity at work aims at ensuring safe and healthy workplaces, improving the health status of workers, achieving the specific objectives and indicators, adapting work to people, adapting to technical progress, adopting, as a priority, measures of collective protection against individual protection measures and the supply of appropriate instructions for workers.

For the process of health and safety at work, it was established as an objective: The reduction of the number of work accidents, with indicator $I_1 = 0$ (zero) work accidents with permanent disability registered at Labour office". The value of indicator I_1 for the year 2022 is $I_1 = 0$.

In 2022, within CN APM SA Constanta, there was no work accident-causing permanent disability, but one work accident occurred, which resulted in temporary incapacity for work.

And the year 2022 was marked by the restrictions imposed by the SARS COV 2 pandemic, conditions in which the management of CN APM SA Constanta and the two trade union organizations signatories of the Collective Labor Agreement (the Union of CN APM SA Constanta and the Union Port Authority Constanta) implemented the necessary measures to protect employees, maintain their health and prevent the spread of the disease at the company's level.

To ensure the occupational health examinations provided by GD no. 355/2007 regarding the health supervision of workers and for compliance with the requirements of Order no. 1260/1390/ 2013, for the approval of the Methodological Norms on the medical and psychological examination of personnel with transport safety attributions, the company concluded a contract for the provision of medical services with lowemed SA.

The medical service provider makes available the entire range of medical services required by the legislation and holds a valid accreditation certificate, issued by the Ministry of Transportation and Infrastructure, for conducting medical and psychological examination in the context of transport safety. The medical service contractor also provides emergency medical assistance, as well as preventive check-ups.

In 2022, all employees of CN APM SA Constanta benefited from a private medical insurance, concluded on the basis of the provisions of art. 172 paragraph 2 of the Collective Labor Agreement

2019-2021 (valid until 01.07.2022), as well as after the mentioned date, based on art. 170 paragraph 2 of the Collective Labor Agreement 2022-2024.

The company took the necessary steps, in 2022, to insure company's personnel in case of occupational disease, accident or death occurring during or due to the performance of their duties during interventions, professional competitions, training or other specific missions for fire protection (in accordance with art. 172 paragraph 1 of the Collective Labor Agreement 2019-2021 valid until 01.07.2022, as well as in accordance with article 170 paragraph 1 of the Collective Labor Agreement 2022-2024).

2.2. Safety

The prevention and protection activity pursues fulfilling the objectives and indicators specific to it, conducting the assessment / reassessment of occupational injury and illness risks, to set forth risk prevention measures, to coordinate and control the occupational health and safety activity, to train the workers, to research, register, record and report on work injuries, to monitor the workers' state of health, to monitor the occupations requiring certification, to monitor the performance of technical inspections on work equipment, to monitor the manner of using the personal protective equipment, to monitor the proper use of said equipment, hygiene and sanitary supplies, meals and drinks for adverse working conditions, to set forth the budget requirements for expenses with occupational health and safety, and to monitor how well expenses fall within the budget allocations.



As far as the control actions from the Constanta Territorial Labor Inspectorate are concerned, during the year 2022 there were two such control actions, namely:

- in October 2022, on the subject of the implementation of the provisions of art. 153 - art.

155 of the 2022-2024 Collective Labor Agreement, regarding the granting of meal vouchers/food allowance to employees who carry out their activity as a maritime pilot, the conclusion of WTI Constanta being that the food allowance is granted at the CN APM SA level with compliance with the applicable legal provisions;

- in April 2022, on the topic of compliance with the legal provisions in force in the field of safety and health at work, verifying the company's compliance with the established legal provisions.

2.3. Security and resilience

The care for the high quality of the services rendered by the company, as well as constantly meeting the requirements of its customers, the attention we pay to our employees and to all the stakeholders and, last but not least, environmental protection and the workers' occupational health and safety are among our main strategic pillars.

The main goal– migrating towards the Occupational Health and Safety International Management Standard - ISO 45001:2018 – was achieved by the company in March 2021 when, upon completing the efforts to implement the requirements of the new SR EN ISO 45001:2018 standard, the surveillance audit also covered the “switch to ISO 45001” component.

C.N. APM S.A. Constanta adopted and implemented in time a Management System in accordance with the requirements of the SR EN ISO 9001:2015, SR EN ISO 14001:2015 and SR ISO 45001:2018 standards, as well as the applicable legal requirements in force, which allows the achievement of the purpose and mission.

The main objective for the year 2022 was the unification of the three components of the Integral Management System (IMS) and the expression in a single document of its policies regarding the quality of the environment, health and safety at work.

This objective was successfully achieved by the Company through the renewal audit of the certification of the integral management system, carried out by the accredited certification body Bureau Veritas Romania, ended with the certification of the management system that integrates all the business components of the company, combining the requirements of the standards of reference implemented in a coherent, unique system. In this way, the processes that use the same resources - human, material, infrastructure, financial, informational - are

interconnected in order to fulfil the established objectives, namely the satisfaction of demanding clients and interested parties.

The campaign constantly monitors compliance with the conditions of quality assurance, environmental protection and occupational safety and health. Thus, in accordance with the requirements of the reference standards and in order to monitor and fulfil the proposed objectives, in 2022 a number of 236 documents related to the Integral Management System were drafted and reviewed, while a number of 14 documents were withdrawn from the system.

At the same time, in 2022 (the month of September) the Company went through an organizational reorganization process, according to the Decision of the Administrative Council no. 201/30.09.2022, which led to the need to review the entire integrated management system.

In the new context created by changing the organizational structure, reorganizing, and streamlining the activities within some departments and establishing new functional structures, but also the implementation of the others, it was necessary to resume the inventory process of procedural activities, review the existing documented procedures/work instructions, as well as the development of new ones. All this presupposes going through a fundamental stage of activities and work processes, redefining, and re-evaluating specific documents.

In terms of measuring the performance in fulfilling the objectives set forth across the IMS processes, pertaining to the 1st and the 2nd semesters of 2022, the indicators set forth were partially achieved, highlighting the applicability and effectiveness of the implemented system.

CN APM SA Constanța management continuously maintain and improve the implemented Integrated Management System, allowing the company, which holds the role of port authority for the ports of Constanța (Constanța, Midia, Basarabi areas), Mangalia and Tomis touristic port, to ensure by means of the activity carried out:

- *customer requirements are met*

In this respect, the main courses of actions are:

- making available to port customers, freely and without discrimination, the naval transportation infrastructure administered by the company, and providing quality and competitive services, in a

manner that is safe and in harmony with the natural environment;

- encouraging and drawing in freight traffic with a solid degree of effectiveness and strengthening relations with domestic and international customers;

- continuing the investment activity in order to modernise and develop the naval transportation infrastructure under the company's administration.

- *business is conducted in full compliance with the legislation in force and with other requirements applicable to the environmental aspects generated by the company's activities and services, and in full awareness of the occupational health and safety risks, over the entire port premises administered by the company.*

In this respect, activities will follow the courses of action below:

- correlating the effective operation of the various compartments, so that the environmental aspects generated by the administration's activities and services (emissions of air pollutants, solid and liquid waste) should comply with the legal requirements and other requirements applicable to the company's field of activity, avoiding accidental pollution instances as much as possible;

- adopting all the control measures required in order to lower the number of work injuries and to prevent occupational illnesses (both among its own employees and for the other categories of persons who may come into contact with our business) by constantly reducing risk levels;

- raising awareness among the company's own staff and the staff operating on its behalf in order to ensure active participation in fulfilling and carrying out the environmental management and occupational health and security objectives and programs.

- *continuous improvement of performance in the areas of quality, environment and occupational health and security, leading to optimising the processes carried out by the company, ensuring the provision of professional services, and increasing the level of customer trust in the services rendered by the company.*

In order to prevent IT security incidents and to reduce the risk of data loss due to security threats, the assessment of the IT infrastructure for the validation of compliance with Law no. 362/2018 - on the provision of a common high level of security of IT networks and systems and its application norms was performed. The objectives of the

contract were to evaluate the cyber security level in relation to the mandatory minimum requirements specified in the legislation, as well as to carry out security tests to identify and evaluate the vulnerabilities of the IT infrastructure and propose remedial measures.

Also, within the monitoring activities of IT threats to the IT infrastructure, a series of threats have been identified, having as a vector of propagation, mainly, electronic messaging through Office document type attachments and using the exploits of Office applications.

These threats were countered by using the provided antivirus and firewall solutions together with the implemented IT security policies.

2.4 Environment



The goal of our company is to minimise the negative impact upon the environment, at all times, in regard to waste, oil leaks, energy efficiency, gas emission and water management.

For the future of the port to be successful, it is important that the port operators and the maritime transport industry can continue to develop, but in this sense the impact on the environment must be considered. This requires, among others, new technologies, new earning models and new partnerships.

In order to become a *green port*, it is necessary to identify sustainable solutions for key infrastructure design, acting together with port operators and its other partners towards promoting and implementing organisational culture focused on improving environmental quality, protecting the marine environment adjacent to the port areal, lowering carbon emissions that fuel the greenhouse effect. Furthermore, port development will consider the EU policy in the area of Green Deal and climatic change.

Changes relevant to the Environmental Management System

These changes primarily focused on the efforts undertaken to revise the Environmental Management System in line with the requirements of standard ISO 14001:2015.

The planned, unintentional, or strategic changes that may affect system functionality, as well as the methods to keep them under control and analyse the implications of such changes, were documented in the *“Management of Change”* system procedure.

The company identified the stakeholders relevant to the Environmental Management System, their requirements, as well as the methods to meet these requirements and the persons involved on various tiers and holding various positions, in order to monitor the fulfilment of company’s obligations in regard to said requirements. The stakeholders’ requirements are documented in the Integrated Management System and are available on the Company’s intranet at <http://in.constantza-port.ro/>.

The risks and opportunities regarding the environmental aspects and the compliance obligations were determined, as these risks have to be addressed in order to ensure the effectiveness of the Environmental Management System, thus preventing the occurrence of potentially emergency situations with an impact on the environment or mitigating their effects.

The manner of identifying risks and opportunities is set forth in the *“Management of risks and opportunities”* system procedure. Documented information regarding risks and opportunities, as well as related measures planned to control them (*the Register of risks and opportunities related to objectives, processes, environmental aspects and compliance obligations and the Action plan for handling risks and opportunities*) is available on the Company’s intranet at <http://in.constantza-port.ro/>.

The procedure on identifying environmental aspects was revised, the environmental aspects were reassessed, and efforts were made to identify significant environmental aspects that can result from risks and opportunities. Documented information about the company’s environmental aspects and the significant environmental aspects is available on the Company’s intranet at <http://in.constantza-port.ro/>.

The main environmental objectives of 2022 were the following:

❖ **Ensuring compliance with waste compliance obligations**

Increasing the recovery rate of waste: paper, plastic, metal, electrical and electronic equipment, IT equipment, food oil, car/transformer oils, packaging of dangerous substances, cloths, absorbent, oil/fuel filters generated from the company's activities and from ships.

Proper elimination of waste that cannot be used (conforming deposit from Ovidiu, managed by SC TRACON SA).

Monitoring indicators: I_1 - % of waste recovered from the total amount of general waste

I_2 - % of waste eliminated at the compliant deposit
In 2022 these indicators reached the following percentages: $I_1 = 99.82\%$ and $I_2 = 100\%$.

❖ **Ensuring compliance with the environment, compliance with the obligations related to substances, water and environment protection**

Ensuring the conditions for treating the entire amount of leachate from the non-compliant waste dump at Gate 6.

❖ **Prevention of emergency situations that may have negative impact on the environment**

Full compliance with safety requirements in operation and reliability of installations and equipment: depollution vessels, intervention equipment, wastewater treatment plants, sewage networks, thermal power plants.

Also, both the intervention equipment in case of pollution and the stocks of absorbent material must be provided.

Staff participation in planned trainings and simulations in accordance with approved accidental pollution action plans.

Monitoring indicators:

I_1 - % of actions carried out of the total actions established in "Compartmental Plans" (F01 PMM01), to ensure the proper functionality of the installations/equipment

I_2 - number of functional intervention equipment/materials out of the total existing

I_3 - % of personnel participating in simulations from the total number of personnel of the intervention teams

In 2022, these indicators have reached the established values: $I_1 = 100\%$, $I_2 = 0$, $I_3 = 100\%$

❖ **Enhancing the environmental performance of the Company's activities by measuring and monitoring the water, air and soil environmental factors**

The quality indicators that have to be measured for water, air and soil and the measuring frequency are established as part of the annual monitoring program, in accordance with the requirements of the environmental permits and water rights permits issued by the competent authorities for Constanța, Midia and Mangalia ports. All the quality indicators measured throughout 2022 fell within the maximum limits admissible as per the legislation in force.

Monitoring indicators:

I_1 - % common environmental factors out of the total number of factors monitored

In 2022, this indicator reached the established values, respectively $I_1 = 100\%$.

❖ **Increasing the awareness level among the Company's personnel, as well as among economic operators, on increasing environmental performance**

Monitoring indicators:

I_1 - % training topics covered from the annual professional training program

I_2 - no. of commercial contracts concluded and work licences / permits issued in the absence of the agreement on the agreement on environmental protection

In 2022, these indicators reached the values set forth: $I_1 = 100\%$, $I_2 = 0$.

Information on the Company's environmental performance related to:

✓ **The fulfilment of the company's compliance obligations;**

During 2022, the Company was controlled from the point of view of compliance with the legislation in the field of waste storage by the commissioners of the National Environmental Guard - the Constanta County Commissariat and of the legislation in the field of water management by the inspectors of the Dobrogea Water Basin Administration - Coastline. following the controls, no nonconformities were identified.

The evaluation of the fulfilment of the compliance obligations regarding the environmental aspects generated by the activities, products and services of CN APM SA Constanta was carried out by the Environment Bureau through environmental inspections. The methodology for carrying out environmental inspections is documented in system procedure P12.4. "Evaluation of compliance

obligations applicable to environmental aspects". The inspections were carried out for all the functional structures that generate environmental aspects according to the "Annual Inspection Program" approved by the company's management.

In order to comply with the obligations regarding environmental protection, during 2022, the Environmental Bureau within the company followed the activity ceased in case of accidental pollution of the port waters by the functional structures with responsibilities within the existing action plan at the level of the port administration, informing the Company's management on the evolution and efficiency of the intervention, as well as ensuring relations with local environmental authorities.

At the same time, the Plan for taking over and managing waste from ships for Constanta port (Constanta, Midia and Mangalia areas) was developed, in accordance with the Company's obligations arising from the application of GO no. 20/2012 regarding the port facilities for taking over waste from ships and residues in accordance with the requirements of Directive (EU) 2019/883, as well as the specific activities for its approval by the naval authority and the approval of the local environmental authority.

✓ Results of measuring and monitoring environmental factors

The monitoring of environmental factors is an obligation of the company imposed by the environmental authorizations, issued by the Environmental Protection Agency and by the water management authorizations issued by the Romanian National Water Administration.

➤ Measurement of water quality indicators

For the "water" environmental factor, readings are taken for the quality indicators of the water treated in the wastewater treatment mini-stations and in berth 79 wastewater treatment plant, as well as of the rainwater and the standing port waters.



The measurements of the physic-chemical indicators for the treated waters were carried out by accredited external laboratories: SC Rompetrol Quality Control SRL (for quarter I and quarter II) and by Weesling Romania SRL (for quarters III and quarter IV). For the rainwater and that in aquarium, the measurements were carried out by the laboratory's employees Department of the Water, Canal, Wastewater Treatment-SSP.

Regarding the way in which the monitoring and measurement of water quality indicators was carried out during the year 2022, the following can be noted:

- there were no violations of the maximum values allowed by the legislation in force;
- all indicators provided for in the water management authorization were determined and the monitoring frequency established by this regulatory act was respected.

The Port Technical Ship Branch (SNTP) provides services for the collection of liquid residues and solid waste resulting from the operation of ships that call at Romanian seaports.

Also, SNTP-equipped ships ensure the current depollution of the water area and intervenes in case of accidental pollution of the port basin.

The pollution prevention and occasional depollution services of the port basin are carried out with the collector ships Nereus and Nicolae Zeicu, multifunctional ships Sela and Noema and with the non-propelled collector ship 101.

The liquid residues taken over from other vessels are deemed hazardous for the environment and are temporary stored, for primary treatment, inside the 101 collector's tanks, to allow gravity to separate the hydrocarbon fraction from wastewater. Wastewater is transferred to the treatment station, whereas the hydrocarbon fraction is delivered to authorised processors to be reused.

Hazardous solid waste (fuel and oil filters, hydrocarbon-contaminated rags, other waste resulted from vessel maintenance operations) are selectively collected and temporarily stored inside dedicated spaces, located aboard the 101-collector vessel, until they have been delivered to authorised processors to be neutralised.

In 2022, the intervention plan in case of accidental pollution in seaports was updated, elaborated according to the provisions of GD no. 893 of July 5, 2006 regarding the approval of the *National Plan for preparation, response and cooperation in case of marine pollution with hydrocarbons*, following the commissioning of the new intervention vessels entered into the Company's equipment.

The customers of the Branch are representatives (agents and ship-owners) of commercial (sea-borne and fluvial) vessels, operators of port technical

vessels and military units in possession of military vessels.

According to the notifications received pursuant to agent / ship-owner contracts, in 2022, SNTP took over from vessels stationed in Constanța port, Constanța and Midia area, liquid residues and solid residues resulted from the operation of the vessels, as follows:

- 12,500 m3 of liquid residues, of which:
 - 5.500 m3 of bilge well residues;
 - 500 m3 of wastewater resulted from facilities and plumbing;
 - 6.500 m3 of wastewater resulted from washing cargo storages;

- 20m3 of solid waste (fuel and oil filters, hydrocarbon-contaminated cloths, other waste resulted from the operation of facilities).

In 2022, SNTP delivered to processors 1,100 tons of hydrocarbon mixtures (hydrocarbon fraction) resulting from the gravity separation of the collected liquid residues.

➤ **Monitoring of emissions from heating plants running on liquid fuel and the tightness of underground liquid fuel tanks**

For the annual monitoring of emissions from heating plants running on liquid fuel, Port Energy Branch holds a gas analyser that is used to perform CO, SO₂, NO_x measurements. The tightness of the underground liquid fuel tanks (R9, pertaining to Pier 1S - Constanta South heating plant, and R10, pertaining to Administrative Pavilion - Constanta South heating plant) was monitored by means of regular readings of the fuel level present inside the tanks, both at the end of the heat supply period (in spring) and in the beginning of the heat supply period (in autumn).

➤ **Monitoring of the former landfill near Gate 6**

The landfill (the Gate 6 area) was shut down in 2005, in accordance with the environmental permit requirements and, since 2009, there have been annual measurements of the quality indicators for the underground water, leachate and landfill gases, and land sinking measurements, as per the monitoring program approved by Constanța Environmental Protection Agency.

In order to monitor underground water quality, the landfill location hosts 5 drillings used to collect samples. The readings obtained for the measured indicators are compared with their reference values from 2009 (the monitoring starting year).

The measurements of the quality indicators were carried out by Rompetrol Quality Control SRL and show that for some of the quality indicators for

underground water, higher values are recorded compared to the reference measurement from 2009.

In terms of the stability of the deposit, the measurements carried out by the Cadastre and Land Records Service regarding land subsidence indicated that the deposit is not stable.

Monitoring results are sent periodically to the Environmental Protection Agency. There were no comments from this institution regarding the results of the measurements.

Leachate is collected in a pit located at the foot of the landfill, along the eastern side, and is analysed for quality on a biannual basis.

The fact that certain leachate quality indicators do not comply with standard NTPA 002/2005 does not infringe upon the environmental requirements given that, prior to being discharged in the sewage network, the leachate is pumped from the pit where it accumulates to the leachate treatment plant, operated by the Port Services Branch (SSP) personnel.

➤ **Specific activity for the purpose of issuing the revision of the regulatory acts or, as the case may be, obtaining the annual permits provided for by the legislation in force, from the competent authorities, for the environmental permits, for water management for the port of Constanta (areas Constanta, Midia and Mangalia) under the administration of the Company.**

➤ **Completion of the necessary documentation for the purchasing procedure of the noise maps and the related action plan for the Constanta area of the Constanta port, in accordance with the provisions of Law 121/2019 regarding the assessment and management of ambient noise**

✓ **Environmental protection costs**

Environmental factor quality and post-closure monitoring services for the landfill near Gate 6: RON 17,554;

Taking over solid waste resulted from the decontamination activity in semester I of 2022: RON 4,486;

Taking over oil-based residues resulted from the decontamination activity in semester I of 2022: RON 73,575;

Collection of garbage and household waste from ships related to the first semester of 2022: RON 1,300,062;

Services related to the activity of receiving waste from ships, according to OG no. 9/2022 regarding the port facilities for taking over waste from ships, carried out in Semester 1 of 2022: RON 4,305,217.

In 2019, the CN APM SA signed with SC Shipyard ATG Giurgiu the *contract for the design, construction, and delivery of two multipurpose vessels to the Port of Constanta*. The contract was awarded through a public auction in the Public Heating Electronic System.

Currently, the multifunctional ships Sela and Noema are registered according to the legislation in force, under the Romanian flag, they were put into operation in September 2022 and serve the port of Constanta and the Constanta and Midia areas.

The ships are intended to provide the following port services:

- the collection of bilge water and used water from ships calling at Romanian seaports;
- environmental protection actions: intervention in case of port basin pollution, actions to clean waterways of solid residues;
- intervention in case of fire at the wharf or on other ships, isolation of dangerous areas;
- towing services in the port basin.

3. Human rights

Human rights and fundamental freedoms allow us to develop, to use to the full extent our human qualities, our intelligence, talent, and conscience, as well as to fulfil our spiritual needs. They are underpinned by the human desire to live in a world where each person's dignity and welfare will enjoy respect and protection.

One of the major pillars of our company's strategy is to protect human rights, an aspect embedded in the way we behave and carry out our activities.

The matter of the human rights is among the company management main elements. In this respect, the company gave priority to responsibilities related to human rights.



At the same time, we ask our business partners (suppliers and customers) to comply with our company's policy and encourage them to develop similar standards.

4. Diversity and human resource development

In 2022, staff employment and allocation by functional compartment took place in manner

aimed at conducting business across the company in optimum conditions, in observance of the organisational set-up and the maximum number of personnel provided in the Revenue and Expenditure Budget.

Furthermore, throughout 2022, staffing activities were conducted in order to eliminate the employee deficit present within certain functional structures and to continue the personnel's rejuvenation process.

Within CN APM SA Constanța, the work environment does not foster any discrimination in terms of gender, religion, age, ethnicity or other factors.

The Company's employees benefit from:

- Working and hygiene conditions designed to protect their health and physical integrity;
- Facilities that allow them to fulfil their occupational duties under normal and expedient conditions;
- Professional training and development and preparatory programs and actions organised or facilitated by the Company;
- Participation in conferences / symposiums / workshops in the country or abroad;
- Rights / regulations acknowledged by the law.

The professional training of the salaried employees has the following main objectives:

- Allowing the employee to adapt to the job or workplace requirements;
- The issuance of professional qualification certificates;
- Updating the knowledge and skills specific to the job or workplace and enhancing professional training with skills upgrades for the main occupation;
- Professional re-training determined by social and economic restructuring;
- The acquisition of advanced knowledge, of modern methods and procedures required in order to conduct occupational activities;
- Work promotions and professional career development.

At the level of CN APM SA, the professional training activity is regulated by the applicable legislation, as well as the internal regulations and norms in force and represents a form of continuous education for the employees in addition to the formal education system; Each professional training program aims to increase the level of competence and professional

skills, and this is obtained through various training courses.

During 2022, CN APM SA employees participated in various individual or in group professional training programs, training programs, conferences, webinars or funded projects through the European program Erasmus, courses, and specialization programs organized by the Company or others suppliers of professional training services, both in the country and abroad.

At the professional training programs during 2022, participated 327 employees, these being organized at the company's headquarters in the on-line/physical system, as well as in the locations organized by the suppliers of professional training services.

The main topics tackled were: *Management* (including: the integrated management system, the internal managerial control system, prevention of, and fight against, corruption, money laundering prevention), *Internal Audit*, *Human Resources*, *Occupational Health and Safety*, *Legal matters*, *Finance and Accounting*, *Trade (infrastructure contracts)*, *Development* (including: project management, European projects, FIDIC, Public Procurements), *Information Technology (IT)*, *Operation*, *Maintenance* (including: monitoring construction behaviour over time, *Railroads* - certification/retesting of SC LFI (*traffic safety – industrial railways*), skills' upgrade and certification for the personnel in charge with maintaining and operating electrical installations, port operation – ISPS, GMDSS - ROC courses), IMO courses, Annotations on boarding / disembarking stages for cabin crew and validity extension for seaman's book / certificate of capacity, GMDSS – ROC courses, services (AutoCAD), thus ensuring that the company's employees get to enhance their problem-solving capacity, in the context of specific works, which will secure their suitable performance in the activities carried out.

The professional training programs carried out in within the Company have been suspended by suppliers of professional training accredited by the Ministry of Education or the Ministry of Labor and Social Protection or authorized by the National Authority for Qualifications (ANC) to organize training programs professional and have the ability to organise trainings obtained through qualification or graduation certificates with national recognition and participation diplomas.

As an internship partner, through the internships organized for students and master's students, CN APM SA offers the opportunity to interact with

professionals in the different fields of activity of the Company and to form an image as much as possible, on the specific flows and activities carried out. Thus, the Company ensures a professional environment close to the students' area of interest, offering them, at the same time, the acquisition and deepening of new knowledge and skills, useful in the future career, but also the applied use of theoretical knowledge on which they own as a result of the completed studies, until the moment of completing the internship. At the end, the participants receive a certificate attesting the completion of the internship at CN APM SA.

Following the conclusion of the Collective Labor Agreement 2022-2024, the employees of CN APM SA Constanta benefit, starting from 01.07.2022, from a voluntary pension fund (pillar III), the company contributing to these funds in the fiscal amount provided for by law.

5. Business ethics, the fight against corruption and money laundering

CN APM SA Constanța believes that trust and integrity are among the most significant assets a company can have.



Following the adoption of Government Decision no. 1269/2021 regarding the approval of the National Anti-Corruption Strategy 2021 - 2025 and its related documents, published in OG of Romania no. 1218 on December 22, 2021 and Annexes 1-5 to Government Resolution no. 1269/2021, published in OG of Romania no. 1218 bis on December 22, 2021, the General Manager, as the legal representative of the National Company "Administrația Porturilor Maritime" S.A. Constanța, assumed the fundamental values and principles provided by the National Anticorruption Strategy 2021 - 2025, recognizing the importance of the Strategy's National Anticorruption 2021-2025 objectives as well as its monitoring mechanism, supporting the principles and objectives of the National Anticorruption Strategy 2021-2025, by signing the Declaration regarding the assumption of

the organizational integrity agenda in the coordinates of the National Anticorruption Strategy 2021-2025, adopted at the company's level and updated in the first semester of 2022.

By this statement, the company:

- 1) undertakes the main pillars of the organizational integrity agenda, namely the consolidation of institutional transparency and integrity, the development of an organizational culture of integrity, the increase of anti-corruption education and the promotion of ethical principles and values;
- 2) undertakes the observance and application of legal standards of integrity simultaneously with the implementation of measures to remedy the identified risks and vulnerabilities, included in the own integrity plan, developed in accordance with the values and principles of the National Anti-Corruption Strategy 2021-2025, to ensure a high level of implementation of corruption, prevention measures and to strengthen the company's capacity to assess corruption risks and vulnerabilities.
- 3) participate in the cooperation and monitoring mechanism of the National Anticorruption Strategy 2021-2025, both through annual self-evaluation and reporting the degree of implementation of the measures provided for in the integrity plan applicable at the company's level, and through annual self-evaluation and reporting the degree of implementation of the preventive measures provided for in Annex no. 3, to Government Decision no. 1269/2021 regarding the approval of the National Anticorruption Strategy 2021-2025.

In order to comply with the measures from the integrity plan, compliance with the legal provisions was monitored by monitoring the publication of information of public interest, respectively Annexes no. 4 and 5 of GD no. 1269/2021, the transparency of resource management processes, accessible on the Company's portal, consisting of updated information on REB, PAAS, ROGOP, ensuring full compliance with the legal provisions regarding the publication of information of public interest, in accordance with the provisions of GD no. 1269/2021, Annex no. 4 - The general standard for publication of information of public interest as well as Annex no. 5 - Publication of information of public interest. At the level of 2022, it has been updated in the IMS manual the work instruction on: "identification, evaluation and monitoring of risks and vulnerabilities to corruption".

In order to ensure the increase in the degree of knowledge and understanding of the integrity standards by the employees, as well as the increase in the degree of anti-corruption education, at the company level, informative materials on the risks

and consequences were disseminated on the Internet, results of acts of corruption, the column dedicated to the National Anticorruption Strategy in the company's intranet network was permanently updated. At the same time, during the entire year 2022, in addition to the one from 2021, a number of 3 awareness campaigns among employees took place, regarding the methods of preventing and combating acts of corruption, supported by the Ministry of Internal Affairs, Anticorruption General Directorate - Constanta County Anticorruption Service.

In order to ensure the tools that lead to the consolidation of institutional integrity, at the company level, the Working Group (WG) carries out its activity for the implementation of the Standard Methodology for evaluating the risks of corruption within the central public authorities and institutions approved by Decision no. 599 /2018, which considers the identification of vulnerabilities to corruption and periodic self-assessment of risks during 2022, the composition of the working group was modified accordingly by decisions of the general manager, respectively Decision no. 382/12.09.2022 and Decision 471/18.10.2022.

At the same time, in 2022, questionnaires were distributed to the functional structures for the identification of corruption threats/risks, the collected data being centralized and analysed by WG in order to identify corruption risks and vulnerabilities for 2022. Based on the information and data obtained, WG proceeded to analyse the activities vulnerable to corruption, as well as the possible sources of risks, for subsequent recording in the Register of corruption risks, depending on the responses of the functional structures, the WG members estimated both the level of probability by assessing the means of materialization, as well as the impact of the effects of the materialization of a corruption risk, using the indicators from the work instruction regarding the identification, evaluation and monitoring of risks and vulnerabilities to corruption.

For the identified corruption risks, WG has not established additional intervention measures, considering the fact that, for the corruption risks whose values are classified at a low level of exposure, it is not necessary to adopt additional intervention measures, maintaining the existing application, respectively those mentioned in point 5.4.8. para. (1) of IL02P21 (Rev.3). Of the total corruption risks identified and evaluated, no medium or high risk of exposure was determined.

CN APM SA Constanța has elaborated the *Fraud, corruption and money laundering risk analysis and assessment methodology* in order to identify and analyse fraud, corruption and money laundering risks that may emerge across the activities and processes carried out within the company, focusing on both internal and external risks, as part of relations with third parties (customers, suppliers, collaborators, public institutions, etc.).

This methodology was adapted to the risks specifically applicable, directly, or indirectly, to the company and considers the company's size, complexity and objectives and the industry specifics.

The activity of assessing fraud, corruption and money laundering risks shall take place on a yearly basis. The working group coordinator may request the participation of representatives within key company structures.

An effective assessment is conducted by means of the participation, active involvement, and input of personnel the duties of whom also include the company's operations, operations, or activities with significant exposure to fraud, corruption, and money laundering risks.

The implication of both executive personnel within the structures and operating personnel will bring added value to the risk identifying and assessment process, so that there may exist not only an outlook of the operations carried out, but also a picture of actually performed activities.

For the managerial tier employees, training in business ethics and the fight against corruption is mandatory. Moreover, all the employees in areas with elevated risk levels (e.g: employees working in procurement department or interacting with government institutions) have to undergo business ethics and anti-corruption training.

6. Risk management

CN APM SA Constanța possesses a Risk Management System that allows avoiding crises and resource waste by means of effectively allocating and using resources.

This system allows the prevention of risks across all company tiers and minimising the negative effects in cases where undesired events occur.

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Communication and learning represent a continuous process that takes place during all phases of risk management. Without effective communication and continuous learning, risk

management would be ineffective. Risks are most often interrelated, they do not usually affect a single objective, and risk control instruments can influence several objectives.

The Risk Management Standard is unanimously accepted in the EU. This is one of the important standards of the Internal Managerial Control System (ICSM).

Risk-based thinking allows the company to determine the factors that might cause the deviation of its processes and of the Integrated Management System from the planned results, to put preventive or corrective controls (measures) into place so as to minimise the negative effects upon its objectives, compliance obligations, upon the environmental aspects and the OHS risks generated by its activity, and to make full use of opportunities as they emerge.

The monitoring committee for the development of the internal/managerial control system, by means of the risk management team, coordinate and supervise the risk management process.

The main categories of monitored risks are grouped under the following categories: strategic and operational, project, process, compliance and regulatory, litigation, as well financial, fiscal, and reputational risks.

The introduction of risk and opportunity management as a decision-making support allows the company management and personnel to identify elements of uncertainty surrounding the fulfilment of the objectives set forth (both the general and the specific ones) and the risk associated to them (deciding upon the actions intended to limit or eliminate it).

7. The relationship with the community and communication with the outside world

CN APM SA Constanța wishes to contribute to the welfare and economic growth of the community in which it operates by providing effective services.

Our company acknowledges its role and the moral responsibility it has when it comes to its contribution to elevating the quality level of the community at the heart of which it conducts business, and provided active support to social responsibility projects, by facilitating the promotion, set-up and performance of events and manifestation of a social and cultural nature and, in particular, by means of the assistance provided to

disadvantaged social categories and vulnerable persons.

Its conduct in the relationships it maintains with civil society is characterised by permanent transparency, respect, and care for the Company's image.

CN APM SA Constanța acknowledges the fundamental informational role of the media. In this respect, it collaborates with all the means of information, with no discrimination, under mutual compliance with the parties' roles and obligations and in line with the commercial confidentiality requirements, in order to promptly, fully, and transparently satisfy both the public's need for accurate information and other requests for public information.