



RAMIRA

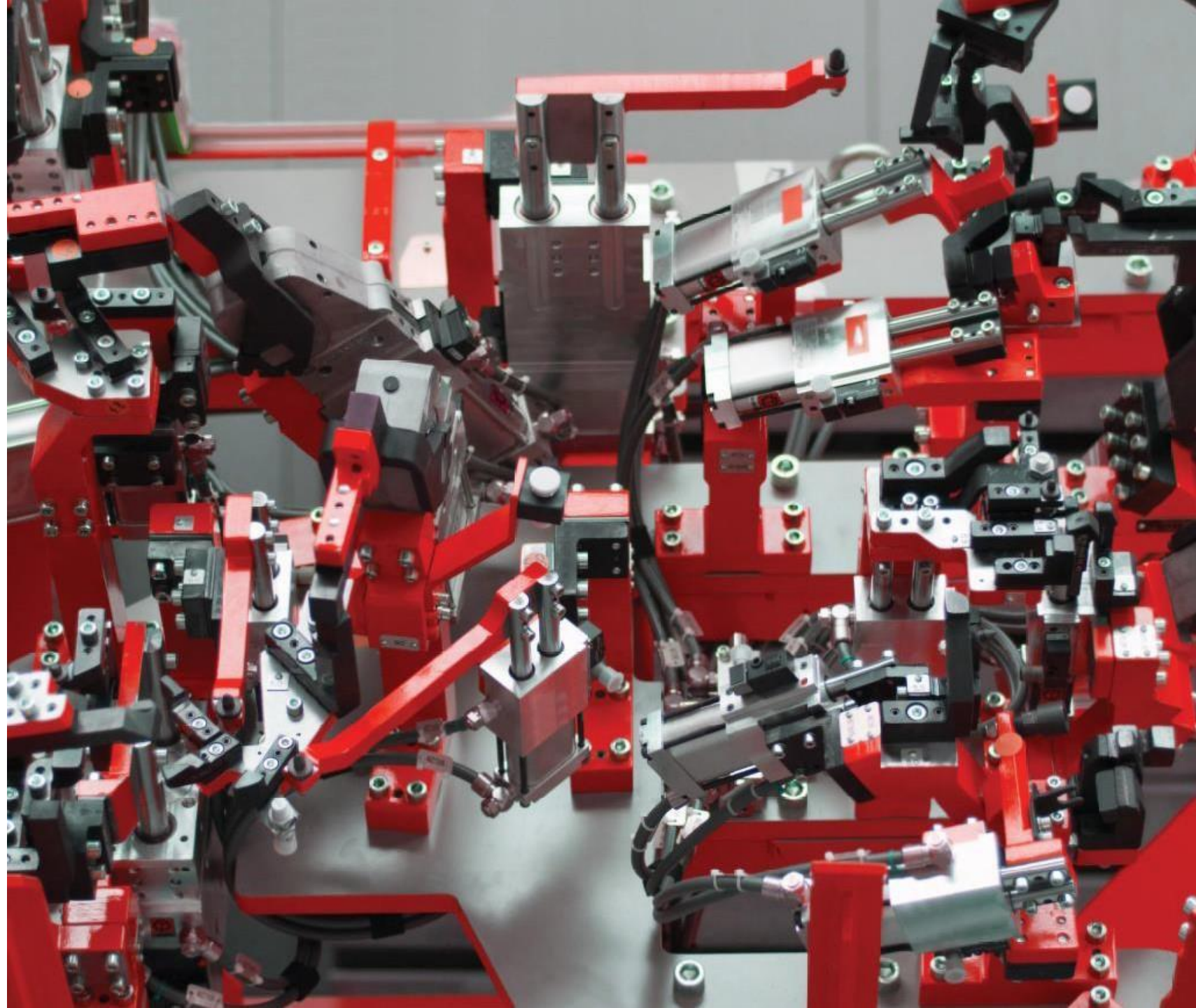
Automotive development

SUSTAINABILITY REPORT 2025



THE GLOBAL GOALS

Member of
CHROPYNSKA
Group



CERTIFICATIONS

Certified Management Systems



CERTIFICATIONS

CERTIFIED MANAGEMENT SYSTEMS

ISO 9001
ISO 14001
ISO 45001
ISO 50001
RS 8000



Member of
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Group

CERTIFICATIONS

Welding Certifications



CERTIFICATIONS
**WELDING
CERTIFICATIONS**
EN 1090-1-2_FPC
EN 1090-1-3_FPC
EN 1090-2
EN 1090-3
EN ISO 3834-2

CERTIFICATE
Conformity of the Factory Production Control
0036-CPR-1090-1.00833.TUV SÜD.2019.007
In compliance with Regulation 305/2011/EU of the European Parliament and of the Council of 9 March 2011 (the Construction Products Regulation or CPR), this certificate applies to the following construction product:

Construction product Structural components and kits for steel structures to EXC3 according to EN 1090-2
Intended use for load-bearing structures in all types of buildings
CE - marking method ZA.3.2 and ZA.3.4 acc. to EN 1090-1:2009+A1:2011
produced by or for
Manufacturer **RAMIRA S.A.**
Vasile Lucaci 160
430402 Baia Mare
ROMANIA
Manufacturing plant RAMIRA S.A.
Vasile Lucaci 160
430402 Baia Mare
ROMANIA
Confirmation This certificate attests that all provisions concerning the assessment and verification of constancy of performance described in Annex ZA of the harmonised standard **EN 1090-1:2009+A1:2011** under system 2+ are applied, and that the factory production control fulfils all the prescribed requirements stated therein.
Date of first issue 11.12.2019
Next Surveillance audit 25.11.2027
Period of validity This certificate will remain valid as long as the test methods and/or the factory production control requirements included in the harmonised standard used to assess the performance of the declared characteristics do not change, and the product and the manufacturing conditions in the plant are not modified significantly.
Remarks see reverse
Place and date of issue Munich, 26.11.2025
Pop-Vaida
Notified Body, Nr. 0036
M. S. Mijatovic
TUV SÜD Industrie Service GmbH, Westenstraße 109, 80 898 München, Deutschland
EQ3008373

CERTIFICATE
Conformity of the Factory Production Control
0036-CPR-1090-1.00834.TUV SÜD.2019.007
In compliance with Regulation 305/2011/EU of the European Parliament and of the Council of 9 March 2011 (the Construction Products Regulation or CPR), this certificate applies to the following construction product:

Construction product Structural components and kits for aluminium structures to EXC3 according to EN 1090-3
Intended use for load-bearing structures in all types of buildings
CE - marking method ZA.3.2 and ZA.3.4 acc. to EN 1090-1:2009+A1:2011
produced by or for
Manufacturer **RAMIRA S.A.**
Vasile Lucaci 160
430402 Baia Mare
ROMANIA
Manufacturing plant RAMIRA S.A.
Vasile Lucaci 160
430402 Baia Mare
ROMANIA
Confirmation This certificate attests that all provisions concerning the assessment and verification of constancy of performance described in Annex ZA of the harmonised standard **EN 1090-1:2009+A1:2011** under system 2+ are applied, and that the factory production control fulfils all the prescribed requirements stated therein.
Date of first issue 11.12.2019
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Remarks see reverse
Place and date of issue Munich, 26.11.2025
Pop-Vaida
Notified Body, Nr. 0036
M. S. Mijatovic
TUV SÜD Industrie Service GmbH, Westenstraße 109, 80 898 München, Deutschland
EQ3008375

Welding Certificate
TUV SÜD-00833.2019.007
In accordance with EN 1090-1, table 9.1, its hereby declared:
The manufacturer has produced evidence that he fulfils the requirements of the European standard EN 1090-2 for execution of structural steel components

Manufacturer **RAMIRA S.A.**
Vasile Lucaci 160
430402 Baia Mare
ROMANIA
Technical specification **EN 1090-2:2018+A1:2024**
Execution class(es) **EXC3 according to EN 1090-2**
Welding Process(es) 111 - Manual metal arc welding
135 - Metal active gas welding
141 - TIG gas tungsten arc welding
Material Group 1.1, 1.2
according to CEN ISO/EN 15608 and EN 1090-2, table 2 and 3
8.1, 8.2
according to CEN ISO/EN 15608 and EN 1090-2, table 4
Responsible Welding Coordinator Florina Dorina Talpas, IWE born on: 30.06.1999
Substitute -
Confirmation All provisions concerning welding as described in the above mentioned technical specification(s) were applied.
Validity start 11.12.2019
Period of validity 25.11.2027
Remarks see reverse
Place and date of issue Munich, 26.11.2025
Pop-Vaida/IHR

Welding Certificate
TUV SÜD-00834.2019.007
In accordance with EN 1090-1, table 9.1, its hereby declared:
The manufacturer has produced evidence that he fulfils the requirements of the European standard EN 1090-3 for execution of structural aluminium components

Manufacturer **RAMIRA S.A.**
Vasile Lucaci 160
430402 Baia Mare
ROMANIA
Technical specification **EN 1090-3:2019**
Execution class(es) **EXC3 according to EN 1090-3**
Welding Process(es) 141 - TIG gas tungsten arc welding
Material Group 22.4, 23.1
according to CEN ISO/EN 15608 and EN 1090-3, table 2 and 3
Responsible Welding Coordinator Florina Dorina Talpas, IWE born on: 30.06.1999
Substitute -
Confirmation All provisions concerning welding as described in the above mentioned technical specification(s) were applied.
Validity start 11.12.2019
Period of validity 25.11.2027
Remarks see reverse
Place and date of issue Munich, 26.11.2025
Pop-Vaida/IHR
Zertifizierungsstelle
Werkstoff- und Schweißtechnik
M. S. Mijatovic
TUV SÜD Industrie Service GmbH, Westenstraße 109, 80 898 München, Deutschland
EQ3008376

CERTIFICATE
TUV SÜD-MUC-WD-3088377.2016.005

Manufacturer: S.C. RAMIRA S.A.
V. Lucaci 160
RO - 430402 Baia Mare

Plant(s): V. Lucaci 160
RO - 430402 Baia Mare

The above mentioned company fulfils the

comprehensive quality requirements for fusion welding of metallic materials

according to

EN ISO 3834-2

Contract: 4062590
Valid until: February 27, 2027
Munich, January 13, 2025

Certification Body
Material and Welding Technology
H. B. H.
Henrik Bohl
TUV SÜD Industrie Service GmbH, Westenstraße 109, 80 898 München, Germany
EQ3008377

Member of
CHROPYNSKA
Group

PRIORITY SDG's

KEY AREAS OF IMPACT



From promoting responsible consumption and production to advocating for gender equality, clean energy, and climate action, we align our efforts with the SDGs to drive positive social, environmental, and economical impact.



PRIORITY SDG's
KEY AREAS OF IMPACT
GOOD HEALTH AND WELL-BEING
QUALITY EDUCATION
GENDER EQUALITY
AFFORDABLE AND CLEAN ENERGY
DECENT WORK AND ECONOMIC GROWTH
INDUSTRY INNOVATION AND INFRASTRUCTURE
RESPONSIBLE CONSUMPTION
CLIMATE ACTION
PARTNERSHIP FOR THE GOALS

PRIORITY SDG's

KEY AREAS OF IMPACT



Good health and well-being

Our organization is deeply committed to prioritizing the good health and well-being of our employees and partners. Through ergonomic work environments, and access to healthcare resources, we strive to ensure that every individual within our organization can thrive both personally and professionally.



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PRIORITY SDG's

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Quality education

We believe that continuous learning and skill development are essential for personal and professional growth. Through various educational initiatives, such as training programs, workshops, and partnerships with educational institutions, we empower our employees to enhance their knowledge and capabilities.



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KEY AREAS OF IMPACT



Gender equality

Our organization is deeply committed to promoting gender equality in all aspects of our operations. By championing gender equality, we aim to foster a more just and equitable society while harnessing the full potential of all individuals within our organization and beyond.



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PRIORITY SDG's

KEY AREAS OF IMPACT



Affordable and clean energy

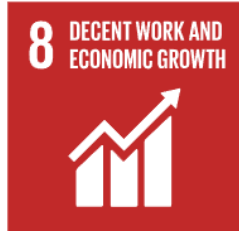
We are dedicated to advancing sustainable energy solutions and contributing to a greener future by integrating solar power into our operations. In 2024, we secured a project through European Funds to install solar panels, marking a significant step toward reducing our environmental footprint.



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PRIORITY SDG's

KEY AREAS OF IMPACT



Decent work and economic growth

Through fair labor practices, including competitive wages, benefits and opportunities for career advancement, we prioritize the well-being and dignity of our workforce. By promoting decent work and economic growth, we contribute to the achievement of Sustainable Development Goals while fostering a more equitable and sustainable society.



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RESPONSIBLE CONSUMPTION
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Industry innovation and infrastructure

Our organization is dedicated to fostering industry innovation and infrastructure. By embracing innovation, we continuously seek to improve our processes, products, and services, driving efficiency, competitiveness, and environmental sustainability.



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RESPONSIBLE CONSUMPTION
CLIMATE ACTION
PARTNERSHIP FOR THE GOALS

PRIORITY SDG's

KEY AREAS OF IMPACT



Responsible consumption

We recognize the importance of minimizing waste, conserving resources, and mitigating environmental impact throughout our operations and supply chain. By implementing sustainable sourcing strategies, we aim to reduce our ecological footprint and promote a circular economy.



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PRIORITY SDG's

KEY AREAS OF IMPACT



Climate action

We are committed to reducing our greenhouse gas emissions, increasing energy efficiency, and transitioning to renewable energy sources. Additionally, we support initiatives that promote climate resilience and adaptation measures, both within our operations and in the communities where we operate.



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PRIORITY SDG's

KEY AREAS OF IMPACT



Partnership for the goals

Our organization values collaboration and partnership as essential components of achieving sustainable development goals. Through these partnerships, we aim to amplify our efforts, foster innovation, and create synergies that advance shared goals such as poverty alleviation, environmental conservation, and social equity. By working together, we believe we can create positive and lasting change for the benefit of present and future generations.



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RESPONSIBLE CONSUMPTION
CLIMATE ACTION
PARTNERSHIP FOR THE GOALS

PRIORITY SDG's REPORTING



PRIORITY SDG's
REPORTING
ADMINISTRATIVE
HUMAN RESOURCES
CSR
OSH
ENVIRONMENT
ETHICS
SUPPLY CHAIN
FINANCIAL

Key Indicator	Data / Outcome
Number of Locations	2
Total area in square meter	35.2687
Total number of employees	382
Employees with over 20 years of employment in the company	42
Employees with over 10 years of employment in the company	70
Number of hours worked	766.737
Number of women employed	81
Percentage of women employed in the whole organization	21%
Percentage of women employed in administration board	0%

PRIORITY SDG's

REPORTING



PRIORITY SDG's
REPORTING
 ADMINISTRATIVE
 HUMAN RESOURCES
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 OSH
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 ETHICS
 SUPPLY CHAIN
 FINANCIAL

Key Indicator	Data / Outcome
Number of employees from minority groups	0%
Degree of compliance with the Convention on employees from minority groups	100%
Percentage of employees covered by the Collective Labor Agreement	100%
Number of employee representatives	3
Number of employees under de age of 18	0
Percentage of employees participating in external training courses	63%
Number of internal promotions	24
Number of women promoted	4
Percentage of women at top management level	38%

PRIORITY SDG's

REPORTING



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 FINANCIAL

Key Indicator	Data / Outcome
Number of partner educational institutions	4
Total number of students in practice	106
Percentage of employees covered by employee representatives	100%
Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees	3,93%
Average unadjusted gender pay gap	13%
Percentage of employees from a minority or vulnerable group at top management level	0%
Percentage of employees trained on CSR	100%
Number of discrimination and / or harassment incidents	0
Number of employee complaints regarding working conditions	0

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PRIORITY SDG's

REPORTING



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REPORTING
 ADMINISTRATIVE
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 FINANCIAL

Key Indicator	Data / Outcome
Number of reports related to whistleblower procedure	5
Percentage of official suggestions and complaints resolved	100%
Percentage of employees benefiting from hot meals	100%
Annual retention employee rate	99%
Percentage of employees trained on OSH	100%
Number of employees with professional illnesses	1
Number of working days lost due to occupational diseases or accidents	0
Number of work-related accidents	0
Number of emergency simulations carried out	3

PRIORITY SDG's

REPORTING



PRIORITY SDG's
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Key Indicator	Data / Outcome
Number of incidents related to the health and safety of customers and visitors	0
Confirmed number of corruption cases	0
Confirmed number of information security incidents	0
Percentage of targeted suppliers who have signed the Supplier Code of Conduct	88%
Percentage or number of targeted suppliers covered by a CSR on-site audit	0
Percentage or number of targeted suppliers covered by an online CSR assessment	85%
Percentage of targeted suppliers with contracts that include clauses on environmental, labor, and human rights requirements	0
Total energy consumption (kWh)	2,312.005 kw
Energy consumption from renewable sources (kWh sau % din total energie)	45,27 %

PRIORITY SDG's

REPORTING



PRIORITY SDG's
REPORTING
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Key Indicator	Data / Outcome
Total gross Scope 1 GHG emissions (tCO ₂ e)	561.19 (tCO ₂ e/an)
Total gross Scope 2 GHG emissions (tCO ₂ e)	550.06 (tCO ₂ e/an)
Total water consumption (m ³ or liters)	11.228 m3
Total waste generated	1.403 kg
Hazardous waste generated	23.026 kg
Waste recycled (%)	100%
NOx / dust emissions	NOx 37.8 mgC/mc / dust emissions 14.1 mg/Nm 3
Percentage of household waste covered by selective collection contracts	100%

NEXT STEPS

Targeted improvement areas

Sustainability reports are not just about looking back, but also about looking forward.
Where do we go from here?

After analyzing the reported data, we determined where the greatest improvement efforts are needed on the sustainability side. We are committed to implement the necessary measures and to enjoy together the benefits of our efforts.



NEXT STEPS

TARGETED IMPROVEMENT AREAS

IMPROVING
ORGANIZATIONAL CULTURE
DEVELOPMENT OF THE
SPECIFIC SOCIAL
RESPONSIBILITY ACTIVITIES
PORTFOLIO
OPTIMAL RESOURCES AND
MATERIALS USAGE
FOCUS ON QUALITY AND
CLIENT SATISFACTION

NEXT STEPS

Targeted improvement areas

01

Improving organizational culture

Our organization is dedicated to fostering a vibrant organizational culture that thrives on transparency, creativity, and recognition. We believe in promoting open communication and idea-sharing, providing a platform for all voices to be heard and valued. By instilling a culture of courage and openness to innovation, we empower our employees to explore new ideas and approaches, driving continuous improvement and adaptation in our operations. Furthermore, we recognize the merits of our employees, celebrating their achievements and contributions to our shared success. Through these efforts, we cultivate an inclusive and dynamic workplace environment where innovation flourishes, collaboration thrives, and individual excellence is celebrated.



NEXT STEPS

**TARGETED IMPROVEMENT
AREAS**
**IMPROVING
ORGANIZATIONAL CULTURE**
**DEVELOPMENT OF THE
SPECIFIC SOCIAL
RESPONSIBILITY ACTIVITIES
PORTFOLIO**
**OPTIMAL RESOURCES AND
MATERIALS USAGE**
**FOCUS ON QUALITY AND
CLIENT SATISFACTION**

NEXT STEPS

Targeted improvement areas

02

Development of the specific social responsibility activities portfolio

Our organization is firm in its commitment to the development of a comprehensive portfolio of social responsibility activities. Through strategic planning and stakeholder engagement, we identify and prioritize initiatives that align with our values and address pressing social challenges. From community outreach programs to philanthropic efforts, we aim to make a positive impact and contribute to the well-being of society. By investing in these activities, we demonstrate our dedication to corporate citizenship and strive to create lasting value for both our stakeholders and the communities we serve.



NEXT STEPS

TARGETED IMPROVEMENT AREAS

IMPROVING
ORGANIZATIONAL CULTURE
DEVELOPMENT OF THE
SPECIFIC SOCIAL
RESPONSIBILITY ACTIVITIES
PORTFOLIO

OPTIMAL RESOURCES AND
MATERIALS USAGE
FOCUS ON QUALITY AND
CLIENT SATISFACTION

NEXT STEPS

Targeted improvement areas

03

Optimal resources and materials usage

Our organization is deeply committed to responsible resource and materials usage. We recognize the importance of minimizing waste, conserving resources, and reducing our environmental footprint. Through sustainable sourcing practices, efficient production methods, and waste reduction initiatives, we strive to optimize our use of resources throughout our operations. By prioritizing responsible resource management, we aim to contribute to environmental preservation, mitigate negative impacts on ecosystems, and promote a more sustainable future for generations to come.



NEXT STEPS

TARGETED IMPROVEMENT AREAS

IMPROVING
ORGANIZATIONAL CULTURE
DEVELOPMENT OF THE
SPECIFIC SOCIAL
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PORTFOLIO

OPTIMAL RESOURCES AND MATERIALS USAGE

FOCUS ON QUALITY AND
CLIENT SATISFACTION

NEXT STEPS

Targeted improvement areas

04

Focus on quality and client satisfaction

We understand that delivering exceptional products and services is paramount to building trust and fostering long-term relationships with our clients. Through rigorous quality control measures, continuous improvement efforts, and attentive customer service, we strive to exceed expectations and consistently meet the needs of our clients. Our dedication to quality and client satisfaction is ingrained in our culture, driving us to continuously innovate and adapt to ever-evolving client demands. By prioritizing quality in all aspects of our work, we aim to uphold our reputation as a trusted partner and deliver value that exceeds expectations.



NEXT STEPS

TARGETED IMPROVEMENT AREAS

IMPROVING
ORGANIZATIONAL CULTURE
DEVELOPMENT OF THE
SPECIFIC SOCIAL
RESPONSIBILITY ACTIVITIES
PORTFOLIO
OPTIMAL RESOURCES AND
MATERIALS USAGE
FOCUS ON QUALITY AND
CLIENT SATISFACTION

ACKNOWLEDGMENTS

RAMIRA extends its heartfelt gratitude to the dedicated team whose efforts contributed to the collection of data for the sustainability report. Their diligence and professionalism are deeply appreciated, and their contributions play an essential role in our ongoing commitment to transparency and accountability in sustainability initiatives



ACKNOWLEDGMENTS

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