

Date: 11.02.2026
Name of the issuing company: Aquila Part Prod Com S.A.
Headquarters: Ploiești City, 105A Malu Roșu Street,
Prahova County, România
Telephone number: 0244.594.793
Sole registration number: 6484554
Trade registry reg. no.: J1994002790296
Subscribed and paid capital: 180,000,360 lei
Total no. of shares: 1,200,002,400 shares
Market on which securities are traded: Bucharest Stock Exchange, Premium Tier

ANNOUNCEMENT

Aquila Part Prod Com S.A. informs its shareholders and investors regarding human resources digitalisation process.

AQUILA accelerates the digitalization of its human resources processes to support operational scalability and post-acquisition integration

Press Release

Ploiesti, February 11th, 2026: AQUILA (symbol AQ), leader in the fast-moving consumer goods (FMCG) distribution sector from Romania and the region, with over 30 years of experience in this industry, has strengthened its internal governance framework by implementing the SincronHR solution to standardize and digitalize human resources processes at Group level.

The project, carried out over a 24-month period, is part of AQUILA's strategy assumed at the time of listing, in line with the commitments communicated to investors, alongside investments in operations automation, expansion of storage capacity, and consolidation of the logistics network, with the objective of supporting sustainable growth and long-term operational efficiency.

Răzvan Bagherea, Organization and Human Resources Director, AQUILA:

“The listing on the Bucharest Stock Exchange and the Group’s accelerated expansion dynamics, including through acquisitions, prompted AQUILA to strengthen its internal processes and coordination capacity at Group level. Digitalization is a strategic pillar for us, supporting the sustainable and scalable development of operations, with significant investments made over the past five years. The integration of the SincronHR solution supports the unified management of an organization with over 3,500 employees and provides the management with consolidated insights into workforce structure and costs across warehouses, departments, and regions. The investment, amounting to over RON 1.2 million, contributes to increased operational efficiency, improving the quality of reporting and HR decision-making, and achieving sustainability objectives through the digitalization of workflows and the future integration of electronic signature.”

The implementation of the SincronHR solution and its impact on the digitalization of human resources processes at AQUILA Group level are detailed in a [VIDEO](#) case study, developed



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together with HR Sincron, which presents the project stages, the implemented solutions, and the benefits achieved.

AQUILA is thus strengthening its internal support infrastructure, which is essential for the efficient integration of the acquired companies, the standardization of human resources processes at Group level, increasing operational discipline and reporting capabilities, and for supporting scalable growth without disproportionate increases in administrative costs.

The implemented solution simplified the management of complex time and attendance records, tailored to the individual schedules of employees across different locations and roles. Through customized reports, managers gain fast access to information about teams and resources, while AQUILA leaders benefit from a unified view on the resource availability across the entire network. In addition, the dedicated employee portal improved the user experience across all departments and locations, and the intuitive interface and the easy access to relevant data supported the rapid adoption of the platform. The integrated solution also delivers direct benefits to employees, who gain real-time access to payslips, benefits packages, and other relevant information, as well as the ability to generate or upload documents.

About AQUILA

AQUILA is one of the largest players in the fast-moving consumer goods (FMCG) distribution sector from Romania and the region, operating an integrated business model that covers distribution, logistics, and transportation across multiple temperature categories, for both food and non-food products, as well as production activities.

With an expanded presence in Moldova and Hungary, the company provides efficient and customized solutions, helping partners optimize their supply chain. Through modern infrastructure and an extensive network across three countries, AQUILA ensures the availability of a wide range of products in over **72,000 points of sale**, including traditional stores, modern retail chains, and online platforms. AQUILA's portfolio of over **15,000 products** includes both own brands, such as **Gradena, LaMasă, and JetXpert**, as well as globally recognized brands like **Kinder, Lavazza, Whiskas, and Mutti**. Through the four recent acquisitions, the company has strengthened its position in the regional market, offering customers an extended selection of products, including consumer goods, car maintenance solutions, and health and safety equipment. AQUILA operates through four main distribution channels, with a strategic focus on developing the HoReCa segment by leveraging a complementary portfolio and synergies with acquired companies. The company also owns the largest and most efficient distribution fleet in the region, consisting of over 1,600 vehicles, including more than 200 trucks.

In 2024, AQUILA registered record revenues of nearly RON 3 billion, a 17% increase compared to the previous year, driven by a growth strategy focused on consolidating the distribution segment, diversifying the portfolio, and expanding its own brands.

Founded in 1994 by entrepreneurs Alin Adrian Dociu and Constantin Cătălin Vasile, AQUILA was listed on the Bucharest Stock Exchange (BVB) in November 2021. The AQUILA Group includes six companies: AQUILA Part Prod Com SA (parent company) and its subsidiaries PRINTEX SA, Trigor AVD SRL (from the Republic of Moldova), Romtec Europa SRL, Parmafood Group Distribution SRL, Parmafood Trading SRL, and KITAX Kft (from Hungary).



AQUILA's shares (AQ) are included in the Bucharest Stock Exchange reference index – BET and in the MSCI Frontier and MSCI Romania indices. Over the past two years, the share price increased by more than 20% per year, outperforming the market.

With over 3,500 employees, including 5% international staff, AQUILA promotes an organizational culture based on diversity and inclusion. The company is committed to creating long-term value for investors, employees, and communities, integrating ESG principles into its business strategy. Through sustainable initiatives, transparency demonstrated by the highest VEKTOR score of 10 by ARIR, and operational efficiency, AQUILA fosters an inclusive work environment and maintains a strong commitment to the communities in which it operates. For its ESG performance, the company was awarded the EcoVadis Silver Medal in 2025.

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