



**TRANSAVIA**

[www.transavia.ro](http://www.transavia.ro)

# *Embracing tomorrow*

**SUSTAINABILITY REPORT 2023**



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# INTRODUCTION

*Well Made in Romania*



# OUR EVOLUTION TOWARDS A SUSTAINABLE, GREENER FUTURE

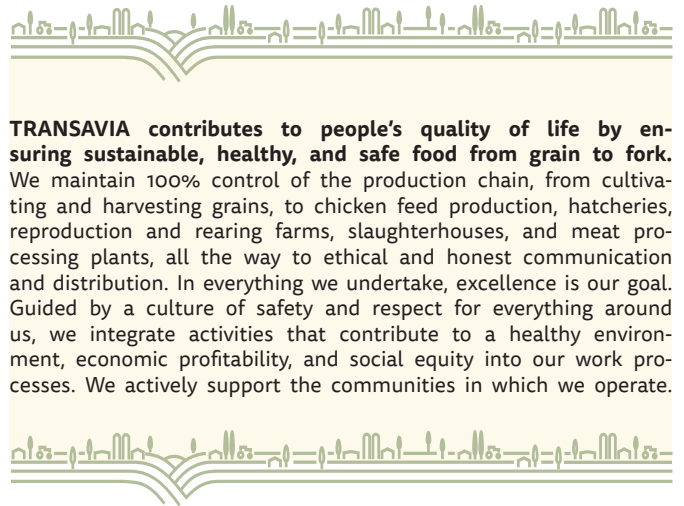
**OUR VISION FOR THE FUTURE IS BUILT ON THE RESPONSIBILITY OF PROVIDING OUR CONSUMERS WORLDWIDE WITH SAFE, NUTRITIONALLY VALUABLE, ACCESSIBLE, AND SUSTAINABLE POULTRY PRODUCTS.**

To implement this vision, we have developed economically viable procedures that reduce environmental impact, conserve energy, and preserve natural resources while strengthening our economic stability.

We know that the greatest enemy of sustainability is waste in any form. That is why we have always been focused on eliminating losses across the entire production and distribution chain. Through our **ZERO Waste policy**, we have adopted efficient strategies for the optimal use of resources, minimizing and even eliminating waste generation. We have implemented circular practices that allow us to reuse and recycle materials. Every step of our business, from grain to fork, is designed to maximize efficiency and protect the environment.

From the very beginning, TRANSAVIA's motto has been to do everything exactly as it should be done. Sustained yearly investments in modernizing all production facilities, strengthening the fully integrated production chain, obtaining relevant certifications, and continually developing our people have accelerated our progress towards sustainability. After voluntarily publishing the first Sustainability Report for the Romanian poultry industry (covering the 2019 financial year), we have now reached our fifth report, preparing for a smooth transition to the new **ESRS standards** starting in 2024.

We are one of the largest companies in the Romanian food industry, with consistent, healthy annual growth, and a significant contributor to the state budget through annual profit taxes. In everything we do, we demonstrate that profitability goes hand in hand with sustainability when there is vision, leadership, and accountability.



**TRANSAVIA contributes to people's quality of life by ensuring sustainable, healthy, and safe food from grain to fork.** We maintain 100% control of the production chain, from cultivating and harvesting grains, to chicken feed production, hatcheries, reproduction and rearing farms, slaughterhouses, and meat processing plants, all the way to ethical and honest communication and distribution. In everything we undertake, excellence is our goal. Guided by a culture of safety and respect for everything around us, we integrate activities that contribute to a healthy environment, economic profitability, and social equity into our work processes. We actively support the communities in which we operate.

## RESPONSIBLE ACTIONS FROM GRAIN TO FORK

**WE ARE PROUD OF WHAT WE HAVE ACCOMPLISHED IN THE NEARLY 34 YEARS SINCE OUR FOUNDING. HOWEVER, WE ACKNOWLEDGE THAT THERE IS STILL A LONG WAY TO GO. WE CLOSELY FOLLOW SUSTAINABILITY TRENDS AND ACT CONCRETELY IN CLEAR DIRECTIONS.**

Every step we take is guided by responsibility and the desire to contribute to a healthier, more sustainable future. We know that every choice and action we make—whether it is about the resources we use, the partnerships we build, the safe, high-qua-



**2350**  
Employees




**1.011 Billions lei**  
Sales



**140 Millions lei**  
Investments



**100,000+ tons**  
Annual Production

lity products we produce exclusively in our facilities, or the ways we engage with the community—reflects our commitment to sustainability, to the community, and to future generations. With a dedicated and passionate team, we are determined to continue being a source of inspiration and a model of best practices for others in the industry, as well as pioneers in sustainability actions. ([EU Code of Conduct](#)).

## 2011 - 2018 FOUNDATION FOR SUSTAINABILITY

- ✓ Strengthening the grain-to-fork business model
- ✓ Developing tools to monitor business impact
- ✓ Obtaining relevant certifications

## 2019 - 2021 PROGRESS TOWARDS A SUSTAINABLE FUTURE

- ✓ Integrating sustainability into business strategy
- ✓ Identifying the Sustainable Development Goals (SDGs) we can contribute to
- ✓ Consulting stakeholders

## 2022-2030 SUSTAINABILITY 4.0 TRANSAVIA

- ✓ Shaping a sustainable, greener future
- ✓ Massive investments in green energy
- ✓ Digital transformation of key processes
- ✓ Strengthening the end-to-end circular model

TRANSAVIA is a Romanian family-owned business where everything is done exactly as it should be across the entire production chain, from grain to fork. Our financial sustainability is matched by our care for employees, animal welfare, and environmental protection. We focus on innovation and sustainability, carefully managing the natural resources we use. We act consistently to incorporate green energy throughout our value chain, continuously improve processes, and implement circular economy approaches while respecting people and communities. We collaborate with partners who share our values, ensuring that every product that reaches our customers' tables

is safe and meets the highest standards of quality and responsible production. Through our commitments, we act with integrity and transparency towards all stakeholders, prioritizing the health and safety of our employees, customers, and partners, as well as animal welfare and food safety. We focus on resource efficiency and environmental protection, positively contributing to the communities in which we operate to support their sustainable development. At the same time, we aim to continuously improve sustainability indicators and reporting models to meet the new reporting requirements set to come into effect next year.



# PROFILE OF THE REPORT. FOUNDATIONS OF REPORTING

(ESRS BP1, ESRS 2 BP-2, GRI 1: Foundation 2021, GRI 2: General Disclosures 2021)

## THE 2023 SUSTAINABILITY REPORT OF TRANSAVIA ADDRESSES MATERIAL ENVIRONMENTAL, SOCIAL, AND GOVERNANCE (ESG) TOPICS.

This document reflects the company's commitment to sustainable development and the achievement of its goals, offering an overview of the impact of our activities on society, people, animals, and the environment. It also outlines how we managed this impact to strengthen performance and ensure long-term sustainable development.

The current report includes qualitative and quantitative data on TRANSAVIA's performance for 2023, transparently presenting progress toward our commitments, non-financial performance indicators, achievements, challenges, and the impact of our activities. The reporting period for sustainability aspects is aligned with the financial year 2023 (from January 1 to December 31, 2023) (ESRS 2 BP-2, GRI 2-3).

The data presented in the report is consolidated at the level of the TRANSAVIA Group, which includes: S.C. TRANSAVIA S.A. (headquartered in Sântimbru, 244D Blajului Street, Alba County, 517675, Romania, with operations across eight counties nationally) and two nonprofit entities: the TRANSAVIA Foundation (headquartered in Alba Iulia, 95A Scărișoara Street) and the THEODORA Golf Club Association (headquartered in Teleac, 75C, Ciugud Commune, Alba County). Unless otherwise stated, the term TRANSAVIA in this report may refer to any of the entities within the group or the group as a whole (GRI 2-1, GRI 2-2, ESRS BP1).

The 2023 Sustainability Report has been prepared based on: the new ESRS Standards (voluntarily adopted where information was available to align with reporting requirements effective for the 2024 financial year), the GRI 2021 Standards, including

the specific Agriculture Standard (GRI 13), the UN Sustainable Development Goals (SDGs) for 2030, Romania's Sustainability Reporting Code (Methodology for Sustainability Reporting, part of Government Decision no. 1117/2023, as subsequently amended).

The report anticipates the inclusion of the agricultural sector in the [EU Taxonomy](#) by evaluating our ecological sustainability in terms of [six domains](#) without significantly affecting others (climate change mitigation, adaptation to climate change, sustainable use and protection of water and marine resources, transition to a circular economy, pollution prevention and control, protection and restoration of biodiversity and ecosystems).

For this year, the report focuses on the company's own operations, even though the materiality assessment includes analysis of the value chain impacts, encompassing both upstream and downstream business relationships. The **double materiality analysis** followed the guidelines of the European Financial Reporting Advisory Group (EFRAG) to ensure alignment with the new standards starting in 2024. In accordance with these criteria, TRANSAVIA updated its materiality analysis for 2023, incorporating new material topics alongside those reported for the 2022 financial year, reclassified per ESRS standards (ESRS 2 BP-2, GRI 2-4).

The current Sustainability Report is structured into chapters detailing the specific disclosure requirements for each material aspect. Impacts, risks, and opportunities associated with these aspects were analyzed. Where identified as significant, relevant information was included for reporting under ESRS or GRI standards, as presented in the report's text.

### Presentation of information arising from other legislative acts or from generally accepted sustainability reporting decisions

Applicable standards and legislation specific to TRANSAVIA's field of activity are presented in the text of the report, where applicable. References to additional documents or references to information that is included in another thematic standard are mentioned in the current report.

Although this report is prepared according to widely accepted sustainability reporting frameworks and standards, it has not been validated by an auditor, as there is no legal requirement for validation for the 2023 period (GRI 2-5). However, future reports, beginning with the 2024 financial year, will comply with ESRS audit requirements.

For questions, clarifications, suggestions, or feedback regarding this report or our approach to sustainability, please contact us at: [relatii publice@transavia.ro](mailto:relatii publice@transavia.ro) (BP1, GRI 2-3).



# FOREWORD



As a business founded on family values, guided by clear vision and leadership, we know that the future of everyone depends on how well each of us is prepared for it. This is why, at TRANSAVIA, sustainability has always been taken seriously, helping

us operate efficiently, manage resources responsibly, and build a solid foundation for growth. From the very beginning, we have done things the right way: with a clear vision, a strong strategy, and impeccable execution, from grain to fork. We have managed our family business understanding that environmental, social, and economic responsibilities are interconnected. This approach ensures our market success. We have always paid attention to consumption habits and added value to our safe, high-quality products while closely monitoring market developments, both local and international. Everything we do is governed by rules and a set of values that guide all our decisions and actions.

The year 2023 was marked by high inflation, the consequences of wars, and geopolitical instability. No one was immune to the pressure of rising prices, the corrosive effects of inflation, the decline in purchasing power, or the burden of legislative changes. Many businesses lost the fight and exited the market. However, we managed uncertainty exemplarily in the short term, strengthened our competitive advantages, and consolidated our market position, achieving record results. **2023 was the best year in our company's history**, exceeding the milestone of **1 billion LEI in revenue**, achieving the **highest profit in the industry regionally**, consolidating our leadership position, and expanding export sales.

Once again, we demonstrated that through our **unique business model in the region**—vertically integrated and fully owned facilities—combined with the company's financial health and strength (free of any debt), significant growth-supporting investments funded from generated profits, and an organizational culture centered on people and respect, we can exceed stakeholder expectations. We ensured that sustainability responsibilities were shared across all our employees, which makes us fit for the future. We are also *embracing tomorrow* by engaging in projects with a positive impact and supporting the communities in which we operate.

Our mindset, values, and firm commitment to product quality and safety, environmental protection, ethics, integrity, and best business practices—along with community well-being—have enabled us to be a strong and reliable partner for our employees, customers, suppliers, and society as a whole.

Our valuable team, proud to be part of the TRANSAVIA family, and our ability to grow, innovate, and set an example for our industry give us confidence that the sustainability measures we

have implemented will lead to new long-term opportunities. We consider sustainability a science that requires clear methodologies, evidence, and figures when communicating on the subject. Recognizing that adopting the new ESRS regulations involves a detailed alignment process of existing policies and practices with the new reporting criteria, in 2023, we focused on a responsible and efficient transition: we continued to adhere to **GRI reporting standards** while responding, where information was available, to the new **ESRS requirements**. Additionally, we committed to working towards the full integration of ESRS requirements into future reports to ensure the accuracy and relevance of the communicated information.

I invite you to explore our 2023 Sustainability Report to learn about our progress toward our commitments and the actions that will make us better *prepared for the future*.

**Theodora Popa-Liteanu**  
Vice President, TRANSAVIA



# TRANSAVIA IN 2023

(GRI 2-22)

In 2023, we continued our concrete actions to implement the sustainability strategy, focusing on responsible production, employee development, environmental protection, and community support. We invested in technologies that reduce our carbon footprint and in renewable energy sources. Additionally, we launched social responsibility initiatives, contributing to projects with positive impacts in the communities where we operate.

Examples of Actions Taken in 2023:

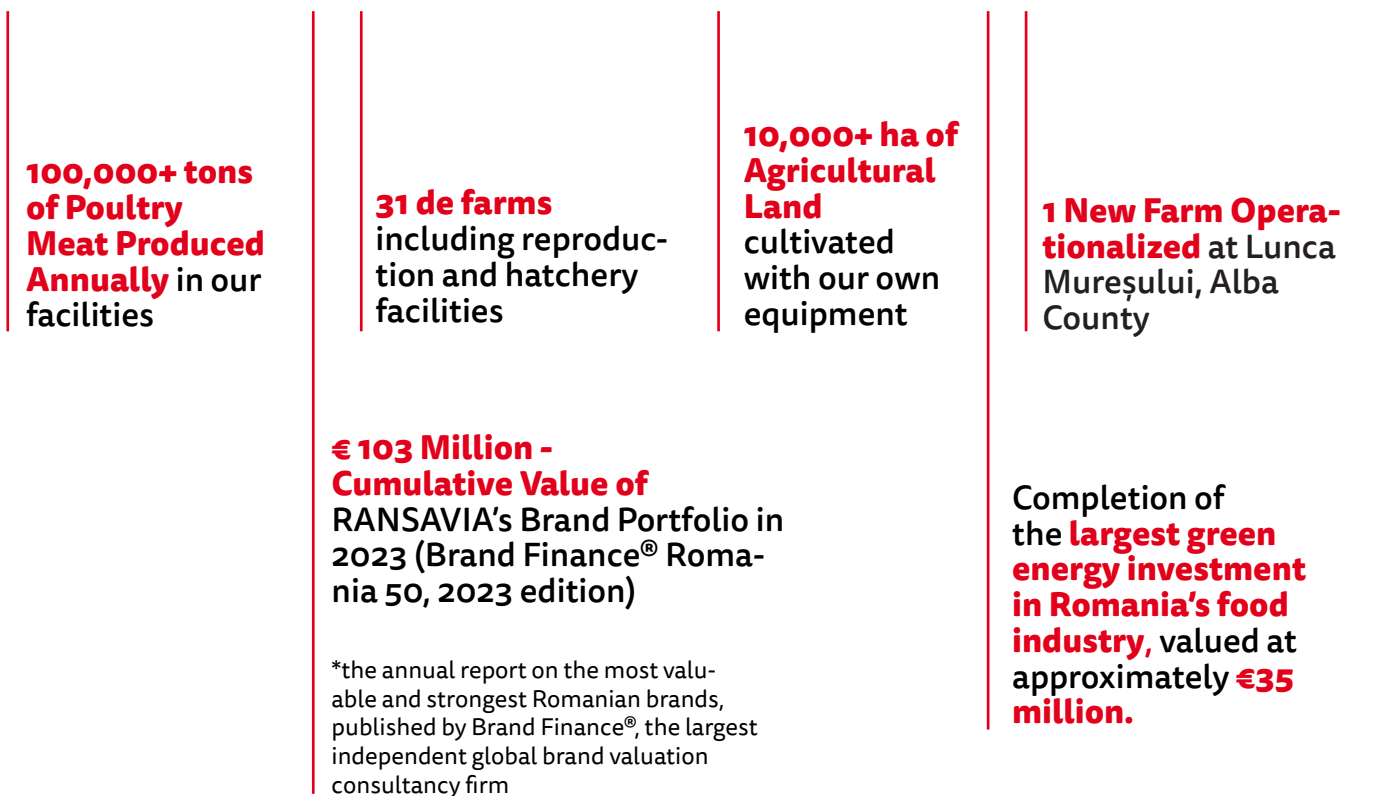
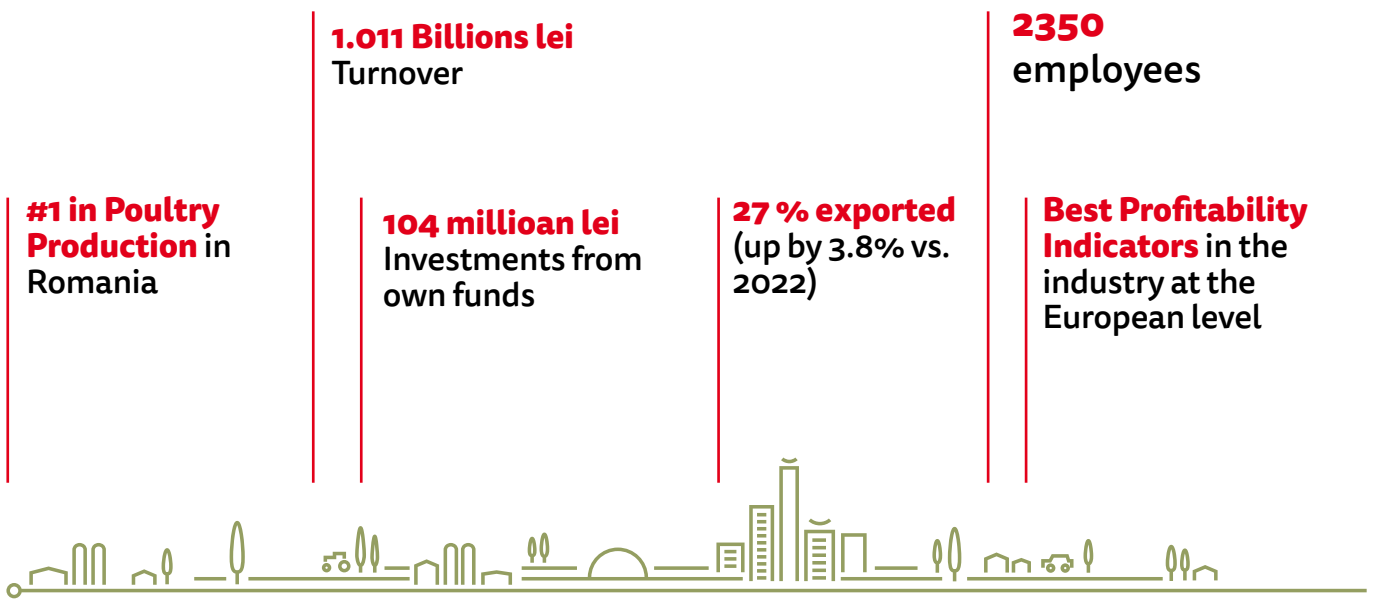
	<b>JANUARY</b>	<b>McDonald's GMP Audit</b> conducted at the Meat Processing Plant.
Revision of the <b>Code of Ethical Conduct</b> .	<b>FEBRUARY</b>	The capacity of Bocşa Farm (Farm 22) was increased by 100,000 heads per cycle through the completion of two new blocks.
Audit by the <b>European Commission's Directorate-General for Health and Food Safety (DG SANTE)</b> on hygiene control in slaughterhouses and compliance with meat inspection requirements in Romania.	<b>MARCH</b>	<b>SQMS Audit</b> conducted by <b>McDonald's</b> at the Meat Processing Plant. <b>Unannounced BRCGS Food Safety Audit</b> at the Braşov Slaughterhouse.
	<b>APRIL</b>	Unannounced <b>BRCGS Food Safety Audit</b> at the Bocşa Slaughterhouse.
<b>Global G.A.P. Recertification</b> for broiler farms.	<b>MAY</b>	
	<b>JUNE</b>	Set up a new <b>packaging warehouse</b> at the Oiejdea Slaughterhouse.
<b>ISO 22000:2018 Audit</b> for poultry farms, hatcheries, and the Combined Feed Factory.	<b>JULY</b>	<b>FSSC 22000 Audit</b> conducted at the Meat Processing Plant and at the Oiejdea, Bocşa, and Braşov Slaughterhouses.
	<b>AUGUST</b>	<b>Announced McDonald's audit</b> focused on slaughtering and cutting operations at the Oiejdea Slaughterhouse.
<b>Unannounced McDonald's</b> audit focused on animal welfare at the Oiejdea Slaughterhouse. Launch of the second season of the <b>"Authentic Romanian"</b> initiative	<b>SEPTEMBER</b>	Optimization of the <b>packaging and labeling process</b> through the acquisition of three state-of-the-art pieces of equipment.
<b>Unannounced BRCGS Food Safety Audit</b> at the Meat Processing Plant. TRANSAVIA participated in <b>ANUGA Meat 2023</b> in Cologne, Germany.	<b>OCTOBER</b>	<b>Unannounced BRCGS Food Safety Audit</b> at the Oiejdea Slaughterhouse. Publication of the <b>4th Sustainability Report</b> (compliant with GRI standards)
Commissioning of a new production line for breaded products. This state-of-the-art line has increased efficiency and doubled production capacity for this category at the Meat Processing Plant.	<b>NOVEMBER</b>	
	<b>DECEMBER</b>	



# OUR PERFORMANCE IN 2023

(GRI 2-22, GRI 201)

TRANSAVIA is a reputable family-owned business with 100% domestic capital, built patiently and perseveringly since 1991. Today, it is one of the most prominent players in the region. Through vision, exemplary implementation, discipline, dedication, and respect for doing things the right way, 2023 marked the best performance in the company's history (GRI 201-1).



# GOVERNANCE

*Well Made in Romania*



# CORPORATE AND SUSTAINABILITY GOVERNANCE

(ESRS GOV 1, GRI 1: Foundation 2021, GRI 2 General Disclosure 2021, GRI 201, GRI 308, GRI 414- GRI 203, GRI 204, GRI 207)

**TRANSAVIA SURPASSED 1 BILLION LEI (OVER 225 MILLION USD) IN TURNOVER IN 2023, ACHIEVING THE BEST PROFITABILITY INDICATORS IN THE INDUSTRY, BOTH IN ROMANIA AND AT THE EUROPEAN LEVEL.**

**The company has no debts or loans to repay**, ensuring solidity and stability that enable future planning while contributing to the well-being of its stakeholders.

A family business with 100% Romanian capital, TRANSAVIA operates sustainably through a **vertically integrated business model** based on best practices and strict protocols across the entire production and distribution chain—from grain to fork. As a market leader in Romania’s poultry sector, TRANSAVIA has an annual production capacity of over **100,000 tons** and exports approximately **30% of its production to 27 countries** (GRI 201-1).



# CORPORATE AND SUSTAINABILITY GOVERNANCE

(ESRS GOV 1, GOV 2, GRI 2-2, GRI 2-9, GRI 2-10, GRI 2-11, GRI 2-12, GRI 2-22, GRI 202-2)

## ABOUT TRANSAVIA

(ESRS BP1, ESRS GOV, GRI 2-1, GRI 2-2)

**S.C. TRANSAVIA S.A. IS A COMPANY WITH 100% ROMANIAN CAPITAL,**

headquartered in Sântimbru, Alba County, Romania (244D Blajului Street) (ESRS BP1, GRI 2-1). The TRANSAVIA group also includes two nonprofit entities: the **TRANSAVIA Foundation** (headquartered in Alba Iulia, 95A Scărișoara Street), and **THEODORA Golf Club Association** (headquartered in Teleac, 75C Ciugud Commune, Alba County) (ESRS BP1, GRI 2-2).



**Theodora**  
Golf Club



**TRANSAVIA**

**THE MANAGEMENT TEAM COMPRISES ENTIRELY LOCAL LEADERS (ESRS GOV 1, GRI 202-2):**

- **Dr. Eng. Ioan POPA**, Chairman of the Board of Directors,
- **ec. Theodora POPA-LITEANU**, Vice Chair of the Board of Directors,
- **Eng. Ovidiu OPRÎȚA**, General Manager,
- **ec. Livia JIBETEAN**, Economic Director.

# ROLES OF ADMINISTRATIVE, MANAGEMENT, AND SUPERVISORY BODIES

(ESRS GOV 2, GRI 2-12)

## TRANSAVIA'S GOVERNANCE STRUCTURE IS RESPONSIBLE FOR FINANCIAL PERFORMANCE AND SUSTAINABILITY STRATEGY.

It establishes goals and evaluates interactions with stakeholders across each pillar of the company's sustainability strategy, driving continuous progress and creating value for the company and its stakeholders, including employees, communities, partners, and society at large.

Through its managerial approach, TRANSAVIA leadership actively promotes the sustainability strategy internally and to key stakeholders (ESRS GOV 2, GRI 2-12). Leadership also ensures the implementation of approved activities to achieve sustainability performance milestones (GRI 2-22).

# SUSTAINABILITY FOR US AND OUR STAKEHOLDERS

(ESRS SBM-1, GRI 2 General Disclosure 2021 GRI 3: Material Topics 2021)

## ALTHOUGH AGRICULTURE HAS NOT YET BEEN INCLUDED IN THE EU TAXONOMY, WE HAVE INCORPORATED CRITERIA FROM EXISTING CONVENTIONS AND UN GUIDELINES INTO OUR SUSTAINABILITY STRATEGY.

As a market leader, we aim to be a model for the sector, adhering to the EU Corporate Sustainability Directive and anticipating the development of agricultural taxonomy in the near future.

We assess the impact of our actions across six key areas:

- Mitigating climate change.
- Adapting to climate change.
- Sustainable use and protection of water resources.
- Transitioning to a circular economy.
- Pollution prevention and control.
- Protection and restoration of biodiversity and ecosystems.

These efforts contribute to achieving the UN Sustainable Development Goals (SDGs).<sup>1</sup> <https://www.un.org/sustainabledevelopment/>. We maintain constant dialogue with stakeholders on topics influencing the company, environment, and society, often initiating discussions to address trends, changes, and market requirements ([Materiality analysis](#)) (GRI 3-3 d-ii, ESRS SBM-1).

1 The United Nations Sustainable Development Goals (UN SDGs) are a global agenda for addressing the most pressing environmental and social issues facing the world today.



# INFORMATION PROVIDED TO THE MANAGEMENT BODIES AND SUSTAINABILITY ISSUES ADDRESSED BY THESE ADMINISTRATIVE, MANAGEMENT AND SUPERVISORY BODIES OF THE COMPANY



(ESRS GOV 2, GRI 2-22, GRI 2-23, GRI 2-24, GRI 2-14, GRI 1 5-2)



## OUR MANAGEMENT TEAM CONSTANTLY MONITORS TRANSAVIA'S SUSTAINABILITY PERFORMANCE, SETTING TARGETS AND EVALUATING HOW WE ENGAGE WITH STAKEHOLDERS WITHIN EACH PILLAR OF OUR SUSTAINABILITY STRATEGY

to drive continuous progress and create value for the company and stakeholders: employees, communities, partners and society as a whole.

The company's management is directly involved in the development of the sustainability strategy, undertakes its promotion within the company and to the main stakeholders. It also ensures the implementation of the approved activities in order to reach the performance milestones for the assumed sustainability objectives (GRI 2-22).

Our management team continuously monitors TRANSAVIA's sustainability performance, setting objectives and evaluating stakeholder interactions across each sustainability pillar (GRI 2-23):

-  Responsibility toward employees.
-  Responsible production, adhering to the norm of excellence in all activities.

-  Environmental care.
-  Social impact engagement.

Coordination of data collection and report drafting is supported by the management team and implemented by representatives from departments such as Human Resources, Environment, Legal, Marketing, Corporate Communication and PR, Accounting, IT, HSE (Health, Safety, and Environment), Investments, and Administration. These efforts also involve representatives from operational sectors such as Agriculture, Quality and Food Safety, Commercial, Sanitation/Depopulation, and Mechanical Operations (GRI 2-24).





At the level of departments and sectors there are monitoring procedures for the periodic evaluation of the progress made. TRANSAVIA's management validates, reviews and approves the reported information and assumes the data presented (GRI 2-14, GRI 1 5-2).

## INTEGRATING SUSTAINABILITY PERFORMANCE INTO INCENTIVE SYSTEMS





(ESRS GOV 3)

## VIZIUNEA NOASTRĂ PENTRU VIITOR SE BAZEAZĂ PE ASUMAREA RESPONSABILITĂȚII DE A OFERI CONSUMATORILOR NOȘTRI DE PRETUTINDENI PRODUSE DIN CARNE DE PUI SIGURE, VALOROASE NUTRIȚIONAL, ACCESIBILE ȘI DURABILE.

Senior management places equal emphasis on achieving excellence and outstanding results in ESG performance as it does on economic, financial, and commercial performance. The company leadership continuously monitors sustainability performance, setting objectives and evaluating interactions with stakeholders across each pillar of our sustainability strategy:

-  Responsibility toward employees.
-  Responsible production, adhering to the norm of excellence in all our activities.
-  Environmental care.
-  Engagement with social impact initiatives.

The key principles of our sustainability governance are:

-  Sustainability, integrated into the strategic management process.
-  Absolute product quality, a core component of sustainability.
-  Growth based on sustainable activities, achieved through proper resource management and environmental impact reduction.
-  Setting clear objectives for continuous improvement in performance indicators and reporting models.

TRANSAVIA's team bonus schemes are aligned with performance indicators that reflect sustainability governance principles, tailored to the specific sector or division (e.g.: commercial performance; environmental performance; human resource performance, such as workplace safety, employee retention, and training; product safety and quality performance).









## DECLARATION ON THE DUE DILIGENCE PROCESS

(ESRS GOV 4, GRI 2 General Disclosure 2021, GRI 402, GRI 205, GRI 206, GRI 407, GRI 418)

### AT TRANSAVIA, WE ENSURE COMPLIANCE WITH ROBUST PRINCIPLES OF QUALITY AND FOOD SAFETY, THEREBY PROTECTING BOTH OUR CUSTOMERS AND THE ENVIRONMENT.

We maintain safe working conditions and treat our employees with respect and equality, prohibiting any form of discrimination or unfair treatment.

We uphold and promote ethical business conduct, embedding the following principles in our policies:

-  Ethical business relationships.
-  Risk management and compliance.
-  Combating bribery and corruption.
-  Food quality and safety.
-  Occupational health and safety.
-  Reporting violations of laws/regulations and addressing irregularities.
-  Equal opportunity and non-discrimination (for hiring and promotion criteria).
-  Sustainability.

TRANSAVIA has implemented a management system that integrates key factors such as Quality, Environment, and Occupational Health and Safety, for which the company holds specific certifications. Standards and procedures are continuously monitored and improved through internal and external audits. This management system ensures compliance with all legal requirements and best practices, guided by voluntarily adopted standards, including: SR EN ISO 14001:2015, ISO 22000:2018, FSSC 22000, ISO 9001:2008, ISO 14001:2005, ISO 22000:2018, ISO 45001:2018.

Through our personal data protection management procedure, we ensure compliance with regulations by every employee, who receives guidance and support from designated officers. We also ensure that our partners and suppliers adhere to these requirements through specific clauses included in all our contracts.

We have established protocols for documenting, informing, and reporting any incidents. During the reporting period, no customer complaints were received regarding data deletion or breaches of data protection rules (GRI 418-1).

Our daily activities are guided by the Universal Declaration of Human Rights, the principles of the International Labour Organization (ILO), and TRANSAVIA's Code of Ethical and Professional Conduct for Employees. These documents form the foundation of the principles we follow in business and in our daily interactions. We uphold ethical and moral conduct, freely expressing our values through actions that demonstrate morality, respect, and civility.

As in previous years, no significant liabilities were identified in 2023 concerning violations of labor laws, human rights, anti-corruption laws (GRI 205-1, 205-3), competition laws (GRI 206-1), or tax legislation. Detailed internal evaluations revealed no deviations in TRANSAVIA's approach to: human rights policies, impact management, risk assessment and verification procedures, communication and complaint mechanisms, consumer interests, anti-corruption rules, competition or taxation compliance, social protection requirements (GRI 2-27).

Our company maintains a policy of ZERO tolerance for bribery, fraud, theft, and corruption. We encourage employees to report unethical behavior or instances of corruption, ensuring that secure and anonymous communication channels are available for reporting. Employees can use complaint forms, discuss issues with their supervisors or the Human Resources Department via email or phone, or submit concerns anonymously through designated communication boxes in production areas (GRI 2-26). These channels safeguard anonymity and allow us to understand employees' expectations and address reported issues (GRI 402-1).

As an employer, we promote diversity, equality, and inclusion, and we ensure a safe environment for employees and collaborators. We do this without compromising ethical principles, infringing on human rights, or deviating from the highest standards of safety and health ([Employees](#)). This approach contributes to the creation of a fairer work environment and enhances employee performance. Our Internal Organization Regulation, available to all employees from the moment of hiring, includes specific anti-corruption standards (GRI 205-2) and rules that prohibit and prevent any form of discrimination based on: gender, sexual orientation, genetic characteristics,

age, national origin, race or color, ethnicity, religion, political opinion, social orientation, disability, family status or responsibilities, union affiliation or activity. These standards are also presented to control bodies and external auditors, particularly those focused on ethics (GRI 205-2).

Our policies ensure careful investigation and resolution of any suspected misconduct by the company or an employee if reported in good faith. „Good faith” refers to information that the reporter reasonably believes to be accurate at the time, even if it is later found to be incorrect.

We encourage employees to report any issues related to: workplace relations and conditions (e.g., ergonomics, working environment, occupational safety and health [OSH], and fire safety), fair practices, social impact. Multiple communication channels are available for sharing suggestions, concerns, and opinions, contributing to the improvement of the work environment and employee performance (GRI 406-1). At TRANSAVIA, any form of discrimination based on gender is strictly prohibited, particularly concerning the access of women and men to all levels of training and professional development, including

on-the-job apprenticeships, skill enhancement, and, in general, continuous education. No incidents of discrimination were recorded in 2023 (GRI 2-24, 2-26). We develop and strengthen partnerships based on transparency, collaboration, and mutual respect. TRANSAVIA suppliers are invited to complete an online Supplier Workplace Responsibility Questionnaire. This requirement complements, rather than replaces, the provisions of any agreements or legal contracts entered into between suppliers/partners and TRANSAVIA or its affiliates. We expect our suppliers/partners to uphold the same standards throughout their supply chains, including subcontractors and third-party employment agencies. This requirement does not create any rights for third-party beneficiaries nor confer any benefits on suppliers, subcontractors, their employees, or other parties (GRI 407-1).

Another ethically critical aspect of our operations is the responsible treatment of animals. For us, this is not only a matter of business ethics but also a responsibility for protecting food safety and public health. Ensuring superior animal welfare standards for our poultry is integral to the company’s objectives of improving quality of life and contributing to a healthier future.



## AFFILIATIONS

(GRI 2-28)

TRANSAVIA COLLABORATES WITH VARIOUS PROFESSIONAL ASSOCIATIONS TO SHAPE PUBLIC OPINION AT THE SECTORAL LEVEL. THE COMPANY IS A MEMBER OF ORGANIZATIONS SUCH AS:

### UNIUNEA CRESCĂTORILOR DE PĂȘĂRI DIN ROMÂNIA - UCPR



A professional, nonprofit, non-governmental, autonomous association established to unify poultry farmers in Romania. UCPR acts as a bridge between economic operators in the poultry sector. Details: <http://www.avicultura.ro/>

### NATIONAL ASSOCIATION OF COMPOUND FEED MANUFACTURERS - ANFNC



A PROFESSIONAL ASSOCIATION RECOGNIZED BY STATE AUTHORITIES.

ANFNC works actively to establish official relationships with interbranch organizations (OIPA) covering poultry, eggs and egg products, pork, cereals, and derivatives. It advocates for members' common interests by participating in regulatory projects, consultative councils, and partnerships.

Details: <https://www.anfnc.ro/>

### ROMANIAN GOLF FEDERATION



DEDICATED TO PROMOTING, DEVELOPING, AND POPULARIZING THE SPORT OF GOLF IN ROMANIA.

Details: <http://www.frgolf.ro/>

### GS1 ROMANIA ASSOCIATION



THE SOLE ENTITY AUTHORIZED BY GS1 GLOBAL TO ISSUE AND MANAGE GS1 CODES (E.G., EAN 8, EAN 13, SSCC) AND IMPLEMENT GS1 STANDARDS IN ROMANIA.

Details: <https://www.gs1.ro/>

### FAMILY BUSINESS NETWORK



AN INTERNATIONAL NETWORK CONNECTING THE WORLD'S LARGEST FAMILY-OWNED BUSINESSES.

FBN Romania was established in 2012 to promote the concept of "family business" in Romania, highlight its potential to authorities, and support partnerships with family enterprises in the local, regional, and international context.

Details: <https://www.fbn-romania.ro/>

### ROMANIAN ADVERTISING COUNCIL (RAC)



A PROFESSIONAL, NON-GOVERNMENTAL, NONPROFIT, INDEPENDENT ORGANIZATION FOCUSED ON SELF-REGULATION IN ADVERTISING.

Details: <https://www.rac.ro/>

### SUSTAINABILITY EMBASSY



AN INDEPENDENT, NONPROFIT, APOLITICAL ORGANIZATION PROMOTING ECONOMIC MODELS WHERE COMPANIES, THROUGH PARTNERSHIPS, ADDRESS SOCIAL AND ENVIRONMENTAL ISSUES WITHOUT COMPROMISING ECONOMIC EFFICIENCY AND PROFIT.

Details: <https://ambasadasustenabilitatii.ro/>



Through these associations, TRANSAVIA accesses and shares best practices in sustainability and benefits from up-to-date legislative information, while collaboratively addressing industry-specific issues. In 2023, the company did not make any contributions to political parties (GRI 415-1).

# STAKEHOLDER CATEGORIES

(GRI 2-29, GRI 3-1):

**WE COMMUNICATE TRANSPARENTLY AND MAINTAIN AN OPEN DIALOGUE WITH VARIOUS STAKEHOLDERS WHO INFLUENCE OR ARE INFLUENCED BY OUR DECISIONS AND ACTIVITIES.**

Recognizing the challenges of addressing diverse stakeholder groups at the same level, we have categorized them based on characteristics (e.g., suppliers, employees, customers), type of influence (direct or indirect), impact clusters (e.g., business, financial market), and legitimacy (the “right” a stakeholder has to make requests). We prioritize: employees, through open social dialogue, communities, with whom we engage and provide support, suppliers and partners, forming collaborative working groups, consumers, by monitoring their feedback and engaging through events, social media, and direct discussions. We also maintain close collaboration with local and central authorities on specific topics such as food safety, environmental protection, and labor standards.



## STAKEHOLDER INTERACTION MODALITIES

Stakeholder Category	Interaction Methods / Engagement Types
<b>COMPANY MANAGEMENT</b>	<ul style="list-style-type: none"> <li>• Direct dialogue, strategic planning.</li> </ul>
<b>EMPLOYEES</b>	<ul style="list-style-type: none"> <li>• Direct dialogue</li> <li>• Internal newsletters</li> <li>• Surveys</li> <li>• Collective negotiations</li> </ul>
<b>CONSUMERS</b>	<ul style="list-style-type: none"> <li>• Marketing campaigns</li> <li>• Events</li> <li>• Direct feedback mechanisms</li> </ul>
<b>PARTNERS &amp; SUPPLIERS</b>	<ul style="list-style-type: none"> <li>• Contracts</li> <li>• Audits</li> <li>• Informational bulletins</li> </ul>
<b>PUBLIC AUTHORITIES</b>	<ul style="list-style-type: none"> <li>• Regular reporting</li> <li>• Participation in working groups.</li> </ul>
<b>PROFESSIONAL ASSOCIATIONS</b>	<ul style="list-style-type: none"> <li>• Conferences</li> <li>• Workshops</li> <li>• Thematic discussions</li> </ul>
<b>NGOs</b>	<ul style="list-style-type: none"> <li>• Joint projects</li> <li>• Sponsorships</li> <li>• Donations</li> </ul>
<b>MEDIA AND OPINION LEADERS</b>	<ul style="list-style-type: none"> <li>• Press releases</li> <li>• Journalist dialogues</li> <li>• Organized events</li> </ul>
<b>UNIVERSITIES &amp; SCHOOLS</b>	<ul style="list-style-type: none"> <li>• Scientific conferences</li> <li>• Workshops</li> <li>• Lectures</li> </ul>

Stakeholder requirements and legal obligations are integrated into our management system, with planning and monitoring activities aimed at compliance and satisfaction enhancement. We value stakeholder contributions to improving our activities, gathered through direct consultation and feedback.



# STRATEGY, BUSINESS MODEL, AND VALUE CHAIN

(ESRS SMB-1, GRI 2-1, 2-6)

## TRANSAVIA IS ONE OF THE MOST REPUTABLE ROMANIAN FAMILY-OWNED BUSINESSES AND THE LOCAL LEADER IN THE POULTRY INDUSTRY.

The company plays a pivotal role in strengthening Romania's food industry, supported by significant and ongoing investments in green energy, cutting-edge technologies, modernization, production capacity expansion, and job creation. These efforts have a direct impact on both the local and national economy. In 2023, TRANSAVIA remained one of the largest contributors to the state budget due to its annually declared and recorded profits (GRI 207-1, GRI 207-2, GRI 207-3). Additionally, with 2,318 direct jobs created, the company is recognized as a strategic employer (GRI 2-1). For the period under review, the number of indirect jobs generated and the associated economic value were not evaluated (GRI 203-2).

We are the only regional player with a 100% vertically integrated business model. We operate fully integrated processes, from grain to fork, responsibly prioritizing the health and safety of employees, customers, and partners, as well as animal welfare and the protection of the environment and communities. In every action, we strictly uphold the values of respect, integrity, and transparency.

TRANSAVIA actively **supports local development**, carefully evaluating the offerings of local suppliers or international suppliers with operations in Romania, and fostering collaborations with them. In 2023, we engaged in commercial transactions with 2,241 suppliers, of whom 90.6% were local (GRI 2-6, GRI 204-1). Furthermore, we ensure that our suppliers promote and share the same principles of product quality and safety as well as social and environmental standards, which are upheld throughout the production chain. We maintain [specific procurement requirements](#) to align these collaborations with our principles. For the reporting period, no suppliers were evaluated for their **environmental impact** (GRI 308-1, 308-2) or **social impact** (GRI 414-1, 414-2).

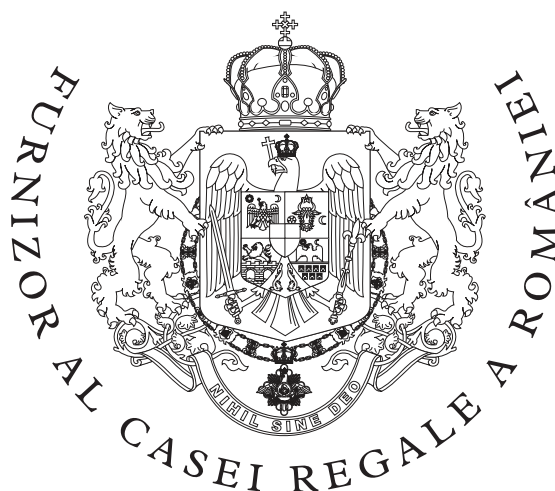


Total Number of Employees	<b>2.318</b>
Total Revenue from Poultry Meat Processing and Preservation	<b>1.011.042.252 lei</b>
Revenue from Significant Sectors (ESRS) <sup>1</sup>	<b>Not applicable</b>
Revenue from Coal	<b>Not applicable</b>
Revenue from Oil	<b>Not applicable</b>
Revenue from Natural Gas	<b>Not applicable</b>
Revenue from Taxonomy-Aligned Economic Activities Related to Fossil Gases	<b>Not applicable</b>
Revenue from Chemicals	<b>Not applicable</b>
Revenue from Controversial Weapons	<b>Not applicable</b>
Revenue from Tobacco Cultivation and Production	<b>Not applicable</b>

<sup>1</sup> [Generates more than 10% of the company's revenue and/or is associated with significant actual impacts or potential significant negative impacts of the company.]

We are a trusted partner and supplier for major commercial networks, distribution chains, and fast-food restaurant chains because our products consistently meet the same high-quality standards, and we continually demonstrate speed and flexibility in fulfilling orders (GRI 2-6).

For the past 17 years, we have had the privilege of holding the status of „Supplier to the Romanian Royal Household”, a distinction that both honors and obligates us to always do things the right way – from grain to fork – ensuring that our products are always the safest and of the highest quality.



# 100% VERTICALLY INTEGRATED PRODUCTION CHAIN: FROM GRAIN TO FORK

(ESRS SMB-1, GRI 2-6)

**TRANSAVIA IS THE ONLY COMPANY IN THE SECTOR THAT OWNS AND MANAGES ALL OPERATIONS ACROSS THE PRODUCTION CHAIN**

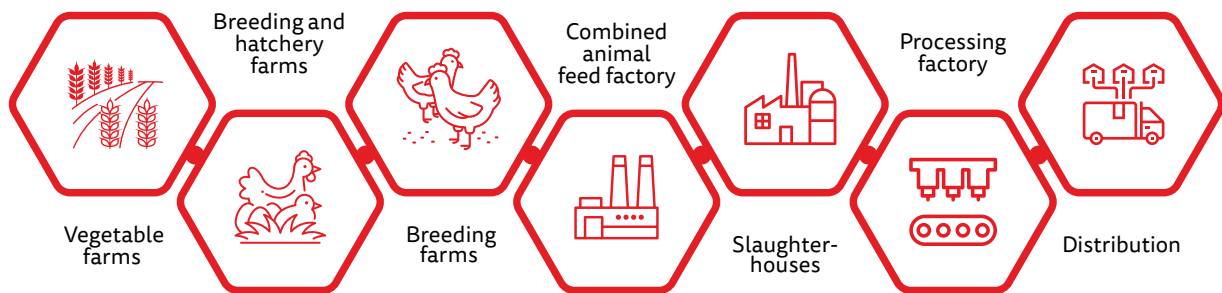
from cultivating and harvesting grains to preparing poultry feed, operating reproduction, incubation, and rearing farms, managing slaughterhouses and the meat processing plant, and finally to distribution and accurate, honest communication. This operational model ensures supply chain security and enables us to meet the most stringent industry-specific standards throughout the production process. As a result, we can guarantee the delivery of high-quality, safe products to all our customers.



TRANSAVIA was the only company awarded the title of **Champion in the Business Entity category** for the "Responsible Production and Consumption" domain at the **Sustainable Development Gala**, organized by the Department of Sustainable Development within the Government of Romania.



We apply the precautionary principle (GRI 2-23) at all stages of our integrated system's operations, including grain production, animal welfare, product certification, and distribution. This ensures that the quality we commit to remains consistent and maintains the highest level of safety for our consumers at all times.



100% integrated production chain from grain to fork



# TRANSAVIA OWNS AND OPERATES THE FOLLOWING:



**Administrative buildings** required to coordinate operations



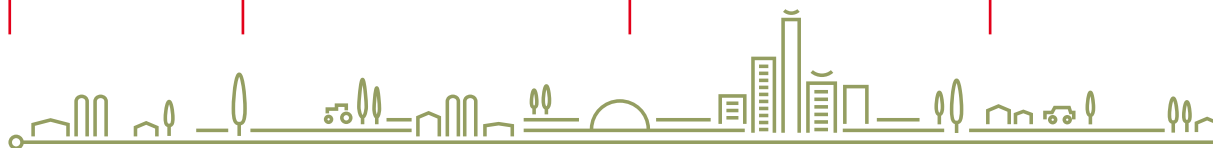
**31 poultry farms**, including facilities for reproduction, incubation, and rearing, located across 8 counties in Romania (Alba, Brașov, Caraș-Severin, Cluj, Harghita, Mureș, Sibiu, and Timiș). These farms produce all the poultry sold annually as finished products under the TRANSAVIA brand.



**4 agricultural production farms**, cultivating over 10,000 hectares of grains required for poultry feed. The Vegetal Division is equipped with a fleet of high-performance tractors and agricultural machinery.



**A compound feed factory (FNC)** located in Sântimbru, Alba County, equipped with the only feed sterilization plant in the country. This facility allows for the preparation of feed without any contact with the external environment, meeting the feed needs of all TRANSAVIA farms.



**3 state-of-the-art slaughterhouses** located in Oiejdea (Alba County), Brașov, and Bocșa (Caraș-Severin County), with a combined slaughtering capacity of 30,000 birds/hour. Each slaughterhouse is equipped with its own laboratory and produces over 100,000 tons of high-quality poultry meat annually. TRANSAVIA is the only producer in Romania that slaughters poultry exclusively from birds raised 100% in its own facilities.



**A meat processing plant** in Alba County, featuring high-performance production lines. The transformation of raw materials into finished products is fully automated, with human intervention limited to supervision.



A fleet of over **500 vehicles** ensuring the safe daily transport of raw materials and poultry meat products.

Approximately 30% of the production volume is exported to 27 countries, primarily within the European Union, but also to other continents. TRANSAVIA is constantly focused on identifying new markets, with our efforts concentrated on high value-added products.

In 2023, TRANSAVIA invested 140,000,000 LEI from its own funds in: green energy, continuous development of production capacity, animal welfare, waste management and environmental protection, consistently raising the standards of quality and food safety, exceeding those required by legal regulations. Additionally, in 2023, our company did not benefit from any state aid or government financial assistance (GRI 201-4).



# SUSTAINABILITY GOVERNANCE

(GRI 1: Foundation 2021, GRI 2 General Disclosure 2021, GRI 2-22, GRI 3: Material Topics 2021)

## A SUSTAINABLE BUSINESS IS ONE WHERE EMPLOYEES ARE RESPECTED FOR THEIR CONTRIBUTIONS AND, IN TURN, TAKE PRIDE IN SUPPORTING THE COMPANY'S MISSION.

The values that guide us—respect, trust, care and responsibility, discipline, diligence, and honesty—form a solid and enduring foundation for our sustainability strategy.

We consistently contribute to improving people's quality of life by providing sustainable, healthy, and safe food, from grain to fork ([Mission/Vision](#)). We inspire all sector players with our initiatives and best practices.

At TRANSAVIA, we follow the rules in everything we do. Our sustainable actions speak for themselves: zero waste, energy efficiency, carbon footprint reduction, [environmentally friendly practices](#), [animal welfare](#), reducing [food waste](#), care for employees, whose rights we respect and who receive fair and timely salaries [positive impact on the communities](#) where we operate.

Our management team is directly involved in the development of the sustainability strategy and takes responsibility for its promotion both within the company and to key stakeholders. Additionally, the team ensures the implementation of approved activities aimed at achieving the sustainability objectives, continuously evaluating how we interact with stakeholders across each pillar of our sustainability strategy.

This approach fosters continuous progress and creates value for the company and its stakeholders, including employees, communities, partners, and society as a whole (GRI 2-22).

We address sustainable development challenges in areas where

we believe we can make a difference, thereby contributing to the achievement of the [United Nations Sustainable Development Goals](#) (UN SDGs). [The United Nations Sustainable Development Goals (UN SDGs) represent a global agenda aimed at addressing the most pressing environmental and social challenges facing the world today.]

Following an intensive analysis of our impact, we are particularly committed to actively contributing to:



Although agriculture has not yet been included in the EU Taxonomy, we have chosen to align our sustainability strategy with the criteria outlined in existing conventions and UN guidelines. As a market leader, we strive to set an example for the sector. Consequently, we follow the principles of the EU Corporate Sustainability Directive, anticipating that an agricultural taxonomy will be developed and incorporated into the annexes in the near future. Thus, we focus on the impact of our actions in the following areas:

- ♥ Mitigating climate change,
- ♥ Adapting to climate change,
- ♥ Sustainable use and protection of water resources,
- ♥ Transitioning to a circular economy,
- ♥ Preventing and controlling pollution,
- ♥ Protecting and restoring biodiversity and ecosystems.



# SUSTAINABILITY FOR US AND OUR STAKEHOLDERS

GRI 2 General Disclosure 2021 GRI 3: Material Topics 2021)

## WE MAINTAIN A CONSTANT DIALOGUE WITH STAKEHOLDERS ON TOPICS THAT INFLUENCE THE COMPANY, THE ENVIRONMENT, AND SOCIETY.

We frequently initiate discussions to address trends, changes, and [market requirements](#) (GRI 3-3 d-ii). Through our commitments, we act with integrity and transparency toward all stakeholders, prioritizing: the health and safety of our employees, customers, and partners; animal welfare and food safety; resource efficiency; environmental protection. We strive to have a positive social impact in the communities where we operate, supporting their sustainable development. Additionally, we are committed to continuously improving our sustainability performance indicators and reporting models to ensure our actions are aligned with best practices.

Our specialists support sustainability measures within their respective departments, playing a key role in addressing strategic sustainability issues. They contribute to both the development of the sustainability framework—including policies and procedures embedded in our 2030 strategy—and the implementation and monitoring of approved measures (GRI 2-13, GRI 2-22, GRI 2-24). We maintain a constant dialogue with stakeholders on topics that impact the company, the environment, and society. We frequently initiate discussions to address trends, changes, and [market requirements](#) (GRI 3-3 d-ii).



# OUR SUSTAINABILITY STRATEGY

(GRI 2-13, GRI 2-22, GRI 2-23, GRI 2-24)

- 

**Sustainability at the Core of all our actions.**
- 

**Sustainability Integrated into the strategic management process.**
- 

**Absolute Product Quality as a fundamental aspect of sustainability.**
- 

**Growth Driven by Sustainable Activities, achieved through proper resource management and reducing environmental impact.**
- 

**Setting Clear Objectives for continuous improvement in performance indicators and reporting models.**

Our specialists support sustainability measures within departments, playing an essential role in addressing strategic sustainability issues. They contribute to the development of the sustainability framework—including policies and procedures incorporated into our 2030 strategy—and the implementation and monitoring of approved measures (GRI 2-13, GRI 2-22, GRI 2-24).

In everything we do, we fight against all forms of waste, minimize our ecological footprint, and act to grow sustainably, both now and for future generations. Our commitment to employee responsibility, sustainable production, environmental care, and community well-being is reflected in all our actions, across the entire supply chain and in our partnerships ([Sustainability strategy](#)).

We apply the precautionary principle (GRI 2-23) at every stage of our integrated system's operations, including: grain production, animal welfare, product certification, and distribution. This ensures that the quality we commit to is consistently maintained at the highest level of safety and reliability for our

consumers. The leadership team continuously monitors TRANSAVIA's sustainability performance, setting objectives and evaluating how we interact with stakeholders across each pillar of our sustainability strategy (GRI 2-23).

- 

**Responsibility toward employees,**
- 

**Environmental care,**
- 

**Social impact engagement.**
- 

**Responsible production, adhering to a standard of excellence considered the norm in all our activities,**



# RISK MANAGEMENT AND INTERNAL CONTROLS RELATED TO SUSTAINABILITY REPORTING

(ESRS GOV 5, GRI 2: General Disclosures 2021, GRI 3: Material Topics 2021, GRI 201, GRI 418-1)









**WHILE NO FORMAL RISK REGISTER ALIGNED WITH ESRS STANDARDS WAS CREATED IN 2023, THE MANAGEMENT TEAM CONDUCTED INTERNAL RISK EVALUATION AND MANAGEMENT PROCESSES.**

These processes focused on identifying, analyzing, and evaluating operational, strategic, financial, and reputational risks. The leadership envisions creating an ESG risk register to serve as the foundation for future strategies.

By identifying, analyzing, and evaluating risks, we determine their potential impact on TRANSAVIA's financial stability and profitability (GRI 201-2), as well as on short-, medium-, and long-term sustainability. For each identified risk, the management team develops a mitigation plan while identifying opportunities. Both quantifiable and non-quantifiable risks are monitored and mitigated through preventive actions integrated into daily decisions. Frequent analyses consider legislative, economic, and social factors, EU regulations, raw material prices, digitalization, and workforce dynamics.

We follow the precautionary principle, acting to reduce risks suspected of harming people or the environment even before concrete evidence confirms such risks.

Risk management at TRANSAVIA is an ongoing process encompassing all areas of activity. It requires the active participation of employees in identifying risks within their responsibilities that might hinder goal achievement and taking timely measures. Key departmental roles include:

-  Legal Department: Ensures external compliance with legislative changes and internal adherence to company policies and procedures. Monitors and addresses internal and external risks in line with corporate risk policies.
-  Human Resources Department: Monitors risks such as discrimination, inequality, and human rights violations, which could impact reputation. Occupational health and safety risks are assessed and managed by the HSE (Health, Safety, and Environment) team.
-  Accounting Department: Prioritizes financial risk management, ensuring compliance with accounting regulations and accurate financial reporting.
-  Quality and Food Safety Sector: Evaluates risks related to poultry production and processing, constantly monitoring threats to food authenticity, quality, and safety.
-  Environmental Department: Oversees risks associated with the company's environmental impact and ensures mitigation.
-  Marketing and Commercial Departments: Conduct regular analyses to identify market and competitive risks, adapting to industry changes and developing strategies to maximize business opportunities domestically and internationally.
-  Corporate Communication Department: Manages reputational and image risks through proactive evaluation and response.
-  All departments collaborate with consultants, experts, suppliers, and partners to ensure a comprehensive and responsible approach to risk management (GRI 2-13).

A detailed quantification of financial impacts in monetary terms has not yet been conducted. Future reporting will establish links between identified impacts, risks, and opportunities (IRO) for each topic/subtopic as per ESRS standards.





# RISK CATEGORIES

## THE MAIN RISK CATEGORIES IDENTIFIED AND ADDRESSED BY THE TRANSAVIA MANAGEMENT THROUGH ACTIONS TO MINIMIZE THE IMPACT CAME FROM THE CATEGORIES OF MACRO RISK

outside the direct control of the Management), market specific risks (considered managed within the strategic and business planning process) and company-specific risks (which serve as internal control procedures).

The main categories of risks identified and addressed by TRANSAVIA include:



**1. STRATEGIC RISKS**, care au fost gestionate în permanență, urmărind tendințele și evoluțiile ce țin de influențele:

- a. Consumer behavior changes, driven by socio-economic factors, potentially altering demand for poultry products.
- b. Climate change, including immediate physical risks from extreme weather events (e.g., droughts, storms, hail), affecting poultry feed production and community stability.
- c. Political and regulatory factors.
  - oMarket price fluctuations and financial risks (e.g., currency exchange and credit risks).
- d. Technological developments, such as AI and cybersecurity advancements.



**2. LEGISLATIVE RISKS**, which are constantly monitored, including local and EU regulations affecting food safety, labeling, labor relations, environmental standards, animal welfare, and trade.



**3. OPERATIONAL RISKS**, which were minimized by optimizing the vertically integrated model, by finding supply alternatives, with the same high standards of quality and ethics that we respect, as well as by increased efforts to attract and maintain qualified personnel, necessary for carrying out the activity optimally. At the same time, we have taken measures to prevent technical failures or interruptions of IT systems, as well as to increase cyber security.



**4. FINANCIAL RISKS**, which took into account the costs associated with carbon emissions that are increasing, as regulations become more stringent and there is the possibility of introducing carbon taxes that can influence the cost structure. Also, fluctuations in tax policies and possible new taxes imposed following the adoption of environmental measures can negatively affect profit margins. At the same time, we have noticed an increase in credit risk caused by late payments from partners that can affect cash flow. We addressed the potential upward trend in prices with a proactive approach by negotiating electricity and natural gas contracts early. We have ensured the right balance between the company's resources and investment needs and increased cost control through our ZERO waste policy.



**5. REPUTATIONAL RISKS**, which we have minimized through our policy and strict standards on business ethics, honesty in communication and social responsibility. We have ensured that all our activities comply with the highest standards of integrity and that we act in a responsible manner so as to strengthen the trust of our customers, business partners and the general public. We have always been responsive to feedback and responded promptly to any concerns or issues raised. At the same time, we ensure that our suppliers and partners share and respect the same values as us, that they operate in legal environments, having as a minimum requirement for collaboration that they respect the standards and promote the ethical business principles pursued by us.

A special category of risk is that related to the **PROCESSING AND PROTECTION OF PERSONAL DATA**. Through the personal data protection management procedure, we ensure compliance with the regulations by each employee, who receives guidance and support from designated managers. We ensure that our partners and suppliers also comply with this aspect, through specific clauses included in all our contracts. We have protocols for documenting, informing and reporting any incident. The types of data that TRANSAVIA collects and how they are used can be found in the Personal Data Processing Policy available on the company's website: <https://www.transavia.ro/files/politica-de-prelucrare-a-datelor.pdf>

No customer complaints related to data breaches or deletions were received in the reporting period (GRI 418-1).

TRANSAVIA fosters a safety culture, encouraging employees to actively identify and report potential risks of any kind.



# REPORTING ON MATERIAL TOPICS

(GRI 3-1)

## DURING THE REPORTING PERIOD, WE CONDUCTED A DOUBLE MATERIALITY ANALYSIS, EVALUATING THE IMPACTS, RISKS, AND OPPORTUNITIES (IRO) RELATED TO MATERIAL SUSTAINABILITY IN ACCORDANCE WITH THE CONCEPTS OUTLINED IN THE ESRS STANDARDS. THIS ANALYSIS AIMED TO IDENTIFY THE ASPECTS THAT SIGNIFICANTLY INFLUENCE OUR ACTIVITIES AND THOSE OF OUR STAKEHOLDERS.

A sustainability aspect is considered material if it can have a significant financial impact on the company, generating risks or opportunities that affect cash flows, development, performance, financial position, capital costs, or access to financing in the short, medium, and long term.

Sustainability reporting provides relevant information on impacts, risks, and opportunities (IRO) in the environmental, social, and governance (ESG) domains that are significant from the perspective of their impact or financial implications. The materiality of impacts is assessed for both actual and potential effects on sustainability from our own activities and from business relationships across the entire value chain.

The financial evaluation considers reputational, financial, or commercial risks and consequences, as well as sustainability opportunities for TRANSAVIA.

Information on the Significance Evaluation Process and Description of Procedures for Identifying and Assessing Significant Impacts, Risks, and Opportunities (IRO-1)

The significance evaluation conducted with input from TRANSAVIA specialists in the areas of environment, finance, occupational health and safety, product quality and safety, human resources, and social responsibility revealed that no new stakeholder groups were identified for 2023. Consequently, the material topics analyzed in the previous year were carried forward.

Material aspects were reassessed both internally and externally through a questionnaire distributed to [the most important stakeholder groups](#).

In 2023, 85 questionnaires were collected (online and in person), with 40% of respondents being TRANSAVIA employees. Stakeholders were given the opportunity to evaluate whether and to what extent they consider TRANSAVIA to have a negative impact on the following areas (GRI 2-25):

- Resource consumption and waste management arising from business activities and relationships,
- Actions to adapt to or mitigate climate change,

- Economic value generated by business activities and relationships,
- Policies and programs concerning compliance, ethics, and business responsibility,
- Risk management policies and procedures,
- Policies, programs, and measures for human resource management,
- Stakeholder engagement,
- Community support.

The ranking of material aspects remains consistent with the direction observed in the previous analysis. The most significant aspects include: Product quality and safety, Waste management, Water management, Local production, Availability of certified products, Energy efficiency, Occupational health and safety management.

Analysis of the responses received indicates that between 22.4% and 57.6% of respondents classified TRANSAVIA's activities and business relationships as having no negative impact.

When stakeholders perceived an impact, the majority categorized it as:

- Low negative impact: Remediable, requiring actions from the company.
- Moderate negative impact: Remediable, requiring actions both internally and externally.

High negative impact (irreparable, as actions by the company, internally and externally, cannot mitigate it) was identified by 1.2% to 2.4% of respondents.

Internal consultation with both Leadership Representatives and the management of each relevant department was conducted to evaluate material topics as per ESRS standards. This process also included assessing the impact on environmental, social, and governance (ESG) aspects and the potential financial effects of climate change on the company. The consultation enabled the analysis of real and potential impacts, both negative and positive, over the short, medium, and long term, on ESG topics. The analysis of the collected information focused on the relevance (the significance of the information in relation to the described issue and its usefulness in decision-making) of real and potential effects on sustainability generated by TRANSAVIA's activities. This included upstream and downstream relationships within the value chain. The evaluation examined: the likelihood and potential magnitude of financial effects, the implications for financial value and economic success (outside-in perspective), the impacts on the environment and society (inside-out perspective), including real and potential positive impacts.

To ensure continuity with the previous report in the context of impact areas under ESRS, each of the previously identified material topics was correlated with relevant ESRS themes and sub-themes. This exercise was conducted to prepare for the 2024 reporting cycle, aligning with ESRS standards, and to facilitate the transition toward material topics included in ESRS themes and sub-themes.

Additionally, the topic of digital security, identified in the previous report, was reaffirmed as significant. The double materiality analysis produced a series of themes and sub-themes included in this report, as detailed in the table below. Materialitatea va fi revizuită anual prin prisma cerințelor legale, prin comparații cu alte companii din sector, efectuând interviuri cu managementul și analizând documente strategice interne, opinii ale experților, referințe internaționale și date istorice ale TRANSAVIA, completând indicatorii pe baza acestor consultări și cercetări relevante.

Materiality will be reviewed annually, taking into account: legal requirements, comparisons with other companies in the sector, interviews with management, analysis of internal strategic documents, expert opinions, international references, and TRANSAVIA's historical data.

Indicators will be updated based on these consultations and relevant research.

ESRS Thematic	Sustainability aspects - Sustainability Report 2023 ("SR")				
	Theme	Subtopic	Sub-sub-topics	Explanations	Appearance 2022
ESRS E1	Climate	Climate change mitigation		Addressed in RS	
		Adaptation to climate change			
		Energy			Energy efficiency / green energy
ESRS E2	Pollution	Air pollution		Addressed in RS	Responsible production
		Water pollution		Addressed in RS	
		Soil pollution		Addressed in RS	
		Pollution of living organisms and food resources		Addressed in RS	
		Substances of concern		Addressed in RS	
		Substances of very high concern		This is not the case, TRANSAVIA does not use substances of very high concern – i.e. substances considered very dangerous	
		Microplastics		This is not the case, TRANSAVIA does not produce, use, sell or generate microplastics in its activity.	
ESRS E3	Water and marine resources	Water resources	Water consumption	Addressed in RS	
		Marine resources	Discharging water into the oceans Extraction and use of marine resources	This is not the case, no water from marine sources is used and no water is discharged into the oceans	
ESRS E4	Biodiversity and ecosystems	Drivers of the direct impact on biodiversity loss	Climate	Addressed in RS	Responsible production
			Land use change and sea use change	Not the case	
			Direct exploitation	Not the case	
			Invasive alien species	Not the case	
			Pollution	Addressed in RS	Responsible production
		Impact on the status of species	Population size of the species	Not the case	
			Global risk of species extinction	Not the case, the activity is local	
		Impact on the state and capacity of ecosystems to expand	Soil degradation	Addressed in RS	
			Desertification	This is not the case – there is no direct activity on areas at risk of desertification	
	Soil sealing / waterproofing				
ESRS E5	Circular economy	Resource inputs, including resource usage		Addressed in RS	Waste management
		Outputs of resources related to products and services		Addressed in RS	Waste management
		Waste		Addressed in RS	Waste management

ESRS S1	Own work-force	Working conditions	Secure Workplaces	Addressed in RS	Health Management and Occupational Safety
			Working time	Addressed in RS	Ethics in Human Resources
			Adequate salaries	Addressed in RS	
			Social dialogue	Addressed in RS	
			Freedom of association, the existence of works councils and workers' rights to information, consultation and participation	Addressed in RS	
			Collective bargaining, including the proportion of workers covered by collective agreements	Addressed in RS	
			Work-life balance	Addressed in RS	
			Health and safety	Addressed in RS	Health Management and Occupational Safety
		Equal treatment and opportunities for all	Gender equality and equal pay for work of equal value	Addressed in RS	Ethics in Human Resources / Education and Training Programs for Employees
			Training and skills development	Addressed in RS	
			Employment and inclusion of persons with disabilities	Addressed in RS	
			Measures against violence and harassment at work	Addressed in RS	
			Diversity	Addressed in RS	
		Other work-related rights	Child labour	Not the case	
			Forced labor	Not the case	
			Adequate housing	Not the case	
Privacy	Addressed in RS				
ESRS S2	Workers in the value chain	Working conditions	Secure Workplaces	This is not the case. TRANSAVIA has 100% integrated operations	
			Working time	This is not the case. TRANSAVIA has 100% integrated operations	
			Adequate salaries	This is not the case. TRANSAVIA has 100% integrated operations	
			Social dialogue	This is not the case. TRANSAVIA has 100% integrated operations	
			Freedom of association, including the existence of works councils	This is not the case. TRANSAVIA has 100% integrated operations	
			Collective bargaining	This is not the case. TRANSAVIA has 100% integrated operations	
			Work-life balance	This is not the case. TRANSAVIA has 100% integrated operations	
			Health and safety	This is not the case. TRANSAVIA has 100% integrated operations	
		Equal treatment and opportunities for all	Gender equality and equal pay for work of equal value	This is not the case. TRANSAVIA has 100% integrated operations	
			Training and skills development	This is not the case. TRANSAVIA has 100% integrated operations	
			Employment and inclusion of persons with disabilities	This is not the case. TRANSAVIA has 100% integrated operations	
			Measures against violence and harassment at work	This is not the case. TRANSAVIA has 100% integrated operations	
			Diversity	This is not the case. TRANSAVIA has 100% integrated operations	
		Other work-related rights	Child labour	Addressed in RS	
			Forced labor	Addressed in RS	
			Water and sanitation	This is not the case - it is not the subject of TRANSAVIA's activity	
			Adequate housing	This is not the case. TRANSAVIA has 100% integrated operations	
			Privacy	Addressed in RS	

ESRS S3	Affected communities	Economic, social and cultural rights of communities	Adequate housing	This is not the case – it is not the subject of TRANSAVIA's activity	
			Adequate food	Addressed in RS	Product quality and safety
			Water and sanitation	This is not the case – it is not the subject of TRANSAVIA's activity	
			Soil impacts	Addressed in RS	
			Security-related impacts	Addressed in RS	
		Civil and political rights of communities	Freedom of expression	Addressed in RS	
			Freedom of assembly	Addressed in RS	
			Impact on human rights defenders	Addressed in RS	
		Rights of indigenous peoples	Free, prior and informed consent Self-determination Cultural rights	This is not the case – it is not the object of the activity. There are no indigenous populations in Romania	
		ESRS S4	Consumers and end-users	Information-related impacts for consumers and/or end-users	Privacy
Freedom of expression	Addressed in RS				Business Ethics
Access to (quality) information	Addressed in RS				Business ethics / Informing consumers about sustainability
Personal safety of consumers and/or end-users	Health and safety			Addressed in RS	Product quality and safety Availability of certified products
	A person's security			Not applicable – not subject to activity	
	Child protection			This is not the case – the activity does not involve interaction with children	
Social inclusion of consumers and/or end-users	Non-discrimination			Addressed in RS	Business Ethics
	Access to products and services			Addressed in RS	Availability of certified products
	Responsible Marketing Practices			Addressed in RS	Business Ethics
ESRS G1	Professional conduct			Corporate culture	
		Whistleblower protection		Addressed in RS	Ethics in Human Resources
		Animal welfare		Addressed in RS	Responsible production / Responsible animal treatment - animal welfare
		Political commitment and lobbying		Addressed in RS	Business Ethics
		Managing supplier relationships, including payment practices		Addressed in RS	Business Ethics
		Corruption and bribery	Prevention and screening, including training	Addressed in RS	Business Ethics
			Incidents	Addressed in RS	Business Ethics
Additional Topic of ESRS Requirements	Cybersecurity	Computer data protection		Addressed in RS	Cybersecurity

# 2023 MATERIALITY ANALYSIS

(IRO 1, GRI 2-16, 3-1, 3-2)

Following a comprehensive and strategic analysis to evaluate impacts, risks, and opportunities related to sustainability, we have mapped out the material aspects of impact as well as the associated risks and opportunities arising from the identified materiality categories.

**Table: Identified Materiality Categories**

Appearance Categories Materials	Our key impact	Risks and opportunities identified	ESRS Theme	Themes and sub-themes	Internal sustainability framework
<b>Product quality and safety</b>	Through the size of our business, we make a significant contribution to food security at national and international level. The products we deliver are safe for consumption and of high quality.	The most important risk identified is that major food safety issues can lead to reputational damage, reduced trust in our products, resulting in sales declines and financial losses. We actively address this risk through the procedures we implement, through the culture of food quality and safety that we have and that we continuously develop, through internal and external audits and through the relevant certifications we hold.	ESRS S3 ESRS S4	Adequate food  Personal safety of consumers and/or end-users	-Responsible production -Product quality and safety -Availability of certified products
<b>Responsible treatment of animals</b>	Key priority for our business and consumers	A risk with a potentially significant financial impact, as our consumers and partners investigate this topic and wait for evidence of animal welfare. At the same time, the responsible treatment of chickens has an impact on the efficiency of production and the environment.	ESRS G1	Animal welfare	Responsible treatment of animals
<b>Climate change</b>	Priority for reducing emissions from operations	The main risks associated with this aspect are represented by changes in general regulations as well as specific ones to reduce emissions in agri-food. Our industry-leading position in decarbonisation and waste reduction gives us a competitive advantage in adapting to new standards, while helping to mitigate financial and reputational risks.	ESRS E1	Climate change mitigation  Adaptation to climate change  Energy	Energy efficiency / green energy
<b>Resource use and circular economy</b>	Our impact is in the field of waste generation and food waste.	The main associated risk is the depletion of non-renewable resources. We focus on optimizing resource consumption, reducing waste, sustainable packaging, and integrating recycling and reuse solutions throughout the production chain to create a sustainable resource cycle.	ESRS E5  ESRS E3	Circular economy  Water and marine resources	Waste management  Responsible production  Water Management

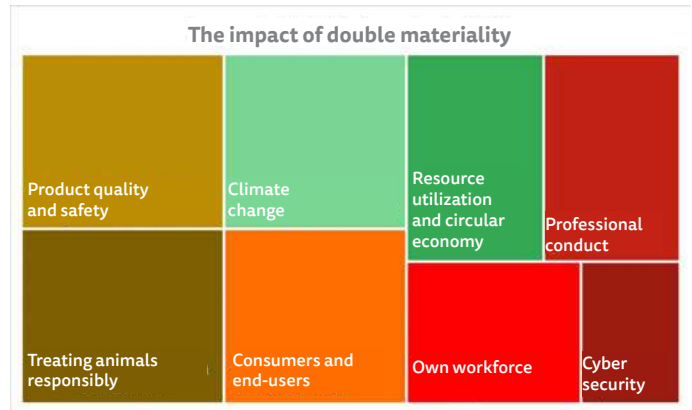
<b>Consumers and end-users</b>	In addition to food safety and contributing to consumers' healthy diets through products with high nutritional value, we have identified a particular impact we have in educating consumers through honest communication and providing quality information on sustainability products and actions.	The main risks we face relate to food safety, the transformation of consumer preferences, the decrease in competitiveness or shelf visibility. The biggest opportunity lies in strengthening consumer confidence through the authenticity, traceability, safety and quality of the products offered.	ESRS S4	Information-related impacts for consumers and/or end-users  Personal safety of consumers and/or end-users  Social inclusion of consumers and/or end-users	Business Ethics  Informing consumers about sustainability  Product quality and safety  Availability of certified products
<b>Own workforce</b>	Our impact starts with ensuring a healthy and safe working environment, where employees' rights are respected.	A major risk at the level of the entire sector is the availability of labor. Mitigating this risk includes measures related to loyalty, fair payment, professional and personal development, safety and security at work.	ESRS S1	Working conditions  Equal treatment and opportunities for all  Other work-related rights	Health Management and Occupational Safety  Ethics in Human Resources  Education and training programs for employees
<b>Professional conduct</b>	Honest and transparent conduct in business is expected of all TRANSAVIA employees. Our main impact comes from the area of data privacy, compliance with contractual terms and responsibility in marketing and communication.	The main risk identified is the reputational one, with significant financial consequences. Ethical conduct gives us the opportunity to differentiate ourselves within the industry, to be perceived as trusted/preferred partners.	ESRS G1	Corporate culture  Whistleblower protection  Political commitment and lobbying  Managing supplier relationships, including payment practices  Corruption and bribery	Business Ethics  Ethics in Human Resources  Organizational culture
<b>Cybersecurity</b>	Digitalization is one of the company's focuses for increasing operational efficiency	As a result of the digitalization processes adopted, the company may suffer interruptions due to major cyber events. At the same time, AI development requires a serious approach to security and minimizing the associated vulnerabilities through security controls and protocols.			Cybersecurity



# RELEVANCE OF TRANSAVIA'S IMPACT

## IMPACT ON THE ENVIRONMENT AND SOCIETY (INSIDE-OUT) & IMPACT ON FINANCIAL VALUE AND ECONOMIC SUCCESS (OUTSIDE-IN)

Although “Biodiversity and Nature,” “Pollution,” and “Affected Communities” fell below the threshold established for material topics under the evaluation methodology, we acknowledge our footprint and impact in these areas. Therefore, we have included information in the report regarding our key impacts and, where applicable, parameters that are relevant to our stakeholders.





# ESRS GOV1 - PROFESSIONAL CONDUCT

(ESRS 2 GOV-1, ESRS 2 IRO 1, GRI 205, GRI 308, GRI 406, GRI 407, GRI 408, GRI 409, GRI 13.13, GRI 13.23)

## ROLE OF ADMINISTRATIVE, MANAGEMENT AND SUPERVISORY BODIES

(ESRS 2 GOV-1, GRI 2-27, GRI 205-1, 205-3)

**AT TRANSAVIA, ETHICAL PROFESSIONAL CONDUCT IS A FUNDAMENTAL AND NON-NEGOTIABLE PRINCIPLE, INTEGRATED INTO ALL ASPECTS OF OUR BUSINESS.**

The company's management promotes honesty, transparency, respect and integrity in business relationships and daily interactions, thus creating a work environment based on mutual trust. This ethical approach is reflected in our policies and procedures, through which we support a healthy organizational culture and contribute to a positive impact in the community. Through our ethical practices we protect our business, reputation, customers, employees and partners. The management's commitment is a firm one, in the sense of respecting the principles of ethics and compliance and ZERO tolerance towards fraud, theft, corruption and bribery. As in previous years, no relevant final liability was identified in 2023 regarding violations of labor or human rights laws, violations of corruption laws (GRI 205-1, 205-3) or competition laws (GRI 206-1) or violations of tax laws. The detailed internal evaluation did not reveal any deviation between TRANSAVIA's approach to human rights policies, impact address, verification procedures and risk assessment, communication, complaint mechanisms, consumer interests, anti-corruption, competition or taxation, and social protection requirements (GRI 2-27).



## DESCRIPTION OF PROCESSES FOR IDENTIFYING AND ASSESSING SIGNIFICANT IMPACTS, RISKS AND OPPORTUNITIES

(ESRS 2 IRO 1, GRI 205-2, GRI 2-26, GRI 402-1, GRI 406)

**IDENTIFICAREA, ANALIZA ȘI EVALUAREA IMPACTURILOR, A RISCURILOR ȘI A OPORTUNITĂȚILOR SUNT CONDUSE DE ECHIPA DE MANAGEMENT, FIIND INTEGRATE ȘI EVALUATE CA PARTE A PROCESULUI DE ANALIZĂ A MATERIALITĂȚII.**

The identification, analysis and assessment of impacts, risks and opportunities are led by the management team, being integrated and evaluated as part of the materiality analysis process. The identified risks, both quantifiable and non-quantifiable, are monitored and reduced through preventive actions, integrated into daily decisions ([Risk management](#)). In terms of professional conduct, the impact and risk assessment was carried out through a systematic process that identified the main aspects that can influence TRANSAVIA's activity. This analysis included examining internal policies, ethics and compliance practices, as well as employee feedback, resulting in specific measures aimed at reducing associated risks and improving organizational performance. In addition, monitoring and reporting mechanisms have been established to ensure transparency and accountability at all levels of activity. These aspects are also presented to external control bodies and audits, especially ethical audits (GRI 205-2). The assessed risks, quantifiable and non-quantifiable, are identified, monitored and minimized through prevention actions.

Subtopic	Impact	Risk / Opportunity
<b>Organizational culture</b>	<b>Potential negative impact on a medium scale</b> - if internal codes and procedures are not followed	<b>Opportunity:</b> Effective management of internal issues, ensuring fair remuneration and adequate working conditions, contributes to the smooth running of one's operations by increasing retention and care for safe and quality products. <b>Risk:</b> A weak or toxic organizational culture can lead to decreased employee morale, increased staff turnover, and deteriorated internal relationships, which ultimately affects productivity and innovation.
<b>Whistleblower protection</b>	<b>Potential negative impact on a small scale</b> – if internal codes and procedures are not followed or whistleblowers are not protected.	<b>Risk:</b> Reputational damage/regulatory violation. <b>Opportunity:</b> Protecting whistleblowers can minimize the legal risks associated with reporting abuse or non-compliance, and improve employee performance and work environment.
<b>Managing supplier relationships and payment practices</b>	<b>Potential negative impact on a medium scale</b> - if internal procedures are not followed / if payments are not made in a timely manner, which can lead to penalties or deterioration of relationships with partners.	<b>Risk:</b> Reputational damage, through negative financial impact for suppliers / violation of contractual conditions. <b>Opportunity:</b> Long-term collaborations, which offer stability and the possibility to benefit from the expertise of suppliers in the development of new, innovative solutions and products that can contribute to increasing competitiveness in the market.
<b>Corruption and bribery</b>	<b>Potential negative impact on a medium scale</b> – if internal codes and procedures are not followed / in case of incidents.	<b>Risk:</b> Reputational damage/regulatory violation.
<b>Cybersecurity – additional material aspect</b>	Potential negative impact on a large scale – if internal protocols are not followed / in case of safety-related incidents or accidents.	<b>Risk:</b> Disruption of operational activities / financial and legal sanctions, which could negatively affect reputation and financial stability. <b>Opportunity:</b> Competitive advantage by improving operational efficiency / Building reputation through safe practices.

Following the assessment within the double materiality process, it is assessed that the financial effects on TRANSAVIA in the short, medium and long term of the significant risks and opportunities arising from the impacts associated with professional conduct may have moderate effects (above 0.2%, but below 1% of turnover). Digital security and IT data protection risks have a potential for significant financial losses, with a probability of a very high negative impact of more than 5% of annual turnover.

The results of the analysis of material themes in the sphere of corporate culture are detailed in the following sections.

# POLICIES ON PROFESSIONAL CONDUCT AND CORPORATE CULTURE

(ESRS G1-1, GRI 205-2, GRI 406-1)

**OUR MOTTO, „DO IT RIGHT”, REFLECTS OUR FIRM COMMITMENT TO BOTH THE QUALITY AND SAFETY OF OUR PRODUCTS, AS WELL AS ETHICS, INTEGRITY AND GOOD BUSINESS PRACTICES. TRANSAVIA’S CORPORATE CULTURE IS ESSENTIAL FOR CREATING A MOTIVATING AND COLLABORATIVE WORK ENVIRONMENT.**

Based on values such as respect, trust, care, responsibility, discipline, diligence and honesty, it supports open communication and continuous development of employees. The positive impact is reflected in employee retention and superior product quality, strengthening the company’s reputation on the market. Thus, TRANSAVIA manages to develop a dedicated and efficient team, capable of actively contributing to the success of the organization.

We understand that in order to be a successful company and to thrive in a normal and fair competitive environment, compliance with the law is crucial, but it must be coupled with a series of high standards of moral behavior and responsibility. They allow us to build long-term partnerships with our customers, partners and suppliers, based on trust, respect and responsibility, which support the sustainable development of our business. This approach is found in all aspects of our business and in the entire moral behavior of the company and our employees.



*„I find myself in the company’s values, in what I and my colleagues do. The appreciation I receive for my work and results helps me to develop and increase my level of knowledge year after year and even to give it away. I’m glad to be part of this wonderful team!”*  
TRANSAVIA Electrician, Ferma 26 Braşov.

Through the Code of Professional Ethical Conduct, we ensure and promote ethical business behavior, including in our policies principles such as:

-  Principles for combating bribery and corruption,
-  Ethical business relationships,
-  Food quality and safety,
-  Equal opportunities and non-discrimination (employment and/or promotion criteria),
-  Risk management and compliance,
-  Reporting violations of laws/regulations and misconduct,
-  Occupational Safety and Security,
-  Sustainability.

At the same time, we pursue compliance with the UN and International Labour Organization (ILO) Guiding Principles on Business and Human Rights.

We ensure that we adhere to solid principles of quality and food safety, thus protecting both our customers and the environment. We guarantee safe working conditions and ensure that our employees are treated with respect and equality, prohibiting any form of discrimination or unfair treatment. As an employer, we promote diversity, equality, inclusion and ensure a safe environment for employees and collaborators, without compromising ethical principles, without violating human rights and maintaining the highest standards of safety and health. This helps to create a fairer working environment and improve employee performance. In the Internal Organization Regulations, available to all our employees from the moment of employment, we have included specific anti-corruption rules (GRI 205-2) and rules by which we prohibit and avoid any discrimination based on criteria related to: sex, sexual orientation, genetic characteristics, age, national affiliation, race, color, ethnicity, religion, political opinion, social orientation, disability, family situation or responsibility, trade union membership or activity. This aspect is also presented to external control bodies and audits, especially ethical audits (GRI 205-2).

Another extremely important ethical aspect, given the specificity of our activity, is the responsible treatment of animals. For us, this is both a matter of business ethics and of the responsibility to protect food safety and public health. Implicitly, ensuring higher welfare standards for our chickens is part of the company’s objectives to improve the quality of life and contribute to a healthier future.

## WHISTLEBLOWER PROTECTION

### AS FAR AS WHISTLEBLOWERS ARE CONCERNED, OUR COMPANY IS COMMITTED TO MAINTAINING THE CONFIDENTIALITY OF ALL COMPLAINTS AND REQUESTS AND TO PROVIDING THE NECESSARY HELP DEPENDING ON THE SITUATION.

We encourage employees to communicate to us all problems that may arise regarding labor relations, working conditions (ergonomics, working environment, OSH and PSI), labor practices and fair treatment, impact on society. Our policy is that any suspicion, suspicion, fact expressed in good faith regarding the misconduct of the company or any employee or business partner shall be carefully investigated and appropriate measures shall be taken to resolve the outcome of the investigation. „Good faith” means the provision of information that the person providing it believes to be correct and accurate at the time, even if it later proves to be incorrect or inaccurate (GRI 406-1). Employees have a series of communication channels with management teams and are constantly encouraged to communicate their opinions, dissatisfactions, recommendations, defend their opinions and report any unacceptable behavior. They can express their opinions and report unacceptable behaviors and/or requests either directly to the hierarchical superior, or to the Human Resources Department (by email, telephone or through the „communication boxes”, in which anonymous messages can also be submitted, or with the help of the complaint form, through which they also have the possibility to send an anonymous message).

## SUPPLIER RELATIONSHIP MANAGEMENT

(ESRS G1-2, GRI 2-6, GRI 308-1, GRI 308-2, GRI 407-1, GRI 408-1, GRI 409-1, GRI 414-1, GRI 414-2, GRI 13:13.17, GRI 13:13.16, GRI 13:23.3, GRI 13:23.4)

### THE ETHICAL PRINCIPLES THAT GUIDE US IN OUR RELATIONSHIPS WITH OUR SUPPLIERS AND PARTNERS URGE US TO SHOW RESPECT, CONSIDERATION AND TRUST, BUILDING LASTING RELATIONSHIPS BY BEING POLITE AND SERIOUS.

We act ethically in our dealings with our partners, suppliers and customers and require them to demonstrate honesty, integrity and fairness, as well as adherence to our standards, which are non-negotiable. We immediately report any violation of labor or human rights law, violation of corruption or tax laws, and any deviation from the ethical conduct of our suppliers, customers, partners or subcontractors and their employees.

TRANSAVIA supports local development, carefully analyzing the offers of local or international suppliers who have work points in Romania and carrying out collaborations with them. We ensure that our suppliers promote and share the same principles of quality and safety of the products manufactured or services provided, as well as social and environmental principles, throughout the entire production chain. We have specific procurement requirements. For the reporting period, there were no suppliers assessed for environmental impact (GRI 308-1, 308-2) or for social impact (GRI 414-1, 414-2). We are a reliable partner and supplier for large retail, distribution and fast-food restaurant networks because our products have the same quality every time, and we always show speed and flexibility in order fulfillment (GRI 2-6).

We ensure that our suppliers/partners operate in legal environments, having as a minimum requirement for collaboration that they comply with the standards and promote the ethical business principles pursued by us. TRANSAVIA suppliers are invited to respond online to a „Supplier Workplace Responsibility Questionnaire”. The provisions of our requirement supplement and do not replace the provisions of any legal agreements or contracts entered into between the supplier/partner and TRANSAVIA or affiliated companies (GRI 407-1). We expect our suppliers and partners to maintain the same standards across their supply chain, including sub-contractors and third-party employment agencies. This does not give rise to any rights for the beneficiary third party and no benefits for suppliers, sub-contractors, their employees or other parties.

We actively advocate against child labor (all TRANSAVIA employees are over 18 years old) and make sure that neither our suppliers nor our partners use such resources. Even in 2023, we had no suspicion about this risk, as a result of the request for the annual completion or the start of the collaboration with a new supplier, of the self-assessment questionnaire in which this aspect is also mentioned (GRI 408-1, GRI 13: 13.17). We have the same approach against forced labor (GRI 409-1, GRI 13:13.16) and we completely disavow these practices.



„We had and still have a very good collaboration relationship with TRANSAVIA, a relationship that has developed steadily over the years, a relationship based on trust and mutual respect. We consider TRANSAVIA a very valuable partner for our company and we will do our best to continue in the same way the collaboration started some time ago”, Raw materials supplier.



We work with trusted suppliers who share our values and adhere to the principles of sustainability. We carefully check the origin of the raw materials and make sure that they are obtained from responsible sources and with a minimum impact on the environment. We conduct regular inspections and ensure that all of our strict requirements are met (GRI 13:13.4). In order to be able to confidently demonstrate that our products come from verified sources, with rigorous quality control and responsible risk management, we require our suppliers every 3 years to carry out a traceability test and obtain a series of certifications such as ISO 9001:2008, ISO 14001:2005, ISO 22000:2018, ISO 45001:2018, BRCGS Food Safety, BRCGS Packaging, FSSC 22000, IFS. These are internationally recognized standards, which have been designed to ensure efficient, responsible and ethical business management, being considered industry benchmarks, and which ensure that our suppliers comply with the most rigorous requirements in terms of quality, environment, food safety and occupational health (GRI13: 13.23.3). By having such suppliers in our supply chain, we are able to assure our consumers that our products are trustworthy, comply with international standards and are obtained through sustainable practices.

In order to increase the safety of our products, we have made a division of suppliers according to the level of influence they have on our finished products. This helps us to more effectively assess and manage the risks associated with our supply chain and to make informed decisions regarding the selection, evaluation and monitoring of our suppliers:

- **High risk:** Suppliers in the high risk category are those suppliers whose products come into direct contact with our final product. The quality, safety and compliance of their products (e.g. suppliers of raw materials, components or key materials) have a direct impact on the products we supply to our customers.
- **Low risk:** Suppliers in the low risk category are those suppliers whose products or services do not come into direct contact with our final product. Even though these suppliers may play an important role in our operations, the risk associated with the safety, quality or compliance of their products does not have a direct impact on the finished product. This category includes providers of IT services, personal transport services, advertising agencies or other support services that are not directly related to our final product.

By assessing and managing the risks associated with our suppliers, we ensure that our products meet the quality and safety standards pursued by us. Also, through the analyses we carry out, we identify opportunities to improve performance and the relationship with suppliers, to ensure that we get the best possible results from our collaboration. Because we put food safety and traceability first in all our operations, we have a policy focused on ensuring the quality and safety of our products, as well as maintaining a transparent supply chain certified to internationally recognized standards. In this regard, we only collaborate with suppliers in the high risk category who hold GFSI (Global Food Safety Initiative) certifications or other equivalent recognized certifications. Thus, we ensure that the entire volume purchased is certified, and we can offer high quality and safety products to our consumers.

GFSI certifications are globally recognized and involve a rigorous assessment of food safety management systems, including traceability aspects. Through our policy of ensuring that our suppliers in the high risk category have this or an equivalent certification at international level, we can guarantee that the products we obtain through the supply chain are certified and traceable. Working with GFSI-certified suppliers allows us to be confident in the quality and safety of raw materials and ensure that all our products meet the highest standards. It also allows us to be more responsive to any unforeseen situations or potential threats in the supply chain, as we can quickly identify and isolate any source of risk.

Our requirement for suppliers to hold GFSI certifications allows us to cover all stages of the sourcing process, including the ability to trace products back to the source, which is essential in quickly identifying and managing any issues that may arise in relation to food safety or product quality (GRI 13.23.4).

We opt for long-term collaborations with our suppliers as much as possible. This way of working brings us stability and creates valuable opportunities to benefit from their expertise in developing innovative solutions and products.



„For SEALED AIR CORPORATION, the TRANSAVIA company was more than a customer, it was a source of inspiration. They suggested and showed us what kind of systems and packaging to develop, they mentored us in this regard and we followed them, because TRANSAVIA knows the market best. They have known since 15 years ago what the packaging of the future should look like and what performance it should have and they were not wrong. We are committed to supporting TRANSAVIA in all their endeavors”

„The collaboration relationship with TRANSAVIA is a long-lasting relationship that has been built over time and is based on the professionalism, transparency, fairness and openness of both partners”, Raw materials supplier.

## PREVENTION AND DETECTION OF CORRUPTION AND BRIBERY

(ESRS G1-3 GRI 205-1, GRI 205-2, GRI 402-1)

### OUR COMPANY HAS ZERO TOLERANCE FOR BRIBERY, FRAUD, THEFT AND CORRUPTION.

We encourage employees to report unethical behavior or corruption and ensure that communication channels are in place to do so anonymously and safely. In this regard, they can use complaint forms, or they can choose to communicate what they want through an interview with their superior or with a person from the Human Resources Department, by email, by phone call or they can send an anonymous opinion through the „communication ballot boxes” present in the Production Sectors (GRI 2-26). In this way, we protect the employee's anonymity, while we can find out his expectations from the company, but also the possible problems he wants to report (GRI 402-1).

All 41 work points are covered by the anti-corruption policies, which we promote within the company (GRI 205-1). Our position on anti-corruption is stipulated in the Internal Regulations, which are presented at the time of employment to all employees, and are also available to all employees at any time. Both the Internal Regulations and the policies regarding employees have been presented to external control bodies and audits, especially the ethical ones.

## INCIDENTS OF CORRUPTION OR BRIBERY

(ESRS G1-4, GRI 205-3)

**THERE HAVE NEVER BEEN ANY INCIDENTS OF CORRUPTION OR BRIBERY WITHIN THE COMPANY.**

## PAYMENT PRACTICES

(ESRS G1-6)

### THE COMPANY COMPLIES WITH ITS CONTRACTUAL AND/OR LEGAL PAYMENT TERMS.

On average, in 2023, the payment term for service providers was 30-60 days, and contributions and other fees were paid according to the legal deadlines.

## DIGITAL SECURITY - ADDITIONAL MATERIAL TOPIC

(ESRS G1)

**FOLLOWING THE DOUBLE MATERIALITY ANALYSIS, THE TOPIC OF DIGITAL SECURITY WAS ALSO IDENTIFIED AS RELEVANT AS PART OF THE OBJECT OF REPORTING ACCORDING TO THE STANDARDS.**

## DISCLOSURES IN RELATION TO SPECIFIC CIRCUMSTANCES

(ESRS 2 BP-2)

**FOR TRANSAVIA, DIGITAL TRANSFORMATION MEANS EFFICIENCY, CONTROL AND CONTINUOUS INNOVATION IN ALL ASPECTS OF OUR BUSINESS.**

We have constantly invested and implemented advanced technologies, automations and sensors that allow us to be more agile, productive and efficient, more responsive to market changes, to adapt quickly to customer requirements, to remain competitive in a constantly evolving environment and to be more future-oriented. Digitized processes help us to offer safe, high-quality products, to be closer to our consumers through much more personalized activations, made or initiated in the digital environment, to better manage resources, including human ones, or to contribute to the well-being of chickens.

Our digital approach engages internal resources through which IT services are modeled after business and not the other way around. We constantly invest in state-of-the-art equipment and develop IT solutions that support security and controlled access to data and information throughout the value chain.

As leaders of the chicken meat market in Romania, we have relied from the beginning on top technology that has helped us to be the most efficient in everything we do, from grain to fork. We have halls equipped with the most advanced technology of the moment that controls the optimal conditions of ventilation, feeding, watering, cooling and humidification (in hot periods) and heating (in cold periods). The temperature, humidity and noxious sensors that we have installed in the halls allow us a strict, automated and permanent control of the microclimate conditions, as well as punctual adjustments, depending on the age and needs of the puppies. This constant flow of data allows us to quickly make decisions for the good management of animal welfare and for the efficiency of resource consumption. We use automation and digital control in the processing stages, both in our slaughterhouses and in the chicken processing plant, thus ensuring a high quality of our products due to strict compliance with all food safety standards. We also have higher productivity and increased efficiency of the production process thanks to which we significantly reduce the consumption of resources, energy and time. In this way, we optimize operational costs and, in addition, reduce our environmental footprint. In 2023 we continued the digital transformation process, with a focus on the digitization of human resources activities and developed communication with other third-party IT systems (regulators, government institutions, customers, suppliers, third parties).

## RISK MANAGEMENT AND INTERNAL CONTROLS

(ESRS GOV-5)

**OUR COMPANY CONDUCTS RISK ANALYSIS IN IT PROCESSES BASED ON INTERNAL PROTOCOLS IN ORDER TO IDENTIFY RISKS, CAUSES AND SEVERITIES OF THE LIKELIHOOD OF DIGITAL SECURITY PROBLEMS.**

The internal IT department acts pro-actively to maintain legal compliance, protect company data and stakeholder trust. The main types of critical digital security risks identified include business continuity risks, data leaks and phishing, and non-compliance with GDPR and other regulations.

We have critical data recovery protocols in place to limit the impact on our operations in the event of cyberattacks or data loss. We run awareness and education campaigns for employees to prevent phishing attempts and data leaks that can have serious legal and reputational consequences. A special risk category is that related to the [Processing and Protection of Personal Data](#), which is an essential component to manage in order to prevent security breaches and loss of trust among consumers, partners and employees. We have a Personal Data Processing Policy available on the company's website: <https://www.transavia.ro/files/politica-de-prelucrare-a-datelor.pdf>, and through our protocols we combat unauthorized access, data loss and protect ourselves against other cyber threats.

Digital security and IT data protection risks have a potential for significant financial losses, with a probability of a very high negative impact of more than 5% of annual turnover.

## ACTION PLANS AND RESOURCES TO MANAGE THE COMPANY'S SIGNIFICANT IMPACTS, RISKS AND OPPORTUNITIES RELATED TO DIGITAL SECURITY

**DIGITAL SECURITY RISK MITIGATION PLANS ARE BASED ON PREVENTION, DETECTION, AND RESPONSE.**

To manage digital security impacts and risks, we follow a well-structured action plan that includes protection measures, efficient resource allocation, and clear processes to minimize

vulnerabilities and respond swiftly to security incidents. We continuously invest in and update key processes to ensure an adequate level of cybersecurity and align with industry quality standards and best practices.

### 1. Threat Identification and Risk Assessment

We continuously assess digital security risks to identify potential threats and determine their possible impact on the business. We have inventoried all digital assets, including network equipment, servers, and endpoint devices (workstations, tablets, mobile phones). To identify threats, we analyze both internal and external risks affecting information and system security (e.g., DDoS attacks, ransomware, data breaches, configuration errors). We use automated system scanning tools to detect known vulnerabilities (e.g., outdated software versions, incorrect security settings/permissions). To determine risks, we conduct regular vulnerability assessments and estimate the potential impact of each identified risk on the business (financial, reputational, operational).

### 2. Security Policy Development

To guide employee behavior and ensure cybersecurity, we follow a set of digital security policies such as access and authentication policies defining internal system access criteria, the use of authentication, and permission granting based on the “least privilege” principle, as well as a data protection policy outlining clear rules for safeguarding confidential data.

### 3. Resource Allocation

We allocate the necessary resources to implement and maintain security measures, both human and financial. We continuously seek to attract and retain IT specialists by offering career development opportunities, a stimulating work environment, and a culture focused on innovation, performance, and responsibility. We also invest in security technologies, acquiring software solutions (antivirus, firewall) and network monitoring systems. Employee training is a priority; we organize cybersecurity training courses, raise awareness about security risks and best practices (e.g., using complex passwords, password management, phishing and social engineering attack simulations).

### 4. Technical Security Measures Implementation

To protect the company's IT infrastructure and data, we implement necessary technical measures such as configuring and maintaining a robust firewall to secure the internal workstation network, configuring and maintaining redundant systems to ensure operational continuity (e.g., network equipment, servers), and defining internet and mobile application usage policies by restricting accessible websites and mobile applications. To reduce phishing attacks, we restrict employee access to social networks. We also have backup and recovery plans in case of incidents or disasters. Confidential data

is encrypted both in transit and at rest. Security patches and updates are managed through automatic device update systems, with manual updates for systems requiring testing before installation.

### 5. Security Incident Management

We have an effective incident response plan to react promptly and appropriately in the event of a cyberattack or other security incident. This plan includes remediation measures (isolation, diagnosis, recovery) and a clear protocol for reporting security incidents to relevant authorities (e.g., data protection authorities).

### 6. Continuous Monitoring and Security Plan Improvement

We continuously monitor infrastructure and regularly assess security measures essential for identifying and preventing future risks, such as detecting suspicious activities, conducting internal audits to verify the effectiveness of implemented measures, and identifying potential gaps.

### 7. Compliance with Legal Standards and Regulations

We ensure compliance with applicable cybersecurity regulations (e.g., GDPR) in all our activities.

Through our digital security risk management action plan and its implementation mechanisms, we ensure that the entire company's IT infrastructure and sensitive data are protected, reducing cybersecurity risks and potential negative impacts while ensuring business operational continuity.

## DIGITAL SECURITY-RELATED INCIDENTS/ ACCIDENTS IN THE REPORTING YEAR

**THERE WERE NO INCIDENTS OR ACCIDENTS RELATED TO DIGITAL SECURITY DURING THE REPORTING YEAR.**



# COMMITMENTS

*Well Made in Romania*



# OUR COMMITMENTS

(GRI 2 General Disclosure)

Our sustainable actions focus on four key pillars: employees, environment, responsible production, and communities, highlighting our direct contribution to the UN Sustainable Development Goals (SDGs).

For the reporting year and the upcoming period, no specific targets have been established under the ESRS standards. However, the company has implemented an Environmental Management Program with clear objectives, measurable targets and indicators, and designated responsibilities for applying relevant measures to the environmental aspects impacted by TRANSAVIA. The progress of these measures is monitored periodically.

Additionally, we continue to track advancements toward the goals committed to for 2030:

PILLAR OF INTEREST	MATERIAL ASPECTS	IMPACT ZONE			STRATEGIC TARGETS 2030*	ESG TOPICS
		Upstream	Internal	Down stream		
EMPLOYEES	ESRS G1	✓	✓	✓	<ul style="list-style-type: none"> <li>100% digitization of human resources activities by 2030.</li> </ul>	GOVERNANCE
	Cybersecurity	✓	✓	✓		
ENVIRONMENT	ESRS E1	✓	✓	✓	<ul style="list-style-type: none"> <li>Reducing indirect greenhouse gas emissions from medium combustion plants - NOx by 50%, compared to the maximum value accepted at the reference date, by 2030 (Scope 1).</li> <li>Zero total dust emissions in poultry meat processing and preservation activities as well as in the manufacture of meat products by 2030 (Scope 1)</li> <li>Reduce the amount of direct greenhouse gas emissions - CO2 by 431 tons by recycling packaging waste, by 2030 (Scope 1 and 2).</li> <li>Increase the share of electricity from green and renewable sources by 2030 (Scope 1 and 2).</li> <li>Reduce the quantities of waste from the slaughterhouse stream by 50% by 2030 (Goal 1).</li> <li>Reduce the amount of waste in the poultry stream by 50% by 2030 (Goal 1).</li> </ul>	ENVIRONMENT
	ESRS E2	✓	✓	✓		
	ESRS E3	✓	✓	✓		
	ESRS E2	✓	✓	✓		
	ESRS E2	✓	✓	✓		
RESPONSIBLE PRODUCTION	ESRS E2	✓	✓	✓	<ul style="list-style-type: none"> <li>The generalized use of the best existing technologies, from an economic and ecological point of view, in investment decisions; the firm introduction of eco-efficiency criteria in all production activities and services.</li> <li>Maintaining food safety and security at the highest level by capitalizing on the comparative advantages of TRANSAVIA, without compromising the requirements of maintaining soil fertility, preserving biodiversity and protecting the environment.</li> </ul>	ENVIRONMENT
	ESRS G1	✓	✓	✓		
	ESRS S4	✓	✓	✓		
	ESRS E4	✓	✓	✓		
EMPLOYEES	ESRS S1	✓	✓	✓	<ul style="list-style-type: none"> <li>TOP employer in Romania (improving staff retention) by 2030.</li> </ul>	SOCIAL
COMMUNITY	ESRS S3	✓	✓	✓	<ul style="list-style-type: none"> <li>Carrying out large-scale projects and programs, especially in the fields of health, food safety, environmental protection, education and sports, by getting involved in the local communities where we have work points.</li> </ul>	SOCIAL

\*Details on the evolution of the indicators tracked and the activities supporting progress can be found in the chapters dedicated to each ESRS thematic aspect.

Legend: Achieved | Substantial Progress | Additional Effort Required | Canceled | New

SOCIAL

*Well Made in Romania*

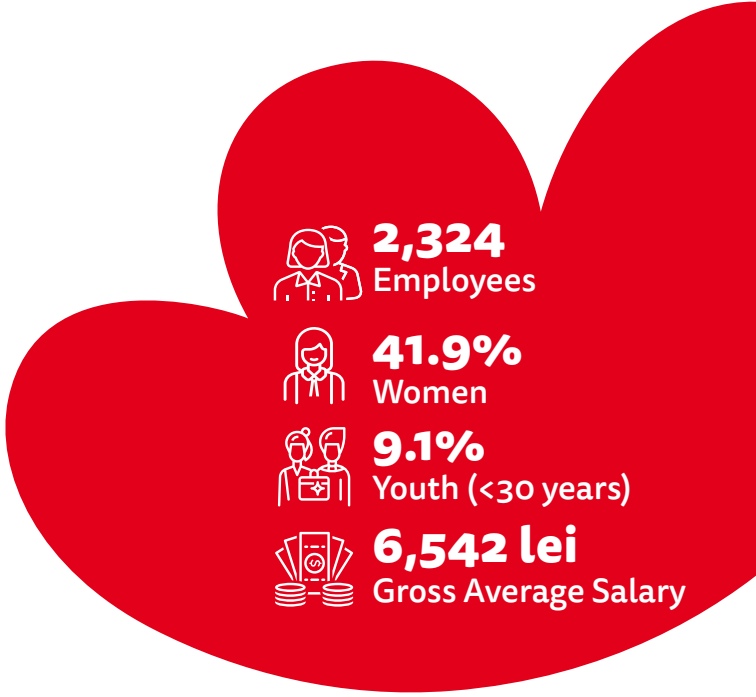


# ESRS S1 – OWN WORKFORCE

(ESRS S1, GRI 2: General Disclosures 2021, GRI 400)

## OUR EMPLOYEES ARE OUR MOST VALUABLE RESOURCE, AND THEIR PHYSICAL AND MENTAL WELL-BEING IS ESSENTIAL TO ACHIEVING LONG-TERM SUCCESS.

We aim to be a top employer, focusing on creating attractive working conditions. We promote a culture of safety within our company, encouraging every employee to actively identify and report potential risks and contribute ideas for improving workplace safety and security. At TRANSAVIA, we attract, develop, and retain the most talented professionals who share our values. At the same time, we are committed to providing a safe and healthy environment, ensuring our employees feel motivated and supported in their daily activities.



### Supported UN Sustainable Development Goals (SDGs):



SPECIFIC OBJECTIVES 2030 (vs. 2020)	STATUS 2023
Achieve 100% digitalization of human resources activities by 2030	As of the reporting period, human resources digitalization has exceeded 40%.
Become a top employer in Romania (improve employee retention) by 2030	In 2023, we conducted numerous internal communication activities and actively participated in HR events, conferences, and job fairs.

Status: Achieved | Substantial Progress | Additional Effort Required | Canceled | New

# HUMAN RESOURCES STRATEGY AND MANAGEMENT

(ESRS SMB 2, ESRS S1-1\_03, S1-1\_04, ESRS S1-2\_02, ESRS S1-2\_03, ESRS S1-2\_11, ESRS S1-2\_12, ESRS S1-2\_14, ESRS S1-3\_05, ESRS S1-3\_06, ESRS S2-3\_03, ESRS MDR-A\_01, ESRS MDR-A\_02, ESRS MDR-A\_03, ESRS MDR-A\_012, GRI 2-26, GRI 402, 404)

OUR PURPOSE UNITES ALL OF US AT TRANSAVIA, A COMPANY WITH 100% ROMANIAN CAPITAL THAT OPERATES SUSTAINABLY THROUGH A VERTICALLY INTEGRATED BUSINESS MODEL. THIS MODEL IS BASED ON BEST PRACTICES AND THE STRICTEST PROTOCOLS ACROSS THE ENTIRE PRODUCTION AND DISTRIBUTION CHAIN, **FROM GRAIN TO FORK.**

Our activities are guided by: The Universal Declaration of Human Rights, The principles of the International Labour Organization (ILO), The TRANSAVIA Code of Ethical and Professional Conduct, and The Internal Regulations (ESRS S1-2\_14). These documents form the foundation of the principles we apply in our business and daily interactions. We uphold ethical and moral conduct, freely express our values, and demonstrate morality, respect, and civility. All these values are reflected in our vision and values, which guide our daily activities and support our mission to operate responsibly and sustainably.

## OUR GOAL

To contribute to raising consumers' living standards, to provide added value and access to healthy, sustainable food *from grain to fork.*

## OUR VISION

We do things exactly the right way (excellence in what we do), provide decent work, ZERO losses and economic growth through innovation, with responsible production and consumption, so we are a role model for other players in the industry.

## OUR VALUES

In the TRANSAVIA family business, the owners have extended their personal values to their employees. We are thus guided by respect, trust, care and responsibility so that we deliver on our promise to always be at the highest standard in food safety and quality, sustainably caring for people, the environment, animals and communities.

We have identified certain operational risks related to the large number of employees in the production area, where operations run continuously (ESRS S1.SBM-3\_12). We minimize this risk through periodic training sessions, and protective equipment that enhances employee safety, reduces their exposure, and improves their quality of life during working hours (ESRS S1.SBM-3\_11). A significant risk across the entire sector is the availability of the workforce (ESRS S1.SBM-3\_05). To mitigate this, we implement measures focused on: employee loyalty, fair pay, professional and personal development, and workplace safety and security. We are proud of the stability of our workforce and are committed to ensuring that all activities carried out within TRANSAVIA result in a positive impact on everyone associated with the company.

Through everything we do—including the organizational culture we promote and the benefits we offer—we contribute to the well-being of our employees and their families. We have created new and stable jobs and stand by our employees, providing them with internal programs, courses, and benefits (ESRS S1.SBM-3\_04).



*"Nearly 23 years ago, I joined the Transavia 'family' and found great people and a welcoming environment where I could practice my profession, grow, and achieve my goals. I am glad to be a 'cog' in this impressive mechanism, where the values I grew up with—work, discipline, seriousness, and perseverance—are also those of the company"; TRANSAVIA Employee, Farm Manager 23.*

The human resources strategy aligns with our company's overall strategy and market trends. Our commitment to employees is continuous, reflected in our actions and policies within the human resources domain. Through various programs, the Human Resources Department contributes to building and maintaining a talented, diverse, and engaged team. We consistently invest in employee development, workplace safety, and employee motivation. We regularly develop and implement procedures covering the entire recruitment, selection, onboarding, and retention process (GRI 404-2). Additionally, we have a zero-tolerance policy for undermining or violating human rights, regardless of the form of violation.

In 2023, we revised the company's Code of Ethics, which was distributed to all employees (ESRS SMB 2). It is also included in the "Welcome Kit" provided to new hires. This Code enables employees to freely express their opinions through: complaint forms, interviews with their supervisors or HR representatives, email, phone calls, or feedback and suggestion boxes located in production areas (GRI 2-26). We respect employees' choice to submit feedback anonymously using the Recommendation/Complaint Form FS 14-05 and the feedback boxes (GRI 402-1, ESRS S1-2\_02, ESRS S1-3\_05). These communication channels are available during working hours and even outside work hours via email or phone (ESRS S1-3\_06).

TRANSAVIA leadership is committed to fostering an organizational culture where employees can express concerns

without fear of retaliation. Retaliation of any kind against employees who, in good faith and with honest intentions, express concerns is strictly prohibited (ESRS S2-3\_03). Employees are regularly surveyed and encouraged to propose solutions or improvements for their tasks. We consistently promote constructive feedback to improve our operations (ESRS S1-2\_03). No barriers to employee engagement have been identified (ESRS S1-2\_11). We ensure that employees receive clear and accessible information through appropriate communication channels, including: email, internal notes, verbal announcements, and letters. Internal communications are always disseminated via email, sector supervisors, and notice boards (ESRS S1-2\_12).

Our human resources management policies are regularly updated and based on: SMCSA Manual, current edition and revision; TRANSAVIA SA Internal Regulations, 2023 edition; McDonald’s Supplier Workplace Accountability, Version 4, September 2021; ISO 22000:2018 / FSSC 22000; BRCSG Food Safety, and SQMS Standards (ESRS S1-7). We also have procedures in place that define responsibilities and actions within the organization to: ensure the necessary human resources specific to the organization, properly and efficiently allocate personnel to tasks and responsibilities for each position, increase employee satisfaction, reduce employee turnover and improve retention, ensure strict compliance with all internal processes specified in other standards and procedures (ESRS MDR-A\_01). To enhance efficiency and improve processes, these procedures are reviewed every two years or as needed (ESRS MDR-A\_02, ESRS MDR-A\_03).

tem, considering: the type of employment contract (fixed-term/permanent), the gender of employees, and their residence in the counties where TRANSAVIA operates (GRI 2-7).

	Total employees	Women	Men	Other/ Undisclosed
Employees on permanent contracts	2.059	879	1.180	0
Employees on fixed-term contracts	259	91	168	0
Employees on part-time contracts	6	3	3	0
Employees with zero-hour contracts	0	0	0	0
Employees with full-time contracts	2.318	970	1.348	0
<b>TOTAL</b>	<b>2.324</b>	<b>973</b>	<b>1.351</b>	<b>0</b>

Employee turnover<sup>1</sup> increased by 7.15% compared to the previous year (GRI 401-1, ESRS S1-6; ESRS S1-7). The primary reasons for employees leaving the company were: resignation, retirement, and termination of the employment contract at the end of the probation period.

<sup>1</sup> [ The turnover rate was calculated using the formula: Number of employees who left the organization in the reporting year (2023) / Average number of employees during the year.]

## CHARACTERISTICS OF OWN WORKFORCE

(ESRS S1-6; ESRS S1-7, GRI 2, GRI 401)

### THE YEAR 2023 MARKED THE STABILIZATION OF THE NUMBER OF EMPLOYEES FOLLOWING THE MERGER WITH AVICOLA BRAȘOV IN 2022.

TRANSAVIA employed 2,324 people, of whom 2,318 were full-time employees, a figure similar to the previous year. Statistics on employees at S.C. TRANSAVIA S.A. were extracted from the company’s internal human resources management sys-



# EMPLOYEE DIVERSITY

(ESRS S1-6; ESRS S1-7, ESRS S1-2\_07, GRI 2-8, 2-13, 2-19, GRI 202-2, GRI 401-1, 404-3, 405-1, 405-2

## AT TRANSAVIA, WE STRIVE FOR A BALANCED AND HOMOGENEOUS TEAM STRUCTURE, WITH 41.9% WOMEN AND DIVERSITY ACROSS AGE GROUPS AND ACTIVITY CATEGORIES.

Due to the composition of our activity sectors, 83.7% of employees are workers, and 16.35% are administrative (TESA) staff. The age structure in 2023 was: 9.1% under 30 years old, 50.5% aged between 30 and 50 years, and 40.4% over 50 years old (GRI 401-1, 405-1). In 2023, we employed 11 people with disabilities, including 4 women and 7 men (GRI 405-1).

Employee Categories	Nr.	Percentage
TESA	379	16,35%
Workers	1.939	83,65%
Age: <30 ani	211	9,1%
Age: 30-50 ani	1.171	50,52%
Age: >50 ani	936	40,38%

As a family-owned business with 100% Romanian capital, the proportion of senior management hired from the local community is 100%. Additionally, the leadership team and sector managers are also from the local community (GRI 202-2).

We have had no cases involving highly vulnerable and/or marginalized individuals (ESRS S1-2\_07). Consequently, there have been no instances of employees exposed to specific risks or vulnerable situations. However, we are confident in our ability to handle each situation fairly and equitably if such cases arise in the future (ESRS S1-2\_10).

At TRANSAVIA, the principle of equal opportunities and treatment applies to all employees. There is no pay gap between men and women (GRI 405-2).

All employees demonstrating workplace performance are rewarded (GRI 2-19), and they are encouraged to develop or strengthen their career plans (GRI 404-3).

In 2023, approximately 430 workers operated within TRANSAVIA's facilities under contracts with suppliers or service providers. These individuals, primarily brought in by our partners, were involved in activities such as: construction, solar panel installation, work in reproduction farms, poultry rearing farms, and crop farms. TRANSAVIA does not maintain data or records on the turnover rate of personnel who are not directly employed by the company (GRI 2-8).

Regarding the management of impacts (GRI 2-13), each department has a designated manager responsible for examining these aspects and taking action to address any identified or anticipated situations. Department heads are required to report all situations with potential impact.

# FAIR AND ADEQUATE SALARIES

(ESRS S1-10, ESRS S1-16, ESRS S1-4\_02, GRI 2-19, GRI 2-20, GRI 202, GRI 405, GRI 13: Topic 13:15, 13:20, 13:21)

## WE RESPECT ALL OUR EMPLOYEES, ENSURING EQUAL OPPORTUNITIES AND TREATMENT FOR EVERYONE.

All individuals in similar positions receive equal base pay and remuneration, regardless of gender (ESRS S1-16, GRI 405-2, GRI 13: Topic 13.15).

In Romania, salary details are confidential, which is why salary reporting by sectors is not currently feasible (GRI 405-2). As of November 1, 2023, the minimum gross wage in the agriculture sector was 3,436 lei. At TRANSAVIA, salary decisions are always made by management in compliance with current legislation and are based on performance and seniority (GRI 2-19, GRI 2-20, GRI 401-5). The key highlights for 2023 are:

- Employee remuneration is based on performance and seniority, and all related aspects are aligned with applicable laws (GRI 13: Topic 13.20).
- We offer salaries above the legal minimum wage, with no discrimination or inequality in pay or treatment between men and women in departments with identical pay scales (ESRS S1-16).
- Salaries are not differentiated by gender (GRI 202-1).
- The ratio of the minimum gross wage to the highest department salary was 76.35%.
- The average gross salary in 2023 at TRANSAVIA was 6,542 lei, representing a 6% increase compared to the previous report (ESRS S1-10, GRI 202-1, GRI 13: Topic 13.21).

In addition to salaries, our employees receive a range of benefits to further enhance their well-being and motivation.

In sectors specific to agriculture, we practice seasonal hiring during certain times of the year to meet workforce demands for harvesting or sowing periods. These workers may also be hired as day laborers, depending on our needs. We adhere to the principle of non-discrimination and maintain equal opportunities, treating seasonal employees the same as permanent staff (GRI 13: Topic 13.15). In 2023, all salaries were paid on time throughout the year, with no delays recorded (ESRS S1-4\_02).

# GENERAL BENEFITS FOR EMPLOYEES AND SOCIAL PROTECTION

(ESRS S1-11, ESRS S1-4\_03, GRI 401-2)








## UPON HIRING, EVERY EMPLOYEE RECEIVES, IN ACCORDANCE WITH THE LAW, A COPY OF THEIR INDIVIDUAL EMPLOYMENT CONTRACT, ALONG WITH: INFORMATION ABOUT THE MISSION, VISION, PURPOSE, AND VALUES OF THE COMPANY,





the Code of Ethics, orientation materials to facilitate quick adaptation, and details regarding the benefits available to employees. Employees are informed of their tasks, obligations, and rights when signing their employment contract. Should any changes occur, they are promptly notified through internal notes or by sector supervisors.

We strictly adhere to legal provisions regarding: salary, working hours and rest periods, provision of work and protective equipment, and proper conditions for using tools, machinery, and professional equipment. We guarantee job stability for all employees and ensure that all salary obligations and payments to state institutions are made on time. This allows employees to fully benefit from their rights upon retirement. Both women and men are entitled to legal childcare leave, and we provide the necessary support to help employees balance their professional and personal lives (GRI 401-2).

We reward employees who excel in their work and contribute to the company's success (ESRS S1-4\_03). At the same time, we aim to foster career development for all employees wherever possible. The principle of equal opportunities also applies to professional growth, ensuring that all employees have access to: personal development programs, training sessions, and courses (GRI 401-2).

In addition to legal entitlements—such as paid leave, childcare leave for both men and women, medical leave, public holidays, and retirement provisions—the company provides extra benefits, including:

-  Company-provided transportation,
-  Lunch,
-  Meal vouchers,
-  Holiday bonuses,
-  Biweekly food packages with company products,
-  Paid leave for special personal events,
-  Opportunities to attend courses, seminars, and conferences,

-  Promotion and advancement based on competencies and professional performance,
-  Loyalty bonuses,
-  Holiday bonuses and gifts,
-  Corporate events, such as the annual company party.

These benefits reflect our commitment to employee satisfaction and professional development.

To enhance loyalty and cohesion, the Human Resources Department organizes specific counseling programs, encouraging the relatives and children of employees to pursue specialization and, potentially, to join the company in the future. These counseling efforts include: discussions with employees and sometimes their relatives, offering guidance on career choices and professional integration, and assistance in applying for internships with various public universities and high schools.

This process aims to support employees' families in career development and professional inclusion. Upon completing their studies, these individuals are eligible for TRANSAVIA's recruitment, selection, and employment processes.

## PARENTAL LEAVE

(ESRS S1-15\_03, GRI 401-3)

### IN 2023, WE HAD 28 EMPLOYEES ON PARENTAL LEAVE, REPRESENTING 1.21% OF THE TOTAL WORKFORCE.

The Return-to-Work Rate shows that 75% of employees returned to work after parental leave, while the retention rate shows that 42.86% of those who returned remained with the company.

	Employees on Parental Leave	Employees Who Returned to Work	Employees Who Returned and Remained Active for at Least 12 Months
Male	9	6	4
Female	19	15	5
<b>TOTAL</b>	<b>28</b>	<b>21</b>	<b>9</b>



# KEEPING UP-TO-DATE RECRUITMENT, TRAINING AND PROMOTION RECORDS THAT PROVIDE A TRANSPARENT SIGHT OF EMPLOYEE OPPORTUNITIES AND THEIR PROGRESS

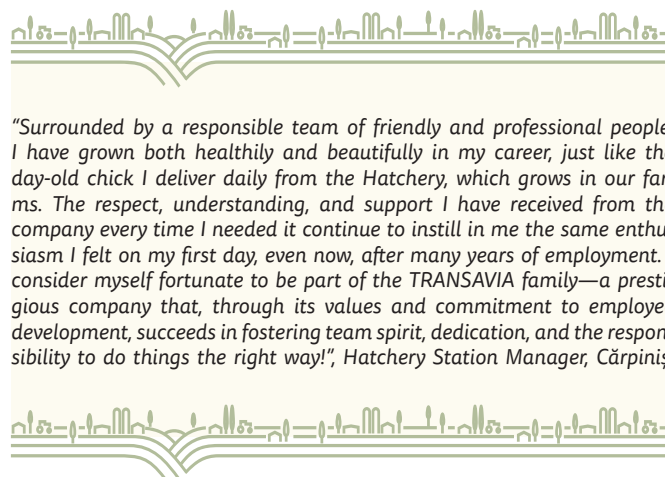
(ESRS S1-1\_20)

## OUR COMMITMENT TO EMPLOYEES IS ONGOING AND ALIGNS WITH THE LATEST ACTIONS AND POLICIES IN THE HUMAN RESOURCES FIELD.

To support this, we regularly develop and implement procedures that cover the entire process of: recruitment, selection, onboarding, and retention of personnel. The objectives of the human resources strategy include: promoting talent, quick recruitment and integration, continuous training, objective performance evaluation, internal mobility, compensation policy reviews ensuring fairness and competitiveness in salary structures, human resources process automation, succession planning for key role transitions within the organization, customized development programs for future leaders.

Every vacant position is promoted through: internal postings, the company website, TRANSAVIA's recruitment-dedicated social media platform, and other external recruitment platforms or websites. The company runs internal programs to maintain records related to employee data. Non-confidential information about employees is shared with the rest of the workforce to promote organizational cohesion, and to support career progression within the company.

Job roles are defined based on productivity needs, ensuring no systematic disadvantages for any specific groups. We take measures to ensure that job requirements are designed equitably, avoiding bias or unfair barriers (ESRS S1-1\_19).



*"Surrounded by a responsible team of friendly and professional people, I have grown both healthily and beautifully in my career, just like the day-old chick I deliver daily from the Hatchery, which grows in our farms. The respect, understanding, and support I have received from the company every time I needed it continue to instill in me the same enthusiasm I felt on my first day, even now, after many years of employment. I consider myself fortunate to be part of the TRANSAVIA family—a prestigious company that, through its values and commitment to employee development, succeeds in fostering team spirit, dedication, and the responsibility to do things the right way!", Hatchery Station Manager, Cărpiniș.*

# EMPLOYMENT RIGHTS, PRACTICES AND WORKING CONDITIONS

(ESRS S1-8, GRI 2-23, GRI 2-26, GRI 2-30, GRI 402, GRI 407, GRI 408, GRI 409, GRI 410, GRI 412, GRI 426, GRI 13: Topic 13.16, GRI 13: Topic 13.17, GRI 13: Topic 13.18)

## WE PLACE GREAT EMPHASIS ON ENSURING THE RIGHTS OF OUR EMPLOYEES AND FULFILLING ALL OUR OBLIGATIONS AS AN EMPLOYER,

in full compliance with: current legislation, Individual Employment Contracts, and the Collective Labor Agreement (GRI 2-30). All TRANSAVIA employees are treated equally, with no form of discrimination (GRI 13: Topic 13.18).

We firmly oppose all forms of: forced or compulsory labor, child labor, and any act of discrimination in employment (ESRS S1.SBM-3\_07, S1.SBM-3\_08, S1.SBM-3\_09, GRI 408-1, GRI 13: Topic 13.17). We actively campaign against forced labor, categorically denounce such practices, and have had no instances of this at our company, nor among our suppliers and partners (GRI 409-1, GRI 13: Topic 13.16). All TRANSAVIA employees are over 18 years of age, and we ensure that our suppliers and partners adhere to the same standards. In 2023, there were no suspicions or indications of such risks. This was confirmed through the completion of self-assessment questionnaires by suppliers, which are required annually or at the beginning of a new collaboration, explicitly addressing this matter (GRI 408-1, GRI 13: Topic 13.17). Our fundamental values are an integral part of how we conduct our activities, and we expect our suppliers and partners to respect and promote these values. We aim to develop and stren-

gthen partnerships based on transparency, collaboration, and mutual respect.

We recognize that suppliers operate within different legal and cultural environments. As a minimum requirement, we expect suppliers and their facilities to adhere to the standards and principles we set forth. The provisions of our program complement, but do not replace, the terms of any legal agreements or contracts between the supplier and TRANSAVIA or its affiliates, and require suppliers to maintain their supply chains—including subcontractors and third-party employment agencies—at the same standards outlined in the program. This program does not create any third-party beneficiary rights or confer any benefits on suppliers, subcontractors, their employees, or any other parties (GRI 407-1).

We fully support freedom of association and recognize the right to collective bargaining (ESRS S1-8). Based on this principle, em-



ployees are free to establish or join unions, while trade unions themselves are expected to develop mechanisms to contribute to the „defense and promotion of their members’ professional, economic, and social interests,” as outlined in Article 9 of the Romanian Constitution.

Within TRANSAVIA, as per the Internal Regulations and the Code of Ethical Conduct, employee representatives are freely elected by vote without managerial involvement, in full compliance with legal procedures. Elected representatives include employees who are not part of company management (e.g., the board of directors) as stipulated in the Internal Regulations and Code of Ethical Conduct. Representatives are empowered to handle employee rights and interests independently, without management interference, and they are granted access to the workplace to fulfill their representative duties. These principles and practices are included in the Collective Labor Agreement, which is registered with the Territorial Labor Inspectorate Alba (ESRS S1-8, GRI 407-1, GRI 2-30, GRI 13: Topic 13:18).

We encourage all employees to report any issues related to work relationships, working conditions (ergonomics, environment, occupational health and safety [OHS] / fire safety [FS]), work practices, social impact, fair treatment, recommendations, suggestions, concerns, and opinions. Employees can express their views and report unacceptable behaviors or requests directly to

their hierarchical superior, or to the Human Resources Department via email, phone, through „communication boxes” where anonymous messages can also be submitted, or using the complaint form, which also allows for anonymous submissions. This measure has been in place at TRANSAVIA for many years and aims to improve both employee performance and the working environment (GRI 2-26, GRI 402-1).

Our policy stipulates that any suspicion, concern, or observed fact expressed in good faith regarding improper conduct by the company, an employee, or a business partner will be thoroughly investigated. Appropriate measures will then be taken to address the investigation’s outcome. Good faith means providing information that the reporter believes to be true and accurate at the time, even if it is later found to be incorrect or inaccurate (GRI 406-1).

Respecting human rights is essential to us. In 2023, we ensured that all security personnel—a total of 69 security agents—were trained in this area. Additionally, each supplier is responsible for training their employees in accordance with their own policies and standards (GRI 410-1). During the evaluation period, there were no operations subjected to human rights assessments or impact evaluations (GRI 412-1, GRI 2-23).

## INCIDENTS, COMPLAINTS AND SERIOUS HUMAN RIGHTS PROBLEMS AND INCIDENTS

(ESRS S1-1, ESRS S1 17, ESRS S1.SBM-3\_11, GRI 406-1)

**AT TRANSAVIA, ANY FORM OF DISCRIMINATION IS EXPLICITLY PROHIBITED BASED ON: SEX, SEXUAL ORIENTATION, GENETIC CHARACTERISTICS, AGE, NATIONAL ORIGIN, RACE, COLOR, ETHNICITY, RELIGION, POLITICAL OPINION, SOCIAL ORIENTATION, DISABILITY, FAMILY STATUS OR RESPONSIBILITIES, UNION MEMBERSHIP OR ACTIVITIES, AMONG OTHER CRITERIA.**

Discrimination based on gender is strictly prohibited regarding: access to training and professional development, on-the-job apprenticeships, skill enhancement, and lifelong learning opportunities (ESRS S1-1, GRI 406-1). The recruitment process is managed exclusively by the company, ensuring that: no potential employee is required to pay any recruitment-related costs and that protective equipment is provided at the company’s expense (ESRS S1.SBM-3\_11).

Through our Internal Regulations, TRANSAVIA upholds legislation on: non-discrimination, human dignity, and equal treatment for all employees. These commitments are validated by excellent results from ethical audits, such as the McDonald’s Ethical Audit and SMETA (Sedex Members Ethical Trade Audit) (ESRS S1-17, GRI 406-1).

Employees who believe they have been discriminated against in any way, or who observe such behavior, can submit complaints, reports, or grievances to the employer at any time, including anonymously.

In 2023, no complaints were filed by employees regarding: workplace health and safety, nor any form of discrimination, nor human rights violations. As a result, zero incidents of human rights violations were recorded, zero employee complaints regarding human rights were filed, and zero complaints concerning occupational health and safety (ESRS S1-17).

## DIVERSITY, INCLUSION AND EQUAL OPPORTUNITY

(ESRS S1-1, GRI 406)

**WE VALUE DIVERSITY, VIEWING IT AS AN OPPORTUNITY TO LEARN FROM ONE ANOTHER, ENRICH OUR KNOWLEDGE, AND STRENGTHEN OUR COLLECTIVE SUCCESS.**

We take decisive action against any form of discrimination, supported by clear procedures outlined in the Code of Ethical Conduct, and the Internal Regulations of the company. These measures ensure that such undesired incidents are prevented (ESRS S1-1, GRI 406-1).

## NOTICES OF OPERATIONAL CHANGES IN THE COMPANY

(ESRS S1, GRI 2-30, GRI 402)

**AT TRANSAVIA, ALL DECISIONS ARE MADE IN COMPLIANCE WITH CURRENT LEGISLATION, THE INTERNAL REGULATIONS, AND THE COLLECTIVE LABOR AGREEMENT.**

From the moment employees sign their Individual Employment Contracts, they are informed about notice periods and the circumstances under which they may apply, as outlined by current laws and the Labor Code. In the event of operational changes, employees are notified both verbally and in writing (via internal notes) by their sector heads or responsible managers at least 14 calendar days before the changes take effect, and they receive support and training to help them adapt to the new specific requirements. Before implementing any significant changes that could directly affect employees, hierarchical supervisors conduct consultations to gather their opinions and feedback. The notice period and provisions for consultation are specified in the Collective Labor Agreement, in accordance with legal requirements (GRI 402-1). During the reporting period, there were no major operational changes (GRI 2-30, GRI 402-1).

During the reporting period, no significant changes were made to company procedures. The review of procedures was conducted at the beginning of 2023, and the updates were strictly based on the addition of new sectors, role-specific adjustments, and legislative changes that the company is required to comply with. No employees were negatively impacted or suffered adverse consequences as a result of these adjustments (ESRS S1-1\_02).



# WORKPLACE HEALTH AND SAFETY

(ESRS S1-14, GRI 403, GRI 13: Topic 13.19)

## TRANSAVIA HAS IMPLEMENTED A TRAINING AND TESTING PLAN APPROVED BY COMPANY MANAGEMENT, WHICH OUTLINES THE TYPES AND METHODS OF CONDUCTING TRAINING SESSIONS.

These include annual training on workplace health and safety (OHS) and fire prevention and extinguishing (FS); multiple types of training, such as: introductory general training, on-the-job training, periodic training, and supplementary training. Training materials are distributed to all work sites, and responsible personnel are designated through internal decisions. Specific training is provided for employees handling hazardous substances, materials with explosive potential, or procedures such as flaming and thermo-nebulization.

Internal documents such as norms, instructions, and procedures are regularly updated in response to legislative changes, technological advancements, and new company structures. Newly developed documents are introduced to prevent emerging risks (ESRS S1-14, GRI 403-5).

TRANSAVIA carries out agricultural activities, poultry breeding, poultry meat slaughtering and processing, compound feed manufacturing, transport of meat, feed and agricultural products, service-interventions. Both for our employees and for compliance with the legislative norms and regulations in force, regarding working conditions and safety, for each employee, regardless of position, fields of activity and specializations (including the agricultural activities carried out in the four vegetable farms, which involve all types of agricultural work from ploughing to harvesting, transport and storage of agricultural products) we ensure the fulfillment of the legal requirements regarding payroll, working time and rest time, appropriate work and protective equipment to ensure a safe and healthy working environment (ESRS S1-14, GRI 403-1, GRI 13:19). The personnel working as day laborers in vegetable farms are registered on the basis of a nominal table, drawn up daily and are trained on the risks existing at the respective workplace, the measures to be observed and the correct and complete use of personal protective equipment based on the Collective OSH Sheets and PSI Training Minutes (GRI 13:19). We also address the safety of employees of other companies that provide services within our sectors, establishing OSH contracts and conventions in the field of occupational safety and health, which concretely provide for the way of relating and approaching them in relation to their specificity, with the existing dangers and risks. The training on the existing risks, the measures to be observed and the correct and total use of personal protective equipment is carried out on the basis of OSH Collective Sheets and PSI Training Minutes, signed individually by the employees

(GRI 403-8, GRI 13:19). All requirements are in accordance with the names in force: Law no. 319/2006, GD no. 1425/2006, Orders no. 508/20.11.2002 of the MMSS and no. 933/25.11.2002 of the SPS on the approval of the General Norms of Labor Protection (GRI 403-1). Where appropriate, we request marketing approvals for certain products (GRI 403-7, GRI 13).

TRANSAVIA has, by internal decision of the company's manager, an internal accident prevention and labor protection service made up of qualified personnel as risk assessors for occupational safety and health and OSH managers (GRI 403-3). This Occupational Health and Safety Committee, constituted according to the requirements of GD no. 1425/2006, carries out its activity based on an Organizational Regulation. The Occupational Safety and Health Committee meets quarterly, with all the members present, to discuss the specific problems and ends with the preparation of a report that is also communicated to the competent institutions. At the same time, we inform employees with specific duties regarding labor protection and employee representatives on occupational safety and health issues about the risks of occupational accidents and diseases, appropriate prevention and protection measures, including those concerning first aid, fire prevention and extinguishing measures and personnel evacuation. They have access to risk assessments, occupational accident records and research files (GRI 403-4).



TRANSAVIA has adopted measures in accordance with the labor protection rules and specific regulations through which the risks of accidents and occupational diseases of employees are minimized. We ensure that all team members are responsible and involved in creating a safe and healthy work environment. We bear the expenses with all medical investigations that involve the specific activity of workers in safety and health conditions, and, at the proposal of the occupational medicine doctor, with other investigations. Workers with special health problems are financially supported to recover in specialist centres (GRI 403-6).

In order to ensure a continuous improvement of the occupational health and safety system and for the safety of our employees, in addition to the implementation of legal requirements, we are constantly developing measures, our own rules and specific instructions, we provide high-performance technical equipment and specific personal protective equipment (for workplaces and workers).

In the description of the processes used to identify hazards, we follow, according to legal requirements, the triggering factors, related to operating procedures, worker notifications, changes in workflows or the appearance of disturbing factors (noise, dust, vibrations, etc.). Risk assessments are carried out for each job and for each function existing at the company level. Our procedure requires that, in the event of structural changes, changes in equipment, classifications or work accidents, an investigation must be carried out, followed by the development of a plan that revises and completes the Prevention Plan for that workplace (according to art. 15(3), letter b and art. 46(1) of G.D. no. 1425/2006 (updated)). The assessments are carried out by persons with appropriate training as risk assessors, with the participation of the occupational medicine doctor and the persons who know and are responsible for the respective jobs.

All our employees are regularly trained and tested on the existing risks and the measures they must comply with, based on collective occupational safety and security (OSH) sheets and PSI training minutes. The introductory-general training, at the workplace, periodic and additional, is carried out at all work points, based on the annual OSH-PSI training theme, by the sector manager (GRI 403-8). Also, the staff of the companies that provide services at the points of work of our company is trained on the existing risks and the measures to be respected, based on OSH collective sheets and PSI training minutes. The training is carried out by the head of the workplace, who is also the beneficiary of the works, based on a decision of the head of the company on the manner of conducting the training of personnel outside the economic agent and the specific OSH and PSI instructions for these trainings, as well as the minutes of handing over the place of performance of the respective activity (GRI 13: Topic 13:19). During the reference period, no health problems caused by the workplace were recorded (GRI 403-10), and the incidence of registered occupational accidents remains at a low level of 2.62 per million hours worked, without any death or disability (GRI 403-9). As a result of the fact that we have our own fleet, we pay special attention to traffic safety, both for our employees and for the rest of the road users. However, last year we recorded 1 traffic accident.

All work incidents are investigated, remedied and immediately communicated to the competent institutions. Corrective actions are taken to minimize risks to employees and increase prevention and protection measures. At the same time, measures are ordered to remedy the shortcomings found, which are communicated to the institutions in law and then processed with the personnel involved. The specialized staff and the hierarchical managers then carry out guidance controls in the respective areas and establish corrective measures, which eliminate the shortcomings and determine improvements in the occupational health and safety management system within the company. Workers are also trained to report work-related hazards and dangerous situations, and service providers are checked for compliance with the required measures (GRI 403-2, GRI 13 Topic: 13.19).



Recorded events	2023
No. of work accidents with temporary incapacity for work (own employees)	12
No. of work accidents with disability (own employees)	0
No. of work-related accidents with death (own employees)	0
Total events (own employees)	12

# EMPLOYEE SKILLS IMPROVEMENT PROGRAMS AND TRANSITION ASSISTANCE PROGRAMS

(ESRS S1-4, ESRS S1-6, ESRS S1-1\_22, GRI 404)

**WE ARE RECEPTIVE AND ATTENTIVE TO THE DEVELOPMENT NEEDS OF EMPLOYEES. WE ENCOURAGE FEEDBACK AND CARRY OUT STAFF EVALUATION EVERY 2 YEARS, THROUGH INDIVIDUAL EVALUATION SHEETS DRAWN UP BY THE SECTOR HEADS (ESRS S1-2\_06).**

The proportion of employees evaluated was 100% (GRI 404-3). Thus, each employee understands what their strengths are and how they can improve aspects related to their daily activities, their current role, and what are the skills they need to develop in order to take a new step in their career. We want them to constantly learn to keep us in the elite.

We offer access to professional and personal training to all employees. We offer various types of professional training and also each employee is free to request training or training in a specific area that is related to their daily tasks. At the same time, there are mandatory courses specific to the poultry farming or poultry production sector (ESRS S1, S1-1\_22). In 2022, we can report that 423 TRANSAVIA employees participated in various courses (25.8% of them were from TESA staff), among whom 43.3% were women and 56.7% men (GRI 404 - 1).



*„Forme, TRANSAVIA is the right place for my professional development. It is the place that offers me personal comfort and a source of mobilization for self-improvement. It is a source of pride and hope. It is an example worth following, which I consider to be the greatest contribution to the development of society, education by example being the most effective”, TRANSAVIA employee.*

During the reference period, courses and training activities (GRI 404-2) were organized internally, both theoretical and practical, and some of the employees participated in international training courses and conferences specific to the field in which they operate. In the last year, 226 refresher courses and 197 vocational qualification courses were held, focusing on new standards, first aid and bird welfare. We have provided mandatory training, such as first aid and hygiene courses, in areas where necessary and have organized internal qualification programs for various positions, such as poultry farmer. In specialized areas, we have collaborated with external companies to develop training programs tailored to specific needs. Specialization courses for food industry engineers, animal husbandry engineers, agronomists and veterinarians were organized both in the country and abroad, facilitating employees' access to the latest discoveries in the industry. Also, our specialists have frequently participated in profile conferences.

The company offers accommodation programs, such as buddy assistance, to facilitate the integration of new employees through support from experienced colleagues, who help them settle more easily to the position they are going to work in (GRI 404-2). These mentors help newcomers develop their specific skills and have a smoother transition into the new role.

To support long-term loyalty, the company provides benefits based on performance and recognition (loyalty bonuses, merit diplomas), constantly providing constructive feedback. In addition, employees close to retirement are encouraged to remain active in the company, as long as their health allows them, reinforcing an environment of loyalty and respect.



# RESPONSIBLE PRODUCTION. ADEQUATE FOOD

(ESRS S3, GRI 304, GRI 400, GRI 13)

GRI 13: Topic 13.4	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Topic 13.4 Natural Ecosystem Conversion																	
Topic 13.9 Food Security		●															
Topic 13.10 Food Safety		●	●														
Topic 13.11 Animal health and welfare																	

Our products reach the tables of millions of families who choose us every day with confidence and we also know that every production decision, every step of the process must reflect this commitment to offer safe and high-quality products, with superior nutritional intake. For TRANSAVIA, this is more than compliance or an assumed goal. It is our moral obligation to the families who trust us and who choose our products every day, it is also our way of actively contributing to the health and well-being of our consumers.

Our philosophy of safety and high quality of our products, which meet the requirements and expectations of our consumers and partners everywhere, has guided our every decision, being a catalyst for our continuous growth. That's why we guarantee the safety and quality of our products, animal welfare and minimal environmental impact, while ensuring transparency and trust throughout the entire production chain, *from grain to fork*.

The dual materiality analysis indicated that through the safe and high-quality products we offer to our consumers, we have a significant impact on food security nationally and internationally, as well as on the health and well-being of our consumers everywhere. Given that the adoption of the ESRS involves a detailed process of aligning existing policies and practices with the new reporting criteria that will come into effect as of reporting for the 2024 financial year, we have focused on a responsible and efficient transition. We will work on the full integration of this material topic according to ESRS starting with the following reports, to ensure the accuracy and relevance of the information communicated, and for the reporting for 2023 we have followed the GRI requirements.

## SUSTAINABLE DEVELOPMENT GOALS SUPPORTED:



**THE ONLY POULTRY PRODUCER IN ROMANIA** that has obtained the Global G.A.P vers. 5.2 certification (recertification in 2023, without any non-compliance)

**100% CHICKEN PRODUCTION**  
BRCGS Food Safety certified

**100% of CHICKEN BREEDING, HATCHING AND BREEDING FARMS**  
ISO 22000:2018 certified

**100% COMBINED FEED PRODUCTION**  
ISO 22000:2018 certified

# RESPONSIBLE PRODUCTION AND CONSUMPTION

(ESRS S3, GRI 304, GRI 400, GRI 416, GRI 417, GRI 13)

## OUR CULTURE OF FOOD QUALITY AND SAFETY IS BASED ON CONCRETE ACTIONS AND OUR VISION TO DO THINGS EXACTLY THE RIGHT WAY.

Our commitment to quality and food safety reflects these principles and is present in every aspect of our business, from grain to fork. As the leader of the poultry market in Romania, we have made it our mission to lead by example and not to make any compromises when it comes to quality and safety, which has earned us the trust of our consumers and partners. Our poultry farming activities follow strict protocols, focused on animal welfare and implemented at every level of production. In every facility, quality and safety are top priorities. The performance achieved in 2023 in all external food safety certification audits reflects this commitment: we apply rigorous standards, based on science and solid knowledge, to ensure that we remain a trusted benchmark in the food industry. This responsible approach motivates us to continuously raise standards, thus actively contributing to the long-term well-being of consumers and animals.



SPECIFIC TARGETS 2030 (vs. 2020)	STATUS 2023
<p>The generalized use of the best existing technologies, from an economic and ecological point of view, in investment decisions; the firm introduction of eco-efficiency criteria in all production activities and services.</p>	<p>In 2023, 100% of investment decisions took into account both economic efficiency and environmental criteria.</p>
<p>Maintaining food security and safety at the highest level by capitalizing on TRANSAVIA's competitive advantages, without compromising on the requirements of maintaining soil fertility, preserving biodiversity and protecting the environment.</p>	<p>In 2023, we achieved the highest level for BRCGS certified facilities for food safety (75% AA+ and 25% AA) and recorded Zero Non-Conformances for 80% of GFSI certified locations (FSSC 22000, GlobalG.A.P.).</p>

Status: Achieved | Substantial Progress | Additional Effort Required | Canceled | New










# QUALITY AND SAFETY OF OUR PRODUCTS


## AT TRANSAVIA, AWARENESS OF THE CULTURE OF FOOD QUALITY AND SAFETY IS AT AN ALL-TIME HIGH, DEEPLY EMBEDDED IN OUR SHARED VALUES AND NORMS, WHICH GUIDE OUR EVERY ACTION AND DECISION AND SHAPE OUR BEHAVIOUR.

Evaluations in recent years show very good scores in terms of food quality and safety culture (as defined by European Regulation No. 382, published in 2021) to which five vectors contribute: *vision and leadership, responsible work environment and employees, knowledge and action, continuous improvement, infrastructure and equipment.*

To increase food safety, we follow extremely strict procedures and protocols in all our production facilities. Thus:

-  only controlled access is allowed for vehicles, which are disinfected both at the entrance and exit of our units;
-  all transport cars are sanitized and disinfected, both at the beginning and at the end of the working hours;
-  the personnel working in the production units use sterile protective equipment, with a high degree of biosecurity, and are periodically trained to strictly comply with the rules and norms regarding the access, movement and biosecurity of the production units;
-  we strictly control the water used in all the facilities we own and in the processes we carry out (for irrigation, in feeding and watering chickens, in production), so as to avoid and eliminate any risks that may arise for the health of consumers, employees and birds;
-  we constantly measure and apply control measures for contaminants in air, soil, water and fodder, fertilizers, pesticides, veterinary drugs and other agents used in our production facilities, in accordance with the recommendations of the competent authorities;
-  we perform physicochemical and microbiological analyses of fodder and constantly monitor the health status of our herds;
-  we carry out sanitary tests to verify the hygiene status

of all breeding farms, before their population with herds, through our sanitary-veterinary specialists;

-  We carry out sanitation tests to verify the effectiveness of sanitation, daily from the surfaces with which the products come into contact and we analyze each batch of product from a microbiological point of view, daily, before delivery.

100% of the significant product categories we offer are assessed for health and safety impact, with the aim of identifying and implementing improvements. This assessment allows us to systematically address health and safety issues throughout the shelf life of our products. Also, all products manufactured by our company are subject to third-party certification audits, which attest to their authenticity, quality and safety as well as our operations in general, thus ensuring that we comply with the highest standards in obtaining safe products for consumers. We use a validated system to ensure product quality with respect to processing compliance and improvement of essential quality values in slaughtering, feed manufacturing and poultry farming operations. We guarantee the quality of our products, animal welfare and a minimum impact on the environment. We are constantly focused on maintaining the highest standards and compliance norms, and we ensure that all our operations strictly adhere to relevant regulations and codes.



*RANSAVIA is the only company in the Romanian poultry sector selected in 2023 by the Directorate-General for Health and Food Safety (DG SANTE) of the European Commission to carry out an audit of the control system in the field of slaughterhouse hygiene and compliance with meat inspection requirements in Romania, as a result of which it obtained very good results confirming that the leader of the Romanian chicken meat market rigorously complies with the standards safety and hygiene. At the same time, TRANSAVIA is the only Romanian company that has assumed the standards to be a co-signatory of the EU Code of Conduct on Responsible Commercial and Marketing Practices in the Food Sector.*

Also in 2023, TRANSAVIA did not record any recalls or recalls of products for food safety reasons (GRI 13.10.5) and no incident of non-compliance with the legislative regulations in force regarding consumer health and safety (GRI 416-2) was recorded during inspections carried out by veterinary authorities. There were no incidents of non-compliance with the regulations that resulted in a fine or penalty, nor incidents that attracted a warning from the competent authorities. Also, there were no incidents of non-compliance with the voluntary codes regarding the health and safety of our products and services (GRI 416-2), product information and labeling ([Product labeling](#)) and there were no incidents resulting in fines, penalties or warnings.

This demonstrates the company's commitment to complying with relevant standards and regulations and applying an effecti-

ve monitoring and compliance system for the correct information and labeling of its products (GRI 417-2).





To ensure the quality of our products, we use a validated system that focuses on the compliance of processing processes and the improvement of essential quality values within our operations, including slaughtering, feed manufacturing and poultry farming. Product quality testing is carried out regularly by carefully examining the many products we produce. These rigorous procedures are in addition to the continuous monitoring of products by our operations and quality assurance staff, ensuring that we meet the highest standards and that our products are of the highest quality for consumers (GRI 416-2). In addition to the 17 external audits carried out in 2023 by certification bodies and by TRANSAVIA customers, we annually carry out, with the team of certified internal auditors, internal audits according to the annual internal audit program based on the careful risk analysis carried out for each work point (GRI 416-1).

At the same time, because we put food safety and traceability first in all our operations, we have a policy focused on ensuring the quality and safety of our products, as well as maintaining a transparent supply chain certified according to internationally recognized standards. In this regard, we only collaborate with suppliers in the high risk category who hold GFSI (Global Food Safety Initiative) certifications or other equivalent recognized certifications. Thus, we ensure that the entire purchased volume is certified, and we can offer high quality and safety products to our consumers ([Supplier relationship management](#)).

## TRACEABILITY IN THE INTEGRATED PRODUCTION CHAIN, FROM GRAIN TO FORK

**WE GUARANTEE THE ORIGIN OF OUR PRODUCTS, BEING THE ONLY PRODUCER THAT PRODUCES AND RAISES ABSOLUTELY ALL CHICKENS IN OUR FACILITIES.**

This 100% vertically integrated approach allows us to fully monitor and control every stage of the production process, from chicken rearing to the delivery of the final product, thus guaranteeing traceability and superior quality. In addition, this practice reduces the risks associated with external sources and ensures that we are able to maintain strict standards of food safety and animal welfare, in line with our best practices and sustainability principles. Through our integrated traceability system, we can track every product, from feed and day-old chickens, to chickens raised on our own farms and slaughterhouse, to finished products, locally, regionally, nationally or internationally. This high level of traceability allows us to guarantee the quality, safety and origin of our products, giving consumers confidence and satisfaction (GRI 13.23.4). Through our integrated traceability system, we track:

-  **Feed processed in our own factory, obtained from cereals grown on the approximately 10,000 ha worked:** our vegetable farms take care of the cultivation and production of the cereals necessary to obtain high-quality feed. By directly controlling vegetable farms, we have the possibility to follow the entire process, starting from sowing and growing crops, to harvesting and processing. Thus, we can accurately identify the origin of each batch of cereals used in feed production. The feed obtained in our own factory is monitored and tracked, ensuring that we can identify the origin and quality of the raw material used in the production of the feed.
-  **Day-old chicks from hatcheries:** Each batch of day-old chicks is recorded and tracked starting from breeding farms. Each batch of chicks is identified and registered with information about the date, place and conditions of incubation, the origin of the eggs. This information allows us to identify exactly the origin and characteristics of the day-old chicken batch.
-  **Broilers from their own breeding farms:** Each poultry farm is equipped with chick identification and registration systems. Each batch of broilers is monitored from the moment of arrival on the farm until the moment of slaughter. This process allows us to accurately track the provenance and evolution of broilers on our farms.
-  **Slaughtering in the company's 3 slaughterhouses:** Each slaughtered bird is identified and registered at the entrance to the slaughterhouse. Every stage of the slaughtering process, such as stunning, slaughtering, plucking, evisceration, slicing and packaging, is monitored and recorded. Thus, we can follow each bird along the entire route from the farm of origin and guarantee the authenticity, quality and safety of our products.
-  **Poultry meat products processed in our own processing plant:** Every batch of processed poultry meat products is registered and tracked in our meat processing plant. From the reception of poultry meat and ingredients, through the processes of marinating, batch preparation, forming, frying, baking, IQF freezing, and up to packaging and storage, each product is identified and registered to ensure that we can trace its origin and quality.

# INTEGRATED PRODUCTION CHAIN, FROM GRAIN TO FORK

(GRI 13:13.4, GRI 13:13.9, GRI 416)

## THROUGH OUR SAFE AND HIGH-QUALITY PRODUCTS, WE SUPPORT SUSTAINABLE DEVELOPMENT GOAL NUMBER 2, WHICH THROUGH TARGETS 2.1 AND 2.2 AIMS TO ELIMINATE HUNGER, FOOD INSECURITY AND MALNUTRITION IN ALL THEIR FORMS.

Through the safe and healthy food, we offer to our consumers, we contribute to national and international food security and people's well-being by supporting a healthy lifestyle and a balanced diet, rich in quality proteins and nutrients. We are the largest chicken meat company in Romania, with a unique business model integrated from grain to fork, through which we have total control over every aspect of the production process, from the selection, feeding, and rearing of our chickens, to the processing and distribution of poultry. This integrated end-to-end system allows us to monitor and control every step, ensuring that our products are reliable and of high quality (GRI 13.9.1).

We are involved in a number of partnerships that address food security and allow us to bring together expertise, resources and influence to address complex food security challenges. We have such partnerships with UCPR – Union of Poultry Breeders in Romania ([GOV Interests](#)) and with academic and research institutions, thus benefiting from their expertise in the field of food security. In 2023 we entered into a new partnership with researchers and professors of Molecular Gastronomy and Food Biotechnology from the University of Agricultural Sciences and Veterinary Medicine (USAMV) in Cluj, with whom we addressed educational topics in the field of healthy nutrition, to understand the benefits of chicken meat in a correct and balanced diet for the whole family. Such partnerships ensure that we are connected to extensive networks and resources, working with diverse stakeholders to bring about positive changes in food security (GRI 13.9.1).

**Food safety and hygiene:** We ensure compliance with the highest standards of food safety and hygiene. We apply rigorous protocols to prevent contamination and ensure that our products are safe for consumption. We carry out regular tests and internal inspections to constantly monitor and evaluate the quality and safety of our products (GRI 13.9.1). 100% of the products



manufactured are subject to third-party certification audits that attest to the quality and safety of products and operations in order to obtain products that are safe for consumers. We use a validated system to ensure product quality with respect to processing compliance and improvement of essential quality values in slaughtering, feed manufacturing and poultry farming operations. Product quality testing is done by regularly examining our products.

**TRANSAVIA has 5 analysis laboratories**, which it uses to determine the quality and safety of meat, meat products, to evaluate the welfare of birds, as well as to analyze the feed and raw materials that are part of poultry feed and feed. The laboratories, located in Alba, Braşov and Caraş Severin counties, make daily determinations on the quality and safety of meat and meat products, determinations on the quality of water used for watering and feeding birds and as part of meat products, determinations on the quality of poultry feed and determinations on the welfare of birds. These procedures are in addition to the continuous monitoring of products carried out by our operations and quality assurance staff (GRI 416-1).

**Animal nutrition and health:** We prioritize the nutrition and health of our animals. We collaborate with nutrition specialists to develop balanced diets adapted to the specific needs of our birds. We ensure suitable growing conditions and provide quality care, which is reflected in the high quality of our poultry meat. The feed is properly formulated by certified nutritionists and consists only of corn, soybean meal, wheat and triticale, to which minerals and vitamins are added, depending on the specific needs of the chickens, in an appropriate balance. We contribute to the reduction of food waste throughout the production chain, with 0% losses (GRI 13.9.1). Thanks to our feed technology, production processes are highly efficient, requiring only a minimal amount of natural resources to generate a high-value protein source for the harmonious growth and development of chicken. We also ensure that our puppies have balanced, high-quality diets tailored to their specific nutritional needs. This contributes to healthy and efficient growth, minimizing the risk of feed and water loss at this crucial stage (GRI 13.9.1).

**Sustainable agricultural practices:** We are aware that climate change and the conversion of land use to agricultural land are

two major global environmental problems, and that is why 100% of the land we own or manage to obtain the raw materials for our feed is carefully selected and comes from deforestation-free areas. We have a strong commitment to sustainability and environmental protection, and this is reflected in our policy of not contributing to the destruction of forests through our work (GRI 13.4). We have adopted sustainable farming practices to minimize our impact on the environment. We focus on responsible resource management, biodiversity protection, and soil and water conservation. We use advanced and responsible farming techniques to minimize greenhouse gas emissions and conserve natural resources (GRI 13.9.1). On the more than 10,000 hectares cultivated from TRANSAVIA vegetable farms, we produce most of our chicken cereal needs. We are very attentive to all aspects, from sowing to harvesting. We carefully select seeds from the varieties that best suit the needs of chickens from a nutritional point of view. We regularly inspect the crops and apply treatments according to the life cycle. When necessary, we carefully apply the necessary treatments to combat pests or diseases, with products that do not affect the bees. We notify the town halls to which the land belongs in order to inform the beekeepers in the area and we have direct collaborations with the beekeepers who camp with the hives near our sunflower fields during the flowering period, favoring cross-pollination, but also honey production. [Respect for biodiversity](#) and the interests of the parties involved underlines our responsibility as a company with an extensive presence in the value chain (GRI 304-1, 304-2, 304-3).

and quality of our products. We are responsive to consumer questions and concerns and take steps to continuously improve our processes and products (GRI 13.9.1).

*Within our vertically integrated business model, we carefully control every stage and every aspect of chicken rearing, always making sure that we keep the promise of the company's founders: WELL MADE IN ROMANIA!*

## OUR CHICKEN FARMS

(GRI 13.9.1)



The largest productions and investments in the agricultural field, Alba County Council, **BEST of BUSINESS 2023 Gala**

**TRANSAVIA, THE LARGEST POULTRY PRODUCER IN OUR COUNTRY, IS THE ONLY PRODUCER IN ROMANIA THAT PRODUCES, FEEDS AND PROCESSES ALL THE CHICKENS ON ITS OWN, IN ITS OWN FACILITIES,**

thus ensuring absolute control over the quality and safety of the final products. We own 31 farms (3 breeding farms, 2 hatcheries and 26 broiler farms), located in spaces isolated from other animal farms and possible sources of pollution or contamination, ensuring the birds a maximum level of biosecurity, protection and comfort. Our farms are designed and managed according to the most demanding standards. We have qualified personnel, modern technologies and automated feeding, watering and monitoring processes, controlled by sensors, which ensure the well-being of the birds. We constantly and massively invest in state-of-the-art technology, modernization and expansion of production capacities.

**Transparency and accountability:** [We are transparent about our processes](#) and take responsibility to consumers and communities. We communicate openly about our practices, policies and standards, providing detailed information about the origin



# OUR FACTORIES

## THE 3 SLAUGHTERHOUSES OWNED BY TRANSAVIA IN ALBA, BRAȘOV AND BOCȘA WERE MODERNIZED AND REFURBISHED IN 2022,

with a slaughterhouse capacity of 30,000 heads/hour. At the same time, they are each equipped with their own analysis laboratory, being among the few with this level of equipment in Eastern Europe.



### TRANSAVIA has several analysis laboratories in Alba, Brasov and Caras Severin counties:

Meat Analysis Laboratory Oiejdea	Meat, poultry health and welfare laboratory Avicola Brasov	Laboratory analyzing poultry feed	Poultry health and welfare laboratory	Meat, poultry health and welfare laboratory Bocșa
where microbiological and physico-chemical analyses of meat and meat products are performed daily.	in which microbiological, physico-chemical, water and serological analysis of birds are determined.	microbiological, physico-chemical and physico-chemical analysis of raw materials and feed.	where microbiological analysis specific to chicken farms is carried out as well as serological analysis.	where microbiological analysis specific to chicken farms as well as microbiological analysis of meat is performed.

We adhere to the highest standards of hygiene and food safety in the chicken meat processing process. We use advanced processing, packaging and storage techniques, ensuring that our products reach consumers in a fresh and high-quality condition. Our chicken dishes are made through fully automated operations, with the help of state-of-the-art production lines, the human factor intervening only for supervision. Our products are packaged in a protective atmosphere and are stored in freezing or refrigeration spaces, from where they are then distributed in the safest conditions to customers, with cars from our own fleet.



„As a partner, SEALED AIR CORPORATION SEE has implemented innovative and sustainable packaging solutions together with TRANSAVIA. I can say that it is a privilege to serve a client dedicated to continuous progress, performance and development. We started with TRANSAVIA over a decade ago and we have lived a lesson of devotion and diligence, all put at the service of consumers and quality”, Thermo Solutions Specialist, SEALED AIR CORPORATION SEE.

# DISTRIBUTION OF OUR PRODUCTS

**OUR FLEET INCLUDES OVER 500 DEDICATED VEHICLES WITH WHICH WE ENSURE THE TRANSPORT OF RAW MATERIALS / TRANSAVIA PRODUCTS, IN CONDITIONS OF MAXIMUM FOOD SAFETY.**

Through these efforts and commitments, we have been able to completely eliminate food losses in our supply chain. We pride ourselves on being able to provide our consumers with fresh, high-quality products and helping to ensure sustainable and responsible food security.

# PERSONAL SAFETY OF CONSUMERS AND/OR END-USERS

(ESRS S4)

## TRANSAVIA PUTS CONSUMERS AT THE CENTER OF ITS CONCERNS, OFFERING SAFE, HEALTHY AND HIGH-QUALITY PRODUCTS.

The authentic taste of the chicken meat offered by TRANSAVIA is conferred by the healthy natural environment in which the chickens are raised. The chicken meat produced by TRANSAVIA is natural and comes exclusively from the chicken farms owned by the company, where strict space and hygiene conditions are observed, the chickens are treated responsibly, with great care, and their feed is exclusively based on cereals, which come from their own cultures. We place a strong focus on food safety by conducting both internal and external audits to obtain food safety certifications. These measures guarantee that our products meet the most demanding quality and food safety standards. We have rigorous protocols in place and apply the highest standards at all stages of the production and distribution chain, *from grain to fork*, ensuring superior quality and total safety for the products offered.

# SIGNIFICANT IMPACTS, RISKS AND OPPORTUNITIES AND THEIR INTERACTION WITH THE STRATEGY AND BUSINESS MODEL

(ESRS SMB3)


**THE STRATEGY AND BUSINESS MODEL ARE DESIGNED TO ENSURE A POSITIVE IMPACT ON CONSUMERS IN THE LONG TERM, CONTRIBUTING TO PUBLIC HEALTH AND THE DEVELOPMENT OF SOCIETY.**

They also aim to reduce the negative effects generated by the use of packaging and food waste, promoting responsible and sustainable consumption.

For the „Consumers and end-users“ aspect, risks and opportunities were identified in the double materiality analysis process.

Subtopic	Impact, Risk / Opportunity
<b>IMPACTS RELATED TO INFORMATION</b>	<ul style="list-style-type: none"> <li>• <b>Potential positive impact on a medium scale:</b> increased trust in the brand and the company, which leads to increased sales and improved financial results.</li> <li>• <b>Potential negative impact on a medium scale</b> – if there is inconsistency between the messages conveyed and reality, which can affect trust in brands and the company.</li> <li>• <b>Opportunity:</b> Improving trust by informing and educating consumers about the products offered, balanced diet, identifying quality products, food safety and reducing food waste and by providing transparent, timely and correct information when obtaining regulatory documents and carrying out activities with an impact on the community.</li> </ul>
<b>PERSONAL SAFETY</b>	<ul style="list-style-type: none"> <li>• <b>Potential positive impact on a medium scale</b> – competitive advantage through safety and high quality.</li> <li>• <b>Potential negative impact on a large scale</b> – if food quality and safety policies, procedures and protocols are not followed, or if security breaches arise that could expose sensitive consumer information.</li> <li>• <b>Opportunity:</b> Strengthening reputation and attracting new consumers through safe practices (traceability, certified products, etc.).</li> <li>• <b>Risk:</b> Major food safety and personal data protection issues that can lead to reputational damage, reduced trust in our products, resulting in sales declines and financial losses.</li> </ul>
<b>SOCIAL INCLUSION</b>	<ul style="list-style-type: none"> <li>• <b>Potential positive impact on a small scale:</b> products are accessible to all consumers.</li> <li>• <b>Potential negative impact on a small scale</b> – if clear information is not provided about product ingredients or production processes, useful to consumers with special dietary needs.</li> <li>• <b>Opportunity:</b> All consumers have equal rights in terms of access to the products and information provided.</li> <li>• <b>Risk:</b> Neglecting the needs of vulnerable consumers, affecting accessibility and customer satisfaction.</li> </ul>

The most important risk identified, which generates financial effects on TRANSAVIA in the short, medium and long term, is that major food safety issues can lead to reputational damage and reduced confidence in our products, resulting in sales decre-

ases and financial losses. We actively address this risk through the procedures implemented, through the culture of quality and food safety that we have and continuously develop, through internal and external audits and through the relevant certifications that we hold. We also contribute to informing and educating consumers about a balanced diet, identifying quality products, food safety and reducing food waste. These initiatives are essential to promote healthy and responsible eating habits, thus helping consumers to make more informed choices and contribute to a more sustainable environment. At the same time, we respect the right to privacy, the protection of their personal data and non-discrimination, as well as consumers' freedom of expression. In this regard, we implement [our own internal policies and procedures](#) 

Although the relevance and significance of risks and opportunities related to consumers and end-users was included in the double materiality analysis, in 2023 the anticipated financial effects were not assessed or quantified in detail, this year being the first reporting year in which the new ESRS standards were also considered. However, we estimate that the risks in the sphere of Personal Safety are considerable.


## COLLABORATIVE PROCESSES WITH CONSUMERS AND END-USERS ON IMPACTS

(ESRS S4-2, GRI 417, GRI 13:13.4)

### WE COMMUNICATE OPENLY ABOUT OUR PROCESSES, POLICIES AND STANDARDS, PROVIDING CLEAR AND DETAILED INFORMATION ABOUT THE ORIGIN AND QUALITY OF OUR PRODUCTS.


We are always available to answer consumer questions and concerns, and the feedback we receive motivates us to constantly improve, improving both our products and our internal processes.

There were no reported cases of violations of consumer and community rights in 2023 either. We are transparent about our processes and take responsibility to consumers and communities. We inform local authorities and communities in advance about campaigns for the management and incorporation of

natural fertilizers into the ground ([Biodiversity](#))  and we carry out consultations with the local community when going through the procedures for obtaining regulatory acts and environmental agreements and authorizations. These public debates are attended by members of the community regardless of gender, age, etc. All comments are taken into account in decisions in authorisation procedures.

We carefully follow the experience of our consumers and respond quickly to the complaints received from them, by phone, through social networks or by email. Our team of specialists in the field of food quality and safety pays special attention to each complaint or suggestion received. We make sure that every response is prompt and that we solve any problem in an efficient and professional way, the satisfaction of our customers being a priority at the company level. We appreciate positive and constructive feedback and respond to all requests received from consumers.





ACHIEVEMENTS	DETAILS
Response time of <b>maximum 8 hours</b> for complaints that do not require complex investigations and 5 days for those that require complex investigations.	All complaints that did not require investigation were answered on the day of receipt, and those with investigation did not exceed 5 days.
<b>ZERO</b> complaints for 99.2% of intra-community and export deliveries.	
<b>ZERO</b> food safety-related product recalls.	TRANSAVIA did not record any product recalls or recalls for food safety reasons in 2023.

We are committed to transparency and take responsibility for communicating our commitments and progress to our customers, business partners and the community at large. We want to be an example of sustainability in our industry and we are determined to contribute to the protection of the environment and the conservation of natural resources (GRI 13:13.4). We constantly ensure that we provide consumers with up-to-date and detailed information about the ingredients and nutritional value of our products, so that they can make informed choices and have full confidence in what they are consuming. Labelling and any product-related claims are honest, transparent, clear and precise, in accordance with the requirements in force (GRI 417-1). Since 2016, we have included the necessary information on the nutritional value, including on the packaging of sliced pieces of chicken meat, although there is no legal obligation to do so (the requirement exists only for processed products). We constantly evaluate 100% of our products to ensure that we comply [labelling standards](#)  (GRI 417-1).

In 2023 we also did not record any incidents regarding non-compliance with marketing communications (GRI 417-3) or product information and labeling (GRI 417-2) and there were no incidents that resulted in fines, penalties or warnings, nor incidents of non-compliance with voluntary codes in terms of product information and labeling. This demonstrates the company's commitment to complying with relevant standards and regulations and implementing an effective monitoring and compliance system

for the correct information and labeling of its products (GRI 417-2).

During the reporting period, the percentage of significant product categories assessed for compliance with the procedures is 100%. Our company ensures that all significant categories of products are subject to periodic evaluations for compliance of information and labeling with applicable standards and regulations. We aim for a high level of compliance and continuously improve our procedures to ensure comprehensive coverage of all relevant product categories (GRI 417-1). These procedures cover the following aspects:

-  **1. Sourcing of product components**, which covers transparent information about the origin and suppliers of components used in products.
-  **2. Content**, in particular with regard to **substances/ingredients** that could produce an environmental or social impact. Thus, consumers are informed about any potentially harmful substances/ingredients used in the product.
-  **3. Safe use of the product**, which includes information on instructions, warnings and precautions so that consumers can use the product safely and avoid any potential risks or dangers.
-  **4. Product disposal and environmental impact or social impact**, which provide information on the proper disposal of the product and the potential environmental impact or social impact associated with it. The aim is to promote responsible and environmentally friendly practices in terms of product disposal (GRI 417-1).

And in 2023, we approached communication campaigns for our brands responsibly, based on honesty and respect. We focus on increasing the value of our brands and improving consumer perception of safe, quality chicken. We have provided consumers with transparent, fair and useful information, without exaggerating and without trying to gain unfair advantages over competitors or other companies in the food industry. We have not received any complaints regarding the marketing communication carried out and we have not registered any incident regarding the non-compliance of marketing communications (GRI 417-3).



**Science with Salt and Pepper x Fragedo by Transavia**

Through the collaboration between Fragedo and Professor Dr. Dan C. Vodnar, one of the most cited Romanian researchers (according to the Top World Ranking of Scientists conducted by Stanford University (California, USA), together with Elsevier Publishing House and the scientific research organization SciTech Strategies), we approached topics related to the importance of healthy nutrition, important aspects about magnesium deficiencies, iron or vitamins, and how chicken intake can help address these deficiencies.



## PROCESSES FOR REMEDIATION OF NEGATIVE IMPACTS AND CHANNELS THROUGH WHICH CONSUMERS AND END-USERS CAN EXPRESS THEIR CONCERNS

(ESRS S4-3)

As a socially responsible company, TRANSAVIA assumes full responsibility for the actions to remedy the negative impacts on the communities in which it operates in the event of such situations. We work with the responsible authorities to anticipate and avoid the occurrence of such impacts. The company has procedures in place to ensure that no person who has made any type of complaint or alert will be discriminated against in any way, including through acts of harassment or other forms of retaliation as a result of the complaints.



# ADOPTION OF MEASURES ON SIGNIFICANT IMPACTS ON CONSUMERS AND END-USERS AND APPROACHES FOR MANAGING SIGNIFICANT RISKS AND FOR PURSUING SIGNIFICANT OPPORTUNITIES RELATED TO CONSUMERS AND END-USERS, AS WELL AS THE EFFECTIVENESS OF SUCH ACTIONS

ESRS S4-4, GRI 2 General Disclosure 2021, GRI 417, GRI 13: 23)

Our commitment to the safety of consumers and our partners is attested by the BRCGS Food Safety certification, which confirms compliance with the highest food safety standards. We focus on a robust food quality and safety management system that is certified to FSSC 22000 and ISO 22000 standards in all our operations (GRI 2-6, GRI 2-22). In addition, emphasis is placed on the use of technologies that guarantee food safety. For example, in 2023, we integrated advanced cutting technology and precision equipment into the slaughterhouse that optimizes the use of raw materials, ensuring one of the highest yields on the market. In this way, we prevent losses and significantly reduce the occurrence of waste and food waste.

# TRACEABILITY OF OUR PRODUCTS

(GRI 13:4, GRI 13:23)

An essential tool that ensures full quality and safety for our products is traceability. This, along with tracking products through the supply chain, is essential to ensure that all stages of the production and distribution process comply with the required standards and regulations.

TRANSAVIA is the only company in the sector that owns and manages all the operations of the [production chain](#), from the cultivation and harvesting of cereals to the preparation of chicken feed, to the breeding, incubation and rearing farms, to the slaughterhouses and the meat processing plant and to the distribution and correct and honest communication. Thanks to our 100% integrated business model, with owned facilities, our company has implemented a very advanced traceability tracking system throughout the integrated poultry meat processing chain, thus ensuring the transparency and quality of our products. This allows us to guarantee the quality and safety of our products at every stage of the production process. Complete control over the entire supply chain allows us to carefully monitor every aspect of quality and comply with the highest food safety standards.

We work with trusted suppliers who share our values and adhere to the principles of sustainability. We carefully check the origin of the raw materials and make sure that they are obtained from responsible sources and with a minimum impact on the environment. We conduct regular inspections and ensure that all of our strict requirements are met (GRI 13:13:4). In order to be able to confidently demonstrate that our products come from verified sources, with rigorous quality control and responsible risk management, we require our suppliers to carry out, every 3 years, a traceability test and obtain a series of certifications such as ISO 14001:2005, ISO 22000:2018, ISO 45001:2018, BRCGS, FSSC 22000, IFS, ISO 9001 and ISO 37001. These are internationally recognized standards that have been designed to ensure efficient, responsible and ethical business management, being considered industry benchmarks, and that ensure that our suppliers comply with the most rigorous requirements in terms of quality, environment, food safety and occupational health (GRI 13:23:3). By having such suppliers in our supply chain, we are able to assure our consumers that our products are trustworthy, comply with international standards and are achieved through sustainable practices ([Supplier relationship management](#)).










# AVAILABILITY OF CERTIFIED PRODUCTS

(GRI 13:13.10.4)

We are committed to ensuring the authenticity, quality and safety of our products, and the certifications obtained reflect our commitment to the highest industry standards. **The quality of our products** is an integral part of the sustainability strategy through which we ensure the sustainability of our business and meet the current and future needs of our customers.

All of our production facilities, including the three slaughterhouses, the meat processing plant, the compound feed plant, the poultry farms and the two hatcheries are certified and internationally recognised for their high safety standards.

The quality and food safety management system implemented at all stages of production is certified, and our commitment to consumer safety and relationships with our partners is confirmed by the fact that 100% of our poultry meat production is BRCGS Food Safety (British Retail Consortium Global Standards) and FSSC 22000 (Food Safety System Certification) certified). 100% of chicken farms, hatcheries and breeding farms are ISO 22000:2018 certified. At the same time, 100% of the combined feed production is ISO 22000:2018 certified. We are the only poultry meat producer in Romania in 2023 that has held the GlobalG.A.P. certification to 5.2, which addresses consumer concerns about food safety, demonstrates that food is produced in a way that reduces negative environmental impact, promotes the safety and health of the workers involved, and ensures animal welfare. All the certifications we hold reflect our commitment to adopting best practices and following the strictest protocols to ensure safe and high-quality products (GRI13.10.4). In this way, we are able to strengthen our partnerships and strengthen the trust of our consumers everywhere.

	<p>First obtained in 2008, this certification guarantees our level of competence in HACCP, hygiene, vulnerability analysis, product and process control, food safety and security and quality management systems, demonstrating our commitment to consumer safety and stakeholder relations and having a strong culture of quality and food safety. TRANSAVIA is the only chicken meat producer at national level that holds the AA+ rating. In 2023, we received reconfirmation for this certification, version 9, with grades AA+ and AA for the three slaughterhouses and for the meat processing plant.</p>
	<p>It certifies the quality and professionalism of the management of the processes and activities that make up the quality and food safety management system, at all stages of production, demonstrating the commitment to customer satisfaction and in relations with stakeholders. In 2023, we obtained this certification for all 3 slaughterhouses and the meat processing plant.</p>
	<p>We are the only poultry meat producer in Romania that has obtained the GlobalG.A.P version 5.2 certification. In fact, we are the only producer in the sector that has received, since 2018, the GolbaG.A.P certification, the world's most important certification program that certifies the use, on farms and in production facilities, of good agricultural practices. This certification is the guarantee that food products achieve the highest level of quality and food safety, being produced in a sustainable way throughout the production chain, complying with the most drastic requirements in terms of food safety, animal welfare, environmental impact, responsible use of water, safe and sustainable production of animal feed, growth activities and rules related to the safety and well-being of employees.</p>
	<p>First obtained in 2008, this certification represents the fundamental standard in quality and food safety management. The certification certifies that each department involved, directly or indirectly, in the food chain, has the ability to identify, control and remove any risk in an effective way. In 2023, we obtained this certification with zero non-conformities for all Poultry Farms and the Combined Feed Factory.</p>
<p>Certificări McDonald's</p> 	<p>Our partnership with McDonald's is built on trust and the attention we each pay to quality and safety standards. Thus, we manage to bring premium, authentic, safe and tasty products to customers in Romania. And in 2023, we obtained grades A, in all specific audits, both planned and unannounced.</p>
	<p>It demonstrates that all the stages that our food products go through (production, packaging, storage and transport) are carried out in accordance with Islamic religious rules.</p>
 <p>Furnizor al Casei Regale a României</p>	<p>A recognition and appreciation of the outstanding quality of our products, since 2006, the title was most recently reconfirmed in 2022.</p>

# OUR BRANDS

(GRI 2-6)

## WE FOCUS OUR ACTIVITIES ON OUR CORE BRANDS, RECOGNIZED AND APPRECIATED BY CONSUMERS, WITH ATTRACTIVE GROWTH POTENTIAL AND SOLID MARGINS.

This strategic focus supports profitability and creates additional growth dynamics. TRANSAVIA's portfolio is strictly based on the highest quality chicken meat, produced exclusively in its own facilities. At the same time, it includes a variety of options, from fresh, uncooked chicken (such as grilled chicken, fillet breast, mini chicken breast fillets, boneless thighs, livers, gizzards and hearts, minced meat) to marinated products and chicken mixes (marinated boneless wings and thighs, burgers, sausages, meatballs) and semi-prepared products (schnitzels, nuggets, burgers, cordon bleu, gujoane, spicy wings). The recipes used for semi-prepared and marinated products are developed through rigorous tests of the combinations of spices and ingredients alongside chicken meat. *Papane* dishes are produced using technological lines with minimal human intervention, being pre-fried, baked and frozen, which ensures a savory taste and a long freshness. The meat from which *Papane* products are prepared is fresh and guarantees the food safety standards found in all TRANSAVIA products. The *Papane* range offers consumers the certainty that they are enjoying safe, quality food, which they can prepare very quickly and with minimal effort: schnitzels, cordon bleu, nuggets, gujoane, burgers and wings. The *Papane Bistro* extension is aimed at HoReCa professionals and includes assortments packaged in 2.5 kg bags (GRI 2-6).

For each product we follow the taste, nutritional values and food safety, while constantly improving the recipes with the feedback received from consumers. We strive to reduce our environmental impact and prioritize the use of sustainable packaging, given the importance of maintaining the integrity of our products, the safety and quality of our products. Since 2020, we have also achieved a reduction in the weight of packaging materials for the *Fragedo* assortments packaged in a controlled atmosphere, in our efforts to reduce plastic waste. In 2021 we introduced packaging made from recycled and reused materials, and we continue in the same direction (GRI 2-6).

Recognized as the „Most Powerful Meat Brand“ at the 18th edition of the „PIAȚA Awards“ Gala, which took place in November 2023, *Fragedo* is the emblematic brand of TRANSAVIA. Number 1 in reported sales for the fresh chicken category (in value and volume), according to RetailZoom estimates for 2022 and 2023 for the food retail market – international networks (excluding Lidl), *Fragedo* stands out for its commitment to quality and food safety. The brand adheres to strict production standards and implements rigorous protocols to ensure the safety and quality of the products offered to consumers. Clear and transparent labelling is a priority, providing essential product information and ensuring that consumers have confidence in what they buy.



In 2023, **Fragedo** was reconfirmed for the fifth consecutive time in the top of the consumption preferences of parents in our country, being designated again this year „the most trusted brand of meat (chicken, pork, beef, etc.)“. The „No. 1 Brand for Kids by Forbes Romania“ distinction was awarded following the national study conducted in 2023 by Forbes Romania and the D&D Research Institute on parents' consumption preferences based on their safety, quality and trust in products.



In 2022, *Fragedo* initiated, together with renowned Romanian brands, the Authentic Romanian program through which original gastronomic and lifestyle content is created and offered to consumers in digital media. The program was very well received by consumers, who had access to innovative, nutritious recipes, with local ingredients in 2023 as well, in the digital environment and at various events.

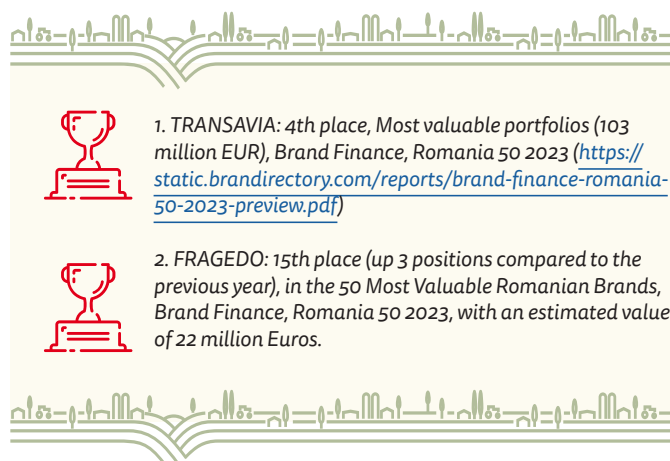


More about the Authentic Românesc program: [facebook Fragedo](#)  
[Secțiunea rețete de pe www.transavia.ro](#)



The TRANSAVIA brands, which enjoy great popularity among consumers, *Fragedo*, *Papane*, *Durdular*, *Bravis*, *CumSeCade*, are recognized for the quality, safety, diversity and versatility of the products offered within each range (GRI 2-6). In fact, according to Brand Finance® Romania 50<sup>1</sup>, 2023 edition, the cumulative value of the TRANSAVIA brand portfolio in 2023 was 103 Million Euros (+28% compared to 2022), placing the family business with 100% Romanian capital on the 4th place in the top, at the top of the companies in the food industry, being surpassed only by two other multinational companies in the beverage sector and a local retailer in the IT&C field.

<sup>1</sup> [The annual report on the most valuable and powerful Romanian brands, published by Brand Finance®, the largest global independent brand valuation consultancy.]



1. TRANSAVIA: 4th place, Most valuable portfolios (103 million EUR), Brand Finance, Romania 50 2023 (<https://static.brandirectory.com/reports/brand-finance-romania-50-2023-preview.pdf>)

2. FRAGEDO: 15th place (up 3 positions compared to the previous year), in the 50 Most Valuable Romanian Brands, Brand Finance, Romania 50 2023, with an estimated value of 22 million Euros.

## TARGETS RELATED TO THE MANAGEMENT OF SIGNIFICANT ADVERSE IMPACTS, THE PROMOTION OF POSITIVE IMPACTS AND THE MANAGEMENT OF SIGNIFICANT RISKS AND OPPORTUNITIES

(ESRS S4-5)

For current report, no objectives (targets) are defined under the new requirements of the ESRS S4-5 for adverse impacts, positive impacts, or significant risks. These are to be established for the following reports.

## RESPONSIBLE ANIMAL TREATMENT

(ESRS G1, GRI 13.11)

### ANIMAL WELFARE IS LINKED TO TRANSAVIA'S BUSINESS ETHICS AND IS PART OF OUR SET OF VALUES AND OUR SUSTAINABILITY STRATEGY, FROM GRAIN TO FORK.

A key priority for our business and consumers, animal welfare is a topic that constantly concerns us and to which we pay close attention. By implementing these rigorous policies, we ensure that the birds raised within our company benefit from the best animal welfare conditions throughout their lives. We are committed to providing high-quality animal products in a responsible and ethical way.

The analysis of dual materiality indicated that this materiality has an impact on production efficiency and the environment and involves a risk with a potentially significant financial impact, as our consumers and partners are interested and waiting for evidence of animal welfare. For current reporting, targets related to the management of significant impact, the promotion of positive impact, as well as the management of significant risks and opportunities for this materiality, as described in the new ESRS standards, were not considered. The reporting for this material topic follows the requirements of the GRI 13 standard, specific to the Agriculture, Aquaculture and Fisheries sector.







# RESPONSIBLE TREATMENT OF CHICKENS – ANIMAL WELFARE

(ESRS G1, GRI 13.11)

## WE BELIEVE THAT EVERY PUPPY DESERVES A SAFE, CLEAN AND COMFORTABLE ENVIRONMENT IN WHICH TO GROW AND DEVELOP NATURALLY.

TRANSAVIA’s approach to animal welfare is a holistic one, based on clear principles:

-  We use science-based animal welfare indicators to increase the transparency of information to our customers and consumers and to help them make the right choice when purchasing.
-  Our policies cover the welfare of chickens before, during and at the end of their life cycle.
-  We monitor and improve animal welfare along our value chain by taking into account the 5 freedoms of animals (according to the World Organization for Animal Health).
-  We are constantly increasing the skills of the staff who interact with birds.



We support the production of sustainable and quality chicken meat by ensuring the responsible treatment of animals through our rigorous policies. Our policies cover the welfare of broiler chickens before, during and at the end of their life cycle, constantly aiming to ensure an optimal environment in the rearing halls and have a minimum impact on the environment. In addition, we carry out, at least once a year, internal audits aimed at the welfare of the birds. Carried out by the team of qualified internal auditors, these audits track bird health and welfare, biosecurity, hygiene and traceability across all our farms. Thus, the entire process, starting from the hatching of chicks from eggs and their rearing on TRANSAVIA farms, to the preparation for slaughter, is verified through external and internal audits.

We have **rigorous animal welfare standards** in place to ensure that our birds are treated with respect and provided with a suitable environment, meeting and exceeding the requirements for accommodation density, food and water quality, hygiene and health management, and adherence to the birds’ natural behaviour. Thanks to the certifications we hold, stakeholders, including customers and consumers, can trust that our birds are raised in a healthy environment and that they are given the necessary attention to develop optimally. Our bio-security practices, which we strictly follow, are extremely well defined throughout the entire process of raising chickens, being crucial for ensuring and maintaining the health and welfare of animals. TRANSAVIA owns 2 modern incubation plants, located in Braşov and Sibiu counties, specially built, with separate chambers for each operation, thus totally eliminating the risks that may arise. The 26 chicken breeding farms and the 3 breeding farms are located in spaces isolated from other livestock farms and possible sources of contamination, so a high level of biosecurity and protection is ensured. Twice a day, the puppies are inspected by trained personnel, who check all the environmental factors in the hall, as well as the health status of the puppies, following their behavior. They check and examine the birds, ensuring that they are in good health and can independently access food and water. We also ensure that the birds are treated with respect and that they are allowed to exhibit the natural behavior specific to their species. This includes providing enough space for movement, facilitating natural behaviors, and avoiding practices that can cause them stress or distress. Our colleagues from TRANSAVIA farms who deal with the daily care of the chicks regularly participate in training sessions on animal welfare, in order to minimize the stress of the chicks on the farms.

We use state-of-the-art technologies and compliance tests aligned with the latest legal requirements and specific customer requirements, and we use animal welfare indicators, based on scientific data, to increase the transparency of information towards our customers and consumers and to help them make the right choice regarding their purchase.

We monitor and improve animal welfare along the entire value chain by taking into account the 5 freedoms of animals (according to the World Organization for Animal Health):

- No hunger, malnutrition and thirst;
- Without fear and suffering;
- No heat stress or physical discomfort;
- No pain, injury and illness;
- Freedom to express normal patterns of behavior.

We follow these principles at all stages of the value chain.

# HANDLING, REARING, AND HOUSING BROILER CHICKENS

(GRI 13.11.1)

## TRANSAVIA'S COMMITMENT TO ENSURING ANIMAL WELFARE TRANSLATES INTO THE DAILY ACTIONS AND INITIATIVES WE IMPLEMENT IN EACH OF OUR PRODUCTION UNITS AND FACILITIES.

We make every effort to achieve excellence in the management practices of our farms and a high level of welfare of the chicks, ensuring them a healthy growth in modern shelters, where they have the opportunity to move freely. Through these practices, as well as veterinary sanitary and prophylactic measures, we ensure the responsible treatment of chickens to generate sustainable and quality production.

We ensure that our birds are handled with care and respect at all stages, from breeding to slaughter, and that is why we are constantly improving the conditions and factors that influence the welfare of birds. We have clear protocols for careful handling of birds, ensuring that they do not suffer unnecessary injury or discomfort. That is why we have taken concrete measures to ensure that birds are treated with respect and that stress and discomfort are minimized during the loading process in the means of transport. We use the Combi-RT forklift, a handling equipment specially designed to ensure the comfort and safety of birds and to reduce the effects of stress caused to birds when loading them into the means of transport. At the same time, we act to ensure a safe and comfortable environment for animals during transport from the farm of origin to other destinations ([Transport birds](#)).

We ensure adequate housing for birds, with clean and comfortable spaces that allow them to express their natural species-specific behaviors. Our chickens have **growing conditions ensured exclusively by automated processes**. Feeding, watering and monitoring of living conditions are permanently monitored by sensors. Both state-of-the-art technology and the permanent presence of qualified staff, consisting of doctors and veterinary technicians, contribute to the well-being of our puppies.

**The halls are specially designed and built** for this function, being equipped with modern equipment that ensures the comfort and well-being of the puppies. All our production spaces are energy efficient, they are well built, well insulated, with central ventilation and heating systems, with economical lighting, so that we have the lowest possible energy consumption. In 2022, we started installing photovoltaic systems on our poultry farms, which is a significant step towards a greener and more

sustainable operation. Photovoltaic systems allow us to obtain electricity directly from the sun. This reduces energy costs in the long term and allows us to save financial resources, which can be redirected towards improving poultry farming conditions and developing sustainable practices ([Energy efficiency](#)). Temperature and ventilation are automatically monitored. We use **automation and sensors** that ensure and monitor well-being parameters, from ventilation to humidity, heat, air intensity and cooling system. In addition, ventilation, feeding and watering equipment are constantly designed and adjusted to provide an environment appropriate to the age and needs of the chicks and to prevent food and water waste.

### Our requirements go beyond the provisions of the legislation on the welfare of chickens:

- The density of birds is reduced by 15% compared to the density resulting from the application of the mandatory minimum requirements for the minimum area allocated for each category of birds: 36,52 kg/m<sup>2</sup> (compared to 42 kg/m<sup>2</sup>).
- Emissions from chicken shelters are reduced by 30%: max. 14 ppm NH<sub>3</sub>; max. 2100 ppm CO<sub>2</sub> (compared to 20 ppm ammonia - NH<sub>3</sub>) and 3000 ppm carbon dioxide - CO<sub>2</sub>)

**The litter used in the growing halls** comes from a reusable source. Thus, the vegetable remains, respectively the straw, obtained from the harvest of cereals used in poultry feed, are collected, chopped and used exclusively for the creation of bedding in the halls.

### Certification of poultry farms under the GlobalG.A.P. v.5.2 standard (GRI 13.11.2)

By certifying our poultry farms for the year 2023 under this internationally recognised standard, we demonstrate our firm commitment to using best practices in terms of animal welfare, sustainability and social responsibility. In 2023, the GlobalG.A.P. V.5.2 was the world's leading certification program attesting to the use of good agricultural practices on breeding farms and in production facilities. This certification is the guarantee that food products achieve the highest level of quality and food safety, being produced in a sustainable way throughout the production chain, complying with the most drastic requirements in terms of food safety, animal welfare, environmental impact, responsible use of water, safe and sustainable production of animal feed, growth activities and rules related to the safety and well-being of employees. The GlobalG.A.P. standard addresses consumer concerns about food safety, demonstrating that it is produced in a way that reduces negative environmental impact, by reducing the use of chemicals and by using environmental protection. It also promotes the safety and health of the workers involved and ensures the welfare of the animals ([certification Global G.A.P.](#)).



Here's how certification to Global G.A.P v.5.2 highlights our concern for bird welfare:

**Rigorous standards for animal welfare:** The Global Standard G.A.P v.5.2 sets clear and rigorous requirements for the welfare of birds, ensuring that they are treated with respect and provided with a suitable environment. This standard includes requirements for the density of accommodation, the quality of feed and water, hygiene and health management, and compliance with the natural behaviour of birds.

**Observance of the natural behaviour of birds:** Certification according to the Global G.A.P v.5.2 standard gives assurances that birds are treated with respect and that they are allowed to exhibit the natural behaviour specific to their species. This includes providing enough space for movement, facilitating natural behavioral activities, and avoiding practices that can cause them stress or distress.

**Transparency and accountability:** Certification to the Global G.A.P v.5.2 standard highlights our commitment to transparency and accountability. Stakeholders, including customers and consumers, can trust that our birds are raised in a healthy environment and that they are given the necessary attention to develop optimally.



## ANIMAL HEALTH PLANNING

(GRI 13.11.1)

**WE STRICTLY COMPLY WITH REGULATIONS, HAVE A SCIENTIFIC APPROACH AND ARE GUIDED BY THE „ONE HEALTH“ CONCEPT, WHICH RECOGNISES THAT HUMAN HEALTH IS LINKED TO THE HEALTH OF ANIMALS AND THE ENVIRONMENT.**

Thus, we act ethically and responsibly to ensure the well-being and health of our birds. We focus on proper nutrition for the development stage of the chicks, balanced nutrition and optimal housing conditions, to support the healthy and natural growth of our birds. We uphold our ethical obligation to ensure the welfare of animals and treat them when appropriate, when they are sick and when necessary to control disease. We involve veterinarians and rigorously follow veterinary protocols. We have well-defined bird health management programs that include regular assessments and monitoring of bird health. We are committed to using medical treatments only when absolutely necessary and only under the supervision of the veterinarian, who has a key role in

the planning and implementation of these programs, ensuring that the birds receive appropriate care and treatment. Through the *Responsible Use of Antibiotics Policy*, TRANSAVIA ensures a healthy and safe environment for animals and consumers, and the responsible use of antibiotics is an integral part of our commitment to animal welfare and food safety.

We use alternative methods, such as vaccination and proper nutrition, to strengthen the animals' immune systems and reduce the need for antibiotic treatments. We comply with national and international regulations and directives on the use of antibiotics and other medical substances in broiler chicken production. Our priority is to ensure that treatments are administered responsibly and in accordance with safety and efficacy standards.

This approach reflects our firm commitment to the production of healthy, high-quality and natural poultry. We are aware of the importance of reducing the use of antibiotics in poultry farming, to minimize the risk of bacterial resistance and to promote a healthier and safer environment for animals and humans. Meeting our commitments to the responsible use of antibiotics is a priority for us, and our team is constantly working to ensure compliance with these principles and promote animal health in a safe and sustainable way.









*„We act according to the principle of prevention, early detection and mitigation of chicks' health problems. Thus, when appropriate, we use specific antibiotics ONLY for curative purposes, as a treatment in various bird diseases, under the prescription and supervision of the veterinarian. From the date of completion of the antibiotic treatment until slaughter, we respect the „waiting time“, so that there are no antibiotic residues in the meat“, says Marian Sabău, Director of the Quality and Food Safety Division of TRANSAVIA.*



Veterinary prophylaxis measures and specialized personnel contribute to maintaining an optimal state of health of the puppies, which allows us to ensure the high quality of our products and a constant level of food safety for our consumers. We apply measures to prevent infections in animals, such as vaccination, and constantly tighten bio-security measures. Our animal welfare programs include specific requirements and procedures to protect the health and welfare of birds throughout their lives, starting from hatching from the egg, during the time spent on the farm, during transport, unloading and handling.

In 2023, we recorded a 20% decrease compared to the previous year in the amount of veterinary medicinal products administered to birds on farms. This is an important step towards a more sustainable and ethical animal husbandry system. This achievement was made possible by our commitment to improving the health and welfare of birds. We have implemented the following measures for the responsible and prudent use of antibiotics, only when it is necessary to treat an infection or medical condition:

-  **Preventive health management:** We have invested in preventive programs to maintain the health of birds, such as promoting a clean and hygienic growing environment, eating nutritious and balanced diets, as well as implementing [rigorous biosecurity measures](#) to prevent contamination and the spread of diseases.
-  **Improving growing conditions:** We have made investments in infrastructure to ensure adequate and comfortable spaces for birds, with adequate ventilation and lighting. These optimal growth conditions contribute to reducing the risk of disease and, implicitly, the need for antibiotics.
-  **Monitoring and management of bird health:** We have implemented programs to carefully monitor and manage bird health, including through regular examinations and laboratory tests. They allow us to identify possible health problems early and to intervene promptly with alternative treatments, avoiding the excessive use of antibiotics.
-  **Collaboration with veterinary experts:** We have established strong partnerships with veterinary experts to benefit from expert advice and implement best practices in the field of animal health. This collaboration helps us make informed decisions and develop strategies to reduce antibiotic use by monitoring and correctly diagnosing conditions, choosing the right antibiotics, and adhering to recommended doses and duration of treatment. We also monitor the resistance of bacteria to antibiotics to assess the effectiveness of treatments.
-  **Clear protocols and guidelines:** We have clear protocols and guidelines for the use of antibiotics, developed in collaboration with veterinarians and animal health experts. They ensure that antibiotics are administered according to the individual needs of the birds and that treatments are based on correct diagnoses and medical knowledge.
-  **Continuing education and training:** We regularly train our staff involved in animal health management, including breeders and farm workers, on the responsible use of antibiotics. This includes education about the risk of bacterial resistance and disease prevention and control measures to reduce the need for antibiotic use.

We strictly adhere to standards and regulations on the use of medical substances and make regular assessments to ensure that we meet our commitments to the responsible use of these treatments in our industry. In accordance with the provisions of the regulations, TRANSAVIA maintains a detailed register in which information on the name of the antibiotic administered, the duration of treatment and the interval necessary for the elimination of antibiotics from the birds' body are compulsorily recorded. Also, after the slaughter process, samples are collected from the meat, which are subsequently subjected to analysis. During the reporting year, a total of 54 analysis bulletins were produced, which essentially contributed to ensuring and maintaining the quality and safety of the products offered by the company.

## TRANSPORT OF BIRDS

(GRI 13.11.1)

### OUR PRIORITY IS TO ENSURE SAFE AND COMFORTABLE TRANSPORT FOR BIRDS.

Although the legislation allows the transport of birds to be done up to 8 hours, our goal is to avoid transporting chicks over distances of more than three hours to the destination slaughterhouse. This ensures that injuries and stress caused by environmental factors such as noise and extreme temperatures are avoided. Due to the strategic location of all farms, the maximum distance traveled is three hours, and the shortest distance traveled by chickens is less than 10 minutes to the destination slaughterhouse.

Farms	Shipping time*
51,8 %	<10 min
24,2 %	10 - 30 min
20,3 %	30 - 60 min
3,4 %	2 - 3 ore

\*the legislation provides for transport times of up to 8 hours

Our team of drivers consists of experienced professionals, qualified in animal transport. Our drivers are trained in accordance with the best practices and standards in animal welfare, fre-





quently taking courses on the physiology and recognition of the behaviour of the puppies to ensure comfort and suitable conditions for the puppies during transport. They understand the specific needs of birds and apply appropriate methods and techniques to minimize any discomfort or stress during their journeys. Additional measures are applied depending on the weather conditions, with the chickens protected from moisture at all times, so the driver can adjust the side tarpaulins if necessary to avoid cold or injury caused by a slippery surface. Our welfare procedures for receiving live animals require that they be placed in specially designed rooms, called „calming zones”, provided with controlled temperature in which the birds spend up to an hour in order to eliminate the stress accumulated during transport.

Our staff is trained on animal and veterinary welfare to ensure ethical, suffering-free slaughter for our birds.

By implementing these rigorous policies, we ensure that the birds raised within our company benefit from the best animal welfare conditions throughout their lives, being an example for our sector. Our company:

## SLAUGHTERING BROILER CHICKENS

(GRI 13.11.1)

**WHEN WE SLAUGHTER CHICKENS, WE STRICTLY ADHERE TO ETHICAL AND HUMANE PROTOCOLS.**

- ♥ It sets high standards by protecting animal welfare throughout the value chain so that the conditions for raising chickens exceed the welfare standards imposed by legal regulations.
- ♥ Is consistently involved in achieving excellence in management practices regarding bird welfare on its own farms, and best management practices include:
  - providing optimal comfort and shelter for the chickens,
  - Giving the chicks the opportunity to move freely, to prevent any disease and promote healthy growth.
- ♥ It has built-in food safety and transparent traceability.



# COMMUNITY

(GRI: 203, GRI 413, GRI 415)

**4.48 mill. lei**

Total value of sponsorships

**41 organizations and entities**

supported by the TRANSAVIA Group in 2023

**3 priority areas:**

Education, Health, Sport

## POSITIVE IMPACT FOR COMMUNITIES

(GRI: 203-2)

### SUSTAINABLE DEVELOPMENT GOALS:



One of the ethical principles that guide the way we act is that through everything we do, we aim to contribute to the economic and social development of the communities in which we operate: through the investments we make, by attracting employees from the community and through projects with a positive impact that we carry out in the field of education, health and sport.

### WE ARE DETERMINED TO CONTRIBUTE TO THE POSITIVE DEVELOPMENT OF THE COMMUNITIES IN WHICH WE OPERATE.

We are determined to contribute to the positive development of the communities in which we operate. Even if our material impact in the area of social sustainability lies mainly in the quality and safety of the products offered, in the jobs created and the respect we show to our employees and collaborators with whom we work, we are also involved in projects that generate a positive impact at the level of the communities in which we operate. We are engaged in an active dialogue with multiple stakeholders, who have a deep understanding of the community's needs and are able to intervene appropriately. We act responsibly and are actively involved in community and social investments, prioritising areas such as education, health and sport. At the same time, we support the development of local communities and promote environmental protection. We ensure that the initiatives we support are fully consistent with the ethical and professional principles of our Code of Ethics and aim to contribute to the achievement of the Sustainable Development Goals set by the United Nations. The stakeholders we work with to generate a positive impact in the community include associations and foundations, schools and universities, local public authorities. Every year we invest funds and trust in projects that can improve and contribute to increasing the quality of life of people and the communities they are part of. In 2023, we directed **4,482,035 lei** to support projects in health, education and sports, collaborating with **41 organizations and entities** in the social, medical, educational, sports, university and public institutions fields, as well as supporting medical expenses for the treatment of 9 individuals. The involvement in the community was achieved both directly and through the TRANSAVIA Foundation.

# EDUCATION

**EDUCATION IS THE ESSENTIAL FOUNDATION FOR BUILDING A PROSPEROUS AND SUSTAINABLE FUTURE OF THE COUNTRY.**



- BABEȘ BOLYAI UNIVERSITY
- CULTURAL RESEARCH ASSOCIATION „PETŐFI SÁNDOR“
- PETRO AQUA ASSOCIATION OF ECOLOGY AND FLOOD INTERVENTION
- ASSOCIATION FOR JOURNALISM AND COMMUNICATION



Through our active involvement in promoting education, we want to contribute to the formation of a generation of well-trained, creative and responsible young people, capable of facing the challenges of the future. We support projects and initiatives that promote equal access to quality education and the development of essential skills and support educational institutions in their efforts to create an environment conducive to learning and continuous development. At the same time, we are involved in educational activities on environmental protection, healthy nutrition, discouragement of food waste. We support the training of new specialists and we run partnerships (UASMV Cluj) and programs through which animal husbandry students can come for practice in our facilities, respecting a well-established calendar and very strict rules.

Started in 2019, the “YOUR PROFESSIONAL PARTNER” project brought a new approach to vocational counseling for students and parents in Alba County. TRANSAVIA joined from the beginning alongside economic operators such as Bosch Automotive, Star Transmission & Star Assembly, Marinex, Pehart Tec Group, and VCST Automotive Production Alba. In partnership with the Alba County School Inspectorate, the Alba County Resource and Educational Assistance Center, and “1 Decembrie 1918” University of Alba Iulia, significant efforts were made to raise awareness of the importance of pursuing an educational path focused on learning a trade. Throughout 2023, we continued participating in meetings with local communities in Alba County, providing career counseling for students and parents. We were also present at the Educational Offers Fair (May 11-12, 2023), a promotional event for technological education offers in Alba County, where technical high schools preparing the future workforce in various qualifications and companies presented their fields of expertise. We engaged with middle school students preparing to continue their educational journey after the eighth grade and with parents seeking guidance on career paths that could secure future employment for their children. The project was awarded at the 2023 “Best of Business” Gala by the Alba County Council.



# HEALTH

**HEALTH IS AN AREA OF GREAT IMPORTANCE, TO WHICH WE PAY SPECIAL ATTENTION.**



- NEUROSURGERY MEDICAL SOCIETY ASSOCIATION 2005
- ORGANIZATION OF MEDICAL STUDENTS IN CLUJ
- AMECRO ASSOCIATION OF ONCOLOGISTS



We know very well that well-being and quality of life are closely linked to health. For this reason, we get involved and collaborate with medical units, associations and foundations that, through their projects, promote prevention, the development of innovative medical solutions or support for those with health problems. In addition to these, we covered medical expenses for the treatment of 9 people.

# SPORT

## WE PROMOTE AN ACTIVE LIFESTYLE, BY SUPPORTING SPORT AND MOVEMENT FOR A HEALTHIER COMMUNITY.

We collaborate with associations and foundations that run programs for all ages, especially for children and young people, to improve physical condition and have a positive impact on mental health and personal development. As part of our commitment to attracting young people to exercise, Theodora Golf Club has supported the promotion of sport among children, implementing a special category of awards dedicated to children in the golf competitions it has organized. At the same time, through our club policy, we offer free access to children up to 10 years of age of club members, thus encouraging them to discover the beauty and practical benefits of golf and sport in general.



- TENNIS CLUB SUN" ASSOCIATION
- CARPATHIAN SPORTS CLUB ASSOCIATION
- CURLING CLUB BUCHAREST

To promote movement among children, in 2023 we invested in a modern and safe playground, inside Theodora Golf Club, which encourages children to enjoy recreational activities in a fairytale atmosphere. With an area of approximately 400 square meters, it includes a special area for children between 2 and 4 years old, with equipment that supports the development of coordination and balance, such as arched figurines and double rocking chairs. The area is completed by a sand pit with shading system, intended for role-playing and the development of fine motor skills. For children between 3 and 12 years old, the park offers equipment to boost balance, muscle strength and coordination, including slides, swings, climbing structures and a zip line. In addition, the „frog's nest" carousel offers a relaxation space, ideal for moments of tranquility and rest in case of over-stimulation. This project supports our goal of creating a recreational and safe environment that supports children's physical and social development.



ENVIRONMENT

*Well Made in Romania*



# ENVIRONMENT

## WE ARE COMMITTED TO MINIMIZING OUR IMPACT ON THE ENVIRONMENT.

We are committed to minimizing our impact on the environment. We act responsibly and make continuous efforts to improve and optimize our activities. We take measures for environmental management, through which we contribute to the preservation of natural living conditions for future generations.

In 2023 there was no transition/emission reduction plan, in line with the requirements of the ESRS standard. However, we have been concerned with the requirements of the new reporting standards, in terms of climate change and resource use and the circular economy, as defined by the ESRS requirements. We have taken concrete actions in terms of energy efficiency/renewable energy, waste management and water management. Starting from the main risks associated with *Climate Change and Resource Use in the Circular Economy*, identified following the double [materiality analysis](#) we will reveal relevant environmental aspects for the reporting period using GRI standards. TRANSAVIA's environmental strategy will be complemented for future reporting with policies, objectives (targets) and an emissions transition/reduction plan, in order to align with the new requirements of the ESRS standards.

Reducing our impact on climate change is a key priority in our sustainability strategy. As a market leader, TRANSAVIA has the scale and capacity to make a positive impact towards environmental protection and sustainable development. We invest in innovative solutions to minimize the carbon footprint and reduce the consumption of natural resources, promote circular production models that support long-term sustainability, initiate dialogue and collaborate with various stakeholders to identify

## SUSTAINABLE DEVELOPMENT GOALS:



and implement environmental best practices across the value chain, *from grain to fork*. Our concern and vision for protecting the environment, reflected in our commitments, are also shared by our stakeholders, who have placed water and waste management and energy efficiency among the most important material topics.

Status: Achieved | Substantial Progress | Additional Effort Required | Canceled | New

SPECIFIC TARGETS 2030 (vs. 2020)	STATUS 2023
Reducing indirect greenhouse gas emissions from medium combustion plants - NOx by 50%, compared to the maximum value accepted at the reference date, by 2030 (Scope 1).	In 2023, the reduction in NOx concentration compared to the maximum accepted reference value by 2030, on average for medium combustion plants, was 37%.
Zero total dust emissions in poultry meat processing and preservation activities, as well as in the manufacture of meat products by 2030 (Scope 1).	In 2023, the reduction in total dust concentrations compared to 2022 was 66.7%.
Reduce the amount of direct greenhouse gas emissions - CO2 by 431 tons by recycling packaging waste, by 2030 (Scope 1 and 2).	In 2023, 838.05 tons of CO2 were reduced from packaging waste recycling, more than 96% more than in 2021.
Increase the share of electricity from green and renewable sources by 2030 (Scope 1 and 2).	In 2023, we completed the implementation of the green energy project with photovoltaic panels in all our units. Energy produced by the panels in 2023: 15,709.12 Mwh. CO2 removed: 6,338.12 tons.
Minimise waste quantities by 50% of the slaughtering stream, by 2030 (Scope 1).	In 2023, the amount of waste recovered was 99.4%.
Minimise the amounts of waste from the poultry farming stream by 50%, by 2030 (Goal 1).	In 2023, the amount of recycled waste was about 22% higher than in 2022.

**ZERO environmental sanctions**

**ZERO pollution accidents**

**838.05 tons of CO2** reduced by recycling packaging waste

**97.14% - 99.41%** degree of waste recovery depending on activities and region

**15.7 MWP installed power** through photovoltaic panels in 2023

Our ability to lead the industry in decarbonisation and waste reduction gives us a competitive advantage in adapting to new standards, while helping to mitigate financial and reputational risks.

We focus on reducing our environmental impact by continuously identifying and addressing environmental risks, thus helping to strengthen the company's sustainability. We are constantly considering measures to comply with the obligations to comply with the legal requirements in the field of environmental protection and ensuring sustainable production throughout the integrated production chain. Our actions are based on the Environmental Management System (EMS), according to the requirements of SR EN ISO 14001:2015 (internationally recognized standard for environmental management standards), which complies with legal requirements, internal policies and standard operating procedures. Through the Environmental Policy and the Environmental Management Plan, we aim to meet the environmental requirements and increase and improve the environmental performance. Strategic management is concerned with the entire environmental issue, pursuing, through EMS, the continuous improvement of waste management, increasing energy efficiency, saving water and wastewater management, reducing emissions throughout the value chain and reducing food waste, from grain to fork. The Environmental Director and those responsible for environmental protection, qualified according to the specifics of the installation based on studies on environmental protection, carry out the awareness and training of the staff in all sectors of activity.

We comply with and comply with the provisions of the integrated environmental permits we hold. Annual [Environmental Reports](#) are prepared annually and sent to the authorities. We are concerned with identifying, anticipating, taking into account potential risks and adopting measures to avoid/minimize their effects. We permanently monitor the technological flow to increase the efficiency of the means of depollution. In 2023 there were no environmental sanctions and no pollution accidents (GRI 307-1).

## ENERGY EFFICIENCY

(GRI 302)

In the analysis of energy efficiency, we distinguish as energy sources electricity and natural gas (main sources used in the production flow) and fossil fuels used by the own fleet (Scope 1 and 2) (GRI 302-1). We do not have data on consumption outside the company (Scope 3) (GRI 302-2).

As far as energy efficiency is concerned, we have concerns in all chapters: absolutely all our production spaces are energy efficient, they are well built, well insulated, with central ventilation and heating systems, with economical lighting, so that we have energy consumption as low as possible. Due to the efficiency actions taken, the energy consumption per unit of product, both in the case of the slaughterhouse and the FNC, where the heat treatment for Salmonella decontamination is applied, falls under the BREF recommendations between 0.152 – 0.86 MWh/to and 0.12 MWh/to respectively (GRI 302-3). During the period under review, there were no reductions in the energy requirements of the products (GRI 302-5).

We report the energy consumption data (electricity, gas and fuel), according to the regulations in force (Law no. 121/2014 on energy efficiency, with subsequent amendments and completions (aligned with European directives and regulations), to the National Energy Regulatory Agency (ANRE). The evaluation data indicate a 13% improvement in energy intensity (Toe / thousand lei) compared to 2022 and 24.5% compared to the reference year.

We use natural gas to produce steam to ensure the technological flow, to heat the spaces intended for poultry breeding but also to heat the administrative spaces. The increase in the size of the business led in 2023, according to the data held for the analyzed period, to a 12.8% increase in the natural gas used compared to the previous year. For comparability, we analyzed the reference sample that includes the Chicken Meat Processing Plant (FPC), the Compound Feed Factory (FNC), the head office and poultry farms. The results indicate that by streamlining the processes, there was a decrease in the consumption of invoiced natural gas of 33% (-32,113.37 MWh) compared to 2022.

As a result of the development and growth of the business, during the reporting period we recorded a 12.28% increase in total energy consumption compared to 2022. However, as a result of the completion of the implementation of the green energy project with photovoltaic panels at all owned units, we generated 15,709.12 MWh, contributing to the elimination of 6,338.12 tons of CO2 (GRI 302-4).

We do not have data on fuel consumption for the commercial fleet and passenger transport (company cars) for the reporting period. However, we mention that we have reduced the number of kilometers traveled and the amount of fuel and consumables as a result of the efficiency of the delivery routes.



### The SUSTAINABILITY PROJECT OF THE YEAR: ENVIRONMENT trophy,

obtained by TRANSAVIA at the 18th edition of the Business Review Awards Gala, recognizes the company's efforts towards sustainability and sustainable development, as well as the innovative elements it has integrated, from the grain to the fork, to have a **positive impact on the environment** and to ensure **A greener future for the next generations.**



# RESOURCE USE AND CIRCULAR ECONOMY

## THE ADOPTION OF THE PRINCIPLES OF THE CIRCULAR ECONOMY, DESCRIBED IN THE EUROPEAN TAXONOMY REGULATION (EU) 2020/852, ALSO BRINGS OPPORTUNITIES TO REDUCE COSTS AND RISKS,

but also to innovate in processes and products, so that they meet the increasingly stringent requirements on sustainability. In 2023, our company carried out activities with a material impact in the field of waste reduction and optimization of the use of resources by reintegrating them into the economic circuit, thus avoiding traditional disposal methods such as storage or incineration.

# WASTE MANAGEMENT

(GRI 306)

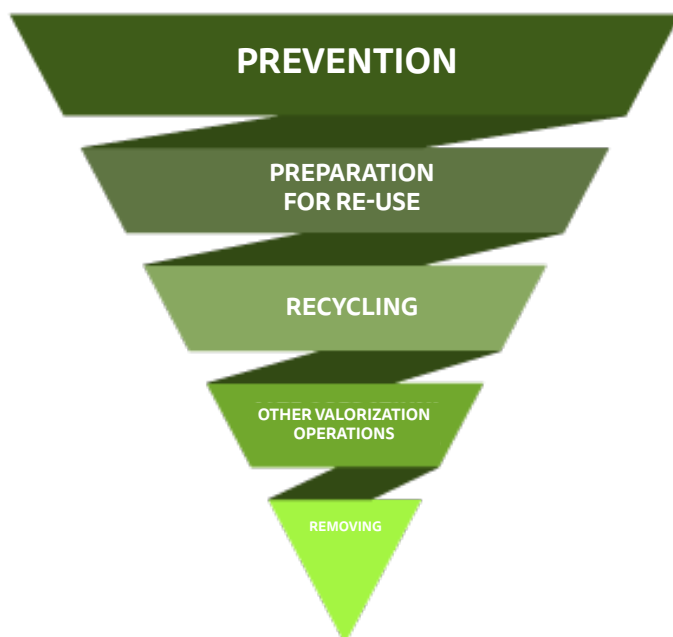
## OUR COMMITMENTS TO WASTE MANAGEMENT HAVE BEEN AMBITIOUS FROM THE BEGINNING.

TRANSAVIA has implemented an Environmental Management System, according to the requirements of the international standard SR EN ISO 14001:2015. The company has established an Environmental Policy through which it assumes the implementation of the principle of sustainable development and owns and implements an Environmental Management Program through which the environmental objective is also established, namely „improving waste management“. The actions established and undertaken to achieve this objective were carried out, for 2023, in a proportion of 100% for all 7 measures established. According to the „Waste Prevention and Minimization Program“, the waste management system within the company is based on the principle of prevention and minimization of types and quantities of waste (GRI 306-2).

We aim to manage waste responsibly, both in our own activities and upstream and downstream of our activity. Our ZERO-loss

policy also means capitalizing on everything we can so that we practically do not generate waste. The company's main measure in terms of waste management is to comply with the principles governing the entire activity on environmental protection set out in GEO no. 195/2005 on environmental protection, with subsequent amendments and completions and in GEO no. 92/2021 on the waste regime. We focus on the precautionary principle in decision-making, correlated with the principle of using the best available techniques and prevention that aims to avoid waste generation and minimize it. We are aware that „the polluter pays“, an aspect associated with extended producer responsibility. In order to facilitate the reduction of waste quantities, increase recycling and reduce the consumption of raw materials and consumables, we follow the principle of preventive action and sustainable development and sustainably use natural resources. We increase the quantities of waste recovered, recovered and dispose of it without significant impact on the environment. We are concerned with the preservation and improvement of the health conditions of the environment and the population (GRI 306-2).

Through the waste management we carry out, we measure the waste streams in each work point, having waste management registers. On all sites, we have organized spaces specially designed for the selective collection of the waste generated. We comply with the legal requirements in the field, protect natural resources, minimize the quantities of waste disposed of by final landfill, reduce the costs for the disposal of the waste generated, contribute to maintaining the regeneration capacity of the resources offered by the natural environment and find solutions to support and improve the natural environment (GRI 306-1). In all our actions we aim to apply the waste hierarchy, namely: prevention, preparation for reuse, recycling, other recovery operations (e.g. energy recovery), disposal (GRI 306-1).





The operational processes are carried out through specific activities differentiated by sequences and subsequences (GRI 306-1), depending on the activity profile (poultry breeding, poultry meat processing and preservation, manufacture of poultry meat products, manufacture of compound fodder, cereal cultivation). For our activities, we report waste management to the County Environmental Protection Authorities.

As for poultry farms, specially designed spaces are organized on the sites for the selective collection of the waste generated. All categories of waste produced are collected separately and handed over to authorized economic agents. The delivery of waste is accompanied by documents, loading-unloading and/or shipment forms, weighing receipt, and, where required, also by the approval form for the transport of hazardous waste over one ton/year. The waste handed over is transported, stored, recovered, recycled or disposed of only by authorized economic operators. On a monthly basis, the waste management record sheets are drawn up and verified (GRI 306-2, 306-5), according to GD no. 856/2002, by the designated personnel within the work point, respectively by an environmental manager and/or waste management specialist within the company, certified. All documents are kept and archived according to legal requirements for a period of 3 years (GRI 306-1). We monitor the types of waste generated according to the waste codes stipulated in the regulations. Waste that cannot be processed internally is transported for recovery and/or disposal by authorized economic operators, based on the concluded contracts (GRI 306-2, 306-5).

In the case of the processing and preservation of poultry meat (slaughterhouse and related activities such as wastewater treatment resulting from the activity, car washing, storage of fuel necessary for machinery and equipment and recycling of animal by-products that are not intended for human consumption), we comply with the rules provided by Regulation (EC) no. 1069/2009 of the European Parliament and of the Council of 21 October 2009 and repealing Regulation (EC) no. 1774/2002 for the disposal or recycling of animal by-products that are not intended for human consumption. Our waste management system is based on the principle of preventing and minimizing types and quantities of waste. We are also concerned about increasing the share of recyclable, reusable or industrially compostable packaging in the total volume of packaging we use. At the same time, another aspect that concerns us is to support the reduction of food waste, both in households, for which we carry out consumer education and awareness campaigns, and along the entire production chain. We ensure [efficient management of chicken feed](#) and capitalize on all resources, optimizing each stage of the process to minimize losses and maximize product quality. We strive to generate value from all components of production, moving towards a responsible and sustainable use of resources and supporting a circular model of economy. Thus, through our ZERO-loss policy, we have a circular approach to technological waste (SNCU animal by-products).

The used litter, mixed with manure from birds, is collected in our warehouses where it is temporarily stored for stabilization, a mandatory step before its use as organic fertilizer for crops on our vegetable farms. To support the manure maturation process, major investments were made in 2023 for the arrangement of new storage platforms, with an area of 10,070 sqm, and for the

rehabilitation of existing platforms, covering 6,600 sqm. Thus, the total storage area increased by more than 100%, reaching approximately 16,700 sqm.

In 2023, one of the main priorities was the careful management of organic fertilizer resulting from poultry farming activity. Approximately 88% of this fertilizer was used on the agricultural land managed by the company, through fertilization plans resulting from specific analyses, significantly contributing to the enrichment of the soil with essential nutrients. This allows us to use less mineral fertilizer and reduce greenhouse gas emissions. Also, also with the role of organic fertilizer, we have used, since July 2021, the sludge from some wastewater treatment plants belonging to the TRANSAVIA company. The storage of these sludges, until use, is carried out in authorized storage spaces owned by the company (GRI 306-4). In 2023, 66% of the amount of sludge generated in the Processing Plant and at the Oiejdea Poultry Slaughterhouse and 100% of the amount from the Bocşa Poultry Slaughterhouse were used in agriculture. For category 3 SNCU by-products, which are not intended for human consumption, full processing was ensured, resulting in a finished product used as raw material in other industries. In 2023, more than 16,000 tons of by-products were processed, generating approximately 12,000 tons of finished product.

The organization of the production flow complies with the sanitary-veterinary requirements both for each section and for the slaughterhouse as a whole. The equipment and machinery are new and correspond to the standards imposed by the E.U. For the most efficient recovery of protein and fat, we have protein flour stations where we perform different baking and sterilization processes for each of the by-products resulting from various technological processes (for example: eggshells, organs, feathers and blood) that we collect separately. The resulting products are then used by partners in the country or abroad.

In 2023, the focus on efficiency and strict implementation of waste management increased the recovery rate of waste from poultry farms to 99.16%, limiting the disposal rate to between 0.58% and 1.38%. At the level of slaughter, the recovery percentage remained at the same level as the previous year, respectively at 99.41%. As for the processing plant, the percentage of waste recovery was 87.6%, up by 2.5 pp compared to the previous year (GRI 306-3, 306-4). In order to fully capitalize on category 2 by-products not intended for human consumption, the construction of a new protein flour processing plant (with commissioning in 2024) was started in 2023, which will allow the recovery of 100% of animal tissues.

The Combined Feed Factory has as its main activity the manufacture of preparations for chicken feed. At the same time, there are related activities and services such as storage, technical testing and analysis activities, maintenance and repair of motor vehicles, related services activities for land transport. The degree of recovery of waste resulting from this work site during the reporting period was 67.7%, up 5% compared to the previous year, and the disposal rate was 30.5%, down from the previous year (GRI 306-3, 306-4). In three of the four Vegetable Farms owned, the degree of recovery of the resulting waste was between 76.9% and 96%. Although the amount of waste generated in the fourth vegetable farm registered a significant annual decrease, reaching 6.05 tons, the recovery rate was only 25.94% (GRI 306-3, 306-4).

# REDUCTION OF POLLUTANT EMISSIONS

(GRI 305)

**IN 2023, TRANSAVIA CONTRIBUTED TO REDUCING THE AMOUNT OF CO2 EMISSIONS BY 838.05 TONS OF CO2, UP BY ABOUT 27% COMPARED TO 2022, BY RECYCLING PACKAGING WASTE**

(according to the Certificate of Calculation of Reduced Carbon Dioxide Emissions issued by FEPR A S.A., the body to which the company transferred the extended producer responsibility). The calculation methodology carried out by FEPR A S.A. aims to calculate the reduction of CO2 emissions based on reasonable coefficients. The calculation coefficients were determined to take into account a number of criteria: energy consumption related to the extraction, processing, processing and use of virgin raw materials; the energy source used in the processes (coal, natural gas, oil, nuclear, hydro, wind, solar); the logistics and supply scheme; the modification of technological flows for the use of secondary raw materials. Based on the bibliography used, it was decided to use values close to the median of the data sets, except for the coefficients for „PET and other plastics” where a coefficient based on available values specific to Romania was used. The company has fulfilled and reported to the state authorities on an annual basis the objectives for the recovery and recycling of packaging waste provided in Annex no. 5 to Law no. 249/2015, through an organization that implements the extended producer responsibility in the field of packaging and packaging waste (O.I.R.E.P.) authorized by the Ministry of Environment, Water and

Forests, to which legal responsibility has been transferred under a contract for the implementation of extended producer responsibility obligations (GRI 305-1).

Tons	2020	2021	2022	2023
Reducing CO2 by recycling packaging waste	399,332	426,298	659,845	838,05



We hold a sustainability certificate issued by CHEP Romania indicating TRANSAVIA’s contribution to environmental protection. As a result of the rental use of pallets, we managed to reduce the waste generated by 1,781 kg and CO2 emissions by 22,508 kg, saving 19,020 dm3 of wood resources, the equivalent of 18 trees.

TRANSAVIA S.A. has contributed, through the recycling of its packaging waste, to the reduction of carbon emissions of:

**838,05 tone de CO2**



The equivalent of **37,712 trees** that breathe for 1 year



The neutralization equivalent of **6,446,280 km** driven by car



The equivalent of **3,047,149 kWh** saved

The CO2 offset coefficients and their equivalences in braziers, km, kWh are calculated based on public data provided by the EC (European Commission), EPA (US Environmental Protection Agency), IEA (International Energy Agency), UN (Department of Economic and Social Affairs)



The calculation method used in determining the quantities of pollutants emitted is based on the use of emission factors established by the MPA based on the EMEP/EEA 2019 and 2023 Guidelines. Emissions of pollutants into the atmosphere come from stationary sources, i.e. combustion plants. We do not have data on indirect energy emissions (GRI 305-2), other indirect greenhouse gas (GHG) emissions (GRI 305-3) and GHG emission reductions (GRI 305-5). As the company's activities do not fall under the EU ETS Directive, this is not the case for monitoring GHG emissions intensity (GRI 305-4) and emissions of ozone-depleting substances (GRI 305-6). The result of the quantities of TSP or PM10 pollutants do not exceed the maximum permissible values, according to the legal provisions on the Register of Pollutants Emitted, according to the EPRT Regulation.

As a result of the change by the competent authority of the emission factors, as well as the increase in the volume of operations by 35% compared to the reference year, there was an increase in the total quantities of pollutants emitted into the atmosphere at the NOx and SO2 indicators and in the absolute amount of TSP (Total Particulate Matter) compared to the reference year, is based.

Regarding the situation of emission concentrations from the combustion gases of thermal power plants, the data were extracted from the Test Reports made at the accredited laboratory. Thus, in the case of the Oiejdea Poultry Slaughterhouse, it is noted that for the reporting period, in which the increase in production compared to the reference year was 35%, an increase in the quantities of pollutants of only 27% was recorded. CO and SO2 concentrations were maintained at the level of the previous year, while NOx increased by 16% compared to 2022, but the level was about 3% lower than the reference year, standing at 62% compared to the value allowed by the legislation in force.

In 2023, the reduction in total dust concentrations compared to 2022 was 66.7%. At the same time, there was a reduction in the average value of the dust concentration by 48.61% compared to the previous year, standing at 96.5% compared to the maximum values allowed by the legal provisions in force. A positive evolution is noted in terms of reducing the concentration from the combustion gases of the FNC thermal power plant, where there is a decrease of about 24% in the quantities of pollutants estimated compared to the previous year. The evolution indicates a reduction of up to 79% of the NOx concentration and up to 98% of the dust concentration compared to the maximum legal permissible value. Also, there was a positive evolution of the situation of the concentrations of emissions from the combustion gases of the thermal power plants within the Meat Processing Plant, representing 65% for NOx and 91% for the concentration of dust compared to the maximum legally allowed values.

## WATER MANAGEMENT

(GRI 303)

**THE MEASURES TO MAKE WATER CONSUMPTION MORE EFFICIENT SUPPORT THE GOOD RESULTS WE ARE RECORDING.**

We use water supply equipment with recovery or low-consumption systems, as well as high-pressure and low-flow water pumps. We have sensor systems implemented at the sinks that serve the company's central administrative activity and in other important work points. We carefully monitor the monthly consumption in all work points to detect any losses.

By using high-performance equipment and modern technologies with low water consumption, a rational use of this natural resource is achieved in all our farms that are equipped with a watering system provided with nipples, specially designed to save water. This system helps to limit significant water losses, which could otherwise be wasted by falling into the litter, causing its degradation and the elimination of ammonia and carbon dioxide in the hall and implicitly in the atmosphere. We have equipped the halls where we raise the birds with computer systems that measure and monitor the water consumption on the farm, which allow us to track any deviation from normal water consumption to identify problems such as accidental leaks. Thus, we minimize and prevent additional water consumption.

TRANSAVIA uses water, both for technological flows and for hygienic-sanitary purposes, from underground sources but also from the centralized networks of some localities. The general and specific water management objectives are established by the Environmental Policy and the Environmental Management Program implemented, being monitored and updated annually. The objectives are established in correlation with the legal provisions: Water Law no. 107/1996, with subsequent amendments and completions, GD no. 188/2022, with subsequent amendments and completions, respectively NTPA 001 and NTPA 002, the updated management plan of the Mureş River Basin (GRI 303-1, 303-2). In 2023, the values imposed by the water management permits were complied with, with no exceedances (NTPA 001).

We rigorously control, in accordance with the best available techniques (Best Available Technics / Technologies BAT) the supply of drinking water in the technological processes we carry out, from cereal cultivation, compound feed manufacturing and poultry breeding, to slaughtering and processing of products, but also in administrative activities (office, maintenance of green spaces). In order to monitor the quantities of drinking water used, water meters are installed, checked and maintained at all work points for correct metering of consumption. Drinking water suppliers and/or licensed public operators verify the correctness of the data and bill the water consumption monthly (GRI 303-5). As regards the monitoring of the consumption of drinking water from underground sources, the water management authority verifies the authorized and used water consumption by two methods, through annual inspections that also aim to periodically receive the amount of water used from the underground source. At the same time, monthly reports are sent to the authorities and monitoring the quality of the effluents of the treatment plants is carried out by them. The impacts on surface and groundwater bodies are monitored and tracked together with the water management authorities, respectively the Water Basin Administrations (ABA Mureş, ABA Banat, ABA Olt) and the National Agency for Land Improvements (Sibiu, Caraş-Severin, Timiş County Branches). The frequency of monitoring varies from one county authority to another, being quarterly, half-yearly or annually. Based on the results obtained from the monitoring of effluents, the quantities of pollutants discharged into the outfall are calculated, both by the authorities and by TRANSAVIA. For the discharge of wastewater quantities into the outfall, specific contributions are paid to the authorities, established by the legal provisions in the field.



Following the evaluation of the projects submitted by a jury made up of specialists in environmental and sustainability issues, TRANSAVIA received the „**Excellence in Water Consumption Management**“ award, at the Green Report 2023 Gala.

## BIODIVERSITY

(GRI 304, GRI 13:13.4)

**ALTHOUGH BIODIVERSITY (SDG12) WAS BELOW THE THRESHOLD SET FOR MATERIAL TOPICS ACCORDING TO THE ASSESSMENT METHODOLOGY, WE RECOGNISE OUR FOOTPRINT AND IMPACT AND THEREFORE ACT TO PROTECT IT. FOR THIS REASON, WE HAVE INTRODUCED THE ANALYSIS OF THIS TOPIC USING THE GRI 304 STANDARD IN THE REPORT.**

The consumption and exploitation of water resources are monitored monthly, for each work point and type of consumption. As a result of the increase in production efficiency, the total volume of water consumed decreased by 60% compared to 2022, while the volume of treated water discharged increased by 11%. Regarding water discharge, there were no exceedances of the maximum permissible values, provided by NTPA 001 and in the water management regulatory acts (GRI 303-4) either.

We do not have data for the exploitation / sampling of water (GRI 303-3). In order to monitor the impact on the environment, monitoring required by the authorizations held and self-monitoring are carried out with RENAR accredited environmental laboratories, but also with its own laboratory. The frequency of monitoring is established by the regulatory act, and the methods used are the standard and instrumental ones, respecting the required authorization method and the accredited method of the Laboratory (GRI 303-1). Following the analysis of the physicochemical parameters (pH, MS, BOD5, CCO-Cr, NH4, NO3, NO2, total N, total P, detergents, extractables, dry filterable residue) for the effluents of the wastewater treatment plants, it was found that, for the reference period, the annual average concentrations for all the indicators followed recorded values significantly lower than the maximum allowed limits (GRI 303-1).

For the slaughterhouse activity, which represents 63% of the total water used on the site, the analysis carried out for the reference period indicates a specific water consumption per unit of product that falls within the limits provided by Best Available Technics/ Technologies (BAT): 5.07 – 67.4 cubic meters/to. The evaluation of the total water consumption - (for technological, production, hygienic-sanitary use, maintenance of green spaces, etc.) indicated that in 2023 for about 40% of the poultry farming activity there is a reduction in the average monthly water consumption by about 13% compared to the reference year<sup>1</sup>. Regarding the Meat Processing Plant, there was a decrease of about 11% in water consumption compared to the reference year, and at FNC the consumption remained the same.

TRANSAVIA owns a number of 4 vegetable farms whose main activity is the cultivation of cereals, the cultivated lands being managed by the company based on lease contracts concluded with individuals (GRI 304-1). TRANSAVIA's activities are not likely to negatively influence the conservation status of spontaneous flora and wildlife, as well as of natural habitats of Community interest in the area of protected areas (GRI 304-2). 100% of the land we own or manage in order to obtain the raw materials for the manufacture of our feed is carefully selected and does not come from deforested areas. We have a firm commitment to sustainability and environmental protection, and this is reflected in our policy of not contributing to the destruction of forests through our work (GRI 13:13.4).



<sup>1</sup> [ For comparability, water consumption for 16 poultry farms was analysed, the same number as in the reference year.]

On the entire cultivated area of about 10,000 ha, we are very attentive to all aspects, from sowing to harvesting. We carefully select seeds from varieties that best suit the nutrient needs of chickens. We periodically inspect crops and apply treatments according to the life cycle, with care to combat pests or diseases, with products that do not affect the bees. We use a complex of organic fertilizers resulting from the composting of hall manure, which helps to increase the level of humic acid in the soil and, basically, to regenerate and maintain soil fertility. Our company strictly complies with all the regulations in force regarding the administration and incorporation of natural fertilizers into the ground, with the advance information of the local authorities and communities, during the spreading period, which, according to the Norms of Good Agricultural Practices, runs from March to November). We remind you that poultry manure has the lowest humidity in the entire category (compared to sheep, cattle, etc.). However, in isolation, there may be a minor olfactory discomfort that is felt only locally and only temporarily.

Within our company, technological waste (a mixture of chopped straw and poultry manure) is collected, treated under well-defined conditions and temporarily stored in warehouses or platforms regulated by the Code of Good Agricultural Practices, in order to stabilize, a mandatory step before its use as organic fertilizer for crops in our vegetable farms. We use this organic fertilizer, more environmentally friendly, according to the needs of the soil, which our specialists evaluate following specific analyzes. This allows us to use less mineral fertilizer and reduce greenhouse gas emissions. During the reference period for the fertilization of the cultivated soil, we also used the protein flour produced in our facility from the processing of technological waste (SNCU animal by-products) from our farms and production facilities, which has a superior nutritional intake (contains

nitrogen and amino acids from the processing of animal tissue waste (waste code 02 01 02). Facial, we intervene with synthetic products for which we strictly comply with the legislation on the quantities allowed for administration on soils/crops according to the best applicable techniques.

One of the Vegetable Farms owned is located in the commune of Aiton, Slovakia county. Cluj, on land that overlaps the protected area ROSC10238 Suatu-Cojocna-Crairât, declared a site of community importance based on the Order of the Minister of Environment and Forests no. 2387/2011, amending the Order of the Minister of Environment and Sustainable Development no. 1964/2007 on the establishment of the protected natural area regime of sites of community importance, as an integral part of the European ecological network Natura 2000 in Romania. The ROSC10238 site included 3 sites previously designated by the Order of the Minister of Environment and Sustainable Development no. 1964/2007, namely: ROSC10238 Suatu-Ghiriș, ROSC10017 Căian and ROSC10261 Valea Florilor. At present, the site has an area of 4,146 ha and partially overlaps, with 170.44 ha, over ROSPA0113 Cănepiști and over the Suatu I and Suatu II nature reserves. As a whole, the site is a collection of polygons of mesoxerophilous steppe grasslands and Transylvanian xerophilic grasslands on steep slopes consisting of habitats 6240\* and 6210\*, alternating with mesophilic meadows of pratostepic type and silvosteppe continental oak and holm oak forests corresponding to habitat 910\*. For the activities carried out in the two agricultural lands of approximately 119 ha, which overlap protected or restored areas, our company has a regulatory act issued by ANANP no. 234/11.05.2023 and complies with the rules, according to the applied legislation (GRI 304-1, 304-3). In the areas exposed to the operations, there are no habitats of the IUCN Red List species or the species of the National Conservation List (GRI 304-4).



OTHER  
INFORMATION

*Well Made in Romania*



## DISCLAIMER

To the best of our knowledge and in accordance with applicable accounting principles, the financial and non-financial statements presented provide a true and accurate picture of the results of TRANSAVIA's operations, including a fair analysis of the development, performance and results of the business, as well as our position in the economic landscape, together with a pertinent description of the main opportunities and risks associated with development.

Sântimbru, Alba County, Romania, September 17, 2024  
TRANSAVIA management

## CREDENTIALS

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## CONTACTS

CORPORATE COMMUNICATION



[relatii publice@transavia.ro](mailto:relatii publice@transavia.ro)

0040 744 544 844

[www.transavia.ro](http://www.transavia.ro)

## OUR SUSTAINABILITY REPORTS:



## TRANSAVIA ON SOCIAL MEDIA:



# ANNEXES

*Well Made in Romania*





# ANNEX - KEY MOMENTS IN THE DEVELOPMENT OF TRANSAVIA (GRI 2-1)

Over 33 years of experience best describe the company's evolution. Founded in 1991 by Dr. Eng. Ioan Popa, TRANSAVIA soon became the leader of the poultry market in Romania.

## BEGINNINGS: 1991-2000

- **1991:** Dr. Eng. Ioan Popa establishes TRANSAVIA, acquiring a former C.A.P. for breeding cows and transforming it into a broiler farm.
- **1992-1995:** The company acquires 3 farms.
- **1996:** TRANSAVIA commissions its first slaughterhouse.

## FIRST STAGE OF BUSINESS EXPANSION AND FIRST STEPS TO EXPORT: 2001-2006

- **2002:** The company acquires the compound feed plant.
- **2003:** TRANSAVIA concludes a first stage of business expansion, acquiring and modernizing 4 farms in Alba County.
- **2004:** The company commissions a new slaughterhouse, with a total annual capacity of over 50,000 tons of meat.
- **2005:** TRANSAVIA obtains the export authorization for its products and inaugurates a poultry farm in Unirea II, Slovakia county Alba.
- **2006:** The company obtains the title of SUPPLIER OF THE ROYAL HOUSE OF ROMANIA.
- **2006:** TRANSAVIA inaugurates a new poultry farm in Gligorești, Slovakia county. Alba, as well as one in Miercurea Sibiului, Alba county Sibiu.

## THE STRONGEST BRAND ON THE MARKET: FRAGEDO: 2007-2008

- **2007:** The company launches the *Fragedo* brand, which will become the strongest brand in the poultry meat market.
- **2007:** The company expands its operations in Brasov County, acquiring Avicola Brasov.
- **2008:** TRANSAVIA inaugurates the meat processing plant and includes in its portfolio 3 new brands of chicken preparations: *Papane, Ella Bella and Frateus*

## FROM BOB TO FORK: 100% VERTICAL INTEGRATION: 2009-2011

- **2011:** -The company establishes the Vegetable Division which has 4 farms in Alba and Cluj counties, with a cultivated area of 10,000 ha of land.

## SECOND STAGE OF BUSINESS EXPANSION: 2011-2019

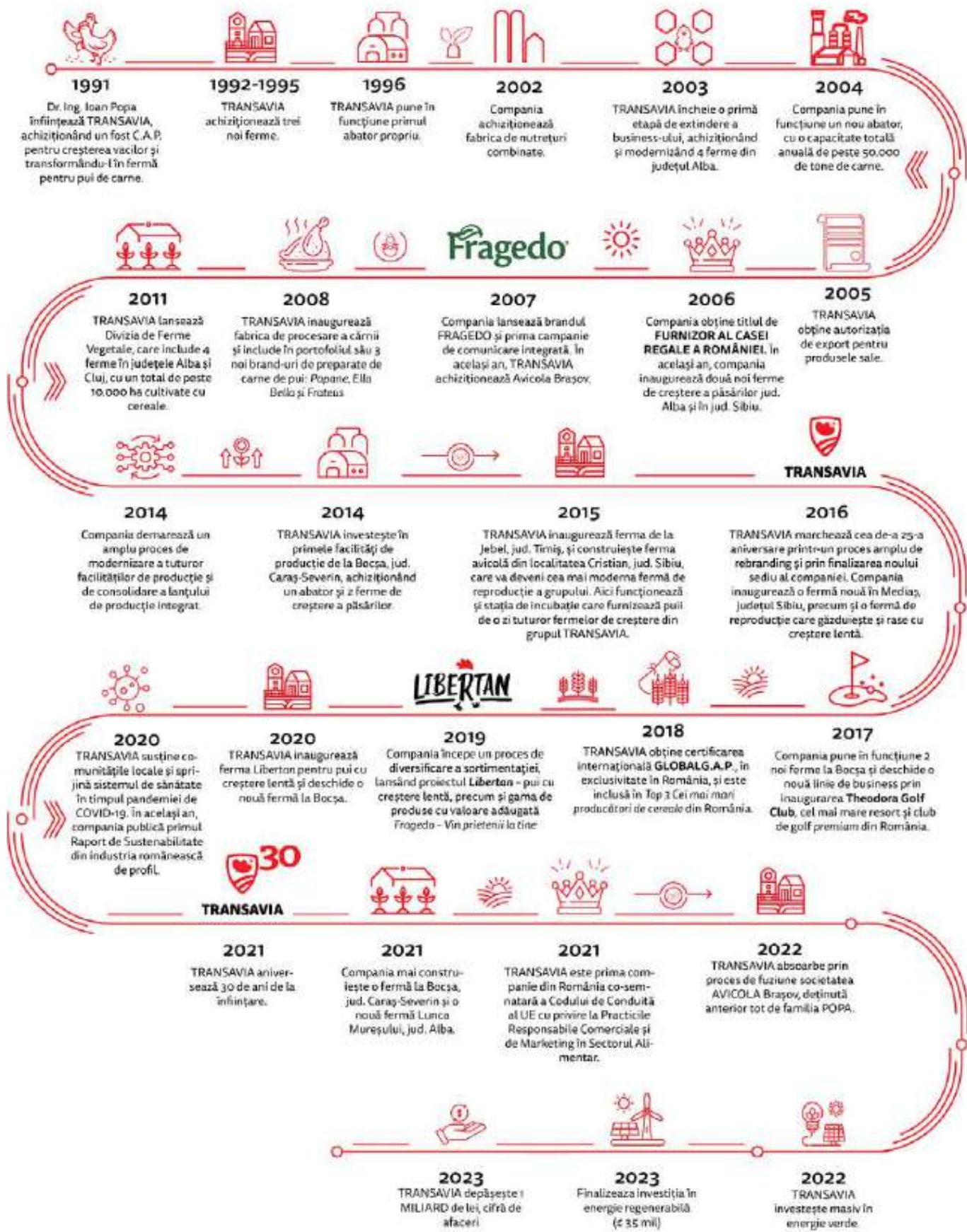
- **2014:** The company starts an extensive process of modernization of all production facilities and consolidation of the integrated production chain.
- **2014:** TRANSAVIA invests in the first production facilities in Bocșa, Slovakia county. Caraș-Severin, acquiring a slaughterhouse and 2 poultry farms. The company will add to its portfolio, in this area, 4 more farms by 2021.
- **2015:** TRANSAVIA builds the poultry farm in Cristian, Constanta county. Sibiu, which will become the most modern breeding farm of the group. The hatchery that supplies day-old chicks to breeding farms also works here.
- **2015:** The company inaugurates a new poultry farm in Jebel, Slovakia county. Timiș.
- **2016:** TRANSAVIA inaugurates in Mediaș, county. Sibiu, a poultry breeding farm and a breeding farm, including for slow-growing breeds.
- **2017:** The company inaugurates 2 new farms in Bocșa, Slovakia county. Caraș-Severin.
- **2017:** The company opens a new line of business by inaugurating *Theodora Golf Club*, the largest resort and premium golf club in Romania.

- **2018:** TRANSAVIA obtains the international GLOBALG certification. A.P., exclusively in Romania.
- **2018:** The company is included in the Top 3 *Largest Grain Producers* in Romania.
- **2018:** TRANSAVIA acquires 2 poultry farms in Sântimbru, Sântimbru county. Alba.
- **2019:** TRANSAVIA launches the project *Libertan* – slow-growing chickens, as well as the range of value-added products *Fragedo* – Friends come to you.

## RESILIENCE AND SUSTAINABILITY: 2020-PRESENT

- **2020:** The company publishes the first *Sustainability Report* in the Romanian industry (for 2019).
- **2020:** TRANSAVIA builds a new poultry farm in Bocșa, Slovakia county. Caraș-Severin.
- **2020:** The company inaugurates in Bocșa, Bucharest county. Caraș-Severin is the most modern farm, in compliance with the highest European standards of quality and food safety.
- **2021:** TRANSAVIA celebrates its 30th anniversary.
- **2021:** The company builds another farm in Bocșa, Slovakia county. Caraș-Severin.
- **2021:** The company builds a new farm in Lunca Mureșului, Slovakia county. Alba.
- **2021:** TRANSAVIA is the first company in Romania to co-sign the *EU Code of Conduct on Responsible Commercial and Marketing Practices in the Food Sector*.
- **2021:** TRANSAVIA publishes its second *Sustainability Report*, remaining the only company in the Romanian industry to present such a document.
- **2022:** TRANSAVIA absorbs AVICOLA Brașov, previously owned by the Popa family, through a merger process.
- **2022:** TRANSAVIA invests heavily in green energy in order to achieve energy independence and for better cost control and environmental protection.
- **2022:** The company obtains GlobalG.A.P. certification Verse 5.2. of broiler farms, being the only producer in the country with this certification.
- **2022:** *Fragedo*, the flagship brand of TRANSAVIA, is the first brand that, following the evaluation of the Romanian Advertising Council (RAC), received the right to wear the Ethical Mark seal on the new TV spot, which certifies compliance with ethical principles and good practices in advertising.
- **2023:** After an investment of approximately 35 million euros from its own funds, the company completes the largest investment in green energy in the food industry in Romania, which provides 80-100% of the energy needs for its operations.
- **2023:** The company built about 35,000 sqm of platforms for composting poultry manure, which are later used to fertilize the agricultural land owned.
- **2023:** TRANSAVIA brings significant improvements to the waste management infrastructure by expanding the processing plant for the waste generated from the poultry slaughter activity and the construction of a new plant for the processing of waste from hatcheries and mortality losses in the poultry farming process.
- **2023:** TRANSAVIA exceeds 1 BILLION lei, turnover.





# ANNEX - EU CODE OF CONDUCT ON RESPONSIBLE COMMERCIAL AND MARKETING PRACTICES IN THE FOOD SECTOR

By the date of publication of this Report, TRANSAVIA is the only company in Romania to have become a co-signatory to the EU Code of Conduct on Responsible Marketing and Trading Practices in the Food Sector, thus reaffirming its firm commitment to make a substantial contribution to a healthy, sustainable and balanced life for all consumers.

This Code is one of the first outcomes of the Farm to Fork strategy and an integral part of its action plan. It sets out actions that 'farm to fork' actors, such as food processors, food service operators and retailers, can voluntarily commit to undertake to improve and communicate their sustainability performance in concrete ways. These actions can be directly relevant and can be implemented within their own operations, or they can encourage collaboration with industry peers and other food system stakeholders (such as farmers and consumers) to make similar changes. The Code came into force on July 5, 2021.

The aim of this Code is to unite behind a common aspirational pathway towards sustainable food systems, inviting businesses of all sizes active in food production, trade, processing, promotion,

distribution and serving, as well as any other stakeholders in the food system, to align themselves with this common agenda and contribute tangible actions to help achieve the goals set out within it.

This Code applies to its signatories, which may be European associations, food business operators and other actors in or related to food systems who can significantly support and/or contribute to the aspirational objectives set out in the Code. The Code applies to all activities related to the production, trade, processing, promotion, distribution and serving of food. Adherence to the Code is voluntary and is complementary to existing legal obligations.

## SIGNATORIES TARGET 7 ASPIRATIONAL GOALS:

- Objective 1** Healthy, balanced and sustainable food for all European consumers, thus contributing to: reversing malnutrition and diet-related non-communicable diseases (NCDs) in the EU and Reducing the ecological footprint of food consumption by 2030.
- Objective 2** Prevent and reduce food loss and waste (at consumer level, in internal operations and in value chains).
- Objective 3** A climate-neutral food chain in Europe by 2050.
- Objective 4** An optimized, circular and resource-efficient food chain in Europe.
- Objective 5** Sustained, inclusive and sustainable economic growth, employment and decent work for all.
- Objective 6** Creating sustainable value in the European food supply chain through partnership.
- Objective 7** Sustainable sourcing in food supply chains.



**More details:** [https://food.ec.europa.eu/system/files/2021-06/f2f\\_sfpd\\_coc\\_final\\_en.pdf](https://food.ec.europa.eu/system/files/2021-06/f2f_sfpd_coc_final_en.pdf)  
[https://food.ec.europa.eu/horizontal-topics/farm-fork-strategy/sustainable-food-processing/code-conduct\\_ro](https://food.ec.europa.eu/horizontal-topics/farm-fork-strategy/sustainable-food-processing/code-conduct_ro)  
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**Commitment TRANSAVIA:** [https://food.ec.europa.eu/system/files/2021-07/f2f\\_sfpd\\_coc\\_20210705-post\\_pledge\\_transavia-eu.pdf](https://food.ec.europa.eu/system/files/2021-07/f2f_sfpd_coc_20210705-post_pledge_transavia-eu.pdf)


## ANNEX - AWARDS AND DISTINCTIONS RECEIVED IN 2023

The 38 awards and distinctions received recognized the performance, activities and positive impact that the company had in 2023 at the societal level.



 **Company Performance - 18 awards and distinctions**, including: TRUE LEADER, ICAP CRIF; Top Exporting Company, Top Firms in Alba County, Alba Chamber of Commerce and Industry; The highest export values of Romanian capital companies, Alba County Council, Best of Business Gala; Top 300 Companies - Capital.

 **Excellence in Agriculture - 2 awards**, including: the highest production and investments in agriculture, Alba County Council, BEST of BUSINESS Gala.

 **Brand Performance - 6 awards and distinctions** including 4th place in Brand Finance® Romania 50, edition 2023, up 28% (103mil Euro); Fragedo - 15th place (up 3 places), worth 86 Mil Euro (from 68 Mil Euro in 2022) Brand AA Rating; FRAGEDO, Most Powerful Meat Brand, Gala Piața; FRAGEDO, No. 1 Brand for Kids by Forbes Romania, "Most Trusted Meat Brand (chicken, pork, beef, etc.)".

 **Sustainability and community involvement - 8 awards and distinctions**, including: Excellence Award for Transparency of Governance, Romanian ESG Summit; TRUE ESG LEADER, ICAP CRIF; Sustainability Project Of The Year: Environment Award, Business Review Awards; Dezvoltăm România Sustenabil, Intact Media and McDonald's Romania; Significant involvement in the life of the community, Alba County Council, Best of Business Gala.

 **Top Employer - 2 awards:** Creating new jobs by companies with Romanian capital, Alba County Council, Best of Business Gala; Best Employers, Alba County Council, Best of Business Gala.

 **THEODORA GOLF CLUB - 2 awards:** Theodora Golf Club, TopHotel Awards, category: Best Green & Eco-friendly Location; Theodora Golf Club - Best Golf Club Resort 2023 - Eastern Europe, LUXlife Magazine, at the 18th Resorts & Retreats Awards 2023.

# ANNEX – UN SUSTAINABLE DEVELOPMENT GOALS

The United Nations Sustainable Development Goals (UN SDGs) represent a global agenda to address the most pressing environmental and social issues facing the world today.

## OBJECTIVES FOR SUSTAINABLE DEVELOPMENT



Through our actions, we support the achievement of the UN Sustainable Development Goals. Following the intensive analysis of our impact, we particularly want to actively contribute to:



**Statement of use:** TRANSAVIA S.A. has reported in accordance with the GRI Standards for the period January 1 to December 31, 2022

**GRI 1 used:** GRI 1: Fundament 2021

**Applicable GRI Sector Standard(s):** GRI 13 Agriculture, Aquaculture and Fisheries Sector Standard 2022

GRI Standards - General Indicators 2021	GRI information element number and name	Location in the report (page)	OMISSION*		
			Omission requirement	Motivation	Explanation

**GRI 1: Foundation 2021**

GRI 1: 5-1	Alignment of sustainability reporting with other reporting	11, 21			
GRI 1: 5-2	Improving the credibility of sustainability reporting	13			

**1. Organizația și practicile sale de raportare**

2-1	Details about the organization	6, 11, 18			
2-2	Entities included in the organization’s sustainability reporting	6, 11			
2-3	Reporting period, frequency, and contact point	6			
2-4	Information corrections	6, 30			
2-5	Report assurance	6			
2-6	Activities, value chain, and other business relationships	18, 19, 36, 65, 67, 68			
2-7	Number of employees by type of employment contract	46			
2-8	Workers who are not employees	47			
2-9	Governance structure and composition	11			
2-10	Nomination and selection of the highest governance body	11		Not applicable to operations	TRANSAVIA S.A. is a family business
2-11	Chairman of the highest governance body	11			
2-12	Role of the highest governance body in overseeing management impact	11, 12			
2-13	Delegating responsibility for managing impact	22, 23, 24, 47			
2-14	Role of the highest governance body in sustainability reporting	13			
2-15	Conflicts of interest			Not applicable to operations	TRANSAVIA S.A. is a family business
2-16	Communication of critical concerns	30, 31			
2-17	Collective knowledge of the highest governance body	11, 12, 13, 14, 15			
2-18	Evaluation of the highest governance body’s performance	4, 7, 8, 9			
2-19	Remuneration policies	47			
2-20	Process for determining remuneration	47			
2-21	Annual total compensation report		Omitted requirement		Confidentiality constraints.
2-22	Sustainability strategy statement	8, 9, 11, 12, 13, 21, 22, 23, 65			
2-23	Commitments to policies	13, 19, 23, 49, 50			

GRI Standards - General Indicators 2021	GRI information element number and name	Location in the report (page)	OMISSION*		
			Omission requirement	Motivation	Explanation
2-24	Integration of policy commitments	13, 15, 22, 23			
2-25	Processes for managing negative impacts	26			
2-26	Mechanisms for seeking advice and expressing concerns	14, 15, 33, 38, 45, 49, 50			
2-27	Compliance with laws and regulations	14, 33			
2-28	Associations and affiliations	16			
2-29	Approach to stakeholder engagement	17			
2-30	Collective bargaining agreements	49, 50, 51			

### GRI 3: Material Topics 2021

3-1	Process of determining material topics	17, 26, 30			
3-2	List of material topics	30			

### About the Company

GRI 3	Material Topics 2021 3-3 Management of material topics	12, 22			
GRI 101-2	Organization Name	6			
GRI 102	General Disclosures, Reporting Practice	6			
102-2	Activities, brands, products and services	67, 68			
102-3	Location of the headquarters	11			
102-4	Location of operations	11, 20			
102-5	Shareholding and form of legal organization	9, 11			
102-6	Markets served	4, 9, 11			
102-7	Size of the organization	9			
102-8	Information about Employees and other workers	44-54			
102-9	The supply chain	18, 19, 20			
102-10	Significant changes in the supply chain				Not recorded
102-11	Precautionary principle approach	19, 23, 64, 80			
102-12	External initiatives	8, 9			
102-13	Membership of Associations	16			
102-14	Management Statements	7			
102-15	Main areas of impact, risks and opportunities	13, 24-25, 30-32			
102-18	Management structure	11			
102-21	Stakeholder consultation on economic, social and environmental issues	17			
102-40	List of stakeholders	17			
102-42	Identification and selection of stakeholders	17			
102-43	Stakeholder engagement approach	17			
102-44	Main topics raised	30-32			
102-46	Defining report content and limitations	6			
102-47	List of material aspects	30-32			
102-48	Information Reconfigurations	30-32			
102-49	Changes in reporting	6, 30-32			
102-50	Reporting period	6			
102-51	Date of most recent report	6			



GRI Standards - General Indicators 2021	GRI information element number and name	Location in the report (page)	OMISSION*		
			Omission requirement	Motivation	Explanation
102-52	The reporting cycle	6			
102-53	Contact point for report details	6			
102-54	Claim to GRI reporting	6			
102-55	GRI Index	95			
<b>GRI 103</b>	<b>Management approach</b>	<b>12-15</b>			
103	Managerial approach	12-15			
103-1	Explanation of material aspects and limits	26-32			
103-2	The management approach and its composition	14, 15, 23			
103-3	Evaluation of the management approach	14, 15			
<b>GRI 201</b>	<b>Economic Performance 2016</b>				
201-1	Economic value directly generated and economic value distributed	9, 11			
201-2	Financial implications and other risks and opportunities related to climate change	24			
201-3	Obligations regarding defined benefit plans and other pension plans	11			
201-4	Government financial assistance	20			
<b>GRI 202</b>	<b>Market Presence</b>				
202-1	Ratio of standard entry-level wage by gender compared to local minimum wage	47			
202-2	Proportion of senior management hired from the local community	11, 47		Not applicable	
<b>GRI 203</b>	<b>Indirect Economic Impact</b>				
203-1	Investment in infrastructure and services supported	11			
203-2	Significant indirect economic impact	18, 74			
<b>GRI 204</b>	<b>Procurement Practices</b>				
204-1	Proportion of purchases from local suppliers	18			
<b>GRI 205</b>	<b>Anti-corruption 2016</b>				
205-1	Operations assessed to identify associated risks to the provisions of the code of conduct	24, 25			
205-2	Communication and training on anti-corruption policies and procedures	14, 15, 33-38			
205-3	Confirmed incidents of corruption and actions taken	14, 33, 38			
<b>GRI 206</b>	<b>Anti-competitive behavior 2016</b>				
206-1	Legal actions for anti-competitive conduct, anti-trust and monopolistic practices	14, 33			
<b>GRI 207</b>	<b>Fiscality 2019</b>				
207-1	Country-by-country reporting		Omitted requirement	Not applicable to operations	TRANSAVIA S.A. operates in Romania.

### Compliance and risk management

GRI 3	Material subjects 2021				
3-3	Management of material subjects	12, 22			
GRI 3	Economic performance 2016				
201-2	Financial implications and other risks and opportunities caused by climate change	24			

GRI Standards - General Indicators 2021	GRI information element number and name	Location in the report (page)	OMISSION*		
			Omission requirement	Motivation	Explanation

## Angajați

GRI 400	Social disclosures				
401-1	New hires and staff turnover	46, 47			
401-2	Employee benefits	48			
401-3	Parental leave	48			
GRI 402	Employment				
402-1	Notifications of operational changes in the company	14, 33, 38, 46, 50, 51			
402-7	Employees	14, 44-54			
402-8	Workers who are not employees	53			
402-13	Impact management	23, 25			
402-19	Salary policies	47, 48			
402-20	The process of determining wages	48-50			
402-21	Annual Total Compensation Report		Omitted requirement		Confidentiality constraints.
402-26	Mechanisms for referrals, advice and complaints	50, 51, 53			
402-30	Collective contracts	49-50			
GRI 403					
403-1	Occupational health and safety management system	52			
403-2	Hazard identification, risk assessment and investigation of work incidents	53			
403-3	SSM Service	52			
403-4	Worker involvement, consultation and communication in SSM service	52			
403-5	Training workers on SSM	52			
403-6	Promoting health of workers	53			
403-7	Preventing and mitigating the impact on SSM with reference to business relationships	52			
403-8	SSM Management system for workers	52, 53			
403-9	Work accidents	53			
403-10	Health problems caused by the workplace	53			
GRI 404	Development and education				
404 -1	Average number of hours of training to improve employee skills	54			
404 -2	Employee skill development programs and assistance programs for the transition	45, 54			
404 -3	Percentage of employees receiving regular performance	47, 54			
GRI 405					
405-1	Diversity of management and employees	47			
405-2	The ratio of women's basic pay and remuneration to men's	47			
406-1	Incidents of discrimination and the company's corrective actions	15, 35, 36, 50, 51			
407-1	Operations and suppliers where the right to freedom of association and collective bargaining may be at risk	15, 36, 50			
408-1	Work performed by children	36, 49			
409-1	Forced labor	36, 49			

GRI Standards - General Indicators 2021	GRI information element number and name	Location in the report (page)	OMISSION*		
			Omission requirement	Motivation	Explanation
410-1	Security personnel trained in human rights policies or procedures	50			
411-1	Incidents of violations involving the rights of indigenous people		Not applicable to operations		TRANSAVIA S.A. operates in Romania.
412-1	Operations that have been the subject of human rights reviews or impact assessments	49, 50			
<b>GRI 13</b>	<b>Agriculture sector</b>				
13.14	The rights of indigenous peoples		Not applicable to operations		TRANSAVIA S.A. operates in Romania.
13.15	Non-discrimination and equal opportunities	47			
13.16	Forced or compulsory labour	36, 49			
13.17	Work performed by children	36, 49			
13.18	Freedom of association and collective bargaining	49			
13.20	Compensation aspects beyond payroll	48, 54			
13.21	Salary and standard of living	47			

### Responsible production

<b>GRI 416</b>	<b>Consumer health and safety</b>				
416-1	Health and safety impact assessment in product and service categories.	58, 59			
416-2	Incidents of non-compliance regarding the impact of products and services on consumer health and safety	57, 58			
<b>GRI 417</b>	<b>Marketing and Labeling 2016</b>				
417-1	Product and service information and labeling requirements	63, 64			
417-2	Incidents of non-compliance regarding information and labeling of products and services	58, 63, 64			
<b>GRI 13</b>	<b>Agriculture sector</b>				
13.4	Preservation of the natural ecosystem	37, 55, 59, 60, 63, 84			
13.9	Food security	55, 59, 60			
13.10	Food safety	55, 57, 66			
13.11	Animal health and welfare	55, 68, 69, 70, 71, 72, 73			
13.23	Supply chain and traceability	33, 36, 37, 58, 65			

### Environment

<b>GRI 302</b>	<b>Energy</b>				
302-2	Energy consumption outside the organization	79			
302-3	Energy intensity	79			
302-4	Reducing energy consumption	79			
302-5	Reductions in the energy requirements of environmental products and services	79			
<b>GRI 303</b>	<b>Water and effluents 2018</b>				
303-2	Effluent discharge impact management	83			
303-3	Exploitation water sampling	84			
303-4	Evacuation of water	84			
303-5	Water consumption	83			

GRI Standards - General Indicators 2021	GRI information element number and name	Location in the report (page)	OMISSION*		
			Omission requirement	Motivation	Explanation
GRI 304	Biodiversity				
304-1	Operational sites owned, leased, managed or adjacent to areas of high biodiversity value outside protected areas	60, 84, 85			
304-2	Significant impact of activities, products and services on biodiversity	60, 84			
304-3	Protected or restored areas	60, 85			
304-4	IUCN Red List species and National Conservation List species with habitats in areas affected by operations	85			
GRI 305	Emissions				
305-1	Direct GES emissions	82			
305-2	Indirect energy emissions	83			
305-3	Other indirect GES emissions	83			
305-4	The intensity of GES emissions	83			
305-5	Reduction of GES emissions	83			
305-6	Emissions of substances that deplete the ozone layer	83			
GRI 306	Waste management				
306-1	Waste generation and significant impact	80, 81			
306-2	Managing significant impact	80, 81			
306-3	General waste	81			
306-4	Waste diverted from disposal	81			
GRI 307	Environmental compliance				
307-1	Failure to comply with environmental laws and regulations	79			

### Community

GRI 413	Local Communities 2016				
413-1	Operations carried out with the involvement of local communities, impact assessment and development programs	74			

### Accuracy of information and communication

GRI 3	Material subjects 2021				
3-3	Material subject management	12, 22			

Non-GRI	Statement of Responsibility	87			
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## PRESENTATION REQUIREMENTS OF INFORMATION FROM ESRS COVERED BY THE COMPANY'S SUSTAINABILITY STATEMENT

### IRO-2

Information on managing significant impacts, risks, and opportunities of TRANSAVIA is provided in each specific thematic ESRS chapter voluntarily addressed in the current report and is correlated with the minimum information disclosure requirements regarding policies, actions, and targets set at the organizational level. The disclosure requirements related to this report are included in the table below:

Standard	Disclosure Requirements (DR)	Applicable Data Points
ESRS E1 Climate Change	E1-2 – Policies related to climate change mitigation and adaptation	This aspect is not addressed in alignment with ESRS requirements in the current report
	E1-3 – Actions and resources related to climate change policies	This aspect is not addressed in alignment with ESRS requirements in the current report
	E1-4 – Targets related to climate change mitigation and adaptation	This aspect is not addressed in alignment with ESRS requirements in the current report
	E1-5 – Energy consumption and energy mix	This aspect is not addressed in alignment with ESRS requirements in the current report
	E1-6 – Gross GHG emissions from categories 1, 2, 3, and total GHG emissions	This aspect is not addressed in alignment with ESRS requirements in the current report
ESRS E2 Pollution	E2-1 – Policies related to pollution	This aspect is not addressed in alignment with ESRS requirements in the current report
	E2-2 – Actions and resources related to pollution	This aspect is not addressed in alignment with ESRS requirements in the current report
	E2-3 – Targets related to pollution	This aspect is not addressed in alignment with ESRS requirements in the current report
	E2-4 – Air, water, and soil pollution	This aspect is not addressed in alignment with ESRS requirements in the current report
	E2-5 – Substances of concern and substances of very high concern	This aspect is not addressed in alignment with ESRS requirements in the current report
ESRS E3 Water and Marine Resources	E4-1 – Transition plan and consideration of biodiversity and ecosystems in business strategy and model	This aspect is not addressed in alignment with ESRS requirements in the current report
	E4-2 – Policies related to biodiversity and ecosystems	This aspect is not addressed in alignment with ESRS requirements in the current report
	E4-3 – Actions and resources related to biodiversity and ecosystems	This aspect is not addressed in alignment with ESRS requirements in the current report
	E4-4 – Targets related to biodiversity and ecosystems	This aspect is not addressed in alignment with ESRS requirements in the current report
	E4-5 – Impact indicators related to biodiversity and ecosystem changes	This aspect is not addressed in alignment with ESRS requirements in the current report
ESRS E5 Circular Economy	E5-1 – Policies related to resource use and circular economy	This aspect is not addressed in alignment with ESRS requirements in the current report
	E5-2 – Actions and resources related to resource use and circular economy	This aspect is not addressed in alignment with ESRS requirements in the current report
	E5-3 – Targets related to resource use and circular economy	This aspect is not addressed in alignment with ESRS requirements in the current report
	E5-5 – Resource inputs	This aspect is not addressed in alignment with ESRS requirements in the current report
	E5-5 – Resource outputs	This aspect is not addressed in alignment with ESRS requirements in the current report

ESRS S1 Own Workforce	S1-1 – Policies related to own workforce	19, 20 (a) 20 (b) 20 (c) 21 23,24 (a) 24 (b) 24 (c) 24 (d) AR 13
	S1-2 – Processes for collaboration with own workers and workers’ representatives on impacts	27 (a) 27 (b) 27 (c) 27 (e) 28
	S1-3 - Own workforce	32 (a) 32 (b) 32 (c) 32 (d) 32 (e) 33
	S1-4 – Measures related to significant impacts on own workforce and approaches for mitigating significant risks and pursuing significant opportunities related to own workforce, as well as the effectiveness of these actions	38 (a) 38 (b) 38 (c) 38 (d) 40 (a) 40 (b) 41 43 AR 42
	S1-5 – Targets related to managing significant negative impacts, promoting positive impacts, and managing significant risks and opportunities	
	This aspect is not addressed in alignment with ESRS requirements in the current report	
	S1-6 - Characteristics of enterprise employees	50 (a) 50 (b) i. 50 (b) ii. 50 (b) iii. 50 (c) AR 55
	S1-7 - Characteristics of workers who are not employees in the enterprise’s own workforce	55 (a)
	S1-8 - Coverage of collective bargaining and social dialog	60 (a)
	S1-9 - Diversity indicators	This aspect is not addressed in alignment with ESRS requirements in the current report
ESRS S1 Own Workforce	S1-10 – Adequate wages	69
	S1-11 – Social protection	74 (a) 74 (b) 74 (c) 74 (d) 74 (e)
	S1-12 – People with disabilities	This aspect is not addressed in alignment with ESRS requirements in the current report
	S1-13 – Training and skills development indicators	This aspect is not addressed in alignment with ESRS requirements in the current report
	S1-14 – Health and safety indicators	88 (a) 88 (b) 88 (c) 88 (d) 88 (e) AR 91
	S1-15 – Work-life balance indicators	93 (a) 93 (b)
	S1-16 – Pay indicators (pay gap and total pay)	97 (a) 97 (b) AR 100 AR 101 (a)
	S1-17 – Incidents, complaints and serious human rights issues and incidents	102 103 (a)
ESRS S2 Value chain workers	S2-1 Policies on value chain workers	This aspect is not addressed in alignment with ESRS requirements in the current report
	S2-2 - Processes for working with value chain workers on impacts	This aspect is not addressed in alignment with ESRS requirements in the current report
	S2-3 - Processes for addressing negative impacts and channels for value chain workers to raise concerns	This aspect is not addressed in alignment with ESRS requirements in the current report
	S2-4 - Taking action on significant impacts on value chain workers and approaches for managing significant risks and pursuing significant opportunities related to value chain workers, and the effectiveness of these actions	This aspect is not addressed in alignment with ESRS requirements in the current report
	S2-5 - Targets related to managing significant negative impacts, promoting positive impacts and managing significant risks and opportunities	42 (a)

ESRS S3 Affected communities	S3-1 - Policies related to affected communities	16 (a) 16 (b) 16 (c) 17
	S3-2 - Processes for working with affected communities on impacts	21 (a) 21 (b)
	S3-3 - Processes for addressing negative impacts and channels through which affected communities can voice their concerns	27 (a) 27 (b) 27 (c) 27 (d)
	S3-4 - Actions taken on significant impacts on affected communities and approaches for managing significant risks and pursuing significant opportunities related to affected communities, and the effectiveness of these actions	32 (a) 32 (b) 32 (c) 34 (a) 34 (b) 35 36 38
ESRS S4 Consumers and End Users	S4-1 - Policies Regarding Consumers and End Users	17
	S4-2 - Collaboration Processes with Consumers and End Users on Impacts	20 (a) 20 (b) 20 (d) 21
	S4-3 - Processes for Addressing Negative Impacts and Channels through Which Consumers and End Users Can Express Concerns	25 (a) 25 (b) 25 (c) 25 (d) 26
	S4-4 - Implementation of Measures Regarding Significant Impacts on Consumers and End Users, Approaches for Managing Significant Risks and Pursuing Significant Opportunities Related to Consumers and End Users, and the Effectiveness of These Measures	30 31 (a) 31 (b) 31 (c) 31 (d) 34 35
ESRS G1 Business Conduct	G1-1 - Corporate culture and policies on professional conduct	10 (a) 10 (c) i. 10 (c) ii. 10 (e) 10 (g) 10 (h)
	G1-2 - Supplier relationship management	15 (a) 15 (b)
	G1-3 - Prevention and detection of corruption and bribery	18 (a) 18 (b) 18 (c) 20 21 (a) 21 (b) 21 (c)
	G1-4 - Confirmed cases of corruption or bribery	25(a)
	G1-5 - Political influence and lobbying activities	This aspect is not addressed in alignment with ESRS requirements in the current report
	G1-6 - Payment practices	33 (a) 33 (b) 33 (c) 33 (d)



**TRANSAVIA**

[www.transavia.ro](http://www.transavia.ro)

[relatii publice@transavia.ro](mailto:relatii publice@transavia.ro)

