



FEEDING THE FUTURE

By doing things as they should be done, *from grain to fork*

2021 | SUSTAINABILITY REPORT



CUPRINS

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INTRODUCTION

WE ACT RESPONSIBLY

TRANSAVIA is a Romanian family business where everything is done exactly as it should be, throughout the entire production chain: from growing and harvesting grains, to chicken feed, to hatchery, broiler breeder farms and broiler farms, to slaughterhouses and the meat processing plant, to distribution, down to

fair and honest communication. Through everything we do every day, we respect the customers to whom we offer quality, safe and perfectly tasting products, and we show care and responsibility for the environment, sustainable production and the communities in which we operate.

953.3MIL

SALES

~2200

EMPLOYEES

100,000

TONS ANNUAL
PRODUCTION

From grain to fork

TRANSAVIA contributes to people's quality of life by providing sustainable, healthy and safe food from grain to fork. That's why we pursue excellence in everything we do: decent work and economic growth through innovation, with responsible consumption and production. We have set out to be a model of good practice

for other industry players and pioneers in sustainability actions. You can find examples and specific information in the chapter "Sustainability within TRANSAVIA", as well as in the introduction of each chapter dedicated to the pillars of sustainability.



EMPLOYEES

**RESPONSIBLE
PRODUCTION**

ENVIRONMENT

COMMUNITY

GRI 102-14, 102-16,
102-26, 102-21, 102-43

SUSTAINABILITY FOR US AND OUR STAKEHOLDERS

For us, sustainability is not just “an important topic”, it is a way of being and acting, *from grain to fork*. **It is long-term thinking, care for future generations, sustainable development based on a clear strategy and the involvement of all of us.**



SUSTAINABILITY

OUR PURPOSE

We constantly contribute to improving people’s quality of life by providing sustainable, healthy and safe food, *from grain to fork*. We inspire all players in the sector with our initiatives and best practices.

SUSTAINED DIALOGUE WITH THE STAKEHOLDERS

We maintain a constant dialogue with the parties involved on topics that influence the company, the environment and society. We often initiate discussions through which we can respond to market trends, changes and requirements

RELEVANCE OF THE SUSTAINABLE DEVELOPMENT GOALS TO OUR ACTIONS

We address sustainable development challenges in areas where we believe we can make a difference, thus contributing to the achievement of the **United Nations Sustainable Development Goals (UN SDGs)***

OUR VALUES SUPPORT SUSTAINABILITY

A sustainable business is one where employees are respected for what they do and, in turn, are proud to contribute to the company’s mission. Our guiding values, which revolve around respect, trust, care and responsibility, discipline, diligence and honesty, are a solid and robust foundation for our sustainability strategy.

HOW WE APPROACH SUSTAINABILITY

Through everything we do, we fight against waste of any kind, we minimize our ecological footprint and we act to grow sustainably, now and for future generations. Our responsibility to employees, sustainable production, care for the environment and communities is manifested in all our actions, throughout our supply chain and in our partnerships.

HOW WE APPLY SUSTAINABILITY IN DAY-TO-DAY ACTIVITIES

At TRANSAVIA, we do everything according to the rules. Our sustainable actions speak for themselves: zero waste, saving energy, reducing carbon footprint, environmentally friendly practices, animal welfare, reducing food waste, caring for employees, who receive fair wages on time, positive impact in the communities where we are present.

HOW WE ASSESS OUR SUSTAINABILITY ACTIVITIES

Our management team constantly monitors TRANSAVIA’s sustainability performance, setting goals 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.

IMPACT OF OUR BUSINESS

We constantly and systematically evaluate the positive effects and improvements along the entire value chain. We identify and address risks and opportunities early, so that our business model becomes increasingly resilient.

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

REPORT PROFILE

GRI 102-1, 102-3, 102-4, 102-5,
102-43, 102-46, 102-50, 102-53

TRANSAVIA's 2021 Sustainability Report shows the impact of our activities on society, people, animals and the environment, as well as how we have managed this impact to strengthen our performance and ensure our long-term sustainable development. The report transparently shows the progress on our commitments, the non-financial performance indicators, the achievements, challenges and the impact of our work.

The report is prepared in accordance with the GRI Standards (Global Reporting Initiative), including the specific Standard for Agriculture (GRI 13), takes into account the Sustainable Development Goals of the United Nations (UN SDGs)* for 2030 and meets the requirements of Directive 2014/95 /EU, transposed into Romanian legislation by the Order of the Minister of Public Finance no. 1938/2016 and by the Order of the Minister of Public Finance no. 3456/2018.

The data presented in the Report are consolidated at the level of the **TRANSAVIA Group**, which includes two companies, **S.C. TRANSAVIA S.A.** (headquartered in the town of Oiejdea, Șoseaua Alba Iulia - Cluj Napoca, km 11, Alba county) and, respectively, **AVICOLA BRAȘOV** (headquartered in str. Cucului no. 5, Brașov), and which has operations in 8 counties at national level, as well as two non-profit entities, the **TRANSAVIA Foundation** (based in Alba Iulia, Scărișoara str. no. 95 A) and the **THEODORA GOLF CLUB Association** (based in Teleac no. 75C, Ciugud commune, Alba county). In this report, if not stated otherwise, the name **TRANSAVIA** may refer to any of the entities of the group or to the group as a whole.

The current Sustainability Report is structured in x sections that detail information about us, about the sustainability strategy, about our activities and actions in 2021 and about the evolution of our commitments on each of the strategic pillars of sustainability that we have and preserves the reporting principles used in previous reports.



Involvement of stakeholders

The company identifies the *stakeholders* and explains how it responds to their expectations and interests.



Materiality

The report covers the aspects that reflect the significant economic, social, and environmental impact of the company and the influence on the perception and the decisions of the stakeholders.



Sustainability context

The company's performance is presented in the broader context of sustainability.



Full reporting

The report presents the material themes and their limitations, to reflect the economic, environmental, and social impact and to allow stakeholders to assess the company's performance.



For more information related to this report, questions, clarifications, suggestions or feedback regarding our approach to sustainability, please contact us at: relatii publice@transavia.ro.

TRANSAVIA in 2021

In 2021, TRANSAVIA celebrated its 30th anniversary, continuing to implement actions aimed at sustainable production, with a positive impact for employees, with care for the environment and communities.

Some examples of our many actions:

MARCH



We revised the Code of Ethics and the Procedure for recruitment, selection, induction and retention of staff (process completed in April).

JUNE

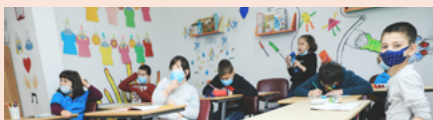
Commissioning of the new MDM freezing plant (slaughterhouse).

AUGUST



Completion of investments in the modernization and re-technology of the new chicken farm in Caraș-Severin county.
BRC v8 Recertification for Meat Processing Plant.

SEPTEMBER



We supported the community and the education sector, financing the construction of the CONIL Secondary School, for children with atypical development.

DECEMBER

We launched the internal magazine "Transavia Family", from which employees can find out information about the company's results and sustainability actions, news and interesting information about the company, colleagues and the community.



APRIL



We celebrated 30 years since the establishment of the company, launching a new integrated communication campaign: "Grown as we want, cooked as you want". The campaign captured the fact that all our efforts to raise chickens just right, to the strictest quality standards, gives consumers the safety, convenience and freedom to enjoy tasty recipes, prepared however they want.

JULY

We have become co-signatories of the EU Code of Conduct on Responsible Commercial and Marketing Practices in the Food Sector, thus reassuming our firm commitment to contribute substantially to a healthy, sustainable and balanced life for all consumers.

FSSC 22000 v 5.1 recertification for the Meat Processing Plant, Oiejdea Slaughterhouse, Bocșa Slaughterhouse. Recertification of ISO 22000:2018 for broiler farms, hatchery and feed mill.

EU Code of Conduct on Responsible Food Business and Marketing Practices in the Food Sector



#EUFarm2Fork #EUGreenDeal



NOVEMBER

Use of recyclable materials in packaging for the Libertan range.

BRC v8 recertification for Oiejdea Slaughterhouse.

FSSC 22000 v 5.1 recertification for Brașov Slaughterhouse.

Fragedo, the flagship brand of the TRANSAVIA company, was awarded "The Most Trusted Meat Brand" at the Forbes Brands for Kids Summit event, 2021 edition.

2021 ACHIEVEMENTS



TRANSAVIA is 100% Romanian capital company, built with patience and perseverance over more than 30 years. The results of the work of a dedicated team, for which product quality and contin-

uous innovation are essential, are reflected in the company's dynamics and in the results achieved in 2021. (GRI 203-1).

No.1

in chicken meat production
in Romania

Over

100,000

tons of chicken meat produced
annually in own facilities

Approx.

€194MIO

Turnover

2,247

employees

25%

of the company's annual production is
exported to 17 European countries, as
well as to countries in Africa, the Medi-
terranean Area and the CSI
(Commonwealth of Independent States)

Approx.

€25 MIO

investments from own funds
made by the company

ONE NEW FARM

built at Bocşa,
Caraş-Severin County

+24%

 in volume

+60%

 in value

increasing exports, compared
to the previous year

€81 MIO

the cumulative value of the
TRANSAVIA brand portfolio in 2021,
increasing by 8 million (Brand Finance®
Romania 50*, 2021 edition)

>10,000_{HA}

of land operated with own
agricultural equipment

1ST RANK

in chicken meat production in Romania

TRANSAVIA is a 100% Romanian funded company, built with patience and perseverance in 30 years. The excellent reputation that TRANSAVIA has in Romania and in foreign partnerships is the result of the work of a dedicated team that values product quality and continuous innovation above everything, which reflects in the company's dynamic and results.



*the annual report on the most valuable and powerful Romanian brands, published by Brand Finance®, the largest independent global brand valuation consulting firm.



FOREWORD



Teodora Popa

Vice President of TRANSAVIA

In 2021 we celebrated 30 years of TRANSAVIA activity. It was an opportunity to honour the vision on which our company was built from the beginning: improving the quality of people's lives by providing sustainable, healthy and safe food from grain to fork. The longevity and strength of our family business is due to the seriousness with which we treat all our partners, as well as the fact that we have always clearly understood and anticipated the needs of consumers for quality, healthy, and sustainable products.

We have combined these things with our passion for quality and our ability to organize, adapt and innovate. In addition, we have always followed our values based on respect, which have ensured that we can grow steadily, healthily, for 30 years: respect for ourselves, for others, for animals, for principles and for the value of work. Respect for the promise that it can be better, **if you do things exactly right.**

The 30th anniversary was also a good opportunity for us to look ahead to what we want to do from now on. We have assumed sustainable performance in our management process, being the only company in Romania co-signatory of the **EU Code of Conduct regarding Responsible Commercial and Marketing Practices in the Food Sector**, thus reassuming our firm commitment to contribute substantially to a healthy, sustainable and balanced life for all our consumers. At the same time, we have taken further action to reduce the ecological footprint of our production processes, making quantifiable progress in our focus areas: employees, responsible local production, animal welfare, water management, energy efficiency, waste management, positive impact in communities.

2021 was still marked by the COVID-19 pandemic and also by concerns related to the security of supply chains and the increasing evolution of energy, gas and raw material prices. From our experience, we knew that in such times, in order to be successful, you need to earn and maintain the trust of consumers, employees, partners and all stakeholders with whom we interact. Or, simply put, to act sustainably in everything you do.

As always, we did everything *exactly right* in 2021. We observed all the opportunities that arose and maximized them. We continued our mission to educate about product quality and food safety standards. We communicated our actions honestly and transparently, being the only ones in the sector to publish a Sustainability Report. We continued to have a positive impact on people, on the environment, on the animals and on the community. Through our sustained investments and our actions, we have been a model for the industry in which we operate in terms of sustainable development. We kept our commitments and grew sustainably, following our strategy *from grain to fork*. We led operations responsibly, creating a solid framework for a better future for all of us.

I invite you to find out from the **Sustainability Report for 2021** what is the result of our previous commitments and what are the actions through which we continue to contribute to a sustainable future, *Well made in Romania*.

Teodora Popa



OUR BUSINESS MODEL

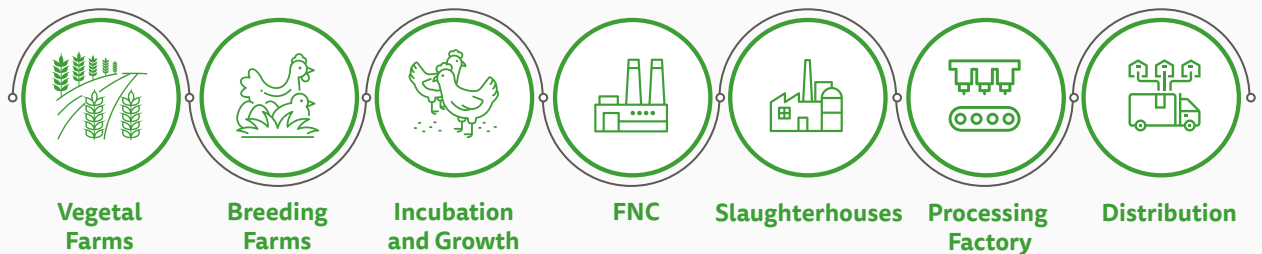
GRI 102-1, 102-4, 102-5, 102-6, 102-7, 102-9, 203-1

Founded in 1991, **TRANSAVIA** is a **100% Romanian capital company**, owned by the Popa family. One of the most important investors with fully domestic capital, **TRANSAVIA** operates sustainably with a vertically integrated business model, based on the best practices and the strictest protocols throughout the production and distribution chain, *from grain to fork*.

Our vision is to contribute to people's quality of life by providing sustainable, healthy, safe, best quality chicken that they can prepare to fit their ever-changing lifestyles. We pay attention to consumer habits and add value to the products we offer, attentive to market developments, local and international trends. We do everything according to the rules, *from grain to fork*. This approach underpins the robust, healthy growth we're seeing year after year.

For TRANSAVIA, a family business with 100% Romanian capital, sustainability has always been a valuable thing, which has helped us to be efficient, manage resources correctly and have a solid development base. From the very beginning we have done things right: clear vision, strong strategy, flawless execution, from grain to fork.

- ✓ 30 poultry farms, including 3 breeder farms and 2 hatcheries,
- ✓ 1 feed mill (FNC),
- ✓ 3 state-of-the-art slaughterhouses, including the largest slaughterhouse in the country that processes 12,000 chickens per hour,
- ✓ meat processing plant,
- ✓ more than 500 vehicles that ensure the safe transport of raw materials and chicken meat products every day 🚚.



100% integrated production chain, *from grain to fork*

10,000 ha fields cultivated with grains

250,000 t fodder per year

120,000 t grains storage capacity

In the poultry sector, broilers feed plays a vital role and is what ensures the quality and health of the final product. Starting from these premises, **TRANSAVIA** established the vegetable division in 2011, thus becoming the first meat producing company in Romania that provides chickens feed in its own system. **TRANSAVIA** cultivates the grains needed to feed the broilers in over 10,000 ha within the radius of 58 localities, each vegetable farm having a fleet of tractors and high-performance agricultural machinery.

Currently, the **Feed Mill Factory (FMF)** in Sântimbru, Alba county, produces feed for all farms in the

company, regardless of where they are located. Equipped with a feed sterilization facility, unique in the country, **FNC Sântimbru** produces approx. **625 tons of feed/day** for **TRANSAVIA** farms, without any contact with the outside environment. The current production capacity is over **250,000 tons of feed per year**, and the storage capacity is **120,000 tons in 21 silos**.

In **TRANSAVIA's** breeding, hatching and broiler farms, located in **8 counties** in Romania (Alba, Braşov, Caraş Severin, Cluj, Harghita, Mureş, Sibiu, Timiş), over **100,000 tons of chicken meat are produced annually**, of which **approx. 25% are ex-**

21
silos

100.000 t
chicken meat pe year

ported to several European countries, the African continent, the Mediterranean Area and the CIS. TRANSAVIA has a constant concern to find new markets, our efforts focusing on products with high added value.

The 3 poultry slaughterhouses owned by TRANSAVIA in Alba, Braşov and Bocşa have modern technological lines, being among the few that have technology of this generation in the Eastern

Europe. Each equipped with its own analysis laboratory, they have a total capacity of over **100,000 tons/year**.

The meat preparations are made in the Alba County Processing Plant, on state-of-the-art production lines, where the transformation of raw materials into finished products is carried out through fully automated operations, with the human factor intervening only for supervision.

TRANSAVIA constantly invests in the sustainable development of its business in Romania, annually allocating 20-25 million euros from its own funds, thus ensuring: (GRI 203-1):

- ✓ creation of new production spaces,
- ✓ continuous development of the production level,
- ✓ animal welfare and environmental protection,
- ✓ the constant increase in quality and food safety standards, which exceed legal norms.



Our company is **one of the largest contributors to the state budget**, thanks to the profit recorded and declared every year, and is a **strategic employer, also in 2021, with more than 2200 direct jobs created** 📄.

TRANSAVIA supports local development, carefully analyzing the offers of local or international suppliers that have work points

in Romania and carrying out collaborations with them (approximately 90% of the 1800 suppliers).

We are a trusted partner and supplier to large commercial, distribution and fast-food restaurant chains because our products are of the same quality every time, and we always prove we meet speed and flexibility requirements in fulfilling out orders.

Since 2011, I have been coordinating the company's export activity, within the Commercial Department. Connecting with the international market is a source of development and the foundation of elaboration of new strategies for the company. As a link at the end of an integrated production chain, we benefit from the results of this system which guarantees a quality product, delivered on time and in optimal conditions, which increases the confidence of the team and contributes to the good results of the department.

Among our recent achievements, I would mention maintaining the export quota even during the pandemic and an increase of approximately 30% in volume for the year 2021. I would also like to mention the collaboration we developed with the McDonald's company. For the next period, our goals include initiating new international collaborations for the retail area and partially automating the processes within the department, so as to absorb the most effective current technologies in order to improve the efficiency of the way of working.

The continuous and sustainable growth of the business and the permanent investments that the company makes recommend TRANSAVIA as a strategic partner for years to come."

DANIEL OPRİŞ
Director of Foreign Sales

AWARDS AND HONORS RECEIVED IN 2021

The **41 awards and distinctions** received acknowledged the performance, the activities and the positive impact that the company had in 2021, at society level.

COMPANY PERFORMANCE

23 awards and distinctions, among which:

- ★ **Top 25 most valuable Romanian entrepreneurial companies**
Ziarul Financiar
- ★ **TROPHY OF EXCELLENCE**
awarded to companies that rank 5 years in a row on the first place of the list prepared by the Alba County Council
- ★ **The Highest export values of companies with Romanian capital**
Alba County Council, BEST of BUSINESS Gala 2021
- ★ **Forbes Resilience Top Champions**

BRAND VALUE

7 awards and distinctions, including:

- ★ **The 4th place in the Top 50 most valuable portfolio**
Brand Finance
- ★ **The 4th place in the Top of the most valuable portfolios**
Ziarul Financiar
- ★ **Fragedo - Forbes No1 Brand for Kids**
- ★ **TRANSAVIA - Supplier of the Royal House of Romania.**

EXCELLENCE IN AGRICULTURE

5 awards, including:

- ★ **The 3rd place in Top Companies with an agricultural profile**
- ★ **The Award for Agriculture**
Alba County Council
- ★ **The BEST of BUSINESS 2021 Gala.**

SUSTAINABILITY AND INVOLVEMENT IN THE COMMUNITY

4 awards:

- ★ **Involvement in community life**
Alba County Council, BEST of BUSINESS Gala 2021
- ★ **DIPLOMA OF EXCELLENCE in the category Business management, sustainability, fully integrated production system, Pria**
Alba County Council
- ★ **Gala of Romanian farmers from Transylvania.**

TOP EMPLOYER

2 awards:

- ★ **Best employers and Creation of new jobs by companies with Romanian capital**
Alba County Council, BEST of BUSINESS Gala 2021.



KEY MOMENTS IN 30 YEARS

GRI 102-3 GRI 203-1

From a broiler farm, **TRANSAVIA** grew steadily, patiently, becoming the leader of the chicken meat industry in Romania. With over 30 years of experience, the company with headquarters in Sântimbru, Alba County, has based its growth on quality, safety and seriousness in the relationship with all those it interacts with. Constant investments have supported the construction, acquisition and modernization of dozens of productions and processing facilities, creating an integrated business model that has proven its resilience and power to adapt even during the pandemic.

1991
Eng. Ioan Popa establishes TRANSAVIA by purchasing a former cattle farm and transforming it into a broiler farm.

1992-1995
TRANSAVIA purchases 3 new farms.

1996
The first slaughterhouse owned by the company goes into operation.

2002
TRANSAVIA purchases the feed mill.

2003
The first phase of the business expansion ends with the acquisition and modernization of 4 farms in Alba County.

2004
A new slaughterhouse with a total capacity of over 50,000 tons of meat annually becomes operative.

2005
TRANSAVIA is issued the export license.

2006
The company is granted with the honorary title of "Supplier of the Royal House of Romania". 2 new farms are inaugurated in Alba and Sibiu Countys.

2007
TRANSAVIA launches its brand, **Fragedo**, and the first integrated communication campaign. The company purchases Avicola Braşov.

2008
TRANSAVIA inaugurates the meat processing plant and welcomes three new additions to brand portfolio: *Papane, Ella Bella and Frateus*.

2011
TRANSAVIA launches Vegetal Farms Division, with 4 farms in Alba and Cluj counties, cropping over 10,000 ha.

2014
The company starts an extensive process of upgrading all the production facilities and of strengthening the integrated production chain.

2014
TRANSAVIA starts investing in Bocşa, Caraş-Severin county, by buying a slaughterhouse and 2 broiler farms.

2015
TRANSAVIA inaugurates a new farm in Jebel and builds a new breeder farm which will become the most modern farm of the group. Here also operates the hatchery that supplies day-old chicks to all TRANSAVIA broiler farms of the group.

2016
Transavia marks its 25th anniversary through an extensive rebranding process and through the completion of the new headquarters of the company. The company inaugurates a new farm in Medias.

2017
The company inaugurates 2 new farms in Bocşa and starts a new business line: Theodora Golf Club, the largest premium resort and golf club in Romania.

2018
TRANSAVIA receives the GLOBALG.A.P international certification, the first and only such certification in Romania, and enters the Top 3 of the Largest Grain Producers in the country.

2019
The company starts an assortment diversification process, led by the launch of the **Libertan** project (slow-growth breed), and of the **Fragedo** range, "*Vin prietenii la tine*".

2020
TRANSAVIA stands by the local communities and supports the health system during the COVID-19 pandemic. The company also publishes the first sustainability report in the Romanian food industry.

2020
TRANSAVIA inaugurates **Libertan** farm for slow-growth breed, and a new farm in Bocşa.






2021
TRANSAVIA celebrates its 30th anniversary.

2021
The company is building another farm in Bocşa, Caraş-Severin county

2021
TRANSAVIA is the first Romanian company to co-sign the EU Code of Conduct on Responsible Commercial and Marketing Practices in the Food Sector.

GRI 102-5, 102-18,
102-19, 102-22, 102-
23, 102-24

MANAGEMENT

- 
Eng. Dr. Ioan POPA
Chairman of the Board of Directors
- 
Ec. Theodora POPA
Vice-Chairman of the Board of Directors
- 
Eng. Ovidiu OPRÎȚA
Chief Executive Officer
- 
Ec. Angela STANCIU
Chief Financial Officer
- 
Ec. Bogdan NEGREA
General Manager – Avicola Braşov




GRI 102-13

AFFILIATIONS

TRANSAVIA collaborates with various professional associations to shape public opinion at the sectoral level, being a member of organizations such as:

Romanian Poultry Breeders' Union – UCPR

Professional, non-profit, non-governmental, autonomous association, established with the aim of creating the organizational unit of poultry breeders in Romania, fulfilling the role of a link between economic agents active in the field of poultry. Details: www.avicultura.ro. 



National Association of Combined Feed Manufacturers – ANFNC

Professional association recognized in the relationship with the state authorities, working intensively to establish official relations with OIPA organizations (Poultry, Eggs and Processed thereof, Pork, Cereals and Derived Products). ANFNC promotes the common interests of its members through official involvement in MADR working groups on normative projects, in the Advisory Council of ANSVSA and in the Partnership within the Collaboration Protocol between the Romanian Commodity Exchange and professional associations in the agricultural and livestock sectors. Details: www.anfnc.ro. 




Family Business Network

International network that brings together the world's largest family businesses. FBN Romania was born in 2012 and aims to promote in Romania the concept of "family business", as it is recognized at the European level, to bring to the attention of the authorities the existence, the potential of family businesses and the need for a partnership with them, as well as to support the concept of family business considering the national, regional and international climate in which it operates. Details: www.fbn-romania.ro.




GS1 Romania Association

The only entity authorized by GS1 Global to issue and manage GS1 licensed codes (EAN 8, EAN 13, SSCC, etc.) and implement the GS1 Standards in Romania. Details: www.gs1.ro. 




Romanian Golf Federation

Aims to endorse, develop and promote this sport in Romania. Details: www.frgolf.ro. 



The Romanian Advertising Council (RAC)

Professional, non-governmental, non-profit and independent organization acting for the self-regulation in advertising. Details: www.rac.ro. 



OUR BRANDS

GRI 102-2, 417



A sustainable business is synonymous with a solid reputation, which is built through the consistency of product quality and safety. Thus, the Absolute Quality of our products is an integral part of our sustainability strategy. The natural chicken meat produced by TRANSAVIA originates from broilers fed with quality feed, from selected varieties, being preferred by more and more consumers.

TRANSAVIA has a diverse product portfolio, constantly updated, which manages to meet the expectations of buyers of all generations, based on chicken meat, from unprepared chicken meat (grilled chicken, fillet breast, boneless legs, thighs, cubes, minced meat, etc.) to marinated products (skewers, seasoned wings) and semi-prepared products (burgers, meatballs, schnitzels, nuggets). In addition to delicious taste, consumers are increasingly appreciating foods that contribute to a nutritionally balanced diet.

TRANSAVIA, the leader of the chicken meat market in Romania, owns the brands Fragedo, Libertan, Papane, Vin Prietenii la Tine, Durdulan, Bravis, CumSeCade, which are in the top of the consumer preferences. According to Brand Finance® Romania 50 , 2021 edition, the cumulative value of the TRANSAVIA brand portfolio in 2021 was 81 million Euros, 8 million more than in 2020.

The company's flagship brand, **Fragedo**, was also awarded #1 Brand for Kids in the "Most Trusted Meat Brand" category by Forbes in



2021. The prize was awarded based on the study carried out by Forbes Romania and the D&D Research Institute which investigated the **safety, quality and trust appreciated in products aimed for children**.

An important part of our sustainability system is represented by the packaging and the packaging systems that we use. Sustainable packaging is essential to the integrity of our products, and that's why we strive to reduce the impact of packaging on the environment, while ensuring that the packaging we use effectively protects the safety and quality of our products. Since 2020, for the **LIBERTAN** premium range, we have introduced a new, innovative type of packaging, Skin-Pack, which allows vacuum packaging of meat by fully adhering the upper membrane to the product.

This type of innovative packaging allows extending the shelf life compared to the shelf life of products packaged in a conventional system and, implicitly, reducing food waste. In addition, products packed in this system save space and allow for increased transport efficiency, thus reducing the product's ecological footprint.

We worked hard to reduce the plastic waste reaching the environment and we have achieved, since 2020, a reduction in the weight of packaging materials for the assortments in the Fragedo range packed in a controlled atmosphere. The motivation for sustainable packaging continued in 2021, when we implemented the use of packaging obtained from recycled and reused material. Our approach to reducing plastic waste also included the decision to use a material containing up to 40% recycled plastic for the packaging of some assortments in the Libertan range.

We apply the best practices and the strictest protocols throughout the entire production and distribution chain, from grain to fork. The quality and food safety management system, implemented in all stages of production, is FSSC 22000, ISO 22000 certified, and our commitment to consumer safety and to relations with our partners is confirmed by the BRCGS Food Safety certification. A mark of recognition and appreciation of the special quality of our products is also TRANSAVIA's status as "Supplier of the Royal House", since 2006.



CONSUMER INFORMATION

GRI 417

Increasing the value of our brands as well as improving consumer perception of safe and quality chicken meat are essential for us. Thus, also in 2021, the communication campaigns for our brands were based on responsible communication, based on honesty, innovation and respect, through which we transparently provided correct and useful information to consumers, without exaggeration and without trying to create unfair advantages to our competitors or to other players in the food industry.

We are doing our best to ensure that our consumers receive the most up-to-date information about the ingredients and nutritional value of the products, which have been included on the packaging of the sliced chicken pieces since 2016 (although it is only a legal requirement for processed products). Labelling and any product claims are clear and accurate in accordance with labelling requirements. 100% of products are evaluated for labelling compliance (GRI 417-1) and even in 2021 we did not record any incident regarding product information and labelling (GRI 417-2), or regarding the non-compliance of marketing communications (GRI 417-3).



SUSTAINABILITY

SUSTAINABILITY WITHIN TRANSAVIA

GRI 103-1, 103-2, 102-11, 102-18, 102-29, 102-30, 102-31 | 417

The 100% integrated business model, *from bean to fork*, allows us to have a significant impact at all stages of the value chain and to act on what we believe needs to be done today to create the world in which we need to operate in the future. The dialogue with the interested parties allows us an objective analysis and assessment of our value chain, through which we were able to highlight the opportunities and actions of the company from an economic, social and environmental point of view.

The key elements of our sustainability strategy are:

-  Sustainability, at the core of all our actions,
-  Sustainability, integrated into the strategic management process,
-  The absolute quality of our products, an integral part of sustainability,
-  Growth based on sustainable activities and achieved through the correct management of resources and by reducing the impact on the environment,
-  Setting clear objectives for continuous improvement of indicators and reporting models.



The management team constantly monitors TRANSAVIA's sustainability performance, setting targets and evaluating how we interact with stakeholders within each pillar of our sustainability strategy:



responsibility towards employees



responsible production, through the requirements considered normality in everything we do,

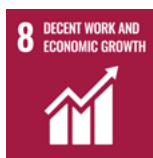


caring for the environment,



involvement with social impact.

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




Through our commitments, we act with integrity and transparency towards all stakeholders, prioritizing the health and safety of our employees, customers and partners, animal welfare and food safety, focusing on resource efficiency and environmental protection. We strive to have a positive social impact in the communities in which we operate, offering them support in their sustaina-

ble development. We aim to continuously improve our indicators and reporting models for our sustainability actions. We apply the precautionary principle in all stages of the integrated system, both in terms of grain production, animal welfare, product certification and distribution, so that the assumed quality is always constant and at the same level of safety for our consumers.

MATERIALITY ASSESSMENT

GRI 102-40, 102-42

In 2019 we started an extensive analysis and consultation process to establish our sustainability priorities. Thus, we have identified the material aspects that reflect the economic, social and environmental impact, significant both for our business and for our stakeholders. During the annual consultations with stakeholders, identified following the previous evaluation, we re-evaluated

each of the 19 previously identified material themes , in the context of the related impact area.

Following the analysis of the 161 questionnaires collected online and physically (+171% vs 2020), we found that there are no major changes compared to the previously identified and validated.

GRI 102-21, 102-43

TRANSAVIA employee	Mass-Media	Waste management contractors
Potential TRANSAVIA employee	Suppliers of raw-materials	Professional Associations
Client (companies)	Providers of outsourced services	NGO's
Company management	Public authorities	Investors /Analysts
Shareholders	Representatives of local communities	Key opinion leaders
	Universities / Schools	

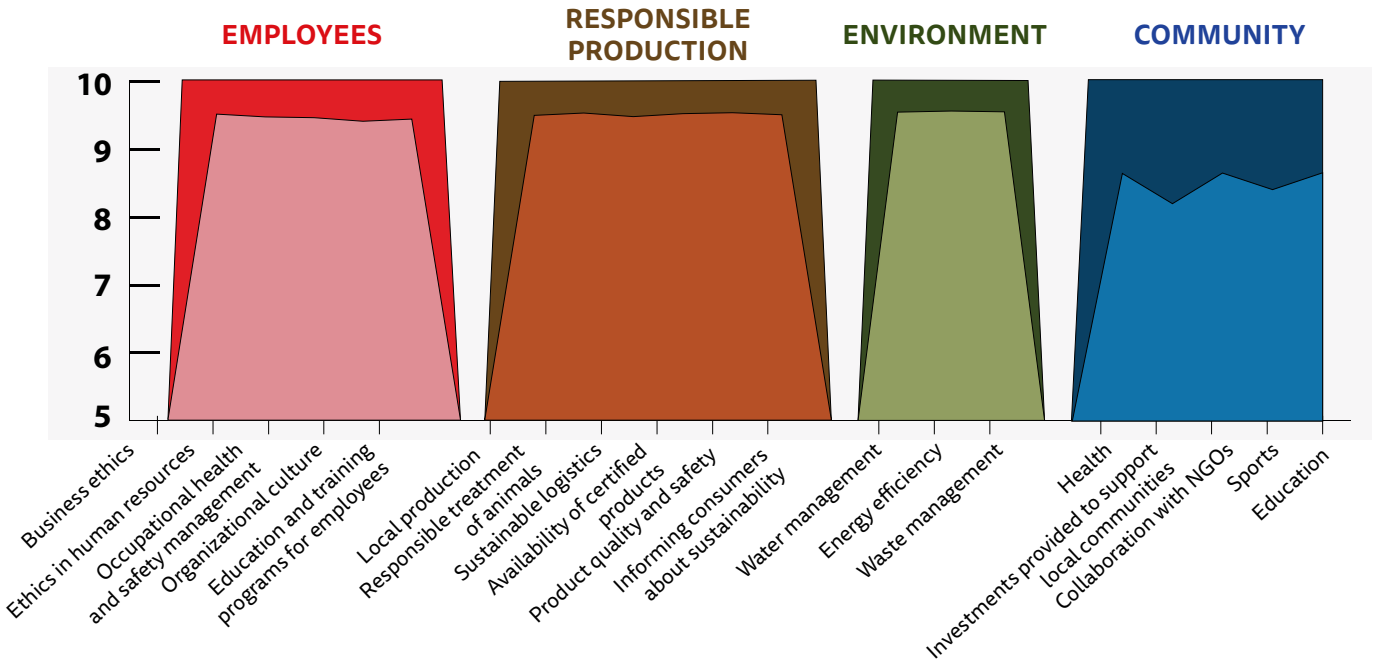


MATERIALITY MATRIX

GRI 102-44, 102-46, 102-47, 102-48, 102-49, 103-1

The categories of material topics of major importance to stakeholders and to TRANSAVIA are presented in the matrix below. These topics are further classified into four areas of interest (Employees, Responsible Production, Environment, Community), in which our company has an impact considered significant (inter-

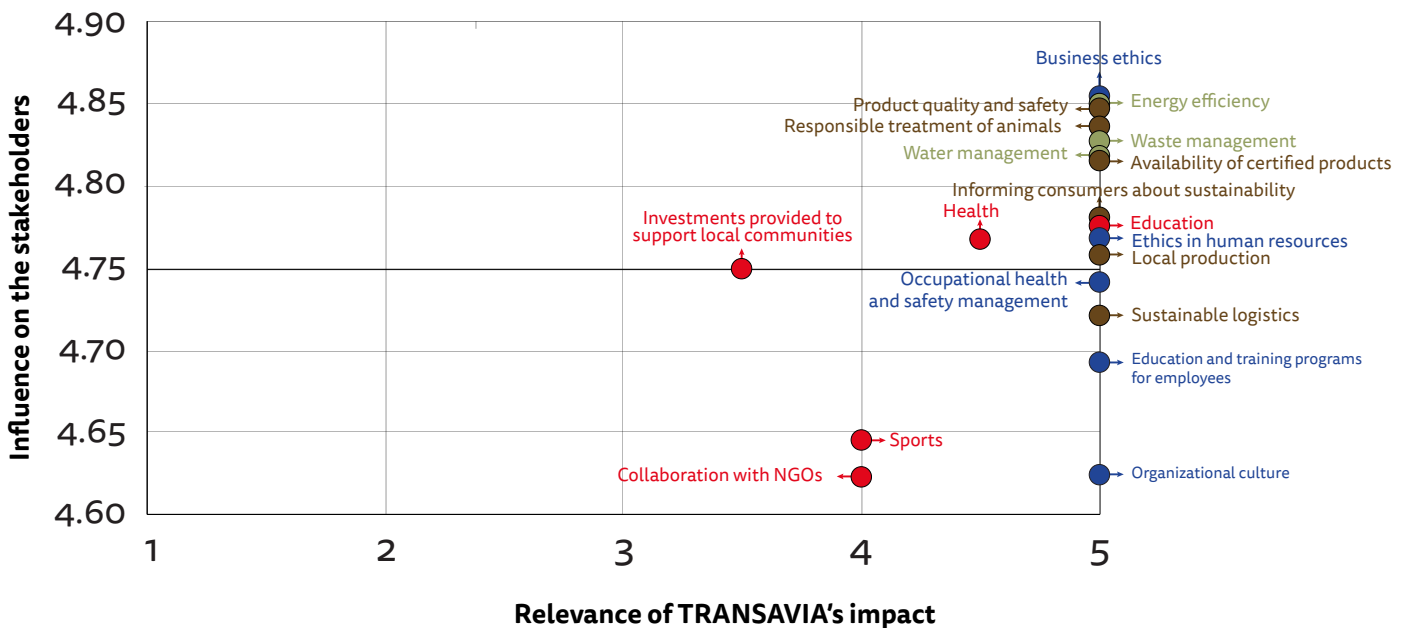
nal materiality, analysis carried out by the management team), which at the same time substantially influences decisions and how stakeholders evaluate our work. Our performance on each category and topic is disclosed in this Report.



As compared to the previous **Materiality Matrix, 2021** resulted in a change in the top of the importance of themes. Thus, the first 5 positions were ranked: business ethics, energy efficiency, prod-

uct quality and safety, responsible treatment of animals (animal welfare), water management.

MATERIALITY MATRIX



1 Not important 2 Less important 3 Neutral opinion 4 Important 5 Very important

SUSTAINABILITY RISKS MAPPING

GRI 102-15

The risk assessment carried out by the management team focuses on the identification, analysis and evaluation of the operational and strategic risks, on their impact on the financial stability and profitability of TRANSAVIA, as well as on their impact on sustainability aspects. Risk prevention is integrated into daily decision-making processes and is based on regular analyses of legislative, economic, social aspects of national and EU regulations, of

the evolution of prices for raw materials, energy, fuel, digitization and new technologies, of social aspects and of those related to the workforce.

The risks are assessed according to the possible impact and the period during which they can affect the evolution and performance of the company (short, medium and long-term risks).



Pandemic risks

addressed through responses with specific employee protection measures, the health and well-being of each employee being a priority.



Operational Risks

which we minimized by finding supply alternatives and by optimizing the vertically integrated model, as well as by increased efforts to attract and maintain qualified personnel, necessary for the optimal performance of the activity.



Strategic Risks

such as climate change (with immediate physical risks caused by severe weather events with a direct impact on chicken feed production, but also at community level), changes in demand for chicken meat (increasing or decreasing), changes in consumer behaviour, political and regulatory factors, price developments – we analysed all of these through the lens of impact (possible effects) and probability. For each risk identified, the management team prepared a plan to mitigate and identify opportunities.



Financial Risks

which we addressed by early negotiation of contracts for energy and natural gas.



OUR COMMITMENTS

Our areas of sustainable action focus on 4 pillars of interest that include 19 material aspects, which underline our direct contribution to the UN SDGs. We continue to monitor progress towards our 2025 targets.

Done
 Substantial progress
 Supplementary effort necessary

INTEREST PILLAR	MATERIAL ASPECTS	IMPACT AREA			STRATEGIC TARGETS 2025*
		Upstream	Internal	Downstream	
RESPONSIBLE PRODUCTION 	Local production	✓	✓	✓	Procurement of raw materials from areas certified as sustainable productions, without negative impact on the environment
	Availability of diversified certified products		✓	✓	
	Quality and safety of products	✓	✓	✓	Use of sustainable packaging
	Responsible treatment of farm animals – animal welfare	✓	✓	✓	Continuous modernization and re-engineering for sustainable productions
	Business ethics		✓		Expanding the fleet for transporting goods and products, as well as route planning in an economical and efficient way
	Informing consumers about sustainability			✓	
ENVIRONMENT 	Water management		✓		Implementation of the environmental management system according to SR EN ISO 14001:2015 requirements
	Energy efficiency		✓		Identifying alternative solutions, where they lend themselves, reducing greenhouse gas emissions
	Waste management	✓	✓	✓	Maintaining the degree of compliance with legal requirements in the field of environmental protection
	Sustainable logistics	✓	✓	✓	Improving waste management Improving waste water management Reducing energy consumption by replacing outdoor lighting fixtures from 250 W and 150 W to 90 W and replacing existing lighting with LED fixtures.
EMPLOYEE 	Human Resources Ethics		✓	✓	Maintaining staff retention
	Education and training programs for employees		✓		Expansion of the fleet for the transport of employees
	Occupational health and safety management		✓	✓	
	Organizational culture		✓		
COMMUNITY 	Health		✓	✓	Creating a practice centre and supporting professional activities for young mechanics, engineers and electricians.
	Education		✓	✓	
	Sport		✓	✓	
	NGO's collaboration		✓	✓	

*Details on the evolution of the monitored indicators and the activities that support progress can be found in the chapters dedicated to each pillar of sustainability.

OUR COMMITMENTS

TRANSAVIA's objectives from the new sustainability framework, assumed in the previous Report, extend until 2030.

Done
 Substantial progress
 Supplementary effort necessary

The widespread 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 and service activities.

Maintaining food safety and security at the highest level by capitalizing on TRANSAVIA's comparative advantages, without compromising on the requirements for maintaining soil fertility, preserving biodiversity and protecting the environment.

RESPONSIBLE PRODUCTION



Sharing nutritional value information in a transparent, voluntary and easy-to-perceive way for the consumer by introducing NutriScore on the label of chicken meat products, staggered, by product category starting in 2022 – Project cancelled as a result of the fact that the Joint Research Centre (JRC) of the EU decided the ineffectiveness and lack of scientific substantiation of the NutriScore traffic light labelling system.

Reduction of indirect greenhouse gas emissions from medium combustion plants - NOx by 50%, compared to the maximum value accepted on the reference date, until the year 2030.

Reducing the amount of direct greenhouse gas emissions - CO2 by 431 tons by recycling packaging waste, until 2030.

Increasing the share of electricity from ecological and renewable sources, until 2030.

Reducing by 50% the amount of waste of the slaughterhouse flow, until 2030.

Reducing by 50% the amount of waste from the bird rearing stream by 2030.

ENVIRONMENT



Zero dust total emissions at the level of poultry meat processing and preservation activities, as well as in the manufacture of meat products until 2030. – As for 2021, the methods of determination were based on estimate calculation, so they are not relevant enough.

100% digitization of human resources activities by 2030.

TOP employer in Romania (improving staff retention) until 2030.

EMPLOYEES



Obtaining professional qualification authorizations in a field other than food, for 1% of the staff, until 2030 – The methods by which staff qualification in a field other than the food sector can be achieved have not yet been identified.

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.

COMMUNITY



Details on the evolution of the monitored indicators and the activities that support progress can be found in the chapters dedicated to each pillar of sustainability.



EMPLOYEES



GRI 400

GRI 102-8, 102-36, 102-37, 102-41, 103-2, 401-2, 401-3, 402-1, 404-2, 404-3

The exceptional results we record year after year are due to our employees who, day by day, do everything the right way. Together, we are proud of everything we accomplish and we celebrate the success of our business.

Our goal is to be a top employer, by offering attractive working conditions, by attracting, developing and retaining the most talented people who share our values, by offering a safe, healthy environment that contributes to the motivation of our employees and by strengthening leadership and performance capacity.

Sustainable Development Goals supported



2247
EMPLOYEES

43%
WOMEN

10.2%
YOUTH

7130 LEI
AVERAGE GROSS SALARY

<30 yo(+60 bps vs. 2020)

(+31% vs. 2020)



EMPLOYEES



GRI 404-2, 402-1, 406

HUMAN RESOURCES STRATEGY AND MANAGEMENT



"We know that we receive trust from our employees and that we must give them trust and support. That is why, in TRANSAVIA, people are appreciated for their professionalism, fairness, passion and the values they live every day. We are proud of the fact that people feel safe, develop and contribute through diversity, and we know that these things will help us achieve our ambition to be a Top Employer in Romania."

Sonia Popa
Recruitment Manager, TRANSAVIA

In line with the materiality analysis, the topics related to **EMPLOYEES** are of particular importance to the sustainability of our business. The HR strategy is aligned with the overall strategy and market trends. The Human Resources Department contributes to building and maintaining a talented, diverse and engaged team through the programs carried out. We constantly invest in staff development, safe working conditions and employee's motivation. Our concern for employees is permanent, in accordance with the actions and policies emerging in the field of human resources. For this, we periodically develop and implement different procedures that concern the entire process of recruitment, selection, induction and retention of personnel (GRI 404-2).

In order to increase loyalty and cohesion, the Human Resources department organizes specific counselling programs, through which we encourage the relatives and children of our employees to learn and, eventually, to work in our company. This counselling materializes through discussions with employees, and sometimes even with their relatives, in order to help them as much as possible in the choices they want to make in terms of career and professional insertion. At the same time, we help them apply to various internship programs at various public universities and high school institutions. Thus, after finishing the studies, we can start the process of recruitment, selection and employment for those interested.

Our day-to-day activities are guided by the Universal Declaration of Human Rights, the International Labour Organization (ILO) regulations and the Code of Professional Ethical Conduct for TRANSAVIA Employees. These documents are the foundation of the principles we use in business and in our daily interactions. We respect ethical and moral conduct and express ourselves freely, while demonstrating morality, respect and civility. Any employees can submit any anonymous opinion that they can express through the "communication boxes" present in each sector. In this way, we protect the anonymity of the employees, while we can find out their expectations from the company (GRI 402-1).

Through this system, employees are encouraged to communicate all issues related to labour relations, working conditions (ergonomics, environment, OSH / PSI), work practices, impact on society, fair treatment, recommendations, suggestions, complaints, opinions that they have them. Thanks to the system, they can defend their opinions and report unacceptable behaviours and requests, which is a measure adopted to improve the performance and working environment of employees (GRI 406).

We are responsive and attentive to the evolution of the environment and we are constantly learning in order to keep ourselves at the top. We pay particular attention to the safety and health of people as these are fundamental concerns for our human resources practices.

NOTIFICATIONS REGARDING OPERATIONAL CHANGES IN THE COMPANY

Within **TRANSAVIA**, all decisions are made in compliance with the legislative norms in force, the internal order regulation and the collective labour agreement. From the moment the Individual Employment Contract is signed, employees are notified about the notice periods and the situations in which they may occur according to the legislation in force and the Labour Code.

In the case of operational changes, employees are notified verbally and in writing (internal memos) by the heads of sectors, and then they are helped and trained to be able to easily adapt to the new specific requirements required. But always before the production of a fairly major change that can directly involve the employees, they are consulted by the hierarchical superiors to be able to show their opinion.

EMPLOYEES



EMPLOYEE SKILLS UPGRADE PROGRAMS AND TRANSITION ASSISTANCE PROGRAMS

We have an internal procedure that guides us in the recruitment and selection activity, and each employee receives a copy of his individual employment contract upon employment, according to the law (GRI 13: Topic 13.20).

The company offers accommodation programs, such as the “buddy assistance” program, that help new employees to settle more easily in the position they are going to work on. We provide them with a calendar of mandatory training activities in the sectors where it is necessary, for example: first aid and hygiene courses (GRI 404-2).

Starting with 2021, new arrivals are introduced by a welcome message sent by email, through which colleagues can get to know them better.

For training and personal development (GRI 404-2), we offer employees internal qualification programs, such as the poultry breeder. In sectors where the need for employee training is felt, we turn to specialized companies that deliver specialized courses, based on the specific needs of each sector. The company tries to offer as much as possible specialized courses, for trades, for example, where food industry engineers, animal husbandry engineers and agronomists, and veterinarians are targeted.

During the reference period, courses and training activities 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 work. In 2021, no data was recorded regarding the average number of hours of training carried out to improve employees’ skills (GRI 404-1).



Right from the first days as an employee at TRANSAVIA, I understood that I had the opportunity to fulfil my professional goals and progress. I noticed, right from the beginning, that the work environment within the company is oriented towards employees, with all the facilities to favor productivity and the performance of daily tasks.

Maria Ștefania Alba
Sales assistant –
support activities (commercial sector)

Self-respect, the constant and immediate recognition of the merits and progress made, including at the financial level, is the source that gives value to every action and that nourishes every success. The friendly work environment gives me a sense of confidence, makes me feel at home, and the human boss who behaves nicely and takes an interest in me, is a value that makes me come to work every morning with pleasure.

Valentin Cazan
Electrician –
Poultry slaughterhouse Brașov

EMPLOYEES

DIVERSITY, INCLUSION AND EQUAL OPPORTUNITIES

GRI 405-1

We respect diversity as an opportunity, through which we learn from each other, enrich our knowledge and strengthen our success.

We act decisively against any discriminations having clear procedures, also specified in the [Code of Ethical Conduct and the Company's Internal Regulations](#), by which such unfortunate incidents are avoided (GRI 406-1). Within **TRANSAVIA**, any discrimination based on gender, sexual orientation, genetic characteristics, age, nationality, race, colour, ethnicity, religion, political opinion, social orientation, disability, family situation or responsibility, membership or trade union activity, and so on, is explicitly prohibited.

For more than 13 years, I have found in the great Transavia family a model to follow, both personally and professionally. Carrying out my daily work in a team where I feel valued and motivated is the greatest privilege.

Elena Toma
Acquisitions Manager –
Oiejdea Slaughterhouse – since 2007

At the same time, any form of discrimination based on sex is prohibited with regard to women's and men's access to all levels of education and training, including workplace apprenticeships, further training and, in general, continuing education.

Our policy stipulates that any doubt, suspicion, ascertained fact expressed in good faith regarding the improper conduct of the company, or of 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 providing information that you believe to be correct and accurate at the time, even if it later turns out to be incorrect or inaccurate.

Due to the fact that **TRANSAVIA** expanded its operations, with new sectors being opened, the number of employees was in a slight increase, reaching **2247**. At the same time, the effects of the Covid 19 pandemic were still strongly felt at the level of society as a whole, determining, as in many other branches, a staff turnover increasing by 1.74 percentage points compared to the previous year, reaching **27.33%** (GRI 401-1).

We have a balanced gender ratio, with **42.9% women**. Given the composition of the activity sectors, we register **65.3% workers** and **34.6% TESA personnel**. Regarding the age structure of employees, in 2021 we had: **10.2% under 30 years**, **55.2% aged between 30 and 50** and **34.5% over 50**.



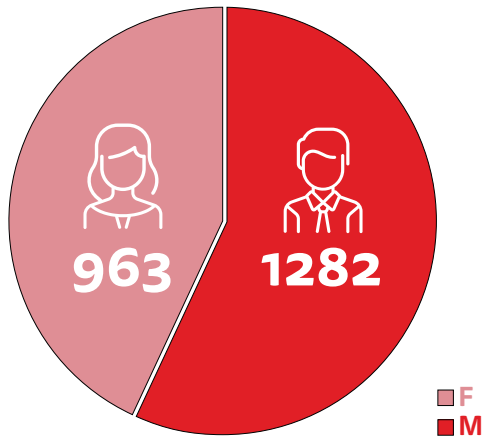
TRANSAVIA is the place where I have been working with passion for 5 years, a company with people who do things the right way and with solid principles, the place where you can always develop and evolve. I am proud and happy to be part of this team.

TRANSAVIA employee

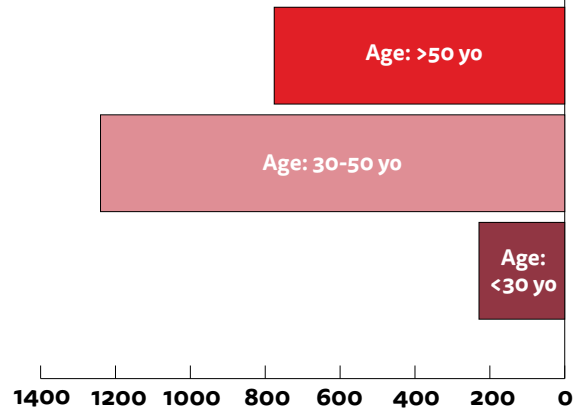


EMPLOYEES 

Distribution of employees by gender



Distribution of employees by age



Within labour relations, the principle of equal opportunities and treatment for all employees operates. **TRANSAVIA** rewards all employees who demonstrate performance at work and encourages all employees to develop or strengthen their career plan (GRI 404-3).

We respect all our employees, ensuring equal opportunities and treatment towards all employees, ensuring an equal ratio of basic salary and remuneration to all persons occupying similar positions, regardless of gender (GRI 405-2). Their remuneration is based on performance and seniority, and everything is established in accordance with the legislation in force (GRI 401-2).

(GRI 13: Topic 13.21) **TRANSAVIA** employees are paid above the minimum set for the economy in Romania, the average gross salary for 2021 being 7130 lei, and the average net salary 3206 lei. There is no differentiation in remuneration between women and men. (GRI 13: Topic 13.15) In the sectors that are specific to the agricultural

field, in certain periods of the year, we also practice seasonal hiring, to cover the need for personnel for the harvest or sowing periods. These people can also be hired as day laborers, depending on the needs. We apply the same principle of non-discrimination and practice equal opportunities, treating them exactly the same as other employees. And in 2021, all salaries were paid on time throughout the year, with no delays recorded.

We encourage feedback and carry out staff evaluations, once every 2 years, through individual evaluation sheets drawn up by department heads (GRI 404-3). Thus, each employee understands what their strengths are and how they can improve aspects of their daily activities, their current role and what skills they need to develop to take a new step in their career. We apply the same principle of equal opportunities in terms of professional development, ensuring access to personal development programs, training, courses for all employees (GRI 401-2).



EMPLOYEES



GRI 402-1

GENERAL BENEFITS FOR THE EMPLOYEES

In addition to legal rights (holiday leave, childcare leave for both men and women, sick leave, legal days off, employee retirement insurance, etc.), additionally, the company provides various other benefits:

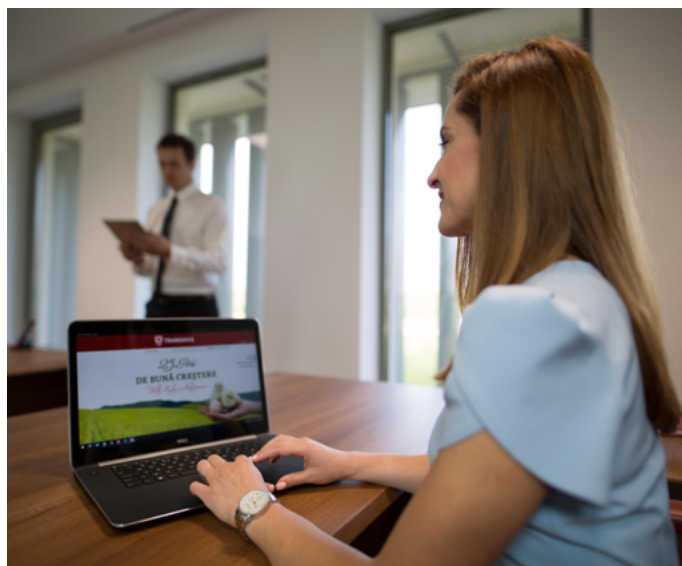
Each employee receives the full set of benefits for his or her position according to the law. All our employees are also provided with **additional benefits based on performance:**

- ✓ daily transportation to and from work
- ✓ daily hot meal
- ✓ bimonthly food packages with the company's products
- ✓ meal tickets
- ✓ salary bonuses for holidays
- ✓ loyalty fee
- ✓ paid days off for special personal events

EMPLOYMENT RIGHTS, PRACTICES AND CONDITIONS

GRI 407-1 GRI 408-1 GRI 409-1 GRI 410-1 GRI 412-1

We fully support freedom of association, we recognize the right to collective bargaining, we are against any form of forced or compulsory labour, child labour (GRI 408-1, GRI 13: Topic 13.17) or any act of discrimination with regard to Employment. Within the **TRANSAVIA** company, employees are represented by representatives freely elected by vote, without the involvement of the management, according to legal procedures. Elected representatives include employees who are not part of management (the board



of directors) and can carry out activities related to the rights and interests of workers without the intervention of management. At the same time, they are granted access to the workplace to carry out their representative functions. All these aspects are provided both in the **Collective Employment Agreement** registered at ITM Alba (GRI 407-1).

We pay great attention to respecting the rights of our employees and to fulfilling all our obligations as an employer, according to the legislation in force, the **Individual Employment Contracts and the Collective Employment Agreement**.

Our core values are an integral part of how we do business, and we expect our partners and suppliers to respect and promote them as well. We want to develop and strengthen partnerships based on transparency, collaboration and mutual respect. We appreciate that providers operate in different legal and cultural environments. As a minimum requirement, we expect suppliers and their facilities to adhere to the standards and promote the principles set out by us.

The provisions of our program supplement and do not replace the provisions of any legal agreements or contracts entered into between the supplier and **TRANSAVIA** or its affiliated companies. We expect suppliers to hold their supply chain, including sub-contractors and third-party employment agencies, to the same standards contained in the program. It does not give rise to any third-party beneficiary rights or benefits to suppliers, sub-contractors, their employees or other parties. To ensure that these requirements are met, we invite all our suppliers to respond online to the **"Supplier Workplace Responsibility Questionnaire"** (GRI 407-1, GRI 13: Topic 13.18).

We actively campaign against child labour and ensure that our suppliers and partners do not use such resources either. Even in 2021, I had no suspicion about this risk, as a result of the request for the annual completion or at the start of collaboration with a new supplier, of the self-assessment questionnaire in which this is also mentioned (GRI 408-1, GRI 13: Topic 13.17). We have the same approach against forced labour (GRI 409-1, GRI 13: Topic 13.16) and fully disassociate ourselves from these practices.

EMPLOYEES



Respect for human rights is essential for us. Thus, in 2021 we ensured all our security personnel (57 security guards) were trained in this regard, and each supplier trained its employees according

to its own policies and standards (GRI 410-1). At the same time, during the evaluated period there was no operation that was the subject of human rights analyses or impact assessments (GRI 412-1).



WORK SAFETY AND SECURITY

GRI 403-1, 403-3, 403-4, 403-5, 403-6,
403-9 403-7, 403-8, 403-10,

In the reference period, no health problems caused by the workplace were recorded (GRI403-10), and the incidence of occupational accidents was 0.00125%, without any deaths (GRI403-9). The fact that all employees are regularly trained on existing risks and the measures they must comply with, based on collective work safety and security (OSH) sheets and PSI training minutes, contributed to these results. The training is carried out by the head of the sector, who is also the beneficiary of the works, based on a decision approved by the legal representative of the company (GRI403-8).

Due to 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. The traffic accident rate recorded last year was 0,00062%.

We address the same way the safety of those who provide services within our sectors, establishing OSH conventions along the lines of safety and health at work, which specifically stipulate the way of relationship and approach in relation to their specifics, existing dangers and risks. When appropriate, we request approvals for placing some products on the market (GRI 403-7).

As a result of the COVID-19 pandemic, in 2021 we also paid special attention to safety and health measures for our employees. We applied all the recommendations of the authorities and allocated additional funds for disinfectants, equipment and protective masks and carried out rapid, certified tests at the company's expense. All outsiders who came into the company were tested to prevent any risk.



RESPONSIBLE PRODUCTION



GRI 400
GRI 13: Topi 13.4

TRANSAVIA is committed to providing safe chicken products of the highest quality that meet the demands and expectations of our partners and consumers everywhere, in every respect. We guarantee the quality of our products, animal welfare and a minimal impact on the environment.

Sustainability means providing **Absolute Quality** through the application by all our employees of the best practices and the strictest protocols throughout the production and distribution chain, *from grain to fork*.

GRI 13: Topic 13.4

Topic 13.4 The conversion of the natural ecosystem

Topic 13.9 Food Security

Topic 13.10 Food safety

Topic 13.11 Animal health and welfare



RESPONSIBLE PRODUCTION



THE QUALITY AND SAFETY OF OUR PRODUCTS

The quality of our products is an integral part of the sustainability strategy. The quality and food safety management system implemented at all stages of production is FSSC 22000, ISO 22000 certified, and our commitment to consumer safety and our relationships with our partners is confirmed by the fact that

100% of our poultry production is certified by BRCGS Food Safety (British Retail Consortium Global Standards) and FSSC (Food Safety System Certification). As well, we are GlobalG.A.P and ISO 22000:2018 certified (GRI 13: Topic 13.10.4).

Our certifications



Obtained since 2008, it guarantees our level of competence in HACCP, hygiene, food safety and quality systems, showing our commitment to consumer safety and stakeholder relations. **TRANSAVIA** is the only national producer that holds the AA+ rating.



Proves the quality and professionalism of the administration of the processes and activities that make up the quality and food safety management system, in all stages of production.



Obtained in 2008, it represents the fundamental standard in food quality and safety management. The certification proves that every department involved, directly or indirectly, in the food chain, has the ability to identify, control and remove any risk in an effective way.



We are the only poultry meat producer in Romania that received, since 2018, the GlobalG.A.P. certification, the most important worldwide certification program that certifies the use, in farms and production facilities, of good agricultural practices. This certification is the guarantee that the food products reach the highest level of quality and food safety, being produced in a sustainable way throughout the production chain, respecting the most drastic requirements in terms of food safety, animal welfare, environmental impact, responsible water use, safe and sustainable production of animal feed, breeding activities and rules related to the safety and welfare of employees.

Certificări McDonald's



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, safe and tasty products to Romanian customers.



Proves that all the stages through which our food products pass (production, packaging, storage and transport) are carried out in accordance with Islamic religious rules.

Supplier of the Royal House of Romania



A recognition and appreciation of the special quality of our products, since 2006.

RESPONSIBLE PRODUCTION



GRI 13:Topic 13.23

Traceability (GRI 13: Topic 13.23) is a key tool for increasing transparency in supply chains. The rules and procedures we follow ensure consumers that the product they buy complies with the purchase requirements. In this sense, we ensure that all our suppliers and



partners share and promote the same principles of quality and safety of manufactured products or services provided, social and

environmental principles respected throughout the production chain. We monitor and audit our suppliers to assess product safety, traceability, HACCP and good manufacturing practices systems. At the same time, we monitor compliance with our policy through annual audits. If at the annual assessment or following the audit, the supplier does not meet all the requirements imposed by our standards, it will have to implement a series of corrective measures for compliance, in the shortest possible time.

Food safety awareness is at an all-time high in **TRANSAVIA**, closely linked to our set of shared values and rules that shape our behaviour. The evaluations made in recent years show a very good score, in terms of **food safety culture** (as defined by **European Regulation No. 382 published in 2021**) to which five vectors contribute: vision and leadership, work environment and responsible employees, knowledge and action, continuous improvement, infrastructure and equipment.

This food safety culture, consolidated over time, with the commitment of management from the highest level, since 2008, when the foundations of a food safety management system were laid through ISO 22000 (later FSSC 22000) and BRC Food certifications, provides solid, measurable foundations for our partnerships, among which we mention the one with McDonalds.

GRI 13: Topic 13.23

Efficient operations are the very backbone of our business. We have made significant progress in our digital efforts in the production system and throughout the chain. In the future, we are expanding our digital focus to include sustainability and traceability and we are transforming our end-to-end processes through an improvement of our enterprise resource management system (GRI 13: Topic 13.23).

Within **TRANSAVIA**, food safety involves the application of all national and European rules and regulations, that support and ensure the production of products with a special nutritional value and whose consumption is the basis of a healthy diet.



RESPONSIBLE PRODUCTION



GRI 13: Topic 13.23

100% of the manufactured products are subject to third-party certification audits that certify the quality and safety of our products as well as our operations in order to obtain safe products for consumers. We use a validated system to ensure product quality with regard to processing compliance and improvements to key quality values in slaughtering, feed manufacturing and poultry rearing. Product quality testing is done by regularly examining the many products we manufacture.

TRANSAVIA owns 5 analysis laboratories, for determining the quality and safety of meat, meat products and chickens welfare,

and for the analysis of feed and raw materials that make up poultry feed and forage. The laboratories located in Alba, Braşov and Caraş-Severin counties perform daily determinations regarding the quality and safety of meat and meat products, determinations regarding the quality of water used for watering and feeding broilers and as a component of meat products, determinations regarding the quality of chickens feed and welfare determinations.

These procedures are in addition to continuous product monitoring by our operations and quality assurance staff (GRI 416-1).

TRANSAVIA has several analysis laboratories in Alba, Braşov, and Caraş Severin counties:



Meat safety and quality laboratory Oiejdea

in which microbiological and physicochemical analyzes of meat and meat products are performed daily.



Meat safety and quality, poultry health and welfare laboratory Avicola Braşov

in which microbiological, physicochemical analyses, water analyses and serological analyses of poultry are determined.



Feed safety and quality laboratory

microbiological, physicochemical analyses of raw materials and feed are determined.



Poultry health and welfare laboratory

in which microbiological analyses specific to poultry farms are performed, as well as serological analyses.



Meat safety and quality, poultry health and welfare laboratory

where microbiological analyses specific to poultry farms as well as microbiological analysis of meat are performed.

To enhance food safety, we follow extremely strict procedures and protocols in all our owned production facilities. So:

- ✔ we only allow company vehicles, disinfected both at the entrance and at the exit from the premises of our units;
- ✔ all transport vehicles are additionally washed and disinfected, both at the beginning and at the end of the work schedule;
- ✔ the staff working in these units use sterile protective equipment, with an increased degree of biosecurity. They are periodically trained to strictly comply with the rules and norms regarding access, circulation 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 the chickens, in production) so as to avoid and eliminate any risks that may arise for the health of consumers, of employees and chickens;
- ✔ we constantly measure and apply measures to control contaminants in air, soil, water and feed, from fertilizers, pesticides, veterinary drugs and other agents used in our production facilities, in accordance with the recommendations of the competent authorities;
- ✔ we carry out physical-chemical and microbiological analyses of the feed and constantly monitor the state of health of our livestock;
- ✔ we carry out sanitation tests to check the hygiene status of all poultry farms, before they are populated with livestock, by means of our sanitary-veterinary specialists;
- ✔ we carry out the microbiological analysis of each product batch, daily, before delivery;

RESPONSIBLE PRODUCTION



GRI 416-1 GRI 416-2

In addition to the 15 external audits carried out by the certification organizations and by clients of the **TRANSAVIA Group**, we carry out annually, with the team of certified internal auditors, at least 2 unannounced internal audits for each individual work point (GRI 416-1).

In 2021, all **TRANSAVIA** production facilities underwent inspections by the veterinary health authorities and recorded **0 (ZERO)** incidents of non-compliance with the legislative regulations in force regarding consumer health and safety (GRI 416-2).

After 15 years in which I carried out my activity as a Biologist, together with a beautiful team within the Oiejdea Industrial Laboratory, in addition to the comfort and support I feel in the relationship with all departments, I can confirm the quality and safety of the products and the constant interest of the company to get things as close to perfection as possible. Here I find strong principles that have guided me both in my daily activities and in my personal life.

TRANSAVIA employee



THE INTEGRATED PRODUCTION CHAIN, FROM GRAIN TO FORK

GRI 13: Topic 13.4
Topic 13.9

A basic element in the achievement of our commitment is the healthy food and nutrition of the broilers. In our 100% vertically integrated production chain, *from grain to fork*, we produce most of our chicken grain needs on more than 10,000 cultivated hectares of our vegetable farms.

We process the obtained harvest in our own Feed Mill, thus ensuring daily fresh feed for breeding and broiler farms. The food is properly formulated by certified nutritionists and consists only of corn, soybean meal, wheat and triticale, to which are added, depending on the specific needs of the chickens, minerals and vitamins in an appropriate balance.

We are aware that climate change and the conversion of lands to agricultural lands are two major global environmental issues, and therefore **100% of the land owned or managed for the purpose of obtaining raw materials for the manufacture of feed does not come from deforested areas** (GRI 13: Topic 13.4).

We contribute to the reduction of food waste along the entire production chain, having 0% losses (GRI 13: topic 13.9). Thanks to our feed technology, production processes are extremely efficient, requiring only a minimal amount of natural resources to generate a high-value protein source for the harmonious growth and development of broilers.



RESPONSIBLE PRODUCTION



WE RESPECT BIODIVERSITY

GRI 304-1, 304-2, 304-3

An essential resource for the meat quality of our broilers is the correct amount of grain in the nutrition. That's why we are very attentive to all aspects, from sowing to harvesting. We carefully select seeds from the varieties that best suit the nutritional needs of the chickens.

We regularly inspect the crops and apply treatments according to the life cycle. When necessary, we carefully apply the necessary pest or disease treatments with products that do not harm the bees.

We announce the municipalities to which the lands belong to inform beekeepers in the area, and we have direct collaborations

with beekeepers who camp with hives near our sunflower fields during the flowering period, favouring cross-pollination, but also their production of fragrant honey.

The respect for biodiversity and for the interests of stakeholders underlines our responsibility as a company with an extensive value chain presence. Thus, since 2020, 100% of the amount of soybean meal purchased by us for broilers feed has been certified as coming from outside the Amazon Biome, thus fulfilling the proposed objective of using exclusively raw materials from sustainable sources in the procurement of poultry feed.

WELFARE OF CHICKENS ON OUR FARMS

GRI 13: TOPIC 13.11

We understand the important links between animal welfare, animal health and public health. The extensive expertise of over 30 years of activity in the poultry sector is essential for both animal welfare and high product quality.

The management team is committed to ensuring the sustainable development of the business, incorporating the responsible treatment of animals and the support of sustainable and

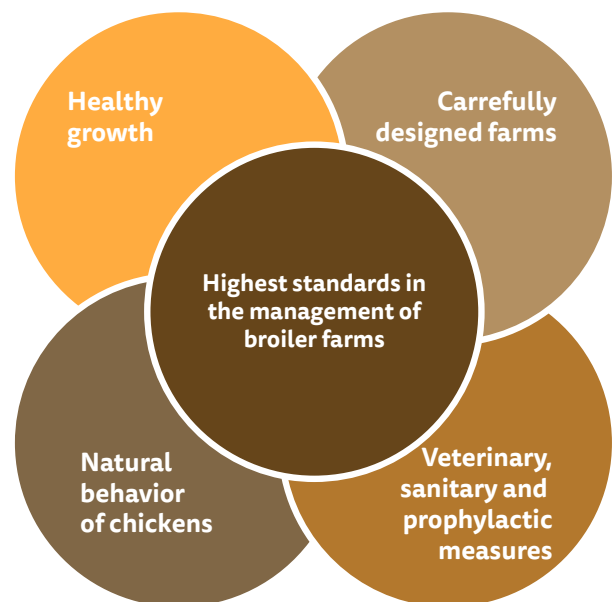
quality production into our strategy, *from grain to fork*. Thus, we constantly aim to ensure an optimal environment in the growth facilities and to have a minimal impact on the environment. We do this through state-of-the-art technology, compliance testing, aligned with the latest legal requirements and specific customer requirements, as well as internal and third-party audits.



Animal welfare is linked to business ethics and is part of our set of values and our sustainability strategy (*from grain to fork*).

As a market leader, **TRANSAVIA**:

- ✔ sets high standards by protecting animal welfare throughout the value chain, so that the conditions in which chickens are raised exceed the welfare standards required by legal regulations.
- ✔ is constantly involved in achieving excellence in management practices for chickens welfare on its own farms, and best management practices include:
 -ensuring optimal comfort and shelter for chickens,
 -allowing the chickens to move freely, in order to prevent any disease and to promote healthy growth,
- ✔ has integrated food safety and transparent traceability.



RESPONSIBLE PRODUCTION



TRANSAVIA'S PRINCIPLES ON RESPONSIBLE TREATMENT AND WELFARE OF CHICKENS

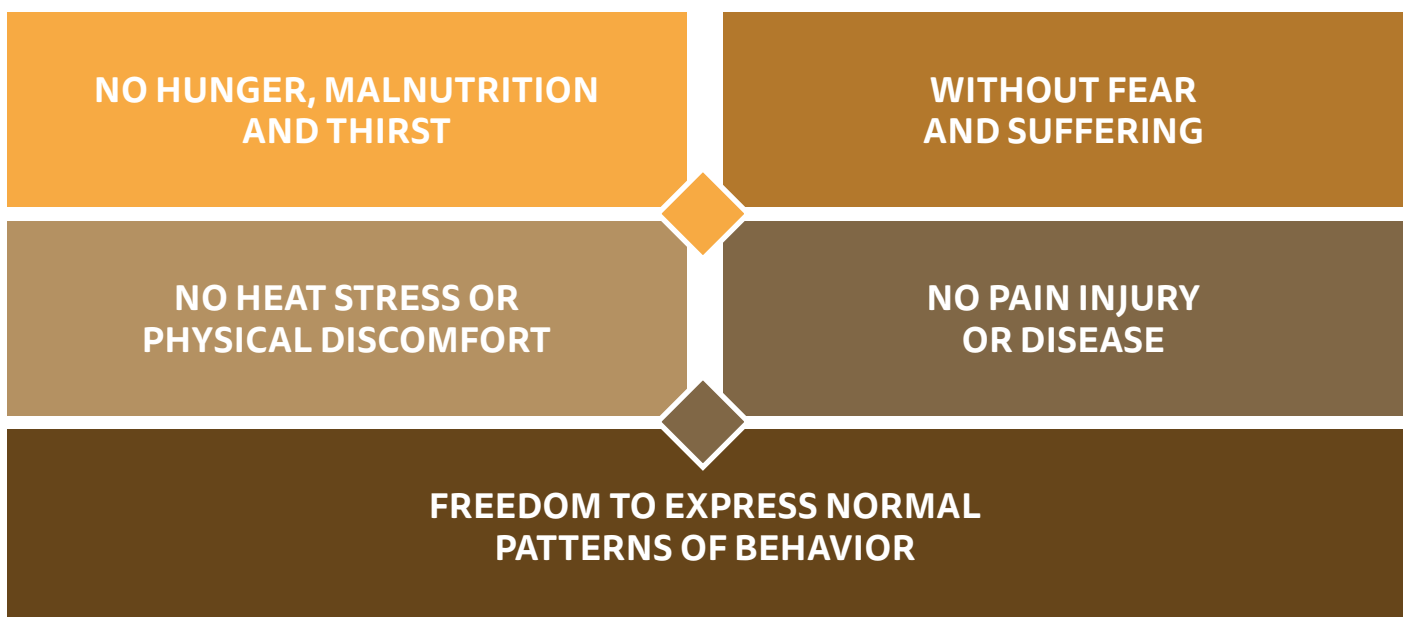
We are committed to animal welfare, and we live up to that commitment every day through the actions and initiatives we implement in each of our units and production facilities.

TRANSAVIA's approach to animal welfare is holistic:

- ✓ We use animal welfare indicators, based on scientific data, in order to increase the transparency of information towards our customers and consumers and to help them make the right choice in terms of purchase.
- ✓ Our policies cover the welfare of chickens before, during and at the end of their life cycle.
- ✓ We monitor and improve animal welfare throughout our value chain by considering the 5 freedoms of animals (World Organization for Animal Health).
- ✓ We are constantly increasing the skills of staff who interact with chickens.



The 5 Freedoms of Animals (World Organization for Animal Health)



RESPONSIBLE PRODUCTION



In addition, we carry out internal broilers' welfare audits at least once a year. Carried out by the team of qualified internal auditors, they monitor chickens health and welfare, biosecurity, hygiene and traceability across all **TRANSAVIA** farms.

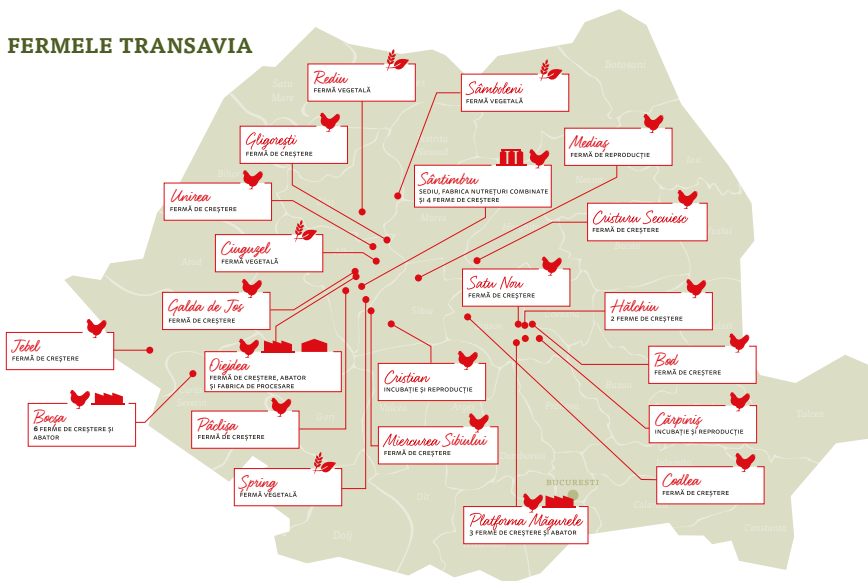
Thus, the entire process, starting from the hatching of the chickens from the eggs, their growth in **TRANSAVIA** farms and up to the preparation for slaughter, is verified by external and internal audits.



As part of our vertically integrated business model, we carefully control every stage and every aspect of raising chickens, always making sure that we live up to the promise of the company's founders: **WELL MADE IN ROMANIA!**

OUR FARMS

FERMELE TRANSAVIA



TRANSAVIA, the largest poultry producer in our country, is the only producer in Romania that manufacture feeds and slaughter all the chickens itself, in owned facilities, thus ensuring the quality and safety of the final products.

We own a total of 30 units (3 breeding farms, 2 hatching stations and 26 broiler farms), located in isolated areas, far from any source of pollution or contamination, ensuring the broilers a maximum level of biosecurity, protection and comfort.

Our farms are designed and managed according to the most demanding standards, 46% of which are **GlobalG.A.P** certified farms. We have qualified staff, modern technologies and automated feeding, watering and monitoring processes, controlled by sensors that ensure the welfare of the chickens.

Our broilers have rearing conditions ensured exclusively by automated processes. Feeding, watering and monitoring of living conditions are constantly supervised by sensors. Both state-of-the-art technology and the permanent presence of qualified staff, made up of doctors and veterinary technicians, contribute to the well-being of our chickens.

The houses are specially designed and built for this function, being provided with modern equipment that ensures the comfort and well-being of the chickens. All our production houses are energy efficient, they are well built, well insulated, with central ventilation and heating systems, with economical lighting, so that we have as little energy consumption as possible. Temperature

and ventilation are automatically monitored. We use automations and sensors that provide and monitor well-being parameters, from ventilation to humidity, heat, air intensity and cooling system. In addition, ventilation, feeding and watering equipment are designed and constantly adjusted to provide an environment appropriate to the age and needs of the chickens and to prevent food and water waste.

The litter used in poultry houses comes from a reusable source. Thus, plant residues, respectively the straw obtained from the harvesting of cereals used in broilers feed, are collected, chopped and used exclusively for the creation of bedding in the houses.

RESPONSIBLE PRODUCTION



WE EXCEED CHICKENS WELFARE LEGISLATION



the density of chickens is reduced by 15% compared to regulation: 36 kg/sm (compared to 42 kg/sm, provided by law);



emissions from chicken houses are reduced by 30% compared to the minimum mandatory level (max. 14 ppm NH₃; max. 2100 ppm CO₂).

Our **biosecurity practices**, which we follow strictly, are extremely well-defined throughout the whole chickens rearing process, being crucial to ensuring and maintaining the health of the animals. The **TRANSAVIA Group** owns 2 modern hatcheries, located in Braşov and Sibiu counties, specially built, with separate rooms for each operation, thus completely eliminating the risks that may arise. The 26 chicken breeding farms and the 3 reproduction farms are located in **areas isolated from other animal farms and possible sources of contamination**, thus ensuring a high level of biosecurity and protection.

Twice a day, the broilers are inspected by trained personnel, who check all environmental factors in the hall, as well as the health of the chickens, observing their behaviour. They check and examine the broilers, making sure they are in good health and can

independently access food and water. Our colleagues from the **TRANSAVIA farms** who deal with the daily care of the chickens regularly participate in **training sessions on animal welfare**, in order to minimize the stress of the broilers on the farms.

Veterinary prophylaxis measures and specialized staff contribute to maintaining an optimal state of health of the chickens, 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 biosecurity measures. Our animal welfare programs include specific requirements and procedures to protect the health and welfare of broilers throughout their life from hatching, through their time on the farm, during transport, unloading and handling.



RESPONSIBLE PRODUCTION



TRANSPORTATION OF CHICKENS

Although the legislation allows broilers to be transported up to 8 hours, our aim is to avoid transferring broilers over distances longer than 3 hours to the destination. 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 travelled is 3 hours and the shortest distance is less than 10 minutes to the slaughterhouse.

FARMS	TRANSPORTATION TIME*
55%	<10 min
24%	10 - 30 min
17%	30 - 60 min
4%	1 - 3 ore

*the legislation provides up to 8 hours for transportation time

The drivers who transport the chickens are qualified, frequently taking courses on the physiology and recognition of the behavior of the broilers, ensuring comfort and adequate conditions while driving to ensure their well-being. Additional measures are applied depending on the weather conditions, the chickens are constantly protected from moisture, so the driver can adjust the side tarps if necessary to avoid the cold or injury caused by a slippery surface.

OUR FACTORIES

We have 5 colleagues who hold **Global Animal Welfare certificates** responsible for chickens welfare, who ensure that our procedures are rigorously followed. Our welfare procedures for receiving live animals require them to be placed in specially designed rooms, called "quiet areas", equipped with controlled temperature where the broilers spend up to an hour in order to eliminate the stress accumulated during transport.

Our slaughterhouses and meat processing plant are **BRC version 8** and **FSSC 22000 version 5.1 certified**. The 3 poultry slaughterhouses owned by TRANSAVIA in Alba, Braşov and Bocşa have a total capacity of 100,000 tons/year. They have very modern tech-

nological lines and are each equipped with their own analysis laboratory, being among the few of this kind in Eastern Europe. Our meat products are made through fully automated operations using state-of-the-art production lines, with human supervision only.

Our meat products are packed in a controlled atmosphere and stored in freezing or refrigerated areas, from where they are then distributed in the safest conditions to customers, with vehicles from our own fleet. Our fleet includes **over 500 vehicles with which we ensure the transport of raw materials and of TRANSAVIA products**, under maximum food safety conditions.



"We are constantly and massively investing in cutting-edge technology, modernization and expansion of our production capabilities. We are constantly improving our processes and activities, finding solutions to improve the quality of our products and to reduce the impact on the environment. Thus, we are always attentive to trends and consumer needs, offering them safe and responsibly produced food, with the highest quality."

Adina Popa

Responsible for quality and food safety, TRANSAVIA

ENVIRONMENT



We continuously strive to improve and optimize our activities and we are aware of the impact our business has on the environment. We carry out consistent environmental risk assessment following ISO 14001 requirements and using best practice.

4 PRIORITY AREAS:

Energy Efficiency,
Waste Management,
Water Management,
Biodiversity

Sustainable Development Goals supported



0
environmental penalties

426.298
tons of reduced CO₂

~125.000
m³ less used water vs. 2020

99,7%
the degree of waste valorization




ENVIRONMENT



“Major global challenges, such as climate change and environmental protection, are issues that we always take into account when drawing up our plans. Reducing emissions, preserving clean water and biodiversity are always at the heart of our sustainability strategy. We act responsibly to reduce our environmental footprint, contributing to a healthier environment for future generations.”

Diana Pavel
Environment Director, TRANSAVIA

Following the materiality analysis , environmental issues are among the most important sustainability topics, energy efficiency ranking second in importance, following business ethics. Other important concerns are waste and water management.

Our actions are based on a standardized Environmental Management System (EMS), which complies with legal requirements, internal policies and standard operating procedures. Our efforts are focused on reducing our environmental impact by working to continuously identify and reduce environmental risks, thereby improving the company's sustainability. We are constantly tak-

ing measures to maintain compliance with legal requirements in the field of environmental protection and to ensure sustainable production throughout the integrated production chain. We have ISO 14001, an internationally recognized standard for environmental management. No environmental sanctions have been recorded in 2021 either (GRI 307-1).

Strategic management is concerned with the whole environmental issue, aiming through EMS to increase energy efficiency, water saving and wastewater management, reduce emissions throughout the value chain and reduce food waste, *from grain to fork*.



Water Management



Energy Efficiency



Raw materials Supply



Waste Management

ACHIEVEMENTS 2021

In 2021, we continued our efforts to reduce our impact on the environment, thereby contributing to the early achievement of all our 2019 environmental targets for 2025:

ACHIEVEMENTS 2021



Maintain the implementation of the environmental management system according to the requirements of SR EN ISO 14001:2015



Identification of alternative solutions, where appropriate, and reduction of greenhouse gas emissions



Maintain compliance with legal requirements in the field of environmental protection



Improving waste management



Improving waste water management



Reducing energy consumption by replacing outdoor lighting fixtures from 250W and 150W to 90W and replacing existing lighting with LED fixtures

ENVIRONMENT



Throughout our collaboration, TRANSAVIA has professionally assumed all commitments related to environmental protection and packaging waste management, being a reliable partner that puts sustainability at the heart of its business.

Fepira Team

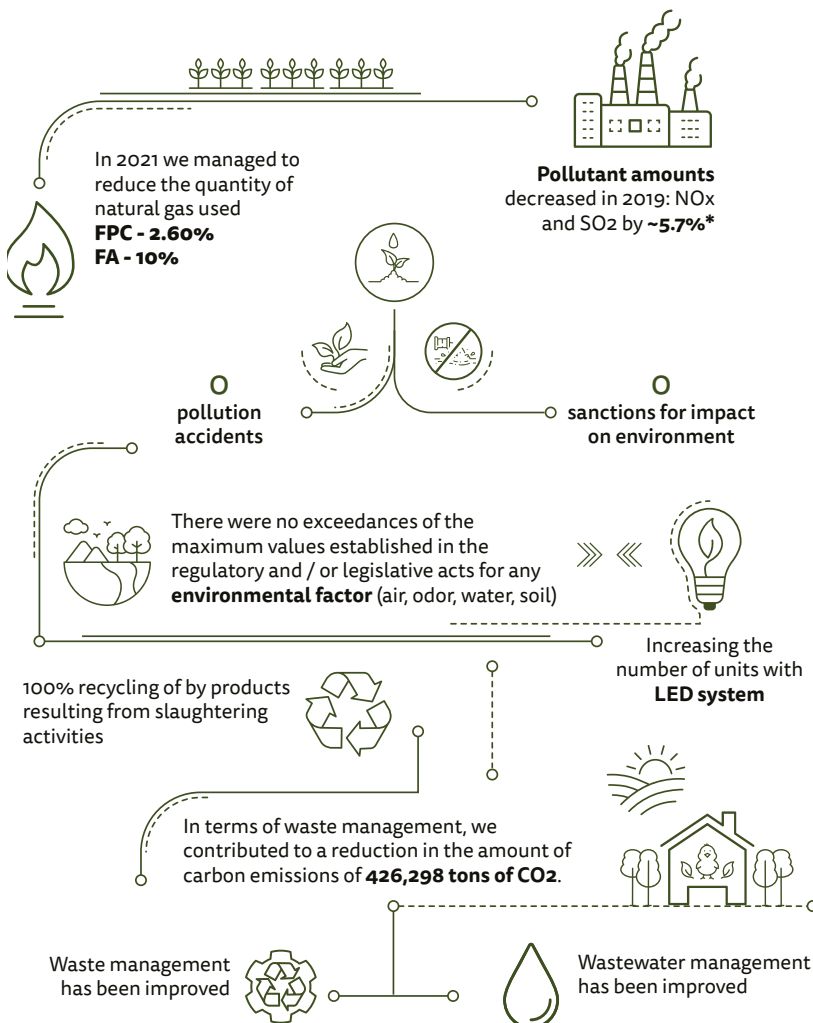
Very good collaboration, professional team, environmentally friendly company.

Public Authority

In 2021 we completed the replacement of outdoor lighting fixtures from 250W and 150W to 90W - LED lighting and the replacement of existing lighting (fluorescent lamp fixtures) with LED fixtures at all points of work where improvements could be made, thus reaching the proposed target level in advance by 2025. The reduction in lighting-related energy consumption generated was over 15% vs. baseline (GRI 302-4).

In terms of **waste management**, as a result of recycling packaging waste, we have contributed to a reduction in carbon emissions of **426,298 tons of CO₂**.

In 2021, we have recorded a decrease in **natural gas consumption** compared to the base year 2018 as follows: FPC (poultry processing) - 2.60%, Poultry farms - 10%. These results come as a continuation of the measures taken, which led to a year-on-year decrease in natural gas of 0.32% for FNC and 2.43% for FPC. In the case of poultry farms, given the acquisition of new farms, natural gas consumption does not bear comparison with the previous period.



Compared to the baseline year, there was a reduction in the amounts of pollutants emitted to the atmosphere in the **NOx and SO₂ indicators by about 5.7%**, remaining at the same level as the previous year, despite the increase in the number of farms.

THE SPECIFIC WATER CONSUMPTION

for the slaughtering activity, which represents 63% of the total water used, is within the lower limits laid down in Best Available Technics/Technologies (BAT): **5.07 - 67.4 m³/to.**

As a result of the rational use and implementation of the water management strategy, water quantities recorded at all sites indicate a **reduction in consumption of about 125,000 cubic meters** in 2021 compared to previous year.



*Reduction due to the production process in the chicken meat processing farm and reduction of other company activities

ENVIRONMENT



ENERGY EFFICIENCY

In terms of energy efficiency, we have concerns in all areas: all our production premises are energy efficient, well built, well insulated, with central ventilation and heating systems, with economical lighting, so that we have the lowest possible energy consumption.

In the energy efficiency analysis, we distinguish between electricity and natural gas (main sources used in the production flow) and fossil fuels used by the own fleet as energy sources. (GRI 302-1). We do not hold data on consumption outside the company (GRI 302-2). We use natural gas to produce steam to ensure the technological flow, to heat the chickens' halls and the administrative premises. Following the acquisition of new farms, natural gas and electricity consumption is not comparable with the previous period. In terms of energy consumption per unit of product,

GRI 302-1, 302-2, 302-3
302-4, 302-5

both the slaughterhouse and the FNC, where heat treatment for Salmonella decontamination is applied, fall within the BREF recommendations, between 0.152 - 0.86 MWh/to and 0.12 MWh/to respectively.

The reduction in lighting-related energy consumption generated was more than 15% compared to baseline (GRI 302-4). With a view to using electricity from clean and renewable sources by 2030, the groundwork was prepared in the previous year for the planning of the green energy project (photovoltaics and high-efficiency cogeneration).

During the period under review there were no reductions in the energy requirements of products (GRI 302-5).

WASTE MANAGEMENT

The company's main action with regard to the management of the waste produced is to comply with the principles governing the entire environmental protection activity set out in OUG no.

GRI: 306-1, 306-2,
306-3, 306-4

195/2005 on environmental protection, as amended and supplemented, and in OUG no. 92/2021 on the waste regime, including the following:



- ✓ the principle of precautionary action,
- ✓ sustainable use of natural resources and their protection,
- ✓ the principle of sustainable development (sustainability),
- ✓ polluter pays linked to extended producer responsibility,
- ✓ the principle of precaution in decision-making linked to the principle of best available techniques,
- ✓ the principle of prevention, which seeks to avoid the generation of waste and mitigate it,
- ✓ increasing the quantities of waste recovered, valorized and disposed of without significant impact on the environment,
- ✓ preserving and improving the health of the population.

In all our actions we aim to apply the waste hierarchy, i.e.: prevention, preparing for re-use, recycling, other recovery operations (e.g. energy recovery), disposal.

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Waste management is a tool that enables us to comply with legal requirements, protect natural resources, minimize the amount of waste disposed of through final disposal, reduce the costs of waste disposal, contribute to maintaining the regenerative capacity of the natural environment and find solutions to sustain and improve the natural environment. (GRI 306-1).



TRANSAVIA has implemented an Environmental Management System, according to the requirements of the international standard SR EN ISO 14001:2015, has established an Environmental Policy by which it assumes the implementation of the principle of sustainable development. The company also owns and implements an Environmental Management Program, which also sets the environmental objective of "Improving Waste Management". The actions established and undertaken to achieve this objective have been carried out, for the year 2021, 100% for a total of four actions out of the six established and 50% for two. According to the "Waste Prevention and Minimization Program", the Company's waste management system is based on the principle of preventing and minimizing the types and quantities of waste (GRI 306-2).

Operational processes are carried out through specific activities differentiated by sequences and sub-sequences (GRI 306-1), depending on the activity profile (poultry farming, processing and preserving of chicken meat, manufacture of poultry meat products, manufacture of compound feeding, cultivation of cereals).

As far as broilers farms are concerned, special areas are set up on the premises for the selective collection of waste generated. All categories of waste produced are collected separately and

handed over to authorized economic agents with whom we have contracts. The delivery of waste is accompanied by documents, loading-unloading and/or dispatch forms, weighing slips and, where required, the form for the approval of the transport of hazardous waste over 1 t/year. The waste handed in is transported, stored, recovered, recycled or disposed of only by authorized economic operators. Monthly Waste Management Record Sheets are drawn up and checked, in accordance with HG no. 856/2002, by designated staff within the respective work point by a certified environmental officer and/or waste management specialist within the company. All documents are kept and archived according to legal requirements for a period of 3 years.

In the case of slaughtering and related activities (treatment of waste water resulting from the activity, washing of vehicles, storage of fuel for machinery and equipment and recycling of animal by-products not intended for human consumption), we comply with the rules laid down in 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 not intended for human consumption. At the same time, the organisation of the production flow complies with the veterinary requirements both for each section and for the slaughterhouse as a whole. Equipment and machinery are new and comply with EU standards. The focus on efficiency and strict implementation of waste management has led to an increase in the percentage of recovery at slaughterhouse level by 7.22 percentage points compared to 2020, while the percentage of disposal has remained at the same level. Another positive aspect recorded is that the percentage of waste remaining in stock is 5.8 times lower in 2021 compared to the previous year (GRI 306-3).

Our ZERO-waste policy also means recovering everything we can so that we generate virtually no waste. We pay particular attention to the management of used bedding removed from the halls, which we recycle 100% by using it as organic fertilizer on the land managed by us on the vegetable farms we own. Chicken manure is collected in our authorized warehouses, where it is stored for stabilization, a mandatory step before it is used as organic fertilizer for crops on our vegetable farms. The use of this more environmentally friendly organic fertilizer is in accordance with the soil requirements, which our specialists plan through fertilization plans based on specific analyses. We manage this way to use less mineral fertilizer and reduce greenhouse gas emissions. Sludge from some of the company's sewage treatment plants will also be used as organic fertilizer in agriculture from July 2021. The storage of this sludge, until it is used, is carried out in authorized storage facilities owned by the company (GRI 306-4).

As well, we recycle 100% of the by-products resulting from the production chain (SNCU technological waste of animal origin which are treated technologically under certain conditions, and the finished product can be used in other industries or as fertilizer in agriculture. For example: hatching and slaughtering, such as eggshells, organs, feathers and blood), through own protein meal

ENVIRONMENT



plants. The resulting products are then used by partners at home and abroad.

We track the total weight of waste by activity for waste diverted from disposal, used as raw material in other industries or as fertilizer in agriculture, thus covering more than 92% to 95% of waste generated (GRI 306-4). The service of transport, recovery and/or disposal of waste that cannot be processed internally is carried out with authorized economic operators on the basis of contracts concluded with (GRI 306-2, 306-5).

High employee awareness contributes to high waste recovery rates. Thus, in 2021 at some workplaces the recovery percentage was found to be up to **99,7%**.

In 2021 Transavia reduced the amount of carbon emissions by **426,298 tons of CO₂ (6.75% higher than in 2020)**, by recycling packaging waste (the calculation is according to the Carbon Dioxide Reduction Calculation Certificate issued by **FEPRÁ EPR S.A.**, the body to which the company has transferred the extended producer responsibility) (GRI 305-1).

TRANSAVIA SA has contributed, through packaging recycling, to the reduction of carbon emissions amounting to:

426,298 tons of CO₂



The equivalent of **19.183 fir trees** that breathe for over 1 year



The equivalent of neutralizing **3.279.084 km** covered by car



The equivalent of saving **1.550.019 kWh**

Coefficients for offset CO₂ and their equivalent in fir trees, km, kWh are calculated based on public information released by the EC (European Comision), U.S. Environmental Protection Agency, IEA (International Energy Agency), ONU (Department of Economics and Social Issues).

We do not have data on indirect energy emissions (GRI 305-2), other indirect greenhouse gas (GHG) emissions (GRI 305-3), GHG emission reductions (GRI 305-5). Not applicable for monitoring GHG emissions intensity (GRI 305-4) and emissions of ozone-depleting substances (GRI 305-6).

The evolution of the quantity of TSP compared to the reference year 2018 is due to the increase in the number of chicken farms. The calculation method used is by estimation/calculation us-

ing emission factors set by **APM**, based on the **EMEP/EEA 2019 Guidelines**, and natural gas consumption. The result of the amounts of pollutants TSP or PM₁₀ (according to those established by APM) do not exceed the maximum permissible values, according to the legal provisions on the **Register of Emitted Pollutants under the EPRTR Regulation**. At the same time, the amount of **NO_x** and **SO₂** decreased by about **9.81%** compared to the baseline year.



ENVIRONMENT



WATER MANAGEMENT

GRI 303

General and specific water management objectives are set by the Environmental Policy and Environmental Management Programme implemented and are monitored and updated annually. The objectives are established in correlation with the legal provisions: Water Law no. 107/1996, as amended, HG no. 188/2022, as amended, NTPA 001 and NTPA 002, the updated [Mures River Basin Management Plan](#) (GRI 303-1, 303-2).

TRANSAVIA uses water both for technological flows and for hygienic and sanitary purposes from underground sources as well as from the centralized networks of some municipalities. For the monitoring of the environmental impact, monitoring required by the authorities and self-monitoring is carried out with RENAR accredited environmental laboratories and with our own laboratory. The monitoring frequency is set by the regulatory act. The methods used are standard and instrumental methods, respecting the method required by the permit and the Laboratory's accredited method (GRI 303-1). The consumption and exploitation of water resources are monitored on a monthly basis, for each working point and type of consumption. Also in 2021, the values required by the water management permits were complied with, with no exceedances. At the same time, the values of the physical-chemical parameters analyzed (pH, MS, CBO₅, CCO-Cr, NH₄, NO₃, NO₂, N total, P total, detergents, extractables, dry filterable residue) for wastewater treatment plant effluents revealed

that all monitored indicators were significantly below the maximum permissible limits.

We rigorously control, in accordance with the [Best Available Techniques / BAT Technologies](#), the drinking water intake in the technological processes we carry out, from cereal cultivation, compound feed production, poultry farming, to slaughtering and product processing, as well as 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 workplaces to correctly meter consumption. Drinking water suppliers and/or licensed public operators check the correctness of the data (GRI 303-5). In terms of monitoring the consumption of drinking water from the groundwater source, the water management authority verifies by two methods the authorised water consumption with the water used - annual inspections that also monitor compliance with the quantity of water used from the groundwater source. At the same time, monthly reports are submitted to the authorities and quarterly and/or half-yearly strict controls are carried out on these aspects. Impacts on surface water bodies are monitored and followed up with the water management authorities. As regards water discharge, there were no exceedances of the maximum permissible values, as set out in NTPA 001 and in the water management regulatory acts, in 2021 either (GRI 303-4).

THE SUSTAINABLE MANAGEMENT OF WATER

Our commitments to sustainable water management have been ambitious from the outset and we are proud of the results we are seeing as a result of the water efficiency measures we have taken:



We are using water supply equipment with low recovery or consumption systems, high-pressure pumps, and low water flow.



We implemented systems with sensors at the sinks of headquarter and other important operating unit.



We carefully monitored the monthly consumption in all operating units to detect any losses.



We equipped the raising-birds houses with computer systems that measure and monitor water consumption on the farm, which allows us to track any deviation from normal water consumption and to identify problems such as accidental leaks. Thus, we minimize and prevent additional water consumption.

ENVIRONMENT



BIODIVERSITY

Respecting biodiversity and stakeholder interests underlines our responsibility as a company with an extended value chain presence. Thus, as early as 2020, 100% of the soybean meal we purchase for bird feed has been certified as sourced from outside the Amazon Biomass, thereby meeting our proposed goal of using only sustainably sourced raw materials in the procurement of bird feed.

The company owns a number of 4 vegetal farms whose main activity is the cultivation of cereals, the croplands being managed by the company under lease contracts with individuals (GRI 304-1). Two of the cultivated fields overlap with protected or restored areas, in which case the rules are complied with, according to the applicable legislation (GRI 304-1, 304-3). The **TRANSAVIA** activity is not likely to adversely affect the conservation status of wild flora and fauna and natural habitats of Community interest in the protected areas (GRI 304-2).

We pay close attention to everything from planting to harvesting. We carefully select seed from varieties that best suit the nutrient needs of the chickens. We regularly inspect crops and apply treatments according to the life cycle, **carefully controlling pests or diseases with bee-friendly products**. We notify the local town halls to inform beekeepers in the area and we have direct collaboration with beekeepers who camp with their hives near our sunflower fields during the flowering period, encouraging cross-pollination and honey production.

There are no habitats of IUCN Red List species or National Conservation List species in the areas exposed to operations (GRI 304-4).



COMMUNITY



Doing good is one of the principles by which all of us who are part of TRANSAVIA are guided, and it refers both to doing things responsibly, as they should, and to contributing to the good of those around us, of those with whom we live and we work, of the communities in which we operate.

We get involved in the development of the communities in which we operate to generate positive change. We act responsibly and contribute to the development of the community through our community and social investments, mainly focused on education, health, sports. At the same time, we support the development of local communities and environmental protection. All TRANSAVIA sponsorship projects contribute to the achievement of the UN Sustainable Development Goals. Sponsored initiatives are in accordance with the Code of Professional Ethics.

Sustainable Development Goals supported



2.2 MIL RON The total value of the sponsorships

32 Organisations and entities supported

3 PRIORITY AREAS
Education, Health, Sport



COMMUNITY



"In everything we do, we shape the future for generations to come. Thus, our vision of the future starts from the good deeds, which we all "plant" now, contributing positively to the life of the communities in which we operate."

Teodora Popa
Vice President of TRANSAVIA

POSITIVE IMPACT FOR COMMUNITIES

We invest funds and trust in projects that can improve and contribute to increasing the quality of life of our consumers and the communities they belong to.

We are in dialogue with major stakeholders, who know the needs of the community and can intervene (for example: community organizations, schools, local public institutions, NGOs, Directorates of social assistance). Thus, in 2021 we collaborated with 18 organizations that carry out activities and projects to support the communities in which we operate, including:

GRI: 203-2, 413-1



HIS MAJESTY'S HOUSE ASSOCIATION



THE MIHAI NEȘU FOUNDATION



THE EUROPEAN ASSOCIATION FOR HUMAN PROTECTION AND CHILD PROTECTION



ALBA IULIA ORTHODOX FILANTHROPIA ASSOCIATION

The involvement in the local communities in which we operate also includes a number of educational, health and sports projects.

EDUCATION

We have been involved in educational projects (schools, high schools and universities), supporting 6 organizations, including:



The CONIL HIGH SCHOOL, Bucharest



The CULTURAL RESEARCH ASSOCIATION PETOFI SANDOR, Cristuru Secuiesc



The "1 DECEMBER 1918" PRIMARY SCHOOL, Alba Iulia



In 2021 we continued to support children's access to modern education and the anti-school-dropout programs, participating in meetings with local communities in Alba County, offering professional career counselling for students and parents in the county.

We also contributed to the access of children with special educational needs to inclusive and quality education, supporting the construction of the new CONIL Secondary School, where the 300 children with atypical development, cared for by the association, can take classes.

"The association with TRANSAVIA honours us and makes us equally responsible. The identity principles that guide us are common principles – respect, work, patience, balance, a sense of responsibility in everything we develop and, above all, the belief that everything we do, we do with people and for people. We started on this road together and we are sure that together we will succeed, because the CONIL Secondary School for children with special educational requirements and the company TRANSAVIA really mean a partnership for the future. Together we are official providers of smiles for children with special educational needs."

Adela Hanafi
President, The CONIL Association

"TRANSAVIA is a company that, at least from my point of view, is a real pleasure to work with. Every time they were prompt in their relationship with us, as a school (high school), offering us help within the limits of possibilities and common sense, for which I bow to them and "hats off!". I hope that in the coming years we will collaborate just as efficiently and constructively!"

High school Representative




COMMUNITY



HEALTH




We helped the **Emergency Department of the Alba Hospital** and the **Children's Department of the Câmpeni Hospital** to purchase the latest equipment, necessary to save lives, and we offered support through patronage activities or aid for medical treatments and for individuals. We supported 5 organizations active in the health field (including hospitals) such as:

-  ASSOCIATION OF ONCOLOGISTS AMECRO, Cluj-Napoca
-  EMERGENCY COUNTY HOSPITAL, Alba Iulia
-  Câmpeni CITY HOSPITAL

SPORTS

Although also in 2021, the pandemic conditions determined a reduction in sports activities, we got involved in supporting **20 GOLF COMPETITIONS**, as well as some organizations that promote and support sports, such as:

-  "SPORTIM DANCE" SPORTS DANCE CLUB ASSOCIATION, Timișoara
-  ROMANIAN BIATLON SKI FEDERATION

„Involvement - Trust - Responsibility - Professionalism. This is how we characterize our relationship with TRANSAVIA in a few words.”

Biciclim Alba Association

2021, the second year of the pandemic, was still a very difficult one for the health sector. Thus, we engaged in important projects and contributed, through our donations, to protecting people's health.

We got involved in reducing the risks caused by the pandemic and actively promoted vaccination, together with the DSP Alba and the Red Cross - Alba Branch, in the **Vaccination Marathon project**.



ADDENDUM - EU CODE OF CONDUCT ON PRACTICES COMMERCIAL AND MARKETING MANAGER IN THE FOOD SECTOR

As of the date of publication of this Report, **TRANSAVIA is the only company in Romania to have become a co-signatory of the EU Code of Conduct on Responsible Food Business and Marketing Practices in the Food Sector**, thus reaffirming its solid commitment to contribute substantially to a healthy, balanced, sustainable life for all consumers.

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

The purpose of this Code is to unite behind a common aspirational path towards sustainable food systems by inviting businesses

of all sizes active in production, trade, processing, promotion, distribution and serving of food, as well as any other food system stakeholders, to align with this common agenda and to contribute with tangible actions to help achieve the objectives set out therein. This Code applies to its Signatories, which may be European associations, food business operators and other actors in – or related to – food systems which can meaningfully support and/or contribute to the aspirational objectives set out in the Code. The Code is applicable to all activities relating to the production, trade, processing, promotion, distribution and serving of food.

Adherence to this Code is voluntary and is complementary to compliance with existing legal obligations.

The signatories aim for 7 aspirational objectives:

- | | |
|--------------------|--|
| Objective 1 | <i>Healthy, balanced and sustainable diets for all European consumers, thereby contributing to: Reversing malnutrition and diet-related noncommunicable diseases (NCDs) in the EU and Reducing the environmental footprint of food consumption by 2030</i> |
| Objective 2 | <i>Prevention and reduction of food loss and waste (at consumer level, within internal operations, and across value chains)</i> |
| Objective 3 | <i>A climate neutral food chain in Europe by 2050</i> |
| Objective 4 | <i>An optimised circular and resource-efficient food chain in Europe</i> |
| Objective 5 | <i>Sustained, inclusive and sustainable economic growth, employment and decent work for all</i> |
| Objective 6 | <i>Sustainable value creation in the European food supply chain through partnership</i> |
| Objective 7 | <i>Sustainable sourcing in food supply chains</i> |



More details: 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

Signatories: https://food.ec.europa.eu/system/files/2022-12/f2f_sfpd_coc_signatories.pdf

TRANSAVIA Pledge: https://food.ec.europa.eu/system/files/2021-07/f2f_sfpd_coc_20210705-post_pledge_transavia-eu.pdf

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