

# **CONTRIBUTING TO A GREENER FUTURE**

**SUSTAINABILITY REPORT 2022**



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

# CUPRINS

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# 1 INTRODUCTION

Along with the launch of the **Arable Farms Division**, consolidating our 100% integrated business model, we have set the foundation for charting our course for a sustainable future *from grain to fork*. Sustained investment in upgrading all production facilities and strengthening the integrated production chain, relevant certifications achieved and constant investment in people have accelerated our progress towards sustainability.

We have transparently committed to ambitious sustainability targets, and in 2020 we published the first **Sustainability Report** (for the financial year 2019) of the Romanian industry. We met our initial 2025 targets in advance and raised the bar by setting new ambitious targets for 2030.

We monitor trends and are concerned with developing economically viable ways to reduce negative environmental impacts while conserving energy and natural resources. At the same time, we are digitizing our operations and incorporating modern, green technologies into our activities that help us in our **ZERO waste** policy. We act responsibly in everything we do, respect human and animal rights, and help shape communities for a sustainable, greener future.

## **2011 - 2018 FOUNDATION FOR SUSTAINABILITY**

- ✓ Strengthening the business model  
*from grain to fork*
- ✓ Developing tools to monitor  
business impact
- ✓ Relevant certifications

## **2019 - 2021 ON THE PATH TO A SUSTAINABLE FUTURE**

- ✓ Integrating sustainability into  
business strategy
- ✓ Identifying SDGs to which we can  
contribute to
- ✓ Stakeholder consultation

## **2022 - 2030 SUSTAINABILITY 4.0 TRANSAVIA**

- ✓ Shaping a sustainable,  
greener tomorrow
- ✓ Massive investment in green energy
- ✓ Digital transformation  
of key processes




## ACT RESPONSIBLY


| SALES          | EMPLOYEES | INVESTMENTS | ANNUAL PRODUCTION | GREEN ENERGY        |
|----------------|-----------|-------------|-------------------|---------------------|
| 991,42 MIO LEI | 2348      | 132 MIO LEI | 100.000+ TONS     | 18.000 MW installed |

**TRANSAVIA** is a Romanian, family-run business, doing everything exactly as it should be done, along the entire production chain, from bean to fork. We respect our customers and partners, offering them high-quality, safe, and tasty products, produced exclusively in our own facilities.

**Financial sustainability** is doubled by our care for our employees, animal welfare, and the environment.

In 2022 we started the implementation of the largest **green energy investment in the food sector**. The investment, amounting to around €35 million of our own funds, will provide 80%-100% of the energy needed across the entire production chain by the end of 2023, involving the installation of around 30 hectares of photovoltaic panels that will be able to produce around 45,000 MW of

electricity annually, together with co-generation. In 2022, around €12 million has already been invested to install the area of photovoltaic panels and part of the planned high-efficiency co-generation to reach around 18,000 MW of annual [electricity production](#) .

We promote decent work and economic growth through innovation, we pursue a model of responsible production and consumption. We are committed to continuing to be a source of inspiration and a model of best practice for other players in the industry, as well as a pioneer in [sustainability actions](#) .

We take great care and responsibility to protect the environment, being aware of our impact and wanting to contribute to a greener and more sustainable future.

## From grain to fork

**TRANSAVIA** contributes to people's quality of life by providing sustainable, healthy, and safe food *from grain to fork*. We have 100% control over the entire production chain, from growing and harvesting grain, to chicken feed, to hatcheries, breeding and rearing farms, from slaughterhouses and meat processing plants, to fair and honest distribution and communication. In everything we do, we aim for excellence. We integrate into our work activities that can contribute to a healthy environment, economic profitability, and social and economic equity, taking a sustainable approach in all our production processes and supporting the communities in which we operate.



**EMPLOYEES**



**RESPONSIBLE PRODUCTION**



**ENVIRONMENT**



**COMMUNITY**

## THE PROFILE OF THE REPORT

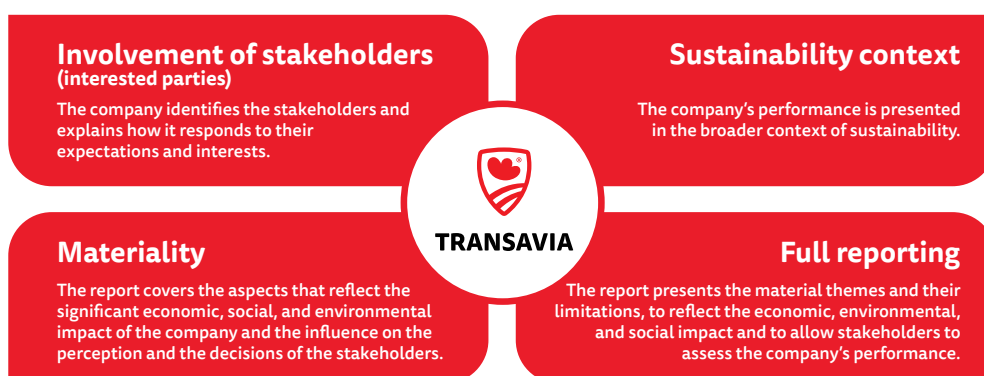
The sustainability report for the year 2022 from TRANSAVIA provides an overview of the impact of our activities on society, people, animals, and the environment, as well as how we managed this impact to strengthen our performance and ensure long-term sustainable development. The report transparently presents progress towards our commitments, non-financial performance indicators, achievements, challenges, and the impact

of our activities. This document continues the series of sustainability reports initiated by TRANSAVIA in 2019, prepared in accordance with the latest Global Reporting Initiative (GRI) standards. Given that the revised version of the GRI Standards 2021 aims to meet the increasingly pronounced transparency requirements of stakeholders, we have voluntarily decided that in preparing the Report for the year 2022, we will follow these requirements, guided by

the principles set out in GRI 1: Foundation 2021 standard: accuracy, balance, clarity, comparability, completeness, sustainability context, materiality, and verifiability.

The Sustainability Report for the year 2022 is prepared in accordance with the latest GRI (Global Reporting Initiative) 2021 standards, including the specific Agriculture Standard (GRI 13), and takes into account the United Nations Sustainable Development Goals (UN SDGs)\* for the year 2030. This report addresses the requirements of Directive 2014/95/EU, transposed into Romanian law through the Ministry of Public Finances Order no. 1938/2016 and Ministry of Public Finances Order no. 3456/2018.

Furthermore, in anticipation of Agriculture being included in the [EU Taxonomy](#), we assess our ecological sustainability, evaluating our contribution to the [six domains](#) without significantly affecting any of the others: climate change mitigation, adaptation to climate change, sustainable use and protection of water and marine resources, transition to a circular economy, pollution prevention and control, and biodiversity and ecosystem protection and restoration. The reporting period for sustainability aspects is synchronized with the reporting period for the financial year 2022 (from January 1 to December 31, 2022) (GRI 2-3).



In accordance with the revised requirements for materiality assessment, **TRANSAVIA** updated its materiality analysis in 2022 (GRI 2-4).

## Data included in the Report

The data included in the Report has been validated through an **ESG - Synesgy assessment process by ICAP CRIF**, a global leader in providing credit and commercial information services, certifying the level of commitment of our business activity towards ESG aspects (GRI 2-5).

The data presented in the Report is consolidated at the level of the TRANSAVIA Group, which includes two companies: **S.C. TRANSAVIA S.A.** (with its headquarters in 244 D, Blajului street, Sântimbru, Alba county, 517675, Romania, with operations in 8 counties nationally), and **S.C. AVICOLA BRAȘOV S.A.** (with its headquarters at 5, Cucului street, Brașov). Starting from July 1st, 2022, **S.C. AVICOLA BRAȘOV S.A.** was absorbed, through a merger process, by **S.C. TRANSAVIA S.A.** Following the merger, the entire activity of **S.C. AVICOLA BRAȘOV S.A.** was taken over by **S.C. TRANSAVIA S.A.**, which by law succeeded to all rights

and obligations of **S.C. AVICOLA BRAȘOV S.A.** (which was deregistered from the Trade Register on the same date). The TRANSAVIA Group also includes two nonprofit entities: the **TRANSAVIA Foundation** (with its headquarters at 95 A, Scărișoara street, Alba Iulia) and the **THEODORA GOLF CLUB association** (with its headquarters in Teleac, no. 75C, Ciugud commune, Alba county). Throughout this report, unless otherwise stated, the term **TRANSAVIA** may refer to any of the entities within the group or to the group as a whole (GRI 2-1, GRI 2-2). Considering that data from **AVICOLA BRAȘOV** was also included in the previous report, no adjustments to the information provided in our previous report are necessary (GRI 2-4).

The current Sustainability Report is structured into 7 sections that detail information about us, our sustainability strategy, our activities and actions in 2022, and the evolution of our commitments on each of the strategic sustainability pillars we have.

The report is released to the public in September 2023 (GRI 2-3).

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

## FOREWORD



2022 was a unique and challenging year for the food industry and the entire world. Without a complete recovery from the pandemic, the outbreak of the war in Ukraine generated an unprecedented humanitarian crisis and led to disruptions in economic systems and society as a whole. Additionally, the profound impact of surging prices and rampant inflation, prolonged drought, and aggressive weather phenomena created pressures felt both on a macro level and individually.

Despite these numerous challenges and market volatility, TRANSAVIA managed to successfully navigate through this exceptional context and identify opportunities for solid growth, achieving the best economic and sustainability performance in its history.

Once again, we proved that vision, governance, and leadership are key factors in successfully managing challenges, allowing a company to achieve sustainable performance. We seized all emerging opportunities and maximized them. We conducted our operations responsibly, thus creating a strong framework for a better future for all of us. We relied on the experience of our team, the organizational culture built around values based on respect for ourselves, for others, for animals, and for the environment, on inclusivity and responsibility, as well as on *doing things the right way*.

We created value and supported environmental protection through the largest investment in renewable energy in our country's food industry. We continued the digitalization of our operations and incorporated cutting-edge technologies that assist us in our ZERO waste policy. We continued to invest in the development of our team and promoted sustainable and ethical practices in all our activities.

We focused on excellence in every stage of our production process, *from farm to fork*, providing consumers everywhere with the highest quality and safe poultry, sustainably produced in our own production facilities.

We have assumed the position of industry leader in poultry production and developed models of best practices in sustainable development, inspiring other players in the food industry. We continued our mission to educate



**Theodora Popa,**  
**Vicepresident TRANSAVIA**

about product quality and food safety standards. We communicated honestly and transparently, both through the publication of our sustainability reports and in our marketing strategies. Fragedo, our flagship brand, became in 2022 the first brand in Romania to receive the right to display the Ethical Brand seal in TV communication, awarded by the Romanian Advertising Council (RAC).

We honored our commitments and grew sustainably, following our *farm to fork* strategy. We were involved in projects with positive impact, supporting the communities in which we operate. We engaged in dialogues with stakeholders and ensured that the responsibility on the matter of sustainability is shared by all our employees, taking another step towards shaping a sustainable, greener future for us and for the generations to come.

I invite you to discover in the *Sustainability Report for 2022* the outcomes of our previous commitments and the actions through which we continue to contribute to a sustainable future, *Well made in Romania*.





## SUSTAINABILITY GOVERNANCE

(GRI 1: Foundation 2021, GRI 2 General Disclosure 2021)

For us, *sustainability* isn't just "an important topic", but rather a way of being and acting, *from grain to fork*. It's long-term thinking, care for future generations, sustainable development based on a clear strategy, and the involvement of us all. Therefore, the key principles of our sustainability governance are:

The management is directly involved in the development of the sustainability strategy, undertakes its promotion within the company and towards key stakeholders. Furthermore, it ensures the implementation of approved activities to achieve performance milestones for the committed [sustainability objectives](#) (GRI 2-22).

The top management consistently monitors TRANSAVIA's sustainability performance, setting objectives and evaluating how we engage with stakeholders within each pillar of our sustainability strategy:



**Sustainability, integrated into the strategic management process,**



**Absolute product quality, an integral part of sustainability,**



**Growth based on sustainable activities achieved through proper resource management and reduced environmental impact,**



**Setting clear objectives for continuous improvement of indicators and reporting models.**



**Responsibility towards employees,**



**Responsible production, by strictness considered normalcy in everything we do,**



**Environmental care,**



**Engagement with social impact.**

## MAPPING THE PILLARS supporting the sustainability strategy, supporting the SDGs and contributing to ESG topics

### INTEREST PILLAR

### MATERIAL ASPECTS

### SDG'S

### ESG TOPICS



EMPLOYEES

- Ethics in Human Resources
- Business ethics
- Education and training programs for employees
- Occupational health and safety management
- Organizational culture



RESPONSIBLE PRODUCTION

- Local production
- Availability of various certified products
- Product quality and safety
- Responsible treatment of farm animals – animal welfare
- Business ethics
- Informing consumers about sustainability



ENVIRONMENT



ENVIRONMENT

- Water management
- Energetic efficiency
- Waste management
- Sustainable logistics



ENVIRONMENT



COMMUNITY

- Health
- Sports
- Education



SOCIAL

At TRANSAVIA, sustainability is built upon the foundation of complying with all laws and regulations and is based on respect for [people](#), [the environment](#), [animals](#), and [communities](#). We apply the precautionary principle (GRI 2-23) in all stages of our integrated system's operation, from cereal production and animal welfare to product certification and distribution. This ensures that the quality we commit to is consistently maintained and held to the same level of safety for our consumers.

Our commitments are public, transparently communicated in our Sustainability Reports which we have been voluntarily publishing since 2019. We are fully committed to supporting the [UN Sustainable Development Goals \(SDGs\)](#), highlighting our contribution in this Report. At

the same time, we pursue compliance with the UN Guiding Principles on Business and Human Rights and recognize the goals set out in the Paris Agreement on climate change, as well as the European Union's 2030 climate change targets.

We are the only Romanian-owned company co-signatory of the [EU Code of Conduct on Responsible Business and Marketing Practices in the Food Sector](#), thus demonstrating our strong commitment to contribute substantially to a sustainable food system and consequently to a healthy, sustainable and balanced life for all consumers. This commitment is supported by [annual reporting tracking](#) the contribution to the [Code's objectives](#) (GRI 1-5-1).

In addition to our ongoing contact with key stakeholders, for 2022 we also conducted an external assessment of our performance using the ESG - Synesgy tool (ICAP CRIF) to better understand how we relate to international industry best practice (GRI 1-5-1).



## SUSTAINABILITY FOR US AND OUR STAKEHOLDERS

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

### OUR GOAL

We constantly contribute to improving the quality of people's lives 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 STAKEHOLDERS

We maintain a constant dialogue with stakeholders on issues that affect the company, the environment and society. We often initiate discussions to respond to trends, [changes and market requirements](#) (GRI 3-3 d-ii).

### THE RELEVANCE OF THE SUSTAINABLE DEVELOPMENT GOALS TO OUR ACTIONS

We address sustainable development challenges in areas where we believe we can make a difference, thereby contributing to the achievement of the [United Nations Sustainable Development Goals \(UN SDGs\)](#).

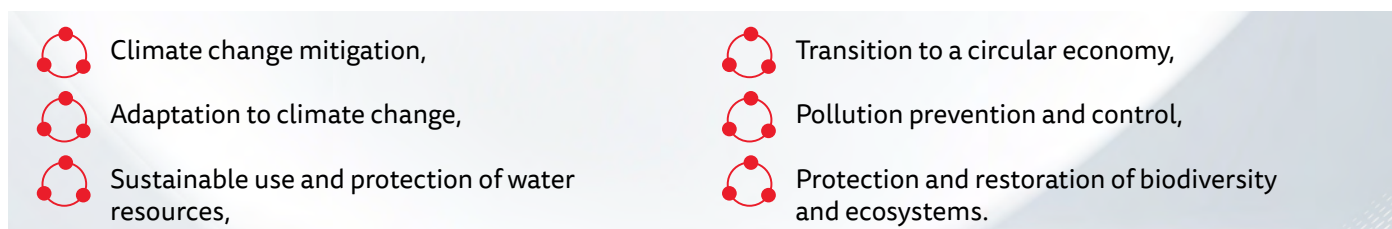


## OUR VALUES SUPPORT SUSTAINABILITY






A sustainable business is one where employees are respected for what they do and, in turn, take pride in contributing to the company's mission. The values we live by, which revolve around respect, trust, care and responsibility, discipline, diligence and honesty, are a solid and enduring foundation for our sustainability strategy.

## HOW WE APPROACH SUSTAINABILITY

Even though agriculture has not been included in the EU Taxonomy for the time being, we have decided to follow criteria laid down in existing conventions and UN guidelines in our sustainability strategy. As a market leader, we always want to set an example for the sector and therefore in everything we do, we follow the criteria included in the EU Business Sustainability Directive, anticipating that the Agriculture Taxonomy will be developed in the near future and included in the annexes. Thus, we track the impact of our actions for:



## HOW WE APPLY SUSTAINABILITY IN OUR DAY-TO-DAY ACTIVITIES:

At TRANSAVIA, we do everything by the book. Our sustainable actions speak for themselves: zero waste, energy saving, carbon footprint reduction, [environmentally friendly practices](#) , [animal welfare](#) , [food waste reduction](#) , care for our [employees](#) , whose rights we respect and who receive fair and timely wages, positive impact in the [communities where we are present](#) .

## HOW WE EVALUATE OUR SUSTAINABILITY ACTIVITIES

Our management team is constantly tracking TRANSAVIA's sustainability performance, setting targets and assessing how we interact with stakeholders within each pillar of our sustainability strategy to drive continuous progress and create value for the company and its stakeholders: employees, communities, partners and society as a whole.

## THE IMPACT OF OUR BUSINESS


We are constantly and systematically evaluating positive effects and areas for improvement across the value chain. We identify and address risks and opportunities early so that our business 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.

## OUR SUSTAINABILITY STRATEGY

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

In everything we do, we fight waste of all kinds, minimize our environmental footprint and act to grow sustainably, now and for future generations.

Our responsibility to our employees, sustainable production, care for the environment and communities are reflected in everything we do, throughout our supply chain and in [our partnerships](#) .

### The key elements of our sustainability strategy (GRI 2-22) are:



Sustainability, at the heart of everything we do,



Sustainability, integrated into the strategic management process,



The absolute quality of our products, integral to sustainability,



Growth based on sustainable activities and achieved through the correct management of resources and the reduction of environmental impact,



Setting clear targets for continuous improvement of indicators and reporting models.

The management team constantly monitors TRANSAVIA's sustainability performance, setting targets and assessing how we interact with stakeholders within each pillar of our sustainability strategy (GRI 2-23):



**Responsibility towards employees,**

**Environmental care,**

**Engagement with social impact,**

**Responsible production, by strictness considered normalcy in everything we do.**

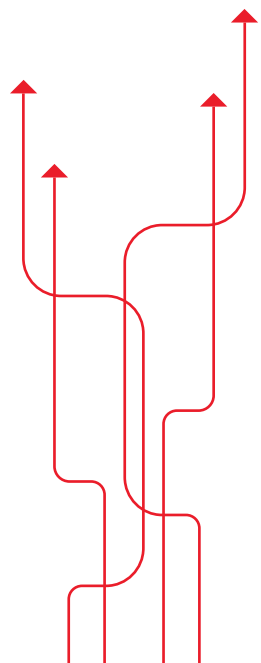
Our specialists support sustainability measures at departmental level, playing a key role in addressing strategic sustainability issues, contributing both to the development of the sustainability framework (including policies and procedures) included in our 2030 strategy and to the implementation and monitoring of agreed measures (GRI 2-13, GRI 2-22, GRI 2-24).

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, and focusing on resource efficiency and environmental protection. We strive to have a positive social impact in the communities in which we operate, supporting them in their sustainable development. We aim to continuously improve our indicators and reporting models for our sustainability actions.

We apply the precautionary principle (GRI 2-23) at all stages of the operation of our integrated system, both in terms of grain production, animal welfare, product certification and product distribution, so that the quality we commit to is always consistent and at the same level of safety for our consumers.





# TRANSAVIA IN 2022

(GRI 2-22)

In 2022, we continued to implement our sustainability strategy through significant actions aimed at sustainable production, employee development, environmental protection, and community support. We invested in technologies that contribute to reducing our carbon footprint and in renewable energy. Additionally, we implemented social responsibility policies and programs to support the communities where we operate through projects with a positive impact.

Here are a few examples of our numerous actions toward building a sustainable future:

## JANUARY

We initiated the qualification of approximately 230 employees in the professions of slaughterhouse operator, butcher, and meat preparer through collaboration with the **National Federation of Food Industry Unions, SINDALMENTA**.

## FEBRUARY

We initiated the qualification of approximately 230 employees in the professions of slaughterhouse operator, butcher, and meat preparer through collaboration with the **National Federation of Food Industry Unions, SINDALMENTA**.

## MARCH

We had the honor of hosting a visit from the **Prime Minister of Romania, Mr. Nicolae Ciucă**, who appreciated our sustainable business model based on best practices and protocols throughout the production and distribution chain, ensuring quality products for consumers.

We participated in the county job exchange, organized by **AJOFM Alba** and we were present at the first edition of the Fair of educational offers in Alba, organized by **Alba County Council**.

## APRIL

We celebrated the **31<sup>st</sup> anniversary** of our company.  
**We commenced operations** at our new Farm 24 in Lunca Mureșului, Alba County.  
**AA** for the **BRCGS Food Safety v8 audit** for the Bocșa Slaughterhouse.  
**AA+** for the **BRCGS Food Safety v8 audit** for Brașov Slaughterhouse.

We received the **3<sup>rd</sup> Prize** for the **Access to Inclusive Education project**, in the **EDUCATION category**, at the **Romanian CSR Awards 2022**.

## MAY

The re-certification of our broiler farms to **GlobalG.A.P version 5.2** (we are the only poultry producer in Romania to achieve this certification).

## JUNE

We launched a new communication campaign "**From our family, for the families in Romania**".

We put the freezing MDM facility into use.

We received the **Award for Excellence in Sustainability** through programs launched by local entrepreneurs.

## JULY

We have started the installation of the largest photovoltaic park in the agri-food sector in Romania.

**ISO 22000:2018** recertification for poultry farm, hatchery and compound feed factory.

Fragedo was the first brand that, following the evaluation of the **Romanian Advertising Council (RAC)**, received the right to carry on its new TV spot the Ethical Mark seal, which certifies compliance with ethical principles and good advertising practices.

Recertification **FSSC 22000 v 5.1** - Meat processing plant, Bocșa Slaughterhouse, Oiejdea Slaughterhouse.

**AA+** following the BRCGS audit for the **Oiejdea Slaughterhouse**.

## AUGUST

We have been nominated as a **Top Employer** by **Capital Magazine**.

Modernization and upgrading of a new chicken farm in Caras-Severin county.

## TOP EMPLOYER

## 09 SEPTEMBER

We participated in the **County Job Exchange** for graduates, organized by AJOFM in partnership with **1 Decembrie University of Alba Iulia**.

We have been awarded at the **MADE in ROMANIA #5 Gala**, organized by the **Bucharest Stock Exchange**.



## 10 OCTOBER

We have been reconfirmed for the 6th consecutive time as **"Supplier to the Royal House of Romania"**.



**AA+** la auditul **BRCGS Food Safety v8** pentru Fabrica de procesare carne

Theodora Golf Club celebrated its **5th anniversary**, taking an important step towards green energy by initiating the photovoltaic panel installation project (completed in 2023).



## 11 NOVEMBER

We attended the conference **"Career Management"**, organized by the University 1 December Alba Iulia.



Recertification **FSSC 22000 v 5.1** - Slaughterhouse Brasov.

We sponsored the construction of a primary school with kindergarten in the village of Spring, Alba county.

*Fragedo* has been recognized for the 4th consecutive time as **the Best Meat Brand** (chicken, pork, beef), receiving the **Forbes #1 Brand for Kids award**.



We have launched the **Authentic Romanian** initiative, bringing together renowned Romanian brands under a joint program that promotes the quality of local products.



# TRANSAVIA

## 12 DECEMBER

We organised a company-wide **First Aid Course** to educate employees.



We supported the creation and fitting out of a **Sensory Room** for children with atypical development within the **CONIL educational system**.



We launched our **3rd Sustainability Report for 2021**.

## OUR PERFORMANCES IN 2022

(GRI 2-22, GRI 201)

TRANSAVIA is a reputable family business with 100% local capital, built patiently and perseveringly since 1991 up to the present day, making it one of the strongest players in the region. Through

vision, exemplary implementation, discipline, dedication, and respect for doing things the right way, in 2022 we achieved the best performance in the company's history (GRI 201-1, 202-2).



# No.1

in chicken meat production in Romania

Over

# 100.000

tons of chicken meat produced annually in own facilities

Approx.

# 992

 mill. lei

turnover

# 2.348

employees

# 27%

EXPORT  
(+ 32% vs. 2021)

Aproximativ

# 130

 mil.. lei

investiții în dezvoltare,  
din fonduri proprii

## O FERMĂ NOUĂ

pusă în funcțiune la  
LUNCA MUREȘULUI,  
jud. Alba

The best

## PROFITABILITY

indicators in the industry  
at European lever

# €81

 mill.

the cumulative value of the  
Transavia Brand portfolio in 2022  
(Brand Finance® Romania 50\*,  
2022 edition)

# >10.000

 ha

of agricultural land operated with  
own agricultural equipment

# 31

FARMS,  
including breeding and hatching



We started the works on the **BIGGEST PHOTOVOLTAIC PARK IN THE FOOD INDUSTRY IN ROMANIA**, worth approximately

# €35

 mill.

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



## The business model

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

TRANSAVIA has a **turnover** that in 2022 was **almost 1 billion** lei (over 225 MILL USD), being a successful family business, **market leader** in raising and processing chickens, with a **production capacity of over 100,000 tons annually**, of which **approximately 30% is exported** to 27 countries (GRI 201-1). TRANSAVIA is a very efficient company that has **always registered profit**. It has **the best profitability indicators in the industry**, both in Romania and at the European level. It has no debts of any kind and no loans to repay, having a solidity and stability that allows it to plan for the future while contributing to the well-being of those around it.

Our scope expresses what unites us all at TRANSAVIA, a **company with 100% Romanian capital**, which operates sustainably with a **vertically integrated business model**, based on the best practices and the strictest protocols in

the entire production and distribution chain , *from grain to fork*.

Every day, the nearly 2,400 TRANSAVIA employees strive to contribute to people's quality of life by providing them with sustainable, healthy, safe, top-quality chicken meat that they can prepare according to their lifestyles, always changing.

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 by the rules, *from grain to fork*, following our values that guide us in all the decisions we make and all the actions we take.

This approach underpins the robust, sustainable, healthy growth we experience year after year.

### OUR PURPOSE:

To contribute to improving the consumers' quality of life, to provide added value and access to healthy, sustainable food *from grain to fork*.

### OUR VALUES:

**We do things exactly the right way** (excellence in what we do), we ensure decent work, we achieve ZERO Losses and economic growth through innovation, with responsible production and consumption, thus becoming **a role model for other players in the industry**.

### OUR VISION:

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

For TRANSAVIA, a family business with 100% Romanian capital, sustainability has always been a very serious matter that has helped us to be efficient, manage resources correctly, and have a strong foundation for development. From the very beginning, we've done things the right way: clear vision, strong strategy, impeccable execution, *from grain to fork*.

## About TRANSAVIA

(GRI 2-1, GRI 2-2)

**S.C. TRANSAVIA S.A.**, headquartered in Sântimbru, Alba county, Romania (244D, Blajului street), absorbed, on July 1st, 2022, as a result of a merger process, the entire activity of **S.C. AVICOLA BRAȘOV S.A.** (previously part of the group), succeeding by law to all rights and obligations of this company, which was deregistered from the Trade Register on the same date (GRI 2-1).

Within the **TRANSAVIA** group, there are two non-profit entities, **the TRANSAVIA Foundation** (headquartered at 95A, Scărișoara street, Alba Iulia) and **The THEODORA GOLF CLUB Association** (located at 75C, Teleac, Ciugud commune, Alba county)(GRI 2-2).

**TRANSAVIA's management structure is responsible for financial performance and sustainability strategy. Through the managerial approach, TRANSAVIA's management undertakes to promote the sustainability strategy internally and to the main stakeholders** (GRI 2-12).

## Our business model

(GRI 2-1, 2-6)

We are shaping our future based on our purpose, our values and our strategic agenda for robust growth on a healthy foundation year after year. By strengthening our competitive advantage, properly managing our future-ready operating model from grain to fork, and fostering our company culture we have succeeded, despite the challenging macroeconomic and geopolitical environment in 2022, in implementing our strategy and accelerating business growth.

We run 100% vertically integrated responsible operations, prioritizing the health and safety of our employees, customers and partners, animal welfare and care for the environment and communities, while acting with respect, integrity and transparency.

## CORPORATE AND SUSTAINABILITY GOVERNANCE



**Dr. Eng. Ioan POPA**

President of the Management Board



**Econ. Theodora POPA**

Vice President of the Management Board



**Eng. Ovidiu OPRIȚA**

General Director



**Econ. Angela STANCIU**

Chief Financial Officer

The coordination of data collection and report drafting was supported by the company's management and implemented by representatives from various departments (Human Resources, Environment, Legal, Marketing, Corporate Communication and PR, Accounting, IT, Health and Safety, Investments, Administration), as well as from farms and sectors including Vegetal, Quality and Food Safety, Commercial, Sanitization-Depopulation, Mechanical (GRI 2-24).

Within the departments and sectors, monitoring procedures are in place for periodic assessment of progress. TRANSAVIA's leadership validates, reviews, and approves the reported information, taking ownership of the presented data (GRI 2-14, GRI 1 5-2).

Year after year, the company has grown healthily and profitably, contributing to our customers' quality of life, the well-being of the communities in which we operate and the protection of the environment. TRANSAVIA is one of the most **reputed Romanian family businesses, the local leader of the chicken meat industry**, a company that directly contributes to the consolidation of the food industry in Romania, with major and constant investments in state-of-the-art technologies, in modernization, in the expansion of production capacities and in the creation of jobs with a direct impact on the local and national economy. In 2022, our company is once again one of the largest contributors to the state budget, thanks to the profit recorded and declared every year (GRI 207-1, GRI 207-2, GRI207-3), and is a strategic employer with 2348 **direct jobs created** (GRI 2-1). For the period under review, the number of indirect jobs generated and economic value was not assessed (GRI 203-2).

TRANSAVIA **supports local development** by carefully analyzing the offers of local or international suppliers that have workplaces in Romania and developing collaborations with them. In 2022, we had commercial interactions with 1902 suppliers, of which 90.4% were local (GRI 2-6, GRI 204-1). We also ensure that our suppliers promote and share the same quality and safety principles of the products manufactured or services provided, as well as social and environmental principles respected throughout the production chain.

We have specific [procurement requirements](#) . For the reporting period there were no suppliers assessed for environmental impact (GRI 308-1, 308-2) or social impact (GRI 414-1, 414-2).

We are a trusted partner and supplier to large retail, distribution and fast food chains because our products deliver the same quality every time, and we always demonstrate speed and flexibility in fulfilling orders (GRI 2-6).

## 100% Integrated production chain from grain to fork

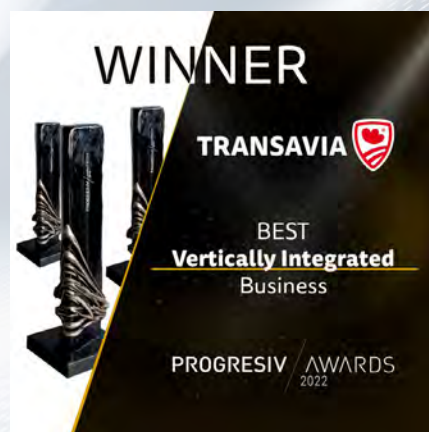
(GRI 2-6)

TRANSAVIA is a family business with 100% Romanian capital that keeps its promise of a job well done on the entire production chain it owns. It is the only company in the sector that owns and manages all the [operations of the production chain](#) , from the cultivation and harvesting of grain, to the preparation of chicken feed, to the breeding, hatching and rearing farms, to the slaughterhouses and meat processing plant, to distribution and fair and honest communication. This operating model guarantees security of supply for every TRANSAVIA entity while allowing it to meet the most demanding industry-specific standards throughout the production process. In this way, it can

guarantee to produce high quality and safe products for all its customers. Its business model is 100% integrated.



TRANSAVIA's unique market strategy, from grain to fork, its outstanding results and the solidity of its business were rewarded at the **Progresiv Awards 2022** with the **Best Vertically Integrated Business award**. The award, obtained after the evaluation of the expert jury and the vote of industry and FMCG professionals, is a further confirmation of the effectiveness of the vertically integrated business model adopted by the Romanian chicken meat market leader TRANSAVIA.



The healthy expansion of our operations, achieved over time, has allowed us to exceed the 100,000 tons of chicken meat produced annually on our farms in the 8 counties

where we have a presence. Through the major investments made **we own 1,000,000 sq. ft. of buildings** that support operations *from grain to fork*.

## TRANSAVIA owns:



**administrative buildings** needed to coordinate operations.



**31 chicken farms** (including breeding, hatching and rearing), located in **8 counties** in Romania (Alba, Braşov, Caraş Severin, Cluj, Harghita, Mureş, Sibiu, Timiş), where **all the chickens** marketed as finished products by TRANSAVIA are produced annually.



**4 vegetable production farms** growing on an area of over 10,000 hectares the cereals needed to feed the chickens. The Plant Division has a fleet of tractors and high-performance agricultural machinery.



**3 state-of-the-art slaughterhouses** (in Oiejdea, Alba county, Braşov and Bocşa, Caraş-Severin county), with a slaughtering capacity of 30,000 heads/hour. The slaughterhouses are each equipped with their own analysis laboratory. In 2022, two of these slaughterhouses received an AA+ rating following the BRCGS audit.



**a compound feed factory (FNC)** in Sântimbru, Alba county. It is equipped with a feed sterilization plant, the only one of its kind in the country, which allows the preparation without any contact with the outside environment of approx. 625 tons of feed per day for all TRANSAVIA farms. The FNC has a production capacity of 250,000 tons of feed per year and a storage capacity of 120,000 tons in 21 silos. In 2022 we started the construction for a new grain storage base Farm 11 Anton.



**a meat processing plant** in Alba county, with high-performance production lines, where the transformation of raw materials into finished products is carried out through fully automated operations, with human intervention only for supervision.

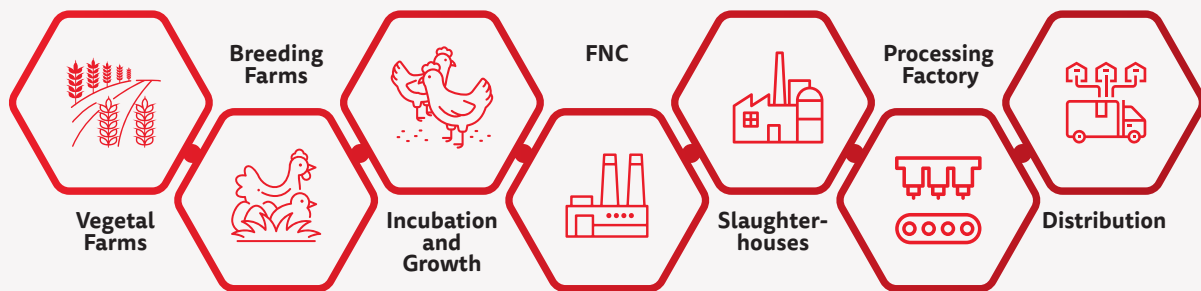


where it produces annually **more than 100,000 tons of chicken meat** of the highest quality, TRANSAVIA being the only producer in Romania that exclusively slaughters chickens produced 100% in its own facilities.,



more than **500 vehicles** ensuring the safe transport of raw materials and chicken products every day.





100% integrated production chain, from grain to fork

About **30% of the production volume** is exported, to 27 countries, mainly in the European Union, but also to other continents. TRANSAVIA has a constant concern to find new markets, with our efforts focused on products with high added value.

We are constantly striving to find efficient packaging solutions, including secondary and tertiary packaging, to

reduce packaging waste, save space and increase transport efficiency in order to reduce the environmental footprint of our products. Thus, in 2022, we have increased by **29% the CHEP pallets used** (pooling system), while optimizing the amount of transport per truck for external shipments by 15%, as exports represent about 30% of TRANSAVIA's production.

*„We are the only producer in the country that produce all our own chickens, we raise them on feed from our own vegetable farms, process them exclusively in our own production facilities and transport the products with our own fleet. In everything we do every day, we respect our customers,*

*who we offer quality, safe and great tasting products, and we show care and responsibility for the environment, through sustainable production, and to the communities in which we operate”*

**Theodora Popa**  
Vice-President TRANSAVIA

Over the past decade, TRANSAVIA has invested constantly in the sustainable development of its business in Romania, allocating over **250 million euros of its own funds** to:

- ✓ Creation of new production facilities,
- ✓ Continuous development of production levels,
- ✓ Animal welfare and environmental protection,
- ✓ Constantly increasing quality and food safety standards, which exceed legal norms.

Even in 2022 our company did not receive any state aid or government financial assistance (GRI 201-4).

The investment budget allocated in the reporting period was 132,000,000 lei, supporting among other things the start-up of the **largest green energy project** in the Romanian food industry, which will provide up to 100% of the energy required throughout **the production chain**.



## Afiliations

(GRI 2-28)

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

### The Union of Poultry Breeders from Romania – 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](http://www.avicultura.ro)



### National Compound Feed Manufacturers Association – 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](http://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 popularize 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](http://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 GS1 Standards on the territory of our country.

Details: [www.gs1.ro](http://www.gs1.ro)



### Romanian Golf Federation

Aims to promote, develop and popularize this sport in Romania.

Details: [www.frgolf.ro](http://www.frgolf.ro)



### The Romanian Advertising Council (RAC)

Professional, non-governmental, non-profit and independent organization whose activity is self-regulation in advertising. Details: [www.rac.ro](http://www.rac.ro)



## Our brands

(GRI 2 General Disclosure 2021 GRI 417)

According to Brand Finance® Romania 50, 2022 edition, the cumulative value of TRANSAVIA's brand portfolio in 2022 was 81 Million Euro. Our brands, which enjoy great popularity among consumers, *Fragedo*, *Libertan*, *Papane*,

*Vin Prietenii la Tine*, *Durdulan*, *Bravis*, *CumSeCade*, are recognized for the quality, safety, diversity and versatility of the products offered within each range (GRI 2-6).



### TRANSAVIA: 4<sup>th</sup> place

*Most valuable portfolios*

*(82 mil Eur)*

*Brand Finance®, România 50 2022*



### FRAGEDO

**Forbes #1 Brand for Kids  
in the category Meat Brand**

We focus our activities on core strategic brands with high consumer preference, attractive growth potential and solid margins to drive profitability and generate additional growth momentum.

We put consumers at the centre of our concerns by offering safe, healthy and high-quality products. TRANSAVIA's portfolio is strictly based on the highest quality chicken meat, produced exclusively in our own facilities. It also includes a variety of options, from fresh, uncooked chicken meat (such as grilled chicken, breast fillets, mini chicken breast fillets, boneless chicken thighs, fillets, drumsticks and hearts, minced meat) to marinated products and chicken meat mixes (marinated boneless wings and thighs, burgers, sausages, meatballs) and semi-prepared products (steaks, nuggets, burgers, cordon bleu, goujons, hot wings). The recipes used for semi-prepared and marinated products are developed through rigorous testing of spice and ingredient combinations with chicken.

For each product, we look at taste, nutritional values and food safety, while constantly improving recipes with feedback from consumers. In addition, there is an emphasis on the use of technologies that guarantee food safety. For example, **Papane** dishes are produced using technological lines with minimal human intervention, being pre-cooked, baked and frozen, which ensures a tasty taste and long-lasting freshness. The meat from which Papane products

are made is fresh and guarantees the food safety standards that are found in all Transavia products. The Papane range gives consumers the certainty that they are enjoying safe, quality food that they can prepare very quickly and with minimal effort: steaks, cordon bleu, nuggets, goujons, burgers and wings. The Papane Bistro extension is aimed at HoReCa professionals and includes varieties packaged in 2.5 kg bags (GRI 2-6).





„We test, retest and, following the ratings received from the consumers participating in the tasting, we define the optimal organoleptic characteristics of the product: shape, appearance, taste, aroma, colour. We test the product from a nutritional and microbiological point of view through

laboratory analysis, determine the shelf life and a set of preparation recommendations. We collect the necessary labelling information: list of ingredients, allergens, nutrition declaration. In parallel, we prepare the optimal packaging and presentation of the product on the market.”

**Mirela Mureşan**

Technological Engineer, Meat Processing Plant

With a constant focus on food safety, the reputable family business **with 100% Romanian capital** carries out both internal and external audits to obtain food safety certifications. These measures guarantee that the chicken meat market leader's products meet the most demanding quality and food safety standards.

Rigorous protocols are implemented and the highest standards are applied at all stages of the production and

distribution chain, *from grain to fork*, ensuring top quality and total safety for the products on offer. Our commitment to the safety of our consumers and our partners is attested by **the BRCGS Food Safety certification**, which confirms compliance with the highest food safety standards. We focus on a robust quality and food safety management system, which is certified to **FSSC 22000 and ISO 22000** standards across our operations (GRI 2-6, GRI 2-22).



„At TRANSAVIA we are firmly committed to ensuring food safety and the high quality of our products. As a market leader, we have taken on the responsibility but also the mission to ensure that food safety is not just limited to our

products, but that the entire supply chain, from producers to consumers, acts responsibly.”

**Marian Sabău**

Director Quality and Food Safety, TRANSAVIA

The chicken meat produced by TRANSAVIA is natural and comes from birds fed with high quality feed of selected varieties, and is preferred by more and more consumers.

We prioritize the use of sustainable packaging, given the importance of maintaining the integrity of our products. At the same time, we strive to reduce our impact on the environment while ensuring that the safety and quality of our products are effectively protected.



In 2022, TRANSAVIA was reconfirmed for the 6th time as **“Supplier to the Royal House of Romania”**. This privilege, which we have held for 16 years, honors us and gives us the responsibility to do things right, *from grain to fork*, to ensure that our products are always the safest and of the highest quality.



**Fragedo** TRANSAVIA's flagship brand, stands out for its commitment to quality and food safety. The brand adheres to strict production standards and implements rigorous protocols to ensure the safety and quality of products offered to consumers. Clear and transparent labelling is a priority, providing essential product information and ensuring consumers trust what they buy. Since 2020, we have also achieved a reduction in the weight of packaging materials for Fragedo's controlled atmosphere packed assortments in our efforts to reduce plastic waste.

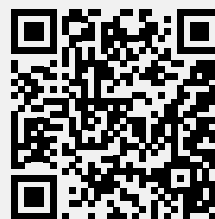
In 2021 we introduced packaging made from recycled and reused materials, and in 2022 we continued in the same direction (GRI 2-6).

In 2022, *Fragedo* initiated, together with reputed Romanian brands, the Authentic Romanian program through which original gastronomic and lifestyle content was created and offered to consumers in digital environments.



More about the  
**Authentic Romanian**  
program here:

<https://bit.ly/3Pvz9dZ>



## INFORMING THE CONSUMERS

(GRI General Disclosure 2-2 Entities included in the organization's sustainability reporting)

We are focused on increasing the value of our brands and improving consumer perception of safe, quality chicken. In 2022, we approached communication campaigns for our brands responsibly, based on honesty and respect. We provided consumers with transparent, accurate and useful information, without exaggeration and without trying to gain an unfair advantage over competitors or other companies in the food industry. In fact, *Fragedo* is the first brand that, following the assessment of the **Romanian Advertising Council (RAC)**, was entitled to carry the Ethical Mark seal on its new TV spot from 2022, which certifies its compliance with ethical principles and good advertising practices, confirming that it is in line with the provisions and spirit of the **RAC Code of Advertising Practice**.

In 2022, *Fragedo* reaffirmed its promise of premium quality with a new image campaign: *“from our family, for your family”* which showcased products from the range in an innovative way, with a cinematic approach staged with the help of



Austrian director **Sebastian Mayr**, who said, *“the staging was a beautiful job, but also exciting, because all the filming was done for real, with Fragedo products. Their real weight, firm consistency, healthy texture and very neat look surprised us pleasantly during the shoot, both me and our team, but also challenged us to find technical solutions for the spectacular shots we made”*.

We constantly strive to ensure that we provide consumers with the most up-to-date information about the ingredients and nutritional value of our products. Labelling and any product claims are clear and accurate in accordance with current requirements. Since 2016, we have included the required nutritional value information, including on the packaging of sliced chicken pieces, although there is no legal obligation to do so (the requirement exists only for

processed products). We constantly assess 100% of our products to ensure that we comply with the [standards on labelling](#) (GRI 417-1) and even in 2022 we did not record any incidents on product [information and labelling](#) (GRI 417-2) or on non-compliance of marketing communications (GRI 417-3).

In the Romanians' view, **sustainability** is understood **through three pillars** that repeatedly occupy leading positions in the "translation" of the meaning of the concept: **protecting the environment, reducing waste** particularly through recycling and **health**. When it comes to **the choice of meat products, 77% of them** consider that the good reputation of the company is important and that animals should be fed with natural products.

Survey conducted by Reveal Marketing Research, between 08-17.08.2022, on a representative sample (people 18+ in Romania, internet users). The maximum error is +/-3.1% at 95% confidence level.



# 2 Sustainability




# MATERIALITY

## Reporting material themes

(GRI 3-1)

In 2019, we started our first review and consultation process to set our sustainability priorities. In doing so, we have identified material issues that reflect economic, social and environmental impacts that are significant to both our business and our stakeholders. Although multiple crises in recent years have overlapped and produced major impacts (the effects of the coronavirus pandemic, Russia's invasion of Ukraine, exploding electricity and gas prices, disruption to supply chains, huge increases in inflation, etc.), we do not see these as impediments to our sustainability commitments. On the contrary, we are taking steps to accelerate our actions in the area of sustainability, thereby increasing the resilience of our company.

During the reporting period, we conducted a new materiality analysis, opting for the Double Materiality Analysis method. Thus, we reassessed each of the 19 previously identified material themes in the context of the related impact area, looking at both the implications


for financial value and economic success (outside-in perspective) and the implications for impacts on the environment and society at large (inside-out perspective). The material aspects were assessed both internally and externally through a questionnaire sent to the most important [stakeholder groups](#) .

The findings of the internal analysis indicated that, compared to the analysis conducted in 2019, two new material themes were identified and validated that are relevant to our company's current focus: green energy and cybersecurity. The 21 material themes identified were prioritised according to the statistical score obtained from the responses received from the stakeholders consulted and according to the importance of the themes identified in the internal analysis. In 2022, 124 questionnaires were collected, online and in person, with 51.6% of the respondents being company employees.

### Materiality Analysis 2022: 21 material themes identified

(GRI 2-4, 3-1, 3-2)

| Product quality and safety         | Business ethics                          | Cybersecurity                                    | Education                                |
|------------------------------------|--|--|--|
| Waste management                   | Water management                         | Health   | Organizational culture                   |
| Green energy                       | Sustainable logistics                    | Health management and occupational safety        | Employee education and training programs |
| Energy efficiency                  | Eficiența energetică                     | Investments offered to support local communities | Collaboration with NGOs                  |
| Local production                   | Responsible animal care animal welfare   | Ethics in human resources                        | Sport                                    |
| Availability of certified products | Informing consumers about sustainability |  |  |

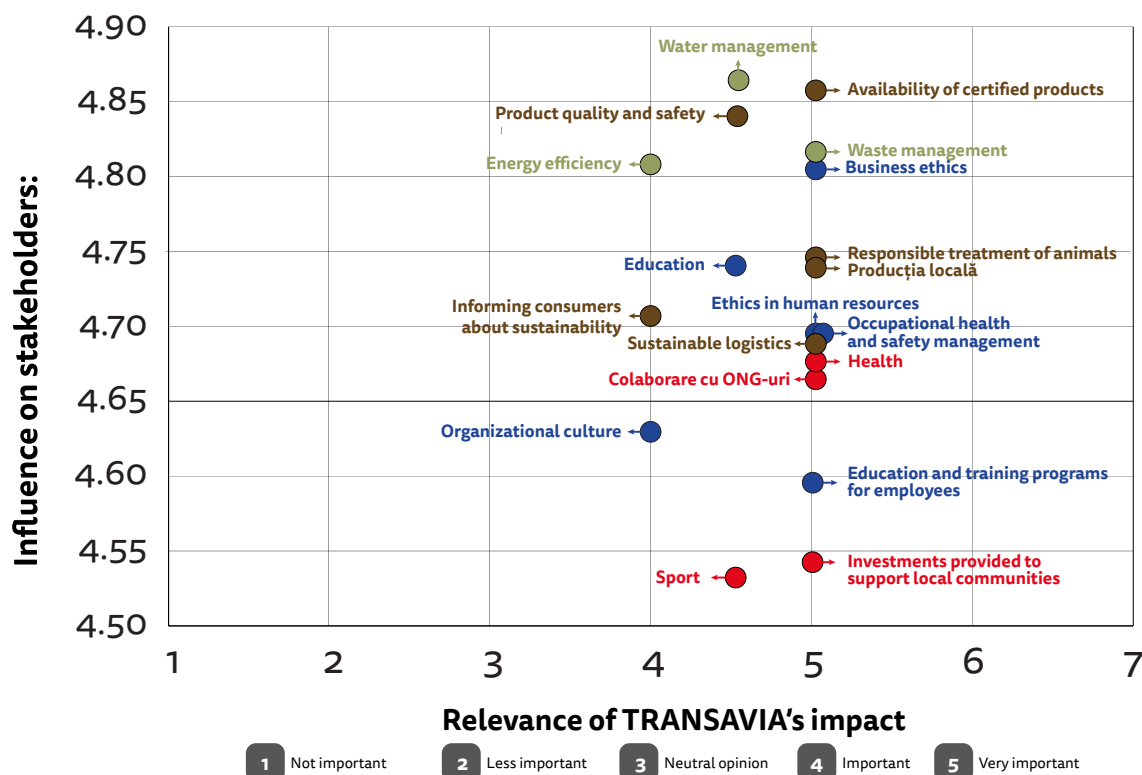
These material topics have been categorized into the four focus areas (Employees, Responsible Manufacturing, Environment, Community), where our company has an impact that is considered significant (internal materiality, analysis by the management team), and which, at the same time, substantially influences decisions and the way stakeholders evaluate our business. Our performance on each category and topic is disclosed in this [Report](#) .

Compared to the previous Materiality Matrix, in 2022 a number of changes in the top importance of themes have resulted. Thus, the top positions were taken by Product Quality and Safety, Waste Management, Green Energy, Energy Efficiency, Local Production, Availability of Certified Products.





## MATERIALITY MATRIX



For the first time, the consultation questionnaire also included a section dedicated to how our stakeholders could assess the impact of our business activities and relationships on the environment, society and the economy. The topics mentioned were areas where agri-

food companies can have a negative impact. Stakeholders had the opportunity to assess whether, and to what extent, they believe TRANSAVIA generates a negative impact on the targeted areas (GRI 2-25):

### Tracked areas:

- ✓ resource consumption and waste management resulting from business activities and relationships,
- ✓ actions to adapt to / combat climate change,
- ✓ the economic value generated by business activity and relationships,
- ✓ policies and programs on business compliance, ethics and accountability,
- ✓ risk management policies and procedures,
- ✓ human resources management policies, programs and measures,
- ✓ stakeholder engagement,
- ✓ community support.

Analysis of the responses received indicates that, in terms of negative impact, between 26.2% and 52.4% of respondents classify TRANSAVIA's activities and business relationships as having no negative impact. Where stakeholders considered that there was an impact, they mostly classified it as low negative impact (remediable,

requiring action from within the company) or moderate negative impact (remediable, requiring action from both inside and outside the company). High negative impact (irreparable, as both internal and external company actions have no remedial effect) was rated by 1.2% to 3.6% of respondents.

## Stakeholderi categories consulted

(GRI 2-29, GRI 3-1)

Stakeholders are individuals or groups who influence and/or are influenced by TRANSAVIA's decisions and activities. We use the following criteria to define and prioritize stakeholder groups:

- ✓ Type of influence (direct, indirect),
- ✓ Impact cluster (e.g. business, financial market),
- ✓ Legitimacy (degree of "right" an interested party has to make demands),
- ✓ Characterization (e.g. suppliers, employees, customers).



We appreciate the contribution that our stakeholders have made to the development and improvement of our activities, through the valuable responses and suggestions we have received from them in direct discussions and through the completion of the consultation questionnaire.



# SUSTAINABILITY IN TRANSAVIA

## Ethics and good business practices

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

"Work done exactly the right way" is our motto, reflecting our firm commitment to both the quality and safety of our products and to ethics, integrity and good business practices. We understand that to be a successful company and to thrive in a normal and fair competitive environment, compliance with the law is crucial, but it must be coupled with high standards of moral behavior and responsibility. These enable us to build long-term partnerships with our customers, partners and suppliers, based on trust, respect and responsibility, which support the sustainable development of our business.

This approach is reflected in all aspects of our business and in the whole moral behavior of our company and our employees. As in previous years, no relevant final liability

**At TRANSAVIA, we ensure that we adhere to sound principles of quality and food safety, thereby protecting both our customers and the environment. We ensure that working conditions are safe and that our employees are treated with respect and fairness, prohibiting any form of discrimination or unfair treatment.**

has been identified in 2022 for violations of labor or human rights law, violations of corruption (GRI 205-1, 205-3) or competition (GRI 206-1) laws, or violations of tax law. The detailed internal assessment did not reveal any deviations between TRANSAVIA's approach to human rights policies, addressing impacts, verification and risk assessment procedures, communication, grievance mechanisms, consumer interests, anti-corruption, competition or taxation and social protection requirements (GRI 2-27).

At TRANSAVIA, we ensure that we adhere to sound principles of quality and food safety, thereby protecting both our customers and the environment. We ensure that working conditions are safe and that our employees are treated with respect and fairness, prohibiting any form of discrimination or unfair treatment.

Our day-to-day activities are guided by the Universal Declaration of Human Rights, the International Labor Organization (ILO) and the TRANSAVIA Employee Code of Business Conduct. These documents form the basis of the principles we use in our business and in our daily interactions. We respect ethical and moral conduct and express ourselves freely while demonstrating morality, respect and civility.

Our company has ZERO tolerance for bribery, fraud, theft and corruption. We encourage employees to report unethical behavior or instances of corruption and ensure that there are communication channels to do so anonymously and securely. They can use a reporting form, or they can choose to communicate what they want through an interview with their supervisor or a person in the **Human Resources Department**, an email, a phone call, or they can submit an anonymous opinion through the "communication ballot boxes" present in the production areas (GRI 2-26). In this way, we protect the anonymity of the employee, while we can find out their expectations from the company, as well as any issues they want to report (GRI 402-1).

**We ensure and promote ethical business conduct by including in our policies principles such as:**

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



As an employer, we promoted diversity, equality, inclusion and provide a safe environment for employees and co-workers without compromising ethical principles, without violating human rights and maintaining the highest **standards of safety and health** . This contributes to a fairer working environment and improved employee performance. In our Internal Organization Rules, available to all our employees from the moment of their employment, we have included specific anti-corruption rules (GRI 205-2) and rules prohibiting and avoiding any discrimination based on: gender, sexual orientation, genetic characteristics, age, nationality, race, color, ethnicity, religion, political opinion, social orientation, disability, family situation or responsibility, trade union membership or activity. This aspect is also presented to external control bodies and audits, in particular ethical ones (GRI 205-2).

Within TRANSAVIA, any form of discrimination based on gender has been and is prohibited with regard to the access of women and men to all levels of vocational education and training (including apprenticeships in the workplace), further training and, in general, continuing education.



Thus, no incidents of discrimination have been recorded in TRANSAVIA (GRI 2-24, 2-26).

Although this was not the case in 2022, our Policies provide that any suspicion, suspicion or fact found in good faith regarding misconduct by the Company or any

employee or business partner will be carefully investigated and the results of the investigation will be resolved by taking appropriate action. **"Good faith"** means, in these situations, providing information that the reporting person believes to be true and accurate at the time, even if it later turns out to be incorrect or inaccurate. We have also encouraged employees to report any issues that may arise in relation to labor relations, working conditions (ergonomics, working environment, health and safety, and health and safety at work), working practices and fair treatment, and impact on society. In the same way, we have provided our employees with a number of channels of communication with our management teams and have constantly encouraged them to communicate their opinions, grievances, recommendations, to defend their views and to report any unacceptable behavior. This

**We develop and strengthen partnerships based on transparency, collaboration and mutual respect.**

measure has been implemented with the aim of improving the working environment and increasing the performance of our employees (GRI 406-1).

We ensure that our suppliers/partners operate in lawful environments, with the minimum requirement for collaboration that they comply with the standards and promote the ethical business principles we pursue. TRANSAVIA suppliers are invited to respond online to a "Supplier Workplace Responsibility Questionnaire". The provisions of our requirement supplement and do not supersede the provisions of any legal agreements or contracts entered into between the supplier/partner and TRANSAVIA or affiliated companies. We expect our suppliers/partners to maintain the same standards throughout their supply chain, including sub-contractors and third-party employment agencies. This does not give rise to any third-party beneficiary rights or benefits for suppliers, sub-contractors, their employees or other parties (GRI 407-1).

Another extremely important ethical aspect, given the specific nature of our work, is the responsible treatment of animals. For us, this is as much about business ethics as it is about responsibility to protect food safety and public health. Implicitly, ensuring high welfare standards for our chickens is part of our company's goals to improve quality of life and contribute to a healthier future.

## Personal Data Processing and Protection








Throughout 2022, we focused primarily on strengthening employee understanding of the importance of GDPR compliance and monitoring data protection issues by the data protection team. Several online training sessions were held with external consultants to understand employees' roles and responsibilities in data protection.

An assessment of the risks raised in personal data processing activities was carried out for which a mitigation plan was created to address the identified risks. Through

the personal data protection management procedure, we ensure compliance with the regulations by each employee, who receives guidance and support from designated managers. We ensure that our partners and suppliers also comply with this through specific clauses included in all our contracts. We have protocols for documenting, informing and reporting any incidents. During the reporting period, no complaints were received from customers regarding deletion or breaches of data protection rules (GRI 418-1).

## Governance of the risk management process

(GRI 2: General Disclosures 2021, GRI 3: Material Topics 2021, GRI 201)

|   |  |
|---|--|
|  <b>The Legal Department</b><br>supports stakeholders in ensuring external compliance, including legislative changes. It also ensures internal compliance with procedures and policies and ensures that internal and external risks are identified, monitored and dealt with in accordance with the company's risk policies. |  <b>The Human Resources Department</b><br>monitors risk factors such as discrimination, inequality or human rights violations that may have a reputational impact. Employee work safety risks are assessed and monitored and appropriately managed in accordance with Occupational Health and Safety regulations by the OHS Department. |
|  <b>The Accounting Department</b><br>prioritizes the assessment and management of financial risks, ensuring compliance with accounting regulations and accurate reporting of financial information.  |  <b>The Food Quality and Safety Sector</b><br>plays a crucial role in managing the risks associated with chicken meat production and processing by constantly assessing potential risks and threats to food quality and safety.   |
|  <b>The Environmental Department</b><br>is tasked with monitoring and managing environmental risks, taking into account the impact of the company's activities on the environment.   |  <b>The Marketing Department and Commercial Sector</b><br>conduct regular analyses to identify market and competition risks, adapting to changes in the industry and developing appropriate strategies to maximize business opportunities at home and abroad.   |
|  <b>The Corporate Communications Department</b><br>is responsible for assessing and managing the company's reputational and image risks.   |  |

The internal risk assessment and management processes are led by the management team which aims to identify, analyze and assess operational, strategic, financial and reputational risks. Through the identification, analysis and evaluation of these risks, their potential impact on TRANSAVIA's financial stability and profitability (GRI 201-2), as well as on sustainability issues, is assessed, as well as the period in which they may affect the company's development and performance (short, medium and long-

term risks). For each identified risk, the management team has prepared a mitigation plan and opportunity identification.

Assessed quantifiable and non-quantifiable risks are identified, monitored and minimized through preventive actions. These are integrated into daily decision-making processes and are based on frequent analyses of legislative, economic, social, national and EU regulations,

developments in raw material prices, energy, fuel, digitization and new technologies, social and workforce issues.

We address in our internal policies, strategies and procedures the precautionary principle, which states that if a product, action or policy has a suspected risk of causing harm to people or the environment, actions to protect or mitigate the risk should be supported even before there is concrete evidence of that risk materializing.

Risk management within TRANSAVIA is a continuous process that covers all areas of the company's activity and requires the participation of all employees in identifying risks in their sphere of activity that would prevent them from achieving their objectives, in order to take the necessary measures in time.

Departments and Sectors carefully monitor risks and work closely with consultants, experts, suppliers and partners to ensure an effective and responsible approach to managing corporate risks (GRI 2-13).

## Mapping sustainability risks

(GRI 2: General Disclosures 2021, GRI 3: Material Topics 2021, GRI 201)






As is the case for the entire agri-food industry, our business is exposed to a number of operational, financial and market risks. Early identification and assessment of risks and opportunities in the short, medium and long term

are an integral part of the risk management process in TRANSAVIA, which tracks the likelihood of materialization and the impact on specific objectives.

## Risk categories

In 2022, society as a whole faced a new geo-political situation, with strong economic influences generating market volatility, unprecedented explosion of energy

and gas prices, galloping inflation, uncertainty and social insecurity. Thus, the main risks identified and addressed by the TRANSAVIA Management were:

| Operational Risks  | Financial Risks  | Strategic Risks  | Legislative Risks   | Reputational Risks   |
|--|--|--|---|--|
|  <p>which we have minimized by optimizing the vertically integrated model, by finding alternative sourcing with the same high quality and ethical standards that we have, and by making greater efforts to attract and retain the qualified staff needed to do business optimally. At the same time, we have taken steps to prevent technical failures or disruptions to IT systems and to increase cyber security;</p> |  <p>which we addressed through a proactive approach by negotiating energy and gas contracts early. We ensured the right balance between resources and the company's investment needs and increased cost control through our ZERO losses policy;</p> |  <p>which we have continuously managed by monitoring trends and developments related to the influences of changes in consumer behavior (socio-economic factors) that may lead to changes in demand for chicken meat, climate change (with immediate physical risks caused by severe weather events (drought, storms, hail, etc.) with a direct impact on chicken feed production, but also at community level, political and regulatory factors, price/cost developments and the markets in which we operate;</p> |  <p>that we have anticipated by constantly monitoring and assessing a wide range of local and EU-wide regulations that may influence the business environment in general, or the food sector in particular (food safety, labelling, labor relations and occupational safety, environmental legislation, animal welfare, fiscal, trade-related regulations, customs tariffs, trade agreements, etc.);</p> |  <p>which we have minimized through our strict policy and standards on business ethics, honesty in communication and social responsibility. We have ensured that all our activities comply with the highest standards of integrity and that we act in a responsible manner so as to strengthen the trust of customers, business partners and the general public. We have always been responsive to feedback and have responded promptly to any concerns or issues raised.</p> |

# Our commitments

(GRI 2 General Disclosure)

Our Sustainable Action Areas focus on 4 pillars of interest that include 21 material issues that highlight our direct contribution to the UN SDGs.

We continue to track progress on our 2030 targets. 2 targets have been identified as not achievable due to limitations as a result of our analysis. Consequently, these targets have been cancelled.

STATUS 2021: *Achieved* | *Substantial progress* | *Additional effort needed* | *Cancelled* | *New*

| INTEREST PILLAR                   | MATERIAL ASPECTS                                   | IMPACT AREA |        |      | STRATEGIC TARGETS 2030*  |
|-----------------------------------|--|-------------|--------|------|--|
|                                   |  | Amonte      | Intern | Aval |  |
| <b>RESPONSIBLE PRODUCTION</b><br> | Local production                                   | ✓           | ✓      | ✓    | Widespread use of the best available technologies, from an economic and environmental point of view, in investment decisions; firm introduction of eco-efficiency criteria in all production and service activities.   |
|                                   | Availability of various certified products         | ✓           | ✓      | ✓    |  |
|                                   | Product quality and safety                         | ✓           | ✓      | ✓    | Maintaining food security and safety at the highest level by exploiting TRANSAVIA's comparative advantages, without compromising on the requirements of maintaining soil fertility, preserving biodiversity and protecting the environment.                  |
|                                   | Treating farm animals responsibly - animal welfare | ✓           | ✓      | ✓    | Conveying information on nutritional values in a transparent, voluntary and consumer-friendly way by introducing NutriScore on the label of chicken meat products in a phased manner per product category starting in 2022                                   |
|                                   | Business ethics                                    | ✓           | ✓      | ✓    | Project cancelled after the EU Joint Research Centre (JRC) decided that the NutriScore traffic light labelling scheme was ineffective and lacked scientific substantiation.  |
|                                   | Informing consumers about sustainability           |             | ✓      | ✓    |  |
|                                   | Cybersecurity                                      | ✓           | ✓      | ✓    |  |
| <b>ENVIRONEMEN</b><br>            | Water management                                   |             | ✓      | ✓    | Reduction of indirect greenhouse gas emissions from average combustion plants - NOx by 50% compared to the maximum accepted baseline value by 2030 (Goal 1).   |
|                                   | Energy efficiency                                  | ✓           | ✓      |      | Zero total dust emissions from poultry processing and preserving activities and from the manufacture of meat products by 2030 (Goal 1)   |
|                                   | Waste management                                   | ✓           | ✓      | ✓    | Reducing the amount of direct greenhouse gas emissions - CO2 by 431 tons through recycling of packaging waste by 2030 (Goal 1 and 3).  |
|                                   | Sustainable logistics                              | ✓           | ✓      | ✓    | Increasing the share of electricity from clean and renewable sources by 2030 (Goals 1 and 2).  |
| <b>EMPLOYEES</b><br>              | Ethics in Human Resources                          | ✓           | ✓      | ✓    | 100% digitisation of HR activities by 2030   |
|                                   | Business ethics                                    | ✓           | ✓      | ✓    | Obtaining professional qualifications in a field other than food for 1% of staff by 2030<br>– The legislation in force does not allow authorization in certain areas for professional qualification, as it is not consistent with the occupational standard. |
|                                   | Education and training programs for employees      |             | ✓      |      |  |
|                                   | Health management and occupational safety          |             | ✓      | ✓    | Top employer in Romania (improving staff retention) by 2030.   |
|                                   | Cybersecurity                                      | ✓           | ✓      | ✓    |  |
|                                   | Organizational culture                             |             | ✓      |      |  |
| <b>COMMUNITY</b><br>              | Health   |             | ✓      | ✓    | Carrying out large-scale projects and programs, particularly in the areas of health, food safety, environmental protection, education and sport, through involvement in the local communities where we operate   |
|                                   | Education  |             | ✓      | ✓    |  |
|                                   | Sport  |             | ✓      | ✓    |  |
|                                   | Collaborating with NGOs                            |             | ✓      | ✓    |  |

\*Details on the evolution of the indicators tracked and the activities supporting progress can be found in the chapters dedicated to each sustainability pillar



# 3 EMPLOYEES

We aim to be a top employer and to achieve this goal we focus on creating attractive working conditions. At TRANSAVIA, we attract, develop and retain the most talented professionals who share our values.

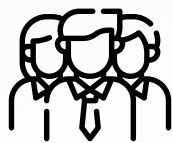
At the same time, we strive to provide a safe and healthy environment so that our employees feel motivated and supported in their daily activities.

## MATERIAL TOPIC:

- Ethics in Human Resources
- Business Ethics
- Employee Education and Training Programs
- Health and Occupational Safety Management
- Cybersecurity
- Organizational Culture

## SDGS supported:





**2.348**  
**EMPLOYEES**



**42,3%**  
**WOMEN**



**9,5%**  
**YOUNG <30 years**

**6.174 lei**  
**AVERAGE**  
**GROSS**  
**SALARY**





*"At TRANSAVIA, mutual trust is the foundation of our team. We value our employees for the professionalism, fairness and passion with which they do things exactly right in every aspect of their work, truly living our values. We are proud to see how this culture of trust makes colleagues feel safe, thrive and contribute to our success through their diversity. We are confident that these fundamentals will help us fulfil our ambition of being recognized as a Top Employer in Romania."*



**Sonia Popa,**  
**TRANSAVIA Recruitment Manager.**

## Human resources strategy and management

(GRI 400)

After achieving the established goals for 2025 ahead of schedule, last year we set new objectives for 2030, related to the material topics identified for the strategic pillar EMPLOYEES: Ethics in Human Resources, Business Ethics,

Employee Education and Training Programs, Health and Occupational Safety Management, Cybersecurity, Organizational Culture.

| SPECIFIC OBJECTIVES 2030<br>(vs. 2020)   | STATUS 2022   |
|--|---|
| 100% digitisation of HR activities by 2030   | During the reporting period, more than 35% of human resources were digitized.   |
| Obtaining professional qualifications in a field other than food for 1% of staff by 2030 | <i>The legislation in force does not allow authorisation in certain areas for professional qualification, as it is not consistent with the occupational standard.</i> |
| Becoming a top employer in Romania (improving staff retention) by 2030.                  | In 2022, staff turnover decreased by 6.11%. In addition, we are much more active at HR events and conferences and job fairs.  |

STATUS 2021: Achieved | Substantial progress | Additional effort needed | Cancelled | New



Our human resources strategy is aligned with our company's overall strategy and market trends. Our commitment to employees is ongoing and is reflected in our actions and human resources policies. The Human Resources Department contributes to building and maintaining a talented, diverse, and engaged team through various programs. We continuously invest in staff development, ensure safe working conditions, and motivate our employees. We regularly develop and implement procedures related to the entire personnel lifecycle, including recruitment, selection, onboarding, and retention (GRI 404-2).

**Our daily activities are guided by the Universal Declaration of Human Rights, the International Labour Organization (ILO), the TRANSAVIA Code of Ethical Professional Conduct for Employees and the Internal Regulation.**

These documents form the basis 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.

In 2022, TRANSAVIA employed 2,348 individuals, an increase of 101 employees compared to the previous year, following the merger with AVICOLA BRAȘOV (part of the group, also included in previous reporting), the expansion of farms, and the development of various sectors. The number of individuals employed at S.C. TRANSAVIA S.A. was extracted from our internal program, based on their fixed-term/indefinite employment contracts, type of employees, and their residence in the counties where our activities take place (GRI 2 - 7). The employee turnover decreased by 6.11% compared to the previous year (GRI 401-1).

We have a balanced gender distribution, with 42.9% women. Given the composition of our activity sectors, we have 83.7% blue-collar workers and 16.3% white-collar workers. Regarding the age structure of our employees in 2022, we had: 9.5% under 30 years old, 53.3% aged between 30 and 50 years, and 37.3% over 50 years old (GRI 401-1, 405-1). In 2022, we had approximately 130 employees working at TRANSAVIA facilities under contracts with suppliers or service providers, most of whom were brought in by our partners, especially in construction. Around 20 of them were involved in installing photovoltaic panels. We do not have data and records for the turnover of personnel who are not part of our company (GRI 2-8).

## EMPLOYEE DIVERSITY

(GRI 2-7, GRI 401-1, 405-1)

| Number of Employees      | Total Employees | Women      | Men         |
|--------------------------|-----------------|------------|-------------|
| Indefinite-term contract | 2099            | 905        | 1194        |
| Fixed-term contract      | 242             | 85         | 157         |
| Part-time contract       | 7               | 3          | 4           |
| Zero-hour contract       | 0               | 0          | 0           |
| <b>TOTAL</b>             | <b>2348</b>     | <b>993</b> | <b>1355</b> |

| Staff categories    | No.  | Distribution |
|---------------------|------|--------------|
| TESA                | 382  | 16,27%       |
| Blue-collar workers | 1966 | 83,73%       |
| <30 y.o.            | 222  | 9,45%        |
| <30 - 50 y.o.       | 1252 | 53,32%       |
| >50 y.o.            | 847  | 37,22%       |

Within TRANSAVIA's employment relationships, the principle of equal opportunities and treatment for all employees is upheld. All employees who demonstrate performance in the workplace are rewarded (GRI 2-19), and employees are also encouraged to develop or enhance their career plans (GRI 404-3)

We respect all our employees by providing equal opportunities and treatment to all personnel, ensuring an equal ratio in base pay and remuneration to all persons in similar positions, regardless of gender (GRI 405-2, GRI 13: Topic 13.15). Their remuneration complies with applicable law and is based on performance and seniority, and is determined in accordance with applicable law (GRI 401-5).

We offer salaries above the minimum wage in the economy (in Romania, in 2022, the minimum wage in the agriculture sector was 3.000 lei gross). In our company the average gross salary in 2022 was 6,174 lei, also influenced by the new structure of the organization in which TESA staff represents only 16.23%.

As previously mentioned, in sectors with the same salaries, there is no discrimination or unequal opportunities and treatment between women and men. The ratio between the minimum gross salary in the economy and the highest department with the same salaries is 76.33% (minimum salary/department salary). In addition to salary, our employees also receive a number of benefits



**Best Employers,  
Best of Business Gala 2022,  
Alba County Council**



**TOP 100 EMPLOYERS  
CAPITAL.**



## General benefits for employees

(GRI 401-2)

Furthermore, to statutory entitlements (holiday leave, childcare leave for both men and women, sick leave, statutory days off, retirement insurance for employees, etc.), the company additionally provides additional benefits for employees:

- Transport provided,
- Lunch provided,
- Meal vouchers,
- Holiday bonuses,
- Food packages with company products (bimonthly),
- Paid days off for special personal events,
- Possibility to attend courses, seminars, conferences,
- Loyalty bonus,
- Salary bonus and gifts (products and Transavia Family Magazine),
- Corporate events (e.g. annual corporate party),
- Possibility of advancement/promotion in post based on skills and professional performance.



We reward employees who perform well in their jobs and contribute to the success of the company. At the same time, we want to develop the careers of all our employees where possible. We apply the same principle of equal opportunities to professional development, ensuring that all employees have access to personal development programs, training, courses (GRI 401-2).

We encourage feedback and carry out staff appraisals every 2 years through individual appraisal sheets drawn up by the heads of sectors. In this way, each employee understands what their strengths are and how they can improve aspects of their day-to-day activities, their current role and what skills they need to develop to take the next step in their career. The proportion of employees assessed was 100% (GRI 404-3).

We adhere to the working conditions stipulated by law for each of our employees, based on their job roles, including aspects related to compensation, working hours, rest periods, provision of work equipment and protective gear, utilization of machinery, tools, and professional work instruments.

Job stability is ensured for each employee, and our salary obligations and commitments to state institutions are always met on time, ensuring that when retirement comes, the respective employee receives all entitled benefits. We ensure that both women and men are entitled to legal parental leave, providing the necessary support for balancing their professional and personal lives (401-2).

## Parental leave

(GRI 401-3)

In 2022, we have a return-to-work rate from parental leave of **58.82%**, with a **retention rate of 66.67%**.



| 2022  | Granted childcare leave | Persons who have returned to work after childcare leave | Persons who have returned to work after childcare leave and have stayed active for at least 12 months |
|-------|-------------------------|---|---|
| Men   | 1                       | 5   | 7   |
| Women | 16                      | 12  | 3   |
| TOTAL | 17                      | 17  | 10  |

With the aim of enhancing loyalty and cohesion, the Human Resources department organizes specific counseling programs to encourage the relatives and children of employees to specialize and eventually, potentially, join our company. This counseling takes the form of discussions with employees and, at times, even with their family members, to assist them in making

informed decisions about their career and professional prospects. Simultaneously, we assist them in applying for various internship programs offered by different public universities and high schools. As a result, after completing their studies, we can initiate the recruitment, selection, and hiring process for those who are interested.



A partnership aimed at promoting vocational education in Alba County

**"Your Professional Partner" Project**

"Best of Business" Gala 2022, Alba County Council.





*We continue to engage alongside representatives from Alba County Council, the Alba School Inspectorate, and four of the most important economic agents in the county to reduce school dropout rates, promote educational alternatives, and provide access to technology for students. Initiated in 2019, the project facilitated meetings with local communities in both urban and rural areas in 2022 to promote education and reduce school dropout rates. We provided career counseling for students and parents in the county and promoted both traditional and dual vocational education. Over 200 students and parents were counseled as part of these efforts.*



We operate with an internal procedure that guides our recruitment and selection activity and each employee receives a copy of his/her individual employment contract upon hiring, as required by law. (GRI 13: Topic 13.20).

## Rights, practices, and working conditions

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

We fully support the freedom of association, recognize the right to collective bargaining, oppose any form of forced or compulsory labor, child labor (GRI 408-1, GRI 13: Topic 13.17), or any act of discrimination in terms of employment. All TRANSAVIA employees are treated equally, without any discrimination whatsoever (GRI 13: Topic 13.18).

According to TRANSAVIA's Internal Rules and Code of Ethical Conduct, the personnel is represented by employee representatives freely elected by vote, without the involvement of management, in accordance with

**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 Labor Contracts and the Collective Labor Agreement (GRI 2-30).**

legal procedures. The elected representatives include non-management employees (board members) who can engage in activities related to workers' rights and interests without management intervention. Additionally, they are granted access to the workplace to carry out their representation functions. All these aspects are stipulated in the Collective Labor Agreement registered with the Alba County Labor Inspectorate (ITM Alba) (GRI 407-1, GRI 2-30).

We actively advocate against child labor (all TRANSAVIA employees are over 18) and ensure that our suppliers and partners do not use such resources either.



Neither in 2022 did we have any suspicions about this risk, due to the annual completion request, or at the start of collaboration with a new supplier, of the self-assessment questionnaire which also mentions this (GRI 408-1, GRI 13: Topic 13.17). We also take the same approach against forced labor (GRI 409-1, GRI 13: Topic 13.16) and fully dissociate ourselves from these practices.

Respecting human rights is essential for us. Therefore, in 2022 we ensured that all security staff (64 security guards) were trained in this regard and each supplier trains their employees according to their own policies and standards (GRI 410-1). Furthermore, during the reporting period there were no operations that were subject to human rights reviews or impact assessments (GRI 412-1, GRI 2-23).

We encourage all employees to communicate any issues related to labor relations, working conditions (ergonomics, environment, HSE / FSS), working practices, impact on society, fair treatment, recommendations, suggestions, grievances, opinions they have. They are free to express their opinions and report unacceptable behavior and/or requests either directly to their line manager or to the Human Resources Department (by email, telephone or

via the "communication ballot box" where anonymous messages can also be left or by using the report form, where they can also send anonymous messages).

This measure has been adopted for many years in TRANSAVIA and aims to improve the performance and working environment of employees (GRI 2-26, GRI 402-1).

Our policy requires that any hint, suspicion, fact found expressed in good faith regarding misconduct by the company, or any employee or business partner be carefully investigated and appropriate action 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 (GRI 406-1).

## Diversity, inclusion and equal opportunities

(GRI 406)

We embrace diversity as an opportunity to learn from each other, enrich our knowledge and strengthen our success. We act decisively against any form of discrimination by having clear procedures outlined in the Code of Ethical Conduct and in the company's Internal Regulations, which help prevent such unfortunate incidents (GRI 406-1). Within TRANSAVIA any discrimination based on gender, sexual orientation, genetic characteristics, age, national origin,


race, color, ethnicity, religion, political opinion, social orientation, disability, family situation or responsibility, trade union membership or activity, etc. is explicitly prohibited. Furthermore, any gender-based discrimination is prohibited with regard to access for both women and men to all levels of training and professional development (including on-the-job training), advancement opportunities and, in general, continuing education (GRI 406-1).

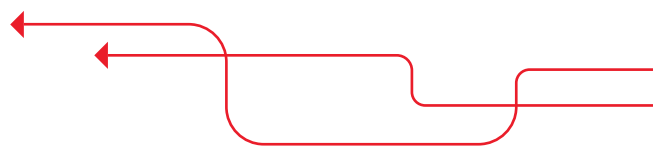
## Notifications if operational changes in the company

(GRI 406, GRI 402-1)

Within TRANSAVIA, all decisions are made in compliance with the legislative norms in force, the Internal Regulations and the Collective Labor Agreement. Since the signing of the Individual Employment Contract, employees are informed about the notice periods and situations in which they may occur according to the legislation in force and the Labor Code

In the case of operational changes, employees are notified verbally and in writing (internal memos) by the supervisors or Sector Managers at least 14 calendar days prior to the

change. They are then assisted and trained so that they can easily adapt to the new specific requirements. Before implementing any significant change that may directly affect employees, line managers conduct consultations to obtain their opinion and feedback. The notice period and provisions for consultation are specified in the **Collective Labour Agreement**, as required by law. (GRI 402-1). A major operational change carried out in 2022 was the absorption by **S.C. TRANSAVIA S.A. of S.C. AVICOLA BRAȘOV S.A.**, following a [merger process](#) , completed on 01.07.2022. As a result of this process, 504 employees were transferred (GRI 2-30, GRI 402-1).



## Workplace health and safety

(GRI 403, GRI 13: Topic 13:19)

We believe that our employees are our most valuable resource and that their physical and mental well-being is essential to the long-term success of our company. We promote a **culture of safety** within our company by encouraging every employee to become actively involved in identifying and reporting potential hazards, as well as contributing ideas for improving workplace health and safety. This ensures that all team members are accountable and involved in creating a safe and healthy work environment.

**We cover the costs of all medical investigations** involving the specific activity of workers under safety and health conditions, and, upon recommendation of the occupational physician, cover additional investigations. Employees with special health conditions are financially supported to recover at specialized centers (GRI 403-6). By internal decision of the head of the company, TRANSAVIA established an internal service for the accident prevention and occupational health and safety. This service is comprised of qualified personnel who serve as risk assessors **for safety and health at work, as well as being responsible for OHS (Occupational Health and Safety) matters** (GRI 403-3). This **Occupational Health and Safety Committee**, established in accordance with the requirements of Government Decision no. 1425/2006, operates based on an Organizational Regulation. The Occupational Health and Safety Committee meets quarterly with all members present to discuss specific

and investigation files (GRI 403-4).

TRANSAVIA carries out agricultural activities, poultry breeding, slaughtering and processing of poultry meat, manufacturing of combined fodder, transport of meat, fodder, and agricultural products, as well as service interventions. For both our employees and compliance with current legal norms and regulations regarding working conditions and safety, we ensure the fulfillment of legal requirements for all employees, regardless of their position, field of activity, or specialization. This includes



agricultural activities carried out in our four plant farms, which involve all types of agricultural work from plowing to harvesting, transporting, and storing agricultural products. We provide proper compliance with legal requirements for wages, working hours, rest periods, and adequate work equipment and protective gear to ensure a safe and healthy working environment (GRI 402-1, GRI 13:19). Personnel working as day laborers in the plant farms are registered based on a nominal list, prepared daily, and are trained regarding the existing workplace risks, the necessary measures to follow, and the correct and complete use of personal protective equipment, based on **Collective OHS Sheets and Fire Safety Briefing Records** (GRI 13:19).

We similarly address the safety of employees of other companies providing services within our sectors, establishing contracts and agreements on occupational health and safety, which provide concrete how to relate and approach in relation to their specifics, hazards, and risks. Training on the existing risks, the measures to be observed, and the correct and full use of personal protective equipment are carried out on the basis of collective OSH sheets and **Fire Safety training minutes, signed individually by employees**. (GRI 403-8, GRI 13:19). All the requirements are in compliance with the current law: **Law no. 319/2006, GD no. 1425/2006, Orders no. 508/20.11.2002 of the MMSS**, and no. 933/25.11.2002 of the MSF on the approval of the General Norms of Labour Protection (GRI 403-1). When necessary, we apply for marketing authorization for products (GRI 403-7, GRI 13).



issues, and the meeting concludes with the preparation of minutes that are communicated to the relevant authorities. Additionally, employees with specific responsibilities for occupational health and safety, as well as employee representatives on safety and health matters, are informed about the risks of accidents and occupational illnesses, as well as appropriate prevention and protection measures, including those related to first aid, fire prevention and suppression, and personnel evacuation. They have access to risk assessments, records of occupational accidents,



TRANSAVIA has adopted measures in accordance with labor protection norms and specific regulations to minimize the risks of accidents and occupational illnesses among employees. In order to ensure continuous improvement of the occupational health and safety system and the well-being of our employees, in addition to implementing legal requirements, we continuously develop our own measures, standards, and specific instructions. We provide advanced technical equipment and specific personal protective equipment (for workplaces and workers).

In the description of the processes used for hazard identification, we follow, in compliance with legal requirements, the triggering factors related to operating procedures, worker reports, changes in workflow, or the occurrence of disruptive factors (such as noise, dust, vibrations, etc.). Risk assessments are carried out for each job position and function within the company. Our procedure mandates that in case of structural changes, equipment modifications, staff placements, or workplace accidents, an investigation is conducted, followed by the creation of a plan that revises and complements the Prevention Plan for that specific job position (**as per Article 15(3), point b) and Article 46(1) of Government Ordinance no. 1425/2006 (updated)**). These assessments are conducted by individuals appropriately trained as risk assessors, with the participation of occupational health physicians and individuals knowledgeable and responsible for the respective workplaces.

During the reporting period, no work-related health issues were recorded (GRI 403-10), and the incidence of recorded

work accidents was 0.64%, with no fatalities (GRI 403-9). Due to the fact that we have our own fleet, we pay special attention to road safety, both for our employees and other traffic participants. The rate of recorded traffic accidents last year was 0%.

These results have been achieved due to the fact that all employees are trained and tested periodically regarding existing risks and the measures they need to adhere to. This is done based on collective occupational health and safety (OHS) sheets and fire safety briefing protocols. General introductory training, on-site training, periodic updates, and additional training are conducted at all work locations. This is carried out according to the annual thematic OHS and fire safety training plan by the sector supervisor (GRI 403-8).

**All work-related incidents are investigated, remedied, and promptly reported to the relevant authorities.**

Corrective actions are taken to minimize risks to employees and enhance prevention and protection measures. Concurrently, measures are implemented to address identified shortcomings, communicated to the appropriate institutions, and processed with involved personnel. Specialized staff and hierarchical supervisors then conduct guidance inspections in the respective areas and establish corrective measures to eliminate deficiencies and drive improvements in the occupational health and safety management system within the company. Furthermore, employees are trained to report work-related hazards and dangerous situations, while service providers are evaluated for compliance with the imposed measures (GRI 403-2, GRI 13 Topic: 13.19).



## Employee skills enhancement programs and transition assistance programs

(GRI 404)

SWe are receptive and attentive to the developmental needs of our employees. We aim to ensure their continuous learning to maintain our position at the forefront. Throughout the reporting period, we organized internal courses and training activities (GRI 404-2), encompassing both theoretical and practical aspects. Additionally, a portion of our employees participated in international training courses and field-specific conferences.



We conducted **493 mandatory skill enhancement courses** focused on first aid, hygiene, and bird welfare. Furthermore, we provided our employees with internal qualification programs, including a dedicated program for poultry breeders. Collaborating with specialized firms, we offered 57 specialized courses tailored to specific professions (such as food industry engineers, animal husbandry engineers, agronomists, and veterinarians).

We do not have data on the number of training hours attended by employees in 2022. However, we can report that 550 TRANSAVIA employees participated in various courses during that year, with 20% of them being from

the TESA staff. Among these participants, there were 234 women and 316 men (GRI 404 - 1).

Our concern for employees is a continuous commitment, aligned with actions and policies emerging in the field of human resources. In pursuit of this, we periodically develop and implement various procedures encompassing the entire process of recruitment, selection, induction, and staff retention.

New hires are introduced through a welcome message sent via email, facilitating better acquaintance among colleagues. They are supported through buddy assistance programs designed to aid their smooth integration into their respective roles (GRI 404-2).



„I view my relationship with TRANSAVIA as a beautiful and enduring friendship, where the goal is shared: the company's growth alongside individual advancement. Common values and beliefs bind us - loyalty and mutual integrity”,

**Elena Toma, Procurement Manager – Oiejdea Slaughter House.**

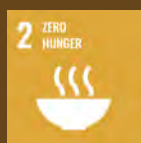
# 4 RESPONSIBLE PRODUCTION

We are committed to providing safe and high-quality chicken products that meet the requirements and expectations of our partners and consumers everywhere in every respect. We guarantee the quality of our products, animal welfare, and minimal environmental impact.

## MATERIAL TOPICS:

- Local production
- Availability of various certified products
- Quality and safety of products
- Responsible treatment of farm animals - animal welfare
- Business ethics
- Informing consumers about sustainability
- Cybersecurity

## SDG supported:







**GLOBAL G.A.P.**

**The only  
producer in Romania  
that has obtained  
Global G.A.P certification  
version 5.2.**

**BRCGS** | Food  
Safety

**100%**

of our chicken meat  
production certified

**BRCGS Food Safety**



**100%**

of our chicken growing farms  
hatcheries, and breeding farms  
certified

**ISO 22000:2018**



**100%**

of combined feed  
production certified

**ISO 22000:2018**



We are the largest poultry meat producer in Romania, with an integrated system, from the grain to the fork. We pride ourselves on the effectiveness of our food safety actions and programs at local, national, regional, and global levels. We are committed to providing safe, nutritious, and high-quality food products, meeting the highest industry standards. We aim to always set an example for the food industry and provide our consumers with reliable and safe products to help ensure sustainable and responsible food security



**Adina Popa**  
Responsible with  
Quality and Food Safety, TRANSAVIA

## Responsabile production and consumption

(GRI 13, GRI 416, GRI 417)

| GRI 13: Topic 13.4                             | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 |
|--|---|---|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|
| Topic 13.4 Conversion of the natural ecosystem |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |
| Topic 13.9 Food Security                       |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |
| Topic 13.10 Food Safety                        |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |
| Topic 13.11 Animal Health and Welfare          |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |

After surpassing the set targets for 2025 ahead of schedule, last year we established new objectives for 2030, relating to the material themes identified for the strategic pillar of RESPONSIBLE PRODUCTION: Product Quality and Safety, Local Production, Availability of Certified Products, Responsible Treatment of Farm Animals - Animal Welfare, Business Ethics, Informing Consumers about Sustainability, Cybersecurity.

Noteworthy is the fact that the material analysis, based on feedback received from stakeholders, places *Product Quality and Safety and Availability of Certified Products* at the top of importance, for the first time since we started consulting, with Local Production ranking fourth. This is preceded by a material theme specific to the environmental pillar.


| SPECIFIC OBJECTIVES 2030 (vs. 2020)   | STATUS 2022  |
|---|--|
| 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.                          | Installation of photovoltaic panels in all workplaces, providing energy for all 542 poultry houses and other buildings used for other purposes, such as administrative or industrialization areas.   |
|   | Heat recovery units installed at Farm 21.  |
| 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. | Maintaining GlobalG.A.P. certification for a minimum of 12 poultry growing farms and continuously improving processes through annual certification in accordance with the current versions of the standard.  |
|   | Maintaining BRCGS Food Safety certifications, at least Grade A, for all industrialization sector work locations and continually enhancing the quality and food safety management system through annual certification according to the current versions of the standard.  |
|   | Maintaining FSSC 22000 certifications for all industrialization sector work locations and ongoing improvement of the quality and food safety management system through certification with the updated versions of the standard.  |
|   | Maintaining ISO 22000 certification for farms and feed mills, as well as ongoing enhancement of the quality and food safety management system through annual certification according to the current versions of the standard.  |
|   | Maintaining specific certifications for McDonald's customer requirements and continuous improvement of the quality and food safety management system and processes through certification with the updated versions of the customer-specific standards for the Meat Processing Factory and Oiejdea Slaughterhouse |
| 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.                     | <i>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.</i>  |

STATUS 2021: Achieved | Substantial progress | Additional effort needed | Cancelled | New

## Quality and safety of our products

TRANSAVIA takes responsibility for providing safe and highest quality chicken products that meet the requirements and expectations of our partners and consumers worldwide, from all perspectives. **We guarantee the quality of our products**, animal welfare, and minimal environmental impact.









100% of our products undergo third-party certification audits that attest to the quality and safety of both the products and the operations undertaken to ensure safe products for consumers. **We utilize a validated system to ensure product quality** regarding processing compliance and improvement of essential quality values in slaughter, feed manufacturing, and poultry growing operations.

Also in 2022, TRANSAVIA did not record any product recalls or withdrawals for food safety reasons (GRI 13.10.5). There were also no incidents of non-compliance with regulations and/or voluntary codes on [product information and labeling](#)  and there were no incidents resulting in fines, penalties, or

warnings. This demonstrates the company's commitment to adhering to relevant standards and regulations and implementing an efficient system for monitoring and compliance, ensuring accurate product information and labeling (GRI 417-2).

The level of awareness regarding the quality and food safety culture is at its peak in TRANSAVIA, closely tied to our set of values and shared norms that shape our behavior. Assessments over the past years have shown excellent scores concerning the quality and food safety culture (as defined by **European Regulation No. 382, published in 2021**), influenced by five vectors: vision and leadership, work environment and responsible employees, knowledge and action, continuous improvement, infrastructure and equipment.

To enhance food safety, we adhere to extremely stringent procedures and protocols across all owned production units. Thus:

-  only controlled access is allowed to vehicles, which are disinfected both entering and leaving our premises;
-  all transport vehicles are sanitized and disinfected, both at the beginning and at the end of working hours;
-  staff working in the production units use sterile, highly bio-safe protective equipment and are regularly trained to strictly comply with the rules and regulations on access, movement, and bio-safety of the production units;
-  we strictly control the water used in all the facilities we own and in the processes we carry out (for irrigation, in feeding and watering chickens, in production), so as to avoid and eliminate any risks that could arise for the health of consumers, employees and birds;
-  we constantly measure and apply measures to control contaminants in the 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 physico-chemical and microbiological analyses of feed and continuously monitor the health status of our flocks;
-  we conduct sanitation tests to assess the hygiene status of all breeding farms before stocking them with livestock. These tests are performed by our veterinary specialists;
-  we perform sanitation tests to assess the daily effectiveness of hygiene practices on surfaces that come into contact with our products. Additionally, we conduct microbiological analyses on each product batch before delivery



Furthermore, the company-wide awareness of the importance of food safety led to us recording ZERO incidents of non-compliance with current legislative regulations regarding consumer health and safety in 2022 (GRI 416-2) during inspections conducted by health and veterinary authorities. We have consistently focused on maintaining the highest standards and compliance norms, ensuring that all our operations strictly adhere

to the requirements of relevant regulations and codes. As a result, there were no incidents of non-compliance with regulations resulting in fines or penalties, nor incidents that triggered warnings from competent authorities. Additionally, there were no incidents of non-compliance with voluntary codes regarding the health and safety of our products and services (GRI 416-2).

*„Our poultry farming activities follow very rigorous protocols, the primary objective being animal welfare. In each production unit, we prioritize quality and safety in all aspects. The excellent results achieved in 2022 during all external food safety certification audits demonstrate that we conduct our operations in all production units precisely as they should be done – responsibly, based on scientific foundations – and that we possess the knowledge to consistently set the standard in the food industry”,*

**Cristina Lupșan,**  
Director of Quality in the Industrialization Sector TRANSAVIA.



We closely monitor our consumers' experiences and promptly respond to any feedback received from them, whether through social media or email. Our team of quality and food safety specialists pays special attention to each complaint or suggestion we receive. We ensure that

every response is timely and that we address any issues in an efficient and professional manner, as customer satisfaction is a top priority for our company. We value both positive and constructive feedback and respond to all inquiries received from consumers.

| Achievements  | Details  |
|---|--|
| Maximum response time is <b>24 hours</b> for complaints that do not require complex investigations, and <b>5 days</b> for those that do require complex investigations. | For all complaints that did not require investigation, responses were provided on the same day they were received, and for those requiring investigation, the response time did not exceed 5 days. |
| <b>ZERO complaints</b> for <b>98.67%</b> of intra-community and export deliveries .   | For all the complaints received, there were implemented corrective actions.  |
| <b>ZERO</b> product <b>recalls</b> related to <b>food safety</b> .  | TRANSAVIA did not record any product withdrawals or recalls due to food safety reasons in the year 2022.   |

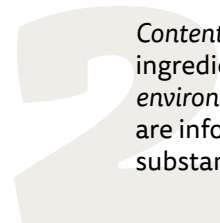


TRANSAVIA places consumers at the heart of its concerns, providing safe, healthy, and high-quality products. Communication with consumers is carried out transparently and honestly, fully adhering to [labeling requirements](#) (GRI 417-1). During the reporting period, 100% of significant product categories were evaluated for conformity with procedures. Our company ensures

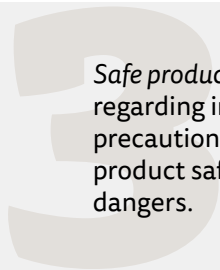
that all significant product categories undergo periodic assessments for compliance of information and labeling with current standards and regulations. We maintain a high level of compliance and continuously improve procedures to ensure comprehensive coverage of all relevant product categories (GRI 417-1). These procedures target the following aspects:



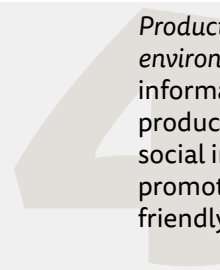
**1** The supply of product components, which covers transparent information about the origin and suppliers of the components used in products.



**2** Content, especially concerning substances/ingredients that could have an *impact on the environment or a social impact*. Thus, consumers are informed about any potentially harmful substances/ingredients used in the product.



**3** Safe product usage, which includes information regarding instructions, warnings, and precautions so that consumers can use the product safely and avoid any potential risks or dangers.



**4** Product disposal and its impact on the environment or social impact, which provide information about the proper disposal of the product and the potential environmental or social impact associated with it. The aim is to promote responsible and environmentally-friendly practices regarding product disposal



**100% of the significant product categories** we offer are assessed for health and safety impact in order to identify and implement improvements. This evaluation allows us to systematically address health and safety aspects throughout the entire lifespan of our products. Additionally, all products manufactured by our company undergo third-party certification audits that verify their authenticity, quality, and safety, as well as our operations in general. This ensures that we adhere to the highest standards in delivering safe products for consumers.

In addition to **the 14 external audits conducted in 2022** by certification bodies and by clients of TRANSAVIA, we perform internal audits annually using our team of certified internal auditors. These audits are conducted according to the annual internal audit program, which is based on a

thorough risk analysis for each individual workplace (GRI 416-1).

To ensure the quality of our products, we use a validated system that focuses on process compliance and the improvement of core quality values across our operations, including slaughter, feed manufacturing, and poultry.

Product quality testing is carried out on a regular basis by carefully examining the many products we produce. These rigorous procedures are complemented by the ongoing monitoring of products by our operations and quality assurance personnel, ensuring that we adhere to the highest standards and that our products are of the highest quality for consumers (GRI 416-1).

## The traceability of our products

(GRI 13: 23)

For us, sustainability means delivering absolute quality by having all our employees apply the best practices and strictest protocols throughout the entire production and distribution chain, *from grain to fork*. Another essential tool that ensures the quality and complete safety of our products is traceability. This, along with tracking products through the supply chain, is crucial to ensure that all stages

of the production and distribution process adhere to the standards and regulations in place.

TRANSAVIA is the only company in the sector that owns and manages all the operations within [the production chain](#) , from crop cultivation and harvesting to chicken feed preparation, breeding, hatching, and rearing farms,

slaughterhouses, and meat processing plants to fair and honest distribution and communication. This enables us to guarantee the quality and safety of our products at every stage of the production process. Complete control over the entire supply chain allows us to carefully monitor every aspect of quality and meet the highest food safety standards.

In order to be able to demonstrate with confidence that our products come from verified sources, with rigorous quality control and responsible risk management, we require our suppliers every 3 years to carry out a traceability test and obtain a series of certifications such as **ISO 9001:2008, ISO 14001:2005, ISO 22000:2018, ISO 45001:2018, BRCGS Food Safety, BRCGS Packaging, FSSC 22000, IFS**. These are internationally recognized standards that have been designed to ensure efficient, responsible,

and ethical business management and are considered industry benchmarks and ensure that our suppliers meet the most rigorous quality, environmental, food safety, and occupational health requirements (GRI 13.23.3). By having such suppliers in our supply chain, we are able to assure our consumers that our products are reliable, comply with international standards and are produced through sustainable practices.

To enhance the safety of our products, we have categorized our suppliers based on the level of influence they exert on our finished products. This approach assists us in more effectively assessing and managing the risks associated with our supply chain, enabling us to make informed decisions regarding the selection, evaluation, and monitoring of our suppliers:

|                  |   |
|------------------|---|
| <b>HIGH-RISK</b> | Suppliers included in the high-risk category are those whose products come into direct contact with our final product. The quality, safety, and compliance of their products (e.g., raw material suppliers, key component suppliers) directly impact the products we provide to our customers.  |
| <b>LOW-RISK</b>  | Suppliers included in the low-risk category are those whose products or services do not come into direct contact with our final product. While these suppliers may play an important role in our operations, the risk associated with the safety, quality, or compliance of their products does not directly impact the finished product. This category includes IT service providers, personal transportation services, advertising agencies, or other support services not directly related to our final product. |

By assessing and managing the risks associated with our suppliers, we ensure that our products meet the quality and safety standards we aim for. Additionally, through the analyses we conduct, we identify opportunities for improving performance and the relationship with our suppliers, ensuring that we achieve the best possible outcomes from our collaboration.

Because we prioritize food safety and traceability in all our operations, we have



a policy focused on ensuring the quality and safety of our products, as well as maintaining a transparent and internationally certified supply chain. In this regard, we collaborate exclusively with high-risk suppliers who hold **GFSI (Global Food Safety Initiative)** certifications or other equivalent recognized certifications. This ensures that our entire purchased volume is certified, allowing us to provide high-quality and safe products to our consumers.

**GFSI certifications** are globally recognized and involve a rigorous assessment of food safety management systems, including aspects related to traceability. Through our policy of ensuring that our high-risk suppliers hold this certification or an internationally equivalent one, we can guarantee that the products we obtain through the supply chain are certified and traceable. Collaborating with GFSI-certified suppliers allows us to have confidence in the quality and safety of raw materials and ensures that all our products adhere to the highest standards. Additionally, it enables us to be more responsive to any unforeseen situations or potential threats in the supply chain, as we can quickly identify and isolate any sources of risk.

Our requirement for suppliers to hold GFSI certifications allows us to cover all stages of the supply process, while also providing us the ability to trace the products back to






their source. This capability is crucial in swiftly identifying and managing any issues that might arise concerning food safety or product quality (GRI 13.23.4).

## Traceability along the integrated production chain, from grain to fork

Due to our fully integrated business model, our company has implemented an advanced traceability system throughout the entire integrated poultry meat processing chain, ensuring transparency and the quality of our products. Through the integrated traceability system, we are able to trace every product from feed and day-old

chicks, to the chickens raised in our own farms, to the slaughterhouse, and finally to the finished products, at local, regional, national, or international levels. This high level of traceability allows us to guarantee the quality, safety, and origin of our products, providing consumers with trust and satisfaction (GRI 13.23.4).

### Our integrated traceability system tracks:

| In-house processed fodder made from crops grown on the approximately 10,000 hectares of cultivated land   | Day-old chicks from hatcheries   | Broiler from our own rearing farms   | The slaughtering process in our company's 3 slaughterhouses   | Processed chicken meat products in our own processing factory   |
|---|--|--|---|---|
|  <p>our arable farms are responsible for the cultivation and production of the cereals needed to produce high-quality fodder. Through direct control of the vegetable farms, we can follow the entire process, from sowing and growing the crops to harvesting and processing. This allows us to pinpoint the exact origin of each batch of grain used in feed production. The feed produced in our feedmill is monitored and tracked, ensuring that we can identify the origin and quality of the raw material used in feed production.</p> |  <p>Day-old chicks from hatcheries: Each batch of day-old chicks is registered and traced from the breeding farms. Each batch of chicks is identified and recorded with information on the date, place, and conditions of hatching, and the origin of the eggs. This information allows us to identify the exact provenance and characteristics of the batch of day-old chicks.</p> |  <p>Each poultry rearing farm is equipped with identification and recording systems for chicks. Every batch of broiler chickens is monitored from their arrival at the farm until they are sent for processing. This process enables us to precisely trace the origin and development of the broiler chickens on our farms.</p> |  <p>Each slaughtered chicken is identified and recorded upon entering the slaughterhouse. Every step of the slaughtering process, including stunning, slaughtering, feather removal, evisceration, cutting, and packaging, is monitored and recorded. This way, we can trace each bird back to its source farm and ensure the authenticity, quality, and safety of our products.</p> |  <p>Each batch of processed chicken meat products is recorded and tracked within our own meat processing factory. From the reception of the chicken meat to the processes of marination, batch preparation, shaping, frying, baking, IQF freezing, packaging, and storage, each product is identified and recorded to ensure that we can trace its origin and quality.</p> |



## Availability of certified preproducts

**The quality of our products** is an integral part of our sustainability strategy. By producing and delivering safe and high-quality chicken products, we ensure the sustainability of our business by meeting the current needs and future interests of our customers. **All our production units**, including the three slaughterhouses, meat processing factory, combined feed factory, poultry rearing farms, and the two hatcheries, **are internationally certified and recognized for their high safety standards.** We are committed to ensuring the authenticity, quality, and safety of our products, and the certifications we have achieved demonstrate our commitment to the highest industry standards.

The quality and food safety management system implemented across all production stages is certified, and

our commitment to consumer safety and partnerships is affirmed by the fact that 100% of our poultry production is certified under **BRCGS Food Safety (British Retail Consortium Global Standards)** and **FSSC 22000 (Food Safety System Certification)**. All our poultry rearing farms, hatcheries, and breeding farms are certified under **ISO 22000:2018**. Similarly, 100% of our combined feed production is certified under **ISO 22000:2018**. We are the only poultry producer in Romania to have obtained **GlobalG.A.P.** certification version 5.2. These certifications reflect our commitment to adopting best practices and following the strictest protocols to ensure safe and high-quality products (GRI 13.10.4), thereby enhancing the partnerships we have, including the one with McDonald's, and strengthening the trust of our consumers who choose our products from the shelves every day.



Obtained since 2008, this certification guarantees our level of competence in HACCP, hygiene, vulnerability analysis, product and process control, food safety and security, and quality management systems. It demonstrates our commitment to consumer safety and relationships with stakeholders, reflecting a strong culture of quality and food safety. TRANSAVIA is the only poultry producer at the national level to hold the AA+ qualification. In 2022, we received reconfirmation for this certification, version 8, with grades AA and AA+ for all three slaughterhouses and the meat processing factory.



This certification attests to the quality and professionalism in managing processes and activities that make up the quality and food safety management system at all stages of production. It demonstrates our commitment to customer satisfaction and relationships with stakeholders. In 2022, we obtained this certification for all three slaughterhouses and the meat processing plant.



We are the sole poultry producer in Romania to have obtained GlobalG.A.P. certification version 5.2. In fact, since 2018, we have been the only producer in the sector to receive GlobalG.A.P. certification, which is the world's most significant certification program attesting to the use of good agricultural practices on farms and production facilities. This certification ensures that food products reach the highest level of quality and food safety. They are produced sustainably across the entire production chain while adhering to stringent requirements regarding food safety, animal welfare, environmental impact, responsible water use, safe and sustainable animal feed production, poultry rearing activities, and regulations concerning employee safety and well-being.



Obtained in 2008, this certification represents the cornerstone standard in quality and food safety management. The certification attests that every department involved, directly or indirectly, in the food chain has the capacity to identify, control, and mitigate any risk efficiently. In 2022, we obtained this certification for all Poultry Farms and the Combined Feed Factory.

Certificări McDonald's



Our partnership with McDonald's is built on trust and the attention we both give to quality and safety standards. This allows us to bring premium, authentic, safe, and delicious products to customers in Romania. In 2022, we achieved the highest score, grade A, in all specific audits.



This certification demonstrates that all stages through which our food products pass (production, packaging, storage, and transportation) are conducted in accordance with Islamic religious regulations.



Furnizor al Casei Regale  
a României

A recognition and appreciation of the exceptional quality of our products, the title has been awarded since 2006 and was most recently reconfirmed in 2022.

## Responsible treatment of chickens - Animal Welfare

(GRI 13: 23)

Animal welfare is tied to business ethics and is a part of our values and sustainability strategy, *from grain to fork*. We support sustainable and high-quality poultry production by ensuring responsible treatment of animals through our rigorous policies. Our policies encompass the welfare of broiler before, during, and at the end of their lifecycle.

We consistently strive to provide an optimal environment in our rearing facilities and minimize our impact on the environment. Additionally, we conduct internal audits at least once a year, focusing on bird welfare. These audits are carried out by qualified internal auditors and address bird health and welfare, biosecurity, hygiene, and traceability

across all our farms. As such, the entire process, from hatching chicks to raising them in TRANSAVIA farms to preparing them for processing, undergoes both internal and external audits.

We employ state-of-the-art technologies and conformity tests aligned with the latest legal requirements and specific customer demands. We also utilize animal welfare indicators based on scientific data to enhance transparency for our clients and consumers. These efforts are aimed at helping them make informed choices when it comes to purchasing our products.

We monitor and enhance animal welfare throughout the entire value chain, considering the five freedoms of animals as defined by the World Organisation for Animal Health:

|  |                                |   |                                       |   |
|--|--------------------------------|---|---------------------------------------|---|
|  |                                |   |                                       |   |
| Freedom from hunger, malnutrition and thirst | Freedom from fear and distress | Freedom from heat stress or physical discomfort | Freedom from pain, injury and disease | Freedom to express normal patterns of behaviour |

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

### Handling, raising, and housing broiler chickens

(GRI 13:11.1)

We ensure that our chickens are handled with care and respect at every stage, from rearing to processing. We have established clear protocols for careful bird handling, ensuring they do not suffer unnecessary harm or discomfort. Additionally, we provide appropriate housing for the birds, offering clean and comfortable spaces that allow them to exhibit natural species-specific behaviors. Our chicks' growth conditions are **exclusively managed through automated processes**. Feeding, watering, and monitoring living conditions are continuously overseen through sensors. Our commitment to the welfare of our broilers involves both cutting-edge technology and the constant presence of qualified personnel, including veterinarians and technicians.



### The chicken houses are specially designed and built

for this purpose and are equipped with modern equipment to ensure the comfort and welfare of the broilers. All our production premises are energy efficient, well built, well insulated, with central ventilation and heating systems, with energy-efficient lighting, so that we have the lowest possible energy consumption. In 2022, we started installing photovoltaic systems on our poultry farms, a

significant step towards a more environment-friendly and sustainable operation. Photovoltaic systems allow us to get electricity directly from the sun. This reduces energy costs in the long term and allows us to save financial resources, which can be redirected towards improving poultry farming conditions and developing [sustainable practices](#). Temperature and ventilation are automatically

monitored. We utilize automation and sensors that ensure and monitor welfare parameters, ranging from ventilation and humidity to heat, air intensity, and cooling systems. Furthermore, ventilation, feeding, and watering equipment

are designed and continuously adjusted to provide an environment appropriate to the age and needs of the chicks and to prevent wastage of food and water.

Our demands go beyond the provisions of the legislation regarding chick welfare:

**The broilers density** is reduced by 15% compared to the density resulting from the application of the mandatory minimum requirements for the allocated area for each category of chickens **36,52% kg/m<sup>2</sup> (vs. 42 kg/m<sup>2</sup>)**.

**Emissions from the chicken shelters** are reduced by **30%: maximum 14 ppm NH<sub>3</sub>; maximum 2100 ppm CO<sub>2</sub>** (compared to 20 ppm ammonia (NH<sub>3</sub>), 3000 ppm carbon dioxide (CO<sub>2</sub>)).

## → The bedding used in the growing houses

comes from a reusable source. Specifically, plant debris, such as straws, resulting from the harvesting of cereals used in poultry feed are collected, shredded, and used exclusively for creating bedding in the chicken houses.

We believe that every chick deserves a safe, clean, and comfortable environment in which to grow and develop naturally. In this regard, we have dedicated our efforts to obtaining certification for our farms according to the GlobalG.A.P. v5.2 standard, and we are proud to announce that we have achieved remarkable results, with no non-conformities, in May of this year.

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

By certifying our poultry farms under this internationally recognized standard, we demonstrate our strong commitment to employing the best practices in animal welfare, sustainability, and social responsibility. Here's how certification according to the GlobalG.A.P. v5.2 standard highlights our concern for the well-being of the chickens:

- ✓ **Rigorous standards for animal welfare:** The Global G.A.P v5.2 Standard sets out clear and rigorous requirements for the welfare of chickens, ensuring that they are treated with respect and provided with an appropriate environment. This standard includes requirements for stocking density, food and water quality, hygiene and health management, and respect for the natural behavior of chickens.
- ✓ **Transparency and accountability:** Certification according to the Global G.A.P v5.2 standard highlights our commitment to transparency and responsibility. Stakeholders, including customers and consumers, can trust that our birds are raised in a healthy environment and are given the necessary care to develop optimally.
- ✓ **Respect for natural chickens behavior:** We ensure that the birds are treated with respect and are allowed to exhibit their species-specific natural behaviors. This includes providing adequate space for movement, facilitating natural behaviors, and avoiding practices that may cause stress or suffering.

## → Broilers transport

(GRI 13.11.1)

Our priority is to provide safe and comfortable transport for birds. Our drivers are experienced professionals qualified in transporting animals. They are trained in accordance with animal welfare best practices and standards, frequently taking courses in physiology and chicken behavior recognition to ensure comfort and appropriate conditions

for the chickens during transport. They understand the specific needs of poultry and apply appropriate methods and techniques to mitigate any discomfort or stress during travel. Additional measures are applied depending on the weather conditions, the chickens are protected from moisture at all times, so the driver can adjust the side

tarpsaulins if necessary to avoid cold or injury caused by a slippery surface. Our welfare procedures for receiving live animals require them to be placed in specially designed rooms, called 'calming areas', which are temperature-controlled and where the birds spend up to an hour in order to relieve stress built up during transport.

While the legislation allows for the transportation of birds for up to 8 hours, our goal is to avoid transporting chickens over distances exceeding three hours to the designated slaughterhouse. This way, we ensure that injuries and stress caused by environmental factors such as noise and extreme temperatures are minimized. Due to the strategic

location of all our farms, the maximum distance traveled is three hours, and the shortest distance a broilers travels is less than 10 minutes to the designated slaughterhouse.

| FARMS | TRANSPORT TIME* |
|-------|-----------------|
| 51.8% | <10 min         |
| 24.2% | 10 - 30 min     |
| 20.3% | 30 - 60 min     |
| 3.4%  | 1 - 3 ore       |

\*The legislation provides up to 8 hours transport timeansport



## Animal health planning

(GRI 13.11.1)

We have a dedicated and responsible approach to ensuring the well-being and health of our broilers. We focus on providing appropriate nutrition for each stage of chickens' development, balanced feeding, and optimal housing conditions to support the healthy and natural growth of our livestock. We involve veterinarians and strictly adhere to veterinary protocols. We have well-defined chickens' health management programs that include regular assessments and monitoring of broilers' health. We are committed to using medical treatments only when absolutely necessary and under the supervision of a veterinarian, who plays a crucial role in planning and

implementing these programs, ensuring that the chickens receive proper care and treatment. We adhere to national and international regulations and directives regarding the use of antibiotics and other medical substances in broiler chicken production. Our priority is to ensure that treatments are administered responsibly and in accordance with safety and efficacy standards. This approach reflects our firm commitment to producing healthy, high-quality, and natural poultry meat. We are aware of the importance of reducing the use of antibiotics in bird production to minimize the risk of bacterial resistance and to promote a healthier and safer environment for animals and humans.



Upholding our commitments to responsible antibiotic use is a priority for us, and our team works continuously to ensure compliance with these principles and to promote animal health in a safe and sustainable manner.

In the year 2022, we did not record an increase in the quantity of veterinary medicinal products administered

to chickens in our farms. This represents an important step towards a more sustainable and ethical broilers rearing system. This achievement was possible due to our commitment to improving the health and well-being of the poultry. We have implemented the following measures for the responsible and prudent use of antibiotics, only when treating an infection or a medical condition is necessary:

| Preventive health management   | Improving Growth Conditions   |
|--|---|
| We have invested in preventive programs to maintain the health of the chickens, such as promoting a clean and hygienic growth environment, providing nutritious and balanced diets, as well as implementing <a href="#">rigorous biosecurity measures</a>  to prevent contamination and the spread of diseases. | we have made investments in infrastructure to ensure adequate and comfortable spaces for the broilers, with proper ventilation and lighting. These optimal growth conditions contribute to reducing the risk of disease emergence and, consequently, the need for antibiotic administration.  |
| Monitoring and managing broilers health  | Collaboration with veterinary experts   |
| We have implemented programs for careful monitoring and management of chickens' health, including regular examinations and laboratory analyses. These allow us to identify potential health issues early and intervene promptly with alternative treatments, thereby avoiding excessive use of antibiotics.  | We have established strong partnerships with veterinary experts to benefit from specialized consultancy and to implement the best practices in animal health. This collaboration helps us make informed decisions and develop strategies for reducing antibiotic usage through accurate monitoring and diagnosis of conditions, selecting appropriate antibiotics, and adhering to recommended dosages and treatment durations. Additionally, we monitor bacterial antibiotic resistance to assess treatment effectiveness. |
| Clear protocols and guidelines   | Education and ongoing training  |
| We have clear protocols and guidelines for antibiotic usage, developed in collaboration with veterinarians and animal health experts. These ensure that antibiotic administration is tailored to the individual needs of the birds and that treatments are based on accurate diagnoses and medical knowledge.  | We regularly train our staff involved in animal health management, including farmers and farm workers, on responsible antibiotic use. This includes education about the risk of bacterial resistance and preventive measures and disease control strategies to minimize the need for antibiotic use.  |

We strictly adhere to standards and regulations regarding the use of medical substances and conduct regular assessments to ensure that we uphold our commitments to responsible use of these treatments in our industry.

## Slaughter of broiler chickens

(GRI 13.11.1)

When we slaughter chickens, we adhere strictly to ethical and humane protocols. Our staff is trained in animal and veterinary welfare to ensure ethical, humane slaughter for our birds.

By implementing these rigorous policies, we ensure that the chickens reared by our company benefit from the best animal welfare conditions over their entire lives, setting an example for our industry. Our company:



**establishes high standards** by protecting animal welfare across the entire value chain, ensuring that the conditions for raising chicks exceed the welfare standards imposed by legal regulations.



is consistently engaged in achieving **best-in-class management practices** concerning the welfare of birds on its own farms, and the best management practices include:



ensuring comfort and optimal shelter for chickens,



providing chicks with the opportunity to move freely to prevent any illness and promote healthy growth.



has **integrated food safety** and **transparent traceability**.

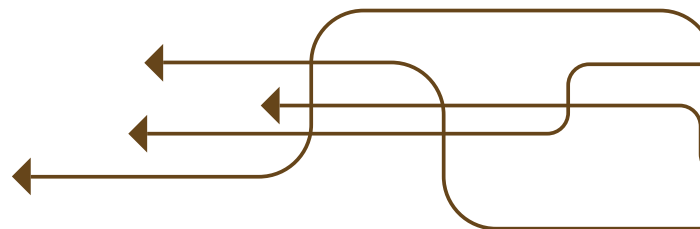
TRANSAVIA's approach to animal welfare is holistic, based on clear principles:

We use animal welfare indicators based on scientific data to increase transparency of information to our customers and consumers, helping them make the right choices in their purchases.

Our policies cover the welfare of the chickens before, during, and at the end of their life cycle.

We monitor and improve animal welfare throughout our value chain, taking into consideration the 5 freedoms of animals (according to the World Organisation for Animal Health).

We consistently improve the skills of our personnel who interact with the broilers.



## The integrated production chain, from grain to fork

(GRI 13.4, GRI 13.9, GRI 416)

We are a poultry company with an integrated system *from grain to fork*, which maintains complete control over every aspect of the production process, from the selection, feeding, and raising of our chickens, to the processing and distribution of poultry meat. This end-to-end integrated system allows us to monitor and control each stage, ensuring that our products are reliable and of high quality (GRI 13.9.1).



**Best Vertically Integrated Business Award, Gala Progresiv Awards 2022**



**The largest agricultural productions and investments, Alba County Council, BEST of BUSINESS Gala 2022**



their hives near our sunflower fields during the blooming season, fostering cross-pollination and honey production. Our commitment to biodiversity and the interests of all stakeholders underscores our responsibility as a company with an extensive value chain presence. (GRI 304-1, 304-2, 304-3).

**Sustainable agricultural practices:** We are aware that climate change and land-use conversion to agricultural land are two major global environmental issues, which is why 100% of the land we own or manage for our feed raw materials is carefully selected and sourced from deforestation-free areas.

We have a strong commitment to sustainability and environmental protection, and this is reflected in our policy of not contributing to forest destruction through our activities (GRI 13.4). We have embraced sustainable agricultural practices to minimize our impact on the

### We focus on responsible resource management, biodiversity protection, and soil and water conservation.

environment. We employ advanced and responsible agricultural techniques to minimize greenhouse gas emissions and preserve natural resources (GRI 13.9.1). On the over 10,000 hectares of cultivated land in TRANSAVIA's vegetable farms, we produce a significant portion of the cereals needed for our poultry.

We are highly attentive to all aspects, from planting to harvesting. Carefully selected seeds of suitable varieties are chosen to meet the nutritional needs of the poultry. We regularly inspect the crops and apply treatments in line with their lifecycle. When necessary, we apply treatments with great care to combat pests or diseases using products that do not harm bees. We inform the local authorities of the respective areas to notify nearby beekeepers and maintain direct collaborations with beekeepers who set up

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

**Food Safety and Hygiene:** We ensure the highest standards of food safety and hygiene are adhered to. We implement rigorous protocols to prevent contamination and to ensure that our products are safe for consumption. We conduct regular testing and internal inspections to constantly monitor and evaluate the quality and safety of our products (GRI 13.9.1). **100% of our manufactured products undergo third-party certification audits that verify the quality and safety of the products**, as well as the operations to ensure the production of safe products for consumers. We utilize a validated system to ensure product quality regarding processing compliance and the enhancement of essential quality values in our operations of slaughter, feed manufacture, and poultry rearing. Product quality



testing is conducted through regular examination of our products. **TRANSAVIA has 5 analysis laboratories for determining the quality and safety of meat**, meat products, and poultry welfare, as well as for the analysis of fodder and the raw materials used in poultry feed and fodder. The laboratories located in Alba, Braşov, and Caraş Severin counties conduct daily assessments on the quality and safety of meat and meat products. They also evaluate the quality of water used for drinking and feeding the broilers, as well as in the composition of meat products. Additionally, they analyze the quality of chickens feed and assess poultry welfare. These procedures complement the continuous monitoring of products, conducted by our quality assurance and operational staff (GRI 416-1).

Our company engages in a variety of partnerships addressing food security, enabling us to bring together expertise, resources, and influence to tackle the complex

challenges of food security. We have such partnerships with **UCPR - the Union of Poultry Breeders in Romania** and with academic and research institutions, benefiting from their expertise in the field of food security. Through these partnerships, we ensure that we are connected to extensive networks and resources, collaborating with various stakeholders to bring about positive changes in food security (GRI 13.9.1).

*Transparency and Responsibility:* We are transparent about our processes and take responsibility towards consumers and communities. We openly communicate about our practices, policies, and standards, providing detailed information about the origin and quality of our products. We are responsive to consumer inquiries and concerns, taking measures to continuously improve our processes and products (GRI 13.9.1).



## Our chicken-rearing farms

(GRI 13.9.1)

TRANSAVIA, the largest poultry grower in our country, is the only producer in Romania that rearers, feeds, and processes all of its chicks in its own facilities, ensuring the quality and safety of the final products.

We own **a total of 31 units (3 breeding farms, 2 hatcheries, and 26 broiler farms)** located in isolated areas, far from any source of pollution or contamination, providing maximum biosecurity, protection, and comfort for the birds. Our farms are designed and managed in accordance with the most stringent standards. We have qualified personnel, modern technologies, and automated processes for feeding, watering, and monitoring controlled through sensors, ensuring the well-being of the birds. We consistently and heavily invest in state-of-the-art technology, modernization, and expansion of production capacities. In 2022, we completed the acquisition and

complete modernization of Farm No. 24 Lunca Mureş, started the construction of 8 new poultry houses at Farm 22, and carried out various constructions, modernizations, and re-technologizations at several owned farms, including the hatchery farm in Cristian.

**Our biosecurity practices** which we strictly adhere to, are well-defined throughout the entire process of raising chickens and are crucial for ensuring and maintaining animal health. TRANSAVIA owns 2 modern hatchery stations, located in Brasov and Sibiu counties, specially built, with separate rooms for each operation, thus totally eliminating the risks that may arise. The 26 chicken-rearing farms and 3 breeding 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 chickens are inspected by trained staff, who check all environmental factors in the poultry house as well as the health status of the chickens and monitor their behavior.

They check and examine the chickens to ensure that they are in good health and can access feed and water independently. Our colleagues in TRANSAVIA farms who are in charge of the daily care of the chickens regularly attend training sessions on animal welfare to minimise the stress on the broiler chickens on the farm.

**Veterinary prophylaxis measures** and specialized personnel contribute to maintaining optimal health conditions for the chickens, allowing us to ensure the high quality of our products and a consistent level of food safety for our consumers. We implement measures to prevent infections in animals, such as vaccination, and constantly reinforce biosecurity measures. Our animal welfare programs include specific requirements and procedures to protect the health and well-being of the poultry throughout their lives, starting from hatching, during their time on the farm, during transportation, unloading, and handling.

## Our plants

(GRI 13.9.1)

The 3 slaughterhouses owned by TRANSAVIA in Alba, Braşov, and Bocşa have been modernized and re-technologized in 2022, with a slaughter capacity of 30,000 heads per hour. Additionally, each of them is equipped with its own analysis laboratory, making them among the few of their kind in Eastern Europe.

| TRANSAVIA has several analysis laboratories in Alba, Braşov, and Caraş Severin counties:             |  |   |   |   |
|--|--|---|---|---|
| Meat safety and quality laboratory Oiejdea   | Meat safety and quality, poultry health and welfare laboratory Avicola Braşov  | Feed safety and quality laboratory  | Poultry health and welfare laboratory   | Meat safety and quality, poultry health and welfare laboratory  |
| in which microbiological and physicochemical analyses of meat and meat products are performed daily. | in which microbiological, physicochemical analyses, water analyses and serological analyses of poultry are determined. | microbiological, physicochemical analyses of raw materials and feed are determined. | in which microbiological analyses specific to poultry farms are performed, as well as serological analyses. | where microbiological analyses specific to poultry farms as well as microbiological analysis of meat are performed. |

We adhere to the highest standards of hygiene and food safety in the poultry meat processing process. We employ advanced processing, packaging, and storage techniques to ensure that our products reach consumers in a fresh and high-quality state. Our poultry meat products are produced through fully automated operations using state-of-the-art production lines, with human intervention only for supervision. Our products are packaged in a protective

atmosphere and stored in freezing or refrigeration spaces, from where they are then distributed to customers under the utmost safety conditions, using vehicles from our own fleet. Our fleet includes over 500 vehicles that ensure the transportation of raw materials and TRANSAVIA products, maintaining the highest standards of food safety throughout the process.

*"As a partner, **SEALED AIR CORPORATION SEE** has jointly implemented innovative and sustainable packaging solutions with TRANSAVIA. I can confidently say that it is a privilege to serve a customer dedicated to progress, performance, and continuous development. We embarked on this journey with TRANSAVIA over a decade ago and have witnessed a lesson in dedication and hard work, all dedicated to serving consumers and ensuring quality."*

*Within our vertically integrated business model, we carefully oversee every stage and aspect of chick rearing, always ensuring that we uphold the founders' company promise:*  
**WELL MADE IN ROMANIA!**

Through these efforts and commitments, we have successfully eliminated food losses entirely within our supply chain. We take pride in being able to offer our consumers fresh, high-quality products and in contributing to sustainable and responsible food security.

# 5 ENVIRONMENT

We are committed to mitigate our impact on the environment. We act responsibly and make continuous efforts to improve and optimize our activities. We take measures for environmental management, thereby contributing to preserving the natural conditions of life for future generations.

## MATERIAL TOPICS:

- Energy Efficiency
- Green Energy
- Waste Management
- Water Management
- Biodiversity

## SDG supported



**0**  
environmental  
sanctions

**0**  
pollution  
accidents

**659.845**  
tons of CO<sub>2</sub>  
reduced through  
recycling packaging waste.

**8.644**  
tons of CO<sub>2</sub>  
reduced through  
reuse by renting  
wooden pallets

Up to  
**99,45%**  
degree of  
waste recovery.

**4.120,4 KWP**  
installed power  
through photovoltaic




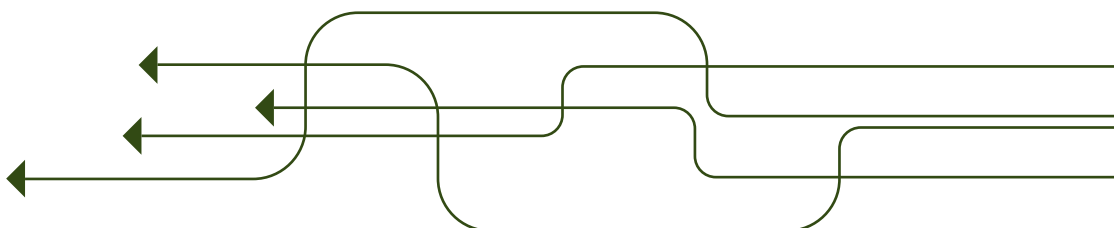
*Climate change is already here. We are witnessing increasingly extreme weather events, such as severe droughts in some regions and heavy rainfall in others, violent vegetation fires, and more frequent and intense storms and hailstorms affecting larger and larger areas. NASA data shows that global temperatures have risen by up to 1.1°C since the pre-industrial period, and the need for measures to limit global warming and protect ourselves can no longer be disputed. It's a shared responsibility that we all have. Every action we take, no matter how small, contributes to this crucial fight for our future and the generations to come. At TRANSAVIA, we have committed ourselves to sustainability, and every action we take considers respect for the environment and its impact. Beyond words, we put concrete initiatives into practice to reduce our ecological footprint and contribute to the fight against climate change: we adopt cutting-edge technologies, implement energy-efficient practices, promote recycling and the circular economy, and take care of biodiversity. We act responsibly to reduce our ecological footprint, thereby contributing to a healthier environment for future generations*



**Diana Pavel**  
Director of Environment  
TRANSAVIA

POur concern and vision for environmental protection are shared by stakeholders who have ranked waste management (ranked 3rd in materiality analysis), water management, and energy efficiency among the most important sustainability topics. After achieving our goals set for 2025 ahead of schedule, last year we established

new objectives for 2030 related to the material themes identified for the ENVIRONMENT strategic pillar. Additionally, following a [new materiality analysis](#)  and the identification of a new material theme relevant to this pillar, we have also included renewable energy as a key focus.





| SPECIFIC OBJECTIVES 2030 (vs. 2020)   | STATUS 2022   |
|---|---|
| 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            | We have properly operated the medium combustion plants and carried out maintenance work according to maintenance plans. We have reduced NOx by about 31% - 34% at some of the medium combustion plants and by about 67% at others compared to the target value by 2030.   |
| Zero emissions of total particulate matter in the activities of poultry meat processing and preservation, as well as in the manufacturing of meat products, by the year 2030 (Scope 1). | We have reduced the particulate matter concentration by approximately 91% compared to the legally permissible maximum value, based on evaluations conducted by an accredited Environmental Laboratory. However, the particulate matter quantity is 5% higher compared to the year 2021, estimated using the EMEP/EEA 2019 Guide method. |
| Reducing the amount of direct greenhouse gas emissions - CO2 by 431 tons by recycling packaging waste, until 2030 (Scope 1 and 3).  | Effective packaging and packaging waste management have led to the recycling of these materials and a reduction in carbon emissions by 659,845 tons. In 2022, we exceeded the objective by 50%. Additionally, a quantity of 8,644 tons of carbon emissions was reduced through the reuse of wooden pallets by rental.                   |
| Increasing the share of electricity from ecological and renewable sources, until 2030 (Scope 1 and 2).  | In 2022, we initiated the largest green energy project in the food industry (photovoltaic panels and high-efficiency cogeneration), aiming to produce up to 100% of the energy required for our operations by the end of 2023.  |
| Reducing by 50% the amount of waste of the slaughterhouse flow, until 2030 (Scope 1).   | Due to the efforts of informing, raising awareness, and involving our staff, the amount of waste valorized from the slaughterhouse activity was approximately 99%.  |
| Reducing by 50% the amount of waste from the bird rearing stream by 2030 (Scope 1).   | Through the active involvement of our staff and the implementation of 30 training sessions on waste management, the amount of waste valorized from poultry farming activities exceeded 99%  |

STATUS 2021: *Achieved* | *Substantial progress* | *Additional effort needed* | *Cancelled* | *New*

Our actions are based on the **Environmental Management System (EMS)**, following the requirements of **ISO 14001:2015** (an internationally recognized standard for environmental management systems), which complies with legal requirements, internal policies, and standard operating procedures. Through the adopted **Environmental Policy and Environmental Management Plan**, we aim to meet environmental requirements and enhance environmental performance. We focus on reducing our environmental impact by continuously identifying and

addressing environmental risks, thereby contributing to the company's sustainability. We consistently prioritize measures to comply with legal obligations in the field of environmental protection and ensure sustainable production throughout the integrated production chain.

We respect and fulfill the provisions of the integrated environmental permits we hold, including the preparation of [annual environmental reports](#). We are concerned with identifying, anticipating, and addressing potential risks, as

well as taking measures to avoid or mitigate their effects. We continuously monitor the technological processes to enhance the efficiency of pollution control methods. In 2022, **there were no environmental sanctions recorded** (GRI 307-1).

Strategic management is concerned with the entire environmental issue, aiming through EMS for continuous

improvement in waste management, increased energy efficiency, water conservation, wastewater management, emissions reduction throughout the value chain, and minimizing food waste, *from grain to fork*. The Director of Environment and the environmental protection officers, qualified based on studies related to environmental protection, conduct awareness and training for personnel across all work points.

„S.C. TRANSAVIA is the leader of poultry producers in Romania. The company's products adhere to the highest quality standards. It is a

company that is concerned with both economic results and the measures required for environmental protection”, Public Authority.

## Waste Management

(GRI 306)

We aim to manage waste responsibly, both in our own operations and upstream and downstream of our business. **Our ZERO-waste policy** means that we aim to utilize everything possible so as to practically generate no waste. The main measure of the company regarding waste management is to adhere to the principles governing environmental protection outlined in **Government Emergency Ordinance no. 195/2005** on environmental protection, with subsequent amendments and additions, as well as in **Government Emergency Ordinance no. 92/2021** on waste management.

To facilitate the reduction of waste quantities, increase recycling rates, and reduce consumption of raw materials and consumables, we follow the principles of preventive action and sustainable development and sustainably use natural resources.

We focus on the precautionary principle in decision-making, correlated with the principle of using the best available techniques and prevention, which aims to avoid waste generation and minimize it. We are aware that the polluter pays, an aspect associated with extended producer responsibility. We increase the amounts of recovered and recycled waste, and we dispose of them without significant impact on the surrounding environment. We are concerned with conserving and improving the environmental and public health conditions (GRI 306-2).

In all our actions, we aim to apply the waste hierarchy, which includes: prevention, preparation for reuse, recycling, other recovery operations (e.g., energy recovery), and disposal (GRI 306-1).



TRANSAVIA holds and implements an Environmental Management Program, through which the environmental objective "Improvement of waste management" has been established. The actions set and undertaken to achieve this objective were completed, for the year 2022, at a rate of 100% for four out of the total of six actions 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 reducing the types and quantities of waste. (GRI 306-2).

Through our waste management practices, we measure waste flows at each workplace, maintaining waste management records. At all our locations, we have dedicated spaces for selective waste collection. We adhere to legal requirements in the field, safeguard natural resources, minimize quantities of waste disposed through final disposal, reduce costs for waste disposal, contribute to the preservation of the regenerative capacity of natural environmental resources, and seek solutions to support and improve the natural environment. (GRI 306-1).

Our waste management system is based on the principle of preventing and reducing the types and quantities of waste.

Poultry manure is collected in our warehouses for temporary storage for stabilization, a mandatory step before it is used as organic fertilizer for crops on our arable farms. The use of this more environmentally friendly organic

**Thus, through our ZERO-waste policy, we have a circular approach for technological waste (SNCU animal by-products). In the reporting period, more than 92 - 95% of technological waste was treated technologically under certain conditions and the finished product was used as fertilizer in agriculture on our managed land on our arable farms. In 2022, 95% of the technological waste (obtained as a result of the activity in the Incubation sector) was capitalized out of which 80% was used in agriculture.**

fertilizer is by soil requirements, which our specialists plan through fertilization plans based on specific analyses. We thus manage to use less mineral fertilizer and reduce greenhouse gas emissions (Scope 1). Also, as organic fertilizer, we have been using sludge from some sewage treatment plants belonging to TRANSAVIA since 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). In 2022, 86% of the amount of sludge was used in agriculture at Oiejdea Poultry Slaughterhouse, - approximately 54% more than in 2021, and at the Processing Factory, approximately 60% more than the previous year.

Waste that cannot be processed internally is transported for valorization and/or disposal by authorized economic operators under established contracts (GRI 306-2, 306-4).

**For instance, in 2022, out of the total waste generated by the abattoir, 99.45% was delivered to valorization facilities, and 0.54% to disposal facilities (GRI 306-4).**

Operational processes are carried out through specific activities differentiated by sequences and sub-sequences (GRI 306-1), depending on the nature of the activity (poultry farming, processing and preservation of poultry meat, manufacturing poultry meat products, manufacturing compound feed, cultivation of cereals). For our activities, waste management reporting is done to the **County Environmental Protection Authorities**.

As regards poultry farms, special areas are set up on-site for the selective collection of waste generated. All categories of waste produced are collected separately and handed over to licensed economic operators. 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 one tonne/year. The waste delivered is transported, stored, recovered, recycled, or disposed of only by authorized economic operators. Waste management record sheets, in accordance with GD 856/2002, are drawn up and checked monthly (GRI 306-2, 306-5) by designated staff at 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 (GRI 306-1). We monitor the types of waste generated according to the waste codes stipulated in the regulations. **In 2022, the degree of recovery of waste from poultry farms was between 98.8% and 99.4%, and the degree of disposal was between 0.6% and 1.1%.**

In the case of processing and preservation of poultry meat (slaughtering and related activities such as wastewater treatment from the activity, vehicle washing, storage of fuel for machinery and equipment, and recycling of by-products of animal origin not intended for human consumption), we adhere to the regulations provided by **Regulation (EC) No 1069/2009 of the European Parliament and of the Council dated October 21, 2009**, and the repeal of Regulation (EC) No 1774/2002 for the disposal or recycling of by-products of animal origin not intended for human consumption.

The workflow complies with the veterinary requirements

both for each unit and for the slaughterhouse as a whole. **The equipment and machinery are new and comply with EU standards.** For the most efficient recovery of protein and fat, we have protein meal stations where we carry out different baking and sterilization procedures for each of the by-products resulting from different technological processes (e.g. egg shells, organs, feathers, blood) which we collect separately.

The resulting products are then used by partners in the country or abroad. In 2022, at the slaughterhouse in Oiejdea, we built the most modern plant for processing these types of waste to produce protein flour. The focus on efficiency and strict implementation of waste management has led to an increase in the recovery percentage at the slaughterhouse level by 1.37 percentage points compared to 2021, reaching 99.45%.

The main activity of the Feed Mill is the manufacture of chicken feed preparations. At the same time, there are related activities and services such as storage, technical testing and analysis activities, maintenance and repair of vehicles, and ancillary service activities for land transport. The degree of recovery of the waste from this working point

**For the processing plant, the waste recovery percentage was 85.07% (GRI 306-3).**

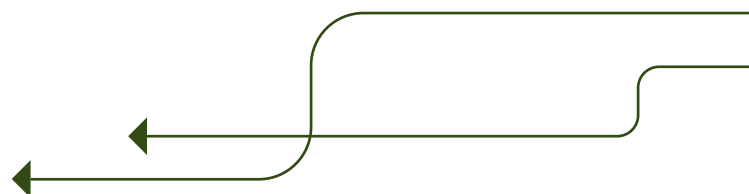
during the reporting period was **60.7%** and the degree of disposal was **37.3%** (GRI 306-3).

In three of the four of our arable farms the degree of recovery of the resulting waste increased compared to the previous year by between **9.5% and 150%**, while in one of the arable farms there was a **decrease in the degree of collection by 11.64 percentage points**, %DO increasing by 15.25% (GRI 306-3).


Another aspect related to waste that concerns us is supporting the reduction of food waste in households and increasing the use of recyclable, reusable, or compostable industrial packaging that we utilize.

## Reducing pollutant emissions

(GRI 306)



| Tons  | 2020    | 2021    | 2022    |
|---|---------|---------|---------|
| Reducing the amount of CO2 through the recycling of packaging waste | 399,332 | 426,298 | 659,845 |

 **The United Nations Food and Agriculture Organization** states that about two-thirds of the emissions generated by global food systems come from the land sector, which includes agriculture, land use, and land-use change. As for their share in total anthropogenic greenhouse gas emissions (GHGs), food systems in industrialized countries are generally stable, at approximately 24%

Through recycling of packaging waste in the year 2022 (the calculation is according to the **Certificate of Calculation of Reduced Carbon Dioxide Emissions issued by FEPPRA EPR S.A.**, the organization to which the company has transferred the extended producer responsibility),

TRANSAVIA contributed to **reducing the amount of CO2 emissions by 659,845 tons CO2 (amount higher by 65% vs 2021)**. The company met and reported to the state authorities annually the targets for recovery and recycling of packaging waste set out in Annex No. 5 to Law No. 249/2015, through an organization that implements extended producer responsibility in the field of packaging and packaging waste (O.I.R.E.P.) authorized by the **Ministry of Environment, Water and Forests**, to which legal responsibility was transferred under a contract for the implementation of extended producer responsibility obligations (GRI 305-1, GRI 305-3).



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

**659.845 tone de CO<sub>2</sub>**



The equivalent of  
**29.693 brazi**  
that breathe for over 1 year



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



The equivalent of saving  
**2.399.196 kWh**

Coefficients for offset CO<sub>2</sub> 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 hold a sustainability certificate issued by CHEP Romania, which indicates TRANSAVIA's contribution to environmental protection as a result of using rented pallets: a reduction of 689 kg in generated waste and 8.644 kg in CO<sub>2</sub> emissions.

## SUSTAINABILITY CERTIFICATE

By choosing the services provided by CHEP Romania for pallets reuse through renting, we hereby certify the contribution of

**TRANSAVIA S.A.**

to protecting the environment and promoting a sustainable logistic model.



+ We have saved wood resources with  
**7 363 dm<sup>3</sup>**  
~ 7 saved trees



+ We have reduced CO<sub>2</sub> emissions  
**8 644 kg**  
~ 7894 less km traveled by truck



+ We have reduced generated waste  
**689 kg**  
~ 529 generated waste by one person per day

We do not possess data regarding indirect energy emissions (GRI 305-2), other **indirect greenhouse gas emissions** (GRI 305-3), and the reduction of greenhouse gas emissions (GRI 305-5). Monitoring of greenhouse gas emission **intensity and emissions of substances** (GRI 305-4) depleting the ozone layer are not applicable in this case (GRI 305-6).

The evolution of the absolute amount of **Total Suspended Particulates (TSP)** compared to the reference year 2018 is due to the increase in the number of poultry farms. The calculation method used is through estimation/calculation using emission factors established by the **Environmental Protection Agency (APM)** based on the

**EMEP/EEA 2019 Guide** and natural gas consumption. The **results of TSP or PM10 pollutant quantities do not exceed the permissible maximum values**, in accordance with the legal provisions regarding the Emission Pollutant Register, as per the EPRT Regulation.

As a result of the increase in the volume of operations compared to the base year, **the total amounts of pollutants emitted to the atmosphere for the NOx and SO2 indicators increased by about 3.3%**. As regards the situation of the concentrations of emissions from the combustion gases of the heating units of the Oiejdea poultry slaughterhouse, it is noted that for the reporting year, the concentration of NOx was reduced by about 15% compared to the reference year and by 7% compared to the previous year, reaching 67% of the value allowed

by the legislation in force. At the same time, there was a reduction in the average value of dust **concentration of 92% compared to the maximum values allowed** by the legal provisions in force.

A positive development is noted in the reduction of the concentration from the flue gas of **the heating unit of the FNC by 46% compared to the maximum legally admissible concentration for NOx and by 70% for the concentration of dust**. There was also a positive development in the situation of the concentrations of emissions from the combustion gases of the heating units of the Meat Processing Plant in relation to the maximum legally permissible values by 65% for NOx and 91% for dust concentration.

## Energy efficiency

(GRI 302)

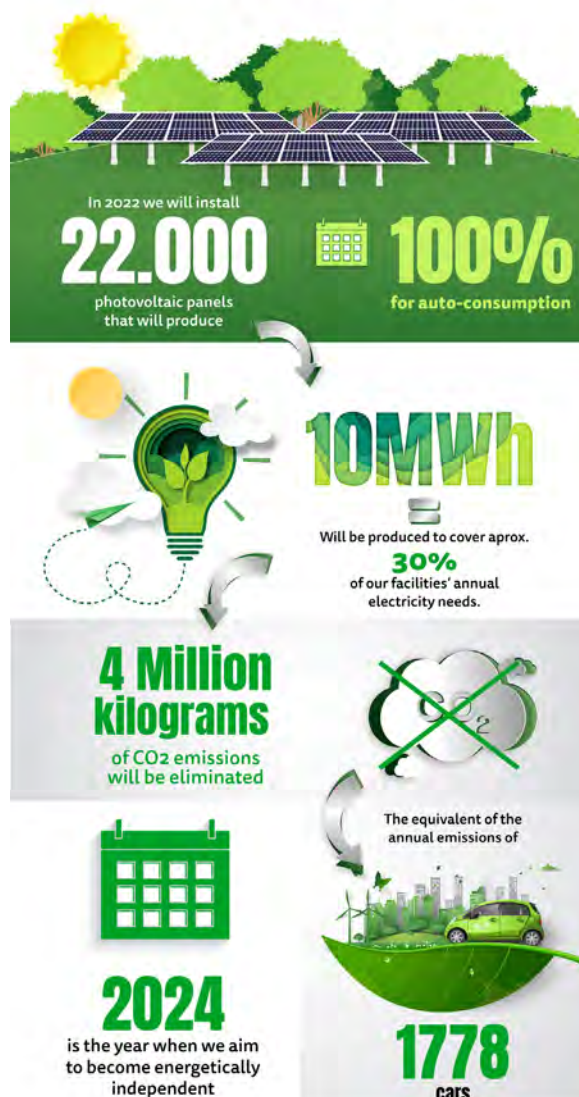
We are deeply committed to environmental protection and ensuring a sustainable future for generations to come. To this end, we have taken concrete measures to reduce our environmental impact and promote the use of clean and renewable energy.

We are proud to have taken a significant step towards a more ecological and sustainable operation in 2022 by initiating the largest green energy project in the food industry in Romania. Thanks to this substantial investment of approximately 35 million euros from our own funds, by the end of 2023, we will achieve the use of up to 100% electric energy produced by installed photovoltaic systems (Scope 1 and 2).

With the installed photovoltaic systems, we will reduce long-term energy costs and lower the consumption of conventional energy (GRI 302-4). Moreover, we will save financial resources that can be redirected towards improving poultry rearing conditions and developing sustainable practices. In 2022, the installed photovoltaic panels had a capacity of 4,120.4 KWP, which resulted in a reduction of 82,037 kg of CO<sub>2</sub>.

## GREEN ENERGY IN 2022

In order to cover our company's energy needs, we aim to



We report energy consumption data (electricity, gas, and fuel) in accordance with the current regulations to the **National Energy Regulatory Authority (ANRE)**.

Regarding energy efficiency, we have concerns in all areas: all of our production spaces are energy-efficient, well-constructed, well-insulated, with central ventilation and heating systems, and energy-efficient lighting, in order to achieve minimal energy consumption. **Evaluation data shows an improvement of 3.8% in energy intensity vs. 2021.** Due to the efficiency actions undertaken, the energy consumption per unit of product for both the slaughterhouse and the FNC, where heat treatment for Salmonella decontamination is applied, is below the **BREF recommendations of 0.152 - 0.86 MWh/to and 0.12 MWh/to respectively** (GRI 302-3).

During the analyzed period, no reductions in the energy requirements of the products have been recorded (GRI 302-5).

In the analysis of energy efficiency, we distinguish current electricity and natural gas as the primary sources of energy used in the production process, as well as fossil fuels used by our own fleet (Scope 1 and 2) (GRI 302-1). We do not possess data about consumption occurring outside the company (Scope 3) (GRI 302-2).

**We use natural gas for steam production to support the technological process, heating the poultry rearing areas, as well as heating administrative spaces.** Following the analysis conducted, it is noteworthy that **in the year 2022, the billed gas consumption decreased by 29% compared to the reference year (2018).**

We reduced the number of kilometers traveled and the amount of fuel and consumables used due to the optimization of delivery routes. Starting from May 2022, we have implemented centralized deliveries to two Carrefour logistics platforms, thereby reducing the number of transit vehicles, fuel consumption, and consumables.

## Water management

(GRI 303)

Our commitments to sustainable water management have been ambitious from the start. The water efficiency measures we have taken underpin the good results we are achieving. We use water supply equipment with recovery or low-consumption systems, high-pressure pumps, and low water flow. We have sensor systems in place at the sinks serving the company's central administrative activity and

a watering system with specially designed water-saving nipples. This system helps to limit the significant loss of water, which could otherwise be wasted by falling into the bedding, causing it to degrade and releasing ammonia and carbon dioxide into the barn and therefore into the atmosphere.

TRANSAVIA uses water for both technological processes and hygienic-sanitary purposes from underground sources as well as from centralized networks in certain localities. The general and specific water management objectives are established through the implemented Environmental Policy and Environmental Management Program, which are monitored and updated annually. These objectives are set in correlation with legal provisions: **Water Law no. 107/1996, as amended and supplemented, Government Decision no. 188/2022, as amended and supplemented, as well as NTPA 001 and NTPA 002**, the updated Management Plan of the Mureș River Basin (GRI 303-1, 303-2).

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 verify the correctness of the data and invoice the water consumption

**We have equipped the poultry houses with computer systems that measure and monitor water consumption on the farm, allowing us to track any deviations in water consumption to identify problems such as accidental leaks. In this way, we minimize and prevent additional water consumption.**

other important work points. We closely monitor monthly consumption at all points of work to detect any losses.

By using high-performance equipment and modern water-saving technologies, we achieve a rational use of this natural resource on all our farms, which are equipped with

on a monthly basis (GRI 303-5). As regards the monitoring of drinking water consumption from the groundwater source, the water management authority verifies by two methods the authorized water consumption with the water used by means of annual inspections which 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 strict controls are carried out on these aspects on a monthly, quarterly, and/or half-yearly basis. Impacts on surface and groundwater bodies are monitored and followed up with the water management authorities, namely the **Water Basin Administrations (ABA Mures, ABA Banat, ABA Olt) and the National Land Improvement Agency (County Branches Sibiu, Caras-Severin, Timis)**. The frequency of monitoring varies from one county authority to another, being quarterly, half-yearly, or yearly. The results of the effluent monitoring are used to calculate the quantities of pollutants emitted into the effluent by both the authorities and TRANSAVIA. For the discharge into the effluent of the quantities of effluents, specific contributions are paid to the authorities, established by the legal provisions in the field.

**The consumption and usage of water resources are monitored on a monthly basis, for each operational location and type of consumption. As a result of increased production, both the total volume of water consumed (+39.5%) and the volume of treated water discharged (+30.7%) have increased compared to the previous year.**

Regarding water discharge, in the year 2022, there were no exceedances of the permissible maximum values set by NTPA 001 and water management regulations (GRI 303-4). Once again in 2022, the values required by the water management permits were complied with and there were no exceedances. We do not have data for water abstraction/withdrawal (GRI 303-3). For the monitoring of environmental impact, monitoring required by the permits held and self-monitoring with **RENAR accredited environmental laboratories and also with our own laboratory is carried out.**

The frequency of monitoring is established by the regulatory act and the methods used are standard and instrumental, respecting the method required by the permit and the



accredited method of the Laboratory (GRI 303-1). **Following the analysis of physico-chemical parameters (pH, Total Suspended Solids (TSS), Chemical Oxygen Demand (COD), Biological Oxygen Demand5 (BOD5), Total Nitroen (Total-N), Total Phosphorous (Total-P) for waste-water treatment plant effluents, it was found that for the reference period, the annual average concentrations for all monitored indicators were significantly lower than the maximum permissible limits (GRI 303-1).**

For the slaughtering activity, which represents 63% of the total water used on site, the analysis carried out for the reference period shows a specific water consumption per unit of product within the limits set by the **Best Available Technics/ Technologies (BAT): 5.07 - 67.4 mc/to. The assessment of total water consumption - (for technological use, production, sanitation, maintenance of green spaces, etc.)** indicated that in 2022 for about 40% of the poultry farming activity, there is a reduction of average monthly water consumption by about 13% compared to the baseline year. For the Factory of Meat Processing, there was a decrease of about 11% in water consumption compared to the reference year, and at the Factory of combined feed consumption remained the same.



## Biodiversity

(GRI 304)

We are aware that our operations play a significant role in **biodiversity (SDG 12)** and thus take action to protect it. TRANSAVIA operates a total of 4 crop farms engaged primarily in cereal cultivation, with the cultivated lands managed by the company based on lease agreements with individuals (GRI 304-1). TRANSAVIA's activities are not likely to negatively influence the conservation status of native flora and wildlife, as well as the natural habitats of community interest within the areas of protected zones (GRI 304-2).

Across our entire cultivated area of around 10,000 ha, we pay close attention to everything from planting to harvesting. We carefully select seeds from varieties that best suit the nutrient needs of the chickens. We regularly inspect the 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 hives near our sunflower fields during the flowering period, encouraging cross-pollination and honey production. We use a complex of organic fertilizers from composting manure.



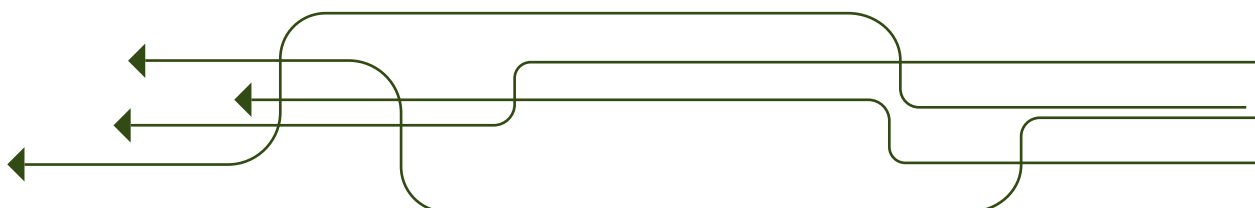
This helps to increase humic acid levels in the soil and practically regenerate and maintain soil fertility. We also use synthetic products, for which we strictly comply with the legislation on the quantities allowed for use on soils/crops according to the best applicable techniques.

**We also use protein meal produced in our facility from the processing of technological waste (SNCU animal by-products)** from our farms and production facilities,

**One of the owned arable farms** is located in **Aiton commune, jud. Cluj**, on land overlapping the protected area **ROSCIO238 Suatu-Cojocna-Crairât**. For the activities carried out in the two agricultural lands of **approximately 119 ha**, which overlap protected or restored areas, our company has a regulatory act issued by **ANANP no.234/11.05.2023 and complies with the rules, according to the legislation in force** (GRI 304-1, 304-3).

which has a higher nutritional intake (it contains nitrogen and amino acids from the processing of animal tissue waste (waste code 02 01 02)).

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



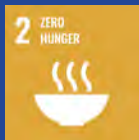
# 6 COMMUNITY

We are committed to contributing to the positive development of the communities in which we operate. We act responsibly and actively engage in community and social investments, prioritizing areas such as education, healthcare, and sports. Additionally, we support the development of local communities and promote environmental protection. We ensure that the initiatives we support are fully aligned with the ethical and professional principles of our Code of Ethics and strive to contribute to the achievement of the Sustainable Development Goals set by the United Nations.

## MATERIAL TOPICS:

- Investing to support the local community
- Education, Health, Sport

## SDGS supported



**39**  
**ORGANISATIONS  
AND ENTITIES**

supported by the  
TRANSAVIA Group in 2022

**6,2**  
**MIO. LEI**

Total value  
of sponsorships



**3**  
**PRIORITY AREAS:**

Education, Health, Sport



*Doing good is one of the principles by which we, as a family business, live by in everything we do. With every decision we make and in every action we take, we always have in mind the impact we can have on others and the community we operate in. We strive to be a positive force, to add value, and to contribute to the well-being of the people around us. By doing so, we engage and do good exactly the right way, with responsibility and respect.*



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

We are engaged in an active dialogue with multiple stakeholders who have a deep understanding of community needs and are able to intervene appropriately. These include associations and foundations, schools and universities, local public authorities.

Every year we invest funds and trust in projects that can improve and contribute to improving the quality of life of people and their communities. In 2022, we allocated 6,200,000 lei to support projects in health, education and sport, working with 39 organizations and entities in the social, medical, educational, sports, university and local authorities and supporting medical expenses for the treatment of 6 individuals (GRI 413-1). No contributions were made to political parties (GRI 415-1).



In 2022, our country faced its biggest humanitarian crisis ever, responding promptly to the unprecedented flow of refugees fleeing the war in Ukraine. We aimed to assist these people by providing them, from the very first days of the conflict, with safe shelter and basic necessities to get through the difficult times they were going through.

So we provided direct support to the Ukrainian refugees by supplying over 10 tons of chicken meat products, as well as providing accommodation and meals for a group of 25 people, mostly women and children, for over a month.





**Education** is an area of great importance to which we pay special attention.





## Education

Education is the essential foundation for building a prosperous and sustainable future for a country. Through our active involvement in promoting education, we want to contribute to the development of a generation of well-prepared, creative and responsible young people, capable of meeting the challenges of the future. We support initiatives and projects that promote equal access to quality education, the development of the necessary competences and skills, and support educational institutions in their efforts to provide an environment conducive to learning and development.

We are committed to supporting children's access to education and advocating for inclusive education. Thus, after supporting the construction of the CONIL Secondary School for children with atypical development in 2021, in 2022 we contributed to the construction of a Sensory Room, which helps the therapy, treatment and recovery of the 300 children with atypical development cared for by the association.

For children in rural areas, for whom reducing inequality and providing access to quality education is crucial, we got involved in the construction of **a new school with kindergarten in Șpring commune**, Alba county. There was no other possibility to finance the project. The investment of 650,000 lei, provided by TRANSANIA, will allow access to quality education for children in the commune of Șpring, Alba county, through the construction and equipping of the new school with:









### Asociații și fundații

-  **ASSOCIATION "THE PERFORMANCE CENTRE BEFORE & AFTER SCHOOL" CONIL**
-  **ASSOCIATION OF CULTURAL RESEARCH "PETŐFI SÁNDOR"**
-  **PRIMARY SCHOOL "1 DECEMBRIE 1918" ALBA IULIA (KINDERGARTEN "WORLD OF SMURFS")**
-  **UNIVERSITY OF AGRICULTURAL SCIENCES AND VETERINARY MEDICINE CLUJ-NAPOCA**



**3<sup>rd</sup> Prize, for the Access to Inclusive Education Project, in the EDUCATION Category, CSR Awards Gala 2022**



-  3 classrooms (1 for kindergarten and 2 for school)
-  1 multi-purpose hall
-  Playground for children in the schoolyard
-  Medical office and isolation area
-  Sanitary facilities, including for persons with disabilities
-  Chancellery
-  Technical room
-  Parking area

„The received amount will be used for the construction of the building's structural framework. The City Hall has taken care of the design and all necessary approval procedures, and the construction works will commence shortly. I wholeheartedly thank Mr. Dr. Ing. Ioan Popa, President and Founder of Transavia, for the support, trust, involvement, and especially for the fact that thanks to him,

entire generations of children will lay the foundations of their education, now and for decades to come, in the school built with the support of Transavia! On behalf of myself, the Mayor of Şpring commune, the Şpring Local Council, and the entire community, **WE THANK YOU!** May God multiply your support manifold!”, wrote Iulia Stănilă, the Mayor of Şpring, on Facebook.

**The Sensory Room**, also known as the **Sonelzen room**, places the child-patient in a soothing and stimulating environment (controlled multisensory environment) where therapeutic parameters are monitored, aiming to achieve a state of well-being and balance, essential elements in the therapy of children with autism spectrum disorders. **The CONIL Sensory Room** has been equipped with carefully selected equipment chosen to stimulate the senses: sight,

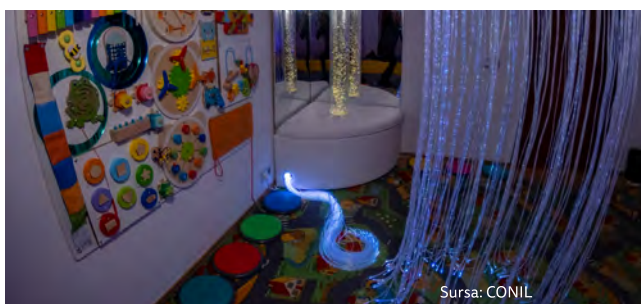
touch, hearing, smell and taste. Through this system, children with special needs can benefit from non-invasive, non-directive therapy and treatment sessions that do not require verbal communication. Controlled directly by the child-patient and not by the therapist, they allow the child with autism to discover their senses and, through them, express their emotions and feelings



Sursa: CONIL



Sursa: CONIL



Sursa: CONIL

Another project in which we have been involved to reduce educational inequalities in rural areas is the replacement of furniture at **the Kindergarten in Ţelna**



Sursa: Grădinița din Ţelna

Last year, we supported **the Children's Storybook Club Association to organize the 3<sup>rd</sup> Edition of the Children's Book Fair**, the only initiative of its kind in the region, which transformed Alba Iulia into **the Capital of Young Readers** for 3 days from October 21st to 23rd, 2022.



Sursa: Asociația colubul de Carte cu Copiii la Povestii

In partnership with **Cosmina Association "Life Promotion Centre"** we provided concrete support for 50 children from Alba County who were facing difficulties to avoid dropping out of school. As part of this initiative, we helped to provide school supplies for these children, enabling them to start the new school year in optimal conditions.



Sursa: Asociația Cosmina

We actively supported the training of future generations of specialists and managers in the agri-business industry by assisting the agribusiness section project within **the Faculty of Economics and Business Administration (FSEGA) at Babeş-Bolyai University in Cluj**.



*Health is a sphere of great importance to which we dedicate special attention.*

## Health

Working with life every day, we understand well that well-being and quality of life are closely tied to health. For this reason, we allocate resources and leverage our expertise to support this priority area by collaborating with medical institutions, associations, and foundations that promote prevention, innovative medical solutions, and support for those with health issues. In addition to covering medical expenses for the **treatment of 6 people**, we have been involved in projects that contribute to the improvement of the healthcare system and ensure a healthier future for all.

Last year, we were actively involved in establishing an oncology department with a day hospitalization capacity of 7 beds at the **Aiud Municipal Hospital**, with the aim of achieving **an annual 2% reduction in cancer-related mortality** among patients in the Aiud area, Alba County. To ensure appropriate treatment for oncology patients in this region, we supported the acquisition of a laminar flow hood for the pharmacy (which was essential for obtaining the operating license) and two compact infusion pumps with necessary accessories to facilitate the administration of oncology treatments, as well as a stand.

### Asociații și fundații



ASSOCIATION OF DOCTORS  
„DR. CONSTANTIN PAPILIAN” CLUJ NAPOCA



ALBA IULIA  
COUNTY EMERGENCY HOSPITAL



AIUD MUNICIPAL HOSPITAL



MEDICAL SOCIETY ASSOCIATION  
NEUROSURGERY 2005



Through the collaboration with **Nexus Medical Association**, we have equipped the **Neurosurgery Clinic of the Cluj Emergency County Clinical Hospital** with an intraoperative monitoring device. The device brings a superior level of safety and precision to delicate surgical procedures.



**Together for Life** – for exceptional involvement and significant contribution to improving performance in the **Alba medical system – Alba County Emergency Hospital** and the **Order of Generalist Nurses, Midwives, and Nurses in Romania**.



In a world where sedentary lifestyles are becoming increasingly prevalent, promoting sport and exercise is essential to ensure a healthier and more balanced society.

## SPORT

We demonstrate our social responsibility by getting involved in various sporting activities and promoting an active lifestyle, through which we aim to inspire and encourage a healthy community. We collaborate with associations and foundations running **programs that promote sport among children, young people and all those who want to be in better physical condition** and have a positive impact on mental health and personal development.

In 2022 we have been involved in supporting over **10 GOLF COMPETITIONS**, sports dance competitions, outdoor cycling activities, working with a range of organizations that promote and support sport such as:

### Asociații și fundații



**ASSOCIATION "TENIS CLUB SUN"**



**ASSOCIATION BICICLIM ALBA**



**ASSOCIATION CLUB SPORTIV SUPPORTER 2.0**



As part of our commitment to engaging young people in physical activity, **Theodora Golf Club** has supported the promotion of sports among children by implementing a special category of awards dedicated to children in golf competitions. Additionally, through our policy, we provide free **access to children** up to the age of 10, for children of club members, thus encouraging them to discover the beauty and practical benefits of golf and sports in general.



*„5-star” involvement in supporting the Romania's Dance Cup*

(Sorin Soare, Organizer)

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

Biciclim Association Alba



# 7 Other informations

## DISCLAIMER

As far as we know and in accordance with applicable accounting principles, the presented financial and non-financial statements provide a true and fair view of TRANSAVIA's operations, including a correct analysis of the development, performance, and results of our activities, along with a relevant description of the main opportunities and risks associated with our development.

**Sântimbru, Alba County, Romania,  
September, 1<sup>st</sup>, 2023  
The management of TRANSAVIA**

## CREDITS

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### TRANSAVIA IN SOCIAL MEDIA



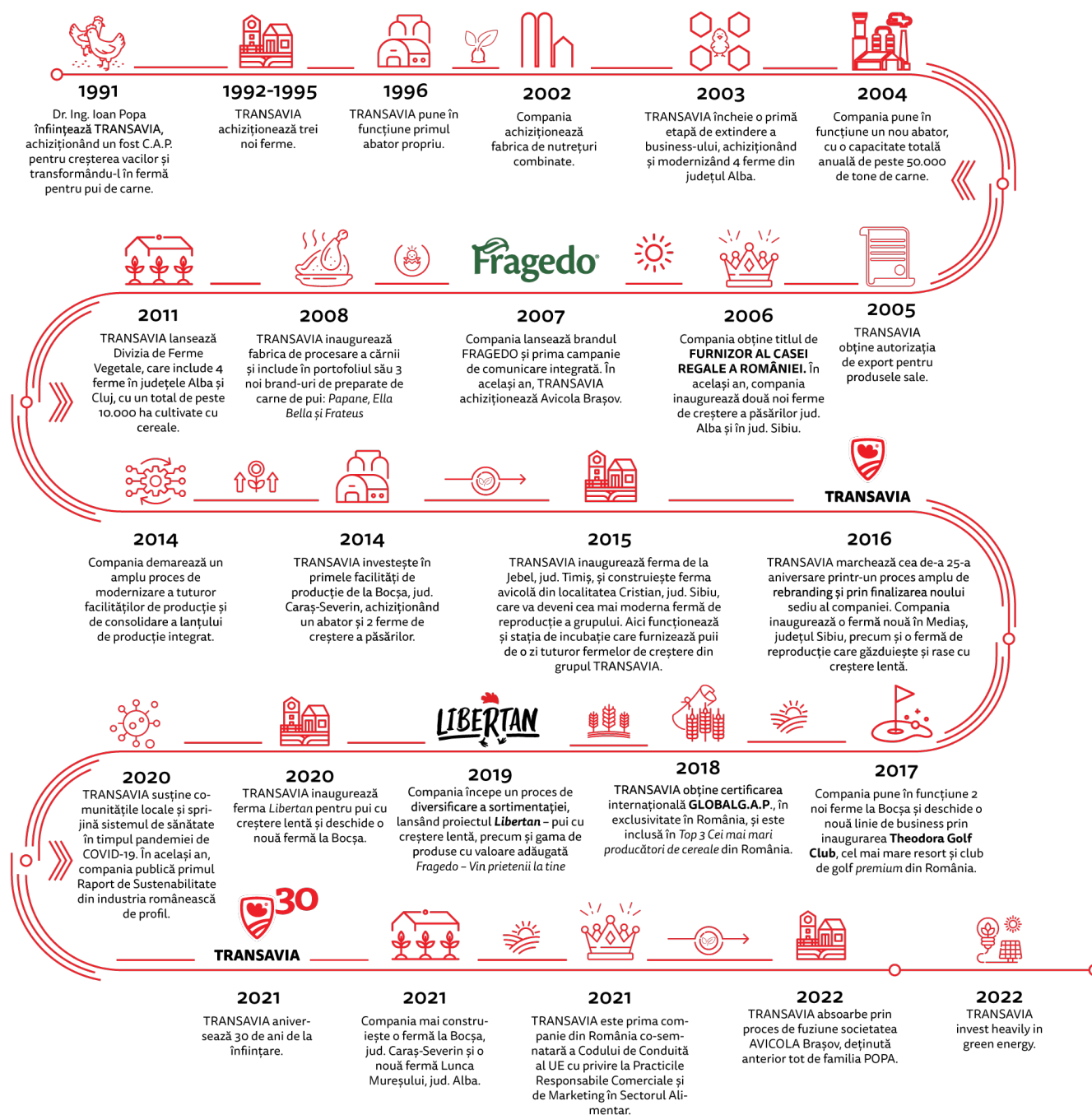
### OUR SUSTENABILITY REPORTS



## Annex - Key moments in the past 31 years

(GRI 2-1)

With over 31 years of experience, TRANSAVIA has built its growth on quality, safety, and a commitment to all stakeholders. Continuous investments have supported the construction, acquisition, and modernization of numerous production and processing facilities, establishing an integrated business model unique in the region. This model has demonstrated its resilience and adaptability even during periods of multiple overlapping crises that the company has navigated in recent years.





## ANNEX - 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:

- |                    |  |
|--------------------|--|
| <b>Objective 1</b> | <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> |
| <b>Objective 2</b> | <i>Prevention and reduction of food loss and waste (at consumer level, within internal operations, and across value chains)</i>  |
| <b>Objective 3</b> | <i>A climate neutral food chain in Europe by 2050</i>  |
| <b>Objective 4</b> | <i>An optimised circular and resource-efficient food chain in Europe</i>   |
| <b>Objective 5</b> | <i>Sustained, inclusive and sustainable economic growth, employment and decent work for all</i>  |
| <b>Objective 6</b> | <i>Sustainable value creation in the European food supply chain through partnership</i>  |
| <b>Objective 7</b> | <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/system/files/2021-06/f2f_sfpd_coc_final_en.pdf)  
[https://food.ec.europa.eu/horizontal-topics/farm-fork-strategy/sustainable-food-processing/code-conduct\\_ro](https://food.ec.europa.eu/horizontal-topics/farm-fork-strategy/sustainable-food-processing/code-conduct_ro)  
[https://food.ec.europa.eu/system/files/2023-03/f2f\\_sfpd\\_coc\\_report\\_mapping\\_2022.pdf](https://food.ec.europa.eu/system/files/2023-03/f2f_sfpd_coc_report_mapping_2022.pdf)  
[https://food.ec.europa.eu/system/files/2023-03/f2f\\_sfpd\\_coc\\_report\\_mapping\\_2022\\_diagram.pdf](https://food.ec.europa.eu/system/files/2023-03/f2f_sfpd_coc_report_mapping_2022_diagram.pdf)

**Signatories:** [https://food.ec.europa.eu/system/files/2022-12/f2f\\_sfpd\\_coc\\_signatories.pdf](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](https://food.ec.europa.eu/system/files/2021-07/f2f_sfpd_coc_20210705-post_pledge_transavia-eu.pdf)

## ANNEX - AWARDS AND DISTINCTIONS RECEIVED IN 2022

(GRI 2-1)

The 42 awards and distinctions received have recognized the company's performance, activities, and positive impact it had on society in 2022.



**Company Performance - 19 awards and distinctions**, including: Best Vertically Integrated Business, Progresiv Awards 2022 Gala; TRANSAVIA: Finalist at BVB Made in Romania #5 2022; True Leader - True Leader Gala, ICAP-CRIF.



**Excellence in Agriculture - 3 awards**, including: Highest Agricultural Productions and Investments, Alba County Council, BEST of BUSINESS 2022 Gala.



**Brand Value - 8 awards and distinctions**, including: 4th place in Top 50 Most Valuable Portfolio - Brand Finance; Fragedo - Forbes No.1 Brand for Kids; TRANSAVIA - Supplier to the Romanian Royal Family; Fragedo: The first brand in Romania certified as Ethical Brand (RAC).



**Sustainability and Community Engagement - 4 awards**: Award for Excellence in Sustainability through programs launched by local entrepreneurs (Sustainability & CSR Excellence, Piața Magazine, 3rd Prize, for the Inclusive Education Access Project, in the EDUCATION Category, CSR Awards Gala 2022; Community Engagement, "Best of Business" Gala 2022, Alba County Council).



**Top Employer - 4 awards**: Best Employers, "Best of Business" Gala 2022. Alba County Council; TOP 100 EMPLOYERS, CAPITAL Magazine; Partnership for promoting vocational education in Alba County / "Your Professional Partner" Project, "Best of Business" Gala 2022, Alba County Council.



**THEODORA GOLF CLUB - 4 awards**: The Rising Star - Hotel & Tourism, HORECA Women Awards Gala (Resort Manager, Theodora Golf Club); Booking.com Traveller Review Award 2022; Nomination Hospitality Awards International; Nomination World's Best Golf Clubhouse 2022.



## ANNEX - THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

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

### SUSTAINABLE DEVELOPMENT GOALS



**Usage Declaration:** TRANSAVIA S.A. has reported in accordance with GRI Standards for the period from January 1 to December 31, 2022.

**GRI 1 used:** GRI 1: Foundation 2021

**Applicable GRI Sector Standards:** GRI 13 Agriculture, Aquaculture, and Fishing Standard 2022

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

### GRI 1: Foundation 2021

|            |  |  |  |  |  |
|------------|--|--|--|--|--|
| GRI 1: 5.1 | Alignment of sustainability reporting with other reporting |  |  |  |  |
| GRI 1: 5.2 | Improving the credibility of sustainability reporting      |  |  |  |  |

### GRI 2: General Disclosures

|      |   |                       |                     |                |                                     |
|------|---|-----------------------|---------------------|----------------|-------------------------------------|
| 2-1  | Details about the organization                                      | 5, 17                 |                     |                |                                     |
| 2-2  | Entities included in the organization's sustainability reporting    | 17, 24                |                     |                |                                     |
| 2-3  | Reporting period, frequency, and contact point                      | 5                     |                     |                |                                     |
| 2-4  | Information corrections   | 5                     |                     |                |                                     |
| 2-5  | Report assurance  | 5                     |                     |                |                                     |
| 2-6  | Activities, value chain, and other business relationships           | 17, 18, 22, 23, 24    |                     |                |                                     |
| 2-7  | Number of employees by type of employment contract                  | 37                    |                     |                |                                     |
| 2-8  | Workers who are not employees                                       | 38                    |                     |                |                                     |
| 2-9  | Governance structure and composition                                | 17                    |                     |                |                                     |
| 2-10 | Nomination and selection of the highest governance body             |                       |                     | Not applicable | TRANSAVIA S.A. is a family business |
| 2-11 | Chairman of the highest governance body                             | 17                    |                     |                |                                     |
| 2-12 | Role of the highest governance body in overseeing management impact | 17                    |                     |                |                                     |
| 2-13 | Delegating responsibility for managing impact                       | 12,33                 |                     |                |                                     |
| 2-14 | Role of the highest governance body in sustainability reporting     | 17                    |                     |                |                                     |
| 2-15 | Conflicts of interest   |                       |                     | Not applicable | TRANSAVIA S.A. is a family business |
| 2-16 | Communication of critical concerns                                  | 27,28                 |                     |                |                                     |
| 2-17 | Collective knowledge of the highest governance body                 | 27,28                 |                     |                |                                     |
| 2-18 | Evaluation of the highest governance body's performance             | 27,28                 |                     |                |                                     |
| 2-19 | Remuneration policies   | 39                    |                     |                |                                     |
| 2-20 | Process for determining remuneration                                | 30,39, 41,42          |                     |                |                                     |
| 2-21 | Annual total compensation report                                    |                       | Requirement omitted |                | Confidentiality constraints.        |
| 2-22 | Sustainability strategy statement                                   | 7, 11, 12, 13, 15, 23 |                     |                |                                     |
| 2-23 | Commitments to policies   | 9, 11, 12, 41, 42     |                     |                |                                     |

| GRI Standards<br>- General<br>Indicators 2021 | GRI information element number and name               | Location in the<br>report (page) | OMISSION*               |            |             |
|---|---|----------------------------------|-------------------------|------------|-------------|
|   |   |                                  | Omission<br>requirement | Motivation | Explanation |
| 2-24  | Integration of policy commitments                     | 11, 12, 17                       |                         |            |             |
| 2-25  | Processes for managing negative impacts               | 28, 33                           |                         |            |             |
| 2-26  | Mechanisms for seeking advice and expressing concerns | 30, 41, 42                       |                         |            |             |
| 2-27  | Compliance with laws and regulations                  | 30, 32                           |                         |            |             |
| 2-28  | Associations and affiliations                         | 21                               |                         |            |             |
| 2-29  | Approach to stakeholder engagement                    | 28, 29                           |                         |            |             |
| 2-30  | Collective bargaining agreements                      | 41, 42                           |                         |            |             |

### GRI 3: Material Topics 2021

|     |  |        |  |  |  |
|-----|--|--------|--|--|--|
| 3-1 | Process of determining material topics | 27     |  |  |  |
| 3-2 | List of material topics                | 27, 28 |  |  |  |

### About the Company

|           |   |          |  |  |              |
|-----------|---|----------|--|--|--------------|
| GRI 3     | Material Topics 2021 3-3 Management of material topics                | 9        |  |  |              |
| GRI 101-2 | Organization Name   | 4        |  |  |              |
| GRI 102   | General Disclosures, Reporting Practice                               |          |  |  |              |
| 102-2     | Activities, brands, products and services                             | 22       |  |  |              |
| 102-3     | Location of the headquarters  | 5        |  |  |              |
| 102-4     | Location of operations  | 17, 18   |  |  |              |
| 102-5     | Shareholding and form of legal organization                           | 4, 18    |  |  |              |
| 102-6     | Markets served  | 17, 18   |  |  |              |
| 102-7     | Size of the organization  | 17, 18   |  |  |              |
| 102-8     | Information about Employees and other workers                         | 35-42    |  |  |              |
| 102-9     | The supply chain  | 17, 18   |  |  |              |
| 102-10    | Significant changes in the supply chain                               |          |  |  | Not recorded |
| 102-11    | Precautionary principle approach                                      | 9, 12    |  |  |              |
| 102-12    | External initiatives  | 15       |  |  |              |
| 102-13    | Membership of Associations  | 21       |  |  |              |
| 102-14    | Management Statements   | 6        |  |  |              |
| 102-15    | Main areas of impact, risks and opportunities                         | 33       |  |  |              |
| 102-18    | Management structure  | 17       |  |  |              |
| 102-21    | Stakeholder consultation on economic, social and environmental issues | 5, 9, 29 |  |  |              |
| 102-40    | List of stakeholders  | 29       |  |  |              |
| 102-42    | Identification and selection of stakeholders                          | 29       |  |  |              |
| 102-43    | Stakeholder engagement approach                                       | 27 - 29  |  |  |              |
| 102-44    | Main topics raised  | 28       |  |  |              |
| 102-46    | Defining report content and limitations                               | 4, 5     |  |  |              |
| 102-47    | List of material aspects  | 28       |  |  |              |
| 102-48    | Information Reconfigurations  | 28       |  |  |              |
| 102-49    | Changes in reporting  | 28       |  |  |              |
| 102-50    | Reporting period  | 4, 5     |  |  |              |
| 102-51    | Date of most recent report  | 5        |  |  |              |



| GRI Standards<br>- General<br>Indicators 2021 | GRI information element number and name   | Location in the<br>report (page) | OMISSION*               |                              |                                    |
|---|---|----------------------------------|-------------------------|------------------------------|------------------------------------|
|   |   |                                  | Omission<br>requirement | Motivation                   | Explanation                        |
| 102-52  | The reporting cycle   | 4, 5                             |                         |                              |                                    |
| 102-53  | Contact point for report details  | 5                                |                         |                              |                                    |
| 102-54  | Claim to GRI reporting  | 4, 5                             |                         |                              |                                    |
| 102-55  | GRI Index   | 89-94                            |                         |                              |                                    |
| GRI 103                                       | Management approach   |                                  |                         |                              |                                    |
| 103   | Managerial approach   | 17, 28, 29, 30                   |                         |                              |                                    |
| 103-1   | Explanation of material aspects and limits  | 28                               |                         |                              |                                    |
| 103-2   | The management approach and its composition   | 35, 36                           |                         |                              |                                    |
| 103-3   | Evaluation of the management approach   | 37, 38                           |                         |                              |                                    |
| GRI 201                                       | Economic Performance 2016   |                                  |                         |                              |                                    |
| 201-1   | Economic value directly generated and economic value distributed                          | 16                               |                         |                              |                                    |
| 201-2   | Financial implications and other risks and opportunities related to climate change        | 32                               |                         |                              |                                    |
| 201-3   | Obligations regarding defined benefit plans and other pension plans                       | 39                               |                         |                              |                                    |
| 201-4   | Government financial assistance   | 20                               |                         |                              |                                    |
| GRI 202                                       | Market Presence   | 35                               |                         |                              |                                    |
| 202-1   | Ratio of standard entry-level wage by gender compared to local minimum wage               | 39                               |                         |                              |                                    |
| 202-2   | Proportion of senior management hired from the local community                            |                                  |                         | Not applicable to operations |                                    |
| GRI 203                                       | Indirect Economic Impact  |                                  |                         |                              |                                    |
| 203-1   | Investment in infrastructure and services supported                                       | 15, 16, 18, 19                   |                         |                              |                                    |
| 203-2   | Significant indirect economic impact  | 17, 78-83                        |                         |                              |                                    |
| GRI 204                                       | Procurement Practices   |                                  |                         |                              |                                    |
| 204-1   | Proportion of purchases from local suppliers  | 18                               |                         |                              |                                    |
| GRI 205                                       | Anti-corruption 2016  |                                  |                         |                              |                                    |
| 205-1   | Operations assessed to identify associated risks to the provisions of the code of conduct | 30                               |                         |                              |                                    |
| 205-2   | Communication and training on anti-corruption policies and procedures                     | 31                               |                         |                              |                                    |
| 205-3   | Confirmed incidents of corruption and actions taken                                       | 30                               |                         |                              |                                    |
| GRI 206                                       | Anti-competitive behavior 2016  |                                  |                         |                              |                                    |
| 206-1   | Legal actions for anti-competitive conduct, anti-trust and monopolistic practices         | 30, 31                           |                         |                              |                                    |
| GRI 207                                       | Fiscality 2019  |                                  |                         |                              |                                    |
| 207-1   | Country-by-country reporting  | 30, 31                           |                         | Not applicable to operations | TRANSAVIA S.A. operate in Romania. |

## Compliance and risk management

|       |   |        |  |  |  |  |
|-------|---|--------|--|--|--|--|
| GRI 3 | Material subjects 2021  |        |  |  |  |  |
| 3-3   | Management of material subjects   | 32, 33 |  |  |  |  |
| GRI 3 | Economic performance 2016   | 15     |  |  |  |  |
| 201-2 | Financial implications and other risks and opportunities caused by climate change | 33     |  |  |  |  |

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

## Employees

|         |   |            |                        |  |                                 |
|---------|---|------------|------------------------|--|---------------------------------|
| GRI 400 | Social disclosures  | 37         |                        |  |                                 |
| 401-1   | New hires and staff turnover  | 38         |                        |  |                                 |
| 401-2   | Employee benefits   | 39         |                        |  |                                 |
| 401-3   | Parental leave  | 40         |                        |  |                                 |
| GRI 402 | Employment  |            |                        |  |                                 |
| 402-1   | Notifications of operational changes in the company   | 30, 42, 43 |                        |  |                                 |
| 402-7   | Employees   | 38         |                        |  |                                 |
| 402-8   | Workers who are not employees   | 38         |                        |  |                                 |
| 402-13  | Impact management   | 12, 33     |                        |  |                                 |
| 402-19  | Salary policies   | 39         |                        |  |                                 |
| 402-20  | The process of determining wages  | 30, 41, 42 |                        |  |                                 |
| 402-21  | Annual Total Compensation Report  |            | Omitted<br>requirement |  | Confidentiality<br>constraints. |
| 402-26  | Mechanisms for referrals, advice and complaints   | 30, 42     |                        |  |                                 |
| 402-30  | Collective contracts  | 41, 42     |                        |  |                                 |
| GRI 403 |   |            |                        |  |                                 |
| 403-1   | Occupational health and safety management system  | 44         |                        |  |                                 |
| 403-2   | Hazard identification, risk assessment and investigation of work incidents                                  | 44         |                        |  |                                 |
| 403-3   | SSM Service   | 43         |                        |  |                                 |
| 403-4   | Worker involvement, consultation and communication in SSM service   | 43         |                        |  |                                 |
| 403-5   | Training workers on SSM   | 43         |                        |  |                                 |
| 403-6   | Promoting health of workers   | 43         |                        |  |                                 |
| 403-7   | Preventing and mitigating the impact on SSM with reference to business relationships                        | 44         |                        |  |                                 |
| 403-8   | SSM Management system for workers   | 43, 44     |                        |  |                                 |
| 403-9   | Work accidents  | 44         |                        |  |                                 |
| 403-10  | Health problems caused by the workplace   | 44         | Nu a fost cazul        |  |                                 |
| GRI 404 | Development and education   |            |                        |  |                                 |
| 404 -1  | Average number of hours of training to improve employee skills  | 45         |                        |  |                                 |
| 404 -2  | Employee skill development programs and assistance programs for the transition                              | 38, 45     |                        |  |                                 |
| 404 -3  | Percentage of employees receiving regular performance   | 40         |                        |  |                                 |
| GRI 405 |   |            |                        |  |                                 |
| 405-1   | Diversity of management and employees   | 38, 39     |                        |  |                                 |
| 405-2   | The ratio of women's basic pay and remuneration to men's  | 39         |                        |  |                                 |
| 406-1   | Incidents of discrimination and the company's corrective actions  | 4, 31      |                        |  |                                 |
| 407-1   | Operations and suppliers where the right to freedom of association and collective bargaining may be at risk | 30, 31, 41 |                        |  |                                 |
| 408-1   | Work performed by children  | 41, 42     |                        |  |                                 |
| 409-1   | Forced labor  | 41, 42     |                        |  |                                 |

| GRI Standards<br>- General<br>Indicators 2021 | GRI information element number and name  | Location in the<br>report (page) | OMISSION*                       |            |  |
|---|--|----------------------------------|---------------------------------|------------|--|
|   |  |                                  | Omission<br>requirement         | Motivation | Explanation                              |
| 410-1   | Security personnel trained in human rights policies or procedures                      | 42                               |                                 |            |  |
| 411-1   | Incidents of violations involving the rights of indigenous people                      |                                  | Not applicable<br>to operations |            | TRANSAVIA S.A.<br>operate in<br>Romania. |
| 412-1   | Operations that have been the subject of human rights reviews<br>or impact assessments | 42                               |                                 |            |  |
| GRI 13  | Agriculture sector   |                                  |                                 |            |  |
| 13.14   | The rights of indigenous peoples   |                                  | Not applicable<br>to operations |            | TRANSAVIA S.A.<br>operate in<br>Romania. |
| 13.15   | Non-discrimination and equal opportunities   | 39                               |                                 |            |  |
| 13.16   | Forced or compulsory labour  | 42                               |                                 |            |  |
| 13.17   | Work performed by children   | 41                               |                                 |            |  |
| 13.18   | Freedom of association and collective bargaining                                       | 41                               |                                 |            |  |
| 13.20   | Compensation aspects beyond payroll  | 41                               |                                 |            |  |
| 13.21   | Salary and standard of living  | 39                               |                                 |            |  |

## Responsible production

|         |   |                |  |  |  |
|---------|---|----------------|--|--|--|
| GRI 416 | Consumer health and safety  |                |  |  |  |
| 416-1   | Health and safety impact assessment in product and service categories.                                  | 52, 56         |  |  |  |
| 416-2   | Incidents of non-compliance regarding the impact of products and services on consumer health and safety | 51, 52         |  |  |  |
| GRI 417 | Marketing and Labeling 2016   | 15             |  |  |  |
| 417-1   | Product and service information and labeling requirements   | 25, 52         |  |  |  |
| 417-2   | Incidents of non-compliance regarding information and labeling of products and services                 | 25, 50         |  |  |  |
| GRI 13  | Agriculture sector  |                |  |  |  |
| 13.4    | Preservation of the natural ecosystem   | 61             |  |  |  |
| 13.9    | Food security   | 61, 62, 63     |  |  |  |
| 13.10   | Food safety   | 48             |  |  |  |
| 13.11   | Animal health and welfare   | 56, 57, 58, 60 |  |  |  |
| 13.23   | Supply chain and traceability   | 56, 53, 54     |  |  |  |

## Environment

|         |  |       |                       |  |  |
|---------|--|-------|-----------------------|--|--|
| GRI 302 | Energy   |       |                       |  |  |
| 302-2   | Energy consumption outside the organization                                  | 72    |                       |  |  |
| 302-3   | Energy intensity   | 65-70 |                       |  |  |
| 302-4   | Reducing energy consumption  | 65-70 |                       |  |  |
| 302-5   | Reductions in the energy requirements of environmental products and services | 65-70 |                       |  |  |
| GRI 303 | Water and effluents 2018   |       |                       |  |  |
| 303-2   | Effluent discharge impact management   | 73    |                       |  |  |
| 303-3   | Exploitation water sampling  |       | We do not<br>own data |  |  |
| 303-4   | Evacuation of water  | 73    |                       |  |  |
| 303-5   | Water consumption  | 73    |                       |  |  |

| GRI Standards<br>- General<br>Indicators 2021 | GRI information element number and name  | Location in the<br>report (page) | OMISSION*               |            |             |
|---|--|----------------------------------|-------------------------|------------|-------------|
|   |  |                                  | Omission<br>requirement | Motivation | Explanation |
| GRI 304                                       | Biodiversity   |                                  |                         |            |             |
| 304-1   | Operational sites owned, leased, managed or adjacent to areas of high biodiversity value outside protected areas | 75                               |                         |            |             |
| 304-2   | Significant impact of activities, products and services on biodiversity  | 75                               |                         |            |             |
| 304-3   | Protected or restored areas  | 75                               |                         |            |             |
| 304-4   | IUCN Red List species and National Conservation List species with habitats in areas affected by operations       | 75                               |                         |            |             |
| GRI 305                                       | Emissions  |                                  |                         |            |             |
| 305-1   | Direct GES emissions   | 66-67                            |                         |            |             |
| 305-2   | Indirect energy emissions  | 66-67                            |                         |            |             |
| 305-3   | Other indirect GES emissions   | 66-67                            |                         |            |             |
| 305-4   | The intensity of GES emissions   | 66-67                            |                         |            |             |
| 305-5   | Reduction of GES emissions   | 66-67                            |                         |            |             |
| 305-6   | Emissions of substances that deplete the ozone layer   | 66-67                            |                         |            |             |
| GRI 306                                       | Waste management   |                                  |                         |            |             |
| 306-1   | Waste generation and significant impact  | 68-70                            |                         |            |             |
| 306-2   | Managing significant impact  | 68-70                            |                         |            |             |
| 306-3   | General waste  | 68                               |                         |            |             |
| 306-4   | Waste diverted from disposal   | 68                               |                         |            |             |
| GRI 307                                       | Environmental compliance   |                                  |                         |            |             |
| 307-1   | Failure to comply with environmental laws and regulations  | 66                               |                         |            |             |

## Community

|         |  |       |  |  |  |
|---------|--|-------|--|--|--|
| GRI 413 | Local Communities 2016   |       |  |  |  |
| 413-1   | Operations carried out with the involvement of local communities, impact assessment and development programs | 78-83 |  |  |  |

## Accuracy of information and communication

|       |                             |       |  |  |  |
|-------|-----------------------------|-------|--|--|--|
| GRI 3 | Material subjects 2021      |       |  |  |  |
| 3-3   | Material subject management | 78-83 |  |  |  |

|         |                             |    |  |  |  |
|---------|-----------------------------|----|--|--|--|
| Non-GRI | Statement of Responsibility | 84 |  |  |  |
|---------|-----------------------------|----|--|--|--|