



2024

Poultry Investment ESG Report

The report is based on and prepared in accordance with the guidelines of the current GRI Standards 2021.



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Foreword

(GRI 2-22)



Dear Readers,

Partners and Colleagues,

We are pleased to present the ESG Report 2024 of Poultry Investment, the first Group-wide report prepared according to the GRI standards. It marks a new level of transparency and coherence to our operations, reflecting our commitment to responsible and sustainable development - economically, socially and environmentally.

For us, sustainability reporting is not just a formal obligation but an opportunity to systematise our best practices and identify the directions for improvement. In 2024, we made significant progress: we consolidated our brand's national presence, expanded into 10 international markets across 3 continents (Bulgaria, Cyprus, Italy, Spain, the UK, Hungary, Liberia, Congo, and Vietnam), obtained the RINA antibiotic-free certification, and completed the strategic investment in our reproduction farm in Satu Mare — all of which strengthen our growth and ensure supply chain stability

We also continued to improve our environmental performance in line with our 2023 targets: we started measuring Scope 1, 2 and 3 emissions, further increased our share of renewable energy and introduced new corporate governance policies that strengthen ethical, transparent and regulated operations.

We are also proud to have further increased the role of talent management in our corporate culture in 2024. We focus on professional development, internal mobility and knowledge transfer. An important pillar of this is the Agro Consulting Club, our own vocational college, where intensive workshops and training for young professionals have been running for seven years now.

As a responsible company, we are committed to active cooperation with our communities. We support culture, education, family events and the joy of movement through initiatives that build local communities and promote healthy lifestyles.

This report is the result of the collaborative work that our colleagues, leaders and partners do every day to make our operations more sustainable. I am grateful for your commitment and contribution - thanks to all of you, we can now look to the future with a united ESG vision.

**Best regards,
Dénes Laczkó
CEO
Poultry Investment**

About the report

(GRI 2-1, 2-2, 2-3, 2-4, 2-5, 2-12, 2-14)

Group headquarters: Poultry Investment Cluj Napoca, str Deva 19, Cluj county, Romania

Scope of the report: The scope of the companies included in the report is the same as the scope of the consolidated financial report of the company. The 3 entities belonging to Poultry Investment are Oprea Avi Com SRL, Poultry Braşov SRL, PPoultry Integration Farms SRL. The information published in the report covers the operational areas of the company, which include operational headquarters (office buildings) and production sites

Operational area: Romania

Company covered by the report: Poultry Investment

Entities included in the report:

Oprea Avi Com SRL,
Poultry Braşov SRL,
Poultry Integration Farms SRL

Content of the report: The report presents the material topics related to the operations of the company and the ESG strategy, programmes and initiatives developed in this context, based on the Poultry Investment 2023 materiality assessment.

Reporting period: The reporting period is the period from 1 January 2024 to 31 December 2024, corresponding to the financial year. The data presented in this report is for 31 December 2024 and includes historical data for 2022 and 2023.

Reporting cycle: From 2023 onwards

Classification of the report: GRI Standards 2021

„in accordance with the GRI Standards”

This report is the second ESG report of Poultry Investment, prepared in accordance with the guidelines of the current GRI Standards 2021 and accordingly without external independent certification.

Data sources: The collection of the data presented in this report was coordinated by the ESG Sustainability Officer of Poultry Investment with the involvement of the relevant entities and areas and validated by the managers of the relevant areas.

Management approval: The full content of our ESG report, including the material topics covered, is subject to approval by the owners and the CEO of Poultry Investment.

Place and method of publication: We publish our report on our website <https://poultryinvestment.ro/en/>. We also take sustainability aspects into account when publishing the report, which is why it is published online only. This is our second GRI ESG report.

Publication date of the report: 15.07.2025

The following documents are mandatory annexes to this publication: GRI index and glossary

Further information: Any questions regarding this ESG Report or the information contained herein should be sent to marketing@pinvest.ro.



About Poultry Investment

(GRI 2-6, 2-9, 2-10, 2-13)

At Poultry Investment we pride ourselves on operating a fully integrated production chain, covering all steps from feed production to the delivery of the final product to the consumer. We use state-of-the-art technologies in our operations in order to guarantee outstanding food safety and consistent quality for our customers. Our mission is simple: to bring fresh, high-quality chicken meat to the tables of families in Romania and beyond, helping people enjoy healthier meals and supporting food security.

Today, our group is made up of three dedicated companies: **Oprea Avi Com S.R.L.**, **Poultry Braşov** (formerly Avicod S.A.), and **Poultry Integration Farms SRL**.

Poultry Investment operates an integrated network of facilities across Mureş, Braşov, and Satu Mare counties, covering every stage of the poultry value chain — from chick rearing and farming to processing, preservation, and distribution. This unified approach allows us to leverage the strengths of each site, ensuring consistent quality, efficiency, and sustainability throughout the group.

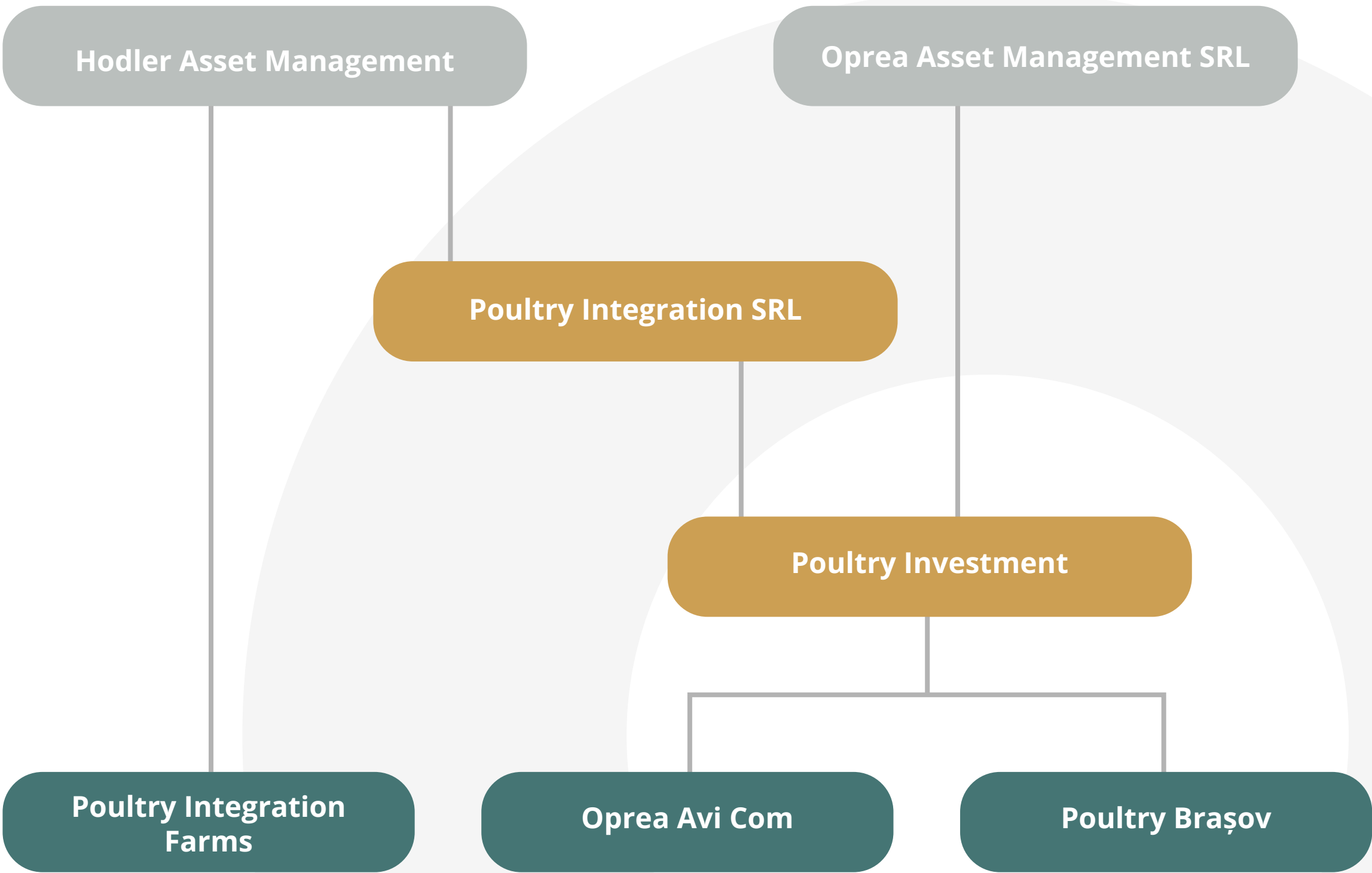


Our group is backed by the Hodler Private Equity Fund, which has invested in a number of agri-food businesses in Central and Eastern Europe. Poultry Braşov (formerly Avicod) became the first in the Romanian poultry sector to join the portfolio, followed by Poultry Integration Farms, which owns production assets in Satu Mare, and Oprea Avi Com. After these strategic acquisitions, we formed Poultry Investment, a holding company, with the aim of achieving full vertical integration by exploiting synergies between the existing players in the poultry industry

We currently have strategic facilities in the counties of Mureş, Braşov, and Satu Mare: breeding farms, hatcheries, broiler farms, slaughterhouses, processing plants, and our own retail network. We also hold shares in a feed plant, reinforcing our control over feed quality and supply. The entire value chain — from feed production, day-old chick breeding, broiler rearing, slaughtering, processing, and packaging to consumer sales — is under one roof, ensuring the highest levels of quality, traceability, and sustainability. Our ISO 22000 and other certifications guarantee our commitment to quality, food safety, and environmental protection.



Governance structure of Poultry Investment in 2024



Facts and figures (2024)

Number of employees

910

Renewable energy

838 880 kWh

Meat/day

140 tonnes

Net turnover

66 million EUR

Chicken slaughtered/Year

15.04 million

CO₂ Reduction by our solar farms

436 tons

Share of local suppliers

90 %

Activities

(GRI 2-6)

At Poultry Investment , we take pride in turning fresh poultry into quality products that meet the needs of our customers. Our modern, modular processing lines give us the flexibility to create a variety of poultry products, while also allowing us to grow and adapt as demand changes. The modern and automated systems we use allow us to transform high quality raw materials, mainly from our own or group farms, into finished products of exceptional quality. We've designed our processes in a way to have a careful oversight of the whole production. This approach helps us work efficiently while guaranteeing food safety and maintaining the highest hygiene standards.

Each year, our total facilities can process **around 18 million chickens, resulting in about 35,000 tonnes of fresh poultry meat**. Our facilities can handle up to 140 tonnes of meat every day, ensuring we meet customer needs with consistency and quality. Of the slaughterhouses, **Poultry Braşov can process 3 000 chickens per hour while Oprea Avi Com 6 000 per hour**. As part of its agricultural activities the company is vertically integrated, with an important element being our own feed production plant with an annual production capacity of 220 000 tonnes.

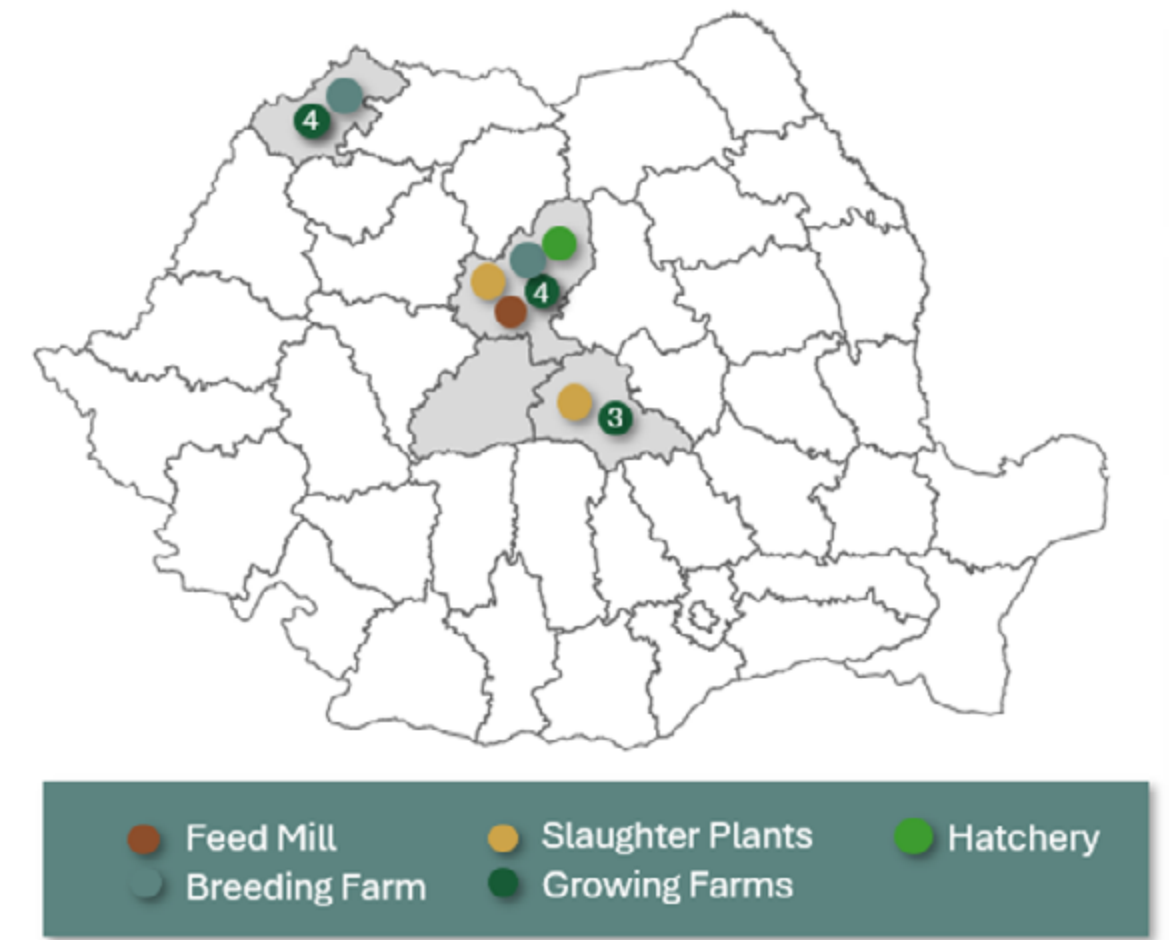
The modern slaughterhouse of **Poultry Investment** inaugurated in 2021 has an automatic slaughtering line and can slaughter **6 000 chickens** per hour and **48 000 animals** per day. The site is IFS Food certified, with a score of 96.24, demonstrating a high level of food safety compliance. The daily production is **80 tonnes of fresh chicken meat, 80% of which is chilled and 20% of which is frozen for the market**. Our chilled products are offered in various formats, including modified atmosphere packaging (MAP), bulk, vacuum packs, and traditional pouches. Some of the MAP products are also available in cured form, further expanding our product range.

Our own brands meet the needs of a wide range of market segments, both nationally and regionally. **Poultry Investment** has two main brands: the traditional **"Puul de Crăieşti"** line which has been present on the Romanian market since 1994 following a branding update, and a more modern, **antibiotic-free version** which is also marketed as a national brand. Both brands offer fresh chicken meat products with transparent packaging and reliable quality. The company also offers **private label** partnerships with a customised look for their partners.

In 2022 we introduced a new brand „Székely Csürke” created with pride for both the Transylvanian market and customers abroad. This brand focuses on local traditions and quality, with a strong regional identity and eye-catching visual design.



Location map



Value chain and supply chain

(GRI 2-6, 2-17, 203-2)

At the heart of our production system is a fully **integrated value chain**, all elements of which are managed by Poultry Investment. By coordinating Poultry Investment’s assets, we manage the entire process — from egg production and hatching, to rearing, feeding, slaughtering, and processing — all the way to meat distribution.

This closed and vertically integrated value chain allows us to ensure continuous control, food safety compliance and the sustainable production and marketing of high quality poultry products. Poultry Investment adds value across the entire value chain, which, together with the other companies in the group, completes the production chain from farm to fork.

We guarantee quality, food safety and reliable supply from farm to fork by fully controlling **our supply chain**. Poultry Investment is vertically integrated, allowing us to manage all stages of production ourselves - from breeding and hatching through growing, slaughtering and processing to retail sale.

At Poultry Investment, our modern hatcheries produce millions of day-old chicks each year. These are reared in our 13 growing farms, where optimized conditions and strict animal welfare standards ensure healthy growth. By balancing capacity and quality across all our sites, we maintain consistent excellence in broiler rearing. The safety of the supply and the quality of the feed is guaranteed by the feed factory of UBM Feed which has the highest food safety and environmental certificates.

Slaughtering and processing also happens in two state-of-the-art **slaughterhouses of our own**, and the finished products are delivered to our retail network by our own fleet of temperature-controlled vehicles. Finally, our products are distributed to consumers through our own-brand stores and through our partners.

Our slaughterhouses have a high processing capacity and their operation is backed up by food safety certification, guaranteeing high quality. The meat is processed, packaged and stored under controlled conditions before being dispatched.

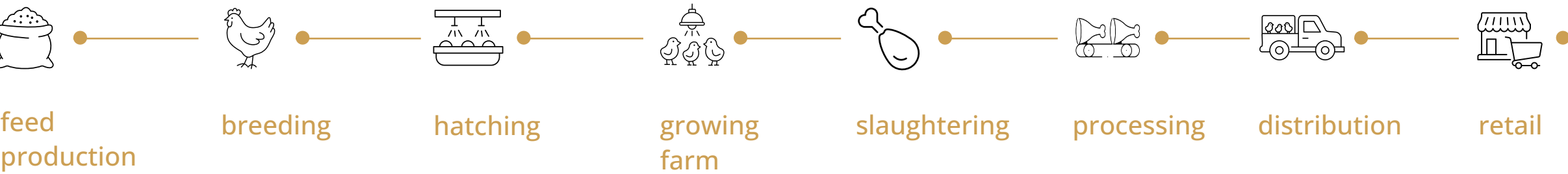
Our Logistics are ensured by a fleet of temperature-controlled, company-owned vehicles. The logistics process is designed to ensure that our products remain fresh and safe throughout the distribution chain. In the final stage of the supply chain, our own network of retail outlets provides our products directly to customers.

We also rely on internal resources for **feed supply**: the feed produced in our professional feed mill, part of Poultry Investment, is the exclusive source of feed for our sites. The factory uses state-of-the-art equipment and has internationally recognised quality assurance systems. This allows us to constantly monitor the quality and composition of the feed, supporting animal health and meat safety.

Sustainable and responsible sourcing is also an important part of our supply chain. We strive to source our raw materials, packaging and services from local partners. Our sustainable sourcing principles are coordinated by a centrally managed technical department responsible for ensuring that environmental and social considerations are mainstreamed into supplier relationships. We have not yet carried out an ESG assessment of our suppliers but have already laid the foundations for this.



Poultry Investment supply chain



Mission, Vision and Values

Our Mission

At Poultry Investment, **our mission** is simple yet meaningful: to bring safe, high-quality chicken meat to every table, in a way that respects both people and the planet. To guide us in living up to this mission, we rely on our brand archetypes: the *Innocent*, which inspires trust and care in everything we do, and the *Everyman*, which keeps us approachable, relatable, and close to everyday people.

We work to transform the Romanian chicken industry sustainably, combining innovative technology with a conscious, step-by-step approach to growth. Our commitment goes beyond producing food — we create products that nurture people’s health, preserve natural resources, and support the communities we are part of. By collaborating with local partners, creating jobs, and contributing actively to social life, we make sure our progress is shared. For us, success means growing together — with our suppliers, customers, and every player in the market.

Our Vision

We see ourselves as a major player in the Romanian chicken meat production while setting new standards in sustainability, quality, and innovation. Our vision covers the entire production chain, ensuring ethical practices, environmental care, and an exceptional experience for every customer. As both an *Innocent* and an *Everyman* brand, we want to lead by example — proving that it’s possible to run a business that is competitive, reliable, and deeply human.

Our Values

Our core values are the heart of everything we do. Customer satisfaction is at the forefront, driven by consistent quality and transparency. We embrace innovation, whether it’s through technology or nutritional solutions that improve animal welfare and product quality. And for us, sustainability means more than reducing our footprint — it’s about building a business model that uses resources wisely so future generations can enjoy the same abundance we do today.

VALUES



Responsibility

We recognise that we are responsible for the results of our actions to society and the environment, and therefore we are committed to the highest standards.



Honesty/Transparency

To maintain integrity we are transparent in our actions and communications and strive to do what is moral and ethical.



Trust

Our relationships with our partners and customers are built on trust and integrity. We strive to build long-term, mutually beneficial relationships that are based on transparency, fairness and integrity. Our commitment to these values ensures continued satisfaction and loyalty.

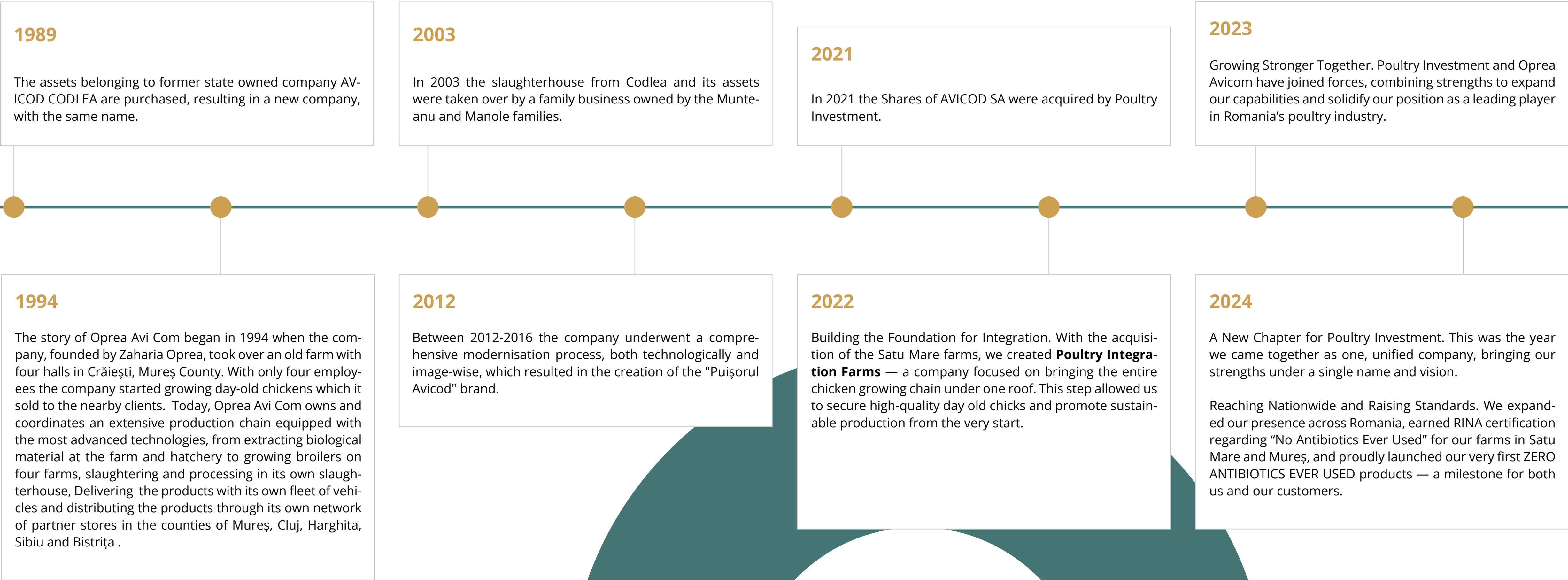


Proactivity

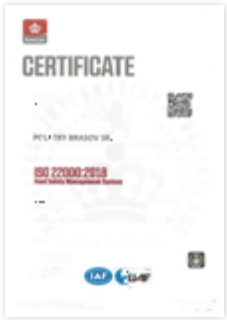
We support creative people in a variety of areas related to their work, in thinking outside the box, being curious and seeing challenges as opportunities.



Milestones



Certificates

Certificate	Company	Content of the certificate	Date of issue	Valid
	Oprea Avi Com Poultry Braşov	Food safety management system	2019.09.07 2024.06.20	2025.11.06 2025.03.21
	Oprea Avi Com Poultry Integration Farms:	Antibiotic-free	2024.07.09 2024.11.05	2025.07.08 2025.11.04
	Oprea Avi Com	Social responsibility management system	2022.05.23	2025.05.22
	Oprea Avi Com Poultry Braşov	International Food Standard	2024.06.15 2024.12.10	2025.05.16 2025.12.13

Membership

(GRI 2-28)

Organization	Purpose of membership
 Romanian Association of Bird Breeders	to represent the professional interests of poultry farmers



“Our commitment to sustainability is not just a principle—it’s a measurable, ongoing effort. Through concrete actions, we work to minimize our environmental footprint, uphold the highest ethical standards, and deliver lasting value to our stakeholders.”
— Mr. Szabolcs Héjja, Marketing and Product Development Director

Sustainability strategy

(GRI 2-22, 2-24)

While preparing our very first sustainability report, we also shaped our Sustainability Strategy for 2024–2030 — a chance to set a clear and ambitious long-term direction. Guided by our materiality assessment, we built the strategy around four pillars that reflect what matters most to us: producing responsibly, protecting the environment and climate, supporting our employees and communities, and leading with strong, ethical governance.

As part of the Group — alongside Oprea Avi Com , Poultry Braşov and Poultry Integration Farms — we work as one team, combining our strengths to run operations that are integrated, innovative, and efficient. Our goal is to create value not just for the business, but also for people and the environment. Through ongoing investments and close collaboration across the group, we bring the EU’s farm-to-fork vision to life in a practical, hands-on way.

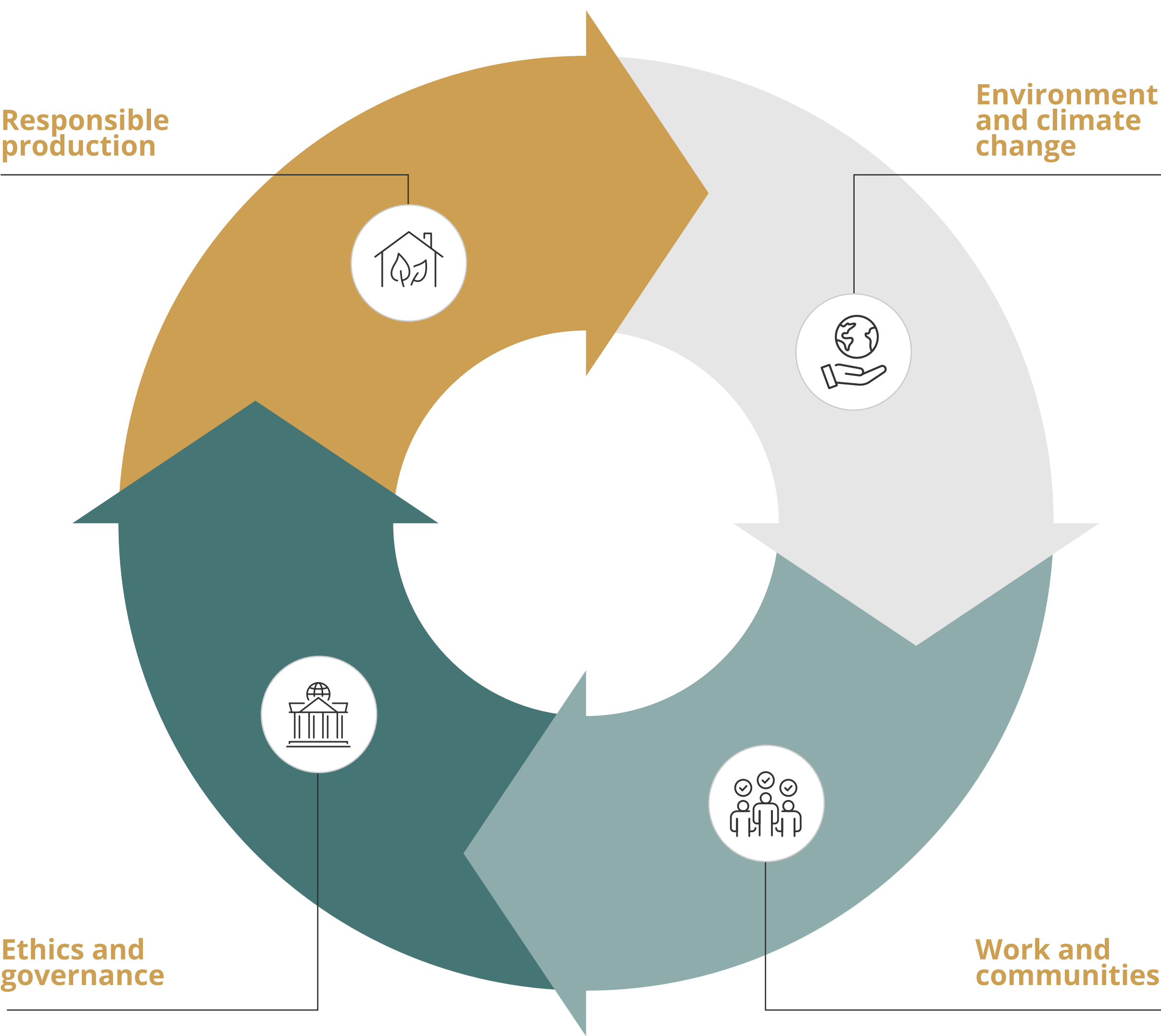
Our strategic goal is to deliver sustainable long-term value for all stakeholders - workers, communities, consumers and partners - while contributing to the UN Sustainable Development Goals. In response to the growing global demand for chicken meat and changing consumer expectations, we offer healthy products that come from a sustainable value chain and through this we remain competitive despite ongoing market volatility. At the same time, we recognise that agricultural sustainability cannot be achieved without addressing the impacts of climate change and introducing measures to reduce emissions - so mitigating environmental impacts and promoting adaptation is a cornerstone of our operations.

Responsible production

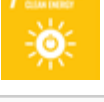
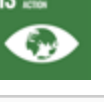
Environment and climate change

Ethics and governance

Work and communities



Contributing to the UN Sustainable Development Goals

SDG icons	Topic	Strategic objectives	Practical implementation	Status in 2024
  	quality and safety	product quality certification, regulatory compliance, food safety membership	RINA certification and implementation of a common ERP system	completed
  	quality and safety	genetic integration, feed integration, animal welfare farm, sustainable packaging	UMB Feed full supply, packaging recyclability study by 2025	based on information published by the UBM Group
   	waste management	waste management improvement, packaging reuse	increasing waste collection rate by 15% by 2030	in progress
	water management	waste water reuse, modernisation of treatment plants	increasing recycled water rate by 15% by 2030	in progress
   	energy efficiency	reducing energy consumption	LED lighting, energy efficient equipment, 30% reduction in specific energy consumption	in progress
	GHG emissions	solar energy, electric vehicles, use of renewable sources	photovoltaic programme, 30% electrification of vehicle fleet by 2030	in progress
  	safety at work	training, accident prevention	increase number of training hours, zero accidents at work	We monitor and track workplace accidents on a monthly basis, provide trainings with the help of an external company, strive to minimise the number of accidents as much as possible.
 	prevention of forced labour	hiring permanent staff	reducing overtime by 5%	completed
  	diversity and inclusion	maintaining gender balance	maintaining a 40/60-30/70 ratio	completed
 	development	supporting professional and personal development	increasing training hours by 5% within 3 years	completed
 	ethics	increasing ethical awareness	introduction of a code of ethics and a feedback system	in progress
	education	cooperation in agricultural sciences	Digital Agri Challenge Romania, training 15 students per year	completed
	sport	support for sports events	Puiul de Craiesti football cup with 1000 participants	completed
	civil cooperation	support for NGO cooperation	support to Solidaris, RIF, CEANGAILOR from 2024	completed

Stakeholders

(GRI 2-29)

EXTERNAL STAKEHOLDERS

INTERNAL STAKEHOLDERS



Management

Owners

Employees

Customers

Raw material suppliers

Suppliers

Trade associations

Public authorities

Materiality assessment

(GRI 3-1)

During 2023 we identified the stakeholder groups with which we have relationships and, with the approval of management, identified key sustainability topics that have a significant impact on our operations. We assessed the positive and negative impacts of our operations based on an analysis of our competitors operations, industry comparisons and cross-sectoral consultations. We actively engaged our stakeholders - in particular our employees, suppliers and business partners - through an online, anonymous questionnaire, giving them the opportunity to share their views and expectations. We supplemented the responses with other background analyses and based on expert advice, our management approved the material topics that matter most to us.

In 2024 we reassessed the list of material topics based on our findings and built on them to shape the focus areas of our ESG report.

We supplemented the results of the assessment with international and industry benchmark analyses and took into account relevant aspects of the MSCI framework to ensure that our assessment provides a comprehensive picture of the most significant sustainability challenges we face. Our aim was to identify the issues considered to be the most critical to our company's operations as perceived by our internal and external stakeholders. To do this, we reached out to key groups, including our employees, partners and regulators, to get direct feedback on their sustainability priorities.

Material topics

(GRI 3-2, 3-3)

Material topics for Poultry Investment



Environment (E)

- Energy consumption
- Emissions
- Waste management
- Water and effluents



Society (S)

- Employee well-being
- Training and education
- Occupational health and safety
- Employment, diversity, loyalty
- Social responsibility



Corporate Governance (G)

- Corporate governance
- Ethical operation
- Product development and quality management
- Economic performance
- Privacy
- Risk management

Environment

As a group of companies we are committed to actively contributing to the protection of the environment and the achievement of sustainability goals in our operations. Our approach to environmental protection and our long-term vision are based on the Sustainable Development Goals (SDGs) set by international organisations and consultations with stakeholders. These consultations clearly identified energy efficiency, waste management and water and wastewater management as among our top sustainability priorities.

Within the organisation environmental protection is at the heart of our management system: we pay particular attention to the protection of ecosystems, compliance with permit requirements, monitoring point sources of pollution and the environmental training of employees. We regularly identify and assess significant environmental aspects and aim to reduce or eliminate them through modern technologies, responsible use of materials and green investments. As part of this, we actively promote the use of materials and technologies with lower environmental impact, selective waste collection and recycling, strict control of hazardous substances and keeping effluents and air pollutants within legal limits.

Particular attention is paid to reducing fumes and noise from work areas, to the proper maintenance of machinery and to the commitment of our employees to work in an environmentally responsible manner. We aim to optimise resource use: we want to use raw materials, natural resources and energy responsibly and efficiently. To this end, we also apply digitised solutions such as smart meters to monitor water and energy consumption.

Our company does not carry out any activities related to soil cultivation or crop production, nor do we use fertilisers and pesticides. Accordingly, we do not have a soil management plan, but through our technological monitoring systems we pay particular attention to the prevention of soil pollution. Our sites do not affect open land, so the direct biodiversity impact on our sites and their vicinity is low and we are currently not aware of any protected species that are threatened by our operations, as evidenced by the existence of our environmental permits.

We meet our obligations to the authorities in a regular and transparent way. We prepare annual and quarterly environmental reports, audits and permit documents - including waste and emissions inventories, E-PRTR and IPPC reports, water use and energy efficiency studies. Our environmental activities are audited several times a year by several authorities at all our sites.

We are proud that there were no environmental incidents, complaints or sanctions in the year under review and that all our activities were carried out in full compliance with the permits and regulations in force. Our efforts, from the use of green energy to reducing our carbon footprint, are all geared towards a common goal: to play an active and responsible role in protecting the environment in all areas of our operations - today and in the future.



Energy consumption

(GRI 302-1, 302-2, 302-3, 302-4, 305-5)

We strive to manage our energy use in a responsible, efficient and sustainable way. Optimising our energy consumption and progressively switching to renewable sources are among our key strategic objectives. We are implementing energy efficiency measures at all stages of our production processes, from our farms to our processing plants and administrative operations, while investing in modern technologies and renewable energy sources.

Both our slaughterhouses - in Sânpaul and Codlea - are equipped with state-of-the-art solar systems, with a total of 1 598 solar panels installed. These generate around 849.87 MWh of green energy per year, reducing our carbon footprint by 436 tonnes, significantly reducing our ecological footprint. The Codlea abat-toir has 870 high-efficiency panels and the Sânpaul plant 728, which cover a significant part of their total electricity demand. Our long-term objective is to further expand our renewable energy generation capacity, reduce the share of fossil fuels and promote the uptake of energy-saving technologies.

Our energy efficiency programmes include replacing conventional lighting with LED lighting, installing energy-efficient machinery and equipment, and using mobile shelving systems in cold stores to save space and optimise energy use. We are constantly modernising our operations, using artificial intelligence-based management systems to improve the efficiency of logistics and production processes.

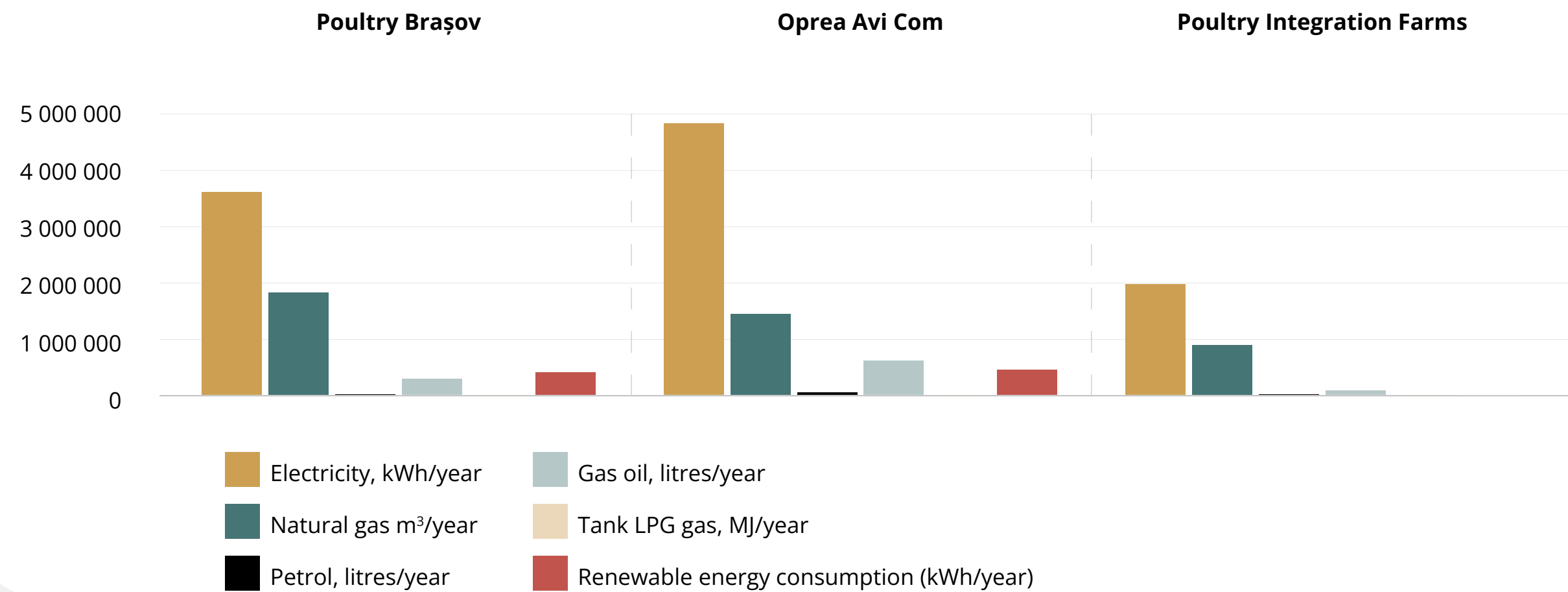
The composition of our energy consumption - our energy mix - consists of electricity, natural gas, diesel and petrol. Energy is supplied partly through the central grid and partly from our own solar parks. Electricity and natural gas are used for steam generation, heating poultry farms and heating office and processing premises. Our own vehicle fleet uses fossil fuels, but we have set a target to replace 5% of our fleet with electric or hybrid vehicles by 2026 and at least 30% by 2030.

To optimise our distribution routes we have introduced a digital route planning system which will help reduce consumption, lower emissions and improve operational efficiency. In line with these measures we will continue to develop our energy efficiency strategy in the coming years, in line with global climate goals and the UN Sustainable Development Goals.

Key indicators

According to the latest data, **our total annual purchased energy consumption reached 57 045 802 kWh**. Of this, electricity consumption was 10 395 650 kWh, natural gas consumption 45 220 092 kWh, diesel consumption 973 203 kWh and petrol consumption 456 857 kWh. The share of **renewable energy** is steadily increasing (1.4%), reaching 838 880 kWh in 2024. The per capita energy consumption calculated **from total energy consumption (57 884 682 kWh)** was 54 815.04 kWh.

	Electricity, kWh/year	Natural gas m³/year	Petrol, litres/year	Gas oil, litres/year	Tank LPG gas, MJ/year	Renewable energy consumption (kWh/year)	Total energy consumption (kWh)
Poultry Braşov	3 605 230	1 820 178	7 086	283 278	0	395 760	24 229 790
Oprea Avi Com	4 826 900	1 438 962	38 194	610 677	0	443 120	21 941 274
Poultry Integration Farms	1 963 520	880 728	5 639	79 248	0	0	11 713 682
Total Poultry Investment	10 395 650	4 139 868	50 919	973 203	0	838 880	57 884 682



Emissions

(GRI 305-1, 305-2, 305-3, 305-4, 305-5, 305-6, 305-7)

For us, tackling climate change is not just an obligation but a strategic objective. To this end, reducing greenhouse gas (GHG) emissions is a key priority in our sustainability strategy. In order to provide credible and comparable data on the environmental impact of our operations, we have carried out the Scope 1, Scope 2 and, in some cases, Scope 3 quantification of our emissions every year, including 2024, with the help of external experts.

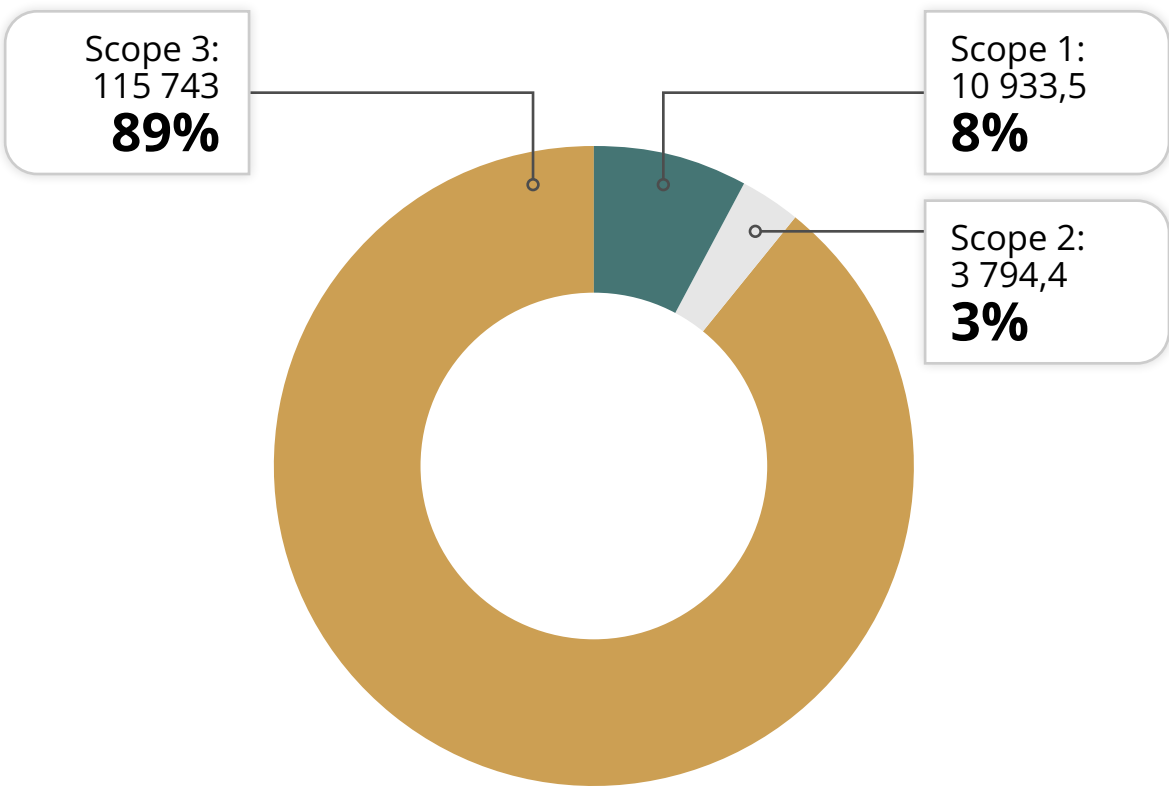
Emissions were calculated according to the Greenhouse Gas Protocol and ISO 14064-1:2018, taking into account the effects of carbon dioxide (CO₂), methane (CH₄) and nitrous oxide (N₂O). These were converted to CO₂ equivalent (CO₂e) according to international standards. Our three main emission categories are structured as follows:

- Scope 1:** direct emissions from our facilities, for example from the use of natural gas in our heating systems or the fuel consumption of our vehicle fleet
- Scope 2:** indirect emissions arising from the use of purchased electricity
- Scope 3:** other indirect emissions, for example related to the logistics activities of our suppliers and partners. We intend to extend the quantification of full Scope 3 emissions in the future.

Our emissions calculated for 2024 are as follows:

- Scope 1:** 10 933.5 tonnes CO₂e
- Scope 2:** 3 794.41 tonnes CO₂e
- Scope 3:** 115 743.0 tonnes CO₂e

Total emissions of Poultry Investment in 2024



Our contribution to emission reductions is planned along the lines of the decarbonisation targets. We are improving the energy efficiency of our buildings by installing modern heating and lighting systems and investing in renewable energy sources such as solar panels. We are reducing transport emissions per unit of product by modernising our fleet and optimising digital logistics. Our medium-term target is to reduce our carbon footprint by at least 3% by 2026 and 30% by 2029 compared to the base year of 2023.

		Poultry Braşov	Oprea Avi Com	Poultry Integration Farms	Poultry Investment Total
Emissions	Unit of measurement	2024	2024	2024	2024
Scope 1	t CO ₂	4 390.32	4 566.86	1 976.32	10 933.5
Scope 2	t CO ₂	4 566.86	1 761.82	716.68	3 794.41
Scope 3	t CO ₂	-	-	-	115 743,0
Total (Scope 1, 2, 3)	t CO ₂	-	-	-	130 470,9
GHG intensity rate (CO ₂ emissions per employee)	tonnes/person	-	-	-	123,54
Emissions of ozone-depleting substances (quantities of emissions, production, imports and exports of ozone-depleting substances)	t CFC-11	-	-	-	-



Managing non-GHG emissions

In addition to greenhouse gases, our operations also emit other types of pollutants which we also actively monitor and manage. These include ammonia (NH₃), nitrogen oxides (NO_x), sulphur oxides (SO_x), volatile organic compounds (VOCs), particulate matter (PM) and ozone depleting substances (ODS). Particular attention is paid to NH₃ emissions from livestock production, from manure generation to agricultural use. NO_x emissions are from broiler feeding and the operation of heating equipment. We calculate using the CORINAIR European emission factors.

Significant emission point sources have been clearly identified at our sites, including heating systems on farms and slaughterhouses and animal manure handling. These are continuously monitored and upgraded to ensure environmental compliance.

		Poultry Braşov			Oprea Avi Com			Poultry Integration Farms		
	Unit of measurement	2022	2023	2024	2022	2023	2024	2022	2023	2024
pollutant - ammonia NH3	kg	106933	105386	78258	61094	73260	74089	17810	16648	12895
NOx	kg	0	0	0	18619	18749	19084	0	0	0
SOx	kg	0	0	0				0	0	0
persistent organic pollutants (POPs)	kg	0	0	0				0	0	0
volatile organic compounds (VOCs) - NMVOCs	kg	0	0	0	2988	3977	5158	0	0	0
toxic air pollutants (PAHs)	kg	0	0	0				0	0	0
particulate matter (PM) TSP	kg	25160	24796	25214	14558	22341	23016	14558	10831	7431
other centrally regulated air pollutants - CO	kg	0	0	0	1258	1428	1349	0	0	0

Objectives and vision 2024-2027

The member companies of the Poultry Investment have committed, themselves in their sustainability strategies to reducing greenhouse gas emissions. For the period 2024-2027, we plan to introduce measures that will help reduce our carbon footprint in the long term. As a first step, Scope 1 and Scope 2 emissions were accurately identified and a decarbonisation plan developed to build on this. Our aim is to further develop our decarbonisation efforts by increasingly fine-tuning our inputs through more integrated operational models.

We plan to achieve these goals by implementing the following actions:

- improving the energy efficiency of our facilities, in particular by upgrading lighting and heating systems,
- continuous investment in our own renewable energy capacity,
- increasing the green component of purchased energy,
- gradually replacing the operating fleet with low-emission hybrid or electric vehicles,
- optimising our logistics processes to reduce transport emissions.

Waste management

(GRI 306-1, 306-2, 306-3, 306-4, 306-5)

Our Group operates in compliance with the applicable national and EU environmental legislation in all areas of waste management, in particular Law 249/2015 and the principles of extended producer responsibility. As part of this, we contractually fulfil our packaging obligations through ECO Synergy OIREP to ensure that annual recycling and recovery targets are met.

The types and management of waste at our sites are closely linked to the activities carried out. One of the largest volumes of waste generated on farms is animal excrement, which is treated using straw bedding technology and then recycled as organic fertiliser for agricultural purposes. Poultry carcasses are stored in a closed cold store or freezer and then disposed of by heat treatment with an authorised service provider. Eggshell and embryo waste from hatcheries are stored in a closed room and transported to specialised facilities for disposal or recovery. The company also has a comprehensive and strictly regulated system for slaughterhouse waste management and disposal. At our Satu Mare site, 80% of the waste was packaging waste and plastics, but there was also a significant amount of cardboard, wood and chemical packaging.

Packaging waste - be it paper, cardboard, plastic, wood or disinfectant bottles containing residues of chemicals - is collected separately and sent to our trusted partners for recycling. Slaughterhouse by-products are also treated by partners. Municipal waste from office, administrative and social areas is collected in separate containers and disposed of through an authorised waste management service provider. Metal, oil, paint and lubricant residues from maintenance and repair work are also managed safely and under strict controls.

We keep up-to-date records of our waste at all our sites in accordance with the legislation in force. We keep separate records for the transport of animal waste and excrement and use official waste transport forms in all cases.

In 2024 **the total amount of waste generated by** the Group **reached 26 273 tonnes** (14 720 tonnes in 2022 and 18 765 tonnes in 2023 for the three companies combined), of which **22 684 tonnes were recycled**, representing a recycling rate of 86%, an improvement compared to previous years (2022: 73%, 2023: 79%), while **4 688 tonnes were disposed of**. **In 2024 the amount of non-hazardous waste was 26 266 tonnes and the amount of hazardous waste was 7 tonnes.**

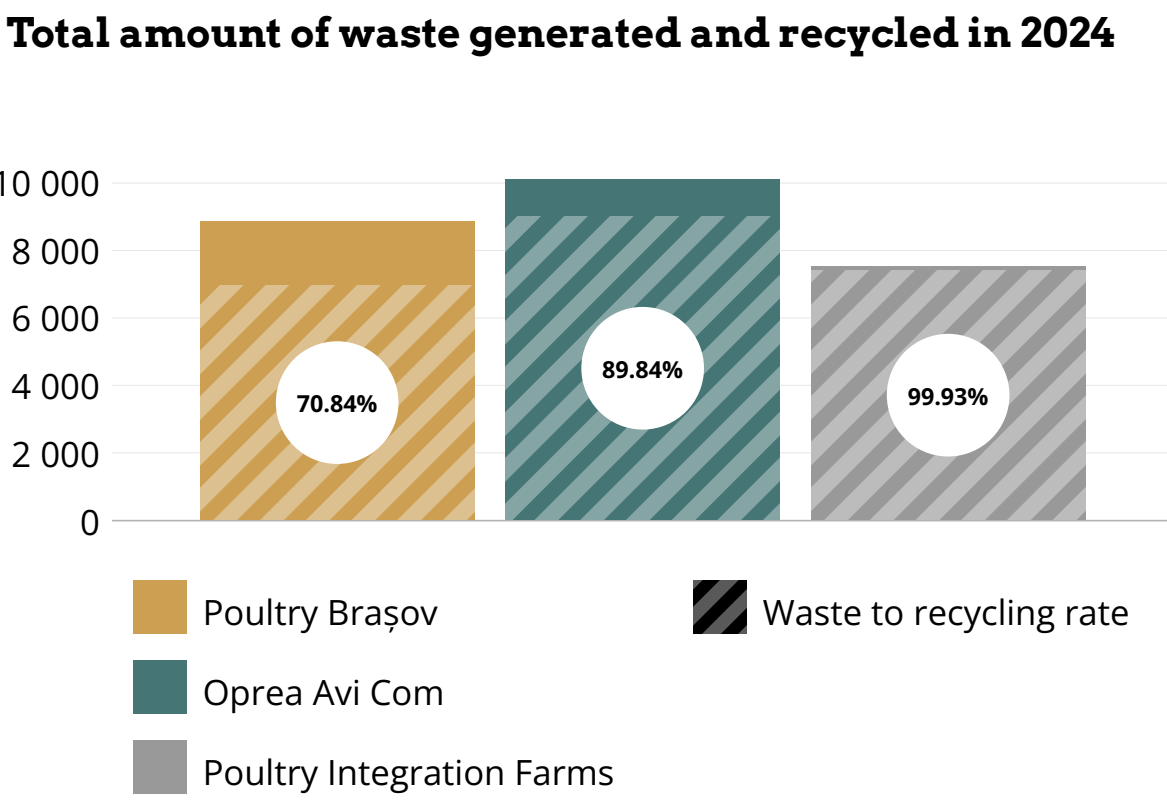
We also strive to prevent and minimise waste generation. As part of these preventive measures we only source materials needed for the production cycle, in concentrated form where possible. Feed is delivered to farms in bulk, reducing packaging waste. Waste production processes are optimised, equipment is regularly maintained and employees are continuously trained in environmentally sound waste management practices.

Action plan to reduce waste in 2024:

- increasing packaging reuse, reducing pallet use
- applying a sustainable logistics model with reusable pallets
- using recycled paper in offices, printing only final documents
- developing a selective collection system, eliminating irregular waste storage
- preference for packaging made from recyclable materials in procurement
- active employee involvement, education and information on the correct disposal of waste types
- introducing awareness-raising measures to reinforce selective collection at all sites



Poultry Braşov			Oprea Avi Com			Poultry Integration Farms					
		Unit of measurement	2022	2023	2024	2022	2023	2024	2022	2023	2024
	Total amount of waste generated	tonnes	7 996	7 720	8 797	6 205	7 849	10 020	520	3 195	7 456
	Quantity of non-hazardous waste	tonnes	7 993	7 718	8 792	6 203	7 846	10 018	520	2 895	7 456
	Amount of hazardous waste	tonnes	3	2	5	2	3	2	0	300	0
	Amount of waste recycled	tonnes	4 745	5 293	6 232	5 529	6 736	9 002	520	2 850	7 450
	Waste to recycling rate	%	59	69	71	89	86	90	100	89	100
	Total amount of waste disposed of	tonnes	4 364	3 267	3 793	679	780	889	0	345	6
	Types of hazardous waste										
	contaminated packaging	tonnes	1	2	3	2	2	2	0	300	0
	sludge separators for petroleum products	tonnes	-	-	-	-	1	-	-	-	-
	building materials containing asbestos	tonnes	1	0	1	0	0	0	-	-	-
	flares and other mercury-containing waste	tonnes	1	1	0	-	-	-	-	-	-



Objectives and actions in waste management

waste prevention - mixed municipal waste

- achieving proper sorting of mixed municipal waste through separate collection of paper, plastic, glass and metal packaging

prevention of packaging waste generation

- the materials needed for the technological process are ordered and supplied only in the quantities required
- broilers are transported in reusable plastic crates
- products are only purchased in bulk or in primary packaging
- packaging is reused where possible
- products are delivered in larger packaging units where possible
- purchasing lighter packaging for our own products
- training staff to reduce packaging waste

prevention of office paper waste generation

- reusing paper for drafts
- keeping records and documents electronically
- electronic transmission of files and documents

prevention of waste from scrapped equipment, installations and machinery

- proper maintenance according to the maintenance programme
- recovery and reuse of equipment and machinery

prevention of EAD generation

- replacement of defective lighting equipment with economical, long-life equipment

prevention of technological waste

- Technical waste (animal tissues, viscera, feathers, blood) cannot be reduced end-of-life.
- They are sold daily in the feed production unit.
- Ensuring optimum operation of the purification plant and the dewatering plant.

overall reduction of waste on site

- increasing communication among all stakeholders
- training staff in waste management
- informing staff of the objectives and monitoring their achievement



Water and wastewater management

(GRI 303-1, 303-2, 303-3, 303-4, 303-5)

Water is a key resource in the operations of Poultry Investment and is managed with great care and consciousness. Water use is essential in many areas of our operations, be it in technological processes in slaughter house, breeding on farms, hatcheries, or meeting the hygiene and health needs of our employees. Accordingly, one of our strategic objectives is to monitor water use, use it efficiently and modernise wastewater treatment.

Water is supplied primarily from the mains and secondarily from our own wells, which meet the drinking and process water needs of all our farms and sites. Water use in slaughter house also includes washing transport cages, equipment, work areas and vehicles, transporting feathers (with recirculated water), curing, evisceration and electric water-based stunning. On farms water is used for watering birds, disinfecting, cleaning changing rooms and toilets, and for fire-fighting purposes.

Waste water is treated separately for each site. Individual drainable tank systems are used on our farms, while domestic and process wastewater treatment plants ensure proper treatment at slaughterhouses. In all cases, we aim to recycle the wastewater generated with a view to gradually increasing recycling rate. At Poultry Braşov, for example, we plan to connect to the municipal sewer network by 2025 which will further improve our environmental performance.

In 2024 the annual water consumption of our Group reached **296 749 000 litres**, of which 158 029 000 litres were discharged into our own waste water collection system. We do not reuse the water used in our operations at our sites. We use all the water from our own wells at the Poultry Braşov sites and part of it at the Poultry Integration Farms sites, with a volume of 119 226 000 litres in 2024.

As part of our sustainability strategy we have committed to significantly reducing water pollution, eliminating the discharge of hazardous substances and halving the proportion of untreated wastewater by 2030. In addition, our priority is to increase the safe recycling of water at all our sites. To this end, we regularly carry out water consumption analyses and assess areas where water use efficiency can be further improved.



		Poultry Braşov			Oprea Avi Com			Poultry Integration Farms			Total		
	Unit of measurement	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Total annual water consumption of the company	m³	117 140	105 932	115 976	104 979	134 006	141 224	9 915	28 764	39 549	232 034	268 702	296 749
of which via piped network	m³	0	0	0	104 979	134 006	141 224	9 475	25 437	36 399	114 454	159 443	177 623
of which from own wells	m³	117 140	105 932	115 976	0	0	0	440	3 327	3 250	117 580	109 259	119 226
Amount of recycled water from total water consumption	m³	0	0	0	0	0	0	0	0	0	0	0	0
Amount of water discharged to the network from the annual water use	m³	0	0	0	0	0	0	0	0	0	0	0	0
Amount of water discharged to own waste water collection system from annual water use	m³	74 300	64 143	69 202	566 745	75 216	86 613	2 558	2 558	2 214	643 603	141 917	158 029

Society

Employee well-being

(GRI 2-19, 2-20, 2-21, 2-30)

Poultry Investment takes a people-centred approach to human resource management, with a focus on employee well-being, appreciation and motivation. We aim to create a work culture that ensures meaningful work, equal opportunities and continuous development for all our employees. We are committed to building transparent and mutually respectful working relationships. Poultry Investment employs over 1,000 people across the counties of Mureş, Braşov, and Sibiu.

We regularly communicate with our employees internally (newsletters, internal portal), through annual appraisals, employee surveys, and questionnaire feedback systems run by our compliance and HR department. Particular attention is paid to collecting and incorporating employee feedback into the functioning of the organisation, and freedom of association and collective bargaining are actively promoted.

“People are at the heart of sustainability. By fostering a diverse, inclusive, and supportive workplace, we empower our teams, strengthen our culture, and build a company that grows responsibly alongside its people.”

— Ms. Liana Florea, Head of Human Resources



Remuneration system

Our remuneration policy is transparent, competitive and performance-based. It is based on the principle that our employees receive remuneration that recognises their contributions and is in line with market standards and the sustainability objectives of the company. In addition to a fixed salary, we provide performance-related variable benefits, bonuses and various fringe benefits.

- **fixed remuneration:** based on the roles, responsibilities and experience of the employee
- **variable remuneration:** linked to performance, sustainability indicators and organisational objectives
- **severance pay:** within legal and industry limits
- reimbursement of documented professional expenses
- **pension benefits:** private pension contributions or other supplementary schemes

The executive remuneration system is aligned with the company's economic, environmental and social performance, supporting long-term sustainable development objectives.



OUR HUMAN RESOURCES STRATEGY IS BUILT AROUND SEVERAL KEY AREAS:

Onboarding:

We welcome new employees with a structured induction programme including training in health and safety, quality assurance and corporate culture. Our aim is to provide a clear and supportive environment from the first days on board.

Talent management and career development:

Continuous development is encouraged through training programmes, professional development and internal promotion opportunities. We also run internship programmes with our professional partners, providing opportunities to engage young talent during their university years.

Career planning:

We provide individual career paths and development opportunities for our staff, with regular performance reviews and targets to help them stay engaged for the long term.

Communication:

Forms of communication with employees include regular internal communication (newsletters, internal portal), annual appraisals, employee surveys, and questionnaire feedback systems run by our compliance and HR departments. We are open to comments and constantly strive to improve our operations based on employee feedback.

Employee benefits at Poultry Investment

Type of benefit	Eligible persons / Note
 holiday leave	21+1-9 days, depending on length of service
 allowance for holiday leave	salary fixed for the period of leave
 meal vouchers	all staff
 childcare allowance	for those with a pre-school child
 relocation allowance	for posted workers if there is no daily commuting
 transport allowance	travel allowance for workers who are not resident in the area
 health insurance	private medical service for workers and their families
 parental leave	for all staff members in accordance with the law
 allowance for travelling home	for distances of more than 10 km if there is no commuting possibility

Collective agreement

All employees in our organisation are covered by a collective labour agreement, negotiated at organisational level. This contract covers the rules on working conditions, pay, benefits and other rights. For those who would not be covered by a collective agreement, working conditions are determined through direct negotiation, in accordance with labour legislation and the principles of transparency.

The collective agreement was drawn up in a transparent process: employees were invited to select their representatives for the negotiations and all workers were involved in the negotiations. Poultry Investment maintains a regular social dialogue with employees and continuously monitors changes in legislation.

Training and education

(GRI 404-1, 404-2)

For us the continuous development of our employees is key to sustainable growth, operational excellence and market adaptability. We believe that training is not just a formal requirement but a strategic investment in the future. We’re building a learning culture where everyone has the chance to grow in the way that suits them best. By blending traditional face-to-face training with flexible e-learning, we give our employees the freedom to develop at their own pace. In 2024, we proudly launched our e-learning platform — making knowledge accessible anytime, anywhere, and encouraging interactive, hands-on learning.

Learning here goes beyond formal training. Every year, we organise team-building events and cross-departmental courses where colleagues can step into each other’s roles, understand how their work connects, and discover better ways to cooperate. Our people also take part in professional conferences in different topics — to stay up to date with industry trends and bring fresh ideas back to the team. These shared experiences strengthen collaboration and help us grow together.

As part of our HR strategy, we produce an annual training plan covering all organisational levels and roles. Our programmes focus on career development, internal mobility, mentoring and skills development. As part of our talent management strategy we actively support personal and professional development, with a particular focus on ensuring that our operational staff have equitable access to learning opportunities.

Our training system is based on two main pillars: mandatory statutory trainings and non-mandatory developmental trainings. Mandatory trainings - such as fire safety, occupational health and first aid - are fully covered, with all employees, regardless of gender or job title. Specific mandatory trainings include poultry welfare training, hygiene training and bird-observation programmes to ensure quality in production processes and animal welfare.

In addition to mandatory trainings, significant resources are devoted each year to non-mandatory developmental trainings. These include technical and vocational courses (e.g. machine operation, driving), training to enhance ICT skills, and so-called cross-competence trainings - such as communication, sales, lean management or leadership skills. We also offer targeted training on ESG issues, business ethics and anti-corruption policies, as well as informing our employees about legislative changes and innovation opportunities.



Mandatory extra-curricular trainings for managers per year at Poultry Investing in 2024

professional trainings

- specific to the complexity of the role

20-30 hours

ICT

- learning new technologies, cyber security, digitisation

20 hours

cross competence training (e.g. sales, lean, communication, leadership skills development, etc.)

- management development,
- leadership,
- operational efficiency

20 hours

ESG

- strategies, reporting,
- legislation

10 hours

ethics

- business ethics,
- anti-corruption

8 hours

other

- legislative changes, innovation

8 hours

In the delivery of trainings, particular attention is paid to feedback and measuring educational effectiveness. At the end of the programmes participants can formulate their opinions on the courses and make suggestions for their further development, which will be directly incorporated into the training plan for the coming year. Our average training time per employee in 2024 was 9.83 hours, an increase compared to 9.46 hours in 2023.

Training hours at Poultry Investing SA between 2022 and 2024

Poultry Braşov			Oprea Avi Com			Poultry Integration Farms					
		Unit of measurement	2022	2023	2024	2022	2023	2024	2022	2023	2024
	Number of training hours for employees	hours	200	710	740	480	333	1 670	7	7	7
	Total number of employees	persons	20	71	74	48	39	167	1	1	1
	Number of training hours for female employees	hours	200	340	280	370	200	580	0	0	0
	Total number of female employees	persons	20	34	28	37	20	58	0	0	0
	Number of training hours for male employees	hours	0	370	460	110	133	1 090	7	7	7
	Total number of male employees	persons	0	37	46	11	19	109	1	1	1
	Total number of training hours for senior managers	hours	20	20	20	20	240	240	7	7	7
	Total number of staff at senior management level	persons	2	2	2	2	5	5	1	1	1
	Total number of training hours for middle managers	hours	20	30	40	10	288	288	0	7	7
	Total number of staff at middle management level	persons	2	3	4	1	6	6	0	1	1
	Total number of training hours for staff	hours	240	760	800	510	861	2 198	14	21	21
	Total number of persons employed	persons	24	76	80	51	50	178	2	3	3

Occupational health and safety

(GRI 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10)

Poultry Investment is committed to providing a safe, healthy and supportive working environment for all employees and subcontractors. We believe that the well-being of our colleagues is key to our long-term success, and accordingly we have designed and operate our occupational health and safety system in accordance with the strictest legal and professional requirements.

Our Occupational Health and Safety (OHS) management system complies with the requirements of Act No. 319/2006, HG. 1048/2006 and HG. 1425/2006. Our aim is to prepare all our employees and visitors to work safely, and we provide them with training when they start work and on a regular basis. The training covers fire safety, first aid, compliance with health and safety rules and the safe use of machinery and work equipment.

All our employees are covered by a management system, which includes a full risk assessment and the implementation of protective measures. **The risks are identified on the basis of the I.N.C.C.D.D.P.M. Bucharest methodology,** and we draw up our prevention and protection plans on this basis. These aim to prevent accidents at work and occupational ill health.

No fatal accidents at Poultry Investment in 2024

Particular emphasis is placed on the provision of personal protective equipment and collective protection solutions adapted to technological processes. Local safety instructions are developed for each work area and regular maintenance is carried out to ensure the functionality of the equipment.

As part of health promotion, all our employees undergo medical fitness tests as required, and occupational health checks are carried out at regular intervals. We have a contract with an occupational

health service provider to provide a working environment suited to the psychophysiological characteristics of the workers and to provide rehabilitation and retraining if necessary due to accident or illness. Medical data are kept confidential and are accessible only to the competent professionals.

We pay special attention to the specific occupational health and safety training of all our employees and subcontractors, ensuring that they are provided with the necessary personal protective equipment (PPE) and medical supervision through the occupational health services.

All new employees receive training on their legal obligations under Law 319/2006, including the correct use of work equipment, wearing protective equipment, reporting hazards and cooperating in maintaining safe working conditions. We also ensure active dialogue and that the voice of employees is heard through the operation of a health and safety committee.

We collect comments and suggestions from our employees directly through managers or employee representatives and these provide important input for the continuous improvement of HSE (health, safety, environment) measures. As part of our health and safety objectives, we have started preparations for the introduction of an ISO 45001 compliant system to reduce the risks arising from our operations through a consistent, standardised approach.

Promoting healthy lifestyles is also a priority for us and **we launched a voluntary programme in 2024 to support the physical and mental well-being of our employees.** This is another way of helping to provide a safe, motivating and productive working environment for everyone in the long term.

Key OSH indicators at Poultry Investing SA from 2022 to 2024

		Poultry Braşov			Oprea Avi Com			Poultry Integration Farms		
Occupational health and safety management system	Unit of measurement	2022	2023	2024	2022	2023	2024	2022	2023	2024
Total number of employees	persons	285	289	269	387	408	512	85	93	120
Total number of employees expressed as a percentage of employees covered by the management system	%	100	100	100	100	100	100	100	100	100
Number of staff audited by internal audit	persons	285	289	269	387	408	512	85	93	120
Percentage of staff audited by internal audit	%	100	100	100	100	100	100	100	100	100
Number of employees audited by external audit	persons	285	289	269	387	408	512	85	93	120
Percentage of employees audited by external audit	%	100	100	100	100	100	100	100	100	100
Number of accidents at work among workers		0	0	0	2	2	0	0	0	0
Number of fatal accidents at work	pcs	0	0	0	0	0	0	0	0	0
Rate of fatal accidents at work	%	0	0	0	0	0	0	0	0	0
Number of serious accidents	pcs	0	0	0	2	2	0	0	0	0
Serious accident rate	%	0	0	0	100	100	0	0	0	0
Number of deaths from occupational diseases	pcs	0	0	0	0	0	0	0	0	0
Number of occupational diseases to be reported	%	0	0	0	0	0	0	0	0	0
Total number of accidents to be reported	pcs	0	1	0	2	2	0	0	0	0
Total reported accident rate	%	0	100	0	100	100	0	0	0	0
Number of accidents at work among non-workers		0	0	0	0	0	0	0	0	0

Employment, diversity, loyalty

(GRI 2-7, 2-8, 2-26, 401-1, 401-2, 401-3, 405-1)

Our employees are the cornerstone of our long-term success. We are dedicated to providing a fair, safe, and supportive workplace where every team member can contribute value, grow professionally, and foster lasting commitment to the company. We are committed to maintaining a fair, safe and supportive working environment where all colleagues can create value, develop and build long-term loyalty to the company. Our strategy focuses on stable employment, ensuring equal opportunities in the workplace and strengthening an inclusive and diverse corporate culture.

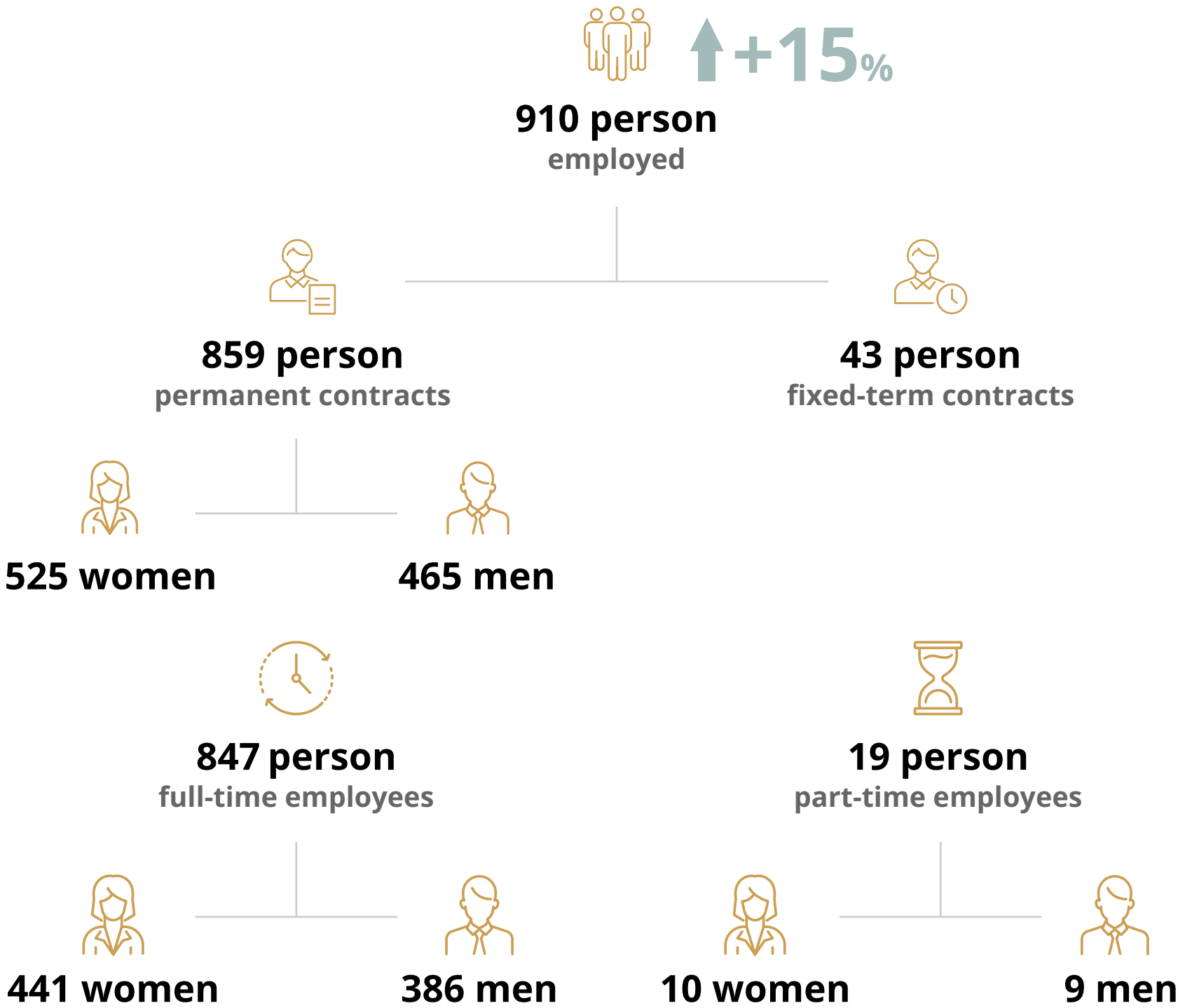
In 2024 Poultry Investment employed a **total of 910 people**, a significant increase of 15% compared to the 906 employees in 2023. We are proud to be able to provide stable and long-term employment opportunities through this growth.

The number of colleagues with **permanent contracts reached 859**. The number of women with permanent contracts was 525, while the number of men was 465. At the same time, we have 43 colleagues on fixed-term contracts, all of whom have full-time status. **The total number of full-time employees is 847**, of whom 441 are women and 386 men, while **19 people are employed part-time** - 10 women and 9 men. In 2024, the number of **other employees was four**.

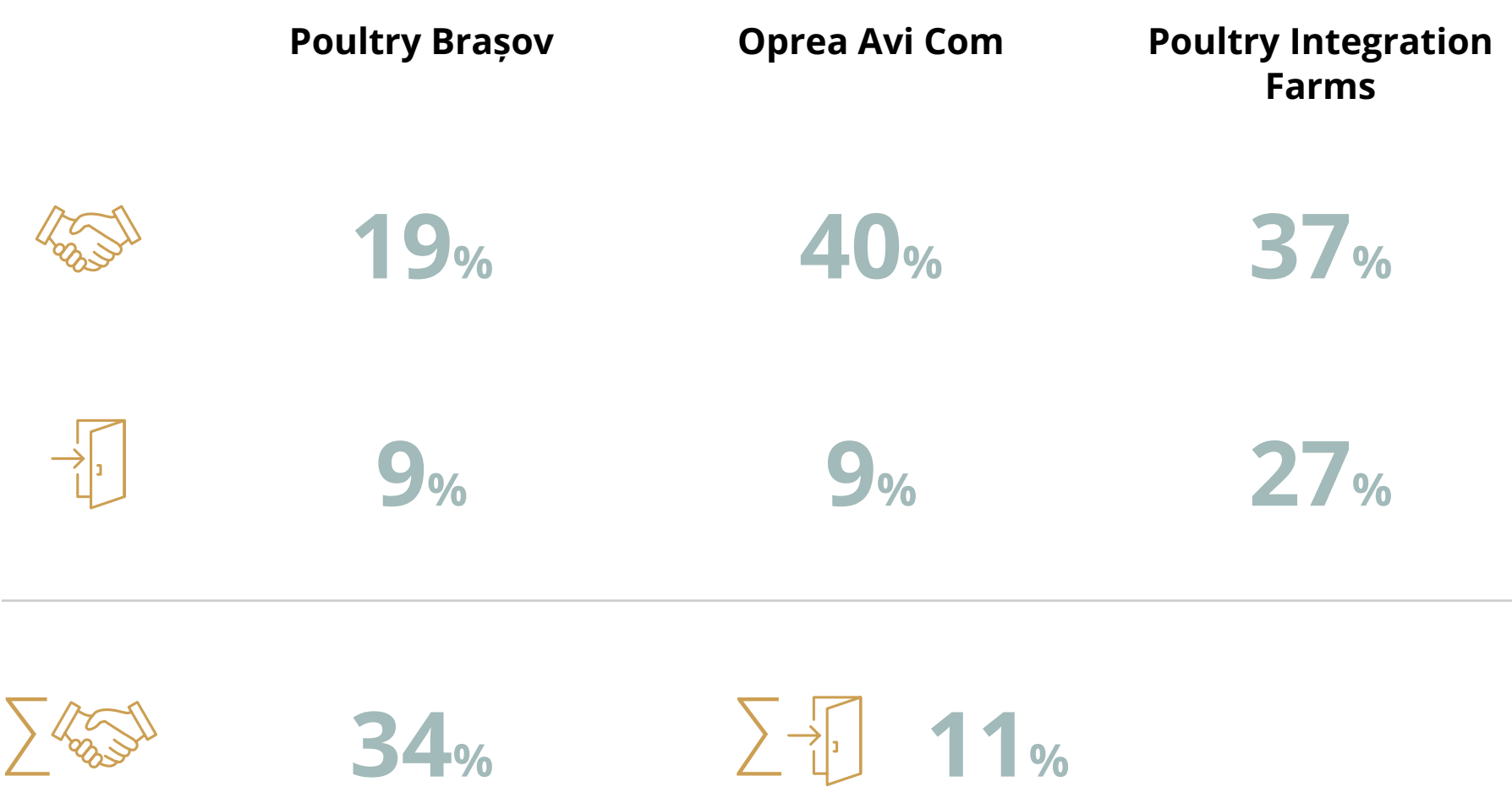
In 2024, staff turnover patterns varied noticeably across the three companies in our group. Entry turnover — the percentage of new hires compared to total staff — was highest at Oprea Avi Com, reaching 40%, followed by Poultry Integration Farms at 37% and Poultry Braşov at 19%.

When it comes to exit turnover — the percentage of employees leaving the company — Poultry Integration Farms SRL recorded the highest rate at 27%, while Oprea Avi Com SRL had 9% and Poultry Braşov SRL also had 9%. Looking at the group as a whole, the overall entry turnover for 2024 was 34%, and the overall exit turnover was 11%. These figures highlight differences in workforce dynamics across our entities, reflecting variations in operational needs, local labour markets, and job role characteristics.

2024 - Poultry Investment Employment data



2024 - Poultry Investment Turnover data





Employment at Poultry Investment from 2022 to 2024

		Poultry Braşov			Oprea Avi Com			Poultry Integration Farms		
	Unit of measurement	2022	2023	2024	2022	2023	2024	2022	2023	2024
Total number of employees (fixed-term + permanent + without guaranteed working time)	persons	285	270	273	418	453	517	85	93	120
women	persons	145	109	111	253	274	302	44	41	49
men	persons	139	161	211	165	179	215	41	52	71
employees with a fixed-term contract	persons	0	33	33	11	10	10	0	0	0
full-time employees	persons	0	33	33	11	10	10	0	0	0
women	persons	0	0	0	0	0	0	0	0	0
men	persons	0	33	33	11	10	10	0	0	0
part-time employees	persons	0	0	0	0	0	0	0	4	6
women	persons	0	0	0	0	0	0	0	1	3
men	persons	0	0	0	0	0	0	0	3	3
staff with a permanent contract	persons	275	248	237	407	443	502	85	93	120
full-time employees	persons	275	241	231	407	443	502	85	89	114
women	persons	140	116	107	253	274	288	44	40	46
men	persons	135	125	124	154	169	214	41	49	48
part-time employees	persons	0	2	6	6	7	7	0	4	6
women	persons	0	1	2	6	6	5	0	1	3
men	persons	0	1	4	0	1	2	0	3	3
other employees, non-employees (temporary agents, agents, contractors, etc.)	persons	0	0	0	4	4	4	0	0	0

Staff turnover at Poultry Investment between 2022 and 2024

		Poultry Braşov			Oprea Avi Com			Poultry Integration Farms		
	Unit of measurement	2022	2023	2024	2022	2023	2024	2022	2023	2024
number of new employees	persons	101	90	53	109	124	209	12	26	44
women	persons	37	19	22	41	43	95	5	10	22
men	persons	64	71	31	68	81	114	7	16	22
number of employees leaving	persons	12	16	25	25	17	44	18	28	32
women	persons	4	7	16	5	4	20	12	20	19
men	persons	8	8	9	20	13	24	6	8	13
number of dismissed workers (excluding workers resigning themselves)	persons	0	0	0	0	0	0	0	0	0
employee turnover rate in the reporting period (= number of new employees / total number of employees * 100)	%	35%	31%	18%	22%	23%	32%	14%	27%	36%
women	%	13%	7%	8%	14%	14%	25%	6%	10%	18%
men	%	22%	25%	11%	31%	33%	39%	8%	10%	18%

Diversity in Poultry Investment between 2022 and 2024

		Poultry Braşov			Oprea Avi Com			Poultry Integration Farms		
	Unit of measurement	2022	2023	2024	2022	2023	2024	2022	2023	2024
number under 30	persons	35	35	43	40	47	57	7	11	15
women	persons	13	9	11	14	17	20	2	4	3
men	persons	22	26	32	26	30	37	5	7	12
percentage of employees under 30	%	12%	12%	16%	10%	10%	11%	8%	11%	12%
women	%	5%	3%	4%	3%	4%	4%	2%	4%	2%
men	%	8%	9%	12%	6%	7%	7%	5%	7%	10%
number of employees aged 30-50	persons	123	132	128	220	250	294	34	42	54
women	persons	68	57	57	131	146	166	16	16	26
men	persons	55	75	71	89	104	128	18	26	28
share of workers aged 30-50	%	43%	46%	47%	53%	55%	58%	39%	44%	44%
women	%	24%	20%	21%	31%	32%	31%	18%	17%	21%
men	%	19%	26%	26%	21%	23%	26%	21%	27%	23%
number of employees over 50	persons	127	122	96	156	156	166	46	43	53
women	persons	64	56	43	108	110	116	20	22	29
men	persons	63	66	53	48	46	50	26	21	24
percentage of employees aged 50 and over	%	45%	42%	35%	37%	34%	32%	53%	45%	43%
women	%	22%	19%	16%	26%	24%	22%	23%	23%	24%
men	%	22%	23%	19%	11%	10%	10%	30%	22%	20%



Minority or vulnerable groups in Poultry Investment between 2022 and 2024

		Poultry Braşov			Oprea Avi Com			Poultry Integration Farms		
	Unit of measurement	2022	2023	2024	2022	2023	2024	2022	2023	2024
number of minority or vulnerable groups	pcs	0	0	0	0	0	0	0	0	0
number of other specified groups	pcs	0	0	0	0	0	0	0	0	0
proportion of minority or vulnerable groups	%	0%	0%	0%	0%	0%	0%	0%	0%	0%
other specified groups	%	0%	0%	0%	0%	0%	0%	0%	0%	0%
number and percentage of the following groups in the governing bodies of the organisation, in different categories:										
number under 30	persons	0	0	0	0	0	0	1	1	1
women	persons	0	0	0	0	0	0	0	0	0
men	persons	0	0	0	0	0	0	1	1	1
percentage of employees under 30	%	0%	0%	0%	0%	0%	0%	0%	1%	1%
women	%	0%	0%	0%	0%	0%	0%	0%		0%
men	%	0%	0%	0%	0%	0%	0%	0%	0%	1%
number of employees aged 30-50	persons	7	12	7	11	11	14	10	10	12
women	persons	4	5	4	0	0	0	3	3	5
men	persons	3	7	3	11	11	14	7	7	7
share of workers aged 30-50	%	2%	4%	3%	2	2	2	11	10	10
women	%	1%	2%	1%	0%	0%	0%	2%	3%	4%
men	%	1%	2%	1%	2%	2%	2%	8%	7%	6%

		Poultry Braşov			Oprea Avi Com			Poultry Integration Farms		
	Unit of measurement	2022	2023	2024	2022	2023	2024	2022	2023	2024
number of employees over 50	persons	4	5	4	2	2	5	0	0	0
women	persons	3	3	3	1	1	1	0	0	0
men	persons	1	2	1	1	1	4	0	0	0
percentage of employees aged 50 and over	%	1%	2%	1%	0%	0%	1%	0%	0%	0%
women	%	1%	1%	1%	0%	0%	0%	0%	0%	0%
men	%	0%	1%	0%	0%	0%	0%	0%	0%	0%
number of minority or vulnerable groups	pcs	0	0	0	0	0	0	0	0	0
number of other specified groups	pcs	0	0	0	0	0	0	0	0	0
proportion of minority or vulnerable groups	%	0%	0%	0%	0%	0%	0%	0%	0%	0%
other specified groups	%	0%	0%	0%	0%	0%	0%	0%	0%	0%
ratio between basic wages women to men										
women - manager	%	0%	0%	0%	1%	1%	1%	0%	0%	0%
men - manager	%	8%	9%	7%	10%	12%	8%	0%	0%	3%
women - middle manager	%	8%	5%	3%	2%	3%	3%	0%	0%	0%
men - middle manager	%	4%	4%	6%	3%	5%	5%	4%	5%	6%
women - staff	%	46%	40%	39%	54%	50%	50%	44%	44%	39%
men - staff	%	54%	60%	61%	46%	50%	50%	51%	56%	53%

Parental leave at Poultry Investment from 2022 to 2024

		Poultry Braşov			Oprea Avi Com			Poultry Integration Farms		
	Unit of measurement	2022	2023	2024	2022	2023	2024	2022	2023	2024
Total number of workers entitled to parental leave	persons	0	0	0	0	0	0	0	0	0
women	persons	0	0	0	0	0	0	0	0	0
men	persons	0	0	0	0	0	0	0	0	0
total number of employees taking parental leave	persons	6	5	3	15	14	19	0	0	0
women	persons	6	4	2	10	10	16	0	0	0
men	persons	0	1	1	5	4	3	0	0	0
number of employees returning to work after the end of parental leave in the reporting period	persons	4	2	2	3	6	9	0	0	0
women	persons	4	1	1	0	5	5	0	0	0
men	persons	0	1	1	3	1	4	0	0	0
number of workers who re-turned to work after parental leave and were still employed 12 months after their return	persons	4	2	2	3	4	11	0	0	0
women	persons	4	1	1	0	3	7	0	0	0
men	persons	0	1	1	3	1	4	0	0	0
return to work and retention rates of workers on parental leave	%	2%	1%	1%	20%	43%	47%	0%	0%	0%
women	%	1%	0%	0%	0%	5%	31%	0%	0%	0%
men	%	0%	0%	0%	60%	25%	0%	0%	0%	0%

Commuting and loyalty at Poultry Investment between 2022 and 2024

		Poultry Braşov			Oprea Avi Com			Poultry Integration Farms		
	Unit of measurement	2022	2023	2024	2022	2023	2024	2022	2023	2024
number of disabled workers on the last day of the year	persons	0	0	0	0	0	0	0	0	0
of which women	persons	0	0	0	0	0	0	0	0	0
of which men	persons	0	0	0	0	0	0	0	0	0
number of employees as follows										
commuters from the local community (within 25 km)	persons	259	266	266	310	348	398	61	62	83
commuters outside the 25 km radius	persons	26	3	3	79	72	92	26	22	26
commuters within 50 km	persons	0	20	4	29	33	27	0	12	13
loyalty										
number of employees who have been with the company for at least 5 years	persons	71	58	49	245	265	314	87	96	122
of which women	persons	41	30	23	137	146	185	48	42	58
of which men	persons	30	28	26	108	119	153	39	54	64
number of employees who have been with the company for at least 10 years	persons	44	36	30	84	93	109	0	0	0
of which women	persons	27	23	20	51	60	75	0	0	0
of which men	persons	17	13	10	33	33	34	0	0	0
number of employees who have been with the company for at least 15 years	persons	22	16	14	89	95	94	0	0	0
of which women	persons	18	14	11	65	68	66	0	0	0
of which men	persons	4	2	3	24	27	28	0	0	0

Diversity

At the member companies of Poultry Investment our priority is to develop an organisational culture based on respect, fairness and inclusion. We believe that a diverse, value-based workplace creates a stronger community and contributes directly to our long-term business success.

Diversity and equality are integral to our corporate values. We ensure equal opportunities for all our employees regardless of gender, age, ethnic or national origin, religious beliefs, sexual orientation or any other characteristic protected by law. Our aim is to make all our employees feel that their performance matters and that their human dignity is always respected. To this end, we have clear, written equal opportunities policies to ensure that discrimination is prevented. Our internal management systems regularly assess equality in practice and ensure that decisions in the workplace are transparent and fair.

Our zero tolerance policy against discrimination is supported by the confidential reporting channels we provide for our employees to report any suspected discrimination. We also provide regular trainings on diversity, inclusion and ethical working practices.

Performance and aptitude are also a primary consideration in our recruitment and promotion processes, and we are committed to ensuring that all our employees have equal opportunities to progress in their careers.

Our organisation did not record a single case of discrimination in 2024, demonstrating that our values-based approach and inclusive culture is not just a matter of principle, but also a reality in our daily practice. The loyalty and commitment of our staff confirms that we are on the right track.

Corporate social responsibility

(GRI 413-1, 413-2)

For Poultry Investment, corporate social responsibility is not just an ancillary activity but a pillar of our operations. We believe that our business results must go hand in hand with supporting the development of the communities in which we are involved. In our social engagement we are particularly committed to education, sport, culture, social care and strengthening local communities. We carry out our activities in a transparent way, responding to local needs and as active partners, despite a challenging economic environment. In 2024 two of our key companies, Oprea Avi Com and Poultry Braşov, provided a total of Lei 169 615 in support to various organisations in the form of financial contributions and meat products.



Our support is organised around five main areas:



1. Support for education and youth

It is important for us that the future generation has access to the right opportunities. In this spirit, we have supported the *Cezara Codruța Marica Foundation*, the *Hungarian Students' Association in Cluj*, the *Alexandru Papiu National Association of College Parents* and the *Parents' Committee of the Székely Miko College*. These organisations are involved in talent management, academic support and school community building. Of particular importance to us is the support of the two university colleges run by the **Zsolt Antal Foundation**, where talented students receive targeted development. These students often **participate in our internship programmes**, and in recent years we have recruited a number of new staff among them, so the programme contributes to the long-term renewal and professional development of our company.



2. Sport and healthy lifestyle

We believe that sport creates community and contributes to physical and mental well-being. We have sponsored *Viitorul Ungheni Sports Club Association*, *Dimas Sports Club*, *Sakura Sports Club*, *Power GYM Sports Club Association*, *Sepsi-SIC Sports Club Association* and *Tirgu Mureş Road Runners Association*. These sponsorships are aimed at developing young athletes and strengthening amateur sports activities.



3. Culture and community values

Culture is the basis of community identity, which is why we have proudly supported the *National Theatre of Târgu Mureş*, the *Romanian Radio Society*, the *Association of Braşov Newspapers*, the *Grai Ardelean* and *Hodacului Cultural Heritage Associations* and the *Comori de Suflet Cultural Association*. These organisations work to preserve and develop community culture.



4. Social care and assistance

With the support of the *Solidaris Association*, the *Doctors for Villages Association* and the *Sanpaul Strength Association* we have contributed to social care, health support and assistance to the disadvantaged.



5. NGOs and partnerships

It is important for us to support professional cooperation and an active public life. In this spirit, we have supported the *Târgu Mureş Agronomists Association*, the *DOMINO Association*, the *HMIK Association* and the *RIF Association*, which carry out community organising and development work in their respective fields.

For us, social responsibility is not a campaign gesture but part of a long-term, conscious operation. We use our support to help achieve goals that have a real and lasting impact on people's lives and strengthen communities.

Support for education and youth

Poultry Investment supports educational initiatives that combine academic learning with practical experience. By partnering with university organizations, the company helps students develop industry-relevant skills, gain real-world exposure, and build the competencies needed for future career success.



1. Business Consulting Club (GTK)

Poultry Investment supports the professional programs of the GTK Business Consulting Club, which provides economics students at Babeş-Bolyai University, Cluj-Napoca with practical learning opportunities. The club's activities include business case studies, industry analyses, management shadowing programs, and professional lectures. Poultry Investment not only offers financial support such as sponsoring the Case Study Competition in Cluj-Napoca but also actively participates in the club's activities. Members of the company's leadership team take part as speakers in the "Conversations with leaders" training series, participate in the management shadowing program, and, together with CEO Laczkó Dénes, have launched the "Entrepreneur school" program series, which provides participants with practical business knowledge. There's to mention that many GTK members, after graduating from the University, became our colleagues.



2. Agro Consulting Club (ACC)

Poultry Investment funded and supports the work of the Agro Consulting Club, which operates within the framework of University of Agricultural Sciences and Veterinary Medicine of Cluj-Napoca. The club offers agricultural and agri-business students fieldwork, professional visits, and corporate shadowing opportunities. Its aim is to give members direct exposure to the operations, technological processes, and business models of the agricultural sector. The support enables students to apply their classroom knowledge in practical, corporate settings.



Corporate governance

(GRI 2-19, 2-20, 2-21, 2-30)

The governance structure of the Poultry Investment is built around the principles of transparency, efficient operations and sustainable development. Our governance model aims to ensure the stability of the operations of the Group, the achievement of strategic objectives and the alignment of shareholder interests with social and environmental responsibility.

The governing bodies of Poultry Investment are:

- General Assembly of Shareholders
- Board of Directors: Alpár Kiss, Miklós Kerecsi, Emanuel Oprea
- CEO: Zsolt Dénes Laczkó

The members of the Board of Directors are elected by the General Meeting of Shareholders for a two-year renewable term of office. The Chairman of the Board is elected by the General Meeting from among the members proposed by the shareholders of Poultry. The CEO does not chair the Board of Directors. The nomination procedure is transparent and based on shareholder consensus: each shareholder is obliged to support the director nominee proposed by the other party, unless there is a legal disqualification.

The Chairman of the highest governance body, the Board of Directors, does not hold the position of CEO and is not involved in the day-to-day operational management of the company. This ensures a clear separation of governance functions and executive responsibilities, which contributes to transparency, control

mechanisms and independent strategic oversight. The Chairman is primarily responsible for coordinating the functioning of the Board of Directors and representing the long-term interests of the Group to shareholders.

Poultry Braşov, formerly known as Avicod, has a simplified governance structure. The governing bodies of the company are: the sole shareholder, who exercises the rights of the general meeting, and the administrators, Peter Árpád and Adrian Manole, who are responsible for the operational management of the company. The management is carried out by Peter Árpád, who has been appointed for a two-year term of office and performs his duties in accordance with Article 8.6 of the company's Articles of Association and the Romanian Company Law 31/1990. This structure ensures that the management of the company is responsible, legally sound and in line with our strategic orientations.

Oprea Avi Com started as a family business and its management was based on a one-person management for a long period of time. Operational management has been delegated to the Managing Director who is responsible for day-to-day operations. Although the ownership structure has since changed - Poultry Investment has become the majority shareholder - continuity of management has been maintained. Poultry Braşov is managed by a three-member Board of Directors, one of whom also serves as Chief Executive Officer. The other two members represent the shareholders of Poultry Investment and Poultry Integration Farms.

In our Group the Board of Directors is responsible for setting sustainability objectives, overseeing strategic decisions and their implementation. Day-to-day coordination of operations is carried out by the Executive Directors, who are responsible for achieving financial, environmental and social indicators. The targets and work plan related to the indicators are defined by the managers together with the heads of the functional units. Progress is monitored at monthly and quarterly meetings, where managers analyse results, assess risks and make corrective recommendations where necessary.

There are currently no advisory committees (e.g. audit or ethics committees) in the Group, given that the rationalisation of the company structure is still ongoing. Each subsidiary's own management is responsible for the implementation of the sustainability strategy, but the framework is set by the holding company, Poultry Investment. The management of the holding company evaluates the progress made on a quarterly basis and determines the future directions for improvement.

Intra-group tax compliance, financial reporting and transparency are prepared in accordance with the International Financial Reporting Standards (IFRS), which are audited by an independent external auditor. This ensures that our financial and governance practices are not only effective but also ethical and legally compliant.

ORGANIGRAM

We are incredibly proud of our colleagues, whose dedication and passion drive our success every day. They consistently go the extra mile — not just meeting expectations, but exceeding them — and their hard work is recognised both inside and outside the company. Thanks to their commitment, we have earned numerous awards and certifications, such as RINA, ÉMIN, and others, with more being added to our list each year. Each recognition — whether a certificate, trophy, or industry award — is the result of teamwork, perseverance, and a shared commitment to doing things right.

L0

CEO

L1

COO

CQO

CFO

Broiler Director

Logistics Director

Procurement Director

Technical Director

Local Operations
Director

Retail Director

Marketing Director

Sales Director

Controlling Director

Financial Director, Risk
& Treasury Division

Human Resources
Director

L2

“Operational excellence today must serve the needs of tomorrow. By embedding sustainability into every stage of our operations, we reduce waste, optimize resources, and create long-term value for our customers, partners, and communities.”

— Mr. Baris Basak, Chief Operating Officer

Ethical operation

(GRI 2-15, 2-16, 2-23, 2-24, 2-25, 2-26, 2-27, 205-1, 205-2, 205-3, 406-1)

Poultry Investment operates on the basis of sound governance documents, such as the **Articles of Association, the Articles of Association of Oprea Avi Com and Poultry Braşov, and the related organisational and operational rules**. The day-to-day operations of the Group are organised and monitored in accordance with these documents and in compliance with the relevant Romanian and international labour, economic and social legislation. We treat ethical conduct as a core value at all levels and strive to set clear expectations for all our employees, partners and suppliers regarding fair and responsible business conduct.

We do not employ workers under the age of 18 and we take a firm stance against any practices that may be associated with child labour or any form of forced or compulsory labour. There is no room for exploitation either in our own operations or in our supply chain. **We did not identify any risks of this type in 2024**, but we developed internal procedures and supplier assessment criteria based on respect for sustainability, human rights and labour rights to prevent it. Our aim is to develop a transparent and fair relationship with our partners, based on long-term trust and ethical cooperation. If there is any suspicion of abuse, we launch an immediate investigation and, if necessary, terminate the business relationship concerned.

Business ethics and conduct - animal welfare at Poultry Investment

For Poultry Investment ethical business practice means not only complying with the law but also taking a deeper moral responsibility - especially when it comes to living animals. Our business ethics are based on the principle of "breeding - growing - table", along which we organise all our decisions and activities.

This system not only governs the technical aspects of farming but also reflects our values: dignity, care and responsibility.

We breed only animals that are healthy, have well-adapted genetic traits and are well suited to our various breeding objectives - whether for laying or meat production. The animals are kept in the most modern conditions possible: in air-conditioned and ventilated sheds, in natural straw beds with free range of movement, and with feeding and lighting programmes adapted to their rhythm of life.

We place particular emphasis on veterinary prevention: chicks receive their first vaccination at the hatchery, followed by three more during their growth. The effectiveness of the vaccines is monitored by regular laboratory blood tests. The chickens are fed with natural ingredients: corn, wheat, soy, vegetable oils, a careful mix of vitamins and minerals to ensure optimal development, immunity and muscularity.

Strict animal welfare rules are applied at the slaughterhouse. Chickens are humanely stunned immediately, minimising any pain or stress. Processing is carried out using modern machinery and by well-trained technicians who work to the strictest hygiene and animal welfare protocols. The entire process is monitored and documented to ensure that the products that reach the consumer are from reliable, traceable sources and produced in a welfare-friendly manner.

We are aware that ethics should not just mean documents and procedures but be present in all our daily practices. Although we do not yet have a dedicated Ethics and Compliance Officer, we work with specialist lawyers and consultants to ensure that all our activities meet the highest standards of ethics and transparency. We are also continuously training our staff along these principles and aim to have a Group-wide Code of Ethics in place by 2025 as well as an integrated complaints reporting and feedback system.



“Quality and sustainability are inseparable. By upholding the highest standards in our processes and products, we ensure safety, reduce environmental impact, and deliver lasting value that our stakeholders can trust.”
— Mr. Ovidiu Oprea, Quality Director



Product development and quality management

(GRI 416-1, 416-2)

Poultry Investment is committed to always offering its consumers safe, controlled and high quality poultry meat. To this end, the group's quality management system and operations are developed in accordance with a number of recognised international standards. Our system covers the entire poultry processing chain from slaughter to packaging, and complies with SR EN ISO 22000:2019 and IFS Food Safety, BRC Global Standard and ISO 9001:2015 quality management standards. In addition, our group is RINA certified for antibiotic-free production.

The quality, food safety and environmental policy of the company is set by our senior management, taking into account consumer expectations, legal requirements, environmental impacts and employee responsibilities. Our employees are informed about the policy through internal training and information boards.

Our Quality Director is **Ovidiu Oprea**, who is responsible for developing and maintaining the system, monitoring quality performance, detecting defects, conducting audits and implementing corrective-preventive actions.

In the day-to-day operations the application of the food safety system is ensured through a management representative. All our employees are aware of their responsibilities and roles in food safety. Internal communication and training is designed to ensure that all employees feel their own responsibility to protect consumer safety and brand reputation. In 2024 there were no non-compliance incidents with regard to our products and our quality management system.

The general objectives of food quality and safety are summarised in the table below:

- to produce legal and safe products of consistent quality
- to operate an effective traceability and alert system
- to optimise technological processes with sustainability aspects
- to improve the competence and awareness of workers
- to improve customer satisfaction
- to increase market share and sales volume
- to regularly evaluate the effectiveness of food safety
- to develop a food safety culture and incorporate common values

Management analyses are used to continuously monitor the functioning and effectiveness of the system and introduce corrective measures where necessary. We ensure compliance with standards and continuous improvement through audits, customer feedback, HACCP-based risk assessment and on-site inspections.

Through all of this we ensure that the operations of Poultry Investment are transparent, reliable and conducted in a system that ensures consumer safety at all levels. **There were no non-compliance incidents during the reporting period.**



Economic performance

(GRI 201-1, 201-2, 201-4, 203-1)

Poultry Investment maintained its financial stability and competitiveness in the poultry industry in 2024. Our group companies - Oprea Avi Com, Poultry Braşov and Poultry Integration Farms - continue to base their economic activities on a responsible and transparent business model. Particular attention is paid to improving operational efficiency, optimising the use of assets and ensuring long-term financial capacity. We actively support the local economy through our sourcing strategy: around 90% of our suppliers are domestic partners, with a particular focus on businesses in the regions where our sites are located.

One of the main challenges for 2024 was to manage the economic risks from climate change. Temperature fluctuations in our rearing sheds and on our farms, especially during the summer months, had a significant impact on the breeding cycle: mortality rates increased, feed conversion rates decreased and weight gain was below the average of previous years. According to our internal efficiency calculations these circumstances resulted in additional costs of approximately €1.5 million and a loss of revenue of around €2.2 million. To address this challenge, we have set out an investment plan of €400,000 for 2025, including the installation of state-of-the-art hall cooling systems on the most affected farms.

We continue to plan our group-wide investments to serve both our business objectives and sustainable development. We are constantly monitoring climate and economic risks as well as the environmental and social performance of our partners. We remain committed to supporting the economic development of local communities, sustainable value creation and transparent financial operations. Our annual financial statements are prepared in accordance with the International Financial Reporting Standards (IFRS) and certified by an external auditor.

“Sustainability is a sound investment in our future. By aligning our financial strategy with responsible environmental and social practices, we create resilient growth, safeguard resources, and ensure long-term prosperity for our company and community.”

— Mr. Levente Vigh, Chief Financial Officer



		Poultry Braşov	Oprea Avi Com	Poultry Integration Farms	Poultry Investment Group SA Total
ECONOMIC PERFORMANCE	Unit of measurement	2024			
Economic value generated (revenue)					
net revenue	million EUR	19.792	37.910	8.284	65.986
other revenue	million EUR	1.861	1.565	1.055	4.481
financial revenue	million EUR	0.002	0.023	0.019	0.044
Total revenue	million EUR	21.655	39.499	9.357	70.511
Economic value distributed					
operating costs (material costs + other costs excluding taxes + financial costs)	million EUR	18.149	30.752	8.458	57.360
wages and benefits (personnel costs excluding related taxes and contributions)	million EUR	4.034	7.737	1.627	13.398
payments to shareholders (dividends - dividends approved and paid during the financial year and recognised in profit after tax and retained earnings in the financial year preceding the financial year).	million EUR	0.000	0.000	0.000	0.000
payments to the State Treasury (corporate tax + profit tax + innovation levy + environmental product tax + pollution tax + payroll taxes)	million EUR	0.295	0.747	0.118	1.161
community investment (donations)	million EUR	0.003	0.030	0.000	0.033
Total economic value allocated	million EUR	22.483	39.266	10.203	71.952
Economic value retained					
retained earnings (profit after tax + depreciation - dividends)	million EUR	-0.828	0.233	-0.846	-1.441
EBITDA	EUR	351 355	2 244 534	538 169	3 134 058

“Technology and sustainability go hand in hand. By ensuring secure, efficient, and environmentally responsible IT infrastructure, we protect data, optimize resources, and support our company’s commitment to a greener, more connected future.”

— Mr. Lehel Kémenes, Head of Information Technology



Privacy

(GRI 418-1)

The data protection and IT infrastructure within Poultry Investment is assigned to the Finance Department with autonomous responsibilities. This includes, among other things, the procurement of equipment, IT security upgrades, and the consolidation and maintenance of IT networks. At the end of 2023 a major development project was launched in line with the Niche 2 requirements, which involved an assessment of existing systems and the start of the physical separation of the area and reinforcement with security tools such as cameras, alarms and more advanced virus protection. Infrastructure upgrades to improve the reliability of data transmission and the partial automation of the cutting lines of the plant were also launched.

One of the highlights of 2024 is that three departments in the Braşov work point switched to a single system between February and April 2024 so that data is centralised and synchronised. Thanks to the unification of Microsoft networks, three units belonging to different domains are now under one management, a major step forward from an IT point of view. **Electronic reporting forms** were introduced and a labelling project was launched in the second half of the year to bring all printing and packaging processes under central control. Detailed error management procedures are being developed. **At the regulatory level**, all electronic devices can only enter the company via the IT department and access to the network is only possible with MAC address-based authorisation. The data protection and IT operations of the company are governed by internal policies.

One of the most important developments in recent years has been the introduction of a digital HR and production management system, which is already in place at Oprea Avi Com and is in progress at Poultry Braşov. The solution **has reduced the use of paper** and enabled the integration of electronic signatures while giving employees direct access to their personal data and documents.

Going forward, the aim is to **further standardise IT systems, minimise paper-based communication and automate ordering processes** by testing a new digital platform. In addition, we are placing a strong emphasis on **monitoring energy data** with a particular focus on the operation of the solar park, a key element of our sustainability objectives.

Data protection achievements in recent years:



human resources reduces paper consumption

using technology and electronic document management



employee portal

through a dedicated employee portal employees have direct and immediate access to their personal HR data and documents. Employees can access and manage this information through a self-service interface with the exception of targets and appraisals, training programmes, leave and payroll.



electronic signature integration

the solution enables the integration of electronic signatures for employees, managers and employer representatives. This simplifies the process of signing HR documents, providing a convenient and efficient solution for signing these documents remotely.



flexible reporting

flexible reporting and detailed analyses form the basis for quick and informed decisions.

“Responsible risk management means thinking beyond numbers. By integrating sustainability into our financial decisions, we protect our assets, strengthen resilience, and contribute to a stable and sustainable future for all stakeholders.”

— Ms. Mihaela Moraru, Treasury and Risk Management



Risk management

The risk management practices of Poultry Investment have evolved steadily over the years and continue to play an important role in ensuring the stability and sustainability of our operations in 2024. Our risk management approach provides a comprehensive framework for identifying, assessing and managing financial, operational, environmental, regulatory and reputational risks. Risk management is implemented in an organisationally integrated way: line managers are the first line of defence, regularly reporting identified risks to senior management, while individual business units such as finance, controlling, legal and sales take an active role in managing them. CEOs are responsible for incorporating the impact of identified risks into strategic decisions and approving action plans to mitigate them.

On the financial side, two key risks had been prioritised for 2024. First, in managing **credit risk** we have further developed our customer rating system and introduced twice-weekly debt monitoring. For our clients we set specific credit limits, payment terms and guarantees which are constantly reviewed. In the event of late payments an automatic penalty system is triggered and we activate the blocking of new orders. On the other hand, we manage **foreign exchange risk** with a natural hedging strategy, matching our foreign currency revenues with our foreign currency liabilities. A separate **Risk Management and Treasury department** is responsible for monitoring risks.

At operational level the biggest challenges in 2023-2024 were potential outbreaks of disease on chicken farms and cyber security threats. To strengthen the security of our digital systems, we have launched further investments to improve our anti-virus infrastructure and network transparency. We focused on the risk of unauthorised access to IT systems and the protection of corporate data.

Addressing **environmental and climate risks** is also of strategic importance. Recent temperature fluctuations, the effects of the summer heatwave and the uncertainty of water supplies directly affect our production. A warming climate could lead to a 10-15% increase in costs over the rearing cycle, while the resulting loss of production could result in losses of up to €2.2 million. We therefore strengthened our monitoring systems and set water footprint reduction targets in 2024. Using the **World Resource Institute's Aqueduct tool** we identified that Braşov, Sibiu and Mureş counties are at high risk of water stress and developed a specific action plan for these areas, including mapping alternative water sources and increasing recycling opportunities.

In addressing these risks we aim not only to address them but also to identify opportunities - for example, to exploit opportunities in export markets or to increase efficiency through digital transformation. Risk management is thus closely linked to the long-term competitiveness and sustainability strategy of the company.



Glossary

Expression	English	Romanian
BRC Global	British Retail Consortium Global Standard	Standardul Global al Consorțiului Britanic de Retail
CORINAIR	Core Inventory of Air Emissions in Europe	Inventarul de bază al emisiilor atmosferice din Europa
CEO	Chief Executive Officer	Director General
CSR	Corporate social responsibility	Responsabilitate Socială Corporativă
EAD	Energy Avoided Emissions / Emission Avoidance by Design	Emisii Evitate prin Proiectare
E-PRTR	European Pollutant Release and Transfer Register	Registrul European al Emisiilor și Transferurilor de Poluanți
ESG	Environmental, Social, and Governance	Mediu, Social și Guvernanță
EU	European Union	Uniunea Europeană
UNITED NATIONS	United Nations	Organizația Națiunilor Unite
GHG	Green House Gases	Gaze cu Efect de Seră
GHG Protocol	Greenhouse Gas Protocol	Protocolul Gazelor cu Efect de Seră
GRI	Global Reporting Initiative	Inițiativa Globală de Raportare
HACCP	Hazard Analysis and Critical Control Points	Analiza Riscurilor și Punctele Critice de Control
HR	Human Resources	Resurse Umane
IFRS	International Financial Reporting Standards	Standarde Internaționale de Raportare Financiară
IFS	The International Featured Standard	Standardul Internațional Recunoscut
ICT	Information and Communication Technology	Tehnologia Informației și Comunicațiilor
IPCC	Intergovernmental Panel on Climate Change	Grupul Interguvernamental privind Schimbările Climatice
ISO	International Organization for Standardization	Organizația Internațională de Standardizare
ISO 22000	Food Safety Management System Standard	Standardul pentru Sistemul de Management al Siguranței Alimentelor
ISO 9001	Quality Management System Standard	Standardul pentru Sistemul de Management al Calității
ISO 45001	Occupational Health and Safety Management System	Standardul pentru Sănătate și Securitate Ocupațională

Expression	English	Romanian
kWh	Kilowatt hour	Kilowatt-oră
MJ	Megajoule	Megajoule
NACE	Statistical Classification of Economic Activities in EU	Clasificarea Statistică a Activităților Economice în UE
NMVOC	Non-methane volatile organic compound	Compuși organici volatili non-metan
OHS	Occupational Health and Safety	Sănătate și Securitate în Muncă
LPG	Liquefied petroleum gases	Gaze petroliere lichefiate
POP	Persistent Organic Pollutants	Poluanți Organici Persistenți
PM	Particulate Matter	Particule în suspensie
RINA	Registro Italiano Navale, Antibiotic-Free Certification	Organism internațional de certificare, certificat de producție fără antibiotice
SA 8000	Social Accountability Certification	Certificare pentru Responsabilitate Socială
Scope 1	Direct emissions that are generated on the company's sites, such as the combustion of natural gas, emissions from manufacturing processes and the use of fuel in vehicles.	Emisii directe generate în incintele companiei, cum ar fi arderea gazului natural, emisiile rezultate din procesele de fabricație și utilizarea combustibilului în vehicule.
Scope 2	Indirect emissions that do not take place on the company's sites but are linked to the energy sources used, such as purchased electricity, district heating and steam consumption, whose use contributes to emissions.	Emisii indirecte care nu au loc în incintele companiei, dar sunt legate de sursele de energie utilizate, cum ar fi energia electrică achiziționată, încălzirea centralizată și consumul de abur, a căror utilizare contribuie la emisiile generate.
Scope 3	Indirect emissions (upstream and downstream) that are outside the direct control of the company. The treatment of products that become waste, the use of public transport by employees, or emissions from the transport of products sold are the responsibility of the company throughout the value chain.	Emisii indirecte (amonte și aval) care se află în afara controlului direct al companiei. Tratarea produselor care devin deșeuri, utilizarea transportului public de către angajați sau emisiile generate de transportul produselor vândute sunt responsabilitatea companiei pe întregul lanț valoric.
SDG	Sustainable Development Goals	Obiective de Dezvoltare Durabilă
SDGS	Organizational and Operational Rules	Regulamente Organizatorice și Operaționale
TSP	Total Suspended Particulates	Particule Suspendate Totale
UCPR	Romanian Association of Poultry Breeders	Asociația Crescătorilor de Păsări din România
VOC	Volatile Organic Compounds	Compuși Organici Volatili

GRI index

GRI Standard	Disclosure	Chapter	Page number	Direct response / Justification in case of omission
General disclosures				
GRI 2: General Disclosures 2021	2-1 Organisational details	About our report	4	There is no external assurance for our report.
	2-2 Entities included in the organisation's sustainability reporting	About our report	4	
	2-3 Reporting period, frequency and contact point	About our report	4	
	2-4 Restatement of information	About our report	4	
	2-5 External assurance	About our report	4	
	2-6 Activities, value chain and other business relationships	About Poultry Investment	5	
		Activities	6	
		Value chain and supply chain	7	
	2-7 Employees	Employment, diversity, loyalty	26	
	2-8 Workers who are not employees	Employment, diversity, loyalty	5, 26	
	2-9 Governance structure and composition	About Poultry Investment	5	
		Corporate governance	33	
	2-10 Nomination and selection of the highest governance body	About Poultry Investment	5	
		Corporate governance	33	
	2-11 Chair of the highest governance body	Corporate governance	33	
	2-12 Role of the highest governance body in overseeing the management of impacts	About our report	4	
		Corporate governance	33	
	2-13 Delegation of responsibility for managing impacts	About Poultry Investment	4	
		Corporate governance	33	
	2-14 Role of the highest governance body in sustainability reporting	About our report	4	
		Corporate governance	33	

GRI Standard	Disclosure	Chapter	Page number	Direct response / Justification in case of omission
GRI 2: General Disclosures 2021	2-15 Conflicts of interest	Ethical operation	35	
	2-16 Communication of critical concerns	Ethical operation	35	
	2-17 Collective knowledge of the highest governance body	Value chain and supply chain	7	
	2-18 Evaluation of the performance of the highest governance body	Corporate governance	33	
	2-19 Remuneration policies	Employee well-being	22	
	2-20 Process to determine remuneration	Employee well-being	22	
	2-21 Annual total compensation ratio		-	Our Group considers this a business secret.
	2-22 Statement of sustainable development strategy	Foreword	3	
		Sustainability strategy	11	
	2-23 Policy commitments	Corporate governance	33	
		Ethical operation	35	
	2-24 Embedding policy commitments	Sustainability strategy	11	
		Corporate governance	33	
		Ethical operation	35	
	2-25 Processes to remediate negative impacts	Ethical operation	35	
	2-26 Mechanisms for seeking advice and raising concerns	Ethical operation	35	
	2-27 Compliance with laws and regulations	Ethical operation	35	
	2-28 Membership associations	Membership	10	
	2-29 Approach to stakeholder engagement	Stakeholders	13	
	2-30 Collective bargaining agreements	Employee well-being	22	
Material topics				
GRI 3: Material topics 2021	3-1 Process to determine material topics	Materiality assessment	13	
	3-2 List of material topics	Material topics	13	
	3-3 Management of material topics	Material topics	13	
Economic performance				



GRI Standard	Disclosure	Chapter	Page number	Direct response / Justification in case of omission
GRI 201: Economic performance 2016	201-1 Direct economic value generated and distributed	Economic performance	37	Our company has no such obligations.
	201-2 Financial implications and other risks and opportunities due to climate change	Economic performance	37	
	201-3 Defined benefit plan obligations and other retirement plans	Economic performance	37	
	201-4 Financial assistance received from government	Economic performance	37	
Indirect economic effects				
GRI 203: Indirect economic impacts 2016	203-1 Infrastructure investments services supported	Economic performance	37	
	203-2 Significant indirect economic impacts	Value chain and supply chain	7	
Anti-corruption				
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Ethical operation	35	
	205-2 Communication and training about anti-corruption policies and procedures	Ethical operation	35	
	205-3 Confirmed incidents of corruption and actions taken	Ethical operation	35	
Energy				
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	Energy consumption	15	In 2024 we had no verified energy reduction.
	302-2 Energy consumption outside of the organisation	Energy consumption	15	
	302-3 Energy intensity	Energy consumption	15	
	302-4 Reduction of energy consumption	Energy consumption	15	
	302-5 Reductions of energy requirements of products and services	Energy consumption	15	
Water and Effluents				
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water and wastewater management	21	
	303-2 Management of water discharge-related impacts	Water and wastewater management	21	
	303-3 Water withdrawal	Water and wastewater management	21	
	303-4 Water discharge	Water and wastewater management	21	
	303-5 Water consumption	Water and wastewater management	21	
Emissions				

GRI Standard	Disclosure	Chapter	Page number	Direct response / Justification in case of omission
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Emissions	16	
	305-2 Indirect (Scope 2) GHG emissions	Emissions	16	
	305-3 Other indirect (Scope 3) GHG emissions	Emissions	16	
	305-4 GHG emission intensity	Emissions	16	
	305-5 Reduction of GHG emissions	Emissions	16	
Waste				
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste management	18	
	306-2 Management of significant waste-related impacts	Waste management	18	
	306-3 Waste generated	Waste management	18	
	306-4 Waste diverted from disposal	Waste management	18	
	306-5 Waste directed to disposal	Waste management	18	
Employment				
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Employment, diversity, loyalty	26	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employment, diversity, loyalty	26	
	401-3 Parental leave	Employment, diversity, loyalty	26	
Occupational health and safety				
GRI 403: Occupational health and safety 2018	403-1 Occupational health and safety management system	Occupational health and safety	25	
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational health and safety	25	
	403-3 Occupational health services	Occupational health and safety	25	
	403-4 Worker participation, consultation, and communication occupational health and safety	Occupational health and safety	25	
	403-5 Worker training on occupational health and safety	Occupational health and safety	25	
	403-6 Promotion of worker health	Occupational health and safety	25	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational health and safety	25	



GRI Standard	Disclosure	Chapter	Page number	Direct response / Justification in case of omission
GRI 403: Occupational health and safety 2018	403-8 Workers covered by an occupational health and safety management system	Occupational health and safety	25	
	403-9 Work-related injuries	Occupational health and safety	25	
	403-10 Work-related ill health	Occupational health and safety	25	
Training and education				
GRI 404: Training and education 2016	404-1 Average hours of training per year per employee	Training and education	23	404-1 Comprehensive tracking and recording of data and indicators on training hours will be presented in a later report.
	404-2 Programmes for upgrading employee skills and transition assistance programs	Training and education	23	
	404-3 Percentage of employees receiving regular performance and career development reviews	Training and education	23	404-3 Comprehensive monitoring and recording of data and indicators on training hours will be presented in a later report.
Diversity and equal opportunity				
GRI 405: Diversity and equal opportunity 2016	405-1 Diversity of governance bodies and employees	Employment, diversity, loyalty	26	
	405-2 Ratio of basic salary and remuneration of women to men	Employment, diversity, loyalty	26	Our company offers its employees a competitive benefits package with no gender pay differentiation.
Non-discrimination				
GRI 406: Non- discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Ethical conduct	35	
Local communities				
GRI 413: Local communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Social responsibility	31	No potential negative impacts under GRI 413-2 were identified.
	413-2 Operations with significant actual and potential negative impacts on local communities	Social responsibility	31	
Customer health and safety				
GRI 416 Customer health and safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Product development and quality management	36	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Product development and quality management	36	
Customer privacy				
GRI 418: Customer privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Privacy	38	