

Poultry Investment SA

ESG Report

2025



CONTENT

Foreword	3	Environment	15
About the report	4	Energy consumption	16
About Poultry Investment SA	5	Emissions	17
Facts and figures (2025)	5	Waste management	20
Advancements in 2025	6	Water and wastewater management	22
Activities	6	Society	23
Value chain and supply chain	8	Employee well-being	23
Mission, Vision and Values	9	Training and education	25
Milestones	10	Occupational health and safety	27
Certificates	11	Employment, diversity, loyalty	29
Awards	11	Corporate Social Responsibility	33
Membership	11	Corporate governance	35
Sustainability strategy	12	Ethical operation	37
Contributing to the UN Sustainable Development Goals	13	Product development and quality management	39
Stakeholders	14	Supplier Environmental and Social Screening	40
Materiality assessment	14	Economic performance	40
Material topics	14	Privacy	43
		Glossary	45
		GRI-index	46

FOREWORD

(GRI 2-22)

Dear Readers, Partners and Colleagues,

This is our second GRI-aligned ESG Report, reflecting a year of significant progress and transformation for Poultry Investment. **In 2025, our net revenue reached EUR 88.95 million, representing an increase of approximately 35% compared with the previous year.** This growth was accompanied by important developments in both our business model and our organisation.

We expanded our activities into **further processed poultry products**, adding a new dimension to our integrated value chain through the **Puiul de Crăiești Bistro and Select product ranges**. This step enables us to move further into higher value-added products, respond to evolving consumer needs and make more efficient use of our raw materials.

At the same time, 2025 marked an important milestone in the organisational integration of Poultry Investment. We completed the development of our **Group-level organisational structure**, bringing our companies and operations together under a common management framework. **Today, we operate as one integrated organisation, with shared functions, responsibilities and objectives across the Group.** This allows us to capture the benefits of our scale and vertical integration more effectively, while building a stronger foundation for future growth.

As our business grows, so does our responsibility. Having established a clear sustainability direction in the previous year, our focus in 2025 was on embedding these commitments more deeply into the way we operate, invest and make decisions.

On the environmental side, we continued to strengthen the way we measure and understand our carbon footprint across Scopes 1, 2 and 3. We increased our use of renewable energy and further integrated the principles of resource

efficiency and circularity into our production processes. For us, sustainability is not a standalone initiative; it is increasingly part of how we think about operational efficiency, investment and long-term competitiveness.

At the same time, some of our most important developments in 2025 were centred around our people. **With a team of approximately 1,000 colleagues** across Mureș, Brașov and Satu Mare counties, we continued to invest in building a stronger organisation and creating an environment in which people can develop and contribute at their best. We introduced a 360-degree evaluation process for our management team, complemented by individual coaching and development programmes designed to strengthen leadership, collaboration and accountability across the Group.

We also improved the way we listen to our colleagues by introducing a more accessible digital employee feedback system. The results of our 2025 engagement survey indicate positive progress, particularly in areas related to professional development and workplace satisfaction. From certified training in poultry welfare and hygiene for our production teams to supporting the next generation of professionals through initiatives such as the Agro Consulting Club & GTK, our ambition is to create an organisation where people have genuine opportunities to learn, grow and take on new responsibilities.

Looking ahead, we remain committed to **combining growth with responsibility**. We know that sustainability is not defined by individual projects or a single report, but by the decisions we make every day and by our ability to create lasting value for our employees, customers, partners and the communities in which we operate.

This report reflects the collective effort of the people behind Poultry Investment and the progress we have made together.

Thank you for being part of this journey.

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, Poultry 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 SA

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 2025 to 31 December 2025, corresponding to the financial year. The data presented in this report is for 31 December 2025 and includes historical data for 2023, 2024 and 2025.

Reporting cycle:

Annual, 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.

Reporting data regarding the 2024 year’s financial performance has been changed due to the fact that at the moment of providing information to last year’s ESG report the end-of-year trial balances were not fully finished and audited. (2-4)

Publication date of the report:

15.06.2026

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 SA

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

Poultry Investment is built around a fully integrated production model that spans the entire value chain – from feed manufacturing through to consumer delivery. Advanced technology underpins every stage of our operations, enabling us to uphold rigorous food safety standards and deliver consistent quality to our customers. Our purpose is clear: to make fresh, high-quality chicken accessible to families across Romania and beyond, contributing to healthier diets and long-term food security.

The group is composed of three companies working in close coordination: Oprea Avi Com S.R.L., Poultry Braşov (formerly Avicod S.A.), and Poultry Integration Farms SRL.

With facilities across Mureş, Braşov, and Satu Mare counties, Poultry Investment oversees every phase of poultry production — from chick rearing and grow-out farming to slaughtering, processing, and distribution. Operating as a unified group allows us to draw on the capabilities of each site, maintaining high standards of quality, efficiency, and sustainability at every turn.

The group is backed by the Hodler Private Equity Fund, which has built a portfolio of agri-food investments across Central and Eastern Europe. Poultry Braşov, formerly operating as Avicod, was the first Romanian poultry producer to join that portfolio. The subsequent addition of Poultry Integration Farms, which holds production assets in Satu Mare, and Oprea Avi Com paved the way for the establishment of Poultry Investment as a holding company, created with the express goal of achieving full vertical integration and capturing synergies across the sector.

Our facilities across the three counties include breeding farms, hatcheries, broiler farms, slaughterhouses, processing and packaging plants, and a dedicated retail network. A shareholding in a feed plant further strengthens our control over raw material quality and supply continuity.

The result is a complete, end-to-end system, from feed production and day-old chick rearing to processing, packaging, and point of sale, operating under unified ownership and governance. Our ISO 22000 certification, alongside additional industry accreditations, reflects our ongoing commitment to food safety, product quality, and environmental stewardship.



Facts and figures (2025)

Number of employees

926

Meat/Day

140 tonnes

Chicken slaughtered/Year

17.5 million

Share of local suppliers

96.2 %

Renewable energy

9,409,960 kWh
(9.41GWh)

Net turnover

EUR 88.95 million

CO₂ reduction by our solar farms

541t CO₂

Taste of Choice 2025

in the Convenience Food category

Advancements in 2025

The year 2025 marked a pivotal milestone in Poultry Investment SA's sustainability journey, with significant operational and strategic developments that directly advance the Company's commitments to resource efficiency, waste reduction, and responsible growth.

Expansion of Further Processing Capabilities

In 2025, Poultry Investment SA integrated a new further processing line, marking one of the year's most significant operational advancements. This addition allows us to manufacture further processed products in-house, enabling a more complete use of raw materials across the value chain.

The development has a direct, measurable link to how we manage waste (GRI 306): it improves resource efficiency and reduces production waste, reinforcing our approach to circular economy principles. Beyond the environmental benefit, this step into further processing strengthens our ability to respond to shifting market trends and rising consumer demand for convenient, high-value, and diverse food products. It demonstrates that resource sustainability and product innovation are not competing priorities, but goals we can pursue in parallel to deliver lasting value to our customers.

Expansion into New Markets: Frozen Chicken Feet and Vietnamese Export

In 2025, Poultry Investment SA entered the frozen chicken feet segment, a product category that directly enables the valorisation of materials previously classified as production losses. This market expansion exemplifies the Company's commitment to minimizing waste through commercial innovation, transforming underutilized by-products into value-generating outputs.

Complementing this development, the Company initiated exports to Vietnam, marking its first engagement with Southeast Asian markets. This step not only broadens the Company's revenue base and strengthens its long-term economic resilience, but also demonstrates that environmentally responsible production practices can underpin international competitiveness.

Together, these two initiatives reflect a strategic alignment between market development and sustainability: by finding commercial demand for materials that would otherwise contribute to production losses, Poultry Investment SA reduces its environmental footprint while simultaneously expanding its value chain.

Activities

(GRI 2-6)

Poultry Investment's processing operations are built around precision, flexibility and an uncompromising approach to food safety. Our automated, modular processing lines are capable of handling a wide range of product formats, giving us the operational agility to respond to shifting market demands without sacrificing consistency or hygiene standards. Raw materials sourced primarily from our own farms and those of our Group subsidiaries move through carefully controlled production processes, resulting in finished products that meet the highest quality benchmarks at every stage.

Across our facilities, annual processing capacity reaches approximately 18 million birds, producing around 35,000 tonnes of fresh poultry meat and supporting a daily throughput of up to 140 tonnes. Within this network, the Poultry Braşov slaughterhouse operates at a capacity of 3,000 birds per hour, while the Oprea Avi Com facility handles up to 6,000 per hour. The Group's feed production plant, with an annual capacity of 220,000 tonnes, forms a critical upstream element of this integrated system, ensuring that the quality of inputs is controlled long before animals reach the processing stage.

The Oprea Avi Com slaughterhouse, commissioned in 2021, represents the most advanced facility in the Group's processing network. Equipped with a fully automated slaughter line, it operates at 6,000 birds per hour and 48,000 animals per day, generating 80 tonnes of fresh chicken meat daily. Of this output, 80% is chilled and 20% frozen for market distribution. The site holds IFS Food certification with a score of 96.24, a result that reflects a consistently high standard of food safety compliance. Chilled products are available across multiple packaging formats, including modified atmosphere packaging (MAP), vacuum packs, bulk and traditional pouches, with select MAP lines also offered in cured form to broaden the product offering.



Our brands

Poultry Investment’s brand portfolio spans both established national lines and newer regionally rooted identities, allowing the Group to serve a diverse range of consumer segments across Romania and international markets.

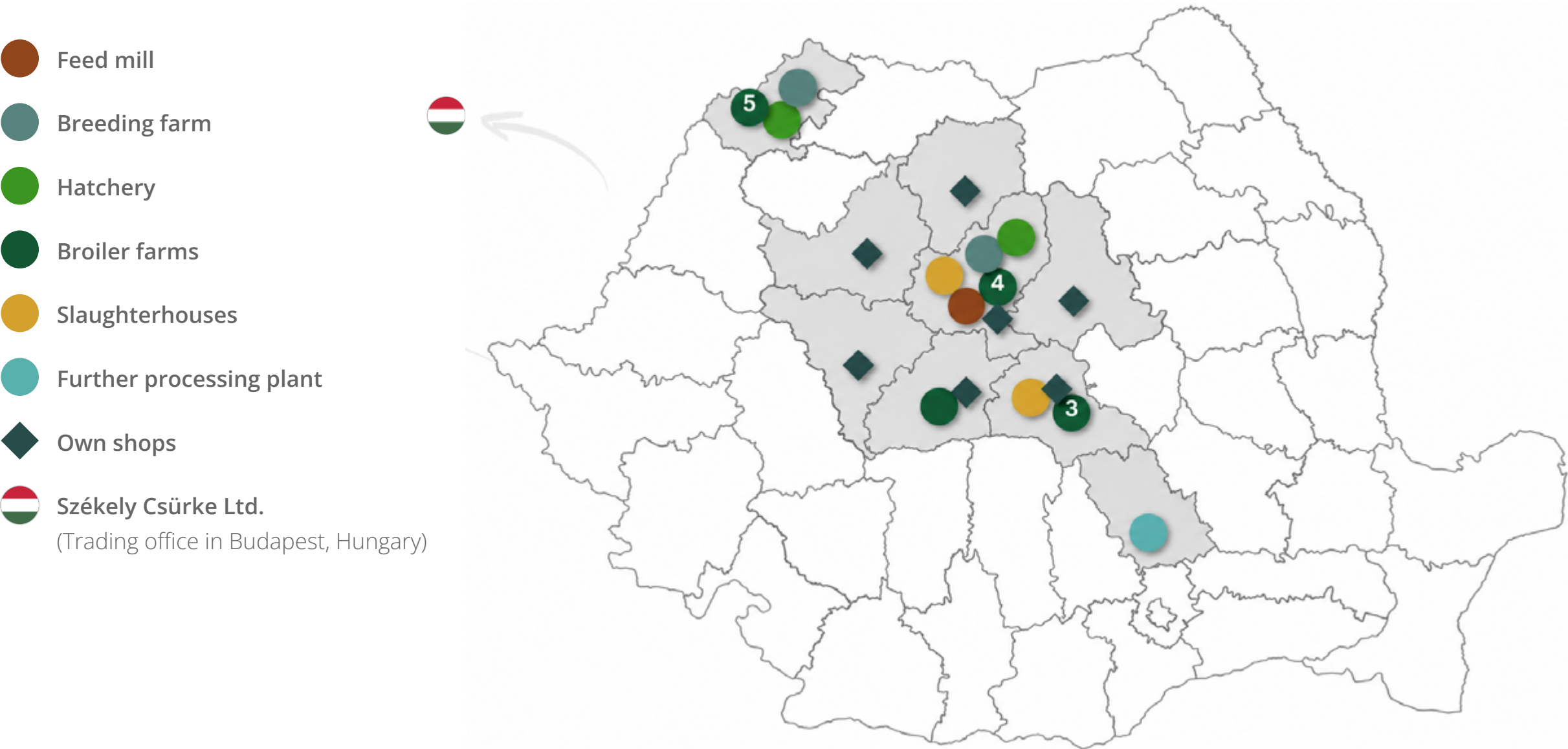
The flagship brand, Puiul de Crăiești, has been part of Romanian households since 1994 and continues to stand for reliable quality and transparent sourcing. Alongside it, a more contemporary antibiotic-free line addresses the growing consumer demand for cleaner, more consciously produced poultry marketed as a national brand in its own right. Both lines are presented in clear packag-

ing that reflects the Group’s commitment to product integrity and consumer trust. Private label partnerships are also available, offering retail partners a tailored product presentation built on the same quality foundations.

In 2022, the Group expanded its brand portfolio with the launch of Székely Csürke, a brand conceived to celebrate Transylvanian heritage and craftsmanship. With a strong regional identity and distinctive visual language, Székely Csürke speaks to consumers who value local provenance, both within Romania and among audiences abroad who seek an authentic connection to the region’s food culture.



Where we operate



Value chain and supply chain

(GRI 2-6, 203-2)

Our value chain and supply chain

Poultry Investment operates within the agriculture and food industry, specifically in vertically integrated poultry production and processing. At the heart of our business model is a fully integrated value chain spanning every stage of poultry production from feed manufacturing and breeding through hatching, growing, slaughtering, processing and distribution, all the way to retail sale. This end-to-end control allows us to guarantee consistent quality, food safety compliance and traceability at every step, while supporting our broader sustainability objectives.

Activities, products and markets

Our operations cover the complete poultry value chain. Feed production forms the upstream foundation, followed by breeding activity, the production of hatchable eggs, and hatching to produce day-old chicks. These chicks are then raised across our growing farms before moving through slaughter into fresh and frozen meat products, and further into higher added-value processed meat products. Our finished products reach consumers through our own retail network and through partnerships with major retailers, both domestically in Romania and on export markets across Europe.

Supply chain

Our supply chain is vertically integrated, with internal operations covering all critical stages of production and distribution. Feed is produced internally at an annual volume of approximately 180,000 tonnes, supplying our own sites and securing feed quality from the outset. Two breeding farms produce around 18 million hatchable eggs per year, which are processed through two hatcheries delivering approximately 16 million day-old chicks annually.

At the growing stage, 13 farms raise approximately 15.8 million birds each year under optimised conditions and strict animal welfare standards. Two state-of-the-art slaughterhouses handle around 18 million birds per year, yielding over 35,000 tonnes of meat annually. Further processing capacity of 750 tonnes supports the production of higher added-value products. The feed supply is also reinforced by Proteina SA (formerly called UBM Feed Romania), which holds internationally recognised food safety and environmental certifications, ensuring the highest standards in feed composition and animal nutrition.

Finished products are distributed through a company-owned fleet of temperature-controlled vehicles, designed to preserve freshness and safety throughout the logistics chain. A retail network of over 30 own shops provides direct access to end consumers, complemented by established partnerships with leading retail chains in the modern trade sector.

Entities within the Group and their activities

The three operating subsidiaries each fulfil distinct and complementary roles within the integrated value chain:

- Poultry Braşov S.R.L.: broiler growing, slaughtering and processing
- Oprea Avi Com S.R.L.: breeding, hatching, growing, slaughtering and processing
- Poultry Integration Farms S.R.L.: breeding, hatching and growing

Together, these entities complete the production chain from farm to fork, with Poultry Investment S.A. providing the overarching strategic, operational and governance framework.

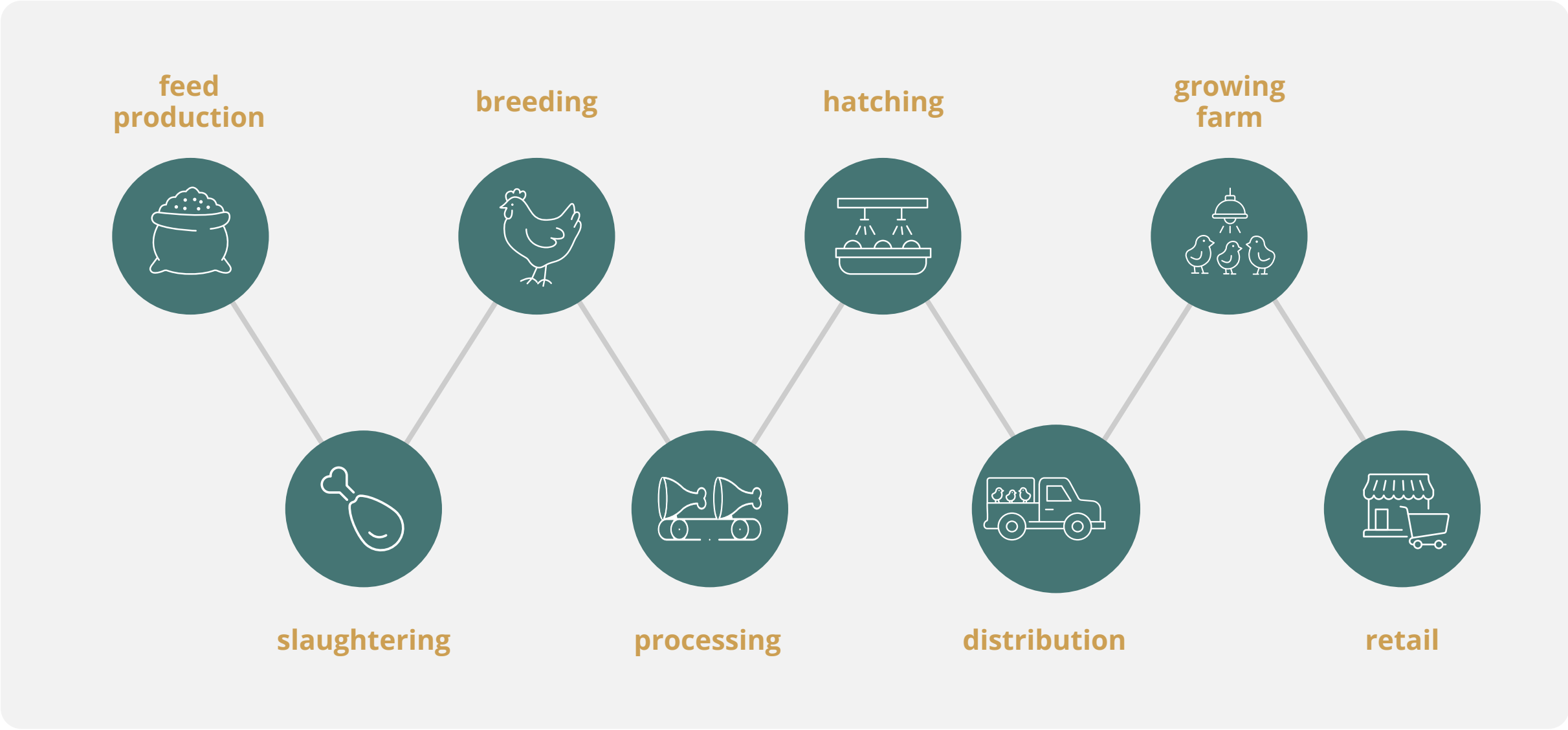
Other relevant business relationships

Beyond the integrated value chain, Poultry Investment maintains strong commercial relationships with leading retailers in the modern trade sector, supporting domestic sales of both branded and private label products. We also maintain relationships with suppliers of feed inputs, packaging, logistics services and other operational needs, with a preference for local sourcing where possible. Export partnerships across Europe form an increasingly important dimension of our commercial activity.

Sustainable and responsible sourcing remains a priority throughout our supply chain. We strive to engage local partners for raw materials, packaging and services, with environmental and social considerations coordinated centrally by our technical department. While a formal ESG supplier assessment process has not yet been fully implemented, the foundations for this work have been laid and will be developed in the coming reporting periods.

The most significant strategic development since 2024 has been the deliberate strengthening of two key sales pillars: retail chain partnerships and export market presence. Both channels recorded meaningful growth compared to previous years, reflecting the Group's strategic direction to expand its commercial reach and reduce dependence on any single sales channel. This shift is expected to continue shaping the Group's commercial and operational priorities in the periods ahead.

Poultry Investment supply chain





Mission, Vision and Values

Our Mission

Poultry Investment exists to bring safe, high-quality chicken meat to consumers in Romania and beyond, in a way that respects both people and the environment. We believe food production carries responsibility beyond the farm gate. That's why we are committed to the sustainable transformation of the Romanian poultry industry, pairing technological innovation with a measured, deliberate approach to growth.

Our responsibility does not end with the product. We work to create shared value — for consumer health, for the communities where we operate, for the natural resources we depend on, and for the suppliers, customers and partners we work alongside. Progress, for us, only counts when it's shared.

Our Vision

We are working toward becoming a significant player in Romanian chicken meat production, with a vertically integrated approach and a strong commitment to quality, innovation and responsible business conduct.

Our vision spans the full value chain — from the integrity of our inputs to the experience of the end consumer — guided throughout by ethical practices and genuine environmental care.

We want to show that competitiveness and conscientiousness can coexist: that a business can be commercially strong, consistently reliable and genuinely people-focused at the same time. This is the standard we hold ourselves to and the example we aim to set for the industry.

Our Values

Our values shape the decisions we make and the relationships we build day to day. Responsibility and honesty are the foundation: we hold ourselves accountable, communicate openly, and act with integrity in every dealing. Trust follows from consistency, and we work to maintain it with every partner, customer and colleague.

We are proactive by nature — anticipating challenges, pursuing innovation, and looking for better ways to operate. Customer satisfaction drives how we think about quality, and sustainability informs how we think about resources, growth, and our obligations to future generations. Together, these values define not just how we work, but why.

VALUES



Responsibility

We acknowledge that our actions carry consequences, for society, for the environment, and for the people connected to our business. This awareness drives us to hold ourselves to the highest standards in everything we do.



Honesty and transparency

Integrity guides how we communicate and how we operate. We are open about our decisions and their reasoning, and we are committed to acting in ways that are ethical, honest and consistent.



Trust

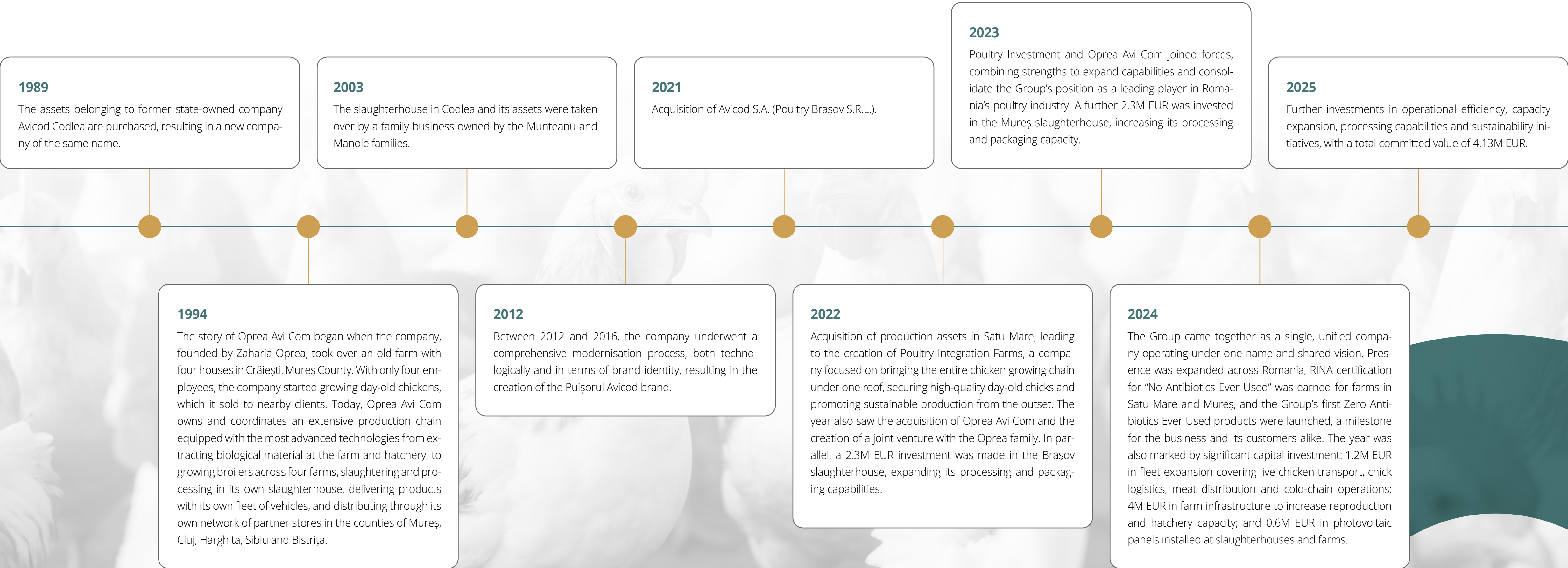
The relationships we build with our partners and customers are grounded in mutual respect and transparency. We invest in long-term connections based on fairness and reliability, because we believe that lasting trust is the foundation of lasting success for both sides.



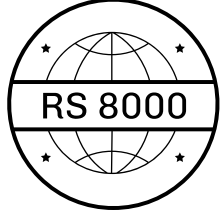
Proactivity

We encourage curiosity, creativity and independent thinking at every level of the organisation. We see challenges as opportunities and support our people in approaching their work with initiative, openness and a willingness to think outside the box.

Milestones



Certificates

Certificate	Content	Date of issue	Valid
	‘Zero antibiotice folosite vreodata’ It certifies the system without the use of antibiotics in raising chickens on the farms, as well as their slaughter to produce the ‘Zero Antibiotice’ range for both ‘Puiul de Crăiești’ and ‘Szekely Csürke’ brands	09.07.2024	06.07.2026
	ISO 14001:2015 Environmental Management System	03.12.2025	02.12.2028
	IFS Food v.8 Food safety Standard	12.05.2025	16.05.2026
	ISO 45001:2018 Occupational Health and Safety Management System	03.12.2025	02.12.2028
	RS 8000:2014 Social Responsibility Management System	03.12.2025	02.12.2028

Awards

Award	Year	Awarding organisation
Taste of Choice 2025, in the Convenience Food category	2025	RO.aliment
Value & Quality Award	2025	DIAMOND Szervezőiroda Bt. (DIAMOND Organizing Office LP)
Process Redesign with Artificial Intelligence for Poultry Investment	2025	Hungarian Chamber of Commerce and Industry
Excellence Trophy	2025	Mureş Chamber of Commerce and Industry (CCI Mureş)



Membership

(GRI 2-6, 203-2)

Organization	Purpose of membership
UNIUNEA CRESCATORILOR DE PASARI DIN ROMANIA	The company is a member of the Union of Poultry Breeders of Romania, with the purpose of representing its interests at industry level, staying informed on sector developments, regulatory changes, and best practices, and contributing to the development and sustainability of the poultry sector. Membership also facilitates collaboration with other industry participants and supports compliance with relevant standards and requirements.

SUSTAINABILITY STRATEGY

(Gri 2-22, 2-24)

With our second sustainability report, we take stock of the progress made since establishing our Sustainability Strategy for 2024–2030 and reaffirm the direction we have set for the years ahead. During a dedicated workshop, we reviewed our strategic objectives and materiality findings, ensuring that our priorities remain aligned with the realities of our business and the expectations of our stakeholders. The strategy continues to rest on four pillars that capture what matters most: responsible production, environmental and climate stewardship, support for our employees and the communities around us, and ethical, transparent governance.

Across the Group, together with Oprea Avi Com, Poultry Braşov and Poultry Integration Farms, we operate as a single, integrated team, pooling our capabilities to run an efficient and innovative business. Our aim is to generate value that extends beyond financial performance, delivering meaningful outcomes for people and the environment alike. Through sustained investment and close collaboration across all Group entities, we give practical expression to the EU’s farm-to-fork vision in our everyday operations.

Our overarching strategic objective is to create durable value for all stakeholders (employees, local communities, consumers and business partners) while actively contributing to the UN Sustainable Development Goals. In a market shaped by rising global demand for poultry and rapidly evolving consumer expectations, we respond with products that are both nutritionally sound and traceable to a responsible supply chain. This positions us to remain competitive in the face of ongoing market volatility. We also recognise that agricultural sustainability is inseparable from the challenge of climate change: reducing emissions and building resilience to environmental shifts are not peripheral concerns but central to how we operate.

Our four strategic pillars:

- Responsible production
- Ethics and governance
- Environment and climate change
- Work and communities

“Working as one integrated Group with Oprea Avi Com, Poultry Braşov and Poultry Integration Farms means our sustainability strategy isn’t confined to one part of the business — it runs through every stage, from farm to fork. That’s how we turn a EU-level vision into something real in our day-to-day operations.”

— Mr. Szabolcs Héjja,
Marketing and Product Development Director



Contributing to the UN Sustainable Development Goals

Topic	Strategic objectives	Practical implementations	Status in 2025	SDG icons
quality and safety	product quality certification, regulatory compliance, food safety membership	RINA certification and implementation of a common ERP system	completed in 2024	  
quality and safety	genetic integration, feed integration, animal welfare farm, sustainable packaging	UBM Feed full supply, packaging recyclability study by 2025	Ongoing	  
waste management	waste management improvement, packaging reuse	increasing waste collection rate by 15% by 2030	Ongoing	   
waste management	waste water reuse, modernisation of treatment plants	increasing recycled water rate by 15% by 2030	Ongoing	
energy efficiency	reducing energy consumption	LED lighting, energy efficient equipment, 30% reduction in specific energy consumption	Ongoing	   
GHG emissions	solar energy, electric vehicles, use of renewable sources	photovoltaic programme, 30% electrification of vehicle fleet by 2030	Ongoing	
safety at work	training, accident prevention	increase number of training hours, zero accidents at work	2 hours/month/employee	  
prevention of forced labour	hiring permanent staff	reducing overtime by 5%	completed in 2024	 
diversity and inclusion	maintaining gender balance	maintaining a 40/60-30/70 ratio	completed in 2024	  
development	supporting professional and personal development	increasing training hours by 5% within 3 years	completed in 2024	 
ethics	increasing ethical awareness	introduction of a code of ethics and a feedback system	Ongoing	 
education	cooperation in agricultural sciences	Digital Agri Challenge Romania, training 15 students per year	completed in 2024	
sport	support for sports events	Puiul de Craiesti football cup with 1000 participants	completed in 2024	
civil cooperation	support for NGO cooperation	support to Solidaris, RIF, CEANGAILOR from 2024	completed in 2024	

STAKEHOLDERS

(GRI 2-29)

The company engages with its stakeholders as part of its normal business operations, based on transparency, compliance with legal requirements, and mutual trust.

Categories of Stakeholders and Identification

The company interacts with key stakeholder groups, identified based on their relationship with the company and their potential impact on or interest in the company's activities. Stakeholders are categorized as follows:

Internal Stakeholders: Management, Owners, and Employees.

External Stakeholders: Customers, Raw Material Suppliers, Suppliers, Trade Associations, and Public Authorities.

Purpose of Stakeholder Engagement

Stakeholder engagement aims to ensure effective communication, understand expectations and concerns, maintain compliance with legal requirements, and support the sustainable development of the company's activities.

Ensuring Meaningful Engagement

The company maintains regular communication with stakeholders through operational interactions, contractual relationships, meetings, and compliance-related reporting. Feedback received from stakeholders is considered in operational and management decisions where relevant.

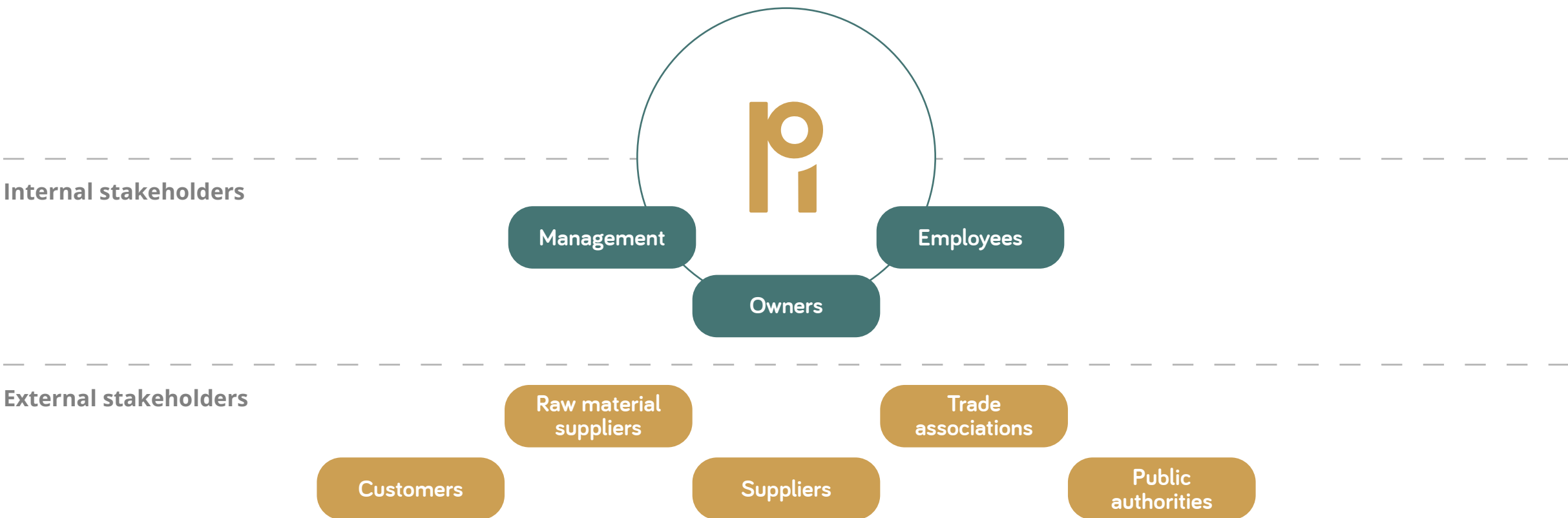
Materiality assessment

(GRI 3-1)

Our materiality assessment process began in 2023, when we mapped the stakeholder groups connected to our operations and, with management approval, identified the sustainability topics most relevant to our business. To evaluate the positive and negative impacts of our activities, we drew on competitor analysis, industry benchmarking and cross-sectoral consultation. We engaged our stakeholders directly, in particular employees, suppliers and business partners, through an anonymous online questionnaire designed to capture their views and expectations. These responses were combined with additional background research, and on the basis of expert input, management approved the set of material topics that would guide our sustainability work.

In 2024, we revisited this list of material topics in light of new findings, refining and building on it to shape the focus areas of our ESG reporting. The reassessment was complemented by international and sector-specific benchmark analyses, and relevant aspects of the MSCI framework were taken into account to ensure a comprehensive picture of the sustainability challenges most significant to our business. Our objective was to surface the issues considered most critical, both from the perspective of internal stakeholders such as our employees and management, and external ones including partners and regulators, through direct engagement that brought their sustainability priorities into our decision-making process.

In 2025, the material topics were reviewed once more as part of a structured workshop process, allowing us to assess whether our priorities remained valid in light of evolving business conditions, stakeholder expectations and developments in the broader regulatory and industry landscape. The outcomes of this review informed the focus of the present report and confirmed that our core material topics continue to reflect the most significant sustainability considerations facing the Group.



Material topics

(GRI 3-2, 3-3)



ENVIRONMENT

As a Group, we are committed to playing an active role in environmental protection and to embedding sustainability across our operations. Our approach is shaped by the UN Sustainable Development Goals, by the findings of our stakeholder engagement process, and by the material topics our stakeholders have consistently identified as priorities: energy efficiency, waste management, and water and wastewater management.

Environmental responsibility is built into our management systems and shows up in day-to-day operational decisions across all sites. We give particular attention to ecosystem protection, compliance with permit requirements, monitoring point sources of pollution and building environmental awareness among our employees. Significant environmental aspects are identified and assessed on a regular basis, with reduction or elimination pursued through modern technologies, responsible material use and targeted green investment. In practice, this means actively promoting lower-impact materials and technologies, maintaining selective waste collection and recycling systems, applying strict controls on hazardous substances, and keeping effluents and air pollutants within legal thresholds.

Efforts to reduce fumes and noise from work areas, ensure the proper maintenance of machinery, and foster a culture of environmental responsibility among our workforce are ongoing priorities. Resource optimisation underpins our operational philosophy: we aim to use raw materials, natural resources and energy as efficiently as possible, supported by digitalised monitoring tools including smart meters for water and energy consumption tracking.

Organisational and regulatory developments

Annual environmental permits are obtained for all production units authorised by the Environmental Protection Agency, in fulfilment of our legal obligations. During the reporting period, one integrated environmental permit was subject to review at the Dumbrăvița Farm within Poultry Brașov following the completion of investment works for the installation of photovoltaic panels.



A significant milestone in 2025 was the successful implementation of the ISO 14001 environmental management standard at the Oprea Avi Com and Poultry Brașov slaughterhouses. This certification reflects a structured, auditable approach to environmental management at two of our most operationally significant sites and strengthens the consistency of environmental governance across the Group.

No new digitalisation measures were introduced during the reporting period in the area of environmental monitoring. Existing systems continue to operate as established, and further developments in this area remain under consideration for future periods.

Environmental performance and progress

We are pleased to report that no environmental incidents, complaints or sanctions occurred during the reporting period, and that all activities were carried out in full compliance with applicable permits and regulations. We continue to meet our obligations to the relevant authorities in a transparent and timely manner, preparing annual and quarterly environmental reports, audits and permit documentation — including waste and emissions inventories, E-PRTR and IPPC reports, and water use and energy efficiency studies. Our sites are subject to multiple environmental audits each year by the relevant authorities.

The most significant environmental progress during the reporting period was made in the area of renewable energy. Photovoltaic panels were installed at the two slaughterhouses in Sânpaul and Codlea, as well as at the Dumbrăvița and Jabenîța farms. These investments extend the Group's solar energy capacity and contribute to a measurable reduction in grid energy dependence and carbon emissions across our production network.

Regarding biodiversity and soil pollution, our company does not engage in soil cultivation or crop production and does not use fertilisers or pesticides. While we therefore have no formal soil management plan, our technological monitoring systems are designed to prevent soil pollution proactively. Our sites do not encroach on open land, and the direct biodiversity impact of our operations is low. We are not aware of any protected species threatened by our activities, as confirmed by the existence of our environmental permits.

Environmental risks and opportunities

Our environmental risk landscape evolved during the reporting period. The risks we identified include epidemiological pressures, particularly the increasing threat posed by avian influenza, as well as the broader impacts of climate change, growing pressure on natural resources such as water, which has seen significant price increases, tightening ESG regulations, and the ongoing challenges of pollution prevention and efficient waste management. These risks are monitored and factored into our operational and strategic planning.

At the same time, we see meaningful opportunities emerging from the current environment. Investment in biosecurity infrastructure, technological advancement and digitalisation offer pathways to greater operational resilience. Sustainable waste recovery presents both an environmental and economic opportunity, and we see increasing scope to differentiate ourselves in the market through a demonstrable commitment to quality and sustainability. These opportunities inform our investment priorities and will continue to shape our environmental strategy in the periods ahead.

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 and significantly reducing our ecological footprint. The Codlea abattoir has 870 high-efficiency panels and the Sânpaul plant 728, covering 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 helps 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

In 2025, our total purchased energy consumption reached 11,433,520 kWh of electricity, 4,402,617 m³ of natural gas, 62,301 litres of petrol and 1,223,424 litres of gas oil across all three entities. Expressed in energy terms, total company energy consumption amounted to 278,471,696 MJ, of which 244,595,840 MJ (87.84%) came from purchased sources and 33,875,856 MJ (12.16%) from renewable resources.

The share of renewable energy in our total energy mix reached 12.16% in 2025, a significant increase compared to the prior year, reflecting our continued investment in solar generation and green electricity procurement. Self-generated renewable energy — produced primarily through photovoltaic panels — totalled 1,054,240 kWh across the group, with Poultry Braşov contributing 450,440 kWh and Oprea Avi Com 603,690 kWh, both showing year-on-year growth. Poultry Integration Farms did not generate renewable energy from own sources in the reporting period.

In addition to self-generated electricity, we procured 8,355,720 kWh of 100% green electricity in 2025: Poultry Braşov sourced 3,477,620 kWh and Oprea Avi Com 4,878,100 kWh. Combined with own-generated renewables, total renewable energy consumption reached 9,409,960 kWh at group level.

Alongside electricity and gas consumption, our operations also rely on liquid thermal fuel, primarily used for heating at farm and processing facilities. In 2025, Poultry Braşov consumed 153,960 kg of liquid thermal fuel, up from 135,700 kg in 2024, reflecting expanded operational capacity. Oprea Avi Com and Poultry Integration Farms recorded no liquid thermal fuel consumption in either year.

	Electricity, kWh/year	Natural gas m³/year	Petrol, litres/year	Gas oil, litres/year	Tank LPG gas, liter/year	Renewable energy consumption (kWh/year)
2024						
Poultry Braşov	3,605,230	1,820,178	7,086	283,278	0	395,76
Oprea Avi Com	4,826,900	1,438,962	38,194	610,677	0	443,12
Poultry Integration Farms	1,963,520	880,728	5,639	79,248	0	0
Total Poultry Investment	10,395,650	4,139,868	50,919	973,203	0	838,88
2025						
Poultry Braşov	3,671,370	1,897,696	11,244	315,539	0	450,55
Oprea Avi Com	5,261,790	1,462,577	45,233	753,415	0	603,69
Poultry Integration Farms	2,500,360	1,242,344	5,824	154,47	0	0
Total Poultry Investment	11,433,520	4,402,617	62,301	1,223,424	0	1,054,240

	Liquid Thermal Fuel (kg/year)	Annual 100% green energy consumption (kWh/year)	Annual renewable energy consumption (kWh/year)
2024			
Poultry Braşov	135,7	2,539,330	395,76
Oprea Avi Com	-	3,605,440	443,12
Poultry Integration Farms	-	-	-
2025			
Poultry Braşov	153,96	3,477,620	450,55
Oprea Avi Com	-	4,878,100	603,69
Poultry Integration Farms	-	-	-

Renewable sources in 2025:

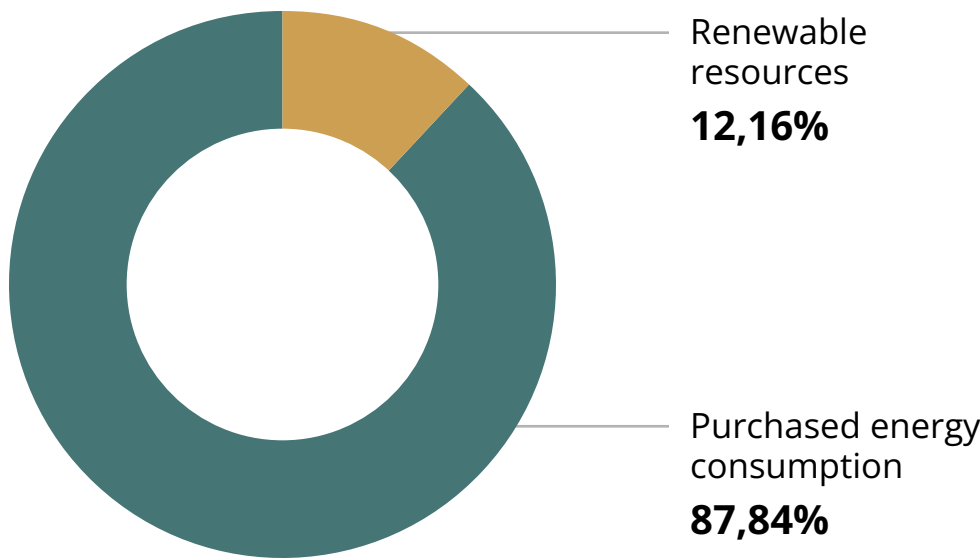
kWh/year	Poultry Braşov	Oprea Avi Com	Poultry Integration Farms	Company total
Electricity generation from photovoltaic panels	450,55	608,69	0	1,054,240
Heat recovery unit energy utilization	0	0	0	0
Heat generation from solar thermal collectors	0	0	0	0
Purchased green electricity	3,477,620	4,878,100	0	8,355,720
Thermal energy generation by heat pumps	0	0	0	0
Total	3,928,170	5,481,790	0	9,409,960

Total energy consumption of the company in FY 2025, MJ/year

MJ/year	%	Poultry Braşov	Oprea Avi Com	Poultry Integration Farms	Company total
purchased energy consumption	87.84%	89,094,474	96,708,006	58,793,360	244,595,840
renewable resources	12.16%	14,141,412	19,734,444	0	33,875,856
Total	100%	103,235,886	116,442,450	58,793,360	278,471,696



Annual energy consumption summary, MJ/year



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 carry out the Scope 1, Scope 2 and Scope 3 quantification of our emissions every year 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 2025 are as follows:

- **Scope 1:** 12,214.79 t CO₂e
- **Scope 2:** 4,173.23 t CO₂e
- **Scope 3:** 138,165.60 t CO₂e
- **Total:** 154,553.62 t CO₂e
- **GHG intensity rate:** 166.90 t CO₂e per employee

At entity level, Scope 1 emissions in 2025 amounted to 4,461.57 t CO₂e for Poultry Braşov, 4,859.45 t CO₂e for Oprea Avi Com and 2,893.77 t CO₂e for Poultry Integration Farms. Scope 2 emissions were 1,340.05 t CO₂e, 1,920.55 t CO₂e and 912.63 t CO₂e respectively. Compared to 2024, total Scope 1 emis-sions increased by approximately 1,281 t CO₂e, largely reflecting the expand-ed operational capacity of Poultry Integration Farms, while Scope 2 emissions decreased by around 379 t CO₂e, consistent with our growing uptake of green electricity procurement.

Total emissions (Scope 1, 2 and 3) rose from 130,470.9 t CO₂e in 2024 to 154,553.62 t CO₂e in 2025, an increase of approximately 18.5%, driven primari-ly by higher Scope 3 emissions (+22,422.60 t CO₂e, +19.4%) linked to expanded supplier and logistics activity. Our GHG intensity rate increased from 123.54 to approximately 166.90 t CO₂e per employee, a rise of approximately 35.1%. This reflects both the growth in absolute emissions and a reduction in average headcount over the same period, and remains a key metric we are actively working to improve through the decarbonisation measures outlined below.

Our contribution to emission reductions is planned along the lines of our de-carbonisation 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.

Emissions	unit of measurement	Poultry Braşov	Oprea Avi Com	Poultry Integration Farms	Total Poultry Investment
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	-	-	-	-

Emissions	unit of measurement	Poultry Braşov	Oprea Avi Com	Poultry Integration Farms	Total Poultry Investment
2025					
Scope 1	t CO ₂	4,461.57	4,859.45	2,893.77	12,214.79
Scope 2	t CO ₂	1,340.05	1,920.55	912.63	4,173.23
Scope 3	t CO ₂	-	-	-	138,165.60
Total (Scope 1, 2, 3)	t CO ₂				154,553.62
GHG intensity rate (CO ₂ emissions per employee)	tonnes/person	-	-	-	166.90
Emissions of ozone-depleting substances (quantities of emissions, production, imports and exports of ozone-depleting substances)	t CFC-11	-	-	-	-

Scope 3 breakdown — Upstream (incoming) activities

Category	Unit	2024	2025
1. Purchased goods and services by the company	t CO ₂ e	34,621.30	58,436.31
2. Capital goods (tangible assets)	t CO ₂ e	1,693.00	720.74
3. Fuel- and energy-related activities (not in Scope 1/2)	t CO ₂ e	631.00	685.89
4. Upstream transportation and distribution	t CO ₂ e	457.40	298.86
5. Waste generated in operations	t CO ₂ e	4,665.90	5,290.55
6. Business travel (non-company vehicles)	t CO ₂ e	20.jún	7.76
7. Employee commuting (non-company vehicles)	t CO ₂ e	1.80	1.80
8. Upstream leased assets	t CO ₂ e	not relevant	not relevant
Subtotal, upstream	t CO ₂ e	42,076.60	65,441.91

Scope 3 breakdown — Downstream activities (outgoing, use and end-of-life phase)

Category	Unit	2024	2025
1. Purchased goods and services by the company	t CO ₂ e	34,621.30	58,436.31
2. Capital goods (tangible assets)	t CO ₂ e	1,693.00	720.74
3. Fuel- and energy-related activities (not in Scope 1/2)	t CO ₂ e	631.00	685.89
4. Upstream transportation and distribution	t CO ₂ e	457.40	298.86
5. Waste generated in operations	t CO ₂ e	4,665.90	5,290.55
6. Business travel (non-company vehicles)	t CO ₂ e	20.jún	7.76
7. Employee commuting (non-company vehicles)	t CO ₂ e	1.80	1.80
8. Upstream leased assets	t CO ₂ e	not relevant	not relevant
Subtotal, upstream	t CO ₂ e	42,076.60	65,441.91

Managing non-GHG emissions

In addition to greenhouse gases, our operations also emit other types of pollutants which we actively monitor and manage. These include ammonia (NH₃), nitrogen oxides (NOx), sulphur oxides (SOx), 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 through to agricultural use. NOx emissions arise 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.

In 2025, ammonia emissions at Poultry Braşov reached 102,979 kg, alongside particulate matter of 27,233 kg. At Oprea Avi Com, NH₃ emissions decreased to 50,009 kg compared to 74,089 kg in 2024, while NOx stood at 19,735 kg, VOCs at 6,786 kg and particulate matter at 23,682 kg. Poultry Integration Farms recorded NH₃ emissions of 30,162 kg, NOx of 3,665 kg, VOCs of 11,815 kg and particulate matter of 11,505 kg in 2025. SOx, persistent organic pollutants and toxic air pollutants remained at zero across all three entities.

Poultry Braşov				
Pollutant	unit of measurement	2023	2024	2025
Pollutant - ammonia NH3	kg	105,386	78,258	102,979
NOx	kg	0	0	0
SOx	kg	0	0	0
Persistent organic pollutants (POP)	kg	0	0	0
Volatile organic compounds (VOC)	kg	0	0	0
Toxic air pollutants (HAP)	kg	0	0	0
Particulate matter (PM)	kg	24,796	25,214	27,233
Other air pollutants subject to central regulation - CO	kg	0	0	0

Oprea Avi Com				
Pollutant	unit of measurement	2023	2024	2025
Pollutant - ammonia NH3	kg	73,26	74,089	50,009
NOx	kg	18,749	19,084	19,735
SOx	kg	0	0	0
Persistent organic pollutants (POP)	kg	0	0	0
Volatile organic compounds (VOC)	kg	3,977	5,158	6,786
Toxic air pollutants (HAP)	kg	0	0	0
Particulate matter (PM)	kg	22,341	23,016	23,682
Other air pollutants subject to central regulation - CO	kg	1,428	1,349	1,327

Poultry Integration Farm				
Pollutant	unit of measurement	2023	2024	2025
Pollutant - ammonia NH3	kg	16,648	12,895	30,162
NOx	kg	1,752	2,497	3,665
SOx	kg	0	0	0
Persistent organic pollutants (POP)	kg	0	0	0
Volatile organic compounds (VOC)	kg	9,262	10,081	11,815
Toxic air pollutants (HAP)	kg	0	0	0
Particulate matter (PM)	kg	10,831	7,431	11,505
Other air pollutants subject to central regulation - CO	kg	391	597	907

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 full compliance with applicable national and EU environmental legislation across all areas of waste management, including Law 249/2015 and the principles of extended producer responsibility. We fulfil our packaging obligations contractually through ECO Synergy OIREP to ensure that annual recycling and recovery targets are consistently met.

The types and management of waste at our sites are closely linked to the activities carried out at each location. The waste categories in 2025 remained unchanged compared to prior years; the increase in total volumes is attributable to the corresponding growth in production. One of the largest waste streams on farms continues to be animal litter, which is obtained using straw bedding and also wood shavings for the breeder farms technology and subsequently recycled as organic fertiliser for agricultural purposes. Poultry carcasses are stored in closed cold stores or freezers and disposed of through heat treatment carried out by an authorised service provider. Eggshell and embryo waste from hatcheries is stored in a closed room and transported to specialised facilities for disposal or recovery. The company also operates a comprehensive and strictly regulated system for slaughterhouse waste management and disposal. At our Satu Mare site, 80% of waste consisted of packaging materials and plastics, alongside significant volumes of cardboard, wood, and chemical packaging.

Packaging waste, whether it is paper, cardboard, plastic, wood, or disinfectant bottles containing residual chemicals, is collected separately and forwarded to trusted recycling partners. Slaughterhouse by-products are likewise processed by authorised partners. Municipal waste from office, administrative, and social areas is collected in separate containers and disposed of through licensed waste management service providers. Metal, oil, paint, and lubricant residues arising from maintenance and repair work are managed safely and under strict controls.

Up-to-date waste records are maintained at all sites in accordance with current legislation. Animal waste and excrement are recorded separately, and official waste transport documentation is used in all cases.

No changes were made to waste collection or treatment processes during 2025, and all legal regulations governing waste management continue to be observed. Recovery and disposal rates remained broadly consistent with previous years, and no new cooperation agreements with waste management companies or recyclers were initiated in the reporting period.

In 2025, the total amount of waste generated by the Group reached **22,300 tonnes** (compared to 15 572 tonnes in 2023 and 21 989 tonnes in 2024 across the three companies combined). Of this total, **21,470.75 tonnes were recycled**, representing a recycling rate of 96.3%, an improvement on previous years, while 2,053.3 tonnes were disposed of. Non-hazardous waste accounted for 22,292.7 tonnes and hazardous waste for 7.45 tonnes.

Waste Prevention

We continue to strive to prevent and minimise waste generation through established preventive measures. Materials required for the production cycle are sourced only in the quantities needed and in concentrated form where possible. Feed is delivered to farms in bulk, reducing packaging waste. Waste-generating processes are continuously optimised, equipment is regularly maintained, and employees receive ongoing training in environmentally sound waste management practices.

The ongoing action plan for waste reduction includes the following measures:

- Increasing packaging reuse and reducing pallet use
- Applying a sustainable logistics model with reusable pallets
- Using recycled paper in offices and printing only final documents
- Developing selective collection systems and eliminating irregular waste storage
- Giving preference to recyclable materials in procurement decisions
- Active employee involvement, education, and awareness-raising on correct waste disposal
- Reinforcing selective collection practices at all sites through targeted communication



Waste generated

	Poultry Braşov					Oprea Avi Com SRL			Poultry Integration Farms SRL		
	Unite of measurement	2023	2024	2025	2023	2024	2025	2023	2024	2025	
	Total amount of waste generated	Tonnes	7,720.11	8,797.28	8,889.99	7,848.94	13,184.44	14,343.76	3.20	7.46	66.40
	Amount of non-hazardous waste	Tonnes	7,717.64	8,792.02	8,886.41	7,845.94	13,182.14	13,340.95	2.90	7.46	64.34
	Amount of hazardous waste	Tonnes	2.47	5.26	2.58	3.00	2.30	2.81	0.30	0.00	2.06
	Amount of recycled waste	Tonnes	5,292.68	6,231.91	8,436.76	6,735.99	12,014.07	12,982.09	2.85	7.45	51.90
	Waste to recycling rate	%	68.56	70.84	94.90	85.82	91.12	90.5	0.09	0.10	78.20
	Total amount of waste disposed of	Tonnes	3,267.44	3,793.38	405.769	779.69	1,048.05	1,633.00	0.35	0.01	14.50
	Types of hazardous waste										
	Contaminated packaging	Tonnes	2.00	3.00	1.25	2.01	2.30	1.67	0.30	0.00	0.08
	Sludge separator for petroleum products	Tonnes	0.00	0.00	0.00	0.99	0.00	0.00	0.00	0.00	0.00
	Building materials containing asbestos	Tonnes	0.00	1.00	1.00	0.00	0.00	0.00	0.00	0.00	1.98
	Flares and other mercury-containing	Tonnes	1.00	0.00	0.09	0.00	0.00	0.95	0.00	0.00	0.00

Objectives and Actions in Waste Management

Prevention of mixed municipal waste: achieving proper sorting through the separate collection of paper, plastic, glass, and metal packaging.

Prevention of packaging waste: ordering and supplying materials only in the quantities required for the production process; transporting broilers in reusable plastic crates; purchasing products in bulk or primary packaging; reusing packaging where feasible; delivering products in larger packaging units; sourcing lighter packaging for own-brand products; and training staff to reduce packaging waste.

Prevention of office paper waste: reusing paper for drafts; maintaining records and documents electronically; and transmitting files and documents electronically.

Prevention of waste from scrapped equipment and machinery: ensuring proper maintenance according to established maintenance programmes; and promoting the recovery and reuse of equipment and machinery.

Prevention of EAD generation: replacing defective lighting equipment with economical, long-life alternatives.

Prevention of technological waste: technical waste, including animal tissues, viscera, feathers, and blood, cannot be reduced at end-of-life and is sold daily to the feed production unit. Optimum operation of the purification and dewatering plant is maintained at all times.

Overall reduction of on-site waste: increasing communication among all stakeholders; training staff in waste management; and informing staff of objectives while monitoring their achievement.

Water and wastewater management

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

Water is a fundamental resource in the operations of Poultry Investment, managed with close attention and a strong sense of environmental responsibility. Its use spans multiple critical areas of our business, from technological processes in the slaughterhouse and breeding activities on farms, to hatchery operations and ensuring the hygiene and health standards required for our employees. Water management therefore forms an integral part of our sustainability approach, with strategic objectives centred on consumption monitoring, efficiency improvement, active loss reduction, and the ongoing modernisation of wastewater treatment infrastructure.

Water is sourced through two channels: the public mains network as the primary supply, and the Group's own wells as a secondary source. Together, these cover the full drinking and process water requirements of all farms and operational sites. In the slaughterhouse, water is used for washing transport cages, equipment, work surfaces and vehicles, feather transport via recirculated water flows, curing and evisceration processes, and electric water-based stunning systems. On farms, water serves for bird watering, disinfection, cleaning of changing rooms and sanitary facilities, and fire-fighting provision.

Wastewater management is organised on a site-by-site basis. Farms rely on individual drainable tank systems, while slaughterhouses are equipped with dedicated domestic and process wastewater treatment plants. Responsible management of the wastewater generated at each site remains a priority, and we are working towards progressively increasing safe water recycling rates across the Group in line with our 2030 sustainability commitments.

The most significant focus area in water management during 2025 was the reduction of overall consumption and the improvement of water use efficiency across the Group. Systematic monitoring of water consumption was extended across different user categories to better identify inefficiencies and eliminate water losses at source. In terms of infrastructure, water storage capacity was enhanced through the installation of dedicated on-site water tanks, strengthening supply reliability and enabling more precise consumption control at site level.

In 2025, the Group's total annual water consumption reached 434,062 m³, compared to 296,749 m³ in 2024 and 268,702 m³ in 2023. The increase is directly linked to the growth in production volumes across the Group's operations. Of the total consumed 219,241 m³ were drawn from the public mains network and 229,449 m³ from the Group's own wells. The total volume discharged to own wastewater collection systems amounted to 251,940 m³.

Water recycling and reuse at site level has not yet been achieved, and this remains an active area of focus within our sustainability programme.

Looking ahead, the Group maintains its commitment to significantly reducing water-related environmental impact: eliminating the discharge of hazardous substances into water bodies, halving the share of untreated wastewater by 2030, and increasing the rate of safe water recycling at all sites. Regular water consumption analyses continue to be conducted, with findings used to identify further opportunities for efficiency gains and targeted intervention.



	Poultry Braşov					Oprea Avi Com SRL			Poultry Integration Farms SRL		
		Unite of measurement	2023	2024	2025	2023	2024	2025	2023	2024	2025
	Total annual water consumption of the company	m3	105,932	115,976	214,029	134,006	141,224	168,478	28,764	39,549	51,555
	of which via piped network	m3	0	0	0	134,006	141,224	168,478	9,475	25,437	50,763
	of which from own wells	m3	105,932	115,976	214,029	0	0	0	3,327	3,25	15,42
	Amount of recycled water from total water consumption	m3	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
	Amount of water discharged to own waste water collection system from annual water use	m3	64,143	69,202	72,047	75,216	86,613	109,893	2,558	2,214	70

SOCIETY

Employee well-being

At the heart of Poultry Investment’s HR philosophy is a genuine commitment to its people. Employee well-being, recognition and motivation are not after-thoughts, they shape how we build our workplace culture and inform every strategic decision we make. Our goal is an environment where work feels meaningful, opportunities are equally accessible, and every individual has room to grow. Transparent communication and mutual respect form the foundation of how we relate to our workforce. Today, Poultry Investment is home to approximately 1,000 employees across Mureș, Brașov and Sibiu counties.

Our HR strategy reflects this ambition in practice. It spans workforce and payroll planning to ensure competitiveness, technical and soft skills development, including ESG and ethics training, incentive and benefit systems designed for motivation and retention, working time management, occupational health, and standardised onboarding processes that support rapid integration and regulatory compliance.

We offer our people a benefits package that goes beyond the statutory minimum, including private health insurance, private pension, 24/7 accident insurance, meal vouchers, birthday and referral bonuses, seniority recognition and performance-linked incentives tied to individual and team objectives. Employees in production also benefit from performance bonuses linked to economic efficiency outcomes per cycle, as well as the opportunity to obtain certified competencies in poultry welfare and hygiene.

A structured onboarding process ensures every new joiner is set up for success from day one. Recruitment follows a clear two-stage process, internal opportunities are posted first at all work locations, and only where no suitable internal candidate comes forward are positions advertised externally through online platforms and local publications. This approach reflects our preference for internal mobility and career progression. Beyond standard employment, we also accommodate part-time arrangements and employ colleagues with disabilities, and we actively run internship programmes in partnership with academic institutions.

Keeping employees informed and heard is a priority we take seriously. We maintain ongoing internal communication through newsletters, an intranet platform, written publications and a mix of formal and informal meetings held at regular intervals. This is complemented by annual performance reviews, employee satisfaction surveys, organisational climate assessments and structured feedback channels managed by our HR and compliance teams. Exit interviews are conducted with departing employees to understand their reasons for leaving, and the findings feed directly into improvements in policy, training and well-being programmes. Feedback is not simply collected it actively shapes how our organisation operates. We also firmly support employees’ rights to freedom of association and collective bargaining, and have actively encouraged employees to participate in representative elections.

Work-life balance is supported in practice through flexible scheduling and targeted well-being initiatives, including dedicated programmes for physical and mental health. Our employer brand is built on three pillars; integrity, development and a genuinely supportive working environment values we aim to demonstrate in practice every day rather than simply communicate.



2025 marked a significant milestone in our people management journey. The introduction of a 360-degree evaluation process for our management team represented the most important HR development of the year providing structured, multi-directional feedback that gave leaders clarity on

“You can’t build culture through policy alone — you build it by listening and following through. This year, the 360-degree evaluation gave our leaders a clear picture of where they stand, and the support to grow from there. When engagement and satisfaction move in the right direction, that’s what happens when people feel genuinely heard.”

- Ms. Liana Florea,
Head of HR



their strengths and clear direction for development. The results translated into concrete development plans and measurably improved leadership effectiveness, particularly in the areas of managerial communication and team collaboration. To support managers in acting on the feedback they received, targeted coaching and training were provided acknowledging that receiving developmental input and translating it into changed behaviour requires its own dedicated support.

Alongside this, a digital system for collecting and reporting employee feedback was introduced, streamlining how we gather insight and making it easier to act on what we hear. Employee satisfaction and engagement indicators moved in a positive direction in 2025, with the most notable improvements recorded in perceptions of leadership quality, managerial communication and access to skills development. These results affirm that the investments we are making in our people and in the capability of those who lead them are having a real and measurable impact.

Remuneration system

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

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

Remuneration policies are aligned with company objectives and management performance, encompassing economic indicators, compliance with legal requirements, and relevant environmental and social aspects. Remuneration levels are determined internally by the company’s management, with stakeholder views, including those of shareholders, actively taken into account and integrated into the decision-making process. No independent remuneration consultants are involved. Any votes or positions relating to remuneration policies are carefully analysed before decisions are finalised.

The remuneration of executive management includes fixed and, where applicable, variable components, correlated with role and performance. Bonuses, compensation payments and any benefits are granted in accordance with internal policies and applicable legislation.

Our people strategy is structured around four interconnected pillars:

I. Setting the right foundations from day one

New joiners are welcomed through a structured induction that covers health and safety, quality standards and the values that define our company culture. From the outset, we aim to give every new employee a clear sense of direction and a supportive environment in which to find their footing.

III. Purposeful career progression

Each employee benefits from an individual development path, underpinned by regular performance reviews and clearly defined goals. This structured approach helps our people stay motivated, see their future within the company, and take ownership of their own growth.

II. Growing talent from within

We actively invest in the development of our people through ongoing training, professional advancement and internal promotion pathways. Alongside this, we run internship programmes in collaboration with academic partners, giving talented students a meaningful entry point into our organisation while still at university.

IV. Open and continuous dialogue

We keep our people informed and listened to through multiple channels including internal newsletters, a dedicated employee portal, annual appraisals, satisfaction surveys and compliance-led feedback systems. Employee input is taken seriously and feeds directly into how we improve and evolve as an organisation.

Employee benefits at Poultry Investment



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

(GRI 2-30)

All employees in our organisation are covered by a collective labour agreement, negotiated at organisational level. The company's working conditions, pay, benefits, and employee rights are governed through collective agreements, established via a transparent negotiation process in which employees were invited to select their representatives and all workers were involved.

For employees not covered by a collective agreement, terms and conditions of employment are determined through individual employment contracts, in accordance with applicable labour legislation, the company's internal regulations, and the principles of transparency. Poultry Investment maintains regular social dialogue with its employees and continuously monitors changes in legislation to ensure ongoing compliance and fair treatment across the workforce.

Training and education

(GRI 404-1, 404-2)

Investing in our people’s growth is the cornerstone of how we build a resilient, future-ready organisation. We view learning as an ongoing journey rather than a periodic obligation, and we are actively cultivating an environment where development is woven into everyday working life. Our training delivery combines in-person sessions with digital formats, giving employees the flexibility to engage with learning in a way that fits their working rhythm. In 2024, we launched our e-learning platform, which brought knowledge within reach at any time and from any location, while encouraging a more active and engaging approach to learning. In 2025, the platform continued to operate effectively, supporting employees with flexible, on-demand access to learning content and reinforcing the company's commitment to continuous professional development.

Development at our company extends well beyond the classroom. Annual team-building activities and cross-functional workshops give employees a window into other parts of the business, strengthening the connections be-

tween teams and unlocking new ways of working together. Participation in external professional conferences also keeps our people in step with industry developments and brings new perspectives back into the organisation, enriching both individual knowledge and collective performance.

Our structured approach to training is anchored in an annual training plan that spans all roles and organisational levels. The plan encompasses career progression pathways, internal mobility, mentoring arrangements and competency building. A deliberate focus is placed on ensuring that employees in operational roles have the same access to development opportunities as those in other functions.

Training at our organisation falls into two broad categories. The first covers statutory mandatory training, including fire safety, occupational health and safety, and first aid which applies to all employees without exception. Additional mandatory programmes specific to our sector include poultry welfare, hygiene and bird-observation training, all of which underpin quality and animal welfare standards in our production operations. The second category covers voluntary developmental training designed to broaden skills and support long-term growth:

Training Category	Number of training hours per person per year	Key Topics
Professional trainings	4 hours	- Quality training - Production department courses
ICT	4 hours	Learning new technologies, cyber security, digitisation, data management, internal platforms
Language training	2 hours	English, Hungarian
Cross competence training	4 hours	- Effective communication - Improving message clarity, active listening, constructive feedback - Increases collaboration between teams and reduces conflict
ESG	4 hours	Awareness of environmental impact, good waste reduction practices, energy efficiency, responsible consumption
Ethics	2 hours	Practical, clear and adapted approach to the levels of the organization, supporting integrity, organizational culture and compliance with internal regulations and applicable legislation.
Other	4 hours	Training employees on safety procedures, accident prevention and proper use of equipment

Measuring the impact of training is as important to us as delivering it. Participants provide structured feedback at the close of each programme, and their input directly informs the design of the following year's training plan creating a continuous improvement loop. In 2025, the average training time per employee reached **10.27 hours**, reflecting a continued upward trend from 9.83 hours in 2024.



Poultry Braşov					Oprea Avi Com SRL			Poultry Integration Farms SRL		
Indicator	Unit	2023	2024	2025	2023	2024	2025	2023	2024	2025
Training hours for employees	hours	710	740	1,71	333	1,67	1,873	7	7	400
Total employees	persons	71	74	215	39	167	270	1	1	50
Training hours – female	hours	340	280	626	200	580	832	0	0	219
Total number of female employees	persons	34	28	77	20	58	119	0	0	24
Training hours – male	hours	370	460	1,084	133	1,09	1,041	7	7	181
Total number of male employees	persons	37	46	138	19	109	151	1	1	26
Training hours – senior managers	hours	20	20	0	240	240	0	7	7	0
Total number of staff at senior management level	persons	2	2	0	5	5	0	1	1	0
Training hours – middle managers	hours	30	40	27	288	288	33	7	7	21
Total number of staff at middle management level	persons	3	4	9	6	6	11	1	1	7
Total number of Training hours – staff	hours	760	800	1,737	861	2,198	1,906	21	21	421
Total number of persons employed	persons	76	80	224	50	178	281	3	3	57



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)

Workplace safety and employee health are managed as operational priorities at Poultry Investment, covering all employees and subcontractors across our operations. We regard the physical and mental well-being of our people as inseparable from our long-term performance, and our occupational health and safety (OHS) framework is designed and maintained accordingly.

Our Management System

Our OHS management system operates in full compliance with Act No. 319/2006, HG 1048/2006 and HG 1425/2006. In 2025, no new legislative provisions were introduced through normative acts under the current OHS legislation. The OHS documentation was reviewed during the year — specifically the assessment of risk factors regarding workplace accidents and occupational illnesses, internal health and safety instructions, the prevention and protection plan, and the assessment for providing personal protective equipment. These reviews were conducted both on an annual basis and in response to technological changes or incidents occurring during the work process.

Every employee and visitor is equipped to work safely through structured onboarding training and regular refresher sessions covering fire safety, first aid, health and safety compliance, and the safe operation of machinery and equipment. Risk identification follows the I.N.C.D.P.M. Bucharest methodology, and prevention and protection plans are drawn up on this basis for every area of our operations. All employees are covered by the management system with no excluded groups, and both internal and external audits are conducted annually across all entities, achieving 100% coverage. Personal protective equipment is provided as standard, collective protection solutions are adapted to each technological process, and local safety instructions are maintained for every work area. Equipment is subject to regular maintenance to ensure ongoing functionality.

We are actively progressing towards ISO 45001 certification, having initiated the groundwork in the previous reporting period. This standardised framework will further embed consistency and rigour into how we identify, manage and reduce operational safety risks.

Hazard Identification, Risk Assessment and Incident Investigation

The identification and assessment of risk factors are conducted using the IN-CDPM Bucharest method, which establishes risk levels based on the severity and frequency of potential events caused by specific risk factors, structured according to the components of the work system. Internal OHS inspections are performed regularly, alongside annual testing of employees. Periodic training is conducted on a monthly basis in accordance with Law 319/2006 and HG 1425/2006.

Employees are trained to identify and immediately report to their direct supervisor any deficiency or hazard observed during the work process. Drills are conducted regularly, including exercises for evacuation scenarios and the use of refuge points. In the event of an evacuation triggered by the facility's alarm signals, direct supervisors issue the order for safe evacuation and personnel follow the established evacuation procedure for each company unit. The investigation of incidents is conducted in accordance with Law 319/2006 and HG 1425/2006.

Where hazards are found to pose a risk of serious injury, controls are applied in line with the hierarchy of controls — from elimination and substitution through to engineering controls, administrative measures and, where residual risk remains, appropriate PPE. The hazards that caused workplace injuries in the reporting period included entanglement or catching in moving machine parts, working at heights, and dangerous contours with risk of cutting or puncturing. In response, employees were trained following incidents regarding the causes that led to them and the measures required to avoid recurrence. Increased attention is being paid to the mandatory use of per-

sonal protective equipment, and the use of any makeshift solutions at the workplace is being actively eliminated.

Additionally, awareness training sessions were conducted for both employees and direct supervisors regarding the dangers of using improvised solutions at the workplace, emphasising that work equipment must be used strictly in accordance with technical manuals and intended purpose, and that PPE must be used according to the specific purpose for which it was issued.

Occupational Health and Safety Training

Employee training in occupational health and safety is conducted in all its forms, general introductory training, on-the-job training, periodic training, and supplementary periodic training, in accordance with Law 319/2006 and HG 1425/2006. This comprehensive training framework ensures that all employees, regardless of role or seniority, are equipped with the knowledge and skills required to carry out their work safely and in full compliance with applicable requirements.

Worker Participation and Hazard Reporting

Employee voice is central to how we run our safety system. A functioning health and safety committee ensures that employees have a formal channel through which to raise concerns, while day-to-day feedback is gathered through line managers and employee representatives. This input feeds directly into the continuous improvement of our HSE measures. There were no changes to the functioning, composition or powers of the health and safety committee in 2025. All employees are trained on their legal obligations under Law 319/2006, including hazard reporting, correct use of equipment and protective gear, and the shared responsibility of maintaining safe working conditions.

Supporting Employee Health Beyond the Workplace

(GRI 403-6)

Our commitment to well-being extends beyond mandatory occupational health requirements. Employees have access to private medical insurance and benefit from periodic medical check-ups as part of our broader health support offer. In 2025, we continued to develop our health awareness programme, informing and encouraging employees to engage with available services through internal communications and dedicated sessions run in partnership with our health insurance provider. These initiatives are designed to support early prevention and promote healthier habits across our workforce. The voluntary well-being programme launched in 2024 to support physical and mental health continued into 2025, reinforcing our commitment to a motivating and sustainable working environment. All medical data remains strictly confidential and is accessible only to qualified occupational health professionals.

Safety Performance in 2025

We are pleased to report that there were no fatal accidents recorded across any of our entities in 2025. No occupational diseases were identified or reported during the period. All workplace incidents are documented, investigated and used to inform preventive action, ensuring that lessons are embedded into our ongoing safety practices.

The detailed breakdown of OHS indicators across all entities and years is provided in the table below.

Key OSH indicators at Poultry Investment SA from 2023 to 2025

	Poultry Braşov					Oprea Avi Com SRL			Poultry Integration Farms SRL		
	Indicator	Unit	2023	2024	2025	2023	2024	2025	2023	2024	2025
	Total number of employees	persons	289	269	293	408	512	502	93	120	131
	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	289	269	269	408	512	502	93	120	131
	Percentage of staff audited by internal audit	%	100	100	100	100	100	100	100	100	100
	Number of employees audited by external audit	persons	289	269	269	408	512	502	93	120	131
	Percentage of employees audited by external audit	%	100	100	100	100	100	100	100	100	100
	Number of accidents at work (workers)	-	0	0	0	2	0	7	0	0	0
	Number of fatal accidents	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	0	1	0	0	0
	Rate of serious accidents at work	%	0	0	0	100	0	0	0	0	0
	Deaths from occupational diseases	pcs	0	0	0	0	0	0	0	0	0
	Number of occupational diseases to be reported	pcs	0	0	0	0	0	0	0	0	0
	Total accidents to be reported	pcs	1	0	0	2	0	7	0	0	0
	Number of accidents at work among non-workers	pcs	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 people are the foundation on which lasting success is built. We are committed to offering a workplace that is fair, safe and genuinely supportive one where every individual can contribute meaningfully, develop professionally and build a long-term future with us.

Our Workforce in 2025

In 2025, Poultry Investment employed a total of 926 people across its three entities, an increase compared to 910 in 2024, reflecting continued growth across the group. Of these, 451 are women and 475 are men.

The vast majority of our workforce holds permanent contracts, 911 employees are on permanent arrangements, with just 1 employee on a fixed-term contract. This reflects our strong commitment to employment stability. Among those on permanent contracts, full-time arrangements are the norm: 281 at Poultry Braşov and 485 at Oprea Avi Com, with part-time permanent roles held by 6, 8 and 7 employees respectively across our three entities. One non-employee (temporary or contractor) was recorded at Poultry Braşov in 2025.

912

persons employed (+2%)

911

persons permanent contracts, 1 person fixed-term contracts and 14 part-time

451

women

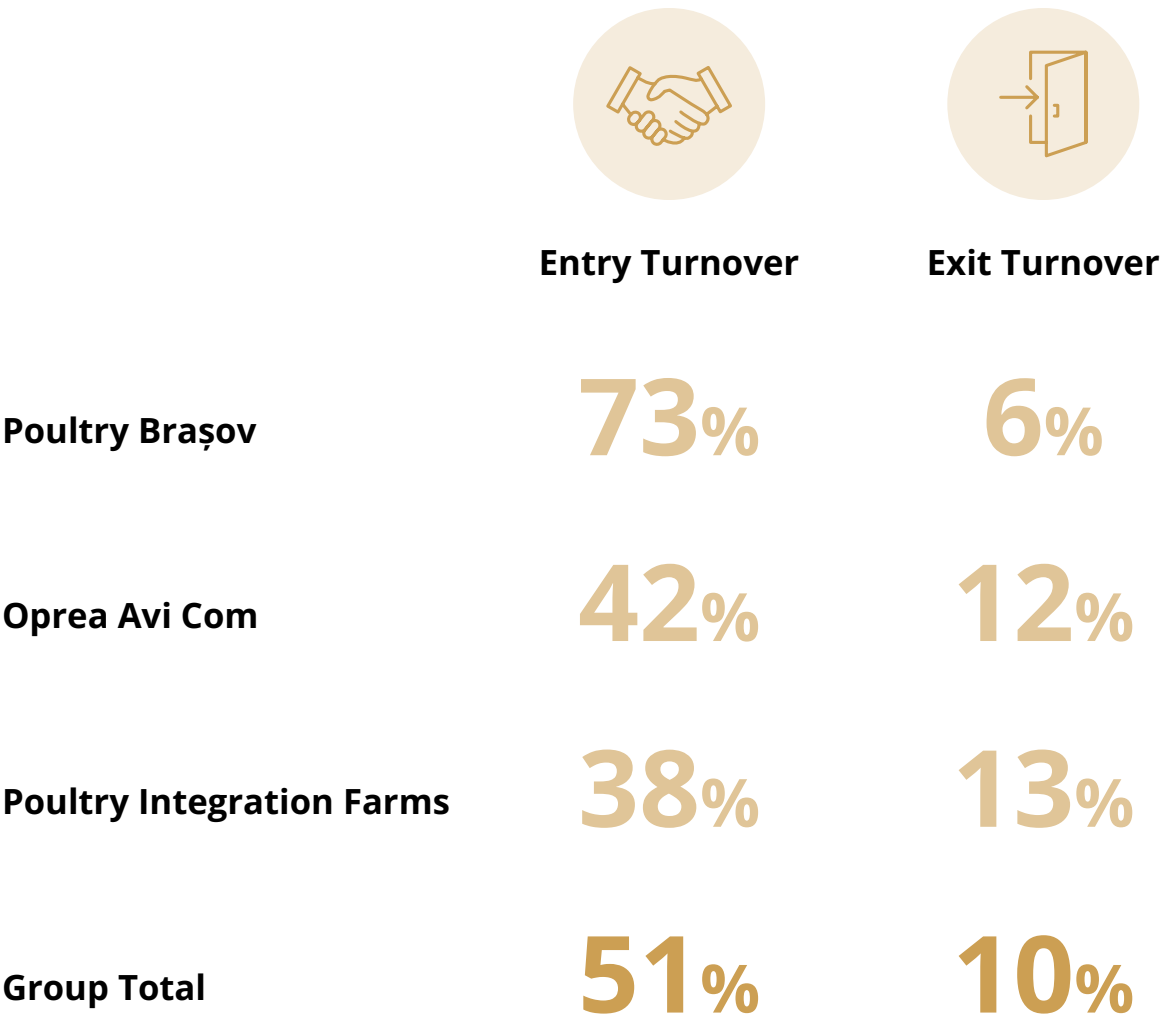
475

men

Staff Movement and Turnover

In 2025, 473 new employees joined the group, while 94 employees left across all entities. The notably high entry turnover at Poultry Braşov reflects significant workforce expansion in 2025 rather than instability, as exit turnover at the same entity remained low at 6%. Differences across entities continue to reflect variations in operational scale, local labour market conditions and role characteristics.

Turnover patterns across the group in 2025 were as follows:



Employment at Poultry Investment from 2023 to 2025

		Poultry Braşov			Oprea Avi Com SRL			Poultry Integration Farms SRL		
Indicator	Unit	2023	2024	2025	2023	2024	2025	2023	2024	2025
Total employees	persons	270	273	293	453	517	502	93	120	131
Women	persons	109	111	108	274	302	285	41	49	58
Men	persons	161	211	185	179	215	217	52	71	73
Fixed-term contracts	persons	33	33	1	10	10	0	0	0	0
full-time employees	persons	33	33	0	10	10	0	0	0	0
Women	persons	0	0	0	0	0	0	0	0	0
Men	persons	33	33	0	10	10	0	0	0	0
part-time employees	persons	0	0	1	0	0	0	0	0	0
Women	persons	0	0	0	0	0	0	1	3	0
Men	persons	0	0	1	0	0	0	3	3	0
Permanent contracts	persons	248	237	288	443	502	493	93	120	130
full-time employees	persons	241	231	281	443	502	485	89	114	124
Women	persons	116	107	101	274	288	275	40	46	55
Men	persons	125	124	180	169	214	210	49	48	69
part-time employees	persons	2	6	6	7	7	8	4	6	7
Women	persons	1	2	4	6	5	5	1	3	3
Men	persons	1	4	2	1	2	3	3	3	4
other employees, non-employees (temporary agents, agents, contractors, etc.)	persons	0	0	1	4	4	0	0	0	0

Staff turnover at Poultry Investment between 2023 and 2025

		Poultry Braşov			Oprea Avi Com SRL			Poultry Integration Farms SRL		
Indicator	Unit	2023	2024	2025	2023	2024	2025	2023	2024	2025
number of new employees	persons	90	53	213	124	216	210	26	44	50
Women	persons	19	22	79	43	95	77	10	22	26
Men	persons	71	31	134	81	114	133	16	22	24
number of employees leaving	persons	26	25	19	17	44	58	28	32	17
Women	persons	7	16	8	4	20	16	20	19	9
Men	persons	8	9	11	13	24	42	8	13	8
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)	%	31	18	73	23	32	42	27	36	38
Women	%	7	8	27	14	25	15	10	18	19
Men	%	25	11	45	33	39	26	10	18	18

Diversity in Poultry Investment between 2023 and 2025

Across all member companies of Poultry Investment, building a fair and inclusive workplace is a standing priority for the Group, reflected in how we recruit, evaluate and develop our people. We are convinced that a diverse, values-driven organisation is a stronger one, and that an equitable culture contributes directly to sustainable business performance.

Equal opportunity is embedded in our corporate identity. Regardless of gender, age, ethnic or national background, religious belief, sexual orientation or any other characteristic protected by law, every employee is entitled to the same opportunities, the same respect and the same recognition for their contribution. This commitment is backed by clear, written equal opportunities policies, and our internal management systems regularly assess how equality plays out in practice ensuring that workplace decisions remain transparent and free from bias.

We operate a zero-tolerance policy on discrimination, supported by confidential reporting channels through which any employee can raise concerns without fear of consequence. Regular training on diversity, inclusion and ethical working practices further reinforces the culture we are committed to maintaining. Performance and potential are the only criteria that drive our recruitment and promotion decisions.

In 2025, no cases of discrimination were recorded across any of our entities, consistent with prior years. We attribute this to the consistent application of our equal opportunity policies and the ongoing training our teams receive on discrimination prevention.

Our workforce is notably diverse in terms of age, with a healthy spread across all three entities and generations. Employees under 30 account for

149 people group-wide (70 at Poultry Braşov, 63 at Oprea Avi Com and 16 at Poultry Integration Farms) representing 24%, 13% and 12% of each entity's headcount respectively. The 30–50 age group forms the largest cohort at 468 employees across the group (132, 272 and 64 per entity), making up 45%, 54% and 49% of each workforce.

Colleagues over 50 number 309 in total (91 at Poultry Braşov, 167 at Oprea Avi Com and 51 at Poultry Integration Farms) accounting for 31%, 33% and 39% respectively.

No employees from minority or other vulnerable groups were recorded in 2025, in line with previous reporting periods.



The full diversity and employment data from 2023 to 2025 is presented in the tables below.

		Poultry Braşov			Oprea Avi Com SRL			Poultry Integration Farms SRL		
Indicator	Unit	2023	2024	2025	2023	2024	2025	2023	2024	2025
number under 30	persons	35	43	70	47	57	63	11	14	16
Women	persons	9	11	15	17	20	19	4	3	6
Men	persons	26	32	55	30	37	44	7	12	10
percentage of employees under 30	%	12	16	24	10	11	13	11	12	12
Women	%	3	4	5	4	4	4	4	2	5
Men	%	9	12	19	7	7	8	7	10	8
number of employees aged 30-50	persons	132	128	132	250	294	272	42	54	64
Women	persons	57	57	51	146	166	165	16	26	26
Men	persons	75	71	81	104	128	107	26	28	38
share of workers aged 30-50	%	46	47	45	55	57	54	44	44	49
Women	%	20	21	17	32	31	33	17	21	20
Men	%	26	26	28	23	26	21	27	23	29
number of employees over 50	persons	122	96	91	156	166	167	43	53	51
Women	persons	46	43	42	110	116	101	22	29	26
Men	persons	66	53	49	46	50	66	21	24	25
percentage of employees aged 50 and over	%	42	35	31	34	32	33	45	43	39
Women	%	19	16	12	24	22	20	23	24	20
Men	%	23	19	17	10	10	13	22	20	19
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	70	0	0	63	1	1	16
Women	person	0	0	15	0	0	19	0	0	6
Men	persons	0	0	55	0	0	44	1	1	10

		Poultry Braşov			Oprea Avi Com SRL			Poultry Integration Farms SRL		
Indicator	Unit	2023	2024	2025	2023	2024	2025	2023	2024	2025
percentage of employees under 30	%	0	0	23.89%	0	0	12.54%	1	1	12.21%
Women	%	0	0	5.11%	0	0	3.78%	0	0	4.58%
Men	%	0	0	18.77%	0	0	8.76%	1	1	7.63%
number of employees aged 30-50	persons	12	7	132	11	14	272	10	12	64
Women	person	5	4	51	0	0	165	3	5	26
Men	persons	7	3	81	11	14	107	7	7	38
share of workers aged 30-50	%	4	3	45.05%	2	2	54.18%	10	10	48.85%
Women	%	2	1	17.40%	0	0	32.86%	3	4	19.84%
Men	%	2	1	27.64%	2	2	21.31%	7	6	29.00%
number of employees over 50	persons	5	4	91	2	5	167	0	0	51
Women	person	3	3	42	1	1	101	0	0	26
Men	persons	2	1	49	1	4	66	0	0	25
percentage of employees aged 50 and over	%	2	1	31.05%	0	1	33.26%	0	0	38.93%
Women	%	1	1	12.32%	0	0	20.11%	0	0	19.84%
Men	%	1	0	16.72%	0	0	13.15%	0	0	19.08%
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	0.34	1	1	1	0	0	0.76
Men - manager	%	9	7	0.34	12	8	2.39	0	3	0.76
Women - middle manager	%	5	3	2.73	3	3	1.39	0	0	5.34
Men - middle manager	%	4	6	2.04	5	5	1	5	6	5.34
Women - staff	%	40	39	33.44	50	50	54.18	44	39	38.16
Men - staff	%	60	61	60.75	50	50	39.84	56	53	49.62

Parental leave at Poultry Investment from 2023 to 2025

		Poultry Braşov			Oprea Avi Com SRL			Poultry Integration Farms SRL		
Indicator	Unit	2023	2024	2025	2023	2024	2025	2023	2024	2025
Total number of workers entitled to parental leave	persons	0	0	293	0	0	502	0	0	131
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	5	3	6	14	19	20	0	0	0
Women	persons	4	2	4	10	16	14	0	0	0
Men	persons	1	1	2	4	3	6	0	0	0
number of employees returning to work after the end of parental leave in the reporting period	persons	2	2	2	6	9	9	0	0	1
Women	persons	1	1	1	5	5	8	0	0	1
Men	persons	1	1	1	1	4	1	0	0	0
number of workers who returned to work after parental leave and were still employed 12 months after their return	persons	2	2	0	4	11	4	0	0	0
Women	persons	1	1	0	3	7	4	0	0	0
Men	persons	1	1	0	1	4	0	0	0	0
return to work and retention rates of workers on parental leave	%	1	1	1	43	47	45	0	0	0
Women	%	0	0	0.34	5	31	40	0	0	0
Men	%	0	0	0.34	25	0	0	0	0	0

Commuting and loyalty at Poultry Investment between 2023 and 2025

		Poultry Braşov			Oprea Avi Com SRL			Poultry Integration Farms SRL		
Indicator	Unit	2023	2024	2025	2023	2024	2025	2023	2024	2025
number of disabled workers on the last day of the year	persons	0	0	1	0	0	4	0	0	0
Women	persons	0	0	1	0	0	4	0	0	0
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	266	266	243	348	398	412	62	83	91
commuters outside the 25 km radius	persons	3	3	24	72	92	64	22	26	27
commuters within 50 km	persons	20	4	26	33	27	26	12	13	13
loyalty										
number of employees who have been with the company for at least 5 years	persons	58	49	45	265	314	103	96	122	131
Women	persons	30	23	22	146	185	72	42	58	58
Men	persons	28	26	23	119	153	31	54	64	73
number of employees who have been with the company for at least 10 years	persons	36	30	19	93	109	32	0	0	0
Women	persons	23	20	14	60	75	20	0	0	0
Men	persons	13	10	5	33	34	12	0	0	0
number of employees who have been with the company for at least 15 years	persons	16	14	8	95	94	43	0	0	0
of which Women	persons	14	11	5	68	66	33	0	0	0
of which Men	persons	2	3	3	27	28	10	0	0	0

Corporate Social Responsibility

(GRI 413-1, 413-2)

At Poultry Investment, corporate social responsibility shapes how we operate day to day. Our community engagement, environmental efforts and social commitments are ongoing, carried out through the same channels and decisions as our core business activities. We believe that genuine business success must create value beyond the bottom line, and our CSR activities reflect that conviction across education, sport, culture, social care and environmental stewardship.

CSR coordination at Poultry Investment is a shared responsibility, jointly managed by our HR and Quality departments. This cross-functional approach ensures that our social and environmental commitments are integrated into day-to-day operations rather than siloed into a standalone function.

In 2025, Poultry Investment continued its active community engagement programme. Two of our key entities, Oprea Avi Com and Poultry Braşov, supported our partner organisations through financial contributions and meat product donations. Our activities in 2025 also extended into sustainability and environmental initiatives, with a continued focus on reducing energy consumption across our operations, reflecting our commitment to responsible business conduct alongside our community work.

We also maintain active partnerships with protected companies and non-profit organisations, reinforcing our commitment to social inclusion and community development.

Our community support is structured around five pillars:



I. Education and Youth Development

Investing in the next generation is a long-term commitment for us, not a one-off contribution. We continued our support for the Cezara Codruţa Marica Foundation, the Hungarian Students’ Association in Cluj, the Alexandru Papiu National Association of College Parents and the Parents’ Committee of the Székely Mikó College all of which work at the intersection of talent development, academic support and school community building.

We also maintained our partnership with the two university colleges operated by the Zsolt Antal Foundation, where high-potential students receive structured, targeted development. Many of these students go on to join our internship programmes, and a number have since become permanent members of our team making this initiative as much a talent pipeline as it is a social contribution



Our engagement with university clubs deepened further in 2025:

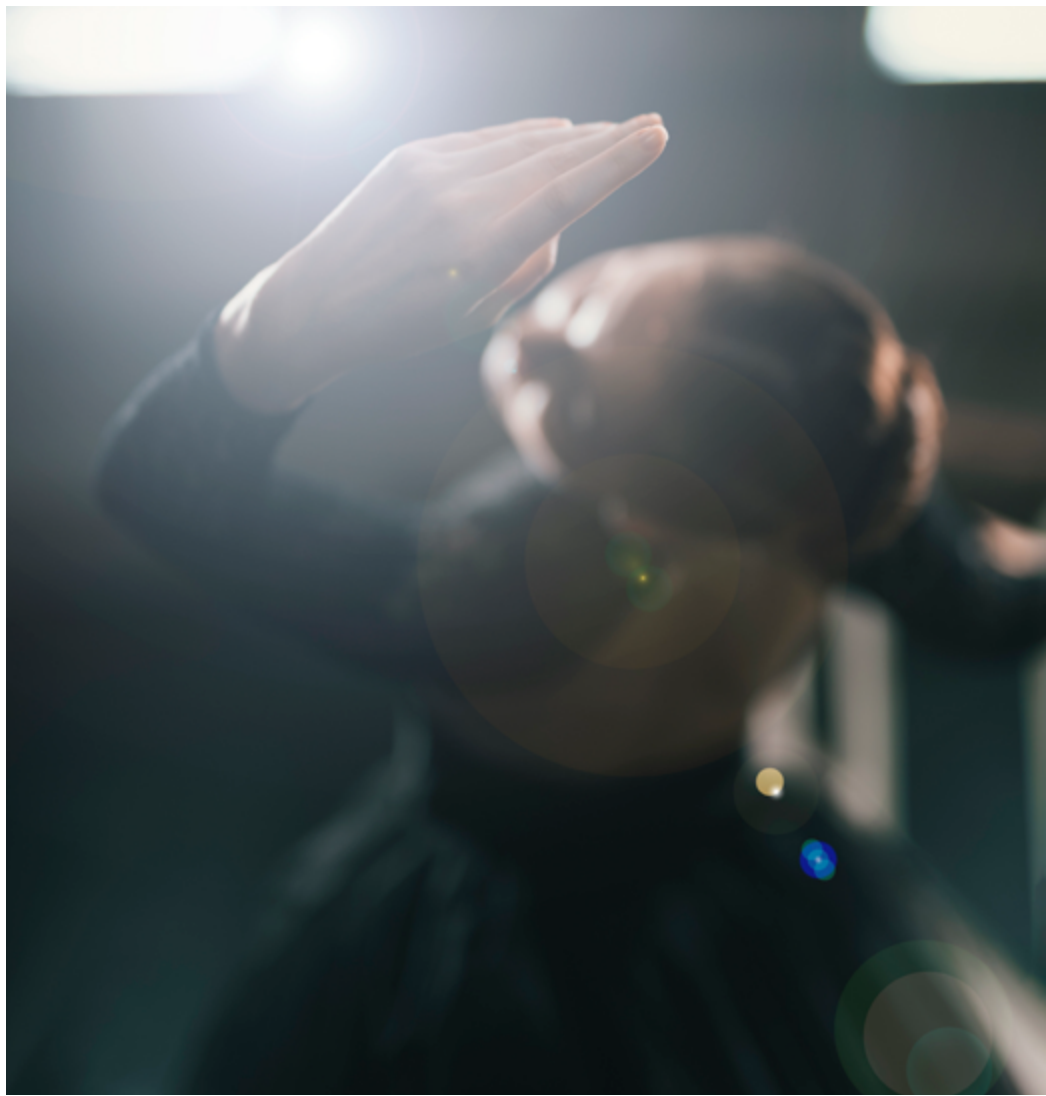
The GTK Business Consulting Club at Babeş-Bolyai University continued to benefit from our support, both financially and through active participation. Members of our leadership team took part as speakers in the “Conversations with Leaders” series, contributed to management shadowing programmes, and continued the “Entrepreneur School” initiative co-launched with CEO Laczkó Dénes which gives students hands-on exposure to real business decision-making. A meaningful number of GTK alumni have gone on to join our organisation after graduation, demonstrating the tangible return this partnership generates for both sides.

We also continued to fund the Agro Consulting Club (ACC) at the University of Agricultural Sciences and Veterinary Medicine of Cluj-Napoca. The club gives agri-business and agricultural students direct access to fieldwork, corporate visits and shadowing opportunities bridging the gap between academic theory and operational reality in our sector.



II. Sport and Healthy Lifestyles

We believe sport strengthens communities and supports both physical and mental well-being. In 2025, we continued our sponsorships of Viitorul Ungheni Sports Club Association, Dimas Sports Club, Sakura Sports Club, Power GYM Sports Club Association, Sepsi-SIC Sports Club Association and Târgu Mureş Road Runners Association supporting youth athletic development and grassroots amateur sport across the region.



III. Culture and Community Identity

Cultural life is central to community cohesion, and we are proud to support the organisations that sustain it. Our contributions in 2025 went to 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 each playing a distinct role in preserving and enriching local cultural heritage.



IV. Social Care and Community Assistance

Through our partnerships with the Solidaris Association, Doctors for Villages Association and the Sanpaul Strength Association, we contributed to social care delivery, healthcare access in underserved communities and support for those facing disadvantage. These partnerships reflect our belief that a responsible business has a role to play in addressing social need, not just economic opportunity.



V. Professional Networks and Civil Society

Active civic and professional life requires organisational support. In 2025 we continued backing the Târgu Mureş Agronomists Association, the DOMINO Association, the HMIK Association and the RIF Association bodies that carry out meaningful community organising and development work in their respective fields.

CORPORATE GOVERNANCE

Governance structure and accountability

Poultry Investment has established a governance framework grounded in three interconnected principles: transparency in decision-making, operational efficiency, and a sustained commitment to sustainable development. This structure is designed to safeguard the stability of the Group's operations, advance its strategic objectives, and ensure that shareholder interests remain aligned with broader social and environmental responsibilities.

Group governance structure

(GRI 2-9)

Governance across the Group operates at two distinct levels. At the subsidiary level, covering Poultry Braşov S.R.L., Oprea Avi Com S.R.L. and Poultry Integration Farms S.R.L., each entity is governed by a General Meeting of Shareholders or Members and an Administrator. The Administrator of all three subsidiaries is Poultry Investment S.A., which exercises oversight and sets the strategic framework within which each company operates.

At holding company level, Poultry Investment S.A. is governed by a General Meeting of Shareholders, a Board of Directors and a team of Executive Directors. The Board of Directors is composed of three members appointed by the shareholders:

- **Miklós Kerezi** — President of the Board
- **Alpár Griz Kiss** — Member of the Board
- **Emanuel Oprea** — Member of the Board

Day-to-day executive management is carried out by six executive officers, to whom the Board has formally delegated management responsibilities. In accordance with the Company's Articles of Association, four of these officers are also authorised to legally represent the Company:

- **Dénes Laczkó** — Chief Executive Officer (CEO)
- **Baris Basak** — Chief Operations Officer (COO)
- **Levente Vigh** — Chief Financial Officer (CFO)
- **Ovidiu Oprea** — Chief Quality Officer (CQO)
- **Nicușor Tirim** — Chief Sales Officer (CSO)
- **Szabolcs Héjja** — Chief Marketing Officer (CMO)

Nomination and board composition

(GRI 2-10)

The composition of the Board of Directors is governed by Article 16 of the Company's Articles of Association. The Board comprises three members: one proposed by the shareholder Oprea and two proposed by the shareholder Poultry, all appointed by the General Meeting of Shareholders for a renewable three-year term. The Chairman of the Board is elected by the General Meeting from among the members proposed by the shareholder Poultry. Each shareholder retains the right to request the replacement of the director they have nominated, without the need for justification, and to propose a successor for the remainder of the term. Each shareholder is correspondingly obliged to vote in favour of candidates proposed by the other party, except where a candidate evidently fails to meet the legal requirements for the role.

Separation of governance and executive functions

(GRI 2-11)

The President of the Board of Directors, Miklós Kerezi, does not hold a senior executive position within the Group. This separation of the chairmanship from operational management reinforces the independence of the Board's oversight function, strengthens internal control mechanisms and ensures that

strategic direction is exercised without conflict of interest. The Chairman's primary responsibilities are to coordinate the functioning of the Board and to represent the long-term interests of the Group to its shareholders.

Role of the highest governance body in sustainability

(GRI 2-12)

The Board of Directors plays a central role in shaping and maintaining the Group's approach to sustainability. It is responsible for overseeing the development, adoption and periodic updating of the organisation's sustainability objectives, values, mission, strategy and policies. Senior management supports the implementation of these objectives and ensures alignment with the Group's overall strategy and applicable legal requirements.

Stakeholder engagement is an integral part of how the Board exercises its oversight responsibilities. The Board interacts with stakeholders to understand their expectations, concerns and feedback on sustainability matters, and ensures that the outcomes of these engagements inform strategic decisions, sustainability planning and risk management. The integration of sustainability considerations is monitored across all levels of the organisation, with feedback, risk assessments and performance metrics reviewed regularly to adjust policies, objectives and actions as needed. This process ensures that the Group's sustainability strategy remains both relevant and responsive to the expectations of those it affects.

The Board also regularly reviews the effectiveness of sustainability initiatives, policies and objectives. This includes monitoring performance indicators, assessing progress against targets, identifying gaps or emerging risks, and recommending improvements to maintain continuous alignment with the organisation's mission, values and strategic goals.



Board performance and collective knowledge

To ensure the Board remains effective in its oversight role, an annual self-assessment is conducted covering performance in relation to economic, environmental and social impacts. This process allows members to identify areas for improvement and refine their approach to strategic oversight. Complementing this, the Board actively works to strengthen its collective knowledge of sustainability matters by reviewing industry best practices and relevant benchmarks, ensuring that governance decisions are informed by current developments in sustainable business conduct.

Subsidiary governance

Poultry Braşov, formerly operating under the name Avicod, follows a streamlined governance model suited to its scale and structure. Shareholder rights are exercised by the sole shareholder, while operational management is the responsibility of the administrators, Peter Árpád and Adrian Manole. Day-to-day management is led by Peter Árpád, appointed for a two-year term in accordance with Article 8.6 of the company's Articles of Association and Roma-

nian Company Law 31/1990. This arrangement ensures accountability, legal compliance and strategic alignment with the wider Group.

Oprea Avi Com has its roots as a family business and for many years operated under a single-person management structure. As the company evolved and Poultry Investment assumed majority ownership, operational management was formalised under a Managing Director responsible for day-to-day activities. Management continuity has been preserved throughout this transition. The company is now overseen by a three-member Board of Directors, one of whom also serves as Chief Executive Officer, with the remaining two members representing the interests of Poultry Investment and Poultry Integration Farms respectively.

Sustainability oversight and delegation of responsibility

Each member company within the Poultry Investment Group maintains its own central governance and management structure, tailored to its operational scale, while remaining aligned with the strategic direction of the wider Group. This layered approach ensures that decision-making stays close to day-to-day operations at each site, while accountability and compliance are consistently upheld across the Group.

Financial reporting and compliance

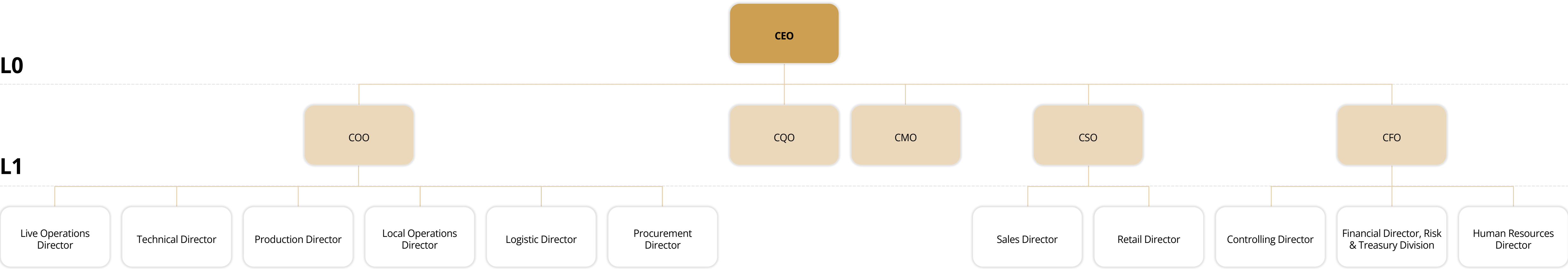
Intra-group financial reporting, tax compliance and transparency are prepared in accordance with International Financial Reporting Standards (IFRS) and are subject to independent external audit. This commitment to rigorous financial governance ensures that the Group's practices meet not only regulatory requirements but also the broader expectations of ethical conduct and accountability that underpin our approach to sustainable business. The achievements of Poultry Investment are inseparable from the people behind them. Our colleagues bring professionalism, dedication and a genuine sense of responsibility to their work every day, qualities that are reflected not only in our internal culture but in the recognition we receive from external organisations. Certifications such as RINA and ÉMIN, along with a growing number of industry awards, stand as tangible evidence of what our teams consistently deliver. These acknowledgements are not the result of individual effort alone; they reflect a collective commitment to quality, precision and continuous improvement that runs across every level of the organisation. We are proud that this commitment continues to be recognised, and we remain dedicated to upholding the standards that make such recognition possible.



L0

L1

L2



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)

Responsible business conduct is the standard against which every decision, relationship and operational process is measured. Our ethical framework is grounded in our Articles of Association, internal governance documents, and applicable Romanian and EU legislation spanning labour, environmental and corporate governance requirements.

In 2025 we continued to embed these commitments more deeply into daily operations, with renewed attention to due diligence, human rights, and the integrity of our supply chain.

Our Commitments

Our responsible business conduct framework covers the following areas, all of which were actively maintained throughout 2025:

Human rights and working conditions form the foundation of how we engage with our employees, contractors and partners. We uphold the rights set out

in the Universal Declaration of Human Rights and the relevant ILO conventions, including the right to fair labour conditions, freedom from forced labour, non-discrimination and safe working environments. These rights apply not only to our own workforce but extend to contractors, suppliers and the communities touched by our operations, with particular attention to those in more vulnerable positions such as temporary workers and small-scale suppliers.

Child labour and forced labour have no place in our operations or supply chain. We do not employ anyone under the age of 18, and no instances of forced labour, exploitation or child labour risk were identified in 2025. Internal procedures and supplier assessment criteria developed in prior years continued to be applied, with business relationships subject to immediate review and termination where necessary should any concern arise.

Business ethics, anti-corruption and fair competition remained priorities throughout the year. Our internal policies prohibit corruption, bribery and anti-competitive conduct in all forms, and these expectations are extended to our business partners through contractual requirements and periodic engagement. In 2025, no confirmed cases of corruption were recorded, no related legal proceedings were initiated, and no internal complaints of this nature were received through any channel.

Environmental stewardship, data protection, tax compliance and equal opportunity are likewise embedded in our operational framework, with management responsibility assigned at both executive and departmental level. The organisation complies with applicable laws and regulations and conducts its activities in accordance with principles of integrity and ethical business conduct. The development of formal anti-corruption policies and procedures may be considered as part of future governance enhancements.

These principles reach our people through multiple channels. New employees are introduced to our conduct expectations as part of the onboarding process, supported by internal manuals and periodic briefings. Business partners encounter our standards through contractual clauses and direct engagement meetings. Regulatory authorities and other external stakeholders receive information through formal reporting obligations and responses to inquiries. All individual policy commitments are approved at executive director level and integrated into standard operational procedures.

Grievance Mechanisms and Critical Concerns

Employees can raise concerns about business conduct, non-compliance or workplace issues through direct reporting to their supervisors, department

managers or executive directors, without fear of retaliation, and with confidentiality maintained where appropriate. The company also operates a formal customer complaint mechanism managed by the Quality Department, which ensures systematic tracking and timely resolution of issues raised by clients and partners.

Critical concerns are escalated to senior management through formal internal reporting channels. During 2025, no significant critical concerns were raised that could materially affect the company's sustainability performance or reputation.

Compliance and Legal Conduct

Poultry Investment operated in general compliance with applicable laws and regulations throughout 2025. A small number of minor non-compliance cases were identified during the period, relating to incorrect road toll payments, vehicle weight limit exceedances, parking violations and minor irregularities at certain locations. None of these cases had a material financial, legal or reputational impact on the company, and the associated monetary penalties were not significant. No non-monetary sanctions were imposed, and no fines relating to prior reporting periods were carried forward.

Managing Negative Impacts

Where negative impacts arise, identified through ongoing monitoring of production processes, waste management, water usage, biosecurity and regulatory reporting obligations, corrective actions are applied at the operational level. These include process adjustments, compliance measures and cooperation with suppliers, local authorities and partner organisations. The effectiveness of remediation is tracked through operational performance indicators, compliance reviews and stakeholder feedback.

Conflicts of Interest

The Board of Directors maintains a clear policy requiring the disclosure of potential conflicts of interest. Members are required to abstain from any decision in which a personal or financial interest exists. The disclosure framework covers external board memberships, financial interests in suppliers or

other stakeholders, shareholder representation on the governing body, and related-party relationships including associated transactions and outstanding liabilities. All disclosures are made in accordance with applicable legal requirements and in the interest of transparent governance.

Animal Welfare and Business Ethics

Ethical business conduct at Poultry Investment is grounded in the practical responsibilities that come with working with live animals, responsibilities that we take seriously at every stage of production. Operating with living animals, places obligations on us that no legal framework can fully capture, and it is this conviction that shapes our approach from the very first stage of production to the last. Our business ethics are anchored in the principle of “breeding – growing – table”: a philosophy that governs not only the technical dimensions of our operations but the values that run through every decision we make dignity, care and responsibility.

Breeding and Rearing

We only breed animals that are healthy, genetically well-adapted and suited to their specific production purpose, whether for laying or meat production. Our animals are kept in modern, purpose-designed facilities equipped with air conditioning and ventilation, natural straw bedding and freedom of movement. Feeding and lighting programmes are calibrated to the animals’ natural rhythms rather than purely to production efficiency.

Veterinary prevention is a cornerstone of our animal health approach. Vaccination begins at the hatchery and continues through three further rounds during the growth phase, with effectiveness monitored through regular laboratory blood testing. Our feed formulations are based on natural ingredients, corn, wheat, soy and vegetable oils, combined with a carefully balanced mix of vitamins and minerals designed to support optimal development, immunity and physical condition throughout the animals’ lives.

Processing and Slaughter

Strict animal welfare protocols are applied without exception, at our slaughterhouse facilities. Animals are humanely stunned immediately upon arrival, minimising any experience of pain or stress. Processing is carried out using modern equipment operated by trained technicians working to the highest standards of hygiene and welfare compliance. Every stage of the process is monitored and fully documented, ensuring complete traceability from farm to consumer and providing assurance that our products are produced in a manner consistent with our welfare commitments.

Ethics in Practice

Operating ethically means that standards are applied consistently in daily operations through how we train our people, how we work with suppliers and how we handle complaints rather than existing only as written policies. While a dedicated Ethics and Compliance Officer is not yet in place, we work closely with specialist

legal counsel and external consultants to ensure that our activities consistently meet the highest standards of transparency and responsible conduct. Our people are continuously trained in line with these principles, and the development of a group-wide Code of Ethics alongside an integrated complaints and feedback reporting system remains an active priority for the period ahead.

“Ethics isn’t a policy document for us — it’s what happens on the floor, every day, at every stage from breeding to table. Whether it’s how we calibrate feeding and lighting to the animals’ natural rhythms, or how we handle a supplier issue, the standard doesn’t change. Compliance tells you what’s required. What we’re building goes further than that.”

— Mr. Baris Basak,
Chief Operating Officer



Product development and quality management

(GRI 416-1, 416-2)

Delivering safe, controlled and consistently high-quality poultry products to consumers is a non-negotiable commitment at Poultry Investment. Our quality management system spans the entire processing chain, from slaughter through to packaging and is built on a robust framework of internationally recognised standards. The group operates in compliance with SR EN ISO 22000:2019, IFS Food Safety, BRC Global Standard and ISO 9001:2015, and holds RINA certification for antibiotic-free production.

2025 was a year of tangible progress on multiple fronts.

Production capacity expanded across the group, with the results reflected in stronger net revenue and improved EBITDA performance across all entities a clear indicator of both operational efficiency gains and successful cost optimisation. On the investment side, the year saw the completion of key capital projects including the acquisition of transport trucks, live chicken trucks and a significant upgrade to the evisceration line, all of which directly support capacity and throughput. A number of strategic investments remain in progress, including cold storage expansion, water well development and weighing system upgrades, which are expected to deliver further operational improvements in the coming period. Alongside physical infrastructure, the group completed renewable energy investments initiated in the prior year, meaningfully reducing exposure to energy price volatility and strengthening long-term cost predictability. Digitalisation continues to be an active area of focus: the group is systematically researching opportunities to improve data collection and reporting processes, with the goal of building a more integrated and automated information infrastructure to support both operational decision-making and future sustainability reporting.

Updated Policy Framework

In 2025 our quality, food safety and environmental policy was formally revised and reissued as document F-PS-02-04, REV.2, dated 14 April 2025. The updated policy reflects the continued evolution of our quality management objectives and introduces significant developments. An automatic temperature monitoring system with deviation alarm functionality, the Tsense system, has been implemented, strengthening real-time oversight of critical control points across our operations. Moreover, there is a dedicated Quality Manager for slaughterhouse operations, bringing focused specialist responsibility to one of the most critical stages of our processing chain.

The policy is set by senior management and takes into account consumer expectations, applicable legal requirements, environmental impacts and employee responsibilities. All employees are informed of the policy through internal training sessions and on-site information boards.

Governance and Responsibility

Overall responsibility for developing and maintaining the quality management system rests with our Quality Director, Ovidiu Oprea. His remit covers quality performance monitoring, defect detection, audit conduct and the implementation of corrective and preventive actions. In day-to-day operations, the application of the food safety system is assured through a dedicated management representative. The Quality Manager for slaughterhouses adds an additional layer of specialist oversight at operational level, ensuring that quality standards are consistently upheld at the most critical point in the production process.

All employees are fully aware of their individual responsibilities within the food safety framework. Internal communication and training are designed to ensure that every member of staff understands their personal role in protecting consumer safety and maintaining brand integrity.

Quality and Food Safety Objectives

The general objectives of our food quality and safety system, as reflected in the updated 2025 policy, are the following: to produce legal, safe and consistently high-quality products; to operate an effective traceability and alert system; to optimise technological processes with sustainability considerations integrated throughout; to continuously improve the competence and awareness of our workforce; to enhance customer satisfaction; to grow market share and sales volume; to regularly evaluate the effectiveness of our food safety system; and to embed a genuine food safety culture built on shared values across the organisation.

Monitoring, Assurance and Performance

The effectiveness of our quality management system is continuously monitored through management reviews, internal and external audits, HAC-CP-based risk assessments, customer feedback analysis and on-site inspections. The Tsense temperature monitoring system, introduced in 2025, adds an automated real-time layer to this oversight framework, enabling immediate response to any deviation from defined parameters before it can affect product integrity.

Corrective and preventive measures are introduced without delay wherever monitoring identifies a gap or risk. This combination of systematic oversight, specialist governance and new technology ensures that Poultry Investment’s operations remain transparent, reliable and consistently aligned with the highest standards of consumer safety.

No non-compliance incidents relating to our products or quality management system were recorded during the 2025 reporting period.

“Quality isn’t something we check for at the end of the line — it’s built into every stage, from slaughter to packaging. With Tsense now giving us real-time temperature monitoring across critical control points, we can catch a deviation before it ever becomes a problem, not after. That’s the difference between having a certification and actually living up to it every single day.”

— Mr. Ovidiu Oprea,
Quality Director



Supplier Environmental and Social Screening

(GRI 308-1, 308-2, 414-1, 414-2)

Poultry Investment is in the early stages of formalising environmental and social due diligence within its supplier onboarding process. During the 2025 reporting period, 5% of new suppliers were screened against environmental criteria and the same proportion, 5%, against social criteria, reflecting a developing approach to responsible sourcing as the group works toward broader supply chain coverage in future periods.

None of the suppliers assessed were found to present significant actual or potential negative environmental impacts, and no such impacts were identified within the supply chain as a result of these assessments. Since no suppliers were flagged with significant negative environmental impacts, no improvement actions were required or agreed, and no supplier relationships were terminated on environmental grounds during the period. No formal social impact assessments of suppliers were conducted during the 2025 reporting period. Consequently, no suppliers were identified with significant actual or potential negative social impacts, no related improvement measures were agreed with suppliers, and no supplier relationships were terminated on social grounds.

Economic performance

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

Direct Economic Value Generated and Distributed

2025 was a landmark year for Poultry Investment’s financial performance. The group generated total revenues of **EUR 91.09 million**, a significant step up from EUR 67.18 million in 2024, representing growth of approximately 36% year-on-year. Net revenue alone reached **EUR 88.95 million** (2024: EUR 65.99 million), with all three entities contributing to this expansion. Poultry Braşov grew its net revenue from EUR 19.79 million to EUR 25.27 million, Oprea Avi Com from EUR 37.91 million to EUR 49.79 million, and Poultry Integration Farms from EUR 8.28 million to EUR 13.88 million.

Group EBITDA nearly doubled, rising from EUR 3.02 million in 2024 to **EUR 5.998 million** in 2025 a performance that reflects both the revenue growth and meaningful gains in operational efficiency. Retained earnings across the group reached EUR 4.34 million, compared to EUR 1.53 million in the prior year, underscoring the strengthening financial position of the business.

“Growing revenue by 36% is one thing. Nearly doubling EBITDA in the same year is another — and that’s the number that tells you this wasn’t just a bigger year, it was a more efficient one. When all three entities grow together, and retained earnings nearly triple, that’s not a one-off result. That’s a business building a stronger foundation for what comes next.”

— Mr. Levente Vigh,
Chief Financial Officer



The group’s economic value was distributed as follows in 2025:

		2024				2025			
Economic Performance	Unit	Poultry Braşov	Oprea Avi Com	Poultry Integration Farms	Group Total	Poultry Braşov	Oprea Avi Com	Poultry Integration Farms	Group Total
Economic value generated (revenue)									
Net revenue	million EUR	19.792	37.910	8.284	65.986	25.271	49.791	13.883	88.945
Other revenue	million EUR	0.534	0.318	0.295	1.147	0.118	0.444	0.340	0.902
Financial revenue	million EUR	0.002	0.023	0.019	0.044	0.028	1.108	0.110	1.246
Total revenue	million EUR	20.328	38.251	8.598	67.177	25.417	51.343	14.333	91.093
Economic value distributed									
Operating costs	million EUR	16.804	29.435	7.835	54.074	20.249	39.119	11.812	71.18
Wages and benefits	million EUR	4.047	7.782	1.633	13.462	4.751	9.925	2.236	16.912
Payments to shareholders (dividends)	million EUR	0	0	0	0	0	0.846	0	0.846
Payments to State Treasury	million EUR	0.295	0.698	0.118	1.111	0.326	0.841	0.173	1.34
Community investment (donations)	million EUR	0.024	0.030	0	0.054	0.021	0.021	0	0.042
Total economic value allocated	million EUR	21.169	37.945	9.585	68.699	25.346	50.751	14.221	90.318
Economic value retained									
Retained earnings	million EUR	0.016	1.865	-0.354	1.527	0.884	2.370	1.087	4.341
EBITDA	EUR	0.345	2.275	0.397	3.017	1.378	2.756	1.864	5.998

Wages and employee benefits distributed across the group totalled EUR 16.91 million in 2025 (2024: EUR 13.46 million), reflecting both headcount growth and the progressive expansion of production capacity. Payments to the State Treasury amounted to EUR 1.34 million.

Government Financial Assistance

During 2025, the group received a total of **EUR 2.815 million** in government subsidies, all received in Romania and broken down as follows: Poultry Braşov SRL received EUR 1.065 million, Oprea Avi Com SRL received EUR 1.069 million, and Poultry Integration Farms SRL received EUR 0.681 million. No tax credits, investment subsidies, export credit agency support, or other forms of government financial incentive were received during the period. The Romanian government holds no ownership stake in any entity within the group.



Pension and Retirement Obligations

Contribution rates:

Employee contribution: 25% of gross salary, representing the mandatory social security contribution (CAS) under Romanian legislation. Up to EUR 400 per employee per year toward the voluntary Pillar III pension scheme, applicable to management and TESA employees.

All eligible employees are enrolled in the mandatory national pension scheme. Management and TESA employees are also eligible to participate in the voluntary Pillar III pension scheme mentioned above.

Climate-Related Financial Risks and Opportunities

As a vertically integrated poultry producer, Poultry Investment is exposed to a range of climate-related risks that span its entire value chain. On the physical risk side, increasing frequency of heatwaves, drought and extreme weather events threatens the availability and cost of key feed inputs, primarily corn and soy, while elevated temperatures raise on-farm mortality rates, reduce feed conversion efficiency and increase demand for energy-intensive cooling. Water scarcity compounds these pressures at both crop and farm level.

Regulatory risks are equally material. Tightening EU requirements on greenhouse gas emissions, animal welfare, antimicrobial use and sustainability reporting, driven by the European Green Deal, the Farm to Fork Strategy and the Corporate Sustainability Reporting Directive, represent both compliance obligations and capital investment requirements for the years ahead. Operationally, dependence on globally traded feed commodities and energy exposes the business to supply chain disruptions arising from geopolitical instability and climate-related production shortfalls, while avian influenza risk continues to place demands on biosecurity infrastructure and farm management.

Notwithstanding these pressures, 2025 demonstrated that the group's vertically integrated model provides meaningful structural resilience. By maintaining direct oversight across feed procurement, hatchery operations, growing, processing and distribution, the company is better positioned than non-integrated peers to absorb input cost shocks and optimise the value chain in response to external disruptions. The strong financial performance of the year, driven by process standardisation and improved capacity utilisation rather than favourable market conditions alone, reflects this structural advantage in practice.

Looking ahead, the financial trajectory established in 2025 provides a strengthened platform from which to absorb incremental regulatory and capital costs, while continuing to invest in the operational and sustainability improvements required to support long-term value creation. The transition



to more sustainable food systems also presents genuine commercial opportunities: growing consumer and retailer demand for responsibly produced poultry, combined with policy incentives supporting low-emission agriculture, creates scope for differentiation through certified welfare standards and transparent supply chain practices. During 2025, the group committed EUR 3.7 million in capital investment across operational efficiency improvements, capacity expansion, processing capability upgrades and sustainability-related initiatives. **Moreover, EUR 0.075 million was allocated to the installation of photovoltaic panels at the Braşov facility,** forming part of the group's broader renewable energy strategy.

Infrastructure Investment and Indirect Economic Impacts

The group's capital expenditure programme in 2025 focused on production capacity, logistics and processing efficiency across all three entities. At Poultry Braşov, investments targeted capacity expansion to 4,000 chickens per hour, cold storage, transport trucks and slaughterhouse optimisation. At Oprea Avi Com, the programme covered transport trucks, weighing systems, water wells and processing line upgrades. All investments are commercial in nature and are at varying stages of completion some, including transport

trucks, live chicken trucks and the evisceration line upgrade, were fully completed during the year, while capacity expansion, cold storage, water wells and weighing systems remain ongoing.

The indirect economic footprint of these investments extends well beyond the group's direct financial performance. As a vertically integrated poultry producer, Poultry Investment plays a significant role in strengthening the local agricultural value chain, generating stable demand for grain and feed producers, creating job stability and potential employment growth in processing, logistics and maintenance, and increasing regional competitiveness in poultry production. Our network of contract farmers provides income and technical support in rural areas with limited alternative economic opportunities, contributing to the goals of the EU's Common Agricultural Policy, the Farm to Fork Strategy, and EU Cohesion Policy objectives around regional economic convergence.

The group's scale and integration also contribute directly to food affordability, poultry protein being among the most cost-efficient animal protein sources globally, supporting SDG 2 (Zero Hunger) and national nutrition policy objectives. Potential negative indirect impacts, including increased environmental pressure around water usage, waste management and emissions near processing facilities, are actively managed through the environmental and operational measures described elsewhere in this report.

Privacy

(GRI 418-1)

Responsibility for data protection and IT infrastructure across Poultry Investment sits with the Finance Department, which operates with autonomous accountability across all related functions, including equipment procurement, IT security, and the consolidation and maintenance of network infrastructure. Internal policies govern all data protection and IT operations across the group, and access to the company network is strictly controlled: all electronic devices must enter through the IT department, and network access is granted exclusively on the basis of MAC address authorisation.

Progress in 2025

Building on the substantial infrastructure work of prior years, which included system consolidation at the Braşov work point, the unification of Microsoft networks across previously separate domains, the introduction of electronic reporting forms, and the launch of a centralised labelling project, 2025 focused on further embedding and extending these capabilities across the group.

The rollout of the digital HR and production management system continued in 2025. Already fully operational at Oprea Avi Com, the system’s implementation at Poultry Braşov progressed during the year. This platform has meaningfully reduced paper consumption across HR processes, enabled electronic signature integration for employees, managers and employer representatives, and given employees direct self-service access to their personal data and documents including HR records, leave management and payroll information. Flexible reporting and detailed analytical capabilities built into the system support faster, better-informed decision-making across the organisation.

Work also continued on the standardisation of IT systems across entities, the reduction of paper-based communication, and the testing of a new digital platform to automate ordering processes. Energy data monitoring, with particular focus on solar park operations, remained a priority area in line with the group’s broader sustainability objectives.

Data Protection Performance

Poultry Investment’s data protection framework continued to operate effectively throughout 2025. No data privacy breaches were recorded during the reporting period, and no customer complaints relating to data protection were received either directly or through regulatory channels. This outcome reflects the robustness of the access controls, security infrastructure and internal governance procedures that have been progressively strengthened over recent years, and confirms that the group’s approach to data stewardship is delivering the intended results in practice.

Risk management

Poultry Investment’s risk management framework continues to evolve as a core pillar of operational stability and long-term sustainability. Rather than a static compliance exercise, risk management at Poultry Investment is reviewed monthly at management level, continuously updated as new reporting tools and KPIs are introduced, and tracked through regular escalation from line managers to senior leadership. Internal risk management procedures form the documented backbone of this approach, and these are under ongoing development as the organisation introduces new performance indicators and tracking mechanisms to sharpen its oversight capabilities.

Structure and Governance

Risk management is integrated across the organisation rather than siloed in a single function. Line managers serve as the first line of defence, identifying and escalating risks through regular reporting to senior management.

“In 2025, our digital advancements proved that technology and sustainability go hand in hand. By launching new systems for automated reporting and employee feedback while maintaining a flawless record of zero data breaches, we are successfully building a secure, connected infrastructure that drives both operational efficiency and trust.”

— Mr. Lehel Kémenes,
Head of Information Technology



Individual business units, including finance, controlling, legal and sales, take active ownership of risks within their respective domains, while executive leadership is responsible for incorporating risk considerations into strategic decisions and approving mitigation action plans. The personnel responsible



for each main risk category remained unchanged in 2025, ensuring continuity of expertise and accountability across the framework.

Risk management is a standing agenda item in recurring management discussions, and new tools are continuously developed and introduced to support more informed and timely decision-making across all levels of the organisation.

Risk Categories and 2025 Developments

Financial risks centre on the financial health of the company's trade partners, with particular focus on receivables and payables balances. Credit risk is managed through a customer rating system, specific credit limits, defined payment terms and guarantee requirements all of which are kept under continuous review. Twice-weekly debt monitoring provides an early warning mechanism, and an automatic penalty and order-blocking system is triggered

in the event of late payments. Foreign exchange risk is managed through a natural hedging strategy, matching foreign currency revenues against foreign currency liabilities. A dedicated Risk Management and Treasury function maintains oversight of these exposures.

Operational risks relate primarily to production activities, including animal health and by-product volumes. In 2025, new reporting tools were introduced to measure operational efficiency more precisely including the systematic tracking of utility consumption, production losses and by-product output. These tools provide management with a clearer, more granular picture of where operational risks are materialising and where intervention is needed. Biosecurity and disease prevention on chicken farms remain a standing operational priority, as does cybersecurity: investment in anti-virus infrastructure and network security continued in 2025, with particular focus on preventing unauthorised access to IT systems and protecting corporate data.



Environmental risks remain closely monitored, with water usage, energy consumption and wastewater treatment identified as the primary exposure areas. The company operates across Braşov, Sibiu and Mureş counties regions classified as high water stress areas under the World Resources Institute's Aqeduct tool and maintains specific action plans for these locations, including the mapping of alternative water sources and the expansion of water recycling opportunities. Climate variability continues to pose a material operational risk: temperature fluctuations and heat events directly affect production efficiency, and a sustained warming trend could increase rearing cycle costs by an estimated 10–15%, with associated production losses potentially reaching EUR 2.2 million. Monitoring systems were further strengthened in 2025 to improve early detection and response.

Social risks are heightened by the labour-intensive nature of the business. With a significant workforce across multiple sites, the company recognises that social risks including workforce stability, employee wellbeing and community relations carry meaningful potential impact. These are managed through the HR, health and safety, and community engagement practices described elsewhere in this report.

Opportunity Identification

Risk management at Poultry Investment is also used to surface opportunities, including export market expansion and efficiency gains through digital transformation alongside the protective function of identifying and monitoring operational risks. This dual focus ensures that risk management contributes directly to the company's long-term competitiveness and sustainability strategy, rather than functioning purely as a protective mechanism.

“We don’t wait for risk to become a problem. From credit exposure to climate variability, the goal is always the same — see it early enough to act on it.”

— Ms. Mihaela Moraru,
Treasury and Risk Management



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
GHG	Green House Gases	Gaze 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

Expression	English	Romanian
ISO 45001	Occupational Health and Safety Management System	Standardul pentru Sănătate și Securitate Ocupațională
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 generated on the company's sites	Emisii directe generate în incintele companiei
Scope 2	Indirect emissions linked to purchased energy sources	Emisii indirecte legate de sursele de energie utilizate
Scope 3	Indirect emissions (upstream and downstream) outside direct control	Emisii indirecte (amonte și aval) în afara controlului direct
SDG	Sustainable Development Goals	Obiective de Dezvoltare Durabilă
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 / Notes
GRI 2	2-1 Organisational details	About our report	4
GRI 2	2-2 Entities included in sustainability reporting	About our report	4
GRI 2	2-3 Reporting period, frequency and contact point	About our report	4
GRI 2	2-4 Restatement of information	About our report	4
GRI 2	2-5 External assurance	About our report	Not relevant as there were no external assurance
GRI 2	2-6 Activities, value chain and other business relationships	About Poultry Investment / Activities / Value chain	5, 6, 8
GRI 2	2-7 Employees	Occupational health and safety	27
GRI 2	2-8 Workers who are not employees	Occupational health and safety	27
GRI 2	2-9 Governance structure and composition	About Poultry Investment / Corporate governance	5, 35
GRI 2	2-10 Nomination and selection of highest governance body	Corporate governance	35
GRI 2	2-11 Chair of the highest governance body	Corporate governance	35
GRI 2	2-12 Role of highest governance body in overseeing management of impacts	Corporate governance	35
GRI 2	2-13 Delegation of responsibility for managing impacts	Corporate governance	35
GRI 2	2-14 Role of highest governance body in sustainability reporting	About our report	4
GRI 2	2-15 Conflicts of interest	Ethical operation	37
GRI 2	2-16 Communication of critical concerns	Ethical operation	37
GRI 2	2-17 Collective knowledge of highest governance body	Corporate governance	35

GRI Standard	Disclosure	Chapter	Page / Notes
GRI 2	2-18 Evaluation of performance of highest governance body	Corporate governance	35
GRI 2	2-19 Remuneration policies	Employee well-being	23
GRI 2	2-20 Process to determine remuneration	Employee well-being	23
GRI 2	2-21 Annual total compensation ratio	Employee well-being	23
GRI 2	2-22 Statement of sustainable development strategy	Foreword / Sustainability strategy	3, 12
GRI 2	2-23 Policy commitments	Corporate governance / Ethical operation	35, 37
GRI 2	2-24 Embedding policy commitments	Sustainability strategy / Corporate governance / Ethical operation	12, 35, 37
GRI 2	2-25 Processes to remediate negative impacts	Ethical operation	37
GRI 2	2-26 Mechanisms for seeking advice and raising concerns	Ethical operation	37
GRI 2	2-27 Compliance with laws and regulations	Ethical operation	37
GRI 2	2-28 Membership associations	Membership	11
GRI 2	2-29 Approach to stakeholder engagement	Stakeholders	14
GRI 2	2-30 Collective bargaining agreements	Employee well-being	23
Material Topics – GRI 3: Material Topics 2021			
GRI 3	3-1 Process to determine material topics	Materiality assessment	14
GRI 3	3-2 List of material topics	Material topics	14
GRI 3	3-3 Management of material topics	Material topics	14

GRI Standard	Disclosure	Chapter	Page / Notes
Economic Performance			
GRI 201	201-1 Direct economic value generated and distributed	Economic performance	40
GRI 201	201-2 Financial implications and other risks and opportunities due to climate change	Economic performance	40
GRI 201	201-3 Defined benefit plan obligations and other retirement plans	Economic performance	40
GRI 201	201-4 Financial assistance received from government	Economic performance	40
GRI 203	203-1 Infrastructure investments services supported	Economic performance	40
GRI 203	203-2 Significant indirect economic impacts	Value chain and supply chain	8
GRI 205	205-1 Operations assessed for risks related to corruption	Ethical operation	37
GRI 205	205-2 Communication and training about anti-corruption policies and procedures	Ethical operation	37
GRI 205	205-3 Confirmed incidents of corruption and actions taken	Ethical operation	37
Environment			
GRI 302	302-1 Energy consumption within the organisation	Energy consumption	16
GRI 302	302-2 Energy consumption outside of the organisation	Energy consumption	16
GRI 302	302-3 Energy intensity	Energy consumption	16
GRI 302	302-4 Reduction of energy consumption	Energy consumption	16
GRI 302	302-5 Reductions of energy requirements of products and services	Energy consumption	16
GRI 303	303-1 Interactions with water as a shared resource	Water and wastewater management	22
GRI 303	303-2 Management of water discharge-related impacts	Water and wastewater management	22
GRI 303	303-3 Water withdrawal	Water and wastewater management	22

GRI Standard	Disclosure	Chapter	Page / Notes
GRI 303	303-4 Water discharge	Water and wastewater management	22
GRI 303	303-5 Water consumption	Water and wastewater management	22
GRI 305	305-1 Direct (Scope 1) GHG emissions	Emissions	17
GRI 305	305-2 Indirect (Scope 2) GHG emissions	Emissions	17
GRI 305	305-3 Other indirect (Scope 3) GHG emissions	Emissions	17
GRI 305	305-4 GHG emission intensity	Emissions	17
GRI 305	305-5 Reduction of GHG emissions	Emissions	17
GRI 306	306-1 Waste generation and significant waste-related impacts	Waste management	20
GRI 306	306-2 Management of significant waste-related impacts	Waste management	20
GRI 306	306-3 Waste generated	Waste management	20
GRI 306	306-4 Waste diverted from disposal	Waste management	20
GRI 306	306-5 Waste directed to disposal	Waste management	20
Social			
GRI 401	401-1 New employee hires and employee turnover	Employment, diversity, loyalty	29
GRI 401	401-2 Benefits provided to full-time employees	Employment, diversity, loyalty	29
GRI 401	401-3 Parental leave	Employment, diversity, loyalty	29
GRI 403	403-1 OHS management system	Occupational health and safety	27
GRI 403	403-2 Hazard identification, risk assessment, and incident investigation	Occupational health and safety	27
GRI 403	403-3 Occupational health services	Occupational health and safety	27
GRI 403	403-4 Worker participation, consultation, and communication OHS	Occupational health and safety	27

GRI Standard	Disclosure	Chapter	Page / Notes
GRI 403	403-5 Worker training on OHS	Occupational health and safety	27
GRI 403	403-6 Promotion of worker health	Occupational health and safety	27
GRI 403	403-7 Prevention and mitigation of OHS impacts	Occupational health and safety	27
GRI 403	403-8 Workers covered by OHS management system	Occupational health and safety	27
GRI 403	403-9 Work-related injuries	Occupational health and safety	27
GRI 403	403-10 Work-related ill health	Occupational health and safety	27
GRI 404	404-1 Average hours of training per year per employee	Training and education	25
GRI 404	404-2 Programmes for upgrading employee skills	Training and education	25
GRI 404	404-3 Percentage of employees receiving regular performance reviews	Training and education	25
GRI 405	405-1 Diversity of governance bodies and employees	Employment, diversity, loyalty	29
GRI 405	405-2 Ratio of basic salary and remuneration of women to men	Employment, diversity, loyalty	29
GRI 406	406-1 Incidents of discrimination and corrective actions taken	Ethical operation	37
GRI 413	413-1 Operations with local community engagement	Corporate Social Responsibility	33
GRI 413	413-2 Operations with significant actual and potential negative impacts on local communities	Corporate Social Responsibility	33
GRI 416	416-1 Assessment of health and safety impacts of product and service categories	Product development and quality management	39
GRI 416	416-2 Incidents of non-compliance concerning health and safety impacts of products and services	Product development and quality management	39
GRI 418	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Privacy	43

