

GOOD FOR THE FUTURE

Sustainability Report
SAFIR 2024



FAMILIA
SAFIR
DIN 1945

*Chicken meat
as if for our own children*

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ABOUT THIS REPORT

This sustainability report aims to inform, in a transparent manner, our stakeholder groups - those who impact our business or are affected by our activities (employees, customers, suppliers, central and local authorities, business partners, the communities in which we operate, professional organizations, the media or non-governmental organizations) - about our non-financial performance indicators, achievements, challenges, and the overall impact of our business activities during the fiscal year 2024, synchronized with the reporting period of the financial year (01 January -31 December 2024).

INFORMATION REGARDING SPECIFIC CIRCUMSTANCES

The report is completed internally, with the support of an external sustainability consultant, without being audited by a third party.

The sustainability report has been prepared as a standalone document, separate from the financial statements and the directors' report, in accordance with the new European Sustainability Reporting Standards (ESRS), developed under the Corporate Sustainability Reporting Directive (CSRD) – Directive (EU) 2022/2464 of the European Parliament and of the Council, which amends Directives 2013/34/EU, 2004/109/EC, 2006/43/EC and Regulation (EU) No. 537/2014 on corporate sustainability reporting. This directive has been transposed into Romanian legislation through Order of the Minister of Public Finance No. 85/2024. The report also takes into consideration the United Nations Sustainable Development Goals (SDGs – Agenda 2030) and, where relevant, the Global Reporting Initiative (GRI) Standards, 2021 edition.

Throughout this report, data is consolidated at the level of SAFIR Group, unless otherwise stated or implied by the context. The terms SAFIR, SAFIR Group/Company, “we”, and “us” refer to the SAFIR Group and its subsidiaries, as mentioned above. For the year 2024, the reporting scope is limited to the own operations of the three subsidiaries mentioned. However, the materiality assessment (or “significance assessment”) includes both impact analysis related to SAFIR Group’s own operations and its value chain, as well as upstream and downstream business relationships.

Time horizons – In this report, the short-term horizon is defined as the fiscal year 2024 (until December 31, 2024), aligned with the reporting period used in the statutory financial statements. The medium-term horizon covers three years, beginning immediately after the publication of this report. The long-term horizon refers to periods beyond five years, specifically targeting 2030.

Where this sustainability report includes additional information derived from other generally accepted sustainability legislation, standards, or reporting frameworks—including non-binding and sector-specific guidelines from standard-setting bodies such as the Global Reporting Initiative (GRI)—these references are clearly identified and presented, and appropriately cited, referencing the related legislation, standard or framework.

The Company has not specially and deliberately excluded any proprietary information, intellectual property, classified data, or results of its own innovations in this report.

This report marks the beginning of our alignment with the ESRS and serves as the foundation of our ongoing commitment to comprehensive and transparent reporting for all stakeholders interested in the SAFIR Group’s business and sustainability approach. Accordingly, 2024 is for us the benchmark year in the SAFIR Group’s future sustainability reporting.

The operations of the SAFIR Group, headquartered in Vaslui, Address: Str. Podul Înalt, nr. 2, Vaslui, are carried out in 3 counties: Bacău, Vaslui, Botoșani and cover 3 subsidiaries:

- SAFIR S.R.L. with headquarters in Vaslui, str. Podul Înalt, nr. 2, Vaslui county,
- NUTRIVA S.R.L. with headquarters in Roșiești, str. Principală, Vaslui county,
- SAGEM S.R.L. with headquarters in Roșiești, Gara Roșiești village, Vaslui county.

As this is the SAFIR Group’s first sustainability report, some data may be presented based on estimates due to a lack of historical data. In such cases, the estimates are clearly indicated and are supported by SAFIR internal specialists.

Changes in the preparation or presentation of sustainability information, as well as reporting errors from periods prior to 2024, are not disclosed in this sustainability report of SAFIR Group.

Relevant standards and national legislation applicable to SAFIR’s operations are presented within the main body of the report or in the ESRS table, where applicable. References to additional documents or to other information that is included in the Company’s other reports or website, are specifically indicated.

This report is guided by applicable legal reporting principles and is based on a materiality assessment that identifies material topics at the organizational level and for the year 2024. The assessment included consultations with stakeholder groups to validate the relevance of these topics from their perspective and to identify the areas of greatest interest to the Company. The SAFIR Group will continue reporting in this format in the coming years.

For more information related to this sustainability report, you may write to us at sustenabilitate@safir.ro.

MESSAGE FROM THE MANAGEMENT



George SAFIR
CHIEF EXECUTIVE
OFFICER

Iulian SAFIR
DEPUTY CHIEF
EXECUTIVE OFFICER

As a family-owned business with a tradition spanning over eight decades, our aim is to preserve the strong values we have built over time and to contribute—together with the people we work with—to a better, more sustainable future through responsible performance.

We took over the baton from our father, Ghiorgi Safir, who, in turn, felt a deep responsibility to fulfill the wishes of our grandfather. He had reclaimed the family mill in Văleni and started this business out of love and respect for the legacy left by our great-grandfather, Ioan.

We have learned from them that beyond profit lies a deeper responsibility—the kind that sets true entrepreneurs apart. We call it “The Way to Be Good”: good to the people we work with, to the environment we live in, to the animals, and to our family business.

For the SAFIR Group, this first sustainability report is a bold statement that from now on, every business decision will be guided by sustainability and responsibility toward the environment, people, and animals.

The SAFIR Group’s 2024 Sustainability Report reflects our strategic directions, objectives, and targets through to 2030, how we plan to achieve them, and the impacts, risks, and opportunities identified in the process. We know that our employees are essential to this journey and that only with their support can we extend sustainability beyond our gates and across our entire value chain.

For us, this is what “The Way to Be Good” truly means: not just responsible professional performance, but also individual commitment. We wish to become a benchmark in the food industry—demonstrating that sustainability and excellence can go hand in hand, when driven by people who think and act responsibly, from start to finish.

That’s why we invest in people development, green energy, circular economy, and advanced technologies—to reduce our environmental impact, support the growth of the communities to develop alongside us, and ensure that our products are safe and healthy.

We understand that we are embarking on a new journey, one in which we must view our business and every decision we make through the lens of sustainability and responsibility toward our stakeholders, the environment, and society.

However, looking back, we realize that these values have always been part of our entrepreneurial vision, shaped by our family upbringing and education.

Today, we are expanding our understanding of the complexities of sustainability in business. We have defined the strategic directions we want to pursue and how we will put them into action. We are aware that the future will bring even greater challenges—but with the right people, the right values, and the right partnerships, we are confident that we can contribute to building a better, safer world for our children.

It is our duty to carry forward our legacy, while continuously asking ourselves how we should shape the way we do business—a business in which you are a part—in an increasingly challenging future.

We thank all our colleagues and partners who have supported us in this endeavour, and we are grateful to those who will accompany us on the journey ahead.

ABOUT SAFIR GROUP

Familia SAFIR [SAFIR Family] is a family-owned business with 100% Romanian capital, with an entrepreneurial tradition dating back to 1945. Built around the principle of doing good for over eight decades and four generations, SAFIR is fully invested in improving the quality of life for its consumers, employees, and partners.

The Group employs over 800 people across its three subsidiaries: SAGEM S.R.L., NUTRIVA S.R.L., and SAFIR S.R.L. These entities are involved in the production of chicken feed, poultry farming, processing, and the marketing of chicken meat.



FAMILIA
SAFIR
DIN 1945



**FELUL
DE A FI
BUN**



OUR PURPOSE

"The way to be good" to guide us in all our actions, so that we contribute to the quality of life of those who choose us: consumers, employees or partners.

Our History

1945 ORIGINS

1945



"Our great-grandfather, Ioan SAFIR, bought a corn grinding mill and thought of going into business, waiting for the Americans."

George Safir



1962 NATIONALIZATION



"The mill was confiscated by the communists, but our grandfather continued to work as a state employee in the mill he bought, where our father, Gheorghii SAFIR, also worked."

Iulian Safir

1990 REGAINING



"After the fall of communism, my father resigned as an engineer at the Bârlad Bearing Factory and was desperate to buy what had been unjustly taken away from his family."

George Safir

1994 DEVELOPMENT



"That's how we started - we had the mill and corn and nothing to do with it, so we started our own chicken farm. And that's where the evolution started."

Iulian Safir

1994-1998 THE FIRST TWO FARMS



As farmers from father to son, we have always been driven by a desire to evolve. The establishment of our first two farms-in Miclești and Roșiiești - motivated us to continue doing the good, correct deeds.

2000 SLAUGHTERHOUSE PURCHASE



In our mission to raise chickens correctly, we set out to bring real, authentic chicken flavor to Romanian homes. To achieve this, we've made significant investments in state-of-the-art technology.

2010 PROTEIN FLOUR PLANT



The protein flour plant located in Costești, Vaslui County, is fully automated and unique in Romania. It produces high-quality protein flour exclusively for export, intended for pet food manufacturing, helping reduce waste from poultry processing. The factory currently exports to three continents. It is equipped with a continuous treatment plant that ensures effective waste management and enables the full valorization of all by-products resulting from chicken slaughtering.

2012 PREMIXTURES PLANT



Another step on the path to sustainability - FNC NUTRIVA is the one that provides feed for our birds and our partners. The feed production process is automated, with minimal manual intervention. Surrounded by a forest curtain that filters out dust, the NUTRIVA compound feed plant today produces 85,000 tons of feed annually.

2016 TWO OTHER FARMS



We inaugurated two more farms: Leorda and Cucorăni, where our chickens are raised in superior conditions.

2017 PREPARATION PLANT



We set up the Preparation Plant, launching a new brand, Răsfăț Românesc, which offers Romanians 100% natural poultry meat and spices.

2018 ADMINISTRATIVE HEADQUARTERS



We built new headquarters as a symbol of our commitment to our community and sustainable development, which helps us identify with our brands and products.

2020 FAMILIA SAFIR ROTISSERIE



Because we wanted to fulfill the needs of our consumers, for whom time is the most important resource, we opened our first rotisserie in the city of Vaslui.

2022 FAMILIA SAFIR



With the aim of providing uniformity across products and companies, 2022 marked a bold rebranding project - from image, communication and packaging, to the integration of all companies under one name: Familia SAFIR (SAFIR Family).

2023 EXPANSION INTO 4 NEW FARMS



We rented three farms - Parincea, Tătăraști (Bacău County) and Simila (Vaslui County) and acquired the Răchiți farm (Botoșani County) to increase our production capacity and meet our set targets.

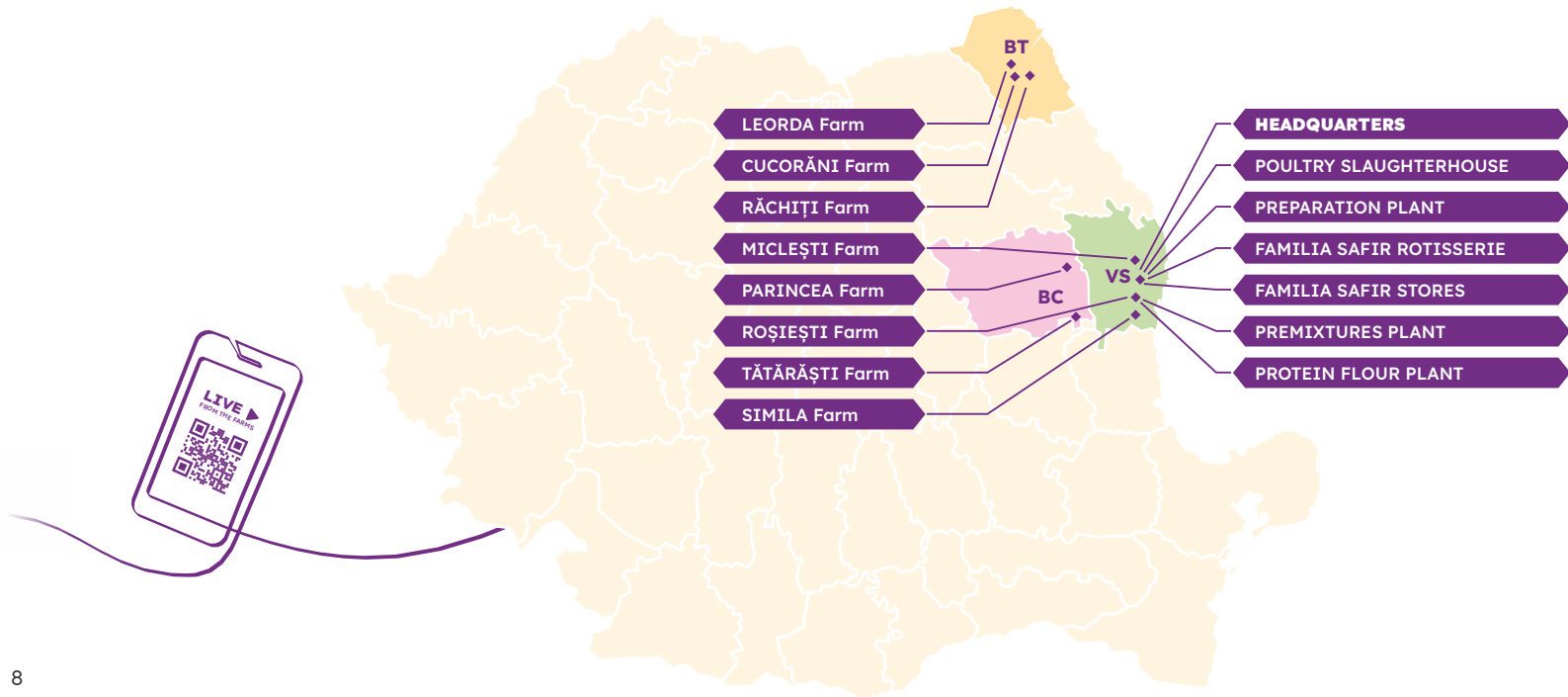


Our Operations

We operate across eight rural farms, where we raise chickens in clean air, fed without colorants, and cared for under certified conditions that ensure bird welfare and a high level of biosecurity, in compliance with European norms. We became the first meat producer in Romania to offer public access to live footage from our farms - a gesture of transparency and a testament to the confidence we have in the work we do.

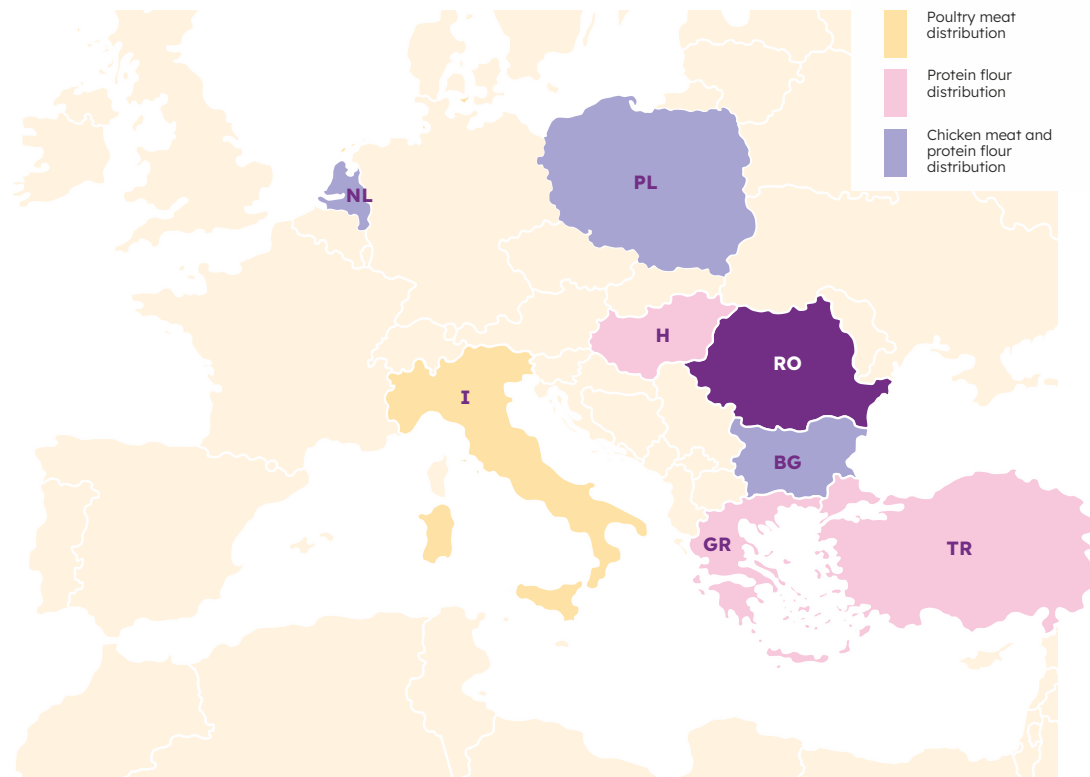
Our product portfolio is diverse and covers the full range of poultry meat. We have also expanded into the production of compound feed and protein flours, enabling us to control every stage of the production process, from farm to fork.

We distribute products and raw materials quickly and safely through our own fleet of over 50 vehicles, complemented by trusted external transport partners.



Our Markets

We distribute chicken meat in 38 counties and compound feed in 13 counties in Romania, ensuring a constant and reliable presence on the national market. Through solid partnerships and a well-developed logistics chain, we reach customers in all regions of the country on a daily basis.



Compliance with European quality and safety standards, as well as the competitiveness of our products, have also opened our access to international markets. We export chicken meat to countries such as the Netherlands, Bulgaria, Poland and Italy and protein flour to the

Netherlands, Bulgaria, Poland, Turkey, Hungary and Greece. Through our presence in these markets, we actively promote the quality of Romanian products and proudly embrace our role as responsible ambassadors of the Romanian food industry.

Our performance in 2024

For us, 2024 was a year of consolidation and openness to the future. We continued our organic growth and laid the foundations for strategic investments that support our vision of sustainable development.

We achieved significant turnover and increased the share of exports in total production volume. We have achieved this thanks to the quality of our products, the confidence of our trading partners, and our ability to deliver consistently, safely, and efficiently.

Group-wide, our team counts 825 employees. We have 3 active companies with 11 places of business, 8 rural farms, one slaughterhouse, one compound feed plant, a processing unit, an animal by-products recovery unit, and a logistics fleet of over 50 vehicles.

We successfully completed a major green energy project consisting of the installation of two photovoltaic power plants with a total capacity of 530 kW on a 5,700 m² site - an important step towards reducing our carbon footprint and reaching our 2030 climate targets.

All these achievements are the result of the work of a dedicated team and a clear vision: to build a sustainable family business that delivers long-term value for people, communities, and the environment.

825

EMPLOYEES

80

MILLION EURO
TURNOVER

5.4

MILLION EURO
NET PROFIT

14

MAJOR
NATIONAL CLIENTS

14

MAJOR
INTERNATIONAL CLIENTS

95%

EXPORT OF
SLOW-GROWING CHICKENS

20.3

THOUSAND OF TONS
OF CHICKEN MEAT PRODUCTION

13.6

THOUSAND OF TONS
OF PROTEIN FLOUR

84.0

THOUSAND OF TONS
OF FEEDS

2

PHOTOVOLTAIC POWER PLANTS
- OVER 2,300 PANELS × 530W
- FIRST GREEN ENERGY
PROJECT

START

START
SUSTAINABILITY STRATEGY





GOVERNANCE

Effective governance is the foundation on which we build responsible performance. In 2024, we took an important step in this direction by redefining our governance structure to better align with the SAFIR Group's strategic priorities - both economic and sustainability-related.



Structure and role of administrative and management bodies

We are a 100% Romanian-owned company of large size, operating in the Moldavian region. From the very beginning, we have embraced the responsibility of operating in line with best practices in our field. We have consistently prioritized compliance with both national and European regulations, alongside the voluntary implementation of corporate governance standards.

Our governance structure is based on two levels:

BOARD OF DIRECTORS

The Board of Directors is composed of three members - Ghiorgi SAFIR, George SAFIR, and Iulian SAFIR - all shareholders and members of the founding family. Their extensive experience in business development and strategic decision-making ensures the continuity and direction of SAFIR Group's long-term growth.

EXECUTIVE MANAGEMENT BOARD

In 2024, we transitioned to a more agile governance model, better suited to today's complex and fast-changing environment. The newly established Executive Management Board consists of eight members: the CEO, Deputy CEO, and six Executive Directors. The composition of this Board was approved at the end of 2024 and will become effective in 2025. Additionally, Dan Dorin Săveanu, Executive Director of Operational and Strategic Performance, joined the team at the beginning of 2025.

We aim for a balanced composition in leadership roles. The Executive Management Board represents a diverse group of individuals with strong knowledge, professional skills, executive experience, and a deep alignment with the values of our family-owned business. It consists of two women and seven men.

We recognize that a healthy organizational culture starts at the top. Our leaders play a vital role in shaping and sustaining the organizational culture, values and behaviors that define SAFIR Group. Through their example and involvement, they help reinforce a strong code of conduct — one that guides us in creating sustainable value for our customers, our colleagues, our shareholders, and the society in which we operate.

EMPLOYEE REPRESENTATION

We strongly believe in the power of genuine dialogue with our people. Within the SAFIR Group, this dialogue is supported by nine employee representatives, elected by vote, reflecting the diversity and specific context of each subsidiary in the Group.

At SAFIR, four colleagues from various areas — production, transportation, support activities, and TESA — have taken on the role of bringing the team's voice to management. NUTRIVA is represented by two employees involved in production and purchasing activities, while at SAGEM, three colleagues from our farms complete this picture of representativeness.

These individuals are more than spokespersons — they serve as a vital bridge between management and the wider team. Through their involvement, we ensure that our decisions reflect the perspectives of those who contribute, day in and day out, to the operations and growth of the SAFIR Group.



George SAFIR

Ghiorgi SAFIR

Iulian SAFIR

THE MEMBERS OF THE EXECUTIVE MANAGEMENT BOARD



Dănuț HABA
EXECUTIVE DIRECTOR
OF POULTRY

YEAR OF BIRTH:
1987

George SAFIR
CEO

YEAR OF BIRTH:
1978

Dan SĂVEANU
EXECUTIVE DIRECTOR
OF OPERATIONAL AND
STRATEGIC PERFORMANCE

YEAR OF BIRTH:
1972

Marian FOCSA
EXECUTIVE
DIRECTOR
OF FARMS

YEAR OF BIRTH:
1979

Alina VELIC
EXECUTIVE DIRECTOR
OF HUMAN
RESOURCES

YEAR OF BIRTH:
1981

Răzvan BUTUCARU
EXECUTIVE
FINANCIAL DIRECTOR

YEAR OF BIRTH:
1978

Tudorel GHIORGHIASA
EXECUTIVE DIRECTOR
OF FNC

YEAR OF BIRTH:
1981

Diana DIACONU
EXECUTIVE DIRECTOR
OF COMPLIANCE

YEAR OF BIRTH:
1980

Iulian SAFIR
DEPUTY CEO

YEAR OF BIRTH:
1981

ROLE AND RESPONSIBILITIES OF THE EXECUTIVE MANAGEMENT BOARD

ACTIVITIES	DUTIES	ACTIVITIES	DUTIES
SETTING STRATEGY	<ul style="list-style-type: none"> • Board members help define and follow the overall company strategy, ensuring that the strategy is implemented; • Ensure the development of a compelling and specific strategic vision with action directions that ensure implementation of industry specific standards and operational complexity of business lines. • Systematically review strategic options in light of the dynamics of the business environment and the organization. 	RISK MANAGEMENT	<ul style="list-style-type: none"> • Identifies and assesses potential risks and develop strategies to manage or mitigate them. • Identifies opportunities and threats in the external environment, legislative changes, future industry trends and their impact on the organization.
BUSINESS OBJECTIVES, TARGETS	<ul style="list-style-type: none"> • Establishes the Company's medium- and long-term objectives and ensures objectives are met. • Contributes to the definition of the Company's strategic objectives and directions, ensuring the necessary governance for a functional and agile decision-making process, integrates automation and digitalization objectives in the strategic direction of cost optimization. 	DECISION-MAKING FRAMEWORK	<ul style="list-style-type: none"> • Members of the Executive Board collaborate to find solutions and make decisions according to the SAFIR strategy.
INVESTMENT	<ul style="list-style-type: none"> • Actively participates in the development and implementation of financial and technical investment plans. 	REPUTATION	<ul style="list-style-type: none"> • Members of the Executive Board represent the Company externally, helping to enhance credibility and good reputation with investors and other stakeholders.
LEADERSHIP	<ul style="list-style-type: none"> • Creates the right environment for defining performance objectives that ensure a high level of competitiveness (profitability level, sales and operational targets set) and ensures their aligned and consistent cascading throughout the organization. • Integrate performance improvement efforts with the implementation and maintenance of quality, environmental, occupational health and safety standards, strategy development and sustainability objectives for sustainable business growth. 	COMPLIANCE	<ul style="list-style-type: none"> • Ensures that legal regulations and standards are followed within the Company. • Ensures the development of the human resources in compliance with ethical principles, professional competency model and organizational effectiveness.
		MANAGEMENT COORDINATION	<ul style="list-style-type: none"> • Monitors the performance of the management team and provides guidance to improve operational efficiency and effectiveness.
		FINANCIAL	<ul style="list-style-type: none"> • Reviews and approves budgets, financial reports and makes major financial decisions. Contributes to the identification and allocation of the financial, information, material and human resources necessary to achieve the organization's objectives.
		COMMUNICATION	<ul style="list-style-type: none"> • Communicates business vision and strategy, business objectives and targets to both the internal team and external partners when appropriate. Promotes SAFIR's business specifics, development plans and contribution to society in relations with the media.

Governance for sustainability

In 2024, under the influence of European sustainability legislation — also transposed into Romanian law — and the increasing pressures of a competitive market, the concept of sustainable development became a constant presence on the SAFIR Group's management agenda.

Towards the end of the year, we made the strategic decision to develop a dedicated sustainability strategy and to initiate the process of reporting on relevant activities in this area. We established an internal sustainability team comprising 24 managers from across all operational areas of the Group. For them, sustainability has become a key focus integrated into their daily responsibilities.

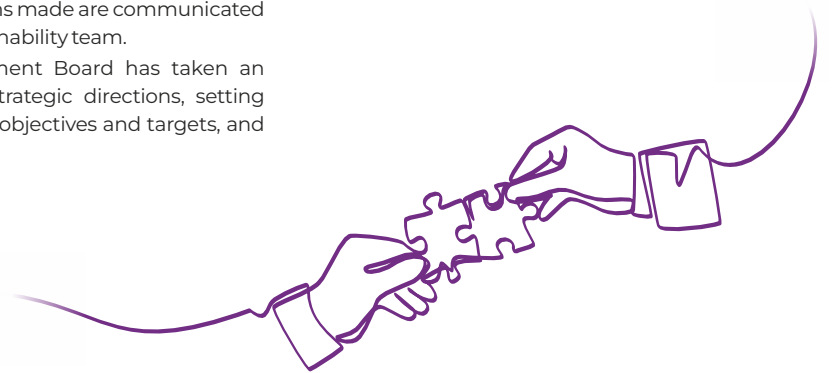
With the support of an external consultant, we defined the necessary steps for training the team in line with current legislative requirements and conducted a mapping of existing initiatives to assess the company's maturity level in terms on sustainability. These initial efforts significantly increased awareness among managers and laid a solid foundation for building our long-term sustainability strategy.

Overall responsibility for sustainability and ESG matters lies with the CEO, a member of the Board of Directors, who works closely with the Compliance Executive Director with sustainability responsibilities, part of the Executive Management Board. Together, they identify and manage ESG risks, opportunities, and impacts in alignment with the Group's business strategy and reporting obligations.

The Director in charge of sustainability is responsible for coordinating the implementation of the strategy and producing the annual SAFIR Group Sustainability Report, in compliance with applicable legal and reporting standards. This Director also reports regularly to the Executive Management Board on progress, and the decisions made are communicated back to the internal sustainability team.

The Executive Management Board has taken an active role in shaping strategic directions, setting medium- and long-term objectives and targets, and

approving the action plans needed to achieve them by 2030. Board members also play a key role in communicating and promoting these directions both internally — to employees — and externally to relevant stakeholders.



Managing risks, material impacts, and opportunities

While sustainability has not yet been a formalized strategic concern, many of our decisions in recent years have already reflected a responsible business vision. We have consistently sought solutions for carbon reduction and resource efficiency. This approach led to the implementation of our first project to convert solar energy into electricity, through the installation of two photovoltaic power plants across six SAFIR Group buildings.

We valorize by-products into protein flours and fertilizers for agriculture through circular economy practices, invest in modern technologies, apply strict animal welfare measures for poultry, and actively engage in the life of the communities we are part of. These initiatives stem from our business philosophy: a sustainable partnership in which all stakeholders benefit. In 2024, we conducted an initial identification of the impacts, risks, and opportunities associated with material sustainability topics, in line with the requirements of the European Sustainability Reporting Standards. Each SAFIR subsidiary already maintains a risk register and follows an internal procedure for managing climate and quality risks across the entire product lifecycle — from reception and production to storage and delivery.

In 2025, we aim to update and consolidate our existing risk registers, standardize procedures across the Group, and eventually implement a coherent monitoring plan to track actions and measures for reducing environmental and social impacts.

Risk management is a collective responsibility shared by all departments and coordinated by the CEO. The responsibility is distributed within our teams as follows:

- **Legal Department** ensures compliance with national and European legislation, identifies legal risks from regulatory changes, and proposes mitigation measures.
- **Human Resources Department** monitors risks related to discrimination, inequality, and human rights violations with reputational impact. Analyzes labor market trends and proposes strategies for talent attraction and retention.
- **Administrative Department** oversees Occupational Health and Safety and manages risks related to workplace safety, in accordance with current legislation.
- **Finance and Accounting Department** monitors financial risks, ensures compliance with fiscal regulations, and guarantees accurate economic data reporting.

- **Quality and Food Safety Department** manages risks throughout the poultry production chain to ensure product safety, quality, and authenticity.
- **Environment and Internal Audit Department** monitors the environmental impact of operations, conducts regular audits of compliance with internal policies, and ensures that environmental risks are identified, monitored, and addressed responsibly.
- **Marketing Department** analyzes reputational risks and develops communication strategies to strengthen public and partner trust in our brand.
- **Commercial Department** continuously evaluates market and competition risks, adapting strategies to harness existing opportunities in both Romanian and export markets.

Integrating sustainability performance into incentive systems

Our motto, “The Way to Be Good”, guides every decision and action we take. For us, it means contributing to a better quality of life for everyone who chooses us—whether they are consumers, employees, or partners.

With the launch of our sustainability strategy, we have placed increased focus on integrating sustainability into our internal governance and performance frameworks. In 2024, our efforts were centered on identifying strategic directions, setting objectives and targets through to 2030, and reinforcing a governance structure capable of supporting their implementation.

In this early phase, we have not yet introduced sustainability-related performance indicators or criteria into our employee and management incentive systems. The year 2024 has been one of adapting, learning, and building a strong foundation for the future.

As our strategy evolves and matures, we will assess the potential to align sustainability performance with incentive systems, starting with the executive leadership team. Our goal is for sustainability to gradually become a meaningful criterion in evaluating the performance of everyone contributing to our journey.



Due diligence process statement

At the level of the SAFIR Group - which brings together the companies SAFIR, NUTRIVA, and SAGEM - the sustainability due diligence process is an integral part of our governance framework and management practices. Its purpose is to identify, prevent, mitigate, and, where necessary, remediate actual or potential negative impacts on the environment, human rights, health, safety, and other areas critical to our stakeholders.

As part of this approach, we conduct both regular, scheduled reviews and ad-hoc assessments, depending on the operational context or in response to internal or external demands such as audits, inspections, legal obligations, or partner requests. This process is aligned with the requirements set forth in the European Sustainability Reporting Standards (ESRS) and is reflected across multiple sections of this report:

- **Integrating Due Diligence into Governance Structures and Business Strategy**

We operate within a clear system of accountability. The responsibilities of our governing bodies, the integration of sustainability into business strategy, risk assessment, and its connection to incentive systems are all embedded in our governance structure.

- **Stakeholder Engagement**

We have established an active mechanism for stakeholder consultation and dialogue. This allows us to understand stakeholder interests, expectations, and concerns, and to integrate their input into our decision-making processes (aligned with ESRS 2 - Stakeholder Interests and Views).

- **Identification and Assessment of Significant Adverse Impacts**

We conduct a comprehensive assessment of impacts, risks, and opportunities, applying the principle of double materiality and ensuring alignment with our corporate strategy.

- **Adoption of Preventive, Mitigative, and Remedial Measures**

We implement specific policies, action plans, and targets reduce adverse impacts while promoting responsible behavior.

- **Monitoring Measure Effectiveness and Reporting Progress**

We regularly monitor performance through clearly defined indicators and measurable targets. We are committed to transparent reporting on progress made in implementing our due diligence measures.

This responsible due diligence framework strengthens our commitment to building a sustainable business—one based on prevention, transparency, and continuous dialogue with all stakeholders.

SOCIAL, ETHICAL, AND RESPONSIBLE CONDUCT

At the SAFIR Group, business ethics and respect for people form the foundation of everything we do. We have clear internal policies that strictly prohibit any form of corruption, discrimination, or abusive behavior. These standards are communicated from the recruitment

stage and are regularly reinforced through internal training sessions on our Internal Regulations.

Our policies actively promote diversity, equal opportunity, and respect for human rights. Employees are encouraged to voice any concerns related to working conditions, safety, inclusion, or other relevant matters through open communication channels with management. We are committed to fostering a strong sense of belonging, and maintaining a “family climate” within our organization remains one of our core values.

RESPONSIBILITY FOR ANIMAL WELFARE AND FOOD SAFETY

Animal welfare is a fundamental value embedded in all SAFIR Group operations. From our farms to our processing centers, we uphold the highest standards of biosecurity, traceability, and animal protection, in full compliance with national and European legislation.

We believe that responsible animal care is not only a matter of ethical duty, but also a critical element in reducing public health risks and protecting the environment. This responsibility is an essential part of our commitment to a safe, ethical, and sustainable food chain.

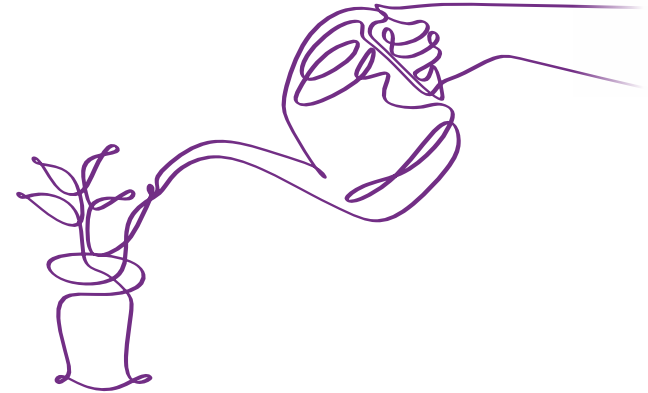
Risk management and internal controls over sustainability reporting

In our vision, we believe that effective risk identification and management is a critical pillar in achieving our business strategy and sustainability goals. To date, our focus has primarily been on environmental and product quality risks, supported by clearly defined procedures and a well-structured operational flow applied consistently across the Group.

Starting in 2025, we will expand this framework to adopt a more integrated risk management approach, with a particular emphasis on sustainability-related risks and the quality control of reported data. As part of this process, we will develop a dedicated procedure within

the sustainability team, under the leadership of an appointed sustainability officer, and implement a quarterly data collection and monitoring process across all operational areas.

The outcomes of risk assessments and the effectiveness of internal controls will be reviewed by the Executive Management Board, ensuring a strong governance framework that supports sustainability reporting. This approach is designed to ensure full alignment with ESRS 2 - IRO-2, and to establish a reliable foundation for auditability, traceability, and consistency of the information reported.



STRATEGY

The SAFIR Group's sustainability strategy reflects our belief that "The Way to be Good" means responsible performance. We want to be a benchmark in the food industry, demonstrating that excellence and sustainability go hand in hand. We invest in people, green energy, circular economy and modern technologies to reduce environmental impact, support communities and deliver safe and healthy products. In a world where sustainability defines competitiveness, we have chosen an integrated approach with long-term positive impact.



Strategy, business model, and value chain

The SAFIR Group, a family-owned business with a tradition dating back to 1945, has evolved into a modern, complete, and sustainable agri-food ecosystem, bringing together three companies: SAFIR, SAGEM, and NUTRIVA. By the end of 2024, the Group employed a total of 825 people across its entities (SAFIR - 585, SAGEM - 170, NUTRIVA - 70). Operating under a vertically integrated business model, the SAFIR Group manages and oversees the entire value chain - from sourcing raw materials to delivering the final product to consumers.

While primary inputs (such as grain and day-old chicks) are procured from trusted external suppliers, all other critical processes - including feed production, poultry rearing, slaughtering, processing, packaging, distribution, and sales - are conducted in-house. This "from farm to fork" model ensures transparency, full traceability, cost optimization, consistent quality control, and a closer connection with end consumers.

A key component of this ecosystem is **NUTRIVA, SAFIR's own premixtures plant**, located in northeastern Moldova, which produces approximately 85,000 tons of feed annually. This feed primarily supports SAFIR's own poultry farms, with surplus sold to external clients in the livestock sector. All grains are rigorously selected and analyzed in the Group's in-house laboratory, and feed transportation is carried out using the Group's dedicated fleet.

The poultry rearing process takes place in the Group's **eight modern farms** located across Vaslui, Bacău, and Botoșani counties, with a total rearing capacity of approximately 2 million birds. Farms are classified based on the rearing method: standard farming (Ross breed) and slow-growing farming

(Hubbard JA757 breed), both complying with high standards of animal welfare and biosecurity.

A distinct component of the SAFIR business model is the **production of slow-growing chickens** of the Hubbard JA757 breed, raised under strict animal welfare standards on farms located in Botoșani County (Cucorăni and Leorda). These birds represent a premium product segment, with 95% of the production exported to a strategic partner in the Netherlands, and the remaining 5% sold domestically under SAFIR's own "Zdravă Moldovenească" brand.

Meat processing takes place in SAFIR's **own slaughterhouse**, which has a capacity of 4,000 birds per hour. The meat is packaged in a controlled atmosphere and stored either chilled or frozen, in accordance with international standards. SAFIR Group operates an integrated management system, certified under ISO 9001, ISO 14001, ISO 22000, ISO 45001, as well as BRC, IFS, YUM! Brands, and BLK.



From the slaughterhouse, the raw material is directed either to distribution channels or to the Group's craft **preparation and**

The SAFIR Group is the only producer in Romania certified under the Beter Leven 1* standard - a prestigious certification that recognizes enhanced animal welfare, strict biosecurity, low stocking density, and daily hand feeding of poultry.



In a commitment to transparency and consumer trust, SAFIR is the first meat producer in Romania to provide live video access from its farms, allowing customers to see in real time how the birds are raised, fed, and cared for.

LIVE FROM THE FARMS



semi-preparation plant, where a variety of fresh, cooked, or smoked recipes are produced using 100% natural seasonings. These products are sold under the “Răsfăț Românesc” brand.

In parallel, SAFIR operates a **protein flour plant** in Chițcani — the first fully automated unit of its kind in Romania, with a capacity of 240 tons per day. By-products from the slaughtering process are transformed into viscera meal, blood meal, feather meal, and poultry fat, which are then valorized into products primarily for export, especially to industries such as pet food.

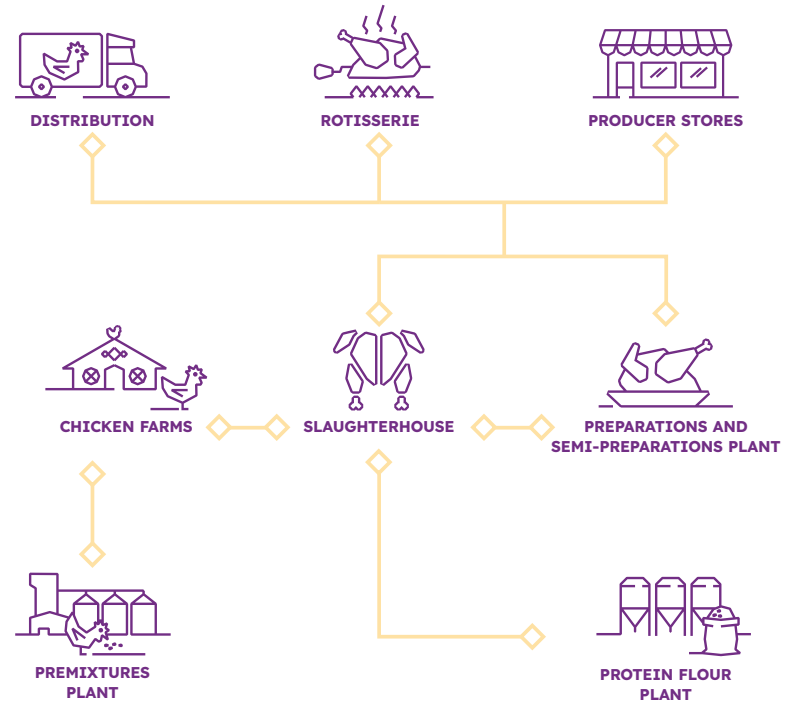
Distribution is managed through SAFIR’s own fleet of over 50 branded vehicles transporting feed, live poultry, meat, and processed products, complemented by external logistics partners.

The Group owns **three producer shops** and a **roisserie** in Vaslui, offering a full range of products under the brand “Familia SAFIR” including chicken meat without colorants, as well as prepared and semi-prepared products made according to its own recipes.

Aligned with the circular economy principles, SAFIR also utilizes manure from its farms, converting it into organic fertilizer for agricultural crops through partnerships with accredited agents.

All these steps are connected by a coherent and efficient operational flow that emphasizes their interdependence and reflects a sustainable, controlled, efficient, and adaptable business model compliant with current market and European regulatory requirements. This integrated approach provides SAFIR with a significant competitive advantage and ensures the ability to meet increasingly stringent quality, sustainability, and traceability standards in agri-food products.

Through this integrated structure, the SAFIR Group achieves its objective of delivering quality, traceable, and safe products responsibly to people, the environment, animals, and communities. The Group continuously invests in innovation, biosecurity, technology, and animal welfare, supported by an efficient governance system grounded in values such as performance, perseverance, originality, and genuine partnerships.



◆ The SAFIR Group value chain

Our sustainability strategy

The SAFIR Group’s sustainability strategy is rooted in the strong belief that “The Way To Be Good” means achieving responsible performance.

The Sustainability Statement adopted by the Group reflects our mission and development vision:

As a family-owned business, we are committed to staying true to our values and building a sustainable future for generations to come. We believe that business excellence must go hand in hand with responsibility — towards people, animals, the environment, and the wider community.

Our ambition is to make responsible choices at every stage of our value chain: from transitioning to renewable energy and managing resources sustainably, to improving employee well-being and ensuring animal welfare. And we know this transformation is only possible together with the involvement of our employees, partners, and the entire community.

We believe that every step we take and every decision we make must be guided by innovation, transparency, accountability, and a firm commitment to a sustainable future. **“Because the way to be good is our contribution to improving the quality of life of those who choose us.”**

Our sustainability strategy is built on the double materiality analysis conducted in 2024, which identified the most relevant ESG themes for the SAFIR Group —

reflecting both stakeholder expectations and the risks and opportunities facing our business. As a result, our strategic directions are fully aligned with the most important environmental, social, and governance priorities.

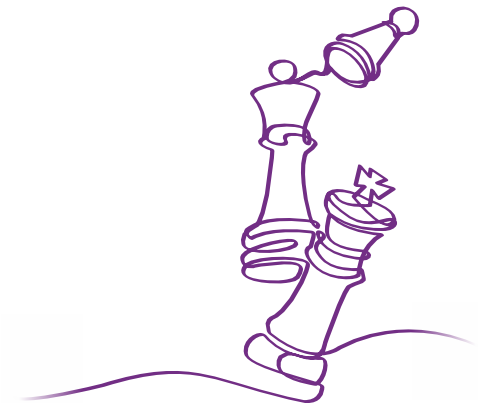
The strategy is structured around four core pillars, outlining our commitments for the 2025–2030 period:

- 1. Good for the Environment** – Accelerating the energy transition, investing in efficiency, managing waste, water, and natural resources responsibly, and leveraging the opportunities of the circular economy.
- 2. Good for People** – Fostering a safe, inclusive, and motivating work environment, promoting professional development, health, and community engagement.
- 3. Good for Animals** – Complying with and promoting the highest international standards of animal welfare, ensuring ethical farming practices, and maintaining transparency with consumers.
- 4. Good for Business** – Strengthening governance, ethics, and partnerships, enhancing customer and consumer satisfaction, and integrating sustainability into strategic decision-making.

For each pillar, we will define specific, measurable objectives and annual targets, aligned with both the ERSR standards and the 7 Sustainable Development Goals of the UN most relevant to our activity.

This strategy is not a static document — it is a dynamic and evolving framework for action. Ongoing stakeholder engagement and regular updates to the materiality analysis will ensure it remains relevant and effective over time.

As of the publication of this report, the SAFIR Group is in a strong position to move to the next phase. In 2025, we will focus on the implementation of the strategy by setting concrete strategic objectives, Group-wide targets, and practical measures tailored to the impacts, risks, and opportunities identified through the updated double materiality assessment.



Our stakeholders and the importance of continuous dialogue

For the SAFIR Group, the relationship with our stakeholders is built on accountability and trust developed over time. We believe that open dialogue and transparency are essential to maintaining a sustainable and adaptable business. Beyond meeting our obligations, we actively listen, understand, and integrate the perspectives of those who interact with us — from employees and authorities to suppliers, customers, and communities.

Our employees remain our most important stakeholder group. We foster their active involvement through both formal and informal communication channels, including direct consultations, meetings with employee representatives, internal surveys, and digital platforms. Our goal is to create a workplace where every voice counts.

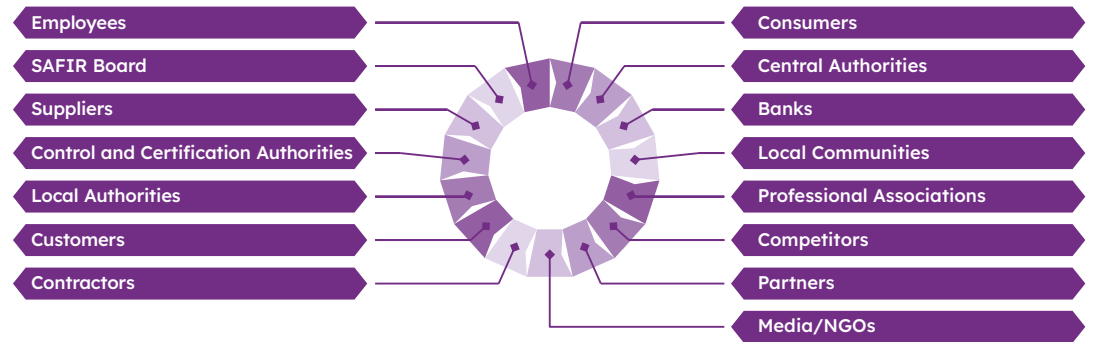
We also maintain ongoing dialogue with local and central authorities on key topics such as food safety, environmental protection, and labor legislation. Engagement with the communities in which we operate is a natural extension of our way of working, delivered through local support projects and direct interaction with community leaders.

In 2024, we conducted our first formal two-stage stakeholder assessment:

- **Stage 1:** Identification of 22 stakeholder categories through consultation with managers and industry benchmarks.
- **Stage 2:** Validation of these categories by 22 employees, resulting in 15 relevant groups and the creation of a stakeholder map, approved by Group management.

This process concluded with the development of a Group-wide stakeholder map and a stakeholder relationship monitoring register.

For us, stakeholder management is an integral part of our sustainability strategy. We aim to build strong, long-term relationships based on mutual respect, shared goals, and a positive impact for all parties. Our approach is to create win-win partnerships that deliver value on both sides and contribute to the sustainable development of the entire SAFIR community.



◆ Stakeholder Diagram

Interaction with stakeholders

GROUPS OF STAKEHOLDERS	EXAMPLES OF INTERACTION AND INVOLVEMENT	GROUPS OF STAKEHOLDERS	EXAMPLES OF INTERACTION AND INVOLVEMENT
EMPLOYEES AND BOARD	<ul style="list-style-type: none"> Internal communication Internal magazine Internal surveys Ongoing dialogues with employee representatives Regular events with members of the Management Board 	BANKS	<ul style="list-style-type: none"> Contracts Audits, evaluations, briefings
SUPPLIERS AND CONTRACTORS	<ul style="list-style-type: none"> Supplier meetings, strategy presentations Negotiations and contracts Supplier audits and evaluations 	COMPETITORS	<ul style="list-style-type: none"> Discussions for exchange of experience
CUSTOMERS AND CONSUMERS	<ul style="list-style-type: none"> Advertising/communication campaigns Participation in events In-store engagement activities/encouraging submission of suggestions or complaints Newsletters in SoMe 	INSPECTION/ CERTIFICATION AND REGULATORY BODIES	<ul style="list-style-type: none"> Reporting Audits, evaluations, measurements
CENTRAL AND LOCAL AUTHORITIES	<ul style="list-style-type: none"> Attending meetings Maintaining relationship management Regular reporting (as required by law) 	LOCAL COMMUNITIES	<ul style="list-style-type: none"> Public debates Joint projects in communities Complaints and redress mechanisms
PARTNERS	<ul style="list-style-type: none"> Contractual interactions Work meetings Participation in working groups, trade events 	NGOs/ MEDIA/ OPINION FORMERS	<ul style="list-style-type: none"> Press events, communication campaigns, meetings on various industry topics Social projects Press events / press conferences
		PROFESSIONAL ASSOCIATIONS	<ul style="list-style-type: none"> Meetings on various topics Workshops, debates Conferences

Double materiality: impacts, risks, and opportunities

At the end of 2024, the SAFIR Group implemented an extensive analysis and consultation process to identify sustainability priorities in line with the requirements of the European Sustainability Reporting Standards (ESRS). The objective was to understand the significant impacts of our activities on the environment and society, as well as the risks and opportunities that may influence the company's financial performance.

The process began with a rigorous preliminary analysis based on: industry trends, sustainability reports from comparable companies, relevant European market initiatives, and ESRS requirements in force from 2024. To cover the entire value chain and reflect the complexity of our integrated business model, we analyzed SAFIR's activities, services and products, focusing on those generating significant impacts or risks.

Subsequently, an internal workshop with the managers of key departments generated a broad list of potential material themes. This was tested through a questionnaire addressed to a group of 34 representative employees to validate and prioritize the topics. This step resulted in 20 relevant topics, of which 14 were selected as material.

To obtain an external perspective, a questionnaire was sent to 200 external stakeholders, achieving a 33% response rate.

In parallel, a specific questionnaire was addressed to the company Board to identify risks with potential financial impact, obtaining 8 responses.

The double materiality approach entails an analysis following two complementary perspectives:

- **Impact materiality** („inside-out”) – assessing how SAFIR's activities may have positive or negative effects on the environment and society.
- **Financial materiality** („outside-in”) – analyzing how external risks and sustainability-related changes may influence SAFIR's financial performance.

Topics considered material were those meeting one or both criteria.

14 thematic areas considered material, plus 3 considered financially significant.

This dual analysis resulted in **14 material topics** for reporting, grouped according to ESRS requirements, as follows:

Environment (ESRS E1, E3, E5):

- Energy transition to renewables
- Reducing emissions
- Climate change adaptation (flood, drought resilience)
- Waste management
- Water quality management

Social (ESRS S1, S4):

- Employee well-being and involvement
- Professional development
- Occupational health and safety
- Diversity and equal opportunities
- Customer and consumer satisfaction

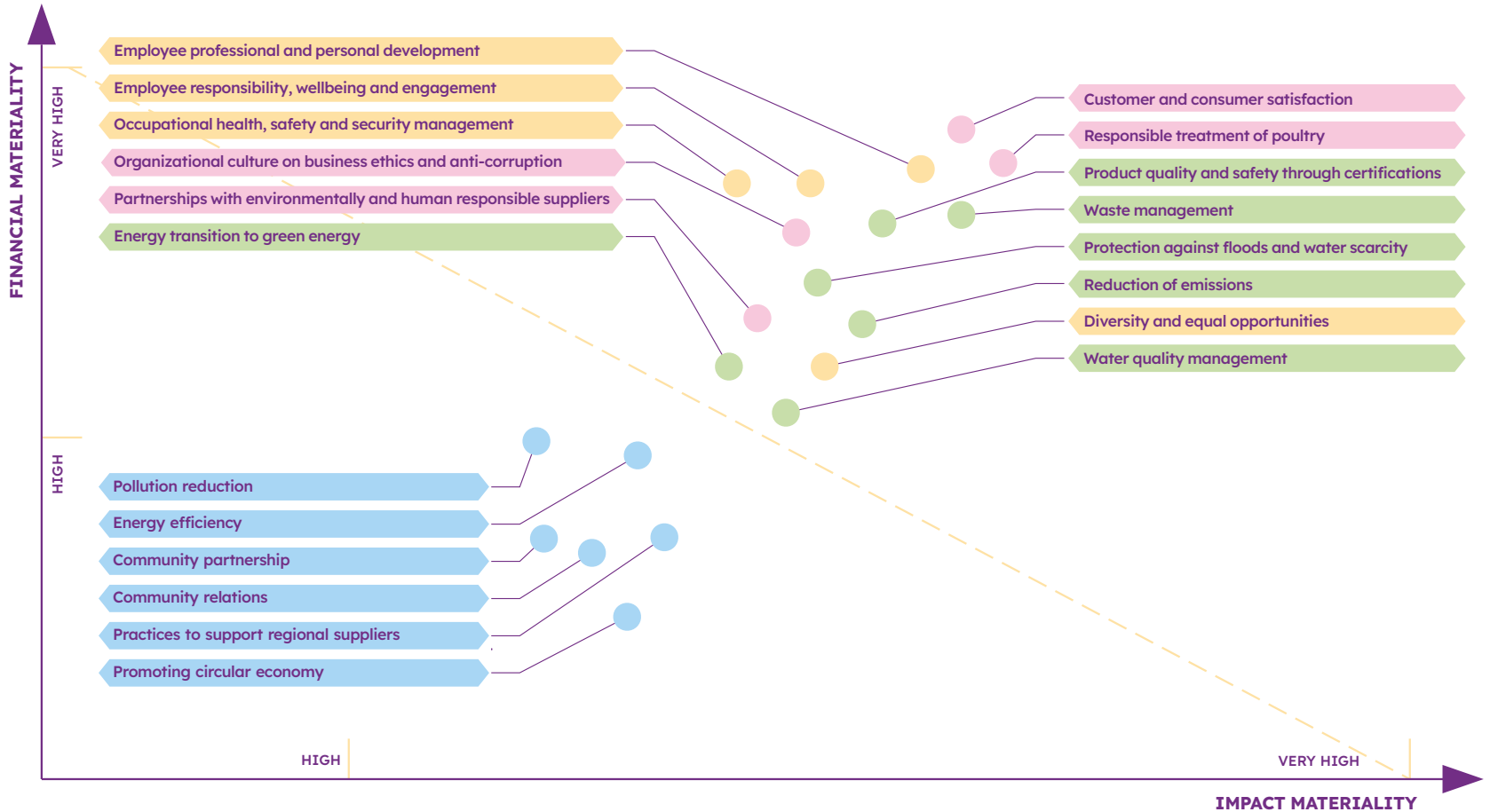
Governance (ESRS G1):

- Product quality and safety through certifications
- Business ethics and anti-corruption
- Responsible supplier relationships

The company considered **Animal welfare** (reported under GRI 13.11, in the absence of a dedicated ESRS standard) as also being relevant to this sector.

Three additional relevant themes - **Circular economy, Energy efficiency and Community relations** - were included in the reporting from a financial risk perspective, although they were not formally categorized as material.

This analysis formed the basis for the strategic directions presented in the previous chapter and will guide the further development of SAFIR's actions in sustainability. From 2025, these themes will be integrated into strategic planning and operational target setting at Group level.



◆ Materiality matrix

Our contribution to the UN Sustainable Development Goals

We are pleased to note that the sustainability priorities identified in our dual materiality analysis align with a number of United Nations Sustainable Development Goals (SDGs). In particular, the SAFIR Group is focusing its actions and investments in support of 13 SDGs relevant to agribusiness, the communities in which we operate and our value chain.

SDG 2 • Zero hunger



We contribute to sustainable food security through safe, nutritious and responsibly sourced products from ethical farming systems. By carefully controlling processes and following best practices, we support a balanced and healthy diet and a sustainable food system.

SDG 3 • Health and Well-being



We invest in the health and safety of our employees through a safe working environment and ongoing health awareness and health education programs. At the same time, we use natural phytochemical products in poultry nutrition and apply preventive measures, reducing the need for antibiotics and thus contributing to consumer health through safe and responsible products.

SDG 4 • Quality education



We invest in the continuous development of our employees through continuous training initiatives and organizational culture, on-the-job qualification and partnerships with educational institutions. We support education in local communities, especially dual education, to integrate young people into the labor market.

SDG 5 • Gender Equality



We promote diversity, equal opportunities and inclusion through clear policies, equal pay and fair working conditions for all employees.

SDG 6 • Clean water and sanitation



We closely monitor water consumption in all our operations and are constantly investing in technologies to purify, treat and recover wastewater. Through these measures, we contribute to resource efficiency and protect water quality in the regions where we operate.

SDG 7 • Clean and affordable energy



We are committed to the transition to sustainable energy consumption, using renewable energy from both green contracts and our own production. Our photovoltaic panel expansion plan will enable us to directly power operational facilities with green energy.

SDG 8 • Decent work and growth



We promote a responsible and fair business model for all our employees. We invest in safety, professional development and organizational culture, as well as in the education of future generations through partnerships with dual system high schools.

SDG 10 • Reduce inequality



Diversity, inclusion and equal opportunities are principles firmly embedded in our human resources policies. We provide a respectful work environment and support equitable integration into the organization, regardless of gender, age or origin.

SDG 11 • Sustainable cities and communities



We actively engage in our communities through social action, sponsorship and volunteering, thereby contributing to local development and building sustainable relationships in the communities where we operate.

SDG 12 • Responsible consumption and production



Through traceability, quality control and resource utilization in a circular economy, we contribute to responsible consumption and production with reduced environmental impact. We see this as central to our vision of sustainability.

SDG 13 • Climate Action



We contribute to combating climate change through projects that help us make the transition to green energy, circular economy and microclimate optimization on farms, and annual tree planting actions.

SDG 16 • Peace, justice and effective institutions



We aim to implement a Code of Ethics, train staff in anti-corruption practices and organizational transparency. All these will contribute to an organizational culture based on integrity and efficiency.

SDG 17 • Partnerships for the Goals



We believe in the power of win-win collaborations. We promote strategic partnerships with suppliers, customers, authorities and educational institutions in order to support innovation, circular economy and sustainable development at local and international levels.

Assessing significant impacts, risks, and opportunities

The year 2024 marked the SAFIR Group's first formal exercise to identify and assess significant impacts, risks, and opportunities in accordance with ESRS requirements. This process was a key component of the double materiality analysis and aimed to build a comprehensive perspective on ESG risks relevant to our business model - particularly their potential influence on our medium - and long-term strategy.

The exercise began with the centralization of risks at Group-level and the creation of an ESG risk register, which will be updated in 2025 in parallel with the implementation of the sustainability strategy. Data collection was conducted through structured dialogue with the management teams of each Group entity, ensuring a context-specific understanding of risks and opportunities.

In assessing these risks, both internal and external sources were considered, including: National and European regulations, market trends and macroeconomic developments, social context and stakeholder expectations, climate change and environmental challenges. At this stage, financial quantification of the identified impacts has not yet been undertaken. However, the next reporting phase will directly link each material theme to its potential financial implications.

The risks have been categorized into three broad categories, according to their nature and area of influence:

- **Economic and market risks**

- National market volatility
- Supply chain risks (suppliers, customers)
- Stakeholder risks (competition, authorities)

- **Operational risks**

- Climate change impacts and greenhouse gas emissions
- Waste management
- Safety of operational processes

- **Strategic risks**

- Human capital, occupational health and safety issues
- Political and legislative risks (unstable or inappropriate regulation)
- Compliance and ethical risks
- Product liability
- Company reputation and growing competition

These risks will be monitored through dedicated governance mechanisms and integrated into decision-making processes through preventive actions and mitigation plans. Subsequent assessments will also take into account the likelihood of occurrence as well as the magnitude of impact in the short and medium term.

A detailed summary of the identified risks and opportunities, including their estimated impacts, is included in Annex 2 of this report. From 2025 onwards, each sustainability topic will be associated with clear risks and opportunities and the analysis will be reviewed annually in line with the evolving internal and external context.



Sustainability reporting disclosure requirements (according to ESRS)

The table below provides an overview of SAFIR Group's sustainability reporting compliance with the reporting requirements of the ESRS. Topics covered, sub-topics considered material, approaches in the report and references to relevant pages or comments on applicability are indicated.

ESRS STANDARDS	TOPIC	SAFIR SUB-TOPIC	STATUS / EXPLANATIONS	LOCATION IN REPORT
ESRS E1	Climate Change	Energy transition, emission reduction, flood and drought protection	Addressed in SR	Page 34
ESRS E2	Pollution	Air, water, soil pollution, microplastics, hazardous substances	Not addressed in SR*	N/A
ESRS E3	Water and marine resources	Water consumption, quality, treatment, reuse	Addressed in SR	Page 39
ESRS E4	Biodiversity and ecosystems	Direct exploitation, soil degradation, sealing	Not addressed in SR*	N/A
ESRS E5	Circular economy	Waste management, input/output of resources	Addressed in SR**	Page 42
ESRS S1	Own workforce	Responsibility, well-being, development, diversity	Addressed in SR	Page 49
ESRS S2	Value chain workers	Conditions of workers not directly employed	Not covered in SR*	N/A
ESRS S3	Communities affected	Impact on local communities	Not addressed in the SR*	N/A
ESRS S4	Consumers and end-users	Quality, safety, satisfaction	Addressed in SR	Page 62
ESRS G1	Professional conduct	Ethics, supplier relations, anti-corruption, animal welfare (GRI13)	Addressed in SR	Page 59

* Not material

** Although not significant



GOOD FOR THE ENVIRONMENT

We take our responsibility to protect the environment in which we live and work seriously. We invest in green energy, manage resources with care, and reduce waste through circular economy practices.

Because the way to be good starts with every decision we make today.



Our Strategic Focus



We act across our operations and supply chains to address climate change.

We manage our water resources responsibly and efficiently, adapting to climate challenges to ensure the sustainability and resilience of our production systems and the ecosystems in which we operate.

We transform waste into valuable resources, applying circular economy principles and sustainable waste management practices. In doing so, we protect the environment while supporting the long-term development of our business.



Our Approach

The impacts of climate change are becoming increasingly challenging. We are already experiencing them and recognize the need for urgent action. Rising temperatures, disappearing ecosystems, more severe weather events, degraded soil health, droughts, and fires affect us all — especially agricultural crops and the stability of the global food supply.

We aim to proactively address these complex challenges through solutions that reduce our environmental footprint, adapt our water consumption to climate change, and expand circular economy practices in our operations and across our value chain.

The relevant environmental priorities have been defined following internal discussions and workshops at all levels of the company, as well as consultations with external stakeholders.

- Considerations regarding the integration of sustainability performance into the incentive systems of administrative and management bodies are addressed in the Governance chapter. Our current remuneration policy does not yet incorporate climate-related objectives.
- Climate impacts, risks, and opportunities are detailed in Annex 2.

OUR CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS



Energy transition and emissions reduction

At SAFIR, we believe that every step counts towards a cleaner future. That's why we are committed to a responsible energy transition aimed at reducing environmental impact and combating climate change.



OUR TRANSITION PLAN [E1-1]

Animal welfare is a core value in our business. Across all Group operations - from our own farms to our processing centers - we apply the highest standards of biosecurity, traceability, and animal protection, in full compliance with national and European legislation.

We recognize that responsible animal care is not only about respect for life, but also about reducing risks to public health and protecting the environment. This responsibility is an integral part of ensuring a safe, ethical, and sustainable food chain.

POLICIES FOR CLIMATE CHANGE

MITIGATION AND ADAPTATION [E1-2]

Our environmental commitment is reflected in the Environmental Policy adopted by SAFIR's management for SAFIR S.R.L. It underlines our dedication to protecting the environment and ensuring a sustainable production process in poultry slaughtering and meat processing activities. We acknowledge the impact of our operations on the environment and commit to complying with applicable legislation, and adopting best practices to reduce our environmental footprint.

In 2024, we obtained or renewed key certifications for our production facilities, demonstrating our continuous improvement in environmental performance.

SAFIR aligns with the governance frameworks of ISO 14001 – Environmental Management Systems and ISO 9001 – Quality Management Systems. All companies within the Group (except SAGEM) underwent audits in 2024 to confirm certification:

- **SAFIR Poultry Slaughterhouse** – Recertification audits for ISO 9001, ISO 22000, ISO 14001; maintenance of BRC and IFS certifications; surveillance audit for ISO 45001.
- **Protein Flour Plant** – Recertification audits for ISO 9001, ISO 22000, ISO 14001.
- **NUTRIVA Premixtures Plant** – Surveillance audits for ISO 9001, ISO 22000, ISO 14001.

Concrete Measures for Green Energy and Energy Efficiency Transition

Energy efficiency remains a top priority under our integrated management program. As part of our integrated management program, we have implemented the following measures:

- **Lighting Modernization:** Replacement of conventional lamps with LED technology in indoor and outdoor installations, significantly reducing energy consumption.
- **Efficient Equipment:** We have replaced old electrical equipment with more energy-efficient ones, helping to reduce overall energy consumption.

- **Consumption Monitoring:** We installed meters in each sector of the production centers to measure and manage energy consumption efficiently.

Investments in Renewable Energy

To advance our transition to renewable energy sources, SAFIR has made targeted investments:

- **NURIVA Premixures Plant:** Installed 1,210 monocrystalline photovoltaic panels (455W each) for autonomous electricity generation.
- **SAFIR Poultry Slaughterhouse:** Installed 1,323 photovoltaic panels, contributing to a significant reduction in carbon emissions.
- **SAGEM Chicken Farms:** Continued the replacement of traditional lighting fixtures with energy-saving LED technology.

CLIMATE CHANGE POLICY ACTIONS AND RESOURCES [E1-3]

In 2024, in our desire to contribute to reducing environmental impact and mitigating climate change, SAFIR implemented multiple measures to improve energy efficiency and integrate renewable resources across our facilities:

- **At the NURIVA Premixures Plant:**
 - Replaced 100 classic neon tubes in the administrative pavilion with LED tubes, reducing individual consumption from 18W to 9W - achieving a 50% energy saving.
 - Replaced 52 outdoor lamps with LED versions, reducing consumption from 70W to 50W per lamp (29% energy saving).
 - Replaced 15 classic neon lamps in the feed production facility with LED tubes, also achieving a 50% reduction in energy use.

- **At the SAGEM Chicken Farms:**

- Upgraded lighting systems in 4 of 12 poultry halls at the Rosesti farm to LED technology, lowering electricity consumption and improving energy efficiency.

- **At SAFIR Poultry Slaughterhouse:**

- Planted acacia and walnut tree hedgerows to mitigate dust and odors while contributing to offsetting carbon emissions resulting from operational activities.

All these measures reflect our strong commitment to a sustainable energy transition and to building a future in which economic development goes hand in hand with environmental protection. We continue to identify and implement innovative solutions to reduce environmental impacts and ensure a sustainable future for future generations.

CLIMATE CHANGE MITIGATION OBJECTIVES AND TARGETS [E1-4]

Objective:

- Increase the share of own green energy in the total energy mix and reduce greenhouse gas emissions to build a sustainable operating model.

2030 Targets:

- **Green Energy:** Increase the share of own renewable energy sources to at least 15% of total electricity consumption by 2030.
- **Emission Reduction:** Reduce total CO₂ emissions by 30% from the 2024 baseline by 2030.

ENERGY CONSUMPTION AND ENERGY MIX AT SAFIR GROUP [E1-5]

In 2024, we purchased electricity exclusively from the supplier HIDROELECTRICA S.A. and natural gas was contracted through an agreement with OMV PETROM S.A.



UTILITY TYPE	ELECTRICITY [kWh]		NATURAL GAS [m ³]	LPG [l]	WOOD [kg]
	EXTERNAL CONSUMPTION	CONSUMPTION FROM OWN SOURCE*			
SLAUGHTERHOUSE	4.083.878	270.472	217.049		
PROTEIN FLOUR PLANT	2.537.325		3.264.298		
MEAT PREPARATION PLANT	316.354	120.190			
PREMIXTURES PLANT	2.214.988	216.034	446.299		
SAGEM ROȘIEȘTI	614.505		485.261		
SAGEM SIMILA	749.516		738.460		
SAGEM TĂTĂRĂȘTI	263.444			47.391	1.547.100
SAGEM PARINCEA	287.032			92.581	1.140.490
SAGEM RĂCHIȚI	243.982			236.000	
SAGEM LEORDA	663.882		386.545		
SAGEM CUCORĂNI	985.223		910.063		
SAGEM MICLEȘTI	33.242				236.000
	12.993.371 kWh	606.696 kWh			
TOTAL CONSUMPTION YEAR 2024	13.600.067 kWh		6.447.975 m³	375.972 l	2.923.590 kg

* Photovoltaic panels

GROSS GREENHOUSE GAS (GHG) EMISSIONS OF CATEGORIES SCOPES 1 AND 2 AND TOTAL GHG EMISSIONS [E1-6]

In 2024, we were concerned with understanding and managing our greenhouse gas (GHG) emissions from all our operations. We have therefore undertaken a detailed identification of our emissions that will highlight the wider environmental impact of our actions on our own operations.

Taking into account the fact that this is the first time that SAFIR Group is calculating Scopes 1 and 2 emissions, we have not identified a previous comparison year, but a baseline year, i.e. 2024.

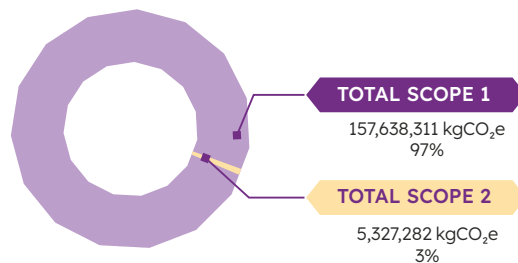
Based on the results obtained, we will continue in the coming years to analyze emissions throughout the value chain, which will involve working more closely with our suppliers and customers to implement GHG reduction strategies.

◆ SAFIR Group Greenhouse Gas Emissions

[thousand tonnes CO₂e]

Scope 1 – Direct emissions	157.6
Scope 2 – Indirect emissions	5.3
TOTAL SCOPE 1 AND 2 EMISSIONS	163

CO₂ Emissions Intensity Scope 1 and 2 – relative to turnover = 2,037,5 tonnes CO₂e/millions EUR



◆ SAFIR Group Emissions - Scopes 1 and 2

The calculation of emissions was carried out consolidated at GROUP level and separately for the 3 entities (SAFIR, SAGEM, NUTRIVA).

For Scope 1 the following information has been considered:

- energy produced from solar panels

- fuel used for heating and hot water (natural gas, wood, LPG)
- transportation fuel (diesel, gasoline)
- emissions from manure from chicken plants
- emissions from waste or by-products disposed of in own operations

For Scope 2, the following were taken into account:

- the electricity used as an energy source by the SAFIR Group is purchased from Hidroelectrica S.A., using the emission factor from the energy label provided by the energy supplier for the energy component presented as non-renewable.

A significant part of our carbon footprint is attributed to Scope 3 emissions, and therefore SAFIR will take steps to identify and monitor CO₂ emissions that are subject to Scope 3. In 2024 we focused on identifying internal operations that produce emissions in this category.



◆ Emissions by source types - SAFIR Group [kgCO₂e]

SCOPE	CATEGORIES	SOURCE OF EMISSIONS	TOTAL [kgCO ₂ e]	CONTRIBUTION EMISSIONS CO ₂ [%]
SCOPE 1	Fossil fuels	Gas for heating	13,605,229	8.34%
SCOPE 1	Fossil fuels	LPG for heating	648,575	0.40%
SCOPE 1	Fossil fuels	Wood for heating	135,245,273	82.93%
		SUBTOTAL • Fuels	149,499,077	91.67%
SCOPE 1	Transportation	Diesel	230,059	0.14%
SCOPE 1	Transportation	Petrol	13,405	0.01%
		SUBTOTAL • Transportation	243,464	0.15%
SCOPE 1	By-product processing	Animal manure	3,967,680	2.43%
SCOPE 1	By-product processing	Poultry processed into protein flour	3,862,950	2.37%
		SUBTOTAL • By-product processing	7,830,885	4.80%
SCOPE 1	Internally managed waste	Pre-cleaning sludge (internal treatment)	65,000	0.04%
SCOPE 1	Internally managed waste	Dead poultry (internal incineration)	140	0.00%
		SUBTOTAL • Internally treated waste	65,140	0.04%
SCOPE 2	Utilities	Electricity	5,327,282	3.27%
		SUBTOTAL • Electricity utilities	5,327,282	3.27%
SCOPE 3	Utilities	Drinking water	58,634	0.04%
		SUBTOTAL • Water utilities	58,634	0.04%
SCOPE 3	Scope 3 Waste	Laboratory mixtures	255	0.00%
SCOPE 3	Scope 3 Waste	Paper & cardboard	28,000	0.02%
SCOPE 3	Scope 3 Waste	Plastic	30,800	0.02%
SCOPE 3	Scope 3 Waste	Hazardous substances	29	0.00%
SCOPE 3	Scope 3 Waste	Edible oil and fats	5,250	0.00%
		SUBTOTAL • Scope 3 Waste	64,079	0.04%
		TOTAL YEAR 2024	163,088,561 kgCO₂e	100%

Adapting water resources to climate change

For us, water is not just a resource - it is a responsibility. In the face of drought and climate uncertainty, we adapt through efficiency, rigorous monitoring and investment in sustainable water management solutions across our operations.



POLICIES RELATED TO WATER RESOURCES [E3-1]

The responsible management of water resources is an integral part of our environmental commitments and is supported both by SAFIR S.R.L.'s Environmental Policy and by all relevant stakeholders. Even if water-related risks are not currently identified in the Group's "Register of Relevant Risks", we are committed to constantly monitor and reassess them in the context of climate change.

Water management covers three key dimensions:

- surface water
- groundwater
- withdrawals and discharges.

Although water is not used in the composition of our products, it is essential for the functioning of the installations and equipment sanitation in all production units. Water is supplied through connections to local networks and from our own sources (drilled wells), with authorizations issued by the National Administration "Apele Române", through the Prut-Bârlad and Siret Basin Administrations, depending on the sites.

ACTIONS AND RESOURCES RELATED TO WATER RESOURCES [E3-2]

Water is used for:

- drinking and hygienic-sanitary (personal) consumption
- biological consumption (on farms)



- technological processes: sanitation, steam, cooling
 - operational safety (fire safety installations).
- At the Poultry Slaughterhouse, we have our **own water treatment plant** with chlorination, settling, and filtration, and the deposits are discharged in a controlled manner into the sludge concentrator. We

constantly monitor consumption at all points and report regularly to the environmental authorities. Groundwater protection is ensured through regular internal controls and physical and chemical analyses, based on samples taken from **monitoring wells** located in sensitive areas (e.g., wastewater treatment plants, landfills, technological basins).

OBJECTIVES AND TARGETS RELATED TO ADAPTATION OF WATER RESOURCES TO CLIMATE CHANGE BY 2030 [E3-3]

Strategic objectives:

- Sustainable water resources management in the context of climate change
- Water use efficiency
- Wastewater quality
- Flood protection

2030 Targets:

- Optimize consumption through adaptation measures, modern technologies, and flexible infrastructures
- 5% reduction in the volume of water used per unit of finished product
- Maintain compliance with NTPA 001 and NTPA 002 water quality standards resulting from operational activities
- Plantings, microclimates, and natural barriers/dikes by 2030.



WATER CONSUMPTION [E3-4]

Data refers to own operations and includes water consumption by direct measurement. There are no cases of water consumption in water risk areas.

◆ Water consumption by type of source - SAFIR Group [m³]

UTILITY TYPE	WATER CONSUMPTION 2024 [m ³]			WATER STORAGE BASIN CAPACITY 2024 [m ³]
	TOTAL	FROM OWN SOURCE (drilled well)	PUBLIC NETWORK SOURCE	
SLAUGHTERHOUSE	144,989	43,518	101,471	5 basins • 1 × 500 m ³ • 3 × 40 m ³ • 1 × 60 m ³
PROTEIN FLOUR PLANT	33,330	33,330	0	1 basin • 200 m ^{3*}
PREMIXTURES PLANT	14,770	14,770	0	1 basin • 300 m ³
SAGEM ROȘIEȘTI	27,490	27,490	0	1 basin • 300 m ³
SAGEM SIMILA	34,470	34,470	0	4 basins • 2 × 100 m ³ • 2 × 200 m ³
SAGEM TĂTĂRĂȘTI	8,100	8,100	0	2 basins • 1 × 100 m ³ • 1 × 100 m ^{3***}
SAGEM PARINCEA	7,553	7,553	0	1 bazin • 50 m ³
SAGEM RĂCHIȚI	5,084	0	5,084	0
SAGEM LEORDA	18,587	13,774	4,813	2 basins • 1 × 200 m ^{3**} • 1 × 300 m ^{3**}
SAGEM CUCORĂNI	26,409	42	26,367	2 basins • 1 × 500 m ^{3***} • 1 × 300 m ^{3**}
SAGEM MICLEȘTI	1,280	1,280	0	1 basin • 40 m ³
TOTAL CONSUMPTION YEAR 2024	322,062 m³	184,327 m³	137,735 m³	

Water consumption intensity - total consumption in relation to 2024 turnover = 4,026 [m³/million EUR]

* For water from own source (drilled well)

** For water from public network

*** Fire reserve

Waste management and the circular economy

In the SAFIR Group, nothing is lost - everything is transformed. From farm manure and slaughterhouse by-products to sewage sludge, we find recovery solutions that reduce environmental impact and support a circular economy model.



POLICIES RELATED TO RESOURCE USE AND CIRCULAR ECONOMY. OUR VISION OF CIRCULAR ECONOMY [E5-1]

Although the circular economy did not emerge as a priority material theme in our double materiality analysis, we have chosen to include it in this report as it has already been an active part of the way we have been working for several years. We see the circular economy as a strategic direction with major positive impact and financial potential for the future.

According to ESRS, circular economy means keeping the value of products, materials and resources in the economy for as long as possible, reducing waste generation and avoiding hazardous substances throughout the entire life cycle of products. In this direction, we have adopted and applied the "3R" principles - Reduce, Reuse, Recycle - at all stages of our operational processes.

The SAFIR Group's business strategy integrates circularity as an opportunity to increase efficiency, reduce costs and minimize environmental impact. We operate with the aim of maximizing all that we can, preventing waste generation, in compliance with national legislation (Government Emergency Ordinance 195/2005 and Government Emergency Ordinance 92/2021) and applicable European directives (Directive 2008/98/EC, PPWD, EU 2030 target on reusable/recyclable packaging).

CIRCULAR PRACTICES AND RESPONSIBLE WASTE MANAGEMENT [E5-2]

In all our operations, we have implemented concrete circularity and responsible resource management actions throughout the value chain:

On farms:

- Manure (farmyard manure) from rearing chickens (Ross and Hubbard breeds) is mechanically collected and deposited on specially designed platforms for fermentation.
- After a maximum of 6 months, they are used as natural fertilizer in agriculture, based on OJSPA approvals and contracts with local farmers.
- In 2024, in our 8 farms, we collected 12,399 tons of manure.

In the slaughterhouse:

- The resulting by-products (feathers, claws, viscera, blood, confiscated birds, etc.) are directed to the Protein Flour Plant, where they are fully recovered (recycling rate: 100%).
- Birds that die during transportation are disposed of by incineration, in accordance with veterinary and environmental regulations (EC Regulation 1774/2002).

In the protein flour plant:

- We take both internal waste (non-hazardous animal waste from the slaughtering process), as well as waste from other slaughterhouses (which do not have their own facilities), according to commercial contracts.

- The resulting protein flour is used exclusively in pet food production.
- Sludge from slaughterhouse sewage treatment plants and protein flour plants is stored on special platforms, where it is biosterilized and converted into agricultural fertilizer.

Dedicated transportation:

- We use specialized vehicles (chassis + trailer, containers, loading cranes) to transport the waste to the processing units, complying with all hygiene and safety standards.

Green energy production and resource efficiency

Our commitment to reducing our carbon footprint is also reflected in our investment in renewable energy. In 2024, we commissioned two photovoltaic power plants (total capacity: 1,250 kW), installed on 6 Group buildings.

- Number of panels: over 2,300
- Total covered area: 5,700 m²
- Estimated production (20 years): over 28,760 MWh
- Estimated annual emission reduction: 888 tons of CO₂, equivalent to the emissions produced by 193 cars running on gasoline.

The rest of the energy consumed comes exclusively from Hidroeléctrica S.A., a renewable energy supplier, thus contributing to the reduction of emissions in Scope 2.



CHICKEN FARMS

- Resulting manure (barn manure)
- Mechanical collection → storage on concrete platform → fermentation
- Valorization as **natural fertilizer** based on OJSPA studies and contracts with farmers

SLAUGHTERHOUSE

- Resulting by-products: feathers, viscera, blood, confiscated birds
- Directed to **protein flour factory** (100% recycling)
- Dead birds in transport → authorized incinerator
- Result slurry → storage platform at protein flour plant

PROTEIN FLOUR PLANT

- Receives animal waste from SAFIR + other slaughterhouses
- Produces protein flour (value added)
- Result sludge → storage → **biosterilization** → agricultural fertilizer

SPECIALIZED TRANSPORT

- Dedicated containers, self-loading trailer
- In compliance with environmental and veterinary standards

VALORIZATION OF PROTEIN FLOUR

- Exclusive use for **pet food**
- Potential alternatives: biodiesel, biogas, solid fuel

◆ Scheme for circular actions in the SAFIR value chain

This scheme emphasizes the principles of reduce, reuse and recycle applied concretely in the SAFIR operational chain, supporting the transition towards a circular economy.

OBJECTIVES AND TARGETS ON RESOURCE USE AND CIRCULAR ECONOMY BY 2030 [E5-3]

Objective:

- To optimize waste management and integrate circular economy principles to transform consumed resources - including ancillary organic waste - into added value for the company and/or society, thereby reducing environmental impact and contributing to operational efficiency.

2030 Targets:

- Reduce non-organic waste** generated by the production processes as a proportion of finished product by 5% until 2030.
- Recycling and valorization:** Maintain the recycling and valorization rate of organic waste (SNCU + manure and sludge) from SAFIR activities at 100%.
- Valorization of animal tissues** at 100% by 2030 from poultry farms and transportation of poultry to slaughterhouse.

RESOURCE INPUTS [E5-4]

Information on resource inputs relevant to the circular economy, as applied through concrete measures, is presented for the activities where the 3R (Reduce, Reuse, Recycle) principles are directly implemented: poultry farms, protein flour plant and slaughterhouse.

LOCATION	INPUTS OF POTENTIALLY RECYCLABLE RESOURCES	QUANTITY	MEASURING UNIT
POULTRY FARMS	Feed	44,619,645	t
	Chicken	10,110,755	Heads
	Straw	600	t
	Water	128,973	m ³
	Sunflower husk	182	t
NUTRIVA	Cereals and oilseeds purchased for food	59,272	t
SLAUGHTERHOUSE	Slaughtered chickens	20,279,707	t meat
	Water	144,989	m ³
	Electrical energy	4,354,350	kWh
	Natural gas	217,049	m ³

RESOURCE OUTPUTS (PRODUCTS AND SERVICES) [E5-5]

Waste Management

In line with our environmental policy and internal waste management procedures, we constantly aim to reduce material consumption and minimize the volume of waste generated, regardless of its nature.

We report waste management annually to the Environmental Protection Agencies of Vaslui, Bacău and Botoșani. Activities are coordinated by a designated responsible person who ensures compliance with GD 856/2002.

Across all our sites, we have set up dedicated areas for selective waste collection, ensuring safe disposal channels and recycling processes in accordance with good environmental practices and economic rationale.

The most important types of resulting waste come from:

- Poultry farms (Roșiești, Miclești, Simila, Parincea, Leorda, Răchiți): manure is collected and deposited on concrete platforms for dewatering and subsequent use as agricultural fertilizer.
- Protein flour plant: achieves a 100% recovery rate of waste resulting from slaughter.

All categories of waste are stored separately by type and are recovered by authorized operators. Waste is delivered in compliance with legal requirements, accompanied by supporting documents (loading-unloading forms, weighing slips, transportation approval forms).

Another important waste stream is reusable, recyclable or compostable packaging. Our aim is to eliminate

unnecessary packaging and ensure that necessary packaging is compatible with the circular economy.

Hazardous waste is rare in our operations, but its responsible management remains a priority. We do not hold large quantities of hazardous waste, and we do not generate radioactive waste. However, we treat this stream with caution to avoid reputational, legal, or financial risks associated with non-compliance.

By implementing a rigorous waste management system, we help reduce our environmental impact, protect our operations and support our goal of operating efficiently and sustainably.

The presentation of waste types, quantities, and disposal methods is based on direct measurements as of 31 December 2024.

WASTE GENERATING SOURCE	Slaughter	Bird deaths from transportation or other causes	Administrative buildings; Packing and supplying, administrative activity at Slaughterhouse, NUTRIVA and Preparation Plant	Packing and supply, product transport, hygiene activities at Slaughterhouse, Preparation Plant and NUTRIVA	Laboratories (Slaughterhouse, Preparation Plant, NUTRIVA)	Wastewater pre-treatment plant (Slaughterhouse and Chițcani Protein Flour Plant)	Laboratories (no radioactive waste)	Preparation Plant
NAME OF WASTE	Feathers, claws, viscera, birds seized on stream, blood (processed into protein flour)		Paper and cardboard waste	Polyethylene film, PVC	Waste containing dangerous substances	Sludge from the wastewater pre-treatment Plant	Laboratory mixtures	Waste oils and fats (edible)
METHOD OF RECYCLING/ DISPOSAL	Transported to the protein flour factory	Storage in cold storage and disposal via the company's incinerator	Storage in containers and disposal by authorized companies for recycling	Stored in containers and disposed of by authorized companies for recovery	Stored in containers and disposed of through licensed companies for recovery.		Selective collection in containers and disposal by authorized companies	Collection and disposal by authorized companies
	Recovered - 11,037t †	Eliminated - 14 t	Recovered - 48 t	Recovered - 50 t	Eliminated - 130 kg	Recovered for farmers - 152 t d.m.	Eliminated - 365 kg	Recovery - 7,5 t



GOOD FOR PEOPLE AND COMMUNITIES

Our strength comes from people. “We are a family that grows from respect, trust and honest work. Each person who joins us carries forward a simple and profound mission: to do good, with care, for others. This is how we build SAFIR — with our hearts, not just our hands.”



Our strategic focus

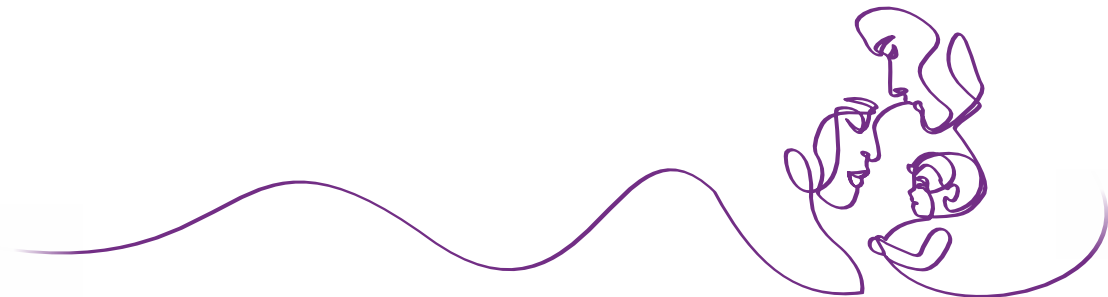


We develop our business by constantly investing in the personal and professional growth of our employees, aiming to become an employer of choice in the region.

We constantly cultivate a safe environment where health, safety and balance between professional and personal lives are respected.

We foster a fair and inclusive workplace, where diversity is valued as an essential part of our organizational culture.

We grow together with the communities in which we operate, knowing that the sustainability of our business depends on the well-being of those around us.



Our approach

At SAFIR, we know that a sustainable business is built with people, just as you build a family: with care, respect, and genuine support. That is why we invest responsibly in the professional development, safety, and well-being of our employees, while actively engaging in the life of the communities we are part of. We believe in respect, equal opportunities, and the power of partnership with people - because that is the only way to grow healthily in the long term.

As an employer in the food industry, we aim to provide a safe, stable, and inclusive workplace based on empathy, respect, and valuing the people in our local communities. A large part of our workforce comes from the areas in which we operate, and cultural proximity, attachment to values, and commitment to the SAFIR Group's vision are defining characteristics.

As detailed in the "Strategy" section, and following the double materiality analysis process, social issues relevant to the sustainability of the organization have been identified in line with the following ESRS standards:

- **ESRS S1 – Own workforce**
- **ESRS S4 – Consumers and end-users**

OUR CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS



Own workforce

Our values-originality, performance, trust - are embodied in our people. Employees are the ones who bring SAFIR's mission to life, and the organizational culture we have consolidated in recent years is based on this principle: only together can we build the future we want.

We are constantly investing in the development of our employees' technical and personal skills, recognizing that our long-term success depends on our ability to create a working environment where diversity is natural and inclusion is real. We want all our colleagues to feel part of the SAFIR Family.

This section refers exclusively to employees in the company's own operations and does not include partners or workers in the extended value chain (upstream or downstream).

Priority relevant issues identified in 2024

In 2024, we carried out an extensive review of our organizational culture, supported by an external consultant. Through workshops, interviews, and questionnaires with employees and external stakeholders, we identified the following key themes for sustainable HR development:

- Personal and professional growth and development
- Employee responsibility and engagement
- Diversity, equal opportunities, and inclusion
- Health, safety, and well-being at work

Social impacts, risks, and opportunities

Positive impacts:

We have succeeded in building a work environment that supports career development, adaptability to workplace demands, and a sense of belonging to a stable and respected organization. Our ambition is to be the **employer of choice** in the communities where we operate. At SAFIR, diversity is treated naturally - not imposed - and this is precisely why we maintain a framework of trust, equal opportunities, and internal stability.

Potential impacts and risks

Without a careful balance between work demands and individual preparedness, employees may experience pressure or feelings of inadequacy. Risks also include pay mismatches, gender inequalities, or incidents of inappropriate communication and collegial respect (e.g., verbal harassment, marginalization).

These situations can particularly affect more vulnerable employees - introverts, women, and minorities - and negatively influence the organizational climate.

Risks identified through the dual materiality analysis (detailed in Annex 2) include:

- Lack of available workforce,
- Shortages of technical skills in the local market,
- Increased competition for employees in the region.

OUR OWN WORKFORCE STRATEGY AND PRACTICES [S1-1]

At SAFIR Group level, human resources management follows a set of well-defined internal procedures covering the entire employee journey - from selection and recruitment, to induction, training, motivation, appraisal, and termination. Although we do not yet have a formalized written policy, these procedures ensure a complete and respectful experience for all our employees. All employees are informed, from the moment they sign their individual employment contract, about the Internal Rules and Regulations (available both electronically and on-site), rights and obligations, job security, and other key aspects of the employer-employee relationship. Job descriptions are presented transparently, tailored to the position, and reflect the real expectations of the organization.



- The most important workforce-related decisions are discussed regularly in this framework, including the **negotiation of the Collective Labor Agreement**, which remained in force in 2024 and is reviewed every two years.
- The Executive Management Board is responsible for ensuring this dialogue functions effectively.

REMEDIAL PROCESSES AND CHANNELS FOR VOICING EMPLOYEE CONCERNS [S1-3]

At SAFIR, we believe that a safe and fair workplace starts with listening. We encourage all employees to raise any concerns - about working conditions, collegial relationships, workplace safety, health, or other relevant matters - openly and responsibly.

Reports can be made directly to a line manager or to site management. Those receiving a referral are responsible for:

- Recording the request,
- Analysing the reported situation,
- Providing a reasoned response within 30 days.

The Internal Rules also include a specific operational procedure for reporting, as well as the appointment of a **public interest whistleblower** who handles such written complaints. Anonymous or unidentified referrals are not recorded.

In 2024, we began training all employees on these mechanisms. In the coming period, we aim to develop clear tools to monitor and measure employee confidence in these processes.

We ensure that human rights are respected in all our operations. Although the Internal Rules do not yet explicitly reference the UN Guiding Principles on Human Rights, we are committed to reviewing this document and developing a **SAFIR Code of Conduct** in the future to clearly reflect these commitments.

All external security officers receive training in human rights procedures, with a strong emphasis on preventing the use of force or verbal aggression. In 2024, there were no reported cases of human rights violations within the Group.

Our internal procedures, the collective labour contract, and the Internal Regulations comply with international principles transposed into Romanian law regarding: the prohibition of forced labour, the prevention of human trafficking and child labour, the promotion of diversity, the protection of vulnerable groups. SAFIR does not employ minors, does not use forced labour, and has no suspicions of such practices in its supply chain.

COLLABORATING WITH EMPLOYEES AND THEIR REPRESENTATIVES [S1-2]

An essential part of SAFIR's social strategy is maintaining an open and constant dialogue with employees and their representatives. This collaboration takes place at several levels:

- We apply a **job performance evaluation procedure**, which also includes individual feedback from line managers.
- Evaluation and workforce engagement are monitored by the Human Resources Department. In the coming period, we plan to carry out **periodic surveys** to assess organizational culture, climate, and overall effectiveness - at individual, group, and organizational level - in order to identify employees' needs and concerns and strengthen our culture.
- Currently, **nine employee representatives**, elected by vote, form our social dialogue group.

MEASURES TAKEN ON SIGNIFICANT IMPACTS ON OWN WORKFORCE [S1-4]

The Human Resources Department is in constant contact with external changes (social, legislative, economic) and works with management to adopt best practices in this area. Recent measures include:

- Update the Internal Rules and the Collective Labor Agreement in 2024,
- Re-evaluation of all jobs for correct classification by hierarchical levels,
- Participating in independent salary surveys in preparation for the European directives on pay transparency,
- Drawing up an annual recruitment plan adaptable to the internal and external context,

Establishing a Professional Training Plan on the basis of a clear internal procedure, covering internal and external training.

Identification of training needs

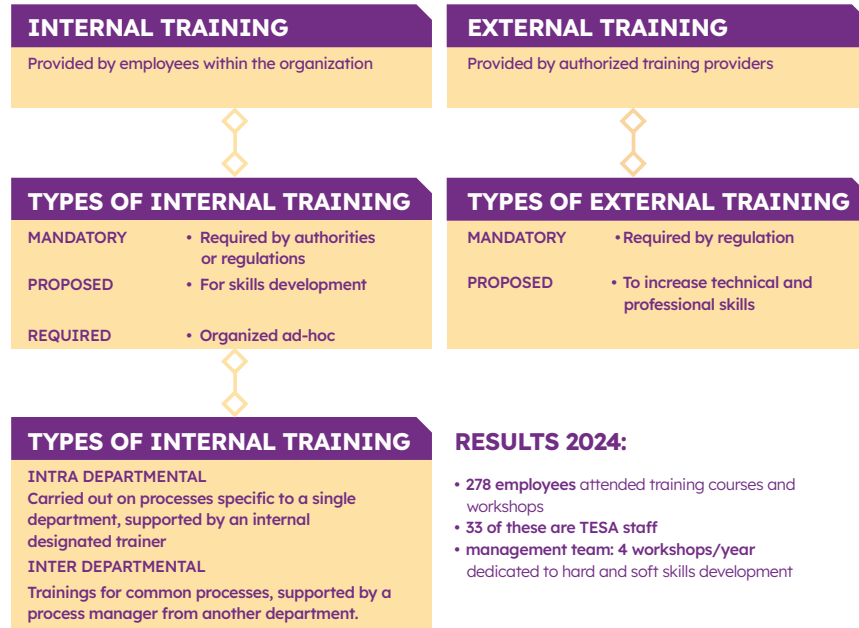
Takes place annually and is carried out by management teams (levels V-VII), based on the following criteria:

- Job descriptions
- Fișele de post,
- Cerințele specifice ale fiecărui post,
- Obiectivele de performanță,
- Evaluările profesionale anuale,
- Obiectivele anuale ale departamentelor,
- Cerințele formulate de autorități.

OVERALL OBJECTIVE

To reduce the gap between required and existing skills through continuous training at all hierarchical levels.

CATEGORIZATION OF TRAINING



RESULTS 2024:

- 278 employees attended training courses and workshops
- 33 of these are TESA staff
- management team: 4 workshops/year dedicated to hard and soft skills development

◆ SAFIR procedure on professional training

Data privacy and information protection

Respect for people also means respecting their personal data. At SAFIR, we handle all sensitive information responsibly, whether it belongs to employees, partners, or consumers.

The Internal Rules contain clear provisions on confidentiality and data protection for both employees and other stakeholders. New hires are made aware of these procedures from their first day, helping to prevent any incidents that could have legal or reputational consequences.

Our IT Department plays a central role in maintaining cybersecurity and ensuring legal compliance, working proactively to protect company data and safeguard the trust of management and employees.

This is particularly important in human resources and marketing activities, where large volumes of personal data are processed. Preventing leaks or security breaches is essential for maintaining strong, trusted relationships with employees, consumers, and partners.

The company's personal data processing policy is public and available online:

<https://www.safir.ro/en/privacy-policy>

2030 GOALS, TARGETS AND ACTION PLAN [S1-5]

Goals

- Provide continuous opportunities for developing employees' professional competencies, personal skills, and career prospects, contributing to higher satisfaction, retention, and performance.
- Ensure a safe and healthy working environment for all employees, reducing risks and improving quality of life at work.
- Create an effective and transparent system for dialogue with employees.
- Build a fair and inclusive work environment where diversity is valued and respected.
- Strengthen relationships with local communities through volunteering projects and social investments, while reinforcing organizational culture.

Targets for 2030

- Deliver an annual professional training program - including sustainability topics - for 100% of employees by 2030.
- Increase the number of managers participating in leadership and professional development programs by 30% by 2030.
- Create an internal mentoring program by 2030, targeting 15 mentors and 30 participants annually.
- Implement a health and wellness promotion program for employees by 2026.
- Increase the number of occupational safety and health checks by 20% by 2027.
- Improve employee satisfaction scores by 5% from the baseline in annual surveys by 2030.
- Ensure a fair and non-discriminatory recruitment process through a standardized assessment system that includes clear criteria on diversity and social inclusion by 2027.
- Develop and adopt a diversity and inclusion policy by 2026.
- Increase the percentage of employees involved in volunteering projects by 5% annually until 2030.
- Launch at least one community project per year starting in 2026.
- Achieve a direct positive impact on at least 5,000 people in local communities through social initiatives by 2030.

EMPLOYEE CHARACTERISTICS IN FIGURES [S1-6]

LOCATION	NUMBER OF EMPLOYEES											
	TOTAL female	TOTAL male	PERMANENT female	PERMANENT male	TEMPORARY female	TEMPORARY male	NON-FULL-TIME female	NON-FULL-TIME male	WORKING FULL-TIME female	WORKING FULL-TIME male	PART-TIME female	PART-TIME male
SAFIR	266	319	264	319	2	0	0	0	254	314	12	5
NUTRIVA	21	49	20	49	1	0	0	0	12	46	9	3
SAGEM	61	109	60	109	1	0	0	0	51	107	10	2
TOTAL	825		821		4		0		784		41	

*Information corresponds to figures at the end of 2024, December 31, 2024.

- Contracts closed in 2024 totaled 189, with NUTRIVA accounting for 13, SAFIR 133, and SAGEM 43.
- Employee fluctuation was 22%
[Calculated at Group level as the number of employees leaving the organization in 2024 divided by the total number of employees]
- During the reporting period, the main reasons for termination of individual employment contracts were personal decisions (including career changes or family reasons), relocation abroad, and retirement.
Contract termination arrangements were aligned with both individual employee choices and the legal framework and internal policies of the organization.



DIVERSITY, EQUITY AND INCLUSION [S1-9]

At SAFIR, family also means diversity. We are different, but we support each other. Here, everyone is welcomed with respect, and inclusion is not a strategy - it is our natural way of being together.

At SAFIR, we believe that a strong organization is made up of diverse people united by common values. In 2024, our Group had 825 employees:

- 646 workers,
- 179 TESA personnel.

The age distribution of our employees reflects a mature, experienced, and stable workforce, with:

- 127 people - under 30
- 470 people - between 30 and 50
- 228 people - over 50

This structure allows us to rely on competence and responsibility in our current activities while continuing to attract young talent to support long-term development. Overall, most of the SAFIR team (57%) is between 30 and 50 years old, 15% are under 30, and 28% are over 50. This generational diversity contributes to the stability, dynamism, and knowledge transfer within the organization.



We pride ourselves on being a company of equal and real opportunities. In 2024, we integrated 14 vulnerable people and 60 immigrants into the workforce.

We are committed to local communities and prefer to employ locally, supporting the harmonious and sustainable development of the region.

At SAFIR, leadership is based on competence, commitment, and trust built over time. The current structure reflects our origins as a family business, with senior management currently exclusively male. However, on the Executive Board, 33% of members are women, and this representation is increasing as we actively promote diversity and inclusion at all levels of the organization.

Details about the Board are provided in the chapter on GOVERNANCE - Structure and Role of Administrative and Management Bodies.

FAIR PAY [S1-10]

Wage decisions are made in accordance with agricultural sector legislation and start at the statutory minimum wage. Pay is then supplemented based on:

- length of service,
- hierarchical level,
- degree of professional expertise,
- individual performance.

The pay scale was revised in 2024 and will be implemented from 2025 onwards, preserving principles of fairness and non-discrimination. The remuneration scheme includes:

- a fixed component (basic salary),
- and a flexible component (performance bonuses).

INCLUSIVE EMPLOYMENT AND SOCIAL INTEGRATION [S1-12]

Dignity starts with a chance.

At SAFIR, we believe in the potential of every person. We offer real support and employment to those who want a fresh start, because true sustainability is inclusive.

Sustainability also means real opportunities for those who need them most. In 2024, we supported the employment and inclusion of people from vulnerable backgrounds, including:

- 5 young people from the DGASPC system,
- 4 people with disabilities,
- 5 people who have experienced detention,
- 60 immigrants with legal right to work in Romania.

For the foreign employees, we have created a special induction plan, over a period of 3 months, which covers not only professional integration, but also support for social and cultural adaptation.

HEALTH, SAFETY AND SECURITY

[S1-14]

A safe and healthy working environment is a constant priority for us. Through CSSM committees and the ISO 45001 certification standard, we promote a culture of safety in all workplaces.

Training & prevention:

- 100% of employees are trained upon hiring, periodically and additionally (every 3 months),
- regular internal audits, followed by improvement plans,
- practical exercises for emergency situations (fires, disasters, etc.),
- collective training for day workers.

2024 data - accidents at work:

- SAFIR S.R.L.: 4 accidents
- NUTRIVA S.R.L.: 1 accident
- SAGEM S.R.L.: 0 accident
- Days lost: 337 (of which 196 SAFIR, 126 NUTRIVA, 15 SAGEM)
- Accident rate: 4.3 (accident rate is calculated as number of accidents/total hours worked by employees × 1,000,000)
- There were no fatalities, occupational diseases or minor work-related incidents.

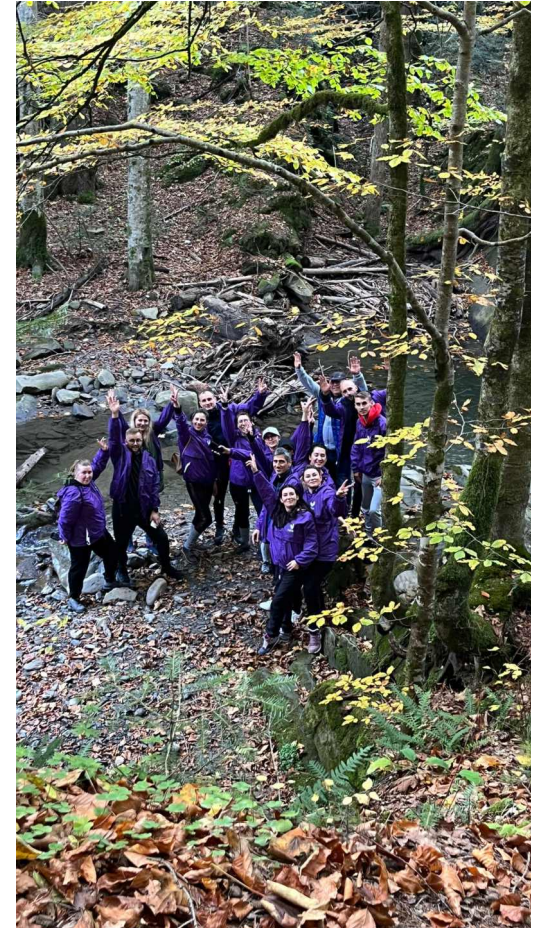
Medical supervision:

- provided by partner clinics and mobile teams (e.g. Regina Maria),
- checks on recruitment and periodically based on risk exposure records.

RESPECT FOR HUMAN RIGHTS

[S1-17]

In 2024, we recorded no incidents or complaints related to discrimination, harassment, violence or other forms of human rights violations. There were no sanctions or fines, and our policies remain aligned with UN and IOM principles.





GOOD FOR OUR BUSINESS

“Every product carries with it consumer trust and reflects our business ethics. We deliver on our promise to everyone who chooses SAFIR products by ensuring quality, safety, and transparency at every step, from farm to plate. For us, sustainability also means acting with integrity, respect, and responsibility in the way we organize, operate, and make decisions.”



Our strategic focus



We build systems to embed sustainability throughout the organization and support a responsible business culture.

We develop policies and procedures to guide us to have an ethical attitude in dealing with all our stakeholders.

We increase the trust and satisfaction of our customers through transparency about the production process and ingredients used.

The food safety of our customers is our priority. Therefore, we maintain the highest standards of quality and safety of our products through internationally recognized certifications.

We grow sustainably, only by working together with ourselves and our partners to build a healthy and sustainable business environment.



Our approach

For us, quality and food safety are not just compliance requirements, but part of our promise to the consumer. From the local farms to the stores, every step of the production chain is rigorously controlled through internationally recognized certifications to guarantee traceability, product integrity and the trust of our customers. In addition, we want to share our expertise in sustainability with our business partners to build a sustainable business environment together.

Material aspects identified:

- **ESRS S4 - Customer and end-users satisfaction**
- **ESRS S4 - Product quality and safety through certifications**
- **ESRS G1 - Organizational culture on business ethics and anti-corruption**
- **ESRS G1 - Partnerships with suppliers responsible for the environment and people**

OUR CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS



Organizational Culture on Business Ethics and Anti-Corruption

At SAFIR, we promote a culture founded on ethics, transparency, and respect. Our decisions are guided by clear moral principles, and we maintain fair conduct in all dealings with employees, partners, customers, and stakeholders. We encourage the reporting of improper practices and foster an environment where integrity is essential for sustainable development. Any form of corruption is firmly rejected, and responsible behavior is expected at all levels of the organization.



Process of Identifying Material Impacts, Risks, and Opportunities

To ensure a comprehensive understanding of its governance responsibilities, SAFIR Group conducted a dual materiality analysis in line with ESRS requirements. This process evaluated both the Group's own operations and its relationships across the value chain, identifying actual and potential significant impacts, risks, and opportunities. The findings are detailed in the Strategy Chapter and Annex 1 of this report, supporting a thorough understanding of corporate governance aspects that influence the Group's long-term economic performance and sustainability.

POLICIES ON PROFESSIONAL CONDUCT AND CORPORATE CULTURE [G1-1]

SAFIR Group's organizational culture is based on clearly defined values, principles, and rules of conduct, formalized in the **Internal Regulations (IR)** updated in 2024. These regulations provide the framework for labor relations, professional ethics, discipline, and the protection of employees and personal data.

To reinforce ethical standards, the Group has developed **dedicated policies and procedures**, including the **Ethics and Social Responsibility Policy**. This policy addresses human rights, harassment prevention, conflicts of interest, anti-bribery and anti-corruption,

and compliance with legal standards across all operations.

Ethical advisory support is provided by internal teams (Human Resources, Occupational safety and health, Audit, Quality, and Environment) to help management navigate ethical or legal risks.

Employees can report unethical or illegal behavior through dedicated channels, including an **integrity whistleblowing system** aligned with Law 361/2022 and EU Directive 2019/1937. A designated Human Resources officer handles all referrals impartially and confidentially.

SAFIR has also implemented a **Good Practice Guide against Harassment** under GD 970/2023, reinforcing a **zero-tolerance** for any form of harassment, and employees have been informed and trained on their rights and protection procedures. These measures ensure that organizational values are consistently reflected in everyday practices.

Promoting Corporate Culture

Our corporate culture is supported by clear, committed, and integrated policies applied at all operational levels across SAFIR Group. As an employer with diverse activities carried out through three entities (SAFIR S.R.L., SAGEM S.R.L., NUTRIVA S.R.L.), we operate under the principles of an Integrated Management System, in accordance with international standards ISO 9001:2015

(quality), ISO 14001:2015 (environment) and ISO 45001:2018 (occupational health and safety).

- This system provides a solid framework for promoting a corporate culture based on respect for the law, business ethics, human rights, and environmental and community responsibility. While we do not currently have a specific policy on anti-corruption under the UN Convention against Corruption, these principles are reflected in our Internal Regulations and Ethics and Social Responsibility Policy, which guides the conduct of the entire organization.
- As of 2024, we have decided to consolidate all of our social and environmental commitments and initiatives into a coherent sustainability framework, which integrates economic, social, environmental and governance factors in a team-based approach. This allows us to assess impacts, risks and opportunities in a standardized corporate format aligned with new European requirements.
- All policies and procedures are approved by the Board of Directors, the Group's highest governance decision-making body, and their application is constantly monitored.
- Our employees are familiarized with these policies and their communication is done transparently, through training, workplace display and inclusion in onboarding processes.

Key documents that define our corporate culture include:

- Environmental Policy
- Occupational Health and Safety Policy
- Workplace Harassment Prevention Policy
- Whistleblower Procedure
- Ethics and Social Responsibility Policy
- Procurement Policy
- Food Quality and Safety Policy
- Animal Welfare Policy

Through these tools, our organizational culture becomes visible and consistent, not only in statements but also in everyday practices.

SUPPLIER RELATIONSHIP MANAGEMENT [G1-2]

At SAFIR, the relationship with suppliers is built on trust, accountability and shared goals. Our procurement policy reflects our commitment to transparency, fairness and strategic partnerships that contribute to sustainable business development.

We rely on clear and rigorous criteria in the selection and validation of suppliers, giving priority to those with relevant international certifications (ISO 14001, BRC, IFS), who are evaluated in a transparent manner and only included in the portfolio after achieving a minimum score in the self-assessment process.

To reduce the risks of possible supply chain disruptions, we apply a dual strategy of primary and back-up suppliers for each product category. In addition, collaboration with local suppliers is actively encouraged in order to shorten the logistics chain, decrease the carbon footprint and react quickly to operational needs.

We support mutual development by:

- Clear and realistic payment terms
- Proactive communication and joint solutions in case of unforeseen delays
- Thematic trainings and workshops for employees involved in procurement and commercial relations, focusing on negotiation and good ethical practices. For vulnerable suppliers - SMEs or small local suppliers - we apply concrete support measures such as accelerated payments and assistance in understanding contractual requirements.

We assess suppliers' compliance with our standards annually and plan, for the coming period, to implement a Code of Ethics and Conduct for suppliers. This will set minimum, non-negotiable requirements on respect for human rights, ethical principles and environmental and social performance.

All these measures strengthen our supply chain and support SAFIR's vision of building a sustainable business anchored in good governance practices.

PREVENTION AND DETECTION OF CORRUPTION AND BRIBERY [G1-3,4]

Integrity is a cornerstone of the SAFIR Group. We apply a strict **zero-tolerance policy towards all forms of corruption**, reflected in both our Internal Regulations (IR) and our **Ethics and Social Responsibility Policy**. Practices such as bribery, unjustified or illegal payments, giving or accepting gifts to influence decisions, abuse of power, or any other unethical conduct are explicitly prohibited.

To date, no incidents of corruption or bribery have been reported within the Group. Our internal provisions provide a strong framework for prevention, identification, and risk management, clearly detailed in the IR and reinforced by daily practices.

Employees working in departments with **higher exposure** - such as purchasing, sales, and procurement - receive regular training on the IR and Ethics Policy. While we do not yet have a standalone training program dedicated exclusively to corruption prevention, relevant aspects are covered in general training sessions.

Looking ahead, we plan to develop and implement a comprehensive **zero-tolerance policy on corruption and bribery**, aligned with international best practices. This will strengthen our message on ethical conduct and further increase stakeholder confidence in the integrity of our operations.



POLITICAL INFLUENCE AND LOBBYING [G1-5]

The SAFIR Group does not provide any financial support, either directly or indirectly, to political parties and did not make donations or offer political support in 2024.

Since lobbying is not legally regulated in Romania, the company communicates its views on matters of public or economic interest only through **transparent channels**, such as official statements on social networks or other open communication tools. **None of the members of our management structures is a politically exposed person**, and our activities are carried out fully independently of political influence or affiliation.

PAYMENT PRACTICES [G1-6]

The SAFIR Group does not make financial or in-kind contributions to political entities. Our payment policy is designed to ensure **transparency, predictability, and trust** in relationships with trading partners. All invoices are paid strictly in line with contractual terms, without undue delay.

The payment process is **centralized and conducted weekly**, ensuring that all due obligations are honored on time. In 2024, there were no disputes or complaints regarding late payments to suppliers.

This practice supports stable, responsible partnerships, contributes to a resilient supply chain, and minimizes commercial risks.

Consumers and End-Users

We are a trusted partner for modern retail chains, distributors, processors and HoReCa, both nationally and internationally. Our poultry meat comes from birds raised on our own farms, without additives, colorants or preservatives, and delivered under the highest safety standards.



Every product carries the mark of responsibility

To promote regional economic growth, we prioritize supporting local communities in the counties where we operate. Local sourcing and distribution strengthen the regional economy, support trust and traceability, and reduce delivery times, transport distances and logistical risks – all vital in an increasingly unpredictable economic context.

We emphasize transparency, carefully crafted products made with 100% natural ingredients and authentic recipes, and respect for every consumer, whether shopping in large chains, our own stores or in international markets.

SAFIR PRODUCTS [S4-1]

We take pride in offering a wide range of poultry meat products, both prepared and semi-prepared, made from poultry raised on our own farms and fed naturally, without artificial additives or colorants. The natural pinkish-white color of our meat is the result of a genetically unmodified breed and responsible farming practices.

Our products are marketed under well-known brands such as **Deliciosul de Vaslui**, **Zdravă Moldovenească**, and **Răsfăț Românească**, as well as under retail labels like **Vreau din România**, **Ferma din Deal** or **Gustavi**. Each of

these brands delivers the same promise: 100% natural ingredients, authentic recipes, and tastes adapted to Romanian preferences.

The prepared products are produced in a specialized unit using fresh eggs, vegetables, natural spices and culinary expertise developed in partnership with a Romanian chef.

To sustain this standard, SAFIR has invested over 800,000 euro in modern equipment, including one of the most advanced skewering machines in the Romanian meat industry.

In line with our vision of continuous development and performance, in 2024 we allocated 45% of our investment decisions to efficiency and capacity expansion, confirming our long-term commitment to both product quality and sustainable processes.

Customers and Distribution

We are a reliable partner for major players in modern retail and alternative distribution channels, both in Romania and abroad.

Our client portfolio includes:

- Modern Trading chains (hypermarkets, cash & carry, discounters),
- National distribution networks, targeting processors, HoReCa and traditional trade (TT),

- Zonal distribution channels for LKAs, HoReCa, local processors and institutions,
- International customers for slow-growth chicken products and protein flour,
- Customers for feed from NUTRIVA production,
- End-consumers through SAFIR’s three own shops in Vaslui and its own rotisserie.

Regardless of destination, all our products are delivered with the same consistent quality. Rigorous procedures and delivery protocols ensure fast, flexible and safe deliveries, always adapted to customer needs.

The Familia SAFIR products are easily recognizable in the market by their purple tray or purple label – visual identity elements that reflect our commitment to quality, safety and traceability.

Quality and Food Safety

At SAFIR, product quality and food safety are core commitments, integrated into every stage of the production chain. All Familia SAFIR products are under the permanent supervision of veterinary and environmental authorities and are manufactured in compliance with European standards.

The poultry slaughterhouse operates an integrated management system certified according to the following standards: **ISO 9001, ISO 14001, ISO 22000, ISO 45001, BRC, IFS, YUM! and BLK.**



The slow-growing chicken farms Cucorăni and Leorda are IKB and BLK certified.

Additional certifications also cover the **Preparation Plant, Protein Flour Plant and Combined Feed Plant.**

Meat Preparation Plant certifications:



Protein Flour Plant certifications:



Premixtures Plant certifications:



We operate under a fully integrated management system for **Quality, Environment, Health and Safety at Work**, aligned with both legal requirements and voluntary best practices. These standards are continuously monitored and improved through internal and external audits.

SAFIR also has a Quality, Food Safety, Environmental, Occupational Health and Safety **Integrated Policy**. This policy is adapted to SAFIR S.R.L.’s goals and to customer expectations. It is communicated across the organization, displayed in all units, and reviewed regularly – annually for the Integrated Policy and quarterly for the Quality and Food Safety Policy.

Compliance with the policy is verified through testing and audits performed by designated officers (RMC, CESA, R-IFS, RM, RSSO).

Finally, we uphold our responsibility to immediately report any violations of labor law, human rights, anti-corruption standards, tax obligations or ethical conduct, both within our organization and in our relationships with suppliers, partners and customers.

In 2024:

- No product recalls or withdrawals occurred for food safety reasons.
- No penalties or incidents of non-compliance with consumer health and safety regulations were recorded.
- 28 food alerts related to the presence of Salmonella spp. were managed in full compliance with legal procedures, with no impact on consumers.
- 10 external audits were conducted by certification bodies and customers.
- Biannual internal audits were carried out across all relevant work points, based on a risk analysis program. These results confirm SAFIR's strong commitment to safe, high-quality products that respect consumers and meet all legal requirements.

CUSTOMER AND END-USERS ENGAGEMENT AND IMPACT PROCESSES [S4-2]

At SAFIR, customers are at the center of both our business strategy and our operational practices. Our dual objective is to safeguard our reputation while steadily increasing turnover by maintaining high levels of customer satisfaction.

The most significant risk identified relates to **food quality and safety**, which directly influences consumer trust, sales, and reputation. Other relevant risks include packaging, labeling, pricing, and food waste.

To anticipate expectations and provide reliable experiences, we conduct annual satisfaction surveys.

In 2024, SAFIR achieved a satisfaction **score of 95.74%, on the rise from 94.08% in 2023**. While this reflects strong performance, we acknowledge that our current strategy does not yet explicitly address the perspectives of vulnerable groups (e.g. children, people with disabilities). Their inclusion is under consideration for future marketing approaches.

MEASURES AND APPROACHES TO MITIGATE RISKS, MANAGE IMPACTS AND PURSUE SIGNIFICANT OPPORTUNITIES RELATED TO CONSUMERS AND END-USERS [S4-4]

- Operating a robust food safety and quality management system certified under ISO 9001 and ISO 22000.
- Conducting regular internal and external audits, reinforcing a culture of excellence in food safety.
- Working exclusively with verified and responsible suppliers, assessed annually against human rights and business ethics standards.
- Testing raw materials in our own authorized laboratories, ensuring full product traceability.
- Protecting consumer and partner personal data under a clear policy published on our website:
<https://www.safir.ro/en/privacy-policy>

CONSUMER AND END-USER TARGETS FOR THE COMING YEARS [S4-3,5]

While no quantitative targets were set in 2024 to reduce negative impacts on consumers, SAFIR has established clear medium- and long-term commitments to reinforce customer trust and brand strength, aimed at both product quality and market transparency and education:

- Expand satisfaction surveys to cover different consumer categories,
- Integrate the needs of vulnerable groups into marketing strategies,
- Define targets to reduce food waste and improve packaging recyclability.

GOVERNANCE OBJECTIVES AND TARGETS FOR THE COMING YEARS

Strategic direction	Objectives	2030 Targets
GOVERNANCE FOR SUSTAINABILITY	<ul style="list-style-type: none"> • Creating an organized and effective framework for integrating sustainability into SAFIR Group’s strategy and operations. 	<ul style="list-style-type: none"> • Establish a Sustainability Working Group consisting of representatives from key departments and Board members by 2026, with quarterly meetings for project reporting and monitoring. • Publish an annual Sustainability Report according to ESRS standards.
ORGANIZATIONAL CULTURE ON BUSINESS ETHICS AND ANTI-CORRUPTION	<ul style="list-style-type: none"> • Developing an organizational culture based on integrity, transparency and business ethics. 	<ul style="list-style-type: none"> • Implement a Code of Ethics and Conduct in line with the EU Code of Conduct on business practices in the food industry for all employees and partners. • Create an anonymous channel for reporting unethical practices. • Organize annual ethics and anti-corruption training sessions for employees.
CUSTOMER AND END-USERS SATISFACTION	<ul style="list-style-type: none"> • Increasing the level of trust and satisfaction of customers and consumers with SAFIR Group products. 	<ul style="list-style-type: none"> • Maintain customer satisfaction at a minimum score of 90% by 2030. • Increase transparency on the production process and ingredients used. • Launch initiatives to educate consumers on sustainable product choices.
PRODUCT QUALITY AND SAFETY THROUGH CERTIFICATIONS	<ul style="list-style-type: none"> • Ensuring the highest product quality and safety standards through internationally recognized certifications. 	<ul style="list-style-type: none"> • Maintain relevant certifications (ISO 22000, ISO 9001, ISO 14001, BRC, IFS, ISO 45001, BLK, IKB, Yum Brands!). • Increase customer and end-users confidence in the provenance of ingredients and production methods and transparent communication to them. • Reduce food safety incidents to 0 cases per year.
PARTNERS AND SUPPLIERS RESPONSIBLE TOWARDS PEOPLE AND THE ENVIRONMENT	<ul style="list-style-type: none"> • Increasing the social and environmental responsibility of SAFIR Group suppliers and partners. 	<ul style="list-style-type: none"> • Increase awareness of the sustainability of a business among SAFIR Group suppliers and partners by 25% each year from 2026 to 2030. • 50% of suppliers assessed for social and environmental impacts by 2030. • Introduce a Supplier Code of Conduct by end 2027.



GOOD FOR ANIMALS

For us, animal care begins with respect. We owe them not only proper food, shelter and healthy living conditions, but also peace, safety and dignity — from the first day to the last. Animal welfare on our farms is a responsibility we assume wholeheartedly, going beyond legal requirements. We believe that a life raised with care results in healthier products and mirrors the values we stand for.



Our Strategic Focus



We raise chickens to the highest welfare standards in safe and biosecure environments.

Our Approach

Respect for animals is the belief that guides us every day. That is why we are committed to ensuring a high standard of welfare at all stages of the value chain – from farming to processing – by 2030. On our farms, we apply the best ethical and sustainable practices, from natural nutrition and careful care to biosecurity and environmental controls.

We grow responsibly: we expand production capacity with care for the animals, use phyto-genic products – 100% natural – to maintain health, and plant trees annually that contribute to a safer, more balanced ecosystem.

OUR CONTRIBUTION TO SUSTAINABLE DEVELOPMENT GOALS



2 ZERO HUNGER



3 GOOD HEALTH AND WELL-BEING



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



ESRS G1
GRI 13.1.1

Caring for bird welfare starts from day one

At SAFIR, caring for the welfare of birds is not just a promise but a fundamental responsibility that underpins our entire value chain. From the purchase of day-old chicks to the point of processing, we maintain a high standard of ethics and care for the animals, implementing the best available industry practices.



We recognize that bird health starts with proper nutrition and a safe rearing environment tailored to their biological needs. This is why we continuously invest in developing innovative feeding concepts and logistical solutions that support both wellbeing and reduced environmental impact. We aim to meet advanced welfare standards, with clear criteria related to food, access to water, growth rate, density, movement space, and exposure to natural light.

Currently, our activity is carried out in 8 rural farms located in Vaslui (Simila, Roșiești, Miclești), Bacău (Parincea, Tătărești), and Botoșani (Leorda, Cucorăni, Răchiți) counties, dedicated to raising broiler chickens in an intensive system on the ground, in a continuous flow, according to market requirements. For Ross breed chicks, the growth cycle is 35 days, with a target final weight of approximately 2,100 grams, equivalent to an average daily gain of 60 grams. For the slow-growing Hubbard breeds, the duration is 56–63 days.

On the farms in Leorda and Cucorăni, dedicated to the Zdravăn Moldovenesc product, we preserve the authentic and sustainable character of slow farming while adapting practices to animal welfare requirements. Birds are slaughtered only after at least 56 days, as required for the labeling of this traditional-value product.

The design and equipment of the rearing halls follow clear principles from both welfare and energy-efficiency perspectives. Building orientation takes into account

prevailing wind direction and solar exposure to reduce heat stress. All farms are equipped with modern, automatically controlled ventilation and air conditioning systems, partially LED-lit, and with thermal insulation systems to prevent heat loss and ensure a controlled, stable environment for the birds.

Another key aspect is locating farms as close as possible to slaughtering points. This reduces transportation time and stress for the birds, contributing significantly to welfare in the final stage of their life cycle.

Raising broiler chickens is a highly competitive agricultural activity, where technical performance must be coupled with respect for the animals. Our evolution from traditional methods to semi-intensive and then industrial systems has aimed not only to increase efficiency but also to adapt to more rigorous standards in terms of technological conditions and quality of life for the birds.

All these measures reflect our commitment to ensuring a high standard of animal welfare in all SAFIR operations. We emphasize transparency, accountability, and respect for each stage of the bird's life cycle, so that our products reflect not only authentic taste, but also the ethics behind every step of production.

GOOD FOR ANIMALS – HIGH WELFARE STANDARDS IN POULTRY FARMING

At SAFIR, we believe that animal welfare is a daily commitment. All our farms meet and exceed the legal requirements for biosecurity and poultry welfare through an integrated husbandry management system based on careful monitoring, high-performance equipment, and specialized teams. Welfare starts with respecting the essential conditions for a healthy and natural life:

- **Bird comfort is essential.** We provide a controlled microclimate with temperature, humidity, ventilation, and light automatically adjusted according to the needs of each development stage. The heating, ventilation, and cooling system is designed based on historical temperature peaks in recent years. Humidity is maintained between 50–60%, and lighting is uniform throughout the hall, with a minimum intensity of 30 lux for the first 7 days, gradually decreasing to 20 lux.
- **Natural behavior is encouraged.** The space is designed so that birds move freely, have constant access to water and food, and display instinctive behaviors. Feeding is designed for 50–60 birds per feeder, and the watering system provides a ratio of 10–12 birds per nipple. Feed type and form (crumbs, granules) are adapted to each growth stage.

- **Permanent surveillance and modern technologies.** Monitoring equipment includes temperature sensors, humidity sensors, fans, and cooling systems, all connected to a microclimate computer for automatic adjustments. Hall equipment has both mechanical and electrical components, requiring close collaboration between the hall manager, mechanic, and farm electrician. Physical checks take place at least twice a day, and parameters are systematically recorded.
- **We are the first company in Romania** to offer live images from our poultry farms – a transparent and responsible approach aimed at strengthening consumer confidence in our practices.

The equipment on our farms provides:

- **Feeding facilities** – automatic lines and main conveyor from outside bunker;
- **Watering facilities;**
- **Ventilation installations** – adjustable fans and inlets;
- **Heating installations** – unit heaters, fan heaters, turbo fan heaters, central heating systems;
- **Cooling installations** – coolpads;
- **Microclimate system** – hall computer and temperature and humidity sensors.

Natural bedding and hygiene control

For the comfort and hygiene of the birds, we use finely chopped wheat straw bedding made from local vegetable waste. It absorbs moisture and dilutes

excretions, reducing contact with droppings. Bedding is selected based on clear criteria: absorbent, lightweight, non-toxic, and reusable (as fertilizer or fuel).

Quality water and rigorous hygiene

Drinking water is essential for maintaining good health. The average bird consumes between 8 and 9.25 liters per cycle. The pH is kept between 6–7, and organic acidifiers are used to reduce microbial load and improve feed conversion.

We implement a rigorous sanitation program for watering systems to prevent biofilm – a breeding environment for bacteria and a cause of clogged nipples. Cleaning is carried out with hydrogen peroxide-based products.

Nutrition – the key to balanced development

The nutritional components of feed – water, amino acids, energy, vitamins, and minerals – are carefully calibrated according to age and hybrid. A bird consumes between 3,800–5,000 g of feed per cycle. Feeding in the first few days is done using feeding paper, which is removed after starting.

The fodder is produced in-house and constantly monitored by our teams. The physical form of the feed is adapted to the phase: crumbs for the first days, granules for the growth and finishing stages. Granular feed increases feeding efficiency and improves weight gain.

Farm population – traceability and rigorous control

The day-old chicks purchased come from hatcheries approved by the veterinary authorities and are transported in special crates by authorized vehicles. Stocking is carried out at a maximum density of 17 chickens/m² (35,000 chickens per hall on the Roșiștei farms).

In-house produced feed – full control over quality and safety

All poultry feed is produced in our Combined Feed Plant (CFP) in Roșiștei commune, Vaslui county. Approximately **7,500 tons of combined feed** based on milled cereals are manufactured here every month. We control the entire process – from raw material selection to the validation of each batch and delivery to our farms.

Quality control begins at raw material reception: **no batch of cereals, greaves, or oils is accepted without laboratory analysis**, performed on-site by qualified personnel including graders, chemists, biologists, and control managers.

Based on these analyses, **nutritionists and zotechnical engineers** formulate nutritionally balanced recipes tailored to hybrid, age, and growth system. Our recipes combine physiological, nutritional, and economic principles, aiming to support vital functions and maximize performance under optimal health conditions.

Each batch of feed is **analyzed and validated before delivery** using high-performance equipment that ensures fast results. Feed is then transported directly to the farms by our **own fleet of vehicles**, authorized by veterinary health authorities.

ANIMAL WELFARE POLICY AND BIOSECURITY MEASURES

Compliance with European and national animal welfare regulations is an integral part of our business. SAFIR implements an **Animal Welfare Policy** aligned with the recommendations of the World Organization for Animal Health (WOAH) and the principles of **Article 13 of the Treaty on the Functioning of the European Union (TFEU)**.

This policy is formalized by **top management** through the official document “Rules for the protection of chickens kept for meat production – MSIM code A4” and is:

- **Communicated to all staff** through dedicated training;
- **Posted in all organizational entities** and visible places within facilities;
- **Available to all employees;**
- **Reviewed annually** during management reviews for continuous improvement;
- **Verified constantly** through testing, internal audits, and inspections by RMC/CESA/R-IFS/RM/RSSO, as part of the quality, food safety, environmental, and occupational health and safety systems.

Compliance is ensured by joint teams of veterinary doctors and technicians, zotechnical engineers, nutritionists, and quality analysts covering the entire production flow.

BIOSECURITY – RIGOROUS PREVENTION APPLIED ON EVERY FARM

Maintaining an **effective biosecurity program** is essential to protect flock health. While farms cannot be completely sterilized, we focus on **reducing pathogens and preventing reintroduction**.

We apply a strict set of operational measures in all our establishments:

- Visitor access is restricted and all visits are logged;
- Visits to halls are made in order of flock age, starting with the youngest;
- Contact with other birds, especially from households, is avoided;
- Equipment entering the farm is washed and disinfected;
- Vehicles are disinfected on entry via the road filter;
- Farm gates and doors remain permanently closed;
- **An ongoing pest control program** monitors rodents;
- Areas around halls are kept **clear of vegetation, debris, and abandoned objects;**
- Entry to the farm is permitted only through the sanitary filter;
- **Hand sanitizers** are placed at the entrance to each hall;
- Well-maintained **foot sanitizers** are available at every access point;
- **Broad-spectrum, fast-acting disinfectants** are used;
- Bird-catching staff wear **sanitized and disinfected equipment**.

Respecting the 5 Fundamental Freedoms of Animals

We constantly monitor bird welfare through a **dedicated team of veterinarians**, ensuring full compliance with the **five freedoms set out in the Council of Europe Convention** for the Protection of Domestic Animals:

- Freedom from hunger and thirst;
- Freedom from discomfort;
- Freedom from pain, injury, and disease;
- Freedom to express natural behavior;
- Freedom from fear and stress.

These principles form the foundation of all our husbandry practices. Veterinary prophylactic measures – including vaccinations and infection prevention without the use of antibiotics – are applied consistently on every farm by our veterinarians and technicians.



EMISSION CONTROL – REDUCING AIR IMPACT

During poultry rearing and hall sanitation, emissions of **ammonia (NH₃), dust, and hydrogen sulphide (H₂S)** can occur, contributing to specific odors. To address this, we have implemented **automated microclimate systems** that regulate temperature and humidity, significantly reducing harmful emissions.

The ventilation system removes both gases generated by bird activity and flue gases from heating. Our halls are equipped with:

- **Aerotherms** to maintain optimal temperature;
- **Exhaust fans and fresh air inlets;**
- **Coolpads for efficient cooling.**

Data on NH₃ and CH₄ emissions are reported to the **EPTR register** in line with legal obligations. Values are estimated using standardized calculations, as direct measurements are not routinely feasible at farm level.

POULTRY HEALTH AND WELFARE ASSESSMENTS AND AUDITS

Our farms undergo regular third-party certification audits confirming compliance with KFC and BLK standards, as well as with quality, food safety, and environmental requirements.

In addition, we carry out annual **internal audits with certified teams** assessing: bird health and welfare, biosecurity and hygiene, process traceability.

In 2024, we recorded **no food safety incidents** and no product recalls. Official inspections conducted by authorities validated our compliance, with recommendations serving as **opportunities for continuous improvement.**

We also hold the **Beter Leven 1* certification** for our slow-growing farms in Botoșani county, where systems are audited **at least twice a year** by accredited bodies (**IKB/KIP**).



RESPONSIBLE TRANSPORTATION AND SLAUGHTER

The last stage in the birds' life cycle is managed with the same responsibility as the rearing process.

Birds are transported to the slaughterhouse in **veterinary-approved vehicles**, in full compliance with legal requirements on density, ventilation, and transport time. The staff responsible for loading are trained in **stress-free handling techniques** to prevent bird injury and agitation.

At the slaughterhouse, all procedures strictly follow **European rules on the protection of animals during slaughter (EC Regulation No. 1099/2009)**. The process involves **pre-stunning by trained and authorized personnel under controlled conditions**.

These measures reduce animal suffering and reinforce consumer confidence in our products.

ANIMAL WELFARE OBJECTIVES AND TARGETS FOR THE COMING YEARS

Objective:

- Ensure a high standard of welfare at all stages of the value chain – from farming to processing – by applying ethical and sustainable best practices in all operations involving animals.

2030 Targets:

- Use phyto-genic products (100% natural plant extracts) to maintain bird health and provide natural protection against disease.
- Plant a minimum of 1,000 trees such as walnut seedlings per year to help create safe, biosecure, and nature-friendly environments by 2030.



Annex 1

SUSTAINABILITY INFORMATION REFERENCE INDEX

The table below provides information on the SAFIR Group's progress in implementing ESRs requirements. Relevant reporting points are indicated, as well as

situations where disclosure has been phased in or is not yet applicable, in accordance with the principles of proportionality and phasing-in as set out in the standards.

ESRS STANDARD	DISCLOSURE REQUIREMENTS (DR)	DR	APPLICABLE DATA POINTS	PAGE IN SR OR COMMENTS
BP1	General basis for drawing up the sustainability statement	BP1_01-06	5(a-e)	3 -4
BP2	Disclosures related to specific circumstances	BP2_01-27	9(a)-17(e)	3
ESRS 2 GOV-1	Role of administrative, management and supervisory bodies	GOV-1_01-17	20(a, b)-23(b)	12-14
ESRS 2 GOV-2	Information provided to administrative bodies and sustainability issues addressed by them	GOV-2_01-03	26(a-c)	15-16
ESRS 2 GOV-3	Integrating sustainability performance into incentive schemes	GOV-3_01-06	29(a-e)	17
ESRS 2 GOV-4	Due Diligence Process Statement	GOV-4_01	30, 32	18
ESRS 2 GOV-5	Risk management and internal controls related to reporting on sustainability reporting	GOV-5_01-05	36(a-e)	19
ESRS 2 SBM-1	Strategy, business model and value chain	SBM-1_01	40(a)i-42(c)	21-23
ESRS 2 SBM-2	Stakeholder interests and views	SBM-2_01	45(a-d)	24-25
SBM-3	Significant impacts, risks and opportunities and their interaction with strategy and business model	SBM-3_01,02	48(a-h)	26
ESRS 2 IRO-1	Description of the process for identifying and assessing impacts, risks and significant opportunities	IRO-1_01-15	53(a-f)	29 Anexa2
ESRS 2 IRO-2	ESRS Disclosure requirements covered by the Company's sustainability statement	IRO-2_01-03	56-59	30
MDR-P	Policies adopted to manage material aspects of sustainability	E1 E3		34 39



ESRS STANDARD	DISCLOSURE REQUIREMENTS (DR)	DR	APPLICABLE DATA POINTS	PAGE IN SR OR COMMENTS
		E5		42
		S1		49
		S4		62
		G1		59
MDR-A	Actions and resources on sustainability issues	E1		35
		E3		39
		E5		42
		S1		50
		S4		62
		G1		59
MDR-M	Data measured in relation to material aspects of sustainability	E1		36
		E3		41
		E5		44
		S1		53
		S4		62
		G1		60
MDR-T	Tracking the effectiveness of policies and actions through targets	E1		35
		E3		40
		E5		44
		S1		52
		S4		65
		G1		65
ESRS 1		GOV-3, SBM-3, IRO-1		32-33
Climate change				
	Climate change mitigation transition plan	E1-1	14-17	34
	Climate change mitigation and adaptation policies	E1-2	22-25	34
	Actions and resources related to climate change policies	E1-3	26-29	35
	Climate change mitigation and adaptation targets	E1-4	30-34	35

ESRS STANDARD	DISCLOSURE REQUIREMENTS (DR)	DR	APPLICABLE DATA POINTS	PAGE IN SR OR COMMENTS
	Energy consumption and energy mix	E1-5	35-43	36
	Gross GHG emissions from categories 1, 2, 3 and total GHG emissions	E1-6	44-55	37
	GHG removal and mitigation projects financed through carbon credits	E1-7		SAFIR has no carbon credits and does not apply carbon offsets
	Internal carbon price	E1-8		SAFIR does not calculate the internal carbon price
	Anticipated financial effects of material physical and transition risks and potential climate-related opportunities	E1-9		Disclosure omitted in accordance with application of ESRS 1 – phased introduction
ESRS E2				
Pollution				Not addressed in accordance with ESRS requirements in this report, as not a material issue
ESRS E3				
Water and marine resources		IRO-1		Annex 2
	Policies related to water and marine resources	E3-1	9-14	39
	Actions and resources related to water and marine resources	E3-2	15-19	39
	Targets related to water and marine resources	E3-3	20-25	40
	Water consumption	E3-4	26-29	41
	Anticipated financial effects of impacts, risks, and opportunities related to water and marine resources	E3-5		Disclosure omitted in accordance with ESRS 1 – phased introduction

ESRS STANDARD	DISCLOSURE REQUIREMENTS (DR)	DR	APPLICABLE DATA POINTS	PAGE IN SR OR COMMENTS
ESRS E4	Biodiversity and ecosystems			Not addressed in this report, a material issue not being identified
ESRS E5	Policies related to resource use and circular economy	E5-1	AR 8-10	Covered in the report, even if not significant – 42
	Actions and resources related to resource use and circular economy	E5-2	AR 11-13	42-43
	Targets related to resource use and circular economy	E5-3	AR 14-20	44
	Resource inputs	E5-4	AR 21-25	44
	Resource outflows	E5-5	AR 26-32	45
ESRS S1	Strategy	SBM-2, SBM-3		48-49
	Own workforce			
	Own workforce policies	S1-1	19, 20(a-c), 21, 22, 23, 24(a-d)	49
	Processes for working with workers and their representatives	S1-2	27(a-e), 28, 29	50
	Own workforce	S1-3	32(a-e), 33, 34	50
	Measures for impacts and effectiveness	S1-4	38(a-d), 39, 40(a-b), 41, 43	51
	Targets for impacts, risks and opportunities	S1-5	47(a-c)	52
	Characteristics of employees	S1-6	50(a), 50(b)(i-iii), 50(c-f)	53
	Workers who are not employees	S1-7		Omitted - phasing-in
	Collective bargaining and social dialog	S1-8		Omitted - phasing-in
	Diversity indicators	S1-9	66(a-b)	54
	Adequate pay	S1-10	69, 70	54
	Social protection	S1-11		Omitted - phasing-in
	Persons with disabilities	S1-12	79	54

ESRS STANDARD	DISCLOSURE REQUIREMENTS (DR)	DR	APPLICABLE DATA POINTS	PAGE IN SR OR COMMENTS
	Training and competence development	S1-13		Omitted - phasing in
	Health and safety indicators		88(a-e)	55
	Work-life balance	S1-14 S1-15		Omitted - phasing in
	Remuneration		97(a-c)	Omitted requirement - Constraints related to confidentiality.
	Human rights - incidents and complaints		103(a-d), 104(a), 109(b)	55
ESRS S2 Value chain workers	Not applicable to business model	S1-17		Not treated as a significant issue under DMA
ESRS S3 Affected communities	Not applicable to the business model			Not treated as a significant issue under DMA
ESRS S4 Customers and final consumers	Strategy	SBM-2, SBM-3		62
	Consumer and end-user policies		15, 16(a-c), 17	62
	Processes for working with consumers and end-users on impacts	S4-1	20(a-d), 21, 22	64
	Processes to remedy adverse impacts and channels through which consumers and end-users can raise concerns	S4-2 S4-3	25(a-d), 26, 27	64
	Adoption of measures on significant impacts on consumers and end-users and approaches for managing significant risks and pursuing significant opportunities related to consumers and end-users and the effectiveness of these measures	S4-4	30, 31(a-d), 32(a-c), 33(a-b), 34, 35, 37	64
	Targets related to managing significant negative impacts, promoting positive impacts, and managing significant risks and opportunities	S4-5	41(a-c)	65



ESRS STANDARD	DISCLOSURE REQUIREMENTS (DR)	DR	APPLICABLE DATA POINTS	PAGE IN SR OR COMMENTS
ESRS G1 Professional conduct	Governance	GOV-1, IRO-1		59
	Corporate culture and policies on professional conduct and corporate culture	G1-1	9, 10(a), 10(c)i, 10(c)ii, 10(d-h)	59
	Supplier relationship management	G1-2	14, 15(a), 15(b)	60
	Prevention and detection of corruption and bribery	G1-3	18(a-c), 19, 20, 21(a-c)	61
	Confirmed cases of corruption or bribery	G1-4	24(a-b)	61
	Political influencing and lobbying	G1-5	29(a-d), 30	61
	Payment practices	G1-6	33(a-d)	61

Annex 2

RISKS AND OPPORTUNITIES IN THE SAFIR GROUP

The sustainability strategy clarifies a company's ESG intentions and facilitates their communication to internal and external audiences. According to the EU Directive - CSRD, the strategy should be linked to significant ESG risks and opportunities and further explained by reporting on key actions and responses.

In discussions with SAFIR Group representatives, relevant risks were identified and structured according to the Enterprise Risk Management (ERM) system into the following categories:

A. Financial and market risks

- Macroeconomic risks at national level (country rating, political stability, armed conflict, interest rates, exchange rates)
- Liquidity and credit risks (default, unit price decline)
- Rising raw material costs
- Significant legislative changes
- Pressure from stakeholders (competitors, central and local authorities)

B. Operational risks

- Impact of climate change (droughts, natural disasters)
- Energy costs and green transition risks (including GHG reduction obligations)

- Waste management and circularity risks
- Operational process safety risks

C. Strategic risks

- Human capital risks (absence, retention, injury)
- Supply chain issues (unstable suppliers, delays)
- Regulatory and compliance risks (insufficiently linked or applicable regulations)

A summary of the potential risks and opportunities (risk or opportunity topics identified in 2024), their potential impact, structured by material sustainability topics, is presented, in the table below:

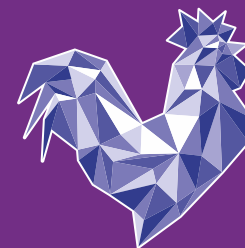
FIELD OF INTEREST	RISK	EFFECT	OPPORTUNITIES / ACTIONS
Climate change	Very high electricity purchase prices	Financial impact	Focus on different forms of sustainable energy, lower costs, fewer emissions (Scope 1)
	Risk of transition to other types of expensive energy	Financial impact	Optimized negotiations of utility contracts
	Green energy legislation changed to the detriment of the company	Financial impact	In-depth energy market analyses
	Drought, heat waves, floods, natural disasters	Significant increases in the price of raw materials, drastic reduction in business	Analyses and preparation for international markets
	Increase in fuel prices	Financial impact	Fleet reorientation toward sustainable fuels
	Drastic carbon emission regulations	Possible fines	—
Environment (air, water, biodiversity)	Problems with compliance with environmental requirements	Pollution, reputational damage, environmental costs	—
	Lack of implementation of energy	High energy consumption	—

FIELD OF INTEREST	RISK	EFFECT	OPPORTUNITIES / ACTIONS
Environment (air, water, biodiversity)	Technological failures - vital equipment	Production shutdown	Backup equipment
	Waste collection problems	Loss of sales, reputation	Strategic partnerships, automation
	Purple packaging - expensive and hardly recyclable	Delist in some shops	Reusable or eco-friendly packaging
	Lack of qualified staff	Reduced productivity	Automation, in-house qualification
Resources and circular economy	Competition in employers' area	Unpredictability	Strong organizational culture
	Changes in labor legislation / non-compliance with Occupational Safety and Health	Accidents, industrial disputes	Internal campaigns, digitalization in health and safety
Employees	Biological risk (viruses, bacteria)	Mistrust in recruitment	Biosecurity, training
	Publicity for pollution (water, soil, smell)	Reputation, fines	Community relations strategy
	Changes in eating behavior	Decrease in sales	Product innovation
	Poor dialog with authorities	Delays, loss of licenses	CSR activities and partnerships
Community relations	Unmet economic expectations	Unemployment, social discontent	-
	Lack of knowledge trade sanctions	Trust erosion, legal risk	Training, professional development
	Anti-corruption / anti-trust non-compliance	Loss of customers, fines, reputation	Code of conduct, selective partnerships
	Product returns	Financial, reputational impact	Reuse / recycling solutions
Governance - ethics	Failure to pay on time	Cash flow affected	-
	Consumer complaints	Reputation	Unified complaint handling system
Governance - customer relations	Unsafe or non-compliant products	Fines, controls, loss of customers	Compliance, audits, certifications
	Labeling issues	Advertising, reduced sales	Brand/label update
	Non-conform quality of raw materials	End-product impact, costs	Check suppliers, change portfolio
Governance - product quality	Biological risks (mycotoxins, infectious diseases)	Financial losses, production setback	-
	Food scandals	Damaged reputation	-
	Reduced access to European funds	Low funding	-
	Internal/external political risk	Impossibility to deliver, unstable prices	-
	Volatile markets	Fluctuating production costs	-
Governance - financial and market	Eco/bio/vegan market requirements	Difficult adaptation	Production diversification
	Artificial intelligence	Business model reconfiguration	Adaptable strategy
	Turnover vs. small addition	Financial pressure	-
	EUDR Pact - supply chain restrictions	Financial impact	-

DISCLAIMER

This report may contain forward-looking statements. These statements reflect the Group's current knowledge, expectations and projections about future events and will be identified in the context of such statements. By their nature, forward-looking statements are subject to a number of risks and uncertainties, many of which are beyond SAFIR's control, that could cause actual results and performance to differ materially from the results and performance expressed or implied. None of the forward-looking statements, expectations, estimates or projections in this report should be regarded in particular as promises, nor should they be regarded as implying any indication, assurance or guarantee that future estimates or projections are accurate or complete. This report does not purport to contain all the information that may be necessary with respect to the SAFIR Group and its actions.

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FAMILIA
SAFIR
DIN 1945

*Chicken meat
as if for our own children*