



2025

ANNUAL REPORT



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CRIS-TIM FAMILY HOLDING S.A.

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Listed on the Main Market of the **Bucharest Stock Exchange**,
Premium Segment, stock ticker **CFH**



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The financial statements included as part of this annual report are prepared in accordance with the Order of the Minister of Public Finance no. 2844/2016 for approval of accounting regulations in accordance with International Financial Reporting Standards and with subsequent amendments ("OMFP no. 2844/2016"). The financial statements as of December 31st, 2025, are audited.

This Annual Report has been prepared in Romanian and English. In the event of any discrepancies between the Romanian version and the English version, the Romanian version shall prevail.



Mănânci bine, te simți bine!

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LETTER FROM THE CEO



Dear Shareholders,

2025 was a defining year for Cris-Tim Family Holding. After more than three decades of building the Company into the market leader in cold cuts and ready-meals in Romania, we successfully completed our initial public offering on the Bucharest Stock Exchange in October 2025, opening a new chapter in the Company's development.

The listing represented both a milestone and a commitment. It marked the transition from a family-owned entrepreneurial business into a public company with a broader shareholder base, new standards of transparency and a clear ambition to scale further. At the same time, it reaffirmed the trust that investors placed in our strategy, our brands and our ability to deliver consistent results in a competitive market.

2025 also confirmed the resilience of our business model. In a year characterised by cost volatility, changes in fiscal conditions and cautious consumer behaviour, Cris-Tim continued to grow across all major product categories and distribution channels. Our teams demonstrated once again that the Company can combine scale with operational discipline, delivering solid financial performance while continuing to invest in the next stage of our development.

This performance reflects the strength of our brand portfolio, the breadth of our distribution network and our ability to adapt to changing market dynamics. Both of our core business segments, Cold Cuts and Ready Meals, delivered growth during the year, supported by strong brand recognition, continued product innovation and consistent execution across production and commercial operations.

Thus, in 2025, we delivered total revenues from contracts with customers of RON 1,155.6 million, representing an increase of 3% compared to 2024. Profitability grew at an even faster pace, with EBITDA reaching RON 185.2 million, up 11% year-on-year, while net profit increased by 26% to RON 110.8 million. Our EBITDA margin expanded to 16%, reflecting an improved sales mix and efficiency measures implemented across production and procurement.

Our Cold Cuts segment, which remains the foundation of the Company's business, generated RON 1,014.8 million in revenues from contracts with customers, representing 5% growth year-on-year. The Cris-Tim brand continues to anchor this segment, supported by a solid market position and nationwide distribution. At the same time, Matache Măcelaru recorded another year of strong growth, reflecting sustained demand for premium and traditional products and contributing positively to the overall sales mix.

The Ready Meals segment continued its strong expansion trajectory, generating RON 124.7 million in revenues from contracts with customers, an increase of 18% compared to the previous year.

Consumer demand for convenience-oriented food products continues to grow, and our Bunătăți brand is becoming increasingly relevant within this category. The segment also benefited from expanded listings in modern retail chains and continued diversification of the product portfolio.

From a commercial perspective, we are particularly pleased with the balanced performance across all distribution channels. Our brands continue to perform strongly in international key accounts, while we also maintained growth in traditional trade – a channel that has been gradually losing market share across the Romanian retail landscape. At the same time, private label production continues to expand, reflecting the trust placed in Cris-Tim as a reliable manufacturing partner by major retail chains.

Beyond operational performance, 2025 fundamentally transformed the financial profile of Cris-Tim Family Holding. The successful completion of our IPO in October 2025 allowed us to significantly strengthen the balance sheet and reposition the Company for its next phase of growth.

As of 31 December 2025, the Company held RON 138.1 million in cash and cash equivalents, compared to RON 16.1 million at the end of 2024. The proceeds raised through the listing enabled us to repay existing loans and substantially reduce financial leverage, allowing the Company to close the year in a net cash position of RON 5.6 million.

This shift represents a major improvement in the Company's financial resilience. The Net Debt to EBITDA improved dramatically from 2.0x and Net Debt to Equity ratio from 140% in 2024 to a net cash position in 2025. In practical terms, Cris-Tim is entering its next stage of development with a strong balance sheet, significantly reduced financial risk and the flexibility to execute its investment program without pressure on liquidity or leverage.

At the same time, we continued to advance our long-term investment strategy. The Investalim investment program, which aims to modernise and expand our production and logistics infrastructure, entered its implementation phase during 2025. During the year, we invested approximately EUR 10 million in projects within this program, including the construction of new storage facilities and the expansion of logistics infrastructure at our main production site in Filipeștii de Pădure.

These investments represent an important step in preparing the Company for its next phase of development. The Investalim program will allow us to increase production capacity, improve operational efficiency and further integrate our logistics operations, supporting the continued growth of both branded products and private label partnerships.

Looking ahead, we expect 2026 to remain a year of moderate growth in consumer demand in the food categories where we operate. At the same time, we anticipate some upward pressure on raw material prices following the favourable cost environment observed during the second half of 2025.

Despite these dynamics, we remain confident in the direction of the business. For 2026, we target total revenues from contracts with customers of RON 1,227 million, representing approximately 6% growth compared to 2025 results, and EBITDA of RON 209.3 million, reflecting an increase of around 13% year-on-year. This growth will be supported by the continued development of premium product categories, new private label partnerships with retailers and further operational optimisation across our production network.



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Cris-Tim has grown from a small entrepreneurial initiative into one of the most important companies in Romania's agri-food sector. The successful listing in 2025 represents the beginning of a new stage in this journey, one that combines the founding vision that shaped its development with the discipline and transparency required of a public company.

Our ambition remains clear: to strengthen our leadership in the Romanian food market, continue investing in innovation and operational excellence, and build a more scalable platform capable of delivering sustainable long-term growth.

On behalf of the entire management team, I would like to thank our employees, partners and investors for the trust they have placed in Cris-Tim. We enter this new chapter with a stronger organisation, a solid balance sheet and the confidence that the best years of this company are still ahead of us.

Radu-Junior Timiș

Radu Timiș

Chief Executive Officer

President of the Board of Directors

2025 KEY OPERATIONAL HIGHLIGHTS

Sales per Segment



Cold Cuts



RON 1,014.8 m

+5%YoY

Ready Meals



RON 124.7 m

+18% YoY

Other



RON 16.2 m

-68% YoY

Sales per Brand



RON 726.7 m

+3%YoY



RON 134.5 m

+19% YoY



RON 75.6 m

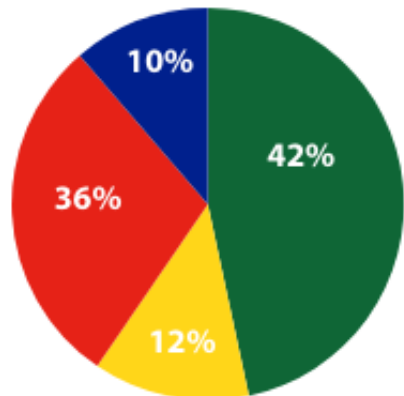
+14% YoY



RON 202.6 m

+10%YoY

Sales per Channel



- IKA Brands
- Traditional Trade
- IKA Private labels
- Export

Sales per Geography



RON 1,023.4 m

+7% YoY

RON 116.1 m

+2% YoY



Sales per Quarter



RON 297.8 m

+7%YoY

Q4'25

RON 247.0 m

+1% YoY

Q1'25

Q3'25

RON 314.5 m

+10% YoY

Q2'25

RON 280.1 m

+8% YoY

KEY FINANCIAL HIGHLIGHTS FROM 2025

KEY FINANCIAL FIGURES FOR 2025

- Cris-Tim Family Holding registered revenue from contracts with customers of RON 1,155.6 million in 2025, up 3% YoY, driven by resilient performance in the Cold Cuts segment (RON 1,014.8 million, +5% YoY) and strong growth in the Ready Meals segment (RON 124.7 million, +18% YoY).
- Changes in inventories contributed negatively by RON 0.9 million, an improvement compared to the negative RON 3.3 million in 2024. During 9M 2025, inventory levels increased as the Company built up stock ahead of the peak season in October. In Q4, the subsequent sale of these inventories led to a reversal of that effect, resulting in a slightly negative full-year contribution.
- Operating expenses (as defined on page 40) increased by 2% YoY, reaching RON 981.9 million, supported by lower input costs and ongoing cost discipline. The cost of raw materials, consumables, and merchandise decreased by 5% YoY, reflecting procurement optimizations. The raw material cost ratio improved significantly to 55.1% of sales (vs. 59.6% in 2024). Meanwhile, employee benefit expenses rose by 27% YoY, driven by salary adjustments in 2025 following cancelation of some tax facilities implemented in 2022.
- EBITDA increased by 11% YoY to RON 185.2 million, with the EBITDA margin expanding to 16% (vs. 14.9% in 2024). Growth was supported by strong performance in both core segments: Cold Cuts (EBITDA of RON 148 million, +8.6% YoY) and Ready Meals (RON 32.4 million, +11.2% YoY).
- Net profit reached RON 110.8 million, up 26% YoY compared to RON 87.7 million in 2024. The net profit margin improved to 9.6%, from 7.8% in 2024.

BALANCE SHEET INDICATORS AS OF 31 DECEMBER 2025

- Cash position as of 31 December 2025 stood at RON 138.1 million (+758% YoY), reflecting the proceeds raised through the IPO completed in October 2025.
- Net debt moved to a net cash position of RON 5.6 million, compared to net debt of RON 332.0 million at year-end 2024. Net Debt to EBITDA improved dramatically from 2.0x and Net Debt to Equity ratio from 140% in 2024 to a net cash position in 2025, reflecting the repayment of the loan granted by the parent company and the deleveraging following the IPO.
- The equity ratio increased to 60.6%, compared to 32.9% at year-end 2024, confirming a substantially strengthened capital base and significantly improved financial resilience.

INVESTALIM UPDATE

- In 2025, Cris-Tim finalized the planning phase of the Investalim project, which targets the construction of a state-of-the-art meat processing unit and logistics center in Filipeștii de Pădure, co-financed through the national Investalim program. Construction on Objective 1 (new storage facilities) began in November 2025, while Objective 2 (logistics warehouse expansion) started at the end of Q1 2026. Commissioning of both components is expected by year-end 2026.
- The total CAPEX deployed in Investalim project in the course of 2025, amounted to RON 50.4 million.

ABOUT CRIS-TIM FAMILY HOLDING

COMPANY HISTORY

Cris-Tim Family Holding traces its origins to 1992, when the founders established a family-owned entrepreneurial business focused on meat processing. In the early years, the Company developed its production capabilities gradually, opening its first processing unit in 1995 with a daily capacity of 2 tons. As demand grew, the business expanded its technological capabilities, inaugurating its first modernized factory in 1997, increasing production capacity to 20 tons per day and creating the foundation for future growth.

Cris-Tim Family Holding operates in the food production sector, with its main activity classified under the NACE code for the manufacture of meat and poultry meat products. Since 2004, the Company has consistently ranked among the leaders of the Romanian market in the cold cuts category, supported by a strategy focused on continuous investment in capacity expansion, innovation, brand development and marketing. Over time, Cris-Tim has built a broad portfolio of products and brands, becoming one of the most recognizable players in the processed meat and ready-meals market in Romania.

The Company's development has been supported by sustained investments in technology, production infrastructure and product innovation, enabling it to maintain strong operational performance even during periods of economic volatility. Cris-Tim's activity is guided by a set of core values that include responsibility, innovation, tradition, quality and care for consumers, which continue to shape the Company's long-term development and its relationship with customers and partners.

A significant milestone was reached in 2001, when the Company relocated its boiled-smoked production activities to Filipeștii de Pădure in Prahova County and inaugurated the first production unit of the Recunoștința Factory. This facility became the Company's core production platform, supporting the expansion of operations and reaching a daily capacity of up to 165 tons. Over the following years, the facility continued to expand with the addition of a dry-cured products section in 2003 and further modernization in 2005 through the installation of new production lines for boiled-smoked salamis, ham, and specialty products. During this period, the Company also strengthened its product portfolio, launching the Săsesc Salami in 2002, which quickly became one of the most recognized and best-selling products in its category.

The Company continued to diversify its production capabilities by entering the ready-meals segment in 2004, with the opening of its first ready-meals production plant in Bucharest. Over the following decade, Cris-Tim further strengthened its technological and brand positioning through several strategic developments, including the implementation of high-pressure processing (HPP) technology in 2011, the acquisition of the Matache Măcelaru brand in the same year, and the continued expansion of its product ranges across the Cris-Tim and Matache Măcelaru brands.

Production capacity was further expanded in Filipeștii de Pădure with the addition of a dedicated Sibiu Salami section in 2015 and the inauguration of a second ready-meals production unit in 2016. The Company also continued to focus on product innovation and transparency. In 2017, Cris-Tim introduced the "clean label" concept, emphasizing clearer ingredient disclosure and simpler

formulations, while also launching the Obrăjori brand, a product range dedicated to children and developed without food additives.

In 2017, the Company expanded its production infrastructure through the acquisition of a factory in Măgureni dedicated to cold cuts production, with a daily capacity of 25 tons. The following year, Cris-Tim further strengthened its logistics capabilities by developing one of the largest frozen raw material storage capacities in Romania at its Filipeștii de Pădure facility. Sustainability initiatives were also implemented in subsequent years, including the installation of solar panels at the Company's factories in 2022.

More recently, the Company underwent several structural developments aimed at strengthening its operational platform. In 2023, Cris-Tim Companie de Familie S.R.L. and Impex Cris Tim S.R.L. were absorbed into the Company as part of a corporate consolidation process. In the same year, the Company became the majority shareholder of Eco-Ferm S.R.L., a business involved in the agricultural segment. In 2024, the Eco-Ferm subsidiary was transferred to Eco Ferm Invest S.R.L., a company with the same majority shareholder as Cris-Tim Family Holding. In the same year, the Company secured approval for its Investalim investment project aimed at developing a new cold cuts production facility in Filipeștii de Pădure.

In September 2025, the Company completed a corporate reorganisation, including the transformation of its legal form from a limited liability company (S.R.L.) into a joint-stock company (S.A.) and a restructuring of its share capital. These steps paved the way for the listing of Cris-Tim Family Holding on the Bucharest Stock Exchange on 26 November 2025, following a successful initial public offering conducted between 17 and 29 October 2025, which raised RON 454.35 million (EUR 89.3 million).

ORGANIZATIONAL STRUCTURE

Cris-Tim Family Holding operates as an integrated food production company focused on the manufacturing and commercialization of processed meat products and ready-meals. The Company's activities are carried out through its production facilities and commercial operations in Romania.

During 2025, the Company operated without subsidiaries. All business lines are integrated under a single legal entity, allowing the Company to maintain direct control over procurement, production, logistics, and distribution. This structure ensures operational efficiency and full transparency across the value chain.

In recent years, the Company has undertaken several corporate restructuring steps aimed at strengthening its organizational structure and preparing the business for access to capital markets. These efforts culminated in the transformation of the Company into a joint-stock company and its subsequent listing on the Bucharest Stock Exchange in November 2025.

BUSINESS MODEL

Cris-Tim Family Holding operates an integrated food production and distribution model focused on the development, manufacturing and commercialization of processed meat products and ready-meals. The Company combines production capabilities, a diversified portfolio of brands and products, and an extensive distribution and logistics network to serve consumers across Romania and selected international markets.



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The Company's business model is based on controlling key stages of the value chain, from sourcing raw materials and processing to product development, branding, distribution and marketing. This integrated approach allows Cris-Tim to maintain high quality standards, ensure product traceability and optimize operational efficiency.

The Company produces a diversified portfolio of food products primarily within two main segments: cold cuts and ready-meals. Production is carried out in modern facilities equipped with advanced technologies and supported by continuous investments in production capacity and operational efficiency. The Company focuses on product innovation and recipe development, including the implementation of the "clean label" concept, which emphasizes transparency of ingredients and the reduction of additives.

SEGMENT OVERVIEW

The Company's operations are structured into two main reportable business segments, cold cuts and ready meals, which together drive the financial performance, alongside a third, smaller category covering other activities.

Cold Cuts

This is the Company's largest business line and the foundation of its market success. Under brands such as Cris-Tim, Matache Măcelaru, and Alpinia, the cold cuts segment includes:

- Cooked and smoked sausages
- Hams, salamis, and bacon
- Spreads, and specialty meats

The Company holds a long-standing market leader position in this segment. Its state-of-the-art production facility in Filipeștii de Pădure supports large-scale, high-quality production with advanced slicing, packaging, and traceability systems. Continuous product innovation and adherence to Clean Label principles (no artificial additives, no synthetic preservatives) have contributed to strong consumer trust and brand recognition across all income groups.

Ready Meals

The Company is also a pioneer in the ready meals category in Romania, leveraging traditional Romanian recipes, R&D expertise, and high production standards to meet rising demand for convenient, time-saving meal options. The product range of Bunătăți, the brand dedicated to this segment, includes:

- Traditional ready meals (e.g., sarmale, meatballs)
- Cooked meat components and sides
- Salads and deli-style spreads

These products are available in chilled and ambient formats and serve both retail and HoReCa clients. The ready meals segment is a key growth pillar, benefiting from evolving consumer habits and consistent shelf expansion in modern trade.

Other segments

The “Other segments” include:

- The sale of goods not produced by the Company, primarily through Cris-Tim’s own retail stores;
- Revenues from logistics services related to the distribution of dairy products, produced by Eco-Ferm;
- Recreational (fishing) and hospitality services.

While representing a smaller share of total revenues, this segment plays a complementary role in supporting product assortment, customer engagement, and brand ecosystem development.

BRANDS

Cris-Tim Family Holding has developed a multi-brand strategy that covers a wide range of consumer segments and preferences, from premium to value and from everyday consumption to specialized dietary needs.



Cris-Tim is the Company’s flagship brand, positioned in the mainstream-premium category. It spans all core product categories, including cold cuts, ready meals, and culinary products, and is designed for everyday consumption by a wide consumer base.



Matache Măcelaru represents the Company’s premium line, built around the image of an authentic butchery and a tradition of top-quality, flavorful products.



Alpinia is the value-positioned brand in the cold cuts segment, targeting price-sensitive consumers. It offers accessible products without major compromises on quality.



Csárdás is a brand targeting ethnic segments, especially consumers looking for recipes inspired by Hungarian cuisine.



Obrăjori is developed specifically for children, with products adapted to their nutritional needs and preferences.



Bunătăți is the dedicated brand for ready meals and culinary products, focusing on Romanian recipes and home-style flavors. It supports the Company's positioning in the convenience segment, especially in modern retail formats.

Cris-Tim is also an emerging producer in the private label production segment for large international modern retail chains.

DISTRIBUTION CHANNELS

Cris-Tim distributes its products through a diversified commercial network designed to ensure broad market coverage, strong brand visibility and efficient delivery of chilled food products. On the domestic market, the Company operates through three main distribution channels: Modern Trade – Branded Products, Modern Trade – Private Label, and Traditional Trade, complemented by a growing export business.

Modern Trade (International Key Accounts (IKA) – Brands): The IKA – Brands channel includes Cris-Tim's branded products sold through hypermarkets, supermarkets, discounters and cash & carry stores operated by international retail chains in Romania. This channel represents a key driver of brand visibility and consumer reach, particularly in categories such as Cold Cuts and Ready-Meals, where consumers increasingly rely on established brands and convenient food solutions.

Cris-Tim's products are present in all international retail chains operating in Romania, including Kaufland, Carrefour, Lidl, Mega Image and Auchan. The Company's strong relationships with retail partners and consistent shelf presence contribute significantly to its market position in the processed meat and ready-meals categories.

Modern Trade (International Key Accounts (IKA) – Private Label): The IKA – Private Label channel includes products manufactured by Cris-Tim for major retail chains and sold under the retailers' own brands. While margins in this segment are typically lower than for branded products, private label partnerships provide stable production volumes and strengthen the Company's long-term relationships with retail partners.

Private label production also enables Cris-Tim to leverage its manufacturing capacity and operational expertise while maintaining a diversified sales mix across branded and retailer-branded products.



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Traditional Trade (TT): The Traditional Trade channel includes independent retail stores, wholesale outlets, the Company's proprietary store network and the food-service segment, including HoReCa clients and institutional partners. This channel provides nationwide market coverage and remains an important component of the Company's distribution strategy, particularly in smaller urban markets and rural areas.

Through its dedicated sales force and distribution infrastructure, Cris-Tim supplies products to more than 15,000 traditional retail outlets across Romania, ensuring strong local market presence and maintaining close relationships with independent retailers.

Export Markets: In addition to its domestic distribution network, Cris-Tim exports its products to over 16 European countries, primarily targeting Romanian communities abroad through ethnic retail networks. Germany (according to the origin of the client) represent the largest export market, reflecting the strong presence of Romanian consumers in the region.

Internationally, Cris-Tim exports more than 200 SKUs across its main business units, including cold cuts, dairy products and ready meals, offering a diversified portfolio designed to address different consumer needs and consumption occasions. The export product range includes multiple packaging formats and weight options, allowing the Company to adapt its offering to the requirements of various retail channels and international markets.

Cris-Tim products are mainly distributed in retail locations serving Romanian expatriate communities, where demand for traditional Romanian food products remains strong. At the same time, the Company has started to gradually expand its presence in mainstream retail chains.

Over the medium term, Cris-Tim aims to further expand its international footprint by strengthening existing export markets, developing new retail partnerships and exploring opportunities in the private label Ready Meals segment.

LOGISTICS AND COLD CHAIN INFRASTRUCTURE

The distribution of Cris-Tim products is supported by an integrated logistics network designed to ensure strict temperature control and high standards of food safety throughout the supply chain.

The Company operates a central logistics platform in Filipeștii de Pădure, complemented by eight regional logistics platforms located in major Romanian cities (Bucharest, Brasov, Cluj-Napoca, Constanta, Craiova, Galati, Iasi and Timisoara), enabling efficient nationwide distribution. This infrastructure allows the Company to optimize inventory management, reduce delivery times and maintain product freshness across all sales channels.

Distribution is carried out through a fully owned refrigerated logistics fleet of approximately 170 vehicles, including heavy-duty transport trucks. This fleet enables temperature-controlled delivery directly to retail partners and ensures reliable daily shelf replenishment.

By maintaining direct control over its logistics infrastructure, Cris-Tim preserves product quality, reduces spoilage risks and ensures consistent service for retail partners across Romania. The Company's end-to-end cold chain distribution capabilities represent a key competitive advantage, particularly for chilled food products requiring strict handling conditions and rapid shelf replenishment.



MARKET OVERVIEW & COMPETITIVE POSITIONING

INDUSTRY OVERVIEW AND KEY TRENDS

Cris-Tim Family Holding operates in the Romanian food industry within NACE code 1013 – manufacture of meat and poultry meat products, with its core activity focused on the production and sale of cold cuts and ready-meals.

The Romanian meat market remains one of the largest segments of the domestic food industry, characterised by relatively stable consumption levels over time. According to the latest available data published by the National Institute of Statistics (INS) for 2024, average annual consumption of meat and meat products reached 77.1 kg per capita, compared to 75.8 kg per capita in 2023, confirming the resilience of demand for meat products despite the inflationary environment.

Pork continues to represent the largest component of meat consumption, with 38.2 kg per capita in 2024, followed by poultry, where consumption increased to 30.5 kg per capita, reflecting both affordability considerations and changes in consumer preferences. Beef consumption remains comparatively limited in Romania, at around 4.9 kg per capita.

According to the same INS dataset, total domestic resources of meat and meat products reached approximately 1.69 million tons in 2024, increasing by 3.1% compared to 2023, mainly supported by higher domestic production. Imports continue to represent an important component of supply, particularly in the pork segment where domestic production does not fully cover consumption demand.

Within this broader market context, the processed meat segment, including cold cuts, represents a mature market with relatively stable volumes, where growth is increasingly driven by product innovation, convenience formats and channel shifts rather than significant increases in consumption volumes.

One of the most important structural trends continues to be the expansion of modern retail channels and the increasing importance of private label products, which are gaining share across multiple food categories.

At the same time, consumer demand continues to shift towards convenience-oriented products, including sliced cold cuts and ready-to-eat meals, reflecting changing lifestyles, urbanisation and increasing time constraints. The ready-meals segment remains relatively underdeveloped compared to Western European markets but continues to show strong long-term growth potential.

The market and consumption data presented in this section are based on publicly available statistics and industry sources. Information regarding meat consumption and production in Romania is derived from the latest available Food Balance Sheet data published by the National Institute of Statistics (INS) for 2024.

CONSUMER DEMAND AND PRICE ENVIRONMENT

Consumer demand in Romania during 2025 has been shaped by a combination of persistent inflationary pressures, fiscal consolidation measures and weakening discretionary spending, which have led to a more cautious consumption environment.

According to data published by the National Institute of Statistics (INS), Romania continued to experience elevated inflation in 2025, with the annual inflation rate reaching approximately 9.7%, while food prices increased by around 7.7% year-on-year. Rising production costs across the food industry were driven by higher energy prices, increased labour costs and continued volatility in agricultural commodity prices.

In parallel, Romania entered a period of fiscal consolidation, as the government implemented a series of measures aimed at reducing the country's budget deficit. These measures included adjustments to taxation and an increase in the standard VAT rate from 19% to 21%, which contributed to additional price pressures across several consumer goods categories. As a result, households faced a reduction in real disposable income and an increase in the overall cost of living.

Against this macroeconomic backdrop, Romanian consumers have become increasingly cautious in their purchasing decisions. According to the EY Consumer Index Romania 2025, approximately 65% of Romanian consumers identify the rising cost of living as their main concern, with many households adjusting their spending behaviour by reducing discretionary purchases and focusing on essential products.

Food consumption, particularly staple categories such as meat and processed meat products, has remained relatively resilient. However, consumers have become significantly more price-sensitive, placing greater emphasis on promotions, value-oriented purchasing decisions and affordable product alternatives. This behaviour has supported the continued growth of private label products within modern retail, as consumers increasingly seek lower-priced alternatives to branded products.

At the same time, established brands continue to benefit from strong consumer trust, particularly in food categories where product quality, food safety and brand reputation remain key purchasing criteria.

Another important trend shaping the food market is the continued growth in demand for convenience food products, including ready-to-eat meals and sliced packaged products. Changing lifestyles, urbanisation and time constraints continue to support the development of these categories. However, in the current economic environment, consumers increasingly balance convenience with affordability, favouring products that combine practicality with competitive pricing.

Overall, consumer demand in Romania during 2025 has been characterised by greater purchasing discipline, increased price sensitivity and a gradual shift towards value-driven consumption, while maintaining stable demand for essential food categories such as processed meat products.

COMPETITIVE LANDSCAPE

The Romanian processed meat market is characterised by a highly fragmented competitive landscape, with a large number of small and medium-sized producers operating alongside several national players with established brands and nationwide distribution.

Competition in the sector is driven by brand strength, pricing strategies, product quality, distribution capabilities and the ability to respond to evolving consumer preferences.

According to NielsenIQ retail market data, Cris-Tim Family Holding continued to strengthen its position in the Romanian cold cuts market. The Company increased its total market share in volume terms from 10.5% in FY 2024 to 10.7% in FY 2025, confirming a gradual expansion of its presence within the category. Over the same period, the Company maintained a stable value market share of approximately 13.8%, indicating that the growth in volumes has been achieved without significant dilution of pricing levels.

This difference between the Company's higher value share compared to volume share reflects the strong positioning of its brands in the upper segments of the market, where consumers associate the products with consistent quality, food safety and brand trust. The ability to increase volumes while maintaining a relatively stable value share suggests that the Company has continued to strengthen its competitive position in a market environment characterised by rising price sensitivity and increasing competition from private label products.

Within the Company's portfolio, the Cris-Tim brand also recorded steady progress, increasing its volume market share from 8.4% in FY 2024 to 8.6% in FY 2025, further consolidating its position among the leading brands in the Romanian cold cuts market.

Other brands within the Company's portfolio also strengthened their presence in the market. For example, Matache Măcelaru increased its market share from 1.6% to 1.8% in volume and from 2.7% to 2.9% in value between 2024 and 2025. This evolution reflects the continued development of the brand within its target consumer segment and the growing recognition of Matache Măcelaru as a premium offering within the cold cuts category.

The fact that the brand's value share significantly exceeds its volume share highlights its positioning in the higher value segments of the market, where consumers place greater emphasis on product quality, traditional recipes and differentiated taste profiles. In a consumption environment characterised by increasing price sensitivity, the growth of Matache Măcelaru illustrates the resilience of premium products that successfully combine quality perception with brand authenticity.

More broadly, the performance of both the Cris-Tim and Matache Măcelaru brands reflects the Company's multi-brand portfolio strategy, allowing it to address different consumer preferences and purchasing occasions within the category while maintaining strong positioning across both mainstream and premium segments of the processed meat market.

At the same time, the competitive landscape continues to be shaped by the growing role of private label products supplied to modern retail chains, which represent an increasingly important component of the market and intensify price competition across the category.

In addition to branded competition, the market includes several other important producers, such as Caroli Foods, Fox, Meda and Aldis, alongside numerous regional producers.



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In the ready-meals segment, where the market is still developing in Romania, Cris-Tim Family Holding also maintains a relevant position, with a retail market share of approximately 5.2% in volume and 5.9% in value, according to Nielsen data.

Overall, the Romanian processed meat sector remains fragmented, but market dynamics increasingly favour producers with strong brands, efficient production capabilities, nationwide distribution and the ability to respond to changing consumer behaviour, particularly in the context of rising private label penetration and increased price sensitivity.

Based on the data reported by NielsenIQ through its Retail Audit service regarding the sales value for the category "Processed Meals without fresh/frozen/not applicable" over a period of three years (2023, 2024, and 2025) for the Total Romania market, and for the "Ready Meals" category for the MAT period ending November 2025, Total Romania market (Copyright © 2026, NielsenIQ).



PRODUCTION INFRASTRUCTURE

KEY PRODUCTION FACILITIES AND LOCATIONS

Cris-Tim is one of the largest agri-food producers in Romania, with modern, high-capacity facilities that ensure scalability, efficiency, and consistent product quality. The Company operates three factories with a combined production capacity of 215 tons/day, each specialized by product category and brand tier.

Filipeștii de Pădure

The Filipeștii de Pădure facility, located in Prahova County, represents the Company's main production hub, with approximately 51,000 square meters of construction (including factory, warehouses, freezer, auxiliary buildings and construction in progress) of and a daily production capacity of approximately 165 tons. It is one of the largest cold cuts production facilities in Romania.

The facility produces exclusively own-brand products, primarily under the Cris-Tim and Matache Măcelaru brands, using Clean Label certified recipes and manufacturing technologies.

Production activities are organised across four main processing flows:

- Boiled-smoked section, producing boiled and smoked sausages, frankfurters, salamis and baloney, including the flagship product Săsesc Salami
- Specialties section, producing specialty meats and ham products
- Dry-cured section, producing dry-cured salamis and the protected geographical indication product Sibiu PGI Salami
- Butchery section, dedicated to the production of traditional meat products such as mici

The facility also includes a catering section for ready-meals meat products, as well as integrated infrastructure for raw material reception, storage and preparation, together with an advanced vacuum slicing and packaging section that processes finished products from all production flows.

Măgureni

The Măgureni facility, also located in Prahova County and acquired by the Company in 2017, covers approximately 6,000 square meters and has a daily production capacity of approximately 25 tons. The factory produces economy-range cold cuts under the Alpinia brand and also supports the production of private label products for retail partners, allowing the Company to address a wider range of market segments and strengthen its presence within modern retail channels. Approximately 70% of the facility's production capacity is currently dedicated to own-brand products, contributing to the Company's overall manufacturing flexibility.

Bucharest

The Bucharest production unit specialises in the ready-meals category, with a production area of approximately 2,200 square meters and a daily production capacity of approximately 25 tons. The facility produces soups, broths, salads and pre-cooked menus, which are marketed primarily under

the Bunătăți brand. This plant plays an important role in supporting the Company's expansion in the convenience food segment, a category that continues to grow as consumer demand shifts towards faster and more practical meal solutions.

PRODUCTION TECHNOLOGY AND INNOVATION

Cris-Tim Family Holding has continuously invested in modern production equipment and advanced processing technologies, reflecting the Company's commitment to product quality, food safety and operational efficiency.

Among the most important technologies implemented across the production infrastructure are:

- **High Pressure Processing (HPP):** The Company uses High Pressure Processing technology to extend product shelf life without the use of preservatives. The process applies extremely high pressure (up to 6,000 bar) to vacuum-packed products, eliminating microbial contaminants while preserving flavour, colour and nutritional characteristics. HPP technology represents a significant competitive advantage due to the high investment costs and operational complexity associated with its implementation.
- **Ozone treatment systems:** The production facilities incorporate 40 ozone generators, which improve air quality and reduce microbial contamination within production environments. Ozone acts as a powerful oxidising agent capable of eliminating bacteria and viruses without leaving chemical residues.
- **UV light disinfection technology:** UV light systems are used within packaging areas to destroy microorganisms by disrupting their DNA structure. This technology contributes to maintaining high hygiene standards and reducing contamination risks within the production environment.
- **Modified Atmosphere Packaging (MAP):** The Company operates 19 packaging lines equipped with MAP technology, capable of processing approximately 75 tons of products per day. The technology uses a controlled gas mixture to extend product shelf life while preserving flavour, texture and colour.

Through these investments, the Company has integrated advanced technologies into its production strategy, accepting higher operational costs to maintain high quality standards, product safety and long-term competitiveness.

QUALITY AND FOOD SAFETY

Product quality and food safety represent fundamental principles underpinning the Company's operations and long-term brand positioning. Cris-Tim applies strict quality control procedures throughout the entire value chain, from raw material sourcing and production processes to packaging, storage and distribution.

The Company continuously invests in modern production technologies and process optimisation in order to maintain high standards of product safety, traceability and consistency. These systems are designed to ensure compliance with national and European regulatory requirements while supporting the Company's objective of delivering high-quality food products to consumers.

Quality assurance is integrated into all production processes through a comprehensive set of internal procedures, monitoring systems and internationally recognised certifications.

Cris-Tim operates under several internationally recognised management systems covering food safety, quality management, environmental protection and occupational health and safety. These include:

- ISO 22000:2018 – Food Safety Management System
- ISO 9001:2015 – Quality Management System
- ISO 14001:2015 – Environmental Management System
- ISO 45001:2018 – Occupational Health and Safety Management System
- FSSC 22000 – Food Safety System Certification
- IFS Food, Version 8 – International Featured Standard for food safety and quality
- BSCI – Social Responsibility Standard applied across the supply chain

In addition, the Company implements Kaizen principles within its internal processes in order to improve operational efficiency and support continuous improvement across production activities.

In addition to system certifications, several Cris-Tim products benefit from recognised product-level certifications that support their positioning in the market:

- Protected Geographical Indication (PGI) – Certification for Sibiu Salami, reflecting the traditional production method and regional specificity of this product.
- Gluten-Free Certification – Approximately 68 products certified by the Romanian Association for Gluten Intolerance (ARIG).
- Clean Label Products – Over 80% of the Company's portfolio follows the Clean Label standard, focusing on simplified recipes and a reduced number of additives.

These certifications support the Company's long-term strategy of maintaining strong brand credibility while responding to evolving consumer expectations regarding product transparency and ingredient quality.

CLEAN LABEL

Cris-Tim was the first company in Romania to implement the Clean Label concept in 2017, eliminating artificial additives, preservatives, and synthetic ingredients across its core products. This decision fundamentally redefined consumer expectations for processed foods in Romania and set a new benchmark for product transparency and quality in the meat industry.



Under the Clean Label standard, Cris-Tim products are developed using simplified recipes and carefully selected ingredients, while avoiding a number of commonly used additives in processed foods. Depending on the product category, this includes the exclusion of ingredients such as monosodium glutamate, artificial flavours, soy, mechanically separated meat (MDM), starch, gluten and carrageenan.

The Clean Label standard is now fully integrated into the production philosophy of the Company's leading brands: Cris-Tim, Matache Măcelaru, and select Bunătăți products, and is supported by rigorous internal controls, advanced food safety systems, and ongoing investment in R&D.

INVESTALIM

In 2025, Cris-Tim Family Holding initiated the implementation of its Investalim investment program, one of the most ambitious projects in the Company's history and the foundation of its medium- and long-term growth strategy. The program, which runs between 2025 and 2028, involves the construction of a new cold cuts factory in Filipeștii de Pădure, designed to significantly enhance production efficiency, automation, and logistics integration across the Company's operations.

The main objectives pursued under the Investalim program include:

1. Construction of a new storage facility for frozen raw materials.
2. Establishment of a centralized logistics hub in Filipeștii de Pădure to serve both the cold cuts and ready-meals product categories;
3. Optimization of production flows through a fully redesigned factory layout, overcoming the inefficiencies of the existing, historically expanded infrastructure;
4. Installation of new, state-of-the-art production equipment, increasing automation levels across the manufacturing process.

Upon completion, the new facility will expand the Company's production capacity by approximately 120 tons per day, compared to the 2024 average. This additional capacity will be primarily allocated to the production of private label products for major international retail chains. The project also includes the development of a new water management system with a capacity of 1,000 m³ and the creation of 124 new jobs over a four-year period to support the expanded production volume.

The total investment estimated to be made for the Cold Cuts segment in the period 2026-2030 amounts to RON 614 million. Main investment project included in this amount is related to Investalim project which has been approved and is already in progress, with the Company benefiting from state aid of RON 226 million granted by the Rural Investments Financing Agency (AFIR). The investment plan communicated to AFIR reflects a total investment amount of RON 421 million, without VAT. The Company's own contribution amounts to RON 195 million, representing approximately 46 % of the total investment value.

In 2025, Cris-Tim finalized the planning and procurement phase of the Investalim project. Construction on Objective 1, new storage facilities, began in November 2025, while Objective 2, logistics warehouse expansion, commenced at the end of Q1 2026. Commissioning of both components is expected by the end of 2026.

SUSTAINABILITY

Cris-Tim Family Holding integrates sustainability across its operations, with a pragmatic focus on food safety, responsible production, and long-term efficiency. The Company is a pioneer of the Clean Label movement in Romania, eliminating artificial additives and preservatives from core products since 2017. All production facilities operate under strict environmental and food safety certifications (FSSC



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22000, ISO 14001), and the business continuously invests in reducing food waste, optimizing energy use, and improving packaging recyclability.

Through the development of its state-of-the-art facility in Filipeștii de Pădure, supported by the Investalim project, Cris-Tim is accelerating its transition to more efficient, lower-impact operations. Sustainability is thus embedded into Cris-Tim's growth model, driving product innovation, building consumer trust, and improving operational resilience.



2025 COMMERCIAL PERFORMANCE

Cris-Tim Family Holding's business is cyclical across quarters, shaped by consumer behavior, promotional cycles, and the calendar of local holidays. The first half of the year is generally softer, with a temporary boost around Easter, which may fall in either Q1 or Q2, depending on the year. The second half of the year is typically stronger, with Q3 benefiting from increased meat consumption during summer holidays and grilling season, and Q4 marking the peak of the year in October. Against this seasonal backdrop, Q4 2025 delivered a solid performance (+7% YoY), in line with management expectations, contributing significantly to the Company's overall solid results for 2025.

In 2025, Cris-Tim Family Holding recorded solid financial and operational performance, supported by stable demand across its two core business segments, cold cuts and ready meals, and further penetration across distribution channels. Thus, the revenues from contracts with customers, including the two core segments as well as All other segments category, reached RON 1,155.6 million for 2025, up 3% year-on-year (YoY) compared to RON 1,120.6 million registered in 2024.

SALES BY SEGMENT

In 2025, the Cold Cuts segment remained the main contributor to total revenue from contracts with customers, accounting for approximately 88% of total revenue from contracts with customers and amounting to RON 1,014.8 million, a 5% increase compared to 2024 (RON 963.9 million). This performance reflects a stable evolution in both volumes and average selling prices, in a context marked by persistent inflationary pressure and increased competition from private labels. In 2025, the average price per kg increased by 3% YoY, with volumes also growing by 3% YoY. The Company continued to focus on preserving market share for its branded products, while adjusting its commercial strategy to protect margins and ensure operational efficiency.

Revenue from contracts with customers from Ready Meals segment surged 18% YoY, reaching RON 124.7 million in 2025, compared to RON 105.7 million in 2024. This growth was driven mainly by higher volumes (+13% YoY), as well as an adjustment in the average selling price per kg (+5% YoY). The expansion of the Bunătăți brand, which is gaining traction across modern retail formats and increasingly popular in the convenience and pre-cooked meals category, supported this evolution. The category also benefited from evolving consumer preferences toward traditional recipes with clean-label ingredients, especially in the context of rising demand for time-saving meal options.

Sales by segment (revenue from customer contracts – third parties)			
<i>Data in RON '000</i>	FY 2025	FY 2024	Change YoY
Cold Cuts	1,014,768	963,938	5%
Ready Meals	124,660	105,673	18%
All other segments	16,198	50,990	-68%
Total revenue	1,155,626	1,120,601	3%

Revenue from contracts with customers from All other segments lines dropped significantly in 2025 compared to the prior year due to a change in the accounting treatment of the dairy distribution business. More specifically, in 2025, there was a change in the business operations and, consequently,

in the accounting treatment of the activity to sell dairy products purchased from Eco-Ferm for resale. Until 31 December 2024, the Company operated as principal in these transactions. In January 2025, a new agreement was signed with Eco-Ferm for logistics and distribution services, and management concluded that the Company is acting as the selling agent for the dairy products under this agreement.

In 2024, under the principal model, dairy distribution generated revenues of RON 42.9 million and associated merchandise costs of RON 36.1 million, resulting in a net margin of RON 6.7 million. Following the new agreement with Eco-Ferm, in 2025 the activity is recognized on a net basis, with commission income of RON 6.7 million. This change reflects a more transparent and efficiency-driven approach aligned with the Company's long-term operational strategy.

SALES BY GEOGRAPHY

Romanian market continued to account for most of the sales, generating RON 1,067.5 million in 2025, registering a 7% YoY increase, while international markets contributed RON 72 million, noting a slight decrease of 4% YoY. In terms of exports, the Company has focused primarily on the Romanian diaspora segment, targeting retail networks and distribution channels serving Romanian communities abroad. Exports represented 6% of the 2025 turnover (a 0.7% decline YoY), of which the largest share is represented by sales to the German consumers, followed by Spanish and Italian clients.

Sales by Geography (revenue from customer contracts – third parties) – excluding All other segments			
<i>Data in RON '000</i>	FY 2025	FY 2024	Change YoY
Romania	1,067,466	994,334	7%
Foreign markets ¹	71,963	75,277	-4%
Total revenue from contracts with customers – Cold cuts and Ready Meals	1,139,428	1,069,611	7%

¹NOTE: Please note that the above representation of sales by geographical area is based on the OMFP no. 2844/2016 financial statements. While in the financial statements the Company allocates revenue based on the origin of the client (i.e., the contractual counterparty), Cris-Tim Family Holding internally classifies revenue by the origin of the final consumer. As such, certain sales to Romanian-based retailers with distribution networks abroad may be reflected as domestic revenue in the accounts, while CFH internally categorizes them according to the end-consumer's location. Management has opted to present in its Reports published on BVB also the data as used in its internal analysis of Sales by Distribution Channel per Segment, as this approach more accurately reflects the level of exports and is therefore more relevant.

Currently, Cris-Tim is the leader in the meat products export market, with its products being distributed directly or indirectly in over 16 European countries.

SALES BY DISTRIBUTION CHANNEL, PER SEGMENT

In 2025, Cris-Tim's total revenue continued to show solid performance across both core product segments, Cold Cuts and Ready Meals, supported by a well-diversified multichannel distribution strategy.

Cold Cuts and Ready Meals Revenue from contracts with customers by Distribution Channel			
Data in RON '000	FY 2025	FY 2024	Change YoY
Modern trade (IKA) Brands	473,356	447,569	6%
Modern trade (IKA) Private labels	136,057	122,637	11%
Traditional Trade	413,950	385,258	7%
Export ²	116,065	114,148	2%
Total	1,139,428	1,069,611	7%

² NOTE: Please note that the export values presented above differ from those shown in the Sales by Geography table. The Sales by geographic location reflect only revenue generated from customers contractually located outside Romania, in line with OMFP no. 2844/2016, disclosure requirements. In contrast, the Sales by Distribution Channel also include sales to Romanian-based customers who subsequently export the products. As a result of these differing classification methods, the reported export figures are not directly comparable across the two tables.

Across the Company's combined Cold Cuts and Ready Meals portfolio, revenue from contracts with customers increased by 7% YoY, with all distribution channels contributing to growth. IKA Brands remained the largest and most dynamic channel, advancing by 6% YoY, supported by strong partnerships with major modern retail chains and continued consumer trust in the Company's brands. Traditional Trade, the second largest channel, recorded a 7% YoY increase, reflecting the Company's extensive national coverage and sustained demand in both urban and rural areas. IKA Private Labels posted a solid 11% YoY increase, confirming Cris-Tim's relevance as a reliable manufacturing partner for retailers. Export sales grew by 2% YoY, maintaining their stable contribution to the overall performance.

SALES BY BRAND

In 2025, Cris-Tim Family Holding maintained a well-balanced branded portfolio performance, with core mainstream and premium brands delivering resilient results.

Revenue from contracts with customers by Brand			
Data in RON '000	FY 2025	FY 2024	Change YoY
Cold cuts	1,014,768	963,938	5%
<i>Cris-Tim</i>	726,676	706,589	3%
<i>Matache Măcelaru</i>	134,460	113,128	19%
<i>Other brands</i>	153,632	144,221	7%
Ready meals	124,660	105,673	18%
<i>Bunătăți</i>	75,645	66,123	14%
<i>Other brands</i>	49,015	39,550	24%

Cris-Tim remained the flagship brand in the Company's Cold Cuts portfolio, generating revenues from contracts with customers of RON 726.7 million in 2025, recording a 3% YoY increase. This stable performance underscores the brand's maturity, national reach, and consistent customer loyalty in the

mainstream-premium segment. The brand continues to benefit from the highest advertising budget in the Romanian cold cuts market, reinforcing its visibility and positioning.

Matache Măcelaru, the Company's premium cold cuts brand, saw strong growth of 19% YoY, reaching RON 134.5 million in revenues from contracts with customers. This result reflects increased consumer interest in traditional, artisanal products, as well as broader listings across modern retail formats.

Revenue from contracts with customers for Other brands within the Cold Cuts segment increased 7% to RON 153.6 million, supported by Private Labels growth of 11%. The growth rate of other owned brands (including Alpinia, Obrajori and Csardas) remained positive despite the Company deprioritizing in 2025 the low-margin and low-volume SKUs (Stock Keeping Units) and focused on the premium segment and branded growth. Therefore, despite the fact that Alpinia, targeting value-driven consumers, continued to face intensified competition from private labels, the overall portfolio of brands performed very well in the period.

The Ready Meals segment continued its robust growth trajectory, with the Bunătăți brand increasing sales 14% YoY and generating revenues from contracts with customers of RON 75.6 million. This performance reflects both increasing consumer demand for convenience meals and the Company's ability to align traditional Romanian recipes with gourmet positioning. At the same time, Other brands category within the Ready Meals segment noted the largest YoY increase, growing 24% to RON 49 million, resulting from expanded listings in modern retail.

NEW LAUNCHES

In August 2025, Cris-Tim Family Holding launched the Grătărescu brand, marking its strategic entry into the grilled sausages category, the most dynamic segment of the processed meat market in 2025, which recorded a 11.5% YoY increase in volume in 2025 vs. 2024, according to the company market data. The new product line, developed specifically for grilling, was introduced nationwide across all major modern retail (IKA) networks, traditional trade, Cris-Tim's own stores, and e-commerce channels.

Grătărescu strengthens the Company's presence in high-potential categories through relevant innovation and strong marketing execution. With a recipe focused on tender pork, natural spices, and smoke, the brand has been positioned as a culturally resonant product aligned with local consumer habits.

Grătărescu rapidly gained traction following its rollout. According to Nielsen market data, the brand reached a 2.8% volume market share in the sausages segment in September 2025, reflecting strong consumer adoption shortly after launch. Market share increased further to 3.4% in October 2025, benefiting from strong demand during the peak grilling season. As expected for a product category closely linked to grilling consumption, the brand's market share moderated to 2.4% in November and 2.6% in December 2025, reflecting seasonal demand patterns while maintaining solid visibility within the category.

Based on the data reported by NielsenIQ through its Retail Audit service regarding the sales value for the category "Processed Meat wo fresh/frozen/not applicable", segment "Sausages", over a period of four months (September, October, November, and December 2025) for the Total Romania market (Copyright © 2026, NielsenIQ).



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2025 FINANCIAL PERFORMANCE

STATEMENT OF PROFIT OR LOSS ANALYSIS

In 2025, Cris-Tim Family Holding recorded revenue from contracts with customers of RON 1,155.6 million, 3% above the RON 1,120.6 million posted in 2024. Growth was supported by the stability of the Cold Cuts segment (+5% YoY), double digit sales growth in Ready Meals (+18% YoY), and selective price adjustments across key product categories. The growth in 2024 was 7% above the 2023 revenue from contracts with customers that amounted to RON 1,045.8 (Cold Cuts having an increase of 8% YoY while Ready Meals of 5% YoY).

Other gains/(losses) - net increased significantly, to RON 5.2 million (vs. RON 0.7 million in 2024, while in 2023 there was a loss of RON 1,09 million), mainly driven by gains from the sale of vehicles within the fleet renewal program carried out in 2025.

Changes in inventories contributed negatively by RON 0.9 million, an improvement compared to the negative contribution of RON 3.3 million in 2024. As of September 30th, 2025, as reported in the Q3 2025 Report, inventory levels had increased in both 2025 and 2024, reflecting higher production volumes during the first nine months of the year in anticipation of stronger demand in Q4, particularly ahead of the seasonal peak in October. This build-up of inventories contributed positively to operating result at the 9M level, as part of the Company's operating model of front-loading production ahead of peak consumption periods. In Q4 2025, these inventories were gradually sold to meet seasonal demand, leading to a release of previously accumulated stock. As a result, the contribution from changes in inventories turned slightly negative at year-end, reflecting the normalization of inventory levels after the peak season. This dynamic is in line with prior years and illustrates working capital management rather than a slowdown in demand.

Summary of Statement of Profit or loss for FY							
Data in RON			Y/Y %	% of Sales			
	FY 2025	FY 2024		2025	2024	Δ pp	FY 2023
Revenue from contracts with customers	1,155,626,079	1,120,600,863	3.1%				1,045,845,014
Other income	7,200,828	7,366,978	-2.3%				6,555,841
Other gains/(losses) - net	5,239,345	689,030	660.4%				(1,091,796)
Change in work in progress and finished goods	(898,908)	(3,275,489)	-72.6%				9,472,509
Operating Expenses	(981,935,458)	(958,565,640)	2.4%	-85.0%	-85.5%	0.6%	(906,465,332)
Raw materials, consumables used and merchandise cost	(636,710,751)	(667,444,709)	-4.6%	-55.1%	-59.6%	4.5%	(653,232,941)
Employee benefit expenses	(232,176,888)	(183,160,902)	26.8%	-20.1%	-16.3%	-3.7%	(154,536,449)
Utilities expense	(27,344,203)	(23,835,511)	14.7%	-2.4%	-2.1%	-0.2%	(25,939,824)
Repairs and maintenance costs	(11,849,112)	(11,777,950)	0.6%	-1.0%	-1.1%	0.0%	(11,487,818)
Third party services	(50,961,813)	(49,637,840)	2.7%	-4.4%	-4.4%	0.0%	(40,888,252)
Other expenses	(22,435,838)	(22,339,001)	0.4%	-1.9%	-2.0%	0.1%	(20,274,070)

Summary of Statement of Profit or loss for FY							
Data in RON			Y/Y %	% of Sales			
	FY 2025	FY 2024		2025	2024	Δ pp	FY 2023
Net impairment losses on financial and contract assets	(456,853)	(369,727)	23.6%	0.0%	0.0%	0.0%	(105,978)
EBITDA	185,231,886	166,815,742	11.0%	16.0%	14.9%	1.1%	154,316,236
Depreciation and amortization	(50,766,378)	(46,379,693)	9.5%	-4.4%	-4.1%	-0.3%	(46,353,205)
EBIT	134,465,508	120,436,049	11.6%	11.6%	10.7%	0.9%	107,963,031
Finance costs	(20,269,118)	(22,982,821)	-11.8%	-1.8%	-2.1%	0.3%	(21,905,022)
Finance income	12,181,033	4,334,218	181.0%	1.1%	0.4%	0.7%	9,444,810
Profit before tax	126,377,423	101,787,446	24.2%	10.9%	9.1%	1.9%	95,502,819
Income tax impact	(15,537,351)	(17,105,200)	-9.2%	-1.3%	-1.5%	0.2%	(13,308,763)
Profit for the period from continuing operations	110,840,072	84,682,246	30.9%	9.6%	7.6%	2.0%	82,194,056
Profit from discontinued operations	-	2,974,755	-100.0%	0.0%	0.3%	-0.3%	323,331
Profit for the period	110,840,072	87,657,001	26.4%	9.6%	7.8%	1.8%	82,517,387
EBITDA margin	16.0%	14.9%					14.8%
EBIT margin	11.6%	10.7%					10.3%
Net Profit Margin	9.6%	7.8%					7.9%

In 2025, the cost of raw materials, consumables, and merchandise decreased to RON 636.7 million (-5% YoY) down from RON 667.4 million in 2024 and RON 653.2 million in 2023. The ratio of raw materials, consumables, and merchandise expenses to revenue from contracts with customers improved significantly to 55.1% in 2025, compared to 59.6% in 2024 and 62.5% in 2023. This decline reflects a combination of procurement optimization, lower input prices, and improved efficiency, which collectively supported the gross margin despite inflationary pressures in certain categories.

Employee benefit expenses increased to RON 232.2 million, up 27% YoY in 2025 versus 2024 and 18.5% in 2024 versus 2023, due to salary adjustments mainly determined by the impact of the elimination of some tax facilities, such as the elimination of the exemption from the payment of health contribution fund, the reduction of contribution for labor insurance (representing a 2.25% rate applicable to income from salaries and those assimilated to salaries) and the reduction of social security contribution. The Company had 2,078 active employees as of the end of 2025, versus 2,092 employees as of end of 2024 and 2,075 in 2023.

Services rendered by third parties increased moderately to RON 51 million, a 3% YoY increase, reflecting the IPO-related expenses (2024: RON 49.6 million and 2023: RON 40.9 million). The increase in 2025 due to IPO-related expenses was offset by a 77% decrease in the transportation expenses, after this service started to be provided in-house. The ratio of advertising expenses to sales was in 2025 at 1.54% compared to 1.59% in 2024 (1.41% in 2023), while the advertising expenses were maintained at the same level in 2025 and 2024 (of around RON 17.8 million), compared to RON 14.8 million in 2023.

Utilities expense rose to RON 27.3 million, up 15% YoY in 2025, due to higher energy and gas tariffs. The increase was partially offset by ongoing energy efficiency initiatives across all production facilities. In 2024 there was a slight decrease of 8% compared to 2023.

Other expenses, covering in principle taxes, commissions, and donations, remained stable in 2024 and 2025 at RON 22.4 million (RON 20.3 million in 2023), while repair and maintenance costs were in line (+1% YoY) with the prior year at RON 11.8 million (RON 11.5 million in 2023), reflecting consistent preventative maintenance policies across all production sites as well as the restoration to normal condition of the vehicles sold following the renewal of the vehicle fleet.

EBITDA increased to RON 185.2 million, representing an 11% YoY improvement from RON 166.8 million in 2024 and in 2023 the value was of RON 154.3 million. The EBITDA margin increased to 16%, compared to 14.9% in 2024 and 14.8% in 2023, supported by strong performance in both core segments, Cold Cuts (generating EBITDA of RON 148 million, +8.6% YoY in 2025 compared to RON 136.3 million in 2024 and 2.1% YoY in 2024 compared to RON 133.5 million in 2023) and Ready Meals (RON 32.4 million, +11.2% YoY in 2025 compared to RON 29.1 million in 2024 and +25.9% YoY in 2024 compared to RON 23.1 million in 2023). The Cold Cuts segment continued to generate the majority of EBITDA due to its scale and ongoing efficiency measures implementation, while the Ready Meals segment contributed an increasing share, driven by improved mix and higher-margin branded sales.

The EBITDA growth was achieved despite the 27% rise in employee benefit expenses and the 15% increase in utilities. The main contributor to margin expansion was the 5% reduction in primary raw material costs, mainly from favorable procurement strategy and disciplined supplier management. Additionally, selective price increases implemented early in the year helped offset cost pressures and improve the gross margin across key product categories.

Depreciation and amortization increased by 9% to RON 50.8 million, reflecting continued investments in production capacity and logistics infrastructure. As a result, EBIT rose by 12% YoY to RON 134.5 million, with the EBIT margin improving to 11.6%, from 10.7% in 2024.

Net financial result improved significantly, with net financial expense decreasing to RON 8.1 million from RON 18.6 million in 2024 (-57% YoY), driven by a 181% increase in financial income. As a result, profit before tax increased to RON 126.4 million, up 24% YoY. Income tax expense decreased 9% to RON 15.5 million. As a result, profit for the period from continuing operations reached RON 110.8 million, a 31% YoY increase. Including discontinued operations (which contributed RON 3 million in 2024), total profit for the period increased by 26% YoY. The net profit margin improved to 9.6%, compared to 7.8% in 2024 and 7.9% in 2023, reflecting both operational efficiency gains as well as improved capital structure following the Company's IPO on the Bucharest Stock Exchange.

STATEMENT OF FINANCIAL POSITION HIGHLIGHTS

As of 31 December 2025, Cris-Tim Family Holding reported a significantly strengthened capital structure, reflecting the transformational impact of the IPO completed in Q4 2025.

Cash and cash equivalents increased substantially to RON 138.1 million, compared to RON 16.1 million at year-end 2024 and RON 8 million in 2023, primarily reflecting the proceeds raised through the IPO completed in Q4 2025. At the same time, total debt (as defined on page 40) decreased materially to RON 132.4 million, from RON 348.1 million in 2024 and RON 346.5 million in 2023. The reduction in 2025 was mainly driven by the repayment of the loan granted to the parent company, Rangeglow Limited, of approximately EUR 59.6 million, as part of the post-listing balance sheet alignment process. Moreover, the Company used the IPO proceeds to reimburse most of its bank loans.

As a result, the Company moved from a net debt position of RON 332 million on 31 December 2024 (RON 338.5 million on 31 December 2023) to a net cash position of RON 5.6 million on 31 December 2025. This represents a major deleveraging milestone for the Company. As a result, the Net Debt to EBITDA ratio improved dramatically from 2.0x in 2024 (2.2x in 2023), effectively bringing leverage to zero and placing the Company in a net cash position in 2025. Similarly, the Net Debt to Equity ratio improved from 140% (121% in 2023) to a net cash position, underscoring the structural strengthening of the balance sheet.

Total equity increased by 73% to RON 409.2 million, compared to RON 236.3 million at the end of 2024 and RON 221.5 million at the end of 2023 (excluding non-controlling interest). This increase was driven primarily by the share capital increase and share premium recorded following the IPO, which raised substantial new capital for the Company. Share capital increased to RON 80.6 million (vs. RON 0.3 million in 2024 and 2023), while share premium reached RON 85.9 million. Also, revaluation reserve increased by 29% due to the periodic revaluation of PPE (land and buildings). Total equity in 2023 (RON 221.5 million) was approximately at the same level with 2024.

The cash flow generated by the Company in the period 2025-2023 is presented below:

RON	FY 2025	FY 2024	FY 2023
Cash and cash equivalents at the beginning of the financial year	16,089,705	8,868,194	9,474,370
Net cash inflow from operating activities	143,864,905	127,557,611	86,297,528
Net cash used (outflow)/received in investing activities	206,621,820	(52,428,693)	(23,585,697)
Net cash (outflow) from financing activities	(228,693,243)	(67,910,095)	(62,774,296)
Effects of exchange rate changes on cash and cash equivalents	172,863	2,688	(543,711)
Cash and cash equivalents at end of year	138,056,050	16,089,706	8,868,194
<i>Out of which:</i>			
Dividends paid	(35,000,000)	(75,000,000)	(90,298,982)

The dividends in 2025, lower than those distributed in 2024 and 2023, were paid before the IPO took place and was in line with the Company decision before the planning of the IPO. The larger amount paid in 2023, reflected the Parent company (Rangeglow Limited) decision to increase the investments made in other companies of the Rangeglow Limited group.

The Equity ratio almost doubled to 60.6%, compared to 32.9% at year-end 2024, reflecting the significantly improved financial solidity of the Company. At the same time, total liabilities decreased by 45%, mainly due to the sharp reduction in short-term borrowings (down 88% YoY), further improving the risk profile.

The 88% reduction in non-current financial assets at amortized cost reflects the elimination of loan exposures previously held by the Company. Prior to the IPO, loan receivables outstanding at 2024 year-end and also new loans granted in 2025, initially granted to entities controlled by Rangeglow Limited, were transferred to Rangeglow Limited. Subsequently, as disclosed in the IPO Prospectus documentation, the Selling Shareholder, Rangeglow Limited, used part of the proceeds from the sale of shares to fully repay outstanding loans to the Company. This transaction materially strengthened

the Company's liquidity position, simplified the corporate structure, and aligned the Company with public market governance standards. As part of the Rangeglow Limited group re-structuring, the intra-group loans balance was higher in 2024 (RON 245.4 million) compared to 2023 (RON 24.7 million), mainly due to the transfer of the investment in a related party (Eco-ferm SRL) to another related party (Eco Ferm Invest SRL) in 2024. The consideration to be paid by the acquirer was transformed into an interest bearing loan before 31 December 2024 and subsequently transferred to Rangeglow Limited during 2025 and reimbursed to the Company as a result of the successful IPO.

The 2025 IPO has fundamentally reshaped Cris-Tim's financial profile, transforming the Company from a moderately leveraged company into a well-capitalized business with strong liquidity, enhanced financial flexibility, and the capacity to fund its long-term investment program, including the Investalim project, from a substantially strengthened balance sheet.

Summary of Key Capital and Liquidity Indicators

<i>Data in RON</i>	31.12.2025	31.12.2024
Cash and cash equivalents	(138,056,050)	(16,089,705)
Current and long-term loans	36,273,256	284,498,471
Current and long-term liabilities from leasing contracts	96,171,232	63,599,669
Net Debt	(5,611,562)	332,008,435
Total Equity	409,158,702	236,345,933
Net debt to equity ratio	N/A	140%
EBITDA	185,231,886	166,815,743
Net Debt to EBITDA ratio	N/A	2.0x
Total Assets	675,440,503	717,515,717
Equity ratio	60.6%	32.9%

CAPEX

Capital expenditure increased significantly in 2025, reaching approximately RON 90 million, reflecting the Company's continued focus on expanding production capacity and strengthening its operational infrastructure. Investments were primarily directed towards property, plant and equipment, including the acquisition of a production facility and land in Sinaia, as well as ongoing works related to the Investalim project. In 2025, investments under the Investalim project amounted to approximately RON 50.4 million, of which around RON 28.3 million represent equipment and construction works in progress, while RON 22.1 million relate to advances for construction works and equipment. Overall, the elevated level of capex highlights the Company's commitment to long-term growth and operational efficiency improvements.

KEY FINANCIAL RATIOS

The main financial ratios of Cris-Tim Family Holding S.A., based on the results as of December 31st, 2025, are presented below, together with the data from the same period of the prior year.

*Financial data
in RON '000*

	<u>31.12.2025</u>		<u>31.12.2024</u>	
Current ratio				
$\frac{\text{Current assets}}{\text{Current liabilities}}$	306,424	= 1.65	200,460	= 0.48
	186,086		417,561	
Debt to Equity ratio				
$\frac{\text{Borrowings and Lease liability (non-current)}}{\text{Equity}}$	77,304	= 19%	61,027	= 26%
	409,159		236,346	
$\frac{\text{Borrowings and Lease liability (non-current)}}{\text{Capital employed}}$	77,304	= 16%	61,027	= 20%
	489,355		299,954	
Trade receivables turnover (days)				
$\frac{\text{Average trade receivables - net}}{\text{Revenue from contracts with customers}}$	56,600	= 18	48,687	= 16
	1,155,626		1,120,601	
Fixed asset turnover				
$\frac{\text{Revenue from contracts with customers}}{\text{Non-current assets (Intangibles, PPE and ROUA)}}$	1,155,626	= 3.14	1,120,601	= 4.14
	368,438		270,891	

PROFIT&LOSS STATEMENT

PROFIT & LOSS STATEMENT (RON)	FY 2025	FY 2024	Δ %	FY 2023
Revenue from contracts with customers	1,155,626,079	1,120,600,863	3%	1,045,845,014
Other income	7,200,828	7,366,978	-2%	6,555,841
Other gains/(losses) - net	5,239,345	689,030	660%	(1,091,796)
Changes in work in progress and finished goods	(898,908)	(3,275,489)	-73%	9,472,509
Raw materials, consumables used and merchandise costs	(636,710,751)	(667,444,709)	-5%	(653,232,941)
Employee benefit expenses	(232,176,888)	(183,160,902)	27%	(154,536,449)
Utilities expense	(27,344,203)	(23,835,511)	15%	(25,939,824)
Repairs and maintenance costs	(11,849,112)	(11,777,950)	1%	(11,487,818)
Depreciation and amortization	(50,766,378)	(46,379,693)	9%	(46,353,205)
Third party services	(50,961,813)	(49,637,840)	3%	(40,888,252)
Other expenses	(22,435,838)	(22,339,001)	0%	(20,274,070)
Net impairment losses on financial and contract assets	(456,853)	(369,727)	24%	(105,978)
Finance costs	(20,269,118)	(22,982,821)	-12%	(21,905,022)
Finance income	12,181,033	4,334,218	181%	9,444,810
Profit / (Loss) before income tax	126,377,423	101,787,446	24%	95,502,819
Income tax expense	(15,537,351)	(17,105,200)	-9%	(13,308,763)
Profit / (Loss) for the period from continuing operations	110,840,072	84,682,246	31%	82,194,056
Profit/(Loss) from discontinued operations	-	2,974,755	-100%	323,331
Profit for the period	110,840,072	87,657,001	26%	82,517,387
<i>Items that will not be reclassified to profit or loss</i>				
<i>Revaluation of property, plant and equipment</i>	6,498,920			
<i>Income tax impact</i>	(1,039,829)			
Other comprehensive income for the period, net of tax	5,459,091			
Total comprehensive income for the period	116,299,163	87,657,001	33%	82,517,387
<i>Profit is attributable to:</i>				
<i>Owners of the Company</i>	110,840,072	89,814,268	23%	82,433,321
<i>Non-controlling interests</i>	-	(2,157,267)	-100%	84,066

BALANCE SHEET

BALANCE SHEET (RON)	31.12.2025	31.12.2024	Δ %	31.12.2023
NON-CURRENT ASSETS	369,016,484	517,055,430	-29%	341,987,530
Intangible assets	3,677,229	2,249,812	63%	2,245,526
Property, plant and equipment ¹	271,676,951	202,326,320	34%	206,107,745
Right-of-use assets	93,083,648	66,315,314	40%	83,762,406
Non-current financial assets at amortized cost	578,656	246,163,984	-100%	49,871,853
CURRENT ASSETS	306,424,019	200,460,287	53%	484,994,696
Inventories	84,116,396	93,576,969	-10%	100,609,235
Biological assets	1,241,785	1,085,119	14%	828,864
Trade and other receivables	83,009,788	68,003,394	22%	57,488,012
Other current financial assets at amortized cost	-	21,705,100	-100%	-
Cash and cash equivalents	138,056,050	16,089,705	758%	8,025,781
Assets held for sale	-	-	-	318,042,805
TOTAL ASSETS	675,440,503	717,515,717	-6%	826,982,226
EQUITY	409,158,702	236,345,933	73%	280,285,669
Share capital	80,600,000	315,880	25,416%	315,880
Share premium	85,913,606	-	-	-
Revaluation reserve	24,085,638	18,626,547	29%	49,090,460
Other reserves	102,702,282	92,593,849	11%	80,515,496
Retained earnings	115,857,176	124,809,657	-7%	91,609,828
Non-controlling interests	-	-	0%	58,754,005
LIABILITIES	266,281,801	481,169,784	-45%	546,696,557
NON-CURRENT LIABILITIES	80,195,971	63,608,330	26%	126,863,525
Borrowings	4,061,887	15,896,048	-74%	62,392,313
Lease liability	73,242,533	45,131,175	62%	61,754,718
Government grants	943,182	-	-	-
Deferred tax liabilities	1,948,369	2,581,107	-25%	2,716,494
CURRENT LIABILITIES	186,085,830	417,561,454	-55%	419,833,032
Borrowings	32,211,369	268,602,423	-88%	202,046,999
Lease liability	22,928,699	18,468,494	24%	20,293,479
Trade and other payables	102,369,907	109,155,945	-6%	109,682,480
Employee benefits - current	28,184,551	15,991,956	76%	18,938,885
Current tax liabilities	391,304	5,342,636	-93%	1,976,814
Liabilities directly associated with the assets held for sale	-	-	-	66,894,375
TOTAL EQUITY AND LIABILITIES	675,440,503	717,515,717	-6%	826,982,226

GLOSSARY OF FINANCIAL INDICATORS

Operating expenses	Operating expenses include: raw materials, consumables used and merchandise cost; employee benefit expenses; utilities expense; repair and maintenance costs; third party services; other expenses and net impairment losses on financial and contract assets.
EBITDA margin	EBITDA margin represents earnings before interest, taxes, depreciation and amortization as a percentage of Revenue from contracts with customers. It is calculated as <i>EBITDA divided by Revenue from contracts with customers</i> .
EBIT margin	EBIT margin represents earnings before interest and taxes as a percentage of Revenue from contracts with customers. It is calculated as <i>EBIT divided by Revenue from contracts with customers</i> .
Net profit margin	Net profit margin represents net profit for the period as a percentage of Revenue from contracts with customers. It is calculated as <i>profit for the period divided by Revenue from contracts with customers</i> .
Total debt	Total debt represents the Company's interest-bearing financial obligations and is calculated as <i>current and non-current borrowings + current and non-current lease liabilities</i> .
Net debt	Net debt represents the Company's interest-bearing financial obligations adjusted for available liquidity. It is calculated as: <i>(current and non-current borrowings + current and non-current lease liabilities) - cash and cash equivalents</i> .
Net cash position	Net cash position represents the excess of cash and cash equivalents over the Company's interest-bearing financial obligations. It is calculated as: <i>cash and cash equivalents - (current and non-current borrowings + current and non-current lease liabilities)</i> . A positive value indicates a net cash position, while a negative value indicates net debt.
Capital employed	Capital employed represents the total long-term capital invested in the business. It is calculated as: <i>total equity + (non-current borrowings + non-current lease liabilities)</i> .
Equity ratio	Equity ratio represents total equity as a proportion of total assets. It is calculated as <i>total equity divided by total assets</i> .



LEADERSHIP & ORGANIZATION

Cris-Tim Family Holding operates under a corporate governance framework designed to ensure effective oversight, clear accountability, and transparent decision-making.

The General Meeting of Shareholders (GMS) represents the highest decision-making body of the Company. It brings together the shareholders and is responsible for approving key strategic and corporate matters, including the appointment and removal of members of the Board of Directors, approval of financial statements, distribution of dividends, and significant corporate transactions.

The Board of Directors is responsible for the overall management and strategic direction of the Company. Acting within the powers granted by the Articles of Association and applicable legislation, the Board supervises the implementation of the Company's strategy, oversees financial performance and risk management, and ensures that the Company operates in accordance with sound corporate governance principles.

The executive management, led by the Chief Executive Officer, is responsible for the day-to-day operations of the Company and for implementing the strategy approved by the Board of Directors.

This governance structure ensures a clear separation between shareholder oversight, strategic supervision, and operational management, supporting the long-term development of the Company.

BOARD OF DIRECTORS

The Board of Directors at Cris-Tim Family Holding is responsible for the overall strategic direction and governance of the Company, exercising all powers not reserved by law or by the Articles of Association to the General Meeting of Shareholders.

As of 31 December 2025, the Board of Directors of Cris-Tim Family Holding consisted of three members, appointed by the General Meeting of Shareholders on 15 September 2025 for a two-year mandate. Thus, the Board had the following composition:

Radu Timiș – Chairman of the Board

Radu Timiș is the founder of Cris-Tim, established in 1992, and one of the most prominent entrepreneurs in the Romanian food industry. Over more than three decades, he has developed Cris-Tim into one of the leading food producers in Romania, building well-known brands such as Cris-Tim, Salam Săsesc and Matache Măcelaru. Under his leadership, the Company has focused on product quality, food safety and continuous innovation, including the introduction of the "Clean Label" concept in 2017.

Number of CFH shares held as of 31.12.2025: 23,775 held directly and 52,786,225 held via Rangeglow Limited.

Radu-Junior Timiș – Executive Member of the Board, Chief Executive Officer

Radu-Junior Timiș serves as Chief Executive Officer of Cris-Tim Family Holding and represents the second generation of leadership within the Company. He has over a decade of experience within the Company, previously holding roles including Commercial Director and Business Development

Manager. In his current role, he oversees the strategic development of the business across the cold cuts and ready-meals segments. He holds a bachelor's and a master's degree in Business Administration from the Bucharest University of Economic Studies.

Number of CFH shares held as of 31.12.2025: -

Răzvan Furtună – Member of the Board

Răzvan Furtună is an experienced finance professional with extensive expertise in corporate finance, treasury and strategic management. He joined Cris-Tim in 2017 as Chief Financial Officer and played a key role in strengthening the Company's financial structure, improving reporting processes and supporting the Company's development strategy. Prior to joining Cris-Tim, he held senior roles in the banking sector, including positions at Banca Comercială Română, Millennium Bank, Bancpost and Citibank.

Number of CFH shares held as of 31.12.2025: -

Based on the written declarations submitted by the members of the Board of Directors, management confirms that the legal requirements for maintaining the position of member of the Board of Directors were duly complied with.

Furthermore, during the same period, there have been no cases of insolvency, liquidation, bankruptcy or special administration of companies in which the members of the Board of Directors held positions as members of the board of directors or supervisory board.

In addition, during the last five years, there have been no litigations or administrative procedures involving any member of the Board of Directors in connection with their activity within the Company, nor any procedures relating to their capacity to fulfil their duties within Cris-Tim Family Holding S.A.

In line with the Company's commitment to align its governance structure with the Bucharest Stock Exchange Corporate's Governance Code, the Board composition was planned to be expanded to five members, including three independent non-executive directors.

Accordingly, on 9 March 2026, the General Meeting of Shareholders approved the appointment of three independent non-executive directors, who replaced Răzvan Furtună and completed the Board structure in line with the Bucharest Stock Exchange's Corporate Governance Code. The newly appointed independent members, for a period of 4 years, are:

Mirela Covașă – Independent Non-Executive Member

Mirela Covașă is a finance and governance professional with extensive experience in listed companies and capital markets. She previously served as CFO and Board member of NEPI Rockcastle, one of the largest commercial real estate groups in Central and Eastern Europe, where she contributed to the company's significant growth and capital markets development. She is currently a non-executive director at several companies, including Premier Energy and CPI Property Group, and co-founder of ETOS Academy.

James Simmons – Independent Non-Executive Member

James Simmons is a senior executive with extensive experience in the global FMCG sector, having held several leadership roles at Unilever over more than two decades. His positions included Vice President Corporate Strategy and Managing Director for multiple regional operations, where he was responsible for strategic planning, market development and commercial growth. In addition to his corporate career, he has been involved in entrepreneurial ventures and investment activities.

Vasileios Stavrou – Independent Non-Executive Member

Vasileios Stavrou is an international executive with over 30 years of experience in the retail and consumer goods sectors across Europe. He previously served as CEO of Mega Image Romania and CEO of AB Vassilopoulos in Greece, both part of the Ahold Delhaize Group, where he led significant business expansion and operational transformation initiatives. He currently serves as CEO of Carpathian Springs (Aqua Carpatica) and EVP of International Business Development at Valvis Holding.

The Company is currently developing a diversity policy in relation to the Board of Directors’ members.

Based on the information available, there are no agreements, arrangements or family relationships between the members of the Board of Directors and any other person that contributed to their appointment as members of the Board of Directors, with the exception of the family relationship between Mr. Radu Timiș and Mr. Radu-Junior Timiș.

EXECUTIVE MANAGEMENT

The executive management of Cris-Tim Family Holding is responsible for the day-to-day operations of the Company and the implementation of the strategy approved by the Board of Directors.

As of 31 December 2025, the Company’s key executive management consisted of the following members:

Name	Position	Appointment date
Radu-Junior Timiș	Chief Executive Officer	12 September 2025*
Răzvan Furtună	Chief Financial Officer	13 July 2017
Vanja Aleksic	Deputy Chief Executive Officer	1 October 2024
Nicoleta Ene	Production Director	1 October 2020

**Mr. Radu-Junior Timiș joined the Company in 2013.*

The Chief Executive Officer (CEO) is responsible for the operational management of the Company, acting within the limits of the Company’s business object and in accordance with the powers delegated by the Board of Directors, while observing the competencies reserved by law or by the Articles of Association to the Board of Directors or the General Meeting of Shareholders.

Further details regarding the professional experience of Radu-Junior Timiș and Răzvan Furtună are presented in the section “Board of Directors” above.

EMPLOYEES

Cris-Tim Family Holding's operations rely on a specialised workforce, particularly in production, logistics and quality control activities. As of 31 December 2025, the Company had 2,078 active employees (2024: 2,092) across its operations in Romania, primarily located at its production facilities and headquarters in Filipeștii de Pădure, as well as at other operational locations.

Most employees are employed under permanent employment contracts, while a limited number work under fixed-term arrangements. Production activities are organised primarily in two working shifts, with only a limited proportion of employees working during night shifts.

The Company's business model is operationally intensive, with a significant share of employees engaged directly in manufacturing and production-related activities. The Company's workforce is organised across three main functional areas: production facilities, sales and logistics, and administrative and management functions. As of the year end, 1,039 employees were involved in direct production operations, reflecting the importance of specialised technical skills and operational know-how in ensuring product quality, operational efficiency and food safety.

The following table presents the number of employees by functional line:

Functional area	FY 2025	FY 2024
Production facilities	1,039	1,026
Sales and logistics	809	796
Administrative	191	237
Management and middle management	39	33
Total employees	2,078	2,092

The workforce structure reflects the operational characteristics of the Company's activities. Production facilities represent the largest share of employees, reflecting the labor-intensive nature of food manufacturing operations. The number of employees in sales and logistics has gradually declined in recent years, reflecting structural changes in distribution channels. In particular, the growing role of modern retail chains operating their own logistics platforms has reduced the need for certain distribution-related activities previously performed internally. Administrative and management functions have remained relatively stable, supporting the Company's operational activities while maintaining organizational efficiency.

The Company recognizes the right of free association of employees in trade unions and the right to collective bargaining in dealings with its management, without any discrimination against employee representatives on the grounds of trade union association. In 2025, following the Company-wide elections, the six employee representatives were elected for a two-year term of office.

Detailed information on employee-related matters is included in the Sustainability Statement, under chapter ESRS S1 – Own workforce.

NOTE ON CORPORATE GOVERNANCE CODE COMPLY OR EXPLAIN STATEMENT

Cris-Tim Family Holding S.A. was admitted to trading on the Main Market of the Bucharest Stock Exchange on 26 November 2025, marking the Company's transition to the status of a publicly listed entity.

Given the timing of the listing and the limited period remaining until the end of the 2025 financial year, the Company initiated in 2026 a process of adapting its corporate governance structure to the standards applicable to listed companies by aligning its governance framework with the principles set out in the Bucharest Stock Exchange Corporate Governance Code ("BVB Code") (www.bvb.ro/juridic/files/RO%20CGC%20BVB%202025.pdf), therefore at 31 December 2025 the Company did not apply a corporate governance code.

In 2026, the process of aligning the governance framework to BVB Code included, among other steps, the appointment of a new Board of Directors, detailed above, and will continue with the establishment of two Board-level committees, Audit Committee and Nominalization & Remuneration Committee, and the development of internal governance policies and procedures supporting the implementation of the Bucharest Stock Exchange Corporate Governance Code. The Company publishes on the website (<https://investors.cristim.ro>) the internal approved procedures and policies regarding its corporate governance framework.

The Company remains committed to the implementation of the principles set out in the Bucharest Stock Exchange Corporate Governance Code. The corresponding "Comply or Explain" disclosures will be presented in the Company's future annual reports, once the governance framework implemented following the listing is fully operational and has been applied over a complete reporting period.

As the remuneration policy was approved by the newly appointed Board of Directors in March 2026, no remuneration policy was in place as at 31 December 2025. Consequently, the remuneration report will be prepared for the financial year following the approval of the remuneration policy, in accordance with applicable legal and regulatory requirements.

SHAREHOLDING & CAPITAL MARKETS ACTIVITY

SHARE CAPITAL STRUCTURE

On 15 September 2025, the shareholders of Cris-Tim Family Holding approved a series of structural changes designed to align the Company with capital market requirements ahead of its planned initial public offering.

As part of this process, the shareholders approved the transformation of the Company's legal form from a limited liability company (S.R.L.) into a joint-stock company (S.A.). At the same time, the shareholders approved a share capital increase through the incorporation of retained earnings amounting to RON 74,684,120, as well as the modification of the nominal value of the Company's shares from RON 10 to RON 1 per share.

Following these changes, the Company's share capital amounted to RON 75,000,000 divided into 75,000,000 shares, of which 74,976,225 shares were held by the majority shareholder, Rangeglow Limited, and 23,775 shares were held by Mr. Radu Timiș. The corporate reorganisation process was completed on 23 September 2025, following the registration of the changes with the Trade Registry.

Subsequently, the Company completed its initial public offering in October 2025, which included both the sale of existing shares by the majority shareholder and a share capital increase through the issuance of new shares.

The IPO generated strong demand from both retail and institutional investors and consisted of a total offering of 27,790,000 shares, representing 34.48% of the Company's total issued share capital following the transaction. The offering included:

- 5,600,000 newly issued shares offered for subscription by the Company,
- 20,866,667 existing shares offered for sale by the majority shareholder Rangeglow Limited, and
- 1,323,333 over-allotment shares made available by Rangeglow Limited.

Following the completion of the IPO and the share capital increase, and as of 31 December 2025, the Company's share capital increased to RON 80,600,000, divided into 80,600,000 ordinary registered shares, each with a nominal value of RON 1 per share.

As of 31 December 2025, the Company had 7,034 shareholders and the following shareholding structure:

Shareholder	Number of Shares	% of Share Capital
Rangeglow Limited	52,786,225	65.49%
Legal entities	23,981,438	29.75%
Individual investors	3,832,337	4.75%
Total	80,600,000	100%

Rangeglow Limited is the investment vehicle of the Timiș family, the founders of Cris-Tim, and remains the controlling shareholder of the Company following the IPO. The remaining shares are held by a diversified base of institutional and retail investors, reflecting the Company's status as a publicly listed entity.

RELATED PARTIES

For the transactions that the Company entered with Rangeglow (e.g. related to the IPO) and other related parties please see the Financial Statements Note 27 "Related-party transactions".

The Company is currently finalising and implementing an internal procedure aimed at annually assessing the extent to which related-party transactions entered into by the Company are conducted in the ordinary course of business and on market terms. Also, the Company prepares, on an annual basis, transfer pricing documentation, which includes an analysis of transactions carried out with related parties.

BVB ACTIVITY

Following the successful IPO, carried out in October 2025, on 26 November 2025, Cris-Tim Family Holding S.A. was admitted to trading on the Main Market of the Bucharest Stock Exchange, Premium Segment, under the ticker symbol CFH, thus becoming the first major Romanian entrepreneurial company from the food industry to list on BVB.

During the period between 26 November and 30 December 2025, the Company's shares recorded solid trading activity as the stock began to be integrated into investors' portfolios. Over this period, approximately 3.6 million shares were traded on the regulated market in around 7,500 transactions, generating a total trading value of approximately RON 63.9 million.

The first trading session, on 26 November 2025, recorded the highest level of activity, with 1.49 million shares traded in 2,647 transactions, corresponding to a turnover of approximately RON 25.8 million. In the subsequent trading sessions, liquidity remained steady, reflecting the development of regular market trading following the listing.

Based on the trading activity recorded during the period following the listing, the Company's shares registered an average daily trading value (ADTV) of approximately RON 3 million. Considering the Company's free float of approximately 34.5% following the IPO, the trading activity recorded in 2025 corresponds to a free float turnover ratio of approximately 13% during the first month of trading.

To further support the liquidity of its shares, on 2 December 2025 the Company informed the market regarding the conclusion of an agreement with BRK Financial Group for the provision of Issuer's Market Maker services. The agreement aims to enhance the liquidity of the Company's shares traded on the Bucharest Stock Exchange and has a duration of one year starting 2 December 2025, with automatic renewal for successive one-year periods unless terminated by either party.

DIVIDEND POLICY

Cris-Tim Family Holding S.A. aims to provide shareholders with an attractive return while maintaining sufficient financial flexibility to support the Company's long-term development and investment plans.

According to the Company's dividend policy, the intention is to distribute a minimum of 50% of the distributable annual net profit as ordinary dividends, starting with the financial year following the initial public offering, subject to applicable legal provisions and the Company's financial position, investment needs, and contractual obligations.

In addition to ordinary dividends, the Company may also decide to distribute extraordinary dividends from retained earnings, if available and if considered appropriate by the shareholders.

Dividends are declared by the General Meeting of Shareholders (GMS) based on the Company's individual annual financial statements prepared in accordance with OMFP no. 2844/2016. The amount of dividends distributed is determined in accordance with Romanian legislation, taking into account the Company's distributable profit, retained earnings, and any losses carried forward or amounts required to be allocated to reserves.

Each fully paid share entitles its holder to receive dividends. The Company applies the principle of "one share, one vote, one dividend," meaning that all shares carry equal rights to dividends and voting rights. Dividends are distributed pro rata to shareholders' participation in the paid-up share capital.



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In line with this dividend policy, the Board of Directors proposes to the General Meeting of Shareholders scheduled for 20 May 2026 the distribution of an ordinary gross dividend of RON 0.9626 per share, out of which RON 0.6876 corresponding to the profit for the financial year ended 31 December 2025, as well as the distribution of an extraordinary gross dividend of RON 0.2750 per share from retained earnings from previous years.

Subject to the approval of the shareholders, the proposed dividend payment date is 22nd June 2026.

RISKS AND RISK MANAGEMENT

KEY RISKS

Cris-Tim Family Holding operates in an industry exposed to a combination of macroeconomic, operational, regulatory and market-specific risks. The Company's performance and development may therefore be influenced by factors both within and outside its control. Management continuously monitors the evolution of these risks and seeks to mitigate their potential impact through operational discipline, supplier diversification, quality control systems, procurement policies, investments in modern production and logistics infrastructure, as well as the ongoing adaptation of its commercial and product strategies.

The most relevant risks that could affect the Company's activity, financial condition and future performance are outlined below. The list is not exhaustive and does not include all risks that the Company may face. Additional risks and uncertainties, including those that are currently unknown or considered immaterial, may also have an adverse effect on the Company's operations, financial condition or future results.

Macroeconomic and Consumer Demand Risk

The Company's performance is closely linked to the broader economic environment in Romania, which represents its principal market. Macroeconomic developments such as inflation, fiscal policy measures, changes in taxation, wage dynamics, employment levels and overall consumer confidence can influence household purchasing power and therefore demand for food products. In periods characterised by economic uncertainty or declining real incomes, consumers may reduce discretionary spending and shift their purchasing behaviour towards more affordable alternatives. This may include increased price sensitivity, stronger reliance on promotional campaigns, and the substitution of branded products with private label or lower-priced categories. Although food products generally demonstrate greater resilience compared to discretionary consumer goods, prolonged pressure on household budgets may nonetheless affect the Company's sales volumes, product mix and operating margins. A sustained deterioration in macroeconomic conditions could therefore influence both the pace of market growth and the Company's financial performance.

Raw Material Price and Supply Risk

The Company's operations depend significantly on the availability and price of key raw materials, particularly meat, with pork representing the most important input for the cold cuts business segment. Meat prices are inherently volatile and may be affected by numerous factors, including fluctuations in supply and demand, livestock diseases, regulatory restrictions, feed costs, weather conditions and geopolitical developments affecting agricultural markets. Significant increases in raw material costs may place pressure on profitability, particularly in situations where cost increases cannot be transferred to customers immediately or in full through price adjustments. In highly competitive retail environments, the Company's ability to pass through cost increases may be constrained by commercial agreements or market dynamics. Furthermore, Romania remains structurally dependent on imported pork, which exposes the Company to potential disruptions in

regional supply chains. This situation also introduces an additional layer of foreign exchange risk, as a meaningful portion of raw material procurement is denominated in EUR, while most of the Company's revenues are generated in RON.

Retail Concentration and Pricing Pressure

The Romanian food retail market continues to consolidate, with modern trade channels gaining increasing importance and large international retail chains strengthening their market presence. As these retailers expand and consolidate their operations, their bargaining power in negotiations with suppliers may increase significantly. This dynamic may translate into stronger pricing pressure, more demanding commercial conditions, higher promotional requirements, and potentially longer payment terms. In addition, retailers may rationalise their product assortments, reducing the number of products listed in certain categories. At the same time, the continued expansion of private label products may intensify competition within several product segments. Although the Company addresses these developments through a diversified brand portfolio and through its capabilities in private label production, an acceleration of retail concentration could influence both the Company's negotiating position and its overall profitability.

Private Label Competition Risk

Retailers have increasingly expanded their private label product ranges across many food categories, including processed meat products and ready meals. These products are typically positioned as lower-cost alternatives to branded products and often benefit from favourable shelf placement and strong promotional support from retailers. During periods of economic uncertainty, consumers may increasingly favour private label products due to their perceived value proposition. This may reduce demand for branded products, affect sales volumes and put pressure on pricing. While the Company participates in the private label segment and therefore partially benefits from this market development, the expansion of retailer-owned brands may nevertheless influence the competitive landscape and the positioning of branded products within retail channels.

Changes in Consumer Preferences

Consumer behaviour in the food sector is continuously evolving, influenced by factors such as affordability, health awareness, sustainability considerations, ingredient transparency and changing lifestyles. These developments may lead to shifts in demand between product categories, price segments or distribution channels. For example, an increasing number of consumers are adopting diets that reduce or eliminate meat consumption, while others are seeking products perceived as healthier, more natural or minimally processed. In parallel, convenience-oriented consumption patterns and new purchasing channels continue to reshape the food retail landscape. In this context, the Company must continuously adapt its product portfolio, innovation strategy and marketing approach. Failure to respond adequately to evolving consumer expectations may affect competitiveness and demand for certain product categories.

Food Safety and Product Quality Risk

As a food producer, the Company operates in a sector where food safety, product quality and strict compliance with hygiene standards are essential. The Company's production facilities, logistics operations and products are subject to extensive national and European regulations governing food safety, traceability, packaging, labelling, storage and distribution. Any incident involving

contamination, foodborne illness, product mislabelling or product recall could have significant operational and reputational consequences. Such events may lead to regulatory sanctions, temporary suspension of operations, product withdrawals from the market, increased operational costs and damage to consumer trust. Even in cases where the Company is not directly responsible for an incident, negative publicity associated with food safety concerns may adversely affect the perception of its brands.

Operational Continuity Risk

The Company's activity depends on the efficient and uninterrupted operation of its production facilities, packaging lines, refrigeration systems, logistics infrastructure and cold chain distribution network. Any significant disruption affecting factories, storage facilities, transport capacity or utility infrastructure could impact production schedules and deliveries to customers. Such disruptions may result from technical failures, equipment malfunctions, infrastructure breakdowns, fires, accidents, weather-related events or interruptions in electricity supply. Given the nature of chilled and perishable food products, operational disruptions may also result in inventory losses, product spoilage and increased operating costs.

Supply Chain and Logistics Risk

The Company operates within a complex supply chain that involves numerous suppliers, logistics partners and distribution channels. The timely availability of raw materials and the efficient distribution of finished products depend on the reliability of these partners. Disruptions in transportation, supplier delays, infrastructure failures or logistical bottlenecks may affect the timely delivery of raw materials or finished goods. Considering the perishable nature of many of the Company's products, delays during storage or transportation may also lead to product spoilage and additional costs.

Labour Availability and Labour Cost Risk

The Company operates in a labour-intensive industry and depends on the availability of qualified personnel for production, logistics, technical maintenance and management functions. The Romanian labour market remains challenging due to demographic trends, labour shortages and increasing competition for skilled employees. In addition, labour costs have been rising steadily in recent years, driven by minimum wage increases and broader wage inflation. If labour costs increase faster than productivity improvements or if the Company encounters difficulties in recruiting and retaining experienced personnel, operational efficiency and profitability could be affected.

Regulatory and Compliance Risk

The Company operates in a heavily regulated environment and must comply with legislation relating to food safety, product labelling, environmental protection, occupational health and safety, waste management, data protection and taxation. Changes in the regulatory framework or the introduction of additional compliance requirements may require operational adjustments and increase administrative or operational costs. Failure to comply with applicable regulations could result in fines, sanctions, product recalls or temporary operational restrictions. In addition, as a company listed on the Bucharest Stock Exchange, Cris-Tim Family Holding must comply with ongoing reporting, disclosure and corporate governance obligations. These requirements necessitate robust internal processes and control systems.

Energy and Utilities Risk

The Company's production processes and storage infrastructure require stable access to electricity and utilities, particularly due to the use of refrigeration systems and controlled temperature environments. Significant increases in energy prices or disruptions in electricity supply may affect operating costs and business continuity. Although the Company continues to invest in energy efficiency and operational resilience, prolonged instability in the energy market may influence its cost structure.

IT Systems and Cybersecurity Risk

The Company increasingly relies on information technology systems for production planning, logistics coordination, financial reporting and data management. Any cyber incident, system failure, data breach or disruption of critical IT infrastructure could affect operations, compromise sensitive data or lead to regulatory penalties. As digitalisation continues to expand and cyber threats become more sophisticated, the Company must continuously invest in IT security and system resilience.

Execution Risk Related to Investment Plans

The Company's development strategy includes significant investment projects aimed at increasing production capacity, improving operational efficiency and supporting future growth. The successful implementation of these investments depends on factors such as construction progress, equipment performance, project management capabilities and the timely integration of new capacities into existing operations. Delays, cost overruns or lower-than-expected returns from these investments may affect the Company's profitability and reduce the expected strategic benefits.

Environmental and Sustainability Risk

Environmental regulations and sustainability expectations are becoming increasingly important in the food industry. New European regulations concerning packaging waste, recycling requirements and environmental impact may require modifications to packaging materials, production processes or supply chains. Compliance with these evolving requirements may involve additional operational costs or capital expenditures.

Reputation and Brand Risk

The Company's brands represent a significant asset and are closely associated with consumer perceptions of quality, safety and reliability. Negative publicity, whether resulting from product-related incidents, social media campaigns or issues involving third-party partners, could damage the Company's reputation and reduce consumer trust. Reputational damage may lead to a decline in sales volumes, affect long-term brand value and weaken relationships with customers and business partners.

RISK MANAGEMENT

The Company applies a structured approach to risk management aimed at identifying, assessing and mitigating risks that could affect its operations, financial performance or strategic objectives. Risk management is integrated into the Company's governance framework and forms part of the regular oversight exercised by the Board of Directors, while executive management is responsible for the implementation of risk mitigation measures and the monitoring of operational exposure.

Key risks are regularly assessed within the context of strategic planning, budgeting processes, operational monitoring and internal reporting mechanisms. The Company's management continuously evaluates the evolution of internal and external risk factors and implements mitigation measures where appropriate. These measures include supplier diversification, strict quality control procedures, compliance programs, investments in technology and infrastructure, operational redundancy where necessary, and the strengthening of internal policies and control systems.

In addition, the Company maintains insurance coverage for certain operational risks and regularly reviews its insurance policies in order to ensure an appropriate level of protection against potential adverse events. While these measures aim to reduce both the likelihood and potential impact of risks, it cannot be guaranteed that all risks will be fully mitigated or that unforeseen risks will not arise in the future.

Also, the Company is exposed to the following risks arising from the use of financial instruments: market risk (including foreign currency risk and Interest rate risk), credit risk and liquidity risk.

Additional details regarding the Company's exposure to each of the risks mentioned above, the Company's objectives, policies and processes for risk assessment and management, as well as capital risk management, together with quantitative information, are included in Note 28 to the financial statements, "Financial risk management".

INTERNAL CONTROLS OVER FINANCIAL REPORTING

The Company has implemented an internal control system over financial reporting designed to provide assurance regarding the reliability of financial reporting and the preparation of financial statements in accordance with applicable accounting standards and legal requirements. The internal control framework includes procedures and control activities aimed at preventing, detecting and mitigating material risks, including, but not limited to, fraud, errors, non-compliance with laws and regulations, unauthorized transactions, and material misstatements in the financial statements.

These controls encompass, among others, segregation of duties, authorization and approval procedures, reconciliations, monitoring activities, and data integrity and financial close processes. The design and operation of the internal control system are supported primarily by the accounting and financial controlling functions, which are responsible for the implementation, performance and ongoing monitoring of control activities within their respective areas of responsibility.

Management periodically reviews the effectiveness of the internal control system and continues to enhance the control environment, taking into account the Company's size, complexity, risk profile and evolving business activities.

OPERATIONAL RISK MANAGEMENT

Operational risk management represents an important component of the Company's overall risk management framework. Over time, Cris-Tim Family Holding has implemented a number of operational procedures and control mechanisms designed to minimise operational risks that could affect product quality, consumer safety, operational continuity or the Company's reputation.



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Within its production activities, the Company applies structured quality and food safety management systems aimed at ensuring that only compliant products reach the market. These systems are supported by internal monitoring processes as well as external certification and audit procedures performed by independent certification bodies. In addition, certain retail partners conduct unannounced audits for private label products, further strengthening operational oversight.

The Company has implemented procedures covering areas such as the management of non-compliant products, corrective actions, incident management, product withdrawal and product recall processes, as well as continuous monitoring and measurement of product quality parameters. These procedures are designed to ensure rapid identification and resolution of potential issues across the production process.

Quality control is supported by the Company's own sanitary-veterinary certified laboratory, which performs physical-chemical and microbiological testing. Additional analyses are conducted through accredited third-party laboratories using methods compliant with ISO 17025 standards.

Furthermore, the Company maintains a dedicated quality assurance department responsible for monitoring the quality and safety of raw materials, ingredients, semi-finished and finished products. The department also supervises hygiene conditions across production facilities, including equipment, surfaces, utensils and personnel, and performs analytical testing covering nutritional values, allergens, contaminants and other relevant parameters.

Quality and food safety controls are applied throughout the entire production flow, from the reception of raw materials to the delivery of finished products from the Company's logistics centres, ensuring compliance with internal standards as well as applicable regulatory requirements.

LITIGATIONS

During the reporting period, the Company was not involved in any litigation or arbitration proceedings that could be considered significant or that could materially impact its business, including matters related to environmental compliance, health or food safety inspections, withdrawal of authorizations, or other regulatory issues.

STRATEGY AND OUTLOOK

BUSINESS STRATEGY

Cris-Tim Family Holding's strategy focuses on achieving sustainable and profitable growth by consolidating its position in key market segments, maintaining strong product quality standards and continuously improving operational efficiency. The Company aims to expand its market presence while preserving healthy margins, supported by innovation, investments in modern production capacities and the development of strong brands.

The Company's strategy is built around several guiding principles that underpin its long-term development:

- **Quality** – The Company prioritises the use of carefully selected ingredients and strict quality control standards in order to deliver safe, high-quality food products to consumers.
- **Innovation** – Continuous product innovation and optimisation of production processes represent key drivers of competitiveness. The Company regularly improves product recipes and technologies in order to respond to evolving consumer preferences and market trends.
- **Investments** – The Company continues to invest in modern production capacities, logistics infrastructure and technology in order to enhance efficiency and support future growth. A key component of this effort is the Investalim investment program, which supports the expansion and modernisation of production facilities.
- **Human capital** – The Company relies on a specialised workforce and seeks to attract and retain qualified personnel through competitive remuneration and stable employment conditions.

The Company's competitive positioning is supported by several differentiating factors, including the transparency of product recipes, the implementation of the "clean label" concept, which limits the use of additives in products, strong brand recognition and a well-developed sales and logistics infrastructure. These elements enable the Company to maintain its position in the market and support the effective implementation of its strategic initiatives.

The Company's business strategy is based on the following main pillars:

Consolidation of the Cold Cuts Market - The Romanian cold cuts market remains relatively fragmented, creating opportunities for consolidation and growth for well-established producers. The Company aims to strengthen its position in this market primarily through organic growth, supported by continuous product innovation, marketing initiatives and operational improvements. Innovation plays an important role in this strategy, both in terms of product development and the adoption of modern production technologies that support higher production capacity and improved efficiency. In parallel, the Company continues to invest in strengthening the visibility and recognition of its key brands, including Cris-Tim and Matache Măcelaru. The Company also monitors opportunities for strategic acquisitions, both in Romania and potentially in neighbouring markets, where such opportunities may support long-term growth.

Focus on High-Growth Product Segments – The Company aims to prioritise product categories and segments that demonstrate strong growth potential while remaining aligned with its principles of quality and product transparency. In this context, the clean label concept remains an important competitive advantage, reflecting the Company's focus on products with carefully selected ingredients and a reduced number of additives. Several segments have been identified as offering particularly attractive growth opportunities, including:

- the sliced cold cuts segment, which continues to grow faster than the overall market;
- premium and specialty cold cuts categories, including dry-cured products and sausages;
- adjacent product categories where the Company intends to expand its presence, such as sandwich products and high-protein food segments;
- the food service segment, particularly through the HoReCa channel.

The development of these segments will also be supported by additional production capacity following the completion of the new production facilities in Filipeștii de Pădure.

Expansion of Private Label Production – In line with broader industry trends, the Company plans to expand its activity in the private label segment, producing food products for retailers that market them under their own brands. The private label segment continues to grow, particularly within modern retail channels. The Company aims to strengthen its presence in this segment by leveraging its production capabilities and operational expertise. The commissioning of new production capacities in Filipeștii de Pădure will further support the development of private label production, enabling the Company to respond more effectively to growing demand from retail partners.

Operational Efficiency and Optimisation – Improving operational efficiency represents a key component of the Company's long-term strategy. Significant investments are being made to modernise production facilities and optimise production processes. The new production unit in Filipeștii de Pădure, developed under the Investalim program, will be equipped with modern production technologies and optimised workflows designed to improve efficiency and increase production capacity. In addition to the new facility, the Company plans to continue modernising existing production units and optimising production lines in order to improve operational performance. The Company also plans to relocate the Ready-Meals production facility from Bucharest to Filipeștii de Pădure, which is expected to generate operational efficiencies, particularly in logistics and production coordination. Furthermore, the Company intends to expand its logistics and storage infrastructure in Filipeștii de Pădure, including the development of additional refrigerated storage capacity, supporting improved inventory management and supply chain efficiency.

The Company considers that the successful implementation of its strategy is supported by several key operational strengths, including:

- a well-developed raw material procurement policy, particularly for pork;
- significant refrigeration and storage capacities, which are expected to increase to approximately 25,000 tons following the completion of the Investalim program;
- strong and recognisable brands with established market presence;
- a developed logistics and distribution infrastructure that supports nationwide product availability.

Through the combination of these strategic priorities and operational capabilities, the Company aims to strengthen its position in the Romanian food market while continuing to pursue profitable and sustainable growth.

2026 BUDGET

The 2026 Revenue and Expense Budget of Cris-Tim Family Holding was approved during the Ordinary General Meeting of Shareholders, which took place on 09.03.2026. The 2026 budget reflects the management's positive outlook on estimated volume sales growth throughout the year. Sales growth, and in turn revenue growth, is expected to be positively influenced by the launch of new premium product categories.

Although a correction in raw material prices is anticipated starting in the second quarter of 2026, the cost of raw materials (that includes the direct cost of recipe or cost of goods sold and changes in inventories) is projected to increase by 4.3% compared to 2025, reflecting a moderately positive impact generated by inventories held at the end of 2025.

While the 2026 budget is built on the assumption of annual inflation of approximately 4.5%, operating costs are estimated to increase by 4%, positively impacted by the continued optimization of the operational infrastructure. The budget also incorporates the effects of the announced increase in the national minimum wage starting in July 2026, as well as the cost impact related to the development of the corporate governance infrastructure.

EBITDA (including the impact of IFRS 16) is estimated by management to reach RON 209.3 million in 2026, while gross profit is expected to increase to RON 146.6 million.

2026 Revenue and Expense Budget

Indicator	2026 Budget RON million
Total volume - tons	44,259
Total revenues	1,227
Cost of raw materials (*)	618
Gross margin	609
Operating expenses, other than the cost of raw materials mentioned above	452
EBITDA (incl. IFRS 16 impact)	209
<i>EBITDA margin (%)</i>	<i>17.1%</i>
Operating profit	157
<i>Operating profit margin (%)</i>	<i>12.8%</i>
Gross profit	147

(*) includes the direct cost of recipe or cost of goods sold and changes in inventories

With respect to investments, the Company will continue, throughout 2026, the implementation of the investment projects announced in the IPO Prospectus published in October 2025, with the current timetable being aligned with the revised schedule approved in 2025.

The Company estimates an investment budget for 2026 of EUR 44.4 million, out of which EUR 34.2 million for Investalim project (High Bay Freezer and logistics expansions) and EUR 10.2 million for other current investments.



CRIS-TIM

Companie de Familie
de peste 30 de ani

Salam
Săsesc

97% carne

100g e

CRIS-TIM

Companie de Familie
de peste 30 de ani

Bunătăți
**SALATA
DE VINETE**

100g

CRIS-TIM

Companie de Familie
de peste 30 de ani

Bunătăți
**PUI
SHANGHAI**

100g

CRIS-TIM

Companie de Familie
de peste 30 de ani

Bunătăți
**CHIȘTELE
DE PORC**

100g

CRIS-TIM

Companie de Familie
de peste 30 de ani

Salam
Săsesc

350g e

92% carne

DECLARATION OF THE MANAGEMENT

April 15th, 2026

The undersigned, based on the best available information, hereby confirm that:

- the financial statements for the twelve-month period ended December 31, 2025, provide true and fair view in all its material aspects regarding the assets, liabilities, financial position, the financial performance, and the cash flows of the company Cris-Tim Family Holding S.A., as required by the applicable accounting standards (OMFP 2844/2016); and
- the report attached to this statement, prepared in accordance with OMFP 2844/2016, art. 65 of the Law no. 24/2017 (R) on issuers of financial instruments and market operations and to annex no. 15 to FSA Regulation no. 5/2018 on issuers of financial instruments and market operations for the twelve-month period ended December 31, 2025, comprises true and fair view in all its material aspects regarding the development and performance of the company Cris-Tim Family Holding S.A., including the description of the main risks and uncertainties specific to the business activity.

Furthermore, the sustainability statement has been prepared in accordance with Chapter 7¹ of Annex I to the Order of the Ministry of Finance No. 2844/2016 for the approval of national accounting regulations in accordance with the International Financial Reporting Standards (IFRS) and amended by Ministry of Finance Order No. 85/2024, transposing into the Romanian legislation the European Sustainability Reporting Standards (ESRS) and the EU Taxonomy reporting requirement of Article 8 of Regulation (EU) 2020/852.

Radu-Junior Timiș

Chief Executive Officer

Radu Timiș

President of the Board of Directors

Răzvan Furtună

Chief Financial Officer



2025

SUSTAINABILITY STATEMENT



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ESRS 2 – General disclosures

[BP-1] General basis for preparation of sustainability statement

This sustainability statement (hereinafter referred to as the “sustainability statement” or “sustainability report”), which has been prepared in accordance with Section 7[^]1.3 of OMF No. 2844/2016, which approves the Accounting Regulations in accordance with International Financial Reporting Standards, as subsequently amended and supplemented. These regulations implement Article 29(a) of EU Directive 2013/34 and the European Sustainability Reporting Standards (ESRS), as set out in Annex 1 to Delegated Regulation (EU) 2023/2772 of 31 July 2023, which supplements Directive 2013/34/EU of the European Parliament and of the Council, which has been transposed into national legislation through OMF No. 85/2024. The report also includes the disclosures required under Article 8 of the EU Taxonomy Regulation 2020/852.

The sustainability statement has been prepared on a individual basis at the level of CRIS-TIM FAMILY HOLDING SA (hereinafter referred to as “CRIS-TIM” or “the Company” or “CTFH”), as the company has no subsidiaries. The reporting covers the reporting period 1 January – 31 December 2025, aligned with the financial reporting period. The scope of the sustainability statement is the same as that of the financial statements of CRIS-TIM FAMILY HOLDING SA.

The sustainability statement addresses the material impacts, risks and opportunities (IROs) arising from both the Company’s own operations and its upstream and downstream value chain. The double materiality assessment covered the evaluation of the impacts, risks and opportunities associated with the Company’s own operations, products and services, as well as its business relationships. We have applied transitional provisions relating to certain value chain disclosures; please refer to the thematic sections for further details.

We have not opted to omit any information relating to intellectual property, know-how, innovation outcomes, imminent developments or matters under negotiation. In this first year of preparing the sustainability statement, we have chosen to apply the transitional provisions listed in ESRS 1 Annex C, as applicable to the Company. With regard to voluntary disclosures, the statement includes voluntary disclosures that we consider necessary for a complete representation.

Except for the indicator on collective bargaining coverage and social dialogue, the sustainability metrics presented in the Sustainability Statement have not been subject to external validation by an independent third party other than the Company’s auditor, who performed a limited assurance engagement on the Sustainability Statement. The indicator on collective bargaining coverage and social dialogue was validated externally also by other independent body than the Company’s auditor, as disclosed in section S1-8.

[BP-2] Disclosures in relation to specific circumstances

The time horizons considered for the preparation of the sustainability statement are in line with those recommended by the CSRD, namely up to one year for the short term, from one to five years for the medium term, and more than five years for the long term.

Value chain estimation. Sources of estimation and uncertainty of the result

At this stage, the quantitative data obtained from the value chain is limited to Scope 3 greenhouse gas emissions. These represent a source of uncertainty, as the calculation relies on indirect sources such as sectorial databases data, as described in the methodology presented in Chapter E1 Climate Change. Over the next few years, this uncertainty expected to decrease as we obtain more relevant data from our suppliers.

Changes in the preparation or presentation of sustainability information

This report is the Company's first sustainability statement, including the first reporting prepared in accordance ESRS. Accordingly, no comparative data is presented.

Information derived from other legislation or generally accepted sustainability reporting standards

CRIS-TIM integrates into its sustainability statement information related to other industry-specific standard, in particular through the implementation and maintenance of ISO-type certifications.

In determining the disclosures in the Sustainability Statement, the Company may interpret undefined legal and other terms. Undefined legal and other terms may be interpreted differently, including the legal conformity of their interpretation and, accordingly, are subject to uncertainties.

Incorporation by reference

The reporting requirements and the sections in which they can be found within this document are - presented in section IRO-2.

Use of phased disclosure provisions in accordance with Annex C to ESRS 1

The following phased presentation provisions have been adopted in this report:

- ESRS 2 SBM-1: breakdown of total revenue by material ESRS sectors
- ESRS 2 SBM-3: anticipated financial effects in accordance with paragraph 48(e)
- ESRS E1, E1-9: anticipated financial effects
- ESRS E3, E3-5: anticipated financial effects
- ESRS E4, E4-6: anticipated financial effects
- ESRS E5, E5-6: anticipated financial effects
- ESRS S1, S1-7: characteristics of non-employees in the undertaking's workforce
- ESRS S1, S1-13: indicators on training and skills development

[GOV-1] The role of the administrative, management and supervisory bodies

During 2025, the Company changed its legal form from a limited liability company to a joint stock company. General Shareholder's Meeting resolution dated 15 September 2025, a Board of Directors composed 3 (three) members was appointed including 1 (one) non-executive member and 2 (two) executive members, up to that moment, the Company had a sole director with a non-executive and non-independent role.

Diversity of the members of the Board of Directors of CRIS-TIM as of 31. December 2025:

Number of executive members	2
Number of non-executive members	1
Gender ratio (women) on the Board of Directors	0
Gender ratio (men) on the Board of Directors	100%
Percentage of independent members(*) on the Board of Directors	0

(*) In assessing the independence of the members of the Board of Directors, the criteria specified in the Bucharest Stock Exchange ("BVB") Governance Code were taken into account.

On 26 November 2025, the Company's shares were admitted to trading on the Regulated Market administered by the Bucharest Stock Exchange.

Following the listing, in order to align with the requirements of the BVB Corporate Governance Code, the composition of the Board of Directors was amended on 9 March 2026 to a total of 5 (five) members.

The Board of Directors plays a central role in ensuring responsible business conduct by approving internal policies, procedures and practices and by overseeing their implementation. The Board of Directors has empowered and authorised the Chief Executive Officer to implement the decisions taken by the Board of Directors and to exercise any duties related to the management of the Company. At the same time, the management bodies support transparency, dialogue with stakeholders and a culture of integrity, as well as responsible communication with employees, customers, suppliers and other relevant groups.

In 2024, the Sustainability Committee was established, comprising 13 permanent members from key areas such as environment and quality, finance, human resources, legal, technical, logistics, procurement, sales and IT. External consultants may also be invited to Sustainability Committee meetings, where relevant. The members of the Sustainability Committee are regularly involved in sustainability-related projects, which are monitored through regular meetings and reported to the Board of Directors/Chief Executive Officer, thereby facilitating the integration of expertise into management decisions.

In 2025, the role of Sustainability Director was formalised and integrated at operational management level, with the following main responsibilities: analysing and providing support of sustainability reports, participating in sustainability audits and assessments, identifying potential changes in the industry in which the Company operates and identifying new opportunities to create added value, thereby highlighting the strategic role of management in planning and implementing ESG actions.

The Chief Executive Officer has a central and explicitly defined role in ensuring the necessary framework for the implementation of ethical conduct, compliance with legislation, the prevention of corruption, and the promotion of internal policies regarding integrity and business conduct.

Key roles and responsibilities regarding professional conduct:

1. Approval, implementation and exemplification of conduct
 - The company's Chief Executive Officer approves the Anti-Bribery and Anti-Corruption Procedure and the Code of Conduct and Business Ethics at an organisational level, ensuring the regulatory and strategic framework for compliance with ethical principles, integrity and the prevention of corruption.
 - The Chief Executive Officer, together with the management team, is responsible for promoting and implementing the values and principles established through codes and policies (e.g. honesty, transparency, accountability, compliance with the law and ethical business practices).
2. Prevention, detection and handling of conduct breaches
 - The Chief Executive Officer is responsible for the effective implementation of procedures for reporting policy breaches, for preventing retaliation against whistleblowers in the public interest, and ensuring prompt intervention to resolve reported situations or cases of corruption, fraud or other misconduct.
 - The Chief Executive must provide the necessary framework for periodic training of employees on ethical conduct, anti-bribery/anti-corruption rules, as well as access to confidential reporting channels for misconduct.
3. Monitoring, guidance and response to incidents

- The Ethics Officer, defined within the administrative structure, coordinates and monitors compliance with the Code of Conduct and Business Ethics and the Anti-Bribery and Anti-Corruption Procedure, investigates breaches and makes recommendations for sanctions, while periodically delivering briefing sessions for management and operational staff.
- The Chief Executive Officer analyses, validates and, where appropriate, approves sanctions, with the obligation to act promptly and firmly in response to any breaches and to uphold all disciplinary and corrective measures.

All these responsibilities place the Chief Executive Officer at the centre of the mechanism for ensuring compliance with business conduct throughout the decision-making and operational chain.

The expertise of the administrative and management bodies regarding sustainability matters is demonstrated formally, strategically and operationally through the validation of policies and through ensuring the framework for continuous training and evaluation.

[GOV-2] Information provided to and sustainability matters addressed by the undertaking’s administrative, management and supervisory bodies

Within CRIS-TIM, although comprehensive sustainability plans and policies are still under development, progress and developments relating to impacts, risks and opportunities (IRO), as well as other ESG-related matters, are included on the agenda of Board of Directors’ meetings whenever necessary, in order to explain or provide the information required on these matters.

The meetings at which the Chief Executive Officer was specifically informed about ESG-related topics during the reporting year, together with the topics discussed, are presented below:

- Decision of the Chief Executive Officer dated 26 June 2025 approval of the Double Materiality Analysis
- Working meetings held to approve or update ESG policies and procedures:

January	Quality, Environment, Health and Safety Policy Food Safety Policy Environmental Policy
May	Internal Regulations
July	Occupational Health and Safety Procedure
August	Social Dialogue Procedure Social Responsibility Manual
September	Collective Labour Agreement
October	Anti-Harassment Policy Equal Opportunities and Equal Treatment Policy Anti-Bribery and Anti-Corruption Procedure Code of Ethics Procedure for Making Payments and Setting Payment Deadlines

At the same time, the Company’s management bodies have acknowledged and approved the steps taken by the members of the Sustainability Committee to prepare the sustainability statement, as follows:

Timeframe	Working meetings	Topic
January	1	Presentation of implementation plan

		Identification of responsible persons
February	2	Technical aspects regarding the calculation of GHG emissions
March	1	Sustainability reporting workshop – understanding information requirements and identifying gaps
April	1	Double materiality assessment workshop
	3	Technical aspects regarding the calculation of GHG emissions
May	1	Technical aspects of GHG emissions calculation
	2	Double materiality assessment workshop (two working sessions)
June	4	Technical aspects regarding the calculation of GHG emissions
		Double materiality assessment workshop
July	5	Technical aspects -regarding the calculation of GHG emissions
	1	Organisational aspects regarding the collection of data required for reporting
October	1	CSR projects
November	3	Assessment of the data collection stage regarding information requirements
December	1	Assessment of the data collection stage regarding information requirements

Further information on how the Company's administrative, management and supervisory bodies are informed about significant impacts, risks and opportunities, the implementation of due diligence, and the results and effectiveness of the policies, actions, metrics and targets adopted to address them is provided in information requirement GOV-1 - The role of the administrative, management and supervisory bodies, as well as IRO-1 - A description of the processes for identifying and assessing significant impacts, risks and opportunities.

[GOV-3] Integration of sustainability-related performance in incentive schemes

Sustainability considerations are not taken into account in the remuneration of the Company's administrative and management bodies.

[GOV-4] Statement on the due diligence

CRIS-TIM is in the process of developing its sustainability due diligence process.

The following list shows how and where the application of the main aspects and steps of the due diligence process are reflected in the sustainability statement:

Key elements of the due diligence process	Points in the Sustainability Statement
a) Incorporation of the due diligence process into governance, strategy and the business model	ESRS 2 GOV-2, ESRS 2 GOV-3, ESRS 2 SBM-3
b) Engagement with affected stakeholders at all key stages of the due diligence process	ESRS 2 GOV-2, ESRS 2 SBM-2, ESRS 2 IRO-1, E1-2, E3-1, E5-1, S1-1, S4-1, G1-1, G1-3, G1-4
c) Identifying and assessing adverse impacts	ESRS 2 IRO-1, E1 IRO-1, E3 IRO-1, E5 IRO-1 ESRS 2 SBM-3, E1 SBM-3, S1 SBM-3, S4 SBM-3 G1 IRO-1

d) Taking measures to address these negative impacts	E1-3, S1-4, S4-4
e) Monitoring the effectiveness of these efforts and communicating	E1-4, S1-5, S4-5

[GOV-5] Risk management and internal controls over sustainability reporting

Currently, the Company does not have an internal control procedure relating to the preparation of the sustainability statement. However, the reporting coordinators (the Sustainability Director and other members of the Sustainability Committee) cover the Company's reporting needs, which include data collection, analysis of the collected data, reporting, and consolidation of information received from various sites (mainly the two factories).

Furthermore, the Company is in the process of establishing a risk management process; this process will also integrate the risks associated with the sustainability reporting process, as well as the relevant internal controls to be defined as part of this process.

[SBM-1] Strategy, business model and value chain

CRIS-TIM is a Romanian entrepreneurial company, founded in 1992, operating in Romania's agri-food sector. The Company is currently present in the retail market with its portfolio cold cuts brands - Cris-Tim, Matache Măcelaru', Obrăjori, Csárdás and Alpinia - as well as with the ready-meals brand Bunătăți.

CRIS-TIM operates 3 factories with production capacities aligned with modern technologies, with a combined capacity of 215 tonnes/day. The main factory operated by CRIS-TIM is located in Filipeștii de Pădure, with a production area of 50.000 square metres and a technological capacity of 165 tonnes of products per day. This factory exclusively produces cold cut under the Company's main brands, namely Cris-Tim, Matache Măcelaru' și Obrăjori, as well as ready-meals made from meat. The factory in Măgureni has a production area of 6.000 square metres and a daily production capacity of 25 tonnes, which is dedicated to the production of cold cuts under Alpinia economic brand and cold cuts manufactured under private-label contracts. The Bucharest factory is exclusively dedicated to the production of ready-meal categories (salads, fried and cooked products), with a production area of 2.200 square metres and a technological capacity of 25 tonnes per day.

CRIS-TIM operates an extensive logistics infrastructure that includes large-scale cold stores warehouses nationwide and a fleet of over 500 commercial and utility vehicles used for distribution to the modern retail network and traditional retail outlets. The Company also operates a network of 18 proprietary stores.

CRIS-TIM has 2.078 employees, all working within Romania, approximately half of whom have been with the Company for more than 7 years.

In 2025, the Company had produced and delivered more than 41,250 tonnes of products. In the same year, CRIS-TIM recorded total revenues of 1,155,626,079 RON. The Company currently does not operate in any of the material sectors designated under the ESRS.

The Company has two main business lines: the segment of cold cuts (production, distribution and sale of sliced and processed, packaged meat products) which, at the end of 2025, generated revenues of 1,014,767,912 RON, and the ready-made meals segment (production, distribution and sale of packaged food products that are partially or fully cooked) which generated revenue of 124,660,159 RON. The Company also generated revenues from other activities of 16,198,008 RON.

The Company relies on a business model that prioritises operational efficiency through the optimisation of production processes, compliance with food safety standards and the modernisation of infrastructure. This approach generates long-term value by enhancing profitability and strengthening reputation.

End-consumer behaviour has guided the company's innovation process over the years, CRIS-TIM demonstrating a commitment to vulnerable consumer groups and responsible nutrition (see ESRS S4).

Although the Company has not formalised a sustainability strategy, by integrating innovation into production processes, using resources efficiently, and maintaining a constant focus on the quality of the final product reaching the consumer, the Company addresses ESG impacts, risks and opportunities. To this end, the Company has developed products in the range aligned with the 'Clean Label' concept, made from carefully selected ingredients, free from gluten, soya, starch, synthetic colourings or monosodium glutamate. The Company's own "Clean Label" standards were developed in-house, taking into account nutritional guidelines as well as guidelines published by the European Food Safety Authority.

The Company's investment plan for the period 2025–2030 includes among others the eligible investment financed through the Romanian Government's multi-annual national programme ("Investalim"). The total investment value agreed in the financing agreement is of 374 mil RON without VAT, out of which 226 mil RON is the state aid provided by AFIR, and refers to the objective "Increasing the production capacity of the Cris-Tim meat processing plant in Filipeștii de Pădure". The investment started in 2025 and will last 4 years.

During 2025, the investment project was updated to an estimated value of 420.7 million RON, update communicated to AFIR, with the state aid remaining unchanged. Consequently, the difference between the updated investment value and the initially agreed value will be financed by the Company. Company's contribution is secured by own available funds and bank financing contracts signed in 2025.

Value chain

Upstream, CRIS-TIM mainly purchases meat and auxiliary materials, having contracts with 182 suppliers of raw materials and auxiliary materials (124 from Romania – 68%, and 58 from the EU – 32%). The raw material – meat – is the critical source for the company's operations, with the Company having a total of 162 suppliers. For other ingredients and auxiliary materials, the Company has a number of 108 suppliers.

The Company's downstream value chain includes 14 retail networks operating in Romania, as well as more than 15.000 traditional stores. The Company also exports its products to 17 European countries. Exports consist entirely of products from the CRIS-TIM portfolio, and represent 6-7% of the Company's annual sales. The Company's customers are divided into the following segments:

- Individual customers (final consumers) purchasing from the 18 proprietary stores, retail chains and traditional stores;
- Corporate customers, namely retail partners and distributors at both national and international level.

[SBM-2] Interests and views of stakeholders

CRIS-TIM defines stakeholders as individuals or organisations that influence, or may be influenced by, the Company's activities, including those affected by its own operations and by operations throughout the value chain.

The Company's stakeholders are:

1. Employees

The Company's objectives regarding its employees include:

- maintaining the health, safety and well-being of our employees;
- attracting and retaining talent;
- encouraging innovation and ensuring fair opportunities.

The Company achieves this through annual surveys, individual professional development and training, ongoing social dialogue and investment in the onboarding process for new employees.

The way the Company interacts with its employees is detailed extensively in the section dedicated to ESRS S1 Own Workforce.

2. Customers/consumers

Consultation with consumers and customers is primarily aimed at identifying their needs in order to develop high-quality products that are tailored to market demand and generate added value for all stakeholders.

The way we engage with our consumers is described in detail in the section dedicated to ESRS S4 Consumers and End Users.

3. Suppliers, distributors

Our responsible procurement programme, through our human rights policies, contracting procedures and Code of Ethics for business partners, guides our interactions with suppliers and third parties. As part of the double materiality assessment process, the stakeholder questionnaire was distributed to this stakeholders group.

4. Communities and nature

In 2025, CRIS-TIM took a significant step towards social responsibility by launching the CSR – Corporate Social Responsibility programme, an initiative that brings together projects dedicated to people, communities and the environment. Through this programme, we aim to strengthen our commitment to sustainability, education, solidarity and care for people and nature, translating the company's values into concrete actions that have a positive impact on communities. At the same time, we aim to expand consultation with communities where we have, or could have, an impact regarding sustainability issues. As part of the double materiality assessment, the questionnaire was not sent to this category of stakeholders.

5. Professional associations: working groups, membership

CRIS-TIM is a member of several industry associations (the Romanian Meat Association, the Association of Salam de Sibiu Producers, the Association of Goods Distribution Companies in Romania, the National Association of Exporters and Importers of Romania), actively participating in dialogue with state authorities and international industry bodies.

As part of the double materiality assessment, the questionnaire was not sent to this category of stakeholders.

6. Educational institutions: company presentations in vocational schools, sponsorships, mentoring

CRIS-TIM has implemented a dual education programme through a partnership agreement with the Technical High School of Filipeștii de Pădure, through which students receive merit-based

scholarships and material support (school supplies, clothing, etc.) and carry out practical training in the production departments of the local factory. Upon completion of their studies, they have the opportunity to be employed by our Company.

As part of the double materiality assessment, the questionnaire was not sent to this category of stakeholders.

7. Investors

We provide our investors with timely, accurate and transparent information through regular dialogue in response to investor inquiries.

8. Regulatory bodies

We engage with authorities through our participation in public consultations or working groups addressing legislative issues in our industry, mainly through the relevant industry associations of which we are members.

As part of the double materiality assessment, the interests of the Company's stakeholders were taken into account, as well as the significant impact of CRIS-TIM's activities on the environment, social issues and corporate governance.

CRIS-TIM analysed the expectations of its key stakeholders to better understand their positions on sustainability topics, assess their importance, and evaluate the Company's current level of alignment with these expectations. The results provide a valuable basis for future interactions, enabling a more targeted and meaningful dialogue on sustainability topics.

Accordingly, the Company developed an internal methodology for applying stakeholder consultation, which includes the following categories of stakeholders and the criteria for selecting them:

Stakeholder	Total population	Consulted population	Selection criterion
Shareholders	3	3	Shareholders holding more than 5% of the shares.
Members of the Board of Directors	3	2	Members of the Board of Directors who are not also shareholders
Employees	2,098	2,098	All employees
Suppliers (including banks)	250	175	Annual transaction value of > 50,000 RON
Corporate clients	15,000	4,500	Annual transaction value of > 20.000 RON /year
Individual customers		200	Retail customers (0.7-0.8% share of total revenue)

Response rates are shown in the table below:

Stakeholders	Number of responses	Relevant survey population	Response rate
Shareholders	3	3	100%
Members of the Board of Directors	2	2	100%
Employees	605	2,098	29%
Suppliers (including banks)	27	175	15%
Private customers	193	200	97%
Corporate clients	1,628	4,500	36%

The questionnaire was distributed in an anonymised format, available both in physical and electronically. It included questions structured across all ESRS standards (environmental, social and governance), with response options ranging from 'not very important', 'somewhat important', 'very important' to 'extremely important', which were subsequently converted into corresponding scores (from 1 to 4) and averages.

Subsequently, the average scores were analysed to assess the importance of each sustainability topic from the stakeholders' perspective and compared with the scores provided by the Company's representatives during the assessment of impacts, risks and opportunities as part of the materiality assessment process.

The Company's administrative and management bodies were informed of the stakeholders' perspective on the Company's sustainability-related impacts. In the medium term, the Company aims to integrate stakeholders' views into its strategy and business model.

[SBM-3] Disclosure requirement SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model

This is the first year in which the Company is reporting in accordance with the ESRS and conducting a double materiality assessment. Environmental, social and governance impacts, risks and opportunities were identified and assessed as part of the double materiality assessment through an internal working session, internal and external consultations, and consultations with other relevant sources, such as publicly available sustainability reports of industry peers.

The Company's operations have both negative and positive impacts on people and the environment. On the positive side, the Company can reduce its carbon footprint through renewable energy initiatives (e.g., construction of photovoltaic installations, with electricity consumed on-site), improve working conditions to enhance safety and satisfaction, reduce food waste by creating and commercialising longer-shelf-life products, and provide products tailored to different consumer groups. On the negative side, the Company's activities may affect water ecosystems through intensive water use, leading to increased waste volumes, and impact consumer access to food products if the costs associated with carbon-reduction efforts are transferred to product prices. Most significant impacts arise from the Company's own operations rather than from the value chain through business relationships.

The significant financial risks and opportunities identified are concentrated in the area of:

- consumers and end-users, such as enhancing the Company's reputation and financial performance by offering safe, high-quality products tailored to consumer needs and by conducting consumer awareness campaigns regarding product quality;
- own workforce, such as increasing the Company's attractiveness as an employer and improving staff retention by ensuring remuneration packages that provide a decent

standard of living and reflect employees' skills, performance and contributions, and by developing employees' skills;

- climate change, such as additional costs arising from stricter regulations on carbon emissions and environmental impact; as well as supply chain disruptions and major fluctuations in raw material prices as a result of climate change.

Material impacts, risks and opportunities are a critical factor, as they can influence strategy and the business model of CRIS-TIM through a variety of direct and indirect mechanisms. As the first materiality assessment exercise, the integration of impacts, risks and opportunities into the strategy and the business model will be performed and will enable CRIS-TIM to anticipate market trends, optimise investments, mitigate major risks, maximise its innovative standing and secure dedicated funding, ensuring robust and competitive long-term growth.

The interaction of significant impacts, risks and opportunities with the strategy and business model can manifest itself from the following perspectives:

Environment

Investments in energy-efficient technologies and renewable resources lead to lower long-term operational costs and a better reputation as a sustainable supplier, which facilitates expansion into European markets with strict sustainability requirements.

The development of products with a low carbon footprint, access to green finance, market recognition and the strengthening of consumer loyalty towards innovative and sustainable products facilitate portfolio diversification and the expansion of operational know-how into new segments.

At the same time, however, potential increases in regulatory-compliance costs, limited access to resources (including water), fluctuations in raw material prices, and operational disruptions caused by climate change are factors that may affect profitability and require a recalibration of the business model, through the development of circular models specific to our industry (valorisation of by-products into protein flours and biogas; bio-based or recyclable packaging for products; treatment and reuse of wastewater).

Social

Enhancing our reputation as an employer, improving staff retention and ensuring workplace safety strengthen business attractiveness, support operational stability and enable organic growth in the medium and long term, and facilitate access to new market segments and human resources.

Conversely, a number of specific risks, such as workforce turnover, social risks (equality, health, safety), recruitment and training costs, and reputational risks from potential accidents or social issues, can lead to increased operational costs, create difficulties in geographical expansion, and affect the employer brand.

Product safety, consumer-information campaigns and access for vulnerable consumers can directly influence the business model by adjusting the product portfolio, quality standards and commercial policies aimed at trust and inclusion. At the same time, these aspects may shape strategy by prioritising investment in food safety, transparent communication and innovation for vulnerable segments, strengthening reputation and financial performance in the short, medium and long term.

Governance

Strengthening the Company's practices regarding ethical culture, transparent reporting, whistleblower protection mechanisms and responsible management improves access to finance, builds investor trust and reinforces the ecosystem of partners and suppliers. Improving processes in relations with suppliers by integrating ESG practices facilitates the development of solid partnerships and expansion into regulated markets.

No detailed quantification of the anticipated financial effects in monetary terms has been performed for the medium and long term. Furthermore, the Company has not conducted a quantitative and qualitative resilience analysis of the business model in relation to multiple climate scenarios.

Sustainability-related risks and opportunities currently have a moderate financial impact, felt particularly in terms of operational costs and investment decisions. This impact is most visible in compliance activities and infrastructure modernisation projects.

[IRO-1] Description of the processes to identify and assess material impacts, risks and opportunities

Between May and November 2025, the Company CRIS-TIM carried out an initial double materiality assessment, an essential step in the preparation of the Company's Sustainability Statement. The double materiality assessment of sustainability topics was performed in accordance with Directive (EU) 2022/2464 and Commission Delegated Regulation (EU) 2023/2772, as transposed into national legislation.

To ensure an objective and independent evaluation of these material topics, the process was coordinated by an independent team of experts. The Company established a dedicated working group involving representatives from key departments within the Company (finance, logistics, environment, quality, human resources, legal, IT, technical) to carry out the assessment, under the coordination of the experts.

Given the novelty of the legislative framework and the complexity of the methodology, the Company devoted particular attention to the materiality assessment, relying on its internal analyses and organisational expertise.

The double materiality analysis initially involved mapping the Company's significant activities in order to identify the relevant sustainability topics. Subsequently, these issues were analysed from the perspective of their environmental, social and governance impacts, as well as from the perspective of associated financial risks and opportunities, using internal data and information from relevant external sources, including the identification of potential impacts on the value chain, to the extent of the information available. A topic is material if it meets the criteria defined for impact materiality or financial materiality, or both.

Double Materiality Assessment (DMA) Methodology

In the internal assessment, the Company considered its actual or potential, positive or negative impacts on people and the environment, over the short, medium and long term, including impacts arising from its products and services, as well as through its business relationships.

Stages of the impact materiality assessment:

- At least one actual or potential scenario related to each topic and sub-topic was considered;
- For each scenario, the working team estimated the actual or potential impact on people and the environment;
- A time horizon was defined based on when the impact is likely to occur;

- For each impact, values were assigned on a scale of 1–4 in terms of magnitude, scope and, where the impact is negative, its irreversibility. Finally, the likelihood of the impact occurring was assessed. Thus, in the impact assessment process, the direct and indirect effects generated by the Company's activities were analysed, taking into account both positive and negative impacts. The qualitative characteristics analysed included the location of the impact, whether it occurred upstream, within the Company's own operations, or downstream, and the time horizon, namely short, medium or long term. A key aspect was the identification of potential impacts on human rights, which were prioritised in accordance with the ESRS requirements.

The prioritisation of negative impacts based on severity and likelihood was carried out by taking into account, cumulatively, the location of the impact, its cause, the time horizon, scale, purpose and the possibility of remediation. For potential negative impacts, probability was also taken into account. Furthermore, for each negative impact, a potential negative effect on human rights was considered, in which case severity prevails over probability.

Scales used in the impact materiality assessment:

Negative impact level:

- 1- Negligible
- 2- Noticeable
- 3- Severe
- 4- Very severe

Positive impact level:

- 1 - Negligible
- 2- Noticeable
- 3- Beneficial
- 4 - Very beneficial

Scope:

- 1 - Limited
- 2 - Local
- 3 - Medium
- 4 - Widespread

Probability:

- 1 - Quite unlikely
- 2 - Unlikely
- 3 - Moderate likely
- 4 - Very likely

Irreversibility:

- 1 - Very easy to remedy
- 2 - Recoverable with some effort
- 3 - Difficult to remediate
- 4 - Very difficult or cannot be remedied

While impact materiality considered the organisation's environmental, social and governance impacts on people and the environment, financial materiality considered the sustainability-related risks and opportunities that may affect the Company financially, determined by environmental, social and governance matters.

Stages of the financial materiality assessment:

- At least one CRIS-TIM specific actual or potential scenario was identified for each topic and sub- topic;
- For each scenario, the working team identified the actual or potential financial risk or opportunity for the Company;
- For each impact, the working team established a time horizon based on when the impact is likely to occur, then assessed the magnitude of the financial impact. Finally, it assessed the likelihood of the impact occurring.

Financial impact scale:

- 1 – Minimal (less than 0.6% of turnover)
- 2 – Moderate (between 0.61% and 1% of turnover)
- 3 – Significant (between 1.01% and 3% of turnover)
- 4 – Critical (over 3% of turnover).

Probability:

- 1 – Quite unlikely
- 2 – Unlikely
- 3 – Moderately likely
- 4 – Very likely

The company identifies and assesses sustainability-related impacts, risks and opportunities using a combination of quantitative thresholds and qualitative perspectives. As part of this process, negative impacts are prioritised based on their relative severity and probability, in accordance with the principles of double materiality. The Company is in the process of implementing a risk management process.

Once the assessment of impacts, risks and opportunities was completed, the tool calculated materiality scores based on the financial materiality and impact assessment. These scores were used to generate materiality matrices, which thus facilitated the identification of the most relevant sustainability topics for CRIS-TIM.

To determine which sustainability topics are material, the materiality threshold was set at 2 (on a scale of 1 to 4), taking into account the average score across all IROs (2). Thus, the impacts, risks and opportunities with scores greater than or equal to this threshold are material, thereby determining the list of material topics and the applicable disclosure requirements in accordance with ESRS standards.

In validating the material topics, the Company conducted and analysed the results of the stakeholder consultation (as detailed in *SBM-2 Stakeholder Interests and Perspectives*), as well as a comparative assessment of the material topics identified by other entities in the industry. Subsequently, the list of material topics was submitted for approval by the Chief Executive Officer and then the Company's Board of Directors.

The assessment is not limited to the Company's own operations, as it also includes the upstream and downstream value chain. Once an impact, risk or opportunity has been identified as significant, the Company refers to the relevant requirements in the ESRS to determine the information that must be reported. Relevance is the criterion used to identify the information to be disclosed and is based on the significance of the information in relation to the issue addressed or its usefulness for decision-making.

Thus, from the perspective of the Company's actual or potential positive and negative impacts on the environment and the social domain, as well as its sustainability-related financial risks and opportunities, the graphical representations (below) highlight the following **results of the double materiality assessment conducted at CRIS-TIM:**

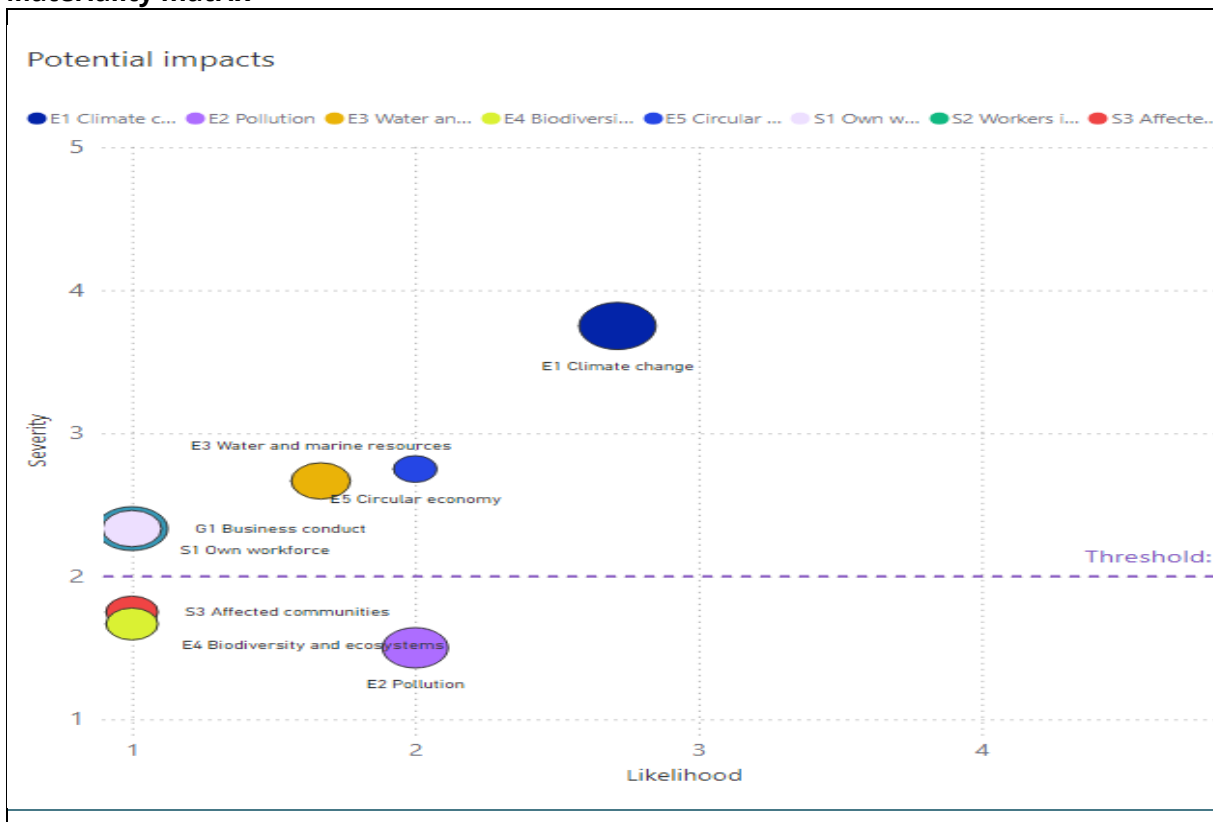
- **Material standards:** ESRS E1 Climate Change, ESRS E3 Water and Marine Resources, ESRS E5 Resource Use and the Circular Economy, ESRS S1 Own Workforce, ESRS S4 Consumers and End Users, and ESRS G1 Governance.
- **Non-material standards:** ESRS E2 Pollution, ESRS E4 Biodiversity and ecosystems, ESRS S2 Workers in the value chain and ESRS S3 Affected communities.

With regard to ESRS S2 Workers in the value chain, the double materiality assessment concluded that this topic is not material for CRIS-TIM, considering:

CRIS-TIM manages a controlled and closely monitored value chain, which significantly reduces the strategic risks and potential negative impacts that may result from the business partnerships. The Company has contracts with 270 suppliers, as well as distribution relationships with 14 major retail partners. Each supplier is evaluated annually according to ethical and responsible criteria, and partnerships are conditional upon compliance with European regulations on food safety, environmental protection and workers' rights.

- This structure significantly reduces strategic and operational risks related to workers' rights upstream and downstream, ensuring ongoing compliance and the prevention of any potential risks that may arise within the value chain.
- Furthermore, the Company's assessments of suppliers have not identified any specific issues related to workers' rights or working conditions within the value chain.
- The stakeholder questionnaires did not reveal any concerns related labour exploitation, unfair wages or incidents in the supply chain. The absence of complaints or risk indicators in the supply chain – in the context of regular assessments and increased visibility within major retail networks – indicates that this topic does not present a material exposure for CRIS-TIM.

Materiality matrix





The list of identified material impacts, risks and opportunities is presented in the following table:

Topic	Sub-topic	Sub-sub-topic	Impact	Positive/ Negative Impact	Actual / potential Impact	Time horizon	Position in the value chain
Climate change	Climate change mitigation		The transfer of carbon-emission mitigation costs into product and services prices, which may reduce their accessibility to consumers.	Negative impact	Potential	Medium to long term	Own operations
Climate change	Climate change mitigation		Reducing the negative impact on air quality and public health through actions aimed at reducing greenhouse gas emissions	Positive impact	Potential	Long term	Upstream, downstream, own operations
Climate change	Energy		Reducing fossil fuel consumption contributes to mitigate environmental degradation	Positive impact	Potential	Medium to long term	Upstream, own operations
Climate change	Climate change mitigation		Workforce development through modernisation and professional training, generating new skills aligned with a climate-neutral economy	Positive impact	Potential	Medium to long term	Own operations
Climate change	Adaptation to climate change		The company's failure to adapt to extreme weather conditions (heat, floods) may lead to employees being exposed to inappropriate working conditions, which could affect their health and safety	Negative impact	Actual	Short, medium, long	Own operations

Topic	Sub-topic	Sub-sub-topic	Impact	Positive/ Negative Impact	Actual / potential Impact	Time horizon	Position in the value chain
Climate change	Climate change mitigation		Increased attractiveness to investors, resulting from holding sustainable assets and strong ESG performance through the implementation of new technologies to reduce carbon emissions	Financial opportunity		Long term	Own operations
Climate change	Climate change mitigation		The implementation of stricter policies on carbon emissions and environmental impact may impose additional costs on companies to comply with new standards, namely for investments in sustainable/green technologies and practices	Financial risk		Medium to long term	Own operations
Climate change	Adaptation to climate change		Easier access for the company to funding, investment and grants if it adopts robust adaptation and resilience strategies	Financial opportunity		Medium to long term	Own operations
Climate change	Adaptation to climate change		Companies that fail to take measures to adapt to climate change and transition to a low-carbon economy may face a decline in confidence from investors, customers and other stakeholders, which may affect their financial performance and market reputation	Financial risk		Long term	Own operations

Topic	Sub-topic	Sub-sub-topic	Impact	Positive/ Negative Impact	Actual / potential Impact	Time horizon	Position in the value chain
Climate change	Adaptation to climate change		Climate change, including extreme weather events, may cause supply chain disruptions and significant fluctuations in raw material prices, affecting the company's operations and financial performance	Financial risk		Short, medium, long	Upstream, downstream, own operations
Climate change	Energy		Significant increase in energy costs due to the mandatory transition from conventional to renewable sources and the lack of proactive energy efficiency measures	Financial risk		Short, medium, long	Own operations
Water and marine resources	Water	Water consumption	Reducing water consumption by producing less resource-intensive products, whilst ensuring the efficient use of water resources and even reducing their use in production processes	Positive impact	Potential	Long term	Own operations
Water and marine resources	Water	Water consumption	Intensive water use that may affect freshwater ecosystems and biodiversity	Negative impact	Potential	Medium to long term	Own operations

Topic	Sub-topic	Sub-sub-topic	Impact	Positive/ Negative Impact	Actual / potential Impact	Time horizon	Position in the value chain
Water and marine resources	Water	Water consumption	Reducing potential operational costs and the risk of penalties for non-compliance by transitioning to more efficient technological processes (upgrading, reuse, filtration, purification, loss reduction, etc.) in terms of water resource usage	Financial opportunity		Long term	Own operations
Water and marine resources	Water	Water consumption	Production disruption due to water shortages	Financial risk		Medium to long term	Own operations
Resource use and the circular economy	Resource inputs, including resource use		Efficient use of resources through improved production processes reduces the consumption of raw materials and energy and the generation of waste, contributing to the conservation of natural resources	Positive impact	Actual	Short, medium, long	Own operations
Resource use and the circular economy	Resource outflows related to products and services		Reducing food waste by creating and selling products that are durable in terms of longevity	Impact Positive	Actual	Short, medium, long	Upstream, own operations
Resource use and the circular economy	Resource inputs, including resource use		Intensive use of natural resources throughout the supply chain, contributing to their depletion, increased waste volumes and ecosystem degradation	Impact Negative	Potential	Medium to long term	Downstream

Topic	Sub-topic	Sub-sub-topic	Impact	Positive/ Negative Impact	Actual / potential Impact	Time horizon	Position in the value chain
Resource use and the circular economy	Waste		Increasing waste volumes and pollution, as a result of rising production volumes, with a negative impact on the environment	Impact Negative	Potential	Medium to long term	Downstream, own operations
Resource use and the circular economy	Resource inputs related to products and services		Decline in market share due to changing consumer preferences driven by sustainability requirements	Financial risk		Short, medium, long	Downstream, own operations
Resource use and the circular economy	Resource inputs, including resource use		Increased costs along the supply chain due to sustainability requirements and food safety standards, and restricted access to the use of non-renewable resources as a result of restrictive environmental regulations	Financial risk		Short, medium, long	Downstream, own operations
Resource use and circular economy	Waste		Rising disposal and recycling costs due to more stricter environmental regulations and sustainability requirements, which may affect the company's profitability	Financial risk		Short, medium, long	Own operations
Own workforce	Working conditions	Secure employment	Improving employee well-being and satisfaction as a result of appropriate working conditions	Positive impact	Actual	Short, medium, long	Own operations
Own workforce	Equal treatment and opportunities for all	Diversity	Promoting equal opportunities by creating opportunities for both women and men	Positive Impact	Actual	Short, medium, long	Own operations

Topic	Sub-topic	Sub-sub-topic	Impact	Positive/ Negative Impact	Actual / potential Impact	Time horizon	Position in the value chain
Own workforce	Equal treatment and opportunities for all	Diversity	Opportunities for social excluded groups, acceptance and appreciation of differences between individuals, non-discrimination on the basis of personal characteristics	Positive	Actual	Short, medium, long	Own operations
Own workforce	Working conditions	Secure employment	Developing a transparent environment and increasing employee trust and satisfaction through access to information regarding working conditions and Company policies, which strengthens employee relations by enhancing retention and motivation in the workplace	Positive	Actual	Short, medium, long	Own operations
Own workforce	Working conditions	Work-life balance	Improving quality of life and employee satisfaction by ensuring a work-life balance	Positive	Actual	Short, medium, long	Own operations
Own workforce	Working conditions	Collective bargaining, including the proportion of workers covered by collective agreements	Disruption to the workflow, including the creation of a tense working environment as a result of technological changes implemented by the Company	Negative	Potential	Long term	Own operations
Own workforce	Other		Impact on team morale (inability to retain certain categories of staff) due to staff turnover	Financial risk	Potential	Short, medium, long	In-house operations

Topic	Sub-topic	Sub-sub-topic	Impact	Positive/ Negative Impact	Actual / potential Impact	Time horizon	Position in the value chain
Own workforce	Working conditions	Adequate wages	Increasing the company's attractiveness as an employer and improving staff retention by ensuring salaries, including the bonus policy, that allow for a decent standard of living and reflect employees' skills, performance and contributions	Financial opportunity		Short, medium, long	Own operations
Own workforce	Working conditions	Health and safety	Increasing productivity and reducing absenteeism by implementing a package of preventive healthcare services, including a medical clinic, diagnostic tests and medical subscriptions for employees	Financial opportunity		Short, medium, long	Own operations
Own workforce	Equal treatment and opportunities for all	Training and skills development	Increasing productivity and operational efficiency through the development of employee skills	Financial opportunity		Short, medium, long	Own operations
Own workforce	Working conditions	Secure employment	Investments in automation/digitalisation, which enable process efficiency, reduce workplace stress, increase satisfaction and, consequently, reduce staff turnover and long-term human resource costs	Financial opportunity		Short, medium, long	Own operations
Own workforce	Equal treatment and opportunities for all	Diversity	Enhancing the company's reputation as a top employer by fostering an inclusive and non-discriminatory working environment	Financial opportunity		Short, medium, long	Own operations

Topic	Sub-topic	Sub-sub-topic	Impact	Positive/ Negative Impact	Actual / potential Impact	Time horizon	Position in the value chain
Own workforce	Working conditions	Working hours	Reducing costs arising from absenteeism and staff turnover and increasing productivity by ensuring a reasonable working schedule, respecting rest periods and statutory leave	Financial opportunity		Short, medium, long	Own operations
Own workforce	Working conditions	Collective bargaining, including the proportion of workers covered by collective agreements	Increasing operational efficiency and reducing financial losses by retaining valuable employees, supported by a fair collective agreement and a non-wage benefits package	Financial opportunity		Short, medium, long	Own operations
Our workforce	Equal treatment and opportunities for all	Measures against violence and harassment in the workplace	Reducing legal risks and costs associated with labour disputes by promoting policies on the prevention of violence and harassment in the workplace	Financial opportunity		Short, medium, long	Own operations
Own workforce	Equal treatment and opportunities for all	Employment and inclusion of people with disabilities	Optimising recruitment processes by reaching out to vulnerable groups through collaboration with specialist employment agencies	Financial opportunity		Short, medium, long	Own operations
Own workforce	Other		Risk of increased operational costs due to staff turnover and/or skills shortages in the labour market	Financial risk		Short, medium, long	Own operations
Consumers and end users	Social inclusion of consumers and/or end users	Access to products and services	The creation and marketing of products intended for different categories of consumers (gluten-free products for consumers with gluten intolerance).	Positive	Actual	Short, medium, long	Downstream, own operations

Topic	Sub-topic	Sub-sub-topic	Impact	Positive/ Negative Impact	Actual / potential Impact	Time horizon	Position in the value chain
Consumers and end users	Social inclusion of consumers and/or end users	Access to (quality) information	Informing consumers and the market (competitors) about product quality	Positive	Actual	Short, medium, long	Downstream, own operations
Consumers and end users	Personal safety of consumers and/or end-users	Health and safety	Damage to the company's reputation and potential effects on consumer health in the event of consumption of unsafe products.	Negative	Potential	Short, medium, long	Downstream, own operations
Consumers and end users	Social inclusion of consumers and/or end users	Access to (quality) information	Enhancing the company's positive reputation and financial performance by conducting consumer information campaigns regarding product quality, safety standards applied, and, where applicable, the reasons for product recalls and potential risks	Financial opportunity		Short, medium, long	Downstream, own operations
Consumers and end users	Social inclusion of consumers and/or end users	Health and safety	Improving the company's performance and reputation by offering safe, high-quality products tailored to consumers' needs	Financial opportunity		Short, medium, long	Own operations
Business conduct	Management of supplier relationships, including payment practices		Procurement practices based on transparency and ethics foster long-term relationships with suppliers, enhancing the resilience and sustainability of their supply chain	Positive	Actual	Short, medium, long	Upstream, own operations

Topic	Sub-topic	Sub-sub-topic	Impact	Positive/ Negative Impact	Actual / potential Impact	Time horizon	Position in the value chain
Business conduct	Protection of whistleblowers		The emergence of a climate of mistrust and fear among employees and the tolerance of improper practices regarding the protection of whistleblowers	Negative	Potential	Long term	Own operations
Business conduct	Corporate culture		Building a corporate culture by promoting responsibility and ethical behaviour	Positive	Actual	Short, medium, long	Upstream, downstream, own operations
Business conduct	Supplier relationship management, including payment practices		Strategic partnerships with suppliers that can drive innovation and cost reduction	Financial opportunity		Short, medium, long	Upstream, own operations
Business conduct	Protection of whistleblowers		Improving the company's financial performance by creating an ethical and safe environment for employees	Financial opportunity		Short, medium, long	Own operations
Business conduct	Corruption and bribery		Conducting education and awareness campaigns regarding the negative effects of corruption and bribery helps to strengthen the Company's positive reputation and public trust, which creates a potential competitive advantage for the company by attracting customers, attracting and retaining employees, boosting innovation, and increasing productivity	Financial opportunity		Short, medium, long	Own operations

[IRO-2] Disclosure requirements in ESRS covered by the undertaking's sustainability statement

The table below provides an overview of the ESRS data points derived from other EU legislation, as set out in Annex B to ESRS 2, as well as where this information can be found, if deemed material.

Disclosure requirement and related data point	Reference in the SFDR	Reference in Pillar 3	Reference in the Benchmark Regulation	EU Reference in the Climate Act	Page/ Assessment
ESRS 2 GOV-1 Gender diversity on the board of directors, paragraph 21(d)	Indicator No 13 in Table 1 of Annex 1		Commission Delegated Regulation (EU) 2020/1816, Annex II		6
ESRS 2 GOV-1 Percentage of board members who are independent, paragraph 21(e)			Commission Delegated Regulation (EU) 2020/1816, Annex II		6
ESRS 2 GOV-4 Statement on due diligence, paragraph 30	Indicator No 10 in Table 3 of Annex 1				9
ESRS 2 SBM-1 Involvement in fossil fuel-related activities, paragraph 40(d)(i)	Indicator No 4 in Table 1 of Annex 1	Article 449a of Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453, Table 1: Qualitative information on environmental risk and Table 2: Qualitative information on social risk	Delegated Regulation (EU) 2020/1816, Annex II		Not applicable
ESRS 2 SBM-1 Involvement in activities related to the production of	Indicator No 9 in Table 2 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II		Not applicable

Disclosure requirement and related data point	Reference in the SFDR	Reference in Pillar 3	Reference in the Benchmark Regulation	EU Reference in the Climate Act	Page/Assessment
chemicals, paragraph 40(d)(ii)					
ESRS 2 SBM-1 Involvement in activities related to controversial weapons, paragraph 40(d)(iii)	Indicator No 14 in Table 1 of Annex 1		Delegated Regulation (EU) 2020/1818, Article 12(1); Delegated Regulation (EU) 2020/1816, Annex II		Not applicable
ESRS 2 SBM-1 Involvement in activities related to the cultivation and production of tobacco, paragraph 40(d)(iv)			Delegated Regulation (EU) 2020/1818, Article 12(1); Delegated Regulation (EU) 2020/1816, Annex II		Not applicable
ESRS E1-1 Transition plan for achieving climate neutrality by 2050, paragraph 14				Regulation (EU) 2021/1119, Article 2(1)	The Company has no transition plan.
ESRS E1-1 Brand entities excluded from Paris Agreement-aligned benchmarks, paragraph 16(g)		Article 449a of Regulation (EU) No 575/2013; Implementing Regulation (EU) 2022/2453, Template 1: Banking book – climate-related transition risk: quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Article 12(1)(d) to (g) and Article 12(2)		Not applicable
ESRS E1-4 GHG emission reduction targets, paragraph 34	Indicator No 4 in	Article 449a of Regulation (EU) No 575/2013;	Delegated Regulation (EU)		52

Disclosure requirement and related data point	Reference in the SFDR	Reference in Pillar 3	Reference in the Benchmark Regulation	EU Reference in the Climate Act	Page/ Assessment
	Table 2 of Annex 1	Implementing Regulation (EU) 2022/2453, Template 3: Banking book – climate-related transition risk: alignment indicators	2020/1818, Article 6		
ESRS E1-5 Energy consumption from fossil sources, broken down by source (high climate impact sectors only) paragraph 38	Indicator number 5 in Table 1 and indicator number 5 in Table 2 of Annex 1				52
ESRS E1-5 Energy consumption and energy mix, paragraph 37	Indicator No. 5 in Table 1 of Annex 1				52
ESRS E1-5 Energy intensity associated with activities in sectors with high climate impact paragraphs 40–43	Indicator No. 6 in Table 1 of Annex 1				53
ESRS E1-6 Gross GHG emissions Scope 1, 2, 3 and total, paragraph 44	Indicators 1 and 2 in Table 1 of Annex 1	Article 449a of Regulation (EU) No 575/2013; Implementing Regulation (EU) 2022/2453, Template 1: Banking book – climate-related transition risk: quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Articles 5(1), 6 and 8(1)		56

Disclosure requirement and related data point	Reference in the SFDR	Reference in Pillar 3	Reference in the Benchmark Regulation	EU Reference in the Climate Act	Page/ Assessment
ESRS E1-6 Gross GHG emissions intensity, paragraphs 53–55	Indicator No 3 in Table 1 of Annex 1	Article 449a of Regulation (EU) No 575/2013; Implementing Regulation (EU) 2022/2453, Template 3: Banking book – climate-related transition risk: alignment indicators	Delegated Regulation (EU) 2020/1818, Article 8(1)		56
ESRS E1-7 GHG removals and carbon credits, paragraph 56				Regulation (EU) 2021/1119, Article 2(1)	Not applicable
ESRS E1-9 Exposure of the benchmark portfolio to climate-related physical risks, paragraph 66			Delegated Regulation (EU) 2020/1818, Annex II; Delegated Regulation (EU) 2020/1816, Annex II		Not applicable
ESRS E1-9 Breakdown of monetary amounts by acute and chronic physical risk, paragraph 66 (a); ESRS E1-9 Location of significant assets exposed to material physical risk, paragraph 66(c)		Article 449a of Regulation (EU) No 575/2013; Implementing Regulation (EU) 2022/2453, paragraphs 46 and 47; Template 5: Banking book – physical risk related to climate change: exposures subject to physical risk			Not applicable

Disclosure requirement and related data point	Reference in the SFDR	Reference in Pillar 3	Reference in the Benchmark Regulation	EU Reference in the Climate Act	Page/ Assessment
ESRS E1-9 Breakdown of the carrying amount of property assets by energy efficiency class, paragraph 67(c)		Article 449a of Regulation (EU) No 575/2013; Implementing Regulation (EU) 2022/2453, paragraph 34; Template 2: Banking book – climate-related transition risk: loans secured by immovable property – energy efficiency of the collateral			Not applicable
ESRS E1-9 Degree of exposure of the portfolio to climate-related opportunities, paragraph 69			Delegated Regulation (EU) 2020/1818, Annex II		Not applicable
ESRS E2-4 Quantity of each pollutant listed in Annex II to the E-PRTR Regulation (European Pollutant Release and Transfer Register) released into air, water and soil, paragraph 28	Indicator number 8 in Table 1 of Annex 1; indicator number 2 in Table 2 of Annex 1; indicator number 1 in Table 2 of Annex 1; indicator number 3 in Table 2 of Annex 1				Not a material topic
ESRS E3-1 Water and marine resources, paragraph 9	Indicator No. 7 in Table 2 of Annex 1				58

Disclosure requirement and related data point	Reference in the SFDR	Reference in Pillar 3	Reference in the Benchmark Regulation	EU Reference in the Climate Act	Page/ Assessment
ESRS E3-1 Dedicated policy, paragraph 13	Indicator No. 8 in Table 2 of Annex 1				58
ESRS E3-1 Sustainable oceans and seas, paragraph 14	Indicator No. 12 in Table 2 of Annex 1				Not a material topic
ESRS E3-4 Total volume of water recycled and reused, paragraph 28(c)	Indicator No. 6.2 in Table 2 of Annex 1				60
ESRS E3-4 Total water consumption in m ³ per net revenue from own operations, paragraph 29	Indicator No. 6.1 in Table 2 of Annex 1				60
ESRS 2 SBM-3 – E4 paragraph 16(a)(i)	Indicator No. 7 in Table 1 of Annex 1				Not a material topic
ESRS 2 SBM-3 – E4, paragraph 16(b)	Indicator No. 10 in Table 2 of Annex 1				Not a material topic
ESRS 2 SBM-3 – E4 paragraph 16(c)	Indicator No. 14 in Table 2 of Annex 1				Not a material topic
ESRS E4-2 Sustainable land use/agricultural practices or policies, paragraph 24(b)	Indicator number 11 in Table 2 of Annex 1				Not a material topic

Disclosure requirement and related data point	Reference in the SFDR	Reference in Pillar 3	Reference in the Benchmark Regulation	EU Reference in the Climate Act	Page/ Assessment
ESRS E4-2 Practices or policies regarding sustainable oceans / seas, paragraph 24(c)	Indicator No. 12 in Table 2 of Annex 1				Not a material topic
ESRS E4-2 Policies to combat deforestation, paragraph 24(d)	Indicator No. 15 in Table 2 of Annex 1				Not a material topic
ESRS E5-5 Non-recycled waste, paragraph 37(d)	Indicator No. 13 in Table 2 of Annex 1				70
ESRS E5-5 Hazardous and radioactive waste, paragraph 39	Indicator No. 9 in Table 1 of Annex 1				Not applicable
ESRS 2 SBM-3 – S1 Risk of forced labour incidents, paragraph 14(f)	Indicator No. 13 in Table 3 of Annex 1				Not a material topic
ESRS 2 SBM-3 – S1 Risk of child labour incidents, paragraph 14(g)	Indicator No. 12 in Table 3 of Annex 1				Not a material topic
ESRS S1-1 Human rights policy commitments, paragraph 20	Indicator No 9 in Table 3 and indicator No 11 in Table 1 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II		74
ESRS S1-1 Due diligence policies on issues covered by the International Labour Organisation’s Core			Delegated Regulation (EU) 2020/1816, Annex II		74

Disclosure requirement and related data point	Reference in the SFDR	Reference in Pillar 3	Reference in the Benchmark Regulation	EU Reference in the Climate Act	Page/ Assessment
Conventions 1-8, paragraph 21					
ESRS S1-1 Processes and measures to prevent human trafficking paragraph 22	Indicator No. 11 from Table 3 of Annex 1				Not a material topic
ESRS S1-1 Policy or management system for the prevention of workplace accidents, paragraph 23	Indicator No. 1 in Table 3 of Annex 1				76
ESRS S1-3 Mechanisms for resolving complaints/claims, paragraph 32(c)	Indicator No. 5 in Table 3 of Annex 1				84
ESRS S1-14 Number of fatalities and number and rate of workplace accidents, paragraph 88(b) and (c)	Indicator No 2 in Table 3 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II		93
ESRS S1-14 Number of days lost due to accidents, injuries, deaths or illnesses, paragraph 88(e)	Indicator No 3 in Table 3 of Annex 1				93
ESRS S1-16 Unadjusted gender pay gap paragraph 97(a)	Indicator No 12 in Table 1 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II		Not a material topic
ESRS S1-16 Excessive ratio between CEO remuneration and the average remuneration of employees, paragraph 97(b)	Indicator No 8 in Table 3 of Annex 1				Not a material topic

Disclosure requirement and related data point	Reference in the SFDR	Reference in Pillar 3	Reference in the Benchmark Regulation	EU Reference in the Climate Act	Page/ Assessment
ESRS S1-17 Incidents of discrimination, paragraph 103(a)	Indicator number 7 in Table 3 of Annex 1				94
ESRS S1-17 Non-compliance with the UN Guiding Principles on Business and Human Rights (UNGPs) and the OECD Guidelines, paragraph 104(a)	Indicator No 10 in Table 1 and indicator No 14 in Table 3 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II; Delegated Regulation (EU) 2020/1818, Article 12(1)		94
ESRS 2 SBM-3 – S2 Significant risk of child or forced labour in the value chain, paragraph 11(b)	Indicators 12 and 13 in Table 3 of Annex 1				Not a material topic
ESRS S2-1 Policy commitments on human rights, paragraph 17	Indicator 9 in Table 3 and indicator 11 in Table 1 of Annex 1				Not a material topic
ESRS S2-1 Policies regarding workers in the value chain, paragraph 18	Indicators 11 and 4 in Table 3 of Annex 1				Not a material topic
ESRS S2-1 Non-compliance with the UN Guiding Principles on Business and Human Rights and the OECD Guidelines, paragraph 19	Indicator No 10 in Table 1 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II; Delegated Regulation (EU) 2020/1818, Article 12(1)		Not a material topic

Disclosure requirement and related data point	Reference in the SFDR	Reference in Pillar 3	Reference in the Benchmark Regulation	EU Reference in the Climate Act	Page/ Assessment
ESRS S2-1 Due diligence policies on issues covered by ILO Core Conventions 1-8, paragraph 19			Delegated Regulation (EU) 2020/1816, Annex II		Not a material topic
ESRS S2-4 Human rights issues and incidents related to the upstream and downstream value chain, paragraph 36	Indicator No 14 in Table 3 of Annex 1				Not a material topic
ESRS S3-1 Human rights policy commitments, paragraph 16	Indicator No. 9 in Table 3 of Annex 1 and indicator No. 11 in Table 1 of Annex 1				Not a material topic
ESRS S3-1 Failure to comply with the UN Guiding Principles on Business and Human Rights, ILO principles or OECD guidelines, paragraph 17	Indicator No 10 in Table 1 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II; Delegated Regulation (EU) 2020/1818, Article 12(1)		Not a material topic
ESRS S3-4 Human rights issues and incidents, paragraph 36	Indicator No 14 in Table 3 of Annex 1				Not a material topic
ESRS S4-1 Consumer and end-user policies, paragraph 16	Indicator No. 9 in Table 3 and Indicator No. 11 in				97

Disclosure requirement and related data point	Reference in the SFDR	Reference in Pillar 3	Reference in the Benchmark Regulation	EU Reference in the Climate Act	Page/ Assessment
	Table 1 of Annex 1				
ESRS S4-1 Failure to comply with the UN Guiding Principles on Business and Human Rights and the OECD Guidelines, paragraph 17	Indicator No 10 in Table No 1 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II; Delegated Regulation (EU) 2020/1818, Article 12(1)		100
ESRS S4-4 Human rights issues and incidents, paragraph 35	Indicator No 14 in Table 3 of Annex 1				104
ESRS G1-1 United Nations Convention against Corruption, paragraph 10(b)	Indicator No. 15 in Table 3 of Annex 1				111
ESRS G1-1 Protection of whistleblowers, paragraph 10(d)	Indicator No. 6 in Table 3 of Annex 1				Not applicable
ESRS G1-4 Fines for breaches of anti-corruption and anti-bribery legislation, paragraph 24(a)	Indicator No 17 in Table 3 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II		114
ESRS G1-4 Anti-corruption and anti-bribery standards, paragraph 24(b)	Indicator No 16 in Table 3 of Annex 1				114

EU Taxonomy

INTRODUCTION

This document sets out how Cris-Tim Family Holding identifies, assesses and reports information relating to the eligibility and alignment of activities with Regulation (EU) 2020/852 (EU Taxonomy) and the relevant delegated acts (Delegated Regulation (EU) 2021/2139, Delegated Regulation (EU) 2021/2178, Delegated Regulation (EU) 2023/2485, Delegated Regulation (EU) 2023/2486 and Delegated Regulation (EU) 2026/73 amending Commission Delegated Regulation (EU) 2021/2178 as regards the simplification of the content and presentation of information to be disclosed regarding environmentally sustainable activities).

The information relates to the 2025 financial year and should be read in conjunction with the Company's financial statements.

CONTEXT AND PRINCIPLES

The EU Taxonomy is a classification system for environmentally sustainable economic activities, designed to direct capital flows towards green investments and to support the European Green Deal and the goal of climate neutrality by 2050. The EU Taxonomy provides a common definition of environmentally sustainable economic activities for investors, companies, regulators and other stakeholders.

The EU Taxonomy defines six environmental objectives:

1. Climate change mitigation;
2. Climate change adaptation;
3. Sustainable use and protection of water and marine resources;
4. Transition to a circular economy;
5. Prevention and control of pollution;
6. Protection and restoration of biodiversity and ecosystems.

Reporting in accordance with the Taxonomy is based on the financial statements prepared by the Company in accordance with OMFP 2844/2016 for the year ended 31 December 2025 and covers the following financial indicators: turnover, CapEx, OpEx.

Eligibility and alignment with the Taxonomy. An economic activity is **eligible** if it is an economic activity described in the delegated acts adopted pursuant to **Regulation (EU) 2020/852 on the EU Taxonomy**.

An activity is considered **aligned with the Taxonomy** only if it simultaneously meets all three conditions:

- it contributes substantially to at least one of the environmental objectives,
- it does not cause significant harm to the other environmental objectives, in accordance with the DNSH principle;
- it is carried out in accordance with the minimum social safeguards set out in Article 18 of the Regulation.

The technical screening criteria set out the thresholds and performance levels required to demonstrate a substantial contribution to climate objectives and to prevent significant adverse environmental impacts.

THE EU TAXONOMY REPORTING PROCESS

1. Application principles and reporting structure.

The reporting process under the EU Taxonomy fully complies with the provisions of Article 8 of Regulation (EU) 2020/852 and the applicable requirements set out in the delegated acts. The purpose of reporting is to provide transparent and quantifiable information on the proportion of revenue (turnover), capital expenditure (CapEx) and operating expenditure (OpEx) that is eligible for or aligned with the Taxonomy.

The data presented aims to provide investors, decision-makers and stakeholders with an overview of the Company's contribution to sustainable economic activities and its strategic directions for sustainable investment.

In accordance with Article 8(2) of Regulation (EU) 2020/852, the Company reports key performance indicators (KPIs) — the proportions of turnover, CapEx and OpEx relating to sustainable economic activities — based on applicable accounting definitions.

2. Identification of eligible activities under the EU Taxonomy.

This stage involved screening the portfolio of activities carried out by the Company in 2025 to identify activities eligible under the EU Taxonomy. The analysis comprises a comprehensive mapping of the Company's NACE codes to the activities listed in Annexes I–II of the Delegated Act on Climate Change and in Annexes I–IV of the Delegated Act on the Environment. The aim was to clearly determine the status of each activity — eligible or ineligible — to inform strategic investment decisions, CapEx/ OpEx planning and transparent reporting in accordance with Regulation (EU) 2020/852 and the delegated acts.

At the end of the screening process, activities were classified as eligible (corresponding to the list of activities in the Taxonomy) and ineligible. Subsequently, eligibility and the eligibility weighting were determined in accordance with the provisions of Annex I to Delegated Act (EU) 2021/2178.

3. Turnover from economic activities eligible under the Taxonomy

In 2025, the Company achieved a total turnover of 1,155,626,079 RON.

The main activity of — **“Manufacture of meat products”** (CAEN 1013) accounts **for 87.81%** of the Company's total turnover. Furthermore, the Company carried out activities involving **the manufacture of prepared meals (ready-meals)** (CAEN 1085), which account for 10.79% of the Company's total turnover. However, these economic activities do not appear in the lists of activities covered by the Taxonomy and are therefore not eligible activities. Furthermore, the Company generated a turnover of 0.82% of its total turnover from other ineligible activities.

In assessing the turnover from activities eligible under the Taxonomy, the revenue generated by activity 6.6 “Road freight transport services” was analysed. For this activity, the Company in practice records revenue relating to the transport of finished products together with revenue generated from their sale. The only revenue relating to this activity, shown separately, is that generated by the distribution of dairy products, where the Company acts as an agent for Eco-Ferm S.R.L. (related party). This revenue, amounting to 6,737,911 RON, represents only 0.58% of the total turnover

achieved in 2025. As it is insignificant (below the 10% threshold), this activity is excluded from the eligibility and/or alignment analysis from a turnover perspective in accordance with the provisions of EU Delegated Regulation 2026/73.

4. Capital expenditure (CapEx) eligible under the Taxonomy

The CapEx denominator covers additions to tangible and intangible fixed assets during the financial year in question, prior to depreciation, amortisation and any revaluations, including those resulting from revaluations and impairments, for the relevant financial year and excluding changes in fair value, as set out in points 1.1.2.1. in Annex I to Delegated Regulation (EU) 2021/2178

In 2025, the total value of capital expenditure incurred by the Company was 158,570,052 RON, out of which 68.21% (108,157,751 RON) consisted of ineligible capital expenditure associated with the manufacture of meat products.

According to the analysis, in 2025, 30.74% (48,746,807 RON) of CapEx is associated with eligible activities as follows:

- 15.85% (25,136,068 RON) of total CapEx represents investments relating to activity 6.6 “Road freight transport services”. This activity is set out in Annex I to Delegated Regulation (EU) 2021/2139 and is a **transitional activity** that contributes substantially to the environmental objective of climate change mitigation.
- 14.89% (23,610,740 RON) of total CapEx represents investments related to activity 6.5 “Transport by motorcycles, passenger cars and light commercial vehicles”. This activity is set out in Annex I to Delegated Regulation (EU) 2021/2139 and is a **transitional activity** that contributes substantially to the environmental objective of climate change mitigation.

In 2025, 1.05% (1,665,494 RON) of total CapEx represents other insignificant exempted activities, namely the installation of photovoltaic panels for the production of electricity for own consumption, following the analysis of eligibility and/or alignment in accordance with the provisions of Delegated Regulation (EU) 2026/73.

5. Operating expenses (OpEx) eligible under the Taxonomy

In accordance with the provisions of EU Delegated Regulation 2021/2178, the OpEx category covers direct non-capitalised costs related to research and development, building renovation measures, short-term lease contracts, maintenance and repairs, as well as any other direct expenditure related to the day-to-day maintenance of tangible fixed assets by the undertaking or the third party to which the activities are outsourced, which are necessary to ensure the continuous and effective operation of these assets.

To identify operating expenses for the year 2025 in accordance with the provisions of EU Delegated Regulation 2021/2178, as well as subsequent communications from the European Commission: 2022/C 385/01 (FAQ12) and C/2023/305 (FAQ34), a detailed analysis of the Company’s financial statements was carried out. Operating expenses corresponding to the definition of the OpEx denominator were identified, totalling 22,671,195 RON, from the expenses recorded in the categories: repairs and maintenance, services provided by third parties and other operating expenses, from accounting accounts 611, 612, 614 and the salaries of the maintenance team. Given the specific nature of the Company’s business, 89.86% of the OpEx denominator is associated with the core activity of meat product manufacturing and is therefore ineligible. The remaining operating expenses, which account for 10.14% of the OpEx denominator, are associated

with the maintenance and servicing of vehicles in the fleet. Given the insignificant proportion of the denominator and the fact that these expenses are associated with activities that do not form part of the Company's business model, they were considered immaterial and were excluded from the analysis pursuant to Article 1(1)(c) of Delegated Act 2026/73.

Analysis of the alignment of eligible activities with the Taxonomy.

Since the economic activities carried out by Cris-Tim Family Holding and associated with activities **6.6 "Road freight transport services"** and **6.5 "Transport by motorcycles, passenger cars and light commercial vehicles"** in the list of activities set out in Annex I to Delegated Regulation (EU) 2021/2139 were deemed eligible, the analysis regarding the degree of alignment with the Taxonomy was carried out. The degree of compliance with all the conditions set out in Article 3 of Regulation (EU) 2020/852 was analysed.

Following the assessment carried out, it was concluded that the eligible activities carried out by Cris-Tim Family Holding do not meet the technical assessment criteria required to demonstrate a substantial contribution to the environmental objective 'Climate Change Mitigation'.

Furthermore, by the end of the 2025 financial year, Cris-Tim Family Holding had not carried out the climate risk and vulnerability assessment in accordance with the criteria set out in Appendix A of Annex I to Delegated Act (EU) 2021/2139, and the DNSH criteria for the other environmental objectives are not fully met. Consequently, the activities cannot be considered aligned with the EU Taxonomy.

RESULTS RECORDED

Key indicators were reported in accordance with Article 8(1)–(2) of Regulation (EU) 2020/852 and Delegated Regulation 2021/2178. Financial data (revenue, CapEx, OpEx) were extracted from the financial statements and validated through internal controls to ensure traceability and compliance with the Taxonomy methodology.

Turnover KPI. The proportion of turnover was calculated as the portion of net turnover derived from products or services, including intangible assets, associated with economic activities aligned with the taxonomy (numerator), divided by net turnover (denominator), as defined in Article 2(5) of Directive 2013/34/EU.

Turnover covers revenue recognised in accordance with International Accounting Standard (IAS) 1, paragraph 82(a), adopted by Commission Regulation (EC) No 1126/2008 (1), the denominator of turnover is disclosed in the annual financial statements, Note 19.

KPI for capital expenditure (KPI CapEx). The proportion of capital expenditure (CapEx) referred to was calculated as the numerator divided by the denominator, as specified in points 1.1.2.1. and 1.1.2.2. of Annex 1 to Delegated Regulation 2021/2178:

- The numerator covers additions to tangible and intangible fixed assets during the financial year under consideration before depreciation, amortisation and any revaluations, including those resulting from revaluations and impairments, for the relevant financial year and excluding changes in fair value. The CapEx denominator is disclosed in the annual financial statements in notes 6, 7 and 8.
- The numerator is equal to the portion of capital expenditure relating to assets or processes associated with economic activities aligned with the taxonomy;

KPI relating to operating expenditure (OpEx) (KPI OpEx). The proportion of OpEx was calculated as the numerator divided by the denominator, as specified in points 1.1.3.1 and 1.1.3.2 of Annex 1 to Delegated Regulation 2021/2178:

- The denominator covers direct non-capitalised costs related to research and development, refurbishment measures, short-term leases, maintenance and repairs, as well as any other direct expenditure related to the day-to-day maintenance of tangible fixed assets by the undertaking or the third party to which the activities are outsourced, which is necessary to ensure the continuous and effective operation of those assets.
- The numerator is equal to the portion of operating expenses included in the denominator that relates to assets or processes associated with economic activities aligned with the taxonomy, including training and other human resource adaptation needs, as well as direct non-capitalised costs arising from research and development activities;

The following table shows the proportion of activities eligible under the Taxonomy and the degree of alignment of Cris-Tim Family Holding with the Taxonomy in 2025.

Table 1: Proportion of turnover, CapEx and OpEx from products or services associated with economic activities eligible under the Taxonomy or aligned with the Taxonomy – information provided for 2025 (summary KPIs)

The 2025 financial year															
KPI	Total	The proportion of eligible activities from the perspective of taxonomy	Activities aligned with taxonomy	The proportion of activities aligned with the taxonomy	Breakdown of environmental objectives of activities aligned with the taxonomy						The proportion of facilitation activities	The proportion of transition activities	Unevaluated activities considered insignificant	Activities aligned with taxonomy in the previous financial year 2024	The proportion of activities aligned with the taxonomy in the previous financial year 2024
					Mitigation of climate change	Adaptation to climate change	Water	Circular economy	Pollution	Biodiversity					
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
<i>Text</i>	<i>RON</i>	<i>%</i>	<i>Currency</i>	<i>%</i>	<i>%</i>	<i>%</i>	<i>%</i>	<i>%</i>	<i>%</i>	<i>%</i>	<i>%</i>	<i>%</i>	<i>%</i>	<i>RON</i>	<i>%</i>
Turnover	1,155,626,079	0.00%	-	0%	0%	0%	0%	0%	0%	0%	0.00%	0%	0.58%	0	0%
CapEx	158,570,052	30.74%	-	0%	0%	0%	0%	0%	0%	0%	30.74%	0%	1.05%	0	0%
OpEx	22,743,517	0.00%	-	0%	0%	0%	0%	0%	0%	0%	0.00%	0%	100.00%	0	0%

Table 2: Proportion of CapEx from products or services associated with economic activities eligible under the Taxonomy or aligned with the Taxonomy – information provided for 2025 (breakdown by activity)

Reported KPI		CapEx												
Financial year		2025												
Economic activities	Code	The proportion of eligible CapEx from the point of view of taxonomy	Taxonomy-aligned CapEx (the monetary value of CapEx)	Taxonomy-aligned CapEx (the proportion of CapEx)	The environmental objective of taxonomy-aligned activities						The proportion of facilitation activities	The proportion of transition activities	The ratio between the part of the activity aligned with the taxonomy and the activity eligible from the point of view of the taxonomy	
					Mitigation of climate change	Adaptation to climate change	Water	Circular economy	Pollution	Biodiversity				
1	2	3	4	5	6	7	8	9	10	11	12	13	14	
<i>Text</i>		<i>%</i>	<i>RON</i>	<i>%</i>	<i>%</i>	<i>%</i>	<i>%</i>	<i>%</i>	<i>%</i>	<i>%</i>	<i>(E, if applicable)</i>	<i>(T, if applicable)</i>	<i>%</i>	
Transport by motorcycles, cars, and light utility vehicles	CCM 6.5	14.89%	-	0%	0%	0%	0%	0%	0%	0%	-	T	0%	
Road freight transport services	CCM 6.6	15.85%	-	0%	0%	0%	0%	0%	0%	0%	-	T	0%	
The sum of the activity or aligned part per objective					0%	0%	0%	0%	0%	0%				
Total CapEx		30.74%	-	0%	0%	0%	0%	0%	0%	0%	0.00%	30.74%	0%	

ESRS E1 Climate change

[E1.GOV-3] Integration of sustainability performance into incentive schemes

Currently, climate performance indicators (KPIs) are not integrated into the variable remuneration schemes for management bodies. The company is analysing the possibility of linking the remuneration policy to specific targets for reducing Scope 1 and 2 emissions, starting in 2027.

[E1.SBM-3] SBM-3 disclosure requirement – Significant impacts, risks and opportunities and their interaction with the strategy and business model

As this is the first sustainability reporting exercise, the Company has not carried out a quantitative resilience analysis of its strategy and business model, nor has it conducted a climate vulnerability study with a quantitative assessment of climate risks, in accordance with the ESRS requirements. From a qualitative perspective, the significant impacts, risks and opportunities interact with the strategy and business model through:

- the potential for investment in energy-efficient technologies and renewable resources, which would enable lower operational costs in the long term, the development of products with a low carbon footprint, and an enhanced reputation as a sustainable supplier; and
- potentially increased costs of complying with environmental regulations, limited access to resources (including water), fluctuations in raw material prices, and operational disruptions caused by climate change are factors that may affect profitability and requiring a recalibration of the business model, for example, through the development of circular models specific to the food industry (converting by-products from technological processes into protein flours and biogas; bio-based or recyclable packaging for products; the treatment and reuse of wastewater).

[E1.IRO-1] Description of the process for identifying and assessing significant impacts, risks and opportunities

In the double materiality analysis carried out by the project team, the impacts, risks and opportunities associated with climate change were assessed, taking into account both the company's own activities and the potential implications along the value chain, based on relevant scenarios highlighting possible short-, medium- and long-term effects.

Thus, the following scenarios were identified, leading to the following significant impacts, risks and opportunities:

Scenario 1: Occurrence of extreme weather events (floods, storms, drought, heatwaves):

Potential negative impact: The company's failure to adapt to extreme weather conditions (heat, floods) may lead to employees being exposed to unsuitable working conditions, which could affect their health and safety.

Transition risks:

- Climate change, including extreme weather events, can cause supply chain disruptions and major fluctuations in raw material prices, affecting the company's operations and financial performance;
- Companies that fail to adopt measures to adapt to climate change and transition to a low-carbon economy may face a decline in confidence from investors, customers and other stakeholders, which may affect their financial performance and market reputation;

- Opportunity: Easier access for the company to finance, investment and grants if it adopts robust adaptation and resilience strategies.

Scenario 2: Increased regulatory pressure to reduce the carbon footprint, leading to a transition towards more sustainable economic activities:

Potential positive impacts:

- Reducing the negative impact on air quality and public health through measures aimed at reducing greenhouse gas emissions;
- Developing the workforce through re-skilling and vocational training, generating new skills suited to a climate-neutral economy.

Potential negative impact: Passing on the costs of carbon emission mitigation to the prices of goods and services, which may reduce their affordability for people.

Risk: The implementation of stricter policies on carbon emissions and environmental impact may impose additional costs on companies to comply with new standards, namely for investments in sustainable/green technologies and practices;

Opportunity: Increased attractiveness to investors, as a result of holding sustainable assets and demonstrating strong ESG performance through the implementation of new technologies to reduce carbon emissions.

Scenario 3: Rising costs of accessing conventional energy sources and the need to switch to alternative energy sources:

Potential positive impact: Reducing fossil fuel consumption helps to mitigate environmental degradation.

Risk: A significant increase in energy costs due to the mandatory transition from conventional to renewable sources and the lack of proactive energy efficiency measures.

[E1-1] Climate change mitigation transition plan

Although the company Cris-Tim Family Holding did not formalise a transition plan for climate change mitigation in 2025, it has implemented a series of actions in recent years as part of its commitment to climate change mitigation. These actions are presented in section E1-3 of this chapter.

The Company aims to formalise a transition plan in 2026 to reduce its GHG footprint by 2030.

[E1-2] Policies relating to climate change mitigation and adaptation

As this is the first reporting year in accordance with the ESRS, the Company does not have dedicated policies for climate change mitigation or adaptation that address significant impacts, risks and opportunities in their entirety.

The Company has implemented, with regard to its own operations, the Policy on Quality, Environment, Occupational Health and Safety, the operation and effectiveness of this integrated management system being based on the international reference standards ISO 9001:2015; ISO 14001:2015; ISO 45001:2018.

Within the environmental management system certified to ISO 14001:2015, the Environmental Policy includes commitments regarding energy efficiency through the sustainable use of resources, compliance with applicable environmental legislation, and the prevention of pollution through the adoption of proactive measures to reduce negative environmental impact, a

commitment to improving environmental performance, the identification of environmental conditions affecting or capable of affecting the organisation, the systematisation of climate risks and relevant legal requirements, the planning of actions to manage identified risks, operational procedures, and the continuous monitoring of relevant indicators (energy consumption, fuel consumption, direct emissions, etc.).

Currently, the impacts, risks and opportunities related to climate change identified in this first double materiality analysis exercise are managed primarily through the provisions of the aforementioned Policy. In the medium term, the Company will review the Environmental Policy to reflect a comprehensive approach to all aspects identified in the double materiality analysis and in our strategy and business model.

Furthermore, Filipești de Pădure plant, which accounts for over 80% of the Company's current production, operates under an Integrated Environmental Authorisation, which, although not an explicit policy, has implications regarding technical and operational measures that support climate change mitigation and adaptation objectives. These commitments should be interpreted as part of the integrated environmental management system. Thus, the Environmental Permit includes a series of principles that are relevant from the perspective of climate change mitigation and adaptation, such as:

- increasing energy efficiency and reducing GHG emissions through the optimal use of energy;
- efficient use of water resources through monitoring of consumption and minimising losses in collection, conveyance, use and discharge systems;
- implementing the plan to prevent and combat accidental pollution, with the necessary resources and materials for intervention;
- resilience to climate variations (drought, reduced surface water flows), by ensuring water supply from alternative sources.

[E1-3] Actions and resources related to climate change policies

Climate change actions carried out by CRIS-TIM in recent years, including during the reporting year, have focused on three pillars: green energy, decarbonisation of logistics and energy efficiency.

Pillar 1: Independence through green energy

In 2023, the Company completed investments of over 3 million euros, from its own funds, in three new power stations, one photovoltaic and two combined heat and power units, with a total installed capacity of 6 MW.

For the photovoltaic panels installed in Filipeștii de Pădure plant, the capacity is 3,225 kW, covering approximately 12% of energy consumption, and in Măgureni factory of 330 kW, covering approximately 20% of energy consumption.

The two natural gas-fired cogeneration systems can each produce up to 1 MWh, with annual output covering nearly 60% of the total electricity consumption at Filipeștii de Pădure. The by-products of these cogeneration systems are process steam and hot water (5,291 MWh and 4,017 MWh respectively during 2025).

As a result of these investments, the group's largest factory, at Filipeștii de Pădure, has achieved a degree of energy self-sufficiency of approximately 72%.

The monitoring systems for the aforementioned photovoltaic installations demonstrate a significant positive impact on the environment, with tangible benefits from renewable energy in terms of reducing the carbon footprint and conserving resources.

In August 2025, a new green energy production capacity using photovoltaic panels was put into operation. It has a capacity of 400 kW and is intended to meet the energy consumption of the factory in Magureni.

Pillar 2: Decarbonisation of the vehicle fleet

At the end of 2024, a partnership was signed to replace over 550 vehicles by the end of 2026 with latest-generation models whose fuel consumption and emissions performance are certified in accordance with the WLTP (Worldwide Harmonised Light Vehicle Test Procedure) standard. Fleet monitoring via the Fleet Master platform, supported by equipping each vehicle with GPRS systems, constitutes the main mechanism for controlling financial and operational efficiency. This digital infrastructure enables rigorous optimisation of fuel consumption and the elimination of unjustified costs through real-time monitoring of routes and driving style. Implementation of an integrated maintenance policy, based on the exclusive use of state-of-the-art lubricants (0W-20 / 0W-30) and low-rolling-resistance tyres, certified to WLTP standards ensures the fleet's ongoing compliance with environmental regulations and the optimisation of resource consumption, serving as a measure to maximise long-term operational efficiency.

Pillar 3: Energy efficiency

In June 2025, the Company's administrative headquarters were relocated to a high-energy-efficiency building, certified to BREEAM (an international standard for assessing the sustainable performance of buildings) with an EXCELLENT rating, reflecting high performance in sustainable practices (energy efficiency, management, health and well-being, resource use, pollution and innovation).

In the medium term, the Company is anchoring its actions in a profound technological transformation, designed to ensure sustainable economic growth by minimising the negative impact on the environment.

1. Industrial transformation through the programme INVESTALIM (2025–2030)

Increase in production capacity in Filipeștii de Pădure by 43.6% (upon project completion) and high efficiency. Through this investment, CRIS-TIM will build a new production facility and a state-of-the-art industrial freezer (high bay freezer). This expansion is designed to generate a significant leap in performance: the estimated energy efficiency improvement ratio is 1:3 old freezer vs high bay freezer.

Advantages of the new freezing capacity:

- reduced energy consumption, due to shorter compressor running times; equipping fans and compressors with inverters so that there is no energy consumption during their idle periods;
- the use of natural refrigerants (NH₃) with a low GWP (*Global Warming Potential*), eliminating the risk of greenhouse gas emissions in the event of leaks (unlike conventional freons).

2. Optimisation of support infrastructure

Thermal Modernisation (Magureni 2026): Installation of a new heating plant to support production processes. The investment amounts to nearly 1,175 EUR million, and capacity increases by 100% compared to the current plant.

3. Decarbonisation of staff transport and sustainable mobility

During 2026, the fleet used for employee transport will be replaced with 22 new, state-of-the-art vehicles (Opel Movano). The new vehicles are certified to the WLTP (*Worldwide Harmonised Light Vehicle Test Procedure*) standard, which guarantees reduced fuel consumption and CO2 emissions under real-world driving conditions.

This initiative enables much more rigorous monitoring of Scope 1 emissions and reduces the carbon footprint associated with staff's daily commutes to production sites.

4. Logistics automation

Increasing automated packaging capacity via a Tavail system in the Filipeștii de Pădure warehouse. The project will run from May to July 2026, with an investment of 1,5 EUR million. The system features a linear and integrated workflow, in which control is ensured by the interconnection of the box forming line, robotic packaging, sealing and automatic palletising.

5. Cardboard versus polypropylene packaging

Regular tests are being carried out, including in 2026 for a limited range of products, to utilise *paper-based* packaging that reduces emissions in the finished product packaging area.

[E1-4] Targets related to climate change mitigation and adaptation

In the current reporting period, the Company has not yet set quantitative targets for reducing greenhouse gas emissions, as it is in the process of conducting a comprehensive emissions inventory and defining transition scenarios, in accordance with the requirements of ESRS E1.

[E1-5] Energy consumption and energy mix

Energy consumption and energy mix		2025
1	Consumption of coal and coal products (MWh)	-
2	Consumption of crude oil and petroleum products (MWh)	25,652
3	Consumption of natural gas (MWh)	56,564
4	Fuel consumption from other fossil sources (MWh)	
5	Consumption of electricity, heat, steam and cooling purchased or sourced from fossil fuels (MWh)	2,240
6	Total fossil energy consumption (MWh) (calculated as the sum of lines 1-5)	84,456
Share of fossil sources in total energy consumption (%)		80.5%
7	Consumption from nuclear sources (MWh)	1,275
Share of consumption from nuclear sources in total energy consumption (%)		1.2%
8	Consumption of fuel from renewable sources, including biomass (comprising industrial and municipal waste of biological origin, biogas, renewable hydrogen, etc.) (MWh)	-
9	Consumption of electricity, heat, steam and cooling purchased or sourced from renewable sources (MWh)	15,964

10	Consumption of self-generated non-fuel renewable energy (MWh)	3,214
11	Total consumption of renewable energy (MWh) (calculated as the sum of lines 8–10)	19,178
Share of renewable sources in total energy consumption (%)		18.3%
Total energy consumption (MWh) (calculated as the sum of lines 6, 7 and 11)		104,909

Net revenue from activities in high-climate-impact sectors used to calculate energy intensity	-
Net revenue (other)	1,155,626,079
Total net revenue (Financial statements)	1,155,626,079

The company does not report total energy consumption from activities in high-climate-impact sectors as it does not operate in such a sector.

[E1-6] Gross GHG emissions from categories 1, 2, 3 and total GHG emissions

Gross GHG emissions were calculated using the following methodology:

Emissions group	Methodology	Main databases for emission factors
SCOPE 1 Stationary combustion	Gas consumption figures were extracted from the Company's internal records, at site and invoice level.	<ul style="list-style-type: none"> Ecoinvent 3.12
SCOPE 1 Mobile combustion	Fuel consumption figures were extracted from the Company's internal records (Fleet Master). The calculation includes all company vehicles, excluding those used for employee commuting.	<ul style="list-style-type: none"> CoM Default Emission Report for the Member States of the European Union, 2017
SCOPE 1 Industrial processes	This covers the consumption of sawdust associated with smoking cells. The quantity consumed has been taken into account.	<ul style="list-style-type: none"> Ecoinvent 3.12
SCOPE 1 Fugitive emissions	The calculation includes the quantities of refrigerants (types of freon) purchased during the year, extracted from the Company's documents (invoice, specialist supplier service report).	<ul style="list-style-type: none"> DEFRA 2024 IPPC Report
GOAL 2 Purchased electricity	Electricity consumption, at supplier level, has been included for all the Company's sites. For the market-based calculation, emission factors were extracted from the suppliers' energy labels, and for the location-based calculation, the factor was extracted from the ANRE Annual	<ul style="list-style-type: none"> Supplier energy labels ANRE Annual Report 2024

Emissions group	Methodology	Main databases for emission factors
	Report 2024.	
SCOPE 3 Purchased goods and services	<p>Financial data from the company's accounting records for the year 2025, relating to the value of goods and services purchased, were used. Emissions were calculated:</p> <ul style="list-style-type: none"> for services, using the spend-based method, applying the emission factors from Carbonsaver. The values were converted into Pounds (GBP) using the NBR exchange rate on the last working day of 2025. for goods – raw materials, various materials (caps, pallets, labels, film, bags, cardboard), by applying Ecoinvent emission factors specific to each type of raw material to the quantity purchased for the remaining materials, using the spend-based method, similar to services 	<ul style="list-style-type: none"> Ecoinvent 3.8-3.12 Carbonsaver 2024
SCOPE 3 Capital goods	The calculation was performed similarly to services, using the spend-based method. Financial data from the accounting records relating to the total value of capital assets acquired in 2025 was used, including assets under construction.	<ul style="list-style-type: none"> Carbonsaver 2024
SCOPE 3 Fuel and energy-related activities (not included in Scope 1 and 2)	<p>For fossil fuels (diesel and petrol), upstream emissions (WTT) were calculated.</p> <p>For electricity purchased from electricity suppliers, both upstream emissions (WTT) and emissions associated with electricity losses recorded in the transmission and distribution network (T&D loss) were calculated.</p> <p>No upstream emissions were determined for the energy consumed from photovoltaic panels owned by the Company (as a prosumer).</p>	<ul style="list-style-type: none"> IEA 2025 CoM Report on Default Emissions for the Member States of the European Union, 2017
SCOPE 3 Upstream transport and distribution	Kilometers (excluding road transport) were multiplied by the emission factor corresponding to the mode of transport.	<ul style="list-style-type: none"> Carbonsaver 2024
SCOPE 3 Waste generated during operations	The weight of operational waste handed over to recovery/recycling operators during 2025 was multiplied by the emission factor applicable to each type of waste.	<ul style="list-style-type: none"> Ecoinvent 3.12
SCOPE 3 Business travel	The distances travelled by company employees by air were determined, with the kilometres travelled multiplied by the corresponding emission factor. For accommodation services, the spend-based method was used.	<ul style="list-style-type: none"> Carbonsaver 2024

Emissions group	Methodology	Main databases for emission factors
SCOPE 3 Employee commuting	This calculation includes: <ul style="list-style-type: none"> accounting entries in the corresponding account relating to passenger transport. Emissions were calculated using the spend-based method, as is the case for services. Emissions generated from the use of fuel by the company's own fleet. The calculation of emissions is similar to that in the 'Mobile combustion' section. 	<ul style="list-style-type: none"> Carbonsaver 2024 CoM Report on Default Emissions for the Member States of the European Union, 2017
SCOPE 3 Upstream leased assets	Following the analysis, the Company determined that it has operational control over the assets leased upstream and, consequently, has included the emissions generated by the operation of these assets in Scope 1 and Scope 2.	
SCOPE 3 End-of-life treatment of products sold	The calculation of emissions is similar to that for operational waste; the quantities are taken from the OIREP declaration – Organisation Implementing Extended Producer Responsibility Obligations.	<ul style="list-style-type: none"> Ecoinvent 3.12
SCOPE 3 Downstream transport	The kilometers (excluding road transport) were multiplied by the emission factor corresponding to the mode of transport.	<ul style="list-style-type: none"> Carbonsaver 2024

The company has no activities that generate GHG emissions for the following Scope 3 categories: Processing of sold products, Use of sold products, Downstream leased assets, Franchises and Investments.

GHG emissions:

Scope 1 greenhouse gas emissions

Gross greenhouse gas emissions from Scope 1 (tCO ₂ eq)	26,216.18
Percentage of Scope 1 Greenhouse gas emissions from regulated emissions trading schemes (%)	0%

Greenhouse gas emissions from Scope 2

Gross greenhouse gas emissions from Scope 2, location-based (tCO ₂ eq)	2,691.50
Gross greenhouse gas emissions from Scope 2, based on market (tCO ₂ eq)	1,173.89

Significant greenhouse gas emissions from Scope 3

Total gross indirect greenhouse gas emissions (Scope 3) (tCO ₂ eq)	448,038.03	
1	Purchased goods and services	418,900.05
[Optional subcategory: Cloud computing and data centre services]		
2	Capital goods	8,197.47

3	Fuel and energy	2,854.20
	Activities (not included in Scope 1 or Scope 2)	
4	Upstream transport and distribution	5,422.22
5	Waste generated in operations	4,884.25
6	Business travel	68.04
7	Employee commuting	549.05
8	Upstream leased assets	-
9	Downstream transport	0.20
10	Processing of products sold	-
11	Use of products sold	-
12	Treatment at the end of the life of products sold	5,153.79
13	Downstream leased assets	-
14	Franchises	-
15	Investments	-
Total greenhouse gas emissions		
Total greenhouse gas emissions (by location) (tCO ₂ eq)		474,936.95
Total GHG emissions (market-based) (tCO ₂ eq)		473,419.34

GHG intensity per net revenue

Total net revenue in RON (as per the financial statements) – used to calculate GHG intensity	1,155,626,079
Total GHG emissions (by location) per net revenue (tCO ₂ eq/RON)	0.0411%
Total GHG emissions (market-based) per net revenue (tCO ₂ eq/RON)	0.0410%

[E1-7] GHG removals and GHG mitigation projects financed through carbon credits

During the reporting period, the Company did not develop or co-finance GHG removal and storage projects within its own operations or value chain, nor did it finance GHG mitigation projects through the purchase of carbon credits. Consequently, this requirement is not currently applicable to the Company.

Should the Company initiate GHG absorption projects or use carbon credits in the future, these will be reported separately, without being offset against gross emissions and without being taken into account for the fulfilment of any established reduction targets.

[E1-8] Internal carbon pricing

Currently, the Company does not use internal carbon pricing schemes as a tool for capital allocation. Therefore, the requirement is not applicable to the Company during the reporting period.

[E1-9] Expected financial impacts of significant physical and transition risks and potential climate-related opportunities

With regard to the anticipated financial impacts of significant physical and transition risks and potential climate-related opportunities, in the first year of reporting under the CSRD, the Company is applying the phase-in provision set out in ESRS 1, Annex C and, consequently, does not yet present detailed quantitative information. The internal methodology for estimating these effects is currently under development, given the high degree of uncertainty and the need to be able to reliably distinguish between impacts caused by climate change and other business factors; the company intends to gradually expand reporting with quantitative indicators as these tools become operational.

ESRS E3 Water and marine resources

[E3.IRO-1] Description of the processes to identify and assess material water and marine resources-related impacts, risks and opportunities

The description of the process for identifying and assessing significant impacts, risks and opportunities can be found in ESRS 2.

From the perspective of water resource use, our assessment considered the scenario of water scarcity in production regions, resulting in the following material IROs:

Potential negative impact: Intensive water use affecting freshwater ecosystems and biodiversity.

Potential positive impact: Reduction of water consumption through the production of less resource-intensive products in the context of judicious use of water resources and even reduction of its use in production processes.

Risk: Disruptions in the production process due to water shortages.

Opportunity: Reduction of potential operational costs and the risk of penalties for non-compliance by transitioning to more efficient technological processes (retrofitting, reuse, filtration, purification, reduction of losses, etc.) in terms of water use.

[E3-1] Policies related to water and marine resources

Currently, the Company does not have a dedicated policy that explicitly integrates significant impacts, risks and opportunities related to water resources, as this is the first year of reporting in accordance with ESRS. In the absence of such a specific policy, the regulations and documents governing our environmental activities are included in the Accidental Pollution Prevention Plans, Water Management Authorisations and Environmental Authorisations issued for the main production facilities (Filipeștii de Pădure and Măgureni), as well as in the internal procedures related to the Integrated Environmental Management System, in accordance with ISO 14001:2015; in addition, both units are provided with water supply, as well as the control of the wastewater discharge and wastewater treatment, in accordance with the applicable permits and legal requirements.

Within the environmental management system, the Environmental Policy includes explicit environmental protection commitments regarding energy efficiency through the sustainable use of resources, compliance with applicable environmental legislation, pollution prevention through the adoption of proactive measures to reduce negative environmental impact, as well as the company's ongoing commitment to improving environmental performance.

Water resource management within the Company is based on a complex and integrated system that ensures a balance between responsible water consumption, adequate treatment for use in the production process, and complete purification before discharge. This system complies with all national and European legal and technical requirements for sustainable water management.

The concern for the efficient use of water resources at our main production facility - the factory CRIS-TIM from Filipeștii de Pădure - is ensured by six deep wells, which provide approximately 85% of the total amount of water inflow, and connections to local water networks, which cover the remaining 15%.

Although the main production facilities (Filipeștii de Pădure and Măgureni) are located in the Buzău - Ialomița river basin considered to be at risk of drought, through the measures implemented, namely the supply of water from deep wells, the Company does not have a material

negative impact on water resources. In this regard, the water management authorisations do not impose for any limitations or restrictions on the exploitation of water resources.

The water extracted from the wells is treated in two reverse osmosis treatment plants and then stored in 250–400 m³ tanks before being pumped to the production units. The system is fully automated and includes hydrophone stations for pressure control, as well as dedicated firefighting water stations with a reserved volume of 380 cubic metres. The existing monitoring systems confirms the quality of water through monthly checks of quality indicators, carried out by accredited external laboratories.

In accordance with the Integrated Environmental Authorisation, we monitor the intake of drinking water in the technological processes we carry out, in accordance with the Best Available Techniques (BAT).

Technological and domestic wastewater is directed to our own biological treatment plants within the factories in Filipeștii de Pădure and Măgureni, in compliance with NTPA001 and Water Law No. 107/1996 and Government Decision No. 188/2002, with subsequent amendments and additions.

In addition, the ISO 14001:2015 environmental management system requires continuous monitoring of losses, leaks and water consumption efficiency, in line with the company's strategic objective: the efficient use and gradual reduction of natural resources.

Through the Environmental Policy Statement, a document which is reviewed annually, the company's CEO has committed to establishing and achieving quality and environmental performance standards that comply with all applicable regulations and laws. The CEO is responsible for implementing policies that stipulate provisions related to water resource management.

[E3-2] Actions and resources related to water and marine resources

Through the INVESTALIM programme, financial resources have been allocated for a series of projects aimed at improving water efficiency in the production process at Filipeștii de Padure plant, namely:

1. During the period 2025 to 2030, the company is implementing **a project to upgrade the existing wastewater treatment plant** and expand its capacity by 1,000 m³/day, for which the technical and financial market analysis was launched in 2025.

The aim of the action, upon completion of the investment, is to improve the efficiency of the treatment process, contributing mainly to the restoration and regeneration of the aquatic ecosystem and water bodies, in accordance with the mitigation measures hierarchy.

The investment in the treatment plant represent a relevant action for a site located in an area of water stress, aimed at reducing pressure on water in the basin and to prevent potential future restrictions.

2. At the same time, during the period 2025 and 2026, the Company is carrying out **a project to expand the water supply network** on the Filipeștii de Padure platform by drilling three additional wells, with the aim of strengthening the resilience of the water supply in an area with water related risk. The source is a deep aquifer, and the environmental permits do not impose any limitations or restrictions on exploitation. According to the technical and financial offers, the cost is 160.000 euro (excluding VAT).

The project was initiated in 2025 (with the first well completed at the end of the year) and will be completed in 2026.

[E3-3] Targets related to water and marine resources

As the modernisation process is at an early stage and will be finalised after the design of all investment objectives, no targets were set related to water resource management. We will set targets in the medium term.

[E3-4] Water consumption

The data is derived from direct measurements, extracted from utility bills, according to the measuring devices installed at the wells and the water network.

Data points	Total (m3) in water risk areas
Total water consumption	118,722
Total water recycled and reused	21,596
Total water stored	2,030
Increase/decrease in water storage	0
Water withdrawals (voluntary requirement)	354,430
Water discharges (voluntary requirement)	235,708

Water consumption intensity:

Total water consumption in own operations, in m3 per net revenue in million EUR	518,092
Total water consumption per tonne of finished product	3.04

[E3-5] Anticipated financial effects of significant water and marine resource-related risks and opportunities

The company applies the ESRS Quick Fix amendments, which allow for the temporary omission of quantifying anticipated financial impacts for the reporting period.

ESRS E5 Resource use and the circular economy

[E5.IRO-1] Description of the process for identify and assess material resource use and circular economy-related impacts, risks and opportunities

The main raw materials used in the Company's production process are, for the most part, of agri-food origin. These include various types of meat (pork, chicken, beef and turkey), preserved and dehydrated vegetables, spices, additives, starter cultures and complete mixes, as well as other food-grade chemical ingredients required for product manufacturing.

Packaging and auxiliary materials used throughout the entire operational flow also play a role in the Company's activities. These include cardboard used for production and product packaging within the logistics centre, films, wooden pallets, black or transparent polystyrene trays, clips, labels (front, generic, sleeves, back and unique labels), printed or transparent films, as well as artificial and natural casings.

The significant impacts, risks and opportunities related resource use and the circular economy are mainly concentrated within the Company's production units (meat product processing and packaging units, the central logistics warehouse and distribution units), for which the impacts, risks and opportunities associated with the scenarios described below are assessed.

With regard to the stages of the value chain and resource use, the risks and negative impacts are primarily concentrated in: (i) the procurement phase of raw materials and packaging materials (dependence on critical resources and risks associated with unsustainable sourcing), (ii) the production and packaging phase (resource consumption, generation of organic and packaging waste, efficiency of technological processes) and (iii) the distribution phase and the use of products by clients and consumers (food waste and packaging waste management). The assessment of the significance of impacts, risks and opportunities takes into account these stages of the value chain and the concentration of resource and waste flows within each of them.

The process of identifying and assessing impacts, risks and opportunities relevant to the Company, including those related to ESRS topic E5 – Resource use and the circular economy, is based on the analysis of scenarios which are representative of the business model and supply chain. For each scenario, potential or actual negative impacts, positive impacts, as well as associated risks and opportunities are identified, and subsequently evaluated in terms of severity and likelihood of occurrence.

A first analyzed scenario concerns the shortage of critical raw materials as a result of unsustainable sourcing, (procurement from sources that do not comply with the principles of responsible resource use and environmental protection (e.g. intensive exploitation of natural resources, lack of biodiversity conservation practices, non-compliance with safety and traceability standards, failure to meet or environmental and social requirements throughout the supply chain).

Potential negative impact: Intensive use of natural resources throughout the supply chain, contributing to their depletion, increased waste volumes and the degradation of ecosystems.

Actual positive impact: The efficient use of resources through improvements in production processes reduces the consumption of raw materials and energy as well as waste generation, contributing to the conservation of natural resources.

Risk: Increasing supply chain cost as a result of sustainability requirements, food safety standards and restricted access to non-renewable resources as a result of restrictive environmental regulations.

A second analyzed scenario concerns consumer demand for products with a longer shelf life (driven by convenience, waste reduction and busy lifestyles).

Actual positive impact: Reducing food waste by developing and marketing products with a longer shelf life.

Risk: A decline in market share due to the company's failure to adapt to changes in consumer preferences driven by sustainability requirements.

The third scenario refers to an increase in the volume of hard-to-recycle waste, understood as waste streams for which the recycling process is complex (e.g. requiring additional treatment stages or special technologies) or which is difficult to separate from other types of waste, which may lead to increased disposal and recycling costs in the context of stricter regulations.

Potential negative impact: Increased waste volumes and pollution with a negative impact on the environment as a result of rising production volumes.

Risk: Increased disposal and recycling costs as a result of stricter environmental regulations and sustainability requirements, which may affect the company's profitability.

[E5-1] Policies relating to resource use and the circular economy

Currently, the Company does not have a dedicated policy that explicitly integrates the principles of the circular economy, as this is the first year of reporting in accordance with the ESRS. In the absence of such a specific policy, issues related to the efficient use of resources and waste management are addressed through existing environmental policies and documents.

The existing internal policies and documents that include relevant elements of the circular economy are mainly:

- The Company's Environmental Policy, which sets out the principles of pollution prevention, efficient use of resources and responsible waste management
- The Waste Prevention and Reduction Plan
- Environmental permits
- Procurement procedure
- Annual plan to reduce food waste
- Procedure for stock at risk and overstock

The Company's environmental policy reflects its commitment to preventing pollution, complying with legal requirements and continuously improving environmental performance, as well as to conserving natural resources and minimizing waste generation. The policy sets objectives related to the efficient use of energy and water, monitoring resource usage in manufacturing and sanitation processes, optimizing the consumption of substances used in the wastewater treatment plant, and the continuous improvement of the waste management and waste recovery system.

The policy does not explicitly address the transition from the use of virgin resources to the use of secondary (recycled) resources, nor does it address the sustainable sourcing and use of renewable resources; however, some of its objectives (e.g. the recovery and recycling of packaging and the reduction of resource consumption) indirectly contribute to these aspects.

The company plans to review and update its environmental policy in the medium term to explicitly integrate circular economy principles related the transition to secondary resources and sustainable procurement, depending on their relevance to the business model.

Waste management and efficient use of resources

To ensure efficient waste management, the Company prepares an annual plan aimed at preventing and reducing the quantities of waste generated during food production processes. This plan is based on the waste management hierarchy, prioritising waste prevention, including through the selection of optimal technologies and practices from the product design stage onwards.

Where waste prevention is not possible, the Company aims to minimise the quantities generated by identifying and implementing solutions for reuse, recycling and energy recovery. These actions help to keep resources in the economic cycle for as long as possible and to support the principles of the circular economy.

The procurement procedure applies throughout the Company's entire value chain, from the purchase of raw materials, auxiliary materials, packaging, equipment and services, to their receipt and use in production processes. The procedure sets out the methods for planning procurement requirements, for selection, evaluation and re-evaluation of suppliers, for terms of contracting, placing of orders, acceptance criteria, and control of procured products and services, so that they comply with the Company's requirements regarding quality, food safety, legality and authenticity. Throughout the value chain, the requirements of the procedure are reflected in documents such as supplier evaluation questionnaires, evaluation and selection sheets, lists of accepted/rejected suppliers, supplier audit programmes and contractual terms.

The Company prioritizes waste reduction and prevention over any form of treatment, following a hierarchical approach across multiple levels of intervention.

Within this framework, the company treats waste primarily as waste streams that must be avoided and reduced, and, at a later stage, as sources for new products and energy, using recycling and energy recovery only for those fractions that can no longer be reused.

The technological framework adopted by the Company encourages the use of advanced solutions, such as high-pressure processing (HPP), ozonation and UV-C biosecurity, as means of supporting these principles by maintaining product quality over a longer period and reducing the risk of food loss and waste.

In the operational phase, the internal working framework includes specific procedures for reducing food waste, as well as an annual food waste reduction plan, which sets out objectives, responsibilities and monitoring indicators within the economic cycle, with a view to minimizing losses and waste generated.

Ultimate responsibility for the implementation and oversight of the integrated management system, including the implementation of related policies and documents (e.g. environmental policy, procurement procedure), lies with the Managing Director, who ensures the allocation of necessary resources and coordinates periodic assessments, guaranteeing compliance with legislative requirements and the company's strategic objectives.

[E5-2] Actions and resources related to resource use and the circular economy

The Company aims not only to comply with regulatory requirements, but also to optimize resource consumption, transform waste streams into sources of economic and energy value, and prevent waste generation.

To this end, the Company is implementing a coherent portfolio of ongoing measures aimed primarily at increasing resource efficiency and improving the management of raw materials and materials.

The measures implemented include:

- maintaining certification of the environmental management system in accordance with ISO 14001:2015;
- optimising the consumption of coagulants and flocculants used in the wastewater treatment process;
- achieving the annual targets set by legislation regarding the recovery and recycling of packaging placed on the domestic market;
- continuously improving the waste management and recovery system;
- remaining within the maximum permitted limits for pollutant concentrations relating to environmental factors (wastewater, emissions and immissions into the air, soil, noise) in accordance with Environmental Permits;
- recovery of organic waste and sludge from wastewater treatment plants through specialized partnerships for biogas production (the quantity of biogas produced and consumed in 2025 being 1,254,745 m³ – equivalent to 7.528 MWh), whilst animal by-products are sold to be processed into protein meal for animal feed (the quantity of animal by-products sold for this purpose being 781.96 tonnes – this quantity is included in the total of 2,173.83 tonnes diverted from disposal and included in the recycling process), contributing to closing material loops in the agri-food chain.

The Company has established an integrated plan to reduce food waste, designed on the basis of the European waste management hierarchy, in which the prevention of food waste occupies a central position. Optimization of the slicing and packaging stages, reinforced by rigorous procedures for managing at-risk and overstock inventory, leads to a reduction in technological and commercial losses. Any remaining food surpluses are prioritized for distribution to social organisations, whilst products no longer suitable for human consumption are channelled into composting and biogas production streams, thereby minimizing the volume of waste sent for disposal.

The Company is implementing a portfolio of advanced preservation technologies (note that these technologies were acquired prior to 2025), with the aim of responding to changing consumer preferences and further limiting food waste. The company is investing in advanced preservation technologies, such as high-pressure processing (HPP) and ozonation systems.

HPP technology enables the inactivation of microbial contaminants without the use of heat, preserving the flavour, colour, texture and nutritional value of the products by applying very high isobaric pressure to vacuum-packed products. This acts as an additional food safety barrier, ensuring that the product and packaging remain a secure unit until opened by the consumer, and helping to extend shelf life and reduce food waste.

The company uses an extensive ozone treatment system, comprising around 40 generators installed in the production facilities, the central logistics warehouse and ancillary areas. Ozone, an oxidant with bactericidal and virucidal properties, significantly reduces the microbial load, thereby

helping to extend the shelf life of meat products. On-site ozone production eliminates the need to store chemicals and ensures a safe and environmentally friendly process, helping to maintain product quality and prevent food waste. The system operates under controlled conditions, with concentrations between 0.1 and 0.3 ppm, to ensure effective disinfection whilst safeguarding staff safety.

The Company also makes extensive use of modified atmosphere packaging (MAP) technology, utilising 19 packaging lines with a total capacity of approximately 75 tonnes per day. The gas mixture used, consisting predominantly of 70% nitrogen and 30% carbon dioxide, creates a controlled environment that inhibits the growth of microorganisms and maintains the organoleptic properties of the products throughout their shelf life until they are opened. By extending shelf life and ensuring quality throughout the supply chain, the modified atmosphere directly contributes to reducing food waste.

In the logistics sector, the adoption of plastic crates and reusable wooden pallets, integrated into a controlled cycle of collection, sanitisation and reintroduction into the supply chain, significantly reduces the use of single-use tertiary packaging and the volume of packaging waste.

Through these measures, the Company supports responsible and sustainable economic development, ensuring a balance between operational performance and environmental protection, for the benefit of future generations.

[E5-3] Targets related to resource use and the circular economy

For 2025, the Company had not set any targets relating to the management of impacts, risks and opportunities relating to resource use and the circular economy. The Company will introduce such objectives and targets from 2026 onwards. The Company monitors the effectiveness of its policies and actions regarding impacts, risks and opportunities relating to resource use and the circular economy by analysing cases of non-compliance with legislation, conducting an annual audit by an independent third party, and preparing a report on the prevention and reduction of waste generated.

The audit mission focuses on assessing the organisation's performance regarding compliance with legal requirements. Following the audit, it was concluded that the Company complies with legal requirements and other applicable regulations in the field of waste management; however, a non-compliance was identified regarding the lack of evidence of staff training in environmental protection, for which a corrective action regarding staff training will be implemented.

[E5-4] Resource inflows

For the main resource inflows (raw materials of animal and plant origin, auxiliary materials and packaging), the Company has identified impacts and risks related to dependence on raw and auxiliary materials and their supply methods, such as the intensive use of natural resources, increased waste volumes and potential ecosystem degradation along the supply chain, the need to redesign products, and restricted access to non-renewable resources in the context of stricter environmental regulations.

The company considers opportunities associated with more efficient use of resources and increasing the share of renewable resources in production processes, which can reduce the consumption of non-renewable raw materials, the amount of waste and the carbon footprint. Consumer trends are also monitored (for example, demand for products with a longer shelf life, which can help reduce risk, but also the risk of subsequent changes in consumer preferences), as

well as risks related to the increase in quantities of waste that is difficult to recycle, which may generate additional recycling or disposal costs.

The efficient sourcing, use and management of these resources is a key element of the Company's sustainability performance, having a direct impact on consumption levels, associated emissions and the management of raw materials throughout the production chain.

The following table shows the total weight of products and technical and biological materials used in 2025:

Resource category	Resource type (biological / technical)	Source (virgin / secondary / reused)	Description of use in CFH processes	Annual quantity used	Unit of measurement (tonnes/ m ³ /year)	Comments on sustainability (certification, traceability, etc.)
Animal raw materials (meat)	Organic	Virgin	Main raw material for the production of sausages and other food products.	33,601	tonnes	Sourced from authorised slaughterhouses, in compliance with veterinary and hygiene regulations.
Vegetable raw materials (spices, additives, frozen, dried or preserved vegetable)	Organic	Organic / certified	Ingredients for the production of finished products.	5,136	tonnes	Mention of relevant schemes (organic, RSPO, etc.), where applicable.
Primary packaging materials (film, trays, labels)	Technique	Virgin / partially recycled	Packaging of finished products for distribution.	671	tonnes	Tonnes containing recycled content and the degree of recyclability may be indicated.
Reusable tertiary packaging – plastic crates (total mass in circulation)	Technical	Reused	Transport of products between factories, warehouses and customers; washed and reused.	53,650	tonnes	Average number of cycles/year, reduction in single-use packaging.
Tertiary packaging – wooden pallets	Technique	Reused	Logistical support for transport and storage.	744.01	tonnes	Reuse, repairs; possibly from certified timber.

Process/cleaning chemicals	Technical	Virgin	Detergents, disinfectants, processing agents.	154.19	tonnes	Optimisation of dosages, transition to low-impact products.
Coagulants and flocculants for wastewater treatment plants	Technical	Virgin	Industrial wastewater treatment.	150	tonnes	Measures to improve efficiency of consumption.
Water from own boreholes(*)	Organic	Virgin (own source)	Drinking and process water for production processes.	261,063	m ³	Treated in our own treatment plants; reduces dependence on external suppliers.
Water from external supplier(*)	Biological	Virgin	Supplements the drinking water supply.	93,367	m ³	Quality monitoring in accordance with legislation.

(*) Quantities reported for water refer to water withdrawals from own boreholes and from external water supplier. Quantity of water consumed is presented in chapter ESRS E3 – Water and marine resources.

For biological materials used in production (meat, spices), the Company ensures compliance with legal and specific requirements, where relevant, applies the principle of cascading use of resources, and ensures traceability and compliance with veterinary and food safety conditions.

In the medium term, the Company plans to develop a system for collecting the data necessary to gradually report the percentage of biological materials from sustainable sources.

With regard to the use of secondary resources, the Company uses reusable materials mainly in the area of packaging and logistics carriers (reusable/returnable containers and pallets). These do not have a pre-determined period of use and remain in circulation for as long as they are functional; when they become damaged or deteriorate and can no longer be used for their intended purpose, they are declared and treated as waste, being transferred to authorised operators for recovery or disposal in accordance with applicable regulations.

In the medium term, the Company plans to develop a system for collecting the data required to report the weight of reusable and secondary resources. With regard to reporting for 2025, to avoid double counting of reusable and secondary resources, the Company has taken into account the quantities purchased during 2025.

The data reported for resource inputs were estimated and aggregated based on information available in internal management systems (stock and production records), procurement documents and production reports prepared at the level of each unit. Material quantities are expressed in tonnes/year and reflect, where applicable, the weight on receipt or the quantities actually consumed in the production process. For water, the figures are derived from internal meter readings (own boreholes and consumption from the public network) and from utility

suppliers' invoices. The data undergo consistency checks between the technical, production and finance departments to ensure the consistency and accuracy of the information used in reporting.

[E5-5] Resource outflows

With regard to resource outflows, the Company takes into account the impacts, risks and opportunities associated with consumer behaviour and waste management costs. At the same time, the increase in the volume of waste that is difficult to recycle and the tightening of environmental requirements may lead to higher disposal and recycling costs, impacting profitability. These impacts, risks and opportunities are managed through the ongoing monitoring of waste management costs and the commercial performance of products.

The main products and materials resulting from the company's production process include food intended for consumption, the shelf life of which is defined by strict standards regarding preservation, safety and expiry dates, in accordance with applicable national and European legislation. The products are designed to ensure quality and safety throughout their lifecycle, and the associated packaging can be collected separately and recycled.

Through this approach, the company aims to align its packaging management with the principles of the circular economy and its internal objectives to reduce its environmental impact.

Currently, the company does not have consolidated data on the recyclable content of products and packaging placed on the market. Internal systems for collecting and monitoring this information are under development.

Given the specific nature of the food production industry, the main types of resource outflows in the form of waste are: organic food waste, packaging waste, sludge from wastewater treatment plants, waste oils and municipal waste from support and maintenance activities. As part of its operations, it mainly generates packaging waste consisting of paper/cardboard, plastic and wood, sludge from wastewater treatment plants, organic food waste, used vegetable oils, metallic waste and a limited quantity of hazardous waste, all of which are managed by authorised operators for recovery or controlled disposal.

To meet the legal targets for the recycling of packaging placed on the market, the Company transfers responsibility for meeting recovery and recycling targets to OIREP organisations (Organisations for the Implementation of Extended Producer Responsibility Obligations), covering all packaging categories (plastic/PET, paper/cardboard, metal and wood). At the end of each year, it receives reports from OIREP confirming the fulfilment of the minimum targets set out in Law No. 249/2015.

The company takes an integrated and responsible approach to waste management, based on the policies and documents described in section E5-1, which clearly establish responsibilities for the separate collection, recording and reporting of waste across all operational units. To reduce the volume of non-recycled waste and ensure traceability throughout the entire waste life cycle, the Company applies specialised collection and recovery mechanisms for non-hazardous and hazardous waste, including the recycling of packaging waste, the recovery of sludge and organic waste through biogas, as well as the recovery of used vegetable oils.

The non-recoverable fraction is sent for controlled disposal (D5 – Specially engineered landfills (e.g. placement in separate, sealed compartments that are covered and isolated from one another and from the surrounding environment, etc.) or other disposal operations in accordance with current regulations.

The company monitors the annual quantities of generated, recovered and disposed of waste, both to comply with legal obligations and the conditions of environmental permits, and to identify opportunities to streamline processes, increase the proportion of circular flows and reduce non-recycled waste.

The data used for reporting resource outflows and waste outputs are collected from internal environmental records, waste transport forms, contracts and reports from authorised operators, as well as from the annual reports provided by OIREP. Quantities are mainly expressed in tonnes, checked for consistency between the environmental, production and finance departments, and consolidated at CTFH level to ensure the accuracy and comparability of the reported information.

To avoid double counting, the same quantity of material is not reported simultaneously as 'reusable' and 'recycled'.

The company is considering developing a data collection system that, in the medium term, will present quantitative indicators on the proportion of resources entering the economic cycle compared to those disposed of as waste.

PACKAGING PLACED ON THE MARKET - 2025

Material - Packaging	Placed on the market 2025 (tonnes)	Recycled through OIREP 2025 (tonnes)	Actual recycling rate (%)	Minimum legal target (%)
Paper-Cardboard	1,735.54	1,321.47	76.14	75.0
Plastic	671.07	496.28	73.95	50.0
Aluminium	56.59	28.30	50.00	50.0
Wood	744.01	398.99	53.63	25.0
TOTAL	3,207.21	2,245.03	70.00	65.0

With regard to waste, during the reporting period (1 January 2025 - 31 December 2025) the company generated a total of 7,582.31 tonnes of non-hazardous and hazardous waste, of which 5,432.18 tonnes were recycled.

The company does not generate radioactive waste, so this is not included in the indicators below.

All categories of waste generated are managed through authorised economic operators for collection and recycling/disposal as appropriate:

WASTE GENERATED - 2025

Total Waste		7,582.31
Non-hazardous		7,581.70
Diverted from disposal		5,432.18
	Preparation for reuse	-
	Recycling	2,173.83
	Other recovery operations	3,258.35
Intended for disposal		2,107.52
	Incineration	-
	Waste	2,107.52
	Other disposal operations	

Hazardous		0.61
Diverted from disposal		-
	Preparation for reuse	-
	Recycling	-
	Other recovery operations	-
Intended for disposal		0.61
	Incineration	-
	Waste	0.61
	Other disposal operations	-
Total quantity of non-recycled waste		2,108.13
Percentage of non-recycled waste out of total waste		27.8%

[E5-6] Anticipated financial effects from resource use and circular economy-related impacts, risks and opportunities

At present, no estimates have been made of the anticipated financial effects of the significant risks and opportunities arising from the use of resources and the impacts associated with the principles of the circular economy within the scope of CTFH's operations.

The company applies the provisions of the 'Quick Fix' guidance on ESRS, which allow for the temporary omission of quantifying the anticipated financial effects for the reporting period; as the necessary methodologies and data become available, it will develop and publish such estimates for future periods.

ESRS S1 Own workforce

[S1.SBM-2] Interests and views of stakeholders

Information regarding the interests and views of the organisation's own employees can be found in ESRS 2 SBM-2.

[S1.SBM-3] Material impacts, risks and opportunities and their interaction with strategy and business model

In accordance with the requirements of ESRS S1 and ESRS 2 SBM-3, the company CRIS-TIM FAMILY HOLDING recognises that transparency regarding the significant impacts, risks and opportunities related to its workforce is an essential condition for compliance with the requirements of ESRS S1 and for the integration of sustainability into its strategy and business model. In this context, the company identifies and assesses these impacts, risks and opportunities and considers them in the strategic planning process, in investment decisions and in human resources practices.

Thus, the company identified these significant impacts through a structured double materiality assessment process, which included: analysing internal human resources data (e.g. employee turnover, absenteeism, results of internal surveys), reviewing incidents and complaints, as well as interviews with management. The results of this process were used to prioritise the impacts, to establish the final list of material impacts, risks and opportunities, and to define actions and objectives related to the company's own workforce.

The results of the identification process concerning impacts, risks and opportunities related to the company's workforce are mainly used for the ongoing monitoring of the working environment and for the planning human resources and social responsibility initiatives. At this stage, no major strategic decisions altering the business model have been adopted as a result of these findings; however, they are taken into account as a part of the annual analysis and planning process.

As part of the assessment, several scenarios that may influence the working environment, employees and, implicitly, the organisation's performance were defined and evaluated. For each scenario, the Company identified and analysed the potential impacts on its own workforce, the associated risks and the opportunities for improvement, as presented below.

Scenario: Maintaining a predictable working environment

Actual positive impacts:

- Improved employee well-being and satisfaction as a result of adequate working conditions;
- Improved quality of life and employee satisfaction by ensuring a work-life balance;

Opportunities:

- Reducing costs arising from absenteeism and employee turnover and increasing productivity by ensuring reasonable working hours, respecting rest periods and legal leave entitlements;
- Increasing the company's attractiveness as an employer and improving staff retention by providing wages, including a bonus policy, that ensure a decent standard of living and reflect employees' skills, performance and contributions.

Scenario: High employee turnover affecting employee morale and productivity

Risks:

- Reduced team morale (difficulty maintaining certain categories of staff) due to employee turnover;
- Risk of increased operational costs due to employee turnover and/or skills shortages in the labour market;

Opportunity: Investment in automation/digitalisation, that support process efficiency, reduces workplace stress, increases satisfaction and, consequently, reduces employee turnover and long-term human resources costs.

Scenario: Rapid economic changes and the impact of technology on jobs

Potential negative impact: Disruption to the workflow, including the creation of a tense working environment due to technological changes implemented by the company.

Current positive impact: The development of a transparent environment, increased employee trust and satisfaction through access to information regarding working conditions and company policies, which strengthens employee relations by boosting retention and motivation in the workplace.

Opportunity: Increased operational efficiency and reduced financial losses by retaining valuable employees, supported by a fair Collective Labour Agreement (CLA) and a comprehensive package of non- salary benefits.

Scenario: Workplace accidents that can may cause operational disruptions; occupational diseases

Opportunity: Higher productivity and reduced absenteeism through implementation of a preventive health services package, including an on-site medical office, medical tests and medical subscriptions for employees.

Scenario: Legal proceedings relating to ensuring equal opportunities in the workplace and combating discriminatory practices

Actual positive impacts:

- Opportunities for marginalised groups, acceptance and appreciation of differences between individuals, non-discrimination based on personal characteristics;
- Promotion of equal opportunities by ensuring that both women and men have access to the same opportunities.

Opportunities:

- Improving the company's reputation as a top employer by implementing an inclusive and non-discriminatory working environment;
- Reducing legal risks and costs associated with labour conflicts by promoting policies on the prevention of violence and harassment in the workplace;
- Optimising recruitment processes by accessing vulnerable groups through collaboration with specialist labour agencies.

Scenario: Skills shortages affecting business productivity

Opportunity: Increasing productivity and operational efficiency through the development of employee's skills

The actual and potential impacts described above reflect the company's business model's reliance on a large, stable and well-trained workforce, within the context of a highly competitive and regulated sector. Maintaining a predictable working environment, managing employee turnover,

adapting to technological changes, reducing workplace accidents and ensuring equal opportunities are critical factors for the continuity of operations and the company's ability to deliver safe, high-quality products.

Based on these impacts, risks and opportunities, the company has integrated the following key priorities into its business model:

- strengthening occupational health and safety procedures and expanding preventive medical services to reduce the risks of accidents and absenteeism;
- implementing staff retention and recruitment programmes (competitive salaries, bonus schemes, non- salary benefits, partnerships with recruitment agencies, openness towards vulnerable groups);
- gradual investment in the automation and digitalisation of processes, to reduce reliance on labour-intensive manual work and increase productivity;
- strengthening policies on equal opportunities, and the prevention of discrimination, violence and harassment in order to protect human capital and the company's reputation as a responsible employer.

Types of employees affected by the company's operations:

The direct and indirect employees described in this section are employees of the company, under an individual employment contract. The distinction between direct and indirect employees refers solely to their role in the production process (directly involved in production vs. administrative and support staff).

Direct employees:

- Production workers: these are directly involved in the manufacturing process (meat and meat products). The impact on them is significant, as they are exposed to specific working conditions, food safety standards and fluctuations in production volume;
- Maintenance and repair staff: ensure the optimal functioning of production machinery and equipment. The impact on them relates to the need to intervene quickly in case of malfunctions and to comply with technical safety standards.
- Quality controllers: verify that products comply with quality and food safety standards. The impact on them relates to the responsibility of ensuring product quality and adhering to control procedures;
- Warehouse and logistics staff: handle and transport finished products and raw materials. The impact on them relates to the need to meet delivery deadlines and ensure product integrity during transport and storage;
- Sales representatives and staff working in the company's own stores: interact directly with customers and promote the company's products. The impact on them is associated with achieving sales targets and maintaining a positive brand image.

Indirect employees (those not involved in the production process):

- Administrative and support staff: provide administrative, financial, legal and human resources support. The impact on them relates to the proper functioning of the company and ensuring the necessary resources for operations;
- Marketing and communications staff: promote the company's products and brand image. The impact on them is associated with the success of marketing campaigns and the maintenance of a positive brand reputation;
- Research and development staff: innovate and develop new products. The impact on them is linked to the Company's ability to launch new products and maintain competitiveness.

Types of employment:

Employees: individuals directly employed by the company under an individual employment contract, including temporary employees used to cover fluctuations in workload or for specific projects.

Non-employees: individuals who work mainly on the company's premises or in connection with its activities and who are not employees but carry out work for the direct benefit of the company (e.g. self-employed authorised individuals providing services directly within the company's operations).

At the same time, the Company monitors the risk of reducing certain positions as a result of automation, with a commitment to priorities retraining measures, internal redeployment and training programs for the affected employees, in order to limit the negative impacts on the workforce.

The identification of these categories was based on job-level risk assessments, data on workplace accidents and incidents, HSE analyses, and the conclusions of the double materiality assessment regarding health, safety and working conditions:

- production workers, exposed to potential risks associated with the use of industrial equipment, sharp tools and refrigerated environments;
- young or newly recruited employees, who may be more susceptible to accidents due to a lack of experience and incomplete familiarity with working procedures.

The company monitors potential differences in risk exposure across various groups (e.g., based on age, type of work, or personal characteristics) and takes measures to prevent any unfair treatment or discrimination.

The company has implemented training programs, equal opportunities policies, regular risk assessments and occupational health and safety measures across the entire workforce, paying particular attention to categories of employees who are more exposed to risks. Through these measures, the company aims to minimise the identified vulnerabilities and ensure a safe, healthy and fair working environment for all employees.

In our analysis, we identified that some material risks and opportunities affect the entire workforce (e.g. general training programmes, fair pay policies), whilst others relate only to specific groups of employees.

Thus, production and logistics workers are more exposed to health and safety risks; young people or newly hired employees may be more vulnerable to accidents due to limited experience; and women may be affected by repetitive or physically demanding tasks. Furthermore, migrant workers or staff supplied by third-party firms may face risks related to contractual stability and access to the same benefits. At the same time, the company is aware that reliance on its own workforce may create major risks in exceptional circumstances (e.g., pandemics affecting employee health, a shortage of skilled workers, or legislative changes with a direct impact on costs and operations). These aspects are taken into account in business in continuity planning and human resources policies.

[S1-1] Policies related to own workforce

The company has adopted a policy framework regarding its own workforce, through which it manages the significant impacts, risks and opportunities identified in the double materiality assessment (e.g. occupational health and safety, working conditions and working hours,

remuneration and benefits, equal opportunities and non-discrimination, social dialogue and trade union rights, professional development and staff retention).

The Company's policies and documents listed below establish and monitor the framework for the prevention of accidents and occupational diseases, ensuring a safe working environment and compliance with HSE legislation; address the impacts and risks associated with accidents, exposure to harmful factors, physical exertion and working conditions specific to the food industry; implementation is monitored through periodic risk assessments, internal inspections and incident reporting.

It applies to all employees across all CTFH locations and, where applicable, it also extends to non-employees who carry out activities on the company's premises.

The General Manager and the Human Resources Director approves policies and documents relating to the workforce, and, together with the Health and Safety Manager, are responsible for their implementation.

The relevant policies are set out below, as follows:

- Collective Labour Agreement (CLA);
- Internal Regulations;
- Code of Conduct and Business Ethics;
- Social Responsibility Management Manual;
- Equal Opportunities Policy;
- Internal Policy on Reporting Breaches of the Law (Whistleblowing Policy);
- Anti-bribery procedure;
- Recruitment and Selection Policy;
- Occupational Health and Safety Procedure (OHS).

The Collective Labour Agreement (CLA) contains key policies regarding the company's own workforce:

Equality and non-discrimination: Equal opportunities and treatment are guaranteed for all job candidates within the organisation and for all its employees, without direct or indirect discrimination on the grounds of race, nationality, ethnicity, colour, language, religion, social origin, genetic characteristics, beliefs, gender, sexual orientation, age, disability, chronic non-contagious illness, HIV infection, political affiliation, family situation or responsibilities, trade union membership or activities, belonging to a disadvantaged group, or any other criterion that has the purpose or effect of restricting or denying the recognition, use or exercise of the rights arising from the present collective labour agreement.

Social dialogue: The CLA provides a framework for consultation and collective bargaining between the employer and employee representatives on key topics (working conditions, remuneration, restructuring, training), stipulating the regularity of dialogue and requires the employer to inform employees of changes relevant to them.

Working hours and breaks: The standard working time is 8 hours per day, 40 hours per week. Overtime, flexible working, part-time work and teleworking, meal breaks and weekly rest periods are clearly regulated, including for specific categories such as young workers and pregnant women.

Occupational health and safety: The CLA guarantees strict application of occupational health and safety legislation, employee training, periodic risk assessments and consultation with employee representatives on the establishment and monitoring of protection measures.

Fair remuneration: The minimum gross salary and all applicable allowances (for overtime, night work, public holidays) are explicitly stated. Salary payments are protected by confidentiality rules and the prohibition of any form of pay discrimination.

Right to leave: All employees are entitled to paid annual leave, public holidays, additional leave for family-related events, as well as other entitlements for parents, young workers, persons with disabilities and pregnant women.

Professional training: The Collective Labour Agreement provides for the employer's support for continuous professional development, regularly identifying training needs and ensuring access to employer-funded or employer-facilitated training for employees, including retraining when technological or organizational changes occur.

Special protection for vulnerable groups: Pregnant women, breastfeeding mothers, young workers under 18 and employees with disabilities benefit from additional protection related to working hours, risk assessment and the prohibition of any form of forced labour.

Transparency and grievance mechanisms: The employer must regularly inform employees about the provisions of the Collective Labour Agreement whenever it is updated, as well as of the disciplinary procedure. Employees may appeal against decisions they consider to be non-compliant through confidential and legally protected mechanisms.

Conflict resolution and sanctions: Clear procedures are in place for disciplinary investigations and for the amicable or legal resolution of collective/individual labour disputes.

Most of the provisions of the CLA described above represent the transposition and application of the legal obligations in force regarding labour relations, equal opportunities, occupational health and safety, and social dialogue, supplemented by the company's specific commitments to ensure fair and predictable working conditions.

With regard to occupational health and safety, the CLA applies in conjunction with the company's OHS Procedure, which details the objectives, responsibilities and specific measures for the prevention of occupational risks.

The OHS Procedure describes the organisation and delivery of OHS and ES (Emergency Situations) training for all company employees.

The Procedure establishes the methodology for OHS and ES training, aligned with occupational risks and current legislation, as well as general prevention and protection measures.

Training is conducted on the basis of approved topics, recorded in the OHS and ES training records and verified through tests, signed by the employee, the trainer and the line manager. For each employee, an Occupational Risk Identification Form and a Approval for Work Certificate issued by the occupational health doctor are prepared and updated upon employment or whenever job-related risks change.

The Internal Regulations define the general framework governing the employment relations between the company and its workforce, including rules of conduct, discipline and professional behaviour, as well as expectations regarding interactions with customers and partners. Its provisions apply to all employees, regardless of the type of employment contract, responsibilities work location, and extend to persons delegated, seconded or temporarily employed within the company, as well as to collaborators who perform activities that directly benefit the company under its coordination and guidance.

The Internal Regulations complement other internal and contractual documents, such as the individual employment contract, the job description and operational or administrative procedures.

The Internal Regulations also detail employees' responsibilities and the expected professional conduct, establishing a clear framework for workplace discipline and behaviour so that employees represent the company's image in a proper and responsible manner.

Furthermore, the Internal Regulations support the creation of a safe and healthy working environment by aligning with legal requirements and implementing the necessary internal procedures for the protection of employees. By establishing explicit rules on conduct and discipline, as well as by automatically incorporating updated legislative standards, the regulations ensure the prevention of operational, legal and reputational risks and support the development of a motivating and equitable organisational climate.

In conclusion, the Internal Regulations reflect the Company's commitment to respecting employees' rights, promoting equal opportunities, non-discrimination and workplace safety, as well as managing workforce-related risks and opportunities.

The Code of Conduct and Business Ethics defines a structured and fair approach for the entire workforce, based on equal opportunities, diversity and workplace safety. The company provides all employees with equal opportunities, regardless of criteria such as race, gender, religion or disability, and all decisions related to recruitment, promotion, remuneration or performance evaluation are based on merit and professionalism. Any form of discrimination or harassment is strictly prohibited, and compliance with these principles is actively monitored.

Active monitoring is ensured through the implementation of the integrity reporting (whistleblowing) system, including via the dedicated email address - sesizare.hartuire@cristim.ro. Furthermore, employees are encouraged to openly communicate any concerns and benefit from continuous dialogue, in order to maintain a working environment based on respect and trust.

Forced labour and the exploitation of children are strictly prohibited; employment relationships are established exclusively on the basis of written employment contracts, in compliance with legal age limits and with special protections for young workers. Workplaces are equipped and maintained according to industry standards, and employees are provided with medical care, personal protective equipment, sanitary facilities and access to drinking water. Health and safety are priorities, both through the active prevention of accidents and occupational diseases and through the promotion of responsible behaviour.

The protection of personal data and the confidentiality of information are strictly ensured through the signing of confidentiality agreements by employees and collaborators, the archiving of documents in secure locations, and IT system safeguards (access rights, passwords, backups). Each employee is obliged to safeguard the integrity of the company's assets and reputation by respecting these rules and immediately reporting any information security incident.

Furthermore, the Code of Conduct and Business Ethics requires the avoidance of conflicts of interest and prohibits any improper advantage arising from employment or business relationships.

The relationship between employees and the Company is strengthened by the protection of whistleblowers: any person within the company may report, without risk of reprisal, any breach of the code or the law, and reports are treated confidentially. The rules relating to the workforce

apply to all employees, regardless of hierarchy or the nature of their role, actively contributing to the creation of a safe working environment.

The Social Responsibility Management Manual establishes the framework of policies, principles and procedures for promoting social responsibility within the company and among its partners. The document is based on the BSCI Code of Conduct and international principles regarding human rights and labour legislation, and applies to both the company's own employees and its suppliers and subcontractors.

Key components and objectives:

- Compliance with national legislation and relevant international standards (ILO, UN, OECD) related to decent work, human rights protection, and the prevention of discrimination, harassment, forced labour and child exploitation;
- Ensuring equal opportunities, freedom of association, fair wages, decent working hours and a safe and healthy working environment;
- The existence of a clear system for assessing, monitoring, correcting and preventing social non-compliance, both internally and within the supply chain;
- Promoting ethical behaviour, transparency and continuous dialogue with all stakeholders;
- A 'zero tolerance' policy towards any misconduct such as discrimination, harassment, undeclared work, forced labour or environmental pollution.

The Equal Opportunities Policy establishes the framework for ensuring equal opportunities and treatment at CRIS-TIM FAMILY HOLDING, with a focus on preventing and combating discrimination in any form, including gender-based discrimination, and on promoting an inclusive and safe environment for all employees.

- The policy applies to the entire workforce, across all operational sites, as well as interactions with customers, suppliers, partners and contractors;
- Any form of discrimination and harassment in the workplace or in related activities (events, business trips, training sessions) is prohibited;
- The types of discrimination (direct, indirect, multiple), as well as moral, sexual and psychological harassment, are clearly defined, and the principles of non-discrimination and inclusion are specified;
- The employer is obliged to inform employees of their rights, provide regular training and implement procedures for reporting, resolving and disciplining misconduct;
- Any act of discrimination or harassment confirmed through an internal investigation is sanctioned proportionately, up to and including the disciplinary termination of the individual employment contract;
- There are clear procedures for submitting and resolving complaints, including mediation, reporting to the authorities and protecting the identity of those involved;
- Designated individuals (equal opportunities officer, administrator, HR manager) monitor, advise and intervene in case management, policy implementation and employee training;
- Statistical data on complaints and their resolution will be collected and analysed annually to assess the policy's effectiveness and ensure continuous improvement;
- The legal framework includes Romanian and European anti-discrimination and equal opportunities legislation;

The document is firm in tone, adopting a zero-tolerance approach to any form of discrimination, clarifying both the rights and the practical mechanisms and responsibilities of all parties involved.

The Company's **GDPR Procedure** governs the collection, processing, storage and protection of personal data in accordance with European Regulation 679/2016 (GDPR). It establishes the principles of lawfulness, transparency, confidentiality, purpose limitation and data minimisation.

The document outlines the rights of data subjects (access, rectification, erasure, restriction, portability, objection), the data controller's responsibilities, internal procedures for managing security incidents and the transfer of data to third parties or authorities, as well as regular training for employees on data protection.

The training, learning and professional development policy ensures fair and transparent access to training opportunities designed to develop employees' skills in line with the needs of the organisation and the individual.

- The policy applies to the entire workforce and aims to identify training needs through performance appraisals and organisational analyses;
- Development and training programmes are based on the 70-20-10 model (on-the-job learning, mentoring/coaching, formal training);
- There are strict regulations regarding eligibility for training, reimbursement of external courses and retention clauses following company-funded training;
- Feedback and proof of training attendance are mandatory, and HR regularly monitors and reviews policies;
- Performance indicators: training participation rate, post-training satisfaction and the level of applied knowledge transfer;

This framework promotes continuous development, increases organisational efficiency and encourages employees' initiative for self-improvement.

The recruitment and selection policy establishes uniform principles, rules and stages for the fair and transparent management of the recruitment process, applicable to all positions and all internal or external candidates.

- Transparency, equal opportunities, non-discrimination, meritocracy, avoidance of conflicts of interest, legality and the protection of personal data;
- The process includes internal recruitment, external recruitment, referrals or direct appointment –each following clear competency and candidate-assessment criteria;
- The policy explicitly requires compliance with labour legislation and GDPR rules regarding the confidentiality of candidates' data;
- The responsibilities of managers and HR specialists, reference documents, and sanctions for non-compliance with the procedure are detailed.

The Internal Reporting of Legal Breaches (Whistleblowing Policy) – a document relevant to the workforce as it guarantees the protection of employees, contractors and any person in a professional capacity who reports breaches of the law, abuse, discrimination or harassment in the workplace.

Key points regarding the workforce:

- Anyone working for, with or within the company (current/former employees, candidates, contractors, volunteers, interns, suppliers, subcontractors) may report breaches related to, labour rights, non-discrimination, health and safety at work, harassment, violence, discrimination, non-compliance with the GDPR, etc.;

- Reports may be submitted anonymously or confidentially via an online platform that protects the identity of the whistleblower and the individuals involved, and prohibits any retaliation;
- Any form of retaliation is strictly forbidden: dismissal, suspension, demotion, professional exclusion, unfair changes to working conditions, discrimination, disciplinary sanctions, intimidation, ostracism or other unfavourable treatment related to the report;
- Reports may include any act or action that threatens the safety, dignity, integrity or rights of employees in the workplace;
- The process is objective, managed by a designated team within the Human Resources department, with a legal obligation to maintain confidentiality and impartiality;
- The procedure specifies the rights of the whistleblower (protection of identity, access to information regarding the resolution of the case, access to justice), as well as their obligations (providing truthful and good-faith information).

The policy for the Prevention and Management of Harassment regulates how the company prevents, investigates and sanctions cases of harassment (moral, sexual , gender based , etc.) in accordance with national and European legislation.

The objectives include ensuring a working environment based on respect, equality, dignity and non-discrimination.

The company adopts a zero-tolerance policy towards any form of harassment. The principles of equal opportunities, diversity and inclusion are promoted, and all reports are treated confidentially, promptly and with respect for the rights of all parties involved.

The policy provides for:

- Training and awareness-raising campaigns for employees;
- Promoting a culture of mutual respect;
- Encouraging open communication and reporting in good faith;
- Training for managers on their role as behavioural role models.

The document refers to the main European legislative acts (Directives 2000/43/EC, 2000/78/EC, 2006/54/EC) and national legislation, including Law 202/2002, Government Ordinance 137/2000, the Labour Code and Government Decision No. 970/2023 on the methodology for preventing harassment.

The anti-bribery policy clearly states that all activities carried out by our employees must be conducted with professionalism, honesty and integrity, regardless of their place of work or position. Responsibility for complying with anti-bribery policies lies with the entire workforce, who must avoid involvement in illegal or unethical activities and are required to report any suspected corrupt behaviour. Every employee signs a declaration of integrity, which is kept in their personnel file, and is trained on the company's standards of conduct. Managers are responsible for promoting the same standards among their subordinates and for creating an open environment in which anyone can report suspicions without fear of reprisal. Investigations into suspected bribery are conducted by an ethics officer, and employees' cooperation during such investigations is mandatory.

The company ensures the confidentiality of all reports and strictly prohibits retaliatory actions against those raise concerns, including within its own workforce. In the event of a breach of the procedure, employees may be subject to disciplinary sanctions, including suspension or termination of their employment contract, in accordance with labour legislation.

In 2025, CRIS-TIM FAMILY HOLDING implemented several significant updates to its internal regulatory framework applicable to the workforce:

- A Collective Labour Agreement was negotiated and signed at the unit level, establishing the rights, obligations and framework for social dialogue between the employer and employees, through their representatives, bringing the provisions up to date in accordance with applicable labour legislation.
- New Internal Regulations have been adopted, reflecting new legislative requirements and best practices regarding labour relations, ethical conduct in the workplace and clear regulation of remuneration rights and obligations.
- The policy on the prevention of harassment, discrimination and the assurance of equal treatment has been revised and split into two distinct policies:
 - One dedicated to ensuring equal opportunities and treatment between women and men and to the prevention and sanctioning of all forms of discrimination;
 - A policy dedicated to combating sexual harassment and psychological harassment in the workplace.

The company utilises a well-structured mix of communication channels, both internal and external, to effectively convey its policies to all categories of stakeholders. Employees are informed via internal newsletters, social media, training sessions, the intranet platform, smart TVs and visual materials strategically placed in workspaces, thus ensuring that information is accessible and clear to all team members. Documents essential to the employment relationship (such as job advertisements, individual employment contracts, job descriptions, internal regulations and health and safety instructions) are drafted in clear and accessible language. Where there are foreign employees, these documents are, where appropriate, translated into languages they understand, to ensure all employees are fully and accurately informed. Other internal documents follow the same principles of clarity and accessibility, being communicated through internal information channels.

For external partners in the value chain – suppliers, contractors or collaborators – the company's policies are communicated through official channels, including the organisation's website, contractual documentation, special presentations or dedicated meetings. Information materials are translated when changes are made to the relevant policies. The purpose of these updates is to ensure a common understanding and consistent application of the company's standards throughout the value chain.

All these measures are complemented by structured collaboration with employee representatives and management, through regular HSE committee meetings, monthly meetings with team leaders, and ad hoc consultations during policy reviews. Employee feedback is collected through annual satisfaction surveys, suggestion boxes, and feedback sessions during performance reviews, and the results are analysed by the Human Resources Department and presented to management. Policy implementation is monitored through the analysis of incidents and complaints, as well as through indicators such as employee turnover rate, absenteeism, or the number of complaints received. Based on this information, improvement measures are established, enabling the assessment of the policies' impact on organisational culture and their continuous adjustment.

[S1-2] Processes for engaging with own workforce and workers' representatives about impacts

Currently, the Company has not concluded a global framework agreement on human rights with employee representatives. However, human rights for its own workforce are incorporated into the Collective Labour Agreement, the Internal Regulations and the policies on equal opportunities, occupational health and safety, and the prevention of harassment. Through the social dialogue mechanisms described (collective bargaining, biannual meetings with employee representatives, consultations within the OHS committee), the company obtains regular information on the workforce's perspectives and concerns, including related to respect of human rights.

Based on the previously identified impacts, risks and opportunities associated with the working practices of its own workforce, the process of collaboration between the organisation, employees and their representatives is underpinned by a formal system of dialogue and ongoing engagement.

The process of social dialogue and employee engagement is coordinated at management level through clearly defined structures and procedures, such as the Health and Safety Committee, regular meetings between management and employee representatives, and formal procedures for consulting employees when reviewing policies and the Collective Labour Agreement.

Overall responsibility for coordinating these processes lies with the Human Resources Director and the members of the management team designated in collaboration with employee representatives. This process aims to identify at an early-stage issues that may influence the organisational climate, individual and collective performance, as well as compliance with the principles of fairness and safety at work.

The Occupational Health and Safety Committee, the Equal Opportunities and Treatment Expert, and the thematic groups on workforce protection operate under the coordination of executive management and receive support from the specialist departments (Human Resources, Legal, OHS). They meet regularly every three months to monitor and analyse risk, satisfaction level and professional development indicators, as well as to assess the impact of operational, economic or legislative changes on the own employee.

Responsibilities regarding the prevention of harassment and discrimination and the maintenance of an ethical and safe working environment are assumed both at top -management level (through the approval of policies and supervision of their implementation) and at line management level, where department managers ensure the daily application of existing rules and consult with teams on relevant matters. Designated Human Resources Department personnel manage confidential reporting mechanisms (whistleblowing), respond to requests related to individual rights and collect feedback to continuously improve practices within the organisation.

The results of the consultation processes are integrated into internal policies through concrete actions aimed at improving working conditions, strengthening employee health and safety, and promoting diversity and inclusion. These policies (detailed in S1-1) include measures for continuous professional development, regulations on working hours and rest periods, loyalty programmes, mechanisms to prevent harassment and discrimination, as well as commitments to ensure fair remuneration.

At the same time, the organisation maintains an active partnership with employee representatives and the relevant authorities to ensure that all policies comply with national labour legislation and European social reporting standards. Results are communicated to staff via internal communication channels (Konnect) and dedicated presentation sessions (Konnect, email

addresses and noticeboards), thereby ensuring transparency and the involvement of all categories of employees.

Information is provided to the employees on an ongoing basis through internal communication channels, covering aspects such as:

- the company's overall financial situation;
- the implementation of internal procedures and policies;
- the launch of new products and media appearances (reports, advertisements, etc.);
- the introduction of new employees or information regarding the termination of employment for certain positions;
- matters related to individual employment contracts and employee benefits (health insurance, preferential loans, etc.).

Information shared internally refers mainly to topics in the public domain or whose disclosure does not have a negative impact on the company.

Consultation takes place with employee representatives – namely, individuals elected by employees through a secret vote from across different departments to represent their interests in discussions with the company. Consultation focuses particularly on topics that have not yet been implemented or made public, such as:

- the proposed Internal Regulations;
- planning of annual leave;
- the annual professional training plan.

In accordance with social dialogue legislation, employee representatives are provided with all necessary information in advance to enable informed consultation. Subsequently, the actual consultation process takes place — an exchange of views and proposal between employee representatives and company management, with the aim of reaching fair and transparent decisions.

The effectiveness of workforce-related measures within the company is directly coordinated by the Human Resources Department, which works closely with operational management. The assessment is based on a structured analysis that includes employee turnover, absenteeism, employee retention rates, training performance, employee satisfaction levels, behaviour indicators and internal reports or grievances. To ensure an accurate and up-to-date picture, data is collated periodically, usually in monthly internal reports which are analysed at management level.

Based on the results, improvement measures, procedural updates and additional training initiatives are established. Consultation and engagement activities take place at both organisational and production unit levels: company-wide surveys and analyses, and regular meetings at department and shift levels. Information gathered at the unit level is monitored by the Human Resources Department and the OHS manager, analysed by the HSE committee, and reported to senior management.

The company pays particular attention to the inclusion and protection of potentially vulnerable groups, such as women, migrant workers and people with disabilities. To this end, regular discussions are held with team leaders, and any issues raised by them are carefully analysed by the Human Resources Department and the HSE Committee. For foreign workers, additional support measures are implemented, such as translated instructions, designated peer mentors and training sessions adapted to cultural or linguistic needs.

Through these initiatives, the company aims to maintain a safe and inclusive working environment, ensuring respect and support for all employees, regardless of gender, nationality or physical abilities, and to prevent any form of discrimination or exclusion.

The company recognises the impact of linguistic and cultural barriers, gender imbalances and community divisions on workforce engagement and promotes equal opportunities through policies, with plans to implement mentoring programmes and regular training on business ethics from 2026 onwards.

Anonymous reporting mechanisms and secure feedback channels (whistleblowing, suggestion boxes) are in place, ensuring an open environment free from reprisals.

Internal communication is carried out through the intranet, internal meetings and newsletters written in simple, accessible language. The effectiveness of communication channels is constantly assessed through surveys and dialogue sessions, and methods are adjusted to address employees' actual needs. Surveys and dialogue sessions are organised annually to identify tensions and support the development of an inclusive and participatory environment.

The company monitors the effectiveness of recruitment processes through indicators such as the average time taken to fill a post, the retention rate after 12 months and the diversity of selected candidates; the results highlight an improvement in transparency and employee satisfaction, and lessons learnt are integrated into internal policies.

[S1-3] Processes to remediate negative impacts and channels for own workers to raise concerns

Transparency: Compliance with human rights and occupational health and safety conditions is monitored through OHS assessments, internal management system audits (e.g. ISO 45001/ISO 9001/ISO 14001, as applicable) and inspections by the authorities (ITM and other competent institutions), which ensure the credibility of the information provided.

The company monitors the implementation of policies to prevent and combat harassment and discrimination by tracking indicators such as: the number of complaints received (by type of misconduct reporting channels used, resolution time and corrective measures implemented).

Thus, employees and other individuals can report, in addition to cases of harassment or discrimination, any other misconduct or irregularities, including breaches of the law, through confidential and secure internal reporting channels (whistleblowing). Trust in these mechanisms is supported by regular information sessions, the inclusion of reporting procedures in onboarding and health and safety training, and, where appropriate, through specific questions in satisfaction surveys. To date, no cases of retaliation for using these channels have been reported, which confirms that they are functioning correctly.

Reports received through the whistleblowing channels and those concerning harassment or discrimination are recorded by the designated officer (e.g., the HR/ Legal Department), preliminarily analysed and, where appropriate, internal investigations are launched to assess the effectiveness of measures and to identify recurring trends or risk areas.

The company has implemented policies to protect individuals who use internal reporting channels against any form of retaliation.

These policies, governed by the Whistleblowing Policy and the Anti-Harassment and Discrimination Policy, explicitly prohibit any form of retaliation – suspension, demotion, dismissal, discrimination, intimidation, harassment or unfair modification of working conditions – against

employees or representatives who report non-compliant situations, abuses or breaches. Confidentiality is ensured through a dedicated platform (Whistlelink) and strict procedures for impartial case management by the Human Resources team.

By the end of 2025, there were no documented cases where legal remedies were required as a result of retaliation, but these safeguards are provided for in the internal procedure on reporting irregularities and are applicable in any situation where such a case is identified.

[S1-4] Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions

Based on the material impacts, risks and opportunities identified for its own workforce, the Company has defined and is implementing a set of key actions to prevent and mitigate negative effects and to capitalise on opportunities. These actions include, amongst others:

- OHS training programmes and investment in protective equipment and ergonomics across all production units;
- recruitment, retention and professional development programmes (training, benefits and flexible working-time measures);
- initiatives to promote diversity and inclusion and prevent harassment (awareness campaigns, specific training, reporting and redress mechanisms);
- projects to digitise and automate certain work processes, supported by upskilling and reskilling programmes for affected employees.

The implementation of these actions is coordinated by the relevant departments (Human Resources, Health and Safety, Legal, Finance, CSR and Senior Management).

Scenario	Main action (existing / planned) – brief description	Scope (entities / locations / categories)	Time horizon	Allocated resources (qualitative)	Targeted / expected results (effectiveness)
Maintaining a predictable work	Integrated programme to ensure a safe and predictable working environment and business operations: biannual health and safety training, mechanisms for reporting incidents and non-conformities, regulated communication regarding the financial situation, investment plans and organisational changes.	At company level	An ongoing programme, with regular monitoring and biannual of indicators such as the workplace accident rate, the number of non-conformities, training completion rates, absenteeism rates and employee turnover.	Dedicated OHS and HR team, allocated training time, internal communication platforms/channels, management involvement	Reduction of workplace accidents and incidents, increased employee satisfaction and trust, reduced absenteeism and employee turnover.
High employee turnover affecting morale and productivity	Retention package: adjusting salary levels to a competitive industry standard, loyalty programmes and non-salary benefits, performance bonuses, priority for internal candidates where scores are equal, team-building activities and team-building initiatives.	At company level	Implemented, with an annual review of the salary and benefits package and a quarterly assessment of retention indicators.	Salary and benefits budget, team-building budget, HR and management coordination time	Reduction in voluntary departures, increased retention in critical roles, reduction in recruitment and training costs for new employees.

Scenario	Main action (existing / planned) – brief description	Scope (entities / locations / categories)	Time horizon	Allocated resources (qualitative)	Targeted / expected results (effectiveness)
Rapid economic changes and the impact of technology on jobs	Reskilling and upskilling development programme: technical and digital training, annual training plans, leadership and mentoring programmes, career and succession plans for key positions; formal consultation with employees in the event of reorganisations	At company level	An ongoing process with a training plan reviewed annually and targeted interventions for each major change project	Training budget, e-learning platforms, internal/external trainers, time allocated for course attendance, HR resources for career planning	Adapting skills to new technologies, maintaining and redeploying valuable employees in suitable roles during organizational changes, reducing resistance to change higher productivity. Measurement can be carried out by analysing training participation rates, skills assessments, and the number of qualified employees
Workplace accidents and occupational illnesses (health and safety risks)	Integrated programmes for the prevention of accidents and occupational illnesses: regular risk assessments, recurring OHS training, investment in protective equipment and ergonomic solutions, awareness campaigns, active OHS committee	Company-wide	Ongoing programme with annual targets to reduce the frequency and severity of incidents	Budget for EIP and technical upgrades, HSE resources, time for audits and internal inspections, involvement of line management	Reduction in the number and severity of accidents and occupational illnesses, enhancement of safety culture, compliance with legislation and internal standards, reduction in operational downtime .

Scenario	Main action (existing / planned) – brief description	Scope (entities / locations / categories)	Time horizon	Allocated resources (qualitative)	Targeted / expected results (effectiveness)
Equal opportunities and anti-discrimination process in the workplace	Implementation of equal opportunities policies, prevention of harassment and discrimination, code of conduct and internal reporting procedure; committee for investigating cases; awareness campaigns	At company level	Ongoing process, with annual communication campaigns; periodic review of procedures	HR and legal resources, dedicated committee, communication budget, confidential reporting channel	Zero tolerance for discrimination and harassment, and a reduction in the number of reported incidents, with targets to be set at a later date.

The company CRIS-TIM FAMILY HOLDING has not yet set quantitative targets for the indicators presented; these will be defined from 2026 onwards. The results presented are geared towards achieving them in the future.

[S1-5] Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

During the reporting period for 2025, the company had not set measurable targets regarding its own workforce.

The company has not yet implemented a formal and comprehensive system for the quantitative monitoring of performance in relation to employee satisfaction, retention and diversity, based on annual targets and aggregate indicators. In the coming period, the company intends to formalize these measures by establishing clear indicators for satisfaction, retention and diversity, with annual targets and regular reporting at management level.

The process of setting targets for 2026 included formal consultations with employee representatives regarding employees’ expectations regarding health and safety at work, training and retention measures, as well as initiatives to strengthen a sense of belonging. The results of these consultations were analyzed by the management team and formed the basis for setting and calibrating the targets for 2026.

Employees were directly involved in setting targets for their own workforce through consultations with employee representatives on professional development, occupational health and safety, diversity and inclusion, and work-life balance, with feedback being integrated into the proposed targets for 2026.

Performance against these targets is tracked through regular (quarterly) monitoring of human resources and OHS indicators, and the conclusions drawn from the analysis – including any deviations from the planned trajectory – are discussed with employee representatives and incorporated into the updating of actions and, where appropriate, the revision of targets in subsequent periods.

In this context, measurable targets have been defined for 2026, aimed at achieving concrete results in the areas of safety, professional development, employee retention and satisfaction, as follows:

- Digitisation of the OHS training process for at least 50% of the company's workforce during 2026;
Creating and distributing educational safety videos on potential accident risks to at least 50% of operational roles in production, with implementation starting in 2026;
- Developing new practical skills and competences through training programmes, throughout 2026, for at least 30% of employees;
- Reducing of voluntary employee turnover by 10% in 2026 compared to 2025 to strengthen job stability and operational continuity;
- Increase employee participation in internal surveys by at least 20% compared to 2025;
- To inform/train employees on legislation regarding the prevention of discrimination and harassment in the workplace by 2026, covering 100% of the company's workforce.

[S1-6] Characteristics of the undertaking's employees

As at 31 December 2025, the Company had a total of 2,078 own employees in Romania, all with active individual employment contracts, regardless of the type or part-time status.

The workforce is gender-balanced, with 1,004 female employees (approximately 48.3 %) and 1,074 male employees (approximately 51.7 %). The majority of employees are permanent staff (2,073), whilst 5 employees are on fixed-term contracts.

The team consists of professionals with diverse experience, working in various departments and divisions of the company, who possess strong technical and interpersonal skills. The company promotes a balanced, inclusive and collaborative working environment, in which every employee's contribution is appreciated and valued.

During the reporting period, employee turnover was mainly influenced by the specific nature of seasonal activities carried out in rural areas, the termination of employment contracts due to retirement, as well as the increased mobility of young employees in the process of establishing their career paths. The employee turnover rate for 2025 was 27.93 %.

The employee turnover rate was calculated as the ratio of the total number of departures during the period analysed to the average number of employees during the same period, multiplied by 100.

Formula used:

Turnover rate (%) = (Number of departures / Average number of employees) × 100

Applied for the year 2025:

Number of departures: 569

Average number of employees: 2,037

Calculation: **(569 / 2,037) × 100 = 27.93%**

The number of employees who left the company in 2025 is calculated as the aggregate number of people who terminated their employment during the year, as a result of voluntary departures dismissals, retirements or death from the start to the end of the period.

The company uses data collected through the internal human resources (HR) system, with each employee counted as one person, including in the case of part-time contracts, regardless of the percentage of full-time hours worked.

Number of employees, broken down by gender (number of people) - 2025	
Gender	Number of employees
Male	1,074
Female	1,004
TOTAL	2,078

Number of employees by contract type, broken down by gender (number of people) - 2025		
Contract type/Working hours	Male	Female
Permanent employee	1,070	1,003
Temporary employee (fixed-term)	4	1
Full-time employees	1,070	1,003
Part-time employees	4	1

Number of employees who left the company (number of people) - 2025	
Indicator	Value
Total number of employees who left the company	569
Employee turnover rate (%)	27.93%

The total number of employees of 2,078 as at 31 December 2025 corresponds to the figures presented in the Company's annual financial statements.

[S1-7] Characteristics of non- employee workers in the undertaking's own workforce

The company applies the ESRS 'Quick Fix' amendments, which allow for the temporary omission of disclosures on the characteristics of non- employees within the undertaking's own workforce.

[S1-8] Collective bargaining coverage and social dialogue

The indicator on collective bargaining coverage and social dialogue is calculated as the ratio of the number of employees covered by an active collective labour agreement to the total number of the company's own employees at the end of the reporting period 31 December 2025.

The measurement of this indicator is validated by an external body, a BSCI (Business Social Compliance Initiative) audit provider.

The collective labour agreement (CLA) applies to all employees (100%), regardless of contract type, date of employment or working hours. This ensures compliance with the principles of equality,

transparency and non-discrimination in the stability of the rights and obligations of all employees within the organisation, regardless of contractual form or type of employment.

[S1-9] Diversity metrics

Diversity-related issues are monitored regularly and reported to senior management at least once per year.

Monitoring these indicators allows concrete measures to be taken to increase diversity and ensure a fair working environment in which all employees feel valued and respected. For the diversity indicators reported (e.g. the proportion of women and men in management positions, distribution by age group), the company applies **the following methodology**: the figures are calculated as a percentage of the total number of people in the relevant category (e.g., total senior management personnel), based on internal HR records as at the reference date of 31 December 2025.

The methodology does not include estimates or sampling and is limited to data declared by employees and recorded in internal systems.

The diversity indicators are not currently validated by any external body,

The indicators are clearly named and described in the table (e.g. 'Proportion of women in senior management (%)', 'Distribution of employees by age group'), so that users of the report can understand the content and scope of each indicator."

Distribution of employees by age group – 2025

Age group	Total employees	Male	Female	Percentage of total
Under 30	168	100	68	8.085%
30–50 years	1,214	631	583	58.42%
> 50 years	696	343	353	33.49%
Total	2,078	1,074	1,004	100%

Diversity at senior management level – 2025

Management level	Male (number)	Male (%)	Female (number)	Female (%)	Total
Senior management	11	52.4%	10	47.6%	21

The percentages are calculated as a proportion of the total senior management staff (21 individuals).

As of 2025, senior management is defined as comprising members of the Board of Directors, chief executive officers and chief financial officers, as well as the line of executive directors reporting

directly to senior management, namely managers and department heads situated one or two levels below the Board of Directors.

[S1-10] Adequate wages

For the 2025 financial year, the company confirms that all its employees receive an adequate wage, in accordance with the requirements of applicable legislation.

In assessing wage adequacy, the company used the national gross minimum wage of RON 4,050, established by Government Decision No. 1,871/2024, as the benchmark.

The analysis was carried out in accordance with the requirements of ESRS S1-10 and AR 72–73, based exclusively on the guaranteed gross base wage for a full-time equivalent (FTE).

To ensure a prudent and transparent assessment, only the gross basic wages established in individual employment contracts were included in the calculation.

Payments for overtime, allowances dependent on the work schedule (e.g. night shift allowance or allowance for work on public holidays), as well as non-wage benefits, were excluded from the analysis.

The results of the analysis indicate that the lowest gross base wage paid within the company is 4,060 RON, exceeding the national benchmark of 4,050 RON by approximately 0.25 %.

Consequently, 100% of the company's employees receive a gross base wage at least equal to or higher than the national benchmark.

[S1-11] Social protection

All the company's employees benefit from social protection against loss of income caused by illness, unemployment, workplace injury or acquired disability, parental leave and a pension provided through the public social security system (pensions, health insurance, unemployment benefits, sick leave and parental leave), and supplemented by access to additional benefits such as private healthcare cover.

[S1-12] Persons with disabilities

The Company undertakes ongoing actions to improve the recruitment process and ensure an adapted working environment, so that they may benefit from fair and accessible working conditions. These measures aim to foster genuine diversity, and an organisational culture founded on respect, inclusion and mutual support.

Information regarding the status of people with disabilities was provided voluntarily by employees, based on medical documents and other supporting evidence submitted to the Human Resources department. This information is recorded and processed in the internal human resources system, in compliance with legal requirements regarding the protection of personal data.

At the end of the reporting year, the company had a total of 3 male employees with disabilities, representing 0.14 % of its total workforce as at 31 December 2025.

[S1-13] Training and skills development metrics

The organisation applies the ESRS 'Quick Fix' amendments, which allow for the temporary omission of training and skills development indicators.

[S1-14] Health and safety metrics

During the reporting year, 3 work-related accidents were recorded among the company's own workforce, corresponding to a recordable accident rate of 0,79. A total of 89 calendar working days were lost as a result of these accidents due to the injuries sustained. There was no fatality as a result of work related incidents. The company monitors separately both the frequency of recordable workplace accidents and the number of days lost due to workplace accidents and occupational illnesses, in order to assess the effectiveness of occupational health and safety measures.

[S1-15] Work-life balance metrics

The company promotes work-life balance by complying with the applicable legal framework on working hours and rest periods, as well as by granting annual leave and family-related leave. These measures contribute to the well-being, engagement and performance of employees.

The exercise of this right is supported by the organisation's policy on equal opportunities and non-discriminatory access, as well as by internal measures designed to ensure that all employees benefit from real, fair and transparent opportunities to access these rights.

At the same time, the company encourages, where the nature of the work permits, the adoption of practical flexible working arrangements, through adjustments to working hours (e.g. staggered shifts, individualised schedules), the granting of additional days off in certain personal circumstances, and the possibility of a temporary change of workplace within the company. All of the above are aimed at supporting a balance between professional and personal life, contributing to increased job satisfaction, retention and employee engagement.

Indicators regarding work-life balance

1. Number of employees entitled to take leave for family reasons / parental leave

Gender	Number of employees	Percentage (%)
Male	1,074	100
Female	1,004	100
TOTAL	2,078	100

Number of eligible employees who took leave for family reasons/parental leave		
Gender	Number of employees	Percentage (%)
Male	149	13.87
Female	191	19.02
TOTAL	340	16.36

[S1-17] Incidents, complaints and severe human rights impacts

During the reporting period, the Company did not record any incidents of discrimination, including harassment, or complaints regarding human rights. Furthermore, no serious cases or incidents relating to its own workforce, such as forced labour, human trafficking or the involvement of children in economic activities, were reported within the Company.

The Company fully complies with the legislation in force and is constantly striving to improve the level of training and education of its employees regarding discrimination and harassment, promoting a safe, fair and mutually respectful working environment.

Consequently, there were no cases of non-compliance with the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, or the OECD Guidelines for Multinational Enterprises. Furthermore, no fines, penalties or compensation were imposed for such incidents, and these matters can be reconciled with the relevant financial data.

The Company has implemented an Occupational Health and Safety Management System, externally certified in accordance with the international standard ISO 45001. This system actively contributes to the prevention, identification and management of risks associated with labour practices, including those with a potential impact on the observance of fundamental human rights.

ESRS S4 Consumers and end users

[S4.SBM-3] Disclosure requirement SBM-3 - Significant impacts, risks and opportunities and their interaction with the strategy and business model

In the double materiality analysis, the team designated to prepare the sustainability report assessed the significant impacts, risks and opportunities associated with the relationship with consumers, taking into account both its own activities and the potential implications for the value chain, based on relevant scenarios highlighting possible short-, medium- and long-term effects.

Scenarios analysed and their implications:

Scenario: Withdrawal of products from the market for food safety reasons

Potential negative impact: Decreased confidence in the company's image and possible effects on consumer health in the case of consumption of unsafe products.

Opportunity: Enhancement of the company's positive reputation and financial performance by conducting consumer information campaigns on product quality, safety standards applied and, where appropriate, the reasons for product recalls and potential risks.

Scenario: Awareness campaigns leading to positive consumer reactions

Current positive impact: Informing consumers and the market (competitors) about product quality.

Scenario: Access to products that benefit vulnerable consumers

Current positive impact: Creation and marketing of products for different consumer groups (gluten-free products for consumers with gluten intolerance).

Opportunity: Improving the company's performance and reputation by offering safe, high-quality products tailored to consumer needs.

The company is in the process of establishing its transition plan and sustainability objectives in accordance with ESG requirements. However, these scenarios reflect current and potential situations identified in the company's activities and describe the material impacts, risks and opportunities for consumers. These scenarios are integrated at the operational level into the business strategy by:

- defining and implementing specific actions and processes (e.g., maintaining the range of Gluten Free certified products, strengthening traceability and withdrawal/recall procedures);
- setting objectives and monitoring indicators (food safety, appropriate labelling, share of products with established nutritional profile), annual monitoring in the management analysis carried out by the Company; and
- integration of scenarios into the annual planning process strengthening the relationship with consumers.

As part of the double materiality analysis, the Company analysed how certain categories of consumers — such as people with allergies, vulnerable consumers or users of products involving safety risks — may be exposed to significant impacts. This analysis is based on relevant risk scenarios, integrated into the double materiality analysis, and covers both current and potential impacts in the short, medium and long term.

Consumer groups at risk:

- People with food allergies or intolerances: exposed to risks related to sensitive ingredients and incomplete labelling;
- Vulnerable consumers (children, the elderly, people with dietary restrictions): may face additional risks in the absence of adapted products or clear safety information;

Insignificant negative impacts may arise in connection with individual incidents or specific business relationships (e.g. a defect in a particular product, incomplete labelling or the way a partner uses marketing aimed at young consumers). These impacts generate reputational, financial and compliance risks for the Company, but also opportunities for differentiation through high standards of food safety, transparency, responsible labelling and the development of products tailored to vulnerable consumers.

The Company gives priority attention to the safety of these categories by developing products that comply with "clean label" principles, without major allergens (e.g. gluten, soy, lactose, eggs, celery, mustard) and using carefully controlled raw materials. Internal processes include quality checks designed to reduce risks for people with food intolerances.

To protect consumers' personal data the Company used financial resources 315.045 lei (304.248 lei in operating expenses and 11.697 lei in capital expenses), in 2025, in advanced IT security systems to reduce the risks of unauthorised access and potential financial or reputational consequences.

Cris-Tim's commitment to vulnerable consumers

As part of its strategy, it implements a responsible nutritional approach aimed at protecting vulnerable groups, including children, people with food intolerances and consumers with increased sensitivity to salt or allergens. Products are developed in line with international recommendations on healthy eating (e.g. World Health Organisation and European Food Safety Authority guidelines on reducing salt, saturated fat and additives), with a focus on reducing additives and eliminating major allergens.

1. Range „Obrajori” – safe nutritional solutions for children

The range is developed to meet the nutritional needs of children, a category with increased metabolic sensitivity. The products comply with our own "Clean label" standards, being made from carefully selected ingredients, without gluten, soy, starch, synthetic colourings or monosodium glutamate. Our own "Clean label" standards have been developed internally by the Company, taking into account nutrition guidelines as well as guidelines published by the European Food Safety Authority.

Portioned packaging helps control portions and prevent overeating, thus supporting more balanced eating habits, including among children.

2. Gluten-free products – protection for people with intolerances

For people with gluten intolerance or digestive sensitivities, the Company offers an extensive portfolio of 68 gluten-free products (labelled Crossed Grain – the symbol of the cut ear of corn) from a total number of 190 products (36%).

They are certified by the Romanian Association for Gluten Intolerance (ARIG) and Bureau Veritas Romania, complying with strict standards regarding the absence of cross-contamination and

gluten in finished products. The processes are aligned with HACCP (Hazard Analysis and Critical Control Points) systems specialised for products intended for vulnerable populations, providing nutritional safety and compliance with restrictive diets.

Conclusions – Strategic alignment with its sustainability objectives

By developing its Gluten Free and Obrajori ranges and implementing food safety processes (IFS Food, Gluten Free and FSSC 22000 certifications, HACCP systems, quality checks throughout the production chain), the Company demonstrates a commitment to protecting vulnerable consumers.

These initiatives are aligned with its sustainability goals, contributing to:

- preventing non-contagious diseases (e.g. cardiovascular disease, diabetes) by developing products with reduced salt and additive content and ranges dedicated to people with intolerances. In the context of this report, non-communicable diseases are understood to be chronic conditions that are not transmitted from one person to another, but whose onset and progression can be influenced by lifestyle and diet (e.g. certain cardiovascular diseases or type 2 diabetes).
- promoting healthy eating, especially for children and other vulnerable groups,
- ensuring equal access to safe and high-quality products for consumers with special nutritional needs,
- building consumer confidence in the brand and its food quality and safety standards.

The Company's operating model prioritises food safety, product quality, transparency, nutritional sustainability and inclusion, reflecting CTFH's commitment to responsible conduct in the Romanian food industry.

[S4-1] Policies regarding consumers and end users

The Company's internal policies and documents that include relevant elements regarding consumers are:

- Food quality and safety policy;
- Internal Data Protection Procedure (GDPR);
- Procedure PP-024 "Complaints - Product Withdrawal/Recall";
- Procedure PP-025 "Complaint Management";
- Procurement Procedure;
- Code of Conduct and Business Ethics

The company is firmly committed to managing the significant impacts of its products on consumers, as well as identifying and managing the risks and opportunities associated with them.

In a context of complex international changes and rapid evolution of means of communication, the company recognises the importance of maintaining a high level of food quality and safety, as well as an organisational culture that supports these objectives.

Our food quality and safety policy is based on the fundamental concept of satisfying both the specified as well as the unspecified customer requirements by ensuring safe, high-quality products and by continuously developing an organisational culture of food safety.

The protection of consumers' personal data is managed through the Internal Data Protection Procedure (GDPR), which establishes the principles of data processing (legality, minimisation, limitation of purpose and storage duration), the categories of data and data subjects, the

applicable legal grounds, as well as the obligations of employees regarding confidentiality and exclusive use for legitimate purposes.

Complaint management is regulated by Procedure PP-025 "Complaint Management", which establishes a uniform method for receiving, transmitting, recording, analysing and resolving complaints from customers and consumers, both on the domestic market and on the intra-Community market.

The management of the withdrawal and recall of potentially unsafe products is regulated by Procedure PP-024 "Complaints - Product Withdrawal/Recall", which describes in detail how to identify crisis situations, the establishment and roles of the Withdrawal/Recall Committee, as well as the stages of planning, triggering and monitoring of withdrawal or recall actions from the market.

Through all of the above, the Company aims to manage the significant impacts, risks and opportunities related to food safety, consumer health and access to information, as well as the protection of personal data, and to capitalise on opportunities associated with the development of products tailored to vulnerable categories/customer requirements and the strengthening of consumer confidence.

The scope of all the above-mentioned procedures covers all food production and distribution activities in Romania and within the EU. The policy does not apply to entities outside the company over which it has no operational control, except for the minimum requirements included in contracts with suppliers and partners.

Responsibility for the application of the policy and procedures lies with the General Manager, as the highest level of management, and the Quality Department for quality and food safety management systems, which coordinates implementation and monitoring at departmental level.

The interests of consumers and other stakeholders are taken into account when reviewing the policy/procedures by analysing complaints, customer requirements, authority controls and satisfaction surveys.

The policy and procedures are made available to stakeholders by displaying them at the Company's locations, communicating them to employees and partners within contractual relationships.

This involves the company's commitment in the following areas:

- Customer orientation, with a focus on consumer satisfaction and safety;
- Responsibility for environmental protection;
- Promoting sustainability in all aspects of the business;
- Manufacturing and delivering safe products that comply with food quality and safety standards;
- Compliance with the law and ensuring product authenticity;
- Efficient organisation and operation of internal processes;
- Promoting ethics, motivation and personal involvement of employees; and
- Creating and maintaining a solid image through continuous improvement of the product range.

To effectively implement this policy, the company has taken the following actions:

- Appointing a management representative responsible for the operation and allocation of resources necessary for food quality and safety management systems and environmental protection; and
- Improving internal and external communication for better coordination and transparency, through the use of regular reports between departments (Quality, Production, Sales), dedicated training on food safety and data protection, as well as clear channels of consumer information (labels, information campaigns and rapid response to complaints).

The procurement procedure establishes the methodology for controlling procurement activities, with the aim of ensuring that the products procured — raw materials, auxiliary materials, machinery, equipment and services — comply with specific requirements regarding food quality and safety and requirements for compliance with social and environmental protection standards.

This procedure includes the process of evaluating and selecting suppliers and must be documented, implemented and maintained on an ongoing basis to ensure compliance with applicable standards and requirements. Further details on supplier relationship management, in particular with regard to their selection, validation and auditing, can be found in ESRS 2, information requirement [SBM-1] Strategy, business model and value chain.

At the same time, a reference document is the Ethics Charter, which applies to contracts with all our suppliers. Presented as an annex to contracts, it stipulates a mutual commitment to comply with legal norms and national and European standards on business ethics, human rights and working conditions. The Ethics Charter was revised in 2025, being improved with provisions regarding our and our partners' commitments on the environmental component, namely mutual assurance of compliance with the legislation in force, judicious management of resources and promotion of sustainable investments. Compliance with these criteria by our suppliers guarantees a transparent value chain that is aligned with our values.

The external communication procedure includes regulations on contract negotiations, business relationship management and complaint resolution, including those related to data confidentiality. Complaint channels are brought to the attention of consumers through:

- Social media (Facebook, Instagram, YouTube, etc.) – complaints/claims are received by the Marketing Department and forwarded to the Quality Department for analysis and resolution
- Contact details on product labels: consumers can submit complaints either by telephone on 021 20 20 200 or by email to secretariat@cris-tim.ro.
- Website: by completing the complaint form available online. The form is automatically sent to Reclamatii@cris-tim.ro, and the information provided is automatically entered into the system.

Communication with external stakeholders, including consumers, concerns commercial correspondence, delivery times and customer relations. Customer needs, expectations, complaints and satisfaction are identified and managed to continuously improve the company's image. Responses to stakeholder requests are received, documented and forwarded promptly. Communication is carried out by telephone, email, fax, post or verbally, formally through reports, letters, information and oral discussions.

CRIS-TIM FAMILY HOLDING S.A. complies with a set of requirements in line with internationally recognised standards and regulations, given the importance of protecting consumer data and information. Thus, the above-mentioned policy and procedures are based on compliance with relevant international standards and initiatives. These include:

- ISO 9001:2015 - Quality management system
- ISO 14001:2015 - Environmental management system
- ISO 22000:2018 - Food safety management system
- FSSC 22000 - Food Safety Management System
- IFS FOOD - Food quality and safety management system
- Gluten Free - Quality system that certifies the safety of gluten-free products
- HACCP (Hazard Analysis and Critical Control Points) - is a food safety management system that analyses hazards and identifies critical control points to prevent, eliminate or reduce biological, chemical and physical risks throughout the entire food production chain. This system, based on seven principles, is mandatory in many countries, including the EU and the US, to ensure food safety.
- EU food hygiene regulations (e.g. EC Regulation No 853/2004) — which include generally applicable requirements for food hygiene at all stages of production and distribution.
- Good manufacturing practices (GMP) — to ensure consistent quality and safety of food;
- National legislation transposing EU regulations and European legislation, including Regulation (EU) 2016/679 (GDPR);
- Codex Alimentarius standards and other specific national regulations for labelling, traceability, quality control and public health.

These standards and regulations ensure strict control of food quality and safety from raw materials to the final product, protecting consumer health and the company's compliance with national and European legal requirements.

To communicate its policies, the company uses appropriate technologies, such as secure platforms, IT equipment and specialised software, to ensure easy access to information.

The relevant policies and procedures are communicated internally to employees via an internal server and integrated into internal staff training programmes. Within the company, our food production activity is guided by policies and procedures for managing consumer-related impacts, risks and opportunities. These policies and procedures aim to ensure the safety, quality and traceability of our products.

Our policies and procedures include specific measures to minimise the impact on consumer health and are applicable to all consumer groups, without being limited to specific segments, as we are committed to providing safe, quality products for the entire community.

By implementing these policies, the company reaffirms its commitment to social responsibility and the environment, thus ensuring the proper management of significant sustainability issues in its food production activities. The company makes firm commitments in the field of human rights, recognising the importance of respecting and promoting these rights in all aspects of its activity, including the food production process. In the specific context of the food industry, the Company is committed to ensuring fair and safe working conditions for employees, respecting fundamental labour rights and the rights of end consumers.

A detailed description of the policies, training programmes and processes for monitoring working conditions and respect for human rights is presented in section S1 – Own workforce.

In 2025, the Company had no reports of non-compliance with the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, or the OECD Guidelines for Multinational Enterprises involved in relationships with consumers and/or end users in the value chain.

[S4-2] Processes for engaging with consumers and end users on impacts

Collaboration with consumers can be described as follows:

Operational responsibility for ensuring collaboration with consumers and end users lies with the Quality Department, together with the Marketing and Sales Department, under the coordination of the General Manager. These structures ensure that feedback and consultation mechanisms are functional, that results are analysed periodically and that relevant recommendations are integrated into decisions on products, labelling and remediation processes.

CRIS-TIM FAMILY HOLDING S.A. maintains active and transparent collaboration with consumers through rapid responses to complaints and requests, communication of product information on labels, information campaigns on product safety and quality, and the involvement of Sales and Quality teams in direct discussions with customers.

The company conducts annual customer satisfaction surveys through online questionnaires and telephone interviews, which assess, among other things, perceptions of product quality, food safety, packaging and communication channels. The latest satisfaction survey was conducted in February 2025. The results of this survey are analysed by the Quality and Marketing Department and used to adjust recipes, packaging and services offered to consumers.

The company constantly adapts and improves its products, ensuring food quality and safety. Procedures are also implemented for the efficient management of consumer complaints and requests, as described in the Complaints Management procedure, providing prompt responses and appropriate solutions, which is also reflected in the results of the post-resolution satisfaction survey.

Given the field of activity, the food safety requirements that it must comply with are noteworthy, and the Company is often subject to controls and audits by the relevant authorities and institutions in the field (e.g. ANSVSA - National Sanitary Veterinary and Food Safety Authority, ANPC – National Authority for Consumer Protection, DSP - Sanitary-Veterinary Department, Romanian Bureau of Metrology, ITM – Labor Authority, ISU – Inspectorate for Emergency Situations, etc.). These inspections are usually carried out on a quarterly basis.

The complaint management procedure describes the process of receiving and handling complaints and reports received from consumers, both on the domestic and foreign markets, in accordance with the legislation in force.

The communication methods available to consumers include:

- Social networks (Facebook, Instagram, YouTube, etc.) – reports/complaints are received by the Marketing Department and forwarded to the Quality Department for analysis and resolution;
- Company Dispatch Centre: complaints/claims are received by the dispatch centre and forwarded to the Quality Department;
- Website: by completing the complaint form available online. The form is automatically sent to Reclamatii@cristim.ro, and the information provided is automatically entered into the complaint management system (Qlik application - internal application for recording, monitoring and reporting complaints, which ensures traceability and tracking of the resolution process);
- Contact details on product labels: consumers can submit complaints either by telephone to 021 20 20 200 or by email to secretariat@cristim.ro;

- By entering complaints directly on a tablet, for users of this device (customers in the traditional retail channel).
- Consumers who are customers of the IKA network (Kaufland, Lidl, Auchan, Penny, Profi, Carrefour, Cora, Selgros, Metro, etc.) submit complaints through the IKA Sales Department by completing the complaint form and sending it to Reclamatii@crisstim.ro. The data in the form sent to the email address is automatically transferred to Qlik.

Regardless of the channel used, all reports and complaints are automatically recorded and managed in the Qlik system, ensuring transparency, traceability and continuous monitoring.

This procedure ensures an accessible and efficient process for recording and resolving complaints, complying with the requirements of applicable legislation and reflecting the company's commitment to consumer protection and satisfaction. The deadline for resolving reports/complaints is a maximum of 24 hours from the date of receipt of the complaint if the complaint is received during working days, or 48 hours if the complaint is received on public holidays or weekends. In 2025, all justified complaints were resolved within 24/48 hours, according to data from the complaint management system.

The company processes personal data in the context of providing services specific to its field of activity, in accordance with applicable legal obligations (including Regulation (EU) 2016/679 – GDPR and national implementing legislation).

The company respects the right to privacy, freedom of expression and access to quality information for its customers. The Company has developed a procedure for processing personal data, which refers to the processing of personal data of customers who agree to the processing of data for marketing purposes, such as: name, surname, email address, telephone number, date of birth, physical address, and other information. The Company recognises the importance of personal data relating to its employees, customers and online visitors and is committed to protecting their privacy and security. It guarantees that personal data is processed in good faith, in accordance with the provisions of Regulation (EU) 2016/679 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (GDPR), as well as in compliance with the legal requirements set out in Law No. 190/2018 on measures for the implementation of the GDPR.

[S4-3] Processes for remedying negative impacts and channels through which consumers and end users can express their concerns

Even though no incidents of confidentiality breaches or data loss have been reported to date, the Company has established and maintains a set of remedial measures and channels through which such situations can be reported. Similarly, if it were found that its products had a significant negative impact on consumer health (e.g. unsafe products that could cause illness), it would apply the withdrawal/ recall procedure and ensure remedial measures for consumers, such as public information, product replacement or refunds, as well as corrective actions to eliminate the causes.

Customers may express their concerns or requests through the means of communication provided for in the Company's commercial relations, as detailed in the contracts concluded as mentioned above.

The complaint resolution process is managed according to the following steps:

1. Receipt of the complaint

Complaints can be submitted in writing via social networks, websites, e-mail (reclamatii@crisstim.ro or Secretariat@crisstim.ro), the sales department, authorities or by telephone in special situations.

2. Forwarding the complaint

All complaints received are sent to the email address reclamatii@cristim.ro by completing the complaint form.

3. Complaint registration

Complaints received are recorded in the Complaints Record Sheet. The data from the forms sent to the email address are automatically transferred to the Complaints Record Sheet in the Qlik system and downloaded by the Quality Department staff.

4. Complaint analysis

Competent staff assess the complaint, collect and verify all necessary data and evidence. The complaint is classified as justified or unjustified. For justified complaints, corrective and preventive action plans are developed and implemented to eliminate and prevent the causes of non-compliance.

5. Decision on resolution

Based on the analysis, a resolution decision is made, which may include product replacement, refund, or product recall. Decisions are made by authorised personnel.

6. Communication of the decision

The response is sent to the complainant or the department involved. For justified complaints, the resolution and the measures taken to eliminate the cause of the non-compliance and prevent its recurrence are detailed. If the complaint is unjustified, the conclusion of the analysis is communicated.

7. Monitoring the complaint

The company systematically monitors the complaint management process using indicators such as average response time, compliance with the 24/ 48-hour target and the number of justified complaints, using the results to identify causes, apply corrections to the technological flow and improve operational processes.

In 2025, the average response time was 24/48 hours, and all 10 justified complaints were resolved within the target timeframe.

A unified complaint monitoring system is implemented at company level, covering both internal complaints (between departments, e.g. quality to production) and external complaints received through various channels (customer relations, distribution, marketing, digital platforms and social media).

- All complaints are treated equally, regardless of channel or merit, with a response time of 24/ 48 hours depending on the situation.
- Resolutions are formulated based on a set of standard criteria, with the aim of ensuring the fairness of the solutions offered.

In addition, in order to prevent and manage potential negative impacts on consumers, the company has developed a traceability system, which is periodically tested through product withdrawal and recall simulations. This system allows for the rapid identification of affected batches and the complete withdrawal of the product from the market. Consumers are informed about these mechanisms through product labels, internal communications with commercial

partners and public communications in the event of a recall, which helps to build confidence in the company's ability to manage incidents quickly.

The company does not tolerate retaliation against individuals who report product safety or data protection issues in good faith and provides, in its internal policies and procedures (described in section G1-1), confidential reporting channels and the obligation to treat reports objectively.

Through these integrated mechanisms, the company ensures structured, transparent and efficient complaint management, as confirmed by internal monitoring of KPIs (response time, on-time resolution rate and number of justified complaints) and the results of post-resolution satisfaction surveys, helping to reduce negative impacts on consumers.

In 2025, the Company assessed customer satisfaction by surveying a number of 2,540 customers in key business categories: the IKA network (large supermarket chains such as Kaufland, Rewe, Lidl, Auchan, Carrefour, Metro, etc.), traditional trade (shops that are not part of established modern retail chains such as Annabella) and intra-Community trade (local shops representing an exchange of goods and services between EU Member States), with a final result of 87% satisfaction (GOOD).

[S4-4] Adoption of measures regarding significant impacts on consumers and end users and approaches to managing significant risks and pursuing significant opportunities related to consumers and end users, as well as the effectiveness of these measures

The company has implemented a set of measures to prevent and manage negative impacts and risks to consumers, ensuring compliance with food safety standards.

These actions apply to all production units and distribution operations in Romania, including the raw material supply chain and customers in modern and traditional retail channels, and target all end users of the Company's products, including vulnerable consumers (people with food intolerances, children).

The main measures – such as the application of HACCP systems and IFS/FSSC certifications, the development of clean label and gluten-free portfolios, the strengthening of the traceability system and the complaint management process – are ongoing actions, integrated into current operational processes, with objectives reviewed annually as part of the risk planning and reporting process.

In 2025, the Company implemented the following operational measures to manage the material impacts, risks and opportunities related to consumers identified in the double materiality analysis:

- laboratory analyses of raw materials, semi-finished and finished products, and hygiene and health monitoring (classic and rapid sanitation tests), both in its own laboratory and through external laboratories. In 2025, the costs for its own laboratory are 1,059,901 RON, and the costs for external analyses are 1,096,626 RON
- conducting 4 product withdrawal/recall simulations to test the effectiveness of the traceability system;
- maintaining and auditing the Gluten Free and Clean Label product portfolio, including ARIG recertification for 68 products;
- updating the complaint management procedure and fully integrating all reporting channels into the Qlik system;
- conducting a customer satisfaction survey in February with a focus on perceptions of product safety and quality with 2,540 customers from key business categories: the IKA network (large supermarket chains Kaufland, Rewe, Lidl, Auchan, Carrefour, Metro, etc.), traditional trade (shops that are not part of established modern retail chains such as

Annabella) and intra-Community trade (local shops representing an exchange of goods and services between EU Member States) and the final result is: 87% satisfaction rate (GOOD).

- Annual training of staff from Production and Quality areas on complaint management;
- Launch and analysis of opportunities for new products relevant to customer needs, with the development and implementation stage coordinated by the research and development department;
- Implementation of communication and information campaigns (TV, online, influencers) for greater transparency towards consumers about products and their quality – the cost to companies in 2025 was 3.5 million EUR (excluding VAT).

The company does not have an integrated process for assessing and managing all risks across the entire company. At the process level, significant consumer-related risks are managed by integrating them into food safety management systems in accordance with the requirements of certified GFSI (Global Food Safety Initiative) standards.

In response to an actual or potential negative impact on consumers, the company follows a structured process to identify the necessary actions:

- identification and analysis of the cause by mixed Quality–Production–Sales teams
- assessment of the severity of the impact on consumers (number of complaints, batches involved, potential health risk)
- selecting appropriate corrective measures (e.g. withdrawal/recall, recipe or label change, customer compensation, additional staff training)
- implementation of actions and monitoring of their effectiveness through indicators such as number of similar incidents, third-party audit results and consumer feedback.

In terms of positive impacts and relevant opportunities, the Company is aware of consumers' growing interest in healthier, more sustainable food that is tailored to different nutritional needs, and has invested in modern technology for preserving meat products using high pressure (HPP and the clean label concept). This strategy not only allows the Company to respond to new market trends, but also represents an opportunity to create value by developing high value-added products.

The effectiveness of these measures is monitored through regular checks of recipes and labels, internal and external audits of the Clean Label portfolio, and analysis of complaints and satisfaction survey results, which include questions about consumer perceptions of product quality, safety and presentation.

From our total number of 190 products, all of them are starch-free, soy-free, artificial flavouring-free and monosodium glutamate-free, and out of these, 68 are gluten-free certified, demonstrating transparency and responsibility towards consumers.

The company takes several measures to enable and facilitate remediation in relation to an impact on food safety or quality:

Initiating and managing recalls/withdrawals (R/W)

- Setting up a special R/W committee, made up of directors responsible for quality, logistics, production and sales, which manages all actions related to incidents.
- To carry out the R/W process, the Committee develops and manages the R/W Plan.
- The Committee initiates the R/W process for potentially unsafe products as quickly as possible and ensures communication with authorities, retailers, the media, its own

employees and end consumers. In 2025, there were no cases of product withdrawal or recall, but the procedure was tested through periodic simulations (during 2025) to ensure the availability of remedial measures in the event of a significant real impact on consumers.

Notification of authorities and stakeholders

- In the case of R/W, the following stakeholders are notified: competent authorities, affected food business operators, where applicable: suppliers, distributors, retailers; certification bodies, the Romanian Coeliac Association (in the case of gluten contamination of certified gluten-free products), consumers.
- The initiation of the R/W process for the product in the distribution network is followed within 24 hours by notification of the competent authority about the start of the activity and the provision of all data relating to the case in question. In all cases, the competent authority shall be notified before the R/W is carried out and not after the process has been completed.
- The potentially unsafe product shall be withdrawn from regional warehouses by notifying warehouse managers, who are responsible for ensuring that the distribution of the potentially unsafe/non-compliant product is stopped and that the existing stock in the logistics centre is secured and isolated.
- Sales and Export Managers shall notify all customers of the withdrawal/ recall from the domestic and foreign markets.

Investigation, traceability and remediation

- Every possible source of information is collected and analysed in detail.
- A "Summary of information collected on R/W" is drawn up, containing details on: identification of the product involved; product traceability; names, positions, addresses, and telephone/fax numbers/e-mail addresses of the authorities already involved or to be involved in resolving the crisis situation; the results obtained from laboratory analyses carried out on samples taken from the suspect product; information on any action taken at the level of individual warehouses or distribution chains for the purpose of R/W and who ordered/authorised the action.
- Depending on the risk posed by potentially unsafe products, the Commission will determine the following destinations:
 - return to the manufacturer for special treatment/ further processing or destruction, as appropriate;
 - reconditioning/ correction on site (distribution network);

Returned batches shall be isolated in quarantine areas: "Non-Conformity Room" and identified with the words "returned product", "seized product" or an equivalent term, as appropriate.

The Production Department, together with the Quality Director, analyses the quality and safety of the products and determines their destination in accordance with legal provisions and the opinion of the authority.

Communication and consumer information

Consumers are informed by:

- Notice posted at the place of sale of the product
- Announcement on the website of the competent authority (ANSVSA) (www.ansvsa.ro)
- Announcement on the operator's website

- Announcement in the local and national media (newspapers and television) depending on the situation (product distributed nationally and/or county-wide)
- Notice displayed on the notice board of the competent authority (county/ Bucharest DSVSA)
- Compensation and/or contact details for further questions are provided.

Corrections, preventive measures and case closure

- After the situation has been remedied, the causes are analysed and corrective and preventive actions are proposed to avoid a recurrence of the incident.
- The R/W process is considered complete only after the incriminated products have been completely eliminated and the authorities, the distribution network and, optionally, the media have been informed.

These actions ensure effective and rapid remediation of any situation that has a significant real impact on products placed on the market, protecting consumer health and the company's image. In 2025, the Company analysed reported complaints and incidents and did not identify any serious cases of human rights violations in relation to consumers or end users.

[S4-5] Targets related to managing significant negative impacts, promoting positive impacts, and managing significant risks and opportunities

The Company currently has specific objectives in place to mitigate negative impacts, enhance positive impacts, and manage major risks and opportunities related to consumers, approved by the CEO's Decision dated 06.02.2026.

Consumers and commercial customers contribute to defining and adjusting these objectives through feedback collected in satisfaction surveys, complaint analysis and regular meetings with retailers, and the results are used for the annual review of targets.

The company has set itself a permanent objective on the criterion of food safety:

- no complaints regarding food safety, i.e. no complaints leading to the identification of non-compliance in terms of microbiological contamination,
- complete removal, within a maximum of 4 hours, of products identified as unsafe from the entire marketing chain, with monitoring and reporting to the authorities, while also informing all consumers affected by a withdrawal or recall, without exception, so as not to put any segment of the population at risk.

In 2025, the Company received 139 complaints, none of which were related to food safety, of which 10 were justified and 129 were unjustified. Also, in 2025, there were no withdrawal/ recall actions, only simulations.

With regard to complaints, the Company's target is to keep the number of justified consumer complaints to a maximum of 10 per year, at a maximum level equal to that recorded in 2024 (10 justified complaints). A complaint is classified as justified when internal technical analysis confirms the non-compliance of the product with specifications and legal requirements. In 2025, 10 justified complaints were recorded, according to data from the complaint management system.

An associated objective is to maintain zero non-compliant classic sanitation and microaeroflora tests throughout the manufacturing chain; in 2025, all tests performed were compliant.

To achieve these objectives, the Company allocates annual financial resources to the food quality and safety control programme (laboratory costs, audits, training) which are covered by the current operating budget.

All customer complaints are handled and resolved by a dedicated team at IKA's physical stores, logistics platforms and online. Response times are constantly monitored and adjusted according to factors such as the nature of the request, the severity of the situation reported and the extent of the impact on customers.

The effectiveness of the process is currently assessed mainly from an internal performance perspective (e.g. response time to complaints and number of justified complaints), with a focus on continuous improvement of customer interaction.

The company ensures structured, transparent and efficient complaint management, as confirmed by internal monitoring of KPIs (response time, on-time resolution rate and number of justified complaints) and the results of post-resolution satisfaction surveys, helping to reduce negative impacts on consumers. In 2025, the Company assessed customer satisfaction by surveying a number of 2,540 customers in key business categories: the IKA network (large supermarket chains such as Kaufland, Rewe, Lidl, Auchan, Carrefour, Metro, etc.), traditional trade (shops that are not part of established modern retail chains such as Annabella) and intra-Community trade (local shops representing an exchange of goods and services between EU Member States), with a final result of 87% satisfaction (GOOD).

The company has set itself a permanent target of 0.23% of non-compliant products in relation to total production. In 2025, compared to 2024, there was a 6.7% decrease in the quantity of non-compliant products, with the total percentage of 0.00406% being compared to 0.0043%, thus achieving the target of 0.23%.

ESRS G1 Professional conduct

[GOV-1] The role of the administrative, supervisory and management bodies

During 2025, the Company changed its organisational form from a limited liability company to a joint stock company. By the AGM Resolution dated 15.09.2025, a Board of Directors was appointed, composed of 3 (three) members, of which 1 (one) non-executive member and 2 (two) executive members, until that moment the Company having a sole administrator.

On November 26th 2025, the Company's shares were admitted to trading on the Regulated Market administered by the Bucharest Stock Exchange (BSE).

After listing, in order to align with the requirements of the BSE Corporate Governance Code,, the composition of the **Board of Directors** was modified on 9 March 2026 to 5 members.

The Board of Directors plays a central role in ensuring business conduct by approving internal policies, procedures and practices and overseeing their implementation. The Board of Directors has delegated and empowered the Chief Executive Officer to implement the decisions taken by the Board of Directors and to exercise any powers relating to the management of the Company. At the same time, the management bodies support transparency, dialogue with stakeholders and a culture of integrity, responsible communication with employees, customers, suppliers and other relevant groups.

The Sustainability Committee was established during 2024, consisting of 15 permanent members from key areas such as environment-quality, finance, human resources, legal, technical, logistics, procurement, sales and IT. External consultants may also be invited to Sustainability Committee meetings, as appropriate. The members of the Sustainability Committee are regularly involved in projects related to sustainability actions, which are monitored through regular meetings and reported to the Board of Directors/ Chief Executive Officer, thus facilitating the integration of expertise into management decisions.

In 2025, the position of Sustainability Director was formalised and integrated at the operational management level, with the following main responsibilities: analysing and assisting in the preparation of sustainability reports, participating in sustainability audits and assessments, identifying potential changes in the industry in which the Company operates and new opportunities to create added value, thereby highlighting the strategic role of management in planning and implementing ESG actions.

The Chief Executive Officer has a central and explicitly regulated role in ensuring the necessary framework for the implementation of ethical conduct, compliance with legislation, prevention of corruption and promotion of internal policies on integrity and business conduct.

Key roles and responsibilities regarding professional conduct:

1. Approval, implementation and exemplification of conduct

- The Chief Executive Officer approves the Procedure for Combating Bribery and Corruption and the Code of Conduct and Business Ethics at the organisational level, ensuring the regulatory and strategic framework for compliance with the principles of ethics, integrity and corruption prevention.
- The Chief Executive Officer, together with the management team, is responsible for promoting and implementing the values and principles stipulated in the codes and policies (e.g. honesty, transparency, responsibility, respect for the law and business ethics).

2. Prevention, detection and handling of misconduct

- The Chief Executive Officer is responsible for the effective implementation of procedures for reporting policy violations, preventing retaliation against whistleblowers and prompt intervention to resolve reported situations or cases of corruption, fraud or other misconduct.
- The Chief Executive Officer must ensure the necessary framework for regular training of employees on ethical conduct, anti-bribery/corruption rules, and access to confidential reporting channels for misconduct.

3. Monitoring, advising and responding to incidents

- The Ethics Advisor, defined at the administrative level, coordinates and monitors compliance with the Code of Conduct and Business Ethics and the Procedure for Combating Bribery and Corruption, investigates violations and makes proposals for sanctions, conducting regular information sessions for management and executive staff.
- The General Manager analyses, validates and, where appropriate, approves sanctions, with the obligation to respond promptly and firmly to any misconduct and to support all disciplinary and corrective mechanisms.

All these responsibilities place the Chief Executive Officer at the centre of the mechanism for ensuring compliance with business conduct throughout the decision-making and operational chain.

The expertise of the administrative and management bodies in matters of business conduct is formally, strategically and operationally demonstrated through the validation of policies and the provision of a framework for continuous training and evaluation.

The Code of Business Conduct and Ethics stipulates the obligation to comply with the fundamental principles of integrity, honesty, transparency, respect, combating discrimination, preventing harassment, combating corruption and bribery, as well as compliance with legal and regulatory requirements.

All employees, including members of the Board of Directors, are required to act in accordance with these principles and will be trained annually to learn the Code and associated policies, starting in 2026.

[G1.IRO-1] Description of the processes to identify and assess material impacts, risks and opportunities

The description of the process for identifying and assessing significant impacts, risks and opportunities can be found in ESRS 2.

The significant impacts, risks and opportunities identified are:

Sub-theme	Type (Impact / Risk / Opportunity)	Description
Corporate culture	Current positive impact	Strengthening corporate culture by promoting responsibility and ethical behaviour.
Whistleblower protection	Potential negative impact	The emergence of a climate of mistrust and fear among employees and tolerance of unfair practices regarding the protection of whistleblowers.

Management of relationships with suppliers, including payment practices	Current positive impact	Transparent and ethical procurement practices generate long-term relationships with suppliers, increasing the resilience and the sustainability of their supply chain.
Corruption and bribery	Opportunity	Conducting education and awareness campaigns on the negative effects of corruption and bribery helps to strengthen the Company's positive reputation and public trust, which creates a potential competitive advantage for the company by attracting customers, attracting and retaining employees, increasing innovation, and increasing productivity.
Corporate culture	Opportunity	Improving the company's financial performance by creating an ethical and safe environment for employees.
Management of relationships with suppliers, including payment practices	Opportunity	Strategic collaborations with suppliers that can bring improvements in innovation and cost reduction.

[G1-1] Corporate culture and Business conduct policies and corporate culture

The company has implemented a Code of Conduct and Business Ethics and an Anti-Bribery and Corruption Procedure that define the fundamental principles of integrity, honesty, transparency, respect, non-discrimination, prevention of harassment, combating corruption and bribery, as well as compliance with legal and regulatory requirements. All employees are required to act in accordance with these principles and are trained upon hiring and periodically thereafter, at least once a year, starting in 2026, on the content of the Code of Conduct and Business Ethics and the Procedure for Combating Bribery and Corruption.

In the first quarter of 2026, the Procedure on Combating Bribery and Corruption will be implemented in accordance with the principles of the United Nations Convention against Corruption, replacing the existing version.

The Code and Procedure prohibit any form of undue benefit, including bribes, illegitimate commissions, blackmail, fraud or unlawful influence on decisions, both directly and indirectly, emphasizing the collective responsibility to prevent, detect and report any suspicion of inappropriate behaviour.

The aforementioned documents are made available to the Company's employees through internal communication channels (Intranet).

With regard to the protection of whistleblowers in the public interest, the Company has an internal policy, the Whistleblowing Policy, which ensures the possibility of anonymously reporting any violation of the law, act of corruption, ethical misconduct or behaviour contrary to the Company's values, without fear of reprisals. In this regard, in accordance with national and European regulations, the necessary framework has been created for employees and external stakeholders to report any act of corruption online, using the channels presented in section G1-3.

In 2026, the Company will assess and identify functions with a high risk of corruption and bribery, namely those involving decisions on procurement, relations with authorities, conclusion of

contracts with third parties, and financial operations. In order to identify and mitigate these risks, periodic risk assessments will be carried out at least once a year, starting in 2026.

To promote and ensure ethical behaviour, the Company has appointed an Ethics Advisor with responsibilities regarding compliance with the principles of ethics and integrity.

The Ethics Advisor carries out his/her activities in accordance with the principle of confidentiality, without being subject to hierarchical subordination, and reports to the General Manager all situations involving violations of ethical principles and standards.

The Code of Conduct and Business Ethics, the Procedure for Combating Bribery and Corruption, and the Whistleblowing Policy apply to the entire organisation, for all activities carried out. Responsibility for implementing these policies lies with the Chief Executive Officer.

[G1-2] Management of relationships with suppliers

The company has implemented a Payment Policy and Payment Terms, which applies to all suppliers, aiming to comply with ethical principles and legislation on combating late payments. This stipulates that unfair terms, such as payment terms or interest rates that are manifestly unfair to the creditor, are prohibited. With regard to relations with SME and micro-enterprise suppliers, the 60-day payment term is absolute and cannot be exceeded under any circumstances.

At the same time, a reference document is the Ethical Charter, which applies to contracts with all of the Company's suppliers. Presented as an annex to contracts, it stipulates a mutual commitment to comply with legal norms and national and European standards on business ethics, human rights and working conditions. The Ethics Charter was revised in 2025, being improved with provisions regarding the commitments of the Company and its partners on the environmental component, namely mutual assurance of compliance with the legislation in force, judicious management of resources and promotion of sustainable investments.

Compliance with these commitments by suppliers creates the conditions for a transparent value chain, in line with the Company's values.

Further details on supplier relationship management, particularly with regard to their selection, validation and auditing, can be found in ESRS 2, information requirement [SBM-1] Strategy, business model and value chain.

[G1-3] Prevention and detection of corruption and bribery

The company has an Anti-Bribery and Corruption Procedure in place, which sets out guidelines for the prevention, detection and management of bribery and corruption, as well as the responsibilities of all employees and collaborators in this regard.

The terms "bribery" and "corruption" are defined in the documentation. Furthermore, the Code of Conduct and Business Ethics contains strict rules on offering and accepting gifts, commissions, sponsorships or other benefits, explicitly prohibiting any gesture that may raise suspicions of bribery/undue advantage, both in internal relations and with third parties.

With regard to prevention and detection measures, the Company will carry out a series of specific actions such as:

- identifying, assessing and reviewing annually the functions/positions exposed to the risk of corruption, based on internal criteria and ESRS standards.
- training and educating staff in positions at risk of corruption on issues of integrity, corruption prevention and incident reporting, The Company has set itself the permanent

goal, starting in 2026, of covering 100% of all Company employees, including staff in positions at risk of corruption, with recurring (annual) training.

At the Company level, there is a constant concern for securing and promoting reporting channels. Thus, dedicated and secure channels for reporting suspicions of bribery/ corruption are available to both Company employees and third parties, under conditions of confidentiality:

- the "Whistlelink" channel (<https://cristim.whistlelink.com/>)
- the "Vorbește" („Talk”) system consisting of a special e-mail address („integritate@cristim.ro ")
- a telephone line 075CRISTIM, as well as
- a channel through which information can be requested info@cristim.ro .

These reporting channels are mentioned on the Company's public website.

The Company encourages and protects reporting, and the procedures implemented prohibit and severely punish any retaliation against persons who make reports.

The investigation of reports is carried out by the HR Department for reports made by whistleblowers in the public interest through the channels mentioned above and by the Ethics Advisor for all other reports concerning violations of the principles of ethics and integrity, in accordance with the principles of transparency and impartiality, with all cases being treated confidentially.

Any major incident is reported to the Chief Executive Officer either directly, through reports from the HR Department or the Ethics Advisor, or indirectly, through the chain of command (managers, department heads).

Proposals for changes to incident procedures and reports on the effectiveness of the integrity system are the responsibility of the employees appointed for this purpose (HR Department employees, Ethics Advisor), with the Chief Executive Officer providing the necessary framework for implementing the changes and measures needed to increase the effectiveness of analyses, assessments, reports, etc.

All these mechanisms ensure systematic and transparent reporting to the General Manager in order to maintain an ethical climate and improve integrity and corporate governance policies.

The principles, rules, and requirements regarding ethics and integrity contained in the anti-bribery and anti-corruption policies are communicated to all employees, collaborators, and partners of the Company and will be, on an ongoing basis, starting in 2026, the subject of:

- regular (annual) training sessions organised by the HR Department and the Ethics Advisor (annually and upon hiring),
- information integrated into onboarding plans for new employees,
- thematic workshops and training for management and functions exposed to the risk of corruption, with a focus on prevention, identification and reporting procedures for cases of corruption and bribery,
- annexes to contracts concluded with the Company's customers,
- distribution of informational materials.

The policies are also accessible on the Company's internal channels, namely internal communication platforms, emails and internal newsletters, so that the information reaches every employee in a uniform and accessible manner.

The Company is in the process of developing an internal procedure for the annual assessment of functions considered "at risk" of corruption.

During the reference year, the Company did not conduct any specific training, but it has set a permanent objective, starting in 2026, to provide mandatory training for all employees who hold positions that involve making decisions regarding procurement, relations with authorities, concluding contracts with customers, and financial operations.

The Company's management will participate in training sessions, at least once a year, and periodic presentations, mainly on the occasion of relevant legislative changes, so that it is permanently informed in order to make the most effective decisions. The training will cover both the obligations of management members under the law and internal procedures for identifying and managing corruption/bribery risks.

[G1-4] Confirmed incidents of corruption or bribery

During the reporting period, no complaints were made and no sanctions (fines, convictions or any other) were imposed on the Company or its employees for acts of corruption or bribery. In order to mitigate risks, through the policies and procedures adopted, the Company has adhered to the principles of "zero tolerance for corruption" and the protection of whistleblowers and, starting in 2026, has set as a permanent annual goal the training of 100% of employees in positions subject to the risk of corruption.

[G1-6] Payment practices

As mentioned above, our payment policy stipulates a standard payment term for all our suppliers, which cannot exceed 60 calendar days. By way of exception, a payment term of more than 60 days may be established by contract, provided that this clause is not unfair and that, in contracts concluded with small and medium-sized enterprises and micro-enterprises, the payment term may not exceed 60 calendar days under any circumstances. The average payment term to suppliers for 2025 (DPO - *days payable outstanding*) was days. This indicator is not validated by an independent external body other than the auditor performing the assurance engagement on the sustainability reporting.

Calculation formula: DPO = trade payables / Σ (raw materials, goods, consumables, utilities, repair and maintenance costs, third-party services) x 365.

The payment practices policy emphasises the Company's commitment not to use abusive strategies towards suppliers and to maintain a fair and responsible business relationship. At the same time, it recognises the supplier's right to apply penalty interest negotiated or provided for by law, as well as the right to additional compensation in case of delay. During the reporting year, no legal proceedings were brought against the Company for late payment. In order to protect the integrity of the company and strengthen a culture of ethics and responsibility, the Company has created the necessary framework for reporting any non-compliance with these provisions through all existing reporting channels, with any identified deficiencies being dealt with seriously and promptly.



2025

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CRIS-TIM FAMILY HOLDING SA

FINANCIAL STATEMENTS

**PREPARED IN ACCORDANCE WITH THE ORDER OF THE MINISTER OF PUBLIC FINANCE NO.
2844/2016 FOR APPROVAL OF ACCOUNTING REGULATIONS IN ACCORDANCE WITH
INTERNATIONAL FINANCIAL REPORTING STANDARDS**

For the year ended 31 December 2025

CRIS-TIM FAMILY HOLDING SA

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2025

(in RON, unless otherwise stated)

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CRIS-TIM FAMILY HOLDING SA

**STATEMENT OF FINANCIAL POSITION
FOR THE YEAR ENDED 31 DECEMBER 2025
(in RON, unless otherwise stated)**

	<u>Note</u>	<u>31 December</u> <u>2025</u>	<u>31 December</u> <u>2024</u>
Non-current assets			
Intangible assets	6	3,677,229	2,249,812
Property, plant and equipment	7	271,676,951	202,326,320
Right of use-assets	8	93,083,648	66,315,314
Non-current financial assets at amortised cost	9	578,656	246,163,984
Total non-current assets		369,016,484	517,055,430
Current assets			
Inventories	10	84,116,396	93,576,969
Biological assets		1,241,785	1,085,119
Trade and other receivables	11	83,009,788	68,003,394
Other current financial assets at amortised cost	9	-	21,705,100
Cash and cash equivalents	12	138,056,050	16,089,705
Total current assets		306,424,019	200,460,287
Total assets		675,440,503	717,515,717
EQUITY			
Share capital	13	80,600,000	315,880
Share premium	13	85,913,606	-
Revaluation reserve	13	24,085,638	18,626,547
Other reserves	13	102,702,282	92,593,849
Retained earnings		115,857,176	124,809,657
Total equity attributable to owners of the Company		409,158,702	236,345,933
Total equity		409,158,702	236,345,933

CRIS-TIM FAMILY HOLDING SA

**STATEMENT OF FINANCIAL POSITION
FOR THE YEAR ENDED 31 DECEMBER 2025
(in RON, unless otherwise stated)**

	<u>Note</u>	<u>31 December</u> <u>2025</u>	<u>31 December</u> <u>2024</u>
LIABILITIES			
Non-current liabilities			
Borrowings	14	4,061,887	15,896,048
Lease liabilities	8	73,242,533	45,131,175
Government grants		943,182	-
Deferred tax liability	15	1,948,369	2,581,107
Total non-current liabilities		80,195,971	63,608,330
Current liabilities			
Borrowings	14	32,211,369	268,602,423
Lease liabilities	8	22,928,699	18,468,494
Trade and other payables	16	102,369,907	109,155,945
Employee benefits		28,184,551	15,991,956
Current tax payable		391,304	5,342,636
Total current liabilities		186,085,830	417,561,454
Total liabilities		266,281,801	481,169,784
Total equity and liabilities		675,440,503	717,515,717

Approved for issue and signed on 15 April 2026, by:

Chief Financial Officer,
Răzvan Furtună

Chief Executive Officer,
Radu-Junior Timiș

President of the Board of Directors
Radu Timiș

CRIS-TIM FAMILY HOLDING SA

**STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 31 DECEMBER 2025
(in RON, unless otherwise stated)**

	<u>Note</u>	<u>2025</u>	<u>2024</u>
Continuing operations			
Revenue from contracts with customers	19	1,155,626,079	1,120,600,863
Finance income	25	12,181,033	4,334,218
Other income	20	7,200,828	7,366,978
Other gains/(losses) - net	24	5,239,345	689,030
Changes in work in progress and finished goods		(898,908)	(3,275,489)
Raw materials, consumables used and merchandise costs		(636,710,751)	(667,444,709)
Employee benefit expenses	21	(232,176,888)	(183,160,902)
Utilities expense		(27,344,203)	(23,835,511)
Repairs and maintenance costs		(11,849,112)	(11,777,950)
Depreciation and amortisation		(50,766,378)	(46,379,693)
Third party services	22	(50,961,813)	(49,637,840)
Other expenses	23	(22,435,838)	(22,339,001)
Net impairment losses on financial and contract assets	11	(456,853)	(369,727)
Finance costs	25	(20,269,118)	(22,982,821)
Profit before income tax		126,377,423	101,787,446
Income tax expense	26	(15,537,351)	(17,105,200)
Profit for the year from continuing operations		110,840,072	84,682,246
Profit from discontinued operations, net of tax	17	-	2,974,755
Profit for the year		110,840,072	87,657,001
Other comprehensive income			
<i>Items that will not be reclassified in profit or loss</i>			
Revaluation of land and buildings	13	6,498,920	-
Income tax impact		(1,039,829)	-
Other comprehensive income for the year, net of tax		5,459,091	-
Total comprehensive income for the year		116,299,163	87,657,001
Profit / (Loss) for the year is attributable to:			
Owners of the Company		110,840,072	89,814,268
Non-controlling interests		-	(2,157,267)
Total		110,840,072	87,657,001

CRIS-TIM FAMILY HOLDING SA

**STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 31 DECEMBER 2025
(in RON, unless otherwise stated)**

	<u>Note</u>	<u>2025</u>	<u>2024</u>
Total comprehensive income for the year is attributable to:			
Owners of the Company		116,299,163	89,814,268
Non-controlling interests		-	(2,157,267)
Total		116,299,163	87,657,001

**Earnings per share for profit from continuing operations
attributable to the ordinary equity holders of the Company:**

Basic and diluted earnings per share	13	1.46	1.16
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**Earnings per share attributable to the ordinary equity
holders of the Company:**

Basic and diluted earnings per share	13	1.46	1.20
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Approved for issue and signed on 15 April 2026, by:

Chief Financial Officer,
Răzvan Furtună

Chief Executive Officer,
Radu-Junior Timiș

President of the Board of Directors
Radu Timiș

CRIS-TIM FAMILY HOLDING SA

STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 31 DECEMBER 2025

(in RON, unless otherwise stated)

	<u>Share capital</u>	<u>Share premium</u>	<u>Revaluation reserve</u>	<u>Other reserves</u>	<u>Retained earnings</u>	<u>Total equity</u>
Balance as of 1 January 2025	315,880	-	18,626,547	92,593,849	124,809,657	236,345,933
Profit for the year	-	-	-	-	110,840,072	110,840,072
Revaluation of Land and Buildings, net of tax	-	-	5,459,091	-	-	5,459,091
Total comprehensive income for the year	-	-	5,459,091	-	110,840,072	116,299,163
Dividends	-	-	-	-	(35,000,000)	(35,000,000)
Issue of ordinary shares (Note 13)	5,600,000	85,913,606	-	-	-	91,513,606
Retained earnings incorporated in share capital (Note 13)	74,684,120	-	-	-	(74,684,120)	-
Increase in legal reserve (Note 13)	-	-	-	6,402,500	(6,402,500)	-
Increase in other reserves (Note 13)	-	-	-	3,705,933	(3,705,933)	-
Total transactions with owners in their capacity as owners	80,284,120	85,913,606	5,459,091	10,108,433	(8,952,481)	172,812,769
Balance as of 31 December 2025	80,600,000	85,913,606	24,085,638	102,702,282	115,857,176	409,158,702

CRIS-TIM FAMILY HOLDING SA

STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 31 DECEMBER 2025
(in RON, unless otherwise stated)

	<u>Share capital</u>	<u>Revaluation reserve</u>	<u>Other reserves</u>	<u>Retained earnings</u>	<u>Total equity</u>	<u>Non-controlling interests</u>	<u>Total Equity</u>
Balance as of 1 January 2024	315,880	49,090,460	80,515,496	91,609,829	221,531,665	58,754,005	280,285,670
Profit/(Loss) for the year	-	-	-	89,814,268	89,814,268	(2,157,267)	87,657,001
Other comprehensive income	-	-	-	-	-	-	-
Total comprehensive income for the year	-	-	-	89,814,268	89,814,268	(2,157,267)	87,657,001
Dividends	-	-	-	(75,000,000)	(75,000,000)	-	(75,000,000)
Increase in other reserves	-	-	12,078,353	(12,078,353)	-	-	-
Disposal of subsidiary (Note 17)	-	(30,463,913)	-	30,463,913	-	(56,596,738)	(56,596,738)
Total transactions with owners in their capacity as owners	-	(30,463,913)	12,078,353	(56,614,440)	(75,000,000)	(56,596,738)	(131,596,738)
Balance as of 31 December 2024	315,880	18,626,547	92,593,849	124,809,657	236,345,933	-	236,345,933

Approved for issue and signed on 15 April 2026, by:

Chief Financial Officer,
Răzvan Furtună

Chief Executive Officer,
Radu-Junior Timiș

President of the Board of Directors
Radu Timiș

CRIS-TIM FAMILY HOLDING SA

**STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2025
(in RON, unless otherwise stated)**

	<u>Note</u>	<u>2025</u>	<u>2024</u>
Cash flows from operating activities			
Profit before income tax from:			
Continuing operations		126,377,423	101,787,446
Discontinued operations	17	-	2,974,755
<i>Adjustment for:</i>			
Depreciation and amortization expense	6,7,8	50,766,378	46,379,693
Net credit losses on trade and other receivables	11	456,853	369,727
Loss/(Gain) from write down of inventory	10	(69,527)	35,148
Interest income	25	(12,181,033)	(4,334,218)
Interest expense	25	16,755,414	22,907,219
Unrealized foreign exchange loss	25	3,513,704	59,158
Net gain on sale of Property, plant and equipment ("PPE")	24	(7,487,225)	(933,971)
Gain on sale of discontinued operations		-	(9,589,605)
Other adjustments		(175,068)	(138,010)
<i>Change in working capital, net of effects from purchase of controlled entity:</i>			
(Increase)/decrease in trade and other receivables		(9,665,059)	(7,958,584)
(Increase)/decrease in inventories		9,530,100	6,997,118
(Increase)/decrease in biological assets		(156,666)	(256,255)
Increase/(decrease) in trade and other payables		5,116,274	(1,775,428)
		182,781,568	156,524,193
Cash flows from operating activities			
Income taxes paid		(22,161,248)	(13,874,765)
Interest paid	14	(16,755,414)	(22,967,581)
Net cash flows from operating activities of discontinued operations		-	7,875,764
Net cash from operating activities		143,864,905	127,557,611
Cash flows from investing activities			
Payments for acquisition of property, plant and equipment		(87,509,193)	(17,933,355)
Payments for acquisition of intangible assets		(3,059,987)	(1,212,302)
Repayment of loans by related parties	27	312,601,486	5,290,000
Loans granted to related parties	27	(47,638,696)	(20,397,823)
Interest received		19,983,830	521,489
Proceeds from sale of property, plant and equipment		12,244,380	5,532,487

CRIS-TIM FAMILY HOLDING SA

**STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2025
(in RON, unless otherwise stated)**

	<u>Note</u>	<u>2025</u>	<u>2024</u>
Cash and cash equivalents of disposed subsidiary		-	(759,183)
Net cash flow from investing activities of discontinued operations		-	(23,470,006)
Net cash used (outflow)/received in investing activities		206,621,820	(52,428,693)
Cash flows from financing activities			
Proceeds from borrowings	14	113,444,848	177,589,770
Repayment of borrowings	14	(350,938,078)	(174,174,347)
Proceeds from shares issued		91,513,606	-
Proceeds/(Repayment) from loans from related parties, net		(16,625,810)	16,625,810
Repayments of lease liabilities	14	(31,087,809)	(26,780,008)
Dividends paid to Company's shareholders		(35,000,000)	(75,000,000)
Net cash flow from financing activities of discontinued operations		-	13,828,681
Net cash (outflow) from financing activities		(228,693,243)	(67,910,095)
Net increase/(decrease) in cash and cash equivalents		121,793,483	7,218,824
Cash and cash equivalents at the beginning of the year	12	16,089,705	8,868,194
Effects of exchange rate changes on cash and cash equivalents		172,863	2,688
Cash and cash equivalents at the end of the year	12	138,056,050	16,089,706

Approved for issue and signed on 15 April 2026, by:

Chief Financial Officer,
Răzvan Furtună

Chief Executive Officer,
Radu-Junior Timiș

President of the Board of Directors
Radu Timiș

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025
(in RON, unless otherwise stated)**

1. REPORTING ENTITY

Cris-Tim Family Holding SA is a Romanian company, established in 2000, with the registered office located at 661 Gării street, Filipeștii de Pădure, România. The Company is registered with the Trade Register under number J29 /991/2000.

The Company is part of Range glow Limited group. The annual consolidated financial statements of Range glow Limited group are available at 46 Kyriakou Matsis street, Office 101, Nicosia, Cyprus.

These financial statements are prepared by Cris-Tim Family Holding SA ("the Company") and comprise the Company's activities, referred hereinafter as "Cris-Tim". The Company is principally engaged in the processing and distribution of meat, meat products and other food products, both on the domestic and international market.

On 29 October 2025, the Company successfully finalized the steps for the initial public offering of its sale of shares with the Bucharest Stock Exchange, and on 31 October 2025, a notification related to the result of the offering was sent to Authority for Financial Supervision and Bucharest Stock Exchange. The trading of the shares started on 26 November 2025. Refer to Note 13 for a summary of changes in the share capital value and structure following the IPO.

These financial statements for the year ended 31 December 2025 were approved for issuance by the Company's Board of Directors on 15 April 2026.

2. FUNCTIONAL AND PRESENTATION CURRENCY

These financial statements are presented in RON, which is the Company's functional currency.

3. MATERIAL ACCOUNTING POLICIES

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied unless otherwise specified.

A. Basis of preparation

These financial statements are prepared in accordance with the provisions of the Minister of Finance Order no. 2844/2016 approving the accounting regulations compliant with the International Financial Reporting Standards as adopted by EU ("OMFP 2844"), with all subsequent modifications and clarifications. This is the first set of financial statements prepared in accordance with OMFP 2844, the 31 December 2024 statutory separate financial statements of the Company were prepared in accordance with OMFP no. 1802/2014.

These financial statements refer to the Company and are the continuation of the 31 December 2024 Consolidated Financial Statements. The comparatives represent the financial position and performance as at and for the year ended 31 December 2024, as included in the 31 December 2024 Consolidated financial statements.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025
(in RON, unless otherwise stated)**

These financial statements have been prepared on a historical cost basis, except for certain classes of property, plant and equipment measured at revalued amount and biological assets measured at fair value.

The preparation of the financial statements requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the Company's accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the amounts recognised in the financial statements are disclosed in Note 5.

B. Going concern

The present financial statements have been prepared based on the going concern principle, which assumes that the Company will continue its activity in the foreseeable future. To assess the applicability of this assumption, management analyzes the forecasts related to future cash inflows and outflows.

C. Foreign currency

Transactions in foreign currencies are translated into the functional currency of the Company at the exchange rates at the dates of the transactions.

Monetary assets and liabilities denominated in foreign currencies are translated into the functional currency at the exchange rate at the reporting date. Non-monetary assets and liabilities that are measured at fair value in a foreign currency are translated into the functional currency at the exchange rate at the date of the transaction. Foreign currency differences are generally recognized in profit or loss and presented within finance costs.

D. Non-current assets held for sale and discontinued operation

The Company classifies non-current assets and disposal groups as held for sale if their carrying amounts will be recovered principally through a sale transaction rather than through continuing use. Non-current assets and disposal groups classified as held for sale are measured at the lower of their carrying amount and fair value less costs to sell. Costs to sell are the incremental costs directly attributable to the disposal of an asset (disposal group), excluding finance costs and income tax expense.

The criteria for held for sale classification is regarded as met only when the sale is highly probable, and the asset or disposal group is available for immediate sale in its present condition. Actions required to complete the sale should indicate that it is unlikely that significant changes to the sale will be made or that the decision to sell will be withdrawn. Management must be committed to the plan to sell the asset and the sale expected to be completed within one year from the date of the classification.

Assets and liabilities classified as held for sale are presented separately as current items in the statement of financial position.

A discontinued operation is a component of the Company's business, the operations and cash flows of which can be clearly distinguished from the rest of the Company and which:

- Represent a separate major line of business or geographic area of operations:

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025
(in RON, unless otherwise stated)**

- Is part of a single coordinated plan to dispose of a separate major line of business or geographic area of operations; or
- Is a subsidiary acquired exclusively with a view to resale.

Classification as a discontinued operation occurs at the earlier of disposal or when the operation meets the criteria to be classified as held-for-sale. Discontinued operations are excluded from the results of continuing operations and are presented as a single amount as profit or loss after tax from discontinued operations in the statement of profit or loss.

When an operation is classified as discontinued operation, the comparative statement of profit or loss and OCI is re-presented as if the operation had been discontinued from the start of the comparative year.

E. Property, plant and equipment

Recognition and measurement

Land and buildings are carried at revalued amounts based on periodic revaluations to fair value by external independent valuers, less subsequent depreciation and accumulated impairment. All other items of property, plant and equipment are measured at historical cost less depreciation and impairment losses. Historical cost includes expenditure that is directly attributable to the acquisition of the asset.

Increases in the carrying amounts arising on revaluation of land and buildings are recognised, net of tax, in other comprehensive income and accumulated in reserves in shareholders' equity. To the extent that the increase reverses a decrease previously recognised in profit or loss, the increase is first recognized in profit or loss. Decreases that reverse previous increases of the same asset are first recognized in other comprehensive income to the extent of the remaining surplus attributable to the asset; all other decreases are charged to profit or loss.

An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

Gains and losses on disposals are determined by comparing proceeds with carrying amount. These are included in profit or loss. When revalued assets are derecognized, it is Company policy to transfer any amounts included in other reserves in respect of those assets to retained earnings.

Subsequent expenditure

Subsequent expenditure is capitalised only if it is probable that the future economic benefits associated with the expenditure will flow to the Company.

Depreciation

Depreciation is calculated to write off the cost of items of property, plant and equipment less their estimated residual values under the straight-line method over their estimated useful life and is generally recognised in profit or loss. Land is not depreciated.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025
(in RON, unless otherwise stated)**

The estimated used useful life of property, plant and equipment for current and comparative periods are as follows:

	<u>Useful life in years</u>	<u>Weighted average useful life</u>
Buildings	8 - 60 years	29 years
Production machinery and equipment	2 - 24 years	8 years
Vehicles	4-5 years	4 years
Furniture, office equipment and other tangible assets	2-15 years	5 years

Depreciation method, residual values and useful life of property, plant and equipment are reviewed, and adjusted if appropriate, at the end of each reporting period.

F. Intangible assets

Intangible assets primarily include capitalised computer software and licences, that are acquired by the Company and have finite useful life. They are measured at cost less accumulated amortisation and any accumulated impairment losses.

Amortisation is calculated to write off the cost of intangible assets less their estimated residual values under the straight-line method over their estimated useful life and is generally recognised in profit or loss.

The estimated useful life for current and comparative periods are as follows:

	<u>Useful life in years</u>
Licences	2 - 3 years
Software	2 years
Trademarks	10 years

Amortisation method, residual values and useful life of intangible assets are reviewed, and adjusted if appropriate, at the end of each reporting period.

G. Inventories

Inventories are measured at the lower of cost and net realisable value. The cost of inventories is determined based on weighted average cost allocation method. In the case of manufactured inventories, the cost comprises raw materials, direct labor costs, other direct costs and a systematically allocated proportion of variable and fixed production overheads, the latter being allocated on the basis of normal operating capacity. Costs of purchased inventory are determined after deducting rebates and discounts.

Net realizable value is the estimated selling price in the ordinary course of business, less the costs of completion and selling expenses.

H. Biological assets

Biological assets are measured on initial recognition at cost and at the end of each reporting period at fair value less costs to sell. The costs of purchase of fish plus transportation charges are capitalised as part of biological assets.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025
(in RON, unless otherwise stated)**

Changes in fair value of biological assets are recognised in the statement of profit or loss.

I. Financial Instruments

Financial assets – Recognition and initial measurement

Financial assets are initially recognized when the Company becomes a party to the contractual provisions of the instrument.

A financial asset (unless it is a trade receivable without a significant financing component) is initially measured at fair value, plus or minus, for an item not at fair value through profit or loss (FVTPL), transaction costs that are directly attributable to its acquisition or issue. A trade receivable without a significant financing component is initially measured at the transaction price.

Financial assets – Classification and subsequent measurement

On initial recognition, a financial asset is classified as subsequently measured at: amortised cost; fair value through other comprehensive income (FVOCI) – debt investment; FVOCI – equity investment; or FVTPL.

Financial assets are not reclassified subsequent to their initial recognition unless the Company changes its business model for managing financial assets, in which case all affected financial assets are reclassified on the first day of the first reporting period following the change in the business model.

A financial asset is measured at amortised cost if it meets both of the following conditions and is not designated as at FVTPL:

- it is held within a business model whose objective is to hold assets to collect contractual cash flows; and
- its contractual terms give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

All financial assets are measured at amortised cost considering the factors below.

Financial assets – Business model assessment

The Company's business model for managing financial assets refers to how it manages its financial assets in order to generate cash flows. The business model determines whether cash flows will result from collecting contractual cash flows, selling the financial assets, or both. Financial assets classified and measured at amortised cost are held within a business model with the objective to hold financial assets in order to collect contractual cash flows.

The Company holds financial assets which arise mainly from its main activity of processing and distribution of meat, meat products and other products. The objective of the business model for these financial instruments is to collect amounts due from the Company's receivables and to earn contractual interest income on the amounts to be collected.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025
(in RON, unless otherwise stated)**

Financial assets – Assessment whether contractual cash flows are solely payments of principal and interest (SPPI)

In order for a financial asset to be classified and measured at amortised cost or fair value through OCI, it needs to give rise to cash flows that are 'solely payments of principal and interest (SPPI)' on the principal amount outstanding. This assessment is referred to as the SPPI test and is performed at an instrument level. Financial assets with cash flows that are not SPPI are classified and measured at fair value through profit or loss, irrespective of the business model.

Financial assets – Subsequent measurement

For purposes of subsequent measurement, financial assets are classified in four categories:

- Financial assets at amortised cost (debt instruments)
- Financial assets at fair value through OCI with recycling of cumulative gains and losses (debt instruments)
- Financial assets designated at fair value through OCI with no recycling of cumulative gains and losses upon de-recognition (equity instruments)
- Financial assets at fair value through profit or loss.

Financial assets at amortised cost are subsequently measured using the effective interest (EIR) method and are subject to impairment. Gains and losses are recognised in profit or loss when the asset is derecognised, modified or impaired.

All financial assets are measured at amortised cost. The financial assets at amortised cost includes trade receivables and loans to related parties, included in non-current and current financial assets.

Financial liabilities – Initial recognition, measurement and presentation

Financial liabilities are classified, at initial recognition, as financial liabilities at fair value through profit or loss, loans and borrowings or payables, or as derivatives designated as hedging instruments in an effective hedge, as appropriate.

All financial liabilities are recognised initially at fair value and, in the case of loans and borrowings and payables, net of directly attributable transaction costs.

The Company's financial liabilities include trade and other payables and loans and borrowings including bank overdrafts.

Financial liabilities – Subsequent measurement

For purposes of subsequent measurement, financial liabilities are classified in two categories:

- Financial liabilities at fair value through profit or loss
- Financial liabilities at amortised cost (loans and borrowings)

Financial liabilities at amortised cost (loans and borrowings, lease liability, trade payables) is the category most relevant to the Company. After initial recognition, interest-bearing loans and borrowings are

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025
(in RON, unless otherwise stated)**

subsequently measured at amortised cost using the effective interest rate (EIR) method. Gains and losses are recognised in profit or loss when the liabilities are derecognised as well as through the EIR amortisation process.

Amortised cost is calculated by taking into account any discount or premium on acquisition and fees or costs that are an integral part of the EIR. The EIR amortisation is included as finance costs in the statement of profit or loss.

De-recognition

A financial asset is derecognised when the contractual rights to the cash flows from the financial asset have expired, or the Company has transferred its rights to receive cash flows from the asset or has assumed an obligation to pay the received cash flows in full without material delay to a third party under a 'pass-through' arrangement; and either (a) the Company has transferred substantially all the risks and rewards of the asset, or (b) the Company has neither transferred nor retained substantially all the risks and rewards of the asset, but has transferred control of the asset. When the Company has transferred its rights to receive cash flows from an asset or has entered into a pass-through arrangement, it evaluates if, and to what extent, it has retained the risks and rewards of ownership. When it has neither transferred nor retained substantially all of the risks and rewards of the asset, nor transferred control of the asset, the Company continues to recognise the transferred asset to the extent of its continuing involvement. In that case, the Company also recognises an associated liability. The transferred asset and the associated liability are measured on a basis that reflects the rights and obligations that the Company has retained.

A financial liability is derecognised when the obligation under the liability is discharged or cancelled, or expires. When an existing financial liability is replaced by another from the same lender on substantially different terms, or the terms of an existing liability are substantially modified, such an exchange or modification is treated as the de-recognition of the original liability and the recognition of a new liability. The difference in the respective carrying amounts is recognised in the statement of profit or loss.

Offsetting financial instruments

Financial assets and financial liabilities are offset and the net amount presented in the statement of financial position when, and only when, the Company currently has a legally enforceable right to set off the amounts and it intends either to settle them on a net basis or to realise the asset and settle the liability simultaneously.

J. Impairment

Non-derivative financial assets

The Company recognises an allowance for expected credit losses (ECLs) on financial assets measured at amortised cost (trade and other receivables, loans granted and cash and cash equivalents).

The Company measures loss allowances at an amount equal to lifetime ECLs, except for bank balances, which are measured at 12-month ECLs, for which credit risk (i.e. the risk of default occurring over the expected life of the financial instrument) has not increased significantly since initial recognition.

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For trade receivables, the Company applies a simplified approach in calculating ECLs. Therefore, the Company does not track changes in credit risk but instead recognises a loss allowance based on lifetime ECLs at each reporting date. The Company has established a provision matrix that is based on its historical credit loss experience, adjusted for forward-looking factors specific to the debtors and the economic environment. For other receivables, a specific analysis is made at the end of the reporting period to identify if an allowance is necessary.

At each reporting date, the Company assesses whether financial assets carried at amortised cost are credit impaired. A financial asset is 'credit-impaired' when one or more events that have a detrimental impact on the estimated future cash flows of the financial asset have occurred.

Evidence that a financial asset is credit-impaired includes the following observable data:

- Significant financial difficulty of the debtor;
- A breach of contract such as a default;
- The restructuring of a loan or advance by the Company on terms that the Company would not consider otherwise;
- It is probable that the debtor will enter bankruptcy or other financial reorganisation.

Loss allowances for financial assets measured at amortised cost are deducted from the gross carrying amount of the assets.

The gross carrying amount of a financial asset is written off when the Company has no reasonable expectation of recovering a financial asset in its entirety or a portion thereof. For customers, the Company individually makes an assessment with respect to the timing and amount of write-off based on whether there is a reasonable expectation of recovery. The Company expects no significant recovery from the amount written off. However, financial assets that are written off could still be subject to enforcement activities in order to comply with the Company's procedures for recovery of amounts due. Based on its experience, there have been no significant corporate customer recoveries after six months.

Non-financial assets

At each reporting date, the Company reviews the carrying amounts of its non-financial assets (other than biological assets, inventories and deferred tax assets) to determine whether there is any indication of impairment. If any such indication exists, then the asset's recoverable amount is estimated.

For impairment testing, assets are grouped together into the smallest group of assets that generates cash inflows from continuing use that are largely independent of the cash inflows of other assets or cash generating units (CGUs).

The recoverable amount of an asset or CGU is the greater of its value in use and its fair value less costs of disposal. Value in use is based on the estimated future cash flows, discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset or CGU.

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An impairment loss is recognised if the carrying amount of an asset or CGU exceeds its recoverable amount. Impairment losses are recognised in profit or loss, except when a deficit directly offsets a previous surplus related to the same asset, in the revaluation reserve.

An impairment loss is reversed only to the extent that the asset's carrying amount does not exceed the carrying amount that would have been determined, net of depreciation or amortisation, if no impairment loss had been recognised.

K. Leases

The Company assesses at contract inception whether a contract is, or contains, a lease. That is, if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration.

As a lessee

The Company applies a single recognition and measurement approach for all leases, except for short-term leases and leases of low-value assets. The Company recognises lease liabilities to make lease payments and right-of-use assets representing the right to use the underlying assets.

i) Right-of-use assets

The Company recognises right-of-use assets at the commencement date of the lease (i.e., the date the underlying asset is available for use). Right-of-use assets are measured at cost, less any accumulated depreciation and impairment losses, and adjusted for any remeasurement of lease liabilities. The cost of right-of-use assets includes the amount of lease liabilities recognised, initial direct costs incurred, and lease payments made at or before the commencement date less any lease incentives received. Right-of-use assets are depreciated on a straight-line basis over the shorter of the lease term and the estimated useful life of the assets, as follows:

- Vehicles and machinery: 1-5 years
- Buildings (offices, stores, storage): 5-10 years

If ownership of the leased asset transfers to the Company at the end of the lease term or the cost reflects the exercise of a purchase option, depreciation is calculated using the estimated useful life of the asset. The right-of-use assets are also subject to impairment. Refer to the accounting policies in section *J. Impairment of non-financial assets*.

ii) Lease liabilities

At the commencement date of the lease, the Company recognises lease liabilities measured at the present value of lease payments to be made over the lease term. The lease payments include fixed payments (including in-substance fixed payments) less any lease incentives receivable, variable lease payments that depend on an index or a rate, and amounts expected to be paid under residual value guarantees. The lease payments also include the exercise price of a purchase option reasonably certain to be exercised by the Company and payments of penalties for terminating the lease, if the lease term reflects the Company exercising the option to terminate.

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Variable lease payments that do not depend on an index or a rate are recognised as expenses (unless they are incurred to produce inventories) in the period in which the event or condition that triggers the payment occurs.

In calculating the present value of lease payments, the Company uses its incremental borrowing rate at the lease commencement date because the interest rate implicit in the lease is not readily determinable. The Company determines its incremental borrowing rate by considering various external financing sources and makes certain adjustments to reflect the terms of the lease and type of the asset leased.

After the commencement date, the amount of lease liabilities is increased to reflect the accretion of interest and reduced for the lease payments made. In addition, the carrying amount of lease liabilities is remeasured if there is a modification, a change in the lease term, a change in the lease payments (e.g., changes to future payments resulting from a change in an index or rate used to determine such lease payments) or a change in the assessment of an option to purchase the underlying asset.

When the lease liability is remeasured in this way, a corresponding adjustment is made to the carrying amount of the right-of-use asset or is recorded in profit or loss if the carrying amount of the right-of-use asset has been reduced to nil.

The Company has elected not to recognise right-of-use assets and lease liabilities for leases of low-value assets and short-term leases. The Company recognises the lease payments associated with these leases as an expense on a straight-line basis over the lease term.

The Company did not enter into any lease agreements as a lessor.

L. Share capital

The Company has only ordinary shares, classified as equity.

M. Income tax

Income tax expense comprises current and deferred tax. It is recognised in profit or loss, except to the extent that it relates to a business combination, or items recognised directly in equity or in other comprehensive income.

i) Current tax

Current tax comprises the expected tax payable or receivable on the taxable income or loss for the year and any adjustment to the tax payable or receivable in respect of previous years. The amount of current tax payable or receivable is the best estimate of the tax amount expected to be paid or received that reflects uncertainty related to income taxes, if any. It is measured using tax rates enacted or substantially enacted at the reporting date. Current tax also includes any tax arising from dividends.

Current tax assets and liabilities are offset only if certain criteria are met.

Starting with the fiscal year 2024 (which is the same as calendar year), a minimum tax on turnover has been introduced for companies subject to corporate income tax, if their turnover exceeds EUR 50 million

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in the previous year. The companies are required to pay higher between their calculated corporate income tax and 1% from the total revenues (decreased to 0.5%, starting with 2026) adjusted by certain items.

The Company was not the subject to pay minimum turnover tax for the years ended 31 December 2025 and 31 December 2024.

ii) Deferred tax

Deferred tax is recognised in respect of temporary differences between the carrying amount of the assets and liabilities for financial reporting purposes and the amounts used for taxation purposes.

Deferred tax is not recognised for:

- Temporary differences on the initial recognition of assets or liabilities in a transaction that is not a business combination and, at the time of the transaction, affects neither the accounting profit nor taxable profit or loss and does not give rise to equal taxable and deductible temporary differences;
- Temporary differences related to investments in subsidiaries to the extent that the Company is able to control the timing of the reversal of the temporary difference and it is probable that they will not reverse in the foreseeable future.

Deferred tax assets are recognised for all deductible temporary differences, the carry forward of unused tax credits and any unused tax losses to the extent that it is probable that future taxable profit will be available against which the temporary differences can be utilized.

The carrying amount of deferred tax assets is reviewed at each reporting date and reduced to the extent that it is no longer probable that sufficient taxable profit will be available to allow all or part of the deferred tax asset to be utilised. Unrecognised deferred tax assets are re-assessed at each reporting date and are recognised to the extent that it has become probable that future taxable profits will allow the deferred tax asset to be recovered.

Deferred tax assets and liabilities are measured at the tax rates that are expected to apply in the year when the asset is realised or the liability is settled, based on tax rates (and tax laws) that have been enacted or substantively enacted at the reporting date.

The Company offsets deferred tax assets and deferred tax liabilities if and only if it has a legally enforceable right to set off current tax assets and current tax liabilities and the deferred tax assets and deferred tax liabilities relate to income taxes levied by the same taxation authority, or to realise the assets and settle the liabilities simultaneously, in each future period in which significant amounts of deferred tax liabilities or assets are expected to be settled or recovered.

N. Revenue recognition

Revenue includes revenue from contracts with customers, consisting typically in the sale of cold cuts and ready meals through Company's own stores or through retailers' chains. Revenue is recorded at a point

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in time when the customer pays at the check-out or when the product is delivered for sale through other retailers or traders. The Company has concluded that it is the principal in all its revenue arrangements, except for transactions with the related party Eco-Ferm SRL ('Eco-Ferm') relating to the sale of dairy products, as described below, in which case the Company acts in the capacity of an agent.

Control is transferred when the goods are transferred to the customers, because the sales do not include any other unsatisfied performance obligation at that date.

If the consideration in a contract includes a variable amount, the Company estimates the amount of consideration to which it will be entitled in exchange for transferring the goods to the customer. Accumulated experience is used to estimate and provide for the variable consideration, using the most likely amount method or the expected value method, and revenue is only recognised to the extent that it is highly probable that a significant reversal will not occur. A refund liability (netted against trade receivables) is recognised for expected rebates payable to customers in relation to sales made until the end of the reporting period.

The Company does not adjust the promised amount of consideration for the effects of a significant financing component as the period between the transfer of the promised good or service to the customer and when the customer pays for that good or service is short.

Given the perishable nature of the Company's products and the food safety regulations, the Company has implemented stringent control procedures throughout processing and distribution. Historically, there have been no instances requiring returns due to food safety or other concerns. As such, no provision for return obligations is currently recognized. The Company continuously monitors product quality and customer feedback, and if return obligations were to arise, appropriate refund liabilities and corresponding adjustments to revenue would be recognized.

In January 2025 there was a change in the business operation and accounting treatment with regards to revenue from dairy products purchased from Eco-Ferm SRL for resale. Up until 31 December 2024 the Company operated as a principal in these transactions. However, in January 2025 a new arrangement was established with Eco-Ferm SRL and the Company started to provide Eco-Ferm SRL with logistic and distribution services; management has concluded that in the new arrangement the Company acts as an agent for the sale of dairy products.

O. Employee benefits

Short-term employee benefits are expensed as the related service is provided. A liability is recognised for the amount expected to be paid if the Company has a present obligation or constructive obligation to pay this amount as a result of past service provided by the employee and the obligation can be estimated reliably.

The Company does not grant long term or post-employment benefits.

P. Finance income and finance costs

The Company's finance income and finance costs include: interest income, interest expense and the foreign currency gain or loss on financial liabilities. Interest income or expense is recognised under the

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effective interest rate method. The effective interest rate is the rate that exactly discounts estimated future cash payments or receipts through the expected life of the financial instruments to the gross carrying amount of the financial asset, or the amortised cost of the financial liability.

Q. Fair value measurement

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date in the principal or, in its absence, the most advantageous market to which the Company has access at that date.

The fair value of an asset or a liability is measured using the assumptions that market participants would use when pricing the asset or liability, assuming that market participants act in their economic best interest.

A fair value measurement of a non-financial asset takes into account a market participant's ability to generate economic benefits by using the asset in its highest and best use or by selling it to another market participant that would use the asset in its highest and best use.

The Company uses valuation techniques that are appropriate in the circumstances and for which sufficient data are available to measure fair value, maximising the use of relevant observable inputs and minimising the use of unobservable inputs.

All assets and liabilities for which fair value is measured or disclosed in the financial statements are categorized within the fair value hierarchy, described as follows, based on the lowest level input that is significant to the fair value measurement as a whole:

- Level 1 — Quoted (unadjusted) market prices in active markets for identical assets or liabilities
- Level 2 — Valuation techniques for which the lowest level input that is significant to the fair value measurement is directly or indirectly observable
- Level 3 — Valuation techniques for which the lowest level input that is significant to the fair value measurement is unobservable.

External valuers are involved for valuation of significant assets, such as land and buildings. Selection criteria include market knowledge, reputation, independence and whether professional standards are maintained.

For the purpose of fair value disclosures, the Company has determined classes of assets and liabilities on the basis of the nature, characteristics and risks of the asset or liability and the level of the fair value hierarchy, as explained above.

R. Government grants

A government grant is not recognised until there is reasonable assurance that the Company will comply with the conditions attaching to it, and that the grant will be received. Receipt of a grant does not of itself provide conclusive evidence that the conditions attaching to the grant have been or will be fulfilled.

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Management assessed the conditions set out in the grant agreement and concluded that reasonable assurance that the Company will comply with those conditions is achieved at the point when the Ministry of Agriculture and Rural Development – Agency for the Financing of Rural Investments (“AFIR”) completes both the review of the supporting documentation and the physical inspection of the investments included in each payment request, and formally confirms the eligibility of the investments and the approval of the related payment request.

Grants related to assets are presented as deferred income that is amortized over the useful life of the asset (gross presentation). Grants related to income are recognized in profit or loss on a systematic basis over the periods in which the entity recognizes as expenses the related costs that the grants are intended to compensate.

4. NEW STANDARDS AND INTERPRETATIONS NOT YET ADOPTED

Certain new standards and interpretations have been issued that are mandatory for the annual periods beginning after 1 January 2026 or later, and which the Company has not early adopted. Except for the Amendments to IFRS 19, the other standards described below were endorsed by EU.

Amendments to the Classification and Measurement of Financial Instruments - Amendments to IFRS 9 and IFRS 7 (issued on 30 May 2024 and effective for annual periods beginning on or after 1 January 2026). On 30 May 2024, the IASB issued amendments to IFRS 9 and IFRS 7 to:

- (a) clarify the date of recognition and derecognition of some financial assets and liabilities, with a new exception for some financial liabilities settled through an electronic cash transfer system;
- (b) clarify and add further guidance for assessing whether a financial asset meets the solely payments of principal and interest (SPPI) criterion;
- (c) add new disclosures for certain instruments with contractual terms that can change cash flows (such as some instruments with features linked to the achievement of environment, social and governance (ESG) targets); and
- (d) update the disclosures for equity instruments designated at fair value through other comprehensive income (FVOCI).

The amendments are not expected to have a material impact on the Company’s financial statements.

Annual Improvements to IFRS Accounting Standards (Issued in July 2024 and effective from 1 January 2026). IFRS 1 was clarified that a hedge should be discontinued upon transition to IFRS Accounting Standards if it does not meet the ‘qualifying criteria’, rather than ‘conditions’ for hedge accounting, in order to resolve a potential confusion arising from an inconsistency between the wording in IFRS 1 and the requirements for hedge accounting in IFRS 9. IFRS 7 requires disclosures about a gain or loss on derecognition relating to financial assets in which the entity has a continuing involvement, including whether fair value measurements included significant unobservable inputs. This new phrase replaced reference to significant inputs that were not based on observable market data. The amendment makes the wording consistent with IFRS 13. In addition, certain IFRS 7 implementation guidance examples were clarified and text added that the examples do not necessarily illustrate all the requirements in the referenced paragraphs of IFRS 7. IFRS 16 was amended to clarify that when a lessee has determined that a lease liability has been extinguished in accordance with IFRS 9, the lessee is required to apply IFRS 9 guidance to recognise any resulting gain or loss in profit or loss. This clarification applies to lease liabilities that are extinguished on or after the beginning of the annual reporting period in which

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the entity first applies that amendment. In order to resolve an inconsistency between IFRS 9 and IFRS 15, trade receivables are now required to be initially recognised at 'the amount determined by applying IFRS 15' instead of at 'their transaction price (as defined in IFRS 15)'. IFRS 10 was amended to use less conclusive language when an entity is a 'de-facto agent' and to clarify that the relationship described in paragraph B74 of IFRS 10 is just one example of a circumstance in which judgement is required to determine whether a party is acting as a de-facto agent. IAS 7 was corrected to delete references to 'cost method' that was removed from IFRS Accounting Standards in May 2008 when the IASB issued amendment 'Cost of an Investment in a Subsidiary, Jointly Controlled Entity or Associate'.

The amendments are not expected to have a material impact on the Company's financial statements.

Contracts Referencing Nature-dependent Electricity – Amendments to IFRS 9 and IFRS 7 (Issued in December 2024 and effective from 1 January 2026). The International Accounting Standards Board (IASB) has now amended IFRS 9 which include guidance on 1) the 'own-use' exemption for purchasers of electricity under such PPAs; and 2) hedge accounting requirements for companies that hedge their purchases or sales of electricity using PPAs.

The IASB has also added new disclosure requirements for certain PPAs to IFRS 7 Financial Instruments: Disclosures and IFRS 19 Subsidiaries without Public Accountability: Disclosures.

The amendments will not have an impact on the Company's financial statements.

IFRS 18 Presentation and Disclosure in Financial Statements (Issued on 9 April 2024 and effective for annual periods beginning on or after 1 January 2027). In April 2024, the IASB has issued IFRS 18, the new standard on presentation and disclosure in financial statements, with a focus on updates to the statement of profit or loss. The key new concepts introduced in IFRS 18 relate to:

- the structure of the statement of profit or loss;
- required disclosures in the financial statements for certain profit or loss performance measures that are reported outside an entity's financial statements (that is, management-defined performance measures); and
- enhanced principles on aggregation and disaggregation which apply to the primary financial statements and notes in general.

IFRS 18 will replace IAS 1; many of the other existing principles in IAS 1 are retained, with limited changes. IFRS 18 will not impact the recognition or measurement of items in the financial statements, but it might change what an entity reports as its 'operating profit or loss'. IFRS 18 will apply for reporting periods beginning on or after 1 January 2027 and also applies to comparative information.

The amendments are under assessment in order to conclude on their impact on the Company's financial statements.

IFRS 19 Subsidiaries without Public Accountability: Disclosures (Issued on 9 May 2024 and effective for annual periods beginning on or after 1 January 2027, not yet endorsed by EU). The International Accounting Standard Board (IASB) has issued a new IFRS Accounting Standard for subsidiaries. IFRS 19 permits eligible subsidiaries to use IFRS Accounting Standards with reduced disclosures. Applying IFRS 19 will reduce the costs of preparing subsidiaries' financial statements while maintaining the usefulness of the information for users of their financial statements. Subsidiaries using IFRS Accounting Standards for their own financial statements provide disclosures that maybe disproportionate to the information needs of their users. IFRS 19 will resolve these challenges by:

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- enabling subsidiaries to keep only one set of accounting records – to meet the needs of both their parent company and the users of their financial statements;
- reducing disclosure requirements – IFRS 19 permits reduced disclosure better suited to the needs of the users of their financial statements.

The amendments will not have an impact on the Company's financial statements.

Sale or Contribution of assets between an Investor and its Associate or Joint Venture – Amendments to IFRS 10 and IAS 28 (the effective date for these amendments was deferred indefinitely, early adoption is permitted). The amendments address an acknowledged inconsistency between the requirements in IFRS 10 and those in IAS 28 (2011), in dealing with the sale or contribution of assets between an investor and its associate or joint venture.

The main consequence of the amendments is that a full gain or loss is recognised when a transaction involves a business (whether it is housed in a subsidiary or not). A partial gain or loss is recognised when a transaction involves assets that do not constitute a business, even if these assets are housed in a subsidiary.

The amendments will not have an impact on the Company's financial statements

5. CRITICAL ACCOUNTING ESTIMATES AND JUDGEMENTS IN APPLYING ACCOUNTING POLICIES

In preparing these financial statements, the management has made judgements, estimates and assumptions about the future, that affect the application of the Company's accounting policies and the reported amounts of assets, liabilities, income and expenses. Actual results may differ from these estimates.

Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to estimates are recognised prospectively.

A. Judgements

In the process of applying the Company's accounting policies, management has made the following judgements, which have the most significant effect on the amounts recognised in the financial statements:

- ***Determining the lease term of contracts with renewal and termination options – Company as lessee***

The Company determines the lease term as the non-cancellable term of the lease, together with any periods covered by an option to extend the lease if it is reasonably certain to be exercised, or any periods covered by an option to terminate the lease, if it is reasonably certain not to be exercised.

The Company's lease contracts include extension and termination options. The Company applies judgement in evaluating whether it is reasonably certain whether or not to exercise the option to renew or terminate the lease.

That is, it considers all relevant factors that create an economic incentive for it to exercise either the renewal or termination. After the commencement date, the Company reassesses the lease term if there

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is a significant event or change in circumstances that is within its control and affects its ability to exercise or not to exercise the option to renew or to terminate (e.g., construction of significant leasehold improvements or significant customisation to the leased asset).

Where, at the commencement date, the Company has determined that it is reasonably certain to exercise an extension option, the related renewal period is included in the lease term. This assessment applies primarily to leases of buildings, including retail stores, storage facilities and office premises. The Company generally exercises renewal options for these leases, as the absence of a readily available replacement asset would have a significant adverse impact on sales and ongoing operations.

As at 31 December 2025, management estimates that, should one additional extension option in accordance to each lease contract (varying from 1 to 10 years) be exercised, the lease liability would increase by approximately 13,5 mil RON.

- ***Determining the moment when there is reasonable assurance that the Company will comply with the conditions attached to the grant agreements, and that the grant will be received***

The Company's accounting policy for government grants is based on IAS 20 Accounting for Government Grants and Disclosure of Government Assistance. Management exercises judgement in determining the timing of recognition of government grants. A grant is recognized only when there is reasonable assurance that the Company will comply with the conditions attached to the grant and the grant will be received.

Assessing whether "reasonable assurance" exists requires judgement and involves evaluating:

- the nature and complexity of conditions in the grant agreement (e.g., capital expenditure requirements, timeline commitments, achievement of a certain level of contribution to the regional development or specific operational criteria);
- the Company's historical track record of complying with similar grant requirements;
- any uncertainties related to future operational development of the project that could affect compliance;

The moment when Management determined that there is reasonable assurance that the Company will comply with the conditions attached to the grant and the grant will be received is presented in Note 3.R Government grants.

Management reassesses its judgement at each reporting date as new information becomes available.

B. Estimates and assumptions

The key assumptions concerning the future and other key sources of estimation uncertainty at the reporting date, that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year, are described below. The Company based its assumptions and estimates on parameters available when the financial statements were prepared. Existing circumstances and assumptions about future developments, however, may change due to

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market changes or circumstances arising that are beyond the control of the Company. Such changes are reflected in the assumptions when they occur.

- **Revaluation of land and buildings**

The Company measures the land and buildings at revalued amounts, with changes in fair value being recognised in OCI. The land and buildings were valued by reference to transactions involving properties of a similar nature, location and condition. The Company engaged an independent valuation specialist to assess fair values as at 31 December 2025. The key assumptions used to determine the fair value of the properties at 31 December 2025 are provided in Note 7.

- **Leases – estimating the incremental borrowing rate**

The Company cannot readily determine the interest rate implicit in the lease, therefore, it uses its incremental borrowing rate (IBR) to measure lease liabilities. The IBR is the rate of interest that the Company would have to pay to borrow over a similar term, and with a similar security, the funds necessary to obtain an asset of a similar value to the right-of-use asset in a similar economic environment. The IBR therefore reflects what the Company would have to pay, which requires estimation when no observable rates are available or when they need to be adjusted to reflect the terms and conditions of the lease (for example, when leases are not in its functional currency).

The Company estimates the IBR using observable inputs (such as market interest rates, currency, maturity) when available and is required to make certain entity-specific estimates (such as its stand-alone credit rating).

- **Impairment of financial assets**

The Company applies IFRS 9 simplified approach to measuring expected credit losses which uses a lifetime expected loss allowance for all trade receivables. To measure the expected credit losses, trade receivables have been assessed based on shared credit risk characteristics and the days past due.

The expected loss rates are based on the payment profiles of credit sales over a period of 36 months and the corresponding historical credit losses experienced within this period. The historical loss rates are adjusted to reflect current and forward-looking information on macroeconomic factors affecting the ability of the customers to settle the receivables. More details are included in Note 28.

- **Assessment of compliance with conditions attached to government grants**

The Company contracted a government grant related to Investalim (project for the construction of the new production and logistic facility as well as acquisitions of new equipment). Grants related to assets are recognized as deferred income and released to profit or loss over the useful life of the related assets, provided there is reasonable assurance that the Company will comply with all conditions attached to the grant.

Management's assessment of compliance involves significant estimation uncertainty, as the grant agreement includes construction-related milestones, capital expenditure eligibility requirements, and post-completion commitments.

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Because the project is complex and spans multiple periods and includes both construction and operational conditions, actual outcomes may differ from management's estimates due to variations in construction timelines, supplier performance, market conditions, regulatory developments, or operational constraints.

Any change in the assessment of compliance may result in a material adjustment to the amount of deferred income recognized or could lead to an obligation to repay part or all of the grant.

6. INTANGIBLE ASSETS

	Trademarks	Licences & Software	Total
Cost			
Balance at 1 January 2024	14,287,930	9,378,803	23,666,733
Additions	-	1,212,302	1,212,302
Disposals	-	(1,389,048)	(1,389,048)
Balance at 31 December 2024	14,287,930	9,202,057	23,489,987
Balance at 1 January 2025	14,287,930	9,202,057	23,489,987
Additions	1,467,861	1,592,126	3,059,987
Disposals	-	-	-
Balance at 31 December 2025	15,755,791	10,794,183	26,549,974
Accumulated amortisation			
Balance at 1 Jan 2024	(13,225,096)	(8,196,111)	(21,421,207)
Amortisation	(113,254)	(1,094,762)	(1,208,016)
Disposals	-	1,389,048	1,389,048
Balance at 31 December 2024	(13,338,350)	(7,901,825)	(21,240,175)
Balance at 1 January 2025	(13,338,350)	(7,901,825)	(21,240,175)
Amortisation	(194,802)	(1,437,768)	(1,632,570)
Disposals	-	-	-
Balance at 31 December 2025	(13,533,152)	(9,339,593)	(22,872,745)
Carrying amounts			
At 1 January 2024	1,062,834	1,182,692	2,245,526
At 31 December 2024	949,580	1,300,232	2,249,812
At 31 December 2025	2,222,639	1,454,590	3,677,229

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7. PROPERTY, PLANT AND EQUIPMENT

	Lands and buildings	Vehicles and machinery	Furniture, fittings and equipment	Assets under construction and Advances	Total
<u>Cost or revalued amount</u>					
Balance at 1 January 2024	111,600,154	278,590,007	4,444,603	22,835,303	417,470,067
Additions	2,222,537	8,604,160	442,829	5,168,918	16,438,443
Transfer	3,922,563	2,159,501	22,372	(6,104,437)	-
Transfer from ROUA	-	9,022,752*	-	-	9,022,752
Disposals	-	(11,675,127)	(400,757)	(30,000)	(12,105,884)
Balance at 31 December 2024	117,745,254	286,701,293	4,509,047	21,869,784	430,825,378
Revaluation surplus	6,498,920	-	-	-	6,498,920
Additions	27,754,627	11,370,475	97,464	50,537,380	89,759,946
Transfer	2,358,120	8,384,600	-	(10,742,720)	-
Transfer from ROUA	-	33,918,486*	-	-	33,918,486
Netting following revaluation	(15,075,153)	-	-	-	(15,075,153)
Disposals	-	(34,753,763)	-	-	(34,753,763)
Balance at 31 December 2025	139,281,769	305,621,091	4,606,511	61,664,444	511,173,815
<u>Accumulated depreciation</u>					
Balance at 1 January 2024	(4,876,734)	(197,175,635)	(3,922,029)	-	(205,974,398)
Depreciation in the year	(5,099,908)	(20,170,765)	(190,260)	-	(25,460,933)
Transfer from ROUA	-	(4,356,174)*	-	-	(4,356,174)
Disposals	-	6,891,661	400,786	-	7,292,447
Balance at 31 December 2024	(9,976,642)	(214,810,913)	(3,711,503)	-	(228,499,057)
Depreciation in the year	(5,256,820)	(21,155,849)	(233,536)	-	(26,646,205)
Transfer from ROUA	-	(23,296,864)*	-	-	(23,296,864)
Depreciation offset following revaluation	15,075,153	-	-	-	15,075,153
Disposals	-	23,870,109	-	-	23,870,109
Balance at 31 December 2025	(158,309)	(235,393,517)	(3,945,039)	-	(239,496,864)
Carrying amounts					
At 1 January 2024	106,723,420	81,414,372	522,574	22,835,303	211,495,669
At 31 December 2024	107,768,612	71,890,380	797,544	21,869,784	202,326,321
At 31 December 2025	139,123,460	70,227,574	661,472	61,664,444	271,676,951

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* These transfers relate to assets for which the purchase option was exercised during or at the end of the lease agreement. As a result, the related right-of-use assets were reclassified to property, plant and equipment. This reflects the change in control over the asset, from leased to owned, while maintaining the continuity of the assets' carrying amount, net of accumulated depreciation.

Information on non-current assets pledged as security by the Company are provided in Note 14. Land and buildings additions in 2025 refer mainly to the acquisition of a production facility and land in Sinaia, having an acquisition value of 18,688,231 RON.

As of 31 December 2025, the Company has assets under construction in amount of 33,324,595 RON (2024: 17,410,907 RON) and advances for acquisition of equipment and construction works of 28,339,849 RON (4,458,877 RON). Majority of the additions to these categories relate to Investalim project (project for the construction of the new production and logistic facility as well as acquisitions of new equipment) which is further detailed in Note 29.

Land and buildings are remeasured to fair value based on periodic, but at least triennial, valuations by external independent valuers, buildings are subsequently depreciated. The fair value of the properties was determined using the market comparable method or the income capitalization approach, depending on the asset. The valuations have been performed by the valuer and are based on proprietary databases of prices of transactions for properties of similar nature, location and condition. As at the date of revaluation on 31 December 2025, the properties' fair values are based on valuations performed by SVN Atlas Expert SRL, an accredited valuer. A net gain from the revaluation of the properties RON 6,498,920 was recognised in OCI in 2025.

The fair value measurements for the land and buildings have been categorized as Level 3 fair values based on the inputs to the valuation techniques used.

The properties that were revalued are:

- Land located in Bontida village, Cluj county;
- Logistic and commercial centers in Ghercesti village, Dolj county and Bucharest;
- The production facilities in Filipestii de Padure village and Magureni village, Prahova county;
- Land and commercial facilities in Pleasa village, Prahova county;
- Land and production facility located in Sinaia.

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<i>Significant unobservable valuation inputs:</i>	<i>Range</i>
Price per square meter of land	7 - 123 EUR / sqm
Rent per square meter for buildings	3 - 8 EUR / sqm
Capitalization rate	8 – 10 %

The range of the price per square meter is depending on the type (industrial or land) and location of the property and the proximity of the comparable properties (prices per square meter of closer properties are more relevant than the price per square meter of properties located further), highest rate (123 EUR/sqm) is related to the land in Sinaia, while the lowest rate is related to the land in Filipesti (7 EUR/sqm). Rent per square meter varies depending on the location and the type of the property revalued, lower values are related to part of warehouses in Filipesti (3 – 5 EUR /sqm) and higher for the commercial areas in Bucharest (8 EUR /sqm).

Significant increases (decreases) in estimated price per square metre in isolation would result in a significantly higher (lower) fair value on a linear basis. Whereas increases (decreases) in the capitalization rate would result in lower (higher) fair values.

8. LEASES

The Company has lease contracts for various assets (such as stores and storage space, office space and vehicles). Rental contracts are typically made for fixed periods of 5 to 10 years for buildings (renting of the space where the stores and storages are located), with an option to renew the lease, and for 4 to 5 years for vehicles.

Lease terms are negotiated on an individual basis and contain a wide range of different terms and conditions. The lease agreements do not impose any covenants other than the security interests in the leased assets that are held by the lessor. Generally, the Company is restricted from assigning and subleasing the leased assets. Most lease contracts include extension and termination options.

The Company also has certain leases of machinery with lease terms of 12 months or less and leases of office equipment with low value. The Company applies the 'short-term lease' and 'lease of low-value assets' recognition exemptions for these leases.

i) Amounts recognised in the statement of financial position

The following amounts are recognised in the statement of financial position relating to leases:

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Right-of-use assets

	Vehicles and machinery	Buildings	Total
As at 1 January 2024	49,477,559	34,284,847	83,762,405
Depreciation charge for the year	(15,323,213)	(4,387,531)	(19,710,744)
Additions during the year	17,420,023	-	17,420,023
Transfers to property, plant and equipment	(4,666,578)	-	(4,666,578)
Derecognitions during the year	(9,564,065)	(925,728)	(10,489,793)
As at 31 December 2024	37,343,725	28,971,588	66,315,313
As at 1 January 2025	37,343,725	28,971,588	66,315,313
Depreciation charge for the year	(18,110,744)	(5,326,522)	(23,437,266)
Additions during the year	51,289,222	14,460,896	65,750,119
Transfers to property, plant and equipment	(10,621,622)	-	(10,621,622)
Derecognitions during the year	(1,254,111)	-	(1,254,111)
Lease modifications	-	(3,668,784)	(3,668,784)
As at 31 December 2025	58,646,470	34,437,178	93,083,649

The transfers to vehicles and machinery relate to assets, equipment and car fleet, for which the purchase option was exercised at the end of the lease agreement. Derecognitions represents lease contracts transferred to another Company together with the related ROUA. Lease modification represents a change in lease liability due to change in the lease contract period.

Lease liabilities

	31 December 2025	31 December 2024
Current	22,928,699	18,468,494
Non-current	73,242,533	45,131,175
Total	96,171,232	63,599,669

The total cash outflow for leases in 2025 was RON 31.1 million (in 2024: RON 26.8 million).

ii) Amounts recognised in the statement of profit or loss and other comprehensive income

The following amounts are recognised in the statement of profit or loss and other comprehensive income relating to leases:

	2025	2024
Depreciation expense on right-of-use assets:		
Vehicles and machinery	18,110,744	15,323,212
Buildings	5,326,522	4,387,531
	23,437,266	19,710,743
Interest expense on lease liabilities	3,419,091	3,585,788
Expense relating to short-term and low value leases	198,514	1,404,951

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9. NON-CURRENT AND CURRENT FINANCIAL ASSETS AT AMORTIZED COST

	31 December 2025	31 December 2024
Loans to related parties	-	260,312,101
Interest receivable	-	6,755,223
Other receivables	578,656	801,760
Total	578,656	267,869,084
Of which: Current	-	21,705,100
Non-current	578,656	246,163,984

Loans to related parties

As of December 31, 2024, the Company had loans granted to related parties controlled by Rangeglow Limited amounting to 245,362,223 RON (including accrued interest). Refer to Note 27 for a description of changes in loans granted to related parties.

10. INVENTORIES

	31 December 2025	31 December 2024
Goods purchased for resale	2,120,486	1,281,411
Raw materials	59,652,568	68,961,871
Finished goods	17,188,177	17,222,690
Work in progress	5,155,165	6,110,997
Total	84,116,396	93,576,969

11. TRADE AND OTHER RECEIVABLES

Trade and other receivables are detailed below:

	31 December 2025	31 December 2024
Trade receivables:		
Trade receivables from contracts with customers	65,319,825	58,833,544
Loss allowance	(4,301,586)	(6,652,232)
Total trade receivables - net	61,018,239	52,181,312
Other receivables:		
Receivables from related parties	10,050,182	8,688,119
Prepayments	2,626,775	2,158,009
Advances paid for raw materials acquisitions	156,149	1,723,237
Subsidies	943,182	-

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	31 December 2025	31 December 2024
Other receivables	8,215,262	3,252,717
Total other receivables	21,991,550	15,822,082
Total trade and other receivables	83,009,789	68,003,394

Trade receivables are non-interest bearing and are generally on terms of 30 to 90 days. Other receivables as of 31 December 2025 includes a receivable of 6,981,848 RON resulted from the sale of cars, as a result of Company's decision to renew the car fleet. Information about the Company's exposure to credit and market risks and impairment losses for trade receivables is included in Note 28 Financial Risk Management. For more information relating to related party receivables, refer to Note 27 Related parties.

Set out below is the movement in the allowance for expected credit losses of trade receivables:

	2025	2024
Opening loss allowance at 1 January	(6,652,233)	(7,303,262)
Net change in loss allowance recognised in profit or loss during the year	(565,936)	(440,051)
Receivables written off during the year as uncollectible	2,916,583	1,091,080
Closing loss allowance at 31 December	(4,301,586)	(6,652,233)

The fair value of trade and other receivables approximates their carrying amount.

12. CASH AND CASH EQUIVALENTS

	31 December 2025	31 December 2024
Cash at bank	137,495,704	15,598,334
Cash in hand	423,319	359,840
Cash equivalents	137,027	131,531
Total	138,056,050	16,089,705

13. CAPITAL AND RESERVES

Share capital

	31 December 2025	31 December 2024
Authorised number of shares	80,600,000	31,588

	31 December 2025	31 December 2024
Nominal value (RON)	80,600,000	315,880

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Ordinary shares have a nominal value of RON 1 (in 2024, the nominal value was RON 10/ share). All shares have same rights related to voting rights and dividend rights.

On 15 September 2025, the General Meeting of Shareholders approved the change the Company's legal form from a limited liability company (SRL) to a joint stock company (SA), the conversion of the shares ("părți sociale") to nominal shares ("acțiuni nominative"), the change of the nominal value of ordinary shares from RON 10 to RON 1, as well as issuance of a new number of shares in amount of RON 74,684,120 by incorporating retained earnings into the Company's share capital. These new shares were issued proportionally in the favour of the existing shareholders at 15 September 2025. As a result of these decisions, the Company's shareholders owned at 30 September 2025 a total number of 75,000,000 shares divided as follows:

- 74,976,225 shares, in amount of RON 74,976,225, owned by Rangeglow Limited (99.9683%);
- 23,775 shares, in amount of RON 23,775, owned by Mr. Radu Timiș (0.0317%).

On 30 October 2025, the Company announced the successful completion of the initial public offering on the Bucharest Stock Exchange ("BVB") conducted between 17th and 29th of October 2025, and at 31 October 2025, a notification related to the result of the offering was sent to Authority for Financial Supervision and Bucharest Stock Exchange. The trading of the shares started on 26 November 2025. During the offering, and in accordance with the approved prospectus, the Company also issued a number of 5,600,000 new shares for sale in addition to those offered by its parent company, Rangeglow Limited, for the initial public offering. The total value of proceeds received for the 5.600.000 new shares was of 91,513,606 RON.

As a result, as of 31 December 2025, the share capital amounts to RON 80,600,000, and is divided in 80,600,000 ordinary shares with a nominal value of RON 1 each.

As of 31 December 2024, the Company had 31,588 shares with a nominal value of 10 RON each, 99.9683% owned by Rangeglow Limited and 0.0317 % owned by Dl. Radu Timis. The shareholding structure was modified as a result of above events.

As of 31 December 2025, according to the letter of information sent by the central securities depository of stock exchange ("Depozitarul Central") the shareholding structure was as follows:

- 52,786,225 shares owned by Rangeglow Limited (65.4915%);
- 23,981,438 shares owned by companies (29.7537%);
- 3,832,337 shares owned by private individuals (4.7548%).

As at 31 December 2025, the Company had a number of 7,034 shareholders and, except for Rangeglow Limited, no other shareholder owned 10% or more of the share capital of the Company.

Share premium

The total value of proceeds received for the 5.600.000 new shares issued as part of the IPO was of 91,513,606 RON, out of which 85,913,606 RON was recorded as share premium.

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Revaluation reserve – property, plant and equipment

The property, plant and equipment revaluation surplus is used to record increments and decrements on the revaluation of non-current assets. In the event of a derecognition of an asset, any balance in the reserve in relation to the asset derecognized is transferred to retained earnings.

	2025	2024
At 1 January	18,626,547	49,090,460
Revaluation – gross	6,498,920	-
Deferred tax	(1,039,829)	-
Impact of business combination under common control (Note 17)	-	(30,463,913)
At 31 December	24,085,638	18,626,547

Other reserve

Other reserves in amount of 2025: 90,805,311 RON (2024: 87,099,378 RON) were retained from the profits of the previous exercises without the payment of the tax on profits, as per incentives to reinvest the profit provided by the Romanian legal provisions.

These are subject to a tax rate of 16% (amounting to 2025: 14,528,850 RON and 2024: 13,935,900 RON), if they will be transferred to the retained earnings (and will not be used for further investment activities).

Following the increase in share capital, and in accordance with the statutory requirement to allocate to the legal reserve amounts of 5% of the annual profit until such reserve reaches 20% of the share capital, the Company recognised an increase in the legal reserve of RON 6.4 million as at 31 December 2025. This appropriation of profit will be approved by the General Meeting of Shareholders, which is expected to take place in May 2026.

Earnings per share (“EPS”)

	2025	2024
Profit from continuing operations attributable to the owners of the Company	110,840,072	86,839,513
Profit from discontinued operations	-	2,974,755
<i>Weighted-average number of ordinary shares</i>	<i>75,935,890</i>	<i>75,000,000</i>
Earnings per share for profit from continuing operations attributable to the ordinary equity holders of the Company:		
Basic and diluted earnings per share	1.46	1.16
Earnings per share attributable to the ordinary equity holders of the Company:		
Basic and diluted earnings per share	1.46	1.20

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The new shares issued on 15 September 2025 (74,684,120 new shares with a nominal value of RON 1 each by incorporation of retained earnings) were granted without consideration and adjusted retrospectively the 31 December 2024 number of shares.

The new shares issued on 31 October 2025 (5,600,000 new shares with a nominal value of RON 1 each), as part of the primary offering during the Initial Public Offering (IPO), were considered in the determination of the weighted-average number of ordinary shares for the 2025 EPS calculation.

14. BORROWINGS

The Company has the following borrowings:

	31 December 2025	31 December 2024
Secured borrowings:		
Bank loans	36,273,256	267,872,661
Loans from related parties - current	-	16,625,810
Total borrowings	36,273,256	284,498,471

Borrowings split between current and non-current borrowings is presented below:

	31 December 2025	31 December 2024
Non-current bank loans	4,061,887	15,896,048
Current bank loans (including overdraft)	32,211,369	251,976,613
Current loans from related parties	-	16,625,810
Total current borrowings	32,211,369	268,602,423
Total borrowings	36,273,256	284,498,471

On 20 December 2022, the Company, together with the other entities part of Rangeglow Limited group, signed agreements with Unicredit Bank SA, Banca Comerciala Romana SA, Banca Comerciala Intesa Sanpaolo Romania SA.

The bank loans valid at 31 December 2025 are cross-guaranteed by the Company and other entities of the Rangeglow Limited group, namely Eco-Ferm SRL, Eco Ferm Invest SRL, Timpul Armoniei SRL, Sensconstruct Concept SRL.

Bank loans balance as of 31 December 2025 decreased significantly as a result of repayments made by the Company during November – December 2025, when the Company reimbursed bank loans, including overdrafts, amounting to approximately EUR 42.3 million. The source of the funds was mainly represented by cash received through the repayment of the intercompany loan by the parent company Rangeglow Limited, of approximately EUR 59.6 million.

At 31 December 2025, the undrawn amount that the Company can access from approved overdraft and working capital facilities was of approximately 37.4 million EUR; an additional undrawn amount of 52.9 mil EUR at 31 December 2025 is also available, for financing the Investalim project. The undrawn amounts are available only to the Company and cannot be drawn by the other entities mentioned above.

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The financial covenants linked to these contracts are calculated based on the parent's annual consolidated financial statements (Rangeglow Limited group), as detailed in Note 28 Financial Risk Management, point iv) Capital Risk Management.

The loan facilities of the Company are guaranteed by:

- pledge on movable and immovable property (land, buildings, equipment) belonging to the Company, including the land related to one production facility (Bucurestii Noi) owed by the ultimate beneficial owners;
- pledge on the inventories of the Company;
- real security guarantee on all accounts opened with the financing banks;
- real-life securities collateral consisting of all present and future assets, movable and immovable, tangible and intangible assets, affected by the Company's business activity, including but not limited to inventories, equipment, financial assets, receivables, etc.
- assignment of receivables on contracts concluded by the Company with its clients;
- assignment of rights in insurance policies covering property under warranty;
- pledge on the universality of the borrower's cash claims;
- letter of guarantee (corporate guarantee) from its ultimate parent (Rangeglow Limited).

The value of the pledged/ mortgaged of the Company's assets subject to cross-guarantees are presented below:

Class of asset	2025	2024
Land and buildings	132,465,693	103,390,362
Vehicles and machinery	70,227,574	71,890,380
Biological assets	1,241,785	1,085,119
Other non-current assets	578,656	710,654
Trade receivables	47,451,297	43,709,793
Inventories	84,116,396	93,576,969
Cash and cash equivalents	138,056,050	16,089,705
Total	474,137,451	330,452,982

The fair values of the borrowings are not materially different from their carrying amounts, since either the interest payable is close to current market rates, or the borrowings are of a short-term nature.

Details of the Company's exposure to risks arising from current and non-current borrowings are set out in Note 28, Financial risk management.

The table below sets out the changes in liabilities arising from financing activities for the period between 2024 and 2025.

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	Bank loans	Loan from related parties	Lease liabilities
Balance at 1 January 2024	264,439,312	-	82,048,197
Proceeds from borrowings	177,589,770	16,625,810	-
Repayment of borrowings	(168,421,755)	-	-
Change in bank overdraft	(5,752,594)	-	-
Payment of lease liabilities	-	-	(26,780,008)
Total financing cash flows	3,415,421	16,625,810	(26,780,008)
Effect of changes in foreign exchange rates	78,290		(16,444)
Other changes			
Derecognitions during the year	-	-	(8,146,370)
New leases	-	-	16,494,294
Interest expense	19,321,431	-	3,585,788
Interest paid	(19,381,793)	-	(3,585,788)
Total other changes	(60,362)	-	8,347,924
Balance at 31 December 2024	267,872,661	16,625,810	63,599,669

	Bank loans	Loan from related parties	Lease liabilities
Balance at 1 January 2025	267,872,661	16,625,810	63,599,669
Proceeds from borrowings	113,444,848	-	-
Repayment of borrowings	(312,060,617)	(16,625,810)	-
Change in bank overdraft	(39,167,436)	-	-
Payment of lease liabilities	-	-	(31,087,811)
Total financing cash flows	(237,783,205)	(16,625,810)	(31,087,811)
Effect of changes in foreign exchange rates	6,183,800	-	1,823,545
Derecognitions during the year	-	-	(211,659)
Lease modifications	-	-	(3,702,631)
New leases	-	-	65,750,119
Interest expense	13,336,323	-	3,419,091
Interest paid	(13,336,323)	-	(3,419,091)
Total other changes	-	-	61,835,829
Balance at 31 December 2025	36,273,256	-	96,171,232

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15. DEFERRED TAX

i) *Deferred tax assets*

	31 December 2025	31 December 2024
<i>The balance comprises temporary differences attributable to:</i>		
Trade and other receivables	302,920	260,762
Trade and other payables	1,929,110	551,547
Lease liabilities	6,007,803	4,857,890
Total deferred tax assets	8,239,833	5,670,199

Movements in deferred tax assets:

	Trade and other receivables	Trade and other payables	Lease liabilities	Total
At 1 January 2024	352,640	358,400	5,671,370	6,382,410
(Charged)/credited				
- to profit or loss	(91,878)	193,147	(813,480)	(712,211)
- to other comprehensive income	-	-	-	-
At 31 December 2024	260,762	551,547	4,857,890	5,670,199
(Charged)/credited				
- to profit or loss	42,160	1,377,563	1,149,913	2,569,634
- to other comprehensive income	-	-	-	-
At 31 December 2025	302,922	1,929,110	6,007,803	8,239,833

ii) *Deferred tax liabilities*

	31 December 2025	31 December 2024
<i>The balance comprises temporary differences attributable to:</i>		
Property, plant and equipment	4,587,741	3,547,913
Biological assets	86,672	67,939
Right-of-use assets	5,513,790	4,635,454
Total deferred tax liabilities	10,188,203	8,251,306
Set-off of deferred tax liabilities with deferred tax assets	(8,239,833)	(5,670,199)
Net deferred tax liabilities	1,948,370	2,581,107

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Movements in deferred tax liabilities:

	Property, plant and equipment	Biological assets	Right-of-use assets	Total
At 1 January 2024	(3,547,913)	(52,082)	(5,498,909)	(9,098,904)
(Charged)/credited				
- to profit or loss	-	(15,857)	863,455	847,598
- to other comprehensive income	-	-	-	-
At 31 December 2024	(3,547,913)	(67,939)	(4,635,454)	(8,251,306)
(Charged)/credited				
- to profit or loss	-	(18,733)	(878,336)	(897,069)
- to other comprehensive income	(1,039,828)	-	-	(1,039,828)
At 31 December 2025	(4,587,741)	(86,672)	(5,513,790)	(10,188,203)

Reconciliation of (deferred tax liabilities)/deferred tax assets, net:

	2025	2024
At 1 January	(2,581,107)	(2,716,494)
Tax income/(expense) recognised in profit or loss	1,672,565	135,387
Tax income/(expense) recognised in OCI	(1,039,828)	-
As at 31 December	(1,948,370)	(2,581,107)

16. TRADE AND OTHER PAYABLES

Trade and other payables are detailed below:

	31 December 2025	31 December 2024
Trade payables	99,813,254	99,330,882
Payables to related parties	1,080,158	6,204,968
Value added tax payable	568,872	2,749,749
Deferred revenues	517,818	525,630
Other current liabilities	389,805	344,716
Total	102,369,907	109,155,945

Trade payables are unsecured and are usually paid within 30-60 days of recognition.

The carrying amounts of trade and other payables are considered to be reasonable approximations of their fair values, due to their short-term nature.

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For more information relating to payables to related parties, refer to Note 27 Related parties.

17. SUBSIDIARY ACQUIRED WITH A VIEW TO RESALE

On 26 October 2023, the Company acquired 74% of Eco-Ferm SRL ('Eco-Ferm') equity, a related party, via a loan conversion. Eco-Ferm was acquired with the intention to resale, as part of management's plan to re-organize Rangeglow Limited group. Eco-Ferm was sold to Eco Ferm Invest SRL, a related party, part of Rangeglow Limited group, in September 2024. Eco-Ferm transactions for the period January - September 2024 and the profit obtained from discontinued operations (RON 2,974,755) were presented in the 2024 Statement of profit or loss and other comprehensive income.

The effect of the disposal on the revaluation reserve, retained earnings and non-controlling interest during 2024 are included in the 31 December 2024 Statement of changes in equity.

18. SEGMENT INFORMATION

The Company's Management Consultative Committee (considered to be the chief operating decision maker under IFRS 8), consisting of the chief executive officer, the deputy chief executive officer, the chief financial officer, the chief operations officer and production director, examines the Company's performance from a product perspective and has identified two reportable segments of its business:

- Cold-cuts: this part of the business is involved in the production, distribution and sale of pre-packaged sliced and processed meat;
- Ready meals: involved in the production, distribution and sale of pre-packaged, partly or fully cooked food products.

All other segments include various logistic services, recreational services (fishing) and others. None of these segments met the quantitative thresholds for reportable segments in 2025 and 2024.

Information about reportable segments is set out below. Segment assets and segment liabilities are not regularly reported to or reviewed by the Management Consultative Committee in the decision-making process, and accordingly, this information is not disclosed.

The Management Consultative Committee uses a measure of earnings before interest, tax, depreciation and amortisation ('EBITDA') to assess the performance of the operating segments. Management believes that this performance measure is the most relevant in evaluating the results of the respective segments relative to other entities that operate in the same industry. EBITDA for 2024 excludes discontinued operations, as the subsidiary was acquired with a view to resale. Interest income and finance cost are not allocated to segments, because financing and cash management activities are managed on a Company's basis.

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Year ended 31 December 2025	Cold cuts	Ready meals	Total reportable segments	All other segments	Total
Sales to external customers	1,014,767,912	124,660,159	1,139,428,071	16,198,008	1,155,626,079
Other income	4,059,617	432,363	4,491,980	2,708,848	7,200,828
Other gains/(losses) – net	4,180,510	561,650	4,742,160	497,185	5,239,345
Changes in inventory Raw materials, consumables used and merchandise costs	(1,142,977) (562,515,122)	244,069 (65,592,985)	(898,908) (628,108,107)	- (8,602,644)	(898,908) (636,710,751)
Employee benefit expenses	(208,387,496)	(19,468,981)	(227,856,477)	(4,320,411)	(232,176,888)
Utilities expense	(23,796,889)	(3,275,654)	(27,072,543)	(271,660)	(27,344,203)
Repairs and maintenance costs	(10,709,042)	(860,428)	(11,569,471)	(279,641)	(11,849,112)
Net impairment losses on financial and contract assets	(456,853)	-	(456,853)	-	(456,853)
Third party services	(46,772,815)	(3,500,174)	(50,272,988)	(688,825)	(50,961,813)
Other expenses	(21,227,967)	(823,899)	(22,051,867)	(383,971)	(22,435,838)
EBITDA	147,998,878	32,376,119	180,374,997	4,856,888	185,231,886
Depreciation and amortisation	(46,494,230)	(3,293,767)	(49,787,998)	(978,380)	(50,766,378)
EBIT	101,504,647	29,082,352	130,587,000	3,878,508	134,465,508
Net finance costs not allocated					(8,088,085)
Profit before income tax					126,377,423

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Year ended 31 December 2024	Cold cuts	Ready meals	Total reportable segments	All other segments	Total
Sales to external customers	963,937,941	105,673,154	1,069,611,095	50,989,768	1,120,600,863
Other income	4,594,005	197,076	4,791,081	2,575,897	7,366,978
Other gains/(losses) – net	689,029	-	689,029	-	689,029
Changes in inventory Raw materials, consumables used and merchandise costs	(3,856,689)	581,200	(3,275,489)	-	(3,275,489)
Employee benefit expenses	(568,366,357)	(55,183,960)	(623,550,316)	(43,894,392)	(667,444,709)
Utilities expense	(162,901,430)	(14,662,772)	(177,564,202)	(5,596,700)	(183,160,902)
Repairs and maintenance costs	(20,734,317)	(2,819,834)	(23,554,151)	(281,360)	(23,835,511)
Net impairment losses on financial and contract assets	(10,514,246)	(928,619)	(11,442,865)	(335,085)	(11,777,950)
Third party services	(342,118)	(18,623)	(360,741)	(8,986)	(369,727)
Other expenses	(44,996,188)	(3,135,646)	(48,131,834)	(1,506,006)	(49,637,840)
	(21,181,679)	(594,459)	(21,776,138)	(562,863)	(22,339,001)
EBITDA	136,327,951	29,107,518	165,435,469	1,380,273	166,815,743
Depreciation and amortisation	(41,222,221)	(3,582,344)	(44,804,567)	(1,575,126)	(46,379,693)
EBIT	95,105,730	25,525,173	120,630,903	(194,853)	120,436,050
Net finance costs not allocated					(18,648,603)
Profit before income tax					101,787,447

The decrease of Sales to external customers and Raw materials, consumables used and merchandise cost for All other segments in 2025 compared to 2024 derives mainly from the change in relation with the business operation related to dairy products. The Company acted as a principal in the sale of dairy products until 2024 and starting with 2025 the Company acts as an agent, as described in the Note 3.N above.

Major customers:

During 2025 there were two customers that contributed more than 10%, each, to the Company's revenues.

The combined sales to these two customers amounted to 278.8 million RON in 2025.

During 2024 there were two customers that contributed more than 10%, each, to the Company's revenues. The combined sales to these two customers amounted to 268 million RON in 2024.

Geographical information:

The geographic information analysis the Company's revenue by the Company's country of domicile (Romania) and other countries. In presenting the geographic information, segment revenue has been based on the geographic location of customers.

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Revenue from external customers 2025

	Cold cuts	Ready meals	Total reportable segments	All other segments	Total
Romania	944,345,032	123,120,501	1,067,465,533	15,700,333	1,083,165,866
Germany	14,779,204	254,091	15,033,295	96,429	15,129,724
Spain	13,776,625	390,413	14,167,038	49,555	14,216,593
Italy	11,624,687	199,726	11,824,414	18,346	11,842,759
UK	8,152,422	164,860	8,317,282	21,795	8,339,077
Ireland	5,421,688	104,354	5,526,042	86,632	5,612,674
Belgium	5,204,935	59,971	5,264,905	20,576	5,285,481
France	4,090,570	181,358	4,271,928	90,223	4,362,152
Poland	3,635,235	96,655	3,731,890	36,854	3,768,745
Other	3,737,515	88,229	3,825,744	77,264	3,903,008
Total	1,014,767,912	124,660,159	1,139,428,071	16,198,008	1,155,626,079

Revenue from external customers 2024:

	Cold cuts	Ready meals	Total reportable segments	All other segments	Total
Romania	890,340,009	103,993,851	994,333,860	50,379,583	1,044,713,443
Germany	14,313,975	332,110	14,646,085	91,031	14,737,116
Spain	13,539,788	368,478	13,908,266	75,048	13,983,314
Italy	12,770,007	194,344	12,964,351	14,786	12,979,137
UK	9,745,342	134,780	9,880,122	9,453	9,889,575
Belgium	5,534,115	80,044	5,614,159	50,581	5,664,740
France	4,198,911	256,264	4,455,175	95,484	4,550,659
Ireland	5,294,038	102,111	5,396,149	89,271	5,485,420
Poland	4,186,992	111,410	4,298,402	101,478	4,399,880
Other	4,014,764	99,762	4,114,526	83,054	4,197,580
Total	963,937,941	105,673,154	1,069,611,095	50,989,769	1,120,600,864

19. REVENUE FROM CONTRACTS WITH CUSTOMERS

The Company derives revenue from the transfer of goods at a point in time in the following major product lines:

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	2025	2024
Revenue from contracts with customers by product line:		
Cold cuts	1,014,767,912	963,937,941
Ready meals	124,660,159	105,673,154
Total reportable segments	1,139,428,071	1,069,611,095
Other	16,198,008	50,989,768
Total	1,155,626,079	1,120,600,863
	2025	2024
Revenue from sales of finished goods	1,139,428,071	1,069,611,094
Revenue from sales of merchandise	9,460,097	50,989,769
Revenue from logistic services	6,737,911	-
Total	1,155,626,079	1,120,600,863

The Company generates its revenue mainly from the Romanian market (domestic market). Exports of food products are made in the European Union and represent 6% of the revenue from sales of finished goods (2024 – 7%).

Information about receivables from contracts with customers are presented in Note 11.

The sale contracts of the Company do not generate significant contract assets, as there is no component of unbilled work in progress.

20. OTHER INCOME

Other income includes:

	2025	2024
Sale of waste and residual products	800,729	827,883
Hospitality and entertainment (fishing) services	1,325,056	1,216,059
Services to third parties (processing meat/ processing natural juice)	454,993	497,201
Recharges	2,065,836	3,476,256
Other	2,554,215	1,349,579
Total	7,200,828	7,366,978

The recharges are mainly represented by administrative services performed for, and charged to, related parties.

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21. EMPLOYEE BENEFIT EXPENSES

Personnel expenses and the number of employees by functional area are detailed below:

	2025	2024
Salaries	(223,192,720)	(175,481,501)
Social security contributions	(8,984,168)	(7,679,401)
Total	(232,176,888)	(183,160,902)

	2025	2024
Production facilities	1,039	1,026
Sales and logistics	809	796
Administrative	191	237
Management and middle management	39	33
Total	2,078	2,092

22. THIRD PARTY SERVICES

Third party services are detailed below:

	2025	2024
Transportation	(1,275,706)	(5,444,098)
Insurance costs	(5,108,550)	(4,882,165)
Advertising	(17,816,545)	(17,778,601)
IT services	(3,299,716)	(4,651,803)
Consulting fees	(10,426,064)	(4,838,741)
Rent	(198,514)	(1,404,951)
Postal and communication services	(1,349,896)	(1,327,188)
Other third-party services	(11,486,821)	(9,310,293)
Total	(50,961,813)	(49,637,840)

Audit fees

In 2025 and 2024, the fees paid to the statutory auditor KPMG Audit SRL were as follows:

Services (EUR)	2025	2024
Audit fees for the statutory financial statements	133,800	92,330
Audit fees for non-statutory financial statements	-	177,200
Non-audit services	271,600	-
Tax consultancy services provided by other firms within the KPMG network	-	15,000

Non-audit services mainly relate to the review of condensed interim financial statements, other limited assurance services, and services related to the issuance of comfort letters. The non-audit and tax consultancy services are not prohibited under Article 5(1) of Regulation (EU) No 537/2014 of the European Parliament and of the Council.

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23. OTHER EXPENSES

Other expenses are detailed below:

	2025	2024
Taxes to the state budget	(8,411,541)	(7,193,488)
Commissions	(2,024,008)	(1,573,339)
Donations	(3,680,313)	(4,258,824)
Other expenses	(8,319,976)	(9,313,350)
Total	(22,435,838)	(22,339,001)

24. OTHER GAINS AND LOSSES

Other gains and losses refer to:

	2025	2024
Net gain/(loss) on disposal of property, plant and equipment	7,487,225	933,971
Net foreign exchange gains/(losses)	(2,601,911)	(603,085)
Other gain/(loss)	354,031	358,144
Total other gain/(loss)	5,239,345	689,030

25. FINANCE INCOME AND COSTS

Finance income and costs include the following:

	2025	2024
<i>Finance income</i>		
Interest income	12,181,033	4,334,218
Total	12,181,033	4,334,218
<i>Finance costs</i>		
Interest expenses from borrowing	(13,336,323)	(19,321,431)
Interest expenses from leases	(3,419,091)	(3,585,788)
Net exchange losses on foreign currency borrowings	(3,513,704)	(75,602)
Total	(20,269,118)	(22,982,821)

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26. TAX EXPENSE

i) Components of income tax expense

Income tax expense/credit recorded in profit or loss comprises the following:

	2025	2024
Current income tax	(17,209,918)	(17,240,587)
Deferred tax income	1,672,567	135,387
Income tax expense	(15,537,351)	(17,105,200)

ii) Reconciliation between the tax expense and profit or loss multiplied by applicable tax rate

The income tax rate applicable in 2025 and 2024 is 16%. A reconciliation between the expected and the actual taxation charge is provided below.

	2025	2024
Profit from continuing operations before income tax	126,377,423	101,787,446
Profit from discontinued activities, net of tax	-	2,974,755
	126,377,423	104,762,201
Theoretical tax charge at rate of 16%	20,220,388	16,761,952
Tax effect of expenses not deductible for tax purposes	3,327,029	5,712,884
Annual tax credit relating to sponsorship	(3,653,618)	(3,522,477)
Tax effect for recognized legal reserve	(1,024,400)	-
OUG 153 – share capital increase bonification	(3,037,044)	-
Other tax effects	(295,004)	(1,847,158)
Income tax expense from continuing operations	15,537,351	17,105,200

Expenses not deductible for tax purposes represent mainly expenses related to the car fleet expenses, sponsorship and protocol expenses, which are non-deductible.

Sponsorship deducted represents tax credit that the Company is entitled according to Romanian Law no. 32/1994 on sponsorship and Fiscal code, which means that part of the tax due to the state budget is redirected towards the recipients of the sponsorships granted by the Company.

Other tax effects refer mainly to the tax effect of transfers of the reinvested profit to reserves that reduce taxable profit in the period of transfer, but which will be taxable if reserve amounts are distributed in the future (see note 13).

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27. RELATED-PARTY TRANSACTIONS

i) Parent and ultimate controlling party

Rangeglow Limited (Cyprus), the immediate parent entity holds 65.4915% of the shares of the Company, while the remaining shares are free-floating on the Bucharest Stock Exchange (BVB) as of 31 December 2025. The ultimate controlling parties of the Company (ultimate beneficiary owners) are Mr. Radu Timis (holding 51% of Rangeglow Limited) and Ms. Cristina Teodora Timis (holding 49% of Rangeglow Limited), both Romanian residents.

ii) Subsidiaries

The Company had no subsidiaries at 31 December 2025 and 31 December 2024.

iii) Key management personnel compensation

	2025	2024
Short term employee benefits	9,472,607	5,306,516

iv) Transactions and outstanding balances with related parties

	Sales of goods and services	Sale of fixed assets	Purchases of goods and services	Donations	Purchase of fixed assets	Balances	
						Amounts owed by related parties	Amounts owed to related parties
Related parties under the common control of the same parent (Rangeglow Limited)							
2025	11,035,531	2,040,261	(5,622,368)	-	(5,887,869)	9,146,815	(314,974)
2024	2,309,187	64,132	(15,484,149)	-	(1,135,983)	5,705,908	(6,204,969)
Other related parties							
2025	806,562	-	(1,120,296)	(1,420,047)	(21,330,671)	903,366	(765,184)
2024	1,450,739	-	(862,887)	(1,563,200)	-	1,620,085	(26,523)

In 2024 and 2025, the Company acquired or sold the following goods and services in relation to entities that are related parties, having the same ultimate beneficiary owner as the reporting entity ("Rangeglow limited group"):

- Eco-Ferm SRL: the Company is acting as an agent in Eco-Ferm distribution of dairy products in 2025, and in 2024 the Company was acquiring dairy products from them;
- Sensconstruct Concept SRL: construction and repair/maintenance services;
- Domeniul Casa Timis SRL: accommodation/tourism services;

The Company entered the following transactions with the other related parties that are not part of the Rangeglow limited group:

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- Eco Mineral Resources SRL: acquisition of production facilities located in Sinaia in 2025;
- SALSU SRL: acquisition of trademarks in 2025;
- Fresh Just For U SRL: purchases of raw materials/ merchandise and sale of goods/ services in 2024 and 2025;
- Fundația "Din Iubire": donations for charity in 2024 and 2025;
- Truffle Tim SRL: purchases of goods/ services in 2024 and 2025;
- 3R Integrative Medicine SRL: purchases of medical services in 2024 and 2025;
- Mystic Way SRL: other services in 2024
- New Horizon Energy SRL: consultancy services in 2024
- Bucuria Prodcom Impex SRL: sale of goods in 2024

During 2025, the Company re invoiced IPO related expenses to its parent Rangeglow Limited in amount of 4,992,488 RON.

In addition to transactions and balances presented above, the Company has lease contracts for buildings and warehouses with a related party having the same ultimate beneficiary owner as the Company, named Timpul Armoniei SRL. The lease payments made in 2025 were of 2,738,814 RON (2024: 2,710,998 RON). As of 31 December 2025, the value of ROUA recorded for these contracts is of 13,259,957 RON (31 December 2024: 18,585,837 RON) and the lease liability is in amount of 14,469,888 RON (31 December 2024: 19,374,413 RON).

Refer below for loans granted and received from related parties.

v) *Loans to related parties*

	Eco-Ferm SRL	Timpul Armoniei SRL	Sensconstruct Concept SRL	Ecomineral Resources SRL	Eco Ferm Invest SRL	Rangeglow Limited	Total
At 1 January 2024	-	14,896,587	9,777,235	18,762,231	-	-	43,436,054
Loans advanced and interest after							
Eco-Ferm sale	35,532,686	-	-	-	-	-	35,532,686
Loans advanced	11,992,723	-	-	8,405,100	-	-	20,397,823
Receivables converted into loan					170,672,630	-	170,672,630
Loan repayments made	-	-	-	(5,290,000)	-	-	(5,290,000)
Interest income	1,664,280	866,096	481,473	1,322,367	-	-	4,334,216
Interest received	(521,487)	-	-	-	-	-	(521,487)
At 31 December 2024	48,668,202	15,762,683	10,258,708	23,199,698	170,672,630	-	268,561,922

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At 1 January 2025	48,668,202	15,762,683	10,258,708	23,199,698	170,672,630	-	268,561,922
Loans advanced	44,427,696	-	-	3,211,000	-	-	47,638,696
Foreign exchange impact	-	-	-	-	3,081,241	1,122,425	4,203,666
Loan transferred to Rangeglow Limited	(90,502,856)	(14,198,294)	(7,893,000)	-	(173,753,871)	286,348,021	-
Interest transferred to Rangeglow Limited	(4,655,265)	(1,921,713)	(2,564,348)	-	(2,928,911)	12,070,237	-
Interest income	2,062,223	357,324	198,640	1,424,687	2,928,911	4,051,399	11,023,184
Interest received	-	-	-	(2,770,322)	-	(16,055,659)	(18,825,981)
Loan repayments made	-	-	-	(25,065,063)	-	(287,536,423)	(312,601,486)
At 31 December 2025	-	-	-	-	-	-	-

As at 31 December 2024, all loans granted to related parties were in RON and bore an interest of 6%, except the amount receivable from Eco Ferm Invest which was converted as a loan of EUR 34,312,264 (equivalent of the balance of RON 170,672,630) as at 31 December 2024, with a variable interest of EURIBOR 3M + 1.60%.

As of December 31, 2024, the Company had loans granted to related parties controlled by Rangeglow Limited amounting to 245,362,224 RON (including accrued interest), Ecomineral Resources SRL not being part of the Rangeglow Limited group. In 2025, these loans granted to related parties controlled by Rangeglow Limited have been transferred by the related parties to Rangeglow Limited based on assignment agreements which stipulate the repayment terms of these loans by Rangeglow Limited. By the end of 2025, these loans, together with the related accrued interest, were fully reimbursed by Rangeglow.

vi) *Loans from related parties*

Loans from shareholders

	2025	2024
At 1 January	16,625,810	-
Loans advanced	-	16,625,810
Loan repayments made	(16,625,810)	-
At 31 December	-	16,625,810

vii) *Terms and conditions*

The sales to and purchases from related parties are made on terms intended to be equivalent to those that prevail in arm's length transactions. Outstanding balances at the year-end of the year of the trade receivables and trade payables are unsecured and interest free and settlement occurs in cash. There have been no guarantees provided or received for any related party receivables or payables. No expense has been recognised in the current or prior years for bad or doubtful debts in respect of amounts owed by related parties.

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28. FINANCIAL RISK MANAGEMENT

The Company's principal financial liabilities, comprise borrowings (including overdrafts), trade and other payables and lease liabilities. The main purpose of these financial liabilities is to finance the Company's operations. The Company's principal financial assets include trade and other receivables, loans receivables and cash and short-term deposits that derive directly from its operations.

The Company is exposed to market risk, credit risk and liquidity risk. The Company's executive management oversees the management of these risks.

General risk management framework

The Company's Management Consultative Committee has overall responsibility for the establishment and oversight of the Company's risk management framework. The Company's risk management policies are defined to identify and analyse the risks faced by the Company, to set appropriate risk limits and controls, and to monitor risks and compliance with established limits. The Company, through its training and management standards and procedures, aims to maintain a disciplined and constructive control environment in which all employees understand their roles and responsibilities.

i) Market risk

Market risk is the risk that changes in market prices, such as foreign exchange rates and interest rates, will affect the Company's income or the value of its holdings of financial instruments. The objective of market risk management is to manage and control market risk exposures within acceptable parameters, while optimizing the return. The Company does not use derivatives to manage market risks.

(i) Foreign currency risk

The Company is exposed to transactional foreign currency risk to the extent that there is a mismatch between the currencies in which sales, purchases, receivables and borrowings are denominated and the functional currency of the Company. The Company does not use hedging instruments to manage the foreign currency risk.

The functional currency of the Company is RON. The Company operates internationally and is exposed to foreign exchange risk arising from foreign currency transactions, primarily with respect to the EUR in terms of purchasing raw materials. All Company's bank loans were refinanced in EUR in 2022 and 2023 to counteract the interest increase, taking advantage of the wide interest rate differential between RON and EUR borrowings. Management considers there to be no major risk from this perspective, since RON average annual devaluation against EUR was below 3.5%, between 2022 - 2025.

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Management monitors the exchange rate fluctuations on a continuous basis and acts accordingly.

The tables below summarise the Company's exposure to foreign currency exchange rate risk at the end of each reporting period. The amounts presented in the tables are in RON (the column name refers to the denomination currency of assets and liabilities presented).

31 December 2025	RON	EUR	Total
Borrowings	-	36,273,256	36,273,256
Leasing	939,312	95,231,920	96,171,232
Trade payables	69,121,808	30,691,446	99,813,254
Total	70,061,119	162,196,623	232,257,742

	RON	EUR	Total
Cash and cash equivalents	122,739,130	15,316,920	138,056,050
Trade receivables	55,751,750	5,266,488	61,018,239
Total	178,490,880	20,583,408	199,074,289
Net exposure at 31 December 2025	108,429,761	(141,613,214)	(33,183,453)

31 December 2024	RON	EUR	Total
Borrowings	45,321,462	239,177,009	284,498,471
Leasing	1,098,046	62,501,623	63,599,669
Trade payables	62,356,759	36,974,123	99,330,882
Total	108,776,267	338,652,755	447,429,022

	RON	EUR	Total
Cash and cash equivalents	15,969,870	119,835	16,089,705
Trade receivables	46,836,809	5,344,503	52,181,312
Total	62,806,679	5,464,338	68,271,017
Net exposure at 31 December 2024	(45,969,588)	(333,188,417)	(379,158,005)

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Exchange rate sensitivity analysis:

A 5% strengthening (weakening) of the RON against the EUR would impact profit or loss by the amounts shown below in RON, for each period presented. This analysis assumes that all other variables, in particular interest rates, remain constant and ignores any impact of forecast sales and purchases.

2025	EUR: +5%	EUR: -5%
Liabilities	(9,904,694)	9,904,694
Less: Income tax	1,584,751	(1,584,751)
Profit or loss	(8,319,943)	8,319,943
Assets	1,029,069	(1,029,069)
Less: Income tax	(164,651)	164,651
Profit or loss	864,418	(864,418)
Net profit/(loss)	(7,455,524)	7,455,524
2024	EUR: +5%	EUR: -5%
Liabilities	(16,932,297)	16,932,297
Less: Income tax	2,709,168	(2,709,168)
Profit or loss	(14,223,130)	14,223,130
Assets	273,212	(273,212)
Less: Income tax	(43,714)	43,714
Profit or loss	229,498	(229,498)
Net profit/(loss)	(13,993,632)	13,993,632

(ii) *Interest rate risk*

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of the changes in market interest rates. The Company's exposure to the risk of changes in market interest rates relates primarily to the Company's long-term debt obligations with floating interest rates.

The Company analyses its interest rate exposure on a dynamic basis. The Company does not use any hedging instruments to mitigate this risk.

Trade receivables and payables are interest-free and have settlement dates within one year, so it is assumed that no interest rate risk is associated with these financial assets and liabilities.

A change of 100 basis points in interest rates, with all other variables held constant, would have increased or decreased profit after tax for the year by RON 1,324,445 (2024: RON 3,480,981).

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The Company does not account for any fixed-rate financial assets or financial liabilities at FVTPL. Therefore, a change in interest rates at the reporting date would not affect profit or loss.

ii) Credit risk

Credit risk is the risk of financial loss to the Company if a customer or counterparty to a financial instrument fails to meet its contractual obligations and arises mainly from the Company trade receivables from related and third parties and from its financing activities, including deposits with banks and financial institutions.

The carrying amount of financial assets (trade receivables, loans receivables, cash and short-term deposits and the cross-guarantees on amounts drawn by other entities within the Company under the borrowings agreements, as presented below) represent the maximum credit exposure.

The Company has the following financial assets that are subject to the expected credit loss model: trade receivables from sales to customers, cash and cash equivalents and loans receivable, however the most significant impact comes from trade receivables. The Company applies the IFRS 9 simplified approach to measuring expected credit losses which use a lifetime expected loss allowance for all trade receivables. To measure the expected credit losses, trade receivables have been grouped in two categories (Modern trade channel ("IKA"), which refers to cash & carry stores, supermarkets, hypermarkets and discounter retailers part of international retail groups and Traditional trade channel ("TT"), which includes traditional and wholesale stores, including supermarket or hypermarket networks owned by Romanian entrepreneurial companies and food-service segment) based on shared credit risk characteristics and the days past due. IKA category includes a number of 14 customers in 2025, thus provision matrix deemed appropriate.

In relation to the loans receivable, management has considered the financial position of the related parties and forward-looking information and concluded that the credit risk on these loans remains low and that there is a strong expectation of full repayment based on related parties' financial capacity. As a result no loss allowance has been recognized (also refer to Note 27).

The Company is also party to borrowing agreements under which certain subsidiaries have provided cross-guarantees in respect of the borrowings of other entities within the Rangeglow Limited group. The balance of the amounts drawn at the end of the year for the period 2024-2025 under the specified loan agreements by Companies which are not consolidated in these financial statements are presented below (EUR amounts represent the equivalent of RON amounts at the exchange rate at the end of each reporting period):

Entity	2025		2024	
	RON	EUR	RON	EUR
Eco-Ferm SRL	24,340,868	4,773,889	37,776,655	7,594,671
Eco Ferm Invest SRL	73,962	14,507	128,645	25,863
Timpul Armoniei SRL	71,894	14,101	125,552	25,241
Total	24,486,724	4,802,497	38,030,852	7,645,775

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In accordance with the Company's accounting policy, these guarantees are assessed for expected credit losses (ECL) at each reporting date. Based on the current financial position, creditworthiness, and expected future cash flows of the guarantor and guaranteed entities, as well as the absence of any past defaults or indications of financial distress, no ECL has been recognised in relation to these guarantees as the risk of default is considered insignificant.

The expected probability of default is based on the payment profiles of credit sales over a period of 36 months and the corresponding historical credit losses experienced within this period. The historical probability of default is adjusted to reflect current and forward-looking information on macroeconomic factors affecting the ability of the customers to settle the receivables.

The Company holds cash and deposits placed with financial institutions, which are rated BBB+ to A-, based on Fitch rating. While cash and cash equivalents are also subject to the impairment requirements of IFRS 9, the impairment loss was considered not significant.

On that basis, the loss allowance as of 31 December 2025 and 31 December 2024 was determined as follows for trade receivables:

31 December 2025 IKA	Current and less than 30 days past due	Between 31 and 60 days past due	Between 61-90 days past due	Between 91 days-1 year	More than 1 year	Total
ECL	0.0%	0.2%	10.4%	35.0%	100.0%	
Gross carrying amount	50,884,438	28,976	503,688	1,618,804	267,132	53,303,039
Loss allowance	-	58	52,132	566,581	267,132	885,903

31 December 2025 TT	Current and less than 30 days past due	Between 31 and 60 days past due	Between 61-90 days past due	Between 91 days-1 year	More than 1 year	Total
ECL	0.6%	39.0%	40.5%	57.4%	100.0%	
Gross carrying amount	25,285,226	294,806	73,317	15,374	3,110,482	28,779,205
Loss allowance	151,711	114,974	29,693	8,822	3,110,482	3,415,685

31 December 2024 IKA	Current and less than 30 days past due	Between 31 and 60 days past due	Between 61-90 days past due	Between 91 days-1 year	More than 1 year	Total
ECL	0%	0.3%	32%	86%	98%	
Gross carrying amount	42,874,742	63,496	252,185	324,577	266,146	43,781,146
Loss allowance	5,034	208	81,327	280,065	260,602	627,236

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31 December 2024	Current and less than 30 days past due	Between 31 and 60 days past due	Between 61-90 days past due	Between 91 days-1 year	More than 1 year	Total
<i>TT</i>						
ECL	0%	2%	20%	45%	100%	
Gross carrying amount	22,107,101	368,755	50,373	9,828	5,918,855	28,454,912
Loss allowance	83,390	8,367	9,965	4,421	5,918,855	6,024,998

iii) Liquidity risk

Liquidity risk is the risk that the Company will encounter difficulty in meeting the obligations associated with its financial liabilities that are settled by delivering cash or another financial asset. The Company approach to managing liquidity is to ensure, as far as possible, that it will always have sufficient liquidity to meet its liabilities when due, under both normal and stressed conditions, without incurring unacceptable losses or risking damage to the Company's reputation.

Also, liquidity risk disclosures were also provided in Note 28.iv) Capital risk management section below.

The table below analyses the Company's financial liabilities into relevant maturity groupings based on their contractual maturities. The maturity analysis presented in the table below is based on undiscounted amounts, including future contractual interest and principal repayments.

31 December 2025	Carrying amount	Contractual cash flows			Total
		Less than 1 year	Between 1-5 years	After 5 years	
Borrowings	36,273,256	33,821,937	4,569,623	-	38,391,560
Trade and other payables	102,369,907	102,369,907	-	-	102,369,907
Leasing	96,171,232	25,562,401	66,666,437	13,911,905	106,140,743
Total	234,814,395	161,754,246	71,236,060	13,911,905	246,902,211

31 December 2024	Carrying amount	Contractual cash flows			Total
		Less than 1 year	Between 1-5 years	After 5 years	
Borrowings	284,498,471	276,253,358	17,406,453	-	293,659,811
Trade and other payables	109,155,945	109,155,945	-	-	109,155,945
Leasing	63,599,669	20,883,446	40,758,162	8,141,842	69,783,450
Total	457,254,085	406,292,749	58,164,615	8,141,842	472,599,205

At 31 December 2025, the undrawn amount that the Company can access from approved overdraft and working capital facilities was of approximately 37.4 million EUR; an additional undrawn amount of 52.9 mil EUR at 31 December 2025 is also available, for financing the Investalim project (as mentioned in Note 14).

At 31 December 2025, the maximum exposure of the Company related to the cross-guarantees in borrowing agreements is the carrying amount of loans withdrawn by companies which are not

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consolidated in these financial statements, as detailed in the ii) Credit risk above. Such loans can be recalled if these companies enter in default as per the borrowing agreement terms. No amounts have been called under these guarantees subsequent to year end and the Company does not expect such a default event to occur considering the financial status of these companies.

iv) Capital risk management

The Company's objectives when managing capital are to safeguard the Company ability to continue as a going concern in order to provide returns for shareholders and benefits for other stakeholders and to maintain an optimal capital structure in order to reduce the cost of capital, as well as to comply with the requirements of the loan agreement concluded with the banks.

In order to maintain or adjust the capital structure, the Company may, after observing the commitments in the loan agreements, adjust the amount of dividends paid to shareholders, return capital to shareholders, issue new shares or sell assets to reduce debt.

Consistent with others in the industry, the Company monitors capital on the basis of the gearing ratio. This ratio is calculated as net debt divided by total equity. Net debt is calculated as total borrowings (including current and non-current borrowings as shown in the statement of financial position) less cash and cash equivalents.

	31 December 2025	31 December 2024
Cash and cash equivalents	(138,056,050)	(16,089,705)
Borrowings	36,273,256	284,498,471
Lease liabilities	96,171,232	63,599,669
Net debt/(net cash position)	(5,611,562)	332,008,435
Total equity	409,158,702	236,345,933
Net debt to equity ratio	N/A	140%

The Company's capital structure reflects a strategic preference for debt financing over equity financing. Accordingly, the Company has historically operated with a relatively high net debt to equity ratio. As at 31 December 2025, the Company moved to a net cash position, primarily as a result of the proceeds received from the initial public offering and the repayment of the related-party loan by the parent company. No changes were made in the objectives, policies or processes for managing capital during the years presented.

The Company's capital management, among other things, aims to ensure that it meets financial covenants attached to the interest-bearing loans and borrowings that define capital structure requirements. Breaches in meeting the financial covenants would permit the bank to immediately call loans and borrowings.

The financial covenants are calculated based on the consolidated financial statements of Rangeglow Limited, which includes Cris-Tim Family Holding SRL, Eco-ferm SRL, Eco Ferm Invest SRL, Timpul Armoniei SRL, Sensconstruct Concept SRL.

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There have been no breaches of the financial or other covenants of any interest-bearing loans and borrowings with outstanding balances as at 31 December 2025.

v) Fair value estimation

The Company measures all its financial assets and liabilities at amortized cost. Their carrying amounts is a reasonable approximation of fair value.

29. CONTINGENCIES AND COMMITMENTS

Legal issues

Management is not aware of any known or threaten litigation that could lead to possible material losses for the Company.

Taxation

The taxation system in Romania is still at a stage of development and is subject to varying interpretations and to constant changes, which may be retroactive. In certain circumstances the tax authorities can be arbitrary in assessing tax penalties. Although the actual tax on a transaction may be minimal, penalties can be significant as they may be calculated based on the value of the transactions and start from 0.03% per day. In Romania, tax periods remain open for tax reviews for 5 years. The Company management considers that the tax liabilities included in these financial statements are fairly stated.

On 18 December 2025 the Company has been notified by the National Agency for Fiscal Administration ("ANAF") that will subject to a fiscal control regarding Income tax and VAT for the period 2019-2024. As of the date of approval of these financial statements, the control has started and is expected to be finalized in the second half of 2026. As of the date of approval of these financial statements, there were no findings communicated by ANAF.

Transfer pricing

Romanian tax legislation includes the arm's length principle according to which transactions between related parties should be carried out at market value. Local taxpayers engaged in related party transactions have to prepare and make available upon the written request of the Romanian Tax Authorities their transfer pricing documentation file. Failure to present the transfer pricing documentation file, or presenting an incomplete file, may lead to non-compliance penalties; additionally, notwithstanding the contents of the transfer pricing documentation, the tax authorities may interpret the facts and transactions differently from management and impose additional tax liabilities resulting from transfer price adjustments. However, the impact of any challenge by the tax authorities cannot be reliably estimated. It may be significant to the financial condition and/or the overall operations of the Company. At the reporting

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date, the Company management considers that all transactions are in compliance with transfer pricing rules.

Commitments for investments

Investalim project

The Company has investment commitments in accordance with the Financing agreement dated 3 October 2024 signed with AFIR. The total investment value agreed in the financing agreement is of 374 mil RON without VAT, out of which 226 mil RON is the state aid provided by AFIR, and refers to the objective "Increasing the production capacity of the Cris-Tim meat processing plant in Filipestii de Padure". The investment started in 2025 and will last 4 years.

During 2025, the investment project was updated to an estimated value of 420.7 million RON, update communicated to AFIR, with the state aid remaining unchanged. Consequently, the difference between the updated investment value and the initially agreed value will be financed by the Company. Company's contribution is secured by own available funds and bank financing contracts signed in 2025.

The undiscounted value of the annual investments is presented below:

Year	Undiscounted investment value (mil RON)
2025	50.4
2026	152.2
2027	110.3
2028	107.8
Total	420.7

As at 31 December 2025, the investments made by the company include equipment and assets under construction in amount of 28.3 mil RON and advances paid in amount of 22.1 million RON. In accordance with the grant agreement, 60.4% of eligible investment up to reaching the initially agreed investment value of 374 mil RON (30.4 mil RON for investments made until 31 December 2025) will be paid by AFIR after the inspection of supporting documentation and physical inspection for investments included in the payment request made by the Company.

During the financing agreement period and during the post project finalization 5-year monitoring period, the Company must comply with a number of conditions (e.g. maintain the investment for at least 5 years from the investment finalization date, achieve a certain level of contribution to the regional development, amendments to the investment project timeline to be communicated in due time and approved by AFIR). Failure to comply with conditions may lead to AFIR withdrawing the state aid granted to the Company, partially or in full.

Management monitors all conditions assumed through the financing agreement with AFIR in order to ensure they are met. Management considers that all conditions assumed are met at the date of the approval of these financial statements.

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Other commitments

In addition to commitments related to the Investalim project, the company has other commitments for the acquisition of equipment. The value of such commitments as of 31 December 2025 amounts to 10 mil RON.

30. SUBSEQUENT EVENTS

There are no reportable subsequent events identified until the approval of these financial statements.

Approved for issue and signed on 15 April 2026, by:

Chief Financial Officer,
Răzvan Furtună

Chief Executive Officer,
Radu-Junior Timiș

President of the Board of Directors
Radu Timiș

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