



Protena ESG Report 2025

The report is based on the guidelines of the current GRI Standards 2021.



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Foreword

(GRI 2-22)

Dear Reader,

2025 marks a truly defining chapter in Protena's history. This year, our company underwent a significant transformation that goes far beyond changes in ownership: it represents a renewed strategic foundation for our future growth and sustainability journey.

The new ownership structure positions Protena as one of the strongest integrated feed production platforms in the region, combining European capital, industrial expertise, and deep vertical integration across the zootechnical value chain. While the ownership background has changed, our operational foundations remain unchanged, ensuring the professional excellence and continuity that have always defined our company.

With this transformation, we have also embraced a new identity. We now operate under the Protena name and are entering this new strategic phase with confidence and ambition. Importantly, this transition has been managed with full respect for our people and our corporate culture. Our teams were continuously informed throughout the process, and transparent communication remained a key priority. We ensured that every colleague understood not only what was changing, but also why it was happening and how it would affect day-to-day operations.

From an ESG perspective, 2025 builds directly on the achievements of previous years. We continue to strengthen our environmental performance, improve operational efficiency, and reinforce our commitment to responsible sourcing and strong community engagement. Sustainability remains fully embedded in our long-term strategy, not as a standalone initiative, but as a fundamental driver of value creation and resilience.

I would like to express my sincere gratitude to all our employees and partners whose contribution made this transition not only successful, but truly meaningful. Together, we are building a stronger, more integrated, and more sustainable Protena.

With confidence in the future,

Dénes Laczkó
CEO





About our report

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

Group headquarters:

Protena RO-547550, 6/A Sanpaul, Mures

Scope of the report:

The report covers the operational areas of Protena, including the operational headquarters (office building) and the production sites.

Operational area:

Romania

Company covered by the report:

Protena SRL

Content of the report:

The report presents the material topics related to the operations of the company and the ESG strategy, programmes and initiatives developed in this context, based on Protena's materiality assessment.

Reporting period:

The reporting period is the period from 1 January 2025 to 31 December 2025, corresponding to the financial year. The data presented in this report is for 31 December 2025 and includes historical data for 2023 and 2024.

Reporting cycle:

From 2023 onwards yearly.

Audit:

The current report is without external independent certification.



Data sources:

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

Management approval:

The full content of the ESG report, its material topics are published with the approval of the CEO of Protena, Dénes Laczkó.

Place and method of publication:

Our report is published on protena.ro.

Publication date of the report:

01.09.2026

The following documents are mandatory annexes to this publication:

GRI index and glossary

Further information:

Any questions about this ESG Report or the information it contains should be sent to esg@protena.ro.





2025 is a significant year in Protena's history



2025 is a significant year in Protena's history

In 2025, Protena reached a pivotal turning point in its corporate history. East Grain SA and Poultry Investment SA acquired the former 45% stake held by UBM Group, becoming equal co-shareholders of the company, each holding 50% of the ownership. Following this transaction, the company has been rebranded and now operates under the Protena (formerly known as UBM Feed Romania) name, marking a new strategic chapter for one of Romania's largest feed manufacturers.

The new ownership structure, 50% East Grain SA and 50% Poultry Investment SA, creates one of the strongest production platforms in the regional feed industry, combining European capital, technological expertise and vertical

integration across the zootechnical supply chain. Protena retains its current operational and management team, ensuring continuity of the professional excellence that has driven its growth to date.

Throughout this process, Protena's employees were kept informed at every stage. Transparent, consistent communication was a deliberate priority, ensuring that the entire workforce understood not only what was changing, but why, and what it would mean for day-to-day operations. This commitment to openness was reflected in the year's team building programme, which was specifically designed around the transition: giving employees the space to ask questions, understand the new strategic direction and feel genuinely connected to the company's evolving identity. The result was a workforce that entered the new chapter informed, engaged and aligned.





A New Name, A New Identity

Concurrent with the ownership change came a full rebranding. The company, formerly known as UBM Feed Romania, now operates under the name Protена, and this report marks the first publication issued under that name.

The Protена brand was built around the company's core strengths: food safety, quality and innovation in feed production. The visual identity reflects a dual mission: inspiring trust and professionalism among B2B partners in the industry, while conveying premium quality and accessibility for end consumers through the retail (B2C) segment. At the centre of the brand's logo is a stylised shield enclosing a geometric wheat ear, a symbol that speaks directly to the company's raw material roots and its commitment to safe, high-quality production. The shield conveys protection, stability and reliability; the wheat connects Protена to the land and to the agricultural communities it serves. A refined serif wordmark completes the identity, giving the brand a character that is both authoritative and contemporary.

Alongside the rebrand, Protена has also taken concrete steps to reduce packaging materials, reinforcing that the new identity is not merely visual, but grounded in the company's broader sustainability commitments.



The Rebranding Process

Prior to initiating the rebranding process, we conducted a comprehensive set of analyses to gain an accurate picture of our current market position and the external perception of our brand. Prior to initiating the rebranding process, we conducted a comprehensive set of analyses to gain an accurate picture of our current market position and the external perception of our brand.

The process followed a well-structured, sequential approach. As a first step, we carried out a strategic market analysis aimed at understanding the environment in which we operate. This involved processing data from more than 100 sources and analyzing information from numerous market participants. Our focus was on understanding the consumer needs shaping the feed market, how the market has evolved over the past 25 years, current trends, and emerging future directions.

We then incorporated the findings of our 2024 Mystery Shopping campaign, which provided insight into how consumers perceive both our own products and those of our competitors.

To ensure the most objective and comprehensive picture possible, we also engaged external experts, who contributed practical knowledge and recommendations based on years of industry experience.





In more detail, the analysis included:

- A comparison of our brand's visual identity and market positioning against relevant competitors, to identify where we stand in the market and what makes us distinctive.
- An analysis of industry trends to understand the directions shaping consumer expectations and behaviour.
- A SWOT analysis, identifying the current brand's strengths and weaknesses, growth opportunities, and external risks that could affect our performance.

Our research was built on two complementary approaches:

- Exploratory research, which helped us understand consumer perceptions, emotions, and expectations, that is, what consumers feel and look for when choosing our products.
- Comparative research, which focused on market trends and competitor analysis to assess our position and identify the development directions needed.

Together, these insights provided a solid foundation for the subsequent steps of the rebranding process. In our backyard segment, analysis of the user profile revealed that the primary driving factors are food safety and trust: animals raised under backyard conditions are perceived as healthier and safer.

This insight gave the brand a defining strategic direction: going forward, communication and brand presentation must reinforce this food safety message.

Secondly, in terms of positioning, we determined that our products represent premium quality, and the brand must authentically reflect this. The brand needed to be easy to remember, relevant, and interpretable on an international level.

This led to the creation of our new brand name: PROTENA, which provides a clearer, more modern, and internationally accessible identity than the previous name.

The visual identity, particularly the logo, reinforces this same message. The PROTENA logo is built around the symbolism of food safety: the shield represents protection and security, while the grains of wheat within it symbolize naturalness, nourishment, and the foundation of the feed chain. This visual system clearly expresses the brand's core values: protection, safety, and quality.

The rebranding process represented not only a visual and communication renewal, but also a strategic-level commitment to more sustainable, transparent, and responsible operations. A key consideration in developing the new PROTENA brand was ensuring that the company's values better reflect its long-term commitment to food chain safety and to strengthening consumer trust. This brand renewal thus contributes to ensuring that our activities are not only competitive in market terms, but also create social and environmental value, supporting more conscious and sustainable animal husbandry practices.



"The rebranding to Protena marked a stage of alignment between our brand identity and the way we operate. The new name and visual identity were built on the principles that define our business – food safety, quality, and traceability. In this sense, the new identity does not represent only a change in image, but a more coherent expression of our responsibility towards the food chain and of our commitment to sustainability."

Timea Demeter,
Marketing Coordinator



About Protена

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

Financial Performance

The company generated revenues of approximately **EUR 65.3 million** and distributed **economic value of EUR 62.2 million**, with operating costs of **EUR 58.7 million** and wages and benefits reaching **EUR 2.0 million**, marking a notable increase in workforce investment compared to prior years. **EBITDA reached EUR 5.0 million**, underpinning the company's continued capacity for reinvestment and supporting its strategic plans for the years ahead.

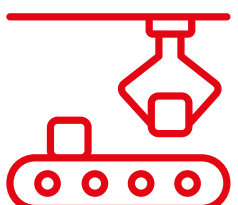
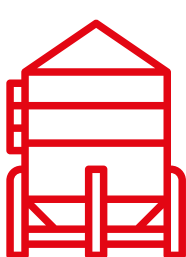
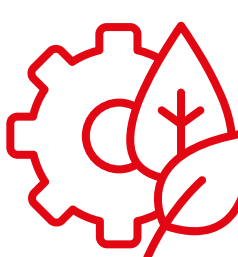
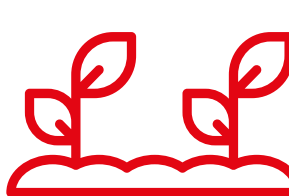
Market Outlook

Romania represents a significant growth opportunity, consuming over **4 million tonnes of industrial feed annually**, with demand continuing to rise particularly in the poultry and swine segments. The synergies between the owners are expected to generate meaningful competitive advantages through vertical integration, optimised costs and advanced technological standards across the agro-livestock chain. Protена is actively pursuing capacity expansion to capitalise on this dynamic and growing market.

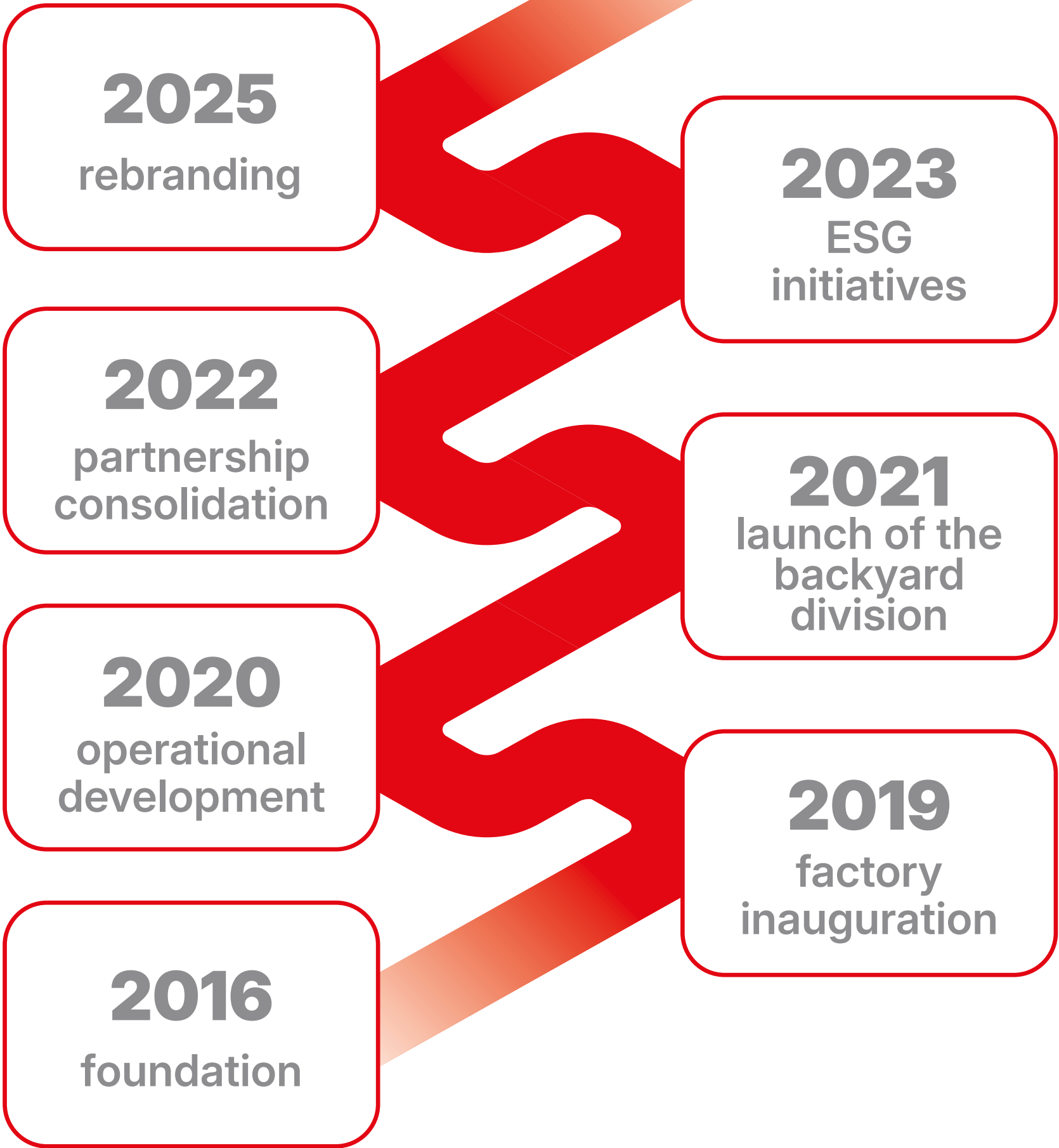




Facts and figures (2025)

-  — **54** Number of employees
-  — **178.952** Tonnes/Year production
-  — **90%** Share of local suppliers
-  — **Top 5** one of the most modern feed production plants in Europe
-  — **100%** Green energy use in relation to electricity consumption
-  — **No. 1** independent feed producer of the region

Milestones





Activities

(GRI 2-6)

At Protena, we aspire to be a recognised leader in nutritional excellence and feed production, supporting farms across the country in their pursuit of sustainable development. We believe that long-term success is built through innovation, responsibility and collaboration, always putting animal health and farmer performance at the forefront of everything we do.

Our vision extends beyond production. We develop programmes and initiatives aimed at fostering inclusion, creating opportunities and strengthening a culture of shared responsibility in the communities where we operate. Transparency, awareness and accountability are the principles that guide our everyday operations.

Protena is active in the agricultural sector in Romania, with a focus on feed production for large-scale livestock farming. Our plant is located in Sânpaul, Mureş County, and is the largest independent feed mixing facility in the country.





Value chain and supply chain

(GRI 2-6, 203-2)



Value chain

Raw material procurement: Local sourcing remains a cornerstone of our procurement strategy. Approximately 90% of our supplier base consists of Romanian partners, and all grain used in our feed production is sourced domestically. This commitment supports regional agriculture, shortens supply chains and ensures greater traceability from field to feed.

But local sourcing is only the first step. The quality and safety of every raw material that enters our facility is subject to a rigorous, multi-stage verification process before it ever reaches production. Upon arrival, each delivery is sampled and submitted to comprehensive laboratory analysis, covering nutritional composition, moisture content, contaminant levels and mycotoxin presence. Only materials that meet our defined quality standards are accepted into the production process. Those that do not are rejected at the gate.

This intake protocol reflects a core principle of our operations: that sustainable, high-quality feed begins not at the mixer, but at the moment raw materials arrive, or even long before that, in the relationships we build with trusted local suppliers who share our standards.

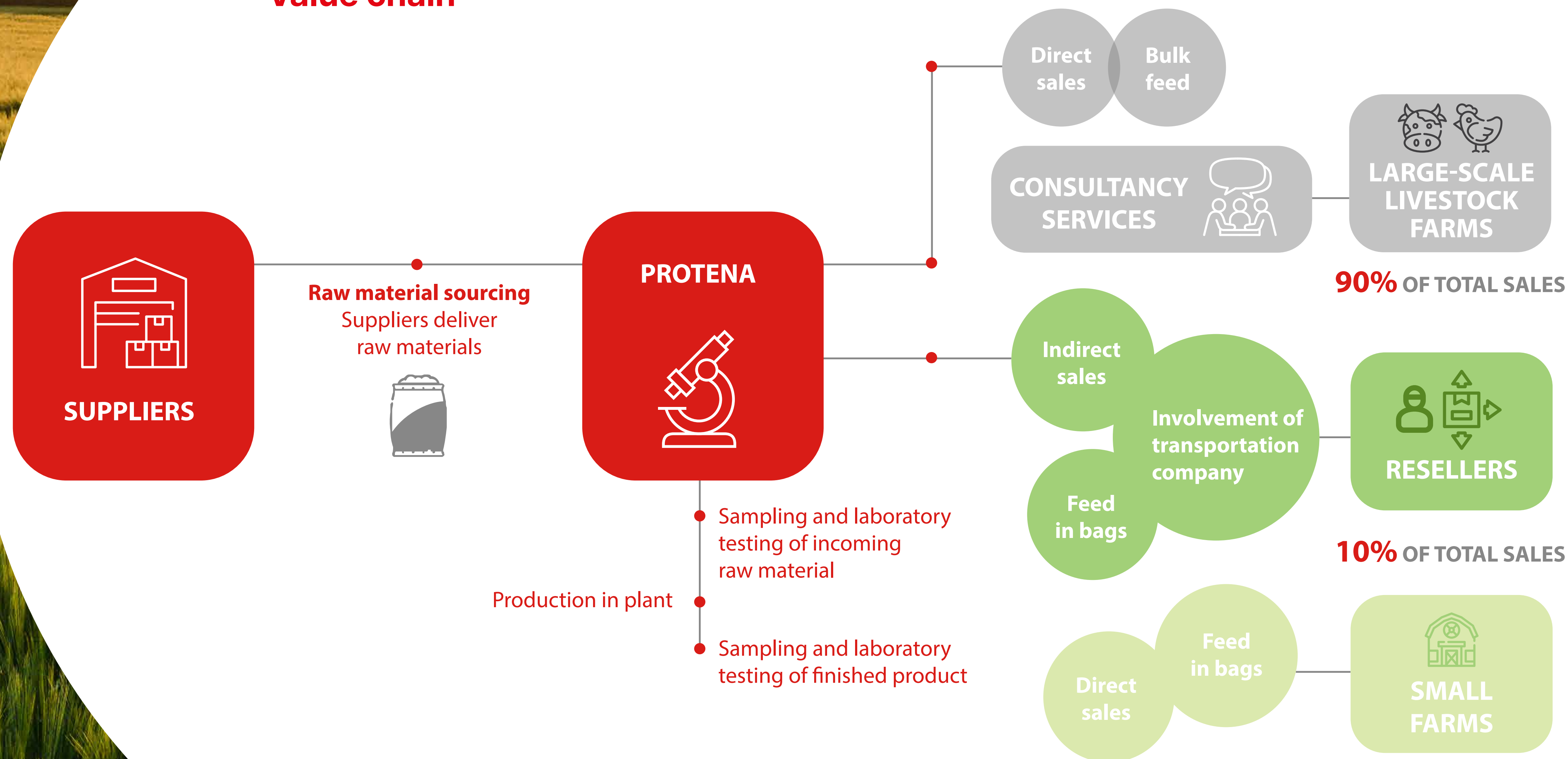
Production process: Protena's feed is manufactured using state-of-the-art technology, applied exclusively to raw materials that have passed our quality requirements. Every batch of finished product undergoes multiple rounds of laboratory testing to guarantee consistent nutritional quality and safety across our entire output.

Sales and transport: The vast majority of our customers, approximately 90%, are large-scale livestock farms, supplied in bulk, which eliminates packaging waste at the point of delivery. The remaining 10% are smaller farms and resellers, who receive their orders in bagged format.

Other relevant business contacts Protena maintains an active network of domestic and international suppliers, logistics partners and regional agribusinesses. We prioritise working with partners who share our commitment to sustainability and quality, ensuring that environmental and regulatory standards are upheld at every stage of the value chain.



Value chain





Megatrends
(GRI 201-1)

The feed industry and animal production sector are undergoing continuous transformation worldwide, and Protena actively tracks the structural shifts defining the future of our market. Economic, social and environmental developments create a complex landscape of both challenges and opportunities, which we navigate through careful analysis and strategic planning. Our assessment of location-specific climate risks, including flood exposure and seismic activity, indicates these remain at a manageable level. Sustainability remains a standing priority, with our ESG-Sustainability Officer and ESG Committee taking an active role in ensuring we stay ahead of the evolving regulatory environment rather than simply reacting to it.





Awards

2021

Top companies 1st place Mures County Chamber of Commerce and Industry

2021

Gold Membership Mures County Chamber of Commerce and Industry

2022

Gold Membership Mures County Chamber of Commerce and Industry

2024

Top companies 1st place Mures County Chamber of Commerce and Industry

2025

Gold Member Certificate Mures County Chamber of Commerce and Industry

2025

1st Place National Top of Private Companies in Romania
National ranking by field of activity



Membership

(GRI 2-28)

We actively support sustainable operations through our professional memberships and alliance partnerships. We foster sectoral development by sharing knowledge, best practices and experiences. Our activity in associations provides us with the opportunity to represent the interests of the sector, to contribute to the advocacy of the members and to strengthen the regulatory processes in the feed industry and related areas through our professional and practical experience. We also promote cooperation between the feed industry, livestock and other relevant disciplines. We aim to be actively involved in initiatives on ESG and sustainability topics.

Professional memberships of Protena in 2025

UCPR Uniunea Crescătorilor de Păsări din România - Romanian Poultry Federation (since 2021)

ANFNC Asociația Națională a Fabricanților de Nutrețuri Combinat

Romanian Association of Feed Manufacturers Membership since 2019 Dénes Laczkó has been the Vice President of the Association since 2022



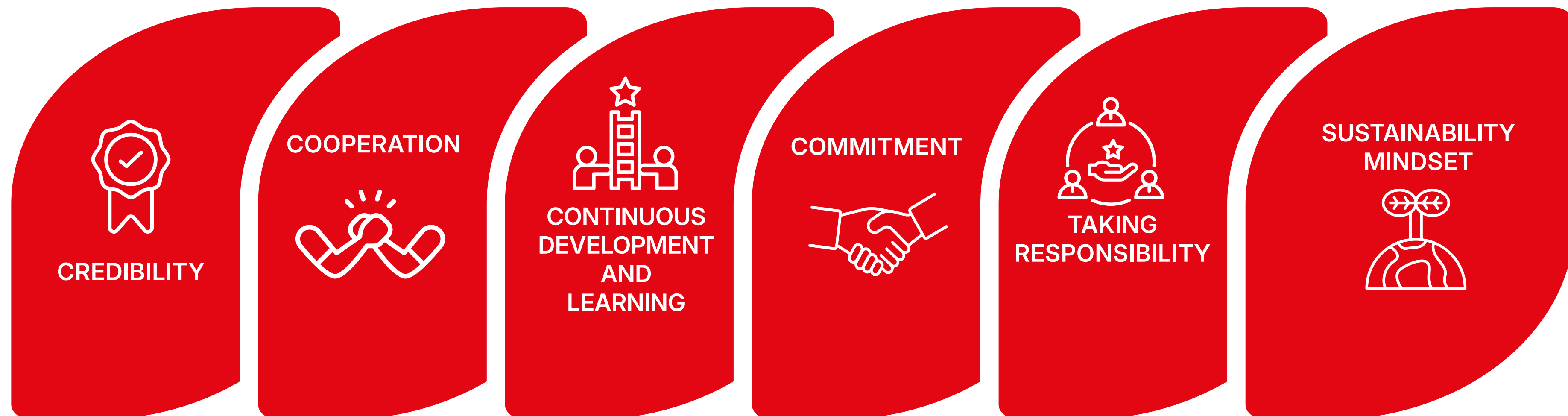
Sustainability strategy

(GRI 2-17, 2-22, 2-24, 302-5)



In 2023 we defined the main pillars of our ESG strategy with expert involvement. We also made concrete strategic commitments and targets on sustainability, which we reported in our first ESG report. We will regularly review and follow up on the achievement of our commitments in the future. In 2025 during a workshop, we reviewed our strategy and the current status of our objectives.

The values of Protena



The main pillars of the ESG strategy of Protena

When developing our ESG strategy we paid particular attention to formulating our objectives in line with the sustainability criteria and frameworks established by international organisations. In this context we used the UN Sustainable Development Goals as a reference to identify the areas most relevant to our operations before creating our strategy.

ESG STRATEGY OF PROTENA



ENVIRONMENT

Energy,
Renewable energy
and innovation

Emissions

Waste



SOCIAL

HR strategy and
workforce management

Employment

Training and education

Local economic
development/Social
responsibility



GOVERNANCE

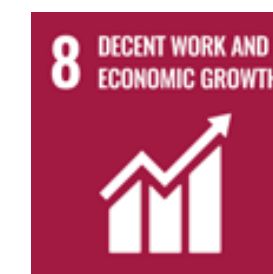
Corporate governance

Ethical operation

Economic performance

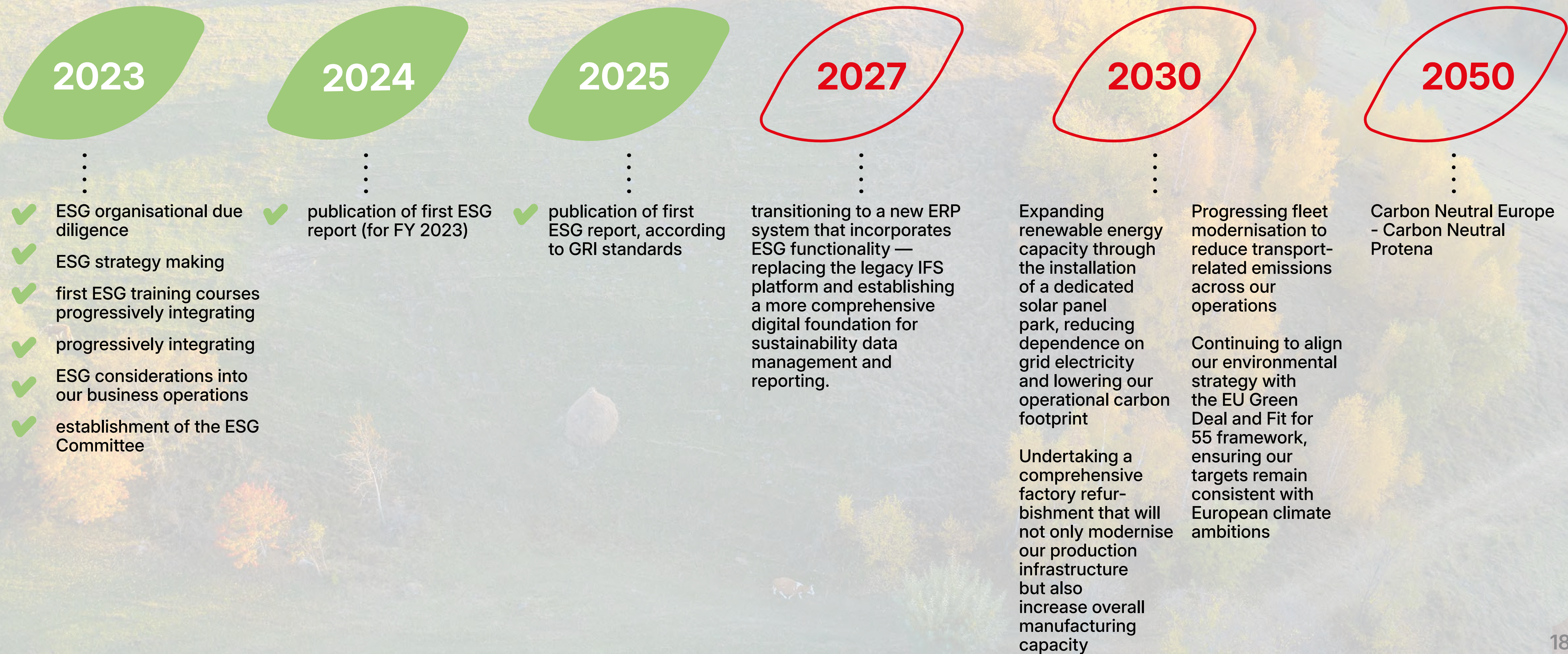
Quality management,
Procurement practices

Sustainable
production



ESG Roadmap

We also set and monitor our ESG objectives in the form of a roadmap, which is updated every year.





Contributing to the UN Sustainable Development Goals

Our company strategy is closely linked to the UN Sustainable Development Goals (SDGs), reflecting a long-term commitment to sustainable development, social responsibility and minimising environmental impacts.

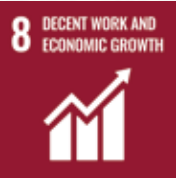
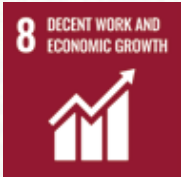
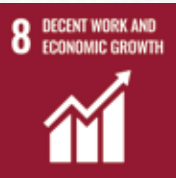
Many of the commitments announced in Protena's 2023 Sustainability/ESG Report have already been successfully delivered. We have implemented our Code of Ethics, which incorporates a number of ESG aspects, reinforcing our compliance with ethical, human rights and broader sustainability principles. ESG considerations have been successfully integrated into our organisational and operational policies, our procurement framework and our collective labour agreements — strengthening transparency across our value chain and raising expectations for environmental and social responsibility at every level of the organisation. We have also established a five-member ESG Committee to regularly monitor and coordinate the achievement of our sustainability goals.

The past year has seen further meaningful progress. On the energy front, 2025 marked an important milestone: Protena achieved 100% green electricity across its operations, and greenhouse gas (GHG) intensity has been reduced compared to the previous year, demonstrating that our decarbonisation efforts are delivering measurable results.

Regarding biomass recycling, we were unfortunately unable to complete this project in 2025. The process was deprioritised due to the significant organisational focus required by the company's broader strategic transaction during the year.



ESG strategic commitments

Deadline	SDG icons	Commitment	Description	Status in 2025
2024	 	introduction of a code of ethics	Code of Ethics is introduced, incorporating a number of ESG aspects	✓
	 	renewal of the procurement rules	a procurement policy that includes ESG aspects to help monitor suppliers	✓
	 	renewal of the Organisational	inclusion of ESG aspects in organisational and operational rules	✓
	 	renewal of collective labour agreement	inclusion of ESG aspects in collective labour agreements	✓
	 	setting up an ESG Committee and appointing an ESG officer	establishing a 5-member ESG committee with key stakeholders and appointment of an ESG officer within the company	✓
	 	introduction of an energy control system	installation of electricity meters on high-consumption machines to optimise the energy consumption of the plant	✓

ESG strategic commitments

Deadline	SDGs linked to the commitment	Commitment	Description	Status
2025	  	biomass recycling	use of energy from biomass	Not completed, deprioritised due to projects that benefit the environment and the sustainable growth of our business as well.
	 	renewing investment decision-making	consciously incorporating ESG considerations into investment decision-making	✓
2027		renewal of the IFS system	new development in our IFS operating system: the "ESG & Sustainability" module	⌚
2030		expanding renewable electricity sources	expanding renewable energy sources to 30% of the electricity demand of operations	⌚
		modernisation of the vehicle fleet	50% of the car fleet to be converted to electric cars	⌚



Stakeholders

(GRI 2-29)

Stakeholder engagement is important for us as it facilitates effective communication and strengthens business relationships. By maintaining open and effective communication channels, we build stronger business relationships and gain valuable insight into the expectations of those who interact with and are affected by our activities. Our stakeholders span both internal and external groups, and their potential impact on our operations is a key consideration in how we identify and prioritise them. We approach these relationships with a long-term perspective, aiming to foster partnerships grounded in trust, regulatory alignment and shared business stability. We constantly strive to improve the way we connect with them and incorporate stakeholder feedback into our decision-making processes.

Internal Stakeholders: Affiliated companies, Owners, and Employees.
External Stakeholders: Buyers, Local government, University partners, Bank insurance companies, foundations association, chambers professional associations, supervisory bodies authorities, Suppliers.

Materiality assessment

(GRI 3-1)

In 2023 we identified our key stakeholder groups, including employees, business partners and regulators and carried out our materiality assessment in preparation for our ESG report, gathering the perspectives of both internal and external stakeholders on sustainability issues material to our operations. Drawing on the feedback received, relevant background information and input from internal and external experts, our management reviewed and approved the final list of material topics.

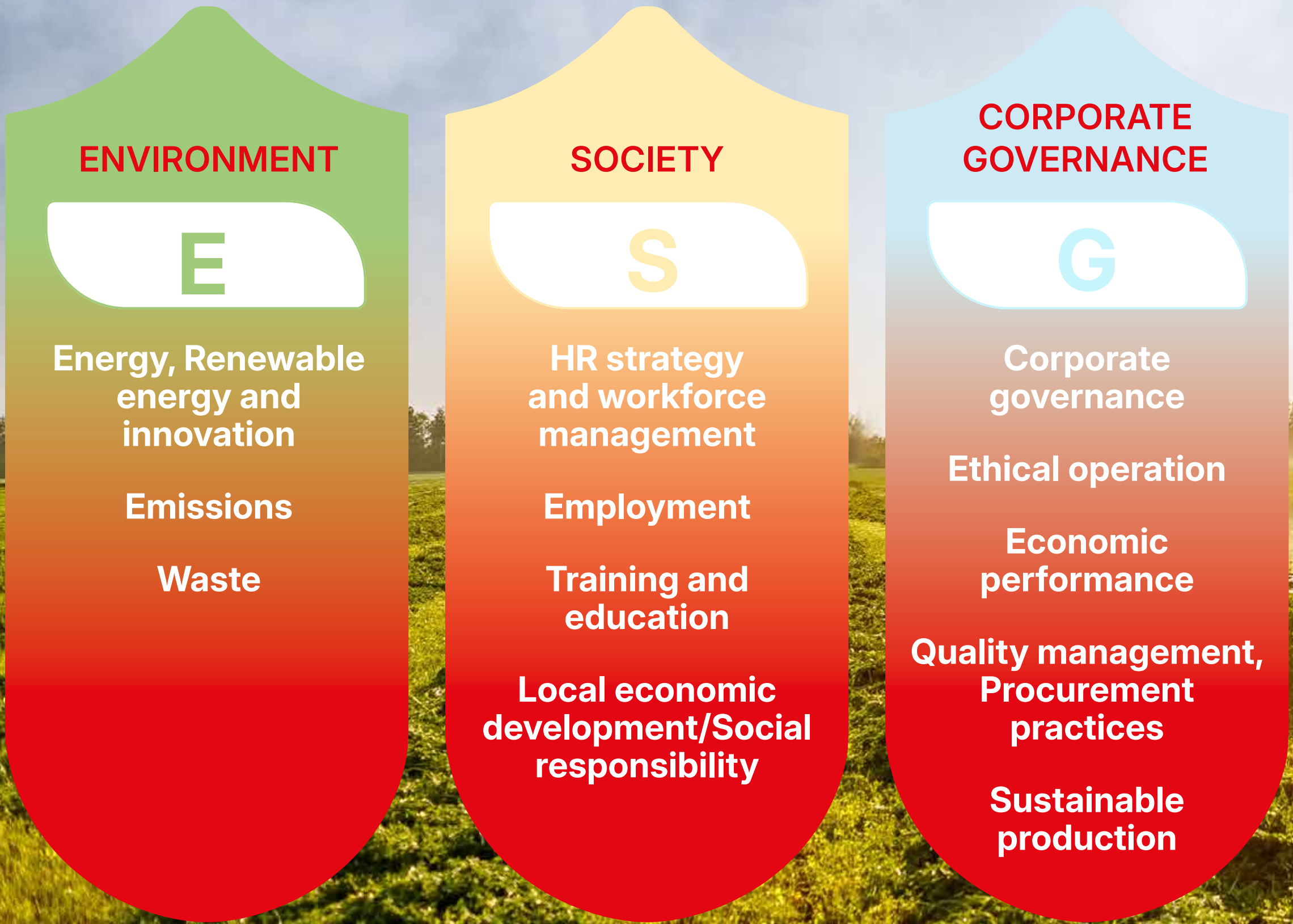
The findings of the online survey were enriched with benchmark data, industry-specific frameworks such as MSCI and SASB, and additional ESG analyses to build a comprehensive understanding of our impacts across economic, environmental, social and human dimensions.

In 2025 the above-described materiality assessment was re-evaluated and reassessed to make sure the material topics are up to date. As a result of this **Sustainable production was identified as a new material topic for 2025.**

Material topics

(GRI 3-2, 3-3)

Our materiality analysis has identified our material sustainability topics with the active involvement and approval of our management team. The results are discussed in detail in the following chapters of this report:





Environment

(GRI 2-17, 2-22, 2-24, 302-5)



Environmental protection is embedded in how Protena operates at every level. Since the company's founding, we have been committed to sustainable operations and full regulatory compliance, building systems designed to ensure that our activities remain environmentally sound over the long term. Our feed production facility in Sânpaul, Mureș County was conceived with environmental standards and sustainable technologies in mind from the outset. Its modern, highly automated systems minimise human intervention, support energy-efficient operations and keep our ecological footprint as low as possible.

Our environmental commitment is underpinned by internationally recognised standards and certifications. In 2022 we obtained ISO 9001 quality management, ISO 14001 environmental management and ISO 22000 food safety certifications. The ISO 22000 certification also validated our HACCP system, which ensures that all products entering the food chain meet the highest standards of safety and hygiene. These certifications provide a structured framework for continuous improvement across our systems and processes.

A landmark achievement in 2025 was completing our transition to **fully renewable electricity**. By maintaining our commitment to purchasing exclusively green electricity from the national grid and combining this with the continued output of our on-site 400-kW photovoltaic system, every kilowatt-hour of electricity consumed at Protena now comes from renewable sources. Renewable energy overall accounts for **47.14%** of our total energy consumption, with the remainder attributable to natural gas and vehicle fuels — areas that remain central to our ongoing decarbonisation agenda. This milestone reflects years of deliberate investment in cleaner energy sources and positions us well for the more demanding sustainability requirements that lie ahead.

In 2025 we also made a significant investment in air quality protection through the installation of a closed-loop, high-efficiency dust filtration system as part of a modernisation of our wheat cleaning process. The new automated dust separation and filtration station comprehensively captures residual airborne dust, overcoming the limitations of the previous technology.

The installation of the conveyor system represents one of the most tangible environmental gains recorded in 2025, with its effects spanning multiple dimensions of our environmental and social performance.





Energy consumption

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

At Protena, energy efficiency and reducing environmental impact are pivotal goals. Reducing the emissions associated with our energy use is an ongoing priority, and we pursue this primarily by expanding our reliance on renewable energy sources. Our energy management approach is aligned with Best Available Techniques (BAT) recommendations, balancing the demands of continuous, reliable production with the energy requirements of our office operations.

Feed production at Protena relies on two principal energy carriers: electricity and natural gas. Our electricity supply combines grid purchases with generation from our own 400-kW photovoltaic system, installed in 2023, which continues to meaningfully reduce both our grid dependency and our carbon footprint. Electricity powers our manufacturing plant, indoor and outdoor lighting, and office facilities. Since April 2024, every kilowatt-hour purchased from the grid has come from certified renewable sources. Detailed measures and results are presented in the chapter on Renewable energy and innovation.

Detailed measures and results are presented in the chapter on Renewable energy and innovation.

In 2025, our total energy consumption was **39,528,216 MJ (10,980,060 kWh)**, of which **4,864,204 kWh (17,511,134 MJ)** was purchased electricity sourced entirely from renewable sources, and **575,750 m³** of natural gas (**19,737,267 MJ**) was consumed for heating and technological processes. Our annual diesel consumption stood at **8,875 litres (312,397 MJ)** and petrol consumption at **26,126 litres (843,864 MJ)**. Annual renewable energy consumption reached **18,634,687 MJ (5,176,302 kWh)**, representing **47.14%** of our total energy consumption — with all purchased and generated electricity coming from renewable sources, and the remaining **52.86%** attributable to natural gas and vehicle fuels, which continue to be the focus of our ongoing decarbonisation efforts.

The size and composition of our fleet also have an impact on our energy use. In 2025 our fleet grew and consisted of a total of 19 vehicles: 17 cars and 1 forklift. There are 7 hybrids, 6 diesels and 3 petrol vehicles in the fleet, a significant improvement compared to 2023 when we had only 3 hybrids. Our fleet is relatively small as we do not have our own transport operations: freight is typically delivered by our partners. In 2025, our company installed an electric vehicle charging station in the company parking area. This initiative supports the transition to more sustainable mobility by enabling employees and visitors to charge electric vehicles on-site. The investment contributes to reducing transport-related emissions and encourages the use of low-emission vehicles, aligning with the company's broader environmental and sustainability objectives.



In addition to increasing energy efficiency, in 2024 we also made an important infrastructure development: we built a 150 m³ emergency water tank, which will provide three days of emergency reserves to ensure business continuity. Our water consumption is linked to water used in production and office activities, with a total of 19 168 m³ of water consumed in 2025.

This means that in 2025 water consumption dropped by 5.42% since 2024.

Energy consumption data in 2023 and 2024	2023	2024	2025
Total energy consumption (kWh/year)	8 054 160	11 032 724	10 980 060
Annual purchased electricity consumption (kWh/year)	3 612 840	4 775 380	4 864 204
Annual consumption of natural gas (kWh)	3 888 470	5 608 859	5 482 019
Annual consumption of PB gas (kg/year)	-	-	-
Annual diesel consumption (kWh/year)	113 520	134 443	86 777
Annual petrol consumption (kWh/year)	146 251	168 511	234 407
Annual renewable energy production (kWh/year)	339 990	345 531	341 320
Electricity from green electricity purchases (kWh/year)	-	3 588 000	4 864 204
Annual renewable energy consumption (kWh/year)	283 050	3 933 530	5 176 302
Renewable energy share of annual energy consumption (%)	3.51	35.7	47.14



Renewable energy and innovation

In 2025, Protena once again met all applicable environmental regulatory requirements. Our annual environmental report was submitted on schedule, and ad hoc inspections confirmed that our operations remain in full compliance. Our ambition is for renewable energy use to deliver a measurable positive impact on our environmental footprint, and for our innovative solutions to generate broader societal and economic value.

Our commitment to sourcing 100% renewable electricity from the national grid, established in April 2024, was fully maintained throughout 2025. All electricity purchased from the grid continued to come exclusively from certified green sources, resulting in zero Scope 2 emissions from purchased electricity. Renewable energy accounted for **47.14%** of our total annual energy consumption in 2025 — representing **18,634,687 MJ (5,176,302 kWh)** out of a total of **39,528,216 MJ** consumed. The remaining **52.86%** of energy consumption is attributable to fossil fuel use, primarily natural gas for heating and technological processes (**575,750 m³**), with petrol and diesel accounting for vehicle fuel use.

Our solar photovoltaic system continued to operate throughout 2025, generating **341,320 kWh** of renewable electricity on-site, of which **312,098 kWh** was consumed on-site, complemented by **4,864,204 kWh** of purchased green electricity from the grid. Together, these two sources constitute the entirety of our electricity supply, with no non-renewable electricity purchased during the year.

As noted above, in 2025 we also installed an electric vehicle charging station in the company parking area, further supporting the transition to lower-emission transport within our operations.

Looking ahead, the installation of more accurate energy consumption meters remains a priority. We are determined to implement improved energy metering and management systems to support more precise monitoring and further efficiency gains in the coming period.



"Our feed manufacturing business uses state-of-the-art automated production lines to produce efficient, safe and consistently high quality products. We are constantly researching new technologies to ensure that our production processes meet the most stringent industry and sustainability requirements.

We pay particular attention to minimising the environmental impact of our production and contributing to a more sustainable industry.

Our aim is to continuously improve not only the quality of our products but also the quality of life of our employees as we develop our technology and expand our capacity. Our long-term goal is to maintain a stable, supportive and safe working environment where growth does not come at a disproportionate cost but ensures a win-win development for all concerned. We believe that a balance between modern technology, sustainable development and responsible corporate governance is the key to success."

István Kőmives
Deputy CEO



Emissions

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

Providing transparent, accurate and credible data on our own greenhouse gas emissions is one of the most important pillars of our contribution to climate change mitigation. To this end, in 2025, as in previous years, an external energy expert measured our Scope 1 and Scope 2 emissions. The purpose of these measurements is to track the carbon dioxide equivalent (CO₂e) impacts of our operations using a consistent methodology, serving our long-term emissions reduction targets.

Methodological background

Emissions were determined according to the Greenhouse Gas Protocol and ISO 14064-1:2018, broken down into the following three categories:

Scope 1 - Direct emissions that occur on site, such as from the burning of natural gas in boilers, the use of fuel in vehicles or the production of process steam.

Scope 2 - Indirect emissions that result from the use of purchased energy (e.g. electricity) but for which the consumer is responsible.

Scope 3 - Other indirect emissions, such as emissions related to logistics activities of suppliers and partners. We did not measure this category in 2024, but in the future we aim to cover the entire corporate carbon footprint.

Emissions were calculated for the following main types of GHGs: carbon dioxide (CO₂), methane (CH₄) and nitrous oxide (N₂O). The different types of gases were converted to carbon dioxide equivalent (CO₂e) based on global warming potential (GWP) values according to international protocols.



Protena Scope 1 and Scope 2 emissions

SCOPE emissions	2023	2024	2025
SCOPE 1 (tonnes CO(2) e)	854.58	1 210.70	1 188.91
natural gas consumption (nm3)	368 575	576 911	575 750
petrol (litres)	17 145	18 781	26 126
gas oil (litres)	11 610	13 557	8 875
PB gas (kg)	0	0	0
SCOPE 2 (tonnes CO(2) e)	1 318.70	433.39	0
electricity purchased (kWh)	3 612 870	4 775 380	4 864 204 (green electricity)
SCOPE 3 (tonnes CO(2) e)	-	-	-
TOTAL	2 173.28	1 644.09	1 188.91



GHG intensity

	2023	2024	2025	Difference (%)
Scope 1-2 (kgCO(2) e)	2 174	1 644	1 188.91	-45.3 %
Quantity produced (t)	140 676	172 218	178 952	+27.2%
GHG intensity (kg CO(2)e/tonne)	15.5	9.5	6.6	-57.2%

Between 2023 and 2025, our GHG intensity improved by 57.2%, falling from 15.5 to 6.6 kg CO₂e per tonne of feed produced. This reduction was achieved despite a 27.2% increase in production volume over the same period, demonstrating that our emissions reductions are structural rather than a consequence of lower output. The result clearly reflects our commitment to decoupling growth from environmental impact.



"We give preference to the use of locally and sustainably sourced raw materials in our procurement, thus contributing to the reduction of transport-related CO2 emissions. Our achievements include installing solar panels at the manufacturing plant which reduces dependence on conventional energy sources, and optimising transport to minimise fuel consumption. Looking ahead, we are focusing on increasing automation and digitisation to improve production efficiency and resource use."

Nimród Bajkó
Operational Manager





Waste management

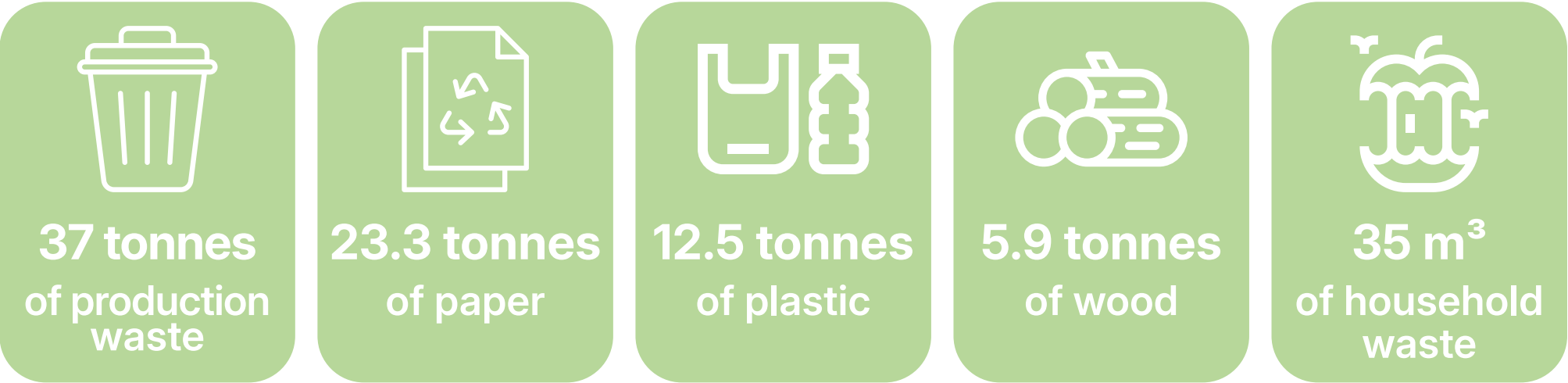
(GRI 306-1, 306-2, 306-3, 306-4, 306-5)

Waste management remains a sustainability priority for Protena, driven both by our legal obligations and our own environmentally conscious approach. We are committed to preventing waste generation at source, continuously reducing volumes, and putting recycling and circular economy principles into practice across our operations.

In 2025, we generated a total of 123.65 tonnes of waste, an increase compared to 76.3 tonnes in 2024, which is attributable to the growth in our production activity. Importantly, no hazardous waste was generated during the year; all waste produced by Protena's operations is non-hazardous, and its processing, disposal and recycling are fully regulated and managed safely.

Of the total waste generated, 87.65 tonnes, 71% was recycled, while 36 tonnes were disposed of through other regulated channels. Although the recycling rate decreased compared to 89% in 2024, the absolute volume of waste recycled increased, reflecting the overall rise in production-related waste streams.

Type of non-hazardous waste generated in 2025:



Total waste generated

	2023	2024	2025
total waste generated (tonnes)	103.50	76.30	123.65
non-hazardous waste (tonnes)	103.50	76.30	123.65
amount of hazardous waste (tonnes)	0	0	0
amount of waste recycled (tonnes)	N/A	68.00	87.65
percentage of waste recycled (%)	N/A	89%	71%
total amount of waste disposed (tonnes)	N/A	8.30	36.00

types of hazardous waste No hazardous waste is generated during the Protena’s activity.

All the types of waste generated are non-hazardous, so their processing, disposal and recycling are fully regulated and safe.



Recycling

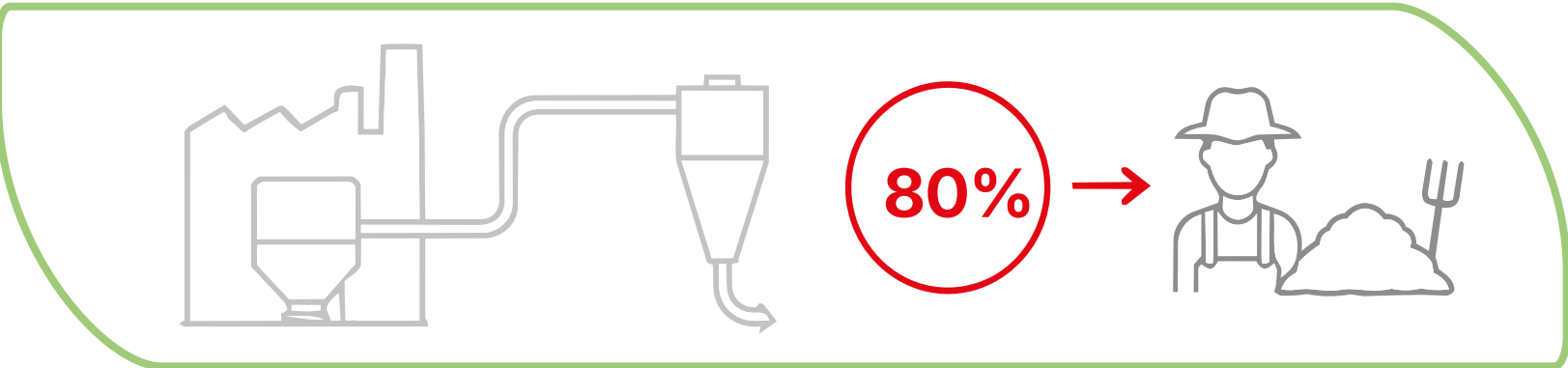
In 2025, Protena recycled a total of 87.65 tonnes of waste across all non-hazardous waste streams. Manufacturing waste accounted for the largest recycled volume at 37.75 tonnes, up from 31 tonnes in 2024, reflecting the growth in production activity. Paper recycling stood at 21.6 tonnes, wood at 12.4 tonnes, and plastic at 8.5 tonnes. These figures underline our ongoing commitment to keeping materials in circulation wherever technically and economically feasible.

Our wastewater management also saw continued attention in 2025. The volume processed through our settling tank increased from 340 m³ in 2024 to 390 m³ in 2025, reflecting both higher production volumes and our sustained focus on responsible water management. The settling tank system ensures that process wastewater is treated on-site before discharge, minimising the impact on the surrounding environment and meeting applicable regulatory standards.

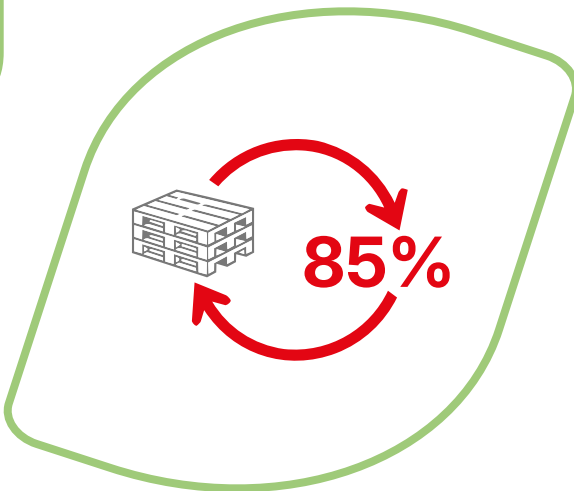
Circular economy

Our strategic objectives for waste management are in line with the principles of the circular economy, meaning that all materials used, if not fully consumed, are returned to the economy in a recycled form. Our circular model is implemented in the following areas:

The production process involves a dust separation and filtration system that recovers otherwise wasted feed dust. The chaff from the grain cleaning process (about 80%) are returned to local farmers for use as fertiliser or litter.



85% of the pallets are reused within the logistics chain.



Only 10% of the packaging materials used by the company are bags - 90% of the feed produced is marketed in bulk, significantly reducing packaging waste.



All our biomass waste (materials from grain cleaning, such as broken grains, chaff, other seeds etc.) is recycled and offered to backyard farms free of charge.

Through the recycling and recovery of packaging waste, Protena contributed in 2025 to the reduction of greenhouse gas emissions by **501 tons equivalent to saving 2 505 trees.**

These results reflect a simple principle: industrial performance and environmental responsibility must progress together.

At Protena, sustainability is integrated into daily operations from production processes to how resources are managed across the value chain.

In 2025, our company introduced new informational icons on feed packaging in order to provide clearer and more transparent communication to customers regarding product origin and quality attributes. The packaging now includes icons indicating antibiotic-free production as well as the use of locally sourced grains and local manufacturing. These updates support informed purchasing decisions, promote local sourcing, and reinforce the company's commitment to responsible production practices, transparency, and sustainability throughout the value chain.

Because long-term food security depends not only on efficiency, but also on responsible use of resources.

At all stages of the value chain - from procurement through production to sales - we pay special attention to recycling, reuse and minimising material flows. This not only brings environmental benefits but also ensures long-term economic efficiency



Technological Modernization and environmental impact

Installation of a closed-loop, high-efficiency dust filtration technology

Our company is committed to protecting air quality and minimizing its technological footprint. As part of this commitment, we modernized the wheat cleaning process by installing an automated dust separation and filtration station capable of comprehensively treating residual airborne dust, overcoming the limitations of the previous technology.

Main technical and sustainability parameters

1. Zero emissions:

Thanks to the efficiency of the system, dust emissions released into the environment have been reduced to zero, thereby minimizing the impact on the surrounding ecosystem. The filtered air is released back into the atmosphere in a clean state, while the separated material is collected in a closed system through a rotary airlock feeder.

2. Energy efficiency:

Through the use of intelligent control systems and optimized airflow parameters, the equipment operates with low specific energy consumption, contributing to the reduction of the company's indirect (Scope 2) carbon footprint.

3. Safety and compliance (ATEX):

During the investment, special attention was paid to occupational safety. The system is fully compliant with ATEX (explosion-proof) directives, ensuring that the dust separation process is not only environmentally friendly but also meets the highest operational safety requirements.





Society

HR strategy and workforce management

(2-19, 2-20, 401-2, 404-2)

In 2025, we continued to invest in building a workplace where our people can thrive professionally and personally. Our ambition remains to be one of the best employers in the region offering not only competitive remuneration and benefits, but also a culture of trust, openness and continuous development that encourages long-term engagement and performance.

Our HR programmes in 2025 reflected this commitment across several dimensions. We once again organised our annual Family Day, giving employees the opportunity to spend quality time with their families and strengthen the sense of community that defines our workplace culture. Team-building activities were held to reinforce cooperation, internal communication and organisational cohesion building the trust and collaborative spirit that underpin effective teamwork day to day.

A key pillar of our people development approach is our 360-degree performance evaluation system, in which employees' performance is assessed from multiple perspectives — managers, peers and subordinates all contribute feedback to provide a balanced and comprehensive picture of individual strengths and areas for growth. This process encourages open communication and builds trust across the organisation. It is not merely an appraisal tool but a strategic mechanism that supports continuous improvement, adaptability and a culture of honest, constructive dialogue. Alongside this, our internal mentoring programme continued to support the development of professional skills while reinforcing the long-term cultural and performance foundations of the organisation — strengthening relationships between colleagues and contributing to a stable, sustainable path of growth.

The well-being of our employees and maintaining work-life balance are core values. We believe that a healthy balance between professional and personal life is essential to both individual fulfilment and long-term organisational success. To support this, we offer flexible working arrangements and remote work options, ensuring our employees can perform at their best without compromising their personal commitments. We are equally mindful of workload distribution, actively working to prevent burnout and create a sustainable working environment.

We place genuine value on time away from work encouraging employees to take their holidays and cherish important family moments, knowing that rest and reconnection are what allow people to return energised and motivated.

Employee remuneration and benefits package

Keeping talented people engaged and committed starts with fair, competitive remuneration and meaningful benefits. At Protena, our remuneration and benefits structure is designed with this in mind, forming a key pillar of our broader HR strategy. All employees have access to the full range of benefits, including private health insurance, a year-end bonus and annual performance bonuses. Together, these elements support employee well-being, reinforce loyalty and foster a long-term sense of commitment to the company.

Organisational culture and employee satisfaction

Our company culture is rooted in a friendly, open atmosphere where employees feel comfortable sharing ideas and opinions. Employees at every level are empowered to share ideas, raise concerns and contribute to solutions, supported by a foundation of honest, transparent communication that builds genuine trust across the organisation.

Performance development is approached with the same spirit of openness. Our annual reviews go beyond measuring result they create a two-way conversation, giving employees a structured opportunity to share feedback with their managers and actively shape the working environment around them. Complementing this is our 360-degree appraisal process, which draws on input from managers, peers and direct reports alike to offer a well-rounded view of each person's strengths and growth opportunities. Rather than a routine HR exercise, this is a living tool for continuous improvement at both individual and organisational level.

Flexibility is another cornerstone of life at Protena. We offer remote working options for employees based in other cities, as well as flexible hours for those working in the field all designed to support a healthy work-life balance and ensure that workloads remain sustainable and thoughtfully managed.



"It's so easy to get lost in a sea of spreadsheets and financial reports. But what I love about working here is that our data actually tells a story of real-world progress. Connecting our daily financial targets with a bigger mission for the environment and society gives my job a true sense of purpose."

I feel incredibly inspired by a workplace culture that funds its employees' professional growth as robustly as its corporate initiatives. Looking ahead, I'm really excited to use my role in finance to make sure we scale up responsibly and keep taking care of both our financial health and the community around us."

Kinga Ábrán,
Financial Analyst

"Over the past six years, I've grown both professionally and personally as my role and responsibilities have evolved. I appreciate being part of a young, supportive team where the work is dynamic, every day brings new challenges, and there are always opportunities to learn, adapt, and improve. That positive environment is what keeps me motivated and engaged."

Mária Szabó,
Logistics Specialist





Employment

(GRI 2-7, 2-8, 2-19, 2-20, 2-30, 401-1, 401-2, 401-3, 403-8, 403-9, 403-10, 405-1)

As of 2025, Protена's workforce stood at **54 employees**, continuing the steady growth seen in recent years from 43 in 2022 to 47 in 2023 and 52 in 2024. The team comprises **32 men and 22 women**. The vast majority of employees 53 out of 54 are engaged on a full-time basis, with one part-time position. Notably, as of 2025 there are no fixed-term contracts within the organisation, reflecting a commitment to employment stability and long-term workforce development.

Workplace safety is a fundamental priority at Protена. All 54 employees are covered by our internal health and safety management system, ensuring a safe working environment for every member of the team. One serious workplace accident was recorded in 2025, which we treat as a serious prompt for continued vigilance and improvement in our safety practices and procedures.

Protена's workforce is deeply rooted in the local community. In 2025, 43 out of 54 employees commuted from within a 25-kilometre radius of the plant, with a further 9 commuting from within 50 kilometres and only 2 travelling from beyond that range. This strong local employment footprint reflects our role as a meaningful contributor to the regional economy in Mureş County. Employee loyalty is equally notable: 25 employees, nearly half the workforce, have been with the company for at least five years, of whom 15 are men and 10 are women. Given that Protена itself was only established in 2016, this level of long-term retention is a particularly encouraging indicator of the stable, committed team we have built over a relatively short period.

In terms of workforce movement, 8 new employees joined Protена in 2025 (6 men and 2 women) while 6 employees left the organisation, 5 of whom were men and 1 a woman. No dismissals were recorded during the year. The new hire turnover rate stood at 15% and the exit turnover rate at 11%. One employee took parental leave during 2025.

The age profile of our workforce at the end of 2025 was as follows: 18 employees were under 30 (9 women, 9 men), 30 were aged between 30 and 50 (12 women, 18 men), and 6 were over 50 (1 woman, 5 men). This distribution creates a balanced working environment in which the energy and fresh perspectives of younger colleagues are complemented by the experience and institutional knowledge of our more senior staff.

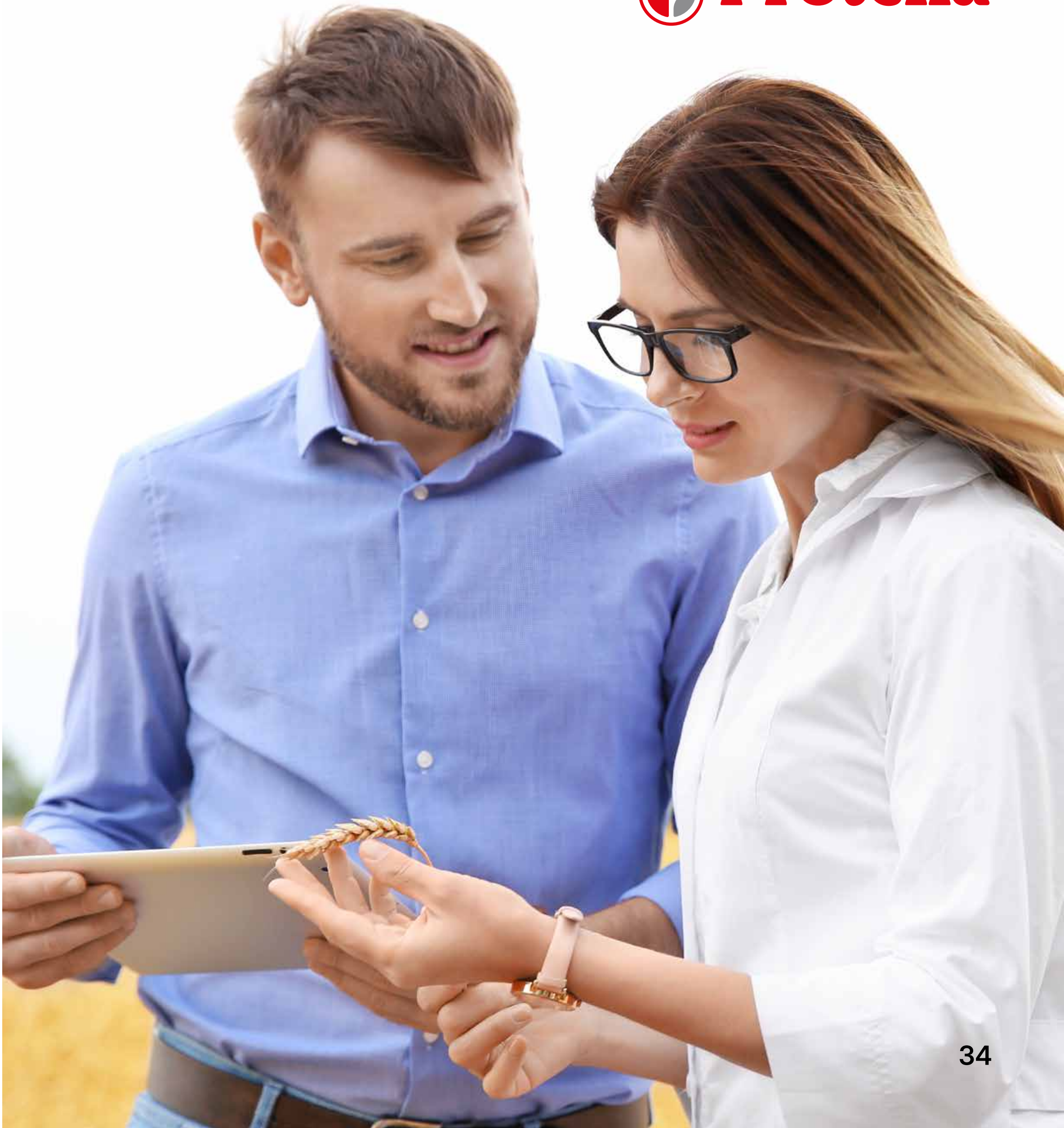


The collective labour agreement remains in force for all employees, ensuring that rights and benefits are protected in line with best labour practices.

	2023	2024	2025
total number of employees	47	52	54
 women	18	22	22
 men	29	30	32
number of employees leaving	9	1	6
 women	6	1	1
 men	3	0	5
number of workers dismissed	0	0	0
number of workers resigning	6	9	6
new hires	13	6	8
 women	6	4	2
 men	7	2	6



	2023	2024	2025
number of employees under 30	22	18	18
 women	11	9	9
 men	11	9	9
number of employees aged 30-50	27	28	30
 women	12	12	12
 men	15	16	18
number of employees over 50	7	7	6
 women	1	1	1
 men	6	6	5
new employee turnover rate	28%	12%	15%
 women	46%	67%	4%
 men	54%	33%	11%
exit turnover rate	19%	2%	11%
 women	67%	100%	2%
 men	33%	0%	9 %





Training and education

(GRI 404-1, 404-2)

Fire safety and occupational health and safety training is mandatory on an annual basis for all employees. In 2025, this training totaled 173 hours across the workforce. In addition, each employee completed 10 hours of testing/assessment to ensure effective knowledge acquisition and retention.

To support continuous professional development, the company provided 36 hours of coaching to employees during the reporting period.

Employees also participated in industry-specific conferences and professional events to strengthen technical expertise and stay informed of sector developments, including:

- 24th European Symposium on Poultry Nutrition, 23–26 June 2025, Maastricht, The Netherlands
- The 12th Annual Conference "The Path Forward for the Animal Nutrition & Feed Industry: Adapting to a Rapidly Changing World"
- International Conference on Poultry Intestinal Health, Istanbul





Local economic development / Social responsibility

(GRI 413-1)

In 2025, Protena reinforced its commitment to the communities in which it operates through a range of initiatives that extended well beyond its core business activities. We welcomed a delegation of American farmers and representatives of the Iowa Soybean Association to our feed plant, organised by ANFNC, the Romanian Feed Manufacturers Association. The visit centred on soybean production, the Romanian feed industry and sustainability. We also proudly supported the Deep Dive cultural and scientific mini-festival in Târgu Mureş, a unique Transylvanian initiative that brings young people together for intellectually stimulating discussions on a wide range of topics. Supporting events that nurture creativity, encourage the exchange of ideas and create genuine learning opportunities for young people is something we consider an important part of our role in the region.

Our Dealers Convention brought together distributors for a day of shared vision, strategic planning and celebration of partnership. Sustainability and responsible feed production were central themes, and a traditional Romanian folk costume evening served as a reminder of the local values that underpin everything we do. Our sustainable retail campaigns, including a nationwide Road Tour covering 3 regions, 8 partners and 16 locations, with direct engagement with over 2,000 feed users, combined commercial objectives with meaningful community interaction and market insight. Participation in the European Symposium on Poultry Nutrition 2025 further demonstrated our commitment to staying at the forefront of applied research and industry collaboration, bringing back new directions for responsible poultry farming and feed innovation.

Protena is committed to sustainable development and social responsibility, and throughout 2025 continued to invest in initiatives that support local communities and nurture the next generation of talent. Through a range of social projects, educational support and team-driven engagement, the company works to create meaningful impact both within and beyond its walls.

Our focus remains on community and education programmes that champion young talent and advance sustainability. In 2025, Protena dedicated nearly €100,000 to donations and sponsorships in support of local communities and social responsibility efforts — with 75% of that investment directed towards education and talent development. These initiatives not only deliver direct support to those who need it most, but also foster a strong sense of purpose among our employees, who play an active role in bringing each project to life.

Key Sponsorships and Financial Support

Support for education, young talent and sustainability sits at the heart of our social responsibility approach. In 2025, Protena was active across a broad range of CSR areas, including:

- Education and talent development
- Culture and community programmes
- Sports
- Cultural events
- Sustainability

Agro Consulting Club – Education and Talent Development

One of our most significant commitments in this space is the Agro Consulting Club (ACC), an agricultural talent development initiative founded by Protena's CEO. The ACC supports university students by bridging the gap between academic theory and the practical competencies demanded by today's agri-business environment.

The programme's core mission is to prepare the next generation of agricultural professionals for the realities of the labour market. It does so by giving students the opportunity to work in real business and agricultural settings, collaborating with industry experts, company leaders and university educators. Activities include professional training sessions, workshops and project-based assignments covering topics such as starting agri-businesses, accessing financing, applying modern agricultural technologies, and developing communication and teamwork skills. Participants receive structured feedback from experienced practitioners across the agricultural and business sectors.

The ACC contributes to expanding the practical knowledge of young agricultural professionals, strengthening the pipeline of future talent, and supporting the long-term sustainability of rural and agricultural economies. In doing so, it not only helps shape individual careers but also reinforces the sector's capacity for innovation and competitiveness.



"In 2025, social responsibility remained a core pillar of our approach to sustainable development. We focused on investing in education, supporting local communities, and promoting collaboration and knowledge exchange across the agri-food value chain, thereby strengthening our partnerships and contributing to the creation of long-term value for all our stakeholders."

Cristian Tudose,
Deputy CEO

Corporate governance

The year 2025 represented far more than operational developments for Protena, it also marked the implementation of a comprehensive corporate culture and compliance reform. Our company made a conscious decision to establish a modern, secure, transparent, and people-oriented operational system that complies with the latest European and Romanian legal requirements, while at the same time providing long-term stability and security for our employees, partners, and clients. The projects implemented in 2025 focused primarily on the protection of human rights, data security, ethical corporate governance, as well as the development of transparent and professional internal processes.

Implementation of an internal regulatory framework

One of the company's most significant developments in 2025 was the modernization and restructuring of the entire internal regulatory framework. During the development of the new Internal Regulation and its related annexes, our primary objective was to create a corporate environment that simultaneously ensures the protection of employees' rights, operational transparency and full legal compliance of the company.

One of the most important elements of the new system was the stronger emphasis placed on the protection of human rights and equal treatment. The regulations clearly define the principles of a fair, non-discriminatory and respectful working environment, while also strengthening employees' sense of security and legal protection. Special attention was given to the prevention of workplace harassment and sexual harassment, as well as to the development of a corporate culture in which respect, ethical conduct, and transparency represent fundamental values.

The new regulatory framework represents progress not only from a legal perspective, but also from an organizational standpoint. The more detailed and modern internal processes contribute to the prevention of conflicts, greater transparency in management decisions, and more stable corporate operations. During the development of the regulatory system, special emphasis was also placed on ethical standards, anti-corruption principles, anti-money laundering compliance, as well as internal control mechanisms supporting corporate security.



Transparent and professional performance evaluation system

The new performance evaluation system initiated in 2025 also represented an important milestone in Protena’s development. Compared to previous systems, the new evaluation process will operate within a far more structured, objective and transparent framework. The objective is not merely supervision, but the establishment of a professional development system that supports employee growth, motivation, and long-term performance.

The new system contains detailed evaluation criteria applicable to every organizational level and job position. During the performance evaluation process, significant emphasis is placed on professional competencies, communication, teamwork, accountability, leadership skills and ethical conduct. The process also incorporates self-assessment opportunities, a documented feedback system and a formal appeal mechanism, further increasing the transparency and fairness of the system.

A particularly important principle was ensuring that all evaluations are conducted through human decision-making processes, without automated profiling. This significantly increases employee trust and ensures that every evaluation is carried out based on individual, professional and objective considerations. The new system contributes to improving organizational efficiency, increasing the measurability of performance and enabling a more accurate identification of professional development opportunities.

Protena’s sustainability governance is built on clear roles and structured oversight. The CEO holds ultimate responsibility for approving the ESG Report and its material topics, ensuring sustainability is anchored at the highest decision-making level.

Day-to-day coordination is led by the ESG Sustainability Officer, who manages data collection and works with functional managers to validate information

ESG Committee

As part of its commitment to long-term sustainability and responsible governance, Protena established its ESG Committee in 2024 — a five-member body responsible for embedding environmental, social and governance considerations into the company's strategy and operations. The Committee is composed of:

- Dénes Laczkó** – CEO
- Tudose Cristian** – Deputy CEO
- István Kőmives** – Deputy CEO
- Levente Deák** – CFO
- Tímea Demeter** – Sustainability Officer

The ESG Committee oversees the adoption of ESG criteria, the preparation of the annual ESG report, the identification of material topics and participation in relevant training. Each year, the Committee reviews and approves the ESG report before it is presented to the Board of Directors for final sign-off prior to publication. Beyond reporting, the Committee plays an active role in data validation and the ongoing development of Protena's sustainability strategy.

“Every significant decision we make is tested against the same question: does it build long-term value, or does it merely optimize for the short term? This year, that question shaped how we approached our operational infrastructure, our people, and our strategic investments. Governance, transparency, and social responsibility are not additions to our financial logic - they are the foundation of it. That is what sustainable growth looks like in practice, and it is the standard we hold ourselves to.”

Levente Deák ,
CFO





Delegation system in the operation of Protena

	Responsible position
sustainability strategy	CEO
strategic commitments on sustainability	CEO
HR strategy and workforce management	Deputy CEOs
training, education	Deputy CEOs
energy, renewable energy	Deputy CEO
waste management	Deputy CEO
water management	Deputy CEO
economic performance	Chief Financial Officer
procurement practices	Operations Manager
supplier certification, sustainability assessment	Deputy CEO
customers and customer satisfaction	Deputy CEO
CSR	Marketing
product quality	Quality Manager
quality management	Quality Manager

In order to improve internal communication, the company set up an email address esg@protena.ro to handle complaints by employees and external partners alike. The ESG - Sustainability officer is the first to receive complaints and forward them to the appropriate manager. All responses should include a solution to the problem and, if necessary, there is consultation with senior management.





Our Team



CEO

Deputy CEO

Deputy CEO

CFO

COO

Quality Manager

Chief Accountant

Legal

Accountant

Financial Analyst

Engineer

Logistics

Backoffice

Consultant

Salesman

Marketing

Secretary

Production Operator

Bagging Operator

Scale Operator

Quality Control

Storekeeper

Operator Assistant

Shop

Bagging assistants

Security

Cleaning

Security Dog



Ethical operation

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



Protena is committed to fair, transparent and ethical operations. We take great care to ensure that all our operations comply with the highest ethical standards and legal requirements. There were no unethical or illegal incidents in 2025, just as the years before, no confirmed corruption incidents, no data breaches, no ethics notifications and no fines.

Protena's commitment to ethical business conduct is underpinned by two key documents: the Code of Ethics and Professional Conduct and the internal Code of Conduct. Together, these set out the behavioural standards and obligations that apply to all employees and business partners, guiding day-to-day activities while establishing clear corporate expectations across areas such as sustainability, data protection, anti-corruption, conflict of interest and social responsibility. To support compliance, Protena operates a whistleblowing system that allows employees to report policy violations safely and anonymously.

Code of ethics and professional conduct

The Code of Ethics and Professional Conduct is the company's fundamental operating document setting out the principles that apply to all our employees. The general principles of the Code of Ethics and Professional Conduct are built around integrity, fairness, transparency and responsible decision-making, which ensure that our company operates ethically. Our Code of Ethics and Professional Conduct covers the following:

1.

Sustainability, environment, health and quality: Protena is committed to minimising the environmental impact of its production and logistics operations, continuously improving energy efficiency and upholding the highest standards of health, quality and safety. Adherence to environmental and health protection principles is treated as a business priority.
2.

Data protection: Protena takes its obligations under data protection regulations seriously. The privacy of employees and business partners is respected at all times, and the company is committed to handling personal data responsibly and in full compliance with applicable legislation.

3.

Human rights: Protena respects human rights, equal opportunities and all relevant labour legislation. Every employee is entitled to fair treatment regardless of gender, age, religion or background. Discrimination and harassment in any form are firmly rejected, and equal opportunity is actively promoted across the organisation.
4.

Anti-corruption: Protena has a zero-tolerance approach to corruption in all its forms. Neither employees nor business partners may solicit or offer benefits, whether gifts, payments or other favours, in connection with business transactions. All decisions must be grounded in objective criteria and conducted with full integrity.
5.

Conflict of interest: Employees are required to declare any personal interest in business transactions that could conflict with the interests of the company. The Code reinforces the conflict of interest provisions set out in individual employment contracts and ensures alignment with applicable local legislation
6.

Whistleblowing system: the Code of Ethics and Professional Conduct provides employees with a safe and anonymous channel through which to report unethical behaviour or misconduct. The system is designed to protect whistleblowers and to ensure that all reported cases are handled with full discretion and in close cooperation with the legal department..
7.

Social responsibility: Protena views social responsibility as an integral part of how it does business. The Code includes clear guidelines for community engagement, sponsorship activities and sustainability initiatives, ensuring that the company's contribution to society is both meaningful and consistent with its broader values.



GDPR and data protection project

One of the company's most important strategic projects was the GDPR and data protection development initiative. Our company recognized that the protection of personal data is no longer merely a legal obligation, but also one of the most important foundations of corporate responsibility and partner trust. In light of the project's complexity and strategic importance, Protena appointed an external professional partner specialized in data protection and GDPR compliance for the development and supervision of the entire system. Acting as both a Data Protection Officer (DPO) service provider and data protection consultant, the partner supported the drafting of internal regulations, data processing procedures and compliance mechanisms.

During the project, entirely new data protection policies, procedures, and internal processes were developed. We established precise rules regarding the processing of personal data, data management procedures, the exercise of data subjects' rights and data security measures. Particular attention was devoted to ensuring that all data processing activities comply with the European Union's GDPR Regulation as well as Romanian data protection legislation.

One of the greatest advantages of the new system is that it significantly increases the company's data security and reduces the risk of data protection incidents and legal exposure. As part of the project, regulations governing access to data, deletion and rectification procedures, data transfer control mechanisms and secure document management procedures were introduced. The company also developed a separate data protection policy regarding the processing of employees' personal data, which comprehensively regulates the purpose, duration, and security conditions of data processing.

Through these measures, the company not only strengthens legal compliance, but also sends a clear message to its partners and employees that the protection of personal data is considered a matter of utmost importance.

Strengthening data subject rights and data security

As part of the GDPR developments, Protena also established a dedicated system to ensure the effective exercise of data subjects' rights. The new procedures allow employees, partners and other stakeholders to exercise their rights in a simple and transparent manner, including requesting access to their personal data, requesting rectification or deletion of such data, or requesting the restriction of data processing.

To support this, the company developed a detailed documentation and case-management system that enables faster, more accurate, and legally compliant data processing. Elevating data protection processes to a professional level not only ensures legal compliance, but also significantly strengthens the company's credibility and reputation in the eyes of partners, clients, and authorities.

The developments implemented and initiated in 2025 clearly demonstrate that Protena intends to operate as a modern, responsible company with a long-term vision. The new internal regulatory framework, transparent performance evaluation processes, a corporate culture built on the protection of human rights, and the professional GDPR and data protection project all contribute to creating a more stable, secure and efficient operational environment for the company.

These measures not only serve legal compliance purposes, but also significantly increase employee trust, reduce operational and legal risks and further strengthen Protena's professional credibility and market reputation. The developments implemented and initiated in 2025 therefore provide a strong foundation for the company's sustainable growth and future development in the long term.





Economic performance

Protena continued to demonstrate steady financial growth in 2025, with total economic value generated reaching €65,262,861, a year-on-year increase from €64,505,572 in 2024 and €59,092,500 in 2023, reflecting consistent upward momentum over the three-year period.

	Unit of measurement	2023	2024	2025
Generated economic value	Euro	59 092 500	64 505 572	65 262 861





Quality management

(GRI 416-1, 416-2)

The quality management system of Protena is designed to meet the highest industry standards, ensuring continuous improvement and the production of the highest quality products.

In 2025 we did not receive any fines, a result of adhering to strict quality management principle.



Certificates

ISO 9001

A quality management certificate proving that our company meets the quality standards set by the International Organisation for Standardization.

Validity: **08.04.2029**

ISO 22000

Food safety certificate. This certification is the adoption of an international food safety standard, one of the most widely known and used standards globally. By applying this standard our company guarantees the safety of the food produced and the most effective management of potential risks.

Validity: **08.04.2029**

ISO 14001

Environmental management certificate. The recognised international standard for the implementation and maintenance of environmental management systems. This certification demonstrates our commitment to continuous improvement and reduction of environmental impacts.

Validity: **08.04.2029**

HACCP (included in ISO22000)

A food safety system based on incident prevention. The HACCP certification provides a systematic method for analysing food-related processes, identifying potential risks and identifying the critical control points needed to prevent unsafe food from reaching consumers.

Validity: **08.04.2029**

RINA

An internationally recognised certificate for quality and sustainability systems that certifies that the company complies with relevant industry standards and environmental regulations.

Validity: **09.07.2026**

Renewal audit in progress

These standards confirm that our processes are controlled, risks are managed systematically, and environmental responsibility is integrated into daily operations.

Through rigorous controls, modern technologies, and carefully implemented procedures, we ensure safe, efficient feed solutions that support animal health and farm performance.



External Audits and Compliance

Protena undergoes a comprehensive programme of external audits each year, covering financial, quality, environmental and operational compliance. These audits provide an independent assessment of the company's performance against regulatory requirements and industry standards, and reflect Protena's ongoing commitment to transparency and accountability.

The annual audit programme includes:

- **Financial audit:** conducted in two phases — at the close of the first half of the financial year and at year-end.
- **Quality assurance audit:** all three of Protena's ISO certificates are subject to annual audit, totalling 16 hours of assessment per year.
- **Antibiotic-free feed audit:** a dedicated annual audit of 12 hours ensuring compliance with antibiotic-free production standards.
- **Environmental audit:** annual review of compliance with all applicable environmental requirements.

In addition to these, Protena carries out continuous internal audits covering quality, animal health, environmental performance and occupational safety. Taken together, this multilayered approach to auditing ensures that operations consistently meet the highest standards of quality, safety and regulatory compliance.

Quality Department contributes to the company's sustainability objectives by ensuring the highest standards of quality, safety, and traceability throughout the supply chain. Our activities focus on the rigorous assessment and monitoring of raw materials, with particular attention to the origin of cereals and feed additives, supplier performance, and compliance with applicable quality, food safety, and sustainability requirements.

Through a robust supplier selection, evaluation, and monitoring process, we promote transparency, responsible sourcing, and adherence to internationally recognized standards. We also continuously assess supply chain-related risks, supporting operational resilience and reinforcing a preventive and responsible management approach.

Continuous monitoring, laboratory testing, and quality controls carried out by our specialists ensure that finished products consistently meet stringent quality and safety requirements. By strengthening traceability systems, we enhance the monitoring of raw materials and products throughout the production process, increasing transparency and improving risk management capabilities.

"In 2025, we continued to strengthen collaboration with our suppliers and business partners by integrating sustainability criteria into our quality management processes and supplier requirements. Through continuous improvement initiatives, systematic analysis of non-conformities, and process optimization, we contribute to greater operational efficiency and the responsible use of resources."

Through its activities, the Quality Department supports not only operational excellence but also the achievement of the company's sustainability goals by promoting a responsible supply chain, ethical and transparent business practices, and a culture focused on performance, accountability, and long-term sustainable development."

Dorin RUS ,
Quality Director





Local economic development, sustainable procurement practices

Protena's procurement approach is built on a clear set of principles: sustainability, transparency and economic responsibility. By aligning sourcing decisions with our broader ESG commitments, we work to minimise environmental impact across the supply chain while supporting local communities and ensuring long-term operational efficiency.

A fundamental aspect of our sourcing policy is our commitment to responsible raw material procurement. Protena does not purchase soy grown in areas affected by deforestation, ensuring that our supply chain does not contribute to environmental degradation.

Our procurement policy, introduced in 2024 and reviewed annually, sets out a clear framework governing all purchasing activity. The policy applies to all categories of products and services and is guided by the following core principles:

Transparency: relevant procurement information is documented and accessible throughout the process.

Economic efficiency: financial resources are used responsibly and with a focus on long-term value.

Competitiveness: supplier selection is based on objective criteria and fair competition.

Legality: all procurement activity complies fully with applicable laws and regulations.

Sustainability: responsible sourcing practices are prioritised, with a focus on minimising environmental impact and improving social conditions.

ESG criteria: environmental, social and governance considerations are integrated into every procurement decision.

Our Purchasing department prepares a quarterly procurement plan covering all required product and service categories. Quality, value for money, sustainability and delivery performance are assessed at each stage of the process. Supplier relationships are evaluated annually through structured questionnaires, led by our operations manager in collaboration with the procurement team, to identify and address any emerging risks or underperformance in a timely manner.



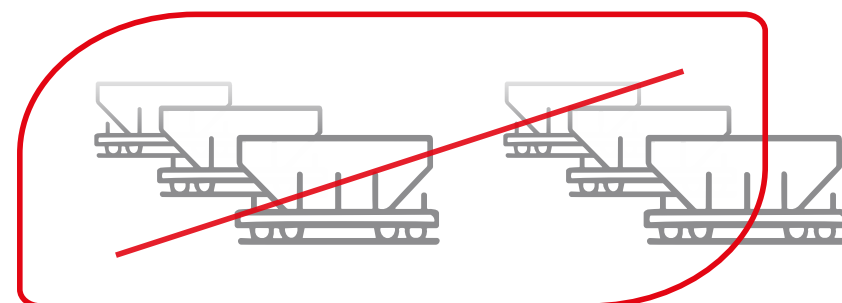


Local Sourcing and Sustainable Logistics

Local sourcing is one of the cornerstones of Protena's procurement strategy. Approximately **90% of our suppliers are Romanian partners, and 100% of the grain used in our feed production is sourced domestically**. This regional approach directly supports local agricultural producers while reducing transportation distances and lowering the overall carbon footprint of our supply chain.

In 2025, wheat and corn together accounted for 64% of the raw materials used in feed production. During the year, Protena utilised 72,128,897 kg of wheat and 44,979,640 kg of corn, more than 117 million kilograms of grain-based inputs in total.

These materials were supplied directly from grain silos located immediately adjacent to our production facility, connected via a dedicated closed conveyor belt system developed specifically for our operations. This solution enables the transfer of grain without the need for road freight, delivering both environmental and operational benefits.



To put this into perspective: given that a standard freight truck carries approximately 24,000 kg of grain, the conveyor system effectively eliminated an estimated 4,880 truck deliveries in 2025 alone. That is the equivalent of a continuous convoy of trucks stretching over 100 kilometres, removed entirely from Romania's roads.

This reduction in road transport translated into significant, measurable environmental benefits. Fewer truck journeys mean substantially lower fuel consumption and a meaningful decrease in greenhouse gas emissions, most notably CO₂, as well as reduced levels of air pollutants such as nitrogen oxides and particulate matter that directly affect local air quality and public health. Beyond emissions, the elimination of nearly 5,000 heavy vehicle movements eased traffic congestion on local road networks, reduced wear and tear on public infrastructure, and lowered noise pollution levels in the surrounding communities.

Taken together, these effects illustrate how a single operational decision, investing in conveyor infrastructure, can generate environmental and social value that extends far beyond the factory gate.

Beyond its environmental advantages, localised sourcing strengthens supply security, improves raw material traceability and deepens long-term partnerships with regional producers and economic stakeholders.

The Biological and Agronomic Case for Local Grain Sourcing

Sourcing grain exclusively from Romanian producers is not only a logistical and economic choice, it carries significant biological and agronomic advantages as well. Locally grown wheat and corn are cultivated in climate and soil conditions that are naturally suited to the region, meaning the crops are better adapted to local pest pressures, disease profiles and seasonal weather patterns. This reduces the need for intensive chemical interventions during cultivation, supporting healthier soils and more balanced local ecosystems.

Procuring grain from nearby sources also shortens the time between harvest and processing, preserving nutritional integrity and reducing the risk of mycotoxin development which is a critical consideration in feed production, where raw material quality has a direct impact on animal health and performance. Furthermore, using regionally produced grain helps maintain agrobiodiversity and supports crop rotation practices among local farmers, which are essential for long-term soil fertility and the resilience of agricultural land.

In this way, Protena's sourcing model does not merely reflect a preference for local partnership, it actively reinforces a more sustainable, biologically sound food and feed production system in the region.

Beyond its environmental and agronomic benefits, Protena's local sourcing model also generates meaningful social value for the communities surrounding our production facility. By prioritising partnerships with regional grain producers and maintaining close, ongoing logistics operations near the plant, our procurement strategy supports employment opportunities for residents of the small villages neighbouring the company, whether directly through roles connected to our operations or indirectly through the broader local agricultural and logistics ecosystem.

The grain silo facility adjacent to our plant, and the conveyor system connecting it to our production line, also sustains jobs for the workers who manage grain storage, handling, and quality control at the silo itself. In this way, Protena's commitment to local sourcing extends beyond economic and environmental considerations, it also contributes to local employment and the social fabric of the communities in which we operate.

Taken together, these practices reflect Protena's commitment to responsible operations reducing our environmental footprint while actively contributing to the strength and resilience of the local economy.



Glossary



Expression	English Meaning	Romanian Meaning
CEO	Chief Executive Officer	Director General
CFO	Chief Financial Officer	Director Financiar
CSR	Corporate Social Responsibility	Responsabilitate Socială Corporativă
EBITDA	Earnings Before Interest, Taxes, De- preciation and Amortization	Venituri înainte de dobânzi, taxe, depreciere și amortizare
ESG	Environmental, Social, and Governance	Mediu, Social și Guvernanță
EU	European Union	Uniunea Europeană
GDPR	General Data Protection Regulation	Regulamentul General privind Protecția Datelor
GHG	Green House Gases	Gaze cu Efect de Seră
GHG Protocol	Greenhouse Gas Protocol	Protocolul Gazelor cu Efect de Seră
GRI	Global Reporting Initiative	Inițiativa Globală de Raportare
GWP	Global Warming Potential	Potențialul de Încălzire Globală
HACCP	Hazard Analysis and Critical Control Points	Analiza Pericolelor și P unctele Critice de Control
HAP	Hazardous Air Pollutants	Poluanți Aerieni Periculoși
IFS	The International Featured Standard	Alimentare
ISO	International Organization for Standardization	Organizația Internațională pentru Standardizare
ISO 14001	Environmental Management System Standard	Standardul pentru Sistemul de Management al Mediului
ISO 22000	Food Safety Management System Standard	Standardul pentru Sistemul de Management al Siguranței Alimentare
ISO 9001	Quality Management System Standard	Standardul pentru Sistemul de Management al Calității
LPG	Liquefied Petroleum Gases	Poluanți Aerieni Periculoși

Expression	English Meaning	Romanian Meaning
MSCI	Morgan Stanley Capital International	Morgan Stanley Capital International
MWh	Megawatt Hour	Megawatt - oră
NMVOC	Non-Methane Volatile Organic Compound	Compuși Organici Volatili Ne-Metanici
OC	Organisational and Operational Rules	Reguli Organizaționale și Operaționale
POP	Persistent Organic Pollutants	Poluanți Organici Persistenți
PM	Particulate Matter	Materie în suspensie
RINA	Registro Italiano Navale, Antibiotic- Free Certification	Organism de Certificare Internațională, Certificare Fără Antibiotice
Scope 1	Direct emissions generated on the company's sites, such as the combustion of natural gas, emissions from manufacturing processes, and fuel use in vehicles.	Emisii directe generate pe site-urile companiei, cum ar fi arderea gazului natural, emisiile din procesele de fabricație și utilizarea combustibilului în vehicule.
Scope 2	Indirect emissions linked to the energy sources used, such as purchased electricity, district heating, and steam consumption.	Emisii indirecte legate de sursele de energie utilizate, cum ar fi electricitatea cumpărată, încălzirea centralizată și consumul de abur.
Scope 3	Indirect emissions (upstream and downstream) outside the company's direct control, like the treatment of waste, use of public transport by employees, or emissions from product transport.	Emisii indirecte (upstream și downstream) care sunt în afacerea directă a companiei, cum ar fi tratamentul deșeurilor, utilizarea transportului public de către angajați sau emisiile din transportul produselor vândute.e.
SDG	Sustainable Development Goals	Obiectivele de Dezvoltare Durabilă
UNITED NATIONS	United Nations	Organizația Națiunilor Unite



GRI Content Index

Statement of use Protena SRL has reported the information cited in this GRI content index for the period 1 January 2025 to 31 December 2025 with reference to the GRI Standards.

GRI 1 used GRI 1: Foundation 2021

Applicable GRI Sector Standard(s) None. At the time of reporting, no GRI Sector Standard applicable to Protena's activities (manufacture of compound animal feed) had been published.

GRI Standard	Disclosure	Chapter	Page number	Direct answer / Omission explanation
General disclosures				
GRI 2:General Disclosures 2021	2-1 Organisational details	About our report	5	
	2-2 Entities included in the organisation's sustainability reporting	About our report	5	
	2-3 Reporting period, frequency and contact point	About our report	2	
	2-4 Restatements of information	About the report		No restatements occurred in 2025.
	2-5 External assurance	About our report	5	Our report has not been externally assured.
	2-6 Activities, value chain and other business relationships	About Protena / Activities, value chain, business policy	6,10,11	
	2-7 Employees	Employment	33	
	2-8 Workers who are not employees	Employment	33	
	2-9 Governance structure and composition and composition	About Protena / Corporate governance	6	



GRI Standard	Disclosure	Chapter	Page number	Direct answer / Omission explanation
	2-10 Nomination and selection of the highest governance body	About Protena / Corporate governance	6	
	2-11 Chair of the highest governance body	Corporate governance		
	2-12 Role of the highest governance body in overseeing the management of impacts	About Protena / Corporate governance	5	
	2-13 Delegation, of responsibility for managing impacts	Corporate governance		
	2-14 Role of the highest governance body in sustainability reporting	About our report	5	
	2-15 Conflicts of interest	Ethical operation	41	
	2-16 Communication of critical concerns	Ethical operation	41	
	2-17 Collective knowledge of the highest governance body	Activities, value chain, business policy Sustainability strategy and commitments Introduction Corporate governance	16,23	
	2-18 Evaluation of the performance of the highest governance body	Corporate governance		
	2-19 Remuneration policies	HR strategy and workforce management Employment	31,33	
	2-20 Process determining remuneration	HR strategy and workforce management Employment	31,33	
	2-21 Annual total compensation ratio			Our Group considers it a trade secret.
Strategies, policies, practices				
	2-22 Statement on sustainable development strategy	A Letter to the Reader Sustainability strategy	4,5,16	



GRI Standard	Disclosure	Chapter	Page number	Direct answer / Omission explanation
	2-23 Policy commitments	Corporate governance Human rights and ethical operation	41	
	2-24 Embedding policy commitments	Sustainability strategy and commitments Introduction Corporate governance Ethical operation	16,23,14	
	2-25 Processes to remediate negative impacts	Ethical operation	41	
	2-26 Mechanisms for seeking advice and raising concerns	Ethical operation	41	
	2-27 Compliance with laws and regulations	Ethical operation	41	
	2-28 Membership associations	Ethical operation	15	
Stakeholder involvement				
	2-29 Approach to stakeholder involvement	Stakeholders	22	
	2-30 Collective bargaining agreements	Employment	33	
Material topics				
GRI 3: Material topics 2021	3-1 Process to determine material topics	Materiality assessment	22	
	3-2 List of material topics	Material topics	22	
Energy				
GRI 3: Material topics 2021	3-3 Management of material topics	Energy consumption	22	



GRI Standard	Disclosure	Chapter	Page number	Direct answer / Omission explanation
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	Introduction Energy consumption Renewable energy and innovation	24	
	302-2 Energy consumption outside of the organisation		24	This data point will be disclosed in more detail in a subsequent report
	302-3 Energy intensity	Energy consumption	24	
	302-4 Reduction of energy consumption		24	This data point will be disclosed in more detail in a subsequent report
	302-5 Reductions in energy requirements of products and services		16,23,24	This data point will be disclosed in more detail in a subsequent report
Emissions				
GRI 3: Material topics 2021	3-3 Management of material topics	Emissions		
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Emissions	26	
	305-2 Energy Indirect (Scope 2) GHG emissions	Emissions	26	
	305-3 Other indirect (Scope 3) GHG emissions		26	No GRI 305-3 Scope 3 emissions calculations have been prepared for our report. The results of the Scope 3 measurements and calculations will be published in a later report.
	305-4 GHG emissions intensity	Emissions	26	
	305-5 Reduction of GHG emissions	Emissions	26	
	305-6 Reduction of GHG emissions	Emissions	26	
	305-7 Reduction of GHG emissions	Emissions	26	



GRI Standard	Disclosure	Chapter	Page number	Direct answer / Omission explanation
Waste				
GRI 3: Material topics 2021	3-3 Management of material topics	Waste management		
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste management	28	
	306-2 Management of significant waste-related impacts	Waste management	28	
	306-3 Waste generated	Waste management	28	
	306-4 Waste diverted from disposal	Waste management	28	
	306-5 Waste directed to disposal	Waste management	28	
Renewable energyand innovation				
GRI 3: Material topics 2021	3-3 Management of material topics	Renewable energy and innovation		
	Own disclosure	Renewable energy and innovation		
HR strategy HR and workforce management				
GRI 3: Material topics 2021	3-3 Addressing the material topics	HR strategy HR and workforce management		
	Own disclosure	HR strategy HR and workforce management		
Employment				
GRI 3: Material topics 2021	3-3 Management of material topics	Employment		
GRI 405: Diversity and equal opportunity 2016	405-1 Diversity of governance bodies and employees	Employment	33	
	405-2 Ratio of basic salary and remuneration of women to men			We offer a competitive benefits package for our employees, with no gender pay differentiation.



GRI Standard	Disclosure	Chapter	Page number	Direct answer / Omission explanation
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	HR strategy and workforce management Employment	33	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	HR strategy and workforce management Employment	31,33	
	401-3 Parental leave	Employment	31,33,36	
Training and education				
GRI 3: Material topics 2021	3-3 Management of material topics	Training and education		
GRI 404: Training and education 2016	404-1 Average hours of training per year per employee	HR strategy and workforce management Training and education	35	404-1 A comprehensive tracking and recording of training hours data and indicators is presented in our report for 2025.
	404-2 Programs for upgrading employee skills and transition assistance programs	HR strategy and workforce management Training and education	31,35	
	404-3 Percentage of employees receiving regular performance and career development reviews	HR strategy and workforce management Training and education		404-3 Comprehensive tracking and recording of data and indicators on training hours will be presented in our 2025 report.
Local economic development / Social responsibility				
GRI 3: Material topics 2021	3-3 Management of material topics	Local economic development/ Social responsibility		
GRI 413: Local communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Training and education Local economic development/ Social responsibility		
	413-2 Operations with significant actual and potential negative impacts on local communities	Local economic development / Social responsibility		No potential negative impacts under GRI 413-2 have been identified.



GRI Standard	Disclosure	Chapter	Page number	Direct answer / Omission explanation
Corporate governance				
GRI 3: Material topics 2021	3-3 Management of material topics	Corporate governance		
	Own disclosure	Corporate governance		
Ethical operation				
GRI 3: Material topics 2021	3-3 Addressing the material topics	Ethical operation		
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Ethical operation	41	
	205-2 Communication and training about anti-corruption policies and procedures	Ethical operation	41	
	205-3 Confirmed incidents of corruption and actions taken	Ethical operation	41	
GRI 406: Non- discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Ethical operation		
GRI 418: Customer privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Ethical operation		
Economic performance				
GRI 3: Material topics 2021	3-3 Management of material topics	Economic performance		
GRI 201: Economic performance 2016	201-1 Direct economic value generated and distributed	Economic performance	13	We consider distributed economic value as confidential business information
	201-2 Financial implications and other risks and opportunities due to climate change	Megatrends		
	201-3 Defined benefit plan obligations and other retirement plans			Our company has no such obligation.
	201-4 Financial assistance received from government	Economic performance		



GRI Standard	Disclosure	Chapter	Page number	Direct answer / Omission explanation
Quality management				
3-3 Management of material topics	Quality management	Quality management		
Occupational health and safety				
GRI 403: Occupational health and safety 2018	403-1 Occupational health and safety management system	Employment	33	
	403-2 Hazard identification, risk assessment, and incident investigation		33	This data point will be disclosed in more detail in a subsequent report
	403-3 Occupational health services		33	This data point will be disclosed in more detail in a subsequent report
	403-4 Worker participation, consultation and communication occupational health and safety			This data point will be disclosed in more detail in a subsequent report
	403-5 Worker training on occupational health and safety	Training and education		
	403-6 Promotion of worker health			This data point will be disclosed in more detail in a subsequent report
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships			This data point will be disclosed in more detail in a subsequent report
	403-8 Workers covered by an occupational health and safety management system		33	This data point will be disclosed in more detail in a subsequent report
	403-9 Work-related injuries	Employment	33	
	403-10 Work-related ill health		33	This data point will be disclosed in more detail in a subsequent report



GRI Standard	Disclosure	Chapter	Page number	Direct answer / Omission explanation
Procurement practices				
GRI 3: Material topics 2021	3-3 Management of material topics	Procurement practices		
GRI 203: Indirect economic impacts 2016	203-1 Infrastructure investments and services supported	Procurement practices		
	203-2 Significant indirect economic impacts	Procurement practices	11	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Procurement practices		
	414-2 Negative social impacts in the supply chain and actions taken	Procurement practices		
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Procurement practices		





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