



Transilvania Investments

SOCIAL RESPONSIBILITY POLICY

Company presentation

Transilvania Investments Alliance is an Alternative Investment Fund Manager (A.I.F.M.) and a Retail Investor Alternative Investment Fund (R.I.A.I.F.), of closed-end type, diversified, set up as an investment company, self-managed, authorized by the F.S.A.

The Company manages an investment portfolio which has a main exposure on the Romanian capital market, mainly on listed shares of companies from Banks, Travel and Leisure, Real-Estate and Energy sectors. The Company also invests in units issued by UCITS, units/shares of alternative investment funds, in non-listed securities and money market instruments.

Transilvania Investments Alliance is managed in a two-tier management system by an Executive Board which carries out its activity under the control of the Supervisory Board.

The shares issued by the Company are traded on the Bucharest Stock Exchange, Main segment, Premium category, under TRANSI symbol. TRANSI shares are held by natural and legal persons, both resident and non-resident.

Social responsibility policy

The Social Responsibility Policy of Transilvania Investments Alliance is based on the principle of coherence between social programs, business attitude and attitude towards shareholders and employees as well as towards the environment, in the context of ensuring the sustainable development of the Company and of the community in which it carries out its activity.

The Company is committed to ensuring that any activity it carries out is conducted in an ethical manner, based on best corporate governance practices.

The coordinates regarding the practice of social responsibility at Transilvania Investments Alliance level mainly aim at the following:

1. Social responsibility in relation to the business and business attitude

The social responsibility towards the activity carried out is mainly comprised of the following:

- Supporting, through the investment programs promoted via portfolio companies, partnerships with local and business communities (public - private partnerships);

Pag. 1/4

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CUJ/CIF: RO 3047687
R.C. J08/3306/1992

Autorizată A.F.I.A.:
Autorizație ASF nr. 40/15.02.2018

Autorizată F.I.A.I.R.:
Autorizație ASF nr. 150/09.07.2021

Cod LEI (Legal Entity Identifier):
254900E2IL36VM93H128

Capital social:
216 244 379,70 lei

Nr. Registru ASF:
PJR071AFIAA/080005

Nr. Registru ASF:
PJR09FAIR/080006

IBAN B.C.R. Braşov:
RO08 RNCB 0053 0085 8144 0001

Societate administrată în sistem dualist

- supporting the economy by promoting sustainable investment programs via portfolio companies (for instance, in the travel and leisure sector, by carrying on public offers and use of the financing facilities offered by means of the capital market mechanisms and institutions;
- supporting portfolio companies, from an investment point of view, which leads to the creation of jobs.

Regarding business attitude, the Company's management and employees comply with the ethical and behavioral guidelines and rules adopted by the Company. They carry out their activity responsibly and honestly, in the spirit of respect for the dignity and reputation of their profession, being unable to engage in practices that could harm the image and the interests of the Company and shareholders. In its activity, the Company keeps its independence from any political influence and does not use the Company's name in order to promote political interests.

2. Social responsibility towards shareholders

Transilvania Investments mission is to increase the value of the managed assets through the entire range of instruments provided for by the legislation applicable to the capital market and to implement a balanced policy for the remuneration of the Company's shareholders.

The investment objective of Transilvania Investments is the maximization of the aggregate returns achieved by the current and potential investors through the investments performed by the Company, in compliance with the legislation and the Company's own regulations in force. In this respect, Transilvania Investments permanently pursues the significant increase of the quality of the asset portfolio managed and implicitly of its market value.

The Company's strategy on the remuneration of its shareholders focuses on the implementation of a balanced remuneration policy aimed at both direct remuneration (dividend gain) and indirect remuneration (capital gain resulted from the reduction of the trading discount).

Transilvania Investments Alliance places particular emphasis on the protection of investors' interests and rights, and in the event that violations are claimed, the Company undertakes to do all the diligence to settle complaints quickly and efficiently, and investors to be treated in a professional manner, fair and non-discriminatory.

At the same time, the Company meets its obligations of transparency and of keeping its shareholders and investors updated by publishing current and periodical reports regarding the Company's activity, on the Bucharest Stock Exchange website www.bvb.ro and the Company's website www.transilvaniainvestments.ro.

3. Social responsibility towards employees

The Company's most important resource is its employees, the accomplishment of that Company's objectives being an expression of their commitment, expertise and professionalism.

Corporate responsibility to employees implies offering a proper working environment, personal and professional development opportunities, maintaining a permanent dialog with them in order to improve processes and increase the Company's performance level.

The commitments undertaken by Transilvania Investments Alliance in this respect aim to:

- ensure the participation of all employees to professional training and development programs;
- encourage innovative activities for the growth of competitiveness by working in inter-departmental teams;
- promote project management as well as performance-based management;
- respect the human dignity of each employee, as well as all the rights arising from this quality;
- avoid the use of coerced labor, child labor, as well as to protect maternity at the workplace;
- create a positive, dynamic, open, collaborative and communicative working environment, in which employees can capitalize on their experience and potential, can develop and evolve professionally;
- ensure the rigorous enforcement of the law, so that work relations unfold fairly and equitably, follow the principle of equality of treatment and of chances, without discrimination of any way;
- implement a consistent occupational health and security policy, in order to create a safe, healthy and clean working environment, without accident or occupational illness hazards;

4. Responsibility towards the environment

The coordinates of the social responsibility policy of Transilvania Investments Alliance regarding the environment are the following: efficient use of resources, reduction of waste and pollution, waste separation and recycling, use of sustainable and natural resources, water and electricity economy, use of non-polluting technologies, thermal efficiency of buildings, enforcement of environmental standards.

5. Responsibility towards the community

By promoting the principles of a company that is responsible in relation to the community, Transilvania Investments Alliance is involved in community life by acts of sponsorship and patronage, by humanitarian financial aid, as well as by participation, as partners, to various social programs carried out by the community.

The priority fields in which the company has chosen to get involved are: education, health and social care, sport, culture, environment and humanitarian actions.

The entities interested in obtaining sponsorship contributions from Transilvania Investments Alliance must meet the conditions provided by the sponsorship law and to submit an application, accompanied by the following documents: Articles of Incorporation of the association/foundation, certificate of registration in the special register of the legal entity without patrimonial purpose, Court decision establishing the association/foundation, tax registration certificate, confirmation of bank account opened in the name of the association/foundation, ANAF decision regarding registration in the register of religious entities/units for which tax deductions are granted. The Company may request additional documents on a case-by-case basis.

Detailed information on social responsibility at the Transilvania Investments Alliance level can be found in the Annual Sustainability Reports, which are available on the Company's website www.transilvaniainvestments.ro.