

SOCIAL RESPONSIBILITY POLICY

For TRANSFOND S.A., given the specifics of its core business, whose growth may be influenced decisively especially through the general social and economic development, the social responsibility represents a natural concern. CSR (Corporate Social responsibility) is a concept referring to the contribution that the companies must have to the development of the modern society.

The CSR policy of TRANSFOND S.A. is governed by the following principles:

- the voluntary, transparent and credible character of the social responsibility activities;
- the identification of areas in which the actions bring added value;
- the balance between the actions developed in the economic, social and environmental fields and those related to the interests of the clients, partners and providers;
- compliance with the international agreements and instruments (especially these of the International Labour Organization - OIM/ILO and of the Organization for Cooperation and Economic Development - OECD).

Therefore, the company conducts aid activities mainly in the field of social solidarity, financial education, development of the medical act quality, as well as in the cultural field.

To be a socially responsible company means not only fulfilling the legal obligations applicable in the respective activity field, but also continuing the actions undertaken, by investing more in the human capital, in the environment and in the relationships with the interested groups - suppliers, partners, clients. The experience with the investments made in environmental responsible technologies and business and management practices that have gone beyond the simple compliance with the laws, have proved that they increase the competitiveness and have a direct impact on the company's productivity.

Consistent with the principle of applying a responsible management in fulfilling the undertaken mission, TRANSFOND S.A. is aware of the importance of the fact that sometimes, a financial support for a noble cause or for an important purpose is vital and that is why the initiated social responsibility programs and projects (CSR) are actively involved in the life of the community, proving its "good citizen" status.

TRANSFOND S.A. is involved in the life of the community both by its sponsorship actions and humanitarian financial aids, as well as by the corporate social responsibility projects, from the company establishment until presently.

Therefore, the main focus points of TRANSFOND S.A.'s CSR policy are:

- **Social solidarity** – TRANSFOND S.A. constantly supports the activity of two orphanages, by the company's actions as well as by the voluntary actions of the employees, for the insurance of a decent living, as well as for their education through effective activities, specific to childhood.
- **Financial education** – TRANSFOND S.A. continuously supports the elaboration and publication of financial education material for children, as well as university level materials.
- **Medical act** - TRANSFOND S.A. constantly supports the non-governmental organizations that have the purpose to improve children dedicated hospital sections. In addition, aid actions for medical institutions caring for human victims following tragic events are carried out due to the employees' voluntary actions.
- **Culture** - From its establishment, TRANSFOND S.A. has supported and still supports the restauration and consolidation of historical and religious monuments, the development of cultural and artistic activities (especially theatre and music), as well as the publishing of scientific papers in different areas.

By all the objectives proposed in relation to the corporate social responsibility, as well as by volunteering, sponsorship and donation actions, TRANSFOND S.A. ethically undertakes and contributes, by transparent and responsible business practices, to sustainable economic development and to social cohesion, improving, at the same time, both life quality of its employees and their families as well as of the local communities and of the society where it develops its activity.