

MOZAIC

Smithfield România®

RESPONSIBILITY | OPERATIONAL EXCELLENCE | INNOVATION

20

MOZAIC
Smithfield România
December 2020

NEWS

Comtim Brand, Now on Facebook, Instagram and Youtube!

OUR BRANDS

A New Range of Comtim Products

COMMUNITY OUTREACH

Smithfield România Supports the Frontline in SARS-Cov-2 Fight!



Steak House
comtim
Din tradiția familiei tale

100% DELICIOUS
100% FRESH
100% ROMANIAN
0% COMPROMISES

Just 10 minutes in the oven

Happy Holidays!

Preparate cu Semnătură
CROPS DE PUI
SCARLETA NARINATA DE PUIR
comtim
Din tradiția familiei tale

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Goran Panici
General Manager
Smithfield România

DEAR ALL,

We have reached the end of a year that perhaps we all wanted to end as soon as possible. We are eager and optimistic to start a new year, and a new stage in our personal and professional life.

It has been a difficult year, which has highlighted our remarkable ability to adapt, our human qualities and our compassion to do as much good as possible. We've overcome the challenges and I think we've gotten better, and more empathic, managing to professionally synchronize as a real team delivering excellence.

I want to thank you all for your contribution that made the difference and I continue to believe that together we will overcome any obstacle. For a prepared and united team in dealing with 2021, nothing is impossible! We are ready to start a new year and we are grateful to spend the approaching winter holidays with our loved ones. Some would often say it is almost a duty to be optimistic and to look confidently towards the future, especially around the holidays. I appreciate your dedication and sustained efforts made so far, because now we have every reason to be confident. Precisely for this reason, I want us to continue to remain responsible during the holidays as well. Prudence in these difficult times will protect us and our families, in order to truly have "Happy Holidays"!

***Happy New Year and much health to you all!
Hoping for a better year!***

// IT IS IMPORTANT TO ADAPT AND LOOK FOR INNOVATIVE SOLUTIONS. //

Goran Panici

General Manager

Smithfield România®

DO YOU HAVE A PASSION FOR WHICH YOU CURRENTLY DON'T HAVE ENOUGH TIME?

Yes, music. Since childhood I learned to play the guitar and other string instruments, both solo and in various musical orchestras. Of course, everything at the level of musical amateurism. On the one hand, music gives you complete inner peace and the freedom to be creative. It's a very good remedy against stress. On the other hand, satisfaction is even greater when you are part of creating musical harmonies in an orchestra. At the same time, this activity also gives you the chance to meet new people, be part of something new and travel. I urge anyone who has the chance to initiate their children into music, to do so with confidence.

IF YOU WERE A MINISTER, WHAT MINISTRY WOULD YOU CHOOSE AND WHY?

If I had the opportunity to positively influence a particular area in our country,

I would choose education. A well-educated people can secure its own survival, independence, and progress. "The purpose of education should be to prepare people who act and think independently and who, at the same time, see in community service the ultimate achievement of their lives" – Albert Einstein.

IF YOU COULD SOLVE A SINGLE PROBLEM OF TODAY'S WORLD, WHAT WOULD IT BE AND WHY?

Pollution is humanity's biggest problem today. It is itself the trigger for global warming, wars, diseases, or other stigmas of the man. Its effects extend to all people for an indefinite time, wherever they are. Pollution is much worse in developing countries compared to developed countries because they lack the funds to fight it.

It is important and necessary to continue to engage in prevention and awareness programs, and to allocate resources to combat and minimize the environmental impact of pollution.

IF YOU COULD INVITE SOMEONE TO DINNER, WHO WOULD YOU CHOOSE AND WHY?

Elon Musk. He is an example of "out of the box" thinking, innovation and

determination, through which he generated a significant change in the future of mankind. I think his biography offers many life lessons that can be useful to all of us.

DO YOU CONSIDER THAT THERE MAY BE BENEFICIAL EFFECTS OF THE PANDEMIC?

No, I don't think we can ever say that a plague can have beneficial effects. Instead, this could lead to improved processes through application of crisis management and more balanced long-term thinking. It is absolutely necessary to adapt and look for innovative solutions in these difficult and different times.

WHAT RECOMMENDATIONS AND GOOD THOUGHTS DO YOU WANT TO SHARE WITH YOUR CO-WORKERS ON THE WINTER HOLIDAYS, IN THE CURRENT CONTEXT?

I wish you all to stay healthy, enjoy these holidays with your loved ones and weigh all the decisions on how you will spend your time by eliminating the risk of being exposed to the Sars-CoV-2 virus.

Happy and peaceful holidays!

// FOOD WASTE IS A PROBLEM WE CAN ALL FIX TOGETHER! //

Dana

Brindescu-Iovanov

General Manager

Fresh Meat Division

DO YOU HAVE A PASSION FOR WHICH YOU CURRENTLY DON'T HAVE ENOUGH TIME?

I would prefer not to think about the somewhat quantitative approach to time, although it is the problem of anyone in the century of speed. I like to look at the value of the time spent with my loved ones, doing the things that bring us closer together and give us a good mood. I think this is the most important passion. But I would love for the "times" in which we live to change a little for the better and allow me to resume my passion – that of traveling...

IF YOU WERE A MINISTER, WHAT MINISTRY WOULD YOU CHOOSE AND WHY?

It's a little hard to choose. I believe that two major problems of our society are generated by the current difficult situation of Health and Education. However, I would choose the Ministry of Health because this area could benefit from a business approach similar to that of the private sector.

IF YOU COULD SOLVE A SINGLE PROBLEM OF TODAY'S WORLD, WHAT WOULD IT BE AND WHY?

I can strongly say that food waste is a problem we can all fix together, and that I have always been very aware of this in both my personal and professional life. In the European Union it is estimated that around 20% of food produced is wasted, but at the same time more than

30 million people cannot afford a quality meal every day. Our approach as a company with an integrated circuit, from "Farm to Fork", is an important pawn in eliminating food losses during production processes. And the fact that every year we can participate in programs like "Food for Souls" makes me very happy. However, I would like us all to be aware that 40% of food waste happens on store shelves and in everyone's home, so I urge everyone to also buy the 1-day shelf products. And anytime they can donate to a food bank, they should do it!

IF YOU COULD INVITE SOMEONE TO DINNER, WHO WOULD YOU CHOOSE AND WHY?

I really wish this could happen sooner than ever! I think we all miss a real party with the people we truly value and I'm

sure that this time will come back, too. Maybe this is also a lesson that helps us put into perspective who are the people that matter and we miss the most.

DO YOU CONSIDER THAT THERE MAY BE BENEFICIAL EFFECTS OF THE PANDEMIC?

It's hard to say that there can be beneficial effects in the true sense of the phrase, but the world adapts to any negative situations, and finds new ways to combat them in the future. From any challenge,

we come out stronger and more prepared to face the next ones.

WHAT RECOMMENDATIONS AND GOOD THOUGHTS DO YOU WANT TO SHARE WITH YOUR CO-WORKERS ON THE WINTER HOLIDAYS, IN THE CURRENT CONTEXT?

First of all, I want to say that we all carry the joy of the holidays in our hearts. Use these days to be grateful that you and your loved ones are healthy! Make sure you do everything in your power

(though sometimes it will be even less pleasant) to remain the same!

I wish you all a peaceful holiday and I strongly recommend that you eat with confidence the result of your daily work, COMTIM pork!

// EDUCATION DEFINES SOCIETY AND DRAWS THE FUTURE. //

Silviu Murariu

General Manager



DO YOU HAVE A PASSION FOR WHICH YOU CURRENTLY DON'T HAVE ENOUGH TIME?

I'd like to be able to travel more, see places, meet people, ways of life, cultures.

IF YOU WERE A MINISTER, WHAT MINISTRY WOULD YOU CHOOSE AND WHY?

Ministry of Education because I strongly believe that education defines a society and sets its future.

IF YOU COULD SOLVE A SINGLE PROBLEM OF TODAY'S WORLD, WHAT WOULD IT BE AND WHY?

Usually, the goldfish allows three wishes... If, by magic, I had this possibility, I would choose to solve first individualism/selfishness, and if I were allowed a second wish, I would add carelessness/indifference. Why is that? Without them, our world would have far fewer problems to solve.

IF YOU COULD INVITE SOMEONE TO DINNER, WHO WOULD YOU CHOOSE AND WHY?

My father, because I lost him a long time ago, far too suddenly and too early and we had so much more to tell...

DO YOU CONSIDER THAT THERE MAY BE BENEFICIAL EFFECTS OF THE PANDEMY OCCURRENCE?

There are certainly positive aspects of these times we live in. What we choose and learn from, it's up to us! Anyway, thinking about the times our parents and grandparents lived in, I think the

pandemic was a pretty easy lesson and the trauma of not being able to go out for beer with friends will heal pretty quickly. I wish we realized how fragile and ephemeral we are, how suddenly and unexpectedly our lives can change, and that through solidarity and empathy we will continue to exist. But some things are quick to forget!

WHAT RECOMMENDATIONS AND GOOD THOUGHTS DO YOU WANT TO SHARE WITH YOUR CO-WORKERS ON THE WINTER HOLIDAYS, IN THE CURRENT CONTEXT?

I recommend them to book as many holidays as possible with their loved ones, even if this year they'll only be together spiritually. Other than that, I wish everyone happy holidays and a 2021 without a mask!

// HAVE FAITH! EVERYONE'S INVOLVEMENT MATTERS! //

Voicu Vușcan

Administrator



DO YOU HAVE A PASSION FOR WHICH YOU CURRENTLY DON'T HAVE ENOUGH TIME?

Unfortunately, I can't play golf as much as I'd like.

IF YOU WERE A MINISTER, WHAT MINISTRY WOULD YOU CHOOSE AND WHY?

I would choose the Ministry of Foreign Affairs to give România the value that

it deserves around the globe. We are the sixth largest country in Europe. We have a wide variety of natural and human resources, and we have among the best geographical positions! It is part of our duty to promote them properly!

IF YOU COULD SOLVE A SINGLE PROBLEM OF TODAY'S WORLD, WHAT WOULD IT BE AND WHY?

Poverty, because 98% of the money is owned by 2% of people.

IF YOU COULD INVITE SOMEONE TO DINNER, WHO WOULD YOU CHOOSE AND WHY?

The President of Republic of Moldova - its union with România would be the

greatest achievement a Romanian can do for this country.

DO YOU CONSIDER THAT THERE MAY BE BENEFICIAL EFFECTS OF THE PANDEMIC?

None at all. The fear of this pandemic only dehumanizes the population.

WHAT RECOMMENDATIONS AND GOOD THOUGHTS DO YOU WANT TO SHARE WITH YOUR CO-WORKERS ON THE WINTER HOLIDAYS, IN THE CURRENT CONTEXT?

Have faith that this situation can only be overcome with the involvement of each of us. Stay optimistic!

Happy holidays to all!

SMITHFIELD ROMÂNIA AND ELIT, REWARDED IN THE COMPANY AWARDS FOR 2020

Mezel «crud-uscât»

Elit este una dintre cele mai importante companii producătoare de mezeluri din România, cu o experiență de peste 17 ani în acest domeniu. În 2019, Elit a crescut capacitățile pentru producția de „crud-uscât” și a dublat volumul de vânzări în această categorie. Elit are 4 fabrici proprii: București, Alba Iulia, Cugir și Arad, iar distribuția se face prin 5 depozite logistice (Alba Iulia, București, Craiova, Bacău și Constanța). (C.D.)



elit

Gustul desăvârșit

Smithfield România

Titanii cărnii de porc

69 Smithfield

Industria alimentară

Cifra de afaceri	☆☆	Total punctaj 354
Evoluție CA	☆☆☆	
Profit	☆☆☆	
Evoluție profit	☆☆☆	
Număr angajați	☆☆	

204		Elit Alba
Industria alimentară		
Cifra de afaceri	☆☆	Total punctaj 219
Evoluție CA	☆☆☆	
Profit	☆☆☆	
Evoluție profit	☆☆	
Număr angajați	☆☆	

The results of our work as a team and the effort made daily to provide "Good food. Responsibly!" were also rewarded this year by including our company in the national tops of the most successful businesses!

ACADEMIC – BLACK BELT IN MEAT INDUSTRY



For Smithfield România, investing in the professional development of our fellow specialists remains a constant concern. Therefore, we offer regular training and professional qualification sessions for specialists in the operational departments. Smithfield Foods organizes annual training sessions for its employees, as part of a long-standing partnership

with a prestigious US university. The Brown Belt and Black Belt programs are courses developed by the research team of Iowa University, focusing on the topic of maintenance and food safety, designed and organized for meat industry specialists. The professional development program is a unique approach in industry, in terms of topics and organization of theoretical and practical principles. In this academic partnership, one of our colleagues in Smithfield România team had the opportunity, after the completion of the Brown Belt session, to be the first European participating in Black Belt session held between October 2019 and March 2020. Alin Simoc, Technical Manager Fresh Meat Division, has been selected to participate in this training. The topics covered were various: food safety – as a priority principle, meat quality, microbiology etc.

HOW DID YOU DECIDE TO BE PART OF THIS PROGRAM?

I've always felt that I could enrich my knowledge because, as an engineer specialized in a field other than the food industry, but interacting daily

with this sector for over 15 years, such an addition was welcome. This journey is somewhat natural, following the past graduation of the first module, the Brown Belt.

WHAT WAS THE SUBJECT OF THE PROGRAM?

The very diverse topic gave me the opportunity to analyze the area in which we operate from a new perspective, addressing topics specific to food industry and, in depth, to 'meat science'. This experience has given me a fantastic opportunity to learn from the best specialists in the field and the opportunity to have as colleagues the best of them.

WHAT DID THE GRADUATION TRAINING CONSISTED OF? HOW LONG DID IT LAST?

The graduation project was developed as an analysis to improve the processes at Smithfield România plant, presented to co-workers and the team of professors from Iowa States University. A long time ago, we've identified the possibility of improving and developing the slaughter area. With regard to some technical aspects,

// MEAT PRODUCTION IS AN EXACT SCIENCE //

the project involved the analysis and implementation of measures to achieve the maximum slaughter capacity, because it is very important for a set of production facilities to operate within designed parameters. Thus, together with the technical team, we have created a buffer zone from which the line automatically feeds constantly, streamlining the production processes. To be noted that if the project had been carried out by an external team, it would have had a very high implementation cost.

Internally, we, the technical team, have invested minimal costs, putting in the necessary ingredients to turn the project into a success. We have invested the passion and the experience accumulated by each of us in the company, along with the trust and support of the management team. This way, in no time, it was possible to adapt and modify the slaughter line without affecting or interrupting production, which is why I thank my colleagues in the Maintenance-Slaughtering team, led by Eng. Radu Bidiviu and seconded by Eng. Andrei Balla!

WITH WHAT NEW PROFESSIONAL COMPETENCES DO YOU RESUME WORK?

Maybe I wouldn't necessarily like to say that I've acquired specific skills... but I certainly understand much better the details and important aspects of the production processes and some of the indispensable "secrets" of the meat industry and... most importantly, I think I understand and appreciate once again the work of colleagues in production and quality.

HOW DO YOU THINK YOU CAN PUT IN PRACTICE WHAT YOU LEARNED DURING BLACK BELT TRAINING?

It's very simple, we already have a dedicated and responsible team, as

well as fellow specialists of the first class. I am merely joining their efforts to achieve outstanding results in terms of efficiency of processes and quality of products.

DO YOU RECOMMEND YOUR COLLEAGUES TO PARTICIPATE? WHAT SHOULD YOU CONSIDER IN THE MAKING OF THIS DECISION?

Of course, any opportunities to learn new things and learn something on the side must be explored because all the time, in addition to the apparent effort of the moment, there is also a reverse of the medal, and active and involved people always have an ascending path, which gives them long-term satisfaction.

WHAT PROFESSIONAL DEVELOPMENT PLANS DO YOU HAVE NEXT?

For over 15 years, I have seen how this plant and this family grow and develop harmoniously, through the contribution of all of us ... therefore, what could I want more than to be healthy and continue to be part of this team of professionals.

IOWA STATE UNIVERSITY
Smithfield
Black Belt
Training Program

THE NEW LUNCHROOM



Since July this year, employees of both Fresh Meat and Farms Divisions benefit from a new lunchroom, decorated in tune with the company's visual identity.

We want this area specially designed for employees to be more than just a place to eat, but rather a pleasant place to enjoy our lunch every day. We will also taste, on various occasions, Comtim and Elit pork products (minced meat rolls, spareribs, burger, cold cuts etc.) and enjoy national or international holidays on various topics.

Because responsibility is our future as a team, we are pleased to announce that we will use this framework to become "greener" and more responsible to the planet. How? By replacing plastic containers with a new, modern porcelain and stainless steel cutlery.

Congratulations to all our colleagues involved in the success of this project!

Loredana Tioc,
Executive Assistant
Fresh Meat Division

SMITHFIELD ROMÂNIA IN THE CONTEXT OF SARS-COV-2

Following the emergence and expansion of the new SARS-Cov-2 virus, a number of measures designed to protect the safety and health of Smithfield România employees have been adopted in the company. Starting from a well-developed internal communication campaign, and continuing with the implementation of several internal procedures, all these actions allowed us to keep our important role in society, as a producer of "Good Food". Responsibly."

Among the measures taken we mention:

- Training all employees regarding the provisions of the new procedures implemented
- Obligation of all contractors/visitors to complete the SARS-Cov-2 Questionnaire
- Restriction of work-related travel, both at home and abroad
- Intensification of disinfection operations, both in the company's space and by our contractors/service providers (e.g. employed means of transport)
- Preparing training and prevention videos against SARS-Cov-2, broadcasted to all colleagues on internal TVs
- Preparing communication materials distributed weekly to our colleagues, so that they can keep up to date with the latest developments on the subject of Coronavirus
- Purchase of more UV lamps for open office spaces
- Distribution of sets containing hand gels and disinfectant wipes for each employee.

„Together we will be able to overcome these challenges, ensuring the health of our families and the continuity of our company's economic activity. Smithfield România continues to assume responsibility for maintaining the operations' business within the optimum parameters and in a safe working environment,”

reports **Goran Panici**, General Manager Smithfield România.

SMITHFIELD ROMÂNIA, PARTICIPANT IN THE CONFERENCES MEAT INDUSTRY

This autumn, we joined the prestigious producers and players of the meat industry in two conferences, bringing together ideas and innovation in the food industry.



Carnexpo Grill, Alba-Iulia, September 2020
Meat & Milk Brasov Conference, October 2020

ACTIONS FOR ENVIRONMENTAL PROTECTION ESTABLISHMENT OF GREEN BELTS

Concern for further environmental protection actions remains at the top of Smithfield România priorities. Inside farm areas, our colleagues in the Agriculture Department started an extensive project of planting Leylandii shrubs. To date, such plantations have been established at Cenei and Peciu Nou Farms, and will continue this autumn with Parta Farm. During 2017-2020, more than 18 hectares were forested with more than 28,000 poplar seedling and more than 1600 LM with 1,690 Leylandii shrubs.



OUT OF CARE FOR OUR COLLEAGUES

Smithfield România has carried out a vaccination campaign internally to protect against the seasonal influenza virus.



Our company has provided our colleagues in the operational departments with the opportunity to receive additional health protection through the free administration of the tetravalent influenza vaccine.

On the pharmaceutical market, the possibilities of obtaining the vaccine are limited. However, our company has managed to reserve 300 doses of influenza vaccine for its employees. Employees over 45 years-old were a priority in the vaccination campaign, along with employees who may be classified in the risk category or with high exposure in contacting seasonal viruses.

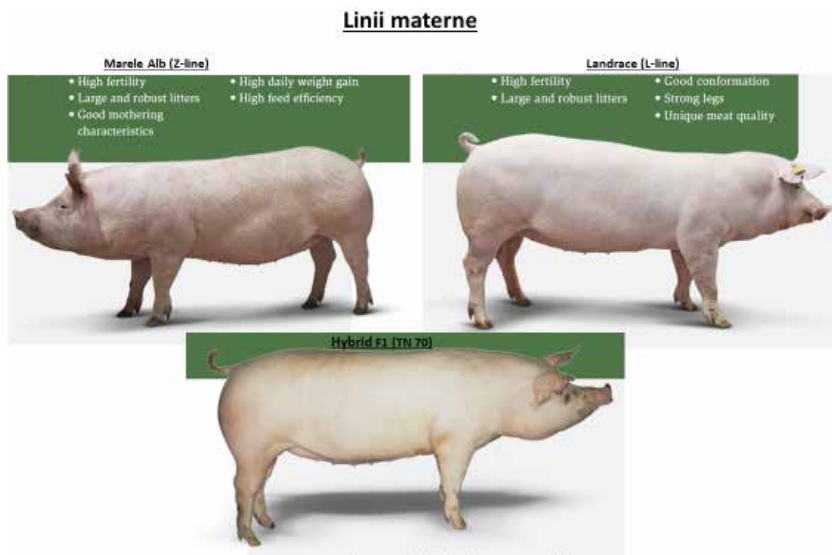
The vaccination campaign was carried out for 154 employees from the Farms Division. A medical team of doctor and nurse went to each work point to ensure that the optimal vaccine doses were administered safely. At the Fresh Meat Division, the 129 employees included in the program received vaccine doses in the medical office located inside the production area.

**SOS Health!
Choose to
vaccinate!
Flue can keep
you away
from your
loved ones!**

**CONTINUOUS IMPROVEMENT
NEW ANIMAL GENETICS, HIGH POTENTIAL AND PRODUCTIVITY!**

The Production Department of the Farms Division continues to identify and implement new ways to improve performance and productivity indices, to maintain consistency in the high standards of our work.

The ambitious new project of our production colleagues from the Farms Division, attests the permanent and constant concern to ensure a livestock with specific characteristics for performance.



Inclusion in the livestock of 2,200 sows of the Great White (Z-LINE) breed, with increased genetic potential, will support a new genetic line that will produce pure-bred sows and F1 hybrids on our farms. This procedure was conducted in 3 stages, and acclimatization of sows took place at Masloc Farm. The next stage is the organization of mates for the production of replacement gifts (pure breed and F1 - TN 70 hybrids) and replacement of the current F1 gilts with the new genetics at Bacova and Periam Farms.

The reasons behind the decision to "refresh" the current genetics were:

- Higher overall number of piglets
- Hybrid F1 (TN 70) obtained is a robust animal that has an increased prolificity and a high capacity for breastfeeding
- F1 - transmits to the products superior productive characteristics in terms of: meat quality, growth rate, and feed conversion.

The project is ongoing and the first two series are already in Bacova Farm. Some of the sows are to have the first piglets. We look forward with enthusiasm and confidence to obtain hybrids (TN 70) in the first phase, and then the results of the products obtained from their hybridization with a terminal boar. Such projects, including a new genetic line in the herd of animals, span over a period of about 3 years. During this time, a majority of the new genetic line (F1) is obtained in breeding farms.

Dan Milovan, Production Manager – Selection & Reproduction



**WE ARE PROUD OF OUR COLLEGS!
CONGRATULATIONS TO THE
QUALITY DEPARTMENT!
FINALISTS IN SMITHFIELD FOODS
ROI AWARDS 2020, INOVATION
CATEGORY**



This year's Innovation Award finalists are those employees who had an idea which would bring a notable improvement for Smithfield Foods. Any Smithfield employee across the Group can help identify new ways to help change for the better. Proposals to work more efficiently in order to provide customers with better service have been appreciated.

The Quality Department is part of the team of finalists in the annual Smithfield Foods ROI Awards 2020. Their project was appreciated and considered a successful model. The product developed by the quality team is now part of the Comtim brand portfolio!

The success of this project is based on the need for continuous change and improvement. Specifically, I have tried to get out of the scope of internship projects carried out in previous years and create with my team something that will make its mark on the work of students who have entered our training and personal development programs. The proposal was to offer practical applicability to students' work with us, and so we instilled in them the idea of making a new product, exclusively from Comtim raw material. The student team is a young one, very motivated and with good ideas to put into practice. The challenge was easily accepted! It all

FRESH MEAT MARKET IS LOOKING FOR INNOVATION

took place based on brainstorming meetings, all their proposals being taken into account and then focusing our attention on a product that might have a chance of success in the fresh meat product range.

We set out to use only what we already had in the factory, without involving other spice or raw materials suppliers. During these tests, we conducted sessions to evaluate the fresh product and then switched to the organoleptic evaluation of the cooked product. The marinade used for tenderness and unique taste was selected from three recipes, with distinct tastes. Provence marinade was designated as the winner, after an internal tasting session. We then passed to laboratory tasting, to see the nutritional values of the product and its organoleptic, physicochemical, and microbiological properties. In the end, the product was included in the " Bun de gătit la cuptor " range.



Market launching took place in December 2019 and quickly boosted the sales levels. Since then, the Bacon Muscle product is in the company's portfolio and offers the joy of taste when consumed by the Comtim product-loving families. „The project started with enthusiasm

and a desire to create something unique, with an extraordinary team! It's a great experience for me to go shopping and find on store shelves the product I'm so excited about. I am happy when I can invite friends and family to dinner, to whom I can prepare such a delicious meal, by using Comtim products”.

Rohlicek Andrei
Quality Control Coordinator



„For me, this project was truly unique! For the first time, I had the opportunity to create a food product in a production facility. At university, only a few practical courses are available, where students can create an innovative product. This experience led me to fall in love with the food industry and now I am delighted to be part of the Smithfield family. Thank you for my practical knowledge!”

Mădălina Macovei
Intern Quality Controller

Article written by **Dinu Cerna**,
Quality Manager,
Fresh Meat Division

LIKE AT FIRST TASTING! NOW ON FACEBOOK, INSTAGRAM AND YOUTUBE!

The Comtim brand "From your family tradition" has always sought to be close to Romanians, through consistency in the supply of 100% Romanian pork products of the highest quality. Since the end of September, we are closer to our customers and more present in their lives. Now, Comtim brand is also present in social media, just as it is on Romanians' tables!

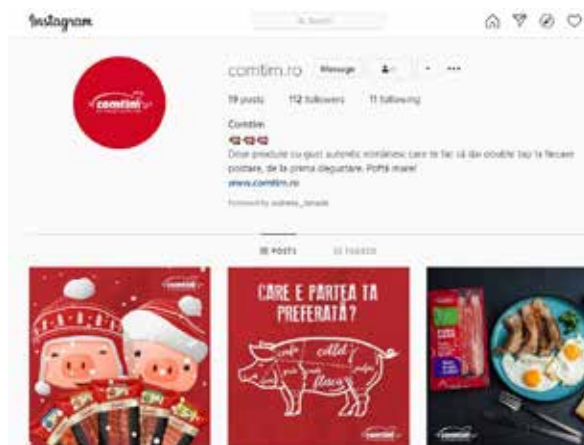
Through the new pages, our loyal customers will find the story of our products! They'll be able to understand where the Comtim flavor comes from and have a reliable source for the best recipes, tips for successful grilled outings and more!

The presence of the Comtim brand in social media will give us the opportunity to interact with our customers and find out what are the consumer's opinions and expectations about our products!

In the first 2 months since launching, our Facebook page received about 150 new fans daily!

The most important result: we receive messages and comments with appreciations every day!

Have you already liked and followed our new Facebook, Instagram and Youtube pages? If not, it's not too late! Show your friends these pages that help them learn more about Comtim, the brand we grow together every day!



SMITHFIELD ROMÂNIA OFFERS EMPLOYEES CARE TO HIGH MEDICAL STANDARDS THROUGH ITS OWN MOBILE MEDICAL PRACTICE!

Employees are one of the company's core sustainability pillars, so occupational health is a priority for us. We make sure that we meet all the necessary conditions for a safe and healthy working environment.

The "mobile medical office" has been designed to streamline the process of periodic medical examination of all employees, even within the work points of the Farms Division. At the same time, we also set out to ensure the best conditions for preventing the risk of SARS-CoV-2 infection, preventing the occurrence of ASF, and providing the highest hygiene conditions in terms of cabinet control. In this respect, the medical practice was transported, on wheels, with a medical crew of the healthcare provider. This space serves exclusively the company's employees, for periodic medical examination and other medical actions organized by the company.



The space is provided with equipment necessary for a general medical examination (EKG, spirometer, audiometer, glucometer etc.). In addition, there are interior facilities specific to a medical practice (medical bed, restroom, ventilation, electrical installation, UV lamp for disinfection etc.).

This year, about 750 medical examinations were carried out in the 50 working points of Smithfield România, Farms Division, according to a well-established schedule. During the medical examinations, daily disinfection of the cabinet, compliance with SARS-Cov-2 prevention rules implemented measures and biosecurity rules were considered. Support for the implementation of this cabinet was received from General Manager, Silviu Murariu, but also from our colleagues in the Biosecurity and Production Departments. Setup and commissioning of the mobile medical office was carried out with help of our colleagues from in Transport, Purchasing, Maintenance and PR Departments.

Article written by **Raluca Dicu**, OHS Responsible, Farms Division

WE SUPPORT AGRICULTURAL PRODUCERS IN THE NORTH AREA OF BANAT

Smithfield România remains a reliable partner for farmers who want to capitalize on production through a collaboration with the largest grain consumer in the western part of the country!

We continue to offer the opportunity for a fair and transparent collaboration, and from the summer of 2020, our company has opened a new grain pickup point to support agricultural producers in the North-East of Banat. The silo opened at Lugoj is located on 34 Buziaş Avenue.



SMITHFIELD ROMÂNIA FINANCES MEDICAL PROJECTS WORTH RON 1,360,000

Smithfield România will finance medical projects worth RON 1,360,000, as part of the social responsibility program designed to support hospitals and medical institutions, "Solidarity with the Medical System".

The program started with the launch of a public appeal for the submission of medical funding projects. The following beneficiaries were selected:

- **Timiș Ambulance Association** – equipping the COVID-19 Dispatch with high-performing computers
- **Impreună pentru Spitalul Clinic CF Association Timișoara** (N.Tr. Together for Railway Clinical Hospital) – equipping the wards of the Timișoara Railway Clinical Hospital with 50 medical mattresses, 50 medical bedside tables and 10 treatment trolleys
- **The Non-Profit Association for A.T.I. "Aurel Mogoșanu"** (N.Tr. ICU) – equipping the Clinical ICU with several devices capable of ensuring high-flow oxygen management
- **The Non-profit Urology Association Prof. Dr. Petru Dragan** – acquisition of various modern equipment for minimal-invasive urological surgery at Timișoara Urology Clinic
- **Oncohelp Association** – equipment for radiotherapy treatments within the Radiotherapy Services Outpatient and the Radiotherapy Laboratory
- **Timișoara Psychiatric Association** – purchase of various specialized medical equipment, intended for the Timișoara Psychiatric Clinic
- **Junior Mother's School Association** – equipment for the Recovery Center of children with disabilities
- **Urgentim Association** – purchase of various medical equipment for UPU-SMURD Timișoara unit from the Emergency Reception Unit of County Emergency Clinical Hospital from Timișoara
- **The Medical Assessment and Recovery Center for Children and Young People "Cristian Șerban"** – ophthalmology medical equipment for hospitalized patients
- **Caritas Federation – Hospice Timișoara Palliative Care Center** – purchase of an oxygen concentrator for people admitted to the center
- **The Medical Aid Foundation "Prophylaxis" from Timișoara** – development and implementation of the Pandemic Controller platform in the context of COVID-19
- **The Institute of Cardiovascular Diseases from Timișoara** – cardiac defibrillators and other specialized medical equipment, intended for the Department of Electrophysiology
- **Save the Children** – Timișoara branch – purchase of mobile radiology equipment for the Children's Emergency Clinical Hospital "Louis Turcanu" in Timișoara
- **Gataia Psychiatric Hospital** – equipping Pavilion 28 of the hospital with equipment necessary for the proper performance of daily work
- **Arad County Emergency Clinical Hospital** – rehabilitation of hospitalized patients' wardrobe, rehabilitation of medical personnel locker-rooms and replacement of antibacterial medical linoleum with a new one
- **The Emergency County Clinical Hospital "Pius Brinzeu"** from Timișoara (Red Zone Section – House of Austria, Neurosurgery Clinic, Plastic Surgery Section – House of Austria, ATI-OG-Bega Department, ATI Pediatric Bega Department, Clinic I Surgery, Birth Rooms Department, Psychiatry I Section of Psychiatric Clinic "Eduard Pamfil" Timișoara, Hemodialysis Center and Obstetric-Gynecology Clinical Section I) – acquisition of specialized medical equipment, depending on the needs of the hospital wards and compartments
- **Timișoara Municipal Emergency Clinical Hospital** – developing the clinical capacity of the neonatology section of Odobescu Maternity, by purchasing an open incubator for the care of newborns
- **Dr. Karl Diel Hospital from Jimbolia** – equipping the hospital with various medical equipment (radiotransparent hydraulic stretchers, vital function monitor, newborn transport incubator)
- **The Municipal Hospital Dr. Teodor Andrei from Lugoj** – purchase of a Hote Biobase PCR – for handling samples in a sterile environment (Sars-CoV-2 tests)
- **Ineu City Hospital** – medical equipment, complete arthroscopy tower, intended for the Orthopedic – Traumatology Department
- **Sannicolau-Mare Hospital** – a scalytic lamp for the surgery room, essential for successful surgeries in the hospital.



Value Creation

COVID-19, RECOMMENDATIONS FROM VIRGIL MUSTA, MD

On the eve of the winter holidays, I would like us all to keep our hopes of returning to normality. May these holidays will find us as healthy as possible and truly united in this terrible war that has affected all of our lives. I'm sure we'll win, but now, more than ever, we have to be wise, thrifty, and patient.

Inform yourself correctly and don't give up trusting the medical staff, specialists in various fields who put all their skills and energy into finding the fastest and safest solutions to manage this pandemic.

Because it's a time when a lot of people approach me and ask me how to proceed, I leave below a few recommendations, which I hope will help you know how to act:

1. When you have any symptoms that might suggest you caught a cold, stay at home, follow the progress and talk to your GP at all times, who will guide you. It is very important for the possible infection with SARS-COV-2 to be discovered as early as possible.
2. If you are tested positive, keep in

// INFORM YOURSELVES CORRECTLY AND DON'T GIVE UP TRUSTING THE MEDICAL STAFF! //

touch with your GP; he/she may be your best advisor during this time. We, the specialist doctors at Victor Babeş, have a very good collaboration with family physicians and inform each other in the best interests of patients.

3. The following signs should cause you to seek immediate assessment in the hospital, as they may announce a possible severe development of the disease:

- high fever, which persists for more than 3-4 days or reappears after a period of afebrillity
 - intense irritant dry cough, accompanied by chest pain
 - intense muscle pain, intense headache, fatigue
 - feeling breathless
4. If your condition worsens, do not stay home until you can no longer breathe or until you have a great

difficulty in breathing, because it is often too late to do anything.

4. If you have risk factors (chronic diseases), be even more cautious!
5. In the course of the disease there is a risk, even in people with mild forms, for inflammation to increase and evolve to a severe form, between the 7th and the 10th day. During this period of the disease be very careful, and if the signs of severity described above show up, notify your GP and report urgently to the hospital for evaluation."

Virgil Musta, MD at "Victor Babeş" Hospital for Infectious Diseases from Timișoara.



WE COMMUNICATE EFFICIENTLY! ALWAYS UPDATED WITH THE MOST CURRENT NEWS ABOUT SARS-COV-2 INFECTION

Effective and transparent internal communication in special or crisis situations is essential for successfully overcoming them! Since the beginning of the pandemic period caused by the emergence of SARS-Cov-2, Smithfield România has carried out an intense internal communication campaign, on all types of channels available. We've also prepared customized communication materials containing verified information from reliable sources.

In addition to training meetings, posters, or materials on screens in the common areas, the main channels used to transmit useful, up-to-date information were leaflets and newsletters sent by

e-mail, as well as a graphic inserted in the e-mail signature of all our co-workers.

Thus, through 13 videos, 8 types of posters, over 12 leaflets with distinct graphics and over 40 newsletters sent weekly, all Smithfield România employees learned the latest and up-to-date information on:

- Weekly evolution of SARS-Cov-2 cases in Timis County and România, but also around the world
- What is SARS-Cov-2? What are the symptoms? How does it spread? Investigations required for proper diagnosis
- Rules to avoid contracting the virus (How to wear the protective mask and gloves correctly? Types of masks and how to use them. How do we wash our hands properly?)
- Conduct guides in various contexts:

shopping, while travelling by public transport, on holidays, at school, at the gym, at work, in interactions with suspicious or confirmed persons, etc.

- Categories of vulnerable people and ways of prevention (depending on age, history of medical conditions, etc.)
- What are the differences between isolation, quarantine, and social distance?
- How do we avoid stress and spend time in the pandemic context? Tips for adults and children
- Economic & social consequences
- Legal regulations/government decisions.

Many thanks to all colleagues who have gone through the materials with interest, who have taken into account the information received and who have helped with feedback in their achievement!

**SUPPORT FOR THOSE WHO ARE IN THE FRONTLINE
COMTIM AND ELIT PRODUCTS FOR THE MEDICAL STAFF AT VICTOR BABEȘ HOSPITAL**



On the occasion of International Public Service Day, Comtim and Elit donated to the medical staff of "Victor Babeș" Clinical Hospital for Infectious Diseases and Pneumophthiology from Timisoara, 400 servings of burger. The pork specialties were prepared with the support of partners at Meat Busters Restaurant in Timișoara, a landmark of the Romanian urban food, winners of the "Truck of the Year, Best Sandwich and Public's Choice" awards.

This action is part of Smithfield România program of support for hospitals and medical institutions in Timisoara and Timis County. Established in 2002 by the United Nations, the Public Service Day is intended to recognize the work of those serving the public in the medical or social fields and who are often at the forefront of responding to life-threatening situations.



Communities

NEW



SUPPORT PROGRAM FOR MEDICAL INSTITUTIONS WORTH USD 1,360,000 PROVIDED BY SMITHFIELD ROMÂNIA

Smithfield România recently launched a new social responsibility program aimed at supporting hospitals and medical institutions, "Solidarity with the Medical System". This program appeared naturally, as a continuity

of the first medical projects supported by the company. Through this program, we set out to restore the hope of patients and their families in a medical system that can provide rapid diagnosis, necessary treatment to European standards and safe care. Smithfield România aims to provide, through partnerships with medical institutions, an extra chance for families in difficult situations.

How did we achieve this? By opening a special funding line, we provided access to:

- public medical and health institutions (regional, city, local hospitals)
- NGOs which have as object of activity health care or improvement of living conditions of people suffering from various medical conditions.

"The funding line through which we will support hospitals in the regions where we operate becomes a priority in our social engagement strategy" - Cristina Bodea, Director of Sustainability Smithfield România.

In this special period, it is of utmost importance to be more supportive, more responsible, to show empathy and to set an example in what we do. That is why, through the "Solidarity with the Medical System" program, we've taken the decision to give a helping hand to medical institutions that need support in this regard.

We enthusiastically welcome the many entries received, a "cry" of the urgent need for help that those on the front line need!

ANTI SARS-COV-2 CONSUMABLES FOR ALL SMITHFIELD ROMÂNIA EMPLOYEES!

Since the beginning of the pandemic, we have been close to our colleagues and have supported everyone's effort to contribute to stopping the high development of cases. We have regularly provided a package of consumables that include disinfectant and disposable masks to ensure the protection of our colleagues outside work premises. Each distribution session of these packages was accompanied by informative materials on current topics, with information from official sources, produced by the PR Department. Many thanks to our colleagues who've been involved in their realization: Ionelia Miron, Oxana Gutu, Florinel Proca, Sebastian Stoica, Geanina Pîtiliga, Raluca Dicu, colleagues from the Materials Warehouse, Andrada Calancea, Radu Stanciu, Raul Muntean, SS Force crew (Seba).

SOS-HEALTH! SMITHFIELD ROMÂNIA HAS STARTED AN INTERNAL CAMPAIGN TO SUPPORT PLASMA DONATION!

Like blood donation, plasma donation is a voluntary and unpaid gesture that helps save lives. By donating plasma, we can help the patients with SARS-Cov-2 admitted to intensive care wards. Smithfield România employees who were confirmed positively and whose blood (i.e. blood plasma) contains antibodies capable of destroying the virus have been encouraged to donate, through an internal communication campaign.

ABOUT CONVALESCENT PLASMA THERAPY

- This therapy is aimed at transferring antibodies from a person who has been cured of SARS-Cov-2 to a patient suffering from SARS-Cov-2 in order to help him/her heal.
- SARS-Cov-2 convalescent plasma stocks can be kept for 12 to 24 months.

Who can donate convalescent plasma? All those aged 18-60 years who have passed through SARS-Cov-2 and can demonstrate this, through a positive RT-PCR test or a test showing the presence and quantity of SARS-Cov-2 neutralizing antibodies.

When you are no longer contagious and can no longer transmit the disease, i.e.:

- 14 days after discharge (based on the discharge summary)
- 14 days after leaving isolation (based on the document issued by DSP Timiș).
- 28 days after confirmation of infection (based on the result) if you have not been taken into account by DSP.

Where can you donate plasma?
Timișoara Regional Transfusion Center (near Timișoara County Emergency Hospital)

14 Martyr Marius Ciopec Street,
Monday-Friday between 8 a.m. – 1 p.m. Schedules to
tel. 0721 549 474.

SARS-COV-2 TEST CAMPAIGN FOR OUR EMPLOYEES!

2020 is a year that has put us in the face of a totally unknown situation, the SARS-Cov-2 pandemic. People across the planet are facing new situations in their homes and communities, as well as in their workplaces. Since the beginning of the pandemic, preventive measures have been taken in the company and significant financial and human resources have been allocated to ensure a safe working environment: social distancing, hygiene and disinfection, continuous internal communication, etc.

The specific situation has placed us and other colleagues in the front line of support for the company's employees and business alike, being at risk of infection with the new Coronavirus. Although we had some restraint regarding our participation in COVID-19 tests, we decided to take it as a challenge and we are convinced that we didn't make the wrong choice. We decided to say "YES" when normally a lot of people said "NO". There were weeks

of sustained effort, which ended with the resumption of work in a somehow normality. However, the testing process became part of the HSE Department's day-to-day work and we had to "make room" for it in our professional lives. As proof, from July to date, our company has conducted and continues to conduct employees' testing to ensure their safety, stability, and security. Over the past few months, we've conducted about 4,000 tests. Participation in COVID-19 tests requires strict wearing of protective equipment consisting of: face mask, gloves, visor, and suit.

Proper preservation of social distance, and sanitization of hands and surfaces have helped and still help us to avoid contamination with this virus. The testing experience has contributed to our professional and personal development. Unfortunately, or fortunately, you can't get experience as a gift, nor buy it; you have to earn it yourself through your work. In many ways these tests have shown us that we have a greater capacity for adaptation. It has not been easy, but we have

always found solutions to solve any problem encountered and we know that we will never have trust and patience issues again.

The pandemic will pass, but we must remain just as beautiful, kind, healthy and inside and out.



NEW PROJECT FOR CONSOLIDATING THE POSITION OF SMITHFIELD ROMÂNIA, AS THE EMPLOYER OF CHOICE IN THE WEST AREA OF THE COUNTRY!

In order to strengthen the company's position as an employer of choice in the western part of the country, Human Resources and Communication and Public Relations Departments have started together an extensive Employer Branding project.

BUT WHAT IS THE CONCEPT OF EMPLOYER BRANDING?

It encompasses the company's image in the eyes of employees and candidates for a position in the company, names the essence and personality of the company that aims to attract and keep

the best team specialists!

The project requires the implementation of project ideas to promote the benefits offered by the company, as well as the creation of an organizational culture, for an indefinite period of time. To date, several steps have been completed, of which we mention:

- Analysis of Smithfield România employees' degree of satisfaction and their opinion on organizational culture through an internal study. What did we find out? The keywords that describe us are: Seriousness, Responsibility, Safety!
- Develop an action plan to update recruitment materials according to the company's identity in the eyes of employees.
- Implementation of the plan resulted in posters, leaflets, and new graphics for an event stand. The final stage of this step will bring an attractive, simple, and appropriate presentation video according to our identity, which

will be presented at various job fairs. The new materials feature photos of company employees and key words describing our organization.

- Update of company presentation on various websites (Wikipedia, Google my Business).
- Participation in two online job fairs.

WHAT STEPS ARE CURRENTLY IN PROGRESS?

- We monitor company review sites and mentions in various contexts, including in Social Media.
- We manage the questions received through various channels (Google my Business pages, official company email etc.)
- We are looking for new ways to motivate employees and create a working atmosphere for our colleagues to identify with!

Together, we are the best!



EMPLOYER BRANDING THE MOST IMPORTANT PARAMETER FOR THE EVOLUTION OF AN ORGANIZATION IS TO KNOW THE FACTORS THAT MOTIVATE US ALL!

Interview with **Cristina Florea**, Senior HR Generalist

Ever since joining Smithfield România, Cristina has set herself up for one of the priority objectives: creating an inspiring organizational culture!

Inspiration for the satisfaction of work well done, for continuing effective

I AM AN AGENT OF CHANGE

inter-departmental communication, for the joy of carrying out projects born out of a simple idea. In a word, inspiration for passionate colleagues who find in Smithfield România an employer that offers stability, comfort but also opportunities for growth in equal measure. In all the teams she was a part of, she worked based on an organizational development matrix, by highlighting the aspects that work well, and also those that deserve to

be improved in equal measure.

Through the projects proposed and implemented so far, which focus on highlighting and promoting the achievements of colleagues, she wants to increase the company's notoriety and bring it, as soon as possible, to the top of the most desired employers. In the recruitment area, the internal development programs she plans are aimed at presenting the company's results, teamwork, and awareness of all efforts endeavored by the company for its employees.

The priority projects for the next period

are development of internal processes and programs for employees. The training courses as a psychotherapist that Cristina follows provide her with the ideal context for an overall analysis of the needs of the organization and a particular vision of the needs of the employees.



Cristina Florea
Senior HR Generalist

HOW DO YOU DEFINE THE SYNTAGM "EMPLOYER BRANDING"?

"Employer Branding" is the concept that links a company's values to its identity, thus forming its reputation. It is an important business tool, built to support and make known the image of the employer. Its goal is to create a competitive advantage in attracting and retaining the most valuable people in our company.

WHAT DOES COMPANY'S STRATEGY INCLUDES IN THIS DIRECTION?

Currently, candidates are increasingly interested in obtaining as much information as possible about the company they want to engage into. Organizational culture, working environment, benefits, training opportunities and development, as well as the degree of stability, are information that must be transmitted as precisely as possible, alongside, of course, the company's values. On a point-by-point basis, our strategy has been outlined by taking the following steps:

- Analysis of the company's image among employees, carried out in 2019
- Analysis of the company's recruitment and retention needs
- Analysis of the target group by clearly determining the categories

of data subjects

- Establish a work plan for preparing and implementing the strategy.

WHAT ARE THE MEDIUM AND LONG-TERM PLANS FOR THE CONTINUITY OF THIS PROJECT?

Our plans have been structured in a clear agenda of projects, with an impact on both the internal and external branding area. From this year's calendar, we can mention:

- Graphical update of presentation materials, thus managing to highlight both the company's values and its own employees
- Awareness campaigns in Timiș and Hunedoara Counties
- Broadcasting a radio spot at national level
- Pilot employee reward program recommending candidates for vacancies
- Participation in recruitment events organized at both county and country level
- Campaigns to promote vacancies on all social media with an impact on the two target groups (blue/white collars).

WHAT ARE THE EXPECTATION OF SMITHFIELD ROMÂNIA HR DEPARTMENT, AFTER THE FIRST STAGES OF PROJECT IMPLEMENTATION?

Through this project, we set out to strengthen our position as an employer of choice in the western part of the country, to reach as many people as possible and to attract valuable candidates in recruitment projects. Only from the actions carried out this year and from the market studies presented so far, we have a 50% increase in awareness and 25% in terms of attention-grabbing compared to last year.

HOW DO YOU SEE OUR TODAY'S COMPANY IN A YEAR FROM NOW, AFTER DEVELOPMENT OF THE EMPLOYER BRANDING STRATEGY?

I see it as my favorite employer. Smithfield România has always been close to people. Whether we are talking about their own employees or local communities, Smithfield România has responsibly supported every project with social impact.

Vision

HOW IMPORTANT IS THE INTERVIEW EXPERIENCE AND HOW MUCH SHOULD YOU BE PART OF THE EMPLOYER BRANDING STRATEGY?

Extremely much! First impressions matter and people are very careful about how they are treated. Equally important is the interaction of any Smithfield România employee in relation to a third party. We do employer branding every day without realizing it. If we're going to be aware of this, there's no need for strategy.

WHAT IS THE MOST IMPORTANT ASPECT THAT YOU'VE IMPROVED IN THE ORGANIZATIONAL CULTURE OF SMITHFIELD ROMÂNIA?

Communication and feedback! And we're working on it.

About HR and I

INTRODUCE YOURSELF TO YOUR COLLEAGUES IN JUST THREE WORDS.

Precise, tenacious, asking "how" and "why."

WHAT IS A HEALTHY ORGANIZATIONAL CULTURE FOR YOU?

A healthy organizational culture is based on healthy relationships, shared values, healthy working environment, autonomy, openness to development and innovation, transparency, and integrity.

WHAT ARE THE MOST EFFICIENT INSTRUMENTS FOR MOTIVATION OF EMPLOYEES?

There are many tools that can motivate employees. From the benefits package, feedback, relationship with colleagues and direct supervisor, the prospects the company offers in promoting to developing its employees. But the most important thing is to find that essential factor for each employee.



UPDATE OF SMITHFIELD ROMÂNIA VISUAL IDENTITY
QR CODE, PART OF CORPORATE BUSINESS CARDS

This fall, a new initiative was started internally to update the elements that are part of the company's visual identity, and are intended for external communication: the business cards.

The new graphic form has been implemented separately, in three variants that retain common basic elements:

1. Smithfield România generic, for colleagues who have responsibilities on both divisions
 2. Smithfield România Fresh Meat Division
 3. Smithfield România Farms Division.
- The different design that have come into effect include, as a novelty, a QR Code which can be read with the related app, using mobile phone or tablet models that offer this option.

For phones that don't have the automatic function in the "Camera" app, the reader can download from the app store the one that suits the mobile phone's program.

This QR Code will contain contact information and will be generated individually for each colleague at the time of order. For all business card orders at group level please, contact our colleague Diana Blidariu, at dbblidariu@smithfield.ro, who has access to the internal QR Code generation program.



BIOSECURITY, ALWAYS A PRIORITY!

This fall, our biosecurity colleagues have designed and implemented a new working procedure to continue the series of constant improvements that we include in our daily work. These new investments complement those already existing within Smithfield România, out of concern for our people, for farm animals and for keeping a safe working environment!

Biosecurity improvements that are gradually implemented on all farms were: dry shower for doubling safety within the sanitary filter, hand disinfection stations, insect, and anti-bird nets. Insect nets are fitted to the curtain of finishing farms.

ANIMAL HEALTH IS OUR NO. 1 PRIORITY!

A CORRECT DIAGNOSTIC, ALONG WITH APPLICATION OF PROPER TREATMENT, LEAD TO MUCH AWAITED RESULTS!

Our veterinarians are the team that ensures every day the maintenance of optimal health for animals on our farms.



All proposals to improve work are made through the entire team, in the framework of regular meetings to analyze the new contexts that have emerged. The Veterinary Services team is continuously looking for new approaches in structuring veterinary programs and the most effective decisions. Extensive experience in health management of our sow farms ensures consistency in the proper and efficient administration of medicinal products. By choosing best practices, our colleagues ensure the health and welfare of our animals! The longest-serving member of the PIG VETERINARY SERVICES team is our colleague Dr. Marec Cristian, having been in our

team since 2007. Professionalism, integrity, and passion are some of the features that best describe Cristian.

"I've been part of the team of veterinarians since 2007 and I am very proud to have found at Smithfield România the right environment where I can grow professionally and have access to the latest veterinary procedures, the most innovative treatments with immediate results, and colleagues with whom I enjoy spending my time. I started my work as a doctor at Pădureni Farm. This is where my training as a veterinarian began - on a large farm, where every day brought a new challenge.

My real professional challenge turned out to be when I was appointed a veterinarian on new WTF farms. Here, I participated in the professional training of the staff employed regarding administration of treatments in various pig diseases. Also, here I learned that a correct diagnosis and application of appropriate treatment lead to professional results.

I am currently a coordinating physician and together with our subordinate colleagues we manage the WTF farms in Timiș and Arad Counties."

AFRICANE SWINE FEVER INFORMATION CAMPAIGN (ASF)

Since the first ASF outbreaks in România in 2017, the entire Smithfield România team has worked to protect our production facilities by strengthening biosecurity, continuous communication, and risk awareness. The communication campaign got a new form in 2020!

Weekly information sent to all colleagues is now displayed in a more attractive way, which helps to better understand the evolution of ASF outbreaks. The support of each of you in strictly complying with biosecurity standards at all Smithfield România work points has so far ensured the lack of contamination of our farms.

Crescătorii de porci sunt despăgubiți pentru pierderile de animale cauzate de boală

Beneficiază de despăgubiri:

- Proprietarii de animale sacrificate sau ucise, cu scopul eliminării rapide a focarelor PPA.
- Pentru informații, contactați medicul veterinar!

Despăgubirea se va face la prețul pieței.

Conform H.G.830/2016 și H.G.1154/2013 se acordă recompense persoanelor care contribuie la stoparea extinderii virusului pestei porcine africane astfel:

- 225 LEI - pentru fiecare porc mistreț găsit mort sau bolnav și înșușcat ulterior (de persoanele implicate în managementul silvic sau forestier și vânzătorii).
- 65 LEI - pentru fiecare porc mistreț mascul vânat din zonele de mare risc.
- 400 LEI - pentru fiecare femele vânată din zonele de mare risc.
- 65 LEI - pentru fiecare cadavru de porc domestic găsit sau pentru fiecare porc care prezintă semne de boală.

Campanie de informare susținută de:

**INFORMARE
PESTA PORCINĂ AFRICANĂ
(PPA)**

Fii informat! Fii responsabil!

Ce este Pesta Porcină Africană (PPA)?
O boală infecțioasă, extrem de contagioasă, FĂRĂ tratament sau vaccin, care afectează porcii domestici și mistreții.

Boala provoacă moartea tuturor animalelor infectate.

**BOALA NU SE TRANSMITE LA OM ȘI NU
ÎI AFECTEAZĂ STAREA DE SĂNĂTATE!**

Together, by following all biosecurity rules, we will further prevent the occurrence of ASF virus in our farms!

NEW PROCEDURE FOR COMMUNICATION WITH THE EXTERNAL PUBLIC

Since November, a new procedure aimed at synthesizing and streamlining the way of working in the approach to external communication has been implemented. Colleagues working in the administrative departments of Reception and Secretariat will integrate into their day-to-day work, the way of work described and exemplified in the procedure implemented. Whether it's customers, the press, suppliers or authorities, our colleagues in the Reception and Secretariat departments are more prepared than ever to represent the company in a professional way, in tune with the market leadership we occupy. The procedure addresses issues such as: means of communication, reception of visitors, visual identity, dress-code, and ways of organizing meetings and protocol visits. The training organized by the PR Department with the support of the 2 executive assistants was attended by 10 colleagues.



NEW INTERNAL CAMPAIGN RECOMMENDATION BONUS

Smithfield România®

PENTRU RECOMANDAREA COMPANIEI NOASTRE ȘI
SUSȚINEREA SMITHFIELD ROMÂNIA CA UN ANGAJATOR DE
ÎNCREDERE, PUTEȚI FI RECOMPENSAT CU UN

BONUS DE RECOMANDARE

Dorim să mărim echipa Smithfield România și să găsim,
cu ajutorul Dvs. profesioniști dedicați, oameni implicați,
care ne vor deveni colegi de încredere!

VALOAREA BONUSULUI ESTE CORELATĂ CU POZIȚIA PENTRU
CARE SE FACE RECOMANDAREA:

PERSONAL NECALIFICAT:	300 RON NET
PERSONAL CALIFICAT/SPECIALIȘTI:	500 RON NET
PERSONAL CU POZIȚII DE COORDONARE:	700 RON NET





WE'RE GOING BACK TO SCHOOL AGAIN WITH OUR EMPLOYEES' KIDS

Support for education and responsibility to company employees will always remain a priority for Smithfield România!

Although we are all in a situation where volunteering programs have had to take a different form than the one we have been used to, we have managed to keep the tradition of providing personalized backpacks, supplies and schedules to all children of Smithfield România employees, from all divisions and working points in România (students from 0 to 4th grades). - **Codruț Dan**

In its 14th edition at Smithfield România, 3rd edition at Elit and Vericom and 2nd edition at Maier Com, the program is eagerly awaited every year by the little ones.

The gift specially prepared for students from 0 to 4th grades was made up of:
• high quality backpack, Herlitz brand
• schedule with useful tips for a healthy lifestyle.

"The program is helpful! The backpacks were appreciated by Alicia every year. I think we have them all. She considers the one received this year as being most beautiful and useful, because she noticed that it has a belt that holds the water bottle." - **Codruț Dan**, Environmental Management System Responsible.

We are proud that our logo is carried with joy by the smallest representatives of the company!



ADAPTABILITY AND INTERNAL REORGANIZATION TO RESPOND FAST AND EFFICIENT TO EMPLOYEES' NEEDS IN THE CONTEXT OF SARS-COV-2

2020 was a completely different year from what all humanity expected. For everyone, the challenges that began in March continued. SARS-COV-2 has also led to projects designed to improve and streamline the work, and to adapt or optimize the workflow in all areas. In our department, we had to reorganize the entire activity. As we know, unfortunately, this virus does not take into account bureaucracy, a pleasant working environment or what we want, as people, employees, parents, children etc. These difficult times also gave us the chance to increase the level of vision, will and unity.

However, together with my colleagues, we haven't given up and, as we've practiced our communication skills online, we have implemented:

- Development and operation of the home office program
- A series of internal procedures, uniformly applicable to both divisions
- Implementation of the electronic pay slip for employees in the administrative area
- Expansion of electronic timekeeping

in the support departments of the Farms Division
• Documentation and insertion into the daily working protocol of legislative novelties required by the COVID-19 context.

Presentations or meetings that once gathered colleagues together to address various HR issues were moved online using equipment provided by the IT Department. All this work outside the office was a novelty for everyone, but we were pleased to see that adapting to the new style of communication was very short and quickly came with favorable feedback. This period has taught us a new order, both at work and at home. All the while, it was very important for the whole team to be close to all our colleagues who needed information; of course, all while respecting the rules of social distance and hygiene in the company. We remained united and developed certain skills at another level, through a healthy plan and with backup solutions.

*Article written by Ana-Maria Caciuc
HR Administration Team Leader*





ROMÂNIA

Bârsa Middle School is one of the educational institutions that received financial support from the company in 2020, under the social responsibility program "Adopt a School". The project submitted by the institution, which aimed to improve the play area of the kindergarten and replace old furniture, has been successfully implemented!

"A good layout of the playgrounds gives children excellent opportunities for good growth and harmonious development. At the same time, mingling of children in a space that allows them to move freely has a direct impact on the whole society: they strengthen human relationships, help develop imagination and creativity, and make them feel safe, not restricted, facilitating a harmonious development, both physical and mental, at the same time enhancing their practical and communication skills. An enormous joy was seen on the faces of preschoolers finding a new face of the kindergarten waiting for them, as if, with open arms. This sponsorship from Smithfield România came at the right time, being of real importance, a "heavenly hand" for both students and teachers."

Principal Prof. **Faur Mariana**.

Another improvement in the educational process has materialized through the purchase of pieces of furniture for classrooms and the chancellery. The original furniture was more than 30 years old.

In addition to Bârsa Middle School, 9 other schools have enjoyed our financial support in 2019.



COMTIM BRINGS JOY ON JUNE 1

June 1 was even more special this year for the beneficiaries of the St. Hierarch Leontie Children's Settlement in Rădăuți! Even though the celebration took place in a pandemic context, Smithfield România volunteers made sure that the 130 beneficiaries of the foundation enjoyed the day that marks the unique period of life they are going through: childhood. The sales team from the Moldova area was involved in organizing the action, with support from the PR and Sales Departments.

The children received T-shirts, custom caps and supplies from the company. They also enjoyed a delicious meal, with the star of the menu - Comtim burger! Transformed into a delicious hamburger, along with potatoes and salad, it brought happiness to the eyes of children. Their smiles are their gift to Smithfield România volunteers. Representatives of the settlement now consider Smithfield România family a blessing.



NEWS ABOUT THE CSR PROGRAMS - COMMUNITY OUTREACH



Back to School

46 primary school students of Timișoara Automotive Technological High School received personalized backpacks and timetables at the beginning of the school year, with useful tips for a healthy lifestyle.



Gârâna Jazz Festival

For the last 2 years, we have been a reliable partner of Gârâna Jazz Festival, with important financial support for the organization of this well-known international event.



Smithfield Academics

The Faculty of Veterinary Medicine within USAMVBT has benefited from the teaching material necessary for the practical training of students, as well as the financial support needed to organize various educational events.



Solidarity

In a pandemic context, we focus our efforts to maintain the safety of the communities where we operate! 1,580 protection visors were offered to Milivoi Trifunshi Sânpetru Mare Middle School, Tormac Middle School, Bega Maternity of Pius Brinzeu Hospital and Dr. Victor Babeș Association.



LAUNCHING OF THE IT LAB AT "GHEORGHE POPOVICI" MIDDLE SCHOOL FROM APATEU

"Gheorghe Popovici" Middle School from Apateu was one of 10 educational institutions that received financial support under the program "Adopt a School", 2019 edition. The investments included in the EUR 10,000 funding form have been completed, so the representatives of the institution have invited the PR Department to visit the new multimedia room!

The multimedia lab is equipped with various modern equipment, which helps to improve the educational process and provides students with a space where interactive learning methods provide the right framework for developing creativity!

Through the financial support of Smithfield România, students have access to modern learning tools: smart board, laptops, video cameras and video projectors for conferences, equipment for online transmissions, camera, tripod and more. The studio arranged through this funding creates the right context to develop a small team of local reporters and cameramen. Students of "Gheorghe Popovici" Middle School from Apateu thank Smithfield România for their EUR 10,000 contribution in the development of the multimedia laboratory.

Ah, we almost forgot, it's not good to forget those who do beautiful things!

Thank you Smithfield România for the donations of supplies offered every year to students in the preparatory class and the 1st grade!"

During the visit for opening of the laboratory, representatives of the PR Department noticed the joy of the beneficiaries who were using the new equipment for the first time.



SMITHFIELD ROMÂNIA ENCOURAGES ADOPTING A HEALTHY AND BALANCED LIFESTYLE

For 8 consecutive years, Smithfield România has maintained the tradition of marking International Food Day on October 16. The situation generated by the pandemic faced by the whole world has led us to find a new way to continue implementing the program. We have prepared an interactive video presenting the basic rules for proper nutrition and healthy lifestyle, as well as details about the type and role of vitamins. The beneficiaries of this video were students from 1st - 8th grades of more than 60 communities in Timiș and Arad Counties, where Smithfield România is present.

"Thank you for the material and for the support of our students' education!"
Tormac Middle School

"Thank you very much! A gorgeous material! Congratulations!"
Automotive Technological High School

PROGRAM

FOOD FOR SOULS

Smithfield România

Quantity in kg:
8.798 kg

Cost:
ron 111.280

Number of servings:
35.168 servings

No. of beneficiary associations:
10

SMITHFIELD ROMÂNIA "ADOPT A SCHOOL" IN 2020 AS WELL

Smithfield România is constantly involved and is investing in the development of the communities where it operates. For over 13 years, every fall, we have joined the local communities to mark together the beginning of the school year, as part of the social responsibility program "Back to School". The situation generated by the pandemic faced by the whole world has determined us to reinvent the way we implemented the program in 2020!

Thus, we continue the tradition of supporting students in a manner adapted to the current context, respecting the rules of social distance, and of care and protection for employees and communities alike. **This year, the financial support consisted in almost RON 1 million offered to 34 school units in Timiș and Arad Counties, following the submission of a project designed to access education, improving the educational process, and supporting initiatives to digitize classes.**

More than RON 1.35 million have been invested so far, through this program, in 37 educational establishments in Timiș and Arad Counties, thus improving the study conditions for about 13,000 students.

PROGRAM BENEFICIARIES

1. Pro Vita Association for Newborn and Unborn Children
2. For Help Christian Association
3. Pentru Voi Foundation
4. Timișoara 89 Foundation
5. Semper Agape Association
6. Missio Link International Foundation
7. Speranța și Lumina Christian Association
8. Caritas Federation of Timișoara Diocese
9. Humanitarian Foundation of The Holy Hierarchs Leontie and Theodosius
10. Ineu Social Services Complex

**BENEFITS FOR EMPLOYEES!
PERSONALIZED SERVICES
FOR PERSONAL MEDICAL
EXAMINATIONS AND
CHECKUPS FOR SMITHFIELD
ROMÂNIA EMPLOYEES!**

Each employee receives an annual subscription that they may access for personal medical examinations and checkups. This is possible without the doctor's recommendation. The annual subscription amount is of RON 600, i.e. a fixed amount per employee. This amount is granted each year for carrying out additional analyses, is not refundable in cash and is not transferable from one year to the next.

First degree family members (e.g. husband, wife, children, or parents) can also benefit of this subscription, if applicable. They must show-up in person in the clinic, accompanied by the subscription holder or with a copy of the holder's identity card. Advantages of occupational health services:

- Increasing the efficiency of the work carried out
- Reducing the number of days of absence from work
- Verifying and approving medical leaves
- Examinations for occupational medicine carried out at the employer's premises.

Access to the annual subscription can only be made by making an appointment at any of the Regina Maria Clinics in România.

In order to make an appointment, the occupational health officer can be contacted at the phone no. 0739 009 393, who will provide the necessary support to obtain a timely appointment.



**CONTINUITY OF THE INTERNSHIP PROGRAM
STUDENTS OF PROFILE UNIVERSITIES IN THE COUNTRY
BECOME OUR COLLEGS!**

First and Last Name	Department	Internal Position	University
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Mihaela Mîndrilă	Quality	Quality Controller	USAMV - IAȘI
Mădălina Macovei	Quality	Quality Controller	USAMV - IAȘI
Ghicajanu Ioana	Quality	Labeling Controller	USAMV - IAȘI

Mihaela Mîndrilă - joined the Internship program in 2018, and was then hired as line manager and raw material warehouse responsible in the Semi-processed Meat section. Due to her performance and skills, she has turned her attention towards the quality control area and has advanced to the new position of quality controller, where her main responsibility is auditing the products made in the Semi-processing section.

Mădălina Macovei - participated in the Internship program in 2019, where she persevered and started with a successful project, that turned into the realization of a new product - "Bacon tenderloin", and then was accepted to stay and start her professional career in the Quality Department. Due to her technical skills, her responsibility is to carry out working instructions for the machines of Smithfield România Meat Plant.

Ghicajanu Ioana - participated in the Internship program in 2019, enrolled in the master's courses of the Faculty of Food Engineering, and was subsequently employed as Labeling Controller in the Quality Department. Her main responsibility is to check the labels and the finished product made in the Semi-processed Meat section.



**THE INTERNAL FEED PRODUCTION
CERTIFICATION PROGRAM
CONTINUES!**

The value of an organization is represented by its team! Our colleagues are those who make things happen! We value their involvement and how they understand to respect and integrate working procedures and improvement processes. Thus, we want to offer them relentlessly new professional development programs, created and tailored to the specifics and needs of Smithfield România team.

Every year, we continue to provide our colleagues from Vinga and Pădureni Feed Mills with contexts suitable for their professional development.

Currently, 22 colleagues are participating in the program "Internal Certification in Feed Production":

- ✓ O 0 - 4 people;
- ✓ O 1 - 7 people;
- ✓ O 2 - 4 people;
- ✓ O 3 - 7 people.

In December 2020, we've completed another certification session, with 15 participants from the two Feed Mills, Vinga and Pădureni.

Our colleagues in the Feed Production Department are constantly working on improvement ideas that bring efficiency and professional development to high standards, adapted to the context of Smithfield România's work. Thus, starting with the next certification session, the following changes will be included in the implementation of the program:

- ✓ Conducting the four-session certification program in both Feed Mills, at the same time;
- ✓ Possibility of taking both examinations required to promote the first degree of certification in the same session.



Corina Tat
Occupational Health & Safety Technician
Fresh Meat Division

WHAT IS YOUR DAILY WORK IN THE COMPANY?

My daily work in the company evolves around Occupational Health and Safety, in several specific areas: regular medical check-ups, monitoring of personal protective equipment, Safety Alerts management, monitoring of work accidents & injuries and monthly SIPS audit. In recent months, in the context of the pandemics, SARS-Cov-2 specific tests and epidemiological surveys take up a significant part of my time.

WE ARE GOING THROUGH TIMES THAT SHOW US HOW IMPORTANT IT IS TO WEAR PERSONAL PROTECTIVE EQUIPMENT

WHAT ARE YOU MOST PROUD OF?

The thing I am most proud of is that I graduated from the Faculty of Chemistry within the Polytechnic University, that I have a steady job and that, first of all, I love what I do. I'm happy with my professional development. In this short period of one year, I learned what it means to work in an HSE Department of a large company.

WHERE DO YOU TAKE YOUR ENERGY FROM IN THE MORNING? WHAT ARE YOU TRIGGERED BY?

Learning so many new things in the workplace and the new challenges that arise at any time, motivate me enough to have the energy needed to start a new day and a new challenge.

WHAT IS YOUR FONDEST WORKPLACE MEMORY?

My fondest memory in the workplace is the surprise made by my department co-workers at my one-year anniversary in the company.

IF YOU WERE A MINISTER, WHAT MINISTRY WOULD YOU CHOOSE AND WHY?

I would choose the Ministry of Health, so that I can help develop more sanitary facilities in România.

IF YOU WON A HUGE AMOUNT OF MONEY AT THE LOTTERY, WHAT WOULD BE THE FIRST THING YOU CHANGED IN YOUR LIFE?

If I won a large sum in the Lottery, I would buy a house and I would invest part of the money in a homeless animal shelter.

WHAT DO YOU THINK IS THE POSITIVE SIDE OF THE SARS-COV-2 PANDEMIC?

In an emergency, such as a pandemic, the good part is to see the easiness of teamwork and the high degree of everyone's involvement and responsibility. We are going through times that show us how important it is to wear personal protective equipment, even if now we are talking about "protective facial mask" and not necessarily about the equipment specific to health and safety at work.



Marius Sandu
Project Manager
Fresh Meat Division

WHAT IS YOUR DAILY WORK IN THE COMPANY?

I am in charge of coordinating the team of the electric utilities sector, providing technical support for colleagues in the department, elaborating the plans/technical documentation for the development/optimization projects of the Technical Department and supervising the works carried out on the construction sites of ongoing projects.

WHAT ARE YOU MOST PROUD OF?

Professionally, I am proud of every success we achieve in the department, from improvement of processes and

EVERY DAY IN THE COMPANY IS A NEW CHALLENGE AWAITING TO BE SOLVED

energy efficiency to small repairs, along with all the company's achievements. Personally, I am proud to have by my side a person (my fiancée) who understands, motivates, and supports me every day, along with my family and my circle of friends and acquaintances, and this makes me feel like I can overcome any obstacle.

WHERE DO YOU TAKE YOUR ENERGY FROM IN THE MORNING? WHAT ARE YOU TRIGGERED BY?

Every day in the company is a new challenge awaiting to be solved. No days are alike. I take my energy from these daily challenges, but also from the fact that after 8 hours of work I get home to my family and spend the rest of my free time together.

WHAT IS YOUR FONDEST WORKPLACE MEMORY?

In these more than 8 years in the company, I can say that I have collected many pleasant memories, both professionally and personally. My most favorite one is related to the company's parties because they gave me the opportunity to enjoy myself and forget about the everyday issues.

IF YOU WERE A MINISTER, WHAT MINISTRY WOULD YOU CHOOSE AND WHY?

As rotten and corrupt is the state sector, whichever the ministry I choose, I wouldn't be happy with my choice, because none lifts up to people's expectations. Regardless of my choice, I would try to change it for the better, as much as I could.

IF YOU WON A HUGE AMOUNT OF MONEY AT THE LOTTERY, WHAT WOULD BE THE FIRST THING YOU CHANGED IN YOUR LIFE?

Although I don't play the lottery, I would love to win; and the first thing I would change would be travelling more in as many places as possible and have the time of my life.

WHAT DO YOU THINK IS THE POSITIVE SIDE OF THE SARS-COV-2 PANDEMIC?

I don't necessarily see the good side of this pandemic; however, I noticed that people are more aware of the danger they expose to, if they don't protect themselves properly. In fact, one good thing brought by the Covid-19 pandemic is traffic decongestion - we no longer stay so much in queues and pollution seems to diminish.



Alexandru Harsani
Area Manager
Farms Division

WHAT IS YOUR DAILY WORK IN THE COMPANY?

My day-to-day work in the company is a complex one, because it involves many different activities and is not monotonous.

Working in a field involving "life", I constantly need to supervise the activities that take place on each of the 4 farms I am in charge of. I can say that my work is different every day because, due to the specificity of my work, new challenges always occur. By receiving information about a problem and solving it, I always gain more experience.

I start my workday by contacting each farm by phone, to get informed of their status and potential issues, and then I continue with my normal routine, sending the required information to my co-workers and solving problems.

// WORK TURNS INTO A PLAY WHEN YOU DO WHAT YOU LIKE EVERY DAY //

WHAT ARE YOU MOST PROUD OF?

Of the radical decision to attend the University of Agricultural Sciences and Veterinary Medicine from Cluj-Napoca. This was the moment that changed my life and my career vision and, since then, everything has gone up in my professional career. Now, in my current position at Smithfield's Farms Division, at the end of a wean to finish cycle, I am most proud of each delivery of finishing pigs to the slaughterhouse, according to the company's quantitative and qualitative standards in relation to the quality of products.

IF YOU WERE A MINISTER, WHAT MINISTRY WOULD YOU CHOOSE AND WHY?

I would choose the Ministry of Agriculture because agriculture and animal sciences are the only branches I enjoy practicing. By working in these fields and actually doing the physical and mental work that they require, I would know in much more detail the requirements and needs that a farmer has in order to produce raw materials, such as grains, milk and meat, to meet the population's need for food.

WHERE DO YOU TAKE YOUR ENERGY FROM IN THE MORNING? WHAT ARE YOU TRIGGERED BY?

From the passion of practicing in the animal science field, a passion which I have since childhood. By daily doing what I love, work becomes play and results don't delay showing up.

IF YOU WON A HUGE AMOUNT OF MONEY AT THE LOTTERY, WHAT WOULD BE THE FIRST THING YOU CHANGED IN YOUR LIFE?

The first thing I would change in my life is purchasing a house and, most likely, opening my own business in harvesting and animal production.

WHAT IS YOUR FONDEST WORKPLACE MEMORY?

During my professional journey at Smithfield România, I have several fond memories. My first one is when I participated in the Internship program organized by the company. After completing my higher education in 2019, I was hired as a zootechnical engineer and, earlier this year, I received the surprising proposal to take over and manage 4 WTF farms in Timiș County.

WHAT DO YOU THINK IS THE POSITIVE SIDE OF THE SARS-COV-2 PANDEMIC?

Time spent with my family, which has increased significantly. This situation has somehow given us a harsh life lesson, teaching us to appreciate and give importance to everything in our lives, starting with our loved ones, materials things, and food, significantly diminishing its waste.



Alexandru Negură
Area Manager
Farms Division

WHAT IS YOUR DAILY WORK IN THE COMPANY?

My position as Finishing Manager implies the responsibility of organizing and allocating tasks between employees, meeting the production indices, and

// AM HAPPY WHEN I FINISH PROJECTS ABOVE EXPECTATIONS //

making efficient all activities within Gătaia Farm.

WHAT ARE YOU MOST PROUD OF?

I am quite young, so I can say I have a lot of accomplishments to be proud of. Professionally, my appointment as Gătaia Farm Manager was certainly a moment of pride.

WHERE DO YOU TAKE YOUR ENERGY FROM IN THE MORNING? WHAT ARE YOU TRIGGERED BY?

I try not to skip breakfast in the morning, and coffee is more than welcome. I guess my motivation comes from the saying "A new day ... a new challenge", because there is no day like the other.

WHAT IS YOUR FONDEST WORKPLACE MEMORY?

There were many happy memories at work. I don't think I could pick a specific one.

IF YOU WERE A MINISTER, WHAT MINISTRY WOULD YOU CHOOSE AND WHY?

Ministry of Finances. I think more could be done to improve the economy.

IF YOU WON A HUGE AMOUNT OF MONEY AT THE SUNDAY LOTTERY, WHAT WOULD BE THE FIRST THING YOU CHANGED IN YOUR LIFE?

First, I would start building an agro-tourism hostel, with a small horse riding center. This is a childhood dream.

WHAT DO YOU THINK IS THE POSITIVE SIDE OF THE SARS-COV-2 PANDEMIC?

For me, I can't say that the SARS-Cov-2 pandemic has a positive side. Instead, I hope that the slowdown in global activities has had a positive impact on the planet.



Andreea Florea
IT Applications Team Leader
Smithfield România
Farms Division

WHAT IS YOUR DAILY WORK IN THE COMPANY?

I am part of the IT Department and I am in charge of organizing and coordinating the entire IT team, Operations and Applications - Farms Division. Along with my team, we also ensure the smooth functioning of the IT systems for the Farms Division.

IT IS IMPORTANT TO WORK WITH OTHER COOL PEOPLE

WHAT ARE YOU MOST PROUD OF?

I am proud of my family. Thanks to them, I've become who I am.

WHERE DO YOU TAKE YOUR ENERGY FROM IN THE MORNING? WHAT ARE YOU TRIGGERED BY?

"A good beginning is half the battle!", and a good mood and a peaceful sleep help me start the morning strong.

WHAT IS YOUR FONDEST WORKPLACE MEMORY?

It's hard for me to choose a particular memory because there are many beautiful memories. I remember that almost 5 and a half years ago, I found a 'Welcome' card waiting for me on my new desk. I appreciated this; it's important to work with cool people.

IF YOU WERE A MINISTER, WHAT MINISTRY WOULD YOU CHOOSE AND WHY?

Ministry of Education because there's where education comes from. It is the

most important and it is the one that allows us to evolve and help ourselves and others. At the same time, there are many students who need to be helped and who have very good results at school, but they cannot afford to go ahead with education, for various reasons.

IF YOU WON A HUGE AMOUNT OF MONEY AT THE SUNDAY LOTTERY, WHAT WOULD BE THE FIRST THING YOU CHANGED IN YOUR LIFE?

I don't think I would change anything or, at least, I wouldn't do anything extraordinary. Most likely, I'd donate some of the money and plan a little vacation.

WHAT DO YOU THINK IS THE POSITIVE SIDE OF THE SARS-COV-2 PANDEMIC?

On the positive side, most companies have started to digitize their processes. Time is the most precious thing and any solution aimed at making it more efficient brings added value.



Bogdan Curticiu
IKA Director
Elit

WHAT IS YOUR DAILY WORK IN THE COMPANY?

My daily work involves visits to my colleagues around the country, trying to find together the best solutions to improve and increase sales and meet the needs of consumers.

We are having discussions focused on offering new products, promoting the existing ones, and implementing promotions designed to support the final consumer. We analyze the requirements of the consumer (which are changing quite a lot lately, due to the pandemic) and try to offer products that meet these needs. I try to "steal" what is good from the competition, and I check if the deals made with store buyers on offering of certain promotions are actually implemented in

I AM PROUD THAT ELIT IS STARTING TO BE INCREASINGLY VISIBLE IN MODERN TRADE

stores. In addition, I participate in strategic meetings with the general manager, the plant manager, and my co-workers in charge of traditional trade.

WHAT ARE YOU MOST PROUD OF?

Aside from my family, which comes first, I am proud that from one day to the next, from one week to the next and from one month to the next, Elit is starting to be increasingly visible in modern trade.

WHERE DO YOU TAKE YOUR ENERGY FROM IN THE MORNING? WHAT ARE YOU TRIGGERED BY?

I run at least 5 times a week - this relaxes me very much. What motivates me is that my team members are pleased and that at the end of the month they are cashing their bonuses, which mean that the effort made was not in vain and was paid off.

WHAT IS YOUR FONDEST WORKPLACE MEMORY?

My visit to China, where I had the opportunity to meet the people who run the group of which we are a part, and also to know the preferences of the consumers there, quite different from those we are used to.

IF YOU WERE A MINISTER, WHAT MINISTRY WOULD YOU CHOOSE AND WHY?

Minister of Labor and Social Protection - I would pass certain laws to ensure social stability in România, so that our country's workforce doesn't have to leave the country and, at the same time, to give young people the chance to assert themselves in our country and help the long-term development of România.

IF YOU WON A HUGE AMOUNT OF MONEY AT THE SUNDAY LOTTERY, WHAT WOULD BE THE FIRST THING YOU CHANGED IN YOUR LIFE?

I would think about it for some time, but I would certainly do trade schools all over the country, because at the moment we have an acute shortage of craftsmen in all fields of activity.

WHAT DO YOU THINK IS THE POSITIVE SIDE OF THE SARS-COV-2 PANDEMIC?

Despite the more difficult moments in terms of sales development, now I know for sure that I can rely on the whole team, each coming up with new ideas that have been put into practice, many of which have unexpectedly good results. Even though we lost sales on HoReCa products, we were able to find new products and packaging ways to cover these losses and continue to be profitable.



Ioana Ghib
Raw and Ancillary Materials Manager
Elit

WHAT IS YOUR DAILY WORK IN THE COMPANY?

I am a Purchasing Manager for raw and ancillary materials and my daily work is to ensure the necessary materials needed by the company to conduct its daily production.

WHAT ARE YOU MOST PROUD OF?

Having been part of this company for more than 17 years (since this is my first job). I've grown, both professionally and personally, and I had the opportunity to work with a team of professionals. Some of them still serve as an example in my life.

WHERE DO YOU TAKE YOUR ENERGY FROM IN THE MORNING? WHAT ARE YOU TRIGGERED BY?

My morning energy comes from the fact that I feel like family at Elit, my second home, and I love what I do. Every day is different, with new challenges and situations that I manage to successfully complete and develop professionally.

WHAT IS YOUR FONDEST WORKPLACE MEMORY?

In fact, there have been many fond memories over the years, related to my co-workers and my professional achievements. One of them was the

purchase of a large quantity of natural intestines (the production need for several months) at a very small price, anticipating the doubling of market prices, and managing to contribute to the company's profit.

IF YOU WERE A MINISTER, WHAT MINISTRY WOULD YOU CHOOSE AND WHY?

I would choose the Ministry of Economy, in the light of my experience. I believe that I am a person who makes efficient use of financial resources.

IF YOU WON A HUGE AMOUNT OF MONEY AT THE SUNDAY LOTTERY, WHAT WOULD BE THE FIRST THING YOU CHANGED IN YOUR LIFE?

The first thing that comes to mind is charity work for people in bad situations, as a thank you for this gift. Then I would travel, travelling being one of my greatest passions.

WHAT DO YOU THINK IS THE POSITIVE SIDE OF THE SARS-COV-2 PANDEMIC?

The fact that we've begun to realize what are the important and the unimportant things in life.

// I AM PROUD TO HAVE BEEN PART OF THIS COMPANY FOR MORE THAN 17 YEARS //



Flavius Trif
Night Shift Supervisor Labeling/Packaging -
Production

// IF I MANAGE TO CHANGE AN ATTITUDE, IT HELPS ME TO CONTINUE THE WORK I DO //

morning I need a lot of coffee :))) The results I get from my work motivate me. For example, if I manage to change an attitude, to make someone better at what they do, it helps me to continue the work I do.

WHAT IS YOUR FONDEST WORKPLACE MEMORY?

Because this was my first contact with a production plant, I didn't know what to expect. From the first week, I was pleasantly surprised by the way a large mass of people are organized and the fact that everyone clearly knows what to do. Another thing I liked was that the management took into account the views of the employees and successfully implemented almost all their wishes. I also had the opportunity to meet some formidable people!

IF YOU WERE A MINISTER, WHAT MINISTRY WOULD YOU CHOOSE AND WHY?

I would definitely choose the Ministry of Education because education is the road on which children are to reach their full potential in life. As we all know, this is the most important component

of a society, and I believe that the way education is carried out today is a little outdated, because there is great emphasis on theory, and not on practice.

IF YOU WON A HUGE AMOUNT OF MONEY AT THE SUNDAY LOTTERY, WHAT WOULD BE THE FIRST THING YOU CHANGED IN YOUR LIFE?

I'd like to think I would stay the same. Money, however much, can't change anyone.

WHAT DO YOU THINK IS THE POSITIVE SIDE OF THE SARS-COV-2 PANDEMIC?

I like this question, because it's important to always see the full side of the glass and focus on what we can do to overcome a problem or an unfavorable situation. I think this is what I learned during my time in the plant so far. What's positive is the fact that companies were forced to digitize to a much greater extent, and because we were asked to stay longer at home, I believe that relations between family members quite benefitted from it.



SECOND EDITION OF BLACK FRIDAY CAMPAIGN 2020, IN PARTNERSHIP WITH EMAG COMTIM PRODUCTS, AT A CLICK AWAY!

The only company participating in this year's Black Friday event on the Emag platform which received 5*, exclusively in reviews received from customers!

For many of us, November brings perhaps the most anticipated shopping event of the year: Black Friday. But this year, November 13 was a stress test, especially among retailers on the Romanian market, and not only. In this context of the pandemic, we decided to delight our customers with promotions for two Comtim brands, at advantageous prices, in partnership with Emag:

- HAM
- QUARTERED PORK HALF-CARCASS

Safety and quality of Romanian products are among the main benefits brought to our customers by the Comtim brand, which more and more Romanians are now appreciating. This campaign recorded a doubling of the number of orders, compared to the previous year, due to the confidence in our high quality fresh products consistently provided by Smithfield România's team, especially during this difficult time caused by the pandemic. The role of this campaign is to get even closer to our customers, to create an emotional connection with them and, perhaps, in the future, to start a new tradition together. We also had the pleasure and the chance to talk to each customer in person and listen to everyone's opinion. The impact of the campaign is a strong one, and could be felt among Romanians across the border. The young people who placed orders mainly wanted to show their appreciation for family or acquaintances."

A bold and beautiful project, a campaign from Romanians to Romanians, which can certainly continue. We would like to take this opportunity and thank the entire team involved in the smooth running of the project, with professionalism and dedication. Thanks to it, we were able to be creative and adaptable to the current market trends, both offline and online! The feedback we've received in this time of crisis is a high form of loyalty.



Laura Patian
Sales & Trade Marketing Representative

// CUSTOMERS ARE LOOKING FOR A COMPLETE SHOPPING EXPERIENCE! //

„Traffic restrictions due to the pandemic have strongly contributed this year to the decrease of traffic in traditional stores. More and more Romanians have turned to online shopping, so Black Friday 2020 was, in my opinion, an extraordinary opportunity to promote the COMTIM brand in the most publicized and visible online event of the year. The experience of talking to each customer, of thanking them for their trust and planning the delivery of products ordered, according to customer needs, production capacity, and distribution routes, was an extraordinary opportunity for me to discover that, today, customers no longer just want a product, but a shopping experience. Caring to deliver the freshest and most qualitative meat in the world involved constant communication with our co-workers in production for the selection of the carcass, and with our co-workers in picking and logistics for the preparation, handling, and delivery of orders. The entire process confirmed me that we are a team of professionals, able to reinvent ourselves to meet all the challenges.

Like in the case of offline commerce, I firmly believe that the most important thing is to put the customer first. It is our responsibility to find customer-oriented solutions, regardless of the situation.”



COMTIM BRAND PROMOTION IN MAJOR STORE CHAINS

When one of our partners comes to thank us, highlighting our development efforts and market position, we are sure that we've done a good job together, and the goal of bringing the Comtim brand daily into the spotlight is getting closer and closer to being achieved! In any industry, evolving requires development, even when you have decades of experience. In addition to continuously developing new ranges of Comtim products and optimizing current products according to market trends, we also maintain partnerships with major store chains, with the purpose of dedicating custom showcases only to our products. In this respect, Auchan Group was the first partner we convinced that by showcasing our products, it will succeed in gaining consumer confidence.

We started in 2019 with the 3 Auchan stores in Timișoara, where we listed all Comtim ranges (Porc Proaspăt, Bun de Gătīt, Porc Ușor) and delineated the shelf exposure space. Currently, we are present in Auchan stores in Timișoara, Oradea, Deva, Sibiu, and Cluj Napoca, where customers can enjoy Comtim products, both in stores and on the retailer's online platforms.

2020 was a year that brought us many challenges: we managed to develop new partnerships with Remarkt, where customers find Comtim products, exclusively and a new project with Rewe where, starting January,

only Comtim products can be found in all Penny stores from Timișoara. We also had the first show-ups of Comtim products in partner stores (Lidl, Penny, Remark, Profi), which reached over 10 million consumers. Therefore, we maintain our promise to expand the presence of our 100% Romanian Comtim meat, produced in a responsible way, in both modern and traditional retail.



Article written by **Cezar Ludoșean**, Sales Manager – Modern Retail

A YES-TRADITIONIST IN DEFENCE OF ... PORK

Mihaela often jokes by saying that she is a YES-traditionist, because everyone who has sought her advice or interacted with her professionally has noticed that she is the kind of specialist who does not forbid – quite an easy thing for nutritionists – but rather argues with science, doses with skill and precision and explains the processes that take place inside the body. This way, you get to understand what and how to eat, not just keep a diet promoted in a colorful and very popular magazine. Mihaela specialized in nutrition in France and has a successful career in România. You certainly know her from Pro TV, from the Chefs' Arena, or from her personal blog – Mihaela Bilic.

In 2013, Mihaela said: "it hurts me to see how much negative energy we've come to turn against food. It pains me that a cheerful and hospitable people like the Romanian people have declared war on the goodies on the table and have come to deny their traditions, including culinary ones. It pains me to see the ease with which we give up our own identity to put on an act in somebody else's shoes, just because they have beautifully colored labels. It pains me the superiority with which we treat the normal, the ordinary people, who still

have the courage to eat bacon with bread or cheese with polenta. It hurts me to see the disapproving glances and unspoken (but thought!) words that judge the extra pounds of others, cruelly and without any right". The effort we have to make to be in harmony with our body and our life is not a dietary one. We need to normalize the relationship with food, rediscover beliefs and traditions, our own value system and the things that really make sense to our existence, Mihaela says. She promotes a "common sense diet" saying that it is not the food that is to blame but ourselves, because we use it to fill our lives, and not to really feed ourselves. She advocates a harmonious relationship with food, which requires a lot of common sense, balance, lack of excess and joy of living. NO to prohibitions and YES to harmony in nutrition – hence, the "YES-traditionist" rating she gave herself.



Mihaela has always been a supporter of pork consumption, which has been unjustly and long bypassed by fleeting models of modernity. That's why, this winter, on her Facebook page, she started a series of interesting "pig stories", with and about pig, where she explains the benefits of eating pork, debunking erroneous beliefs, and scientifically arguing the qualities of this food. We are proud to have an ambassador of Mihaela's caliber and thank her for the educational effort she is making! Happy New Year, Mihaela, and we can't wait to read/watch the next episodes and articles about the Romanian "pig story"!

PS: You can follow Mihaela on her Facebook page and our social-media platforms: Comtim Facebook page.



DISHES FROM BANAT WITH LAURA LAURENȚIU AND COMTIM



Mici pe pâine, gustul tradițional într-o prezentare inedită – video

Surely, those of you who are chefs, more or less amateur, have already tried a Sunday recipe from Laura. Her blog (lauralaurentiu.ro) is followed by almost half a million people, and the fact that she's one of us, from Banat, makes her even more familiar to us, by the goodies she cooks and presents for more than 10 years.

And, if you need one more reason to go to her website, in case you haven't already, you'll see that for two months, Laura has been cooking with our Comtim products! Whether we're talking about the tasty mici (meat rolls) or the famous marinated ribs, Laura has managed every time to propose recipes that will make them even more appetizing – as if this was still possible! Working with her honors us, because we appreciate not only the taste she manages to give to the dishes and to tell her story with talent, but also her commitment. We'll expect you to tell us what you think of Laura's recipes prepared with Comtim products and, why not, send us your original recipes, cooked with Comtim – Din tradiția familiei tale! products.

We are convinced that a talented, undiscovered chef lies in each of you and, with Laura and Comtim's help, you can become the undisputed star of a family lunch or dinner! The only risk – because there is always a risk! – is for the dishes to be so good that you'll be officially designated, from now on, the chef of the family! You can also see the Comtim recipes by Laura Laurențiu on our Facebook page (@comtim.ro), and her YouTube channel.

Bonne appetite!



A new range
of products!



Comtim Range Expanding the Portfolio of Value- Added Products

Over the past 5 years, our main goal has been to expand the portfolio of value-added products, especially in modern retail. Therefore, 20% of our products belong to this category, and 25% of them are sold under the Comtim brand.

At the same time, improving living standards, increasing incomes, changing lifestyles and culinary habits, lack of experience in preparing meals at home and time devoted to their preparation, as well as consumers' interest in a healthy lifestyle have contributed to the increased demand for Ready-to-Eat products. On the other hand, this product segment already in the market, offers consumers products with limited nutritional benefits and sensorial attributes below the expectations of consumers.

Trends and opportunities...

Over the years, the conventional food market has grown, being able to offer a complete meal that has been prepared in advance and which either takes little time for further preparation, or offers products that can be eaten directly.

For those who prefer ready-to-eat products, we have created the Comtim Steak House range – Signature products, made with novel and innovative products, unique as a concept in the market. It offers our customers the opportunity to find directly on the shelves of large store chains, products made from fresh meat, seasoned only with natural ingredients, made under the signature of a chef. Thus, after a laborious development process, Smithfield România launched the new product range on the market, in early December. The products have been defined to represent the identity of Comtim as an ambassador brand with the most important attributes:

**100% Romanian
food safety
authentic taste
original products.**

Steak House by Comtim – Signature Products is a “brand experience” range of the Comtim brand, which offers consumers premium products, prepared according to modern cooking techniques, which need to rest in the oven for only 10 minutes to reveal a balanced taste and perfect texture. Also, for the development of the product strategy, the main objective was to improve the price-quality performance index for consumers and focus our attention on the opportunity to differentiate ourselves from the competition in terms of quality issues.

The story of Comtim brand

Smithfield România preserves the Comtim tradition and offers pork products of the highest quality, with an authentic Romanian taste, from pigs raised in România and fed with Romanian grains. We continue our mission to produce

Good Food. Responsibly!

Through the SteakHouse range, Comtim becomes synonymous with originality and proposes restaurant products at your home!

Comtim, #verygood pork.
Gourmet recipes, derived from the original, genuine taste of fresh meat.

Comtim products have always been appreciated for the tender taste of its fresh meat! And, also, for the original, unique flavor of authentic Romanian meat. Comtim remains, like a bow over time, an authentic product. The savory and memorable story of a local Romanian tradition is carried on by our colleagues who invest all their skills, involvement, and experience in continuing to offer ... only the best meat.

Where the passion for responsibly produced pork combines with innovation, the result is a product that brings the nostalgia of meals enjoyed in peace. Carefree. With just a genuine taste.

Pork produced by Smithfield România in Banat continues a unique tradition. It maintains the quality of the unmistakable taste of fresh pork, Comtim remaining the source of

Good Food. Responsibly!

The graphic concept of the packaging – a story!

The graphic concept of the packaging is a singular fusion communication approach that combines three primary archetypes:

- Traditionalist (Comtim), as a market leader in România for Romanian pork with tradition in quality. A brand with history and recognition.
- Caregiver (Smithfield România), as a market leader in România for pork produced in a sustainable and safe way. A brand of food safety and quality.

- Artist (Chef), as value-added through taste, successful recipe, guaranteed method of preparation, and signature.

A brand of the local culinary experience.

The range is intended to place the Comtim brand in the preference of the modern, easygoing, and hurried, contemporary consumer, through a Brand Experience Funnel approach (ready meal – ready to serve). The products are prepared to play the role of Comtim Brand Ambassador with the most important attributes. Safety/Quality/Taste/Comfort. A package of benefits that's hard to refuse.

The graphical approach is the result of a graphical/semiotic/chromatic study, which concerns the main attributes of the needs of the Innocent archetype (principal client profile). Warm, simple, and understanding, with artistic inserts (Caregiver + Artist). It is composed of an oak wood background with a well-cooked pork steak placed on a retro wooden plate. It has a freshness supporter/tenant (asparagus) who aims to induce a fresh/healthy/balanced state.

Color complementarity is underlined by simple, strong chrome labels designed to highlight the name of the product and, implicitly, the recipe. "Signature Products" symbolize the recognition, success, and guarantee of an experience that comes from the gourmet space, offered by the

archetype "Artist" given by the Chef. The artistic graphic line used in the icons attesting the benefits gives the packaging an added originality, and creativity – a Hand Made mood.

We believe that the "package recipe", together with the recipe made entirely by the Chef and perfected by the quality of the raw material, will play an important role in the market positioning of the Comtim brand in the near future. Steak House Comtim is an original and powerful concept for all those who want to taste the quality and the flavor of Comtim pork, with tradition in România, quickly and effortlessly. We will balance the number of products in the range, so that we can reach as many customers as possible, by correctly and completely defining the recipes expected by the market.

The "signature" products Chef Daniel Grosu represent the "brand experience" range for the Comtim brand, through the experience of a balanced taste and the fast contemporary cooking method for 10 min in the oven.

SteakHouse Comtim is a unique result of Smithfield România's Operational Excellence!

Chef Daniel Grosu,

the most gourmet recipes, joined by the unique taste of good Comtim meat.

Through STEAK HOUSE by Comtim, we offer carefully seasoned products to the most demanding tastes, prepared based on our own gourmet recipes, with the same care as for a restaurant menu.

Comtim gives you your home #restaurant!

The most gourmet products can be enjoyed right in the comfort of your home. You can become your family's masterchef, by cooking the tastiest products with the ease of an experienced chef. With excellent taste, Steak House products offer the guarantee and consistency of the quality of locally produced pork. All these qualities are found in Comtim products, which I use constantly from the moment we opened the first Steak House location in România.

To highlight the authentic taste of Comtim meat, we followed patented cooking techniques to optimize quality and nutritional balance, thus offering absolutely tasty dishes, prepared in a professional way.

The most valuable medals, the true values that matter, are the appreciations received from customers because we have given them unique culinary experiences... This encourages me to move on, to bring along young people, eager to enter the school of flavors, to which I pass on my experience and determination to always choose, for perfect recipes, the good taste of fresh pork. Let's put passion into our culinary creations. Steak House Comtim products bear my signature and validation for a perfect product with a savory taste."

Product Description

Our products' benefits are:

Signature preparations

Innovative products – your home restaurant

Carefully selected raw material

Only natural ingredients

Slow cooking techniques that have minimal impact on nutrient quality

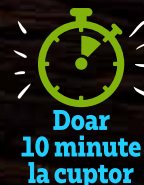
Optimal nutritional profile

100% DELICIOUS

100% FRESH

100% ROMANIAN

0% COMPROMISES



Comtim Steak House – Signature Products are:

Marinated spareribs

500g

Contains marinated spareribs, based on Comtim protected recipe



Pork Tomahawk

450g

Contains bone-in pork chops and bone-in pork belly, seasoned and cooked based on Comtim recipe



Pork Chops

350g

Contains bone-in pork chops and bone-in pork belly, seasoned and cooked based on Comtim recipe



MRS. LENU, OUR DEAREST COLLEAGUE



It's an honor for me that I had the opportunity to meet such a colleague, but above all such a human being: Elena Blendea, Lenu or Mrs. Lenu, as we all call her. It was pretty easy to notice her, even if you walked into the office for the first time. Cute, stylish, and always with a smile on her face. A woman who did her job with so much dedication and love, who respected her superiors and colleagues, being where she needed to be whenever asked for. She remained loyal to the job, even in the most difficult moments. She never said no, no matter what task she got.



Fair, always anchored, and eager to learn everything new and to keep up with all the changes.

She certainly loved both her job and her teammates. Whether training a colleague who had just been hired, or going to a teambuilding, doing the Christmas tree, or attending a work anniversary or our wonderful Christmas parties, Lenu always said yes! She was involved in everything. I fondly remember all the team buildings I attended and where Lenu never differentiated herself from the youngest of us. She lived at full

intensity. She was laughing and crying with you. But never burned us with her problems. I still feel the same commitment and dedication, but now with her wonderful family, as Lea's grandmother.

We don't have to run away from memories; on the contrary, we have to honor them. I take pride in them and I am glad that I was able to experience such moments.

Angelica Farău, Accountant, Financial-Accounting Department, Farms Division

SMITHFIELD România OFFICES, WITH AN AUTUMN VIBE



This fall was much more felt in the offices of the Fresh Meat Division, thanks to the specific decorations. Forgaci Dalia, a Clean Expert employee who helps us clean up every day, has been in charge of making special ornamental baskets.

They have embellished several areas of the premises, such as the reception, the lunchroom, the Sales and HR Departments etc.

The idea of having such a corner in the HR Department came from Ana Maria Caciuc. "This year, we realized more than ever, how important it is

to find a relaxing corner in the office and I decided it would be nice to bring the specifics of each season by creating a small happy corner, to bring us a smile when we raise our eyes from the computer. Autumn is a good opportunity to find materials that can be put together into a nice decoration. Therefore, we went to the market to find at small local producers the most beautiful symbols of autumn, and we searched through parks for other elements offered by nature. The result was colorful, traditional, and appreciated by those who saw it. We enjoy seeing them whenever we pass by.

Ana Maria Caciuc, HR Administration Team Leader.



SPECIAL EVENT IN THE HSE TEAM

Bogdan Ilie and Corina Tat, our colleagues in the HSE Department, have been part of Smithfield România team for over a year now! The two members of the department joined the HSE team a few days apart, so they were celebrated together. Our colleagues in the department have prepared a pleasant surprise for them. To mark the event on a festive but also funny note, they received customized diplomas!

We wish them many years ahead as part of Smithfield România team!





INTERVIEW WITH THE COMTIM MASCOT / PART 3



HOW WAS THE QUARANTINE FOR THE COMTIM MASCOT?

I didn't consider myself quarantined in the first place... I'm usually a very cheerful little pig, but I was tired of all

this work. That's why I can say with my hand on my heart that the period of restrictions fit me like a glove. I rested, started learning Chinese, and a new project to redecorate the house. I'm considering doing more serious sports, but I have knee pain, mostly because of laying too much on the couch. And I started cooking after Laura Laurentiu's recipes. Delicious, please believe me! The recipe for skewers with sausages is a delight! You can find it on www.laurelaurentiu.ro website.

WHAT BOOKS DO YOU RECOMMEND GOING THROUGH THIS WINTER?

I've been reading a lot of newspapers lately and I'm researching from online news sites to keep up to date with the pandemic. But I'm very attracted to psychology books; they help me get along better.

WHAT WOULD YOU DO IF YOU BECAME A MILLIONAIRE OVERNIGHT?

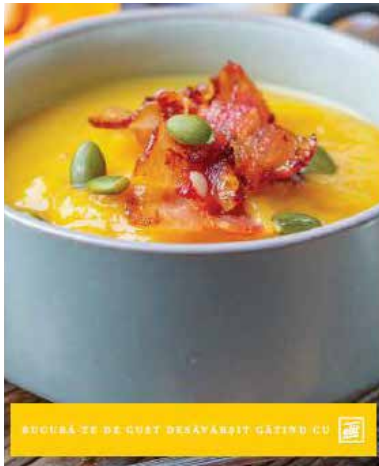
Ohh! This would truly be a dream come true! Contrary to what is expected of those who win, I will not invest them in luxurious properties or holidays in exotic places. I'm going to donate it to organizations that offer vaccines to children living on less fortunate continents... I'm an empathic pig, I know that. If we all did one beautiful thing a day for others or offered a word of encouragement and appreciation, the world would be a better place.

WHAT WOULD YOU LIKE TO SAY TO SANTA THIS YEAR?

Not to forget to give all children and in fact, to all of us, the most precious gifts - health and cheerfulness, and meals rich in vegetables and fruits.

**Celebrate Christmas with lots of sweets!
#guitzguitz**

ELIT RECIPE
TOAD IN THE HOLE



"Toad in the hole" is our today recipe and we promise you that it will be loved by everyone! What is "Toad in the hole"? A cuisine-specific preparation in England/ Scotland. They're basically sausages in Yorkshire pudding dough!

What is Yorkshire pudding? It is a dough based on flour, eggs, and milk, baked in preheated shapes, so it becomes fluffy inside and with a crunchy crust on the outside. When not cooked with meat, pork or goose lard is added to Yorkshire dough. What do we bake in this delicious dough? Our favorite sausages, of course - "Full of meat" homemade sausages from ELIT! Why do we recommend trying "Full of Meat" homemade sausages from ELIT? They

- have a high meat content, as their name suggests;
- are lightly smoked and fit perfectly in any preparation;
- can be enjoyed as such, but also as an ingredient in stews, soups, omelets.

TOAD IN THE HOLE – EVERYTHING YOU NEED TO KNOW ABOUT THE RECIPE

- Are you a large family? You can easily double the quantities in the recipe! The baking time remains the same, we just use a larger tray.
- It is very important to bake sausages at a high temperature (200°C). This way, they brown nicely and leave the wonderful fat, in which we'll bake the dough.
- Extra taste and flavor? When you take the toad in a hole out of the oven while it's still hot, you can add the grated cheese!

- Ingredients for 4-6 portions of Toad in the hole
- 6-8 pieces of "Full of meat" ELIT homemade sausages
 - 150g flour
 - 3 large eggs
 - 200ml milk
 - salt and pepper to taste

Heat the oven to 200°C. Place the sausages in a 15-20cm bowl. Roast them in the oven for 12-15 minutes or until nicely browned. Turn them once during baking to brown evenly. In the meantime, prepare the dough. Put the flour in a bowl, make a dimple in the middle, pour the eggs, and mix well with the whisk or a blender. Add the milk gradually, stirring continuously. Season with salt and pepper. When the sausages are browned, remove the tray from the oven. Pour the dough around the sausages. Return to the oven for 25-30 minutes or until the dough is swollen, browned, and tightly tied.

When to serve toad in the hole? The answer is simple: ANYTIME! Breakfast, family lunch, brunch. It's easy to prepare and can be a life-saving recipe in a lot of situations!

OUR COLLEAGUE IN THE SECURITY DEPARTMENT, SILVIU POPȘA, WON 1ST PLACE IN THE NATIONAL CHAMPIONSHIP OF BENCH PRESSING

The contest was organized by the Romanian Powerlifting Federation in October 2020.

Congratulations Silviu! May you have a successful sports life!



THE FANS OF OUR SOCIAL MEDIA PAGE SHARE THEIR ENTHUSIASM FOR THE SAVORY TASTE OF COMTIM PRODUCTS:



"I've just finished eating your little savory minced meat rolls! They're the best! And I came to this conclusion in time, not just on the spur of the moment! Bravo!"

"Congratulations Comtim, you are super! I love your products!"

"The best minced meat rolls!!!"

"I really love the spareribs!"

"Since I discovered you in Anabela stores from Vâlcea County, I buy only Comtim meat and Comtim preparations. This is the taste of old times!"

"To my family you are number one!"

"Very tasty Comtim minced meat rolls. Congratulations!"

"Congratulations Comtim, God bless you!"

ELIT FAN – POSITIVE REVIEWS ON THE FACEBOOK PAGE



“THANK YOU SMITHFIELD ROMÂNIA!

Mobilization of Smithfield România to help the Timisoara Regional Blood Transfusion Centre is remarkable. It has a well-defined medical-health purpose, which is appreciated. Through your donation we were able to purchase medical equipment, consisting of: a hemomixer, a portable welder and an armchair/bed, which will be used for the purpose of increasing blood collection.

Smithfield România



Your action is of great use to us, now during the pandemic, to be able to provide quality and safety services to both blood donors and medical staff from **Timișoara Regional Blood Transfusion Center**.

SOLIDARITY
with the medical system

Smithfield România



„Multumim pentru sprijin. Laptourile, videoproiectoarele și imprimantele ne-au fost de mare ajutor pentru înființarea acestei grupe. Dumnezeu să vă răsplătească înzecit pentru ajutorul pe care l-ați acordat școlii noastre! Vă mulțumim!” **Pavel Carmen, director Școala Gimnazială Sintea Mare**

FOOD FOR SOULS
Smithfield România

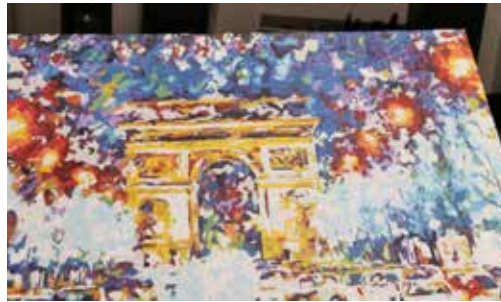
“We take this opportunity to thank you and express our gratitude for your concern for the children of the Holy Hierarch Leontie Settlement in Rădăuți and assure you that these children have benefited from the gifts offered by you, enjoying the delight and diversity of the products.” **Priest Iusti - Settlement of the Holy Hierarch Leontie of Rădăuți**

FOOD FOR SOULS
Smithfield România

“We are pleasantly impressed by the human solidarity shown by the Smithfield România team and appreciate the generosity and support offered to the beneficiaries of For Help Christian Association. We are glad that the inner and profound calling we all have, has mobilized you to give us the courage to move forward in these difficult times. Social responsibility is a value that unites us.” **Claudia Radu, President of For Help Christian Association in Timișoara.**

WITH OPTIMISM, THROUGH THE PANDEMIC

ABOUT THE WORLD OF COLORS AND REDECOVERY OF PASSIONS



This year has put us to the test on all fronts, both professionally and personally. Everyday activities have changed and we have had to refocus, and put our imagination and creativity to value. I, personally, dived into the world of colors and opened my

appetite for drawing. Unlike in other years, in 2020 I found the precious time that I never gave myself, time to admire and enjoy more of nature and its colors. Therefore, in addition to several drawing projects dear to me, I discovered painting on numbers. This option helps you even if you're not talented, invites you into the world of colors where you can't go wrong and takes you out of moments of melancholy. I have chosen to show you a model dear to me, very colorful and cheerful, that I am working on during this period.

Ana-Maria Caciuc,
HR Administration Team Leader

THE DANUBE DELTA OR VACATIONING DURING PANDEMIC



As I write this article, I fondly remember the geography lessons from school where I was admiringly learning about the Danube Delta. I finally got here, thanks to the pandemic I can say, and it was the perfect opportunity to explore this wonderful place. I won't say much about the places that I've seen; I just mention them and leave you a photo to admire. We travelled for about 7-9 hours a day by boat, continuously, through the canals, through the reeds, among the water lilies, egrets, geese, cormorants, swans, snakes, frogs, seagulls, etc., on the arms of Sulina and St. George to the mouth of the Black Sea, Lake Isac, Lake Crișan, Canal Caraorman, Uzlina etc. Along the "road" we saw all kinds of sinister wrecks, villages as if untouched by the civilization of 2020, old houses with water up close to the door, places where the pandemic of COVID-19 was like a history. When you arrive in the Delta, you must visit the Letea Forest, with its golden sand dunes, the only sand forest in România, with lianas over 20 m long, hanging through the trees. A safari experience in the truest sense of the word. Trees seem enchanted, hundreds of years old oaks with twisted branches, lianas, sand dunes, wild horses and thousands of other species of plants and animals. So, I recommend you exploring the Danube Delta; it is one of the wonders of the world and you must visit it, whether you go in spring, summer, or autumn months.

Article written by **Raluca Dicu**, OHS Department, Farms Division

FAMILY KEEPS UP THE OPTIMISM DURING THE PANDEMIC

When we first hit the State of Emergency, we spent a lot of time at home in the afternoon, obviously, because we still had to go to work. We work with live animals, so there's not much choice. The distinction was made by the traffic jams created by the Law Enforcement Orders who made sure not to forget them if there was still not enough traffic for that. Today, we live in a state of alert where we have red areas, restricted localities and people who can stop us on the road, to legitimize ourselves and check where we are going. However, time spent at home, with the family, is the most valuable.

In recent years - thanks to my wife's boundless love for Christmas, who thought that her best birthday present, in the first decade of December, would be a Christmas tree - I discovered a new tradition, if I may call it that way: Christmas movies, around the winter holidays. Christmas movies watched in the evening are a beautiful time spent in the family, encouraging me to go through the pandemic with a smile on my lips and a mask on my face. This year, we started in October... because of the pandemic, most likely. However, I have to admit that many times, when watching a movie and seeing a crowd, especially in a confined space, I think that those people don't wear a mask or respect social distance. All in all, it is the family that offers optimism through the pandemic... and when I say family, I think of both the people at home and the colleagues I work with every day and share stories together.

Happy holidays with your loved ones!

Tudor Dumitrescu
Veterinarian at PiG Vet, Farms Division

Smithfield România®



SOLIDARITY
with the medical system

**FOR HEALTHY
AND STRONG
COMMUNITIES**

**21 Institutions and
Non-Profit Medical Organizations
Financing up to 1.360.000 RON**