

żabka

Energy Policy



Żabka Polska sp. z o.o.
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| PURPOSE | The medium-term energy policy regulates the electricity management activities at Żabka Polska in 2021-2026. |

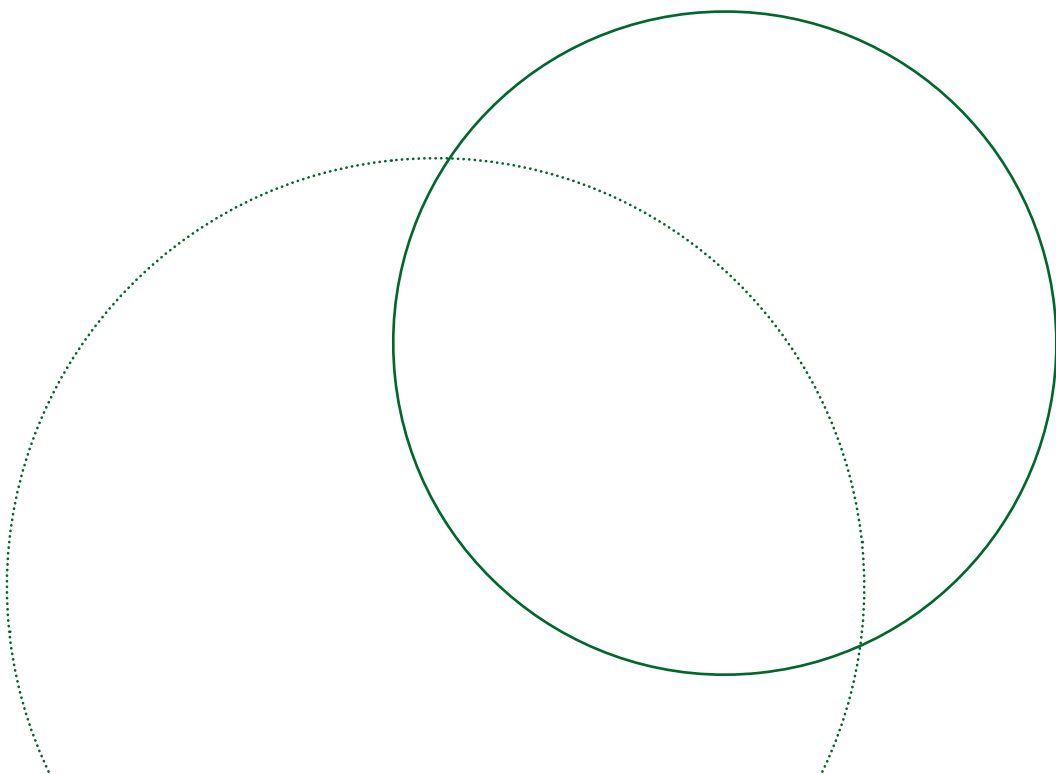


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Introduction

Żabka Polska strategic commitment is to create conditions for a green and sustainable living for everyone, every day. This is why one of the core pillars of our Responsibility Strategy is the Green Planet. Żabka focus on actions that allow us to minimize our environmental impact across the whole value chain to protect Green Planet. Taking into account the objectives set out in the Paris Agreement, which aims at consolidation of global action avoiding climate change and thus holding the increase in the global average temperature to 1.5°C, **the goal of Żabka Polska is to achieve climate neutrality in Scope 1 and 2 by 2025** (according to the international GHG Protocol Corporate Accounting and Reporting standard) and **the use of 100% renewable energy sources in scope 2, as well as striving for renewable energy sources in stores in scope 3**. In its pursuit of being a leader of energy and climate transformation in Poland, recognizing PEP2040 (Energy Policy of Poland to 2040) and other key regulations, Żabka Polska acts toward supporting the achievement of goals directed at energy effectiveness and the fight against climate change.

Art. 1. Purpose and scope of the policy

1. The Energy Policy defines the context and ambitions of Żabka Polska in managing electricity as well as key goals of Żabka Polska and framework procedure.
2. This Policy applies to all Employees, Associates and Franchisees.

Art. 2. Definitions and abbreviations

1. **Energy Policy** → this Energy Policy.
2. **Żabka Polska, Company** → Żabka Polska sp. z o.o.
3. **Employees** → all persons employed by Żabka Polska under an employment relationship, regardless of the type of employment contract and working time;
4. **Associates** → persons providing services to Żabka Polska or performing other services on the basis of cooperation agreements (i.e., civil law contracts, including a contract for services, a contract of mandate or a contract for specific work) or relevant powers of attorney.
5. **Franchisees** → persons who operate a store under the Żabka brand on the basis of an appropriate contract executed with the Company;

6. **Responsibility Strategy** → a strategic document adopted in 2021, setting out ambitions, development directions and targets in respect of Żabka Polska's responsibility (ESG). This strategy is based on 4 pillars: Sustainable Lifestyle, Mindful Business Impact, Responsible Organization and Green Planet.
7. **Scope 1** → Greenhouse gas emissions in the company's own operations, in accordance with the international GHG Protocol Corporate Accounting and Reporting standard, resulting from natural gas consumption, vehicle fuel consumption, emissions from refrigerants, and diesel fuel consumption.
8. **Scope 2** → Greenhouse gas emissions resulting from the consumption of electricity in the company's own operations, in accordance with the international GHG Protocol Corporate Accounting and Reporting standard, e.g., in offices, logistics centers, production plants.
9. **Scope 3** → Greenhouse gas emissions resulting from operations related to Żabka's business activities, in accordance with the international GHG Protocol Corporate Accounting and Reporting standard, e.g., in stores run by Franchisees, including electricity used in stores.
10. **RES** → energy from renewable sources, e.g., wind, solar, water energy.
11. **PPA** → long-term agreement for purchase of power, e.g., generated by a renewable asset, directly from a power producer.
12. **Guarantees of origin** → documents confirming that a specific amount of energy comes from renewable energy sources (RES).

I Art. 3. General provisions

The Policy serves to ensure that the Company's goals, i.e., aiming at the use of renewable electricity sources and reduction in electricity consumption intensity.

I Art. 4. Specific provisions

This Policy sets forth the following assumptions for the achievement of Żabka's goals:

- I. **The use of 100% renewable electricity sources in Scope 2, as well as the pursuit of renewable energy sources in stores under Scope 3, by, among other things:**

- The use of guarantees of origin - documents confirming that electricity comes from renewable energy sources;
- The increase of the share of electricity from renewable sources, e.g., by building new generation capacity or purchasing existing facilities;
- The implementation of solutions based on long-term power purchase agreements, such as PPAs or similar.

II.

5% reduction in electricity consumption intensity (MWh/mPLN revenues; Scope 2 and 3) not later than 2023 by, among other things:

- Testing, implementing and developing initiatives to reduce emissions and energy intensity.
- Systematic analysis of current processes and projects by implementing the aspects of reducing emissions and energy intensity as technology evolves and new market and regulatory solutions become available;
- Education and improvement of competencies of the Employees, Associates and key stakeholders of Żabka Polska in the area of reducing emissions and energy intensity;
- Including an analysis of the impact of non-financial factors, also those related to the impact on Greenhouse gas emissions into the atmosphere, in all key business and investment decisions made by Żabka Polska.

Recognizing the significant use of energy in its core business, an Energy Management System in line with the PN-EN ISO 50001 standard was implemented at Żabka Polska to provide solutions to support energy efficiency.

I Art. 5. Policy review and update

1. The Green Officer ensures that the Energy Policy complies with generally applicable laws and verifies potential irregularities in the enforcement and implementation of the Policy.
2. The Energy Policy shall be reviewed regularly and, if necessary, updated accordingly to comply with current legal requirements.
3. The Energy Policy is reviewed and updated by the Green Officer at least once every two years.

| Art. 6. Final provisions

1. The Energy Policy was adopted by the Company's Management Board on 15 October 2022.
2. The Energy Policy enters into force on 16 October 2022.

