



Żabka again with the platinum award in EcoVadis rating!

Zabka among the 1% of the world's companies that integrate ESG factors most effectively into strategy and business

For the second year in a row, Żabka received the highest platinum award in the EcoVadis rating. Thus, Żabka Polska has maintained its position in the group of 1% of companies in the world, which best integrate ESG factors into their strategies and operations. In this year's rating, the chain has improved its performance in all areas assessed, receiving a total of as many as 90 points out of a possible 100. This result confirms that the systematic and consistent integration of ESG factors into business processes and decisions brings real benefits and is highly rated by external rating agencies.

EcoVadis is one of the world's most trusted rating agencies providing sustainability ratings to companies. More than 75,000 companies from over 160 countries, representing some 200 industries, have been verified by EcoVadis so far.

Żabka Polska started EcoVadis certification in 2020. Based on the results obtained in this process, it developed a plan professionalizing the company's activities, which - thanks to the cooperation and involvement of many departments - it successfully implemented. As a result, Żabka made a leap from bronze to platinum. In this year's rating, the chain not only maintained a high platinum position but also improved its performance in all four assessed areas (environment; working conditions and employment practices; business ethics; supply chain practices), totaling as much as 90 points out of a possible 100 (last year 80/100). In the area of the environment, Żabka is a leader, with a rating of 100 points out of 100 possible.

The assessment obtained is the result of many actions that Żabka implemented in 2022 under the priorities defined in the Responsibility Strategy. These included continuing the implementation of the Code of Conduct for Business Partners, which Żabka supplemented with a Human Rights Policy, or developing a Biodiversity Policy that integrates the chain's approach to its operations and the supply chain. At the same time, Żabka communicated transparently about its approach to management, the actions taken and the results achieved, and reported on its achievements following best practices. More about the strategy: https://zabkagroup.com/pl/nasza-odpowiedzialnosc/

EcoVadis (https://ecovadis.com) is one of the world's most trusted rating agencies providing sustainability ratings to companies. Backed by a powerful technology platform and a global team of experts from a wide range of fields, EcoVadis' easy-to-use and practical sustainability scorecards provide detailed insights into environmental, social, and ethical threats to more than 200 industries, in over 160 countries.

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Żabka Polska Sp. z o.o. owns the fastest-growing chain of convenience stores in Poland and one of the most dynamic formats in the world, opening over 4000 new stores in the years 2016-21. Over 17 million consumers live within 500 meters of the nearest Żabka store. As part of its responsibility strategy, Żabka has made commitments to good nutrition, services to facilitate a sustainable life, the development of entrepreneurship, diversity and an inclusive organizational culture, corporate governance and decarbonization, and a circular economy. More information about Żabka Polska at: <u>www.zabka.pl.</u>. Information about the Żabka Group can be found at: <u>https://zabkagroup.com/</u>. Link to the 2022 Responsibility Report: https://zabkagroup.com/esg/

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