



Conveniently and Responsibly

ESG Factsheet 2024

Table of contents

Introduction	03	Social performance	15
Reporting scope	03	Employees	16
Methodology and data source	03	Customer health and safety	21
Our progress in implementing the Responsibility Strategy	04	Governance performance	23
01 Sustainable Lifestyle	05	Anti-corruption trainings	24
02 Mindful Business Impact	05	Incidents	26
03 Responsible Organisation	05	Data security	26
04 Green Planet	05	Tax-related information	27
Our impact	06	Glossary	28
Environmental performance	07	Assurance letter	29
GHG emissions	08		
Decarbonisation strategy	10		
Energy use	11		
Materials and waste	12		
Environmental services and advocacy	14		
Water use	14		

This ESG Factsheet of Żabka Polska summarises key highlights and comparative information from the past few years on issues that influence our business and areas where we can drive transformative change. The data covers the financial years 2022-2024. This publication is not an annual report, nor is it an exhaustive summary of all potentially relevant sustainability information.

For consolidated information prepared under the European Sustainability Reporting Standards for Zabka Group SA please refer to the 2024 Annual Report.

[See more in Annual Report](#)

For complementary information please refer to Żabka Polska's 2024 Responsibility Strategy Summary.

[See more in Strategic Summary](#)

Introduction

This ESG Factsheet summarizes key highlights and information from the past three years on issues that influence our business and areas where we can drive transformative change.

Reporting scope

The following legal entities, together referred to as 'Żabka Polska' (or 'we', 'us') in this document, are covered by this Factsheet:

- Żabka Polska sp. z o.o.,
- Żabka Nano sp. z o.o.,
- Żabka Property Fund sp. z o.o.,
- Żabka Automatic Logistics sp. z o.o.

The figures published in this ESG Factsheet refer to Żabka Polska unless explicitly stated otherwise and show comparative data for the financial years 2022, 2023 and 2024. The financial year of the companies referred to here as 'Żabka Polska' runs from 1 January to 31 December.

Methodology and data sources

This document features selected indicators from Global Reporting Initiative Standards (GRI) as well as Sustainability Accounting Standard Boards (SASB) indicators specific to Food Retailers & Distributors, chosen from a broader range of ESG KPIs that Żabka Polska decided to track and report. We report here those indicators deemed most material/useful to our stakeholders and the priorities of our customers, employees, and investors, supplemented by those historically reported by Żabka Polska sp. z o.o. to ensure continuity. We also included the results of the KPIs selected to measure progress in achieving Żabka Polska's Responsibility Strategy and the KPIs that measure our socio-economic impact over the years. Selected indicators disclosed have been independently verified (limited assurance), in accordance with ISAE3000 (see: Assurance letter).

Assurance letter

The process of reporting, verifying and approving sustainability data at the Żabka Group is defined by the ESG Data Collection Procedure.

ESG Data Collection Procedure

The Procedure designates the Żabka Group CFO, as the person responsible for overseeing the sustainability reporting process across the Żabka Group.

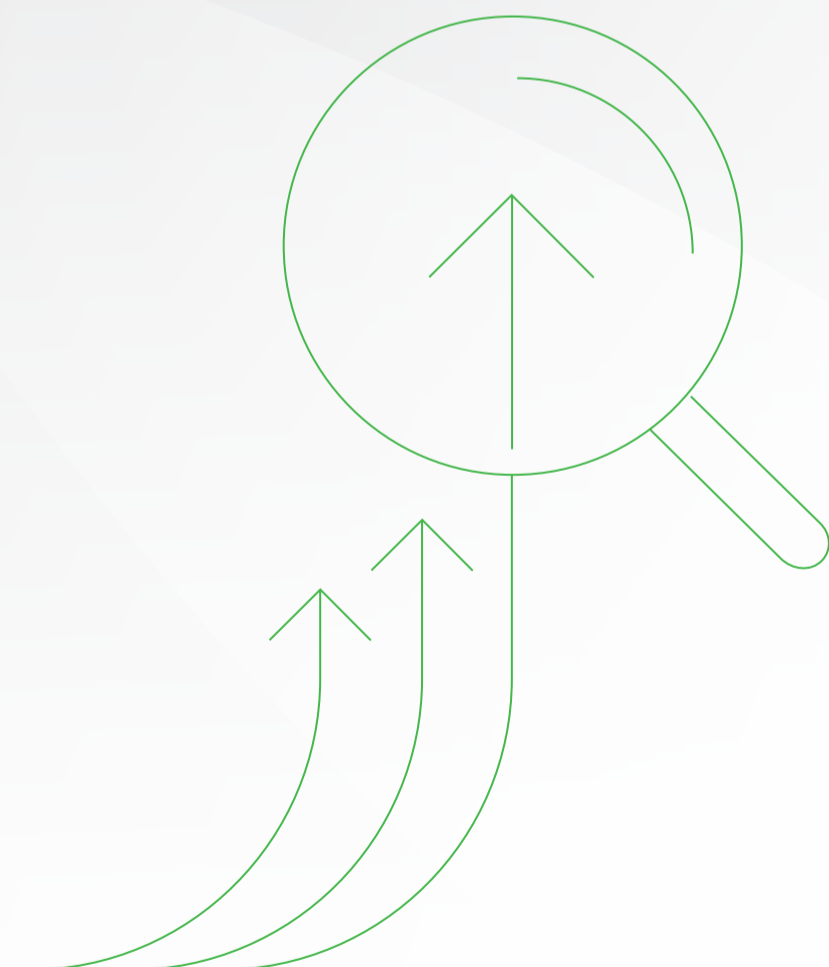
The ESG Reporting Department is a Group function tasked with the preparation and organisation of the sustainability data collection process, including the identification and definition of key stakeholders in the process, such as Data Providers and Business Owners. As per the ESG Data Collection Procedure, the responsibilities of Data Providers include obtaining data, verifying its accuracy and entering verified data into the appropriate reporting tools provided by the ESG Reporting Department. To ensure reliability and completeness of the submitted data, Data Providers are tasked with provision of evidence to confirm all reported values and information. The Department also ensures the integration of the sustainability reporting process with the risk assessment results reporting process, as well as the relevant internal controls.

All data was extracted from our own systems, systems from third parties or databases with their authorization when relevant. In the case of errors in the previous reporting periods corrected numbers are presented here and signposted with an appropriate note regarding corrections under tables containing the indicators.

2023 and 2022 Responsibility Reports of Żabka Polska with more in-depth descriptions of our policies, code, procedures and actions taken in the area of ESG in these years can be found on our website:

ESG Reports

Since 2024, with the parent company being listed on the Warsaw Stock Exchange, annual reporting covers the entire Żabka Group, understood as Żabka Group S.A. (parent company of Żabka Polska sp. z o.o.) and its subsidiaries. A consolidated sustainability statement of Żabka Group was published as part of the 2024 Annual Report.

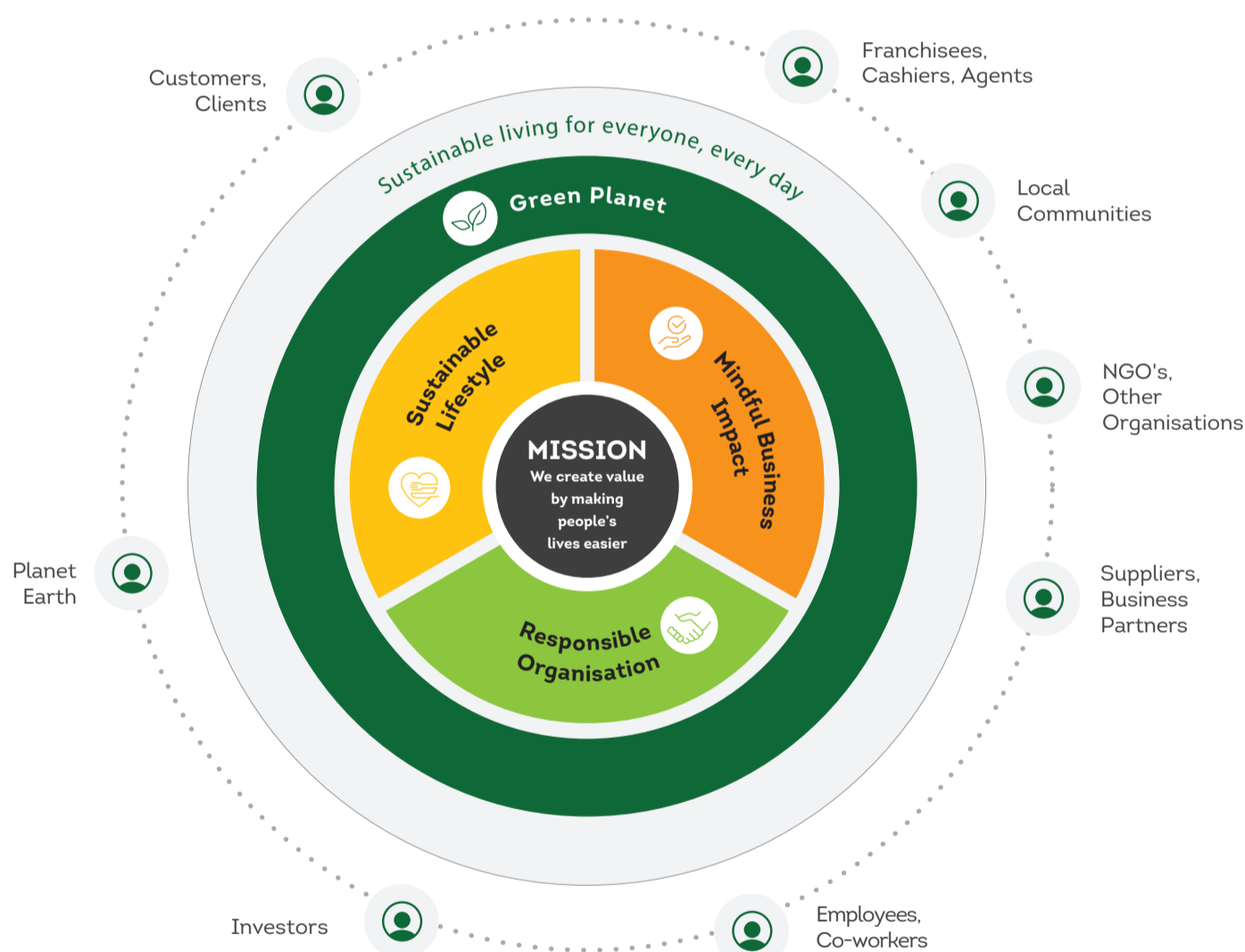


Our progress in implementing the Responsibility Strategy

The Responsibility Strategy of Żabka Polska sets out eight strategic commitments for the years 2021-2026, framed in four pillars. These commitments are supported by 10 measurable operational goals that enable transparency in the measurement and reporting of our progress.

Responsibility Strategy of Żabka Polska for 2021-2026

We create value by making people's lives easier and by allowing them to free their time, while promoting sustainable living for everyone, every day.



OUR VALUES

RESPONSIBILITY

OPENNESS

CREDIBILITY

AMBITION

Below is a summary of our progress over the past three years. For more information on implementing the strategy in 2024 please refer to our strategic summary.

[See more in Strategic Summary](#)

01 Sustainable Lifestyle

We make it easy for customers to change their habits for the better.

2026 Commitment	2022 results	2023 results	2024 results
Multiply the sales value of own brand products promoting a sustainable lifestyle (in bn PLN)	1.0 bn	1.4 bn	1.8 bn
Increase the share of own brand products promoting a sustainable lifestyle ¹	53%	61%	63%
Reduce food waste intensity in own operations by 25%	-27%	-18%	-27%
50% of unsold food in internal operations managed	44%	67%	81%
Increase in customers' NPS score by 2 points each year	46 pts	41 pts	35 pts

For more Sustainable Lifestyle related details [click here](#).

02 Mindful business impact

We make a positive impact with entrepreneurs on the economy.

2026 Commitment	2022 results	2023 results	2024 results
Increase in franchisees' NPS score as a result of co-operation with Żabka	11 pts	10 pts	7 pts
Retain total franchisees' churn rate at same level	15%	16%	16%
100% of business partners familiarised with the Code of Conduct	35%	61%	82%
Involve business partners responsible for 75% of purchasing and service expenditures in science-based reduction targets	62%	61%	59%

For more Mindful Business Impact related details [click here](#).

03 Responsible Organisation

We shape a purpose-led trusted organisation of empowered people.

2026 Commitment	2022 results	2023 results	2024 results
Get to top 25% of the best employers globally according to the Gallup Institute engagement survey	77 percentile (4.44)	74 percentile (4.47)	83 percentile (4.54)
Increase employee satisfaction with the company's activities for their development (Question 12 in the Gallup Engagement Survey)	4.51 pts	4.41 pts	4.59 pts
100% of employees trained on business ethics principles	99.7%	100%	100%
100% of employees trained on cyber security related issues	97%	99%	99%

For more Responsible Organisation related details [click here](#).

04 Green Planet

We minimise our environmental impact across the whole value chain.

2026 Commitment	2022 results	2023 results	2024 results
Reduction of share of virgin plastic in weight of own brand packaging	24.8%	30.0%	33.5%
Achieve packaging neutrality for own brand products achieved	Achieved (for plastic neutrality)	Achieved (for all packaging)	Achieved (for all packaging)
100% of own brand products packaging suitable for recycling processes	94.0%	90.6%	91.4%
Reduce total Scope 1 and 2 greenhouse gas emissions (without offset) by 25% (vs. 2020)	-24.8% (18,264 tCO ₂ e)	-28.8% (17,282 tCO ₂ e)	-31.2% (16,701 tCO ₂ e)
Reduce franchisee greenhouse gas emissions intensity by 70% (Scope 3, vs. 2020)	-57% (14.5 tCO ₂ e/mPLN)	-60% (11.1 tCO ₂ e/mPLN)	-64% (9.9 tCO ₂ e/mPLN)

For more Green Planet related details [click here](#).

Our impact

We analyse our impact by using a proven methodology to better understand our contribution to the socio-economic development of the economies of Poland (and since 2024, also Romania and Luxembourg).

Added value

2022	2023	2024*
7.0 bn PLN	9.1 bn PLN	11.4 bn PLN

The total added-value of our impact and our franchisees on the economy.

Employment level

2022	2023	2024*
56,400	63,000	68,000

Our own and our franchisees' total impact on the labour market (sustained employment – the total number of jobs sustained).

Household revenue

2022	2023	2024*
2.3 bn PLN	2.9 bn PLN	3.6 bn PLN

The total income generated in households across the entire Polish economy due to our and our franchisees' activities.

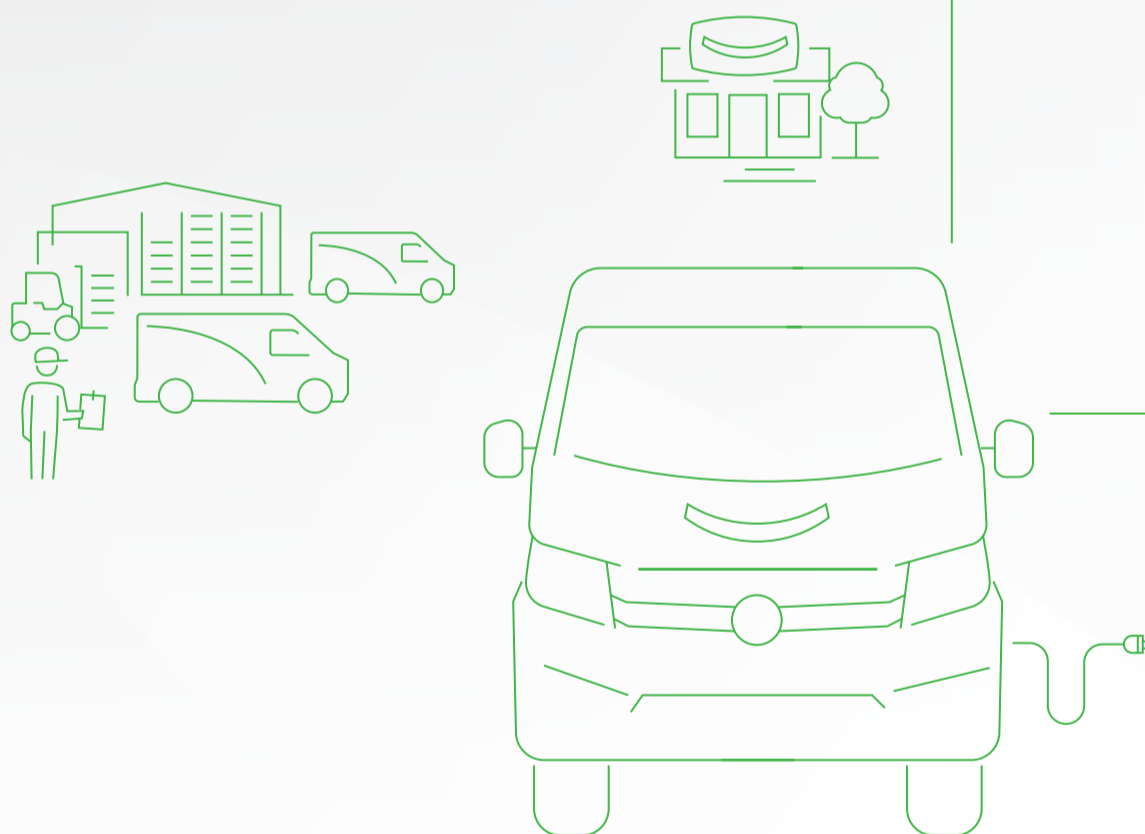
Taxes, dues and fees

2022	2023	2024*
458 mPLN	401 mPLN	517 mPLN

Contribution in taxes, fees, duties, charges, and other public levies.



Environmental performance



Environmental performance

GHG emissions

In 2022-2024, Żabka Polska's total direct (scope 1) GHG emissions lowered from 17,969 tCO₂e to 15,236 tCO₂e. We believe this is owed to integrating electric vehicles into our fleet, enhancing thermal insulation at loading ramps in logistics centres, and expanding dedicated transportation solutions. These measures improve delivery efficiency, with refrigerated vehicles reducing reliance on dry ice during transit and thereby lowering GHG emissions.

In terms of scope 2, the total indirect GHG emissions increased, despite reduction efforts at Żabka Polska which were focused on implementing solutions based on long-term power purchase agreements (PPAs) or similar arrangements.

Similarly, looking at 2022-2024 scope 3 GHG emissions (which include upstream and downstream GHG emissions) we also observed a gradual

increase, which can be linked to our business growth (in 2024 alone, we opened 1,106 new stores in Poland). To counteract the dynamic growth of our convenience ecosystem and connected downstream emissions, we introduced closed refrigeration systems in selected stores, zero heating doors and photovoltaic panel installations. In terms of upstream emissions, Żabka Polska collaborates with business partners to analyse the carbon footprint of the supply chain across different categories.

When considering jointly scope 1 and scope 2 GHG emissions, it can be observed that they were reduced between 2022-2024. Żabka Polska has thus achieved the goals validated by the Science Based Targets initiative (SBTi).

[GRI 305-1]
Direct (Scope 1) GHG emissions

Direct (Scope 1) GHG emissions [tCO ₂ e]	2022	2023	2024
Fuel consumed to generate heat/cold	3,046	2,912	3,048
Own fleet	7,268	7,384	7,192
Refrigerants at logistics centres (including dry ice)	7,655	6,696	4,996
Total direct emissions	17,969	16,992	15,236

Scope 1 GHG emissions are direct emissions from fuel combustion in distribution centres and emissions related to the fleet and refrigerants. When calculating GHG emissions for fuels, the emission factors used were obtained from the DEFRA database (Department

for Environment, Food & Rural Affairs, UK). For GHG emissions related to refrigerants, the GWP coefficients were derived from the DEFRA database or data sheets for specific refrigerants.

[GRI 305-2]
Indirect (Scope 2) GHG emissions

Indirect (Scope 2) GHG emissions [tCO ₂ e]	Indirect emissions of GHGs [location-based]			Indirect emissions of GHGs [market-based]		
	2022	2023	2024	2022	2023	2024
Indirect emissions of GHGs from electricity	17,352	20,329	18,807	0	0	1,177
Indirect emissions of GHGs from heating	305	290	289	305	290	289
Total indirect emissions	17,657	20,619	19,096	305	290	1,465

Scope 2 GHG emissions are indirect emissions from electricity and heat consumption by distribution centres and company headquarters. For the calculation of GHG emissions for electricity, data from The National Centre for Emissions Management (KOBiZE) modified by DEFRA were used for both location and market-based methods.

For the GHG emissions related to purchased grid heat, the emission factors were obtained from the DEFRA database. The difference between location-based and market-based scope 2 GHG emissions is driven by the consideration of certification of origins.

[GRI 305-3]

Other indirect (Scope 3) GHG emissions

Other indirect (Scope 3) GHG emissions [tCO ₂ e]	2022	2023	2024
Goods and services purchased	2,107,960	2,406,895	2,460,749
Capital goods	186,604	179,152	215,460
Fuel and energy-related activities	6,643	7,615	7,904
Transport and distribution	35,158	41,641	48,596
Franchisees	166,668	216,224	224,540
Total other significant indirect emissions	2,503,034	2,851,527	2,957,249

Scope 3 GHG emissions (which include upstream and downstream GHG emissions):

Scope 3 (upstream): GHG emissions related to purchased services, capital goods, fuel-related activities and transportation to stores. Purchased services and capital goods emissions are calculated using emission factors derived from an environmentally extended multiregional input-output model based on 2022 EXIOBASE v3.8.2 data. Emission factors used to calculate emissions for fuel-related activities and upstream transport and distribution are sourced from the DESNZ & DEFRA UK Government GHG Conversion Factors for Company Reporting (2024). Purchased goods emissions, from energy and industry (E/I) and forestry, land use and agricultural (FLAG) sources, are calculated separately using emissions factors from the Waste and Resources Action Plan (WRAP) v1.2 FLAG Emissions database (2023) and other scientific, publicly available sources. In the energy and industry (E/I) category, packaging-related emissions are calculated using DEFRA factors.

Scope 3 (downstream): GHG emissions resulting from the consumption of electricity and refrigerants in stores. For GHG emissions related to refrigerants, the GWP coefficients were derived from the DEFRA database or data sheets for specific refrigerants. When calculating

GHG emissions for electricity, with the location-based and market-based methods, data from the National Centre for Emissions Management (KOBIZE), the National Centre for Emission Balancing and Management and modified by DEFRA were used. The difference between location-based and market-based Scope 3 GHG emissions is driven by the consideration of certification of origins.

Scope 3 GHG emissions categories that were considered material are: category 1) Purchased goods and services, category 2) Capital goods, category 3) Fuel and energy-related activities, category 4) Upstream transportation and distribution and category 14) Franchisees. The remaining categories 5-13 and 15 were excluded from calculation as they are not relevant or not material for Żabka Polska.

We measure GHG emissions associated with our product portfolio to the extent that we measure GHG in scope 3, category 1, as defined by the GHG Protocol. By definition, this category covers emissions from purchased goods and services, reflecting the impact in the value chain. The assessment covers the entire product portfolio, meaning we calculate GHG emissions associated with both own brand and other branded products.

Calculations related to approximately 80% of stores are based on real data (gathered from energy meters). Approximately 20% is estimated.

[GRI 305-4]

GHG emissions intensity tCO₂e/mPLN revenue

Intensity of emissions	2022	2023	2024
Scope 1 (direct emissions)	1.1	0.9	0.7
Scope 2 (indirect market-based emissions)	0	0	0.1
Scope 3 (other indirect emissions)	159	147	130
Total	160	148	131

Decarbonisation initiatives

Żabka Polska has a decarbonisation strategy and GHG emissions reduction targets validated by the Science Based Targets initiative. Our decarbonisation strategy covers all transportation and logistics operations and includes fleet and route optimization as well as load and packaging optimization to reduce GHG emissions. In 2024 these efforts were supported by an electric-charging infrastructure and a driver motivation programme 'Drive the future', which emphasises the value of economical and safe driving. Additionally, a fuel consumption limit introduced in 2024 has together with these initiatives furthered progress towards achieving our decarbonisation goals. We also expanded dedicated transportation solutions and enhanced thermal insulation at loading ramps in logistics centres.

These measures improve delivery efficiency, with refrigerated vehicles reducing reliance on dry ice during transit and thereby lowering GHG emissions.

In terms of the plan in stores, our goal is to reduce our franchisee GHG emissions intensity in Scope 3 by 70% (compared to a 2020 baseline). Under our Decarbonisation Policy we aim to reduce the GHG intensity of all stores by: gradual transition to energy from renewable sources in franchise network, developing and implementing initiatives that reduce energy consumption and other emission sources in stores (such as lowering the carbon footprint from refrigerants), as well as education and communication activities aimed at franchisees.

Energy use

[GRI 302-1]
Energy consumption within the organisation

Direct energy consumption [MWh]		2022	2023	2024
Total energy consumption from non-renewable sources, by type of raw material	Natural gas	13,611	11,525	12,199
	LPG	2,175	2,237	2,314
	Diesel	18,633	10,033	5,582
	Petrol	10,673	20,988	24,931
	Total	45,093	44,783	45,025
Total consumption of independently generated or purchased energy, by electricity (market-based) and heat	Electricity	24,233	29,350	31,517
	Heat	1,789	1,613	1,609
	Total	26,022	30,963	33,126
Total energy consumption in the organisation		71,114	75,776	78,151

Data taken from invoices received from suppliers that have been issued in the nominal units for each type of energy. In order to convert them into MWh, the calorific value rates provided by DEFRA for a given

year were used. The indicator for natural gas has been adjusted to the units in which gas is purchased (m³).

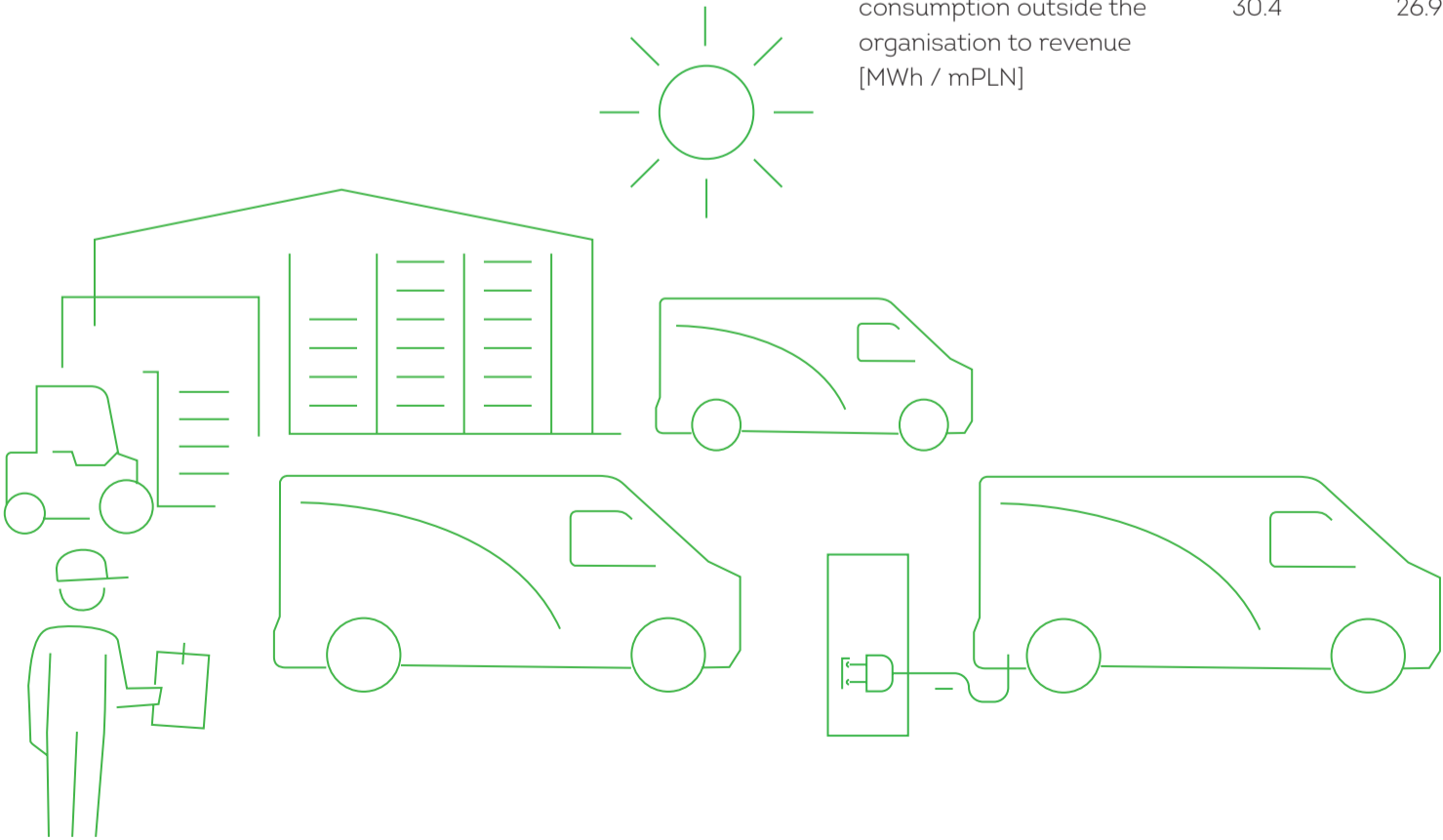
[GRI 302-2]
Energy consumption outside of the organisation

	2022	2023	2024
Electricity consumption in stores (franchisees) [MWh]	479,402	522,252	582,534

Energy consumption calculations related to approximately 80% of stores are based on real data (gathered from energy meters). Approximately 20% is estimated.

[GRI 302-3]
Energy intensity

	2022	2023	2024
Energy intensity as the ratio of total energy consumption by the organisation to revenue [MWh / mPLN]	4.5	3.9	3.4
Energy intensity as the ratio of total energy consumption outside the organisation to revenue [MWh / mPLN]	30.4	26.9	25.6



Materials and waste

[GRI 301-1]
Materials by weight

	Total weight of materials that are used to produce and package primary products and services [t]			Weight of internally sourced materials [t]		
	2022	2023	2024	2022	2023	2024
Raw materials	13,672	14,671	18,385	37	81	79
Packing materials (including paper, cardboard and plastics)	938	1,092	1,152	0	0	0
Total	14,610	15,763	19,536	37	81	79

As we continuously work to improve our reporting processes, we would like to correct information disclosed voluntarily by Żabka Polska for the year 2023. Under indicator GRI 301-1 we disclosed that the 2023

'Total weight of raw materials that are used to produce and package the primary products and services' amounted to 11,732 t. The post-correction value is 14,671 t.

[GRI 301-2]
Recycled input materials used

	2022	2023	2024
Percentage of recycled materials used in the production process for plastics	12%	20%	22%
Ratio of recycled materials to the total weight of materials that are used to manufacture primary products and services	3%	4%	4%

We make the following correction regarding figures disclosed for 2023. For the year 2023, under GRI 301-2, Żabka Polska disclosed 21.8% recycled materials were used in the production process for plastics, where it should be 19.9%. 'Ratio of recycled materials to the total weight of materials that are used to manufacture primary products and services' was indicated as 4.8% and corrected it amounts to 4.0%. We present corrected data above.

[GRI 301-3]
Reclaimed products and their packaging materials

	2022	2023	2024
Products and their packaging materials reclaimed within the reporting period [t]	22,187	25,264	27,014
Products sold within the reporting period [t]	14,610	15,763	19,536
Percentage of reclaimed products and their packaging materials	152%	160%	138%

Data on products sold includes own brands packaging, imported materials introduced to the market and logistics materials used for transport. Data on products and their packaging materials reclaimed come from collection in vending machines and stores, as well as cooperation with companies that recover materials from packaging. Additionally, we would like to correct information disclosed voluntarily by Żabka Polska for the year 2023. Regarding indicator GRI 301-3, correctly calculated products sold in 2023 amount to 15,763 t (instead of disclosed 12,824 t). We reclaimed 160% of products and their packaging materials (instead of disclosed 169%).



[GRI 306-3]

Waste generated

Total weight of hazardous and non-hazardous waste, by method of treatment	Waste weight in 2022 [t]		Waste weight in 2023 [t]		Waste weight in 2024 [t]	
	Non-hazardous	Hazardous waste	Non-hazardous	Hazardous waste	Non-hazardous	Hazardous waste
Reuse	0	0	43	0	1	0
Recycling	11,428	1	13,290	3	17,348	0
Composting	32	0	60	0	7	0
Recovery (including energy recovery)	1,448	1	2,010	2	1,355	0
Incineration (or use as fuel)	214	0	16	0	606	0
Storage in deep wells	0	0	0	0	0	0
Landfill	270	0	439	0.1	27	0
On-site storage	0	0	0	0	0	0
Other	391	140	442	14	592	33
Total	13,783	143	16,299	19	19,937	33

At Żabka Polska we provide for the collection of packaging waste from bulk containers/transport containers in which products are delivered to franchisees. Paper, cardboards and foil are collected at our logistics centres and then transferred for recycling to authorised external entities holding waste processing permits.

[FB-FR-150a.1]

(1) Amount of food waste generated,
(2) percentage diverted from the waste stream

	2022	2023	2024
Amount of food waste generated (tonnes)	1,050	1,351	1,341

In line with SASB standards, food waste is defined as food and inedible parts for which we have no further use that are removed from the food supply chain. Data pertains to our own operations, meaning logistics and transportation stage of the value chain. We calculate the amount of food waste by comparing the weight of food products purchased by Żabka Polska, to the amount of food products ordered by the franchisees (balance sheet method). The difference is assumed to be food waste. We consider the net weight of food (without packaging) in the calculation.

Although in absolute terms, the amount of food waste has been at a similar level for the past three years, in 2024 Żabka Polska's food waste intensity was reduced by 27.3% compared to the base year. In 2024, achievements in reducing food waste intensity were driven by

an assortment of adjustments, dedicated transportation solutions, monitoring products at risk of expiration, collaboration with NGOs such as Food Banks, and loss analysis. When donating unsold food was not feasible, waste was repurposed in biogas plants for energy production.

Under the SASB standards food waste is considered 'diverted' if it has been broken down via bacteria in the absence of oxygen to generate biogas and nutrient-rich matter (codigested or fermented). In 2024, 84% of food waste that year was diverted.

Żabka Polska also systematically monitors food waste downstream in its stores, and allows franchisees to offer short-lived products at discounted prices through the 'NIE marnujeMY' programme.

Environmental services and advocacy

We have developed a programme to collect and recycle used products, through which we test deposit-return solutions. It is the 'Green Renewal' project, which allows customers to return PET bottles and metal cans to Żabka stores. In 2024, the programme was present in five Polish cities. Bydgoszcz and Zielona Góra were the first to join, followed by Tychy, Katowice and Wrocław. Participants are rewarded with żapps points to encourage conscious behaviour. 82.3 tons of PET bottles and 36.9 tons of aluminium cans were collected through automatic and manual selective waste collection in 2024.



Currently 36.6% of our own brand packaging is made of paper and wood and therefore is as a rule biodegradable. Currently we do not offer compostable packing, and we do not offer single-use plastic bags with reusable or biodegradable options. Żabka shops offer clients paper bags.

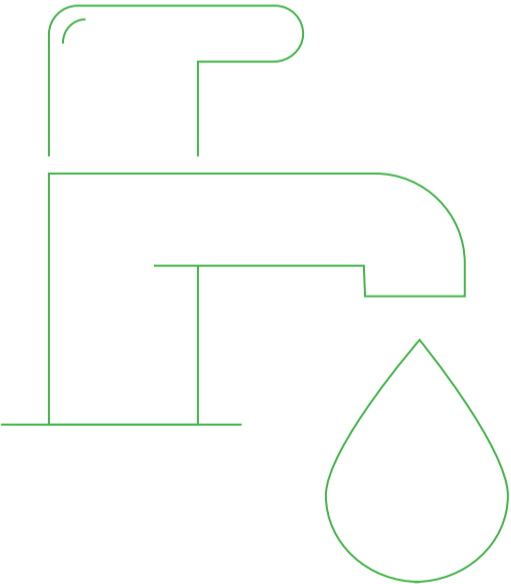
Water use

[GRI 303-3]
Water withdrawal

	2022	2023	2024
Withdrawal of water from the municipal network at the headquarters and distribution centres [thousands of m ³]	38,635	44,094	48,147

Data taken from meters installed in distribution centres. In accordance with the World Resources Institute, Poland is not located in an area of heightened water stress risk.

Żabka Polska fulfils commitments outlined in its Water Policy by implementing the Alliance for Water Stewardship (AWS) standard. AWS is an international standard that promotes responsible and sustainable water management. The standard requires businesses to adopt good practices, principles, and criteria aimed at improving water management efficiency, protecting aquatic environments and supporting local communities.



Social performance



Social performance

Employees

[GRI 2-7]
Employees

	2022			2023			2024		
	Females	Males	Total	Females	Males	Total	Females	Males	Total
Number of employees, by employment duration									
Employed for a definite period of time	268	414	682	180	292	472	187	328	515
Employed indefinitely	801	1,090	1,891	910	1,218	2,128	967	1,307	2,274
Number of employees, by type of employment									
Full time	1,061	1,500	2,561	1,076	1,498	2,574	1,137	1,601	2,738
Part-time	8	4	12	14	12	26	17	34	51
Total number of employees	1,069	1,504	2,573	1,090	1,510	2,600	1,154	1,635	2,789

An employee is a person who is in an employment relationship with an entity within Żabka Polska within the meaning of Polish law. Most employees of Żabka Polska work at Żabka Polska sp. z o. o. (2,662 out of 2,789 in 2024) and the rest work at Żabka Nano sp. z o. o., Żabka Property Fund sp. z o.o., and Żabka Automatic Logistics sp. z o.o. All employee figures in this document refer to headcount calculated as of 31.12 of a given year unless stated otherwise. Increase in number of employees is proportional to the scale of our business growth.

In 2022 - 2024 there were no trade unions or collective bargaining agreements in Żabka Polska. Employees, however, have complete freedom to create bottom-up employee groups. Polish labour law requires employers to consult with employees before making certain decisions. Żabka Polska has therefore conducted elections for employee

representatives (two persons) who engage the employer on matters mandated by local labour regulations, such as health and safety measures and the use of workplace monitoring. Moreover, as an employer with more than 250 employees, we had to appoint an occupational health and safety committee, as an advisory and consultative body. Our Health and Safety Committee main tasks include reviewing working conditions and collaborating with the company to implement occupational safety and health duties. The committee meets quarterly and had 11 employee representatives as of 1.03.2025.

Employees have the right to parental leave under Polish law. Detailed rules for maternal and paternal leave, and other related provisions are outlined in the Polish labour code.

[GRI 401-1]
New employee hires and employee turnover

Total number of new employee hires in a given category	Number of new employee hires	Rate of new employee hires	Number of new employee hires	Rate of new employee hires	Number of new employee hires	Rate of new employee hires
	2022		2023		2024	
Female	285	27%	179	16%	206	18%
Male	469	31%	303	20%	368	23%
Aged <30	419	47%	214	35%	315	36%
Aged 30-50	316	21%	244	14%	237	14%
Aged >50	19	12%	24	11%	22	13%
Total	754	29%	482	19%	574	21%

In the table above we present how many new hires we had during 2022, 2023 and 2024, by age group and gender. We do not include employees on long-term leaves in the calculation.

Total number of employee turnover (per person), by:	Number of employee turnover		Rate of employee turnover		Number of employee turnover		Rate of employee turnover	
	2022		2023		2024			
Female	85		8%		158		15%	
Male	288		19%		309		21%	
Aged <30	172		19%		170		28%	
Aged 30-50	185		12%		264		15%	
Aged >50	16		10%		33		15%	
Total	373		15%		467		18%	

The table shows the total number and rate of employee turnover during 2022, 2023, 2024, by age group and gender. We excluded employees on long-term leaves in calculating the rate. The denominator for the turnover rate is the number of employees at the end of the previous year (31.12).

Total number of employees by employment categories	Number and rate of new employees in a given group						Number and rate of employee departures in a given group					
	2022		2023		2024		2022		2023		2024	
Operational positions	212	46%	137	30%	193	45%	132	28%	142	32%	168	39%
Specialists	139	24%	129	21%	155	25%	84	15%	92	15%	146	24%
Independent specialists	292	30%	157	17%	164	15%	113	12%	165	18%	120	11%
Managerial staff/ experts	95	21%	52	11%	50	10%	39	9%	52	11%	56	11%
Senior managerial staff	14	15%	7	8%	9	9%	4	4%	14	15%	10	10%
Top managerial staff & management board	2	0%	0	0%	3	7%	1	0%	2	7%	2	5%
Total	754	29%	482	19%	574	21%	373	15%	467	18%	502	18%

The table shows how many new employees and employees that left the organisation pertain to a given employment category.

[GRI 403-1]
Occupational health and safety management system

In 2022 - 2024 Żabka Polska ensured safe conditions for employees and other workers on site at logistics centres and cross-dock facilities through voluntary implementation of the ISO 45001 Health and Safety System. Compliance with the requirements of the standard was confirmed by certification from an external accreditation company (TÜV Nord).

[GRI 403-9]
Work-related injuries

	2022	2023	2024
Number of fatalities as a result of work-related injury	0	0	0
Number of high-consequence work-related injuries (excluding fatalities)	0	0	0
Number of recordable work-related injuries	17	22	25
Number of hours worked	4,074,900	4,059,500	4,477,786
Lost Time Injury Frequency Rate (LTIFR)	4.17	5.42	5.58

Data related to accidents are taken from the register of accidents kept by Żabka Polska, according to the requirements of Polish law. The accident frequency rate per million hours worked LTIFR = (number of accidents / number of hours worked) x 1,000,000. We do not gather data concerning time of work of workers who are not employees. Typical work-related risks include being hit by a forklift, and injuries include twisted limbs, contusions. To address these hazards, we implemented a combination of preventive and protective measures, including training and awareness – in compliance with the Polish Labour Code, all employees received mandatory occupational health and safety training before commencing work. In 2024 the Occupational Health and Safety Department continued its educational and health promotion initiatives.

[GRI 404-1]
Average hours of training per year per employee

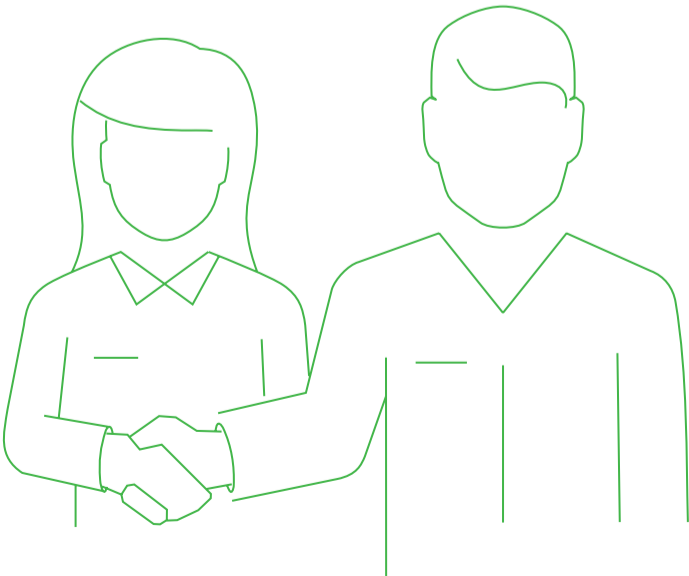
Average number of training hours per criterion	2022	2023	2024
Female	28.3	16.6	13.7
Male	18.8	9.7	10.2
Operational positions	2.4	0.2	3.3
Specialists	6.5	2.9	4.4
Independent specialists	27.2	13.4	12.9
Managerial staff/experts	47.9	29.2	22.3
Senior managerial staff	49.8	38.8	23.1
Top managerial staff	44.4	19.3	8.4
Average number of training hours	22.8	12.6	11.6

Training hours offered to and completed by employees in a given year. To calculate the total number of training hours, we considered training conducted during 2024 for those that were employed as of 31.12.2024. We did not include people on long-term leave in the calculations.



[GRI 405-1]
Diversity of governance bodies and employees

	Percentage of employees from each category compared to the total number of employees in the organisation			Percentage of Management Board members by age and gender			Percentage of Supervisory Board members by age and gender		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
2022	Aged <30	15.6%	18.9%	34.5%	0.0%	0.0%	0.0%	0.0%	0.0%
	Aged 30-50	24.2%	35.1%	59.3%	33.3%	50.0%	83.3%	0.0%	16.7%
	Aged >50	1.8%	4.5%	6.3%	16.7%	0.0%	16.7%	33.0%	50.0%
	Total % by gender	41.6%	58.5%	100.0%	50.0%	50.0%	100.0%	33.3%	66.7%
2023	Aged <30	10.2%	13.1%	23.3%	0.0%	0.0%	0.0%	0.0%	0.0%
	Aged 30-50	29.3%	38.7%	68.0%	16.7%	33.3%	50.0%	0.0%	16.7%
	Aged >50	2.5%	6.3%	8.7%	33.3%	16.7%	50.0%	33.3%	50.0%
	Total % by gender	41.9%	58.1%	100.0%	50.0%	50.0%	100.0%	33.3%	66.7%
2024	Aged <30	13%	18%	31%	0.0%	0.0%	0.0%	During 2024, due to organisational changes in the structure of the Żabka Group, the supervisory board ceased to be a governing body of Żabka Polska sp. z o.o.	
	Aged 30-50	27%	36%	62%	14.3%	42.9%	57%		
	Aged >50	2%	5%	6%	28.6%	14.3%	43%		
	Total % by gender	41%	59%	100%	42.9%	57.1%	100%		



Percentage of employees in each group in relation to the total number of employees in the organisation according to a given criterion							
	aged < 30	aged 30-50	aged > 50	Total	Female	Male	Total
2022	Operational positions	7%	9%	3%	18%	1%	17%
	Specialists	9%	12%	2%	22%	10%	13%
	Independent specialists	17%	20%	1%	38%	21%	17%
	Managerial staff/experts	3%	14%	1%	17%	8%	9%
	Senior managerial staff	0%	3%	0%	4%	1%	3%
	Top managerial staff & management board	0%	1%	0%	1%	0%	1%
2023	Operational positions	5%	10%	3%	17%	1%	16%
	Specialists	7%	14%	2%	23%	10%	13%
	Independent specialists	10%	25%	1%	36%	21%	16%
	Managerial staff/experts	1%	16%	1%	19%	9%	10%
	Senior managerial staff	0%	3%	1%	4%	1%	2%
	Top managerial staff & management board	0%	1%	0%	1%	0%	1%
2024	Operational positions	5%	8%	2%	15%	1%	15%
	Specialists	9%	12%	2%	22%	8%	14%
	Independent specialists	15%	22%	1%	39%	21%	17%
	Managerial staff/experts	2%	16%	1%	19%	9%	10%
	Senior managerial staff	0%	3%	0%	4%	1%	2%
	Top managerial staff & management board	0%	1%	0%	1%	0%	1%

[GRI 405-2]

Ratio of basic salary and remuneration of women to men

	2024
Ratio of the basic salary and remuneration of women to men	-2.37%

For further details on remuneration in the entire Żabka Group, including information on how remuneration is linked to ESG objectives, please refer to our Remuneration Report in the 2024 Annual Report of Żabka Group.

See more in Annual Report

The 2022 and 2023 comparative data was unavailable; so was the ratio by employee category and by significant locations of operation. The figure presented relates to the unadjusted gender pay gap in Żabka Polska by ordinary basic salary (not taking into account complementary/variable components and excluding employees on long-term absences). It is calculated as the difference between the average gross hourly pay for men and women divided by the average gross hourly pay for men and expressed as the percentage of the average gross hourly pay for men.

Customer health and safety

[GRI 416-1]

Assessment of the health and safety impacts of product and service categories

All significant own brand product categories are assessed for improvement in terms of health and safety impacts. We expect our suppliers to implement and certify quality and food safety management systems, as well as closely examine their environmental and social practices. We check whether they comply with environmental management standards and communicate our approach towards biodiversity. Our own brand suppliers, who do not comply with our safety standards, are classified as a high-risk group and may cooperate with us only after undergoing a qualification audit. We conducted thirty-one qualification audits – one supplier was negatively qualified but declared adjustments to our requirements, which was confirmed in another audit in January 2025. We also conducted ninety-one announced and unannounced audits and one hundred and twenty-seven production supervisions. Qualification audits regarding suppliers of producers' brand products revealed that four of them failed to receive a positive result, prompting us to refrain from commencing cooperation with them. If any complaints are submitted or improper product quality is reported, we perform intervention audits at our business partners – 42 suppliers were subjected to such audits. The introduction of additional controls is a response to the challenge of ensuring the highest quality of the food produced and is intended to reduce the number of recalls caused by quality defects. We recorded two such events – one related to own brand products.

[GRI 417-1]

Requirements for product and service information and labelling

The information defined by the requirements of the internal procedures, regarding the labelling of products and services, is the sourcing of components, elements and intermediates, the composition of the products, in particular regarding substances that may have a negative impact on the environment, the principles for the safe use of the product or service, the disposal of the product and its impact on the environment or society. In 2024 100% of own brand products are subject to information requirements.

In terms of customer feedback regarding product safety, in 2024 we've had 1,035 customer complaints linked to this area.

In 2024 we conducted 3 customer awareness programs regarding product nutrition:

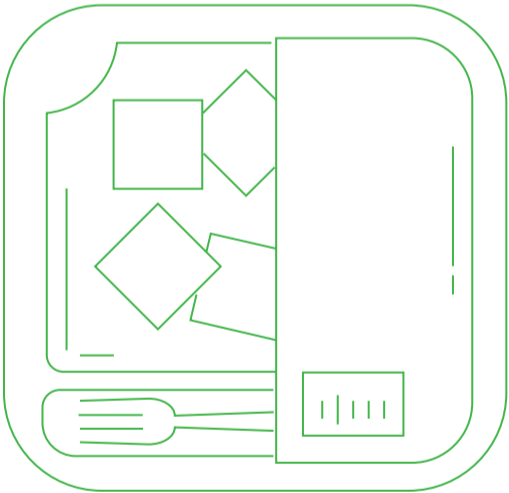
- **Porcja DobreGO!** - label 'Porcja DobreGO!' added to our own brand products with high nutritional value,
- **Clean Label Initiative** - we ensured that 22% of own brand food products sold in 2024 adhered to clean label standards, enhancing product transparency,
- **Plant-Based Product Promotion** - we promoted plant-based food options through initiatives such as Veganuary, resulting in 13% of our own brand products sold in 2024 being plant-based.

[GRI 417-2]

Incidents of non-compliance concerning product and service information and labelling

Type of incident	Number of incidents		
	2022	2023	2024
Incidents of non-compliance with regulations resulting in a fine or penalty	0	0	0
Incidents of non-compliance with regulations resulting in a warning	1	0	1
Incidents of non-compliance with voluntary codes	0	0	0

Over 2022-2024 singular incidents of non-compliance concerning product and service information and labelling occurred.



FB-FR-270a.1. Number of incidents of non-compliance with industry or regulatory labelling and/or marketing codes

2022	2023	2024
In 2022 we recorded 1 incident. Marking on the own brand label water Od Nowa – as a result of the recorded incident, the label was adapted to the reported requirements.	In 2023, we did not record such an incident.	In 2024 we observed 1 incident where we were notified that one of our own brand drinks (juice 'Wycisk') contains more sugar than declared on the label.

As per SASB standards, the number refers to substantiated incidents of non-compliance. The scope of the disclosure includes only own brand products.

FB-FR-250a.2. (1) Number of recalls, (2) number of units recalled, (3) percentage of units recalled that are private-label products

	2022	2023	2024
Product recalls	6	3	2
Units recalled (from the market)	62,036 units recalled (from the market).	14,109 units recalled (from the market).	60,830 units recalled (from the market).
Units recalled which were own brand products	3%	0%	5%

Under SABS standards a food-safety-related recall is defined as the removal of a marketed product that occurs if a food may reasonably be believed to cause consumers to become ill. The percentage was calculated as the number of units of private-label food products subject to food safety-related recalls divided by the total number of units of food products subject to food-safety-related recalls.

Opportunities in nutrition and health

Żabka Polska creates value by simplifying people's lives. In line with our responsibility, we provide sustainable living for everyone on a daily basis. One of the important aspects of our operations is offering healthy, balanced meals to our customers by introducing products classified in the NutriScore system under categories A, B, and C. We make every effort to ensure that as many of our own brand products as possible meet the clean label¹ designation and have nutritional statements². Additionally, we care about reducing food waste by adjusting the portions of our products to meet customer needs, ensuring they are not only balanced and rich in nutrients but also appropriate in terms of portion size.

Raw materials sourcing

Żabka Polska operates with its contractors based on a Code of Conduct for Business Partners to ensure that values and responsibility are upheld throughout the supply chain. In collaboration with own brand suppliers, policies and principles such as the non-use of palm oil and the certification of products containing seafood have already been implemented. When examining our portfolio of branded products offered by the primary business within the Żabka Polska, the proportion of products containing beef, seafood, or palm oil is minimal.

Żabka Polska own brands data	2024
Sales of product with reduced sugar content	1.5 mPLN
Sales of product with reduced fat content	1.5 mPLN
Sales of product with reduced sodium content	1.5 mPLN
Sales of product with reduced artificial content	0.6 mPLN
Sales of product formulated to address nutrient deficiency	0.4 mPLN
Sales of product with reduced portion size	2.5 mPLN

Governance performance



Governance performance

Anti-corruption trainings

[GRI 205-2]
Communication and training about anti-corruption policies and procedures

Żabka Polska implements anti-corruption policies, procedures and relevant training for employees.² At Żabka Polska there is a period of mandatory anti-corruption training (in 2024 this was from 1 March to the end of September).

New employees hired in the period from 1 October to 31 December 2024 signed a declaration of familiarisation and compliance with the

Code of Ethics. Anti-corruption policies and procedures have also been communicated to our co-workers and interns. All of our business partners are informed about Żabka Polska's anti-corruption policies through our website (Fair Business Platform), as well as compliance and anti-corruption clauses used in contracts.

2022					
Employment categories	Total number of employees broken down by employment category	Number of employees to whom anti-corruption policies and procedures have been communicated	Percentage share of employees who have familiarised themselves with company anti-corruption policies and procedures	Number of employees who have received training on anti-corruption	Percentage share of employees who have received training on anti-corruption
Operational positions	454	453	100%	453	100%
Specialists	529	528	100%	528	100%
Independent specialists	900	900	100%	900	100%
Managerial staff/experts	402	402	100%	402	100%
Senior managerial staff	91	91	100%	90	100%
Top managerial staff and management board	29	24	83%	24	83%

² The total number of employees and the number in each employment category differs from that in indicator GRI 2-7 due to the exclusions of long-term absences and those on notice.

2023					
Employment categories	Total number of employees broken down by employment category	Number of employees to whom anti-corruption policies and procedures have been communicated	Percentage share of employees who have familiarised themselves with company anti-corruption policies and procedures	Number of employees who have received training on anti-corruption	Percentage share of employees who have received training on anti-corruption
Operational positions	426	426	100%	426	100%
Specialists	575	575	100%	575	100%
Independent specialists	862	862	100%	862	100%
Managerial staff/experts	454	454	100%	454	100%
Senior managerial staff	92	92	100%	92	100%
Top managerial staff and management board	22	22	100%	22	100%

2024					
Employment categories	Total number of employees broken down by employment category	Number of employees to whom anti-corruption policies and procedures have been communicated	Percentage share of employees who have familiarised themselves with company anti-corruption policies and procedures	Number of employees who have received training on anti-corruption	Percentage share of employees who have received training on anti-corruption
Operational positions	422	422	100%	422	100%
Specialists	547	547	100%	547	100%
Independent specialists	947	947	100%	947	100%
Managerial staff/experts	493	493	100%	493	100%
Senior managerial staff	98	98	100%	98	100%
Top managerial staff and management board	31	31	100%	31	100%

Incidents

[GRI 205-3]

Confirmed incidents of corruption and action taken

In 2022-2024 no confirmed cases of corruption were identified.

[GRI 2-27]

Compliance with laws and regulations

In 2022-2023, there were no significant breaches of the law or regulations resulting in financial and non-financial penalties. In 2024, we observed a number of minor instances of non-compliance with laws and regulations for which fines were incurred, and paid during 2024 (107 instances). The total amount of fines was 640,031 PLN. These instances were advertising that did not comply with the relevant local landscape law and fines for incorrect occupation of road lanes for our drivers.

[GRI 206-1]

Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices

In 2022-2024, no violations of the principles of free competition and no monopolistic practices were observed, and there were no legal steps taken by external authorities in this area that are known to us.

Data security

[FB-FR-230a.2.]

Description of approach to identifying and addressing data security risks

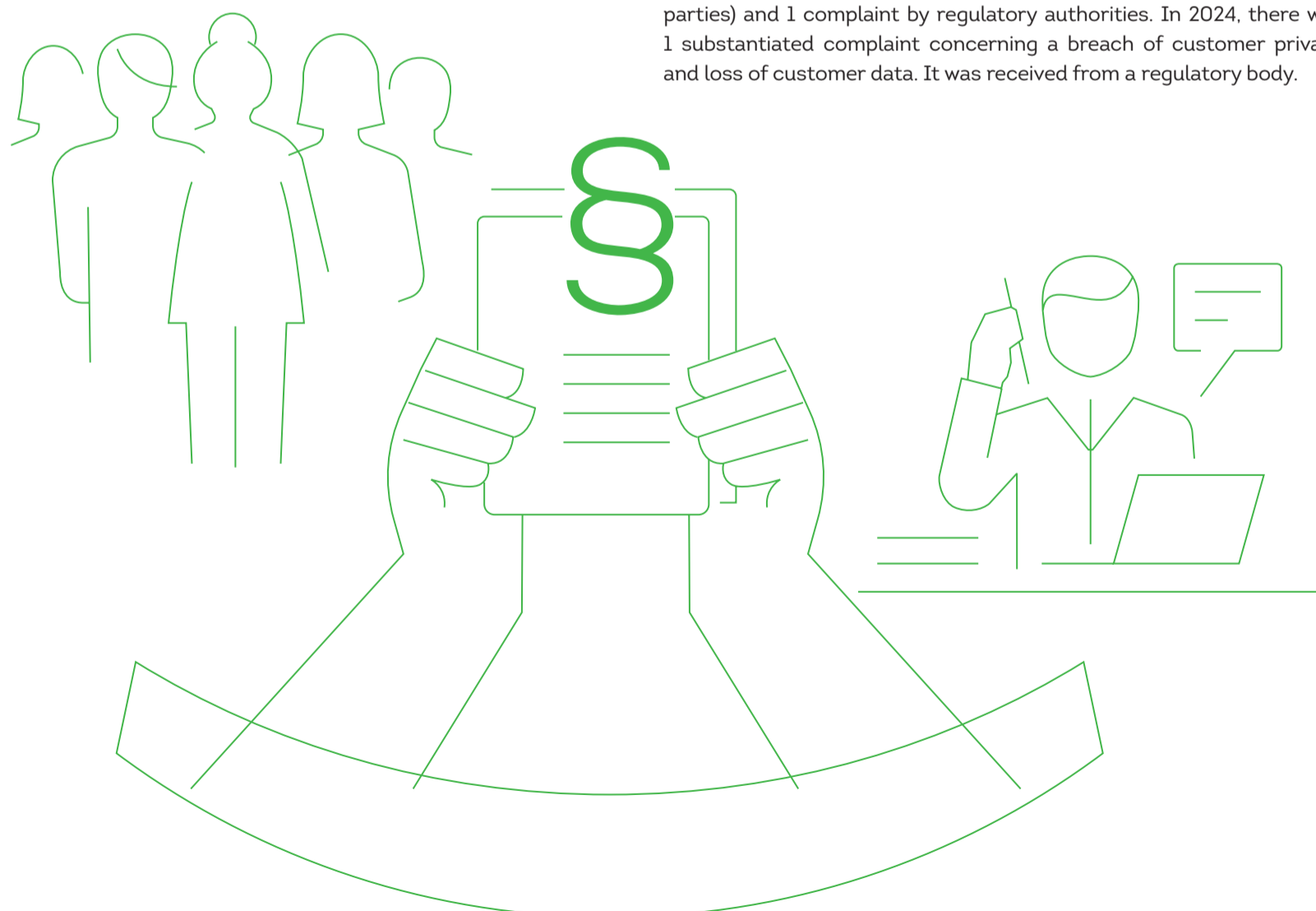
IT security and data protection are among our top priorities. In order to ensure that we are properly securing data within Żabka Polska, we have implemented a security management system in line with ISO 27001 - the international standard for information security management systems. ISO 27001 mandates companies to have data breach and incident response plans as part of their overall security management framework, ensuring they are prepared for handling and mitigating security incidents.

Regarding personal data, we are subject to the EU General Data Protection Regulation (GDPR) - the Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (General Data Protection Regulation). In connection to this, we introduced a number of policies, such as Żabka Polska's Personal Data Protection Policy and appropriate trainings for employees are conducted. A data protection officer has been appointed, as mandated by Article 39 of the EU GDPR.

[GRI 418-1]

Substantiated complaints concerning breaches of customer privacy and losses of customer data

We regularly monitor complaints concerning breaches of customer privacy. In 2022, we received 12 complaints lodged by external parties (all concerning data protection violations and were confirmed by the company) and 2 complaints by regulatory authorities. In 2023, we received 24 complaints lodged within Żabka Polska (in accordance with the applicable procedures and not by external parties) and 1 complaint by regulatory authorities. In 2024, there was 1 substantiated complaint concerning a breach of customer privacy and loss of customer data. It was received from a regulatory body.



Tax-related information

[GRI 207-4]
Country by country reporting

Polish tax jurisdiction – Żabka Polska sp. z o. o.			
	2022	2023	2024
Names of entities being tax residents	Żabka Polska sp. z o.o	Żabka Polska sp. z o.o	Żabka Polska sp. z o.o
Primary activities of the company	Activities of head offices and holding companies, excluding financial holding companies (PKD 70.10.Z)	Activities of head offices and holding companies, excluding financial holding companies (PKD 70.10.Z)	Activities of head offices and holding companies, excluding financial holding companies (PKD 70.10.Z)
Number of employees	2,567 persons (as of 31.12.2022)	2,594 persons (as of 31.12.2023)	2,655 persons (as of 31.12.2024)
Revenue (in thousands PLN)	15,750,953	19,408,711	22,783,085
Revenues from intra-group transactions with other tax jurisdictions (in thousands PLN)	163	683	54,320
Profit before tax (in thousands PLN)	638,177	543,943	1,052,658
Tangible assets other than cash and cash equivalents (in thousands PLN)	6,239,588	7,268,826	8,586,035
Income tax paid (in thousands PLN)	163.91	310.85	161.49
Current tax (in thousands PLN)	241.66	123.09	206.97
Reasons for differences between corporate income tax accrued on profit/loss and the tax due if the statutory tax rate is applied to profit/ loss before tax	Permanent differences between the accounting and tax law relate mainly to interest and exchange rate differences on bank loans and borrowings received. The costs of debt financing obtained in order to acquire shares, in accordance with Art. 16 sec. 1 point 13e) of the Corporate Income Tax Act, do not constitute tax deductible costs.	Permanent differences between the accounting and tax law relate mainly to interest and exchange rate differences on bank loans and borrowings received. The costs of debt financing obtained in order to acquire shares, in accordance with Art. 16 sec. 1 point 13e) of the Corporate Income Tax Act, do not constitute tax deductible costs.	Permanent differences between the accounting and tax law relate mainly to interest and exchange rate differences on bank loans and borrowings received. The costs of debt financing obtained in order to acquire shares, in accordance with Art. 16 sec. 1 point 13e) of the Corporate Income Tax Act, do not constitute tax deductible costs.

We make the following correction regarding figures disclosed for 2023 and 2022. For the year 2022, under GRI 207-4, Żabka Polska disclosed 3,047,851 (in thousands PLN), tangible assets other than cash and cash equivalents, where it should be 6,239,588 (in thousands PLN). For the year 2023, Żabka Polska disclosed 3,626,322 (in thousands PLN), tangible assets other than cash and cash equivalents where it should be 7,268,826 (in thousands PLN). We present corrected data above.

Glossary

Name	Definition
DEFRA	Department for Environment, Food and Rural Affairs, which is a UK government department responsible for environmental protection, food production, and agriculture.
ESG	Environment, Social and Governance.
GHG	Greenhouse gases, gases that include Carbon dioxide (CO ₂), Methane (CH ₄), Nitrous Oxide (N ₂ O), Sulphur hexafluoride (SF ₆), Nitrogen trifluoride (NF ₃), Hydrofluorocarbons (HFCs), Perfluorocarbons (PFCs). Gases are listed in Part 2 of Annex V of Regulation (EU) 2018/1999 of the European Parliament and of the Council.
GRI standards	Sustainability reporting standards developed by the Global Reporting Initiative – the independent, international organization that helps businesses and other organizations take responsibility for their impacts, by providing them with the global common language to communicate those impacts.
KPI	Key performance indicator.
Responsibility Strategy	Żabka Polska's ESG strategy, which sets out eight strategic commitments for the years 2021-2026, framed in four pillars. These commitments are supported by 10 measurable operational goals that enable transparency in the measurement and reporting of our progress.
SASB	Sustainability Accounting Standards Board which developed industry-specific sustainability reporting standards for (among others) Food Retailers & Distributors.

Any questions concerning the data contained in this Factsheet can be submitted to:
controlling_ESG@zabka.pl

Assurance letter



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Independent limited assurance report

To the Management Board of Żabka Polska Sp. z o. o.

Scope

We have been engaged to perform limited assurance engagement in relation to selected non-financial information presented in the Żabka Polska Sp. z o.o. ("the Company") "ESG Factsheet 2024" (the "Report") prepared based on GRI Guidance issued by Global Reporting Initiative and SASB Guidance issued by Sustainability Accounting Standard Boards.

The following non-financial information (GRI and SASB indicators) in the Report were subject to verification: 2-7, 2-27, 205-2, 205-3, 206-1, 207-4, 301-1, 301-2, 301-3, 302-1, 302-2, 302-3, 303-3, 305-1, 305-2, 305-3, 305-4, 306-3, 401-1, 403-1, 403-9, 404-1, 405-1, 405-2, 416-1, 417-1, 417-2, 418-1, FB-FR-260a.1, FR-150a.1, FR-270a.1, FB-FR-230a.2, FB-FR_250a.2 („Selected Information”).

The subject to our verification was only the Selected Information and other than as described in the preceding paragraph which sets out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the Report, and accordingly, we do not express a conclusion on the Report as a whole.

Management's responsibility

The Company's Management is responsible for preparation and presentation of the Report in accordance with GRI and SASB, in all material respects. This responsibility includes establishing and maintaining internal controls, maintaining adequate records and making estimates that are relevant to the preparation and presentation of the Report, such that it is free from material misstatement, whether due to fraud or error.

Our responsibility

Our responsibility is to express a limited assurance conclusion on the presentation of the Selected Information included in the Report based on the evidence we have obtained.

We conducted our engagement in accordance with the *International Standard on Assurance Engagements 3000 (Revised) Assurance Engagements Other Than Audits or Reviews of Historical Financial Information* ("ISAE 3000 (Revised)"). Those standards require that we plan and perform our engagement to express a conclusion on whether we are aware of any

material modifications that need to be made to the Selected Information in order for it to be in all material respects in accordance with GRI and SASB. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusion.

Our firm applies International Standard on Quality Management 1, Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants, and have the required competencies and experience to conduct this assurance engagement.

Summary of procedures performed

Procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

A limited assurance engagement consists of making enquiries, primarily of persons responsible for preparing the Report and applying analytical and other appropriate procedures. Although we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls.

Our procedures performed with respect to the Selected Information were designed to obtain a limited level of assurance on which to base our conclusion and included:

- analysis and identification of Selected Information included in the Report;
- interviews with persons responsible for reporting non-financial information contained in the Report;
- comparing of Selected Information included in the Report with the received Company's documentation.

The procedures used have been selected by us at our discretion and include an assessment of the risk of material misstatement of Selected Information included in the Report.

Conclusion

Based on our procedures and the evidence obtained, nothing has come to our attention that causes us to believe that the Selected Information defined in the *Scope* paragraph above are not in all material respects in line with the guidance of GRI and SASB.

Tomasz Michalak, Partner

Ernst & Young Audyt Polska spółka z ograniczoną odpowiedzialnością sp. k.

Warsaw, 16 June 2025

