

## Equal Pay, Equal Opportunities – Żabka Group Once Again Awarded the EQUAL-SALARY Certification

Żabka Group has once again been awarded the prestigious EQUAL-SALARY certification, reaffirming the company's long-term commitment to ensuring pay equity across its organisation. Granted by the Swiss EQUAL-SALARY Foundation, the certification is based on international equality standards aligned with the United Nations Sustainable Development Goals and recognised by the European Commission. It confirms that Żabka consistently strives to provide equal development opportunities for all employees, regardless of gender.

### Verified Pay Equity

The certification was granted following an independent audit conducted by PwC, in which 2,800 employees from the Group's headquarters, logistics centres and subsidiaries participated. The process included a detailed analysis of payroll data, anonymous surveys, and interviews with employees, senior management and the HR team. The audit confirmed that Żabka's gender pay gap remains below 5% – significantly lower than the EU average of 12.7% and the Polish average of 7.8%.

Żabka first achieved EQUAL-SALARY certification in 2022, becoming the first Polish retail company to do so. The certification is valid for three years, after which companies must undergo re-evaluation to confirm ongoing compliance. Żabka's successful re-certification demonstrates its continuous monitoring and improvement of pay processes.

### Empowering Growth for All

*– Diversity and equality are key to building our competitive advantage – they drive us forward and enable our growth. Being re-awarded the EQUAL-SALARY certification confirms that at Żabka, pay truly has no gender. It's an important signal that we are creating an environment where everyone has equal opportunities for development and influence. This is what responsible leadership means to us – Jolanta Bańczerowska, Management Board Member, Chief People Officer, Żabka Group.*

The certification not only validates Żabka's high internal standards, but also represents a strong voice in the broader dialogue on pay equality in business.

– This year is particularly important for pay equality and workplace diversity, as new Polish and EU regulations are coming into effect. It is encouraging to see companies like Żabka that have long embedded equality into their culture and continue to uphold these values in practice. Such examples set a positive benchmark for other employers who are just beginning their journey – Katarzyna Komorowska, Partner, PwC Polska.

### Responsible Business in Action

Żabka Group's business strategy is deeply intertwined with its cultural foundations, forming the pillar of a "Responsible Organisation." Objective pay criteria – such as skills, performance, and impact on the organisation – strengthen a culture of accountability and trust, attract top talent, and foster engaged teams. The company upholds the principles of equal treatment, respect for

individuality and diversity, recognising these as strategic assets that fuel innovation and strengthen competitive advantage.

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**The Żabka Group** is the Ultimate Convenience Ecosystem with a mission to create value by simplifying people's everyday lives.

The Group serves a growing number of consumers who are looking for convenience and promotes a responsible approach towards products, packaging, customers, franchisees, suppliers and the broader environment.

Żabka Group's ecosystem encompasses Poland's leading convenience retail network, which comprised over 11,800 franchised stores at end-September 2025. It is complemented by a chain of unmanned, autonomous outlets operating under the Żabka Nano banner, enabling customers to shop 24 hours a day, seven days a week. The Group also has an advanced, continually evolving digital customer offering. Its Maczfit operation delivers restaurant-quality prepared meals to consumers seeking convenient and healthy food, while Dietly is the leading online D2C meal solutions marketplace. The Group's eGrocery business is operated through two brands: Jush! and Delio. In 2024 Żabka Group entered the highly attractive Romanian market by acquiring DRIM Daniel Distributie, a leading FMCG distribution company. It also launched a new modern convenience store chain in Romania under Froo brand.

Since October 2024, the Company's shares have been listed on the Warsaw Stock Exchange (Giełda Papierów Wartościowych w Warszawie, WSE).

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