



Public Engagement Policy



Żabka Polska sp. z o.o.
ul. Stanisława Matyi 8,
61-586 Poznań

KRS: 0000636642,
NIP: 522-30-71-241

I Art. 4. Roles and responsibilities

- 4.1.** The Management Board is responsible for carrying out the Public Engagement Policy of Żabka Polska, including approving membership in organizations and associations, taking into account their objectives and their overall activities, and taking into account the best interests of the Company, adopted strategies, including the Responsibility Strategy.
- 4.2.** The Corporate Affairs Department is responsible for implementing activities in the area of public engagement, taking into account the communication of information, in accordance with the Responsible Communication, Marketing and Advertising Policy, and coordinating the Company's participation in all types of organizations and associations. The Communications Department provides a quarterly summary of public engagement to the Risk and Compliance Committee and other necessary information for internal and external disclosures in this area.
- 4.3.** The Compliance Officer is responsible for ensuring compliance of the Policy with the law, internal regulations and verification of any irregularities in its implementation or execution.
- 4.4.** All Employees and Associates of the Company - are required to comply with this Policy, as well as promote compliance with it.

I Art. 5. Policy review and update

- 5.1.** The Policy shall be reviewed periodically and, if necessary, updated accordingly to conform to current legal requirements.
- 5.2.** The Policy shall be reviewed and updated by the Manager of the External Relations and CSR Team, at least once a year.

I Art. 6. Final provisions

- 6.1.** The Policy was adopted by the Management Board of Żabka Polska on December 16, 2022.
- 6.2.** The Policy comes into effect on February 01, 2023.

