

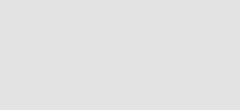

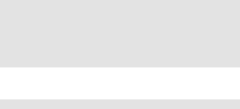


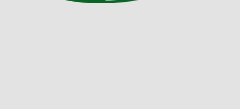

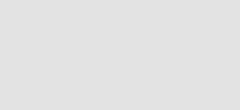
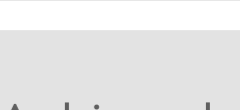

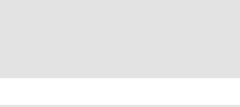

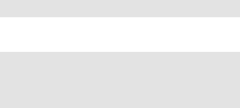

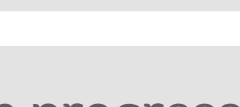

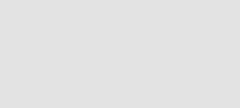

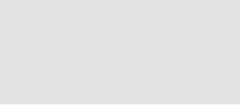

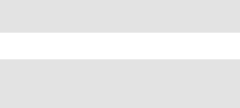




Document	Entity	Commitment	Deadline	Status
Water Resources Policy	Żabka Polska	Obtaining the AWS certificate.	By the end of 2023	Achieved 
	Żabka Polska	Actions aimed at improving the state of water resources focused on active participation in available initiatives that focus on sustainable water resource management.	By the end of 2023	Achieved 
	Żabka Polska	Undertaking efforts to join a partnership, the goals of which will focus on improving water resources.	By the end of 2023	Achieved 
	Żabka Polska	Implementation of a solution aimed at water recycling wherever possible and in new locations.		Achieved 
	Own brand product suppliers	Obligation of suppliers producing in areas of so-called water stress to implement the requirements of water management standards, e.g. AWS.	By the end of 2024	In progress 
	Own brand product suppliers	Obligation of suppliers, whose activity causes significant water consumption and pollution, to implement the requirements of water management standards, e.g. AWS.	By the end of 2024	In progress 
Waste Management Policy	Żabka Polska, Franchisees, Own brand product suppliers	Waste management in accordance with the hierarchy of waste management: prevention, reuse, recycling, recovery, disposal.	By the end of 2023	Achieved 
Biodiversity Policy	Żabka Polska	Achievement the established specific goals in the Company's internal policies described in our Biodiversity Policy.	By 2025	In progress 
	Żabka Polska	Adoption for implementation of the Roadmap with a comprehensive plan for execution of further measures until 2025 with the establishment of directions.	By 2025	In progress 
	Żabka Polska	Setting a target for further support for biodiversity conservation taking into account the perspective of seeking to minimize the impact of our operational and investment activities with periodic impact studies, monitoring and reporting of the results.	By the end of 2024	In progress 
	Żabka Polska	Striving to minimise the negative impact of our operational and investment activities on the level and state of global forest area by setting a deforestation target.	By the end of 2024	In progress 
Sustainable Palm Oil Policy	Own brand product suppliers	Elimination of palm oil from own brand products.	From January 2018	Achieved 
	Branded product suppliers	100% of branded products containing palm oil, with RSPO certified palm oil.	From January 2023	Achieved 
Animal Welfare Policy	Żabka Polska	No eggs from caged hens among the table eggs offered by Żabka Polska.	From April 2022	Achieved 
	Own brand product suppliers	No eggs from caged hens among the main ingredients in own brand products.	From June 2022	Achieved 
	Own brand product suppliers	No eggs from caged hens among derivative ingredients or half-products in own brand products.	From January 2025	In progress 
	Own brand product suppliers	Products containing raw meat (poultry, beef, pork) among Żabka's own brand products meet the conditions set in the Animal Welfare Policy which presumes the conformity with the legal regulations and standard ISO TS 34700:2016 based on the 'FIVE FREEDOMS'.	From June 2023	Achieved 
Policy of Sustainable Sourcing of Raw Vegetable Materials Fish and Seafood	Own brand product suppliers	Coffee with the Rainforest Alliance 2020 certificate in own brand products.	From January 2023	Achieved 
	Own brand product suppliers	Tea with the Rainforest Alliance 2020 certificate in own brand products.	From January 2025	Accepted 
	Own brand product suppliers	Coco with the Rainforest Alliance 2020 certificate in own brand products.	From January 2025	Accepted 
	Own brand product suppliers	50% of Own Brand products with certified soy (international certification carried out by authorized external institutions confirming responsible soy production e.g. RTRS, ProTerra, ISCC, SAN, SSAP, DSS).	From June 2024	In progress 
	Own brand product suppliers	100% of Own Brand products with certified soy (international certification carried out by authorized external institutions confirming responsible soy production e.g. RTRS, ProTerra, ISCC, SAN, SSAP, DSS).	From June 2025	Accepted 
	Own brand product suppliers	Fish and seafood with the ASC/ MSC/ BAP certificate in the Own Brand Products.	From April 2023	Achieved 
Plastic Circularity Policy	Żabka Polska	Recovery and recycling of 100% of plastics introduced to the market the company.	By 2025	In progress 
	Żabka Polska, Own brand product suppliers	Minimisation of the use of virgin plastic.	By 2025	In progress 
Ecodesign Policy	Own brand product suppliers	100% of own brand packaging that is recyclable or recycled.	By 2025	In progress 