

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	Achieved
	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	Achieved
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	Achieved
	Żabka Polska	Adoption for implementation of the Roadmap.	By 2025	Achieved
	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.	By the end of 2024	Achieved
	Żabka Polska	Striving to minimise the negative impact of our operational and investment activities on the level and state of global forest area by implementing Paper and Wood Policy.	By the end of 2023	Achieved
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	Achieved
	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	Achieved
	Own brand product suppliers	Coco with the Rainforest Alliance 2020 certificate in own brand products.	From January 2025	Achieved
	Own brand product suppliers	Soy with the RTRS certificate in own brand products.	From June 2025	Achieved
	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 through own operations and own brand products.	By the end of 2025	Achieved
Ecodesign Policy	Own brand product suppliers	100% of own brand packaging that is recyclable or recycled.	By the end of 2025	In progress
Food Waste Prevention Policy	Żabka Polska	25% reduction in the level of food waste in the Company's own operations in relation to the volume of food purchased.	By the end of 2026	In progress
	Żabka Polska	Re-use of at least 50% of unsold food.	By the end of 2025	Achieved
Paper and Wood Policy	Own brand product suppliers	100% of the wrapping and packaging elements of own brand products are made of paper from FSC® or PEFC™ certified raw materials.	By the end of 2030	In progress
	Own brand product suppliers	50% share of recycled paper in the wrapping and packaging elements of own brand products will be achieved.	By the end of 2030	In progress
	Own brand product suppliers	Within own brand products, the amount of raw material marketed will be balanced.	By the end of 2030	In progress
Policy on Responsible Sourcing of Minerals - Conflict Minerals and Cobalt	Branded product suppliers	To ensure that business partners covered by the Policy, including product suppliers, implement the international and local standards for responsible extraction, processing, import and use set by the Organization for Economic Cooperation and Development (OECD) for due diligence in the sourcing of in minerals from conflict and high-risk areas.	From July 2024	Achieved
	Branded product suppliers	Ensuring compliance with, among others, the Regulation on Conflict Minerals, the Directive on Corporate Due Diligence for Sustainable Development and the Regulation on Batteries and waste batteries.	From July 2024	Achieved