



We are Green

2022 ESG Report



Table of contents



Introduction

3

Foreword from the CEO of Green Holding Group 3

Summary of the year from the company representatives 4

2022 key data 5



About Green Holding Group

6

Our fields of business 7

Our products 9

Our mission and vision 10

Management structure 11



Summary of implementation of the ESG strategy in 2022

14



We Care for the Planet

17



We Care for the Product

43



We Care for Partnerships

48



We Care for the People

52



About the report

62

Description of the reporting approach 63

Data summary 66

GRI indices summary 76



”

2022 was a record year for Green Holding – not only in terms of revenues, but also in terms of production volume.

We always combine dynamic growth with the use of modern and sustainable solutions, which helps us constantly develop our operations with respect for the environment and people.

Despite numerous challenges, including energy crisis in Europe, we opened new production lines which supported our constantly expanding product offer.

We also started our path towards energy independence through the construction of a cogeneration unit and a photovoltaic installation at one of our production plants in Zdunowo. The investments will enable us to use electricity from our own generation sources. While looking for opportunities to reduce energy consumption in all our companies, we initiated the Battery Project.

One of the pillars of our ESG strategy is the motto “We Care About People”. We are set on creating a people-friendly workplace. We want to attract and retain talents. One of the tools to achieve these goals was to assess the level of satisfaction of our employees at Green Factory (in Poland, Lithuania and Hungary), Primavega, GFL, Green Business Center and in companies specialising in field crops. Based on the obtained results, we prepared a plan for future activities in the area of employer branding.

In 2022, we published the first ESG Green Holding Report, which was positively received by our stakeholders. It was also the first year of implementation of our “We Are Green” strategy, in which we focused mainly on preparatory activities. The following pages of the Report present in a transparent manner the status of implementation of our strategic goals.

Enjoy your reading.

Artur Rytel
CEO, Chairman of the Board of Green Holding

”

We adapt our business model and activities to the needs and expectations of our clients, constantly implementing modern solutions, but not forgetting the foundations of the Holding which was built over generations.



Przemysław Januszko
Green Holding

”

As a shared services centre, Green Business Centre supports Green Holding's ambitious vision of its own development.

We help implement the digital transformation of our Group.



Magdalena Pniewska
Green Business Centre

”

Our goal is to become a leader in the region in the production category of fresh food of plant origin. That is why, the domestic development of our company goes hand in hand with the gradual expansion of our activities abroad.



Michał Wólczyński
Green Factory

”

We respect natural resources, which is why we optimise their use by investing in modern methods of crops monitoring.

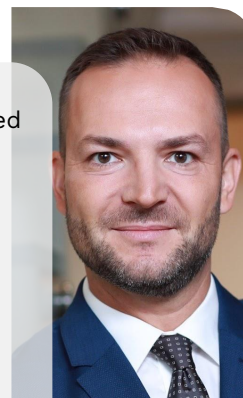


Adam Różycki
**Primavega
and Field Crops**

”

We offer services in the field of refrigerated logistics and warehousing in Poland and abroad.

We focus on safe food transportation, meeting the set standards and a reliable, modern fleet.



Łukasz Tomalik
GFL

”

Innovative solutions such as hydroponic cultivation in a controlled environment allow us to provide the highest quality of products regardless of the season.



Piotr Izdebski
SVI

2022 key data

Business development

PLN **1,197**
million
+ 24%

Revenue*

11.6 million
of pieces
+ 37%

Sale
of lunchboxes

1,097
- 3%

Employees

1,188 hectares
+ 0.6%

Crop area

Sustainable development

GHG emissions
in Scope 1 and 2

10.4 MgCO₂
/million revenue
- 47%

Energy
consumption

19.5 MWh
/million of revenue
- 20%

Water used
for
production

1.85 m³
/thousand of products
- 9%

Plastic
packaging

848 tonnes
- 21%

Employee
satisfaction survey

in **7**
Holding companies



We show increases/decreases in relation to data for 2021

*We show revenues taking into account mutual transactions between companies.



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About the Green Holding Group



Green Holding Sp. z o.o. is the entity controlling the Green Holding capital group, which includes, among others, the following Polish companies:

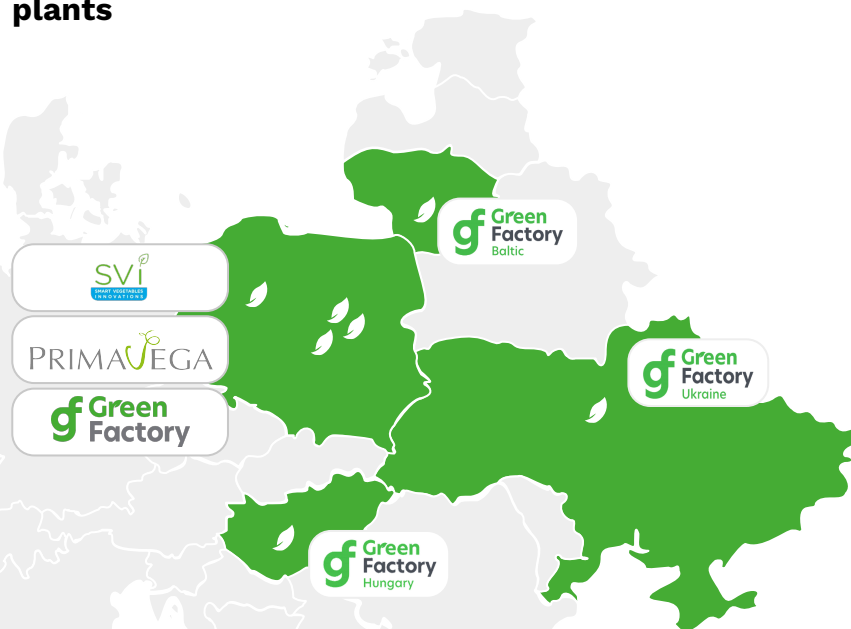
- Green Factory Sp. z o.o. (Green Factory),
- Smart Vegetables Innovations Sp. z o.o. (SVI),
- GFL Sp. z o.o. (GFL),
- Green Business Centre Sp. z o.o. (Green Business Centre)
- Grupa Producentów Warzyw Primavega Sp. z o.o. (Primavega)

Green Factory has three foreign subsidiaries:

- Green Factory UA LLC,
- UAB Green Factory Baltic,
- Green Factory Hungary Kft.

Affiliates dealing with Field crops (Gospodarstwo Ogrodnicze Artur Rytel, Spółka Agrarna AR Sp. z o.o. and Spółka Agrarna Plon Sp. z o.o.) cooperate with the above group.

Location of our production plants



Our business model



From farm to table

The basis of Green Holding's operation is an integrated business model "from farm to table", in which the entities are highly specialised and create a complementary value chain.



Crops

We grow leafy vegetables, as well as leeks and broccoli seasonally on our fields. We also grow lettuces and herbs all year round using a hydroponic system.



Production

We have 7 production facilities in Poland and abroad. We carry out year-round production, mainly mono-products, lettuce mixes, vegetables, and ready-to-eat meals.



Sale

Our clients are retail chains, the HoReCa market entities and food industry producers. We supply them with products of our own brands and our clients' own brands.



Logistics

We provide transportation services with our fleet of trailers in cooperation with external carriers. We have 3 distribution centers and 4 cross-docks, i.e. transshipment warehouses.

We produce vegetables and plant-based ready-to-eat meals under our brands and create products for retail chains under their own brands. Our offer includes 4 product groups.

Crops



Fresh vegetables

We supply fresh vegetables to retail chains, clients from the HoReCa sector and food industry producers.



Vegetables from hydroponic cultivation

The Plant Love brand offers lettuces and herbs, such as cilantro, parsley, mint and basil along with their different varieties.



Production

Unwashed vegetables

Primavega produces fresh, natural vegetables that are packaged straight after harvesting, without pre-washing.



Washed vegetables

As part of the Fit&Easy brand, we offer a wide selection of mono-products and salad mixes, including functional blends, as well as plant-based ready-to-eat cold meals (ready salads and lunchboxes).



The mission of Green Holding is to provide daily access to fresh and safe products. We operate in a transparent manner, with care for the environment and local communities.

We want our products to become the main ingredient of a healthy and balanced diet, and for our brands to enjoy the trust of consumers.

The Green Holding community is created by people who are open to change and entrepreneurial. It ambitiously sets its next steps, guided by responsibility on the way towards achieving the goals set by Green Holding's business strategy.

As a leader in the Ultra Fresh industry in Central and Eastern Europe, we focus on sustainable development and innovation, not forgetting about respect for the natural environment, our employees and business partners.

We are constantly developing activities aimed at reducing our negative impact on the environment.

In our annual ESG reports, we will inform you about progress in implementing the ESG strategy "We Are Green" and the goals contained therein.

Moreover, we commit to increasing the environmental awareness of our employees and supporting local communities where we pursue our business.



People

Together we implement the mission and vision of Green Holding, and always treat each other with respect. The Group's success depends on each and every one of us.



Appetite for more

We are bold in implementing ambitious projects. However, we do not rest on our laurels.



Entrepreneurship

We are goal-oriented and pragmatic in its implementation. We do what makes business sense.



Openness to change

We are open and curious. We understand that changes are needed and we implement them responsibly.



Responsibility

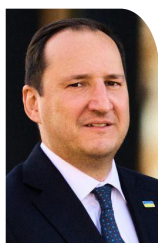
What sets us apart is our commitment and reliability. We keep our commitments, we care for the environment, and our products and services are of the right quality.

Green Holding Board of Directors



Artur Rytel

Chair of the Board of Directors, CEO, responsible for the implementation of business strategy related to the ESG strategy. It defines the strategic goals and directions of undertakings of the Group, approves investments, initiatives and research and technology projects, including projects related to sustainable development.



Przemysław Januszko

Member of the Board of Directors, COO, responsible for the areas of logistics, procurement, communication, security, legal compliance and corporate governance. He manages topics related to sustainable development and is responsible for the implementation of the ESG strategy at the level of the entire Green Holding Group.



Rafał Wyszomierski

Member of the Board of Directors, CFO, responsible for finance, controlling, and accounting; accountable for evaluating the profitability of investments, including investments related to sustainable development.



Maintaining the current pace of development of our business while complying with the principles of sustainable development is possible thanks to the organizational values that we abide by at Green Holding.

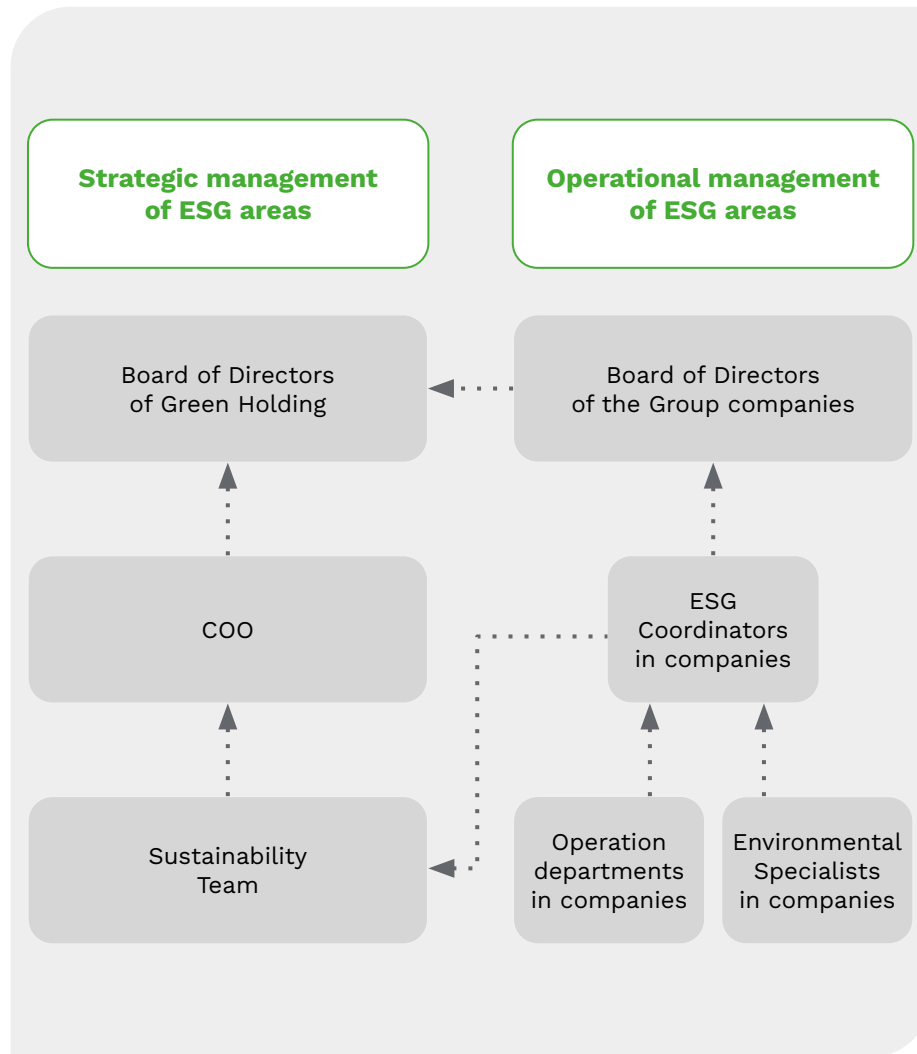
The Board of Directors of Green Holding consists of Artur Rytel (owner, Chair of the Board of Directors, CEO), Przemysław Januszko (Member of the Board of Directors, COO) and Rafał Wyszomierski (Member of the Board of Directors, CFO). The Board of Directors of the entity controlling Green Holding plays a managerial role over the entire capital group. It is appointed pursuant to the Resolutions on the appointment of a Member of the Board of Directors. Each of the Group's subsidiaries has its own Board of Directors. In accordance with the Group's structure, decisions regarding the appointment and election of members of the top-level management body of subsidiaries are made by the members of the Board of Directors of the controlling entity. The Members of the Board of Directors are appointed for an indefinite period.

The Chair and members of the Board of Directors of Green Holding supervise and make decisions regarding risks and opportunities in the ESG areas.

Przemysław Januszko manages the ESG area at the Holding level. He is supported in this by the Sustainability Director, responsible for supervising key projects, monitoring progress towards achieving the goals set by the ESG strategy for the Group and ESG reporting. Members of the Board of Directors, together with the Sustainability Director for Sustainable Development, constantly acquire knowledge and take part in conferences and industry discussion panels, and above all, they are constantly looking for innovative solutions on the way to the sustainable development of the Group.

The Board of Directors of Green Holding participated in the preparation of the ESG Strategy, identifying key stakeholders and important topics, and setting strategic goals at the level of the Holding and the companies. It also monitors the ESG reporting process.

ESG management structure in Green Holding companies



The structure of the Group ensures effective communication between management staff and the management of individual companies, and the Members of the Board of Directors of the parent company are involved in ESG projects implemented in the companies.

ESG issues important for the entire Group and for individual companies are regularly discussed at the meetings of the Board of Directors. The effectiveness of companies' operations is verified on the basis of Key Performance Indicators (KPIs) and timely achievement of goals. The boards of directors of individual companies are assessed by the Board of Directors of Green Holding.

The remuneration of the Members of the Board of Directors is regulated in management contracts or remuneration regulations of individual companies. Remuneration is determined on the basis of competences, experience and assigned tasks, and the bonus system is based on financial results. We do not offer retirement benefits.

We abide by the highest ethical standards, therefore:

- we pay special attention to conflicts of interest,
- we include non-competition provisions in management contracts,
- persons performing the functions of Members of the Board of Directors or holding managerial positions are obliged to sign a declaration of non-performance of management functions in companies that are not part of the Group.

We advise employees to avoid situations in which private interests may conflict with the interests of the company.

Employees are obliged to act in the interests of the company when contacting current or potential clients or suppliers. Situations in which a conflict of interest may occur are defined in the Code of Conduct. It requires you to inform your superior about potential conflicts of interest and leave the situation to the company's discretion.

Sustainable development involves the implementation of innovative solutions. That is why we focus on digitisation and digital transformation, supporting us in constant improvement both in agriculture, production and in the management of the Group.

Modern management of the capital group

The shared services centre plays a key role in the optimisation and standardisation of processes in the Holding – Green Business Centre.



2022 is an important stage on the way to digitisation of the Holding. We launched a strategic implementation project of a modern ERP system, the main goal of which is the standardisation, optimisation and automation of operational processes. The system will also enable us to centrally manage and consolidate data in all Group companies.

In 2022, we also started implementing a process digitisation platform. Owing to this:

- we eliminate paper consumption,
- we reduce the costs of document handling,
- we improve communication between departments.

Ultimately, the platform will be launched in all Polish and foreign companies.

We invest in cybersecurity

Digitisation of an enterprise carries risks, which calls for prioritisation of cybersecurity.

In 2022, an assessment of the organisation's cybersecurity maturity was performed based on ISO 27001 and NIST Cyber Security Network. The work included penetration tests, a review of the infrastructure configuration and a review of cloud solutions in terms of security.

Based on the assessment results, we have established a long-term development plan for the Group in the field of cybersecurity and have implemented initiatives to raise employee awareness of cyber threats.





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Summary of implementation of the ESG strategy in 2022



ESG Strategy “We Are Green”

In 2022, the ESG strategy “We Are Green” was created, which is based on 4 pillars:

- We Care for the Planet,
- We Care for the Product,
- We Care for Partnerships,
- We Care for the People.

On the basis of an impact analysis conducted in 2022 and based on

the Sustainable Development Goals, we have set 27 short- and long-term goals for 2024, 2025 and 2030.

The strategy, together with the 2021 ESG Report was published in November 2022, communicated to employees, and later discussed during dedicated meetings. The report was posted on the website www.greenholding.pl/zrownowazoni-rozwoj and social media platforms, our clients and suppliers were














informed of its publication. 2022 was the first year of strategy implementation, during which we focused on preparatory actions. We want to show our progress compared to 2021, which is set as the base year of the strategy.

The goals were assigned to companies according to their area of business and discussed on the following pages of the Report along with the status of their implementation as at the end of 2022.









Status of implementation of ESG goals





| We care for the Planet  | | Our goal | 2021 | 2022 | Change compared to 2021 | |
|--|---------------|----------|-------------|------------------------|--------------------------------|---|
| Crops that meet the assumptions of regenerative farming | Development | | 2021 report | Description on page 18 | Continuation of actions |  |
| Use of mineral fertilizers (t/ha) | 5% reduction | | 0.77 | 0.79 | + 2.6% |  |
| Organic farming (ha) | 45 | | 0 | 0 | Work not yet started |  |
| Water used for irrigation (m³/ha of crops) | 5% reduction | | 379.4 | 548.1 | + 44.5% |  |
| Water used in production processes (m³/1,000 products) | 5% reduction | | 2.04 | 1.85 | - 9% |  |
| GHG emissions in Scope 1 and 2 (MgCO₂/1 million of revenue) | 30% reduction | | 19.6 | 10.4 | - 47% |  |
| Energy consumption (MWh/1 million of revenue) | 10% reduction | | 25 | 20 | - 20% |  |
| Electricity from own renewable energy sources (%) | 20% share | | 0% | 0% | Launch |  |
| Fuels in agricultural vehicles (GJ/1 ha of field crops) | 10% reduction | | 12.9 | 12.2 | - 5% |  |
| Own low-emission and zero-emission passenger vehicles (%) | 10% share | | 1.5% | 1.8% | + 0.3 pp |  |
| Vehicles of third-party carriers with EURO 5 and 6 combustion standards (%) | 100% share | | 94.5% | 93% | - 1.5 pp |  |
| Weight of plastic packaging (t) | 5% reduction | | 1,073 | 848 | - 21% |  |
| Single-use boxes (pcs) | Elimination | | 336,423 | 316,235 | + 0.2% |  |
| Single-use pallets (pcs) | Elimination | | 95,592 | 84,195 | - 12% |  |

 Goal achieved
  Goal partially achieved
  Goal not achieved




We care for the Product

| | | | | | |
|--|---------------|-------------|------------------------|--------------------------------|---|
| GLOBALG.AP certification of our products | 100% share | 100% | 99.8% | - 0.2 pp |  |
| GLOBALG.AP certification of purchased products | 100% share | 78% | 94% | + 16 pp |  |
| Food Safety Certification of our facilities | 100% share | 86% | 86% | Without changes |  |
| Labeling of packaging of own products | Development | 2021 Report | Description on page 45 | Continuation of actions |  |
| Shelf life of our products for consumption (days) | 10% extension | 8 | 10 | + 25% |  |
| Packaging that ensures the freshness of our products | Development | 2021 Report | Description on page 46 | Continuation of actions |  |

We care for Partnerships

| | | | | | |
|--|----------------|----------------------|------------------------|-----------------------------|---|
| Employees trained in ethical principles | 100% share | 0% | 0% | Work not yet started |  |
| Tool for reporting irregularities | Implementation | Work not yet started | Work not yet started | Work not yet started |  |
| Green Holding's Supplier Code of Conduct | Implementation | Work not yet started | Description on page 49 | Launch |  |
| Suppliers evaluation | Implementation | Work not yet started | Description on page 51 | Launch |  |

We care for the People

| | | | | | |
|---|------------|----------------------|----------------------|-----------------------------|---|
| Employee satisfaction survey in Group companies | 100% share | 10% | 70% | + 60 pp |  |
| Employee rotation (%) | Reduction | 30% | 36% | + 6.1 pp |  |
| "In the Green Land" workshops | Execution | Work not yet started | Work not yet started | Work not yet started |  |



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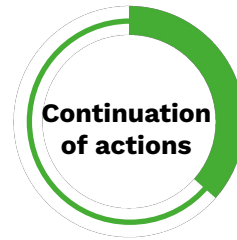
We Care
for the Planet



Change compared to 2021

We will continue to develop crops that meet the assumptions of regenerative agriculture

Target for field crops and SVI



In line with the assumptions of our strategic goal, we introduce many activities aimed at protecting the soil in which we grow our plants.

Regenerative agriculture

This system of agricultural principles and practices uses a number of assumptions of:

- integrated farming,
- organic farming,
- permaculture,
- precision agriculture.

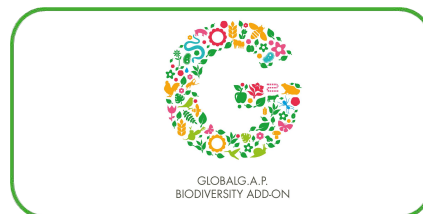
All these practices positively impact the protection of biodiversity, which is important for our activities.

Protection of biodiversity

Protection of biodiversity has become a global priority, and many organisations and institutions work to preserve biodiversity and sustainably manage natural resources.

In order to care for biodiversity, we are implementing many initiatives (described below) in our crops, which will be continued in the coming years. They were collected and described in the Biodiversity Action Plan, i.e. on an internal list of goals and tasks that we undertake for the benefit of biodiversity.

The activities we undertake have been confirmed by the GLOBALG.A.P. BioDiversity Add-on certificate issued by the independent certification body Kiwa. It defines a set of rules supporting the management of biodiversity.



Construction of buffer zones – green pieces of land on agricultural fields



Implementation of a water book to increase control over the amount of water used



Planting native species of shrubs and/or deciduous trees in hedgerows to provide habitats and wintering areas with high biodiversity value for beneficial animals and other wildlife



Protecting and supporting endangered animal species by preserving wood and stone heaps for the winter season and enabling their migration



Implementation of IPM (Integrated Pest Management) consisting in the optimisation of plant protection methods by limiting the amount of chemicals used, by: mechanical weeding using weeders and thermal weeding, which additionally allows for reducing the amount of plant protection products used

Field crops

We use modern methods of crop monitoring.

Our goal is to use natural resources responsibly. We invest in modern methods of crop control, such as:

- drones,
- moisture monitoring sensors.

Thanks to such monitoring methods, precise irrigation and fertilisation is possible, which helps reduce the consumption of water and mineral fertilisers.



We monitor weed infestation using drones.

This allows us to determine where intervention is necessary and to optimise the use of plant protection products.



We use soil moisture monitoring sensors.

Thanks to the information obtained, we limited water withdrawal by adjusting the irrigation level to the actual demand.



We use fertigation treatments.

We use fertilisers using drip method, through drip irrigation tapes. Based on the nitrogen content, we determine the plants' need for fertiliser.



Sample screen from the system to monitor weed infestation using drones

Sample screen from the system to monitor soil moisture

Sample screen from the system to monitor the amount of fertilisers

Crops in tunnels



2 ha of *Baby leaf* crops in tunnels



More nutrients



20-28-day growth period

In 2022, we started growing baby leaves of arugula and spinach in tunnels.

In the tunnels we grow arugula and spinach, which we harvest in the young phase (baby leaf). Their cultivation requires maintaining stable conditions throughout the entire growth period. This is achieved by using foil tunnels, which:

- enable the maintenance of stable climatic conditions and the cultivation of the so-called thermophilic species,
- protect against gusts of wind, sun, rain, and pests,
- enable earlier sowing of plants.

Young leaves contain more vitamins, minerals and antioxidants than fully-grown vegetables, and their growth period lasts about 20-28 days.



Hydroponic cultivation

Our modern hydroponic cultivation has the potential to contribute to increasing the efficiency of plant production

Cultivation using the NFT hydroponic method (Nutrient Film Technique), which we use in the SVI greenhouse, is a technology that involves optimal use of the crop area and other resources such as water, soil and fertilisers.

The method involves growing plants in pots placed in gutters. The gutters are located on an automatically moving production table, thanks to which our production system "grows" along with the growth of plants. At every moment of development, the plant has the optimal amount of space. Owing to this, the use of crop area is much more efficient compared to traditional field crops.

We are also able to optimise the fertigation system (we reuse the water used for irrigation of the plants).



Innovative solutions

No pesticides



We only use organic plant protection products – in 2022 we used 226 kg of them

Natural peat substrate



Owing to its absorption ability, peat retains moisture and reduces the demand for water

Beneficial insects

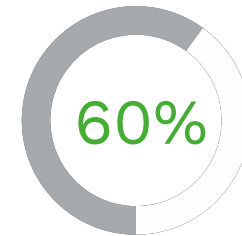


In 2022, we used 22,000 insects

Our crops



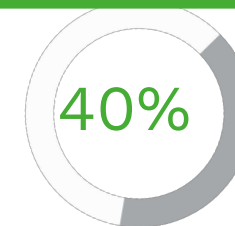
Potted herbs



Basil
Mint
Lovage
Thyme
Parsley
Oregano
Cilantro



Lettuces



Butter lettuce
Batavia lettuce
Trio lettuce

In the SVI greenhouse, we grow lettuces and herbs using this method. We use natural peat substrate to which we supply all nutrients in a precise manner.

Protection against pests and diseases is achieved using, among others: beneficial insects – without the use of pesticides and fungicides.

Several elements are important in hydroponic cultivation under controlled environment conditions:



Nutrient solution

Plants placed in special cultivation gutters receive the necessary nutrients from a solution of water and fertilisers.



Substrate

Plant roots do not absorb nutrients from the soil, which is why various substrates are used in cultivation – which are mainly intended to stabilise the growth of plants – or substrate use is abandoned whatsoever.

In SVI we use natural peat placed in pots in which we plant lettuces and herbs.



Irrigation systems

By supplying water directly to the pots (and not onto the leaves, as in the case of traditional cultivation), we limit the development of potential diseases and significantly save water.



Lighting

We use natural light in our greenhouse most of the year.

In winter, we add more light to the greenhouse using modern and economical LED technology.



Environmental control

One of the main advantages of growing in a controlled environment is the ability to fully analyse the parameters affecting the quality and growth of plants.

We monitor:

- the pH of the solution of water and fertilisers,
- air temperature,
- air humidity and level of CO₂.



We implement new production technologies that reduce the level of nitrates and nitrites in lettuce

The establishment of the SVI company, i.e. Smart Vegetables Innovations, was initiated by the project *"New technology for the industrial production of high-quality lettuce with the nitrate and nitrite content reduced to the lower limit of quantification using innovative LED and NFT techniques."*



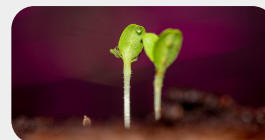
Controlled crops give us the opportunity to produce exceptionally healthy products, because in order to grow them we need, among others, much less fertiliser

The project covered industrial research and development work, which included:

- constructing an integrated pilot line on a macro scale, i.e. in the newly built greenhouse facility in Zdunowo,
- carrying out tests in real-life conditions, validation along with trial production.

The search for optimal parameters of air humidity, pH, nutrient levels and lighting led to the creation of a significantly improved product (lettuce with reduced levels of nitrates and nitrites, excellent taste and shelf life).

Tools used



Very high degree of automation and robotisation of technology



Better climatic conditions allow for better yields by limiting the possibility of developing plant diseases, which results in a reduction in the amount of generated waste.

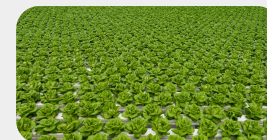


Recovery system in the greenhouse: water after filtration and purification is reintroduced into circulation



Dry-Gear dehumidifier allowing for precise control of air humidity in the greenhouse

Results achieved



Repeatability of product features regardless of the season



Conditions favouring the increase of the shelf life of our products



Reducing water consumption in the production process



Positive impact on the environment due to lower consumption of electricity and natural gas

Change compared to 2021

We will reduce the consumption of mineral fertilisers by 5%

*Target by 2025 for field crops:
Reduction in tons used
per 1 hectare of field crops*

+ 2.6%

2022 was a record year for field crops in terms of yields, which – combined with the selection of vegetables grown and unfavourable weather conditions – resulted in an increase in the consumption of mineral fertilizers.

In 2022, we increased the cultivated area by 0.6% while increasing the total consumption of mineral fertilisers by 3.5%. In terms of per hectare of field crops, the increase was 2.6%. We are aware that too much nitrogen in the fertilisation process may adversely affect the growth process, deteriorating the quality of the crop and reducing

its nutritional value, and also poses a threat to the environment. Therefore, in 2022, we reduced the number of kilograms of nitrogen used per 1 hectare of crops by as much as 7.7%. This was possible thanks to the use of PrimaKomp mushroom substrate higher by 40%. This product increases the amount of organic matter in the soil and causes its rapid regeneration, as well as provides a medium for beneficial bacteria and fungi, which positively influences biodiversity.

Additionally, in 2022 we reduced the amount of pesticides we use by as much as 10%.

Consumption of pesticides in field crops

| | 2021 | 2022 | |
|---------------------------|------|------|-------|
| Pesticide consumption (t) | 9.6 | 8.6 | - 10% |

Consumption of mineral fertilisers in field crops

| | 2021 | 2022 | |
|--|-------|-------|--------|
| Fertiliser consumption (t) | 908 | 940 | + 3.5% |
| Area treated with fertilisers (ha) | 1,181 | 1,188 | + 0.6% |
| Fertiliser consumption per 1 hectare of crops (t/ha) | 0.77 | 0.79 | + 2.6% |
| Prima Komp substrate consumption (t) | 4.5 | 6.3 | + 40% |

Controlled conditions of hydroponic cultivation allow us to limit the amount of fertilisers used. In the SVI greenhouse, we use solutions that allow us to cultivate

crops in a particularly efficient manner. In 2022, we recorded a decrease in the consumption of mineral fertilisers in hydroponic cultivation by as much as 34%.

Consumption of mineral fertilisers in hydroponic cultivation

| | 2021 | 2022 | |
|--|------|------|-------|
| Fertiliser consumption (t) | 38 | 26 | - 32% |
| Area treated with fertilisers (ha) | 9.9 | 10.2 | + 3% |
| Fertiliser consumption per 1 hectare of crops (t/ha) | 3.8 | 2.5 | - 34% |



We use natural resources consciously

Water is an important resource used in our business, which is why, as part of the ESG strategy, we have committed to reducing its consumption.

Water is used primarily to irrigate our crops and wash products during the production process.

In 2022, total water consumption was 980,839m3. We used it for:

- field irrigation, it was 656,901 m3, which constituted 67% of the total water intake,

- implementation of production processes, in the amount of 297,053 m3 (30% of the total water consumption),

- we used 26,885 m3, i.e. 3%, for other processes.

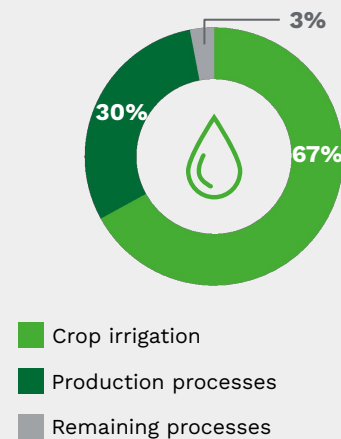
Sources of water intake

We have our own deep wells that supply our production facilities and are used to irrigate crops.

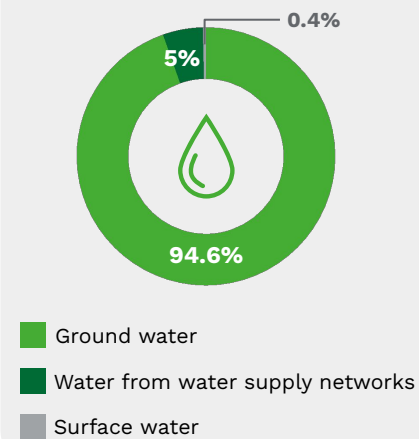
- 94.6% of the water we used came from our own potable groundwater withdrawal.

- the remaining water sources are potable water supply networks (5%) and surface water (0.4%).

Water consumption in 2022 by type of use

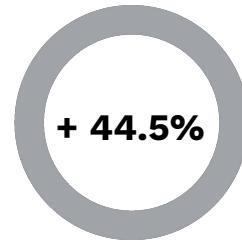


Water withdrawal by source in 2022



Change compared to 2021

**We will reduce by 5%
the amount of water used for
irrigation**



*Target by 2025 for field crops and SVI
Reduction in m3 per 1 hectare of crops**

In our hydroponic cultivation, thanks to constant process improvement, we have achieved a 1.7% reduction in the amount of water used per hectare of crops.

The reduction was influenced, among others, by change in the product range – in 2022, 60% of hydroponic cultivation were herbs in the case of which water demand is lower.

94% of the water used to irrigate the crops is being used in the fields. This amount depends largely on the weather conditions prevailing in a given year.

Thanks to the soil moisture analysis used, we are able to precisely control water management in the fields. Using weather stations and measuring cylinders, we monitor the amount of rainfall to precisely determine the water demand of plants.

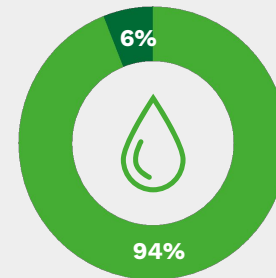
For irrigation, we mainly use irrigation tapes, which are an alternative to sprinklers and allow us to save the water being used by delivering it pointwise to the plant roots. We use these tapes on as many as 68% of our fields and we are constantly increasing their share in the plant irrigation process.

In 2022, due to unfavourable weather conditions, water consumption per hectare of field crops amounted to 519 m3 and increased by as much as 48.7% compared to 2021.

Therefore, in the coming years we will place great emphasis on even greater optimisation of the irrigation of our fields.

** In 2022, we clarified the target for reducing the amount of water used for irrigation – we took into account the area of crops.*

Consumption of water used for irrigation in 2022



■ Field crops
■ Hydroponic cultivation

2021

2022

Consumption of water used for irrigation of field crops

| | | | |
|--|---------|---------|---------|
| Water consumption (m3) | 412,505 | 617,140 | + 49.6% |
| Water consumption per 1 hectare of crops (m3/ha) | 349 | 519 | + 48.7% |

Consumption of water used for irrigation of hydroponic cultivation

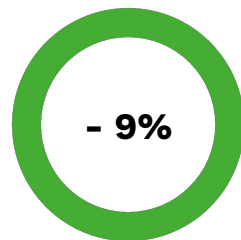
| | | | |
|--|--------|--------|--------|
| Water consumption (m3) | 39,264 | 39,761 | + 1.3% |
| Water consumption per 1 hectare of crops (m3/ha) | 3,966 | 3,898 | - 1.7% |

Total consumption of water used for irrigation of all crops

| | | | |
|--|---------|---------|---------|
| Water consumption (m3) | 451,769 | 656,901 | + 45.4% |
| Water consumption per 1 hectare of crops (m3/ha) | 379 | 548 | + 44.5% |

Change compared to 2021

**We will reduce by 5%
the amount of abstracted
water used
in production processes**



Target by 2025

*Target for Primavega and Green Factory:
Reduction in m3 per 1,000 of sold products*

Water used in production processes accounts for 30% of the total consumption in the entire area of our operations. That is why we run a number of initiatives aimed at optimising its use.

Water is needed at various stages of production in our plants. Thus, in order to prevent possible leaks, we constantly monitor our processes.

In 2022 in Zdunowo:

- we inspected the water installation, which allowed us to seal the pumps and valves,
- we improved the hall cleaning process by replacing initial wet cleaning

with mechanical cleaning,
– thanks to this, we also reduced the concentration of the cleaning agents.

All the actions we took resulted in visible savings in the amount of water used – by as much as 21%.

One of our strategic goals is to reduce by 5% the amount of water used in production in relation to the number of products sold.

In 2022 we managed to:
- achieve this goal ahead of the 2025 deadline,
- record a 9% decline compared to 2021.

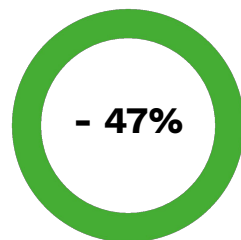


Water consumption in production processes

| | 2021 | 2022 | |
|--|---------|---------|-------|
| Water consumption (m3) | 377,510 | 297,053 | - 21% |
| Water consumption (m3/1,000 sold products) | 2.04 | 1.85 | - 9% |

Change compared to 2021

We will reduce greenhouse gas emissions by 30% (Scope 1 and 2)



Target by 2030:
Reduction of Mg CO₂ emissions per 1 million of revenue calculated using the market-based method

In 2021, for the first time we calculated the greenhouse gas (GHG) emissions resulting from the processes we supervise (Scope 1) and the consumption of the energy purchased by us (Scope 2) in order to then strive to reduce them.

In 2021, emissions in Scope 1 amounted to 7,245.55 Mg CO₂. They included emissions of 2,071.403 Mg CO₂ resulting from the addition of refrigerant weighing 518.90 kg. This was caused by an installation failure at a facility in Ukraine. These emissions account for as much as 29%. In the comparative analysis for 2022 in relation to 2021, the impact of the above event was excluded, we took into account the amount of emissions in Scope 1 in 2021 in the amount of 5,174.15 Mg CO₂.

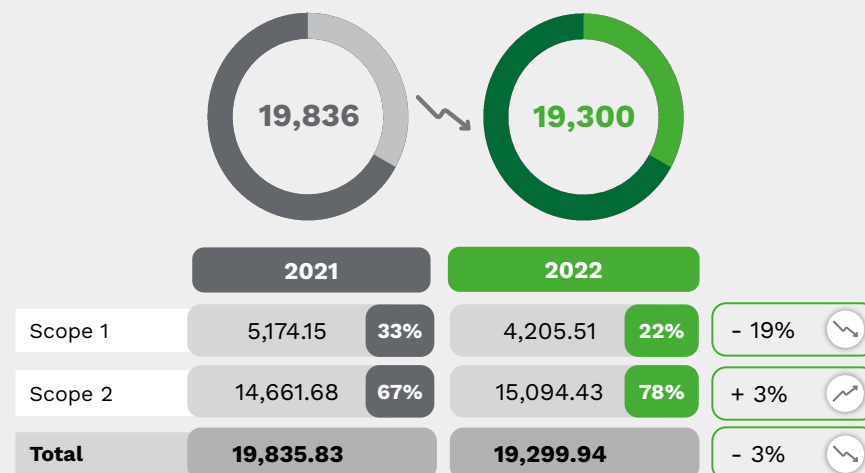
The decision is prescribed by the care taken not to overestimate the amount of reduction caused by a one-off random event affecting high emissions in the base year.

In 2022, we reduced GHG emissions calculated using the market-based method by 34%, and using the location-based method – by 3%. In Scope 1, there was a reduction of emissions by 19%. In Scope 2, in the case of the market-based method, we achieved a 40% reduction in emissions, which is due to the purchase of certified electricity. In the case of Scope 2 calculated using the location-based method, we recorded an increase in emissions by 3%.

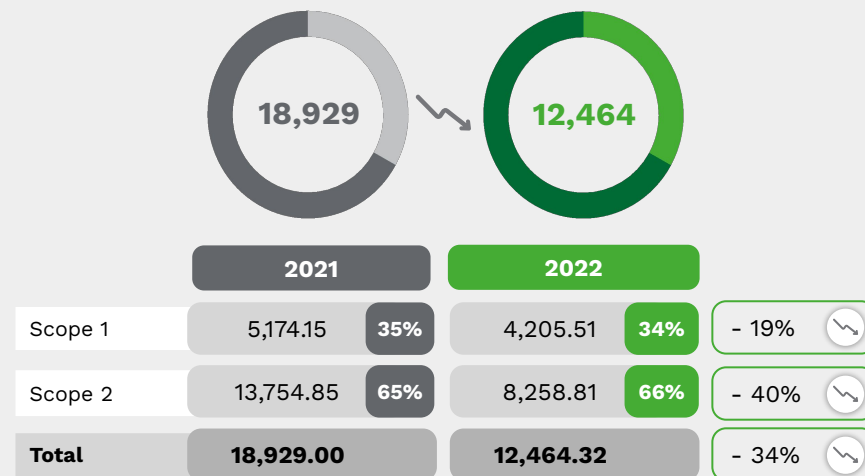
We are currently at the stage of implementing investments that reduce the consumption of electricity and fuels. Among other things, we started producing energy from cogeneration and installing photovoltaic panels.

GHG emissions in scope 1 and 2 (Mg CO₂)

Location-based method





Market-based method



*The location-based method shows the actual emissions for which a given organisation is responsible. The market-based method shows the emissions for which the organisation is responsible through its decisions, such as the purchase of renewable energy.

GHG emission intensity in scopes 1 and 2 (Mg CO₂/1 million of revenue)








| | 2021 | 2022 | |
|-----------------------|------|------|---|
| Location-based method | 20.6 | 16.1 | - 22%  |
| Market-based method | 19.6 | 10.4 | - 47%  |



We define emission intensity as the amount of emissions in Mg CO₂ per 1 million of revenue.

Owing to a significant decrease in emissions and a simultaneous increase in revenue, in 2022 we achieved a significant reduction in the emission intensity index, both calculated using the location-based method (-22%) and using the market-based method (-47%).

GHG emissions in scopes 1 and 2 by source (Mg CO₂e)

| | 2021 | 2022 | |
|-----------------------------|---------------------|---------------------|---|
| Scope 1 | | | |
| Mobile sources | 2,530.71 35% | 2,533.58 60% | + 0.1%  |
| Stationary sources | 1,675.27 23% | 1,378.94 33% | - 18%  |
| Agricultural sources | 759.17 10% | 271.85 6% | - 64%  |
| Refrigerants | 208.16 31% | 20.88 0% | - 90%  |
| Other | 0.84 0% | 0.26 0% | - 69%  |
| Scope 2: Electricity | | | |
| Location-based method | 14,661.68 | 15,094.43 | + 3%  |
| Market-based method | 13,754.85 | 8,258.81 | - 40%  |

Our emissions include:

Scope 1 – direct emissions from the combustion of fuels in own or supervised energy sources, including:

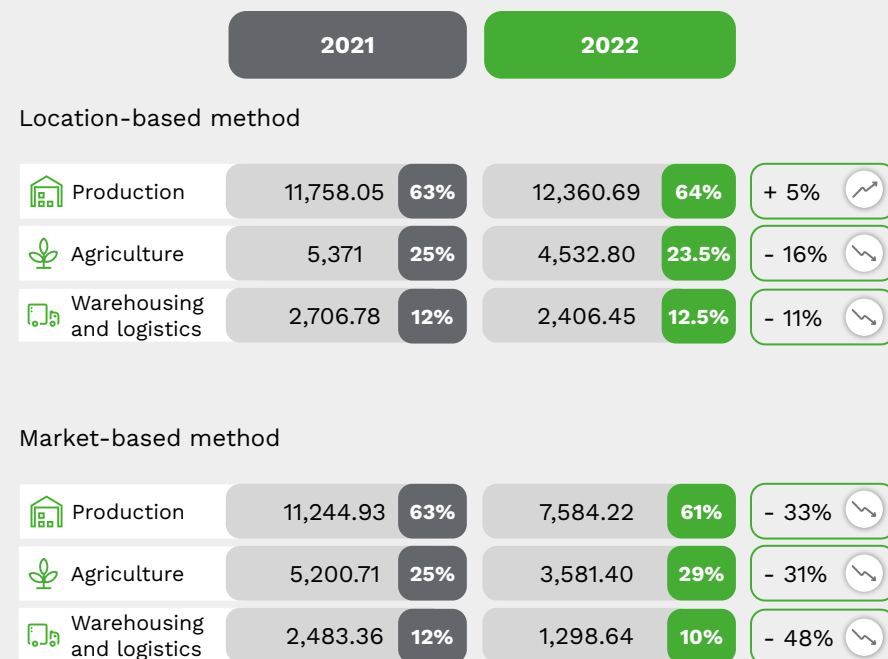
- combustion in stationary sources (natural gas, pellets and heating oil boilers),
- combustion in mobile sources, i.e. vehicles (LPG, gasoline, diesel) used by companies.

Scope 2 – indirect emissions from the production of purchased electricity consumed.

In 2022, we observed a level of emissions from combustion in mobile sources similar to 2021 (an increase by 0.1%).

We observed a reduction in the emission level compared to 2021 for combustion in stationary sources (by 18%), refrigerants (by 99%) and agricultural sources (by 64%).

GHG emissions in scopes 1 and 2 by type of activity (Mg CO₂e)



Production, i.e. washing raw materials, food production, cooling, administrative activities

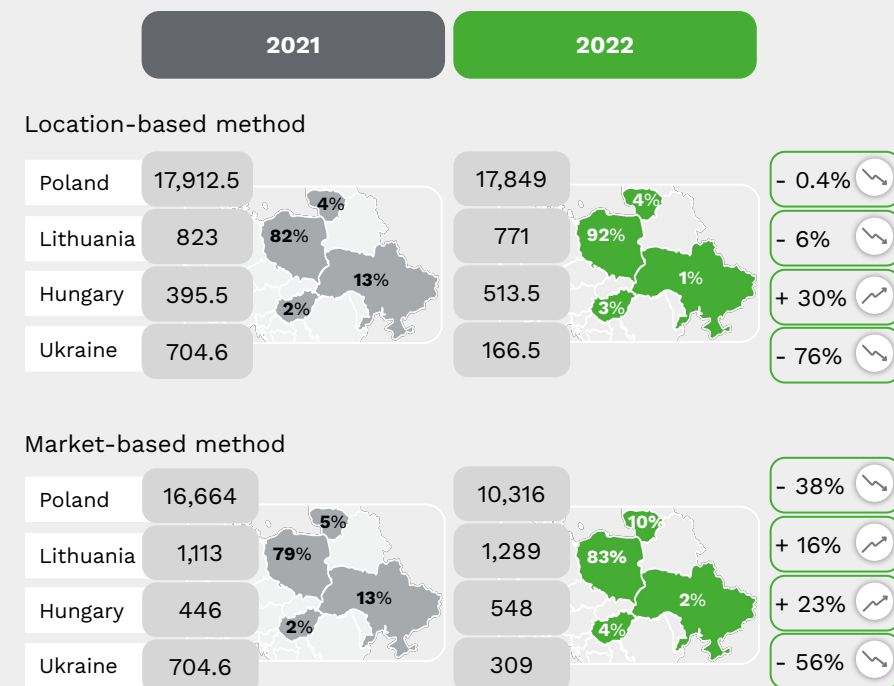


Agriculture, i.e. field crops, including agricultural machinery rides transits and hydroponic cultivation



Warehousing and logistics, i.e. storage and transport using own vehicles.

GHG emissions in scopes 1 and 2 by type of activity (Mg CO₂e)



Our production activities generate the largest emissions due to the energy used for cooling. Agricultural activities mainly involve emissions from agricultural vehicles, which are necessary for farming. The remaining (10%) emissions are generated by our warehousing and logistics activities.

Poland is our largest market and it is here that we produce and emit the most.

The increase in the share of emissions in Poland is related to several months of downtime in our company in Ukraine and the subsequent transfer of part of production to Poland.

GHG emissions in scopes 1 and 2 by greenhouse gases (Mg CO₂)

2021

2022

Location-based method

| | | | | | | |
|----------------|--------|-----|--------|-----|-------|--|
| Carbon dioxide | 18,829 | 86% | 18,974 | 98% | + 1% | |
| HFCs | 208.6 | 10% | 21 | 0% | - 90% | |
| Nitrous oxide | 790 | 4% | 301 | 2% | - 62% | |
| Methane | 8 | 0% | 4 | 0% | - 50% | |

Market-based method

| | | | | | | |
|----------------|--------|-----|--------|-----|-------|--|
| Carbon dioxide | 17,922 | 85% | 12,138 | 97% | - 32% | |
| HFCs | 208.6 | 11% | 21 | 0% | - 90% | |
| Nitrous oxide | 790 | 4% | 301 | 2% | - 62% | |
| Methane | 8 | 0% | 4 | 0% | - 50% | |

In 2022, we calculated biogenic emissions based on indicators published by DEFRA (Department for Environment Food and Rural Affairs) in the UK. We carried out these calculations for fuels (gasoline, diesel) and pellet.

109.6
Mg CO₂

Outside of scopes emissions, i.e. emissions outside scopes 1 and 2

We calculated greenhouse gas emissions in accordance with the Greenhouse Gas Protocol, according to the updated version: 'A Corporate Accounting and Reporting Standard revised edition, GHG Protocol Scope 2 Guidance Amendment to the GHG Protocol Corporate Standard' and 'Corporate Value Chain (Scope 3) Accounting and Reporting Standard, Supplement to the GHG Protocol Corporate Accounting and Reporting Standard'. When making the calculations, we also took into account the ISO 14064-1:2018 standards. Greenhouse gases – Part 1: Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals and ISO/TR 14069:2013. Greenhouse gases – Quantification and reporting of greenhouse gas emissions for organizations – Guidance for the application of ISO 14064-1. The calculations used indicators consistent with the 5th IPPC (Intergovernmental Panel on Climate Change) report, whenever possible. The remaining indicators come from the database prepared by DEFRA (Department for Environment Food and Rural Affairs), IEA (International Energy Agency) and KOBIZE (National Centre for Emissions Management).

For the market-based methodology, scope 2 includes local electricity emission indicators (from the supplier or based on the EIB Project Carbon Footprint Methodologies recommendation) and certificates under the EKO Biznes tariff offered by Tauron Sprzedaż Sp. z o.o. in the amount of 20,014.44 MWh. EKO Biznes are certificates confirming the purchase of electricity with reduced CO₂ emissions produced in heat and power plants in the cogeneration process. These certificates fully covered emissions in Scope 2 generated in Poland.

We provide transport services in cooperation with external subcontractors who provide transport services for us using their own vehicles. That is why, we classify emissions from transport services as Scope 3 emissions.

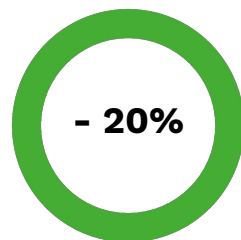
Base year and changes in methodology

During the calculations, 2021 was agreed as the base year, i.e. the moment when GHG emission calculations were carried out for the first time. Compared to the previous year, no significant changes in the calculation methodology were used (a 5% change in emissions was considered significant in accordance with current market practice), e.g. a change in the indicator or extension of the calculation to include a new emission source. Operational control was chosen as the consolidation criterion.

Change compared to 2021

We will reduce the amount of electricity consumed by 10%

Target by 2025:
Reduction in MWh per 1 million revenue



Most of the production processes in our business are carried out in refrigeration conditions, therefore the electricity needed to produce cool air has a significant share in our total energy consumption.

Energy consumption

In 2022, electricity consumption amounted to 23,376 MWh (1.28% less than in 2021), which accounted for 58% of total energy consumption.

Electricity consumption was influenced by the increase in demand for lettuce mixes and lunchboxes – this product category achieved a 59% increase. That is why, in 2022, we launched a central insertion room equipped with automatic lines for packing inserts, i.e. trays with ingredients that constitute the insert into lunchboxes.

Electricity is necessary to maintain continuous refrigeration line necessary to ensure the freshness of our products, which is why we try to use it consciously and constantly ensure process optimisation.

In 2022, the electricity consumption intensity index calculated per 1 million revenues amounted to 20 MWh and decreased by as much as 20% compared to the previous year.

In our business, energy consumption for cooling buildings accounts for as much as 60%. This value is constant regardless of production. If production increases (income increases), energy consumption decreases through better use of cooled areas. The level of this reduction was also influenced by activities optimising our production processes.

Energy security

Electricity is necessary for the proper operation of facilities.

The possible introduction of restrictions on energy consumption (so-called power levels) poses a significant risk to maintaining the continuity of operations, which results from the need to maintain a cool chain for our raw materials and products.

In 2022:

- we analysed energy security,
 - we created instructions in the event of restrictions in energy and gas supplies,
- in order to secure the ability to carry out production and prevent possible waste of raw materials in our facilities during energy and gas crisis.



Electricity consumption

| | 2021 | 2022 | |
|--|--------|--------|--------|
| Electricity consumption (MWh) | 23,678 | 23,376 | - 1.3% |
| Revenue (in PLN million) | 965 | 1,197 | + 24% |
| Electricity consumption per million revenues (MWh/PLN million) | 24.5 | 19.5 | - 20% |

Examples of actions to reduce electricity



Increasing energy efficiency of the processes

Quick cooling of products after they come from the field is important for maintaining the freshness of our products, which is why one of the investments carried out in 2022 is the installation of a new energy-saving Vacuum Cooler, which – by lowering the pressure inside the room – allows for a quick reduction of the temperature of products to 5°C.



We have installed a line for washing, drying and packing spinach, arugula, cornsalad and mixes. Drying on this line takes place using the technology of fluidised air flow through the bed. The device has a capacity of 1t/h and significantly speeds up the process.



Temperature management optimisation

The GFL warehouse in Błonie has had the BREEAM (Building Research Establishment Environmental Assessment Method) certificate since January 2022, which confirms, among others, energy efficiency of buildings.



Energy consumption can also be optimised by:

- replacement of external lighting with LED along and a solar clock control system,
- installation of a lock control system, i.e. blockage of the opening of gates to refrigerated rooms when the external gate is opened, which allows limiting the loss of cold during loading and unloading and, consequently, reducing electricity consumption.



Be Green!

In addition to the activities undertaken in each of the companies, in 2022 we launched the Battery Project in the entire Holding.

The aim of the project is to reduce energy consumption, among others, for cooling, which is a common challenge for the entire Holding.

We created a project team and started an inventory of our devices, measurement systems and preparations in the event of possible restrictions in energy supplies.



We introduced energy consumption monitoring and remote readings.



We verified the amount of gas in the tanks and we created a plan for possible refilling.



We took care to synchronise the power generator with the network – this allows the power generator to operate simultaneously with power sourced from the network.



We developed an action scenario in the event of restrictions on the ordered capacity, i.e. energy consumption. We checked whether the available power generators would meet the total energy demand, and then we created an emergency action plan that would allow us to maintain production continuity.

Change compared to 2021

We will use 20% of electricity from our own renewable sources.

Target by 2025

Launch

Our facilities function as refrigerated rooms, so they consume the most energy during periods of greatest sunlight.

Photovoltaic installations are a solution allowing for reduction of energy consumption at times of peak of electricity demand.

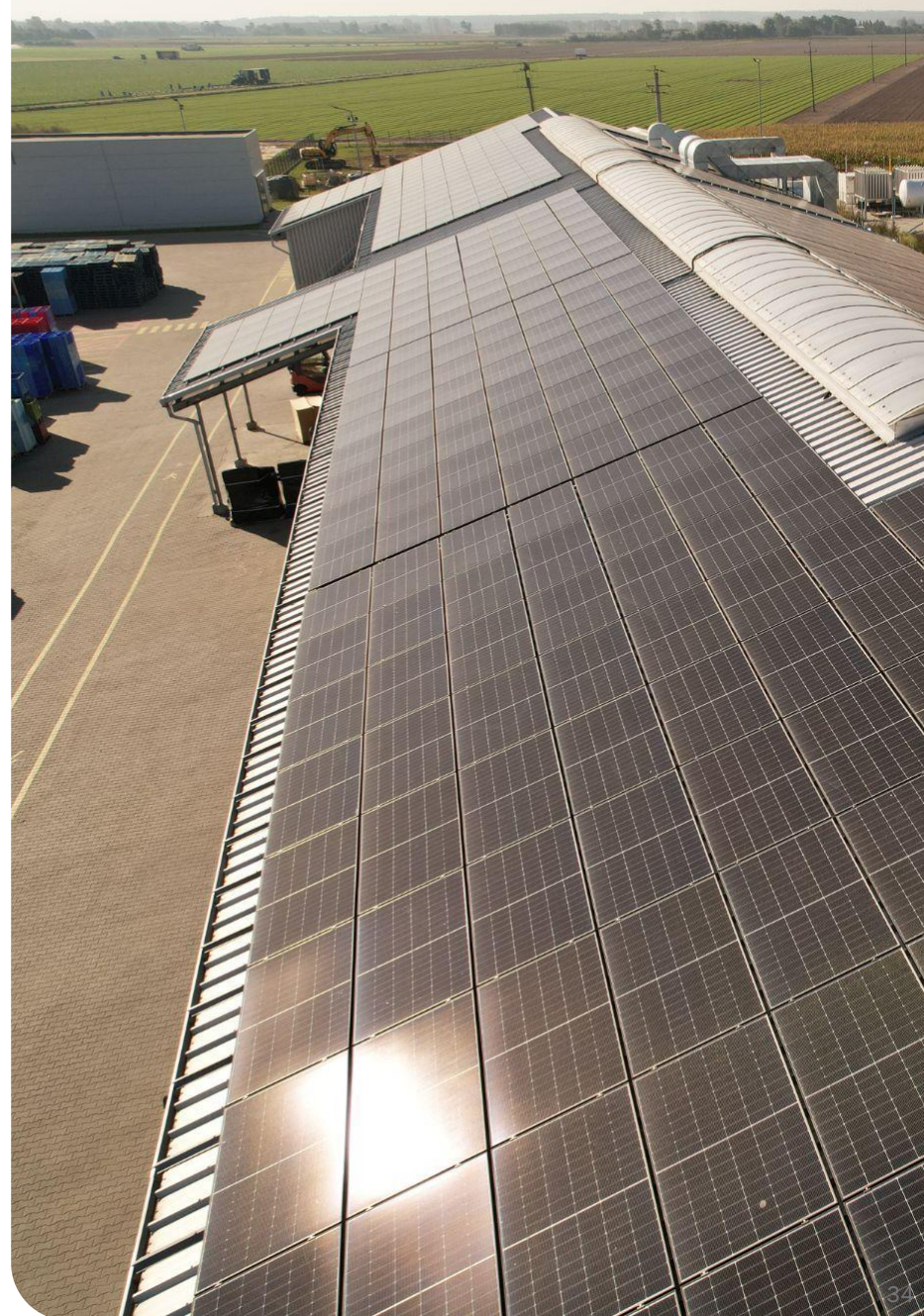
Due to the existing potential of using solar energy to generate electricity, we commissioned in 2022 the preparation of an analysis specifying the type of technically appropriate renewable energy source (photovoltaics, windmills) for each of the facilities, along with an indication of the share of energy demand coverage.

We started a tender for the construction of a roof photovoltaic installation in two Green Factory plants in Zdunowo and Niepruszewo, and in the Primavega plant.








These installations will allow us to address our strategic goal and increase the share of the electricity we use coming from our own renewable sources.

In 2022, 100% of the electricity purchased by us in Poland was certified by Tauron Sprzedaż Sp. z o.o., confirming that the electricity participates in the Green Energy Sales Guarantee system and comes from high-efficiency cogeneration purchased from Tauron Sprzedaż Sp. z o.o. in the EKO Biznes Tariff.

This purchase is not covered by the Guarantee of Origin, so we do not consider it renewable source energy, but it allows us to reduce our carbon footprint calculated using the location-based method.



Energy consumption in mobile and stationary sources by fuel type (GJ)

| | 2021 | | 2022 | | |
|--------------|------------------|-----|------------------|-----|---|
| Diesel | 32,523.88 | 47% | 31,471.76 | 52% | - 3%  |
| Natural gas | 26,637 | 38% | 15,259.52 | 25% | - 43%  |
| Heating oil | 3,184 | 5% | 5,609.36 | 9% | + 76%  |
| Gasoline | 2,658.33 | 4% | 4,919.36 | 8% | + 85%  |
| LPG | 1,820 | 3% | 2,653.93 | 4% | + 46%  |
| Coal | 512 | 1% | 628.76 | 1% | + 23%  |
| Pellet | 0 | 0% | 37.38 | 0% | |
| LNG | 2,543 | 4% | 0 | 0% | |
| Total | 69,878.21 | | 60,580.06 | | - 13%  |

We invest in solutions that reduce natural gas consumption

Green Factory Niepruszewo

We have carried out a project to recover waste heat from compressors. This heat is now used to heat rooms in winter and to heat domestic hot water. This installation covers 100% of the gas demand.

In 2022, fuel combustion in mobile and stationary sources accounted for 42% of total energy consumption.

More than half (52%) of the fuel we used was diesel, which we use in stationary sources – power generators, and in mobile sources – passenger cars and agricultural machines.

We have reduced its consumption by 3% compared to 2021 (more information about fuel consumption by agricultural machines can be found on page 36).

We also recorded an 85% increase in gasoline consumption, which resulted from the reduction in the number of diesel cars in favour of gasoline cars, and from the return to visits to our customers following the end of the pandemic, which is an important aspect of building relations and developing our business.

Fuel consumption from stationary sources is used for heating systems in buildings and for domestic hot water preparation. It applies primarily to natural gas, heating oil, LNG and coal.

In 2022, we managed to significantly reduce the consumption of natural gas – we recorded a decrease by as much as 43%. We want to continue this trend by further investing in modern technical solutions.

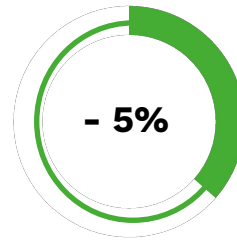
Due to the unstable political situation and possible restrictions in access to energy and gas, we have refilled LPG in all of our tanks. This resulted in a 46% increase in its quantity.

Green Factory Zdunowo and SVI

In 2021, we installed a cogeneration unit that enables the simultaneous production of heat and electricity during one technological process. The electricity generated by the cogeneration unit will supply the Green Factory and SVI plant. In the process of generating electricity, heat ensues which is used to heat the greenhouse belonging to SVI. Currently, hot water for heating greenhouses is produced by using natural gas. As a result of the operation of the cogeneration unit, we will completely eliminate this consumption.

Change compared to 2021

We will reduce fuel consumption in agricultural vehicles by 10%



*Target by 2025 for field crops:
The reduction concerns the amount of fuel consumption in GJ per 1 hectare of field crops*

Fuel consumption in agricultural vehicles

| | 2021 | 2022 | |
|--|-----------|-----------|------|
| Total consumption (GJ) | 15,207.51 | 14,510.66 | - 5% |
| Consumption per hectare of field crops (GJ/ha) | 12.9 | 12.2 | - 5% |

Reducing fuel consumption in agricultural machines is one of our strategic goals – in 2022 we have already achieved half of the goal set for 2025.

Field crops require us to use agricultural machinery. We constantly take steps to reduce the amount of fuel they consume:

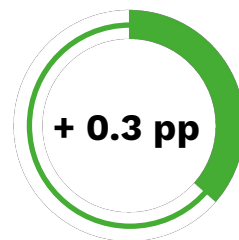
- we optimise planting in a way that will reduce the number of transports that each machine must make to reach the field.
- we use field map programming, which allows us to plan the most optimal tractor route, thus reducing fuel consumption.
- we increase the working width of the machines, which also reduces fuel consumption.



Change compared to 2021

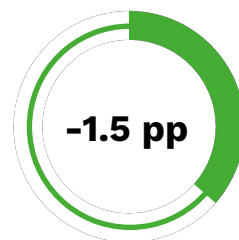
We will have 10% of low- and zero-emission passenger vehicles

Target by 2025



100% of vehicles operated by external carriers will meet the EURO 5 and 6 fuel consumption standards

Target by 2025 for GFL



Fleet of passenger vehicles

Road transport is an important element of logistics in our business; that is why we want not only to minimise its effects, but also to compensate for them.

Green Holding has a fleet of passenger vehicles, which are basic tools in commercial contacts with our clients. They are also an important means of transport since our plants are located outside large cities – often

in the immediate vicinity of agricultural fields.

In order to minimise our impact, we have set a goal of having 10% of low- and zero-emission passenger vehicles; we want to achieve it by 2025.

In 2022, we had 169 passenger vehicles, including 2 cars equipped with a hybrid drive and 1 plug-in hybrid car. They represent 1.8% of the share, as compared to 1.5% in 2021.

Fleet of commercial vehicles

Transport is an important element of our business, so we want its impact on the environment to be as small as possible.

As part of our logistics activities, we use the services of contract carriers, which is why our strategic goals is to cooperate with carriers providing services using vehicles with EURO 5 and EURO 6 standards.

The EURO 5 and EURO 6 combustion standards are regulations concerning emissions of pollution from motor vehicles, which were introduced in the European Union in order

to reduce the impact of road transport on the natural environment and human health.

In 2022, the number of vehicles with these standards increased by 23%, however, the percentage share of vehicles with EURO 5 and 6 combustion standards in the total number of vehicles decreased by 1.5 percentage points due to the increase in the number of other vehicles.

In the coming years, we plan to completely move away from vehicles with higher pollutant emission limits.

Number of vehicles used by external carriers broken down by fuel combustion standards (pcs)

| | 2021 | 2022 | |
|--|-------|------|----------|
| Vehicles with the EURO 5 fuel combustion standard | 78 | 69 | - 12% |
| Vehicles with the EURO 6 fuel combustion standard | 215 | 290 | + 35% |
| Other vehicles | 17 | 28 | + 65% |
| Total number of vehicles | 310 | 387 | + 12% |
| Share of vehicles with fuel combustion standards 5 and 6 in all vehicles | 94.5% | 93% | - 1.5 pp |

We optimise our transport routines

An important element of our activity is the transport of finished products to clients.

In order to reduce the number of transits with our products, while maintaining the upward trend in sales, we constantly optimise vehicle loading and pallet filling. This allows us to transport more products using the same number of vehicles.

One of the examples of activities carried out in this area in 2022 was the pallet filling optimization project in SVI.

In GFL, the **Reverse Logistics Project** was initiated in 2020.

Its aim is to look for business partners to expand the warehouse network and optimise processes in order to better plan loading and unloading, and thus eliminate empty transits.

Reverse Logistics, according to the definition, is a field of logistics dealing with the management and control of the flow of products from the consumer back to the logistics centre, so that the returned products are sorted and transferred for further use.

By effectively managing products returned by recipients, we can minimise the risk of wasting raw materials, and reduce the amount of waste and emissions generated during return transport.

The new **Transport Management System** is a system, currently being optimised by GFL, which is intended to minimise transport and improve:

- efficiency of the fleet planning and use process,
- quality of deliveries,
- communication with clients.



Circular economy solutions

In 2022, we used 65,630 tons of renewable materials in production, which constituted as much as 97% of all the materials we used.

The largest share in renewable materials were raw materials of plant origin, for which – compared to 2021 – an increase was recorded, which is related to the increase in revenue.

The remaining materials were the following:

- cardboard packaging,
 - wood,
 - dairy,
 - meat,
 - fish
- and intermediate food products, such as dressings for ready-made meals.

The increase in the number of intermediate finished food products, meat and fish is related to the increase in sales of lunchboxes for the production of which these intermediate products are used.

The significant decrease in the number of cardboard boxes used is due to the replacement of cardboard packaging with reusable crates.

In 2022, we used 2,026 tons of non-renewable materials, the largest percentage of which are plastics.

The weight of plastics we used decreased by 15% compared to 2021, and 15% of them came from recycling.

The remaining non-renewable materials were the following:

- fertilisers,
- irrigation tapes,
- pesticides used as part of crop-related activities.

** Renewable material is material derived from abundant resources that can be quickly replenished by natural processes, e.g.*

- wood,
- fish,
- forest and agricultural resources.

** Non-renewable material is material derived from abundant resources that cannot be quickly replenished by natural processes, e.g.:*

- minerals,
- metals,
- plastics.

Definition based on the GRI standard and the Organization for Economic Co-operation and Development (OECD), Resource Productivity in the G8 and the OECD

– A report in the Framework of the Kobe 3R Action Plan.

Amount of materials used (t)

Renewable materials*

| | 2021 | | 2022 | | |
|-------------------------------|---------------|-----|---------------|-----|--------|
| Raw materials of plant origin | 45,801 | 83% | 60,837 | 93% | + 33% |
| Cardboard | 6,905 | 13% | 2,220 | 3% | - 68% |
| Wood | 1,110 | 2% | 1,018 | 2% | - 8% |
| Intermediate food products | 752 | 1% | 950 | 1% | + 26% |
| Dairy | 306 | 1% | 274 | 0% | - 11% |
| Meat and fish | 121 | 0% | 327 | 0% | + 171% |
| Paper | 16 | 0% | 4 | 0% | - 77% |
| Total | 55,011 | | 65,630 | | + 19% |

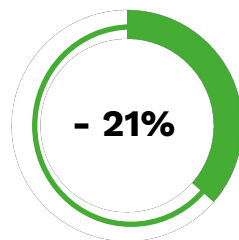
Non-renewable materials*

| | 2021 | | 2022 | | |
|------------------|--------------|-----|--------------|-----|-------|
| Plastics | 1,187 | 54% | 1,010 | 50% | - 15% |
| Fertilisers | 927 | 42% | 966 | 48% | + 4% |
| Irrigation tapes | 19 | 1% | 17 | 1% | - 7% |
| Chemicals | 58 | 3% | 23 | 1% | - 60% |
| Pesticides | 10 | 0% | 9 | 0% | - 10% |
| Total | 2,201 | | 2,026 | | - 8% |

Change compared to 2021

We will reduce by 5% the weight of plastic packaging

Target by 2025 for Green Factory



Our packaging

In 2022, we implemented a number of initiatives aimed at minimising the negative impact of the packagings we use on the environment.

Lunchboxes:

- we reduced the thickness of the film used to pack lunchboxes from 62 to 35 microns,
- with a 36% increase in the number of lunchboxes produced, we achieved 1% decrease in the amount of film used for packaging them,
- the consumption of film per lunchbox decreased by 28%, which shows how much savings we achieved while maintaining

the high quality of our product.

The remaining products:

- we also reduced the thickness of the film used for packaging other product groups:
- a) lettuce mixes: from 40 and 35 to 30 µm
- b) monoproductions: from 30 to 25 µm.

These activities allowed for a 10% decrease in the amount of film used.

The activities we performed allowed us to achieve a 21% decrease in the plastics used to package our products. Thus, we achieved our strategic goal: reduction by 5% of the weight of plastic packagings.

Weight of plastic used to package products

| | 2021 | 2022 | |
|------------------------------------|-------|------|-------|
| Plastics for product packaging (t) | 1,073 | 848 | - 21% |



We use 100% recycled rPET plastic trays, and 99% of all our packaging is recyclable



In order to eliminate paper wrappers, we introduced printing directly on the film and we replaced the duo film with a mono-material one, which enables the recycling of our packaging



We reduced the width of the film we use from 235 to 220 mm, which allows us to reduce the waste generated from scraps.



Thanks to the modernisation in the carton closing machine, we reduced the amount of glue used by 20%



We use GreenPE bags made of 60% sugar cane to pack Plant Love own brand products

Consumption of film used to produce lunchboxes

| | 2021 | 2022 | |
|--|--------|--------|-------|
| Consumption of film for lunchboxes (kg) | 26,406 | 26,032 | - 1% |
| Number of lunchboxes produced (million pieces) | 8.5 | 11.6 | + 36% |
| Consumption of film for lunchboxes (grams/piece) | 3.1 | 2.2 | - 28% |

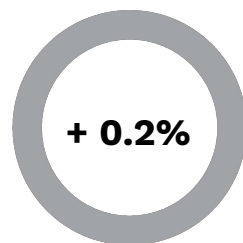
Consumption of film used to package other products

| | 2021 | 2022 | |
|--------------------------------|---------|---------|-------|
| Consumption of other film (kg) | 434,610 | 392,528 | - 10% |

Change compared to 2021

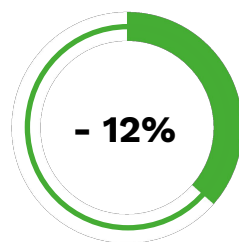
We will reduce the number of single-use boxes used to transport raw materials to zero

*Target by 2025 for Primavega and Green Factory:
Applies to transport from regular suppliers*



We will reduce the number of single-use pallets used to transport raw materials to zero

*Target by 2025 for Primavega:
Applies to transport from regular suppliers*



We make sure that the pallets and boxes in which we transport raw materials are used many times.

Despite a number of easier and faster solutions using single-use plastic boxes and pallets, we have developed a more environmentally friendly operating model.

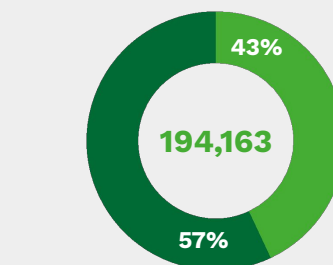
Owing to our activities and cooperation with suppliers and clients:

- we increased the total number of reusable boxes by 8% as compared to 2021,

- we strive to completely eliminate single-use boxes and pallets (our strategic goals).

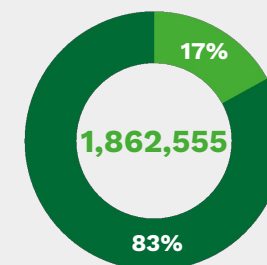
Despite the increase in production at Primavega, in 2022 we achieved a 12% decrease in the number of single-use pallets used to transport vegetables from our regular suppliers.

Share of single-use and reusable pallets in 2022



Single-use pallets
Reusable pallets

Share of single-use and reusable crates in 2022



Single-use boxes
Reusable boxes







Single-use and reusable pallets and boxes (pcs)

| | 2021 | 2022 | |
|--------------------|-----------|-----------|--------|
| Pallets | | | |
| Single-use pallets | 95,592 | 84,195 | - 12% |
| Reusable pallets | 106,905 | 109,968 | + 3% |
| Boxes | | | |
| Single-use boxes | 315,588 | 316,235 | + 0.2% |
| Reusable boxes | 1,437,680 | 1,546,320 | + 8% |










In 2022, the total amount of waste was 6,534 tonnes, representing a 15% decrease compared to 2021.

The waste we generate is almost 100% non-hazardous waste.

Amount of waste generated by type of waste (t)

| | 2021 | | 2022 | | |
|---------------------|--------------|-----|--------------|-----|---|
| Green waste | 5,801 | 76% | 4,382 | 67% | - 24%  |
| Paper and cardboard | 1,183 | 15% | 1,260 | 19% | + 7%  |
| Other packaging | 288 | 4% | 381 | 6% | + 32%  |
| Plastics | 278 | 4% | 432 | 7% | + 55%  |
| Other waste | 103 | 1% | 79 | 1% | - 23%  |
| Total | 7,653 | | 6,534 | | - 15%  |

Amount of waste generated by type of waste management (t)

| | 2021 | | 2022 | | |
|------------------------------------|--------------|-------|--------------|-------|--|
| Transfer to biogas plant | 2,853 | 37% | 3,640 | 56% | + 28%  |
| Recycling | 1,655 | 22% | 1,453 | 22% | - 12%  |
| Transfer to landfills | 1,458 | 19% | 1,074 | 16.5% | - 26%  |
| Combustion without energy recovery | 79 | 1% | 330 | 5% | + 316%  |
| Reuse | 23 | 0.3% | 34 | 0.5% | + 45%  |
| Combustion with energy recovery | 17 | 0.2% | 1 | 0% | - 93%  |
| Other forms of waste management | 2 | 0% | 2.3 | 0% | + 7%  |
| Transfer to composting plant | 1,565 | 20.5% | 0 | 0% | - 100%  |
| Total | 7,653 | | 6,534 | | - 15%  |

The largest share of waste we generate is green waste, i.e. raw materials of plant origin generated during the process of quality control of raw materials and during their processing. In 2022, we produced 4,382 tonnes of them.




Despite the increase in production, we reduced the amount of green waste generated by 24% compared to 2021:

- we reduced the amount of green waste in production by 23%,
- in hydroponic cultivation, we reduced the amount of green waste by as much as 72%.

Effective waste management is crucial for environmental protection and sustainable use of natural resources.

In 2022, we transferred 56% of the waste we generated to biogas plants, and 22% for recycling. Only 16.5% of the waste we generate ended up in landfills.

Amount of green waste generated by type of activity (t)

| | 2021 | | 2022 | | |
|------------------------|--------------|-----|--------------|-----|---|
| Production activities | 5,671.3 | 98% | 4,346.0 | 99% | - 23%  |
| Hydroponic cultivation | 129.2 | 2% | 35.6 | 1% | - 72%  |
| Total | 5,801 | | 4,382 | | - 24%  |



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Change compared to 2021

We will continue GLOBALG.A.P certification for 100% of our vegetables

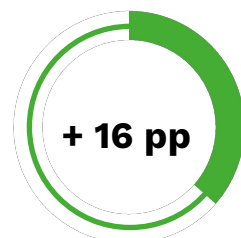
Target for field crops

We will continue GLOBALG.A.P certification for 100% of purchased vegetables

Target for Primavega, Green Factory
Applies to purchases from regular suppliers

100% of our plants will be covered by the Food Safety certificate

Target for Primavega, Green Factory and SVI



We make sure that the products we sell are high-quality, safe to eat, and meet the requirements and expectations of consumers.

We use rigorous methods to evaluate all the products we offer. We concentrate on innovation, ethics and sustainable production.

We certify all the vegetables we grow. Our crops have GLOBALG.A.P and GLOBALG.A.P Add-on certificates for leafy vegetables, confirming the use of good agricultural practices. As part of the certificate, we carry out laboratory tests using the sampling method, including:

- microbiological tests,
- physicochemical tests, i.e. tests for pesticide and heavy metals residues in own raw materials.

We also require appropriate certificates from our regular suppliers of raw materials. In 2022, we decided to specify in detail our goal in this area. We treat suppliers with whom our annual turnover exceeds EUR 100,000 as our regular suppliers.

Companies dealing with field crops are GRASP certified (GLOBALG.A.P Risk Assessment on Social Practices) guaranteeing compliance with international and national labour law. It is used to perform a risk assessment on social practices in the area of production.

Our production facilities (except for the plant in Ukraine) are certified by IFS Food or BRC GS Food, international food safety standards for retail and wholesale suppliers and food producers.

Share of certified vegetables

| | | 2021 | 2022 | | |
|----------------------|--|------|------|---------|---|
| Our vegetables | GLOBALG.A.P. (vegetables) | 100% | 100% | 0 pp | = |
| | GLOBALG.A.P +Add-on (leafy vegetables) | 100% | 100% | 0 pp | = |
| Purchased vegetables | GLOBALG.A.P. (vegetables) | 78% | 94% | + 16 pp | ↗ |
| | GLOBALG.A.P +Add-on (leafy vegetables) | 74% | 93% | + 18 pp | ↗ |

Share of certified facilities

| | 2021 | 2022 |
|---|------|------|
| Number of facilities covered by the Food Safety certificate | 6 | 6 |
| Number of all facilities | 7 | 7 |
| Share of our certified facilities | 86% | 86% |

Change compared to 2021

We will improve the labelling of our own products encouraging healthy eating practices



Target for Primavega, Green Factory and SVI

Our mission is to provide consumers with access to fresh and safe products that will constitute the basis of their healthy and balanced diet.

“We Care for the Product” is one of the pillars of our ESG strategy. We want to be a leader in the market for fresh food of plant origin and have valuable brands that enjoy the trust of consumers.

Our priority is to ensure the highest quality and food safety.

On the packaging of our brand products, we provide the most important information about them, such as: name, weight, nutritional value, name of the company marketing the product and shelf life (where required; in accordance with applicable regulations, we do not include expiration

dates only on unwashed products and products with a pot).

We want the marking of our products to be not only strictly informative, but also encourage people to eat more vegetables in their daily diet and inspire them to discover interesting culinary recipes.

In line with one of the goals of our ESG strategy, we encourage consumers to introduce healthier eating habits, including: by placing QR codes directing clients to our brands' websites on product packaging. There, consumers can find interesting recipes using fresh vegetables.

Due to the rebranding carried out in 2023, the Pole do Popisu brand was replaced by the Primavega brand.

Primavega brand packaging contains:

Vitamin and mineral value table
converted into
DRWS
in 100 g

Labelling of packaging materials
**“Recyclability”,
“Keep clean”**

Tables of
nutrients

Labelling of the type
of plastic used
in the packaging

The **“Daily Portion of Health”** label encouraging you to reach for a healthy product

Label of a functional
Open/Close
solution ensuring longer freshness

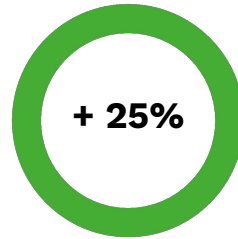


A QR code directing you to a website with suggestions for healthy recipes using the brand's products and information about the vitamins contained in our products and the benefits of consuming them

Change compared to 2021

We will extend the shelf life of our products by 10%

*Our target by 2030
Target for Green Factory*



We will continue to use packaging ensuring freshness and adjust product quantities to customer needs

Target for Primavega, Green Factory and SVI



We want consumers to enjoy the freshness of our products for as long as possible, which is why we have introduced solutions that ensure longer durability of our products and prevent food waste.

We offer a range of products whose shelf life is between 6 and 10 days. We are constantly working on extending it. We carry out tests for all products to verify their shelf life.



Lunchboxes without preservatives

We use inserts to separate the ingredients in lunchboxes and we pack them in a modified atmosphere (MAP) with reduced oxygen content, which allows us to extend the shelf life to 7-8 days while using only natural products without preservatives.



Pots that extend the freshness of the product

Our pots, due to their larger size, hold more soil in them. Thanks to this, the roots stay fresh longer.



Tested packagings that ensure freshness

We subject our packaging to cooling and transportation tests, as well as field packaging tests in various weather conditions, which allows us to choose those that protect the freshness of our vegetables best.



Functional solutions

Depending on the needs and specificity of lettuces and mixes, we use perforations or modified atmosphere packaging, which allows the products to stay fresh for longer.

Shelf life of our selected products:

Lettuce mixes
8 days

Lunchbox
7-8 days



Spinach

**we extended it
from 8 to 10 days
(by 25%)
in 2022**



Cooperation with Food Banks

In 2022, the amount of food donated by Green Holding companies to Food Banks almost doubled.

We donated as many as 165 tons of products, of which 24 tons were sent to residents of Ukraine affected by hostilities.

During the year, high-value products, which were returned due to non-acceptance of the goods due to damaged transport packaging or delayed delivery, left our warehouses numerous times.

We practiced due diligence to ensure that in such situations, returned products always reach non-governmental organisations that can deliver them to local communities.

Such a significant increase in our involvement in cooperation with Food Banks was possible thanks to the improvement of the returns process and our actions aimed at preventing food waste (both through employee education and through activities in the supply chain).

Food donated by Green Holding companies to the Food Bank

2021
90 tons

Increase
by 83%

2022
165 tons



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We Care for Partnerships



Change compared to 2021

We will train all employees in the field of ethics

Target by 2025

**Work
not yet
started**

We will implement a tool for reporting irregularities

Target by 2025

**Work
not yet
started**

We conduct our business in accordance with the highest ethical standards, ensuring that risks related to work safety, environmental protection and legal compliance are controlled.

Our Code of Conduct:

- specifies the way we operate – its purpose is to present our principles as well as ethical values to employees and business partners,
- defines the principles that guide us in our everyday conduct,
- constitutes part of the company's long-term policy in the field of sustainable development and innovation.

We believe that the success of our company depends on the ability to develop and use the potential of our employees. Together we implement the mission and vision of Green Holding. We always treat each other with respect. We promote teamwork and try to create an atmosphere based on openness and communication.

We treat all people equally, our employees and job candidates are assessed on the basis of equality and fair treatment. Our goal is to create an attractive workplace for talented and motivated people, where they can fully develop their

potential, regardless of their differences. We do not accept discrimination or unfair treatment, and our goal is to provide a work environment free from any offensive behaviour and comments.

We want our employees to be familiar with all the provisions of the Code of Conduct. That is why, in 2023, we started the process of officially communicating the Code to employees. Our goal is to train all employees in the field of ethical principles contained in the Code.



Reporting irregularities

Due to delays in the implementation into the Polish law of Directive (EU) 2019/1937 of the European Parliament and of the Council of 23 October 2019 on the protection of persons who report breaches of Union law, Green Holding decided to postpone the implementation of the breach reporting tool until the publication of the final content of the regulations.

In 2022, the Holding's companies had mechanisms and procedures

in place which enabled reporting violations under labour law.

Pursuant to these regulations, each company designated a person responsible for taking actions aimed at clarifying reported issues, non-compliances and violations.

These people are obliged to report all issues to the board of directors, which analyses the significance of the event and – if necessary – initiates corrective procedures.

Compliance

In 2022, no cases of discrimination, corruption or non-compliance concerning the influence of the products and services on the health and safety were reported at Green Holding.

The Green Factory recorded 6 cases of violations of occupational health and safety regulations, for which non-monetary sanctions were imposed in the form of disciplinary sanctions (warnings) for employees who failed to comply with the rules. The National Labour Inspectorate imposed one fine of PLN 1,000 on GFL.

Action to promote values and mission at Green Factory

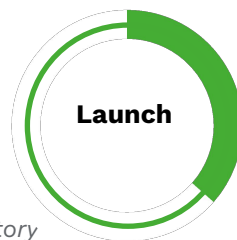
In 2022, at Green Factory, we focused on promoting the company's values and behaviours that serve as an example of applying these values in practice. Employees received e-mail communication, and we hung information posters in Green Factory plants. We also published an onboarding booklet in which we described each of the values.



Change compared to 2021

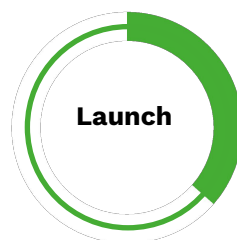
We will implement supplier assessment

*Target by 2025 for Primavega and Green Factory
Applies to regular suppliers*



We will require all our regular suppliers to comply with the Green Holding Supplier Code of Conduct

*Target by 2030 for Primavega and Green Factory
Applies to regular suppliers*



We are aware that responsible agriculture should not be limited to caring for the environment and product quality. The people working with the crops are also important.

Companies dealing with field crops are GRASP certified. Green Factory and Primavega systematically try to increase the share of regular suppliers who have this certificate.

GRASP is a module complementary to the GLOBAL GAP certification

that assesses in detail the following aspects:

- health care,
- work safety,
- quality of life of employees.

It allows for the risk assessment on social practices and focuses on areas, such as:

- employee issues,
- human rights,
- employee rights,
- protection of children and young workers.

In the second half of 2022, we implemented the Supplier Code of Conduct, applicable to all regular suppliers.

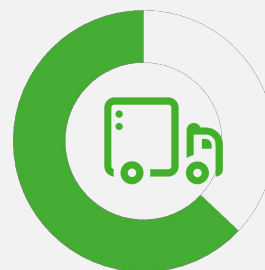
It has been developed to set standards of conduct in the procurement process throughout our supply chain. By 2030, we will require all our regular suppliers to comply with the Green Holding Supplier Code of Conduct.

In 2022, each Primavega supplier was obliged to complete a qualification survey in which they provided information on their quality, production and HR internal requirements, as well as certificates held.

Each contract was accompanied by our Code, which had to be signed by the supplier's representative. This was then verified by the Quality Director and the Purchasing Department. By the time of publication of this report, all suppliers have read the Code and have undertaken to comply with it.

In 2022, we signed an agreement with EcoVadis, which verified our Code of Conduct.

We prepared a list of regular suppliers which will be subject to our assessment. In the coming years, we plan to monitor the share of suppliers who meet our requirements.



63% of our regular suppliers are GRASP certified

Green Holding's regular suppliers were taken into account in the calculations. Regular supplier is a supplier with whom the turnover of a given company in 2022 amounted to more than EUR 100,000.



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Green
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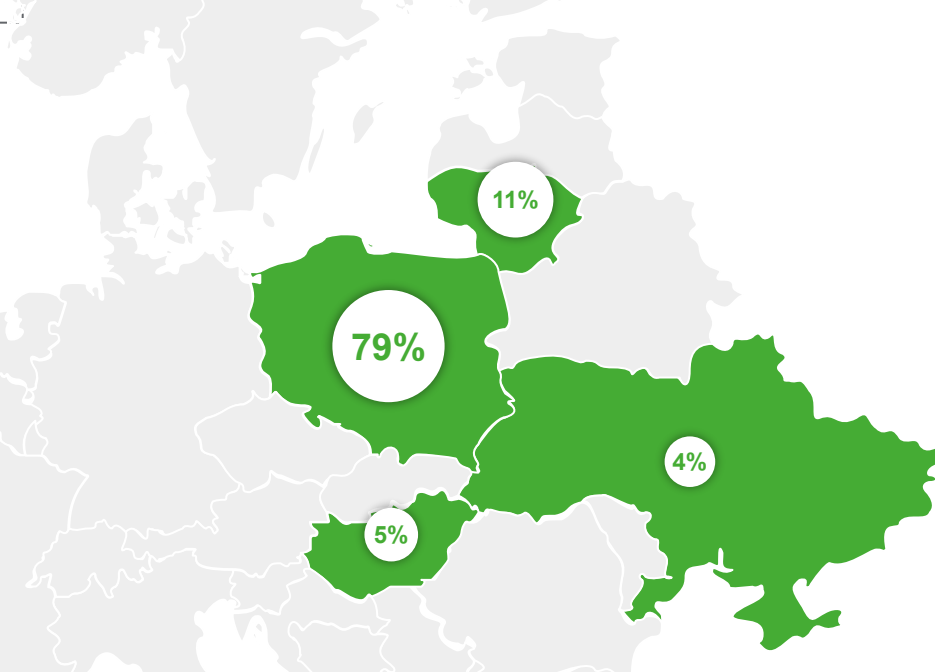
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We Care for the People





Green Holding is made up of people with whom we implement our mission and vision. That is why we take care of them, offering them employment stability and development opportunities.

In 2022, Green Holding employed 1,097 employees in 4 countries – Poland, Ukraine, Lithuania and Hungary and we recorded a decrease in the number of employees in the entire Group by 37 people. This results from the suspension of the operations of our Green Factory plant in Ukraine and the optimisation of production processes at the Green FactoryBaltic plant.

Poland saw a 10% increase in employment related to the further development of our company – due to the expansion of the offer with new products and the transfer of part of production from Ukraine to Poland, new production lines were created and the demand for labour increased.

In 2022, we employed 1,097 people under an employment contract – the vast majority of them were employed for an indefinite period (78%) and worked full-time (98%).

We also offer part-time work, which 2% of our employees took advantage of.

Our employees by country of operation

| | 2021 | 2022 | |
|--------------|--------------|--------------|-------|
| Poland | 791 | 872 | + 10% |
| Ukraine | 151 | 47 | - 69% |
| Lithuania | 134 | 120 | - 10% |
| Hungary | 58 | 58 | 0% |
| Total | 1,134 | 1,097 | - 3% |

Data expressed in the number of people as of 31 December 2022. In 2022, we changed our approach to disclosing the number of seasonal employees. They will be disclosed under GRI 2-8 as workers who are not employees of Group companies. Changes in data for 2021 have been included in the data disclosed in the tables at the end of the Report.

Green Holding also employs people who are not directly employed by us. There were 421 of such employees in 2022. The so-called workers who are not employees result from, among others, the nature of the sector in which we operate. We employ seasonal workers who work with us mainly between March and November, and often return to us with the arrival of the next season.

Additionally, our production plants employ physical workers employed by a temporary employment agency.

Indirect employment also applies to B2B contracts with people who provide IT or business consulting services. There are also 6 people on the company's Boards of Directors who perform their functions on the basis of appointment.

















| | 2021 | 2022 | |
|-------------------------------|------|------|-------|
| Workers who are not employees | 365 | 421 | + 27% |

Diversity at Green Holding




We are an international Group. Our companies employ representatives of various nationalities. The age structure of employees shows that the largest group are people between 30 and 50 years of age, and women constitute the majority of both our physical and administrative workers.

When employing employees for managerial, administrative and operational positions, we are guided by the principle of equality and fair treatment. We focus on the skills and experience of potential candidates, regardless of their gender or age.


Employees by job type and gender (%)

| Boards of Directors | 2021 | 2022 | Management | 2021 | 2022 |
|---|---|------|---|---|------|
|  Women | 24%  | 27% |  Women | 39%  | 40% |
|  Men | 76%  | 73% |  Men | 61%  | 60% |
| Administration | 2021 | 2022 | Operation workers | 2021 | 2022 |
|  Women | 66%  | 61% |  Women | 55%  | 56% |
|  Men | 34%  | 39% |  Men | 45%  | 44% |


Employees by age category (%)

| | 2021 | 2022 | |
|-------|------|------|--|
| <30 | 19% | 18% | - 1 pp  |
| 30-50 | 62% | 61% | - 1 pp  |
| >50 | 19% | 21% | + 2 pp  |


Holding's diversity in numbers



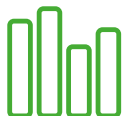
In 2022 we employed
600 women
497 men



55%
of our employees are women



40%
our managers are women

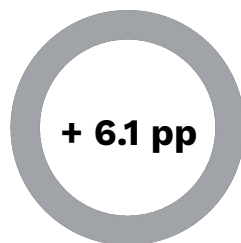


92%
our managers are women
having less than 50 years

Change compared to 2021

We will reduce employee turnover

Our target by 2025:
Applies to permanent employees



Our goal by 2025 is to reduce employee turnover in our companies.

We are in a phase of intensive development of the Group. We are constantly increasing employment, working on building the employer brand, integrating employees, and including them in the life of the company and in numerous initiatives.

For this reason, we regularly monitor turnover and take actions to understand the needs of our employees and encourage them to pursue long-term employment, including:

- we regularly review the level of remuneration,
- we introduce pay raise plans,
- we develop a bonus system,
- we assess employee satisfaction,
- we care about the attractiveness of the offer concerning private insurance and medical care.

The increased turnover recorded in 2022 was caused by the war in Ukraine and the need to suspend the work of our production plant.

In the remaining companies, the turnover rate decreased or remained at a comparable level.

New employees

Green Holding companies are actively recruiting new employees. In 2022, 405 new employees joined us, most of them, i.e. 289, in Poland.

Total employment growth was 2%. The number of newly employed employees in Poland increased by 51% compared to 2021.

In Lithuania and Ukraine, we recorded declines in the number of people employed (by 33% and 74%, respectively).

Average length of seniority and employee turnover rate

| | 2021 | 2022 | |
|-----------------------------|---------|---------|----------|
| Average length of seniority | 3 years | 4 years | + 33% |
| Turnover rate | 30.4% | 36.5% | + 6.1 pp |

The employee turnover rate was calculated by taking the total number of employees who left the company divided by the total number of employees employed. The indicator does not apply to temporary and agency workers.

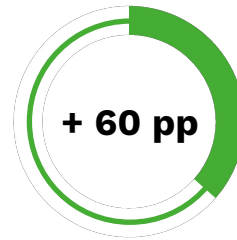
New employees by country

| | 2021 | 2022 | |
|-----------|---------|-----------|-------|
| Poland | 191 48% | 289 71.5% | + 51% |
| Ukraine | 111 28% | 29 7% | - 74% |
| Lithuania | 69 17% | 46 11.5% | - 33% |
| Hungary | 28 7% | 41 10% | + 46% |
| Total | 399 | 405 | + 2% |

Change compared to 2021

We will conduct an employee satisfaction survey in all the companies of the Group

Our target by 2025



Periodical collection of employees' opinions about our company, the working conditions offered and the organisational culture allows us to better understand their needs and experiences, and therefore allows us to take actions that precisely respond to their expectations.

In 2022, we conducted a satisfaction survey using the Trust Index™ survey in 7 of the Holding's companies (the survey was not conducted in Green Holding, SVI and Green Factory Ukraine), in which as many as 80% of the employees of these companies participated.

What is more, in 2022, GFL was the first company in the Holding to obtain the Great Place to Work certificate. In the following years, we plan to carry out certification in other companies.

Number and percentage of companies in which we conducted the survey

| | 2021 | 2022 | |
|--|------|------|--------|
| Number of companies in which we conducted the survey | 1 | 7 | + 6 |
| Percentage of companies in which we conducted the survey | 10% | 70% | + 60pp |



In 2022, employees showed us areas requiring improvement, including internal communication, remuneration and the atmosphere in the workplace.

We communicated the results to employees and created action plans in areas requiring improvement, based on which new initiatives will be implemented in 2023.

Actions taken at Green Factory after the satisfaction survey in 2021

In 2021, we conducted a satisfaction survey at Green Factory. It was attended by 59% of the company's employees, and the areas requiring

improvement indicated by employees were training and development, celebration of results and integration, and companionship and cooperation. In order to address the study results, in 2022 we took action in each of these areas.

A wide range of training is the basis for the development of our employees

In 2022, at Green Factory we implemented a new training plan, under which we expanded the offer of language and thematic training dedicated to specific employee groups.

Training in Green Holding companies

We support the professional development of our employees, which is why we are developing a training system. Our employees can benefit from, among others: language courses and the opportunities to build digital competences.

In 2022, we received funding from the National Training Fund for training in MS Excel, MS Access and VBA.

At GFL, all employees have been trained in the basics of the systems

and requirements of food law and applicable standards. A strategic workshop was organised for the management staff on implementing the company's vision, mission, values and strategy. Training in change and price management was also held, and warehouse operators received training in handling BIO products.

Owing to the implementation of the training plans and the expansion of their offer, our employees at all levels of the organisation had greater access to development opportunities than in the previous year.



Leader Academy

At Green Factory, we organised the Leader Academy, which was attended by a total of 24 employees – representatives of lower and middle management staff. The Academy is a series of training courses for management staff, the aim of which was to build and strengthen managerial competences, to identify potentials,

to build succession and to prepare the team for further development. Thanks to the Academy, our managers are conscious advocates of the company's organisational culture and have knowledge in the field of time and team management, problem solving, motivation and team building.

Average number of hours of training for employees

| | 2021 | 2022 | |
|----------------|------|------|--------|
| All employees | 7.4 | 13.6 | + 6.2 |
| By job type | | | |
| Administration | 4.7 | 20.3 | + 15.6 |
| Physical | 1.7 | 8.9 | + 7.2 |
| By gender | | | |
| Women | 2.3 | 12.8 | + 10.5 |
| Men | 2.8 | 14.6 | + 11.8 |



Working together in the field

Due to staff shortages related to the situation in Ukraine, where a significant part of the employees employed for field work come from, the HR departments of the companies, together with the Board of Directors, decided to organise in June 2022 a campaign involving the engagement of employees to work in field crops for one day.

The operational workers were supported by teams consisting of administrative employees of companies (approximately 70 people from Primavega and Farming, 1 from Green Factory and 8 employees from Green Business Centre).

In August, some of these people also participated in the iceberg lettuce harvest.

Celebration of results and integration

We want our employees to feel appreciated, which is why we focus on integration and celebrating successes together.

In 2022, we continued to use the year-round Recognition Cards system, under which each employee has the opportunity to recognise a colleague for presenting attitudes consistent with the company's values.

In 2022, Green Factory introduced monthly rewards – each leader could apply for a reward for their team members for additional commitment.

We also organised integration events for our employees:

- Green Party 2022 at Green Factory Niepruszewo – barbecue for office and production employees,
- integration for office employees of GF Zdunowo and Niepruszewo.





Care for occupational health and safety.

The Holding has implemented an occupational health and safety management system, which covered all employees and persons providing work in 2022.

Occupational health and safety procedures, policies and instructions have been introduced at the level of each company, on the basis of which dedicated occupational health and safety specialists perform periodic risk assessments for individual positions. The analysis is carried out in accordance with national law, and its periodicity depends on the needs of a given company. Occupational health and safety coordinators and specialists constantly monitor working conditions. This control is carried out in accordance with the requirements specified by the management system.

If threats occur, employees report them directly to the health and safety coordinator or specialist, department manager or their supervisor. Corrective actions are initiated after the corporate assessment of the situation. The Work Regulations implemented in companies ensure that they are protected against the negative consequences of such reporting. The regulations also guarantee the right to withdraw from work when the conditions do not comply with occupational health and safety regulations or directly threaten the life or health of employees.

All employees undergo initial, periodic and follow-up examinations in the event of long-term absence.

Our employees undergo mandatory training in the area of occupational health and safety and food safety rules. They ensure that all employees are aware of potential risks and are informed about the ways of minimising them.

Additionally, quality control issues are discussed during on-the-job training for production employees, and foremen are subject to separate training in this area.

In the event of changes to the rules in the area of health and safety, employees are immediately notified thereof directly by the coordinator and health and safety specialist, manager or supervisor.

All subcontractors performing work for Green Holding companies have been subject to an internal audit in terms of occupational health and safety.

We require that all persons who work for the Group without being directly employed be familiar with the occupational health and safety rules.

In 2022, we did not record any fatal accidents or accidents with serious consequences. We also did not identify any occupational diseases.

However, we recorded 14 minor accidents, which were mainly caused by slips and falls related to the presence of vegetable remains on the floor and improper operation of machines or devices.

Each accident was analysed and identified as random events not caused by the employer's fault.

We constantly strive to reduce the number of accidents by improving existing procedures and admonishing employees to comply with applicable safety rules. One example of the activities undertaken are monthly awards for employees who demonstrate an exemplary attitude in the area of occupational health and safety.

In 2022, at Green Factory, we introduced a new occupational health and safety strategy, the aim of which is to build a safety culture based on 4 main pillars:

- training and education,
- machine safety,
- standards
- awareness raising.

| | 2021 | 2022 | |
|---|------|------|--|
| Number of accidents with serious consequences | 2 | 0 | |
| Accident rate for accidents with serious consequences | 1.1 | 0 | |
| Other accidents at work | 9 | 14 | |
| Accident rate for other accidents | 5 | 7.7 | |

The accident rate was calculated based on the total number of accidents at work in the reporting year divided by the total number of hours worked, and then multiplied by the number of hours worked in the same reporting year (1,000,000 was assumed).

Training and education

- 🌿 Training for new employees
- 🌿 Periodic safety training
- 🌿 Annual training on work-related risks

Machine safety

- 🌿 Instructions for employees
- 🌿 Training programmes
- 🌿 Improved investment process
- 🌿 Participation of an external company in checkpoints
- 🌿 Trainings for managers

Standards

- 🌿 Safety procedures
- 🌿 Combination of security and HR procedures
- 🌿 Introduction of the Greenbook
- 🌿 Procedures and instructions consistent with the ABCD standard
- 🌿 Universal access to procedures and instructions

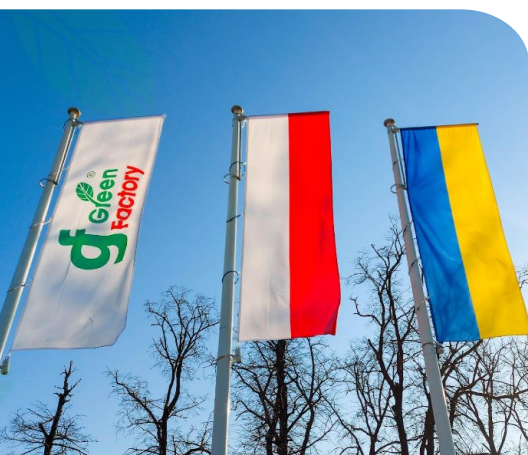
Awareness raising

- 🌿 Monthly safety meetings
- 🌿 *Focus on safety* – meetings for managers
- 🌿 Discussing safety issues at meetings with employees
- 🌿 Initial training for managers
- 🌿 Security breach register

We support charity activities

We are committed to building relationships with both our employees and the local communities they come from. That is why the number of initiatives we undertake increases from year to year.

We engage in charity activities and support our employees in their charitable campaigns.



Support for Ukraine

As the owner of a production plant near Kiev, which – at the outbreak of the war – employed about 150 people, we felt particularly motivated to provide help in which all companies from the Green Holding Group were involved. In 2022, we cooperated with the Red Cross in Lviv, Kiev and Vinnytsia. Owing to that cooperation, we were sure that the products we donated reached the people most in need. We focused on obtaining durable food, hygiene and medical products, clothing and footwear, which were purchased with the support of funds provided by the Board of Directors and the company's employees. We cooperated with a transport company from Lviv and with public benefit organisations that helped us ensure transport and distribution of donated products.

We organised 15 transports and sent a total of approximately 500 pallets of products. The total value of the support we provided was over PLN 800,000.



We support the Ronald McDonald Foundation

Our cooperation with McDonald's dates back to the beginnings of our activity. Therefore, it is important for us to cultivate this relationship also through joint involvement in the charitable initiatives of the Ronald McDonald Foundation, which creates and supports programmes that have a direct impact on the health and well-being of children and their families. Our support includes, among others: making donations – in 2022 it was PLN 110,000.

For several years, Green Factory has been financing a family room in the Ronald McDonald House, intended for families of children undergoing long-term hospitalisation.

Szlachetna Paczka Gift

Green Factory, Green Holding, Green Business Centre, GFL and Primavega financially supported the preparation of four packages for a family from the area of Nasielsk and Błonie. Items for the parcels were also provided as a private gift from employees.

ZŁOMBOL Charity Rally

In 2022, we supported the participation of a seasonal employee of Primavega – Mikołaj Sekular – in the ZŁOMBOL charity rally organised by the Our Silesia Foundation. General Jerzy Ziętek with its seat in Chorzów. The cooperation resulted from the initiative of the HR Department and Primavega representatives.

ZŁOMBOL is a charity rally whose aim is to collect as much money as possible to help children in educational care facilities. The minimum goal in 2022 was to collect PLN 2,022.

Support for the Single Mothers' House

In September 2022, Primavega employees organised support for the local Foundation for Single Mothers with Children in Kraśniewo. A bus full of products such as clothes, bedding, toys, diapers, food products and hygiene products was donated.



Green
Holding

gf Green
Factory

PRIMA  VEGA

 **GFL**

SVI
SUSTAINABLE
INNOVATIONS

Green
Business Centre

About the Report





We are ready to answer your questions regarding the information included in this Report. Should you have any questions, please contact our Sustainability Director.

Małgorzata Pietrzyk-Żarska

Sustainability Director of Green Holding Sp. z o.o. Zdunowo 48, 09-142 Załuski

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This report contains non-financial information about the Green Holding Group (in the report "Green Holding Group", "Green Holding", "Holding", "we") – the company Green Holding Sp. z o.o. based in Zdunowo and eleven companies located in Poland, Ukraine, Lithuania and Hungary.

The data disclosed in the report include the Green Holding Capital Group, which includes, among others: Green Holding Sp. z o.o., Green Factory Sp. z o.o., Smart Vegetables Innovations Sp. z o.o., GFL Sp. z o.o., Green Business Centre Sp. z o.o., Green Factory UA LLC, UAB Green Factory Baltic, Green Factory Hungary Kft, Grupa Producentów Warzyw Primavega Sp. z o.o., as well as the following entities: Gospodarstwo Ogrodnicze Artur Rytel, Spółka Agrarna AR Sp. z o.o., Spółka Agrarna Plon Sp. z o.o.

The strategic goals set and the disclosed figures include companies identified on the basis of the assessment of the significance of ESG areas.

The report covers the period from 1 January to 31 December 2022. The information disclosed in the report was prepared in accordance with the Global Reporting Initiative (GRI) international non-financial reporting standard, version published in 2021.

Any exclusions regarding the disclosure of figures are listed in the index of GRI indicators presented in the last pages of the report.

All figures resulting from the GRI requirements from 2021 and 2022 are summarised in the tables at the end of the Report. They also include explanations if the method of calculating the value reported in 2021 has changed.

This is the second non-financial report published by the Green Holding Capital Group.

The report has not been subject to external verification.

**Date of most recent report:
14th November 2023**

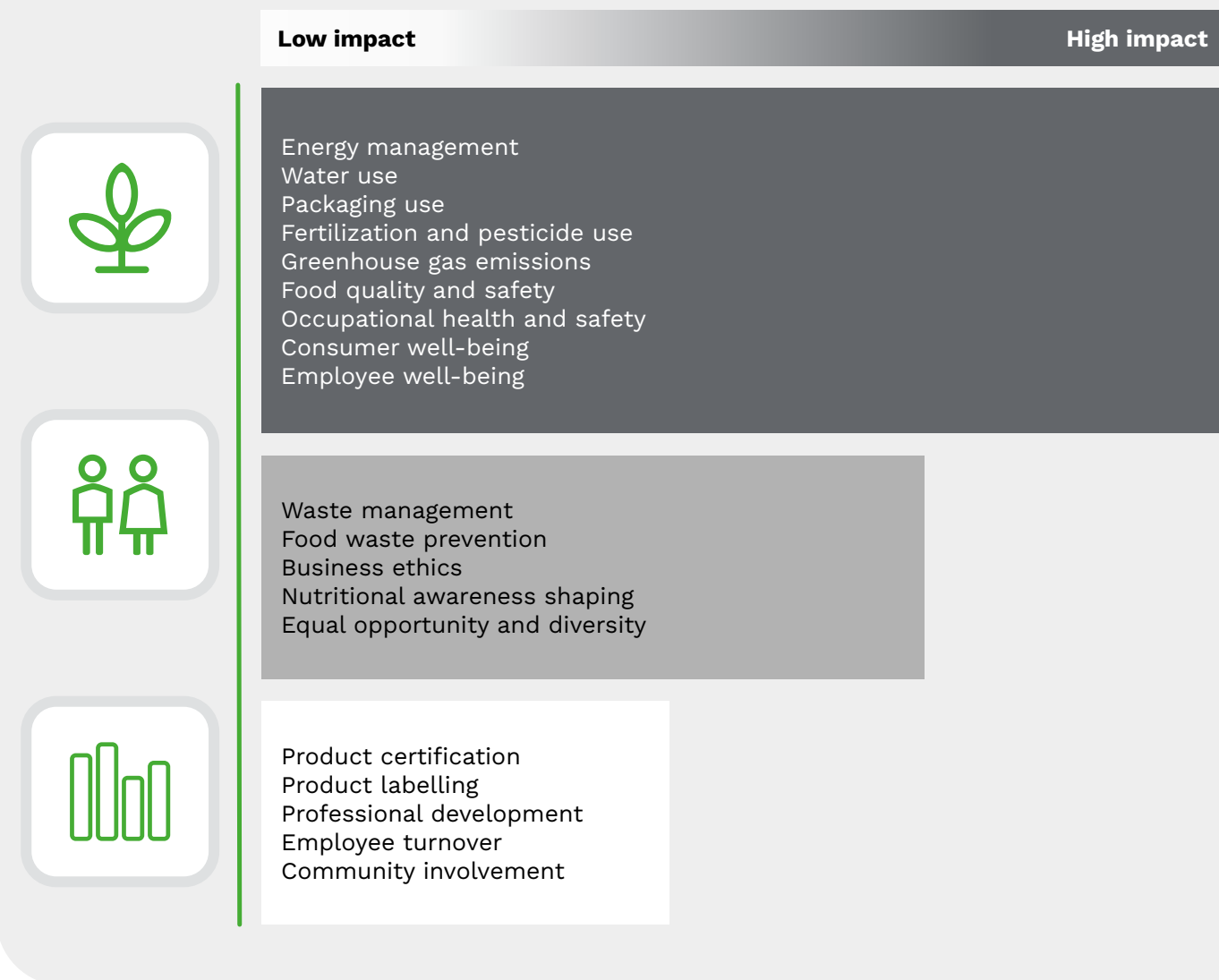
To prepare the Report for 2022, the materiality analysis conducted in 2021 was used, because in the reporting period there were no circumstances that would cause the materiality of the previously identified topics to change.

Our materiality analysis was based on conclusions drawn during a review of current market practices and consumer expectations as well as dialogue with key stakeholders. The process was carried out in accordance with the guidelines of the 2021 GRI (*Global Reporting Initiative*) global non-financial reporting standards.

The Members of the Board of Directors of Green Holding and the management staff of the Group's companies, as well as employees and key clients were involved in the analysis. The process was finalised during workshops, which summarised the materiality analysis and created an impact map divided into areas with low, medium and high impact.

The created map is a reference point for us in determining the direction of our activities and defining the approach to effective management. It is reflected in the assumptions of our "We are Green" ESG strategy published in 2022.

Our impact on the environment, society and economy



We are an organisation which is aware of our impact on the environment and society, and the responsibility this impact entails. That is why we engage in dialogue with stakeholders.

Green Holding's management: meetings with employees, company events, newsletter

Employees and people who provide services for the companies: employee meetings, company events, newsletter

Job candidates and future employees: job listings, job fairs

Clients: meetings, quotations, audits

Suppliers: meetings, quotations, audits

Consumers: social media, our brand websites, flyers and brochures, hotline

This report represents a new channel of communication with our stakeholders who support us in identifying the challenges we face.

We conduct dialogue with our key stakeholders using various channels.

Research institutions: collaboration with our plants

Media and news agencies: press releases, media interviews, social media

Competitors: reporting, websites

Local communities: press releases, media interviews, social media, charity events

Charitable foundations: charity events

Regulatory and inspection authorities: reporting, audits

Industry organisations: conferences, panel discussions

Our key stakeholders



Quantitative data

| GRI 2-7 Employees | | | | | | |
|---|------------|------------|--------------|------------|------------|--------------|
| | 2021 data | | | 2022 data | | |
| | Women | Men | Total | Women | Men | Total |
| Number of employees by employment period | | | | | | |
| Employment for a fixed period | 90 | 54 | 144 | 135 | 105 | 240 |
| Employment for an indefinite period | 539 | 451 | 990 | 465 | 392 | 857 |
| Total | 629 | 505 | 1,134 | 600 | 497 | 1,097 |
| Number of employees by FTE | | | | | | |
| Full-time | 622 | 493 | 1,115 | 593 | 480 | 1,073 |
| Part-time | 7 | 12 | 19 | 7 | 17 | 24 |
| Total | 629 | 505 | 1,134 | 600 | 497 | 1,097 |
| Number of employees by region | | | | | | |
| Poland | 422 | 369 | 791 | 468 | 404 | 872 |
| Lithuania | 89 | 45 | 134 | 76 | 44 | 120 |
| Hungary | 27 | 31 | 58 | 32 | 26 | 58 |
| Ukraine | 91 | 60 | 151 | 24 | 23 | 47 |
| Total | 629 | 505 | 1,134 | 600 | 497 | 1,097 |

| GRI 2-8 Workers who are not employees | | |
|---|------------|------------|
| | 2021 data | 2022 data |
| Number of persons providing work | 365 | 421 |

| GRI 401-1 New employee hires and employee turnover | | | | |
|--|---|--|---|--|
| | 2021 data | | 2022 data | |
| | Number of newly hired employees | Share of newly hired employees in a given group | Number of newly hired employees | Share of newly hired employees in a given group |
| Number of employees by gender | | | | |
| Women | 227 | 36.1% | 208 | 34.6% |
| Men | 172 | 34.1% | 197 | 39.6% |
| Total | 399 | 35.2% | 405 | 36.9% |
| Number of employees by age | | | | |
| <30 | 112 | 50.5% | 138 | 70.8% |
| 30-50 | 234 | 33.4% | 223 | 33.3% |
| >50 | 53 | 25.1% | 44 | 19% |
| Total | 399 | 35.2% | 405 | 36.9% |
| GRI 401-1 New employee hires and employee turnover | | | | |
| | 2021 data | | 2022 data | |
| | Number of employees leaving the company | Share of employee leaving the company in a given group | Number of employees leaving the company | Share of employee leaving the company in a given group |
| Number of employees by gender | | | | |
| Women | 166 | 26.4% | 214 | 35.7% |
| Men | 179 | 35.4% | 186 | 37.4% |
| Total | 345 | 30.4% | 400 | 36.5% |
| Number of employees by age | | | | |
| <30 | 103 | 46.4% | 113 | 57.9% |
| 30-50 | 198 | 28.2% | 219 | 32.7% |
| >50 | 44 | 20.9% | 68 | 29.3% |
| Total | 345 | 30.4% | 400 | 36.5% |

| GRI 405-1 Diversity of governance bodies and employees | | | | | | |
|--|-----------|-----------|-----------|-----------|-----------|---------|
| | 2021 data | | 2022 data | | | |
| | Women (%) | Men (%) | Women (%) | Men (%) | | |
| Green Holding Board of Directors | 0% | 100% | 0% | 100% | | |
| Companies' Boards of Directors | 24% | 76% | 27% | 73% | | |
| Management | 39% | 61% | 40% | 60% | | |
| Administration | 66% | 34% | 61% | 39% | | |
| Physical workers | 55% | 45% | 56% | 44% | | |
| GRI 405-1 Diversity of governance bodies and employees | | | | | | |
| | 2021 data | | | 2022 data | | |
| | <30 (%) | 30-50 (%) | >50 (%) | <30 (%) | 30-50 (%) | >50 (%) |
| Green Holding Board of Directors | 0% | 66.7% | 33.3% | 0% | 66.7% | 33.3% |
| Companies' Boards of Directors | 0% | 86% | 14% | 0% | 95% | 5% |
| Management | 5% | 84% | 11% | 2% | 90% | 8% |
| Administration | 28% | 63% | 9% | 25% | 64% | 11% |
| Physical workers | 19% | 57% | 24% | 18% | 53% | 29% |

GRI 403-9 Work-related injuries

| | 2021 data | 2022 data |
|---|-----------|-----------|
| Employees | | |
| Number of fatal accidents | 0 | 0 |
| Number of serious accidents | 2 | 0 |
| Number of other accidents | 9 | 14 |
| Accident rate for serious accidents | 1.1 | 0 |
| Accident rate for other accidents | 5 | 7.7 |
| Number of hours worked | 1,560,403 | 1,802,297 |
| Persons providing work for Group companies | | |
| Number of fatal accidents | 0 | 0 |
| Number of serious accidents | 0 | 0 |
| Number of other accidents | 3 | 3 |
| Accident rate for serious accidents | 0 | 0 |
| Accident rate for other accidents | 2.9 | 2.19 |
| Number of hours worked | 1,246,728 | 1,369,328 |

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

| Average number of hours of training | 2021 data | 2022 data |
|-------------------------------------|-----------|-----------|
| All employees | 7.4 | 13.6 |
| Employees by gender | | |
| Women | 2.3 | 12.8 |
| Men | 2.8 | 14.6 |
| Employees by work type | | |
| Administration | 4.7 | 20.3 |
| Physical workers | 1.7 | 8.9 |

| GRI 301-1 Materials used by weight or volume | | |
|--|------------------|---------------|
| | 2021 data | 2022 data |
| Renewable materials | | |
| Raw materials of plant origin | 45,801 | 60,837 |
| Cardboard | 6,905 | 2,220 |
| Wood | 1,110 | 1,018 |
| Intermediate food products | 752.12 | 950 |
| Dairy | 306.11 | 274 |
| Meat and fish | 120.81 | 327 |
| Paper | 16 | 4 |
| Total | 55,011.04 | 65,630 |
| Non-renewable materials | | |
| Plastics | 1,187 | 1,010 |
| Fertilisers | 927 | 966 |
| Irrigation tapes | 18.7 | 17 |
| Chemicals | 58 | 23 |
| Pesticides | 10 | 9 |
| Total | 2,200.7 | 2,026 |

| GRI 301-2 Recycled input materials used | | |
|---|-----------|-----------|
| | 2021 data | 2022 data |
| Recycled input materials (t) | 625 | 152 |

GRI 302-1 Energy consumption within the organisation

| | 2021 data | 2022 data |
|---|---------------|---------------|
| Energy consumption by source (MWh) | | |
| Diesel | 32,523.88 | 31,471.76 |
| Natural gas | 26,637 | 15,259.52 |
| Gasoline | 2,658.33 | 4919 ,36 |
| Heating oil | 3,184 | 5,609 |
| LNG | 2,543 | 0 |
| LPG | 1,820 | 2,653.93 |
| Coal | 512 | 628.76 |
| Pellet | 0 | 37.38 |
| Electricity | 23,648 | 23,376 |
| Total | 93,526 | 68,696 |

GRI 302-3 Energy intensity

| | 2021 data | 2022 data |
|---|-----------|-----------|
| Energy consumption intensity rate (MWh/PLN million) | 24.5 | 19.5 |
| Energy intensity rate (MWh/PLN million) | 97 | 57 |

| GRI 303-3 Water withdrawal | | |
|--|----------------|-------------------|
| | 2021 data | 2022 data |
| Water withdrawal by source (m3) | | |
| Ground water | 788,593 | 928,031.11 |
| Water from the water supply network | 56,351 | 49,105 |
| Surface water | 4,190 | 3,703 |
| Total | 849,134 | 980,839.11 |
| Share of water withdrawal by source (%) | | |
| Ground water | 92.87% | 94.62% |
| Water from the water supply network | 6.64% | 5.01% |
| Surface water | 0.49% | 0.38% |

| GRI 303-5 Water consumption | | |
|---|----------------|-------------------|
| | 2021 data | 2022 data |
| Water consumption by type of use (m3) | | |
| Water used for irrigation | 451,769 | 656,901 |
| Water used in production processes | 377,510 | 297,053.11 |
| Water used for other processes | 19,855 | 26,885 |
| Total | 849,134 | 980,839.11 |
| Share of water withdrawal by type of use (%) | | |
| Water used for irrigation | 53.20% | 66.97% |
| Water used in production processes | 44.46% | 30.29% |
| Water used for other processes | 2.34% | 2.74% |

| GRI 305-1 Direct (Scope 1) GHG emissions | | |
|--|-----------------|-----------------|
| | 2021 data | 2022 data |
| Direct emissions by source (Mg CO ₂) | | |
| Combustion in mobile sources | 2,530.71 | 2,533.58 |
| Refrigerants | 2,280 | 20.88 |
| Combustion in stationary sources | 1,675 | 1,378.94 |
| Agricultural sources | 759 | 271.85 |
| Other | 0.84 | 0.26 |
| Total | 7,245.55 | 4,205.51 |

| GRI 305-2 Energy indirect (Scope 2) GHG emissions | | |
|---|-----------|-----------|
| | 2021 data | 2022 data |
| In direct emissions by method (Mg CO ₂) | | |
| Location-based method | 14,661.68 | 15,094.43 |
| Market-based method | 13,754.85 | 8,258.81 |

| GRI 305-4 Emission intensity | | |
|---|-----------|-----------|
| | 2021 data | 2022 data |
| Emission intensity in scopes 1 and 1 (Mg CO ₂ /1 million of revenue) | | |
| Location-based method | 23 | 16 |
| Market-based method | 22 | 10 |

| GRI 305-7 GHG emissions by component, market-based and location-based methods | | |
|---|---------------|------------------|
| | 2021 data | 2022 data |
| Greenhouse gas emissions by component (CO ₂ e) (market-based method) | | |
| Carbon dioxide | 17,922 | 12,138.12 |
| HFCs | 2,280 | 20.88 |
| Nitrous oxide | 790 | 301.29 |
| Methane | 8 | 4.03 |
| Total | 21,000 | 12,464.32 |
| Greenhouse gas emissions by component (CO ₂ e) (market-based method) | | |
| Carbon dioxide | 18,829 | 18,974 |
| HFCs | 2,280 | 20.88 |
| Nitrous oxide | 790 | 301.29 |
| Methane | 8 | 4.03 |
| Total | 21,907 | 19,299.9 |

| GRI 306-3 Waste generated | | |
|---------------------------|--------------|--------------|
| | 2021 data | 2022 data |
| Food waste | 5,801 | 4,382 |
| Paper and cardboard | 1,183 | 1,260 |
| Other packaging | 288 | 381 |
| Plastics | 278 | 432 |
| Other waste | 103 | 79 |
| Total | 7,653 | 6,534 |

| GRI 306-4 Waste diverted from disposal | | | | |
|--|---------------------|------------------|-----------------|-------------|
| | 2021 data | 2022 data | 2021 data | 2022 data |
| | Non-hazardous waste | | Hazardous waste | |
| Recycling | 1,655.28 | 1,453.10 | 0.074 | 2.99 |
| Reuse | 23.20 | 33.697 | 0 | 0 |
| Transfer to composting plant | 1,565.00 | 0 | 0 | 0 |
| Total | 3,243.48 | 1,483.797 | 0.074 | 2.99 |

| GRI 306-5 Waste directed to disposal | | | | |
|--------------------------------------|---------------------|------------------|-----------------|--------------|
| | 2021 data | 2022 data | 2021 data | 2022 data |
| | Non-hazardous waste | | Hazardous waste | |
| Transfer to biogas plant | 2,852.900 | 3,639.923 | 0.028 | 0 |
| Transfer to landfill | 1,458,453 | 1,073,674 | 0 | 0 |
| Combustion without energy recovery | 78.405 | 328.597 | 0.900 | 1.670 |
| Combustion with energy recovery | 16.708 | 1.240 | 0 | 0 |
| Other forms of waste management | 1.620 | 0 | 0.543 | 2.320 |
| Total | 4,408,086 | 5,043,434 | 1,471 | 3,990 |

GRI index

| Disclosure number | Disclosure name | Page in the Report | Comment |
|-----------------------------------|---|--------------------|---|
| Basic business disclosures | | | |
| GRI 2-1 | Organizational data | 63 | |
| GRI 2-2 | Entities included in the sustainability reporting | 63 | |
| GRI 2-3 | Reporting period, frequency, and contact person | 63 | |
| GRI 2-4 | Restatements of information | 63 | |
| GRI 2-5 | External assurance | 63 | |
| GRI 2-6 | Activities, value chain and other business relationships | 7, 8, 9 | |
| GRI 2-7 | Employees | 53,66 | |
| GRI 2-8 | Workers who are not employees | 53,66 | |
| GRI 2-9 | Governance structure and composition | 11 | |
| GRI 2-10 | Nomination and selection of the highest governance body | 11 | |
| GRI 2-11 | Chair of the highest governance body | 11 | |
| GRI 2-12 | Role of the highest governance body in overseeing the management of impacts | 11 | |
| GRI 2-13 | Delegation of responsibility for managing impacts | 11 | |
| GRI 2-14 | Role of the highest governance body in sustainability reporting | 11 | |
| GRI 2-15 | Conflicts of interest | 12 | |
| GRI 2-16 | Communication of critical concerns | 12 | |
| GRI 2-17 | Collective knowledge of the highest governance body | 11 | |
| GRI 2-18 | Evaluation of the performance of the highest governance body | 12 | |
| GRI 2-19 | Remuneration policies | 12 | |
| GRI 2-20 | Process to determine remuneration | 12 | |
| GRI 2-21 | Annual total compensation ratio | - | Ratio was not disclosed due to confidentiality of information |
| GRI 2-22 | Statement on sustainable development strategy | 3 | |
| GRI 2-23 | Policy commitments | 49, 50 | |

| Disclosure number | Disclosure name | Page in the Report | Comment |
|--|--|--------------------|---|
| Basic business disclosures | | | |
| GRI 2-24 | Embedding policy commitments | 49, 50 | |
| GRI 2-25 | Processes to remediate negative impacts | 49, 50 | |
| GRI 2-26 | Mechanisms for seeking advice and raising concerns | 49, 50 | |
| GRI 2-27 | Compliance with laws and regulations | 49, 50 | |
| GRI 2-28 | Membership associations | - | Companies do not have a significant function in trade associations |
| GRI 2-29 | Approach to stakeholder engagement | 65 | |
| GRI 2-30 | Collective bargaining agreements | - | There are no collective labor agreements in the Group |
| GRI 3-1 | Process to determine material topics | 64 | |
| GRI 3-2 | List of material topics | 64 | |
| GRI 3-3 | Management of material topics | 64 | |
| Detailed disclosures about material topics | | | |
| GRI 201-1 | Direct economic value created and distributed | - | The analysis performed did not show the relevance of the topic. |
| GRI 201-2 | Financial implications and other risks and opportunities due to climate change | - | The analysis performed did not show the relevance of the topic. |
| GRI 203-1 | Infrastructure investments and supported services | - | The analysis performed did not show the relevance of the topic. |
| GRI 203-2 | Significant indirect economic impacts | - | The analysis performed did not show the relevance of the topic. |
| GRI 205-2 | Operations assessed for risks related to corruption | 49, 50 | |
| GRI 205-3 | Confirmed incidents of corruption and actions taken | 49, 50 | |
| GRI 206-1 | Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices | - | The analysis performed did not show the relevance of the topic. |
| GRI 301-1 | Materials used by weight or volume | 39, 70 | |
| GRI 301-2 | Recycled input materials used | 39, 70 | |
| GRI 302-1 | Energy consumption within the organisation | 32-35, 71 | |
| GRI 302-3 | Energy intensity | 32, 71 | |
| GRI 303-1 | Interactions with water as a shared resource | 25, 26, 27, 72 | |
| GRI 303-2 | Management of water discharge-related impacts | - | The group discharges water that was used for washing vegetables, i.e. not contaminated. The analysis performed did not show the relevance of the subject. |
| GRI 303-3 | Water withdrawal | 25, 26, 27, 72 | |

| Disclosure number | Disclosure name | Page in the Report | Comment |
|-------------------|---|--------------------|--|
| GRI 303-4 | Water discharge | - | The group discharges water that was used for washing vegetables, i.e. not contaminated. The analysis performed did not show the relevance of the subject. |
| GRI 303-5 | Water consumption | 25, 26, 27, 72 | |
| GRI 304-1 | Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas | - | The Group does not operate in protected areas. The Smoszewo farm leased by Spółka Agrarna Plon Sp. z o.o. is located in a Natura 2000 area, but it is not used. |
| GRI 304-2 | Significant impacts of activities, products and services on biodiversity | 18 | |
| GRI 304-3 | Habitats protected or restored | - | The Group does not operate in protected areas. |
| GRI 304-4 | IUCN Red List species and national conservation list species with habitats in areas affected by operations | - | The Group does not operate in protected areas. |
| GRI 305-1 | Direct (Scope 1) GHG emissions | 28-31, 73 | After publishing the 2021 report, we identified that for our company Green Factory Baltic, we reported diesel consumption of 291,040.28 litres and gasoline consumption of 433,266.83 litres, which was inconsistent with the actual situation. The actual consumption was 200,316.00 litres for diesel (difference -90,724.28 litres) and 14,110.00 litres for gasoline (difference -419,116.83 litres). These differences mean the following changes in the reported emissions in scope 1 in 2021: by -227.62 Mg CO2e for diesel and by -919.39 Mg CO2e for gasoline. In total, for scope 1, there was a change caused by changes in the source data from the level of 8,393.00 Mg CO2e to the level of 7,245.99 Mg CO2e. This report reveals revised data for 2021. |
| GRI 305-2 | Energy indirect (Scope 2) GHG emissions | 28-31, 73 | |
| GRI 305-3 | Other indirect (Scope 3) GHG emissions | - | The Group has not calculated Scope 3 emissions for 2022 |
| GRI 305-4 | GHG emissions intensity | 29, 73 | |
| GRI 305-5 | Reduction of GHG emissions | - | |
| GRI 305-6 | Emissions of ozone-depleting substances (ODS) | - | |
| GRI 305-7 | Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions | 31, 74 | |
| GRI 306-1 | Waste generation and significant waste-related impacts | 42 | |
| GRI 306-2 | Management of significant waste-related impacts | 42 | |
| GRI 306-3 | Waste generated | 42, 74 | |
| GRI 306-4 | Waste diverted from disposal | 42, 75 | |
| GRI 306-5 | Waste directed to disposal | 42, 75 | |

| Disclosure number | Disclosure name | Page in the Report | Comment |
|-------------------|--|--------------------|---|
| GRI 401-1 | New employee hires and employee turnover | 55, 67 | |
| GRI 403-1 | Occupational health and safety management system | 59, 60 | |
| GRI 403-2 | Hazard identification, risk assessment, and incident investigation | 59, 60 | |
| GRI 403-3 | Occupational health services | 59, 60 | |
| GRI 403-4 | Worker participation, consultation, and communication on occupational health and safety | 59, 60 | |
| GRI 403-5 | Worker training on occupational health and safety | 59, 60 | |
| GRI 403-6 | Promotion of worker health | 59, 60 | |
| GRI 403-7 | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | 59, 60 | |
| GRI 403-8 | Workers covered by an occupational health and safety management system | 59, 60 | |
| GRI 403-9 | Work-related injuries | 60, 69 | |
| GRI 403-10 | Work-related ill health | 60 | |
| GRI 404-1 | Average hours of training per year per employee | 56, 57, 69 | |
| GRI 405-1 | Diversity of governance bodies and employees | 54, 68 | |
| GRI 405-2 | Ratio of basic salary and remuneration of women to men | - | The analysis performed did not show the relevance of the topic. |
| GRI 406-1 | Incidents of discrimination and corrective actions taken | 49, 50 | |
| GRI 407-1 | Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | - | The analysis performed did not show the relevance of the topic. |
| GRI 408-1 | Operations and suppliers at significant risk for incidents of child labour | - | The analysis performed did not show the relevance of the topic. |
| GRI 409-1 | Operations and suppliers at significant risk for incidents of forced or compulsory labour | - | The analysis performed did not show the relevance of the topic. |
| GRI 413-1 | Operations with local community engagement, impact assessments, and development programmes (in %) | - | The analysis performed did not show the relevance of the topic. |
| GRI 413-2 | Operations with significant actual and potential negative impacts on local communities | - | The analysis performed did not show the relevance of the topic. |
| GRI 415-1 | Political contributions | - | The analysis performed did not show the relevance of the topic. |



2022 ESG Report