



Green Holding

ESG Report 2023



Dear Readers,

You are about to read the ESG Report of the Green Holding Capital Group for 2023 – a year that proved exceptional for our organisation, marked by continued production growth and an expanded revenue scale. However, for me, just as important as the financial results is the way we achieve them. The sustainable development of all our companies and the integration of social and environmental criteria in business decisions have become standard practice in the Group and are now embedded in our daily operations.

We act according to a plan, consistently. Our ESG Strategy, which we have been implementing since 2022, is delivering noticeable, measurable results. The sustainable goals we set for the entire organisation or for individual companies are transforming the way we work, cultivate our fields, and transport products to stores across Poland. In the report, you will find detailed information about the degree of achievement of each ESG commitment, along with numerous examples of actions supporting the attainment of these objectives. I am pleased to report that more and more of our goals are "green" – even though the strategy was designed to be fully realised by 2025, and some ESG targets are set for 2030, in many cases, we have managed to meet our objectives ahead of schedule.

We place particular emphasis on caring for the natural environment, as it is the foundation of our operations and the cornerstone of our business model. In 2023, our agricultural companies expanded their regenerative farming efforts and obtained organic farming certifications for some of our crops. I can confidently say that we prove that sustainable farming is not only possible but also healthier and economically viable. We are also advancing innovative hydroponic cultivation methods, which help strengthen our business against weather conditions and climate change. For more details, I invite you to explore the report.

Most importantly – the People. Our team is growing – we significantly increased employment across most of our companies in 2023. While the scope of expertise and responsibilities naturally varies across companies and positions, we put great effort into ensuring that the entire organisation is united by an approach to employees grounded in respect, tolerance, and understanding. Among other initiatives, we have implemented a unified Employee Code of Conduct that defines the ethical framework and rules that apply to every employee in each Group company.

I would like to take this opportunity to thank everyone who has contributed to Green Holding's achievements in 2023. It is thanks to your commitment that we have made progress in realising our ESG strategy. Special thanks also go to everyone involved in preparing this report – gathering and consolidating data from all the diverse companies is a significant challenge each year.

I wish you an insightful read.
Best regards,
Artur Rytel





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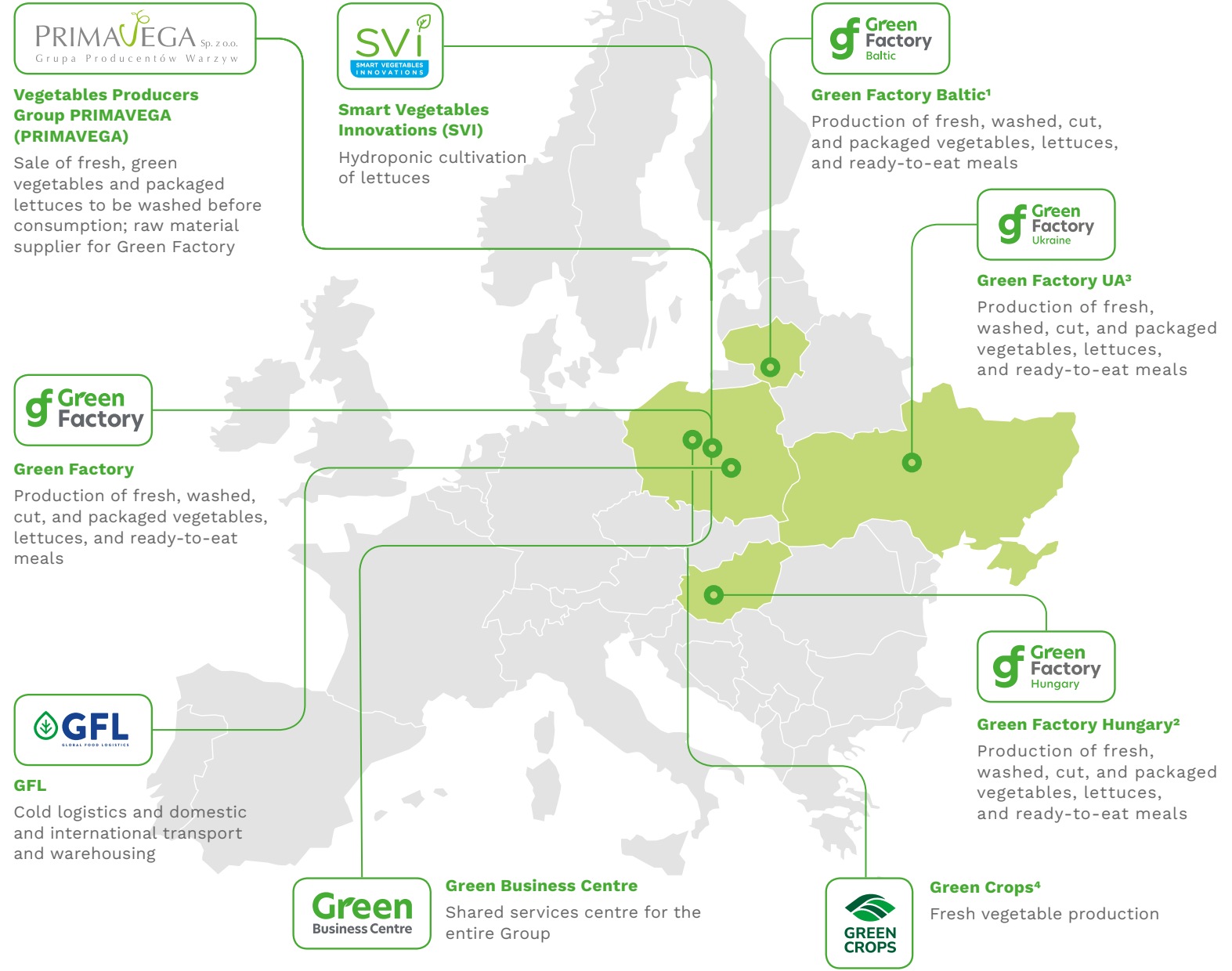
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Green Holding

Green Holding Capital Group

GRI 2-6
 As the Green Holding Group, we are a leader in food production in Central and Eastern Europe. We produce fresh, washed, cut, and packaged vegetables and salads, as well as ready-to-eat meals. We are also a cold logistics operator. Green Holding is the controlling entity of the Green Holding Capital Group, which includes both Polish and international subsidiaries.



¹subsidiary of Green Factory
²as above
³as above

⁴Green Crops is a joint brand of Spółka Agrarna AR, PLON, and Gospodarstwo Ogrodnicze Artur Rytel. These companies are 100% owned by the owner and President of the Management Board of Green Holding. All their crops are sold to companies within the holding. Due to this specificity, these companies are included in Green Holding's ESG reporting.

Our Group operates in an integrated "field-to-table" business model, where highly specialised entities create a complementary chain – from cultivation, through production, to transport.



1. CULTIVATION

We seasonally grow leafy and cabbage vegetables in the fields. We also carry out year-round hydroponic cultivation of lettuces and herbs.



2. PRODUCTION

We operate seven production plants, primarily producing mono-products, salad mixes, vegetables, and ready-to-eat meals. Our clients include retail chains, the HoReCa market, and food industry manufacturers. We supply them with products from our own brands and clients' private labels.

Our offer:






- fresh vegetables
- lettuces and herbs from hydroponic cultivation
- vegetables to be washed before consumption
- washed lettuces and vegetables
- ready-to-eat meals



3. DELIVERY

We provide transportation services with our fleet of trailers in cooperation with external carriers.

Our results:

BUSINESS DATA	ESG DATA
✓ 1,305 ha – crop area	 <ul style="list-style-type: none"> ✓ 50 ha – organic farming ✓ 100% (1,305 ha) – crops that meet regenerative agriculture principles
✓ 89,160 tonnes of vegetables sold	 <ul style="list-style-type: none"> ✓ 99% of Food Safety certified plants ✓ extended shelf life
✓ PLN 1,369 million in revenue	 <ul style="list-style-type: none"> ✓ support for dozens of social organisations ✓ Green Concept pilot programme
✓ 1,243 employees	 <ul style="list-style-type: none"> ✓ 15.5 thousand hours of training ✓ reduced employee turnover rate
✓ 23.2 GWh of energy consumed	 <ul style="list-style-type: none"> ✓ energy consumption reduction ✓ energy sourced from renewable energy sources

ESG Strategy “We Are Green”

GRI 2-22

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 year 2023 was the second year of implementing the strategy – we present the progress in its execution compared to the baseline year of 2021 in this report.



Status of implementation of ESG goals

 We care for the Planet	Our goal	2021	2023	Change compared to 2021	
Electricity from own renewable energy sources (%)	20%	0%	Description on pages 29-30	In progress	
Energy consumption (MWh/1 million of revenue)	-10%	24,5	13,8	-44%	
Fuels in agricultural vehicles (GJ/1 ha of field crops)	-10%	12,9	12,6	-3%	
GHG emissions in Sof revenue) cope 1 and 2(MgCO ₂ /1 million)	-30%	19,14	10,04	-48%	
Own low-emission and zero-emission passenger vehicles (%)	10%	1,5%	16%	Completed	
Vehicles of third-party carriers with EURO 5 and 6 combustion standards (%)	100%	94,5%	94,6%	+0,1%	
Water used for irrigation (m3/ha of crops)	-5%	379,4	699	+184%	
Water used in production processes (m3/1,000 products)	-5%	2,04	1,48	-27,5%	
Crops that meet the assumptions of regenerative farming	Development	100%	100%	Continuation of actions	
Use of mineral fertilizers (t/ha)	-5%	0,77	0,67	-13%	
Organic farming (ha)	45	0	49,56	Completed	
Weight of plastic packaging (t)	-5%	1073	1 341	+25%	
Single-use boxes (pcs)	0	315 588	204 176	-35,3%	
Single-use pallets (pcs)	0	95 592	91 985	-3,7%	

 Completed  In progress  Unrealized

 We care for the Product	Our goal	2021	2023	Change compared to 2021	
GLOBALG.AP certification of our products	100%	100%	100%	Completed	
GLOBALG.AP certification of purchased products	100%	78%	99,9%	+21,9	
Food Safety Certification of our facilities	100%	86%	86%	Continuation of actions	
Labeling of packaging of own products	Development	2021 Report	Description on page 69	Continuation of actions	
Shelf life of our products for consumption (days)	+10%	8	Description on page 70	In progress	
Packaging that ensures the freshness of our products	Development	2021 Report	Description on page 70	Continuation of actions	
 We care for Partnerships					
Employees trained in ethical principles	100%	0%	0%	Work already started	
Tool for reporting irregularities	Implementation	Work not yet started	Work already started	Work already started	
Green Holding's Supplier Code of Conduct	Implementation	Work not yet started	Implemented	In progress	
Suppliers evaluation	Implementation	Work not yet started	Implemented	In progress	
 We care for the People					
Employee satisfaction survey in Group companies	100%	10%	Description on page 57	0	
Employee rotation	Reduction	30%	26,4%	-3,5 p.p.	
"Green Concept" workshops	Realisation	Work not yet started	Work already started	In progress	



Green Holding

1. Green Holding Group. Greetings!





Mission, Vision, and Values



Green Holding's Mission

Every day, we provide access to fresh and safe products, making it easier and more enjoyable to prepare and consume delicious and varied meals. Thanks to Green Holding's tailored products and services, our clients can rely on loyal consumers and sales success.



Green Holding's Vision

We aim to become the market leader in plant-based fresh foods in Central and Eastern Europe, offering valuable brands that customers trust. We will be recognised for our scale and innovation, and we strive to be a preferred employer in the industries where our companies operate.

Green Holding Values

Although the Green Holding Group companies operate in different sectors, we seek to unite them under shared values. These values are crucial, serving as a guiding reference point in an ever-changing landscape. Green Holding's five values encapsulate what connects the Group's Owner with its companies and what drives us in fulfilling Green Holding's mission and vision.



PEOPLE

We work together to achieve Green Holding's mission and vision, always treating each other with respect. The Group's success depends on each and every one of us.



APETITE FOR MORE

We courageously pursue ambitious goals and are never content with resting on our laurels.



ENTREPRENEURSHIP

We are focused and pragmatic, ensuring everything we do makes business sense.



OPENNESS TO CHANGE

We are curious and open-minded, recognising the necessity of change and implementing it responsibly.



RESPONSIBILITY

Our commitment and integrity set us apart. We honour our commitments, care for the environment, and ensure our products and services meet high standards.

Best practice

We value the ambition, aspirations, and individuality of leaders and employees across our companies. Therefore, companies within our Group can tailor corporate values to fit their specific needs.

For example, Green Factory, Green Crops and GFL have both established their own corporate cultures based on Green Holding's ethical framework.

Green Factory's Values:

- Responsibility,
- Development,
- Agility,
- Partnership,
- Teamwork.

Green Crops' Values:

- Integrity,
- Respect,
- Environmental Care,
- Together Toward a Goal.

We want all employees to be familiar with Green Holding's values, mission, and vision. That's why, in 2023, we devoted considerable space in the 'Ultrafresh Group Newsletter' to corporate culture. This information is also included in the 'onboarding booklet' given to new employees and is extensively presented on our website.



How We Manage the Group

The foundation of Green Holding's corporate governance, the controlling entity of our Group, is the Company Agreement. As per its provisions, Green Holding's governing bodies are the Management Board and the Shareholders' Assembly.

SHAREHOLDERS' ASSEMBLY

GRI 2-10

The Shareholders' Assembly is responsible for, among other things:

- Appointing and dismissing Management Board members and determining their remuneration,
- Reviewing the Management Board's annual report on the company's activities,
- Deciding on profit distribution or loss coverage.

The sole shareholder of Green Holding is Mr. Artur Rytel

MANAGEMENT BOARD

According to Green Holding's Company Agreement, the Management Board can consist of one to five members appointed for an indefinite term. The Management Board oversees the company's affairs and represents it externally. Acting as a shareholder, the Management Board manages the entire Group and decides on the composition of the Management Boards of its subsidiaries.





GRI 2-9 | GRI 2-11

As of 31 December 2023, the Management Board consisted of:



Artur Rytel

President of the Management Board, CEO

Scope of responsibility:

Responsible for setting strategic directions and goals for the Group's growth, approving investments, and initiating research and technology projects, including those related to sustainability. The CEO also ensures the business strategy aligns with ESG objectives.



Przemysław Januszko

Member of the Management Board, COO

Scope of responsibility:

Oversees the implementation of the Group's development strategy and ESG strategy in subsidiaries, logistics, procurement, communication, safety, and compliance.



Rafał Wyszomierski

Member of the Management Board, CFO

Scope of responsibility:

Responsible for finances, controlling, accounting, taxes, and assessing investment profitability.



GRI 2-19 | GRI 2-20

We have not implemented a separate remuneration policy for the Green Holding Management Board or its subsidiaries. These matters are regulated by management contracts or remuneration regulations in individual companies. The level of remuneration depends on competencies, experience, and the scope of responsibilities. The bonus system is based on financial results and is not tied to ESG goals.

Our subsidiary companies operate as limited liability companies in full compliance with local laws and good business practices. Their corporate governance is defined by individual company agreements.

Best practice

GRI 2-28

In November 2023, the Green Holding Group joined the Council of Polish Global Entrepreneurs (RPPG), a group of the most experienced Polish entrepreneurs with great success in global expansion. The RPPG's primary goal is to protect Poland's economic

interests by increasing the competitiveness of the Polish economy and growing the number of global Polish companies.



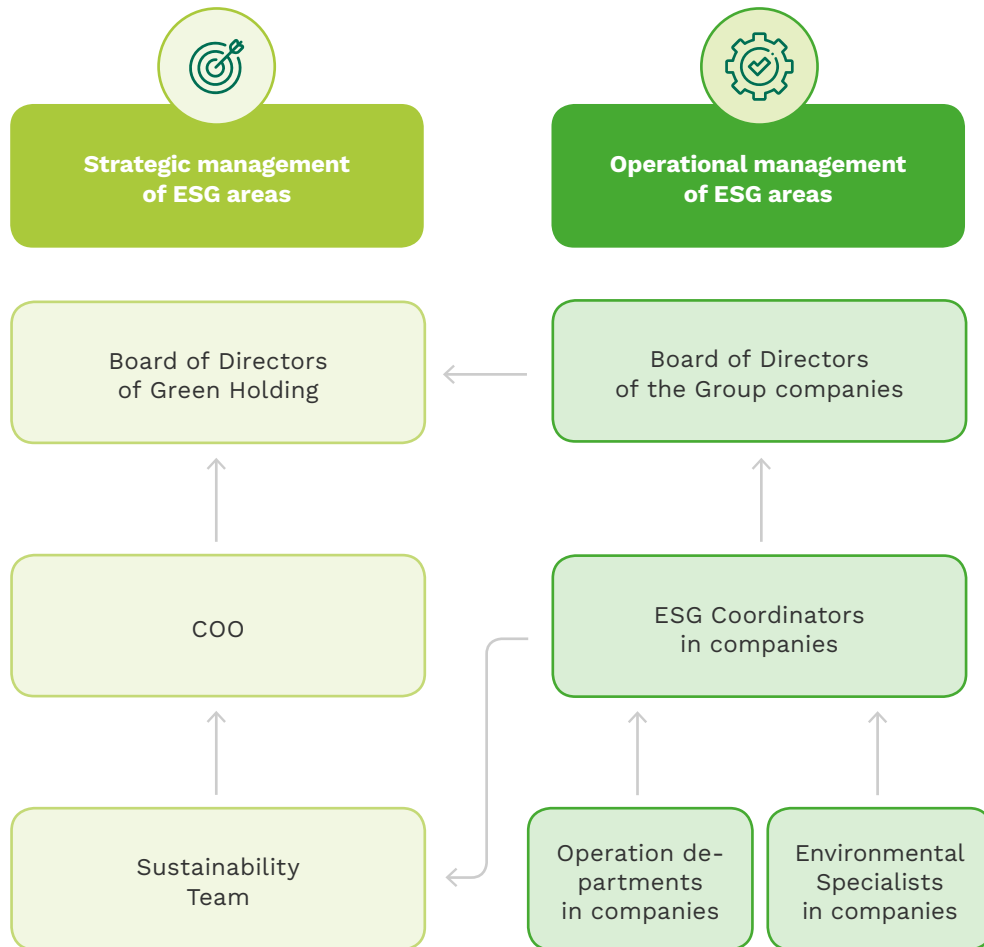
The key management documents include:

- Work regulations,
- Remuneration regulations,
- Training procedures,
- Company Social Benefits Fund regulations,
- Anti-mobbing and anti-discrimination procedures,
- Remote work regulations,
- Information security policies.

How We Manage ESG

ESG Management Structure

in Green Holding Group Companies:



GRI: 2-12 | 2-13 | 2-14 | 2-18

All Management Board members are actively involved in overseeing sustainable development projects and implementing the Group’s ESG strategy. These issues are regularly discussed at Management Board meetings, with the timely achievement of strategic goals being a key evaluation factor. Additionally, the Green Holding Management Board oversees the ESG reporting process and makes final decisions on disclosure content.

GRI 2-17

The knowledge of board members about sustainable development is continuously enhanced through regular meetings with internal and external ESG experts and participation in industry conferences and meetings. In September 2023, Artur

Rytel, President of the Management Board and owner of Green Holding, and Rafał Wyszomierski, Member of the Management Board and CFO, took part in panel discussions in the McDonald’s Zone at the Economic Forum in Karpacz. These discussions covered topics such as sustainable development as a strategic business model, agriculture, and diversity.

Operational oversight of Green Holding’s and its subsidiaries’ sustainability efforts has been carried out by the ESG Team since 2021.

ESG Team of Green Holding in 2023

Przemysław Januszko
 Małgorzata Pietrzyk-Żarska
 Magdalena Majorowska

Each company within our Group has an ESG Coordinator, who reports directly to their supervisors and collaborates closely with the Director of Sustainable Development and the ESG Team.



**PRZEMYSŁAW
 JANUSZKO**

Member of the Management Board, responsible for the implementation, enforcement, and revision of the sustainability strategy, and the setting and approval of strategic projects.



**MAŁGORZATA
 PIETRZYK-ŻARSKA**

Sustainability Director, responsible for support to the Management Board in enforcing the ESG strategy and overseeing key projects. Her responsibilities include:

- Setting the Group’s direction in ESG, especially by defining goals and metrics for companies and monitoring their progress,
- Identifying, analysing, and addressing ESG-related opportunities and risks,

including preparing recommendations and designing organisational solutions,

- Putting ESG guidelines and regulations into practice for the food production and logistics sectors,
- Developing and implementing corporate governance policies and procedures across the entire Group,
- Building stakeholder relationships and collaborating with clients on ESG matters,
- ESG reporting and preparing companies for CSRD-compliant reporting.



**MAGDALENA
 MAJOROWSKA**

ESG expert responsible for supporting the reporting process, coordinating ESG projects and coordinating strategic projects.

Her responsibilities include:

- Developing and implementing internal and external communication strategies on ESG activities,
- Promoting and sharing knowledge about sustainability within the organisation,
- Building the company's relationship with the broader community, including local stakeholders.

Communication and Education about ESG.

2-16

We continuously identify, monitor, and communicate issues critical to our sustainable development.

Members of the ESG Team are involved in this process, and the most important topics are communicated to the Green Holding Management Board Members on an ongoing basis.

Best practice

Our ESG Roadmap ensures effective management of the goals outlined in our sustainability strategy. This document details the actions we plan to undertake by 2025 for the entire Group and specific subsidiaries. It includes baseline values, goals, timelines, and the individuals responsible for their

achievement. The Roadmap was agreed upon by the ESG Team and presented to the Managing Directors of subsidiaries and the Green Holding Management Board by the Group Management Board Member responsible for ESG.

Additionally, monthly meetings are held with those responsible for executing the actions outlined in the document.



We consistently and regularly conduct extensive communication within the Group about sustainability through various channels. Our goal is to en-

sure that the importance of ESG, our approach, and the solutions we've adopted are well understood by all employees. In 2023, we prepared numerous presentations, posters, and videos focused on sustainability. These materials clearly and concisely explained the benefits of implementing the 'We Are Green' ESG strategy and the importance of its pillars for the day-to-day operations of our facilities. Sustainability also has a dedicated place in our quarterly newsletter, where we

describe the progress in achieving our ESG strategy goals, supported SDG targets, and best practices from our companies. Our tools for communicating ESG within Green Holding include internal newsletters, meetings, dedicated emails, posters, social media posts, and media articles. Each year, we inform all employees about the publication of our ESG report, discuss key issues, and encourage them to read the document.



Ethics

GRI 2-23 | GRI 2-24

Our ethical standards are outlined in the Employee Code of Conduct.

This document lays down the principles that guide our daily operations and represents our commitment to conducting business in compliance with applicable laws and the highest ethical standards. It ensures we manage risks related to labour practices, business activities, environmental

concerns, and legal obligations. The code applies to all employees of the Green Holding Group, regardless of the scope, form, or nature of their work. It was introduced to all employees and is also part of the onboarding process for new hires. In 2023, we began preparing a separate ethics training for employees.



The Employee Code of Conduct is a public document, available on our websites.



Key Ethical Issues Regulated in the Employee Code of Conduct:

✔ Equal treatment, prohibition of discrimination, and harassment

GRI 406-1

We ensure a workplace based on respect and equal access to recruitment, training, promotions, and other employment conditions. We do not tolerate discrimination or harassment and we fully adhere to Human Rights principles, including the absolute prohibition of forced labour and child labour.

✔ Safe working conditions

We guarantee the right to freedom of association and ensure all labour rights, including fair wages and working hours. We also commit to complying with occupational health and safety regulations.

✔ Counteracting corruption

Our Employees may not accept or offer financial benefits in a manner that is contrary to the law. This includes cash, gifts, travel invitations, and entertainment. In particular, the Code sensitises employees to contacts with representatives of public administration and categorically emphasises that no employee should ever directly or indirectly

offer any goods of value to a public official.

The Code also clarifies the issue of customary business gifts and hospitality. Every such case must be pre-approved by a supervisor. We have established a guideline that employees may accept gifts only if their value does not exceed

200 PLN (50 EUR) and if they do not improperly influence business relations.

GRI 205-3 | GRI 205-2

In 2023, we did not record a single case of corruption. Our anti-corruption policies are well understood by all employees.

✔ Conflict of Interest Prevention

GRI 2-15 In the event of a potential conflict of interest, employees are required to inform their supervisor and await the company's decision on the appropriate course of action. At Green Holding, we avoid situations where personal

interests might conflict with the company's interests.

Additionally, management contracts include non-compete clauses, and individuals holding positions as Management Board Members or

senior executives are required to sign declarations confirming that they do not hold managerial roles in companies outside the Group.

In 2023, there were no reported cases of conflict of interest.

✓ **Competition Protection**

We respect good business practices, and all our business activities are conducted in accordance with applicable antitrust and competition protection laws.

✓ **Confidentiality and Data Protection**

We respect the privacy rights of our employees and business partners. We collect only the personal data necessary for the proper functioning of the Group, and we maintain confidentiality regarding the personal data of all stakeholders. Personal data is always protected until it is safely disposed of.



ESG strategy

PILLAR: WE CARE ABOUT PARTNERSHIPS

	2021	2023	status
Implement a whistle-blowing tool	Work not yet started	Work already started	 In progress

Cel do 2025 u





GRI: 2-25 | 2-26

In 2023, we initiated work on developing a quick and reliable whistle-blowing system for employees, which will be implemented in 2024.

The adopted solutions will enable both named and anonymous reporting. We will also establish a clear system for reviewing reports and ensure whistle-blowers are fully protected from any retaliatory actions. In 2023, mechanisms and procedures for reporting violations under labour laws were already in place across the Group.

Each company has designated a person responsible for addressing reports, and these individuals are obligated to report all findings to the Management Board. The Board assesses the significance of each case and, if necessary, initiates corrective procedures.

GRI 2-27

In 2023, there were no recorded cases of legal or regulatory non-compliance.



Best practice

In 2023, Green Crops established an independent Ethics Manager position, separate from the operations department.

The Ethics Manager's responsibilities include engaging with employees, promoting the ethical standards in place within the organisation, and receiving reports of potential violations of the Employee Code of Conduct.



Supply chain

As a large organisation and an attractive partner for many entities, we require our suppliers to adhere to the principles and values that are important to us, especially in the area of sustainability. Our approach is described in the Green Holding Group Supplier Code of Conduct, which sets the standards for conduct throughout the supply chain.



The Supplier Code of Conduct is available on the Green Holding website



What We Expect from Green Holding Suppliers:

- ✓ Protection of human rights
- ✓ Compliance with labour law standards and conditions
- ✓ Adherence to legal standards regarding minimum wages and the timely and regular payment of salaries to employees
- ✓ Guaranteeing employees' freedom of association
- ✓ Prohibition of child labour and forced labour
- ✓ Combating all forms of discrimination
- ✓ Ensuring safe working conditions



ESG strategy PILLAR: WE CARE ABOUT PARTNERSHIPS

	2021	2023	status
Require our suppliers to comply with the Green Holding Supplier Code of Conduct	Work not yet started	Implemented	completed

Goal for 2030 for Primavega and Green Factory – Applies to long-term suppliers



ESG strategy PILLAR: WE CARE ABOUT PARTNERSHIPS

	2021	2023	status
Implement suppliers evaluation	Work not yet started	Implemented	In progress

Goal for 2030 for Primavega and Green Factory
– Applies to long-term suppliers

The Code also imposes additional requirements on suppliers to minimise their negative environmental impact, meet food safety and quality standards, prevent corruption, and respect intellectual property rights.

Every company wishing to cooperate with our Group must accept the Code and adhere

to its principles. Green Holding reserves the right to audit suppliers regarding environmental standards, labour law compliance, ethical norms, and work safety. Audits may be conducted on-site or remotely, both before and during the cooperation.

How We Purchase Vegetables – Example of Primavega:



We only buy vegetables from qualified suppliers – in 2023, we had around 200 suppliers, 55 of whom had turnover exceeding 100,000 EUR,



Each sourcing and quality department employs individuals responsible for **supplier evaluation**,



Every supplier is evaluated at least once a year.



valuation based on 10 criteria,



Some of our companies are members of Sedex, a global non-profit organisation that helps businesses improve ethical and sustainable practices within their supply chains. Through Sedex, we have access to tools and platforms that allow us to monitor, report, and share data related to labour practices, safety, health, and environmental standards with suppliers and business partners.



Evaluation results:

Qualified	Under observation	Unqualified
Continued cooperation	Additional monthly inspections	Termination of cooperation

Our auditors, based in Spain, Italy, and Poland, work directly with suppliers to assess vegetable quality.





Green Holding

2. Nature and Environment



Environmental Policy

The foundations of the Green Holding Group are inextricably linked to the natural environment – it is through close collaboration with nature that we source our products and sustain our operations. We consider environmental protection and the responsible use of natural resources not only as our duty but also as a means to ensure the organisation's continued growth. Naturally, the companies within our Group that are involved in cultivation and production have the greatest environmental impact. The guiding document that governs our environmental commitments across the Group is our ESG Strategy. Under the "We Care for the Planet" pillar, we have undertaken a number of commitments and goals related to water usage, regenerative agriculture, energy, and transportation. Some of our companies have further developed the goals of the ESG Strategy in their own environmental policies and have implemented certified environmental management systems.

At Green Factory, we have introduced an Environmental Management System compliant with ISO 14001:2015, and the certification confirming the compliance of management with the standards is valid until 2027. In 2023, the company also updated its Environmental Policy to align its strategic goals with the Green Holding ESG Strategy. The document focuses on:

- Using raw materials from certified farms in production processes,
- Conscious use of natural resources by reducing the consumption of water used in the production process, as well as electricity, fuel, and CO₂ emissions,
- Utilising renewable energy sources,
- Implementing circular economy principles.

The Environmental Policy is also in place at Primavega, where the company is committed to environmental protection, rational processes in vegetable production and packaging, legal compliance, and continual improvement of its Environmental Management System. Primavega's environmental strategic goals include:

- Managing waste responsibly and efficiently,
- Rationalising the use of raw materials and production materials,
- Preventing emergencies affecting the environment.

The policy also outlines key actions to achieve these strategic goals, such as:

- Using raw materials from certified farms with a focus on modern technology,
- Reducing production waste,
- Improving technological processes and upgrading infrastructure.





Energy and Emissions

The largest amount of energy consumed within the Green Holding Group is for cooling. Fresh vegetables need to be kept in a closed cold chain to remain fresh and flavourful. After harvesting, they are quickly cooled in specialised Vacuum Coolers and, from that point on, are maintained at a temperature of around 5°C throughout all stages of production, storage, and transport.

The amount of energy needed to cool our production plants and warehouses depends directly on the outside air temperature – the warmer it is outside, the more we have to cool the rooms with products.



At Green Factory 60% of energy used in production is for cooling.



At GFL 95% of energy used for storage is for cooling.



How We Reduce Energy Consumption:



Production

- ✓ In 2023, we scanned all our production halls with a specialised thermal camera. We identified air leaks and took corrective actions to minimise cold air loss;
- ✓ In 2023, we shortened the automatic closing time of doors and gates in our halls, thus reducing the loss of cold air from the refrigeration units;
- ✓ Hand-operated doors and gates were equipped with a special sound system to remind employees to close them;
- ✓ We synchronised the operation of power generators with the power grid at our production facilities, so generators now only supplement power dips rather than taking over the entire power supply;
- ✓ We adjust the temperature in rooms according to the specific needs of each vegetable type;
- ✓ At our plant in Niepruszewo, we installed an adiabatic tower, a special cooling system that uses outdoor air in autumn and winter to assist cooling;
- ✓ Outdoor LED lighting is controlled by a solar clock.



Warehousing

- ✓ Some of our warehouses are constructed as “box-in-box” systems, meaning the refrigeration zone is a separate structure within the outer warehouse. This creates a buffer zone of air that is several degrees cooler than the outside temperature, which results in energy savings for cooling;
- ✓ We have also implemented sealing systems at some of our loading docks that serve trucks with trailers, which reduces the loss of cold air from the refrigeration units;
- ✓ Two of our warehouses are BREEAM-certified (Building Research Establishment Environmental Assessment Method), confirming their energy efficiency, among other things.

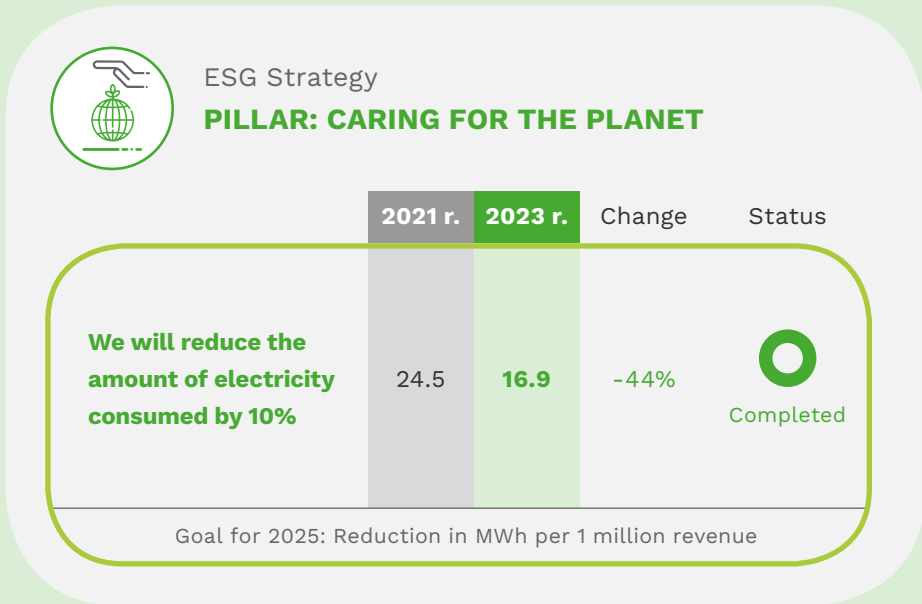


Best practice

In 2023, we carried out the "Battery" project in the largest companies of the Group, aimed at reducing energy consumption in warehouses, production halls, offices, and hostels, analysing the operating schedules of electronic devices, and raising employee awareness about energy-saving practices. A total of 45 projects were completed under this initiative, focusing on cooling, lighting, compressed air production, and ventilation, among others. The total investment exceeded PLN 620,000, and the changes implemented across the Group will result in an annual energy reduction of 2,500 MWh.

Additionally, we launched the "Be Green" educational campaign as part of the "Battery" project. We placed graphic reminders in production halls, warehouses, and hostels about basic rules for reducing energy, water, and paper consumption.

We also invited employees to participate in the "Green Challenge" competition, where they could submit energy-saving ideas. The winning projects included the installation of a special system for controlling heating and cooling in offices in Zdunowo, creating a checklist for equipment and lighting in production and warehouse areas, and installing thermal partitions in trailers for transporting products with different temperatures.



BE GREEN!

Turn off the light on your way out Thank you!

Did you know that, according to research, changing employee habits can reduce company energy consumption by 5%

BE GREEN!

Use only the necessary amount of paper towel.


Up to 40% of the world's industrial logging is allocated for paper production, and producing 1 kg of paper requires as much as 250 liters of water

BE GREEN!

Turn off the tap thoroughly!

A dripping tap means water losses of up to 5 000 litres per year.

Energy from OZE


 **After completing the planned installations, we will have around 2 MW of capacity from renewable energy sources.**

Regulations prevent us from establishing our own photovoltaic or wind farms on our own lands. Photovoltaic farms can only be built on land classified as category V and VI, which is lower than the land owned by our Group. Additionally, our lands are too close to buildings to install wind farms.

In 2023, we launched a modern gas-powered cogeneration plant at SVI. In 2023, SVI purchased nearly 1.4 million m3 of natural gas and LNG. This gas was used to produce both thermal and electrical energy. The heat energy – 19,274 MWh over the entire year– was used by the company to heat greenhouse crops. The electrical energy generated – 4,371 MWh – was consumed by SVI (2,021 MWh) and the Green Factory plant in Zdunowo (2,350 MWh).



ESG Strategy - **PILLAR: CARING FOR THE PLANET**

	2021 r.	2023 r.	change	status
We will use 20% of electricity from our own renewable sources	0%	1,5%	1,5%	 In progress
Goal for 2025				

We aim to increasingly use the energy from our own renewable sources. In 2023, Green Factory in Zdunowo operated a 300 kWp solar installation, and we launched a 50 kWp rooftop photovoltaic system on the Green Crops office building. Work has also started on additional installations at facilities in Poland, Lithuania, and Hungary.



GRI 302-1

Energy consumption in the organisation (MWh)

	2022	2023
Natural gas	4 086,41	10 194,85
Diesel fuel	8 223,39	9 064,5
Heating oil	1 411,86	600,47
Gasoline	1 682,96	2 165,47
LNG	-	4 586,15
LPG	629,45	677,62
Coal	165,91	88,22
Pellet	9,6	-
Electricity	23 376,13	18 875,12*
TOTAL	39 586	46 252

Fuel Consumption

In 2023, Green Crops operated 56 agricultural machines essential for modern agricultural activity. These machines were used over more than 1,305 hectares of cultivation, after taking into consideration double cropping, with total fuel consumption amounting to 426,609 litres.



* The total electricity consumption in 2023 amounted to 23,261,55 MWh - due to the guidelines for GRI indicators, the energy produced in the cogeneration process is not included in the table.

GRI: 305-1 | 305-2 | 305-6



ESG Strategy - **PILLAR: CARING FOR THE PLANET**

	2021 r.	2023 r.	Change	Status
We will reduce fuel consumption in agricultural vehicles by 10%	12,9	12,6	-3%	In progress
Goal for 2025 for field crops: The reduction concerns the amount of fuel consumption in GJ per 1 hectare of field crops				

Fuel consumption of agricultural vehicles

	2022 r.	2023 r.
Total consumption (GJ)	14 510,66	16 467,11
Consumption per hectare	12,2	12,6

We have been employing fuel-saving practices in our fields for years. We use computer-aided planning to design the shortest routes for machines and combine agricultural treatments to reduce the number of passes. We also optimise planting arrangements to minimise the number of passes required for cultivating each crop type.

Emissions

We conducted our first greenhouse gas (GHG) emissions calculation in 2021, covering direct emissions from our activities (Scope 1) and emissions from the energy we purchase (Scope 2). We consider 2021 our baseline year.

In 2023, compared to the baseline year, we achieved a 26% reduction in GHG emissions calculated using the market-based method, and a 10% reduction using the location-based method.

Scope 1 emissions increased by 40% compared to 2021 baseline year due to the launch of our own cogeneration plant. In Scope 2, market-based emissions were reduced by 48%, thanks to the use of our cogeneration plant, which runs on natural gas, and the production of energy from our own photovoltaic installation. The Scope 2 location-based emissions decreased by 26% compared to 2021, primarily due to reduced energy consumption as compared to 2021, and the shift to cogeneration (which, in turn,

increased Scope 1 emissions due to the use of fossil fuels in our own facilities).

No guarantees of origin were purchased in 2023. For market-based calculations, we used emission factors provided by our electricity suppliers; where this data was unavailable, we applied residual mix emission factors from the AIB (Association of Issuing Bodies).

Thanks to a significant reduction in emissions and increased revenue, **in 2023, we achieved a substantial decrease in our emissions intensity** both using the location-based method (-35%) and the market-based method (-48%) compared to the 2021 baseline year.

Biogenic emissions, which are reported outside of the scopes, amounted to 157.37 Mg CO₂e in 2023.

GHG Emissions in scope 1 and 2 (MgCO₂e)

Location-based:

	2021	2023	Change %
Scope 1	4 718,69	6 621,97	40,3%
Scope 2	14 661,68	10 881,92	-26%
TOTAL	19 380,37	17 503,89	-10%



Market-based:

	2021	2023	Change %
Scope 1	4 718,69	6 621,97	40%
Scope 2	13 762,16	7 132,76	-48%
TOTAL	18 480,85	13 754,73	-26%



Our emissions include:

- **Scope 1** – direct emissions from the combustion of fuels in owned or controlled energy sources, including stationary sources (heating boilers using natural gas or fuel oil), and mobile sources, i.e. vehicles (running on gasoline, diesel, or LPG) used by the company.
- **Scope 2** – indirect emissions from the generation of purchased electricity.

GRI 305-4

Emission Intensity (Mg CO₂e (market-based) per 1 million revenue)

2021	2023	Change %
19,1	10,0	-48%

Due to the commissioning of the cogeneration plant, natural gas consumption increased by 51% compared to 2021, while the demand for externally purchased electricity decreased by 20%, compared to 2021.

GHG Emissions in Scopes 1 and 2 by source (Mg CO2e)

Location-based:

Emission source	2021	2023	Change %
Mobile sources	2 530,71	2 823,79	11,58
Stationary sources	1 675,27	3 350,99	100,03
Agricultural sources	759,17	407,81	-46
Refrigerants	208,16	38,48	-81,51
Other	0,84	0,89	6,22
Scope 2			
Electricity	14 661,68	11430,25	-22.0%

Market-based:

Emission source	2021	2023	Change %
Mobile sources	2 530,71	2 823,79	11,58
Stationary sources	1 675,27	3 350,99	100,03
Agricultural sources	759,17	407,81	-46
Refrigerants	208,16	38,48	-81,51
Other	0,84	0,89	6,22
Scope 2			
Electricity	13 762,16	7 132,96	-47,7%

Our production activities generate the most emissions due to the energy required for cooling (53%). Agricultural operations contribute primarily through emissions from vehicles which are necessary for farming (37%). The remaining 10% of emissions come from warehousing and logistics operations. [the quoted percentages refer to market-based emissions].



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

Location-based:

	2021	%	2023	%
Production	11 758,04	61%	10 296,13	59%
Agricultural	4 915,50	25%	4 888,81	28%
Warehousing and logistics	2 706,78	14%	2 318,95	13%

Market-based:

	2021	%	2023	%
Production	11 252,28	61%	7 318,51	53%
Agricultural	4 745,21	26%	5 081,85	37%
Warehousing and logistics	2 483,36	13%	1 354,37	10%

GHG emissions (in scope 1 and 2) by country of operation

Location-based:

	2021	%	2023	%
Lithuania	823,02	4%	1 032,96	6%
Poland	17 457,08	90%	15 934,36	91%
Ukraine	704,69	4%	81,66	0%
Hungary	395,59	2%	454,91	3%

Market-based:

	2021	%	2023	%
Lithuania	1 113,72	6%	1 697,35	12%
Poland	16 216,37	88%	11 354,57	83%
Ukraine	704,69	4%	81,66	1%
Hungary	446,03	2%	621,15	5%

We performed the GHG calculations in accordance with the updated Greenhouse Gas Protocol, using the updated version: A Corporate Accounting and Reporting Standard revised edition, and GHG Protocol Scope 2 Guidance Amendment to the GHG Protocol Corporate Standard.

Where possible, we applied emission factors in line with the 6th IPCC (Intergovernmental Panel on Climate Change) AR6 report. The remaining factors come from the databases published in the 2023 version by DEFRA (Department for Environment Food and Rural Affairs), IEA (International Energy Agency) and KOBIZE (National Centre for Emissions Management).

305-7

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

Market-based:

	2021	%	2023	%
Carbon dioxide	18 830,22	97%	17 013,99	97%
HFCs	208,16	1%	38,48	0,2%
Nitrous oxide	333,91	2%	442,55	3%
Methane	8	0%	9,77	0,1%

Location-based:

	2021	%	2023	%
Carbon dioxide	17 930,75	97%	13 263,93	96%
HFCs	208,16	1%	38,48	0,3%
Nitrous oxide	333,91	2%	442,55	3%
Methane	8	0%	9,77	0,1%






For Scope 2 market-based calculations, we used local electricity emission factors (from suppliers or based on EIB Project Carbon Footprint Methodologies recommendations), and residual mix factors published by AIB (Association of Issuing Bodies) for Lithuania and Hungary.

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.



ESG Strategy - **PILLAR: CARING FOR THE PLANET**

	2021	2023	Change	Status
We will reduce greenhouse gas emissions by 30% (Scope 1 and 2)	19,14	10,04	-48%	 Completed
Goal for 2030: Reduction of MgCO ₂ emissions per 1 million of revenue calculated using the market-based method				
10% of our passenger vehicles will be low-emission or zero-emission	1,5%	16%	+1 066%	 Completed
Goal for 2030: Reduction of MgCO ₂ emissions per 1 million of revenue calculated using the market-based method				
100% of vehicles operated by external carriers will meet EURO 5 and 6 emission standards	94,5	94,6	+0,1%	 In progress
Goal for 2025 for GFL				

Water

GRI: 303-1 | 303-5

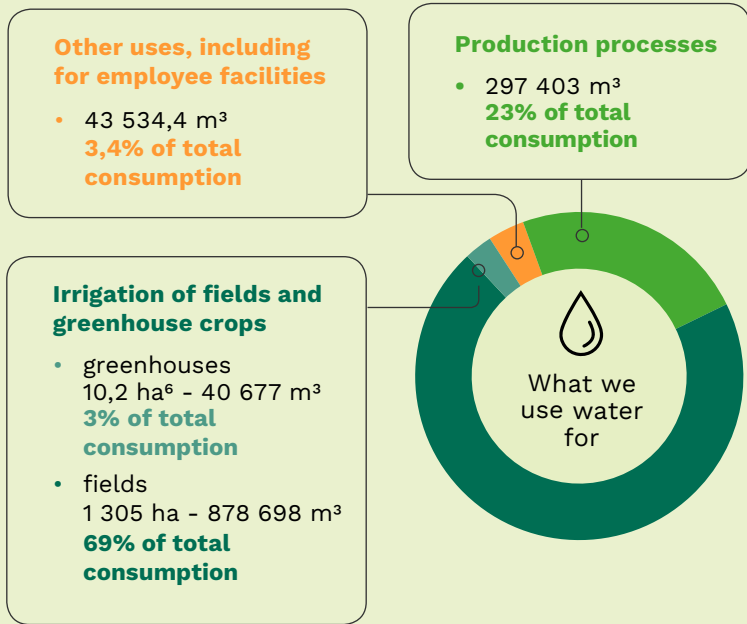
Our water usage ambitions and commitments within the Green Holding Group are governed by the ESG Strategy.

We aim to reduce water extraction by 5%⁵ by 2025 for irrigation and production, i.e. the two areas responsible for the majority of our total water usage. In 2023, the total water consumption across the Group was 1,260,312.3 m³. We exclusively use fresh water, most of which is groundwater drawn from our own deep wells.

In our production and cultivation companies, we consistently solutions aimed at controlling and reducing water use wherever possible, without compromising crop quality.

Throughout the Group, we comply with all provisions of the water permits we hold and other regulations related to water resources management.

What we use water for:



⁵ in m³ per 1 ha of crops

⁶ taking into account double cropping



How do we save water?

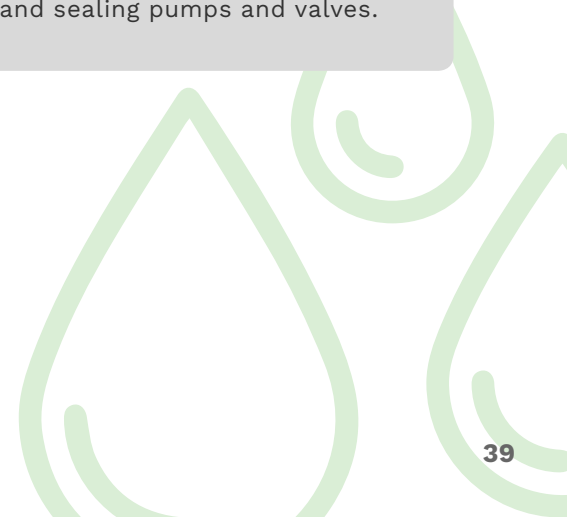
Crops

- **At Green Crops, we provide plants with exactly as much water as they need at any given time.** Even a single mistake in watering the fields can result in a loss of crops. On our fields, we've implemented formalised procedures and a detailed irrigation schedule to minimise human error – both in terms of under-watering and over-watering plants. **Every week, the Agronomy Council meets to determine irrigation plans for the next seven days, based primarily on weather conditions.** These directives are then passed to the Director of Irrigation and subsequently to the workers. The company has also installed precise measuring equipment at water intake points to monitor and verify the implementation of daily irrigation plans.
- **On 20 hectares of fields, we have invested in an innovative sprinkler system specifically designed for crops like special lettuces and young leaves.** This solution reduces water consumption by about 10% and significantly improves the quality of crop irrigation. Additionally, vegetables grown from seedlings are irrigated by drip tapes, which save water by delivering it directly to the root system.
- **We have installed advanced weather stations** to continuously monitor rainfall, temperature, and sunlight levels in our fields.
- **Approximately 50% of the field area is equipped with automatic moisture sensors** that monitor soil humidity in the root zone.
- All deep wells are equipped with water consumption monitoring systems, allowing us to precisely track daily water usage.
- Each well also has a water table monitoring system to ensure sustainable use of the water source.
- We are expanding hydroponic cultivation in greenhouses – on average, only 15 litres of water are used per kilogram of hydroponic crops, which is 16 times less than for field-grown crops.

- In our greenhouses, we maintain a closed water loop. Rainwater from approximately 1.5 hectares of SVI greenhouses is collected in a retention basin with a capacity of 5,700 m3.
- Irrigation in greenhouses is tailored to the specific needs of each plant at various growth stages, the time of day, and the external temperature. 100% of water that is not absorbed by plants in SVI greenhouses is recovered, purified, and reused for irrigation.
- Water released by greenhouse plants, especially in autumn and winter, is recovered through a specialised curtain and drying system. After being purified, this water is reused for irrigation.

Production

- At Green Factory in Poland, Hungary, and Lithuania, the largest water consumption comes from washing vegetables. The companies have optimised water usage by standardising these processes and precisely calculating the number of cubic meters necessary to wash a specific weight of vegetables.
- Since 2023, Green Factory has implemented a special washing schedule that limits the need for water discharge from immersion washers, thus saving approximately 15 m3 of water per day.
- In all our facilities, we ensure the efficiency of water systems by conducting regular inspections and sealing pumps and valves.



GRI 303-3

Water withdrawal in 2023 by source

Surface water	7 737 m ³
Groundwater	1 212 321.3 m ³
Purchased water	40 254 m ³

In 2023, water consumption per hectare of cultivated land reached 699 m³ – over 150 m³ more than in 2022. This increase was directly related to weather conditions. According to Green Crops experts, weather accounts for approximately 80% of water usage, and 2023 was the second warmest year in Poland⁷ since 1951, when annual temperature averages began to be recorded. The combination of average rainfall and higher temperatures contributed to the loss of soil moisture and increased the need for irrigation.



ESG Strategy - **PILLAR: CARING FOR THE PLANET**

	2021	2023	change	status
<p>We will reduce water extraction for irrigation by 5% (m3 per hectare)</p> <p>Goal for 2025 for field crops and SVI</p>	548	699	+27%	<p>In progress</p>
<p>We will reduce water usage in production processes by 5% (m3 per 1,000 products sold)</p> <p>Goal by 2025 for Primavega and Green Factory</p>	2,04	1,48	-27,5%	<p>Completed</p>

⁷ <https://tiny.pl/jv33hr1j>

Biodiversity Protection

GRI 304-2

Biodiversity conservation is one of the key tasks of Green Crops, which produces around 25,000 tons of vegetables annually on 1,300 hectares⁸ of fields. Biodiversity management is regulated by:

- The **ESG Strategy**, which commits the entire Group to developing crops that meet the principles of regenerative agriculture.
- The **Biodiversity Protection Plan** adopted by Green Crops, which outlines goals and tasks aimed at promoting biodiversity.
- The **Quality, Safety, Environmental, Ethics, and Biodiversity Policy** at Green Crops, where the environmental section commits to protecting biodiversity.



Supporting biodiversity is not only an ecological obligation but also a way to enhance crop resilience to disease and improve soil and crop quality. We employ sustainable farming practices that reduce environmental impact, efficiently use resources, optimise fertiliser application, and protect biodiversity.



ESG Strategy
PILLAR: CARING FOR THE PLANET



status

Crops that meet regenerative agriculture principles



Development

Goal for field crops and SVI

	2021	2023	Change	Status
We will reduce the consumption of mineral fertilisers by 5%	0.77	0.67	-13%	 Completed
Goal for field crops				
We will increase organic farming to 45 hectares	0	49.56 ⁹ ha	100%	 Completed
Goal for field crops				

⁸ data after taking into account double cropping
⁹ taking into account double cropping

Additionally, approximately 6% of Green Crops' agricultural land has been allocated to organic farming, as confirmed by an organic farming certification.

We employ various technologies to protect these crops, including physical, mechanical, and agrotechnical methods. We control weeds using high temperatures or mechanical weeders equipped with advanced optical systems able to distinguish crops from weeds.

To protect crops from pests, we use special nets that form natural barriers against harmful insects. After refining these technologies, we also implement them in conventional farming to reduce the use of chemical plant protection products.

Sustainable and regenerative agriculture

According to the definition provided by the Association for Sustainable Agriculture and Food in Poland, sustainable agriculture encompasses actions that limit agriculture's impact on the environment while enabling more efficient and eco-friendly use of resources, such as soil, land, water, machinery, plant protection products, seeds, fertilisers, and energy. This must also maintain the profitability of agricultural production and its social acceptance. **Sustainable agricultural practices allow for more efficient use of production resources and better protection of the environment and surroundings in which the farm operates.**

The most important regenerative practices include:

- ✓ optimal use of production resources like fertilisers, plant protection products, machinery, and seeds,
- ✓ thoughtful soil use,
- ✓ keeping soil covered with vegetation throughout the year by using cover crops in rotation,
- ✓ developing biodiversity within the field, its borders, and the entire farm,
- ✓ making proper use of the landscape surrounding farms.



What we do to protect biodiversity:



Over 3% of our farmland is set aside as natural habitats; we do not farm these areas, creating wildflower meadows, for example.



In late autumn, we arrange piles of stones or branches near fields, **to help various animal species survive the winter.**



We avoid fencing our fields, instead establishing migration routes within them, allowing wildlife to move freely and safely.



Around our fields, we leave nesting areas for birds and shelters for animals that help us control pests.



We build rest stops for birds of prey.



We use cover crops and green manure on more than half of our fields, creating favourable conditions for soil microbiome hibernation, slowing down erosion, and providing food for various microorganisms.



We limit mowing the ditches between fields.



Instead of using biodiversity-depleting chemical herbicides, **we eliminate weeds mechanically** – our automated weeders recognise and remove weeds without harming the crops or the organisms living in the soil.



We leave buffer strips around our fields – several-meter-wide bands of land that ensure no chemical substances from neighbouring non-Green Crops-managed fields enter our land and reduce biodiversity.



We carefully test and select seeds and cultivated varieties – resilient crops that require less chemical protection, thus minimising threats to biodiversity on our fields.



In 2023, all Green Crops farms were certified under GLOBAL G.A.P Biodiversity, confirming the farms' commitment to biodiversity conservation and enhancement. The GLOBAL G.A.P. Biodiversity certification focuses on practices that preserve natural habitats, protect wildlife, and promote biodiversity in agricultural areas.

Our sustainable farming practices are integrated into the 2022–2025 Biodiversity Protection Plan, which sets 10 goals for Green Crops related to biodiversity. Some of these goals were achieved as early as in 2023.

Goal	Expected outcome	Status in 2023
Increase biodiversity in fields	Dedicate 3% of farmland to planting green belts	✓
Increase efficiency in using water for irrigation	Reduce water usage for irrigation by 5% per hectare of crops	In progress (more details in the section on water consumption)
Protect and support endangered species of animals by building wood or stone piles in winter	Place stone or branch piles near fields during winter (November to March)	✓
Provide habitats and wintering places for beneficial and other wild animals, thus contributing to key ecosystem services	Plant 200 trees in green areas near fields	✓
Reduce excess mineral nitrogen used in fertilisers	Level 1: > 120 kg N/ha, Level 2: 50 -120 kg N/ha	✓
Prevent soil erosion and loss by reducing the amount of bare soil	Slowing down soil erosion by cover crops use on 20% of our fields	✓
Reduce pesticide usage	Reduce by 5%	✓
Allow animal migration	No fencing on agricultural field	✓
Increase use of organic fertilisers	Increase by 30%	✓

Best practice

In celebration of Green Factory's 25th anniversary, we planted 2,500 trees and shrubs around Zdunowo. Employees were invited to join in the effort, and after the planting was completed, they were treated to a bonfire and warm meal at Zdunowo Palace.



Waste and Raw Materials

The largest amount of waste produced by our companies comes from green waste, which consists of plant-based raw materials generated during vegetable processing or from plants for some reason unsuitable for sale.

A large portion of this green waste is sent to biogas plants, where it is used to generate electricity and heat. In addition to green waste, the largest categories of waste are paper and cardboard, and plastics used for packaging our products

In 2023, we reduced the amount of waste generated by nearly 26%

306-1

Waste generated by type (t)

	2022	2023
Green waste	4 382	3 146
Paper and cardboard	1 260	839
Remaining packaging materials	381	359
Plastics	432	496
Remaining waste	79	86
TOTAL	6 534	4 881

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

	2022	2023
Sent to biogas plant	3 640	3 146
Recycled	1 453	640
Sent to landfills	1 074	654
Incineration without energy recovery	330	80
Reused	23	15
Incineration with energy recovery	1	1 097
Other forms of waste management	2,3	3,3

GRI: 306-2 | 306-3 | 306-4 | 306-5

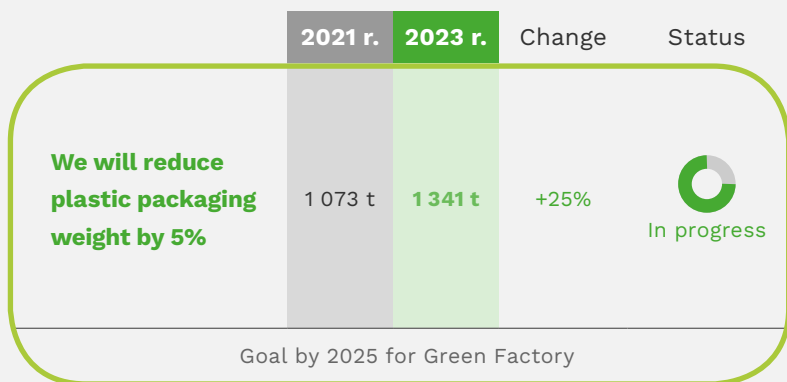
We systematically work to reduce waste by minimising raw material and material usage. We take a systematic approach to packaging, reducing its weight whenever possible without compromising product quality. We also share our "packaging expertise" with customers for whom we produce private label products, offering them eco-friendly solutions and technologies that reduce the size and weight of packaging.

In many of our products, we've reached the technological limit for reducing packaging. Any further reductions would compromise the freshness of the vegetables or the durability of the packaging under current technology.





ESG Strategy
PILLAR: CARING FOR THE PLANET



To prolong the freshness of the vegetables and prevent food waste, we pump a special gas mixture into the salad bags before sealing them. When designing our packaging, we have to consider the permeability of the foil and its thickness – if we want to keep the products fresh for longer, we sometimes need to use thicker foil.

How we reduce waste and minimise material usage:

- ✓ **For years, we have supplied cut lettuce to McDonald's restaurants CEE region.** In 2023, we reduced the thickness of the foil used to pack it by 25%. Additionally, we switched from using cardboard boxes to reusable crates.
- ✓ **When delivering goods to large supermarket chains, we optimised the dimensions of the boxes** to fit 96 cartons per pallet instead of 64.
- ✓ **We reduced the weight of salad bowls** – new bowls weigh 17.2 grams, which is 27% less than the previously used ones.
- ✓ **Part of our Fit&Easy salads now uses thinner foil** – 30 microns instead of 35 microns – starting in 2023. However, we can't implement this solution across all Fit&Easy products due to specific protection needs of some vegetables, such as iceberg lettuce, which requires foil at least 35 microns thick.
- ✓ **Approximately 95% of the paper packaging used in our production facilities is FSC-certified,** guaranteeing responsible forest management.
- ✓ **We implemented a project to recover and reuse plant pots for our hydroponic vegetable cultivation.** Thanks to the improvement of the cultivation process, we have stopped sending products in pots. We remove them at the harvesting stage, leaving only the peat with the root ball, and this is how we pack the plants into bags. The recovered pots are reused in our greenhouses.
- ✓ **Popular lunchboxes sold in some retail chains are now sold without paper wrappers.** Important nutritional information previously printed on the wrapper is now printed directly on the packaging.



ESG Strategy - **PILLAR: CARING FOR THE PLANET**

	2021	2023	Change	Status
<p>We will eliminate single-use crates used for transporting raw materials</p> <p>Goal by 2025 for Primavega and Green Factory: Applies to transport from regular suppliers</p>	315 588	204 176	-35.3%	In progress
<p>We will eliminate single-use pallets used for transporting raw materials</p> <p>Goal by 2025 for Primavega: Applies to transport from regular suppliers</p>	95 592	91 985	-3.7%	In progress

We transport vegetables from our farms to production facilities using our own reusable crates, thus significantly reducing waste associated with our operations. These crates are made of durable plastic, which can be repaired and used for many years. When they can no longer be repaired, they are sent for recycling.

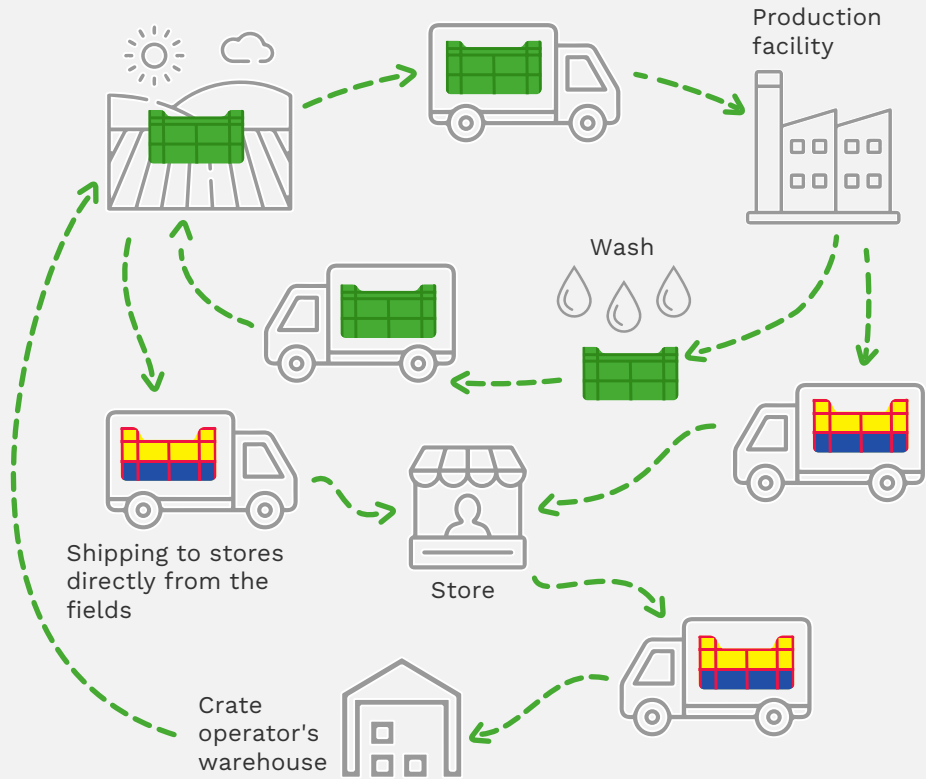
Products ready for shipment to customers (either from our plants or directly from fields and green-houses) are packed into crates whose size, type, and material are determined by the agreements with each retail chain. In many cases, in agreement with our clients, we use the rental of the so-called system boxes, which are offered on the market by external entities.

In this solution, an external company is responsible for delivering the crates to our locations, collecting them from the customer, and managing them further. One of the companies offering this service is PWU IFCO. Thanks to our cooperation with IFCO alone, our production companies – **Primavega and Green Factory** – **achieved the following in 2023:**

- CO₂ emissions were reduced by over 200,000 tons,
- Water consumption was reduced by 3,917 m³
- Energy consumption was reduced by 13,996 GJ,
- Solid waste was reduced by 112,700 kg.



Our crates



- Green Holding crates



- System Crates

Crates – whether delivered to our facilities or sent directly to customers – are placed on pallets. In line with market norms, most of our transport operations use rented pallets. An external company provides the pallets and retrieves them from our customers after they have been unpacked.



GRI 301-1

Pallets and crates used:

	2022 r.	2023 r.
Single-use crates	316 235	204 176
Reusable crates	1 546 320	1 709 262
Single-use pallets	84 195	91 985
Reusable pallets	109 968	396 509

Renewable materials used¹⁰ (t)

Plant-based raw materials	60 837	65 729
Cardboard	2 220	1 798
Wood	1018	969
Semi-finished food products (e.g. dressings for ready-to-eat meals)	950	1 131
Dairy	274	606
Meat and fish	327	359
Paper	4	7

Non-renewable materials used¹¹ (t)

Plastics	1 010	1 642
Fertilisers	966	1 003
Irrigation tapes	19	37
Chemicals	23	77
Pesticides	9	9

¹⁰ Renewable material is material derived from abundant resources that can be quickly replenished by natural processes. The data does not include packaging materials for products sold under the Green Holding Group brands.

¹¹ Non-renewable material is material derived from abundant resources that cannot be quickly replenished by natural processes. The data does not include packaging materials for products sold under the Green Holding Group brands.



We use rPET plastic trays made from 100% recycled material, and 99% of all our packaging is recyclable. Additionally, we utilise GreenPE bags made from 60% sugarcane-based plastic for packaging our Plant Love private label products.





Green Holding

3. Employees



Our team

In 2023, we employed 1,243 people¹² - nearly 150 more than in 2022. We offer stable jobs, professional development opportunities, and employment based on ethical values and clear, well-known rules for employees. All of our companies adhere to uniform regulations concerning work rules, salary calculations, and non-salary benefits. The Employee Code of Conduct is also common to all employees of each of the companies forming the Group. Additionally, each of our companies has adopted and implemented policies and procedures tailored to

their specific operations, regulating employment issues formally. These documents cover areas such as recruitment and training, functioning of workplace social funds, bonus systems, and remote work policies.

We understand the importance of job stability and security. Most of our employees work full-time, with permanent, full-time employment contracts.



¹² HR data as of 31.12.2023

Selected HR Practices and Governance Fundamentals in 2023

Practices

Selected regulations

Cultivation

- ✓ **Green Crops holds the GLOBAL G.A.P. GRASP certification**, which assesses social practices in agricultural farms. The certificate confirms that the company applies proper human resource management practices and ensures good working conditions for its employees. Certification covers aspects such as compliance with labour laws, accommodation, wages, occupational safety, and respect for workers' rights.
- ✓ **In 2023, Green Crops refreshed its onboarding procedure** and expanded the scope of training for new employees.
- ✓ **We promote employee integration by organising shared trips in their free time.** Once a year, we host a joint team-building event for all employees – in 2023, Primavega employees also participated in the event.
- ✓ **Green Crops employs workers from various countries.** Each nationality has a representative who speaks on behalf of employees on ethical and social matters. These representatives participate in meetings related to the use of the Company Social Fund and to occupational risk assessments.
- ✓ **Approximately 300 seasonal Green Crops employees are accommodated in hostels owned or rented by the company.** Each of these locations maintains full safety standards and provides social zones equipped with household appliances. Accommodation is free, with employees only covering utility costs.

- Bonus system regulations
- Regulations governing the use of the Company Social Fund
- Social good practices declaration
- Complaint/application acceptance and submission procedure

Production

- ✓ **In 2023, Green Factory Hungary organised a week-long day camp for employees' children**, providing 8 hours of care, allowing parents to balance work and family responsibilities.
- ✓ **At Green Factory in Poland:**
 - We celebrate unique days on the calendar – in 2023, we organised Employee Appreciation Day, Strawberry Day, Pizza Day, and Music Day.
 - We initiated a series of Meet & Greet events, where employees from different departments introduced their colleagues and their off-work specialisations in a more informal setting.
 - We started preparations to introduce regular annual reviews, where employees will set individual goals and metrics.
 - We held art competitions for employees' children.
- We introduced clear and standardised disciplinary criteria across all locations. Given the nature of food production, strict rules are in place for the production area. Violations of these rules – such as warnings and reprimands – have been standardised since 2023 across all production sites, no longer depending on individual supervisors' decisions.

- Regulations on the Company Social Fund
- Anti-mobbing and anti-discrimination procedures
- Regulations for participation in language courses
- Recruitment and onboarding procedures
- Whistleblowing procedures
- Human Rights Policy
- Employee Hiring Procedure
- Disciplinary procedure
- Complaint and request submission procedure

Practices

Transport

✓ **GFL hosts the “Cool People Group,” an informal, management-supported team of employees from various positions who initiate social changes and integration events in the company.** The group meets twice a month, and its initiatives have led to the purchase of potted plants for offices and bathroom

renovations. The group also organises volunteer efforts to support a daycare for children and youth.

✓ **In 2023, for GFL’s 15th anniversary, we organised an integration event** combined with a company trivia quiz. Long-

serving employees received anniversary awards.

✓ **We created a dedicated Recruiter position at GFL,** responsible for attracting and onboarding new employees.

Selected regulations

- Bonus system regulations
- Company Social Fund regulations
- Remote work regulations
- On-call compensation regulations

Administration

✓ Despite not having formally implemented a Company Social Benefits Fund, Green Holding employees receive the same social benefits as those employed in other companies within the Group.

✓ During the integration of Green Business Centre and Green Holding, we supported the "Przyjaciele Braci Mniejszych" Foundation by organising a collection for the animal shelter in Nowy Dwór

Mazowiecki, where many of our employees are from. We provided the shelter dogs with a supply of food and new kennels, which we built together during the integration event.

- Remote work regulations
- Information security policy



GRI 2-7

Employees of the Green Holding Group by country of employment:

Country	Employment type	Gender	Number of employees	2022	2023
Poland	Indefinite	men	351	872	982
		women	425		
	Definite	men	112	94	
		women	94		
Ukraine	Indefinite	men	35	47	85
		women	50		
	Definite	men	0	0	
		women	0		
Hungary	Indefinite	men	27	58	56
		women	29		
	Definite	men	0	0	
		women	0		
Lithuania	Indefinite	men	48	120	120
		women	72		
	Definite	men	0	0	
		women	0		

Green Holding Group Employees by employment type:

Working time registration	Gender	2022	2023
Full-time	men	480	447
	women	593	479
Part-time	men	17	120
	women	7	188
Casual work	men	0	6
	women	0	3

In 2023, we also utilised the help of individuals who worked for Green Holding but were not formally our employees. From spring to autumn each year, we rely on seasonal workers for harvesting, warehouse work, and operating agricultural machinery. Additionally, indirect employment

also includes B2B contracts with individuals providing IT services or business consulting. Six people in the company boards perform their roles based on appointments.

GRI 2-8

	2022	2023
Non-employees working for Green Holding	421	466

Employee Development

We recognise that in order to grow our Group, we must also develop the skills of our employees. Each of the companies within Green Holding conducts training tailored to their specific requirements. Employees not only benefit from professional skill development but also receive training in soft skills.

In Green Factory, a company employing the largest number of staff, training sessions were organised in 2023 on topics such as:

- Change management,
- Autocad and Microsoft Excel,
- Nonviolent Communication,
- Out-of-the-Box Thinking,
- Mental resilience.

GRI 404-1

In 2023, employees across all the Group's companies participated in over 15,500 hours of various training sessions – averaging 12.4 hours per employee.

Training hours in the Green Holding Group:

Position	Gender	2022	2023
Managers and administrative staff	women	4 045	4 559
	men	4 424	4 287
Physical workers	women	2 308	3 615
	men	1 984	3 045

We clearly define career paths within the individual companies, and promotion criteria are transparent and well-known to all employees. We promote internal advancement by first looking for candidates to fill managerial positions from within the organisation before turning to external recruitment. Depending on the company, the percentage of internal promotions in 2023 ranged from a few to several dozen percent. Additionally, we allow employees to transfer between departments within the companies, offering opportunities to retrain and pursue career development in new areas.

Average employment duration at Green Holding

2021	2023
3 years	4,1 years

Best practice

In 2023, Green Factory revised and expanded its management structure at its plants. New roles, such as shift leaders, were created, opening new development opportunities while also reducing the number of employees per

supervisor. Additionally, we launched the Green Factory Leader Academy programme for production employees, where participants received training in resolving difficult situations, motivating teams, and increasing engagement.

Best practice

We also seek candidates through social networks. In 2023, we ran an employer branding campaign of one of our Group's companies

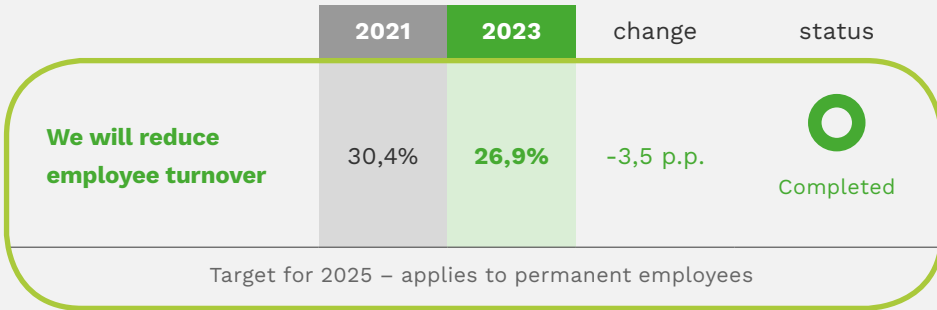
on LinkedIn to encourage specialists and managers to apply for open positions within our organisation.





ESG strategy

PILLAR: WE CARE FOR THE PEOPLE



In line with our ESG Strategy, we aim to consistently reduce employee turnover.

In 2023, we reduced the turnover rate in Green Holding companies by nearly 10 percentage points.

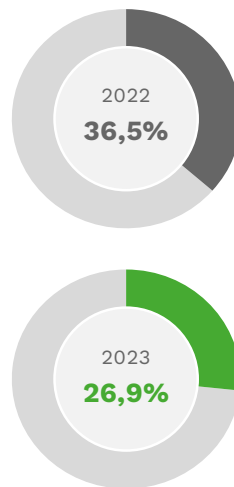
401-2

Across all companies in the Group, we offer a consistent system of non-salary benefits, which include:

- Group life insurance,
- Holiday prepaid cards, issued twice a year,
- Multisport cards,
- Access to private healthcare,

GRI 401-1

Employee turnover¹³ and new hires in Green Holding Group



New employees by country:

	New employees in 2022	New employees in 2023
Poland	289	304
Lithuania	46	24
Ukraine	29	69
Hungary	41	57



ESG strategy


PILLAR: WE CARE FOR THE PEOPLE



¹³ The indicator does not apply to temporary and agency workers.

In 2023, we received the results of the Organisational Health Index (OHI) survey conducted by McKinsey in December 2022. OHI is a diagnostic tool that measures an organisation’s ability to function effectively and achieve long-term results. The survey assesses aspects such as employee motivation, engagement, recruitment processes, and team development. The survey is based on anonymous employee questionnaires. The results were presented and discussed in detail during the annual meeting of directors and management from all Group companies in 2023. Special working groups also

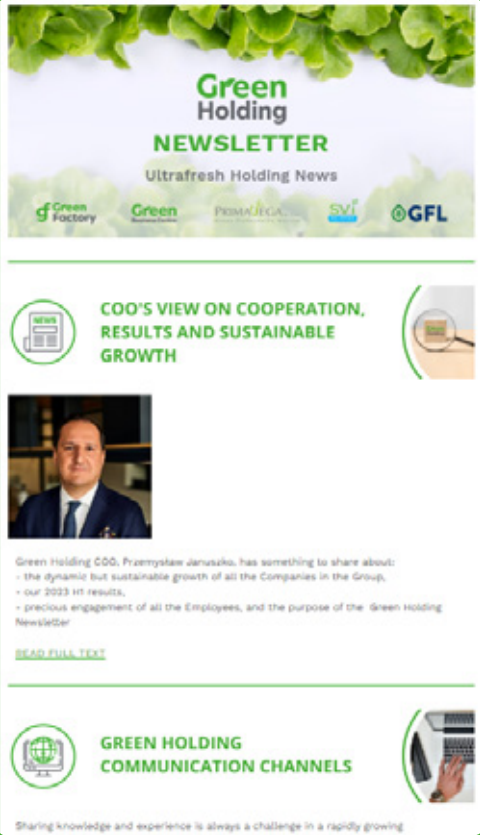
began drafting action plans to address areas requiring improvement. Throughout the year, the Group focused on implementing these solutions.

 **Best practice**

In some of our companies, employees who decide to leave the organisation are asked to participate in an exit interview to discuss their reasons for leaving. The information gathered is used to guide changes that improve working conditions and help reduce employee turnover.

We place special emphasis on clear, tailored, and up-to-date communication with employees across the Group – viewing it as both an educational tool and a way to foster engagement and strengthen employee identification with the company. Since 2023, all employees have been receiving a special quarterly newsletter that highlights the organisation’s key achievements and plans, presents ESG-related topics, and reminds employees of important day-to-day matters. All internal communication is conducted in Polish, English, and Ukrainian.

Additionally, we hold annual meetings with directors and managers, as well as annual meetings for employees of individual companies. These meetings review performance, summarise key activities, and present plans for the coming 12 months.



Agricool

In 2023, we launched the Agricool program, which aims to provide young people with agricultural and horticultural experience while also offering seasonal support to Green Crops farms.

The programme targeted two groups – students from agricultural universities in Asian countries and students from agricultural technical schools in Poland.

From spring to autumn 2023, we hosted about 150 students from Kazakhstan for paid internships. This experience in managing large farms was combined with educational sessions run in collaboration with the University of Agriculture in Krakow. Upon completion of their internships and passing exams, the students received university certificates as agronomists and internal quality system auditors. We also enriched their stay by organising trips to Krakow, Warsaw, and Gdansk.

Additionally, as part of Agricool, we hosted internships for several students from four agricultural technical schools with which Green Crops collaborates. Four of them became permanent employees of our company.



At Green Factory, we are developing the Green Book, an electronic compilation of best production practices followed by employees.

The growing compilation of instructions and work sheets describes the correct procedures for production processes. In addition to standardising work patterns and unifying production management systems, Green Book aims to enhance employee skills and improve communication between departments and employees in operational activities. There are plans to include the Green Book in the onboarding process.

Strength in Diversity

We are a large company operating in multiple countries, employing people of different nationalities, ages, and beliefs. This diversity of experiences and perspectives is a strength for our organisation. Our experience shows that a work culture that values and supports diversity leads to higher employee satisfaction and engagement.

Non-discrimination, as well as respect and equal treatment, are principles directly derived from our Employee Code of Conduct. In some of our companies, these provisions are further detailed and reinforced in adopted regulations. At Green Factory, a company with the largest number of employees within the Group, we have implemented a Human Rights Policy and an Anti-Mobbing and Anti-Discrimination Procedure. A similar procedure is also in place at Primavega.



The Human Rights Policy is based on the International Bill of Human Rights and its associated documents.

The company is committed to respecting all internationally recognised human rights, including respect for diversity, the prohibition of discrimination, and the use of objective criteria when making decisions regarding employees. The Policy also requires that all Green Factory’s suppliers respect human rights.

The Anti-Mobbing and Anti-Discrimination Procedure, in place at both Green Factory and Primavega, formalises a zero-tolerance approach to such behaviour.

The document clearly defines how the companies understand discrimination and mobbing, and strictly prohibits them. The companies are committed to fully investigating reported cases of unacceptable behaviour, with the obligation of monitoring employees’ behaviour falling on the management. The document also outlines the process for reporting incidents of mobbing and discrimination.



We evaluate employees or job candidates solely based on their competencies and experience. Decisions regarding these individuals are not influenced by their gender, age, or other non-substantive characteristics.

GRI 405-1

Employee diversity at Green Holding Group

Employee Group	Under 30 years old		Between 30 and 50 years old		Over 50 years old	
	Women	Men	Women	Men	Women	Men
Members of the Management Board	0	0	19	81	0	100
	Administrative employees					
	64	35	63	37	65	35
	Managerial staff					
	20	80	36	64	25	75
	Physical workers					
34	56	50	50	68	32	

Safe Work Environment

GRI 403-1 GRI 403-8

We ensure safe working conditions throughout the Green Holding Group. We comply with occupational health and safety regulations in each country where we operate, and each company implements its own regulations on workplace safety. All employees of the Group undergo initial health and safety (H&S) training, and their knowledge of safe working practices is regularly refreshed during periodic training sessions. In compliance with regulations, each job position has a developed occupational health and safety manual.

GRI 403-1

Each company within the Green Holding Group has adopted its own H&S policies and procedures tailored to the specific activities, risks, and needs of its employees. Strategic plans and tasks related to occupational health and safety are determined during regular meetings with company management. Companies involved in production, cultivation, and transportation have their own H&S Services, responsible for developing and implementing detailed safety regulations, monitoring compliance, promoting a safe work culture, and supervising the overall safety conditions.



In Green Crops, a company responsible for our field crops, a comprehensive Policy on Quality, Safety, Environment, Ethics, and Biodiversity is in place. In the H&S area, the policy commits the company to actions such as consulting with employees on safety initiatives, eliminating hazards, and reducing safety-related risks.

GRI 403-4

We are committed to engaging employees in workplace safety matters in all companies. Each company has communication channels adapted to employee needs, which are used to provide ongoing information about potential hazards and new safety regulations. These channels are also used to communicate any changes in the legal provisions and implemented new regulations.

At **Green Factory**, which employs the most workers in the Group, there is a Health and Safety Committee made up of employer representatives, including H&S personnel, a physician providing preventive health care for employees, and worker representatives, including a social labour inspector. The committee's responsibilities include reviewing working conditions, periodically assessing safety status, offering opinions on preventive measures, and making recommendations to improve working conditions. The Health and Safety Committee meets quarterly.

At **Green Crops**, an H&S Committee operates with representatives from both the company and employees. Each year, the Committee adopts an Action Plan addressing safety-related issues and outlining planned activities. In 2023, the Committee focused on issues such as safety signage at field entrances, emergency medical protocols, fire protection, and safe operation of agricultural machinery.

At **GFL**, employee representatives are invited to regular meetings with the company's H&S experts. In addition to presenting ongoing safety initiatives, employees have the opportunity to offer their own suggestions, feedback, and concerns.

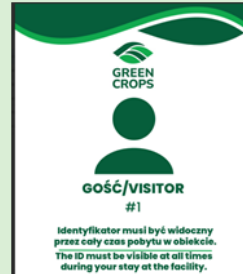
GRI: 403-2 | 403-5 | 403-7

Each company in the Group has developed its own procedures for investigating workplace accidents. The adopted procedures require the establishment of an accident investigation committee, including employee representatives, to conduct a thorough analysis of the incident's causes. The accident investigation concludes with recommendations for actions to minimise the risk of similar events in the future. In special cases – if the incident goes beyond the company's specific circumstances – information about potential hazards is shared with all employees across the Group.

Selected best practices

Cultivation

- ✓ At Green Crops, all employees can report unsafe situations through a dedicated channel in the company's online messenger service. Since its launch in mid-2023, approximately 80 reports have been submitted to H&S personnel.
- ✓ We have refreshed and clarified safety regulations for guests at Green Crops fields. We introduced special ID badges, and each visitor must familiarise themselves with the rules in place. Safety signs, including H&S rules, have also been posted at entrances to the fields and production areas.



- ✓ Before being issued vehicle and machinery keys, employees are routinely tested for alcohol

- ✓ In companies where a large portion of the workforce is non-Polish, H&S regulations and safety-related materials are also provided in other languages. We also prepared video materials in several languages covering first aid procedures.



Selected H&S regulations

- Machinery and equipment safety procedure
- Incident management procedure
- Subcontractor, guest, and external supplier safety procedure
- Occupational risk assessment
- High-risk work procedures



Selected best practices

✓ **At Green Factory, employees can quickly report accidents, near-misses, and safety hazards using QR codes located throughout the facility.** Scanning the code opens a simple form on their phone, and the information is sent to H&S specialists, who categorise and analyse it in the system. In 2023, 224 reports were submitted through the system



✓ Employees working in production and warehouse halls at low temperatures are provided with hot meals and special thermal clothing.

✓ We send Safety Alerts to employees – short, one-page messages following accidents or near-miss situations. These alerts remind staff of hazards, potential injuries, and provide information on manner of behaviour in situations related to the alerts and on the basics of safe work.



✓ We installed a random sobriety-check machine at the entrances to the plants.

✓ The production plants in Zdunowo and Niepruszewo are covered by our custom Safety Review programme, where the H&S Service conducts regular safety inspections. In 2023, Green Factory’s H&S standards were also audited by key clients, including McDonald’s, Żabka, and the State Labour Inspection.

✓ We invited occupational health physicians from local health centres to visit our plants. This allowed them to better understand the company’s specifics, and they gained full knowledge of the working conditions and job requirements at individual production positions. The interviews allowed doctors to make more informed health decisions regarding admitting candidates to work in the company during mandatory examinations.

Selected h&s regulations

- Accident procedure
- High-risk work registry
- Evacuation instructions
- Guest entry procedures

Production

Transport

✓ In 2023, GFL updated the rules for safe employee movement on manoeuvring areas in front of warehouses. Additionally, a safe behaviour manual was developed for drivers from external companies delivering goods to GFL.

✓ GFL regularly prepares graphical safety leaflets for employees, presented on bulletin boards in the warehouses, reminding them of key H&S principles specific to their work areas.

- First aid instructions and list of responsible personnel
- Fire safety procedure
- Occupational risk assessment

403-10

H&S training is mandatory throughout the Group. New employees undergo initial training, and existing employees receive periodic refresher training. Additionally, employees responsible for operating machinery and equipment are trained on safe usage, operation, and maintenance. Workplace-specific training covers hazard identification, safety procedures, and response protocols in case of emergencies or incidents.

GRI 403-9

In 2023, there were no fatal or serious accidents recorded in the Green Holding Group. There were 18 minor accidents, mostly sprains, cuts, and falls. The Group also reported no cases of occupational diseases.

403-6

As part of our health prevention efforts, all employees in the Green Holding Group have access to private healthcare services and a Multisport card, which provides free access to various physical activities. Additionally, we support employees' sports passions, viewing them as an important part of health promotion. In 2023, employees from Green Business Centre, GFL, and Green

Factory formed marathon relay teams that participated in the EKIDEN 2023 race. Our running team also supported individuals battling cystic fibrosis by organising the first edition of the "Breath Run" in Zdunowo. Each participant ran a five-kilometre distance, and after the race, runners, volunteers, and supporters were treated to a nourishing meal provided by Green Holding.

	2022	2023
Fatal accidents	0	0
Serious accidents	0	0
Accident rate for serious accidents	0	0
Other accidents at work	14	18
Accident rate for other accidents ¹⁴	7,7	13,8



¹⁴ the accident frequency rate is calculated using the following formula: the number of workplace accidents divided by the total number of hours worked, then multiplied by 1,000,000.

Green Holding

4. Social Engagement



Social Engagement

Nearly PLN 1.35 million¹⁵, 144 tons of donated food, dozens of non-governmental organisations, hundreds of engaged employees across four European countries, and thousands of beneficiaries

– the support for various social initiatives in 2023 was unprecedented in the history of Green Holding.

We collaborate with the largest nationwide organisations, but we also operate at the local level, helping residents, local communities, small foundations, and associations in the vicinity of our companies. Social activities are carried out not only by our parent company, Green Holding, but also by individual subsidiaries.

In 2023, the framework for our social activities was not formally established. However, we began working on the creation of a Social Engagement Policy, which will provide a coherent system defining the scope of our support. We also aim for

employee-led initiatives to remain a key tool for providing aid, just like in 2023. Many of our employees live near our facilities and are well-acquainted with the needs and challenges faced by local communities. In 2023, we supported many

initiatives proposed by our employees. We also began working on a Volunteering Policy to standardise the process of employee engagement and the scope of support provided by our company.



¹⁵ The calculations include the equivalent of food transferred to Food Banks.

Every day we accompany vegetables on their journey from field to table. With a deep understanding of the challenges in the food production industry, particularly in the demanding Ultra Fresh sector, we have consistently worked for years to combat food waste at every level of our operations. Unsold, yet still perfectly edible food products in our clients' stores, or those with damaged transport packaging, are donated to Food Banks. We assess the quality of these products, and if the Food Bank is unable to collect them, we deliver the food with our own trucks. We send products from our brands for disposal only if they do not meet the 3-4 day shelf-life requirement for consumption.



In 2023, our organisation donated 144 tons of food, valued at PLN 1.18 million, to Food Banks in Poland and Lithuania.

A special place in our social efforts is reserved for the Ronald McDonald House Charities. McDonald's Polska Sp. z o.o. is a long-standing and significant client for our entire organisation. Over the years, we have successfully merged our business relationship with ongoing support for the Foundation which began in 2011. A testament to the quality of this partnership is that Green Holding CEO, Artur Rytel, serves on the Foundation's Board and four of its committees.

Green Factory supports the construction of the third Ronald McDonald House in Poland, as well as the maintenance of rooms offered to parents of sick children – both in Poland and Ukraine. In addition to financial donations supporting the daily operations of these Houses, we also created green spaces in the garden and on the terrace surrounding the House at the Children's Clinical Hospital in Warsaw. Herbs from our farms grow on the windowsills and terraces.



Fundacja
Ronald McDonald
Polska

Ronald McDonald House Charities Poland

The mission of the Ronald McDonald House Charities is to create and support programmes that help children live healthy and prosperous lives, allowing families to stay together. The Foundation builds and supports Ronald McDonald Houses – facilities located near children's hospitals, where parents can remain close to their ill children. The Houses are fully equipped, and each family has its own private space.



Noble Gift [Szlachetna Paczka]

Every year we support the Noble Gift initiative.

In 2023, our companies donated essential products, furniture, and equipment to families in local communities. Among the donated items were a heating stove, refrigerator, rehabilitation bed, and washing machine. We are continually encouraged by the involvement of our employees – the support for Noble Gift is their grassroots initiative.



GFL and the company's employees provide ongoing support for one of the three day-care homes for children and youth operated by the Joanna Radziwiłł Foundation "Opiekuńcze Skrzydła".

In 2023, the house in Milanówek, which GFL cares for, was cleaned by the GFL team, and a herbal garden, a new playground (including a sandbox and a swing), and a newly painted fence were added to the green areas surrounding the building. GFL employees regularly visited the home monthly to help the Foundation with cleaning, and also took care of the garden during the spring and summer seasons. The company also financed the annual garbage collection and the Warm Home Programme, which supports heating for the building.



In 2023, we funded the furnishing of cafeterias, purchase of school supplies, locker room cabinets, and sports uniforms in primary schools in Kamienica, Szczytno, Stróżewo, and Kroczewo, located near our production plants. At Green Crops plantations and greenhouses, students from nearby agricultural and logistics-focused technical schools and high schools participate in internships.

We also host students at our company. In 2023, students from the Military University of Technology, Warsaw University of Technology, the H. Chodkowska University of Technology and Economics, and Cardinal Stefan Wyszyński University joined the Primavega team for internships. These internships involved planning, logistics, export, human resources management, controlling, and procurement processes.

Additionally, as part of an international student exchange project, we hosted 152 students from Kazakhstan and 6 from Kyrgyzstan. Besides practical professional internships, these young people attended lectures on agriculture led by representatives from Kraków University and the Academy in Łomża.



We supported the organisation of numerous local events. Our companies were present, for instance, at the picnic celebrating the 50th anniversary of Załuski Commune, where Green Factory's headquarters is located, at the Nasielsk Cross-Country Run, Nowodworski Great Orchestra of Christmas Charity [WOŚP] Run, and the International Cycling Race, with the start and finish line in Zdunowo. In addition to providing organisational support, we also provided products to athletes at many of these events. We also organised a virtual edition of the charity Run Around Zdunowo for the "Run for Breath" event, which is significant to our community due to one of our employees battling an illness.

We are Changing Eating Habits

OUR PRODUCTS IN STORES

GRI 416-1
 Green Holding mission is to provide consumers with access to fresh and safe products that will form the foundation of their healthy and balanced diet. Every day, we make healthy eating easier for tens of millions of customers in stores across Poland and other European countries. Our fresh vegetables, salads, and ready-to-eat meals are permanently available in the largest and most popular retail chains – encouraging their purchase by offering various flavour options and publishing interesting recipes on the packaging, website, and social media on ways to incorporate vegetables into daily meals.

 We estimate that in 2023, Green Holding was responsible for bringing over 89 thousand tons of vegetables to plates across Europe.

We are consistently expanding our healthy product range. In 2023, we introduced several dozen new products based on vegetables, including salads, a new category of warm vegetable meals, soups, lunchboxes, and bases for functional smoothies.

SELECTED NEW PRODUCTS IN 2023:



Best practice

GRI 417-1

On the packaging of our branded products, we not only provide all legally required information but also use it to promote healthy eating.

In 2022, we introduced new packaging that "reveals" a large portion of the vegetables – responding to consumer research showing that people want to see and assess the freshness of vegetables before purchase. Additionally, we include culinary inspirations on the packaging – a QR code redirects consumers to a website with recipes.

GRI 416-2 | GRI 417-2 | GRI 417-3

In 2023, we did not record any cases of non-compliance with regulations and voluntary codes regarding the health and safety impacts of our products on consumers.

Similarly, there were no cases of non-compliance with regulations concerning product and service information or marketing communication in any of the Group's companies.

Clear "already washed" icon.

Flavour profile information.



Names and photos of individual products.

Flavour pairing inspirations.

Product description.

"Easy moments" – suggestions and tips for improving well-being.



QR code leading to a recipe section on the website, offering more meal ideas.

Ingredient list and nutritional table with reference intake values.

Throughout the entire "from field to table" supply chain, we aim to extend the freshness of our products.

Local Harvesting

The proximity of our fields to the production facilities has the greatest impact on the freshness of our vegetables. Thanks to this, within a maximum of one hour from harvest, the vegetables are transported to the cold storage facilities at Primavega or the Zduńowo plant, where they are first subjected to the vacuum cooling process. From that moment, until they reach store shelves, the products are stored and transported in controlled temperatures. The cold chain is maintained throughout the entire process.

The harvested vegetables are packed directly in the field, immediately after picking, which prevents them from wilting and helps preserve their freshness for a longer period.

We store products in controlled temperatures

In 2023, we began storing products at specific temperatures tailored to the individual needs of different vegetables, which allows them to stay in prime condition for an extended period. Additionally, we utilise vacuum cooling. We place the vegetables in a vacuum chamber where the pressure is reduced, causing water on the surface to evaporate more quickly, thereby lowering their temperature. This method prevents the vegetables from drying out and inhibits the growth of microorganisms, improving both quality and shelf life. We also store all vegetables in special Cold Rooms with Controlled Elevated Humidity, which prevents them from drying out and losing firmness.

We package products to extend shelf life

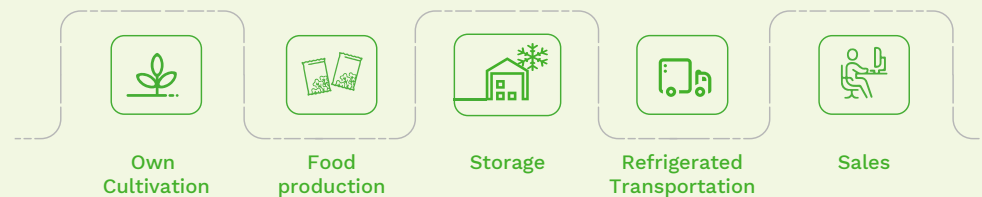
Drawing on our many years of experience, we know that each type of ingredient in our products must be treated differently. In products like Lunch Boxes, we separate salad mixes from the other ingredients using an additional package, known as an insert. We also inject appropriate gas mixtures into the packaging to protect the product from unfavourable organoleptic changes. These gas mixtures are simply the air we breathe, but in modified proportions. These treatments enable us to maximise the potential of each component, thereby extending the shelf life of the finished product.

From the beginning of 2023, some single-ingredient products are packaged using modern methods, which involve combining precise perforation of the packaging with gas infusion. This ensures that our plants are kept in the best possible conditions to remain fresh for as long as possible in their packaging.

For hydroponic crops of lettuces and herbs, we use larger pots, allowing for more substrate to be placed inside, which creates a larger root mass, helping the plant stay fresh longer.

We control transportation

We transport products in refrigerated conditions at controlled temperatures. We also shorten transport times – products go directly from the plants to the warehouse in Błonie, where they are repackaged the same day and sent to customer distribution centres or directly to stores.



Controlled Quality

Best practice

In 2023, we launched a central insert production facility for producing tightly packed salad additions for lunch boxes, including poultry meat, beets, cheeses, and sunflower seeds. This allowed us to eliminate the risk of allergen contamination. Additionally, the automated product dispensing line significantly improved production efficiency, enabling us to offer lunch boxes to more consumers and introduce new flavour varieties. We also modernised the lunchbox packaging line, which increased production capacity by 20%.



ESG Strategy – **PILLAR: WE CARE ABOUT THE PRODUCT**

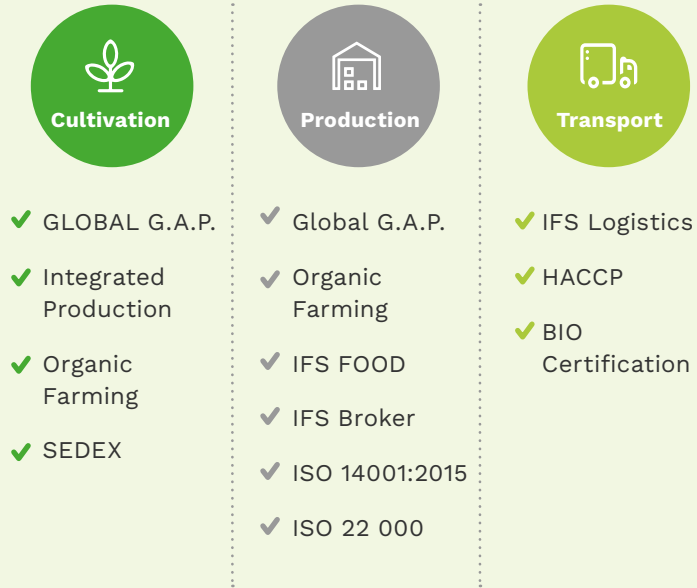
	2021	2023	change	status
<p>We will continue GLOBAL G.A.P. certification for 100% of our vegetables</p> <p>Target for field crops</p>	100%	100%	–	<p>completed</p>
<p>We will continue GLOBAL G.A.P. certification for 100% of purchased vegetables</p> <p>Target for Primavega, Green Factory Applies to purchases from regular suppliers</p>	78%	99.9%	+21.9 p.p.	<p>in progress</p>
<p>100% of our plants will be covered by the Food Safety certificate</p> <p>Target for Primavega, Green Factory and SVI</p>	100%	100%	–	<p>completed</p>

For our products to be healthy – they must be safe. Therefore, we certify 100% of the vegetables we grow.

Samples from our crops are tested in laboratories, where we confirm their microbiological safety.

A mark of quality is also provided by the certifications we hold, which confirm the implementation of good practices and food safety standards throughout the entire "from field to table" supply chain.

What is "From Field to Table" certification¹⁶



¹⁶ Not all Green Holding Group companies hold all certifications – their scope is tailored to the specific nature of each entity

Selected Certifications:



IFS – developed by retail chains and distributors from Germany, France, and Italy, this standard certifies quality solutions for producers throughout the food supply chain.



GLOBAL G.A.P. - Integrated Farm Food Safety and Quality Assurance, based on good agricultural practices and hygiene protocols, aimed at reducing potential contamination throughout the production process, including cultivation, handling, and trade. Green Holding also holds additional certified GLOBAL G.A.P. modules:

- Chain of Custody for the supply chain, confirming product compliance for vegetables from GLOBAL G.A.P.-certified farms.
- Plus – module for suppliers to McDonald’s restaurants, related to leafy vegetables
- BioDiversity – confirms best practices in biodiversity management
- GRASP – confirms compliance with international and national labour laws



Integrated Production – certifies production with integrated plant protection and the use of technological and biological advancements in cultivation and fertilisation, with special emphasis on human and animal health and environmental protection.



HACCP - confirms rigorous food safety processes that ensure customer and consumer protection. HACCP is required by law and is linked to ISO 22000 and ISO 9001 certifications.



Organic Production – a certification obtained in 2023 that confirms the use of organic processing methods and quality monitoring to ensure compliance with ecological standards.

Nutritional Education of the Youngest

An exceptional aspect of our social engagement is our commitment to changing unhealthy habits and promoting healthy eating among the youngest generations – we believe that by showing young people that vegetables truly taste good, we can instil healthy eating habits that will stay with them into adulthood. We are equally convinced that we can do this in a way that is engaging and interesting for children. Operating within an integrated "from field to table" business model, Green Holding has the opportunity to teach children about what happens before vegetables reach their plates.

A Bit of History

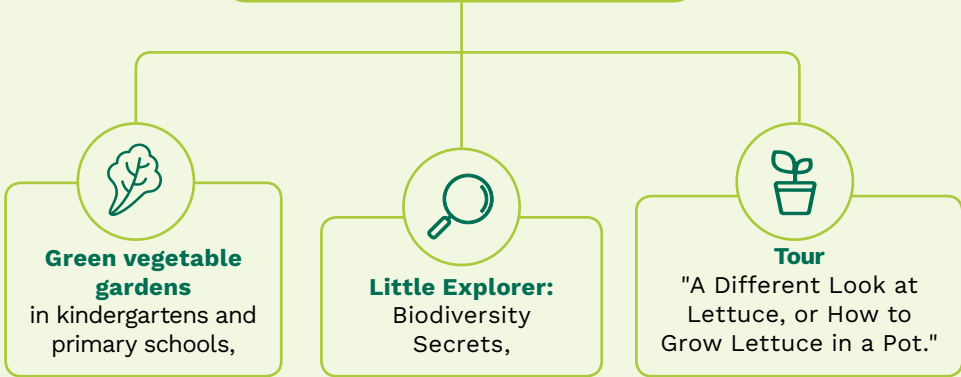
Our first approach to promoting healthy eating was the Green Land project, launched in 2016. Together with a partner – a large retail chain – we organised over 1,500 workshops for 31,000 students from 530 primary schools across Poland over four years. During the workshops, the principles of proper nutrition were presented, and children prepared meals together from fresh fruits and vegetables. The professions of dietitian and chef were also showcased. The programme ended in 2020 due to pandemic-related restrictions.

In 2023, we began preparations to launch our proprietary Green Concept programme. Our goal was to reach pupils in grades 1-3 and kindergartens located near our plants with an educational programme. For the youngest children, we prepared workshops that included not only theory but also friendly and engaging practical activities: tours of our fields or hydroponic greenhouses. Guides are experts from our companies involved in cultivation (Green Crops and SVI). In addition to practical knowledge, we will engage them in creating vegetable gardens together with children at schools and kindergartens. The pilot of the

Green Concept will begin in 2024 with five test meetings, and starting in 2025, we aim to conduct at least 10 workshops per year.



The Green Concept project includes three educational paths:



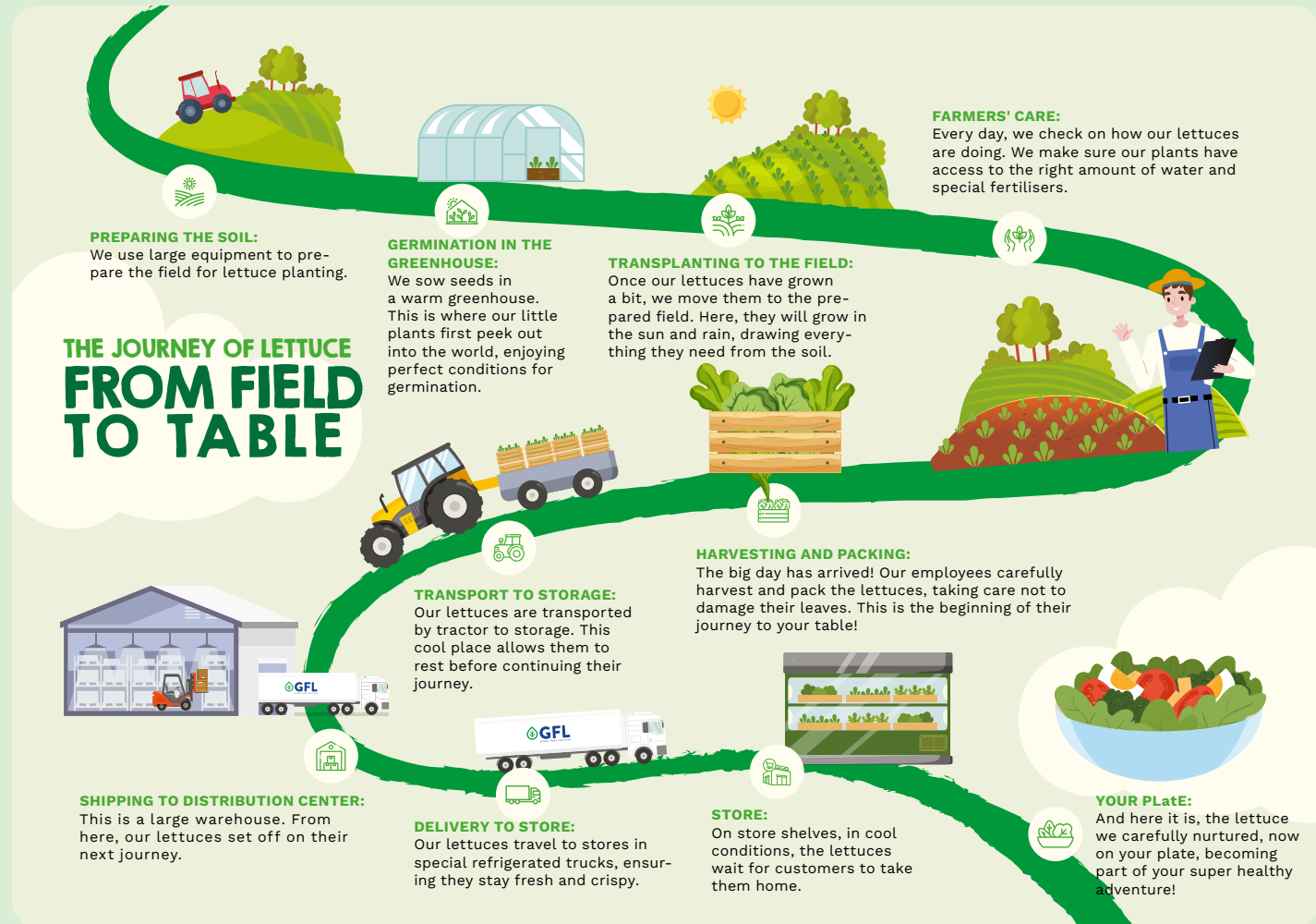
In the Green Explorers, we also want to involve our employees as volunteers. Ultimately, they will be able to nominate facilities for the project and also be responsible for coordinating activities in schools and kindergartens. We will equip them with a package of materials (lesson plans, educational posters, a booklet summarising the knowledge gathered in the project), which we prepared in collaboration with experts from Green Holding.

Best practice

The Green Explorers also provides a wealth of knowledge in a child-friendly format. Accompanying the programme is a booklet we have prepared called "From Field to Table, or a Short History of Lettuce,"

in which we describe in simple, child-friendly language, with attractive graphics, how vegetables grow, are harvested, and transported, and we explain how they end up in stores. We also encourage children

to try gardening themselves (instructions on how to care for lettuce seedlings) and – through recipes for tasty snacks – to incorporate vegetables into their daily diet.





Green Holding

About the report



About the report

GRI: 2-1 | 2-2 | 2-3 | 2-4 | 2-5 | 3-1 | 3-2 | 3-3

This report contains non-financial information concerning the Green Holding Group, including Green Holding Sp. z o.o., headquartered in Zdunowo, and companies located in Poland, Ukraine, Lithuania, and Hungary. The data disclosed in this report covers the Green Holding Capital Group, including but not limited to: 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 Gospodarstwo Ogrodnicze Artur Rytel, Spółka Agrarna AR Sp. z o.o., Spółka Agrarna Plon Sp. z o.o.

The strategic objectives and numerical data disclosed apply to companies identified based on the materiality assessment of ESG

areas. The report covers the period from 1 January to 31 December 2023. The information provided in the report has been prepared in accordance with the Global Reporting Initiative (GRI) standards for non-financial reporting, version published in 2021. This document is the third non-financial report published by the Green Holding Capital Group. The report has not been externally verified.

The 2023 report was prepared using the materiality analysis conducted in 2021. This analysis was based on conclusions drawn from a review of current market practices, consumer expectations, and dialogue with key stakeholders. The process was carried out in accordance with the guidelines of the GRI standards for non-financial reporting, 2021 version. Members of the Green Holding Management Board, management from the

Group’s companies, employees, and key clients were involved in the analysis. The process culminated in workshops during which the materiality analysis was summarised, and an impact map was created, dividing areas into low, medium, and high impact. Additionally, when working on the 2023 report, we analysed the non-financial reports of competitors to ensure that the material topics reported by Green Holding align with industry standards.

The materiality analysis serves as a reference point for setting the direction of our actions and shaping our approach to effective management. It is reflected in our ESG “We Are Green” strategy published in 2022.



GRI 2-29

We are an organisation aware of our impact on the environment and society and the responsibility that comes with this influence. Therefore, we actively engage in dialogue with stakeholders.

Stakeholder group	Communication channel
Internal stakeholders	
Green Holding management	<ul style="list-style-type: none"> Employee meetings Company events Newsletter
Employees and persons providing work	<ul style="list-style-type: none"> Employee meetings Company events Newsletter
Job candidates and future employees	<ul style="list-style-type: none"> Job offers Job fairs
External stakeholders	
Clients	<ul style="list-style-type: none"> Meetings Bidding Audits
Suppliers	<ul style="list-style-type: none"> Meetings Bidding Audits
Consumers	<ul style="list-style-type: none"> Social media Websites of our brands Leaflets and brochures Hotline

Research institutions	<ul style="list-style-type: none"> Collaboration within our facilities
Media	<ul style="list-style-type: none"> Press releases Media interviews, Social media
Competitors	<ul style="list-style-type: none"> Reporting Websites
Local communities	<ul style="list-style-type: none"> Press releases Media interviews, Social media Charity events
Charity organisations	<ul style="list-style-type: none"> Charity events
Regulatory and inspection authorities	<ul style="list-style-type: none"> Reporting Inspections
Industry organisations	<ul style="list-style-type: none"> Conferences Panel discussions





The 2023 report includes adjustments related to the organisation's carbon footprint calculations. The following corrections were made for the years 2021–2022:

- A correction was made to increase Scope 2 emissions calculated using the market-based method in 2021 by 7.31 Mg CO₂e. As a result, Scope 2 emissions calculated using the market-based method, for 2021 now total 18,936 tonnes of CO₂e, not 18,929 tonnes as presented in the 2022 ESG report.
- A correction was made to reduce the erroneously reported energy consumption for 2022 by 1,616.08 MWh. Consequently, Scope 2 emissions calculated using the market-based method for 2022 are now 7.51 Mg CO₂e, not 1,099.99 Mg CO₂e as presented in the 2022 ESG report.
- Corrections and updates were made to the direct emission calculations resulting from fertiliser use in 2021 and 2022. Therefore, for 2021, direct emissions from fertiliser and mushroom substrate use were 303.67 tonnes of CO₂e, not 759.17 tonnes (a difference of 455.5 tonnes CO₂e). For 2022, direct emissions were 309.66 tonnes CO₂e, not 271.85 tonnes CO₂e.

We are ready to respond to any questions you may have regarding the information contained in this report. For inquiries, please contact our Sustainability Director.



Małgorzata Pietrzyk-Żarska

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

m.pietrzyk-zarska@green-holding.pl
mobile phone: +48 535 454 645
phone: +48 23 661 93 93



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Basic business disclosures			
GRI 2-1	Organizational data	76	
GRI 2-2	Entities included in the sustainability reporting	76	
GRI 2-3	Reporting period, frequency, and contact person	76	
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GRI 2-7	Employees	54	
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GRI 2-16	Communication of critical concerns	17	
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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	6	
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GRI 2-24	Embedding policy commitments	18	
GRI 2-25	Processes to remediate negative impacts	21	
GRI 2-26	Mechanisms for seeking advice and raising concerns	21	
GRI 2-27	Compliance with laws and regulations	21	
GRI 2-28	Membership associations	-	Companies do not have a significant function in trade associationsowych
GRI 2-29	Approach to stakeholder engagement	77	
GRI 2-30	Collective bargaining agreements	-	There are no collective labor agreements in the Group
GRI 3-1	Process to determine material topicsw	76	
GRI 3-2	List of material topics	76	
GRI 3-3	Management of material topics	76	
Detailed disclosures about material topics			
GRI 205-2	Operations assessed for risks related to corruption	19	
GRI 205-3	Confirmed incidents of corruption and actions taken	19	
GRI 301-1	Materials used by weight or volume	49	

GRI 301-2	Recycled input materials used	39, 70	
GRI 302-1	Energy consumption within the organisation	31	
GRI 303-1	Interactions with water as a shared resource	38	
GRI 303-3	Water withdrawal	40	
GRI 303-5	Water consumption	38	
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	41	
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	32	
GRI 305-2	Energy indirect (Scope 2) GHG emissions	32	
GRI 305-3	Other indirect (Scope 3) GHG emissions	-	The Group has not calculated Scope 3 emissions for 2023
GRI 305-4	GHG emissions intensity	33	
GRI 305-5	Reduction of GHG emissions	32	
GRI 305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	37	
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GRI 404-1	Average hours of training per year per employee	12
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