

ŻABKA GROUP BECOMES EQUAL-SALARY CERTIFIED FOR THE 2ND TIME

Vevey / Poznan, 14 October 2025 – The EQUAL-SALARY Foundation is pleased to announce that **Żabka Group** has obtained the *Equal Pay and Opportunities, by EQUAL-SALARY* certification, a symbol of excellence in terms of equality for employees of Żabka Polska and companies of Żabka Group in Poland. After successfully passing the statistical analysis of its salaries, **Żabka Group** underwent an internal audit entrusted to PwC, proving that it practices equal pay and equal opportunities for women and men.

The *Equal Pay and Opportunities, by EQUAL-SALARY* certification is valid for three years, during which, the company undergoes two monitoring audits. After 3 years, if the organisation wants to keep its label, it needs to renew the certification process with a new salary analysis and a full on-site audit.

"With this second EQUAL-SALARY certification, Żabka Group reaffirms its commitment to equal pay and equal opportunities as a cornerstone of its operations. By turning pledges into verified action, Żabka Group shows real leadership in fairness and equality. Employees, partners, clients, and the broader business community look to companies like Żabka that truly embody their commitments and set the standard for gender equality in the workplace. Congratulations on this remarkable and long-lasting achievement," commented **Lisa Rubli**, CEO of the EQUAL-SALARY Foundation.

"Pay equality is not just a trend but a lasting standard that should be upheld in every modern, sustainable, and socially responsible business. At Żabka Group, we value every person's contribution, ensuring compensation is always defined by the role & individual performance and never by gender. Every individual, regardless of background, should have equal opportunities to develop their career and reach their full potential. Obtaining the EQUAL-SALARY certificate once again confirms that equality for us is a lived commitment and a daily practice that reflects our core values. These values enable us to build a lasting competitive advantage." added **Jolanta Bańczerowska**, Chief People Officer, Żabka Group.

About the EQUAL-SALARY Foundation

EQUAL-SALARY is a non-profit foundation established in 2010. It offers certification procedures based on a transparent and robust methodology comparable to an ISO standard for salaries and processes. The development of EQUAL-SALARY certification has been financially supported by the Federal Office for Gender Equality (FOGE), and its methodology, developed in collaboration with the University of Geneva, has been recognised by the Swiss Federal Court. It is the only certification for equal pay recognised by the European Commission in a report on the pay gap. EQUAL-SALARY is also a member of EPIC - the International Coalition for Equal Pay, the United Nations Global Compact and, the Alliance for Pay Transparency.

To date, the EQUAL-SALARY Foundation has certified companies in 90 countries, involving almost half a million employees. A number of certified companies have renewed their commitment up to six times, demonstrating a strong desire to promote fairness and strengthen the trust and respect of their employees, customers and, partners. As an EQUAL-SALARY employer, an organisation is in an excellent position to attract and retain talent and to prove that it respects the rules of good governance.

EQUAL PAY IS A BASIC HUMAN RIGHT. LEAD BY EXAMPLE.

About the *Equal Pay and Opportunities, by EQUAL-SALARY* certification process, a symbol of excellence

Similar to an ISO standard for wages, the *Equal Pay and Opportunities, by EQUAL-SALARY* process includes two phases: First, experts contracted by EQUAL-SALARY run statistical analyses of salary data. Upon concluding phase one successfully, demonstrating an overall pay gap equal to or lower than 5 per cent, phase two is initiated. Phase two consists of an audit conducted by major audit firms such as PwC, Forvis Mazars or SGS, who assess both the company's overall commitment to equal pay and equal opportunities, and its implementation in Human Resources processes. To allow a comprehensive approach, top management, HR and employees are involved by means of surveys and interviews during the on-site audit. Only the companies that successfully meet all requirements of all phases are awarded the *Equal Pay and Opportunities, by EQUAL-SALARY* certification, proving their excellence in equal pay and equal opportunities.

The *Equal Pay and Opportunities, by EQUAL-SALARY* certification allows organisations to verify and communicate that they pay their employees fairly and offer equal opportunities across gender, ethnicity, or both. It is a practical and scientific solution to achieve transparency while preserving confidentiality.

About Żabka Group

The Żabka Group is the Ultimate Convenience Ecosystem with a mission to create value by simplifying people's everyday lives. The Group serves a growing number of consumers who are looking for convenience and promotes a responsible approach towards products, packaging, customers, franchisees, suppliers and the broader environment.

Żabka Group's ecosystem encompasses Poland's leading convenience retail network, which comprised over 11,800 franchised stores. It is complemented by a chain of unmanned, autonomous outlets operating under the Żabka Nano banner, enabling customers to shop 24 hours a day, seven days a week. The Group also has an advanced, continually evolving digital customer offering. Its Maczfit operation delivers restaurant-quality prepared meals to consumers seeking convenient and healthy food, while Dietly is the leading online D2C meal solutions marketplace. The Group's eGrocery business is operated through two brands: Jush! and Delio. In 2024 Żabka Group entered the highly attractive Romanian market by acquiring DRIM Daniel Distributie, a leading FMCG distribution company. It also launched a new modern convenience store chain in Romania under Froo brand.

Since October 2024, the Company's shares have been listed on the Warsaw Stock Exchange (Giełda Papierów Wartościowych w Warszawie, WSE).

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