

WOŹNIAK GROUP



Impact Report

Introduction to ESG



2021-2023
report

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Foreword from President Adam Wozniak

Year after year, we are becoming, as a society, more and more aware of how our food choices affect the environment and the environment. It is not only what we eat that matters - whether we limit meat, eat more vegetables and fruits, but also where they come from. Whether we choose seasonal products from local producers, whether their production is modern and sustainable, thus reducing the consumption of raw materials. Animal welfare is also key for us, and we take care of it at every level of our operations.

At Wozniak Group, we use an integrated production process. On the one hand, this affects the maintenance of high quality products, and on the other hand, each stage is supervised. As a result, we monitor the environmental footprint and the amount of waste generated and can work to reduce it - operating within the framework of sustainable agriculture and With concern for the welfare of our animals

Our choices entail consequences that, as manufacturers and consumers too, we need to be aware of. We are committed to ensuring that our production, which is not indifferent to the environment, is sustainable and carried out in accordance with the latest guidelines, while maintaining harmony and respect in our organization and the communities that are close to us. This is why we rely on state-of-the-art machinery and a fully automated production line, where the entire process is carried out with respect for natural resources and prevents their waste.

Egg is the most sustainable source of animal protein. In terms of natural resource use, eggs and fish do not leave as large a carbon footprint as other animal-based dietary components. Eggs and fish are placed by the World Resources Institute in the group of low-impact proteins along with plant proteins such as lentils and nuts. However, this is largely due to egg entrepreneurs. According to the International Egg Commission, over the past 30 years, the industry has reduced its resource consumption by about 70 percent. Water and energy consumption have decreased, the quality of feed, which also comes from sustainable production, has increased. Much of the production waste, such as broken shells or manure, is used by other industries or farmers. Of course, there is still a lot of work to be done in this sphere as well. Work is underway on the production of biogas and bio-fertilizers, the use of mulch and other agricultural wastes, which, when subjected to appropriate processes, will allow the introduction of cyclicity into production and a certain closed loop.

A leader must act responsibly not only shaping the work environment and production processes accordingly, but also paying attention to the local communities it affects.

Since 1986, we have been working to support the Polish economy and contribute to its growth. We are involved in the development of Polish agriculture, working diligently for the benefit of the domestic economy, supporting the large-scale labor market and promoting Polish products in Europe and around the world. In 2021-2023, we purchased more than 1 million tons of grain and corn from Polish farmers. The report also includes calculations of the carbon footprint, which are not legally obligatory at this point. As a company that is developing in a responsible and sustainable manner, we are already taking steps and making efforts to ensure that we provide data to the relevant authorities and the public in a reliable and transparent manner.

We want to know exactly what our impact on the environment is, and we want to consciously take actions that will offset, among other things, the carbon footprint of our operations. We also support a number of grass-roots, charitable and educational initiatives, which we discuss later in this report.



Adam Woźniak
President of the
Management Board



01

Corporate governance



Who are we?

We are one of the largest producers of table eggs and egg processing products in Europe, operating for nearly 40 years.

High production potential, a stable market position and reliable delivery are the nature of our brand. This wide range of integrated activities makes us a reliable business partner.

Our market is oriented to the consumer and his needs, it is he who inspires us and sets the direction of our activities. A modern business should be organic, open-minded and remember that ultimately it is man who decides. That's why our priority is to take care of animal welfare, ensure high quality products and optimize the manufacturing process with respect for natural resources. We strive for perfection and continuous development, constantly innovating to work effectively with our customers.



Since 1986 we have been working to support the Polish economy and contribute to its growth. As a producer of table eggs with nearly forty years of experience and developed know-how, we are experts in our field. Our knowledge and experience positions us as a reliable business partner in the Polish and foreign markets. We work with local and global partners, taking care of the quality and reliability of each business initiative.



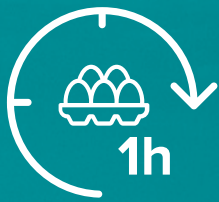






10 000 000

eggs per day, then our production potential



36 000

eggs per hour are foiled into packets thanks to our automated system

>30

is the number of countries we work with globally



> 575 000

tons of feed per year are eaten by our chickens



almost 2 000

is the number of employees employed in Group Wozniak

138

so many chicken coops and production halls are located in the western and central Poland



250

is the number of trucks in the Wozniak Group

Wozniak Group companies and brands



Production and distribution of consumer and industrial eggs.

www.fdw.pl



A brand of table eggs from the Wozniak Group available in large retail chains.

www.zdrovo.pl



Production and distribution of table eggs.

www.ovotek.pl



Consumer egg brand from Ovotek available at major retail chains.

www.zkurnika.pl



Egg processing products: powders and liquids.

www.eggproduct.pl



Production of mixed feed for poultry.

www.fdwpasze.pl



Where are we?

- | | | | |
|----------------------------------|-----------------|-----------------|-----------------|
| 1. Żylice | 7. Lasocice | 13. Ruchocice | 19. Chropy |
| 2. Wąsosz | 8. Wołów | 14. Wioska | 20. Bielany |
| 3. Rogów Sobócki | 9. Bobrzany | 15. Jabłonna | 21. Gądków |
| 4. Kleczew | 10. Miedzichowo | 16. Duszniki | 22. Nowa Kuźnia |
| 5. Rogów Legnicki | 11. Kąkolewo | 17. Adamowo | 23. Wierzbowa |
| 6. Ząbkowice Śląskie/
Niemcza | 12. Bałóżnia | 18. Bałdrzychów | |

What are we most proud of?

Integrated Process

We believe that only an integrated manufacturing process combined with care about the welfare of laying hens can allow us to offer the highest quality products to consumers and business partners.



1. Purchase of cereals

Each batch of incoming raw material is subjected to specialized quality control by laboratory technicians who are expert in grain and oilseed sampling. We have specialized laboratories at all of our buying locations, where we use modern control and measuring instruments, such as near-infrared analyzers. We are aware that good quality raw material is the basis of good feed.

2. Storage of cereals and oilseeds

We attach great importance to the storage infrastructure, which we are constantly upgrading and we are modernizing. We are constantly increasing our Group's storage potential by launching new locations, as well as storing raw materials in sleeves.

3. Feed mixing plant

Our fully automated feed plant is one of the most modern in Poland. Specialized laboratories monitor the quality of both the feed materials used and the feeds produced. Thanks to the use of progressive laboratory equipment such as PCR and NIR analyzers, we are able to monitor very specific feed parameters to meet the specific needs of our customers.

4. Parent stocks

We have our own parent flocks.

5. Hatchery

Our integrated production process also includes a hatchery.

6. Rehabs

Thanks to professional zootechnic service, full cycle of vaccinations, constant control and care of veterinarians, we guarantee well-being, high health and herd productivity.

7. Poultry farms

Our farms are equipped with top-of-the-line equipment from companies such as BIG DUTCHMAN, Vencomatic, FIENHAGE and SPECHT. The production halls are connected by an automatic system of transporting eggs to the egg collectors, where they are automatically packed in reusable packaging and palletized.

8. Packaging plants

Efficient segregation of eggs by size and quality is carried out at the sorting plant using fully automated sorting machines. Damaged eggs are mechanically captured and removed. The entire process from the moment the hen lays the eggs until it is packed is done without human hands.

9. Table eggs

The entire process culminates in obtaining eggs for consumption or processing, which will produce dry or liquid egg products.

EGGIDA

This is a proprietary, certified system formulated and implemented within our manufacturing operations, business operations and our cooperating entities.



All aspects that make up the Eggida system have been authorized by a reputable certification body.

The system is based on the performance of additional laboratory tests not required by supervisory bodies and implemented procedures linked to maximum product safety. The correctness of the system is verified annually during internal audits during the year and cyclic certification audits. These activities are necessary to verify the correctness of our company's operation at each stage of production, but above all to offer a safe product.

EGGiDA is a guarantee of the highest quality and safety of our product range, providing above-standard security

enterprises in the microbiological protection of eggs, as well as ensuring maximum product, animal and feed safety.

In addition, the eggs are subjected to systematic and independent testing in accordance with precise laboratory testing schedules developed by quality management specialists, based on the latest knowledge and years of experience.



Relationships with our partners

We believe in partnership, which is why we call our partners



Employees



Local communities and social organizations



Control organizations and certifying



External laboratories



Industry organizations



Authorities



B2B customers and retail chains



Retail customers



Cooperating entities



Suppliers

Principles of responsible business in Wozniak Group

Every day we take care of:

1. Environmental resources and agriculture



2. The welfare of our animals



3. Wozniak Group integrated process



4. Processing and supply chain

5. Local communities and activities on a larger scale



1. Environmental resources and agriculture

We reap the benefits of nature, so we do everything we can to ensure that our production affects it as little as possible:



- We produce according to the highest standards confirmed by certificates.
- We are improving our logistics process and transportation to be the least harmful to the environment.
- We monitor the carbon footprint of our productions and aim to reduce it.

This ensures that our products are of the highest quality.

2. The welfare of our animals

At the Wozniak Group, we make sure that the breeding of laying hens and the production of eggs are based on methods and technologies that enable us, as a producer, to ensure the welfare of our animals, and to manage production in a sustainable manner.



- We understand very well the term that states that animals are living beings to which external stimuli reach. Included in this notion is the acceptance of the natural obligation to constantly provide laying hens with as good living conditions as possible.
- Healthy hens in a healthy coop means more and safer production. It is also a pillar of safety for: the company, employees, markets and society.
- Each system of egg production whether free-range, barn, or caged has its pros and cons, however, research has consistently show that the most important factor affecting welfare is the quality of farm management and the way the hen is cared for.
- Our company has invested many millions of zlotys in modernizing poultry houses over the past two decades to improve living conditions for hens. The pictures we come across on the Internet, showing hens in terrible living conditions, are mostly not from Polish modern farms.
- We monitor our organization's carbon footprint and strive to reduce it.

3. Wozniak Group integrated process

We are particularly proud of the integrated production process we have developed over the years. It is based on a closed cycle, so we control every stage of production:



- purchase of raw materials, among other things, bespoke from producers, by manufacturing feed mixes using their own transport fleet,
- running of parent flocks, hatchery, rearing of laying hens, egg production and sorting facilities
- Production of high-quality feed,
- packing and transporting eggs.

This ensures that our products are of the highest quality.

4. Processed and supply chain

We are countering the unjustified consumption of natural resources, both in production and transportation:



- Our production is carried out in such a way that recover, recycle,
- We optimize and improve the supply chain on an ongoing basis so that goods are delivered in the shortest possible time and fully loaded.
- Wherever possible, we use packaging reuse, and thus minimize waste and reuse carbon footprint.

5. Local communities and activities on a broader scale

We are aware of our scale and the responsibility it entails, which is why we have been active in the social sphere for many years. Thanks to our commitment and educational mission, we can contribute to raising awareness about healthy eating:



- We are eager to undertake a variety of activities
- We work with entities whose goal is to consciously improve the quality of life.
- We engage in local, national, as well as social and international activities.

Conditions work

At Wozniak Group, the highest value is our team. It is thanks to our employees that we manage to function so smoothly and achieve our goals. We care about a friendly work environment and every day we provide conditions that allow us to safely perform our duties, complete our tasks and develop. Together we create a good atmosphere and have an impact on our daily life.

1865

number of employees
in Wozniak Group

60%

team are people between
40 and 70 years of age

141

that's how many
foreigners we employ

76

years old is our
oldest employee

19

years old is the
youngest employee

Nazwa firmy	status	women	men
FERMY WOŹNIAK	1546	695	851
EGGS PRODUCT	119	68	51
FDW PASZE	115	9	106
OVOTEK	91	63	28
TOTAL	1 865	835	1 036

What sets us apart?



We are one of the largest employers in the Rawicz region



We put for preventive health care and safe working environment.



We support the development of our employees through internal recruitment for vacant positions and training.



We support our employees in maintaining a work-life balance.



All employees are offered a contract about work.



We put on leveling the playing field, which is why our employees include people of different ages and nationalities

Reward policy and benefits

Working in our industry brings many challenges, but also gives satisfaction. We rely on interpersonal relations and respect for each other's needs. Managers must be open-minded and listen carefully to the voice of the team. Working conditions are organized in such a way as to enable our employees to combine their professional and private lives as much as possible. Most of the team works full time, and each employee can count on:

- stable employment conditions,
- development opportunities,
- health benefits package.



Salaries

Remuneration policy is regulated by the "Salary Regulations" available to all employees. There is no room for inequality in our company. Salaries for similar positions differ by seniority and responsibilities, not by gender.

According to the regulations, employees are entitled to the following wage components for the performance of their duties:

- salary basic based on an employment contract
- overtime allowances,
- night work allowance,
- In the case of drivers, also an on-call allowance,
- discretionary bonus.

30

years is the longest length of service in the organization

45%

Wozniak Group employees are women

20

Women hold managerial and senior positions in the Wozniak Group

In 2020-2023, despite the prevailing pandemic and the AI crisis and the difficult market situation, we did not conduct layoffs or wage cuts. In 2022 and 2023, we increased the salaries of our employees and hired more than 300 new people.

Benefits



Private medical care co-financed by the employer



Life insurance



Private medical care for family members on preferential terms



Preferential life insurance for family members



Training



Eggs for employees



Christmas bonuses, packages for children

We appreciate our employees' commitment and desire to develop. We support their aspirations and enable them to improve their skills.

Among the basic training our employees receive are:

- health and safety,
- fire protection,
- first aid.

In addition, we organize dedicated training courses that allow our employees to develop their competencies or acquire new knowledge:

- energy course,
- welding course,
- English,
- French,
- external quality training,
- Soft skills training: motivation, commitment building,
- forklift operator course,
- Mobile platform operator course,
- vascular loader operation course,
- course for grain and oilseed sampling expert,
- MS Office course (All office workers in Lasocice and at the 2023 focus locations participated in MS Excel training).
- animal welfare training,
- management systems training,
- Training in the area of carbon footprint measurement.



Security

At Wozniak Group, we care about the safety of our employees. We do everything to ensure the safest possible working conditions, we implement and follow all health and safety guidelines. We invest in solutions and machines that reduce the risk of health exposure or the life of our team.

Accidents

Thanks to the implemented solutions, the number of accidents at work is decreasing year after year. It is the greatest reward and satisfaction for us that we are creating a safe workplace.

In recent years, we have implemented a profilation system that has increased the safety of our employees:

- We have introduced periodic training in occupational health and safety,

- We motivate employees to perform their work in accordance with regulations and mandatory rules,
- We have improved safety conditions at workplaces,
- We changed the organization of work,
- We have equipped our largest locations with AED defibrillators.

Number of occupational accidents in Wozniak Group (2019-2023) with the number of employees increasing each year



The increase in occupational safety is due to:

- Increasing employee awareness of risks through training, at which accidents at workplaces, their consequences and recommendations on how to avoid them are discussed,
- Regular health and safety training, thus reducing the risk of accidents in the company,
- Workstations are prepared to meet all applicable health and safety standards,
- modern and efficient equipment, which is monitored on an ongoing basis,
- work tools that meet the highest safety standards.

40%

The number of occupational accidents fell by more than that much over the 2019-2023 period, despite the ever-increasing number of employees.



02

Environment



Conservation of natural resources in the supply chain

Environmental Management System at Wozniak Group

An Environmental Management System has been implemented at each farm.

An environmental management system (EMS) is part of a company's overall management system, which includes activities related to the environmental impact of farms. The primary goal of the EMS is to successively reduce their negative impact. By systematizing activities and documentation in this regard, this is done while optimizing the use of company resources.

A key role in the operation of the EMS is the obligation of continuous and systematic improvement. The basis for the implementation of continuous improvement is the Deming cycle. This cycle is also referred to as the PDCA (Plan-Do- Check-Act) cycle.

The meaning of the various steps of the cycle is as follows:

- Plan - carefully plan each action before implementing it, make an effort to see through all possible consequences,
- Execute - carry out the planned activities,
- Check - check (inspect) whether the results of the action taken are satisfactory,
- Act - propose changes (if the results of the audit indicate that the effects of the action are not satisfactory).

With regard to the continuous do- The Deming cycle can be illustrated with the help of Figure 1.

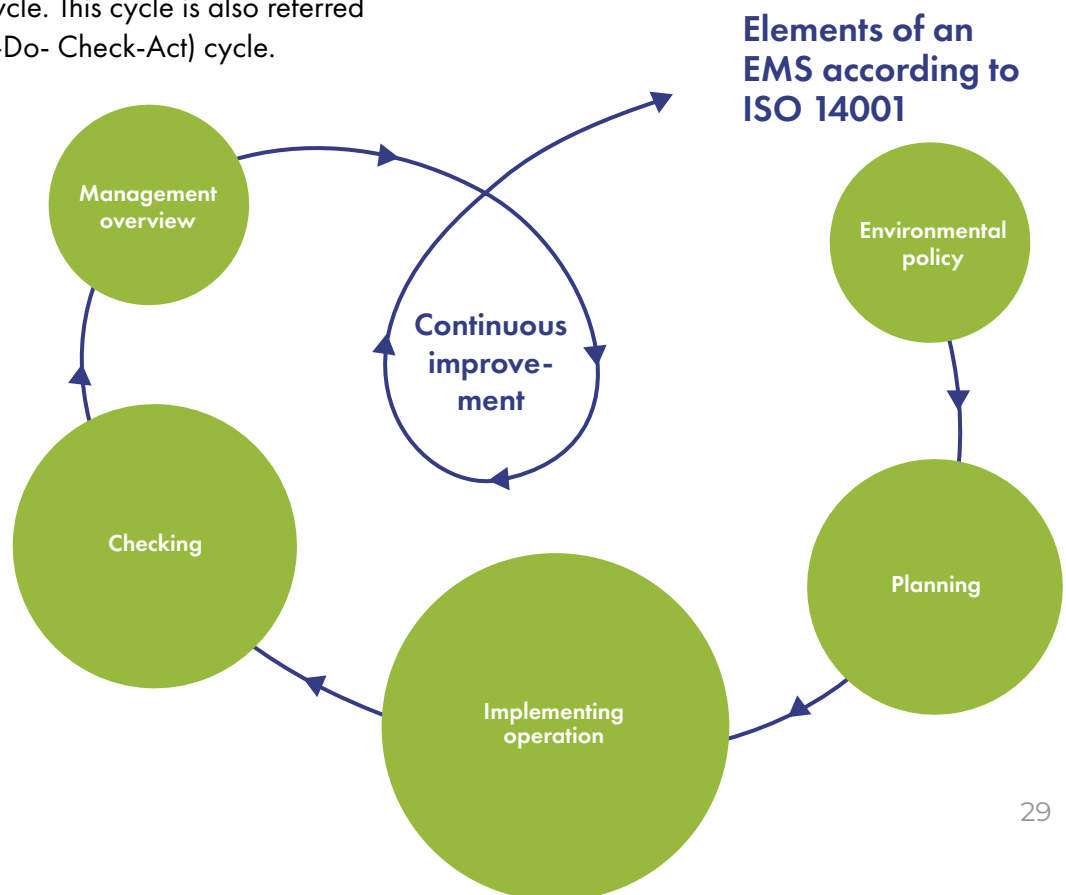


Fig.1 Dynamic structure of the requirements (elements) of the SMS according to ISO 14001: development own P. Grudowski on the basis of PN- EN ISO 14001:2015 standard

The systematic approach involves establishing the company's goals and objectives, then putting them into practice, monitoring and evaluating the effectiveness of the actions carried out, and then rectifying irregularities identified during monitoring, which contributes to continuous improvement of the implemented actions. Environmental management involves planning, controlling, supervising and improving all the company's environmental activities.

Measures to introduce an environmental management system are based on the assumption that it will lead to an improvement in the company's functioning and, consequently, to the minimization of its negative impact on the environment. The company must also comply with applicable environmental legislation.

Natural resources

Climate change is happening before our eyes. Strong winds and storms, temperature differences, floods, droughts, increasingly warmer winters, lack of snow are all caused by processes that we must, as soon as possible, stop. Scientists have been warning for more than 50 years about excessive carbon dioxide emissions, plastic production, exploitation of natural resources and water. All this translates into the picture of the world we live in today and in which we will be forced to function in a dozen or more years.

Of course, system regulation is necessary for this, but as producers, as well as consumers, we can make our daily choices and actions, greener.

Poland is the third-largest emitter of carbon dioxide in Europe after Germany and the UK. These figures are frightening, but they should also mobilize us to act. At Wozniak Group, we have been modernizing our production in such a way as to make it as sustainable as possible. From year to year we reduce the amount of energy consumed, waste paper and plastics, and above all water, as the increasingly prolonged droughts mean that its resources in Poland are shrinking at an alarming rate.

Therefore, as the largest producer of table eggs in Poland, we have implemented a series of policies that reduce the use of natural resources inside of our organization. In addition, we work only with trusted contractors and pay special attention to the environmental impact of their operations.



Wastewater treatment plant

We have a membrane treatment plant in Żylice. This is the best technology available because the final purification of wastewater occurs through membranes, which allows us to obtain very good parameters of treated wastewater, they are better than the current quality of flowing water in Poland. It also has a great impact on the quality of groundwater and rivers in our area.

333 m³

**of water per day we purify
on average in Żylice**

Water

In order to reduce water consumption, daily quantitative monitoring is carried out, and measurements are recorded in a register. In addition, in accordance with the IED* directive, Wozniak Group applies the best available techniques (BAT-Best available techniques) by, for example, installing drip drinkers in poultry houses or using the CIP (Cleaning in Place) method in cleaning production installations (e.g. egg processing plant). This is a method whereby the equipment is completely cleaned without the need for dismantling. CIP cleaning takes place in a closed system, in which a recirculated cleaning solution is used, which also rinses disinfects.

This system saves time, water and reduces the use of chemicals. Dosing of cleaning products is done automatically according to the recommendations of the equipment manufacturer. Flushing water is recovered and used twice.

The sink faucets at our facilities are equipped with aerators that aerate the water, allowing us to reduce water consumption and save electricity. Less water to heat means a lower cost of using a gas stove, it also means a reduced amount of wastewater. In addition, the basin faucets on the production halls are touchless. In addition to convenient use and hygienic cleanliness, their use makes it possible to reduce water flow by up to 50% compared to traditional faucets.

As our measurements show, we are managing to reduce our water consumption per volume of egg production year after year.

*Directive 2010/75/EU of the European Parliament and of the Council of November 24, 2010 on industrial emissions (integrated pollution prevention and control) known as the IED entered into force on January 6, 2011, and replaced seven directives, including Council Directive 96/61/EC of September 24, 1996 on integrated pollution prevention and control (IPPC). It is based on the following principles:

1. An integrated approach to environmental protection and the granting of an integrated permit,
2. Use of Best Available Techniques (BAT- from Best Available Techniques),
3. Public Access to Information,
4. Control of technological activities.

90%

water in the Wozniak Group comes from its own intakes

It is mainly used for watering hens, secondarily in the egg processing plant.

2021	1 115 733 m ³
2022	1 216 910 m ³
2023	1 283 539 m ³

water taken from own intakes

2021	1 269 471 m ³
2022	1 352 643 m ³
2023	1 452 072 m ³

water consumption in the Wozniak Group

Comparing the quantities from previous years, it is generally the water consumption that is increasing due to the continuous development (expansion) of the

Wozniak Group. The differences that appear poultry houses, or production on egg processing. For many years, the company has placed great emphasis on equipping its production lines or installing drip feeders for hens with the highest possible water use efficiency. The sum of water taken from our own wells and purchased water is used for watering hens in more than 90%. The remainder is used for welfare purposes as well as cleaning and washing production machinery.

Energy

At Wozniak Group, we attach importance to energy efficiency. Where possible, we modernize and replace energy sources with more optimal solutions. We perform frequent technical inspections of equipment and constantly monitor the level of energy consumed.

We have implemented a reduction in energy consumption by optimizing the ventilation system of hen rearing facilities. When designing new installations or upgrading existing ones

The company places great emphasis on the best available techniques. Keeping in mind that every kW saved equals a cleaner environment. Starting in 2020, we are using energy-efficient light bulbs





- is a huge investment that has further improved the quality of lighting.

LED lighting has been installed at our processing plant to generate savings in energy consumption. It is safe lighting with a long guarantee of trouble-free operation. LED lamps maintain unchanged parameters for a long period of use.

Skylights have been installed in the production halls. They allow more natural light to enter, thus providing optimal lighting conditions. Energy-efficient machinery has also been installed in the production halls. These machines have been equipped with IE3 motors, which operate at the highest level of efficiency. The parameters are described in the IEC 60034-30-1:2014 standard. The use of these devices is in accordance with regulations introduced by the European Union.

As part of a project conducted at the Wozniak Group to save electricity, monitoring of electricity consumption has been introduced to make it possible:

- analyzing the cost of electricity consumption of individual devices in the network and detecting the most energy-intensive ones, which can be quickly eliminated and consequently reduce energy costs,
- Control of actual power demand,
- control of the parameters of the energy supplied by the supplier,
- Monitoring the power quality of the grid at the plant,
- Identify the causes of faults and failures,
- indication of the device introducing a disturbance into the network,

- Registration of network frequency deviation,
- Determination of the power factor and the possibility of its compensation,
- Motion sensor switches have been installed in the main production corridors to control the operation of the lighting systems,
- Optimizing the use of air conditioners.

Consumption, too, depends on our overall production (number of houses staffed, eggs processed, feed production, etc.). We are working to change the structure of our power sources by investing in renewable energy.

2021	45 222 563 kWh
2022	49 477 072 kWh
2023	50 589 995 kWh

Energy consumption increases as the scale of our operations increases.



Waste from waste paper and plastics

At the Wozniak Group, in recent years, despite growing production, we have significantly reduced the amount of waste generated by changing from disposable to reusable packaging, which we use when transporting eggs inside the Wozniak Group and to processing plants.

We also bought raw materials for bulk or bulk packaging so as not to generate unnecessary waste. Over the past few years, the amount of paper and cardboard waste generated has fallen by 57%, while plastics have fallen by as much as 75%.

Ferm Woźniak Waste

2021	131	tons of waste paper
	64	tons of plastic
2022	148	tons of waste paper
	113	tons of plastic
2023	161	tons of waste paper
	91	tons of plastic

Waste Eggs Product

2021	1 *	ton of waste paper
	64	tons of plastic
2022	21	tons of waste paper
	9	tons of plastic
2023	18	tons of waste paper
	6	tons of plastic



In Wozniak Group we have introduced full pro-environmental education within our organization to reduce the amount of mixed waste, and increase recycling of plastic, paper and metal and glass. We are nullifying the use of plastics in favor of recyclables like paper every year.

25%

By that much the amount of plastic generated has decreased artificial (2021-2023)

The trend is varied due to the company's diverse processes and undertaking activities ranging from the audit of the recyclables warehouse to the recycling of plastics. We also often use reusable packaging and operate on customer packaging. This gives us numbers in the sub totals, which are neither pro-

gressive nor regressive. Everything depends on the process and contracts with business partners, while the scale of segregation and recovery of recyclables is increasing due to increased in-company training, influencing awareness.

* The change in EGGS Product's waste structure is due to the introduction of a new packaging and recycling system and significant

Egg shells

As part of our production, we try to reuse as much waste as possible in the spirit of zero waste.

The broken eggs resulting from the sorting or packing process are sent to the cat and dog food industry, as they are a natural source of easily absorbed calcium. We also use the shells as feed material for our laying hens.

Shed

Bird manure is a very valuable organic fertilizer. It can be used to fertilize agricultural fields or used by a special agricultural production department to produce mulch for growing mushrooms. It is also used in such production departments as biogas production, composting and thermal conversion.

The manure from the poultry house is removed on an ongoing basis with a belt system, thanks to which we obtain so-called fresh manure. A major benefit of using such method is a significant reduction in ammonia emissions throughout the poultry house,

which also solves the problem of mite germination. Reducing the level of ammonia reduces the negative impact on the environment and improves the living conditions of the birds. Bird manure disposed of regularly also does not cause an odor nuisance, as the putrefactive processes responsible for the characteristic odor do not take place.

The manure produced on the farms is transferred for agricultural use in accordance with the provisions of the Act On fertilizers and fertilization.



Carbon footprint

Egg production has a relatively low carbon footprint, especially compared to other segments of the animal food industry.

According to the International Egg Commission (IEC), eggs stand out for having the smallest environmental footprint among animal protein sources, rivalling some plant-based protein alternatives. The drive to reduce CO₂ emission from egg production is a key element of our strategies, which is supported by continued investment in research, technology and innovative management approaches.

The carbon footprint assessment methodology we use, known as "life cycle assessment," allows us to comprehensively analyze the environmental impact of our operations. It is a key tool-

Acts that allow us not only to compare our operations with other industries, but also to plan future improvements.

The carbon footprint, the sum of all greenhouse gas emissions from our operations, includes not only carbon dioxide, but also refrigerants, methane, nitrous oxide and other gases. We include all of these emissions in our report in order to present our environmental impact as accurately as possible and identify potential areas for improvement.

Our ESG (Environmental, Social, and Governance) goals are directly related to egg production:



Zero hunger

Eggs, as an inexpensive and readily available source of protein, can make a significant contribution to combating the global problem of malnutrition.



Industry, innovation and infrastructure

Investments in modern technologies and infrastructure bring both economic and environmental benefits, including through the creation of new jobs.





Good health and well-being

Eggs are rich in key vitamins, minerals, omega-3 fatty acids and antioxidants, which translates into improved quality of life and human health.



Responsible consumption and production

We strive to increase efficiency in the use of natural resources and waste minimization.



Affordable and clean energy

We promote the use of renewable energy sources in production, which has a significant impact on reducing the carbon footprint.



Action for the climate

By investing in low-emission technologies and improving energy efficiency, we are contributing to global climate action.



Decent work and economic growth

Egg sector development and investment can contribute to economic growth and improving working conditions.



Life on land

We realize from the need to protect biodiversity and look for ways to reduce pressure on natural habitats.



By consistently striving to reduce greenhouse gas emissions and efficiently manage resources, the Wozniak Group demonstrates its commitment to ESG goals. Our actions not only increase productivity and improve working conditions, but also contribute to climate protection and animal welfare. Wozniak Farms is the first company in our Group where we consciously and consequently analyze and implement ESG goals. The experience gained over the past few years will be the basis for implementing analogous measures at the other companies - Eggs Product, Ovotek and FDW Feed.

Investments in renewable energy, waste management, as well as continued education and development of technology are an example of our approach to responsible production. The egg industry,

thanks to actions such as ours, has a chance not only to minimize its negative effects on the environment, but also to become a model of sustainability in the food sector.

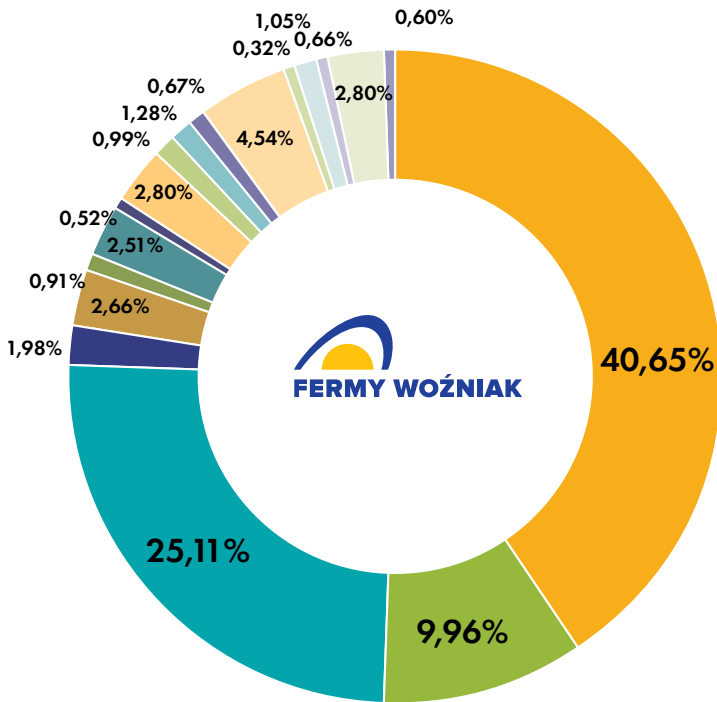
Our carbon footprint report, prepared in accordance with the GHG Protocol standard, demonstrates our commitment to transparent communication with our stakeholders and our drive to continuously improve our sustainability practices. It takes into account Scope 1 and 2 emissions, illustrating our environmental impact.

In this report, we present the results of measuring the carbon footprint for 2023 for four companies in our Group - Wozniak Farms, FDW Feed, Ovotek and Eggs Product.



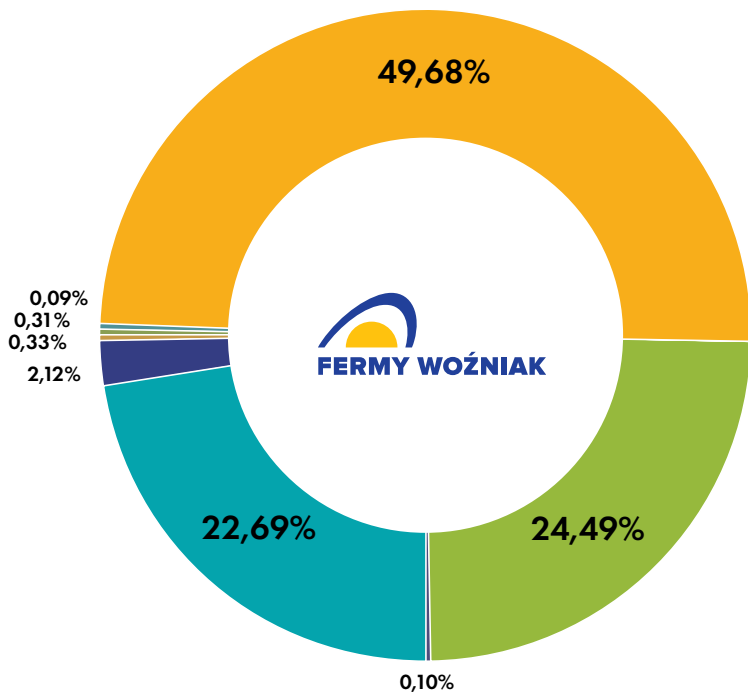
The Wozniak Group is not yet obliged by the EU legislation on ESG reporting to present a proper calculation, but as a company developing in a responsible and sustainable manner, we are already taking measures and making efforts to ensure that we provide data to the relevant authorities and the public in a reliable as well as transparent manner. As a leader in our industry, we must act responsibly.

Share of organization's carbon footprint by location, data for 2023

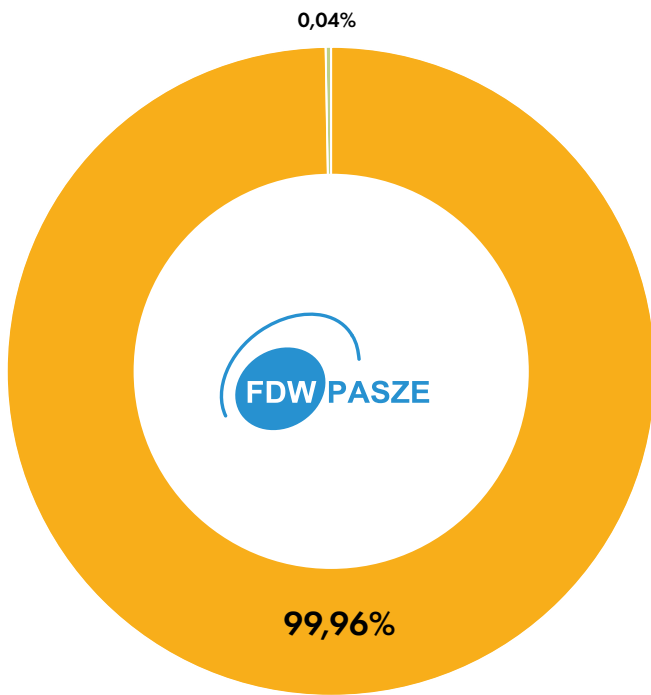


- Żylice
- Kłeczew
- Lasocice
- Białany
- Bałdrzychów
- Chropy
- Wioska
- Barłóżnia
- Duszniki
- Jabłonna
- Gądków
- Ruchocice
- Ząbkowice Śląskie
- Wierzbowa
- Kąkolewo
- Miedzichowo
- Nowa Kuźnia
- Niemcza
- Wąsosz
- Adamowo
- Rogów Legnicki

Share of organization's carbon footprint by raw material, data for 2023



- ON Transport
- Obornik
- Gaz ziemny
- Propan
- Czynnik chłodniczy
- Benzyna transport
- ON infrastruktura
- LPG
- Benzyna infrastruktura
- Fermentacja jelitowa

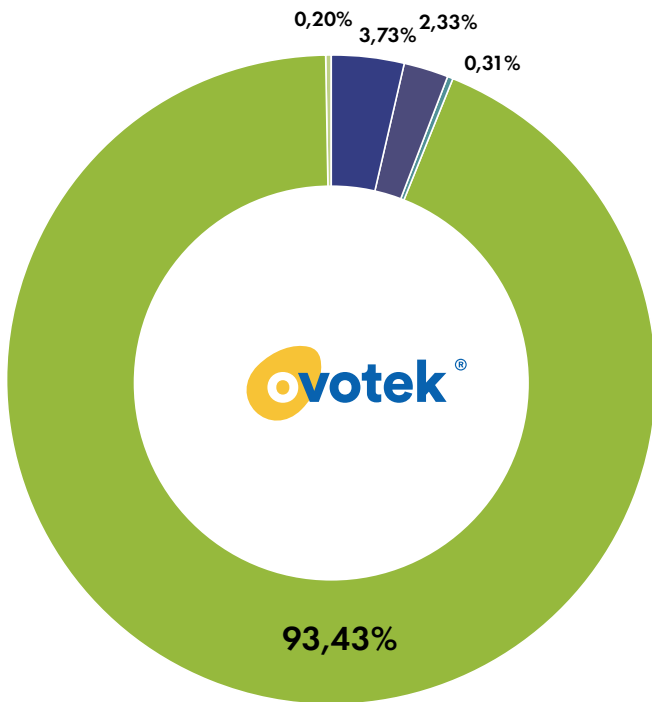


Share of organization's carbon footprint by raw material, data for 2023

- ON transport
- Energia elektryczna

The carbon footprint measurement analysis for Wozniak Farms and FDW Feeds shows that the largest impact on emissions related to with the operations of these entities has transportation. This raises numerous challenges related to the cost of upgrading the vehicle fleet, but also with the process of measuring the carbon footprint of transportation itself, which is based on variable emission factors for each fuel type. These indicators are correlated with the emissivity created by fuel generation, which FDW obviously has no direct influence on.

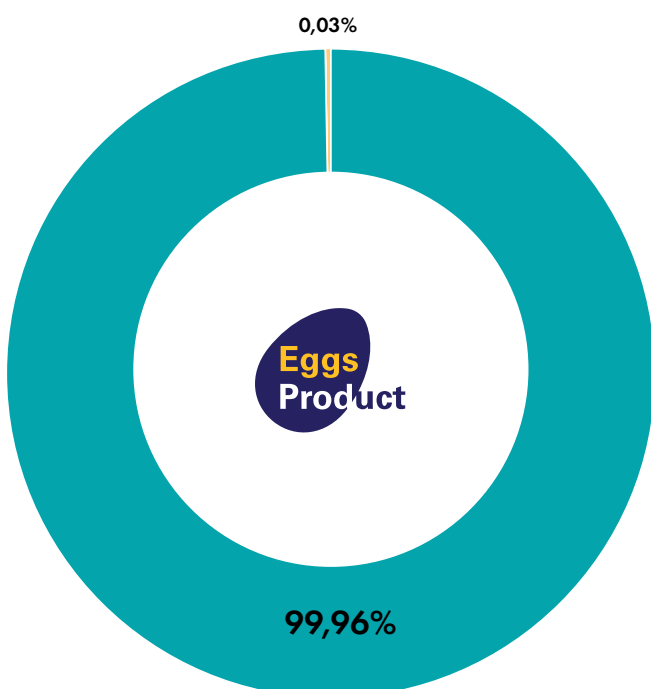




Share of organization's carbon footprint by raw material, data for 2023

- Obornik
- Propan
- Benzyna infrastruktura
- Energia elektryczna
- Fermentacja jelitowa

We are taking steps to optimize feed composition, which translates into reducing the amount of nitrogen excreted with manure.



Share of organization's carbon footprint by raw material, data for 2023

- Gaz ziemny
- ON agregaty
- LPG

Animal welfare

Only a happy hen lays eggs!

The Wozniak Group has been in the egg production business for almost 40 years, maintaining its position as a leader in this field. This would not be possible without proper rearing of laying hens practiced with respect for their welfare.

We have an obligation to the market, stakeholders and society to ensure that our business is conducted at the highest possible level, in accordance with established regulations, and even influencing the positive changes that are happening in our industry. We believe that ethics and humanity should be at the core of all activities.

Animals are living beings, to which they receive external stimuli, feel emotions, and above all need to feel safe. Every day we observe the behavior of laying hens, meet their needs and enable them to have the best possible living conditions. Healthy hens in a healthy coop lay more eggs. This is also a pillar of safety for: the company, employees, markets and society.

Animal welfare in livestock farming is regulated by Polish and EU laws, and the fulfillment of requirements in this regard is controlled by veterinary inspection. From the the perspective.



The farmer ensuring animal welfare is the essence of his consciousness or conscience, but also for economic reasons. The more laying hens exposed to disease or inadequately treated, the more damage to flocks.

Our attention to the welfare of our laying hens is also confirmed through HG certification, which includes barn and free range rearing.



To achieve welfare for hens, a number of requirements must be met throughout the egg production chain:



provide adequate space



seating rest



ensuring proper care and adequate treatment of animals



ensure appropriate microclimatic conditions in the chicken coop



Prevention of disease, injury, and, if necessary, ensuring rapid diagnosis and treatment



increase the number of aviaries for barn rearing



properly balanced feed

The responsibilities of the kennel staff include

- A daily tour of each chicken coop,
- Checking the hens' access to water and feed,
- Checking the correct operation of the temperature recorder and fans in the poultry house and inspecting the hens for signs of disease.



Healthy hens and their good laying performance are the result of well-being care.

Breeding methods

There are four methods of raising laying hens in Poland and the EU. The dominant model is cage rearing, whose market share, according to the Chief Veterinary Inspectorate, is almost 72%, barn rearing is almost 21%, free range is just over 6%, while organic rearing is just over 1% of the market. The method of rearing translates into the markings appearing on egg shells:

- The number 0 - means that the egg comes from organic farming, from a free-range hen. According to regulations, there can be no more than six birds per square meter of poultry house. The animals must be fed with organically grown feed.
- Number 1 - means that the eggs were laid by free-range hens. They are allowed to leave the coop, where they have space on the perch and litter.
- Number 2 - hens are kept in the coop, they can't go out into the fresh air. However, they can peculiarly move around the poultry house, they are not kept in cages but in multi-level aviaries. At least a third of the poultry house is covered with litter.
- Number 3 - means that the egg was laid by a hen from rearing in improved cages.

The "threes" are the most fiercely debated. Animal rights activists are calling on producers to abandon this rearing method and on consumers to choose eggs marked 2,

1 or 0. It is worth noting, however, that the 1999 welfare directive established new technical parameters, providing hens with a much larger usable cage area, better conditions for nesting, burrowing or watering and feeding.

Commission The European gave egg producers until 2012 to make the change. After that date, eggs produced under the old cage system could not be marketed commercially.

At Wozniak Group, each hen, whether "in a cage" or on a litter, lives with respect for her welfare - she has constant access to the highest quality food, to clean water, she uses a sand corner, she is warm - and finally she can lay eggs freely. It is worth noting that egg-laying is a reproductive function and when she feels threatened, the hen stops producing eggs. Under optimal conditions, when she is not exposed to attacks from wild animals or infection with parasites or other pathogens (viruses and bacteria) she should lay one a day.

Free range, currently considered the best method of rearing in terms of hen welfare, carries serious consequences. On the one hand, it requires a huge amount of free range land for rearing, and on the other hand, it leads to environmental degradation, as the hen is a burrowing animal and with its interference any area becomes deserted, especially when hundreds of hens come together in one area.

According to independent research centers, including the U.S. CAST, there are no differences between the values of caged and free-range eggs. In contrast, the Polish Smog Alert studied eggs from free-range hens and found that hens that roamed freely in the yard and found food there laid eggs with increased levels of heavy metals and dioxins. High concentrations of dioxins are extremely unsafe, as they have a profound effect on brain development, the immune, endocrine and reproductive systems, and increase susceptibility to cancer.

Transition to alternative breeding and development

As a company that has been in business for almost 40 years, we are gradually changing. We are investing in new poultry houses, making the transformation by developing barn rearing and introduce free-range egg farming.

If a total ban on cage farming were to go into effect, it is important that the implementation of these changes be done in a sustainable manner. It is crucial to provide support and assistance to entrepreneurs in preparing for the implementation of the overall transformation of egg production. This process requires a balanced approach to all participants and education - not only on the final goal of banning cage farming, but also on how we will get there. An important aspect is also responsible and transparent communication to each group of stakeholders - producers, residents of investment areas, as well as consumers.

We have been steadily modernizing our manufacturing architecture and implementing alternative breeding for almost a decade now, but the process involved in its implementation has been fraught with difficulties from both officialdom and social factors. On our way to free range, we have encountered many obstacles that do not resonate in the social discussion. As a large, thriving entrepreneur, we see that there is still a great deal of work to be done in terms of education and raising public awareness. We are the largest producer of barn eggs in Poland. These investments entail huge costs, which we finance only from our own resources, so changing.

The production of free-range and barn eggs has been growing steadily. Our operational plans for the coming years include the gradual expansion of the alternative farming division and its domination in the structure of our business model.



Feed

The feed we feed our hens comes from specially selected raw materials. Its high health quality is confirmed by laboratory tests. The laying hens' feed also affects the taste and qualities of the eggs.

9

Wozniak Group laboratories take care of the quality of the raw materials for the production of feed and feed given to our laying hens

Raw materials:

- all purchased raw materials for feed production are under the supervision of the relevant veterinary services,
- are subject to strict quality control and undergo a series of tests,
- are stored in 9 locations that meet both the requirements of the feed law and our quality standards.
- The feed mixtures are balanced according to the needs of the animals,
- production ensures high standards of hygiene: it takes place in an automated manner, under full supervision and monitoring,
- Each batch of finished feed is subjected to inspection and laboratory testing,
- Transportation of feed is carried out by a new and specialized fleet approved by the District Veterinarian.

Feed production:

- We take care to supply the farms with the freshest feed, so we do not store it in the plant, but deliver it directly to the designated poultry houses after production,



fol. Andrzej Gierzyński



An aerial photograph of a dense, lush green forest. The trees are thick and vibrant, with some lighter green patches indicating different tree species or perhaps a path. The overall scene is a rich, natural landscape.

Environmentally friendly eggs

Committed to sustainability, we have increased our production **for nearly 40 years**, but we are gradually reducing the proportional footprint of our operations on the environment.

Egg – a microbiologically safe product

The main goal of a food manufacturer is to put a product on the market that does not endanger human life and health. For this purpose, safety systems are implemented, a hazard analysis is carried out, during which physical, chemical, radiological, microbiological and quality factors are taken into account. Identified risks are monitored throughout the production cycle.

Constant microbiological monitoring - of raw material, finished product, as well as personnel and environment - is carried out at each unit of the Wozniak Group, according to a schedule created on the basis of a hazard analysis.

Pathogens are monitored. To ensure the highest quality of the food produced, appropriate hygiene standards have been introduced at each stage of integrated production. One of the key steps in ensuring production safety is bio-assurance, or biological protection of farms. Bioassurance is understood as all measures that have been taken to protect the farm from the spread of microorganisms such as bacteria or viruses, among others.

Certificates

Wozniak Group companies produce fresh eggs, so quality and safety are a top priority. With such a large production, standards must be particularly stringent, so we have created our own certified standard - EGGIDA.

It is a proprietary, certified system formulated and implemented within the framework of our manufacturing and business operations and those entities working with us. All aspects that make up the EGGIDA system have been authorized by a reputable certification body.

Wozniak Group oversees the entire process - from the hatchery, laying house, feed mixing plant, poultry houses, sorting plants and warehouses, to its own fleet of trucks - so it was necessary to develop its own system to ensure quality and microbiological purity at every stage of production.



EGGIDA was developed by an internal team of specialists. The set of requirements of EGGIDA's in-house, proprietary system are more detailed and stricter than the international standards that apply to the plant. This is due to the absolute priority of ensuring microbiological cleanliness in poultry houses, packaging and storage lines, and transportation.

During the rearing process, young hens are covered by a professional zootechnical service, a full cycle of vaccinations is carried out, including against salmonella. The hens are under constant control and care of a veterinarian, who watches over their health and comfort. Wozniak Group has its own feed mixing plant, which ensures higher quality standards for laying hens.

In addition, eggs from each poultry house on all farms are tested for salmonella once a month. Every month, we perform cleanliness swabs at the sorting plant, and once a quarter in the packing areas and in the poultry houses after washing and disinfection. At Wozniak Group, all eggs, during sorting, pass through a UV module - ultraviolet lamps eliminate 94% of microorganisms from the shell surface. We regularly test samples for microbiological purity.

Wozniak Group operates in accordance with procedures based on Good Hygiene and Production

Practices (GHP/GMP) and the HACCP system (compliant with Codex alimentarius). For a large exporter to EU countries and beyond, this is not enough. Egg sorting and packing at Wozniak Group is done automatically, and quality and microbiological safety are ensured by following procedures.

BRC Food is also a key certification. Multinational retail chains use BRC Food status as a criterion for selecting and verifying their suppliers and standardizing production. BRC Food certification is treated by the retail chains as their own supplier verification.



We have also obtained the FREE FROM ANTI-BIOTICS - QUALITY CERTIFICATE certificate. Our eggs are free of antibiotics. We do not give them to our laying hens at any stage of egg production. We focus primarily on prevention, so we implement programs to prevent diseases in our flocks:

- A vaccination program starting from day one and continuing throughout rearing,
- Incidence of acidophilus and probiotics are administered on laying hens to strengthen the digestive systems and, consequently, the immune system of the hens,
- a program to prevent the development of chicken bird fluke (a type of mite, a parasite that contributes to the development of disease in the flock).

Wozniak Group system certificates



At Eggs Product's egg processing plant, production is carried out under strict supervision, so the company meets the requirements of various certifications.

BRC Food is a certificate of high product quality that makes contractors and suppliers aware of the continuous improvement of production. It is also an indicator of continuous staff development due to frequent changes in procedures and expansion of their scope.

Another are Halal and Kosher. These certifications increase the credibility and trust of the manufacturer in the market. They testify to the awareness of

employees on about the rules, restrictions prevailing in other wy- cognates. It is also to pay even more attention to hygiene during the production process.

HG certification is a certification of high attention to hen welfare on farms. It is about ensuring better rearing conditions, increasing awareness among employees of current animal welfare requirements.



At Ovotek, part of the Wozniak Group, an internal OVOCERT certification system has been created.

This is a proprietary system formulated and implemented within the framework of our production and business operations, as well as those of our cooperating entities. The system is based on the performance of additional, not- magnified by supervisory bodies, tests related to the maximum safety of our eggs.

The main premise of the OVOCERT system is to undertake, on our initiative, internal control within the framework of safety procedures and to ensure the highest, extended and in-depth requirements for the quality of consumer eggs and their environment. The OVOCERT system, as an integrated tool for quality management strategy of our pre- enterprise, has been implemented at all stages of production and covers all OVOTEK divisions.

Ovotek has also obtained the renowned BRC Food global certification.



Bioassurance

Bioassurance is the biological protection of a farm. In practice, it means actions taken to prevent the spread of viruses, bacteria, mycoplasmas, fungi, protozoa and other parasites, as well as transmitters (biological vectors): rodents, insects, wild birds, humans, and non-biological vectors, i.e. equipment, means of transport and others.

Every plant in the Wozniak Group is covered by bio-assurance - this is designed to prevent microbiological infections as much as possible. Employees have up-to-date tests, are assigned to specific poultry houses, go through disinfection mats, change into work clothes and are subject to microbiological inspections. In addition, our team regularly participates in microbial safety training. Unauthorized persons are not allowed into the poultry houses, only in exceptional cases, with the knowledge, consent and assistance of the management. On the other hand, cars entering the farms pass through disinfection basins.



BIOASEKURACJA

działania prewencyjne, dzięki którym poszerzamy bezpieczeństwo w fermie.

GRUPA WOŹNIAK



Stop

Nieupoważnionym wstęp wzbroniony



Ograniczaj

Ograniczaj wjazdy oraz wejścia, jedynie do niezbędnych pojazdów i niezbędnego personelu czy osób z poza fermy.



Dezynfekuj

Regularnie dezynfekuj pojazdy oraz sprzęt.



Odkażaj

Każdorazowo odkażaj obuwie przy wejściu i wyjściu do/z kurnika.



Specjalny strój wierzchni

Będąc na terenie kurników obowiązkowo zakładaj, ochronne ubranie wierzchnie (zastępując również głowę, i buty).



Myj często ręce

Dbaj o czystość i dezynfekuj dłonie przed i po obchodzeniu się ze stadem.



Sprzątaj

Sprzątaj rozsypaną paszę bezzwłocznie. Nie dopuszczaj do pojawienia się zastoin wody.



Unikaj

Zabezpiecz kurniki przed dostępem dzikich ptaków, unikaj kontaktów z ptactwem poza fermą.



Szkodniki

Monitoruj wszelkie oznaki bytowania szkodników. Jeżeli zidentyfikujesz jakiegokolwiek, natychmiast zgłaszaj kierownikowi fermy.



Obserwuj

Regularnie monitoruj stan stada. Każde zachowanie, niepokojące zachowania kur czy podejrzenie choroby zgłaszaj natychmiast swojemu przełożonemu.



Dokonuj przeglądów

Przeglądaj regularnie listę dotyczącą bioasekuracji. Sprawdzaj czy wszystkie czynności są praktykowane. Wykonuj je.

Feed

At Wozniak Group, ensuring high quality feed is fundamental to obtaining safe eggs and healthy hens. This is achieved through strict laboratory control including the use of near-infrared analyzers. This allows for optimal feed balance and maximum utilization of raw material of varying quality. Wozniak Group has nine grain and feed laboratories, most of which are equipped with near-infrared analyzers

Egg powders and liquids

At Wozniak Group, the Eggs Product processing plant produces egg powders and liquids. Egg powders are products with a long shelf life, as it is a minimum of 24 months, and in the case of albumin powder, as long as 36 months - and that's without the use of conservatives.

To obtain egg products, the production process begins with mechanical culling of the eggs, proceeding to filtration, homogenization and pasteurization. The last stage of the process varies depending on the final form of the product, and can be drying, with dry products, or cooling, with liquid ones. However, each of these variants ensures the microbiological safety of the final product. All produc-

ty are subjected to microbiological analysis for: Salmonella, L. monocytogenes, staphylococci, B. cere, or Enterobacteriaceae.

For use of eggs in powder form in the FMCG industry, the primary original functional properties eggs chicken eggs, which is extremely important ceptions of specific products. In addition, this gives a wide range of possibilities for combining with any raw mate-

rials and semi- finished bakery and confectionery products. These products are characterized by high stability in terms of chemical and physical parameters for FMCG production.



Nutritional values of eggs

Eggs are a healthy food, according to a new definition proposed by the American Food and Drug Administration (FDA). This excellent but often undervalued food has finally received recognition in a very restrictive and demanding market. The proposed FDA definition is very good news for egg lovers, but also for producers, as it confirms that eggs are a remarkable nutritional powerhouse, providing a wealth of nutrients such as choline, vitamin D and fatty acids - essential for a healthy life. The new definition is in line with current scientific research and dietary guidelines. After decades of cholesterol research, data show no link between egg consumption and cardiovascular disease risk. The new definition proposed by the FDA states that eggs provide important nutrients and are specifically recommended in the 2020-2025 dietary guidelines to include them in a healthy living pattern. In addition, we will be watching to see if this new approach and the official definition of eggs as a healthy

food will start a long-term trend of increased egg consumption around the world and appreciation of this remarkable product.

Nutritional value of the product	Per 100 g of product	a serving of about 73 g (1 egg)	a serving of about 68 g (1 egg)	a serving of about 58 g (1 egg)	a serving of about 48 g (1 egg)	%RWS in 100 g*	RWS*
Energy value	585 kJ	427 kJ	398 kJ	339 kJ	281 kJ	7%	8400
Calorific value	141 kcal	103 kcal	96 kcal	81 kcal	67 kcal	7%	2000
Fat	9,4 g	6,9 g	6,4 g	5,5 g	4,5 g	13%	70
of which saturated acids	3,0 g	2,2 g	2,1 g	1,8 g	1,5 g	15%	20
Carbohydrates	1,8 g	1,3 g	1,2 g	1,0 g	0,9 g	1%	260
of which sugars	0 g	0 g	0 g	0 g	0 g	0%	90
Protein	12 g	8,9 g	8,3 g	7,1 g	5,9 g	24%	50
Salt	0,31 g	0,23 g	0,21 g	0,18 g	0,15 g	5%	6
Vitamin D	0,91 µg	0,66 µg	0,62 µg	0,53 µg	0,44 µg	18%	5
Vitamin A	168,0 µg	123 µg	114 µg	97 µg	80,6 µg	21%	800
Phosphorus	189,0 mg	138 mg	129 mg	110 mg	90,7 mg	27%	700

*Reference intake for an average adult (8400 kJ/2000 kcal)

Nutrition experts agree on the valuable nutrients eggs provide, such as complete protein, vitamins, iron, folic acid, choline and lutein. Studies prove the impact of frequent consumption of eggs on not or stopping the development of many diseases of civilization, including diabetes, hypertension, obesity. In addition, eggs are an extremely important part of the diet for neoplastic diseases.

An egg is a vitamin and mineral bomb. Protein, thanks to its excellent composition, has been recognized by the World Health Organization as an international standard of amino acid composition for measuring their quantity in other products. Studies have shown that protein helps lower blood pressure.

In one egg you will find vitamins A, E, D and K, B vitamins, especially B12, the lack of which in the human body can contribute to many neurodegenerative diseases. The egg also hides a wealth of minerals: phosphorus, potassium, sodium, calcium, iron, magnesium, copper, zinc or selenium. What's more, part of the lecithin that is contained in the egg is choline, and this choline is essential for liver regeneration. Eating as little as two eggs a day completely covers the need for this substance.



Nutritional values found in the egg

Vitamin A

Supports vision, kidney, lung and heart function, strengthens the immune system

Vitamin B (B4, B12, B6)

Among other things, they help in the proper functioning of the nervous system

Vitamin D

Strengthens bone structure

Vitamin E

Maintains normal skin condition



Phosphorus

Strengthens bones and supports the nervous system

Selenium

Play an important role in building up the body's immunity

Protein

As the basic building material of the organism

Packaging

At Wozniak Group, we care about sustainable production and packaging management. We have implemented the MOBA brand system, which automatically and without human intervention packs eggs into reusable extruders. Efficient segregation of eggs by size and quality is done with the help of fully automated OMNIA sorting machines. Damaged eggs are mechanically captured and removed. The entire process from the moment the hen lays the eggs until they are fertilized is done without human hands. For egg marking, we use only Hitachi brand food-safe ink.

In addition, for packaging our products we use:

- **LDPE plastic bags** - this is packaging intended for direct contact with food in accordance with the requirements of the Beginning of the European Parliament and the European Council (EC) No. 1935/2004 of October 27, 2004.
- **corrugated cardboard boxes** - corrugated cardboard is a product obtained by gluing together alternating, flat and corrugated layers of paper. The basic criterion for classifying corrugated cardboard is the number of layers of paper used in its manufacture. Each corrugated board is defined by technical parameters such as grammage, corrugation coefficient and wave type. The cartons that are used at Wozniak Group are made of five-ply cardboard. In order to facilitate and speed up the work of employees, packages with automatic bottoms - self-closing - are purchased. Packaging made of corrugated cardboard is widely used due to its durability, light weight, aesthetic appearance, occupying a small area when storing and the possibility of reprocessing of used packaging.

54 000

eggs per hour -
Such efficiency is ensured by
our packaging system

- **Bag-in-box bags** - the bags are made of LLP-DE and EVOH films. They show aseptic action, the EVOH barrier protects the packaging from oxygen penetration, which prevents product perdition. This prolongs the product's shelf life and safety, as they are packaging designed for indirect contact with food. At Wozniak Group, they are used for filling liquid egg masses.
- **Bags for filling liquid egg masses** - these packages are designed for direct contact with food. Made of VLDPE film, aseptic. The bag, after installation of the valve, unfolds itself during filling with liquid. Before filling, each bag is put into a Pallecon designed for safe transport of liquid products.



The paper and pulp from which we produce extrusions come from reputable and sustainable manufacturers: Werner Kenkel, Huhtamaki and Hartmann, bearing ISO FSSC, FSC, TUV, OK COMPOST certifications,

BRC, etc. We also take care of the proper management of packaging waste. Waste from paper and cardboard, plastic, wood or glass is 100% recyclable. Whenever possible, we use reusable packaging.

Label

At Wozniak Group, we are fulfilling our mission to educate about eggs at every customer touchpoint. That's why the retail packaging we prepare includes labels with the most important information about eggs:



Egg sorting

At Wozniak Group, we use a technological line for grading, sorting, marking, disinfecting and packing eggs. The machines fully automate production - their capacity is 190,000 eggs per hour. Depalleting robots feed eggs onto the sorting machines while the sorting machines verify them with intelligent systems to:

- bruise detection,
- detecting the presence of blood,
- leak detection,
- dirt detection,
- Reduction of bacteria through UV disinfection.

As a result, the eggs we offer are clean, have undamaged shells, do not contain blood, are free of bacteria and microorganisms, and their weight is correct for the weight class. The sorting machine also allows the eggs to be disinfected through the use of a UV light system.

The high degree of innovation of our sorting machines also has a positive impact on the environment through parameters that reduce the number of eggs damaged and sent for disposal, high energy efficiency, and a reduction in chemicals for disinfection. Wozniak Group guarantees a product of the highest quality.



Eggs Product magazine



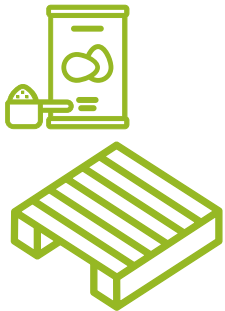
3680 m²

storage area



16 m

heights



6600

pallets for powdered
egg products



Mixing feed

The Wozniak Group's feed plant is one of the most modern in Poland.

A fully automated line with a production capacity of 72 tons of feed per hour gives us the status of one of the largest operators in the country. The mixing plant operates on the basis of a quality management system that was developed based on HACCP principles. The feed mixing center is equipped with two laboratories where purchased grain is regularly inspected.

At Wozniak Group, we produce feed for current needs, thus reducing unnecessary storage and production-magazine losses.



Egg shells

As part of our production, we strive to reuse as much waste as possible in the spirit of zero waste. Therefore, the shells created during production undergo a drying process. Then, thanks to the preservation of microbiological safety, they are used as a feed additive. Shells are a valuable source of calcium, which is essential for proper feeding of hens.

Petrol Station

We have a station operating in a self-service system. The amount of spent fuel is given directly on the dispenser with simultaneous transfer of the indication to the self-service refueling system. Each driver has his own refueling card and a chip assigned to the truck.

To dispense fuel from an underground tank used one dual-production, double-sided distributor with hoses (40 l/min.); two hoses with the ability to switch to a higher capacity (80 l/min.) for refueling trucks; one dual-sided, 2- hose AdBlue distributor, two Tir satellites.



100 000 l

capacities
2-chamber tank



85 000 l

diesel fuel tank
capacity



15 000 l

chamber for gasoline
type Pb95



10 000 l

AdBlue fuel tank
capacity



RPA and ERP

An ERP (for Enterprise Resources Planning) system is software for the comprehensive management of an enterprise. Hidden in the abbreviation ERP "Resource planning" includes the control and management of key resources and processes in almost every business area of a company: sales, finance, accounting, human resources, production, procurement.

In contrast, RPA (Robotic Process Automation) is a class of software for automating business procedures. The use of these solutions has an impact on the use of natural resources

- **RPA** – robotization of processes through automation of repetitive tasks allows employees to better focus on more worthwhile activities. Already at the level of various modules of the ERP system, processing that replaces human labor is being implemented.
- **ERP** – in organizations with a distributed structure, the ERP system allows integration of data and processes. Regardless of whether the company has branches in different locations, uses a distributed sales model or remote work, the ERP system improves the management of any organizational structure. At Wozniak Group, the ERP system affects every area of the business.

In production, it is the optimization of raw material consumption and better use of storage space. In sales, it results, for example, in more accurate and complete information about customers and new possibilities for managing promotions. In the area of finance, the system allows better and faster budget planning, so that during the fiscal year you have full control over its execution. The organization gains additional possibilities in terms of optimization of employment policy, allocation of human resources, implementation of competence models and development programs.



Digital transformation

At Wozniak Group, we realize that investing in the latest technologies is a necessity in order to constantly develop and respond to the changing needs of the market. That is why the digital transformation has not only extended to production, which is already automated, safe and efficient, but also to internal processes and those related to the electronic circulation of documents.

Internal processes

Digitalization has made it possible to work more efficiently, speed up work, and allowed the introduction of remote work from the very beginning of the Covid-19 pandemic. As a result, the role and importance of information flow in electronic form has increased, generating tangible benefits in terms of speed and quality of contact with customers,

As well as better organizational planning in various areas of the company's operations.

In addition, carrying out a digital transformation of an enterprise allows the company to expand its sales activities, through the introduction of mobile or web applications, and enables the creation of new marketing offers.

Electronic workflow

At Wozniak Group, we are constantly improving and introducing innovative communication solutions. We have applied the EDI standard, electronic data interchange, which has contributed to the reduction of paper documents, paper consumption, accelerated the flow of information throughout the organization and externally.



03

Corporate Social Responsibility

At Wozniak Group, we realize that we are part of communities, both local, connected with our production areas, as well as those to whom our products reach.

Through our presence and contacts with partners from different parts of Poland, we learn about their needs. As the largest egg producer in the country, we want to support and influence the changes taking place in the community. We believe that the key to a good business is a good heart, so we work for the benefit of the industry, but also help directly, supporting many non-governmental initiatives.

Our philanthropic activities can be seen on various levels. Among other things, we cooperate with community organizations, realize in-kind and financial donations, educate, engage.

2018-2023:

we have donated close to

1 000 000 zł

We also donated more than

5 000 000

pieces of eggs to those in need.

Industry organizations

At Wozniak Group we focus on cooperation with both domestic and international organizations of producers associated with the egg and poultry industry.



International Egg Commission

The IEC, founded in 1964, is a membership organization working on behalf of the global egg industry. It informs members about the latest developments in production, nutrition and marketing to support business decision-making and development. Members of the International Egg Commission include companies from more than 80 countries that exchange knowledge and have access to the latest research, reports and analysis on the egg market.



National Federation of Poultry Breeders and Egg Producers

The National Federation of Poultry Breeders and Egg Producers is a nationwide association of agricultural trade associations. The organization brings together in its ranks poultry breeders, egg producers and egg processing plants. The primary purpose of the Federation is to represent and defend the rights and interests of its members in the national forum and European. It belongs to and interacts with international organizations of poultry breeders.



National Chamber of Poultry and Feed Manufacturers

The National Chamber of Poultry and Feed Manufacturers (KIPDiP) is an organization of egg, poultry and packaging producers. It also unites packers and feed manufacturers and processing plants.

Organizations for the community

At Wozniak Group, we want to help locally and nationwide, so we engage in long-term cooperation with trusted entities that professionally and wholeheartedly implement the set social goals.

Professor Zbigniew Religa Foundation for the Development of Cardiac Surgery

In 2019, we started cooperation with the Professor Zbigniew Religa Cardiac Surgery Development Foundation in Zabrze. By purchasing our Zdrovo private label eggs, our customers are supporting the Foundation's activities. The Foundation was established in 1991. For all these years it has been supporting the development of Polish cardiac surgery. It introduces into clinical practice modern techniques and technologies to help treat heart conditions. In addition, the Zdrovo Foundation.

Professor Religa promotes and supports the transfer of knowledge in the field of modern cardiac surgery. Professor Zbigniew Religa said - "What deeply lies at our heart is the effective treatment of heart disease. The Foundation was established with the goal of achieving this goal with the help of modern, independently developed methods."





Children's Heart Foundation

We also support the Dina Radziwill Children's Heart Foundation. This is an independent, non-profit, non-governmental organization working for the benefit of children and adults with congenital heart defects and children's cardiology and cardiac surgery clinics. The foundation was founded in 2006 by parents of children with heart defects.



Children's Fantasy Foundation

Wozniak Group and the Zdrovo egg brand regularly support the activities of the Children's Fantasia Foundation, whose charges are children struggling with life-threatening, incurable diseases and disabilities. On the occasion of Easter, we provide the sub-people with eggs that are part of Help Parcels going to needy children throughout Poland.



DKMS

DKMS Foundation is an international non-profit organization dedicated to the fight against blood cancers and other hematopoietic diseases. The DKMS Foundation has been operating in Poland since 2008 as an independent non-profit organization. It has the status of a Public Benefit Organization and a Marrow Donor Center based on the decision of the Minister of Health. In more than 11 years, the Foundation has registered more than 1,700,000 potential Donors in Poland. Eggs Product Company and its employees have been involved in financial support of the foundation's activities.



Foundation "To the rescue of children with cancer"

The Foundation "To the Rescue of Children with New Disease" has been helping sick children since 1991. For cancer in their recovery. During this time, it has supported thousands of children with cancer from all over Poland.



Rak&Roll

Rak'n'Roll Foundation changes thinking patterns about cancer and works to improve the quality of life of cancer patients. The foundation was established in October 2009 on the initiative of Magda Prokopowicz, who, after her experience with oncological disease, wanted to help other patients in a similar situation. From the very beginning, the foundation's goal was to create a new quality in the way cancer is talked about in the public space. To break the taboo related to the approach to cancer in Poland, to infect with positive energy. The Ovotek company supported the foundation's activities with the "50 inspiring business personalities" project.



photo: Homeless animal shelter in Henrykow

We help four-legged animals

The Wozniak Group also supports organizations that help animals. We regularly make monetary and material donations to the Shelter for Homeless Animals in Henryków near Leszno and the Animal Shelter in Rawicz. Wozniak Group employees also engage in various volunteer activities for the benefit of local animal shelters.



photo: press office of WKS Śląsk Wrocław

WKS Śląsk Wrocław football team

Wozniak Group supported the Śląsk Wrocław team in the 2021 / 2022 season! Śląsk Wrocław is a Polish soccer club based in Wrocław, playing in the Ekstraklasa. We keep our fingers crossed for more goals!



Photo: Sokol Kleczew Sports Club



Photo: Judo Sports Club "Six" Rawicz



Photo: Soccer World Foundation - Soccer Academy Profi-Sport Duda

Support for local initiatives

- Regional Hospital in Konin
- District Hospital in Rawicz
- Social Assistance Center in Chocianów
- First Step Association in Wrocław
- Football World Foundation - Profi- Sport Duda Football Academy
- Zdrowo Tortura Leszno
- Sokol Kleczew Sports Club and support of the United World Karate Open Polish Championships
- Leszno Boomerang Association
- Champion Chocianów Football Nursery
- Wilki Wilczyn
- Leiden Rawicz
- Kindergarten Kątach Wrocławskie
- Virtuoso Foundation
- Care and Education Facility "Small Manor" in Laszczyn
- Rawicz Chance Animal Care Association
- Leszno Sports Festival
- Leszno Tennis Club
- Feniks Kleczew Sports Club
- 24h Rawicz Sports Festival
- Champion Chocianów football nursery
- Volunteer Fire Brigade in Kozuchow
- Volunteer Fire Brigade in Lubiechow



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