

## Reference letter

Tarczyński S.A. is an innovative producer of high quality cold cuts, "kabanos" sausages, frankfurters and protein snacks.

For years we've been inspiring people to eat healthy in order to change their lives for the better, following our motto – EAT BETTER, LIVE BETTER. We are the number 1 brand in the packaged cold cut category, and leader on the plant-based meat substitute market. Every year we receive numerous awards, and our products are currently distributed to nearly 30 countries around the world on 3 continents.

We constantly strive to realize ambitious challenges and tasks related to employee matters, which is well reflected in the awards we have received. Our attitude to employees and our good HR practices are appreciated and rewarded on the labour market.

We have our own laboratory, a team of technologists and an extensive QC department, as well as one of the most modern machine parks in Europe. We invest in the expansion of our plant and the purchase of modern, environmentally friendly technologies.

We started cooperation with the D-SAN SOLUTIONS Ltd. (subsidiary company of ALVAR group from Iceland) in 2015 and we have continued it to this day. The D-SAN company is our constant and proven partner in the field of automation of disinfection processes, which operates in accordance with our philosophy of partnering and high-quality business. We currently use six D-SAN fogging systems, renewing the order for new devices every year. We appreciate the high quality of the solutions offered by D-SAN SOLUTIONS Ltd. and the high standard of service.

