

Sustainability *report*

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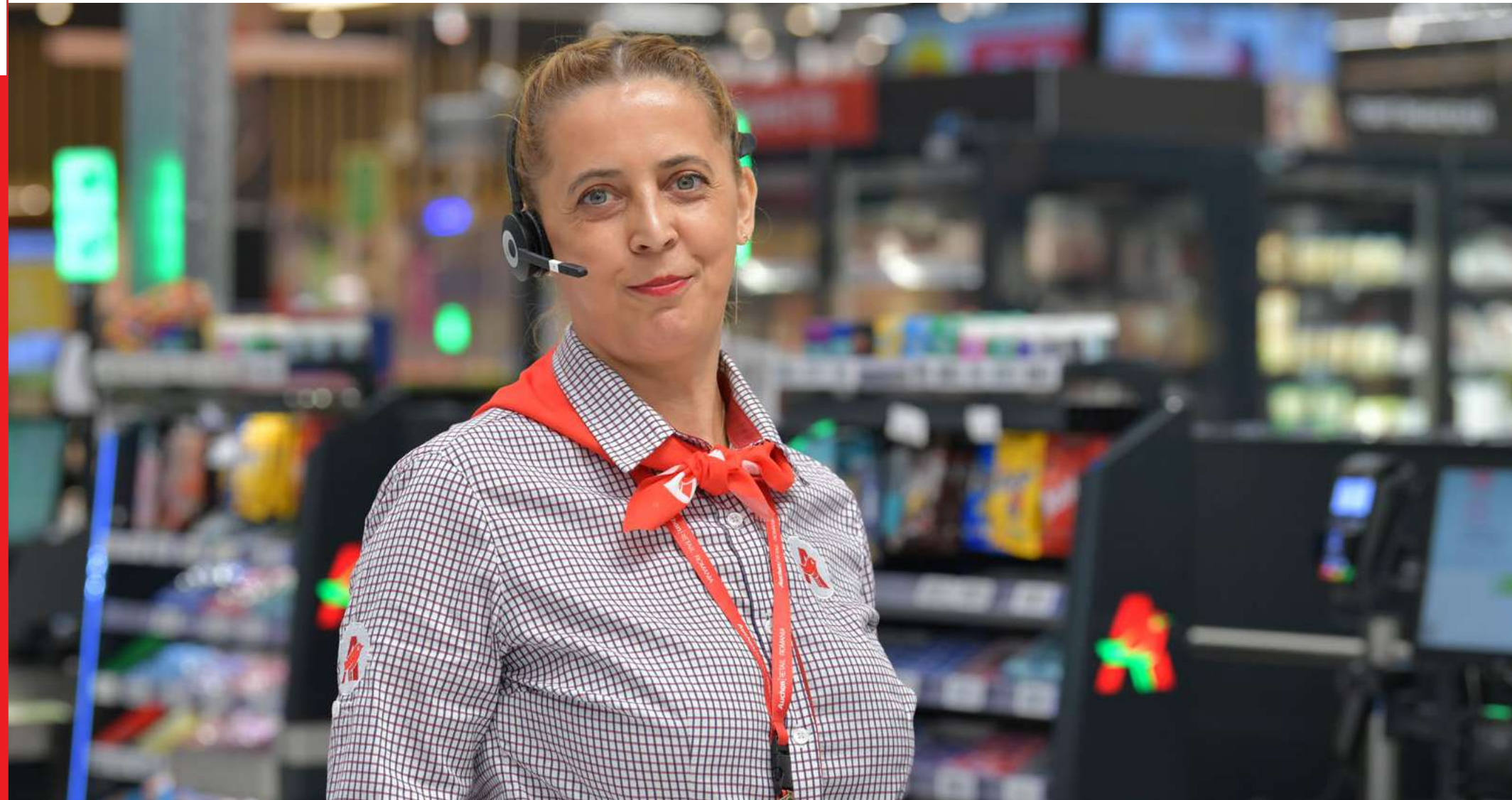
Auchan | RETAIL
ROMÂNIA

Eating well and living better while preserving the planet

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01 Introduction





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1.1 CEO'S MESSAGE

Dear colleagues, partners and customers,

It is an important time to recapitulate the last year and we realize, once again, that our collective actions have the power to transform the world we live in, and modern retail, in particular.

The year 2023 was a year of collaboration, innovation and determination for Auchan Romania. I am proud to share with you our achievements in this new edition of the Sustainability Report, which underlines our firm commitment to the environment, society and the Romanian economy. At the same time, it was a landmark year in the implementation of our sustainability strategy, in which we reaffirmed our Auchan Vision 2032 – „Eating well & living better, while protecting the earth”.

We continued the development of Responsible Supply Chain products with a strong commitment to the environment and quality, we continued our actions to strengthen circular economy solutions, implementing the Deposit-Return System seven months before the legal deadline and we obtained valuable certifications that attest our efforts to transform our business model into an even more sustainable one. For the second year in a row, we were rewarded at the Sustainability in Business Awards 2023, with the „Brand of the Year in Sustainability” and „Waste and Resource Management Project of the Year” awards.

We have also continued the decarbonization strategy through massive investments in energy efficiency, increasing the production capacity and trading of green energy, creating for the first time for the retail industry a company „Auchan Renewable Energy”. For scope 3, on carbon emissions from the impact of products on the supply chain, we have launched the „Partners for Decarbonization” Program, part of the 2030 Climate Project, which involves understanding the maturity and climate performance upstream and downstream of products. This Program will involve most of our suppliers who are or will be subject to the Corporate Sustainability Reporting Directive.

The year 2023 also brought the recognition of Auchan Retail Romania as a Top Employer, a certification that underlines our commitment to create a work environment at the highest standards for each Auchan

employee, respecting human rights, promoting diversity, inclusion and professional development through programs dedicated to our employees. In addition, through the Personal Sustainability Program, we continued to give the opportunity to all our colleagues to get involved in the community and in sustainability projects, carrying out over 10,000 individual and collective actions. All these achievements are the result of our commitment to the sustainable transformation of our business model. The common core values that guided us all alike were diversity and inclusion, ensuring that every voice is heard and every contribution is valued.

Our success would not have been possible without the joint effort and close collaboration between our partners, product suppliers, own brand and national brand suppliers, but also suppliers of indirect products and services. We are aware that we are facing significant challenges, with a strong impact on the ecosystems of our planet and, implicitly, on our organizations. That is why we are committed to urgently implementing concrete and synergistic actions, because only together we can be part of the solution and protect the resources on which we all depend.

We are grateful to our employees for their commitment and dedication, and for the excellence and passion they have consistently put into their work. Every hour of training, every innovative project and every interaction with customers reflects our ambition to make Auchan a leader in retail and sustainability.

We also thank our customers for their continued trust, loyalty and support, without which we would not be able to achieve our goals. We are committed to provide them with high-quality products, supporting their purchasing power, promoting responsible consumption practices, and being a trusted partner.

I encourage you to continue with the same enthusiasm to contribute to protecting the planet, to improve the quality of life of the communities in which we operate and to build a sustainable future for ourselves and for future generations.

Ionuț Ardeleanu
CEO Auchan Retail România

1.2 ABOUT THIS REPORT

In this fourth edition of the Auchan Romania Sustainability Report, we aim to provide a transparent and complete picture of how we manage the impact of our activities on the environment, society and economy, according to the highest international reporting standards. Through this report, we reaffirm our commitment to act responsibly and actively contribute to the sustainable development of the communities in which we operate and the Romanian economy. We want to be transparent and constantly improve our processes in order to best meet the needs of our customers and the expectations of our stakeholders. To ensure that we have a positive and lasting impact, in line with our ethical values and standards, we pursue essential aspects aimed at ensuring the sustainability of the activities we carry out:

- » **Ethical Governance and Compliance:** At Auchan Romania we are committed to transparent and accountable governance, which ensures ethical conduct and active involvement in our community. We endeavor to maintain high standards of integrity and cultivate a culture of accountability, compliance, and transparency at all levels of the organization. We also focus on working with suppliers who share our values, ensuring that the products we offer to our customers are produced in fair production environments that respect human rights and ethical business conduct.
- » **Environmental protection and conservation:** We take constant action to reduce our environmental impact by optimizing our supply chain, adopting energy-efficient measures, promoting the responsible use of resources in the context of the circular economy, as well as preventing and combating food waste.
- » **Promoting human rights and supporting local communities:** We are committed to making a positive impact on the communities in which we operate. This commitment is manifested through various initiatives aimed at improving the quality of life for our employees. And also, for all those involved in our activities through high-quality products and services that are accessible and attractive to as many people as possible.

» **Fighting corruption:** We fight corruption in all its forms and take concrete measures to ensure an ethical and transparent business environment through the internal procedures on Conflicts of Interest, Gifts and Invitations, the Anti-Fraud and Corruption Policy, the General Policy on International Economic Sanctions and the Ethics Charter, but also through a Speak Up alert system.

This report presents a detailed analysis of Auchan Romania's non-financial performance for the period October 1, 2022 - September 30, 2023. In addition, we have also included relevant financial data for the calendar year 2023 (1st of January 1 - 31st of December), to provide a complete and coherent perspective on our business. The report is updated annually, reflecting our ongoing commitment to transparency and sustainability. For any questions or additional details, please refer to the contact information available on the last page of the report.

The report was prepared in accordance with the highest international standards of non-financial reporting. Auchan Romania reports ESG data according to the Universal Standards Global Reporting Initiative (GRI)¹, 2021 edition (in force as of January 1, 2023). They reflect the latest updates to integrate developments into ESG disclosures and highlight the importance of impact reporting.

GRI's updated guidance on materiality supports the implementation of dual materiality, recognizing that an organization must report on both sustainability aspects that influence business value and those that have an impact on the environment and society. The new standards also include revised guidance for incorporating due diligence, calling for a more rigorous approach in documenting how the company addresses actual and potential negative impacts, whether through its own activities or indirectly through the supply chain or other business relationships.

¹GRI (Global Reporting Initiative) is the independent international organization that helps companies and other organizations take responsibility for their impact. The standards created by the organization provide companies with guides and instructions to report their impact as transparently as possible

These changes came as a result of the implementation of the Corporate Sustainability Reporting Directive (CSRD)², which imposes the first 12 ESRS standards³, with the aim of standardizing and improving the transparency of ESG reporting in Europe. This benchmark initiative is meant to increase the rigor and transparency of non-financial reporting in order to match financial reporting by requiring companies covered by CSRD to adopt these standards.

Although the reporting obligation according to the CSRD applies from 2025 for the activity carried out in 2024, Auchan Romania is already preparing for these requirements, ensuring that our reporting complies with the highest standards. For example, we report our material aspects according to a complex analysis of the double materiality from the previous reporting cycle. This reflects our proactive approach and commitment to remain at the forefront of sustainability reporting. By anticipating and preparing for new requirements, we ensure that we will continue to provide high-quality reports that accurately reflect our sustainability impact and progress.

Our report also includes reporting according to the UN Sustainable Development Goals (SDGs) and is aligned with the requirements of the Sustainability Accounting Standards Board (SASB⁴). This allows us to present a clear and comparable picture of our sustainability performance, making it easier for investors and other stakeholders to assess and benchmark.

²The European Union has adopted the Action Plan for Financing Sustainable Growth, which includes the Corporate Sustainability Reporting Directive (CSRD). This directive is an amendment to the existing legislation on non-financial reporting (NFRD), imposing more detailed reporting requirements on the impact of companies on the environment, society and the economy. The CSRD is based on the European Sustainability Reporting Standards (ESRS), consisting of a set of 12 standards developed by the European Financial Reporting Advisory Group. The Directive was transposed in Romania, under OMFP Order 85/2024.

³The ESRS (European Sustainability Reporting Standards) are part of Directive (EU) 2464/2022 on corporate sustainability reporting (CSRD) and are the mandatory framework for reporting sustainability information starting with financial year 2024. ESRS standards cover issues such as organisational governance, environmental impact, social aspects and stakeholder relations. They provide a robust framework for identifying, measuring and reporting companies' significant impacts on people and the environment, as well as the effects of sustainability aspects on company development and performance, through the concept of „dual materiality“.

On 31 July 2023, the European Commission adopted the final delegated act of the ESRS, which includes 12 final standards. They consist of two cross-cutting standards (ESRS 1 General Requirements and ESRS 2 General Disclosures) and ten thematic standards covering environmental, social and governance issues:

- | | |
|---|-----------------------------------|
| » ESRS E1 Climate Change | » ESRS S1 Own Workforce |
| » ESRS E2 Pollution | » ESRS S2 Value Chain Workers |
| » ESRS E3 Water and Marine Resources | » ESRS S3 Affected Communities |
| » ESRS E4 Biodiversity and Ecosystems | » ESRS S4 Consumers and End-Users |
| » ESRS E5 Resource Use and Circular Economy | » ESRS G1 Professional Conduct |

⁴The SASB Standards identify the sustainability issues most relevant to investor decision-making across 77 industries. As of August 2022, the International Sustainability Standards Board (ISSB) of the IFRS Foundation has incorporated the SASB Standards.

⁵The EU taxonomy is a central element of the European Union's sustainable financial framework and a key tool for market transparency. It helps to direct investments towards the economic activities necessary for the transition to a sustainable economy, in line with the objectives of the European Green Deal. The taxonomy is a classification system that defines the criteria for economic activities aligned with a net-zero pathway to 2050 and broader environmental objectives. The Taxonomy Regulation, in force since 12 July 2020, sets the basis for the EU Taxonomy and requires non-financial undertakings to disclose the proportion of their Taxonomy-eligible and Taxonomy-aligned activities in terms of turnover, capital expenditure (CapEx) and operational expenditure (OpEx).

In addition, we have integrated the requirements of the EU Sustainability Taxonomy⁵, a classification system that provides companies with a common language to identify economic activities considered environmentally sustainable. This framework has allowed us to transparently assess and communicate the contribution of our activities to the environmental objectives set by the EU. Moreover, the report complies with the specific criteria provided by Order no. 1938/2016 of the Ministry of Public Finance.

The anticipated integration of the requirements imposed by the new CSRD directive and ESRS standards, as well as the implementation of the EU taxonomy in our sustainability reporting process, reinforces our commitment to transparent and accountable reporting. This approach reflects our efforts to integrate sustainability into the core of corporate strategy and communication. The structured framework provides a solid basis for communicating our sustainability initiatives and impacts, facilitating clear, relevant and consistent reporting.

The report is structured in twelve main chapters, each addressing strategic areas and topics of major importance for Auchan Romania. This structure allows us to clearly and effectively communicate our progress in various areas of interest, integrating economic, environmental and social aspects in a coherent and harmonious way.

1.3 EVALUATION OF MATERIAL ASPECTS

During the previous reporting year, we adopted a new methodology for sustainability reporting, complying with the requirements imposed by the Corporate Sustainability Reporting Directive (CSRD). This process involved a double materiality analysis, assessing both the impact of our activities on the environment, society and the economy, as well as the financial influences of external factors on our company. Thus, we have ensured that we comply with international regulations and the EU Taxonomy.

The double materiality analysis was carried out in two essential stages. The first phase involved the review of the material aspects identified in the previous reports, with a focus on areas of significant impact. In the second stage, we conducted a detailed analysis of the value chain to identify new risks and opportunities. In addition, we integrated feedback from key stakeholders, collected during a dedicated workshop.

Within this edition of the Sustainability Report, in order to comply with the GRI 1: Foundation standard, we have internally reanalyzed all the material themes previously identified and validated them at the company level. This process allowed us to reaffirm the importance of the seven strategic directions essential to our business:

- » **Responsible Employer:** We are dedicated to creating a fair and motivating work environment, promoting diversity and inclusion, and supporting the professional development of all our employees.
- » **Production:** We practice sustainable production, trying to minimise the impact on natural resources and encouraging the responsible use of raw materials.
- » **Sustainable relationships:** We strive to build trusting and lasting relationships with our partners and collaborators, based on ethics and social responsibility.
- » **Circular economy:** We promote a circular economy through resource efficiency and waste reduction through repair, reuse and recycling.

- » **Responsible consumption:** We prioritize educating and involving customers in responsible consumption decisions, promoting informed and sustainable choices for them.
- » **Store management:** We optimize the operation of our stores, reducing energy and resource consumption and creating environmentally friendly stores.
- » **Governance:** We adopt responsible and transparent corporate governance practices, constantly seeking to improve our sustainability performance.

To ensure clearer and more structured reporting, we have made the following changes to our material aspects compared to the previous edition of the Sustainability Report:

- » **The Impact of products on the environment and Carbon product impact** have been brought together under the name „Carbon footprint of products" and it has been included in the strategic direction of „Production".
- » **Life cycle impact of products** has been integrated into „Product transparency and traceability", which is also part of the „Manufacturing Mode" direction.
- » **Realization of CSR strategy and Communication on implemented CSR actions and strategy** have been reformulated as „Implementation of the Sustainability Strategy" and „Communication of Sustainability Actions and Strategy Implemented", located within the „Governance" strategic direction.
- » **Sponsorship and philanthropy** has been integrated under „Local communities", part of the „Responsible Employer" strategic direction.
- » **Transforming offers to integrate social, societal and environmental issues** has been included in „Healthy products and nutritional quality", under the strategic direction „Responsible Consumption". Also, **Support for changes in sustainable practices** was integrated into „Awareness of responsible consumption and the

impact of products on the environment", in the same strategic direction.

- » **Inclusion of people in vulnerable situations** has been integrated within „Anti-discrimination and diversity within the company", and is part of the „Responsible Employer" strategic direction. The vulnerable people targeted are mainly those with disabilities. According to GRI standards, this topic is treated as a component of diversity within the company, and there are currently no clear or specific additional directions from the GRI guidelines.

The main objective of the reanalysis of the material topics was to update them according to the company's impacts and to clarify the reported information. Changes to material aspects shall follow a uniform and structured approach, avoiding redundancies. The seven key strategic directions underpin our materiality analysis, and with each sustainability reporting exercise, we aim to improve the process and remain transparent to the public and all stakeholders, both in terms of our impact on the environment and the community, as well as the influences felt by the company.

1. Methodology

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As part of the process of identifying and evaluating material aspects, we had a collaborative approach, actively involving employees, the management team, customers, business partners, NGOs and other project partners. We used a detailed questionnaire to collect valuable feedback from these stakeholders, which allowed us to better understand their sustainability concerns and priorities.

We conducted an extensive consultation process, including interview sessions with five key representatives from the company, covering areas such as governance, procurement, legal, sustainability and environmental risk management. This dialogue helped us to assess the social and financial impact of the material issues identified, thus establishing their long-term relevance.

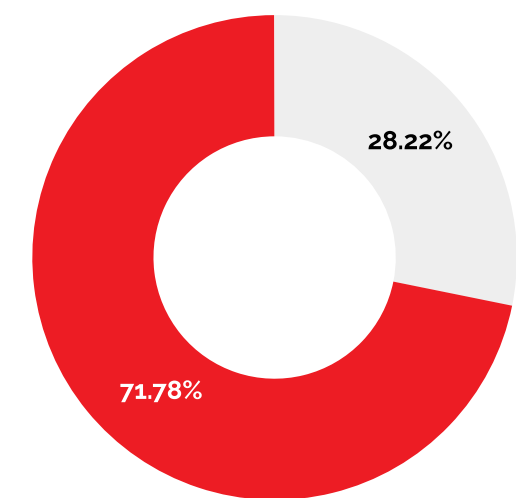
Also, to collect and evaluate feedback, we organized a focus group with key stakeholders representatives and distributed specific questionnaires. These evaluation tools allowed us to collect the opinions and suggestions of the participants, which we later integrated into the

materiality matrix. This matrix gives us a clear insight into priorities and helps us structure the sustainability report in line with stakeholders expectations.

At the same time, we also took into account the feedback received through the questionnaires completed by other stakeholders, both internal and external. Each material aspect was analyzed according to its financial influence on the company and its impact on society. Finally, we calculated an average of the significance scores for material aspects that were combined after the reanalysis based on the answers obtained from questionnaires and interviews.

We are committed to leveraging the feedback and recommendations we receive from all our stakeholders. Whenever feasible, we incorporate these suggestions into our programs and initiatives, continuously optimizing our sustainability strategy. This commitment ensures that we maintain constant transparency and accountability to all stakeholders, continuously adapting to meet their needs and expectations.

Respondents



■ Internal Stakeholders
■ External Stakeholders

⁶The concept of „dual materiality" was first officially proposed by the European Commission in the Guidance on Non-Financial Reporting: Supplement on Climate-related Reporting, published in June 2019. It encourages a company to judge materiality from two perspectives: 1) „the necessary measure for understanding of the company's development, performance and position" and „in the broad sense of affecting the company's value"; 2) the environmental and social impact of the company's activities on a wide range of stakeholders. The concept also implies the need to evaluate the interconnectivity of the two.

THE CONSTRUCTION PROCESS OF MATERIALITY ANALYSIS

Analysis of key points by sector of activity	Impact analysis	Integration of answers	Materiality matrix
<ul style="list-style-type: none">» analysis of global trends and changes that have affected/ will affect the sector in which we operate;» value chain analysis;» analysis of the challenges that have arisen;» analysis of identified opportunities and risks;» environmental risk assessment.	<ul style="list-style-type: none">» analysis of the needs of internal and external stakeholders;» analysis at the management level of Auchan Romania;» stakeholder involvement through various ways (interviews, questionnaires, webinars, etc.).	<ul style="list-style-type: none">» integration of responses;» building the materiality matrix;	<ul style="list-style-type: none">» validation of the materiality matrix;» the final version of the materiality matrix.

2. Stakeholder dialogue

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STAKEHOLDER DIALOGUE PROCESS

Type of stakeholders	Topics of interest	How we communicate and interact
Customers and residents of Romania	<ul style="list-style-type: none">» Products (quality, availability, safety, assortment)» Affordable prices» Shopping experience» Educating customers	<ul style="list-style-type: none">» Supply chain and private label products» International Customers' Friend distinction and Customers' Friend – Superior Excellence status» „Exarhu's Plate" Program» Auchan „My CLUB" loyalty program
Employees	<ul style="list-style-type: none">» Competitive remuneration and benefits» Ethical workplace» Diverse and inclusive workforce» Well-being and benefits» Learning, development and growth opportunities» Career opportunities	<ul style="list-style-type: none">» Meetings with employee representatives» The Human Project» Employee Engagement and Satisfaction Barometer (BES)» Auchan Refresh Center of Excellence» "Compliance Week" event» Auchan StarTalents nursery programs» Personal Sustainability Program (PSP)» Executive Scholarship – Master of Business Administration (MBA)» Auchan International Management Program (AIM)

Auchan Private Label Product Suppliers	<ul style="list-style-type: none">» Terms and conditions of delivery» Payment terms» Ethics and transparency» Cooperation towards innovation	<ul style="list-style-type: none">» Over 90% suppliers from Romania» Over 900 private label products developed in Romania» Regular audits carried out at Auchan's own brand and Filieres suppliers» Products that comply with special diets (gluten-free, sugar-free, Eco, etc.)
Local producers/ farmers	<ul style="list-style-type: none">» Auchan Romania's expectations regarding products volumes and quality» Terms and conditions of delivery» Payment terms» Ethics and transparency	<ul style="list-style-type: none">» Long-term development of the „Filieres" program in partnership with Romanian producers» The Club of Emblematic Romanian Brands
Local, national and international authorities and administrations	<ul style="list-style-type: none">» Taxes» Compliance reporting» Transparency» Ethics» Data security and privacy	<ul style="list-style-type: none">» Preparation of financial and non-financial statements» Payment of taxes and contributions» Preparation of Sustainability Report» Compliance with laws and employees' rights
Local communities and NGOs	<ul style="list-style-type: none">» Community commitment» Employment opportunities» Sponsorships» Sustainability» Environmental impact» Food waste and food waste reduction» Safe shopping	<ul style="list-style-type: none">» 3M lei invested in community projects, including: fundraising campaigns, product donation campaigns and financial support for community programs» Permanent campaign with the Federation of Food Banks in Romania – FBAR» Circular economy projects» National blood donation campaigns
Media	<ul style="list-style-type: none">» Ethics and transparency» Open dialogue» Information quality» Collaboration	<ul style="list-style-type: none">» Communications for CSR actions» Publication of Sustainability Reports» Publication of press releases» Participation in events and conferences
Investors	<ul style="list-style-type: none">» Profitability» Financial stability and performance» Sustainable performance» Risk management» Ethics and transparency	<ul style="list-style-type: none">» Annual shareholders' meeting» Financial community meetings» Participation in conferences and forums» Regular calls and in-person meetings» Thematic calls upon request» Annual financial reports
Auchan Retail Group	<ul style="list-style-type: none">» Profitability» Reputation» Sustainability	<ul style="list-style-type: none">» Reports» Periodic conferences» Meetings and calls

Introduction

The Story of Auchan

Governance and Management of the Organization

Sustainability Strategy

Healthy Eating and Combating Food Waste

Fight against Plastic Pollution

Reducing the Carbon Footprint

Responsible Use of Resources and the Circular Economy

People

Sustainable Communities

EU Taxonomy

Appendix

Stakeholder consultation and involvement

In the process of drafting the Auchan 2023 sustainability report, consultation and active involvement of stakeholders were the main pillars in achieving a precise and relevant analysis and materiality matrix.

To gain a comprehensive perspective on our stakeholders' concerns and priorities, we used detailed online questionnaires. These questionnaires provided an opportunity to receive feedback on our sustainability activities and how we communicate these efforts.

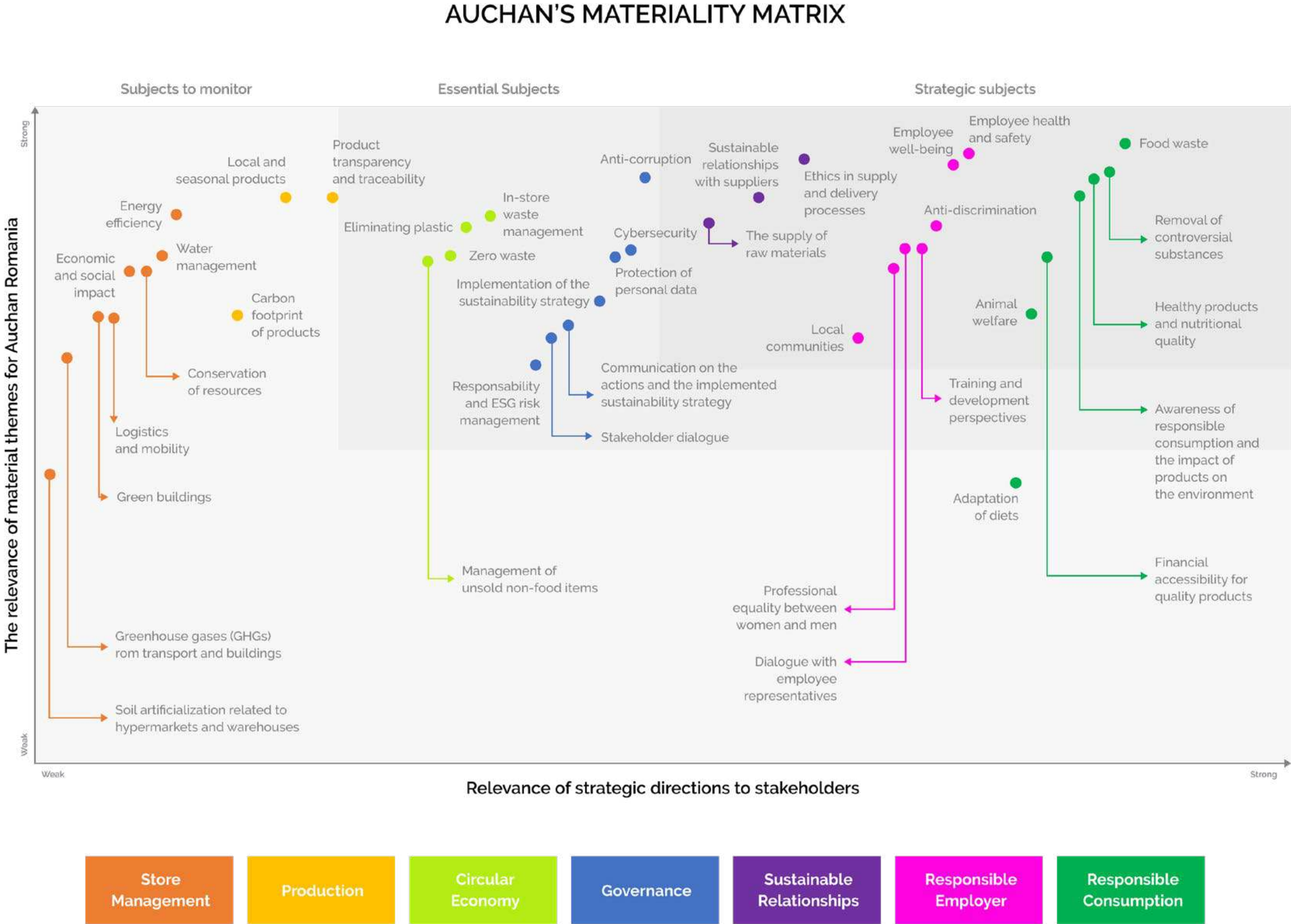
The questionnaires also included a financial materiality analysis component, assessing the financial impact and long-term importance of the various aspects, according to the European standards provided by the new CSRD directive. Based on the feedback collected, we have developed a materiality matrix that reflects the priorities and concerns of our stakeholders. This matrix was created by quantifying the responses received, using four essential criteria:

- » **Impact dimension:** assessment of the severity and extent of the effects of material aspects.
- » **Applicability:** determining the relevance of material issues in the context of our activities.
- » **The irremediable effect:** analysis of the possible irreversible consequences of the impact.
- » **Impact probability:** the probability estimation that the impact (positive or negative) will materialize.

This matrix provides a clear picture of the essential aspects for the company, highlighting both the financial influences and the impact on society. Thus, the materiality matrix becomes a crucial tool in guiding our sustainability strategies. Continuous consultation with stakeholders and their active involvement is an essential part of our work. Colleagues from different departments interact directly with stakeholders, gathering valuable information about their perception of Auchan Romania's activities. This internal collaboration helps us to be more responsive and to better adapt to the needs and expectations of those with whom we interact.

Stakeholder consultation method		Result/Purpose
» Reputation online questionnaire, addressed to employees, customers and external collaborators of Auchan Romania (contractors, suppliers, NGOs, professional associations)		» Analysis of Auchan's public image and reputation for employees and the public (509 responses)
» Online questionnaire addressed to non-key stakeholders, internal and external		» Quantification of the company's impact on society for each material aspect identified (509 responses)
» Focus group with the company's key stakeholders		» Identification of material aspects and strategic directions for the company (5 responses)
» Online questionnaire addressed to the company's key stakeholders		» Quantification of the financial impact on the company for each material aspect identified (5 responses)
» Reanalysis of material topics - 2024		» Verification and validation of material topics for a unitary and structured treatment as previously described.





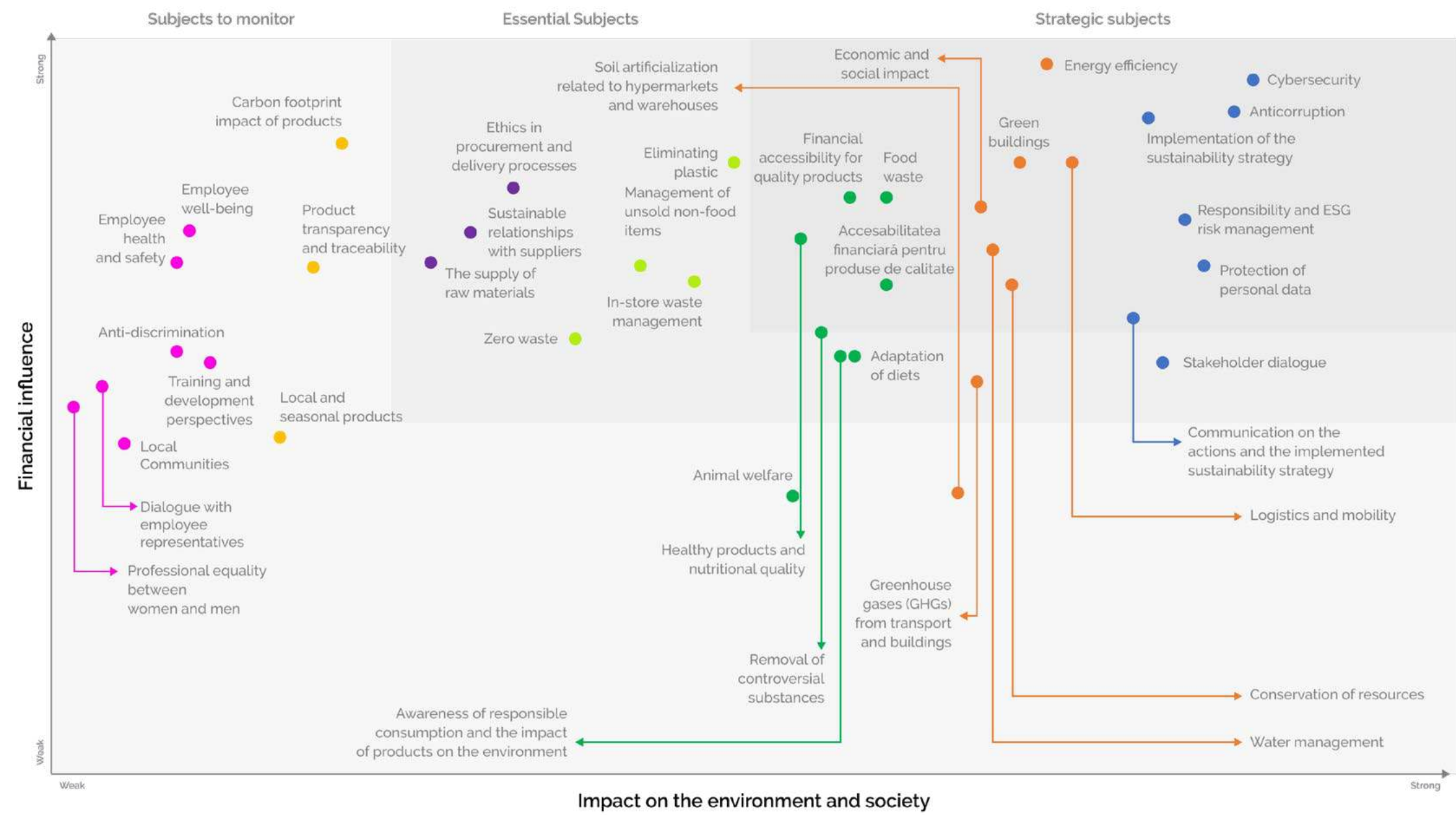
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MATERIAL ASPECTS ACCORDING TO THE DOUBLE MATERIALITY ANALYSIS FROM THE PERSPECTIVE OF ALL STAKEHOLDERS

Store management	Production	Circular economy	Governance	Sustainable relationships	Responsible employer	Responsible consumption
1. Energy efficiency	1. Local and seasonal products	1. In-store waste management	1. Anti-corruption	1. Ethics in supply and delivery processes	1. Employee health and safety	1. Food waste
2. Water management	2. Product transparency and traceability	2. Eliminating plastic	2. Cybersecurity	2. Sustainable relationships with suppliers	2. Attractive working conditions and employee well-being	2. Removal of controversial substances
3. Conservation of resources	3. Carbon footprint of products	3. Zero waste	3. Protection of personal data	3. The supply of raw materials	3. Anti-discrimination and diversity within the company	3. Healthy products and nutritional quality
4. Economic and social impact		4. Management of unsold non-food items	4. Implementation of the sustainability strategy		4. Training and development perspectives	4. Awareness of responsible consumption and the impact of products on the environment
5. Logistics and mobility			5. Communication on the actions and the implemented sustainability strategy		5. Dialogue with employee representatives	5. Financial accessibility for quality products
6. Green buildings			6. Stakeholder dialogue		6. Professional equality between women and men	6. Animal welfare
7. Greenhouse gases (GHGs) from transport and buildings			7. Responsibility and ESG risk management		7. Local communities	7. Adaptation of diets
8. Soil artificialization related to hypermarkets and warehouses						

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DOUBLE MATERIALITY MATRIX - KEY STAKEHOLDERS PERSPECTIVE



- Responsible Employer
- Production
- Sustainable Relationships
- Circular Economy
- Responsible Consumption
- Store Management
- Governance

MATERIAL ASPECTS ACCORDING TO THE DOUBLE MATERIALITY ANALYSIS FROM THE PERSPECTIVE OF KEY STAKEHOLDERS

Responsible employer	Production	Sustainable relationships	Circular economy	Responsible consumption	Store management	Governance
1. Attractive working conditions and employee well-being	1. Carbon footprint impact of products	1. Ethics in procurement and delivery processes	1. Eliminating plastic	1. Food waste	1. Logistics and mobility	1. Cybersecurity
2. Employee health and safety	2. Product transparency and traceability	2. Sustainable relationships with suppliers	2. In-store waste management	2. Financial accessibility for quality products	2. Energy efficiency	2. Anticorruption
3. Anti-discrimination and diversity within the company	3. Local and seasonal products	3. The supply of raw materials	3. Support for changes in sustainable practices	3. Adaptation of diets	3. Green buildings	3. Protection of personal data
4. Training and development perspectives			4. Management of unsold non-food items	4. Awareness of responsible consumption and the impact of products on the environment	4. Conservation of resources	4. Responsibility and ESG risk management
5. Local Communities			5. Zero waste	5. Removal of controversial substances	5. Water management	5. Implementation of the sustainability strategy
6. Dialogue with employee representatives				6. Healthy products and nutritional quality	6. Economic and social impact	6. Stakeholder dialogue
7. Professional equality between women and men				7. Animal welfare	7. Greenhouse gases (GHGs) from transport and buildings	7. Communication on the actions and the implemented sustainability strategy
					8. Soil artificialization related to hypermarkets and warehouses	

KEY ESG MATERIAL TOPICS - ENVIRONMENT, SOCIAL, GOVERNANCE

Environment	Social	Governance
» Food waste	» Employee health & safety	» Anticorruption
» Energy efficiency	» Attractive working conditions and employee well-being	» Ethics in procurement and delivery processes
» Carbon footprint impact of products	» Anti-discrimination and diversity within the company	» Cybersecurity

Introduction
The Story of Auchan
Governance and Management of the Organization
Sustainability Strategy
Healthy Eating and Combating Food Waste
Fight against Plastic Pollution
Reducing the Carbon Footprint
Responsible Use of Resources and the Circular Economy
People
Sustainable Communities
EU Taxonomy
Appendix

02 The story of Auchan



2.0 ABOUT US, IN NUMBERS



Business

438

stores*

8,082,946,861

lei turnover (with VAT)**

340,000

customers, daily, on average*

2,400,000

products sold daily, on average*



Environment

23M

containers collected pre-SGR*

-20.53%

greenhouse gas emissions for Scope 1, 2 and 3*

100% freight transport with Euro 5 and 6 motor trucks**



Company

3,007,103.73

lei invested in social projects**



Sustainable products

73

Supply Chains and **916** own brand products, developed in Romania**

113

organic own-brand products, including **45** local products*

Over **150**

food suppliers delivering locally*



Employees

56%

women in management positions*

123,126

hours of employee training*

7,389

employees*

2.1 OUR VISION

In recent years, the world has been affected by fundamental changes in many areas, including food, technology and digital solutions, the economy and the environment. These changes, fueled by significant global events, have had a profound impact on all aspects of daily life. Supply chains have also been affected, going through a period of significant transformations that have required fast and continuous adaptation. In this dynamic and challenging context, we have formulated and established our Vision 2032: „Eating well & living better, while protecting the earth“.

At Auchan, we aim to further promote healthy eating through an exclusive offer, to develop new Filiers by Auchan and to contribute to a better life for our customers and the communities in which we operate, always with the protection of the planet in mind. The year 2023 aimed to strengthen our position in the market by promoting a unique and responsible offer. We also aimed to continue improving the quality of our products by listening to our customers.

Auchan products and the emotion that generate are the strategic pillars of the Auchan 2032 Vision. We continued to focus on the quality, health and sustainability of local products. The products under the „Auchan Filieres“ brand represent our commitment to respect for the environment and animal welfare. The sustainable and rigorous agricultural partnerships we have created with local producers reflect our shared values and support for responsible supply chains.

Our vision for 2032 reflects our commitment to promoting healthy eating, supporting communities and protecting the planet. Through our continuous efforts to develop local supply chains, create lasting partnerships and offer customers an exceptional shopping experience.

Our approach is based on cultivating emotion for employees, partners, customers, shareholders and citizens. Our emotions are the ones that determine the



actions, and our actions generate desired results for each of the stakeholders mentioned above.

Moreover, we have developed an omnichannel system to meet the diversified needs of our customers and offer them a flexible, convenient and positive emotional shopping experience. It combines the positive aspects of physical in-store experiences with the advantages of online shopping, making it easier for customers to access their favorite products with the same high level of quality.

For example, customers can order products online from auchan.ro website with home delivery or in-store pickup via Click & Collect or Drive. They can also check the availability of products in real time or return products purchased online directly to physical stores.

This integration ensures maximum flexibility and a shopping experience by meeting the complex needs of our customers.

* Between 1st of October 2022 and 30th of September 2023

** Between 1st of January and 31st of December, 2023

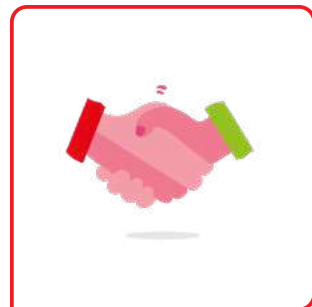
2.2 AUCHAN ROMANIA'S MISSION

Auchan Romania's mission and vision are anchored on two fundamental pillars: Products and Emotion. Thus, our daily dedication revolves around these two key elements: the Auchan product range and the emotional connection with our customers, employees and partners.

Thus, at Auchan Romania, we aim to offer high-quality products and services that are accessible and attractive to as many people as possible. At the same time, we are committed to creating memorable experiences for our customers and cultivating relationships of trust and genuine care with our employees and partners.

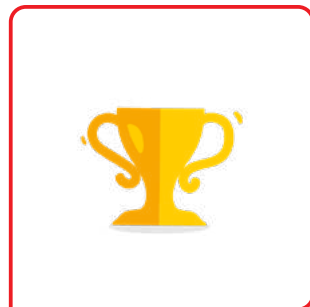
We are dedicated to bringing products and services that promote healthy eating and respect for the environment into the lives of as many people as possible. Through our values, we contribute to the development of a more responsible and connected community.

Our ambition is to become the favorite brand of our employees, customers, partners, citizens and shareholders. We build ethical and lasting relationships with all these stakeholders and actively contribute to the development of the community we are part of.



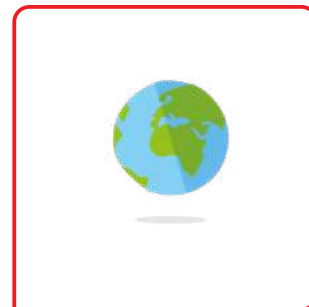
Trust

It is the key to effective, caring and meaningful collaboration for all. In an ever-changing world, trust is what drives us to build rich, lasting relationships every day.



Excellence

Passion for products, services and relationships. Demanding the best of ourselves and others. We are guided by excellence: we are not satisfied with doing better, we aim to offer the best to everyone.



Openness

Openness is a state of mind that makes all the difference and makes change possible. Curiosity, enthusiasm, the ability to challenge ourselves to invent the business of tomorrow, the one that will change the lives of the 8 billion people on the planet.

2.3 AUCHAN ROMANIA'S BUSINESS

2.3.1. About Auchan Romania

GRI 2-1; 2-2

Auchan Romania S.A. (a joint-stock company with the form of private ownership) operates strictly in Romania with its headquarters located in Bucharest, 25 Braşov Street, 4th Floor, Room 1, District 6. Auchan Romania S.A. is part of the Auchan Retail group, together with New Immo Holding (which includes Foncière Ceetrus and Nhood), thus forming the ELO group (headquarter located in France - 40 avenue de Flandre - 59964 Croix. The company also owns a 49.9% equity investment in Oney Bank.

The ELO Group (formerly Auchan Holding), with its headquarters at 40 avenue de Flandre - 59964 Croix, France, brings together two companies with complementary business lines: a food retailer (Auchan Retail) and a company that provides services for all real estate business lines (New Immo Holding). Through ELO's support, each line of business takes a responsible approach to strengthen their positions in their core markets, making significant transformations to achieve their vision.

This sustainability report focuses exclusively on the sustainability activities and actions of Auchan Romania S.A., with strict operation in Romania, information about other entities not being consolidated in the report.

2.3.2. Our value chain

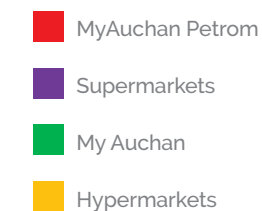
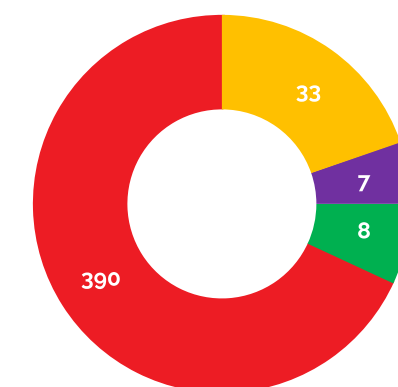
GRI 2-6

In order to offer our customers maximum flexibility in the shopping experience, Auchan Romania has implemented an innovative business model, called „phygital”, which combines the digital store format with the physical one. Thus, customers can choose the traditional shopping way, visiting our stores, or use our digital platforms to place online orders, with home delivery or personal pickup options from the store or Drive points.

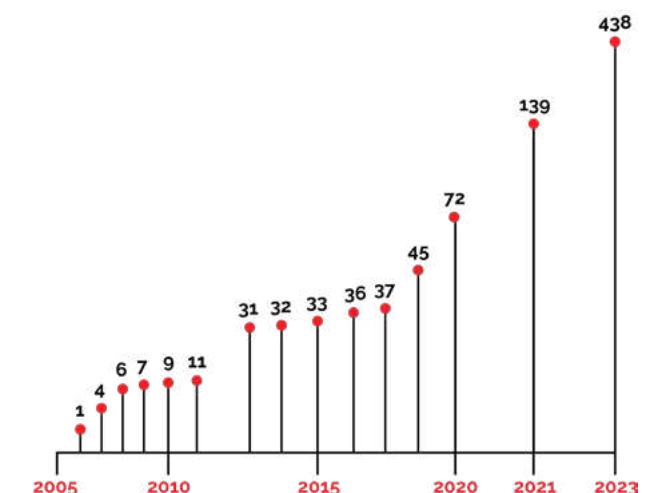
To meet diverse customer preferences, we maintained 32 Auchan Drive locations and expanded the number of Click&Collect locations from 34 to 37, facilitating quick and convenient shopping*. Our store portfolio has reached 438 stores*, of which 33 are hypermarkets,

7 are supermarkets, 8 are MyAuchan stores, and 390 MyAuchan Petrom stores. We have also proved our commitment to meeting the local needs of customers by opening two new supermarkets in U-Center and Moşniţa, although we have optimized the network by closing a supermarket (Liberty) and a MyAuchan store (Obregia).

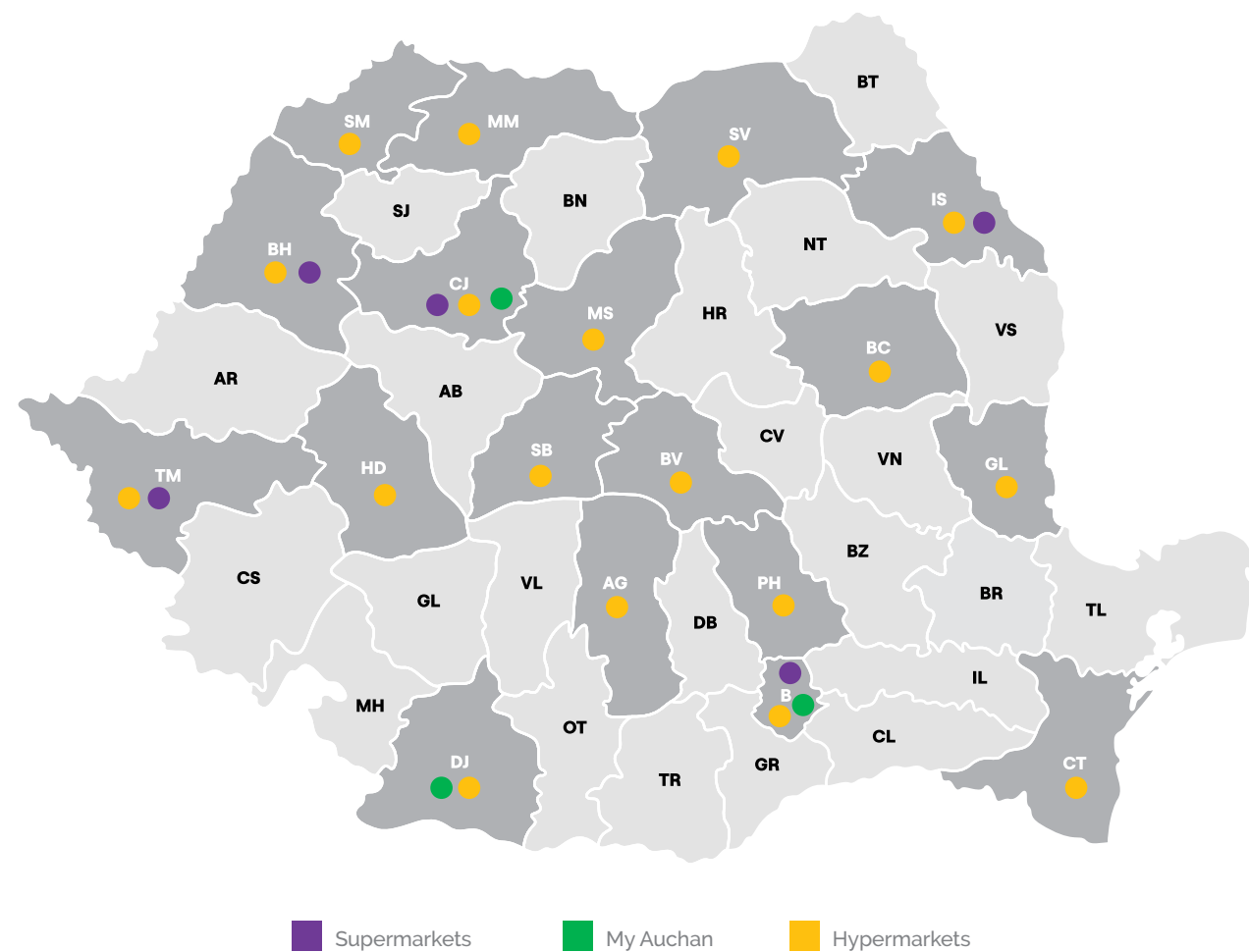
Out of the 438 de stores open in Romania:



The evolution of the numbers of stores:



*Between 1st of October 2022 and 30th of September 2023



In addition to expanding the physical network, we have intensified our efforts to improve the accessibility and convenience of shopping by collaborating with various delivery platforms.

In 2023, we were partners with Glovo, Tazz, FAN Delivery, DrCarmen, Bringo and Sport SMP, expanding our fast and safe delivery options for our customers. This adaptation to the dynamic trade environment reflects our commitment to responding to the ever-changing needs and preferences of consumers.

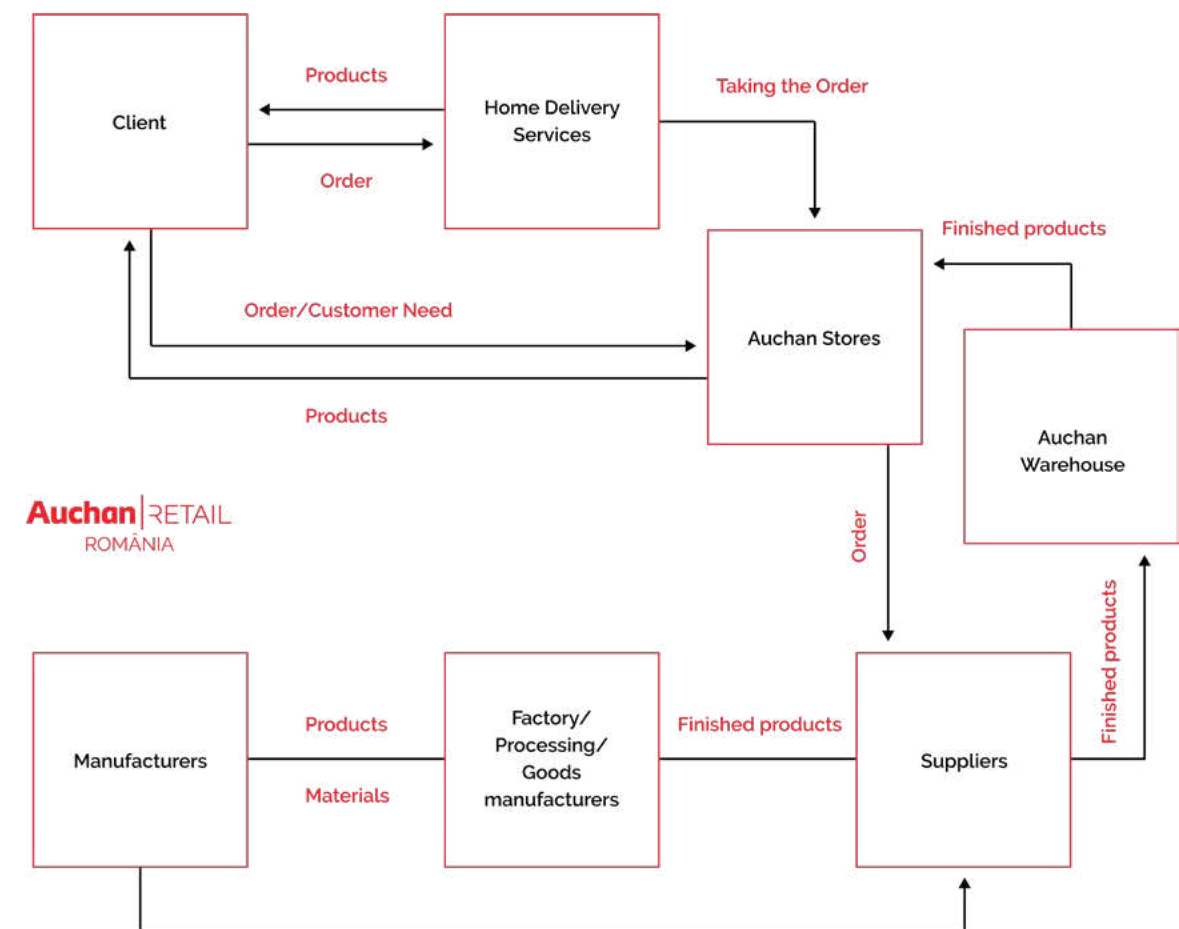
Our business relationships are also essential to our success. We work with downstream entities through

business-to-business (B2B) and business-to-customer (B2C) links, with the result of **62,303* B2B entities and more than 120 million recurring B2C customers**.

Most of our business relationships are contractual and are 99% carried out in Romania, with a small percentage from countries such as Slovenia, Slovakia, Spain and the USA.

Also, upstream, we enjoy the close collaboration with our partners of Filieres suppliers, private label, national brand, suppliers of indirect products and services that make possible the proper functioning of our company.

*Between 1st of October 2022 and 30th of September 2023



2.3.3. Sustainable partnerships

GRI 308-1

Auchan Romania is responsible for protecting the environment and society, implementing concrete measures to support these objectives. In our procurement practices, the „Code of Business Ethics” is an essential component, being mandatorily signed by each business partner. This crucial document includes firm clauses on the prohibition of child labour, the prevention of forced labour, the provision of fair remuneration practices, the promotion of anti-discrimination and anti-corruption, and the protection of natural resources.

Our relationships with suppliers and partners are based exclusively on formal contracts, which are renegotiated annually (for product suppliers) to maintain high standards of responsibility and ethics. Since 2021, we have intensified our efforts to protect the environment by introducing specific clauses in contracts with freight transport providers. These clauses stipulate that the vehicles used to supply Auchan stores must be equipped with Euro 5 and Euro 6 engines. During the reporting period*, 100% of our logistics providers complied with this requirement, thus contributing to reducing emissions and protecting the environment.

*Between 1st of October 2022 and 30th of September 2023

To continue on this path, in 2022 we initiated a process by which we require all our suppliers of indirectly purchased services and products to obtain Ecovadis certification. By the end of the reporting period, **90 suppliers had achieved this certification out of 149 eligible suppliers**, demonstrating compliance with international social and environmental responsibility standards.

Suppliers of exclusive Auchan products: own brand and Filieres, as well as local suppliers are subject to verifications through quality and social audit missions, according to the Auchan procedure. The evaluation of suppliers on environmental criteria will be implemented starting with 2024.

Through these measures, Auchan Romania ensures compliance with quality, ethical and environmental standards, promoting a culture of sustainability and responsibility throughout the value chain. This continuous approach allows us to build trusting and lasting relationships with our partners, having a positive impact on both society and the environment.

2.3.4. Evaluation of suppliers on social criteria

GRI 408-1; GRI 409-1; GRI 414-1; GRI 414-2

At Auchan Romania, the relationship with our suppliers is based on respect for the environment and the community. We take our sustainability commitments seriously, monitoring them closely to ensure they are met.

We apply strict social standards for both private label suppliers and exclusive local products: own brand and Filieres. These suppliers must be certified according to recognized international standards, such as SA8000, BSCI, SMETA, ICS, ICTI. Alternatively, they must go

through rigorous assessments, based on the Auchan Retail checklist. As part of the Due Diligence processes we carry out annually for our national partners and suppliers, we assess crucial issues such as child labour and forced labour.

We also conduct audits at regular intervals, once every 3 years, for own-brand products and annually for Filieres suppliers. During the reporting period*, we conducted **20 such audits**. As a result of these assessments, we have not identified any actual or potential negative social impact among our suppliers or throughout the supply chain.

2.3.5. Economic impact

GRI 201-1; GRI 415-1

AUCHAN ROMANIA'S ECONOMIC PERFORMANCE IN 2023** AND 2022		
	2023	2022
Net turnover	7,255,097,289 Lei	6,937,753,430 Lei
Turnover with VAT	8,082,946,861 Lei	7,388,303,107 Lei
Production sold	116,992,608 Lei	97,014,682 Lei
Personnel expenses	645,692,363 Lei	565,886,191 Lei
Expenses with taxes, fees and similar payments	43,338,557 Lei	35,186,590 Lei
Total Revenue	7,277,398,693 Lei	6,988,419,925 Lei
Total expenses	7,161,812,977 Lei	6,860,392,328 Lei
Corporate income tax	28,847,348 Lei	27,108,869 Lei
Net profit	86,738,368 Lei	100,321,597 Lei

As part of our firm commitment to transparency and business ethics, **Auchan Romania does not associate with political parties and does not make political contributions of any kind**. We maintain our political and religious neutrality to ensure that all our actions

and decisions are made in the best interests of our customers, employees and the communities we serve, while complying with the highest standards of social and corporate responsibility.

*Between 1st of October 2022 and 30th of September 2023

**Between 1st of January and 31st of December, 2023

2.4 CERTIFICATIONS, ASSOCIATIONS AND AWARDS

2.4.1. Certifications and recertifications

BREEAM Certification

GRI 203-1

In 2022, at the contractual request of Auchan Romania for the construction of the Logistics Warehouse in Deva-Calan, our partner obtained the BREEAM - VERY GOOD certificate⁷. The BREEAM certification process has been carefully integrated into the leasing contract between Auchan and the building owner, reflecting our sustainability strategy. This certification was also maintained throughout 2023, underlining the importance we attach to high-performance construction throughout its entire life cycle, from construction to use and renovation.

BREEAM, the most widely used method for assessing buildings from an ecological perspective worldwide, not only validates the superior performance of the buildings in which we operate, but also certifies our long-term commitment to be a responsible sustainability leader.

Mechanization project - Stefanesti Warehouse

Last year, we initiated a project to mechanize and digitize our warehouse in Stefanesti (Ambient campus), with the aim of ensuring relevance on the global market, maintaining a constant level of service to stores and securing the processing of goods in conditions of volume fluctuations.

The project includes the installation of a cargo sorter for food and non-food products in the transit flow. This sorter facilitates the efficient management of products and their distribution at the box level, serving hypermarket, supermarket and proximity formats (except for My Auchan Petrom stores). The actual implementation started in early 2023 with the installation of the sorter, followed by product tests in May and June. In July, the entire flow became fully operational.

The advantages of the mechanization project:

- » Increasing the processing capacity to over 9000 boxes per hour;
- » Reducing the impact of very busy periods of activity (Easter, Christmas, other holidays, etc.);
- » Securing key performance indicators, ensuring timely preparation and delivery of goods;
- » Accuracy of the preparation of goods from the transit flow & significant reduction of quantitative disputes;
- » The prospect of improving the delivery speed based on a separate process analysis, referring to the moment of arrival of the goods in the Stefanesti Platform and, subsequently, to the stores.



⁷BREEAM (Building Research Establishment Environmental Assessment Method) is a global sustainability standard and rating system established in the UK in 1990, which allows for the verification of individual buildings, communities and infrastructure projects. It is a trusted mark used to date on more than 500,000 buildings and currently applied in more than 83 countries, certifying the quality of a building and its environmental performance

Some changes the implementation of the mechanized system in Campus Ambient Stefanesti brings:

- » Automation of several operational processes (e.g.: receiving boxes, transferring boxes to the pick-up area, allocating boxes to stores, counting boxes)
- » The working procedures with suppliers, the logistics service provider and the stores will be updated;

» There will be changes to the transport plan and the arrival of products in stores.

With the help of mechanization, we will be able to ensure an increased parcel processing capacity in the Stefanesti Ambient warehouse. We will ensure, also, a high level of services, elements that will be reflected in the satisfaction level of the end consumer by maintaining the constant level of quality of our services.



2.4.2. Collaborations and associations

GRI 2-28

Through our partnerships and associations with various national and international networks and organizations, we promote a collaborative work environment that stimulates innovation and the development of sustainable solutions. We are actively involved in the implementation of best practices, staying connected to the latest trends and innovations relevant to our industry.

Thus, we contribute significantly to the progress and continuous improvement of the sector in which we operate.

Auchan Romania is a member of the following associations:

- » Association of Large Commercial Networks in Romania (AMRCR)
- » Retailers Association for the Environment
- » American Chamber of Commerce in Romania (AmCham)
- » French Chamber of Commerce and Industry in Romania (CCIFER)
- » Concordia Employers' Confederation
- » Federation of Food Banks in Romania (FBAR)
- » Foreign Investors Forum (FIC)

At group level, Auchan Retail is a member of **the UN Global Pact, The Fashion Pact and the European Plastic Pact.**

Since August 2023, Auchan Retail has become a partner of **the Ellen MacArthur Foundation**, joining a network of world leaders in the field of circular economy. This prestigious network brings together leading companies, policymakers, academics, innovators and opinion leaders from around the world with the aim of accelerating the transition to a circular economy. As a member of this network, Auchan Retail will collaborate with various organizations to develop and support best practices and circular strategies, focusing on issues such as plastics management and the promotion of regenerative agriculture.

Auchan and Bringo partnership for fast home deliveries

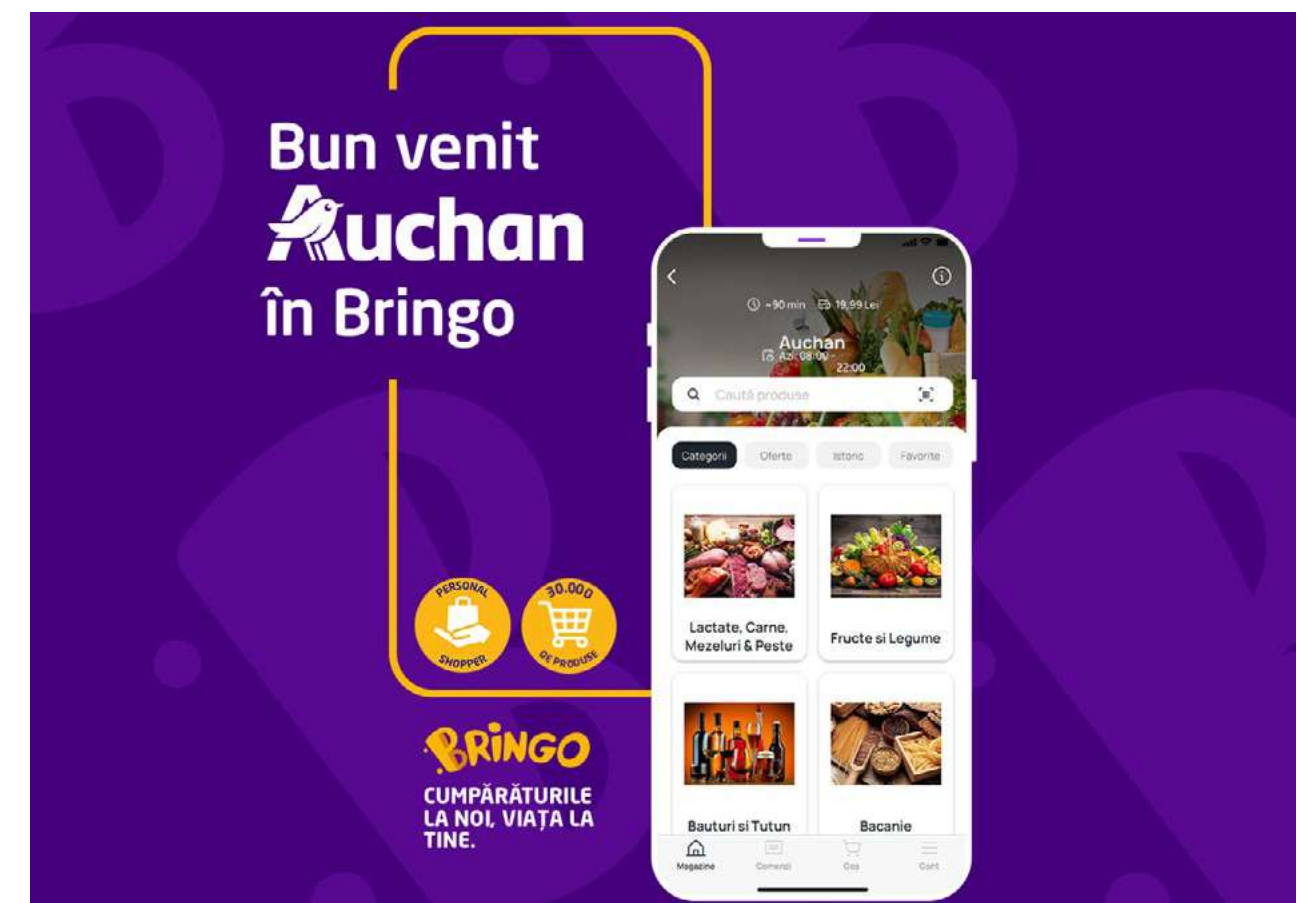
In September 2023, Auchan Romania started a strategic partnership with Bringo, the first Romanian platform specialized in personalized online shopping and fast home delivery. This partnership significantly expands online shopping options for our customers, giving them access to over 30,000 food and non-food products from Auchan stores. The wide range includes fresh products such as fruits, vegetables, meat and dairy products, but also groceries, pastries, household appliances, household and garden items, as well as pet food and

products. Also, MyCLUB Auchan members can easily link their loyalty card in the Bringo app to have access to numerous advantages and benefits when shopping. Initially, the Bringo delivery service was implemented in the 8 hypermarkets in Bucharest, and was later extended to all Auchan hypermarkets in the country.

This partnership aims to respond to new consumer buying trends by offering them:

- » An increasing number of stores where they can start online shopping, depending on their needs and proximity.
- » Access to multiple stores from a single app.
- » The diversity of products and offers, similar to physical stores.
- » Multiple delivery options, tailored to customer preferences.

Through this partnership, Auchan and Bringo aim to improve the online shopping experience by offering consumers a convenient, fast solution tailored to their needs. The availability of Auchan stores for Bringo users completes the extensive list of benefits that the platform already offers. These include personalized assistance through the personal shopper, offers from local manufacturers, multiple delivery options and a money-back guarantee in case the products do not meet customer expectations.



Climate Change Summit Partners

Following our vision of protecting the environment, we are actively involved in educating and informing citizens and consumers about the effects of climate change. In this context, we have become strategic partners of the Climate Change Summit, the largest event in Central and Eastern Europe dedicated to this topic, at its second edition.

The summit took place between the 19th and 20th of October, 2023, in Bucharest, and brought together dozens of experts in the field of climate innovation and

environmental policies, researchers, entrepreneurs and government officials. They worked together to identify local and regional solutions to ensure a sustainable future.

In addition, we have initiated new ways of communication and collaboration to decarbonize our products along with our partners. Our actions focus on developing a common plan that imposes new sustainability standards in agriculture, eco-design of products, renewable energy, food waste reduction, resource efficiency and circular economy projects.



2.4.3. Awards

Product of the year 2023

Auchan Romania has won two prestigious awards in the „Product of the Year 2023” competition, the largest consumer goods competition, where consumers express their preferences and evaluate products based on innovation, attractiveness and purchase intention.

During the reporting period*, we were recognized for two innovative own brand products: the Qilive capsule espresso machine, in the Capsule Espresso Machines category, and the „At the table in Romania” cheese range, in the cheese category.

The Qilive capsule espresso machine has captured the attention of consumers thanks to its compact and ergonomic design, easy operation thanks to the LED

display and the ability to quickly and efficiently prepare aromatic coffee with low energy consumption. The machine is compatible with two types of capsules, allowing users to enjoy a variety of coffee-based beverages. In addition, the espresso machine is able to prepare the desired drink in just one minute and switches off automatically after 5 minutes of non-use, thus optimizing energy consumption.

The cheese range „At the table in Romania” was appreciated for its exceptional quality and perfect taste, but also for its affordable prices. It offers a wide variety of assortments and textures, suitable for both everyday and festive meals. Made from 100% Romanian milk, the cheese is available in several flavors and weights, with a premium, attractive design that highlights the authentic origin of the product.

*Between 1st of October 2022 and 30th of September 2023



Our presence in this contest and the recognitions received have once again confirmed Auchan's ability to provide innovative products, perfectly adapted to the needs and preferences of Romanian consumers.

Customer First Expert at the Tazz Awards

In 2023, Auchan achieved the highest rating in the Tazz fast delivery app, winning the „Customer First Expert” distinction at the first edition of the Tazz Awards. This event, organized by Tazz by eMAG, one of the leaders of the food delivery and online shopping app market in Romania, underlined the importance of customer satisfaction in a competitive sector.

We are proud to help improve the online shopping experience and set new standards in the industry. Obtaining this award demonstrates that Auchan not only meets consumer expectations, but also exceeds them, consolidating our position as a leader in the Romanian retail market. This distinction is a recognition of our constant efforts to provide quality services, reflected in every digitized product, every positive feedback, every order placed and every satisfied customer.



Top Employer Certification

Auchan Retail Romania has obtained the Top Employer 2023 certification, an official recognition of our efforts to create a quality employee-centered work environment that allows us to excel professionally and, at the same time, have the energy to dedicate ourselves to our passions and loved ones outside of working hours.

The certification process was carried out by the Top Employers Institute teams, who analyzed our performance against the institute's standards, as well as the results of other certified companies in the industry.

The results of the evaluation show that Auchan Retail Romania excels in areas such as Leadership, Work Environment, Employer Brand, Employee Listening, Goals and Values and Sustainability, surpassing our competitors in these areas.



Auchan | RETAIL
ROMÂNIA



Te bucuri
de viață

These performances are the result of a well-implemented human resources strategy, but also of the involvement of each employee in the application and capitalization of the company's policies. The Top Employer 2023 certification confirms the importance of consolidating the achievements so far and motivates us to continue investing in people and actions that support each employee throughout their time in the company.

We are guided by the promise „Enjoy life” and encourage the training and promotion of talents, continuous professional training and diversity in the workplace. We strongly believe that by working together, we can successfully tackle any challenge and continue to provide a work environment where our employees can evolve and develop.

Gala Employer Branding Awards

On 26th of September, 2023, Auchan Retail Romania won **two important awards at the Employer Branding Awards Gala**, thanks to the „Auchan Refresh” and „My Job” projects.

Annually, this significant event dedicated to promoting the employer brand in Romania offers an excellent platform for networking and exchange of ideas between specialists in Human Resources, Employer Branding and Corporate Communication. This year, for the first time, Auchan was designated the winner on the podium of the gala, from over 160 projects.

The awards were given for the categories of Best People Development Strategy and Best Use of Employee Generated Content in an Employer Branding Campaign,

reflecting our commitment to developing and promoting talent within the company.

The projects that brought us success at the gala:

- » **Auchan Refresh:** This project won **1st place** in the **Best People Development Strategy** category. The project was recognized for its innovative approach to employee development and for its positive impact on their careers.
- » **My Job:** This project was awarded **2nd place** in the **Best Use of Employee Generated Content category in an Employer Branding Campaign**. „My Job”, is the first encyclopedia of jobs as they are in Auchan, it highlighted the power of employee-generated content in building and promoting an authentic and attractive employer brand.

These recognitions underline our ongoing efforts to create an inspiring work environment and harness the potential of our employees. We are proud of these achievements and are committed to continuing on this path, promoting excellence and innovation in all aspects of our business.

Careers Gala 2023

At the 2023 Careers Gala, we were honored with a special HR Impact award, which recognizes our excellence in human resources policies. This distinction represents an external validation of our efforts to build a quality, employee-centric work environment.

The HR Impact Award was awarded to us due to our commitment to creating an inclusive work environment, offering various opportunities for promotion and development for employees. We continuously work to build a company based on shared visions and values, where our united team works towards the same goals.

This recognition underlines Auchan Retail's status as a model of excellence and a source of inspiration, highlighting the significant impact that our human resources policies have on organizational development and improving the employee experience. We are proud of these achievements and committed to continuing to invest in people, thus strengthening the success and sustainability of our company.

Sustainability in Business Awards

Our company was honored to receive the title of „**Brand of the Year in Sustainability**” for the second year in



a row, a recognition of our ongoing commitment to sustainable practices. The distinction was awarded at the Sustainability in Business conference, where we were represented by Corina Dospinoiu, Sustainability Director. Her speech highlighted our ambition to integrate sustainability into all aspects of our business, from day-to-day operations to long-term strategies. The conference ended with the awards ceremony for the most sustainable brands. In addition to the title of Brand of the Year in Sustainability, Auchan, together with partners Coca Cola HBC and GreenPoint Management, also received the award for **Waste and Resource Management Project of the Year**, thanks to the innovative PETColect and Win project. This project was recognized for its significant impact on waste management and promoting efficient recycling.



The Diplomat Awards Gala

The 19th edition of The Diplomat Awards celebrated the excellence of companies in the business community and the impressive achievements of companies.

In 2023, the **BEST STORE DESIGN CONCEPT** award was given to Auchan Berceni store for its innovative concept and modern design, which includes structured aisles in the form of specialized universes for food and non-food products. The store offers extensive and specialized services, with a strong focus on the consumer experience and promoting responsible commerce.

This step forward in the development of our hyperstore concept responds to current requirements and trends and also reflects our ongoing commitment to providing customers with a superior and sustainable shopping experience. This implies the existence of areas where certain products that come from recycled materials, that are made of FSC-certified wood or have FSC-certified packaging are highlighted, and the existence of various circular economy projects and the fight against food waste.

Award for the Zero Waste project at the CSR Awards 2023

The Zero Waste project, launched by Auchan Retail Romania in 2020 with the objective of combating food waste, won third place in the Environment category at the 11th edition of the Romanian CSR Awards 2023 Sustainable Companies Gala.

The main objective of the Zero Waste program is to reduce food waste. In 2022, the project contributed to saving over 13 million products, providing our customers with greater purchasing power in an economic context marked by hyperinflation. In addition to the economic benefits, Zero Waste has a considerable impact on the environment. By avoiding waste, the project prevented the production of more than 13,647 tons of greenhouse gas emissions, thus contributing to the creation of a cleaner and healthier environment.

Community Index, 2023 edition

At the third edition of the Community Index, Auchan Retail Romania was honored with **three awards** for the investments and efforts made in various projects throughout 2023, selected from over 800 CSR initiatives:

Climate Month:

This climate change awareness and mobilization campaign has been rewarded for its significant impact in educating and raising public awareness of current climate issues..

Auchan Employee Personal Sustainability Program (PSP)

This program has been recognized for its efforts to promote sustainability among our employees by encouraging sustainable living practices and active involvement in environmental projects.

„#NUEPREATARZIU Recycle with Auchan” campaign:

The campaign aimed to collect and recycle aluminum kitchen pans, thus contributing to waste reduction and promoting recycling. It has been awarded for its efficiency and innovation in waste management.



03

**Governance and
management**
of the organization



3.1 CORPORATE GOVERNANCE

At Auchan Romania, we manage our business with a strong sense of responsibility and ethics, considering both the interests of the company and those of our community and the impact on the environment. The corporate governance principles we apply are essential for maintaining transparency, integrity and compliance with our values and applicable legal regulations.

Decisions and representation at company level are guided by our values and commitment to act responsibly. We have a well-structured corporate governance system, ensuring compliance with the Governance Rules implemented at Auchan Retail level. This allows us to direct actions correctly, manage risks effectively and use resources responsibly.

Our Executive Board of Directors reports to the Chief Executive Officer and is responsible for ensuring a robust operational framework and effective control so that we achieve our objectives in a sustainable manner. They take all necessary measures to implement and comply with the legislative provisions relevant to the areas of activity they coordinate and supervise.

The Executive management (Chief Executive Officer and Members of the Executive Board) play a vital role in implementing our strategies, achieving objectives and managing risks. The General Manager, who has been delegated representative duties, is responsible for managing the company's day-to-day operations, ensuring their optimal performance.

Structure and composition of the management

GRI 2-9

The management of the company is ensured by **the Board of Administration**, consisting of 5 members:

- » **Benoît François Joseph Lheureux**, Chairman of the Board of Administration
- » **David Nicolas Mulliez**, member of the Board of Administration
- » **Solange Rico Rodrigues Farinha**, member of the Board of Administration
- » **Pierre Paul Buchsenschutz**, member of the Board of Administration
- » **Dominique Andre Henri Ducoux**, member of the Board of Administration

The term of office of the members of the Board of Administration is 4 years, and they can be re-elected for successive terms, without an imposed limit. The directors can be natural or legal persons, Romanian or foreign, shareholders or not of the company, and are appointed by the Ordinary General Meeting of Shareholders, which also designates the Chairman of the Board, from among them. In order to facilitate a detailed and efficient approach to the different areas of activity, the tasks are sub-delegated to the directors who report to the Chief Executive Officer. These sub-delegated decision-making and representative authorities must act in full compliance with the company's interests, corporate governance rules and all relevant legal requirements.

During the reporting period*, **THE BOARD OF ADMINISTRATION** consisted of four men and one woman, and **the Executive Board of Directors** consisted of nine men and two women, including the Chief Executive Officer.



*Between 1st of October 2022 and 30th of September 2023

Nomination and selection of the highest governing body

GRI 2-10; GRI 2-11; GRI 2-14; GRI 2-17

In accordance with the company's Articles of Incorporation, Auchan Romania is managed by a Board of Administration consisting of five members, with the possibility to expand up to seven members, their number always being odd. The appointment of the directors is decided by the Ordinary General Meeting of Shareholders, which also appoints a Chairman from among them. The highest governing body for Auchan Romania is represented by the Executive Management, led by the Chief Executive Officer, who is also the president of the Executive Board of Directors.

The Chief Executive Officer has delegated responsibility for managing the organization's impact on the economy, the environment, and people to the Chief Sustainability Officer and the General Secretary. They also various responsibilities to other directors and employees in their departments. This structure ensures efficient and specialised management of sustainability issues.

In order to monitor and evaluate the progress of projects with an impact on the economy, the environment and the community, there are organized committees and general meetings, at least monthly. During these meetings, the status and developments of the company's projects are presented, thus ensuring transparency and efficient internal communication.

By delegating responsibilities, the Chief Executive Officer is not directly involved in reviewing and approving reported information, including significant organizational topics. This responsibility is taken over by the Chief Sustainability Officer and the Secretary General. In order to promote collective skills and experience in the field of sustainable development, the Sustainability and Climate Committee is organized on a quarterly basis with the Sustainability team and other key actors within the company. These meetings aim to align the sustainability objectives and strategy, discuss ongoing projects and evaluate the results achieved.

*Between 1st of October 2022 and 30th of September 2023

Conflicts of interest, performance monitoring and remuneration of management bodies

GRI 2-15, GRI 2-18, GRI 2-19, GRI 2-20

Auchan Romania has implemented a rigorous internal procedure for identifying and managing conflicts of interest, especially for employees in positions exposed to risk („sensitive population”). This procedure is communicated internally to ensure that all employees are aware of the importance of integrity and compliance. Although the procedure was well established and applied, during the reporting period*, no specific information regarding employees' conflicts of interest was made public.

The performance evaluation of the administrative management bodies is a process managed exclusively by the Board of Administration. This process includes rigorous criteria and is subject to high standards of evaluation to ensure that members of management carry out their responsibilities in an efficient and ethical manner. The detailed information regarding the performance evaluation is not made public, and Auchan Romania does not have direct access to this data.

The process of designing remuneration policies and determining remuneration for all employees is supervised by the Remuneration Committee. This committee also includes some of the members of the Executive Board of Directors, thus ensuring a fair and well-founded approach to setting remuneration. The personnel expenditure budget is subsequently validated by the Chairman of the Board of Administration, thus guaranteeing careful and responsible supervision of salary expenses.

3.2 RISK MANAGEMENT

Risk management is an essential pillar of our integrated strategy, designed to ensure the efficient and sustainable operation of the company. Within Auchan Retail Romania, the Board of Administration plays a vital role in this process, having the responsibility of guaranteeing the existence of a solid internal control system. This system is designed to assess and address the major risks identified, in line with our strategy and objectives.

Risk is defined as a potential event that, if it materializes, may adversely affect our operations, disrupting the achievement of objectives and the normal operation of the business. In order to prevent such situations, we have developed a risk management program, with the main purpose of identifying, evaluating and managing the most significant risks:

- » **Risk identification:** detecting potential risks that could affect the company.
- » **Risk analysis:** the detailed assessment of each identified risk to understand its implications and severity.
- » **Risk assessment:** determination of the acceptable level of risk and prioritisation according to the impact and probability of occurrence.
- » **Risk control and monitoring:** implementation of control measures to mitigate risks and their continuous monitoring to ensure the effectiveness of the measures applied.

Structure and responsibilities in risk management

GRI 2-12

The Board of Administration has a central role in overseeing due diligence and other processes aimed at identifying and managing the company's impact on the economy, the environment and society. It is responsible for ensuring a robust internal control system to assess and manage the major risks identified.

The Risk and Internal Control department specializes in managing this system, focusing on mapping and managing risks at the company level. This department works closely with the Internal Audit team and other assurance services to regularly update the risk map.

As part of our risk management activities, we carefully consider all types of risks we face, including strategic, operational, sustainability and environmental, IT, financial and compliance-related risks.

The implementation of the mitigation plans is coordinated by the Executive Committee of Directors of Auchan Retail Romania (CODIR), in collaboration with the support teams, regions/territories and stores/warehouses. Periodically, exercises are carried out to update the risk map, in accordance with the directions of the Risk and Internal Control department, and the reports are presented to the Board of Directors.

Critical issues identified through alert systems such as Speak Up are treated with maximum confidentiality. Final decisions on investigations are communicated strictly internally and no information is publicly disclosed. The investigations carried out by the Compliance and Economic Security Department are completed through an Investigations Committee, and key information is distributed to the Internal Control and Risk Director to be communicated to the stakeholders responsible for risk mitigation, having essential roles in the implementation of action plans.

The main purpose of sharing this key information is to ensure a common understanding of the situations analysed and the measures needed to prevent future risks. Thus, collaboration between the different departments and functions in the organization becomes essential for the effective monitoring and implementation of mitigation plans. This process aims to create a safer and better managed work environment, thus reducing the likelihood of similar risks occurring in the future.

Remediating the negative impact of critical issues and Grievance mechanisms

GRI 2-25; GRI 2-26

At Auchan, we are committed to maintaining the highest standards of ethics and integrity in all aspects of our business. We do not tolerate corruption or inappropriate behavior in any way, regardless of the circumstances or the position of those involved. Our commitment to fair and legal practices is absolutely and firm.

Out of the desire to ensure a transparent and fair working environment, we launched in June 2022 an **Anticorruption Code of Conduct** that we communicated to all our employees. This code emphasizes the importance of integrity and clarifies our expectations of employee behavior.

Additionally, starting with May 2021, we introduced the **SpeakUp** Policy, which provides employees and others outside stakeholders with a clear and anonymous way to report any ethical or compliance issues. The procedure details the steps required to launch an alert and protects those who decide to speak out. All of this information is publicly available on our SpeakUp platform: <https://auchan.whispli.com/ro/speakup>.

Our „Speak Up" alert system is managed with maximum efficiency and professionalism. We have run extensive campaigns to ensure that all employees are well informed about this channel, giving them the safety and confidence to report any irregularities.

To support our compliance initiatives and better integrate advisory and alert mechanisms, we have implemented the position of Chief Compliance Officer in November 2021, expanding the responsibilities of the Chief Economic Security Officer to include compliance, thereby strengthening our governance structure in terms of integrity and security. This feature was created to coordinate all compliance-related activities and ensure that we adhere to the highest ethical and legal standards.

In addition to these, since May 2022, a Compliance Officer has been supervising and guiding the organization on compliance with international and local legislation, thus underlining our commitment to fair business practices. We ensure that all third parties with whom we collaborate comply with the same integrity standards, according to the Sapin II Law, as well as Law no. 361 from 2022 on the protection of whistleblowers in the public interest. Since April 2021, we have implemented a Procedure for Declaring Conflicts of Interest for persons exposed to corruption risks. At the same time, we have a Gift and Invitation Procedure, applicable to all employees, to prevent any undue influence.

Regarding customer complaints, any feedback is essential for the improvement of our products and services. It can be submitted through various channels, such as email, phone, online chat, auchan.ro contact form, Google reviews, Facebook messages and post-purchase satisfaction surveys.

Our Customer Service team, both in stores and in the Headquarters and Contact Center, handles all complaints. They are quickly analyzed and receive responses either directly or they are forwarded to the relevant departments. The response time is continuously monitored, which is established according to various criteria such as the type of message, the severity of the reported case, the impact among customers, etc.

During the reporting period, 88% of complainants received a response in less than 48 hours.*

Each complaint generates an object in our CRM (Customer Relationship Management) system. Employees who work with this system receive proper training before they start managing customer relationships. Access to the CRM is approved by the Customer Service and Loyalty Director to ensure proper management of information.

We continuously monitor the effectiveness of our processes, both from a customer perspective and from an operational point of view. Customers are invited to complete satisfaction surveys after interacting with us, and the results are used to improve our services. In addition, we monitor daily, weekly and monthly the evolution of the number of complaints, the handling time and the First Contact Resolution (FCR) rate.

*Between 1st of October 2022 and 30th of September 2023

3.3 ENVIRONMENTAL RISK MANAGEMENT

Environmental protection is more than a priority, it is a commitment deeply rooted in our values. We are dedicated to integrating effective environmental protection measures into all our activities, ensuring that every step we take contributes to a greener and more sustainable future. In this regard, we have put in place a well-defined and effective structure to manage environmental risks, ensuring that each store and each employee plays an active role in protecting the environment:

- » **The environmental team in the stores:** each Auchan store has a designated environmental officer, appointed by the store manager. These environmental officers are essential in the implementation of environmental protection policies and procedures. They ensure that the protection measures are respected and that the activities carried out do not have a negative impact on the environment.
- » **Centralised coordination:** At the head office, an environmental coordinator oversees all environment-related activities in our stores. He ensures that there is a unitary and effective management of environmental risks and provides continuous support to local teams.

Our environmental officers play a crucial role in ensuring our environmental compliance and performance. Waste management is a major responsibility for

Auchan employees, so by collaborating with authorized suppliers for waste collection and recycling, we ensure that it is managed and reported to environmental authorities according to regulations. Also, by involving environmental managers, we manage to promote selective collection of waste in all our stores. In addition, for the prevention of environmental risks, they prepare the necessary documents to obtain the Environmental Authorisation and comply with the measures imposed by it related to waste management or the protection of environmental factors (water, air, soil).

An essential component of our environmental protection efforts is information and education in this area. We constantly organize training sessions and awareness programs for our employees, encouraging them to adopt sustainable practices and actively contribute to the protection of the environment. Through these programs, we ensure that all our employees are well informed and prepared to face environmental challenges.

We are proud to mention that, during the reporting period, we did not register any environmental incidents and we did not receive any fines or sanctions. These results reflect our ongoing commitment to environmental protection and the effectiveness of our environmental risk management system.*



*Between 1st of October 2022 and 30th of September 2023

3.4 ETHICS AND GOOD BUSINESS PRACTICES

3.4.1. Ethics and compliance

GRI 2-23

At Auchan Romania, ethics and responsibility in business are essential for all our activities. We are committed to developing a robust compliance program tailored to the specifics of each country in which we operate. This program, implemented since 2019 and constantly improved until 2022, is based on three main pillars: **Charter of Ethics, the Code of Ethics and the Code of Business Ethics**. They are constantly updated, according to regulatory developments, are continuously strengthened and promoted annually through various compliance-focused events.

An important step in compliance direction was the implementation of the **Anti-Corruption Code of Conduct** in June 2022. The Anti Corruption Code of Conduct has been distributed to the 11 members of the Executive Board of Directors and to over 7,000 employees, and the implementation process is continuous, including our future colleagues. This code not only defines our expectations, but also provides resources to address difficult situations, keeping integrity and ethics at the heart of our activities.

We are committed to narrow compliance with national legislation and the fundamental principles and values of the Auchan Group. Our anti-corruption communications have been directed to all members of the Board of Administration and the entire Executive Committee of Directors, ensuring that these standards are well understood and respected at all levels of the organization, as well as by organizing annual information and awareness events such as „Compliance Week”.

Our desire to prevent and combat corruption extends to our business partners. We have introduced the requirement to sign the Code of Business Ethics in contractual relationships, thus ensuring that all our partners share our commitment to ethics and compliance. We act with the utmost responsibility, respecting both domestic and international laws, and fast implementation of relevant legal principles. Our efforts are reflected in various areas, such as:

The Charter of Ethics

defines the fundamental values and commitments of our company. This essential document represents a clear guide for all employees, setting out the moral and ethical standards that we adhere to. The Charter of Ethics includes basic principles such as integrity, mutual respect, social responsibility and environmental protection, providing a framework for expected behavior within the organization.

The Code of Ethics

is a detailed document that provides precise guidelines on the professional behavior of employees. It addresses issues such as respect, integrity, diversity and the prevention of conflicts of interest. The Code of Ethics sets out our expectations in terms of how employees interact with each other and with business partners, ensuring that all actions are in line with our core values and principles.

The Code of Business Ethics

our business relationships, ensuring that they are fair, transparent and ethical. All our business partners must sign this Code, committing to the same standards of business ethics that we adhere to. Through this Code, we ensure that our business relationships are based on trust, respect and integrity.

- » **The Sapin II Law and the Whistleblower Law:** We take the fight against corruption and fraud seriously. Within Auchan Romania, there were no controls from the competent authorities in France or Romania in these regards.
- » **Devoir de Vigilance:** We respect human rights in the value chain, animal welfare and environmental protection. There were no controls from the competent authorities in these areas at the level of Auchan Romania.
- » **Competition law and GDPR:** One of Auchan Romania's fundamental values is compliance with the law, including competition regulations and GDPR. The implementation of the organizational framework and appropriate behaviors to ensure compliance with competition law and GDPR have been and remain essential principles according to which we carry out our activity. As for the GDPR, we report any incidents

*Between 1st of October 2022 and 30th of September 2023

transparently and without registering controls from the competent authorities. At the same time, our company has transparently communicated to the supervisory authority any incident or action that could affect the privacy of some people.

We also ensure that our products meet the highest quality and safety standards, paying special attention to health and safety at work. All these efforts underscore our commitment to maintaining the highest standards of ethics and good business practices, contributing to an organizational culture based on integrity and accountability.

Anti corruption

GRI 205-1; GRI 205-2; GRI 205-3;

In 2023, Auchan Retail conducted a global risk mapping, identifying 16 potential corruption risks associated with 16 macro-processes. In Romania, 15 of these risks are relevant, the exception being „International development”, which does not apply to our business model. Five risks were identified as having a high probability and impact: expansion, supply, international logistics, direct procurement and indirect procurement. In order to ensure an effective management of these risks, all 10 members of the Auchan Retail Romania Executive Board of Directors, together with the General Manager, were informed about the anti-corruption procedures and policies. They also participated in specific training in this field. The Anti Corruption Code of Conduct, available to all employees on Auchan's internal networking platform, is a key tool in promoting ethical and legal behavior. At the annual „Compliance Week” event, a topic is always dedicated to business conduct and the fight against corruption.

The principles of the Anti-Corruption Code of Conduct are also integrated into the Code of Commercial Ethics, attached to all contracts with Auchan partners and signed by all contractual partners. In addition, 99% of employees exposed to corruption risks (including directors, managers and employees in the indirect procurement, technical and product departments) have participated in specific training.

During the reporting period*, five corruption-related alerts were reported through the SpeakUp channel, of which only one case was confirmed. There were no public legal penalties to Auchan Romania or its employees

*Between 1st of October 2022 and 30th of September 2023

Anti-competitive conduct

GRI 206-1

In 2023, the dispute between Auchan and the Competition Council had the status pending in the High Court of Cassation and Justice. The object of the dispute is the revocation of a decision of the Competition Council from 2018 by which the authority sanctioned Auchan Romania because it considered that it violated the competition rules, more specifically for the fixing of resale prices within promotions. Auchan Romania challenged this decision, arguing that its promotional practices did not violate competition rules and that the sanction applied is not justified. During the trial, Auchan Romania claimed that the pricing strategy was transparent and in accordance with the applicable legislation, highlighting the importance of consumer promotions and their positive impact on the market.

Compliance Week 2023, third edition

„Compliance Week” is one of Auchan Retail Romania's gold initiatives for promoting ethics and compliance within the company. The event, at its third edition in 2023, takes place annually and has as its main objective to ensure a uniform level of understanding and application of compliance methods and solutions among all employees.

In 2023, Compliance Week took place between 13th and 19th of November and brought together 6,901 employees who actively participated in the event organized by the Compliance and Economic Security department. The event was opened by top leaders from the management of Auchan Retail and Auchan Retail Romania, emphasizing the importance given by the company to compliance and integrity.

During the week, each day was dedicated to a specific theme, addressed operationally, and relevant for all employees. This thematic structure has been designed to cover various aspects of compliance and to ensure a comprehensive understanding of their importance in daily work.

The topics presented included both specific compliance issues and general business topics. This approach allowed employees to understand not only the impact of compliance on the business, but also the importance of applying compliance criteria at all stages prior to the implementation of projects and initiatives. Compliance topics covered topics such as business ethics, prevention

of conflicts of interest, compliance with competition law and data protection. On the other hand, business topics were integrated to demonstrate how well-established compliance criteria can contribute to the success of commercial projects and initiatives. The activities carried out included:

- » **Educational materials:** a training video dedicated to fire safety has been prepared for all employees. It resumed the correct procedures to follow in case of fire and the importance of observing safety measures.
- » **Compliance test:** A compliance test was administered to assess employees' level of understanding of the essential aspects of compliance. The test included five questions, each covering a specific topic: conflict of interest, local suppliers, labour protection, fire safety and waste management. The results of the test were outstanding, with **a participation of 98% and an average score of 9.6/10**, demonstrating a high level of knowledge and involvement from employees.
- » **Competitions and challenges:** two competitions were organized to stimulate involvement and collaboration among employees. A team mobilization challenge was launched, encouraging teams to collaborate and demonstrate their compliance knowledge. A raffle was also organized for participants, meant to add an element of entertainment and encourage active participation.



Communications before, during, and after the event were consistent in order to keep employees informed and engaged.

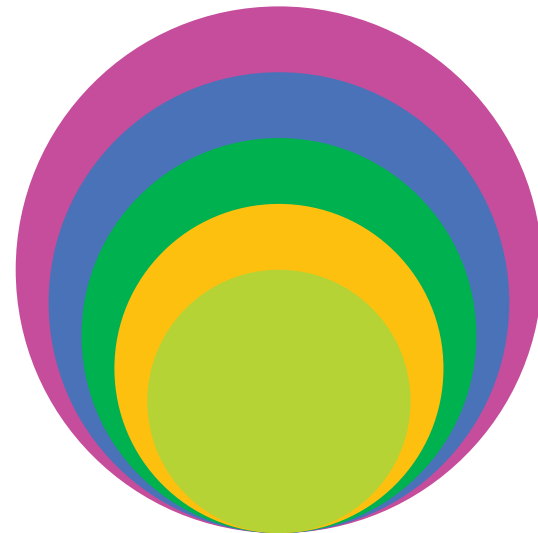
The impressive results of participation and scores obtained in the compliance test reflect the success of the event and the strong commitment of employees to the company's values. The Compliance Week demonstrated once again that ethics and compliance are core values within Auchan Retail Romania, contributing to the development of a healthy and responsible corporate culture.



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- Healthy Eating and Combating Food Waste
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- Reducing the Carbon Footprint
- Responsible Use of Resources and the Circular Economy
- People
- Sustainable Communities
- EU Taxonomy
- Appendix

Compliance Test Participation - 98%:

- » Five questions
- » 98% employee participation
- » An average score of 9.6/10
- » Only one correct answer/question
- » Only one question for each topic (conflict of interest, local suppliers, occupational safety, fire safety, waste management)



Compliance Test Participation - 98%

100%

Hypermarket

100%

Supermarket

100%

Proximity

99%

Platforms

93%

Head Quarters

Key figures of Compliance Week 2023

7,045

employees at work during
Compliance Week



6,080

views per article



6,901

employees actively participated in
the compliance test



3,525

intranet visitors



Data security

GRI 418-1

At Auchan Romania, we make sure that personal data is safe and treated with respect. We have implemented a series of internal policies and procedures to protect the confidentiality of data, whether it is entrusted or generated within the company. In accordance with legislative requirements, we have a Data Protection Officer (DPO), who is in charge of compliance with regulations and is consulted on any aspect related to the protection of personal data.

During the reporting period*, no substantiated complaints regarding data privacy violations were registered. Here are some of our achievements:

- » We have processed and solved 3,372 data elimination requests (right to be forgotten) from our customers.
- » We responded to 29 requests for access to personal data (right of access to data).
- » We have not registered any justified complaints from external parties.
- » We have not registered any complaints from regulatory bodies.
- » There were no leaks, thefts or loss of customer data.

We understand how important it is to train our employees in the field of data protection. That is why each employee benefits annually from **1.5 hours** of specific training in information security and GDPR regulations. This ensures that all our team members are up to date with best practices and legal obligations regarding data protection.

Tax governance

GRI 207-1; 207-2

We approach tax governance seriously and responsibly, ensuring that all tax obligations are correctly fulfilled and on time. Although our tax strategy is strictly confidential, it is well defined, regularly reviewed and integrated into the company's overall strategy.

The Chief Financial Officer has the responsibility for compliance with the tax strategy and to ensure that all necessary measures and procedures are correctly implemented. The CFO works closely with the Tax Department, which plays a crucial role in this process. The Tax Department constantly analyzes the tax legislation, identifies the necessary controls and verifies their correct application, ensuring that tax risks are managed effectively.

Tax risks are identified and monitored within a company-wide risk mapping. This includes assessing the risks associated with incorrect implementation of tax legislation and developing mitigation strategies. The Tax Department is responsible for assessing these risks and taking steps to minimize the company's exposure.

Auchan Romania responds promptly to requests from the Tax Authorities and maintains strict compliance with the fiscal governance and control framework. Tax compliance performance is assessed through specific indicators, and all incidents related to taxes and fees are carefully monitored and evaluated.

To ensure the confidentiality of tax information, we have implemented a number of safeguards. These mechanisms ensure that sensitive information is treated with discretion and protected against unauthorised access.

*Between 1st of October 2022 and 30th of September 2023

04 Sustainability *strategy*



4.1 SUSTAINABILITY DIRECTOR TESTIMONIAL

„I am sure that the future of modern commerce belongs to those who transform their business model to be both profitable and sustainable. Since four years ago, we have been leading this transformation, together with the Auchan teams, establishing a clear strategy that puts us on a robust trajectory of progress on aspects of utmost importance both at the organizational level and on the environment, society and business conduct.

This strategy is based on four key pillars: promoting healthy diets and combating food waste, fighting plastic pollution, reducing the carbon footprint, and social and societal commitments. We have clearly structured responsibilities at all levels of the organization, ensuring that every department and every employee understands and contributes to achieving our sustainability goals.

I am happy to present the context of 2023 regarding the progress of the indicators according to the pillars of our strategy and the results of the projects, which have a long-term stake. Among the key results of our teams are: the implementation of the DRS project, the launch of the Partners for Decarbonization Program within the 2030 Climate Plan, the fulfillment of the objectives of the Energy Sobriety Plan, the continued development of Filieres by Auchan products and the active involvement of our colleagues in the Personal Sustainability Program through which over 10,000 individual actions were carried out.

These projects become a reality through the overflowing energy of our teams in achieving their goals. The responsibility of the Sustainability Department is to mobilize and pilot the entire organization in transforming the business model, to ensure the coherence of our strategy, its implementation, monitoring and reporting of progress. Since February 2023, the Sustainability Department has been subordinated to the Secretary General, aligning us with the mission of securing the company in the short, medium and long term from the perspective of ESG risks, but also to maximize, even disruptively, the opportunities offered by the transition to sustainable modern commerce.

To mobilize the entire organization, Auchan Romania led an international working group with impact for all Auchan Retail subsidiaries, to create a catalog of sustainability performance indicators that will be included starting with 2024 in the variable remuneration of each manager in the company. By implementing these indicators, each manager, regardless of the perimeter they manage, will contribute directly through their activity to an objective in the sustainability strategy.

During the reporting period, our colleagues benefited from over 5,000 hours of sustainability training on topics related to food waste, plastic pollution reduction, climate and the CSRD Directive. Therefore, we managed to increase the know-how of the transversal teams so that they can continue to implement the sustainability strategy in their jobs.

At the same time, we established the governance framework for sustainability and climate at the company level and the interdepartmental governance for the implementation of the new CSRD Reporting Directive. Within the governance for sustainability and climate there are several permanent members such as: the General Manager of Auchan Romania, the General Secretary, the Director of Finance and Performance, the Chief Product Officer and the Chief Sustainability Officer. In addition to these, there are non-permanent members who are part of the sustainability team and other department directors with extensive responsibilities regarding the implementation of the company's sustainability strategy and vision.

This fourth Sustainability Report, which we publish on a voluntary basis, presents the results and challenges encountered during the reporting period. We continued to refine the reporting process, increasing the complexity and number of indicators to better meet the need for transparency towards stakeholders. As in the previous Report, we have a double materiality analysis, preparing in advance for the implementation of the CSRD.

Our long-term vision of sustainability involves strong partnerships with our suppliers to achieve common goals and we thank them for their proactivity and openness. We will also continue to actively listen to customers' needs and observe consumer behavior in order to adapt and improve our products and services according to their preferences.

And last but not least, I thank all my colleagues for their active and permanent involvement in the sustainable transformation of our business model. The future is ours to shape, and at Auchan Romania, we are committed to being leaders of positive change."



Corina Dospinoiu
Auchan Romania
Sustainability Director

GRI 2-23; GRI 2-24

4.2 OUR SUSTAINABILITY STRATEGY IN RELATION TO THE SUSTAINABLE DEVELOPMENT GOALS

Our sustainability strategy is more than a direction to this end – it is how we transform our business model with current and future challenges in mind. This is essential to our continued success and helps us achieve our vision: to live better, eat healthier, and protect the planet.

As a signatory to the UN Global Compact since 2016, we have made a global commitment to supporting sustainable development, which is reflected in our comprehensive sustainability strategy, which guides our actions both locally and at the group level. It is based on key pillars, with the objective of producing a positive, measurable and sustainable impact, thus ensuring long-term sustainability.

In our path to align with the UN Sustainable Development Goals, we focus on four key directions that are integrated into all our activities:

- » promote healthy nutrition and fight against food waste
- » fight against plastic pollution
- » reduce our carbon footprint
- » social and societal commitments.

These directions allow us to actively contribute to the sustainability of the company and to have a positive impact on communities and the environment.

Good, healthy and local

- » We want to be the reference actor in terms of quality, health and local authenticity of products. We carefully choose the products we offer, focusing on those that reflect the authenticity of the region and promote sustainability through the short supply chain.
- » We promote products that are not only good for consumers, but also environmentally friendly, thus encouraging responsible and sustainable consumption.

Improving quality of life

- » We believe that a better life means more than quality products. That is why we build authentic relationships with the communities in which we operate and create valuable experiences that bring joy and improve people's quality of life.
- » We are actively involved in local projects and initiatives that bring tangible benefits to residents, thus promoting a more united and prosperous community.



AUCHAN'S CSR STRATEGY: 3 PILLARS AND 10 AMBITIONS

4.2.1. Our 4 strategy pillars

Pillars of the Sustainability Strategy

» Promote healthy nutrition and fight against food waste



Promote healthy nutrition and fight against food waste

» Fight against plastic pollution



Fight against plastic pollution

» Reducing our carbon footprint



Reduce our carbon footprint

» Social and societal commitments



Social and societal commitments

Corresponding sustainable development goals

2 ZERO HUNGER



6 CLEAN WATER AND SANITATION



13 CLIMATE ACTION



5 GENDER EQUALITY



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



14 LIFE BELOW WATER



7 AFFORDABLE AND CLEAN ENERGY



10 REDUCED INEQUALITIES



15 LIFE ON LAND





To make our commitments a reality, we focus on concrete and measurable actions.

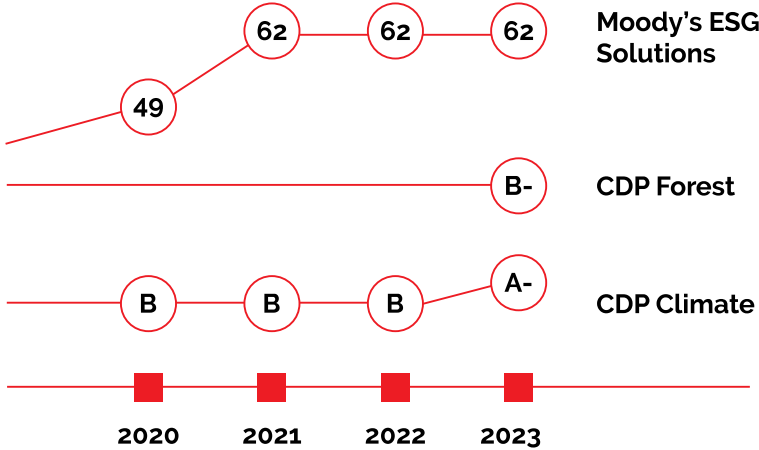
- » **Responsible sourcing:** We work closely with suppliers to ensure that our products meet quality and sustainability standards. We promote local and organic products, helping to reduce the impact on the environment through the short supply chain.
- » **Innovative experiences:** We develop innovative solutions to improve our customers' experience and encourage sustainable consumption.
- » **Social responsibility:** we are actively involved in our communities, supporting social projects that directly benefit the inhabitants. We collaborate with local organizations to support education, health and social inclusion initiatives, thus contributing to the well-being of communities. **We supported 87 social projects during the reporting period*, the equivalent in total donations of 3,007,103.73 Lei (604,491.56 Euros**).**
- » **Reducing the carbon footprint:** we are constantly working on improving the equipment in our stores (refrigeration lines, lighting, etc.), we have created a rigorous energy sobriety plan, we have started equipping our stores with solar panels, we have purchased renewable energy and we have created our own energy company Auchan Renewable Energy. At the same time, we optimise freight truck routes and cargo volume to reduce carbon emissions.

4.2.2. Sustainability ratings

In 2023, we focused our efforts on company sustainability and transparency towards stakeholders. We have integrated clear measures to reduce our carbon footprint, as part of the overall sustainability policy at Auchan Retail. These efforts have been recognized during the reporting period* by several third parties through the assessment of Auchan's sustainability and climate performance.

We are proud that at Auchan Retail level we have managed to considerably improve our score for CDP Climate certification, reaching a score of A- in 2023, an important achievement for us. We also maintained our score in Moody's Solutions' ESG (Environmental, Social, and Governance) assessment, confirming the continuity of our sustainability efforts.

For the first time, in 2023, Auchan Retail obtained the CDP Forest certification, with a score of B-. This certification underlines our commitment to protecting forests, preventing deforestation and avoiding the transformation of forest land into the production of agricultural products. We also measured carbon footprints for major agricultural products, such as cocoa, soybeans and coffee, as part of the response to the CDP Forest 2023 assessment, using data from 2022. These measurements are essential to identify and implement effective carbon reduction solutions in our supply chain. Our plans for the future include not only maintaining these standards, but also identifying new opportunities for improvement and innovation in the field of sustainability.



*Between 1st of January and 31st of December, 2023
**Calculation made at the EURO-LEI exchange rate on 29th of December, 2023, 1 euro = 4.9746 lei

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- Healthy Eating and Combating Food Waste
- Fight against Plastic Pollution
- Reducing the Carbon Footprint
- Responsible Use of Resources and the Circular Economy
- People
- Sustainable Communities
- EU Taxonomy
- Appendix

4.3 EU CORPORATE SUSTAINABILITY REPORTING DIRECTIVE (CSRD)

In the context of our commitment to improve the transparency and quality of the published information, Auchan Romania has started the process of aligning with the EU Corporate Sustainability Reporting Directive (CSRD). Proactively, we have already introduced specific reporting elements in our sustainability reports, such as the Double Materiality analysis, which allows us to assess both the impact of our activities on the environment and society, and how environmental and social changes influence the company's performance. We are also preparing internally for the implementation of the full requirements for the next reporting cycle.

This directive, adopted by the European Commission in April 2021, has as its main purpose to increase the quality and comparability of sustainability data submitted by companies.

One of the major changes brought about by the CSRD is the extension of the scope of reporting obligations. Thus, all large companies and those listed on regulated markets in the EU, including Auchan, must comply with the new requirements. These requirements require detailed reporting of sustainability information, including social, environmental and governance aspects.

The new reporting requirements introduced by the CSRD are not limited to just a general description of sustainability initiatives. They require specific and comprehensive details that reflect the real impact of the company's activities on the environment and society.

To facilitate the publication of CSRD-compliant information and increase its consistency and comparability, the European Financial Reporting Advisory Group (EFRAG) has developed binding reporting standards at EU level. The first set of core standards was adopted in the second half of 2022, entering into force from 1 January 2024. In Romania, the Directive was transposed by Order 85/2024.

From January 2027, all companies listed on EU regulated markets, including those with more than 10 employees, will be required to report according to the new CSRD requirements. Auchan Romania is dedicated to preparing for this change, which will ensure full compliance with the new reporting standards.



GRI 2-5

4.4 EXTERNAL ASSURANCE

We have selected a series of specific key performance indicators (KPIs), from the 2023 edition of the Auchan Romania Sustainability Report, on which we obtained an external assurance opinion from Forvis Mazars. The audit engagement was conducted in accordance with International Standard for Assurance Engagements 3000 ("ISAE 3000") - Assurance Engagements Other than Audits or Reviews of Historical Financial Information. The standard requires the engagement to

be planned and conducted in order to obtain a limited assurance regarding the selected key performance indicators which are correctly calculated and presented, in all material aspects, in accordance with Auchan's methodology.

The Independent Assurance Report can be consulted upon request.





05

**Promote healthy
nutrition**
*and fight against
food waste*



We are aware of the impact that our food choices have on our individual health and the environment. Therefore, we are firmly committed to promoting healthy nutrition and combating food waste, commitments that are highlighted in detail in our sustainability report in this edition.

Promoting healthy nutrition is a fundamental element of our strategy. We know that balanced food choices are essential for the well-being of our community. In

this regard, we have expanded our portfolio of healthy and high-quality products to encourage customers to adopt healthy eating habits. We have implemented various initiatives aimed at supporting the consumption of fresh and safe products from local suppliers.

To reinforce our commitment to provide healthy, quality and responsible food, we have formulated ten ambitions, based on a circular model that covers the six stages of product life:



Combating food waste is another major priority for us, given the current global challenges, where natural resources are increasingly limited and poverty remains a serious problem. We are committed to creating rigorous policies and programs that aim to reduce food waste. For example, Auchan Romania's Food Waste Policy is available on the www.auchan.ro website.

We have implemented the Zero Waste program through which both we, at company level, and customers are actively involved in combating food waste. We periodically donate products to vulnerable people through the Food Bank or other NGOs, thus supporting local communities and contributing to social equity.

5.1 USE OF SUSTAINABLE RAW MATERIALS

In the current context of increased customer interest in responsible consumption and environmental protection, we are continuously adapting our production methods and product portfolio to meet the expectations of modern consumers, who value both the quality and the impact of the purchased goods on the environment and health. In 2023, we focused our efforts on implementing sustainable practices in all aspects of our supply chain, highlighting the importance of using sustainable raw materials.

Recognising the importance of a transparent and accountable supply chain, we promote „farm to fork” principle⁸.

This principle involves carefully selecting the suppliers and materials used, ensuring that they come from sources that comply with sustainability and ethical standards. A concrete example of this commitment is the complete elimination of palm oil from its own recipes, as well as the ban on the sale of shark meat, which is essential for the protection of marine biodiversity.

In addition to these measures, we made the strategic decision to completely remove pangasius fish from our portfolio since 2021 as part of our efforts to support sustainable fisheries and aquaculture.



⁸„From farm to fork” - In May 2020, the Commission presented its Farm to Fork Strategy, which is one of the key actions under the European Green Deal. Contributing to the goal of achieving climate neutrality by 2050, the strategy envisages the evolution of the current EU food system towards a sustainable model. The strategy provides for a number of initiatives and legislative proposals concerning, among others, organic farming, front-of-pack nutrition labelling and labelling of sustainable food or the reduction of food waste.

5.2 PRODUCT QUALITY AND SAFETY

In an era where customers are increasingly demanding more transparency and accountability from retailers, Auchan Romania is dedicated to providing high-quality, safe and sustainable products. Our long-term quality strategy is based on customer responsibility, rigorous partner selection and high standards for our suppliers and products. This approach allows us not only to constantly adapt to the needs of the market, but also to promote a wide range of products, including our own brand products, in various vegan, organic and no added sugar options.

Developed for the period 2022-2026, the Auchan Retail Romania Quality Strategy is based on three pillars: **product, operational and control**. This strategic plan not only imposes strict standards in the selection of partners, but also promotes the responsibility of the entire organization to ensure the durability, security and safety of the products. The ultimate goal is to guarantee customer satisfaction and safety, by maintaining rigorous quality control throughout the supply chain.

Objectives

- » Responding to our customers' needs with market-tailored products and high-quality requirements;
- » High requirements in the selection of partners;
- » The responsibility of the entire organization in terms of product life;
- » Customer safety and satisfaction;
- » Increasing the level of exigency for: Suppliers, Products, Operations;
- » Reducing the risk of penalties;
- » Continuous process improvement.

Main actions

- » Implementation of the development framework for our exclusive products (supply chains, own production, own brand);
- » Mapping suppliers in order to implement audits in accordance with Auchan Retail Romania's vigilance plan;
- » Defining roles and responsibilities and implementing training programs tailored to collaborators regarding the life cycle of our exclusive products;
- » Creation and implementation of a supervisory authority for reporting;
- » Updating the content, redesigning and implementing the new store quality audit checklist with an increased level of exigency;
- » Create and implement CN1 and CN2 control grids for stores, using the same checklist for controls and audits.

Common objectives with the Sustainability strategy

- » Reducing the carbon footprint;
- » Reducing food waste;
- » Reducing plastic packaging;
- » We promote quality - Control rules and procedures;
- » Life Zone - updating laboratories and their refurbishment;
- » Withdrawals/Recalls: Completed in 24h; Customer transparency;
- » Improving the process based on customer feedback;
- » Reducing the carbon footprint and supporting local suppliers;
- » Replacing the packaging of exclusive products with reusable, recyclable or compostable packaging;
- » Reducing food waste through prevention and elimination projects;
- » Mapping quality activities and equipment, defining roles, responsibilities and trainings;
- » Implementation of an electronic system for traceability and digitization of quality processes.

During the reporting period*, no need for improvement was identified in terms of the health and safety impact of our products and services. The actions to deal with non-conformities were in accordance with Auchan's legal and procedural requirements, thus there were **7 product recalls for food safety reasons, with a total quantity of 1,171 pieces**. In addition, we ensure that the use of pesticides complies with the national legislation and regulations issued by the competent authorities in Romania.

Exclusive Auchan products (own brand and Filieres)

Auchan's strategy includes the continuous development of exclusive products. They are designed to meet high quality standards and meet the varied needs of modern consumers.

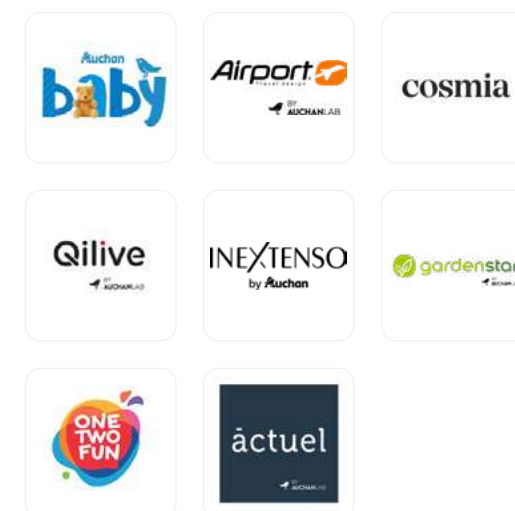
Of the total food products available in Auchan stores, over 1800 are own brand, of which over 900 developed in Romania. Among them 113 are organic food products, thus promoting a healthy and sustainable lifestyle. Out of these, 45 products come from local producers.

Private labels and own brands

Food



Non-food



*Between 1st of October 2022 and 30th of September 2023

5.3 LOCAL FOOD AND SUPPLIERS

Auchan Romania has strengthened, over the years, a lasting relationship with local suppliers. During the reporting period*, we signed over 100 contracts with local suppliers, reflecting our commitment to supporting the local economy and providing our customers with fresh, high-quality products.

Our supply chain is diverse and includes both local and international suppliers, with the total number of suppliers estimated at 1,237. Of these, 91% are located in Romania, and the rest come from other countries. This diversity allows us to offer our customers a diverse range of products, while maintaining a strong focus on sustainability and supporting the local economy.

One of our successful programs, „Filieres”, is dedicated to close partnerships with carefully selected local producers, ensuring the quality, safety, diversity and freshness of the products. This program is designed to provide our customers with complete transparency regarding the production process, from farm to shelf. Within this program, **we have developed 73 filieres in Romania****.

Auchan's product chains are rigorously selected and developed based on four pillars with the same level of importance:

- » **Consumer satisfaction:** Authentic taste, Freshness, Color, Local recipes
- » **Environmental protection:** Biodiversity, Regenerative agriculture, Reduction of water and energy consumption but also of pesticides
- » **Social:** we ensure that all actors involved in the development of the sectors are remunerated according to the legal norms and that they respect human rights by also signing a code of ethics in this regard
- » **Economic sustainability:** ensuring bilateral benefits and fair remuneration of local producers

The success of this initiative comes from the fact that the number of our partnerships has increased significantly, from **41 partnerships in 2022 to 78 today****. This demonstrates our firm commitment to supporting local producers and promoting sustainable agricultural production. In addition, our range of non-food products continues to be a strong differentiator in the market.



*Between 1st of October 2022 and 30th of September 2023

**Between 1st of January and 31st of December, 2023

Auchan Romania filieres products:

Developed sectors (examples of categories)



Fruits and vegetables

- » Red fruits (blueberries, strawberries, raspberries, blackberries), apples, potatoes, celery, onions, garlic, tomatoes, zucchini, watermelons, herbal mix, sauerkraut.



Fresh products

- » Chicken, dairy, cheese, bellows cheese, seafood (mussels from the Black Sea), organic eggs (Galina Bio), organic beef and Pleșcoi sausages (PGI)

Under the umbrella of the „Filieres” program, we have developed long-term partnerships with small and medium-sized local producers, providing them with a stable and predictable framework to carry out their activity.

The introduction of nut and dried fruit mixes and cherry tomatoes in June 2023, followed by the launch of a new chicken supply chain in August, underlines our commitment to constantly diversify and improve the range of products offered.

We ensure that our supply chain products are well promoted through the media, social media and website. These channels allow us to present the story of local producers and provide detailed information on how products are grown, grown and harvested. Thus, our customers benefit from transparency and a deep understanding of the sustainable processes behind each product.

We are committed to further developing and supporting these local partnerships, ensuring that we provide our customers with the highest quality products from safe and responsible sources



5.4 ORGANIC AND VEGAN PRODUCTS

As part of our continuous efforts to offer high-quality products and meet the demands of our customers concerned about their personal health and well-being, we pay special attention to expanding the range of organic and vegan products. We strive to innovate and improve recipes while guaranteeing that they are tasty and fresh. Educating consumers about the benefits of plant-based products is a priority for us, as we believe that conscious consumption contributes significantly to protecting the environment and improving health.

In this context, Auchan has integrated more than 30 vegan and vegetarian products into its offer, including vegan yogurts, sugar-free and vegan ice cream and ready-to-eat vegan salads under its own brand. To achieve a wide range of products, **we introduced the first cakes without added sugar**, available in four delicious assortments: butter and chocolate cream, vanilla, jam and walnut meringue, dark chocolate mousse and vanilla cream. These innovative cakes are available in all Auchan hypermarkets, in the

confectionery department, and complement our offer of improved bakery and pastry products.

The „Special Diets” product category within Auchan includes over 300 gluten-free products, 56 lactose-free products, 297 sugar-free products, 123 dietary products and 257 products for athletes’ nutrition.

These products are carefully selected to meet the varied needs of our customers, providing them with healthy and balanced alternatives.

As far as the processing of animal products is concerned, Auchan strictly complies with the legislation and regulations in force regarding animal welfare, issued by the competent authorities in Romania. We ensure that every stage of the production process complies with these standards, in order to guarantee the quality and safety of our products.



5.5 EDUCATING CUSTOMERS AND EMPLOYEES

At Auchan, we believe that our role goes beyond the simple marketing of food products. We take responsibility for positively influencing the lives of our customers by promoting healthy eating and providing valuable information about nutrition. We are aware that education is the foundation of a balanced diet and, implicitly, of a healthy lifestyle. And we consider ourselves to be a retailer that invests in educating both its customers and employees with the goal of creating a positive impact on the community.

Our vision is to become a reliable partner on the road to a healthy life for our customers. In this regard, we provide accessible and relevant information about smart food choices. We have created an educational environment where the quality of our products is complemented by rigorous nutritional education. Within the company, our employees benefit from regular training sessions and workshops, designed to improve their knowledge about healthy eating and keep them up to date with the latest research and trends in the field. In 2023, we organized 30 training sessions, both online and physical, totaling **308.5 hours of training**.

We offer our customers various informative resources, from cookbooks with healthy recipes to brochures with nutrition tips. We want every interaction with Auchan to be an opportunity to learn and improve your lifestyle.

Moreover, in order to support the community in adopting a healthy and balanced lifestyle, we carried out a series of campaigns to promote healthy eating between 2022 and 2023:

#BIOjoi

- » This campaign, carried out exclusively on social networks, was dedicated to promoting organic products every week. We have offered our customers varied recipes, using these products, to encourage the consumption of organic food.

Zero Waste Program

- » We focused on educating customers on food waste management by providing practical tips, innovative recipes, and effective methods of maintaining the freshness of fruits and vegetables.

Healthy Recipes

- » We have promoted a healthy lifestyle by presenting a diverse range of recipes, including vegan, vegetarian, lactose-free or sugar-free options. These recipes covered all meals of the day, including healthy snacks and desserts.

Promoting Seasonal Fruits and Vegetables

- » We have encouraged the consumption of seasonal fruits and vegetables throughout the year, providing customers with recipes for healthy dishes and drinks, as well as information about the benefits of these foods.

Auchan Supply Chains

- » We promoted local products from local producers and farmers, providing customers with information about the benefits of these products and suggesting creative ways of consuming.

5.6 COMBATING FOOD WASTE

In 2023, we conducted actions to combat food waste by strengthening the partnership with the Federation of Food Banks in Romania. This strategic partnership, initiated in 2021, involves a national network of nine regional banks that collect and distribute food products. Our stores donate food items close to their expiration date, or extra products, to support vulnerable communities.

During the reporting period*, we donated a total of **41 tons of food**. These products were redistributed by the Food Banks through 123 partner NGOs, thus helping over 100,000 people in difficult situations. Beneficiaries include the elderly, people with disabilities, children without parental care, victims of domestic violence, and low-income families.

Another major project, „Zero Waste”, also launched in 2021, was central to our food waste prevention strategy. We have implemented this program in all our hypermarkets, supermarkets and MyAuchan stores, creating special areas dedicated to this purpose. The „Zero Waste” areas in Auchan stores are filled with products that, although close to their expiration date, have a high level of quality and are perfect for consumption. Thus, we encourage customers to reduce food waste and save money.

The key indicators tracked within this project are constantly monitored through a digital interface. The total number of saved products represents the total number of products that are labelled with the yellow „Zero Waste” label and that end up being sold. The number of saved meals is calculated based on the estimate that one meal represents 500 grams. And avoided CO₂ emissions are expressed in tons and are also calculated based on estimates. One ton of products emit 2.5 tons of CO₂. The results obtained through the

Results obtained* through the „Zero Waste” project



Over **5 MIL**
saved products;



4,9 MIL
meals saved;



6.074 TONS
of CO₂ emissions avoided.

„Zero Waste” project are related to the reporting period between October 1, 2022 and September 30, 2023.

To support these efforts, we have paid special attention to the training of our employees. **During the reporting period*, we organised 292 hours of training focused on reducing food waste.** This ongoing training is essential to ensure that our staff are well equipped to effectively implement waste prevention measures.

We are also committed to constantly communicating about the importance of reducing food waste. Through internal channels and social networks, we regularly broadcast messages and campaigns under the „Zero Waste” label, contributing to raising awareness of responsible consumption among our customers and employees.

*Between 1st of October 2022 and 30th of September 2023





06

Fight against *plastic pollution*



6.0 FIGHT AGAINST PLASTIC POLLUTION

In 2021, Auchan Retail launched **a robust initiative to combat plastic pollution**, by adopting a clear and structured policy in this regard. This strategic document defines the guidelines and collective actions needed to phase out plastic from our activities and products.

Plastic is ubiquitous in the product lifecycle, from production and transportation to packaging and distribution. Our actions are geared towards minimizing plastic waste and promoting the circular economy throughout our supply chain. Identifying the five major sources of plastic pollution was a crucial first step in directing our efforts.

In 2022, we initiated the development of a traceability solution for all types of plastic packaging associated with our products. This includes primary, secondary and tertiary packaging, applying to the entire range of products and suppliers. Through this initiative, we aim to generate a detailed record of the impact of plastic pollution on the entire supply chain, thus promoting transparency and accountability in plastic management.

The new application, partially functional from 2023, will allow us to collect all the information related to product packaging and monitor the progress in eliminating plastic. This application will be the reference tool for all countries in the Auchan group.

- » Compliance with environmental regulations and standards is a priority for us, especially when it comes to single-use plastic products.
- » Starting with 1st of May, 2021, we have stopped selling these products in our stores in Romania, thus aligning ourselves with local decisions and contributing to reducing the impact on the environment.

Thus, we have **zero** single-use plastic products in our stores according to the Single-Use Plastic Directive for the year 2023. Our own-brand products comply with the European Union's regulations on the use of plastic. This ensures that our products comply with environmental requirements and supports the transition to a sustainable model.



6.1 REDUCING PLASTIC FOR PRIVATE LABEL PRODUCTS

During the reporting period* we continued our ambitious initiatives that aim to reduce the use of plastic in the packaging of private label products. **Our short-term goal is for 100% of the packaging of these products to be reusable, recyclable or compostable.** To achieve this goal, we focus on the entire product value chain, from production to distribution, to address plastic pollution in an integrated and efficient manner.

To achieve these objectives, we have implemented a series of concrete measures aimed at the responsible use of materials in product packaging. These include the use of packaging made from compostable and recyclable materials, as well as the adoption of biodegradable alternatives made of cardboard and recycled materials.

- » Thus, in the Bakery zone, starting with March 2023, we have implemented biodegradable cardboard packaging, replacing traditional plastic packaging.
- » In the Gastronomy and Take-Away zone, we use compostable packaging and types of packaging that are recyclable, which contribute significantly to reducing plastic consumption.

We have made notable progress in other areas as well. **For our own brand products, we managed to reduce the amount of plastic used in Auchan water bottles by 5.3 tons.** The bags used for the sale of fish, meat and fruits and vegetables in bulk are completely biodegradable. During the reporting period* we launched a tender for the replacement of the non-biodegradable plastic bag at the cash registers with the reusable paper bag that has no negative impact on the phenomenon of plastic pollution.

Another important step was the total elimination of single-use plastic tableware, starting with May 2021. As for the packaging of private label accessories in the electronics area, they are now made without plastic, paper or cardboard and use soy ink. Travel items, backpacks and writing instruments in the stationery category benefit from recycled plastic packaging, and the amount of plastic used for their packaging has been significantly reduced.

To support and expand these efforts, we have established a list of prohibited materials in their composition for the packaging of new private label products. We also continue to collect information from our suppliers regarding the packaging components of our products.



*Between 1st of October 2022 and 30th of September 2023

6.2 REDUCING PLASTIC IN STORES AND WAREHOUSES

Secondary and tertiary packaging, waste from shops and warehouses

As part of our ongoing actions to reduce our environmental impact, we have implemented sustainable solutions for the management of secondary and tertiary plastic packaging waste during the reporting period*. These measures included the use of packaging waste baling technologies, which allowed an impressive **884 tonnes of plastic to be recycled efficiently**.

Thus, we have managed not only to minimize the volume of waste that ends up in landfills, but also to actively contribute to increasing the recycling rate in our stores and warehouses.

By implementing recyclable pallet films used in our stores and warehouses across the country, we have taken an important step towards reducing the impact of plastic on the environment. This measure is an integral part of our strategy to reduce plastic waste and promote green practices in our daily operations.



*Between 1st of October 2022 and 30th of September 2023

CHEP Partnership⁹

The partnership with CHEP has been essential in developing a logistics system based on the use of reusable pallets. These pallets not only reduce the need for the use of single-use plastics, but also contribute to significantly lowering the carbon emissions associated with transporting goods. The use of reusable pallets allows for more efficient resource management and

waste reduction, thus protecting valuable natural resources.

The logistics model developed together with CHEP, our long-term partner, is based on circularity and reuse, fundamental principles in the transition to a more sustainable economy.



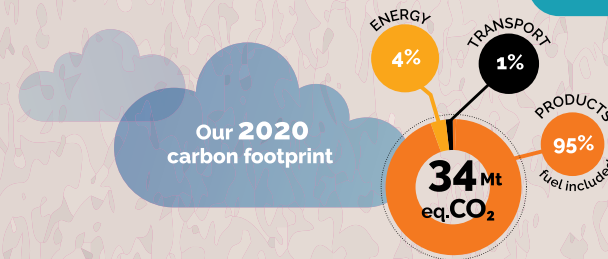
⁹Commonwealth Handling Equipment Pool (CHEP) – a company that aims to streamline the logistics chain of its customers. CHEP manages, transports and supplies more than 300 million pieces of equipment that are shared and reused by farmers, manufacturers, distributors and traders.



07 Reducing our carbon footprint

2030 Climate Plan

The power of a retailer at the service
of the great climate challenge



To reduce our greenhouse gas (GHG) emissions,

Auchan Retail is committed

to all the CO₂ emission scopes:



To meet these targets,
Auchan Retail's 2030 Climate Plan is focusing on

4 courses of action:

ENERGY	REFRIGERATION EQUIPMENT	TRANSPORT	PRODUCTS
<ul style="list-style-type: none">Reduce energy consumption in our stores by 40%Use 100% renewable electricity	<ul style="list-style-type: none">Reduce by 90% greenhouse gas emissions linked to refrigerant gas leaks	<ul style="list-style-type: none">Optimise the filling and routes of trucks, evolve our logistics master plans using new digital solutionsChange the energy used (biofuels, hydrogen, etc.)Promote sustainable mobility	<ul style="list-style-type: none">Engage and create jointly with suppliers:<ul style="list-style-type: none">> the eco-design of products> the development of renewable energies> the promotion of sustainable agricultureInform and engage our customers on the choice of a more responsible consumption

« My wish is that in 10 years Auchan is recognised as *THE* leading brand in terms of protecting the planet, as well as the most accessible and most committed brand! »
Yves CLAUDE, President and CEO of Auchan Retail



Auchan | RETAIL



We are conscious that the decarbonization of operations and value chains presents a chance to reconsider current procedures, to innovate and generate value in new ways. It is also a chance to improve our competitiveness, fulfill our consumers' rising demands, and fortify our ability to withstand future setbacks.

Beginning in 2015, the fight against global warming was stepped up in 2023, both at Auchan Romania's level through ambitious local goals and initiatives and at Auchan Retail Group's level by fortifying environmental commitments. Both efforts resulted in notable advancements over prior years.

At the group level, the decarbonization objectives of Auchan Retail's Climate Project were approved in 2023 by the international organization Science Based Target Initiative (SBTi), supported by the Carbon Disclosure Project (CDP), the United Nations Global Compact, the World Resources Institute (WRI) and the World Wildlife Fund (WWF). In order to ensure the fulfillment of the reduction objectives assumed by SBTi, roadmaps have been built for all Auchan Retail entities in the European Union, with concrete measures regarding Product, Transport, Energy, Refrigerants and Gas.

Auchan Romania has continued and accelerated the measures to reduce direct emissions from Scope 1 and indirect emissions from Scope 2, through energy sobriety measures and the purchase of green energy that bring us very close to the reduction targets assumed for 2030. **We began installing photovoltaic panels on four stores during the reporting period*. These panels will be put into service in 2024.**

Auchan Romania SA is the exclusive owner of Auchan Renewable Energy (ARE), which was registered in February 2023. Auchan Romania's CEO serves as the administrator of the business. In addition to producing, transmitting, and distributing power, the corporation plays a significant role in accomplishing Auchan Romania's climate objectives. We have worked intensively so far to reduce our direct emissions during the reporting period* by taking an important step towards action in our value chain by launching the Partners for Decarbonization program by Auchan Retail. The initiation of the Program in March 2023 laid the foundations for the dialogue that Auchan Romania will carry out with its suppliers to reduce upstream emissions associated with food and non-food products.

In 2023 we also strengthened the elements of climate governance. Auchan Retail has set up two climate committees – one operational and one strategic, with the aim of coordinating climate efforts at group level. The Operational Committee meets every six weeks and includes the climate managers from all the company's subsidiaries, as well as the key functions involved in the implementation of the climate roadmaps. Led by Auchan Retail's CSR Department, the committee aims to share the progress of projects, such as the supplier engagement program and the carbon emissions monitoring program, presented to the Group's international strategic climate committee.

The objectives of the Climate Committee are

- » **Exchange of information:** provides the opportunity for subsidiaries to exchange operational information on the implementation of their climate plans, including technical challenges and best practices.
- » **Monitoring and progress:** follows the progress of projects submitted to the Group's international climate committee.

Auchan Romania has set up a Sustainability and Climate Committee whose objective is to propose, pilot and monitor the company's sustainability and climate strategy, ensuring a transversal management of environmental, social and governance issues. The committee has as permanent members the General Manager, the Product Director, the Director of Finance and Performance, the Sustainability Director and other members depending on the topics addressed.

To ensure extensive involvement in achieving the objectives of the Climate Project, Auchan organized multiple trainings for key employees in 2023. They addressed crucial issues such as internal and external communication on climate change, adapting product development processes to reflect climate concerns and educating customers towards sustainable choices. **In total, 1,921 hours of training on this topic were accumulated at the level of the entire company.**

In the current context of climate change, Auchan Romania has carried out a detailed assessment of the climate risks that could affect our activities.

¹⁰Inițiativa Science Based Targets (SBTi) provides companies with a clearly defined path to future-proof growth, specifying how much and how quickly they need to reduce their greenhouse gas emissions. SBTi is a partnership between CDP, the United Nations Global Compact, the World Resources Institute (WRI) and the World Wide Fund for Nature (WWF).
*Between 1st of October 2022 and 30th of September 2023

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7.1 CLIMATE PROJECT

The 2030 Climate Project

- » was outlined in 2021 and guides Auchan Retail's decarbonization path until 2030.
- » The plan includes ambitious emission reduction targets across the value chain and four priority areas of action: energy, refrigeration, transport and product range.

To ensure that we have a contribution aligned with **the Paris Agreement** to keep the global temperature **well below 2°C** compared to the pre-industrial era, our goals were validated by scientific methods, by the Science Based Targets Initiative (SBTi) in 2023.

Our commitments are focused on both reducing emissions from our direct operations and reducing emissions across the value chain:

- » **a 46% reduction in Scope 1 and 2 emissions by 2030 compared to 2019;** i.e. global warming limited to 1.5°C according to the SBTi;
- » **a 25% reduction by 2030 for emissions related to products and transport („scope 3”) compared to 2020,** i.e. global warming limited to „well below 2°C” according to the SBTi.

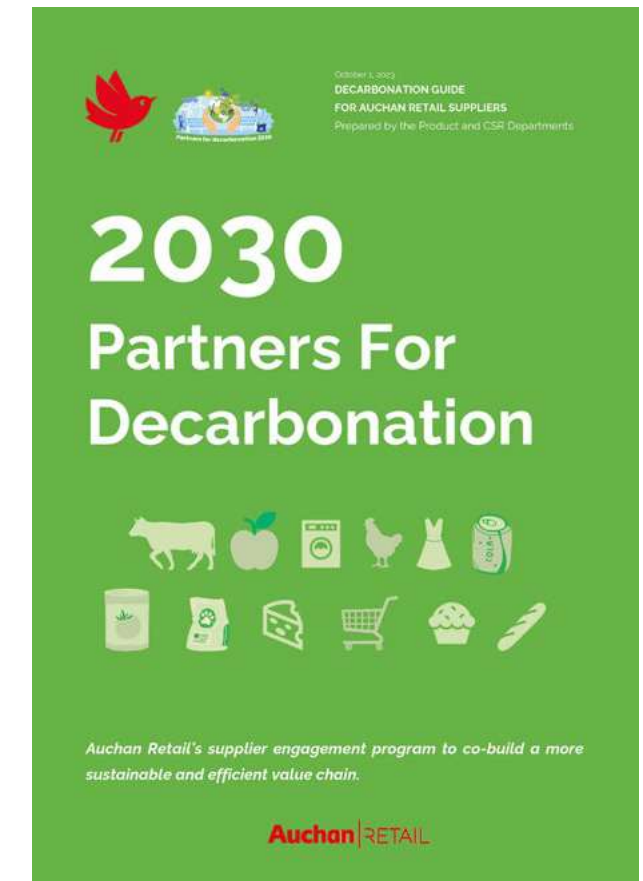
Scope 1 & 2

In order to achieve the objectives for Scope 1 & 2, Auchan Romania focuses on optimizing energy consumption and modernizing refrigeration systems that allow us to use environmentally friendly refrigerants and significantly reduce the amount of refrigerants used.

Moreover, we are focused on producing green energy. With the help of Helexia, Auchan Retail Romania will equip 16 stores across the country with photovoltaic panels by the end of 2024, totaling 9.1 MW. They will supply 10.4 GWh, covering 20% of the total consumption of stores and help avoid the release of about 5,800 tons of CO₂ per year into the atmosphere. This will contribute to achieving the 2030 goal that Auchan Retail aims to achieve. In 2023 we installed panels on four stores: Braşov Coresi, Cluj Iris, Braşov Vest and Auchan

*Between 1st of October 2022 and 30th of September 2023

¹¹Over 95% of Auchan Retail's carbon footprint comes from upstream and is associated with the production of the food and non-food products it sells



Oradea, to go into production at the end of 2023 and the beginning of 2024.

Established in 2023, Auchan Renewable Energy (ARE) plays a crucial role in accomplishing Auchan Romania's climate goals and is a significant component of Auchan's strategy for the generation, transmission, and distribution of renewable electricity. The business has taken the required actions to acquire the trading certification from the appropriate authorities during the reporting period*.

Scope 3

The Scope 3 commitment aims to reduce emissions from the value chain by 25% by 2030, and addresses transport perimeters and, very importantly, products as a priority¹¹.

Supplier involvement in reducing carbon footprint

The launch in 2023 of our **Partners for Decarbonization 2030 Program** is the beginning of a transformational journey that impacts our value chain. We aim to achieve this transformation with the support and commitment of our suppliers, because only together we can make a difference and offer our customers the desired products.

Auchan Retail aims to reduce the carbon footprint associated with products through two main pillars, namely the involvement of suppliers in a trajectory to reduce greenhouse gas emissions, and Auchan Retail's ability to select and offer low-carbon products to customers.

The Decarbonization Partners Program is the framework for engaging our suppliers in reducing their carbon footprint. The programme consists of the following key elements:

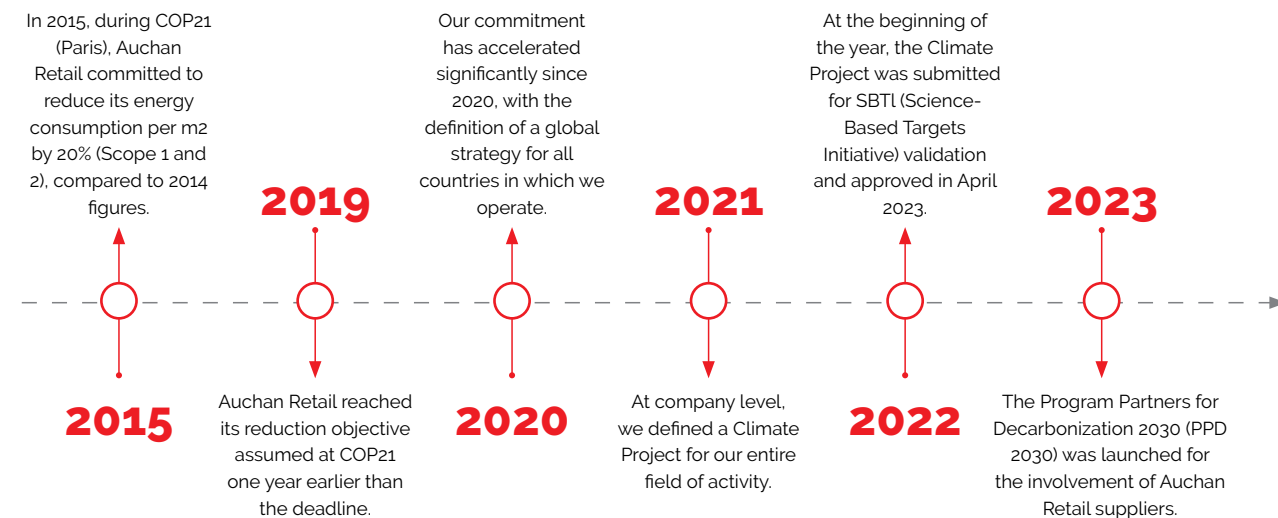
- » **Prioritization of suppliers.** We will approach the dialogue with suppliers gradually, so we are targeting the segments and suppliers that account for the largest share of the carbon footprint associated with the Products. Our suppliers are invited to join us and commit to measuring and reducing their carbon emissions, as well as implementing environmental practices. In 2023, 1,200 suppliers were contacted at the group level, including 145 suppliers of Auchan Romania.
- » **Evaluation of practices.** We have created a Climate Questionnaire to assess the climate maturity and

level of our suppliers' practices. This questionnaire is designed to help us gather information about carbon reduction efforts, commitments and challenges in reducing emissions, so that we can determine the level of support needed for each supplier. In addition, this questionnaire is also meant to serve as a guide to understanding our expectations as a retailer. After running the questionnaire in 2023, we concluded that only 5% of the 145 suppliers involved have a high maturity level, 7% have a medium maturity level and the remaining 88% have low maturity.

» **Supplier involvement:** depending on their level of maturity, we encourage our suppliers to measure their emissions, make decarbonisation plans and report to us on the performance of their implementation in line with the requirements of the CSRD Directive. This can include levers to improve energy efficiency, switching from conventional agricultural practices to sustainable agricultural practices, reducing waste, using recycled or recyclable materials.

During the reporting period*, a decarbonization guide was created at Auchan Retail level for our suppliers that comes as support for them, regardless of the degree of climate maturity. In parallel, the procurement team benefited from climate fresco training, but also technical training on the decarbonization levers that they can activate together with our partners.

The Partners for Decarbonization 2030 programme will be extended annually until 2026 to cover almost all product-related Scope 3 emissions. The ultimate goal is to involve all suppliers in actions to reduce the carbon footprint.



*Between 1st of October 2022 and 30th of September 2023

7.2 CARBON FOOTPRINT STRUCTURE – SCOPES

1, 2 AND 3

Auchan Romania's GHG gas emissions for Scope 1, 2 and 3 (only transportation was included in scope 3) decreased by 20.53% in 2023, compared to the previous year, reaching a total of 66,217 tons of CO₂ equivalent (tCO₂eq)

Emissions factors based on **ADEME Full Carbon Base** were used to calculate the emissions associated with each scope.

Scope 1: Direct emissions

Auchan Romania recorded a 45% reduction in scope 1 GHG emissions compared to the previous year, registering a volume of **8,699 tCO₂eq**. This reduction was achieved thanks to the change of equipment and through an efficient management of gas and refrigerant consumption.

Scope 2: Indirect emissions from energy consumed

Indirect emissions from electricity and gas consumption decreased by 20% in 2023 compared to the previous year, totalling **38,776 tCO₂eq**. This reduction was possible thanks to the optimization of energy consumption through the sobriety plan and investments in energy-efficient lighting equipment and solutions, and will be

supported by investments in green energy production. The 1,622 photovoltaic panels installed in 2023 on Auchan Coresi in Braşov, the first equipped store, will provide approximately 16% of the energy needed by the store, with a total power of over 665 kW.

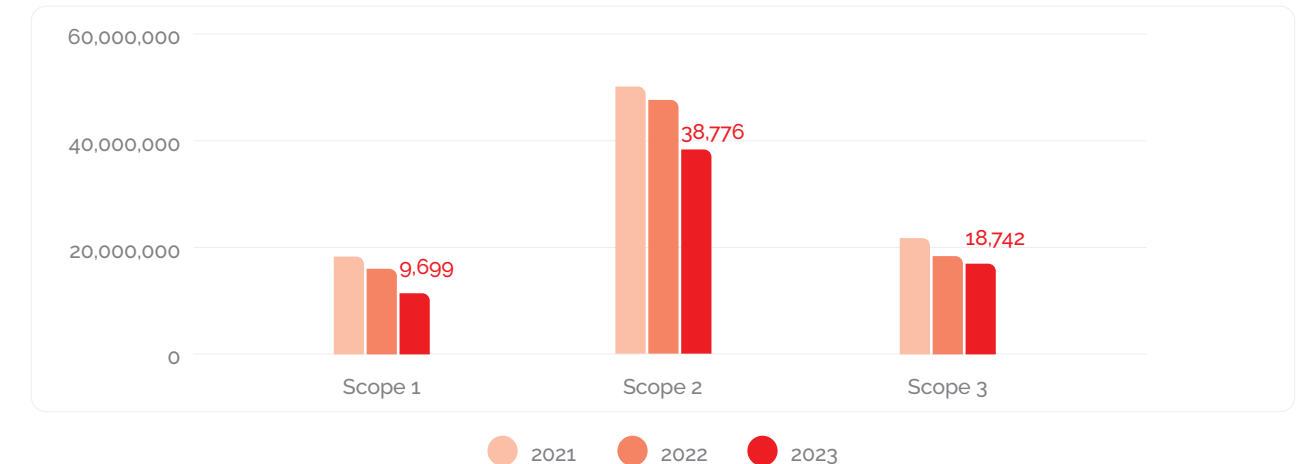
Scope 3: Indirect emissions - transport of products from warehouses to stores

For the logistics flows between warehouses and stores in the country, Auchan Romania managed to reduce CO₂ emissions by 1.56%, reaching **18,742 tons of CO₂¹²**. The calculation of emissions was based on the ADEME Full Carbon Base methodology, where the emission factor for transport increased to 0.241 kg CO₂/1 tkm in 2023..

Auchan has the goal to maximize the truck load rate and start the ongoing optimization of truck transport routes in Romania. The average height of a pallet rose from 1.5 meters to nearly 1.8 meters between 2022 and 2023.

We prepared the usage of an electric truck for all deliveries to Super U Center in 2023 as part of a significant logistical premiere for Auchan Romania. We plan to grow this effort as soon as possible.

GHG Emissions Level (tCO₂eq)



¹²In the reference year, the CO₂ emissions related to the products were also calculated, and subsequently, since 2021, they have not been included in the calculation. The gross operational data used to calculate CO₂ emissions (provided by Auchan) are expressed in tonnes per kilometre, abbreviated as t.km. This unit of measurement of freight transport represents the transport of one tonne of goods (including packaging and country of intermodal transport units) by a specific mode of transport (road, rail, air, sea, inland waterways, etc.) over a distance of one kilometre.

7.3 MANAGEMENT OF ELECTRICITY AND NATURAL GAS CONSUMPTION

Auchan supports its commitment to reducing the GHG emissions of its operations through a comprehensive strategy, involving both short-term measures and long-term implementations targeting production equipment, refrigeration systems, building rehabilitation and green energy production. **In 2023 we made investments worth 54 million lei (the equivalent of 10,855,144 Euro**)** that will bring us an estimated saving of **1,760,000 kWh per year**.

During the reporting period*, we recorded notable decreases in energy consumption compared to the previous year, these indicators reflecting our constant efforts to renew equipment, as well as to optimize and streamline the resources used.

So, in 2023 we managed to reduce gas consumption by 32% and electricity consumption by 22%, compared to the previous reporting period. **In total, we consumed almost 34 million KWh less than in 2022.**

As a continuation of the previous efforts, one of the most significant initiatives was the major upgrade of our refrigeration installations. This resulted in a 33% decrease in the amount of refrigerants used compared to the previous year, 9,177 kg in 2023 versus 13,628 in 2022.

We replaced systems that used R404 freon with more efficient and environmentally friendly refrigeration installations. This change has not only reduced the impact on emissions levels, given that CO₂ has a considerably lower global warming potential (GWP) compared to R404 (1 vs. 3,920), but has also contributed significantly to the decrease in energy consumption.

» In total, in 2023 we installed about 1 km of more environmentally friendly refrigerated display cases in Craiovița, Timișoara Sud, Oradea, Brașov Vest and Berceni stores.

We have also invested in improving the waterproofing of the roofs of our stores, for better thermal efficiency, reducing the energy needed for heating and cooling and we have made important optimizations through remodeling of the Cotroceni and Berceni stores.

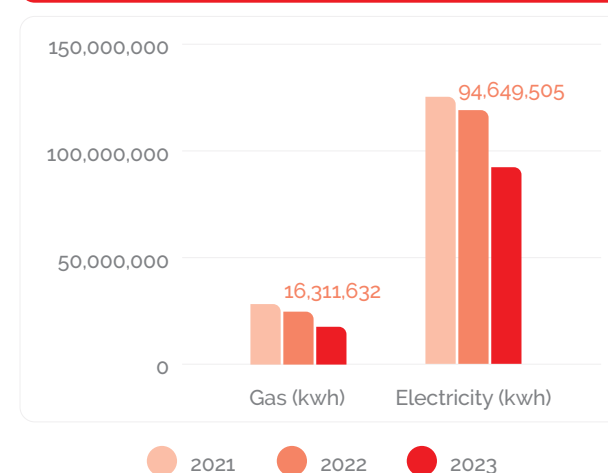
Gas and electricity consumption in 2023

	Gaz (kWh)	Electricitate (kWh)
Total	16,311,632	94,649,505

Gas and electricity consumption in 2022

	Gaz (kWh)	Electricitate (kWh)
Total	23,828,510	120,997,508

Gas and electricity consumption (kWh)



Implementing good practices for energy efficiency has been key in achieving our goals. We have focused on hourly programming for lighting, dimming systems, installation of motion sensors and on/off controllers for sockets and we have reduced the linear meters of refrigerated display cases to adapt to a more sustainable business model.

In addition, we have revised the hourly schedule of HVAC systems to maximize their efficiency. We also remodeled the cash register line with more energy-efficient equipment.

Energy efficiency investment plan in 2023¹³

Crt.	Completed projects	Locations	kWh/year saving	Investment Value (RON, excluding VAT)
A.	Refrigeration equipment			
	Changing the refrigeration system from Freon R404 to CO ₂ refrigeration system	6 locations: Oradea, Timișoara Sud, Berceni, Brașov Vest, Craiovița	1,000,000	34,085,665
B.	Roof renovation			
	Roof waterproofing change	4 locations: Berceni, Pitești Găvana, Ploiești, Constanța Maritimo	30,000	19,307,597
C.	Implementation of good practices			
	BMS System Settings for BUILDINGS - hourly lighting programming, lighting dimming system, shrinking linear meters of refrigerated display cases, mounting motion sensors, mounting plug-in controllers (ON/OFF), redoing the program for the HVAC installation, changing cash registers	33 locations	650,000	-
D.	HVAC equipment			
	Equipment change	1 location: Constanta Maritimo	80,000	522,965
Total kWh saved per year			1,760,000	

Digital Cleanup Day

In 2023, we participated in the global competition „Digital Cleanup Day”, organized by Auchan Retail. This initiative was a premiere for us, demonstrating an impressive mobilization, both in terms of the number of participants (324 people) and the outstanding performances achieved in this challenge.

The Auchan Romania team managed to eliminate approximately 4 TB of digital data. This action not only freed up valuable storage space, but also had a positive impact on reducing the carbon footprint by 182 tons of

CO₂ in the atmosphere. To illustrate this performance more clearly, we can mention that the equivalent of these emissions is found in approximately 104 round trips by plane between Paris and New York.

Eliminating unnecessary data from data centers also contributes significantly to reducing electricity consumption. It is estimated that storing 1 MB of data for one year generates about 30 grams of CO₂. Therefore, our „Digital Cleanup Day” initiative not only optimizes the use of digital resources, but also brings tangible benefits for environmental protection.

*Between 1st of October 2022 and 30th of September 2023

**Calculation made at the EURO-LEI exchange rate on 29th of December, 2023, 1 euro = 4.9746 lei



08

**Responsible use
of resources**
*and the circular
economy*



8.1 WATER CONSUMPTION

We use water from the local network, which is controlled and approved by the appropriate authorities, in all our stores. This approach ensures that the water used for cleaning, washing and other daily activities comes from reliable sources and complies with current regulations.

In accordance with the guidelines established by wastewater collection agreements or contracts, we do not engage in uncontrolled wastewater extractions or discharges; instead, the wastewater discharge is transferred exclusively through specialized separators and into the network of the local water supplier.

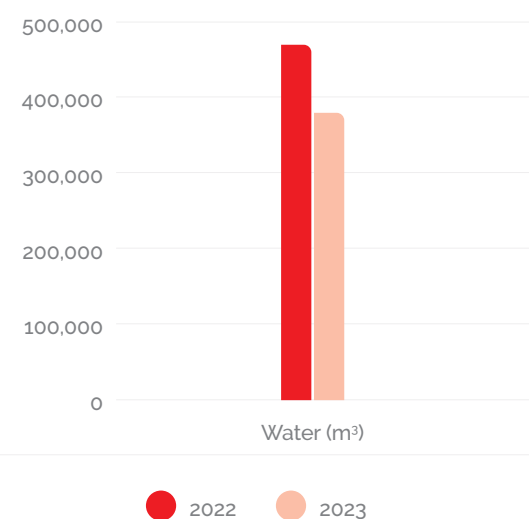
Through these measures, we aim to protect natural resources and contribute to their conservation. Our efforts are manifested in a number of initiatives, such as the use of modern water-saving equipment and the adoption of cleaning techniques that significantly reduce water consumption.

There are additional aspects to our ongoing commitment to sustainability. In order to manage water resources as effectively as possible, we keep looking for and putting into practice creative ideas.

Total water consumption (m³)

2023	373,198
2022	468,131

Water consumption



8.2 WASTE MANAGEMENT

At Auchan Romania, we have an integrated and responsible approach to waste management, detailed in the Waste Management Procedure. It clearly sets out responsibilities for selective collection, registration and reporting of waste at all operational levels, from our stores and logistics platforms to headquarters.

We have implemented specialized collection mechanisms to ensure a significant reduction in waste and full traceability throughout its life cycle. These mechanisms allow us to efficiently manage both hazardous and non-hazardous waste, ensuring a minimum impact on the environment.

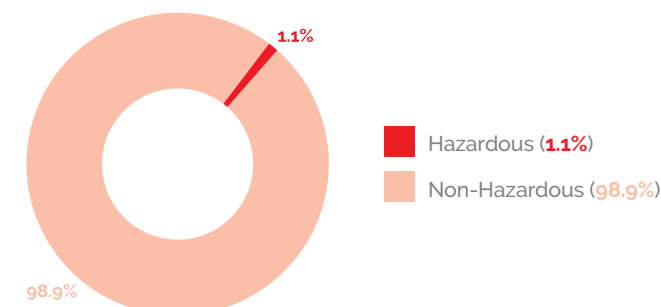
Our fundamental pillars in our waste management strategy includes education and awareness on proper waste management. We run educational programs for both our employees and customers, promoting

sustainable waste management practices. We have also started projects to raise customer awareness of the importance of separate collections, and we have implemented dedicated containers for this activity in all stores and at the headquarters.

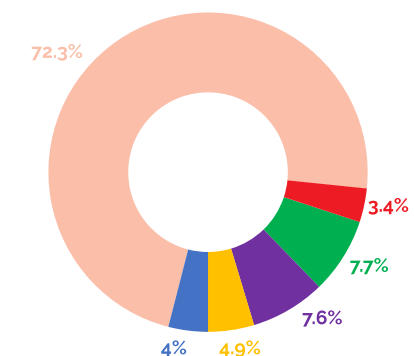
During the reporting period*, **19,569 tons of hazardous and non-hazardous waste were generated, of which 11,910.1 tons were recovered.** These data reflect only the waste generated by the activity of Auchan stores, while the waste from the logistics platforms, managed separately (rented), is not included in this total.

Also, to support access to food at the national level, we organize regular campaigns to donate unsold food to the Food Bank NGO and its network of regional banks. **In 2023 we donated 40,892.32 kilograms of food, worth 676,037.40 lei (the equivalent of 135,900 Euro**).**

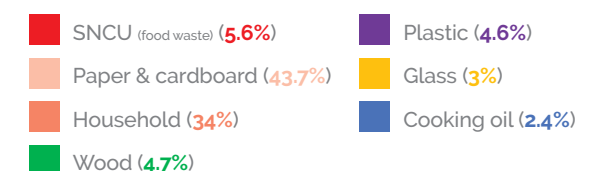
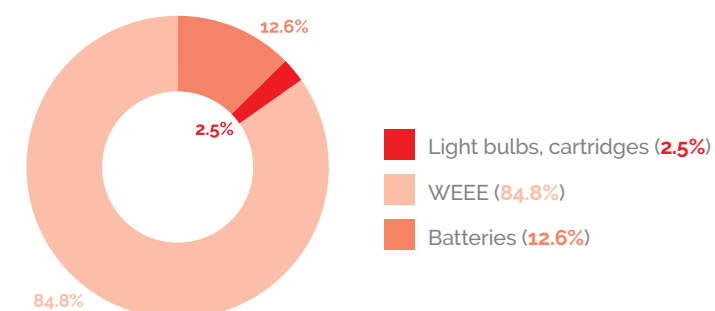
Waste type



Non-hazardous waste














Hazardous waste



*Between 1st of October 2022 and 30th of September 2023

**Calculation made at the EURO-LEI exchange rate on 29th of December, 2023. 1 euro = 4.9746 lei










Table 1 – Type of waste

Non-hazardous waste	Total (tons)
 Paper & card-board	8,452.0
 Plastic	884.0
 Metal	401.8
 Wood	901.9
 Glass	577.7
 Cooking oil	471.1
 SNCU ¹⁴	1,080.6
 Household waste	6,578.3
Total non-hazardous waste (tons)	19,347.4
Hazardous waste	Total (tons)
 Light bulbs, cartridges	5.6
 Batteries	28.0
 WEEE ¹⁵	187.9
Total hazardous waste (tons)	221.6
Total waste	19,569.0

In accordance with the provisions of Law 1061/2008, we have adopted a series of standardized measures and procedures for monitoring and reporting waste. These include the use of specific forms for the approval of the transport of hazardous waste, its dispatch and transport, as well as for the loading and unloading of non-hazardous waste.



¹⁴Animal and non-animal by-products not intended for human consumption
¹⁵Waste Electrical and Electronic Equipment

Table 2 - Recyclable waste

Non-hazardous waste	Total (tons)
 Paper & card-board	8,452.0
 Plastic	884.0
 Metal	401.8
 Wood	901.9
 Glass	577.7
 Cooking oil	471.1
Total non-hazardous waste (tons)	11,688.5
Hazardous waste	Total (tons)
 Light bulbs, cartridges	5.6
 Batteries	28.0
 WEEE ¹⁵	187.9
Total hazardous waste (tons)	221.6
Total waste	11,910.1

Every recyclable waste from the company's operations was closely monitored and sent to the proper recycling and recovery processes. We have implemented rigorous measures to ensure that the non-hazardous waste is effectively diverted to recycling facilities. This waste is transformed into raw materials by working with specialized partners, thus contributing to reducing the impact on the environment and promoting a circular economy. Instead, the hazardous waste was directed to specialized recovery operations..

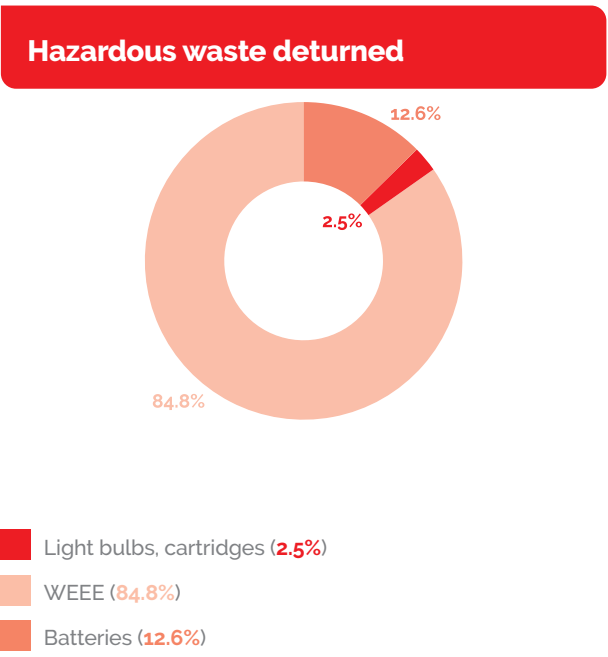
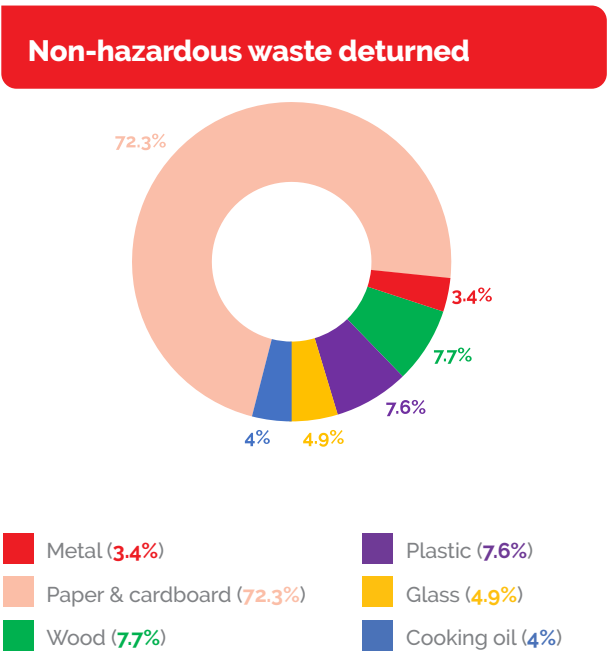
Table 3 - Non-recyclable waste

Non-hazardous waste	Total (tons)
 SNCU	1,080.6
 Household waste	6,578.3
Total waste	7,658.9

The waste management is a well-structured process in all Auchan locations and it is carried out in partnership with authorized collectors to carry out waste collection, transport, recycling and disposal activities. Based on the contracts, the collectors are obliged to provide the supporting documentation confirming the amount of waste recovered or disposed of for each work point.

The quantities of waste managed are in accordance with the provisions of Annexes 1, 2 and 3 of Law 1061/2008, which regulates the transport of waste. These annexes include the forms required for the approval of the transport of hazardous and non-hazardous waste, as well as the documentation related to their loading and unloading processes (Hazardous Waste Transport Approval Form, Hazardous Waste Shipment/Transport Form, Non-Hazardous Waste Loading-Unloading Form - SNCU). Household waste is accounted for based on the receipts issued by the sanitation services or the invoices received.

In order to ensure transparency and compliance with legal regulations, all waste management documents are centralized annually at store level according to Law no. 856/2002 on waste management records and for the approval of the list of waste, including hazardous waste. This data is then reported to the local authorities in Romania by 15th of March, every year, through a specialized electronic platform, thus complying with Law 92/2021 on the waste regime.



Introduction
The Story of Auchan
Governance and Management of the Organization
Sustainability Strategy
Healthy Eating and Combating Food Waste
Fight against Plastic Pollution
Reducing the Carbon Footprint
Responsible Use of Resources and the Circular Economy
People
Sustainable Communities
EU Taxonomy
Appendix



GRI 301-3; GRI 306-2

8.3 CIRCULAR ECONOMY SOLUTIONS FOR CUSTOMERS

„For me, the implementation of the „Deposit-Return System” (DRS) in Auchan Romania represented first of all an opportunity and then a challenge, understanding from the first moments the impact and complexity that this project will bring to the company. Taking into account its complexity and transversality, I highly appreciated the level of involvement of all colleagues and departments in Auchan. At the basis of all our decisions was customer orientation and thinking of solutions that would offer a pleasant and easy experience for them.

From the first moment we understood that it will be necessary to make investments to have automatic recycling equipment such as RVM (Reverse Vending Machine) in order to be efficient both for users in the packaging return process and from an operational point of view.

Knowing the national need to increase the level of responsibility towards the environment and of course the preparation of the population for the implementation of the DRS project, we have developed a campaign to boost and raise awareness among customers since April 2023, with the main objective of increasing the appetite for recycling. At the same time, developing this process in advance has also brought us the internal opportunity

to gain the necessary experience to be prepared for the opportunity offered by this system.

Thus, with the help of 1.5 million customers involved, between April and September 2023, we managed to collect over 23 million bottles nationwide, as a result of which we were awarded for pioneering the implementation of a pre-DRS project by Business Review.

One of the most satisfying moments for Auchan Romania was the active participation of our customers. Many shared positive feedback on the ease of the recycling process and the benefits of the system on the environment. Our employees also embraced the initiatives adopted, proud to be part of a company that prioritizes sustainability.

We will certainly continue to develop this project by constantly looking for new trends and techniques to improve existing processes in order to permanently increase the satisfaction of our customers.”

Andrei Iliescu
Sustainable Business Transformation Manager
Auchan Retail Romania



Pre-Deposit Return System (DRS) Recycling Campaign

We have introduced automatic collection and recycling machines (RVM) in our stores, in anticipation of the implementation of the Deposit-Return System (DRS), offering customers the opportunity to recycle beverage packaging. This measure was taken with the aim of accustoming customers to the new recycling system and encouraging environmentally responsible behavior, well before the official deadline for the implementation of the SGR.

The campaign targeted both MyCLUB Auchan loyalty card holders and other customers. Starting with April 18, 2023, customers were motivated to bring PET, glass or aluminum containers between 0.1 and 3 liters. For each recycled packaging, customers were rewarded with a 50 bani voucher, offered on the MyCLUB Auchan loyalty card, preparing them in advance for the official implementation of the Deposit-Return System (DRS) without being charged the 50 bani at the time of purchase. The investment brought by Auchan, together with its partners, aimed to generate recycling reflexes among customers. The initial reward was later extended in collaboration with Auchan's partners, in the form of loyalty vouchers that could be used to purchase various products. Among the partners of the campaign we list the brands: Air Wick, Aroxol, Brita, Chio, Delaco, Finish, Igienol, Leifheit, Nufăr, Nutline, Pepsi, Tefal, Triumf, Unisol and Vileda.

» The results recorded at the beginning of October 2023 of the campaign carried out together with the partners who chose to support this initiative were 23 million containers collected, demonstrating the formidable mobilization of customers.

These results highlighted that Auchan's automatic recycling solution is accessible and efficient, with customers quickly adapting to the new system and adopting responsible recycling behavior.

On 3rd of October 2023, during an official visit by the Minister of Environment, Water and Forests, Mircea Fechet, and Mrs. Rodica Iordanov, Minister of Environment of the Republic of Moldova, the process that was the basis for the development of the pre-Guarantee - Return System (SGR) project was presented at the Auchan Berceni store.

Used oil collection and recycling campaign

In 2023, we strengthened our commitment to the circular economy through its used oil collection and recycling campaign, initiated in 2019. This initiative has mobilized considerable resources and actively involved our customer community.

During the reporting period*, 41 Auchan stores (33 hypermarkets, 7 supermarkets and one MyAuchan store) were involved in the campaign. **The active involvement of our teams and the 240,000 participating customers led to the collection of 300,000 liters of used oil.** This prevented the contamination of 300,000,000,000 liters of water, highlighting the significant impact of our joint actions.



WEEE collection campaign

In the spirit of World Recycling Day, celebrated on 18th of March, Auchan has initiated a large national campaign dedicated to the collection of waste electrical and electronic equipment (WEEE). This internal initiative, carried out over a month, offered our employees the opportunity to actively contribute to protecting the environment by collecting small equipment (electronics, household appliances, IT equipment) in specially designed containers.

Through this action, we aimed not only to facilitate the responsible disposal of e-waste, but also to raise awareness of the negative impact that this equipment can have on the environment if not properly managed. Each device, regardless of its operating condition or integrity, has been analysed by our authorised WEEE partner, which ensures a systemic and dynamic approach to environmental policies.

Depending on the condition of the collected equipment, it was either redirected for recycling or reused. **Our teams collected over 1.3 tons of small equipment from all over the country**, of which 127 kg proved to be in a suitable condition to be donated to people in precarious situations, thus giving them a second life. The rest of the equipment, which could no longer be used, was managed in accordance with recycling standards, ensuring the proper disposal of toxic components.

Another important aspect of the campaign was the integration of this action into the employees' Personal Sustainability Program (PSP). Each participant benefited from participating in a sustainability action.

Textile collection and recycling campaign

In 2023, we continued our textile collection and recycling campaign. This initiative, developed in collaboration with the Romanian Red Cross and Textrade, has had a significant impact on communities in western Romania, where 12 Auchan stores actively participated in this project.

The campaign was launched in October 2020 and since then has seen a steady increase in the volume of textiles collected and recycled. Our customers were encouraged to contribute by bringing used clothing and shoes in the specially arranged bins in the store parking lots. Once collected, these items were transported to Textrade's sorting facility, where they were classified into two distinct categories.



The first category includes garments that are still usable. They are sanitized and then donated to the Romanian Red Cross, thus offering help to people in difficulty.

The second category comprises used or damaged items, which are recycled responsibly, thus reducing the negative impact on the environment.

By the end of the reporting period*, 83 tonnes of textiles had been collected, which helped to avoid the production of 300 tonnes of CO₂ equivalent.

Quantity:	2022	2023
Tons of textile collected	108	83
Tonnes of CO ₂ avoided	388	300

Campaign to collect plastic containers

In 2023, we launched an innovative initiative to combat plastic pollution and encourage proper recycling.

Between 26th of June and 13th of August, our customers were invited to participate in a campaign to collect old plastic containers. For each plastic casserole brought to one of the 39 participating Auchan stores, customers received a 50% discount voucher for the purchase of a glass casserole from the Freshbox Duralex collection, through the MyCLUB Auchan loyalty program.

This campaign had a considerable impact, managing to attract over 1,500 participants from all over the country. Our customers have benefited from reduced prices on glass containers, which are a sustainable and reusable alternative, thus helping to reduce plastic production and consumption.

Through this initiative, we have promoted not only responsible consumption behaviors, but also an active involvement in environmental protection, with customers contributing to their Personal Sustainability Program (PSP).

* In perioada 1 octombrie 2022 - 30 septembrie 2023

* Between 1st of October 2022 and 30th of September 2023

Used pans recycling campaign

It has already become a tradition to carry out an annual pan recycling action, and 2023 was no exception! As part of this initiative, customers were encouraged to bring their old pans to the specially designed points in our stores, receiving in exchange a 50% discount voucher for new pans from the Ambition Arras and Ultimo collections.

The campaign took place between 15th of March and 15th of June, 2023 in 39 Auchan locations, including 33 hypermarkets and 6 supermarkets. During this period, **3,300 customers benefited from significant discounts** for the purchase of new pans, thus contributing to the efficient recycling of materials from used pans.

Collection and recycling of used tumble dryers

Between August 14 and October 1, 2023, we carried out a national campaign to collect and recycle old tumble dryers and ironing boards. This initiative took place in 39 Auchan stores across the country, with the main purpose of promoting responsible behavior among our customers and reducing waste and reintroducing component materials into the circular economy.

Customers who brought old tumble dryers or ironing boards to participating Auchan stores were rewarded with a 40% discount voucher. This voucher, available through the MyCLUB Auchan loyalty card, was applied to the purchase of products from the Leifheit range. **Almost 2,200 customers actively participated**, by bringing old products to recycle components.

Sale of used phones

In 30 Auchan hypermarkets in the country, customers found refurbished smartphones, at prices up to 50% lower than those of new devices, supplied in partnership with Recommerce Group. During the reporting period*, these phones were also available online and on auchan.ro.

All refurbished smartphones sold by Auchan had a 12-month warranty, being 100% functional and with an impeccable aesthetic appearance. Through Recommerce Group, customers benefited from a diversified range of over 20 smartphone models, thus meeting their varied needs.

Auchan was the first retailer to integrate refurbished smartphones into its offer, being a pioneer in Romania in the field of circular economy and reused electronic products. According to a study by Recommerce, a new 32GB iPhone 7 generates about 58.2 kg of CO₂ during production and shipping. In contrast, a refurbished iPhone produces only 7.35 kg of CO₂. Thus, each refurbished smartphone sold contributes to reducing CO₂ emissions by about 50 kg.

During the reporting period* we sold **743** refurbished smartphones.

A New Life by Auchan

We launched „A New Life” by Auchan in 2021 being the first local initiative as a circular economy retailer for clothing, focused on reducing waste, reusing and recycling textiles. The project aims to transform the way consumers perceive and use textile products.

As part of this program, we have dedicated special areas in our stores, where customers can purchase textile products that have been refurbished, thus giving them a „second life”. This approach not only reduces textile waste, but also encourages more responsible consumption behavior.

During the reporting period*, the campaign was active in 23 Auchan stores across the country. In 2023, the initiative recorded remarkable results, **with approximately 40,000 products sold and an impressive saving of 960 tons of CO₂**. Through this project, we not only offer sustainable solutions, but also inspire customers to adopt a more responsible lifestyle.



* Between 1st of October 2022 and 30th of September 2023

An advertisement for the Ambition Ultimo frying pan. It features a black frying pan with a red handle, containing a cooked fish fillet, potatoes, and vegetables. The text "AMBITION" is at the top, followed by "Adu o tigaie veche și primește un voucher de 50% pentru tigăile Ambition din colecția ULTIMO". At the bottom, there is a MyCLUB Auchan loyalty card and the hashtag #nuepreațarziuPSP. The text "Program de Sustenabilitate Personală Auchan RETAIL ROMANIA" is also visible.



8.4 SUSTAINABLE PRODUCTS

„Being a member of a team that works tirelessly every day to introduce innovative and environmentally conscious products to Auchan’s shelves is truly an honor. Also, it is a privilege to witness the creative synergy that results from the creation of carefully chosen destination brands and international own brand products—all of which share a concern for the environment.

We have made sure to use recycled materials in every category of non-food products, from backpacks and pencil cases to office supplies, luggage, pans, shoes and toys made of FSC-certified wood. This attention to detail allows us to offer prior quality products while helping to protect our planet.

A key aspect of our company’s strategy is to reduce our carbon footprint. We are always concerned about how manufacturing technology can extend the life of products and reduce waste. Our range of light bulbs with an impressive lifespan of 50,000 hours (equivalent to 50 years of average daily use of 3 hours) is a perfect example of innovation that contributes not only to reducing waste, but also to saving energy and costs for our customers.

There is more innovation to come. This is also a priority in the cosmetics segment, where our destination brand, Cosmia, has launched reusable packaging, an important step towards reducing plastic waste. We are also proud to launch the first flower Filier with a Romanian producer, thus supporting the local economy and offering fresh and quality products.

In the spirit of the circular economy, we have created special areas in our stores, called „A New Life”, where we give a new chance to second-hand garments. This initiative not only reduces textile waste, but also encourages customers to adopt a sustainable lifestyle. Our star products, promoted monthly in all Auchan countries, are chosen for their sustainability and the

positive impact they have on the environment. The Qilive 2in1 coffee machine, compatible with two types of capsules, was voted product of the year 2023 by Piața Magazine, and eco wash jeans are another perfect example of innovation and sustainability due to the low water consumption and energy savings used in making them.

In 2023, we organized multiple social and economic responsibility campaigns, including several circular economy campaigns, the main ones being for the collection and recycling of pans, the replacement of plastic containers with glass ones, the collection or recycling of dryers and ironing boards.

To recapitulate, 2023 was a year full of remarkable achievements for Auchan. We have managed to prove that sustainability and innovation can go hand in hand, offering our customers high-quality, environmentally friendly products. These efforts were possible thanks to the dedication and involvement of our team, but also to the constant support of our customers, who enthusiastically embraced our initiatives.

We will continue to innovate and improve constantly, always with the environment in mind and the promotion of a sustainable lifestyle. We want every product we bring into our stores to be not only useful, but also a step forward towards a greener and more sustainable future.

We look forward to the future with confidence. We also hope that more businesses will join us in this collaborative endeavor.

Liliana Neacșu
Non-Food Product Director Auchan Retail Romania

Sustainable toys

We have made significant progress in developing and offering solutions that meet the ever-increasing demands of consumers in our range of sustainable toys. **In recent years, we have launched around 50 sustainable products**, each designed with a strong focus on reducing environmental impact. These products include wooden toys, beach toys, and plush toys.

An important achievement in our product range is the wooden toys. All these toys are FSC (Forest Stewardship

Council) certified, guaranteeing that the wood used comes from responsibly managed forests.

We had, also, integrated the use of bioplastics for our range of beach toys. Bioplastic is an innovative material that contains 30% biological components.

The range of plush toys has also been revised to be more sustainable. All plush toys are made of 100% recycled polyester. Also, the „Titi the Beaver” plush toys is made entirely from recycled PET (except for clothes).



Christmas decorations

Since 2022, we have taken important steps to ensure that our products not only beautify the holidays, but also contribute positively to protecting the environment.

To guarantee that our decorations are made from sustainable materials, we have opted for the use of 100% FSC-certified wood. It comes from responsibly managed forests, which ensures that forest resources are exploited in a way that does not negatively affect ecosystems and local communities.

We have also focused our attention on packaging, having 100% of the primary packaging made from recycled or FSC-certified materials.

To address energy consumption concerns, we have implemented energy-efficient technologies in all installations and light figures in our product range. And, as of 2023, 100% of the globes in our offer are made of recycled plastic. This initiative represents a significant reduction of 300 tonnes in the use of pure plastic.



¹⁶Ginning = the process of removing seeds and debris from cotton.

Textiles and Organic Cotton Supply Chain

» More than 60% of our products, the inExtenso brand, are made of cotton fibers, at the international level. As we are aware of the challenges surrounding this sector and the impact it has on people and the planet (GMOs, forced labor, poverty, water management, chemicals, opacity, price volatility, etc.) we decided to set up an Auchan Responsible Filier for organic cotton, which we have been working on since September 2020.

» In this way, we assure customers that remuneration practices for producers are fair and ethical, we contribute to support in the communities where our products or raw materials are manufactured and we guarantee traceability from the cotton field to our store. Moreover, in the process of irrigating the cotton plantation, captured rainwater is used. Producers use natural fertilizers that do not harm the surrounding ecosystems, do not deplete the soil, and are not toxic to the people working on the production line. It is a guarantee of responsible agriculture, without pesticides or artificial watering, which is becoming essential for our planet nowadays.

» We wanted to offer our customers a responsible, unique and different offer. We worked with our supplier partner to get us into the supply chain. A long chain with 6 stages: cultivation, ginning, spinning, knitting, dyeing, fabrication). The materials are comfortable and soft and also pass all quality tests for durability, aspects confirmed and by obtaining FairTrade certification.

Another product of our sustainable product offer, on which we have focused our attention and knowledge, are the InExtenso eco wash jeans. The advantages of this innovative product are multiple compared to a similar, classic product. The washing process used is an eco-friendly one, which requires much less water compared to traditional methods, extending the life of the product and thus reducing the need to buy new garments frequently.

The production of jeans is designed to use less energy and resources, and it is estimated that water savings can reach up to 50-80%. The type of energy used in production includes renewable sources and process optimization is continuously carried out to reduce total energy consumption.

Also, less harmful chemicals are used in the manufacturing process, which helps to reduce water and soil pollution. All these measures are in accordance with internationally recognized ecological standards and are certified by entities such as: OEKO-TEX or GOTS (Global Organic Textile Standard).

InExtenso - Certified Textile Products

Auchan Retail is the first French distributor to obtain the prestigious OEKO-TEX® label¹⁷, with the entire range of Actuel home textiles and two-thirds of InExtenso clothing being certified according to this standard. The STANDARD 100® label is internationally recognized and guarantees that every component of the products - from the fabric and material, to the thread, buttons and other accessories - has been tested and certified to not contain substances harmful to human health.

By obtaining the OEKO-TEX® label, we not only provide safety for our customers, but also optimize the production process in terms of the resources used. Certification allows for even more rigorous quality control because certified suppliers ensure these checks in the stages prior to production. Thus, the final products reach customers with the guarantee of quality and safety.

Next, we have extended the OEKO-TEX certification by obtaining the „Made in Green” certification¹⁸ internationally for the entire range of Actuel bed and bath textiles.



¹⁷One of the most recognized labels for textiles certified free of harmful substances worldwide is Standard 100 of OEKO-TEX®.

¹⁸In addition to the guarantees offered by the OEKO-TEX 100® certification, the „Made in Green” label guarantees that textile or leather products have been manufactured with respect for the environment and under responsible working conditions.

Supplies and backpacks

In order to protect the planet's natural resources, protect people's health and protect the environment, we developed a range of accessories with sustainable characteristics 2 years ago. A further proof of our commitment to reduce plastic for our own brand products and to bring back into circulation raw, recycled materials is creating instruments and writing and office utensils from recycled materials.

For example, 18 products in the highlighter range have 100% FSC-certified packaging, Auchan colored pencils are made with 20-65% recycled plastic or wood and their packaging contains 70-75% recycled cardboard.

Another example is the packaging of colored chalk products that are made of 100% recycled cardboard and is also FSC certified.

As for backpacks, **more than 70 products** for kindergarten children, pupils, adolescents and young people, with one or more pockets and a wide variety of colours and patterns, **are responsibly made from recycled PET, helping to reduce plastic waste, reuse plastic materials and protect nature.**

Moreover, the product label is FSC certified and can be reused in bookmarks or backpack labels..



Travel trolleys

We are concerned about the impact on the environment and every decision matters. The creation of a travel trolley that expresses the company's commitments to environmental protection is no exception.

The trolleys in our responsible offer, made of 100% recycled plastic, are an elegant and responsible solution for transporting luggage. Each trolley is the result of a sustainable production process, which significantly reduces the amount of plastic waste and energy consumption.

The production process of a trolley made of recycled plastic consumes much less energy than that of a trolley made of new materials. The recycled plastic used for our trolleys could have ended up in the oceans, damaging marine ecosystems.

But by recycling plastic, we help create a longer life cycle for materials and reduce dependence on natural resources, while also providing safety for customers while traveling.



GRI 304-1; GRI 304-2

8.5 BIODIVERSITY

All Auchan stores and operational offices are located in urban or peri-urban areas and not surrounded by protected areas or areas with high biodiversity value. However, at group level, we have carried out detailed studies on the impact on biodiversity in the case of large shopping centers located near green spaces or natural areas. These studies included detailed assessments of local vegetation, wildlife species, as well as measures for rodent control and stormwater management.

One of Auchan's core values is the responsible choice of raw materials, with a strong focus on ethics and sustainability. To this end, we are committed to eliminating the use of palm oil in our gastronomy sector and bakery/pastry products, unless it is RSPO

(Roundtable on Sustainable Palm Oil) certified. This measure applies to all our own-brand and own-production products, in order to actively contribute to the conservation of global biodiversity.

Our non-food products, made of wood, cardboard and paper, are FSC (Forest Stewardship Council) certified. This ensures that the materials come from responsibly managed forests, thus helping to protect forests and their ecosystems.

To ensure that we also protect the marine environment, we remain committed to not selling shark and pangasius in our stores.





09 People





GRI 2-7; GRI 2-8; GRI 2-30; GRI 401-1

9.1 OUR TEAM

„A good employer cares about the wellbeing of their staff, makes choices to make the workplace as comfortable and productive as possible, and pursues business and human resource excellence through initiatives, programs, and projects. The key to success is to be able to have a complete perspective of the needs of the employees in a company and strategies adapted to each of them. And this can only be done by listening carefully and recurrently to your employees, having a strong and competent team by your side to help you come up with an answer to every need, as well as managers who take the listening forward.

As a listening tool, every year, we run the Engagement and Satisfaction Barometer (BES). This survey is a key tool for a human, social and managerial diagnosis of the company. It is designed as a mechanism to facilitate and encourage open expression of employees in relation to the company's human resources policies.

Then, the analyses on external competitiveness and internal fairness are a constant concern for us and are integrated into the compensation and benefits processes. For the analysis of external competitiveness, we participate annually in two salary surveys, Paywell from PwC and Mercer. Thus, we pay a lot of attention to remuneration policies, ensuring that we remain one of the most competitive employers. Our colleagues receive a wide range of both financial and professional development benefits, as well as access to a comprehensive range of services that are constantly re-evaluated and tailored to the needs of employees.

We have many beautiful HR projects, but now I would like to talk about one that is close to my heart – The Human Project – Enjoy Life, a project built together with each employee in this company. The project is unique, differentiated and competitive, being carried out through the contribution of 100% of employees and expresses their expectations and aspirations in a common approach that strengthens free expression, belonging and the responsibility of writing what we call employer identity. The Human Project – Enjoy Life brings to the fore the emotions that we „consume” and that feed us every day at work, their importance and how they can be improved, in order to create a pleasant work environment, in which all employees feel accomplished.

The Human Project – Enjoy Life was also included in the TOP Employers Institute Netherlands certification in 2023, in the Employee Listening category, as an important engagement lever for the way employees listen, with results that exceeded all partner companies. Auchan achieved the highest score among all 2,500 companies analyzed worldwide and across multiple industries: 88.9%, compared to the market benchmark: 82%.”

Adina Nanu

Human Resources and Transformation
Director Auchan Retail Romania

» People are and will always remain Auchan Retail's most valuable resource. By supporting and continuously developing our employees, we ensure that we can meet future challenges and continue to provide our customers with the highest quality services and products.

Auchan Retail's most valuable asset is and always will be its people. We support and continuously develop our staff in order to tackle future challenges and keep offering our clients the best possible services and products.

For over 60 years globally and 17 years in Romania, we have been committed to promoting a culture of responsibility and active involvement. During this time, we have placed great emphasis on creativity and innovation, constantly encouraging the exchange of knowledge and experience among our employees.

We are one of the largest employers in Romania, with an extensive network of stores throughout the country. With a total of **7,389 employees***, we recognize that our success is based on the dedication and professionalism of each person in the team. Our promise to employees, aligned with our vision of living better, is reflected in the motto "Enjoy life".

Under this commitment, our values of trust, openness and excellence are manifested in all our processes and projects. Through them, we constantly work to improve the experience of our employees from the moment of employment to the end of the collaboration. We focus on creating a stimulating and collaborative work environment, where each employee feels valued and motivated to contribute to common goals.

Our HR strategies are built on sound recruitment, training and professional development policies. Every employee is encouraged to develop their skills and aspire to excellence in all aspects of their work. In addition, we ensure that there are open channels for communication and feedback to create a transparent, collaborative and inclusive work environment.

We continue to invest in training and development programs that meet the current and future needs of our employees. These initiatives not only improve individual skills, but also contribute to the overall success of the company. Through this integrated approach, Auchan Retail strengthens its leadership position in the industry and demonstrates its commitment to social responsibility and sustainability.

Table 1 - Breakdown of employees by gender and form of work

Female	Male	Total
Total number of employees		
5,018	2,371	7,389
Number of full-time employees		
4,521	2,177	6,698
Number of part-time employees		
497	194	691

Out of the total number of our employees, 7,296 people benefit from a permanent contract, while 93 are employed on a temporary contract. In terms of the type of employment, the overwhelming majority of our employees, i.e. 6,698 people, work full-time. However, to meet the diverse needs and preferences of our staff, we also offer part-time work options, with 691 employees choosing this type of employment.

» An essential aspect of our human resources policy is the protection offered by the collective bargaining agreement, which covers 100% of the entire workforce. This contract guarantees that every employee benefits from fair working conditions, adequate rights and benefits. All Auchan Romania S.A. workers are employed within the organization. We do not work with external or indirectly contracted labor.

Table 2 - Breakdown of the total number of employees

Hypermarket	Retail	Supermarket + Proximity	Total
Number of employees			
6,304	702	383	7,389
Number of permanent employee			
6,225	688	383	7,296
Number of temporary employees			
79	14	0	93
Number of full-time employees			
5,625	699	374	6,698
Number of part-time employees			
679	3	9	691

Gender	Part time/ full time	People	Percentage
Female	Full time	4,521	90.10%
	Part time	497	9.90%
Women's Total		5,018	100.00%
Male	Full time	2,177	91.82%
	Part time	194	8.18%
Men's Total		2,371	100.00%
Total Employees		7,389	

* Between 1st of October 2022 and 30th of September 2023

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In 2023, we implemented a series of initiatives, challenges and internal competitions, designed to stimulate collaboration and team spirit. Some examples of this are the competitions dedicated to employees, such as the 17th Anniversary and the Easter Gastro Platters, but also events designed to animate the teams on topics that concern us all, such as Compliance Week, a week dedicated to training and information on compliance.

These activities have been designed not only to strengthen interpersonal relationships between colleagues, but also to create a more dynamic and motivating work environment. By participating in these events, our employees had the opportunity to demonstrate their skills and be appreciated for their efforts, as well as to collaborate in new ways, develop their teamwork skills and contribute to the joint success of the company.

Table 3 - Breakdown of employees by age groups

Age groups	Hypermarket	Retail	Supermarket + Proximity	Total
Employees under 25 years of age	434	37	46	517
Employees between 26-35 years old	921	200	56	1,177
Employees between 36-50 years old	2,540	399	159	3,098
Employees over 50 years old	2,409	66	122	2,597
Total employees	6,304	702	383	7,389



GRI 402-1; GRI 410-1

9.2 RESPONSIBLE EMPLOYER

At Auchan, our commitment to social responsibility and sustainability is reflected in every aspect of our activities, including human resources management. We focus on promoting high ethical standards and cultivating a work environment that encourages diversity, equal opportunities and mutual respect. These principles are not just declarations of intent, but are concretely integrated into our daily procedures, both in internal processes and in the daily activities of those involved in hiring management.

Each stage of the recruitment process, from the announcement of vacancies to the final selection, is carried out according to strict ethical standards. Employees responsible for recruitment, both internally and externally, are trained to apply these values in all their decisions, thus ensuring a fair and inclusive process.

Auchan respects workers' rights by providing suitable notice periods in situations where collaboration is ended. For non management positions, employees benefit from a notice according to the provisions of the Labor Code. Moreover, employees have the right to resign without notice if the company fails to comply with its contractual obligations.

All these provisions are detailed in collective bargaining agreements, ensuring transparency and fairness.

In an ever-changing world, Auchan aims to make a positive impact in the community. We create numerous jobs and attract talented employees whom we continue to develop, ensuring them fair remuneration and an inclusive work environment. Through programs dedicated to young people, students and pupils, we support them to enter the labor market, thus contributing to the prevention of school dropout, unemployment and mass migration. We also focus on supporting the elderly, those with disabilities and those from disadvantaged backgrounds by providing them with job opportunities tailored to their specific needs.

Parental leave

GRI 401-3

Parental leave is a key component of Auchan's commitment to promoting our workers' work-life balance. We provide parental leave to both men and women under the same terms because we recognize how important it is to uphold gender equality and the family. Many employees have benefited from this fundamental right in the past year¹⁹.

Total number of employees eligible for parental leave

Women	Men
164	68

Total number of employees who benefited from parental leave

Women	Men
184 ²⁰	85

¹⁹Between 1st of October 2022 and 30th of September 2023

²⁰Employees on parental and paternity leave during the reference period, including for children born outside the reference period

Total number of employees who returned to work during the reporting period (1/10/2022 - 30/09/2023) after the end of parental leave

Women	Men
108	65

The total number of employees who returned to work after the end of parental leave and who were still employed 12 months after returning to work

Women	Men
89	54

Categories	Return to Work Rate	Retention rate
Women	59%	82%
Men	97%	83%



GRI 405-1; GRI 405-2; GRI 406-1

9.3 DIVERSITY, EQUALITY AND INCLUSION

Our company's strong dedication to diversity, equality, and inclusion is at the core of our culture. Our Code of Ethics reflects this commitment and the Ethics Committee has monitored this since 2020.

These principles are fundamental to the way we operate and are essential for developing a strong and effective team.

We believe that diversity is not only an ethical ideal, but also a determinant of performance. The diversity of our teams allows us to better understand and respond to the varied needs of our customers. Each local community in which we operate has its own unique characteristics, and our team, which reflects this variety, is essential to our success.

In Romania, women represent a significant proportion of all Auchan employees, constituting approximately 68%. Moreover, women hold at least 56% of management positions*, underlining our commitment to promoting gender equality at all organizational levels.

We also support and integrate employees with disabilities, having 126 people in our team during the reporting period*. We are committed to providing all our employees with a working environment tailored to their needs, thus encouraging inclusion and diversity.

During the reporting period*, no incidents of discrimination were recorded within Auchan Romania. This result proves our constant commitment to promoting a work environment where every person feels respected and valued.

Table 1 - Composition of the Board of Administration, by age and sex categories

Age category	Female	Male	Total
Over 50 years	2	3	5

Table 2 - Number of employees by age and gender categories

Age category	Female	Male	Total
Under 25 years old	291	226	517
Between 25-35 years old	674	503	1,177
Between 36-50 years old	2,152	946	3,098
Over 50 years	1,901	696	2,597
Total	5,018	2,371	7,389

*Between 1st of October 2022 and 30th of September 2023

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9.4 EMPLOYEE SATISFACTION AND WELL-BEING

Remuneration process

GRI 2-20, GRI 2-21

At Auchan, employee satisfaction is central to our HR strategy. The company's remuneration policy is designed to stimulate positive behaviors and motivate professional development, thus helping to strengthen an attractive employer brand. The structure of the compensation package includes:

- » **Fixed component:** the basic salary that provides financial stability to employees, reflecting the position and responsibilities of each one.
- » **Variable component:** bonuses and bonuses directly correlated with individual and team performances, designed to stimulate the achievement of the set objectives.
- » **Other financial and non-financial components:** various additional benefits, from health insurance to personal and professional development programs, that contribute to the overall well-being of employees.

The evaluation of employees is based on the performance and results obtained, the contribution to the achievement of organizational objectives and the level of professionalism demonstrated:

- » **Performance and results** - the ability to achieve and exceed set goals.
- » **Contribution and involvement** - the degree of active participation in achieving the company's results, as well as the passion and responsibility demonstrated.
- » **Professionalism** - high standards of work and autonomy in activity.

In the spirit of transparency, the ratio of the total annual compensation of the highest paid person to the median annual compensation for all employees (excluding the highest paid person) is 25%.

Benefits

GRI 401-2

Auchan provides employees with a wide range of benefits designed to ensure their well-being and create an attractive work environment. These benefits are

available to all employees, regardless of location, and include:

- » Meal vouchers and holiday bonus
- » Medical, dental and life insurance
- » Loyalty bonuses and gifts for special events (Easter, Christmas)
- » Days off and bonuses for special occasions
- » Paid days off for volunteering and blood donation
- » Bookster corner for access to books and educational resources
- » Transport settlement and parking under certain conditions
- » Discounts at external partners
- » Qualification and professional development programs
- » Wellbeing and personal development programs
- » Flexible working hours

In line with Vision 2032, as of July 1, 2023, we have introduced a new benefit to support employees' purchasing power: a monthly 5% discount voucher for purchases made in Auchan stores²¹, on auchan.ro, or in the Auchan app. The value of this voucher varies depending on the purchases made in the previous month, with a maximum ceiling of 3000 lei. In addition, the 5% discount is in addition to all other advantages, discounts, bonuses or loyalty points that we offer through the MyClub Auchan program.

Basically, each shopping session with the MyCLUB Auchan employee card leads to an increase in the value of the 5% voucher that employees will receive in the following month. The value of the purchases taken into account for granting the voucher cannot exceed the amount of 3000 lei in a calendar month. After reaching the limit of 3000 lei/month, for purchases made exceeding this amount, employees will still be able to enjoy MyCLUB Auchan offers, but the discount will no longer be granted in that month, the discount mechanism being resumed starting with the 1st of the following month.

Also, in 2023, we organized numerous internal competitions with prizes for employees, such as the Auchan 17th anniversary and the MyCLUB Auchan 2-year anniversary, or Gastronomy Platters.

²¹ Except for the shops in Petrom stations



The Human Project – Enjoy life. A journey towards Auchan's vision

The 2023 edition of the **Human Project**, was launched under the umbrella of the ambitious vision for 2032: „Eating well & living better, while protecting the earth!”. This project emphasizes the importance of employee emotions and well-being as central pillars in achieving our strategic goals. The Human Project focuses on improving the quality of life of employees by integrating positive emotions into the work environment. It is recognized that well-being does not only come from healthy eating and quality products, but also from the feeling of fulfillment and belonging to the workplace. With this principle in mind, we initiated a project dedicated to people, created by and for Auchan's more than 7,000 employees, representing an impressive diversity of 50 jobs and 250 positions.

Between October 2022 and March 2023, more than 7,000 employees participated in more than 500 workshop sessions, totaling 1,750 hours of intense collaboration. These sessions were essential for collecting and understanding the emotional aspirations of our employees. Supported by 29 ambassadors from the Human Resources department, the workshops created an environment conducive to free expression and empathetic listening.

The methodology used, the Emotional Culture Deck, was based on a simple but powerful equation: our emotions determine actions, and our actions generate results. Thus, through these sessions, employees discussed how they want to feel in the team, what positive emotions they want to feel more often and what negative emotions they want to avoid.

The workshops had an immediate impact, generating over 1,900 ideas for actions and rituals aimed at improving the emotional culture within Auchan. Among these initiatives are rituals such as morning coffee, the tree of appreciation, time in nature and alignment sessions on processes. All these actions were centralized and analyzed to outline a clear picture of the desired emotional culture centered on three essential positive emotions: one based on **appreciation, respect and support**.

The results of the Human Project began to be shared in 2023, continuing in 2024, through a special podcast, Auchan Moments, where employees will be able to listen to success stories and the positive initiatives implemented by their teams. This is not just a one-off project, but the beginning of a dynamic and evolving emotional culture, to which we all contribute daily.

Auchan is committed to keeping this culture alive by continuously adapting to the needs and emotional states of employees. The HR team will continue to monitor and support this evolution, ensuring that every voice is heard and every emotion counts

Auchan Moments

At Auchan, we strongly believe that life is worth living to the fullest, and every moment has the potential to become memorable. From this conviction the concept of Auchan Moments was born. Under this umbrella, we created a space to celebrate extraordinary people, engaging stories, and themes relevant to the community. Whether it's inspirational podcasts, high-energy events or thematic meetings, Auchan Moments aims to transform the perspective on everyday life.

These initiatives are meant to inspire, educate, and create valuable memories for everyone involved.



Agora Committee: commitment to people and values

The Agora Committee is structured to include representatives from each profession, ensuring that all voices are heard and taken into account. It is led by the Store Manager or the Director together with the Human Resources Manager and includes 8-10 collaborators proposed by the commercial managers. The composition of the group changes partially every six months to bring new perspectives and maintain positive dynamics.

The meetings of the Agora Committee are held monthly and last a maximum of two hours. Each session begins with a tour of the store or location, followed by discussions and presentations. At the end of each meeting, a summary is displayed that summarizes the main points discussed and the decisions taken.

The fundamental values of the Agora Committee:

- » Alignment with Auchan's values – we ensure that all our actions and decisions are aligned with the company's core values.
- » Listening to employees' opinions - we place great emphasis on listening to and understanding the needs and suggestions of our employees, considering them essential for progress.
- » Knowledge sharing - we promote an environment where knowledge is freely shared, to stimulate engagement, motivation and responsibility among employees.

Through these efforts, the Agora Committee aims to create a climate of mutual trust and collaboration, where each member can take responsibility and actively contribute to common progress.

Engagement and Satisfaction Barometer (BES)

In 2023, Auchan continued to work on creating an excellent work environment for its employees, understanding that team commitment and satisfaction are essential pillars for long-term success. A central piece of this strategy is the Engagement and Satisfaction Barometer (BES), an essential tool through which we constantly measure and monitor the mood of our employees.

BES is more than just a survey; It is a vital channel through which the voice of our employees is heard. Through personalized periodic surveys, we ensure that we deeply understand the needs and concerns of our team. Each survey is designed to capture a clear and detailed picture of the level of satisfaction and engagement, providing us with valuable data that allows us to act quickly and efficiently.

In 2023, the BES results reflected a dedicated and proud team to be part of Auchan. Our employees not only feel involved in the company's projects, but also appreciate our continuous efforts to provide them with a safe, fair and stimulating working environment.

Results

- » Engagement Index: **91%**
- » **88%** would recommend Auchan as an employer and retailer
- » **95%** said that, at Auchan, they can be proud of the quality of their own brands and the services offered by the company
- » **83%** believe that Auchan really values the diversity of its employees (in terms of age, gender, origin...)
- » **88%** believe that, at Auchan, they have good working conditions and security in stores/warehouses/work points/departments
- » **91%** feel involved in the changes and projects carried out in the company
- » **88%** manage to find a good work-life balance

The results of BES 2023 will be the foundation for our future action plans. We aim to use this data to continue to improve the quality of life at work and to ensure that we are always in active listening to our employees. These initiatives are essential not only for the well-being of the team, but also for achieving our long-term goals, including Vision 2032.

Sports activities to live better

We promote the well-being of our employees, both during and outside working hours. As part of our initiatives to promote a healthy and active lifestyle, we have launched sports projects dedicated to employees, which not only encourage team cohesion, but also contribute to their health and well-being.

Thus, in order to bring our employees closer to the philosophy „Living better!“, we have set up two sports teams: one for football and one for table tennis. These teams are made up exclusively of Auchan employees and have already started to participate in national competitions, representing the company with pride and determination.

Our football team, „Auchan Dream Team“, trained in order to compete in the National Corporate Football Championship, held in the Bucharest-Ilfov region. Regular training and team spirit turned this initiative into a great opportunity for employees to connect and stay in shape. All these intense preparations, the talent but also the ambition of our colleagues made the „Auchan Dream Team“ finish the competition in the National Corporate Football Championship on the first place in the UEFA League.

Auchan Romania's table tennis team participated in the Corporate Table Tennis Championship, where it achieved remarkable results from the first matches. The sustained efforts and dedication of the team members brought important victories, culminating in the qualification for the ELITE group, where only the top teams in the competition can be found. After several intense confrontations, our team managed to rank 4th in the ELITE group!



„I remember with pleasure the moment when I entered the Table Tennis Championship. We started the tournament with a positive attitude and a lot of energy, and we had the opportunity to compete against the most experienced teams for a spot on the podium. We were consistent, played hard games, developed as a team, and gained the respect of our teammates. We have learned that the game is won first in our minds and then on the field, and in difficult moments, the positive mindset is what makes the difference. We participated every week in the trainings held by Auchan and I think that beyond that, our victory is also due to the support we received from our colleagues at each game. For us, the championship was a fantastic experience, which helped us maintain an active and healthy lifestyle, but also an opportunity to connect with each other.“

Florin Nedelcu
Director of Workflows and captain of the Auchan table tennis team

We are happy to support our employees' passion for sports, providing them with all the necessary resources to enjoy a healthy lifestyle. Through these initiatives, we remain committed to creating a positive work environment and encouraging each team member to „live better“!



Personal Sustainability Program

Our Personal Sustainability program is an essential pillar of our CSR strategy, offering employees the opportunity to contribute through sustainable actions, directly, to meet the needs of the society. Through PSP, they have the opportunity to dedicate time to causes they decide to support and Auchan supports them in carrying out these actions right during working time.

Under this program, Auchan employees benefit from one day off per year in addition to what exists in the legislation on blood donation, from that year and two

days for volunteer activities. These initiatives are set out in the Collective Bargaining Agreement and reflect our firm commitment to sustainable development and social responsibility. Our colleagues also benefit from the opportunity to carry out additional CSR and sustainability actions during or outside working hours, within company projects such as internal WEEE collection campaigns, toy collection, food collection and others. Throughout the year, we have organized blood donation events, together with local blood transfusion centers.

Another emblematic action for 2023 was the Auchan Move internal solidarity race organized simultaneously in 13 Auchan countries. 1,790 employees from Auchan Retail Romania participated, covering over 151,800 km in 13 days and reaching the international podium in third position! The event was a success and contributed to raising funds that were later invested in the project on education for healthy eating implemented together with the Feast of Taste Association.



During the reporting period*, we recorded a remarkable involvement of colleagues in CSR and sustainability actions, reaching a record of 10,603 actions in total. Out of this result, 2,005 people were involved in blood donation actions, 74 people were involved in volunteering actions and the company's CSR projects gathered a total of 8,524 actions. They have been active in 300 CSR projects carried out both in our stores and in the headquarters of Central Services. This impressive mobilization represents a significant increase compared to the previous reporting period when 6,334 actions were carried out. The increase is both in the number of employees involved and in the diversity and scale of the projects carried out.

Types of actions and results

2022	2023
<div>» 856</div> <div>» People who donated blood</div>	<div>» 2,005</div> <div>» People who donated blood</div>
<div>» 39</div> <div>» People who volunteered</div>	<div>» 74</div> <div>» People who volunteered</div>
<div>» 5,439</div> <div>» CSR Company Actions</div>	<div>» 8,524</div> <div>» CSR Company Actions</div>
<div>Total</div> <div>» 6,334 individual actions</div>	<div>Total</div> <div>» 10,603 individual actions</div>

*Between 1st of October 2022 and 30th of September 2023



„The main motivation behind my participation in everything that meant social responsibility actions organized by Auchan, but not only, was the desire to change something, realizing that every small action/ gesture matters more than you can imagine. As I like to say many times: „change starts with you“. So, this is the main expectation I have for myself.

There were so many actions I participated in that I don't know which one to start with first, all of them being extremely important and striking. Starting with the donation of clothes/toys/sweets, the „pan recycling“ action, used oil, WEEE collection, up to the great SGR recycling action. But I think that the action that left me with a special memory was the volunteering action at the „Bufkids“ center. I discovered what a united team of people who, although they had no knowledge of techniques/procedures, could do to strengthen an annex of the center for children from disadvantaged backgrounds.

I realized how much we can do with so little effort. And the joy and smiles on the children's faces were the reason that inspired me to continue to get involved in such actions.

Yes, I still believe that together we can change a lot, and by participating in actions organized at company level, but also individually, we can create a better, healthier environment for ourselves and those around us.”

IONELA - LILIANA SIMION
Life Zone no. 4 Planner Manager



GRI 203-2

9.6 WE INTEGRATE, ASSESS, TRAIN AND DEVELOP PEOPLE

Our competitiveness and performance are mostly reliant on our workforce. We view them as a priceless source of knowledge, skill, and development potential. For this reason, we are dedicated to offering programs and processes for recruitment, integration, assessment, training, and development that adhere to the strictest methodological and ethical guidelines.

Objectivity, equal opportunity, diversity, trust, and teamwork are the core values that drive our work. These principles enable us to establish a welcoming and engaging workplace where every worker can grow both personally and professionally.

To recruit and integrate human capital, we apply two essential concepts:

- » **Inclusion** - we integrate as many profiles as possible into our teams. This approach allows us to have a diversity of perspectives, innovative ideas that enrich the organizational culture.
- » **Acceleration** - through the acceleration concept, we ensure that each new employee benefits from intensive integration, training and development stages, tailored to their specific needs. This process starts from day one and continues throughout your career at Auchan, facilitating a quick and efficient adaptation to the requirements and organizational culture.

Auchan StarTalents

Auchan StarTalents, our signature program, aims to attract and develop diverse talent in an inclusive way, thus helping to strengthen our teams and promote the rapid development of dedicated and talented individuals.

Under the StarTalents umbrella, we have implemented a series of initiatives designed to support the career launch of young people through internship programs,

internships and training internships. These programs not only offer young people the opportunity to start their careers in a professional environment, but also to develop their skills in an accelerated way, preparing them for management positions from the early stages of their careers.

A key aspect of the StarTalents program is our commitment to diversity and inclusion. Thus, we have integrated people on the verge of retirement or even retired into our teams, as well as individuals with various disabilities, thus demonstrating that each person has the potential to bring value and shine within our organization. In addition, we have provided support and employment opportunities to young people in difficult situations, thus contributing to the creation of a fair and inclusive work environment.

Strategic collaborations have played a crucial role in the success of the StarTalents program. We have initiated partnerships with organizations specialized in the identification and integration of people with disabilities and we have collaborated with numerous academic institutions to launch innovative dual education programs. Through these partnerships, we have managed to offer young people from all over the country internship programs that lay the foundations for their future development, supporting them both personally and professionally.

Auchan StarTalents is a complex program that brings together multiple initiatives to attract and develop talent. Through the diversity and inclusion we promote, we improve the performance of our teams and, at the same time, contribute to the creation of a more equitable and prosperous community. We look to the future with optimism, continuing to invest in people and give them the chance to excel in their careers, becoming true stars in the Auchan constellation.

Te bucuri de viață

O CARIERĂ DE SUCCES ÎNCEPE DIN ȘCOALĂ

ALEGE ÎNVĂȚĂMÂNTUL DUAL

Află mai multe
despre meseriile
Auchan!



CÂȘTIGI EXPERIENȚĂ ȘI TE BUCURI DE

- BURSĂ ÎN VALOARE DE
- Șansa de a dobândi experiență practică la locul de muncă, într-o firmă multinațională, pe durata studiilor
- Oportunitatea unui loc de muncă stabil la finalizarea studiilor

CONTACTEAZĂ-NE ȘI AFLĂ MAI MULTE!

Auchan | RETAIL
ROMÂNIA

Partnerships within Auchan StarTalents*

Dual education contracts	9	Contracts with recruitment company for people with disabilities	1
Number of children in dual education	170	Hired people with disabilities	13
School practice contracts	25	Contracts with universities	16
Number of students in practice (2022-2023)	951		



Auchan Trainee, for young people with higher education

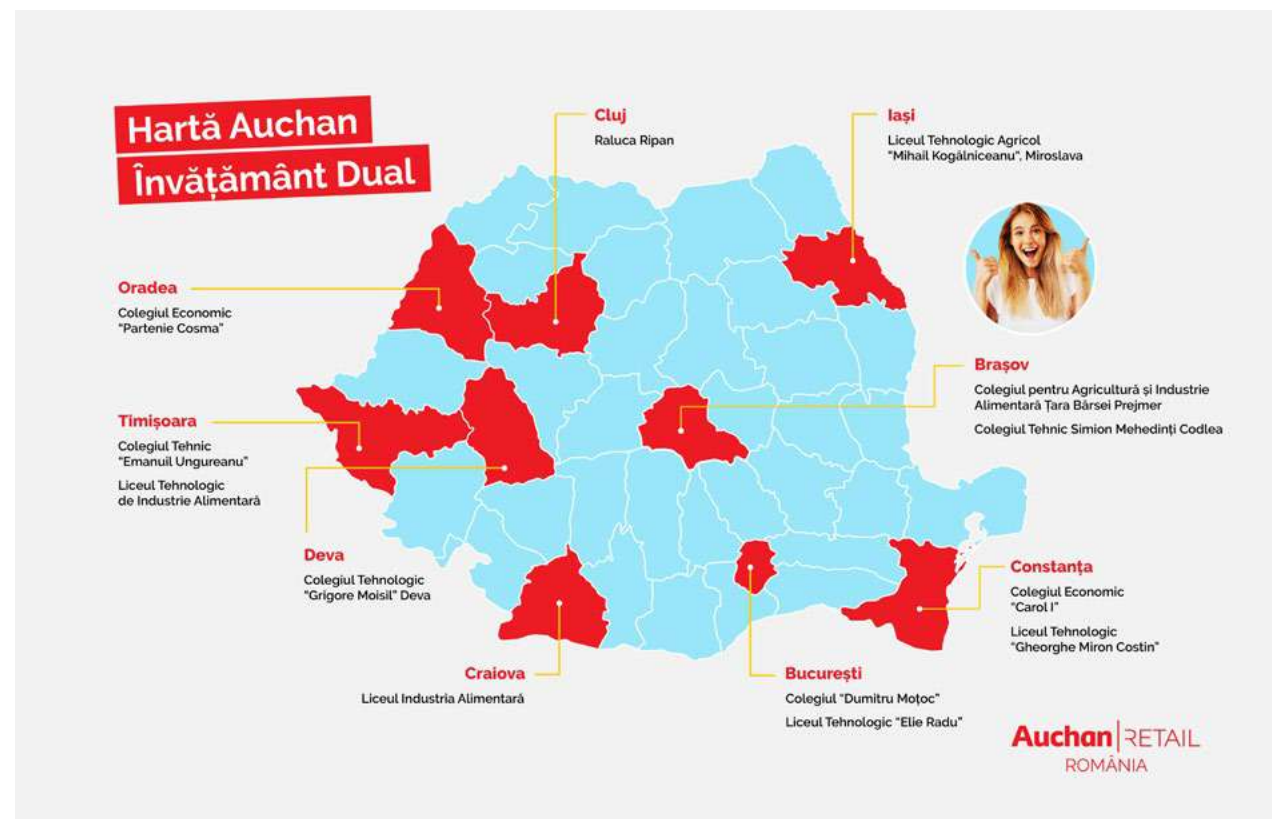
For many recent graduates, the shift from school to the working world is a major obstacle in a world that is constantly changing. Aware of these challenges, we started the Auchan Trainee program to help young, college-educated individuals land their first job and build a strong career.

The Auchan Trainee program offers young people from the communities where we are present a real chance to start a career in a field relevant to their studies. This program is not limited to just offering a job; We focus on providing a well-paid job and flexible schedule that allows young people to continue learning and developing their practical skills. By getting involved in our teams, young people have the opportunity to learn the trade directly from experienced professionals.

We provide each trainee with a safe working environment conducive to professional development. Participants in the Auchan Trainee program are actively involved in our frontline projects, which allows them to gradually take on greater responsibilities and face situations of increased complexity. This process helps them develop their skills and prepare for leadership roles in the future.

During the program, young people have the opportunity to demonstrate their skills and distinguish themselves through their performance. The most talented and dedicated trainees are invited to stay in the Auchan team, having clear and personalized career plans that offer them long-term development prospects.

* Between 1st of October 2022 and 30th of September 2023



Auchan Dual Education Program

Through the Auchan Dual Education program, we aim to redefine the concept of vocational education for young people in Romania. This program, integrated into the Star Talents initiative, aims not only to prepare students for the job market, but also to offer them a complete educational experience, which combines theory with practice in a harmonious and efficient way.

Within this program, young people have the opportunity to complete a three-year training cycle, structured around the principles of modern apprenticeship. Enrolled students benefit from a solid theoretical education, complemented by practical sessions carried out in the real work environment. This approach allows them to become familiar with the equipment and processes specific to different trades, thus acquiring the necessary skills to become professionals in their chosen field.

One of the essential aspects of the Auchan Dual Education program is the partnership with numerous educational institutions across the country. These collaborations ensure a robust and diversified educational framework, tailored to the needs of each student. Through this partnership, we want to offer young people not only a quality education, but also the stability and security of a job assured at the end of their studies.

In order to support and motivate students, each participant in the program benefits from a monthly scholarship worth at least 300 lei. This financial support is designed to give students the peace of mind they need to focus on their studies and practice, without worrying about financial aspects. In addition, each student has access to a personalized career development plan, developed in collaboration with mentors from the Auchan team, who provide them with guidance and support throughout their professional training.

Through this program, we aim to provide students with the necessary knowledge and skills, as well as the values and attitudes that allow them to become active and responsible citizens, ready to contribute to the development of society.

Internship & partnerships with academia

Through a series of strategic partnerships with universities across the country, Auchan actively contributes to the professional training of future leaders and specialists in the retail sector. In 2023, we collaborated with 15 universities from 11 major university centers, including Bucharest, Cluj, Iași, Suceava, Galați, Craiova, Timișoara, Târgu Mureș, Brașov, Pitești and Sibiu. These partnerships are meant to facilitate access to quality educational resources, share best practices in the industry and bring the expertise of Auchan professionals closer to students.

Our Internship and Trainee programs are designed to provide students and graduates with a solid foundation for their professional careers. Young people have the opportunity to learn directly from industry experts, benefiting from mentorship and access to valuable professional networks. These programs are designed to provide practical experience, thus complementing the theoretical knowledge acquired within universities. In addition, collaborations with academia allow students to observe and participate in complex managerial and operational processes that are often not included in traditional curricula.

In line with Auchan's vision, university partnerships and professional development programs are not limited only to the transfer of knowledge and skills. Thus, we aim to inspire young people to get actively involved in studying and promoting essential topics, such as healthy food choices, sustainable business practices and continuous improvement of the customer experience.

Some of the events we participated in, based on these partnership:

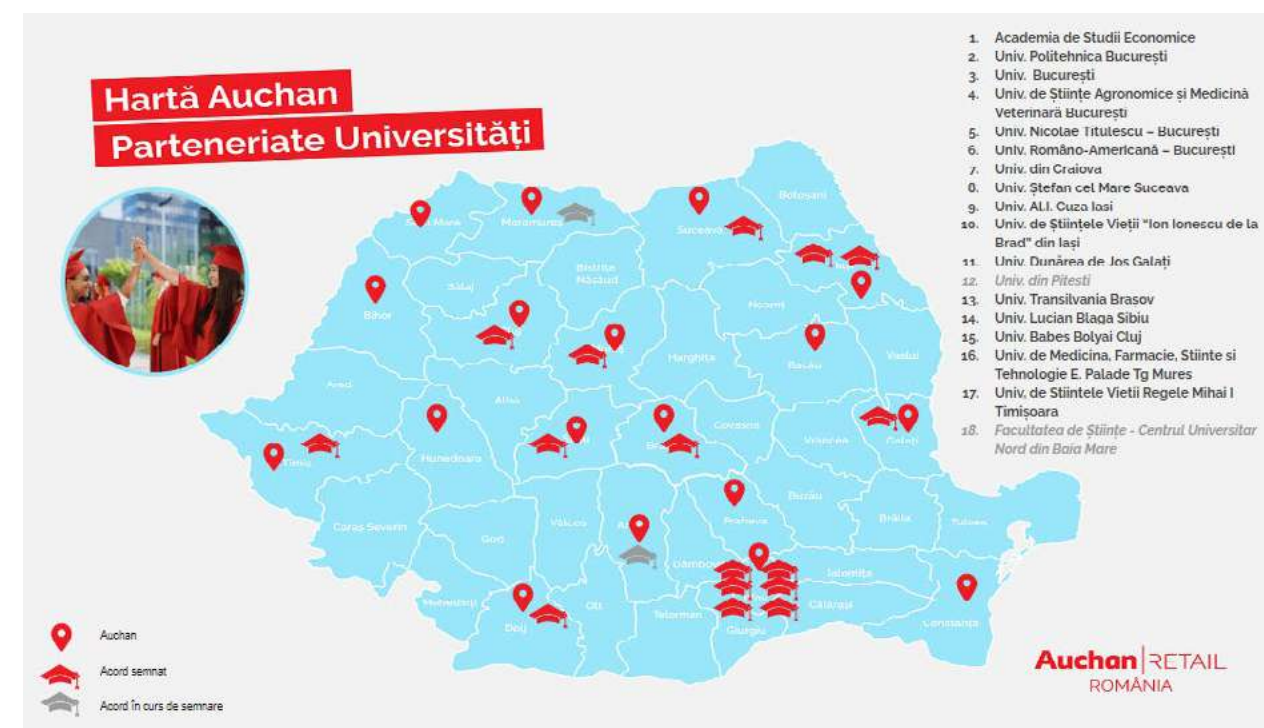
- » **Cluj:** Cluj Horticulture Days, an event organized at the University of Agricultural Sciences and Veterinary Medicine, where Auchan teams from Cluj organized meetings with students to present their Internship and Trainee programs
- » **Suceava:** FIA Food Fest, where the collaborators of

the Faculty of Food Engineering, employed by Auchan Suceava, were part of the competition jury

- » **Brașov:** promotion of Internship and Trainee programs within Transilvania University of Brașov at AFCO - Graduates in Front of Companies
- » **Bucharest:** Presentation of the Auchan Sustainability Policy at the Faculty of Agri-Food and Environmental Economics within ASE, meeting of Auchan's top management with ASE students awarded during the scientific research sessions; Participation in the Job Fair of the University of Bucharest, where discussions about the labor market and the presentation of Auchan's Internship and Trainee programs took place
- » **Craiova:** participation in the HUB-UCv of the University of Craiova

"The success of cooperation with the universities will be built step by step, with the involvement of each Auchan life zone, through the most experienced and charismatic colleagues, who can train and inspire students from the most varied fields: business, management, commerce, economics, food sciences, chemistry, technology, marketing, communication, psychology, etc. The leadership style, the projects we implement, the managerial or operational processes explained, seen, lived in practice are worth enormously for a student who, often, does not have the chance to encounter them even in a textbook."

Ioana Olteanu
Start-up Hub Manager



StarTalents, promoter of diversity and inclusion

The integration and improvement of our personnel' diverse profiles and training levels is one of StarTalents' primary goals. This diversity has a positive impact on individual and collective performance, developing essential skills such as communication, empathy and emotional intelligence. By integrating coworkers with impairments, the program enhances team cohesiveness and fosters innovation and adaptability through interactions with individuals from diverse age and social backgrounds.

StarTalents is not limited to current employees, but also opens the doors to new talent from outside, offering personalized training that optimizes recruitment processes and contributes to team performance. Thus, the program facilitates access to various trades practiced at Auchan, supporting talented people eager to assert themselves.

The inclusion of people with disabilities is a central aspect of the StarTalents program. Auchan promotes a vision in which every individual has the opportunity to manifest their potential and talent, without disability being a barrier. People with disabilities bring valuable qualities such as inventiveness, patience and empathy to our teams, thus reinforcing an inclusive attitude within the company.

We support young people from disadvantaged backgrounds by offering courses, workshops and job shadowing activities in our stores in partnership with various NGOs. These initiatives have significantly increased the chances of employment and integration into the workplace for these young people. By the end of the reporting period*, approximately 40 children had benefited from our programs.



Scanează acest cod QR pentru a urmări un filmuleț despre cum sunt integrați în Auchan persoanele cu dizabilități!



* Between 1st of October 2022 and 30th of September 2023

Auchan Refresh – we support every employee's leap to the next level

In an ever-changing world, we adapt and evolve together, ensuring that each member of the Auchan team has access to the opportunities and resources necessary to excel. Auchan Refresh is not just a program, but a center of excellence dedicated to the continuous evolution of our employees.

Through this program, we focus on carefully diagnosing and analyzing each position and associated responsibilities to identify changes in skills, technologies, and tools needed. Thus, when a role transforms, employees are rigorously evaluated to determine their compatibility with the new requirements.

Each employee receives a personalized training plan, tailored to their needs and aspirations based on the results of the assessments. These training programs are designed to develop the skills necessary for success in new roles or to orient the employee's career towards positions compatible with their profile. Through this process, we ensure that each member of the Auchan team can continue their professional career with confidence and competence.

The Auchan Refresh program is not limited to initial training, but also provides ongoing support. Employees benefit from mentoring sessions, workshops and accessible learning resources, designed to support their continuous development. In this way, we foster a culture of lifelong learning and adaptability, which is essential for success in a dynamic business environment.

Auchan Refresh Program Results*

 **325**

» Employees engaged

 **3.264**

» Hours within the Auchan Refresh program (evaluation, training, accompaniment and personalized development projects for employees).

* Between 1st of October 2022 and 30th of September 2023

²¹ Employees for the entire reference period (7,389 people)



Continuous training

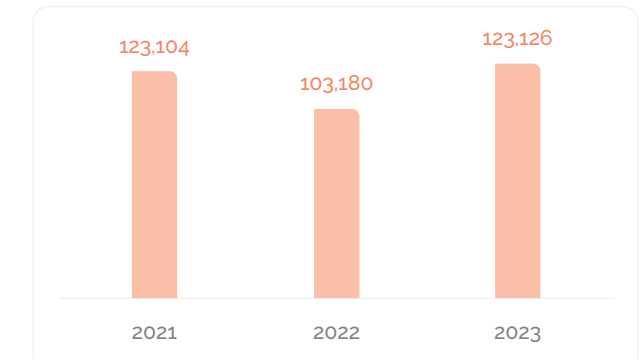
GRI 404

We have significantly increased our expenditure in staff training over the past year. In order to accommodate our team's varied demands and support their professional and personal growth, we have put in place a number of training initiatives. These programs have been designed to cover a wide range of skills, from technical skills specific to our field of activity, to the development of soft skills, essential for effective collaboration and leadership.

During the reporting period*, we reached a total of 123,126 hours of training. A key aspect of this achievement is the fact that **each employee benefited, on average, from 1.39 hours of training per month.** This represents a notable increase from the average of 1.1 hours recorded in 2022 and one hour in 2021. These figures reflect both our commitment to continuous training and the effectiveness of the programs implemented in meeting the development needs of employees.

98.80% of our active employees²² have participated in at least one training session in 2023, reflecting their desire to develop and improve their skills. Thus, we have implemented a series of programs and training sessions covering various areas of competence, detailed in the table below.

Training hours



 Training hours

The programs implemented and the assistance provided to improve the skills of employees

Quality & food safety training: 10,055 hours	Training of systems, applications, IT, software, etc.: 1,385 hours
Training for cash registers and other check-out systems: 1,902.5 hours	Training of managerial skills, rituals, management processes: 8,103 hours
Training to obtain professional certifications - authorized external trainers: 5,352.5 hours	Standard Monthly Plan (PLS) for the integration of new employees into the company: 129 hours
Training to obtain professional recertifications - RSVTI authorized internal trainers: 28 hours	Training on Human Resources processes, procedures, applications and systems: 34,543 hours
Compliance Training: 4,916 hours	Training on Security Processes and Procedures: 17,707 hours
Training on the company's Social Responsibility, Sustainable Development, Sustainability, Environment, etc.: 5,117 hours	School of Commercial Management – course for confirmed or trainee commercial department managers to take over the position: 162 hours
Training on processes, procedures, theoretical concepts and practice of the job in the supply chain: 180 hours	Course for employees in the MBA perimeters (Bakery, Confectionery, Pastry, Butchery, Fish, Vegetables and Fruits): 358.5 hours
School of Textiles Training: 292 hours	Supply and Procurement University - course for buyers, product managers, category managers, group coordinators. Includes basic training, advanced training and manager training: 602 hours

Total: 103,601.29 hours of physical training and 19,524.87 hours of online training

Other types of training

Training for the development of general skills and abilities, personal development, „soft-skills"	Training on business management processes, procedures, applications
Security Professional Training Program	CDG School - course for management controllers and/or future management controllers
Training for commercial professions, transversal or specific to certain perimeters, or with a direct impact on sales activities	

In 2023, out of 7,389 employees eligible in terms of seniority in the company to be enrolled in the Annual Performance and Potential Review (EVA) process, 6,648 (89.97%) of them benefited from a full evaluation and 1-on-1 meetings for feedback and development.

We support high career aspirations

At Auchan, we actively support the high aspirations of our employees, recognizing that performance and the potential for hierarchical growth require an environment of continuous development. In this direction, we have implemented specialized training and development programs, designed to motivate and involve employees in their professional evolution.

Our training programs are designed to meet the diverse needs of our employees, providing them with the tools and knowledge they need to excel and advance in their careers. Our premium programs include the Management Journey, Leadership Journey, Auchan

Program	Number of participants (2023)	Training/Development hours
Management Journey	55	594
Leadership Journey	60	1,040
Programul Auchan International Management	7	644
Executive MBA	1	program between November 2022 - April 2024

EMBA Scholarship

Respecting one of our fundamental values, EXCELLENCE, and our promise, „Enjoy life", we have assumed the responsibility of contributing to the training of the future leaders of our organization through exceptional development programs. These programs not only support the personal development of the participants, but also have a direct impact on the performance of the departments and business lines they lead.

An eloquent example of our commitment is the Auchan Romania EMBA Scholarship. Through this program, we offer access to an annual Executive MBA program for at least one employee selected following a rigorous evaluation and selection process. This process is open to all Auchan Romania employees who meet the eligibility criteria, thus highlighting the transparency and fairness that underpin our initiatives.

Every year, the number of scholarships granted fluctuates based on the organization's goals, and is established and communicated between March and

International Management Program, and Executive MBA Scholarship. They offer participants the opportunity to learn by experience, in an accelerated way, under the guidance of qualified trainers and in collaboration with prestigious educational institutions. Thus, they are exposed to challenges of increased complexity and magnitude, preparing for new stages in their careers.

These initiatives often include psychometric or 360-degree assessments, coaching sessions and involvement in transversal projects, aimed at providing a complete picture of competences and supporting the holistic development of our employees.

May. As a result, we guarantee that the assistance provided by these scholarships is consistently in line with the performance and requirements of the business.

We are pleased to announce that, in 2023, the EMBA scholarship has been awarded to Alexandru Chiriac, Director of Digitalization and Automation:

„I am grateful for the trust that the organization has given me through this opportunity to learn and grow. I appreciate that the support offered through the EMBA scholarship not only opens the doors to new knowledge and experiences, but also represents a sign of the company's commitment to the professional development of its employees. I would like to thank everyone for the incredible opportunity and for their continuous support in my professional development journey."

This decision was made following a complex and careful selection process, demonstrating once again our commitment to the recognition and development of internal talent.

Introduction

The Story of Auchan

Governance and Management of the Organization

Sustainability Strategy

Healthy Eating and Combating Food Waste

Fight against Plastic Pollution

Reducing the Carbon Footprint

Responsible Use of Resources and the Circular Economy

People

Sustainable Communities

EU Taxonomy

Appendix

GoFluent Language Learning Platform

In an increasingly globalized world, knowledge of foreign languages is a considerable advantage, both professionally and personally. At Auchan, we recognize the importance of this aspect and want to support the development of our employees' language skills through modern and effective learning methods.

In 2023, we took an important step towards modernizing and improving the skills of our employees by launching the language learning platform, GoFluent. This initiative responds to the needs expressed by employees through the Employee Satisfaction Barometer (BES) and the Human Project, while aligning with the strategic direction of Human Resources, Training and Development, which aims to offer training and accelerated development programs to as many Auchan Romania employees as possible.

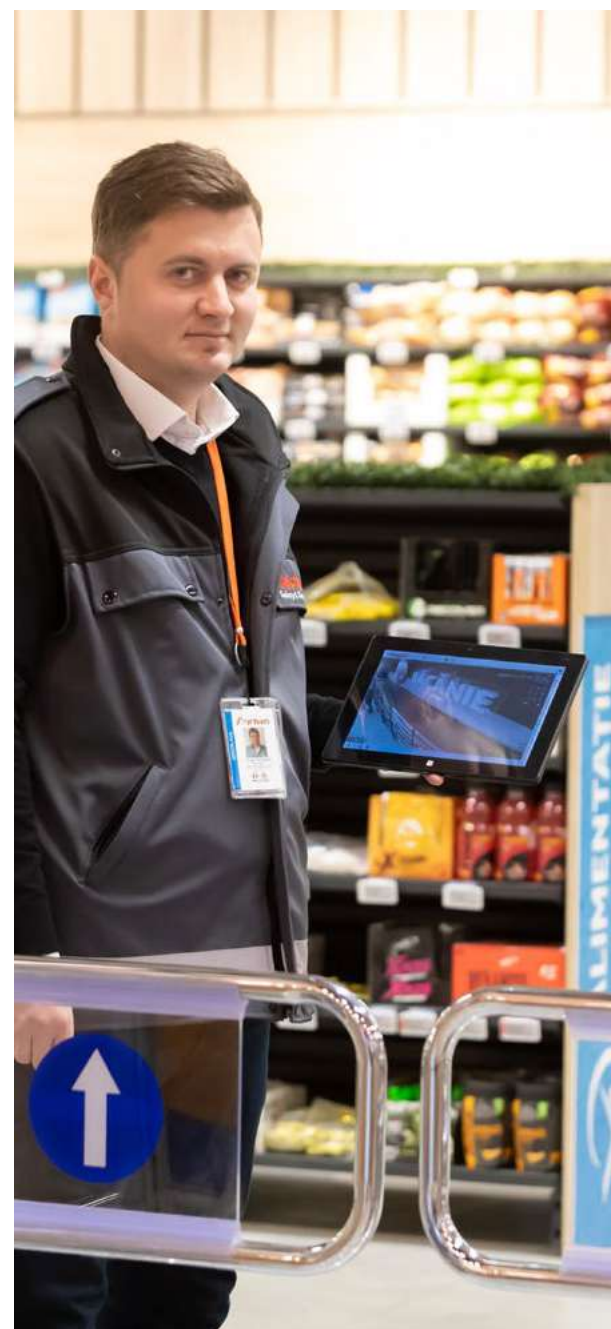
Benefits of the platform

- » **Flexibility:** GoFluent offers outstanding flexibility, allowing employees to learn anytime, anywhere, without time or place constraints. The platform is accessible from any device, which eliminates the need to adhere to a strict lesson schedule. This is essential to prevent the loss of classes due to holidays or other unforeseen situations, ensuring the continuity of the learning process.
- » **Accessibility (through digitization):** The platform expands access to language learning to around 1000 employees annually. It is not limited only to those who have urgent needs for the development of language skills, but is open to all employees motivated to improve their skills. Users can study multiple languages in parallel, depending on their motivation and involvement.
- » **Customization:** The courses are adapted according to the level of knowledge of each user, and the resources are varied and specific to the business field. This personalized approach ensures an effective and relevant learning experience for each employee, while providing detailed statistics on the progress made.
- » **Interactivity:** GoFluent encourages interactivity through teacher-led online conversation classes that address relevant professional topics. This not only improves employees' language skills, but also intercultural relationship skills. Participants have the opportunity to interact with colleagues from various countries, facilitating the exchange of ideas and international collaboration, essential for a globalized business environment.

Training for security personnel

GRI 410-1

Making sure that our security staff members are aware of and trained in human rights is a crucial part of our dedication to social responsibility. 80.73% of workers participated in a series of official training courses for security personnel in 2023. Awareness of human rights principles has been incorporated into these security staff training sessions.



9.7 OCCUPATIONAL HEALTH AND SAFETY

Occupational health and safety are essential pillars in our company's operational processes. We are constantly dedicated to identifying, assessing and preventing risks to ensure a work environment that prioritizes the well-being of our employees.

Occupational Health and Safety Indicators

GRI 403-9; GRI 403-10;

During the reporting period*, we reduced the number of work-related accidents, which is essential for our occupational health and safety activities. Compared to the previous year, the number of work-related accidents decreased from 66 to 43, of which 10 were classified as minor, involving a temporary incapacity for work of less than three days. The number of sick leave days associated with accidents was 783** in 2023, compared to 456 in 2022.

It is significant to note that none of our employees have been found to have occupational diseases or been involved in any fatal accidents. By enforcing stringent preventative measures and encouraging a safety culture in the workplace, we continue to endeavor to enhance procedures in the area of occupational health and safety.

2022

66 accidents at work

456 days of sick leave

2023

43 accidents at work

783 days of sick leave

Occupational Health and Safety Management System

GRI 403-1; GRI 403-2; GRI 403-8;

At Auchan, the safety and health of employees is a key priority, even if we have not yet implemented an occupational safety management system according to the ISO 45001 standard. But our efforts are continuous and sustained to ensure a safe and healthy working environment for all our employees.

In this regard, we have developed and implemented a series of procedures aimed at ensuring a safe workplace, by regularly assessing risks and adapting prevention measures according to the feedback received and the results obtained. Thus, we constantly assess the risks associated with each work position and implement measures to limit and eliminate them.

Also, an essential aspect of our security policy is the rigorous control of the activities carried out by external collaborators. This control is carried out through strict internal procedures, including the procedure for access of collaborators, to ensure that all those who carry out their activity at our work points comply with the imposed security standards.

Workplace risks are thoroughly identified and assessed, and the necessary measures to limit and eliminate them are promptly implemented. In addition, the transmission of weekly occupational health and safety reports to store management and Central Services helps us to maintain a clear and up-to-date picture of the safety status throughout the company. Moreover, we organize additional training for employees, focusing on the risks identified at work and the necessary preventive measures.

To raise awareness of workplace hazards, we implement various awareness programs. For example, we train employees on the correct handling of manual tasks, such as lifting weights, to prevent accidents. Workers are encouraged to report any danger or dangerous situation directly to the workplace manager, according

* Between 1st of October 2022 and 30th of September 2023

** începând cu anul 2023 în calculul zilelor de concediu medical asociate accidentelor de muncă se iau în considerare zilele calendaristice față de zilele lucrătoare, așa cum se calcula până la data 31 decembrie 2022. De aceea numărul este vizibil mai mare, comparativ cu anul precedent

to the legal provisions in force (art. 22, law 319/2006). Our internal program, Speak Up, protects the identity of employees and provides them with the necessary security to report without fear of reprisals any serious and imminent danger of injury, according to art. 102 of GD 1425/2006.

The investigation of work events and accidents is carried out according to the legislation in force and are reported to the competent authorities, such as the Territorial Labour Inspectorate and the Pension House. The corrective actions resulting from these investigations are detailed in the investigation report and submitted to the authorities, thus ensuring full transparency and clear accountability.

Promoting employee health and preventing negative impacts

GRI 403-6; GRI 403-7

At Auchan, the health and safety of our employees is a key priority, reflected in multiple initiatives and programs dedicated to promoting their well-being. In 2023, we stepped up our efforts to create a healthy and safe work environment by expanding our medical and dental insurance benefits. It ensures that all employees have access to a wide range of quality medical services. To complement these benefits, we have also implemented a series of wellness programs. These programs include psychological assistance, making it easier for employees to access services that are essential to their overall well-being.

Another important aspect of our health policy is the promotion of healthy eating. Thus, we offer free fruit to employees and collaborators, encouraging them to adopt beneficial eating habits. We also run healthy eating awareness programs, educating our team on the importance of a balanced diet.

Safety at work is a responsibility that we take seriously. Through occupational safety and health (OSH) conventions, we clearly establish the obligations and responsibilities of all parties involved. These agreements allow the identification and implementation of effective measures for the prevention and mitigation of risks associated with the activities carried out by employees or collaborators in each work point.

Occupational Medicine Services

GRI 403-3:

Each Auchan employee is valued, and their health is treated with the utmost seriousness. We ensure not only optimal working conditions, but also continuous medical supervision that responds promptly and efficiently to the diverse needs of our employees. The occupational health services we offer are fundamental to maintaining a safe and healthy work environment. Within these services, we constantly monitor the health of employees, ensuring data confidentiality and preparing detailed medical reports. These reports not only identify the current health status of employees, but also recommend specific measures to protect them, including for pregnant employees, people with disabilities or those with various medical conditions.

A distinctive aspect of our approach is the accessibility of occupational health services. We have set up our own medical offices, located within our locations, to facilitate quick and efficient access to medical consultations and check-ups. These controls are scheduled during working hours, so as not to disrupt the daily schedule of employees and to encourage their active participation.

Employee participation, consultation and communication on occupational health and safety

GRI 403-4

We have implemented a robust and transparent system for the participation and consultation of our employees, which allows us to effectively identify and address any problem related to occupational health and safety. A central element of this system is represented by the Occupational Health and Safety Committees. These committees are organized at the level of the work point and operate according to the legislation in force, thus ensuring compliance with national and international health and safety standards. Through these committees, employees have the opportunity to voice their concerns and contribute to improving working conditions.

The workers' representatives on these committees are democratically elected for a period of two years. This representation structure guarantees that the voice of each employee can be heard and that proposals from them are discussed and, where appropriate, implemented.

Training of workers in the field of Occupational Health and Safety

GRI 403-5

Through an integrated and continuous approach to training in the field of occupational health and safety, we ensure that each member of our team has the necessary knowledge and tools to carry out their work in optimal safety conditions. Our training policy is diversified and tailored to the specific needs of each job.

Upon employment, each new team member benefits from a general introductory training, organized by a representative of the Prevention and Protection Service (SIPP). This is a certified OSH inspector, ensuring that the training meets the highest standards. The training covers topics approved by the management of the work site and includes primary legislation relevant to occupational health and safety.

In addition to introductory training, each employee receives specific on-the-job training, led by the leaders of the respective teams. This training is developed based on the topics prepared by SIPP representatives and includes secondary and tertiary legislation, which covers the injury risks specific to each position, as well as other internal regulations.

In addition, in order to maintain a constant level of knowledge and awareness, we organize periodic trainings, according to a schedule established by SIPP. These sessions are intended to refresh and update employees' knowledge, ensuring that they remain informed of any legislative changes or new risks identified in the workplace. Also, in case of legislative changes or new risks, additional trainings are organised to address these emerging issues.





10 Sustainable communities





„Every CSR action we take is guided by the desire to bring positive and lasting change in the communities we are part of. In this regard, we focus on four strategic directions: education for healthy eating, environmental protection, food waste reduction and support for vulnerable communities.

The realization of these projects was possible thanks to strong external partnerships, strengthened over time and which allow us to address societal challenges with long-term involvement. We rely on the continuity and recurrence of our campaigns - from year to year we understand better and better the specific needs of our communities and adapt projects that meet their needs and are aligned with our strategy.

Through the partnership with the Federation of Food Banks, which began more than four years ago, we continued to donate food that reached the table of people in need. Year after year, we have increased the amount of products offered to the NGO, both through direct donations and through customer mobilization.

In 2023 we also invited customers to join us in this mission, installing donation urns at the cash registers for change, but also through the food collection campaign organized by the Bank during the Christmas period, when we collected over 15 tons of food.

Reflecting our commitment to environmental protection, we continued the implementation started in 2022 regarding the fundraising campaign with the help of the emblematic toy Titi the Forester. We aim to forest degraded land by planting trees and shrubs. The toy is

made of 100% recycled PET, thus offering customers the opportunity to purchase an environmentally friendly product that, in addition, also represents a contribution to Romania's afforestation activities.

Moreover, we are working on creating a project to enhance the connection between colleagues in stores and schools in the neighborhood. This project will be an emblematic one for Auchan due to the theme of raising awareness among students about a healthy lifestyle and the role that the formation of healthy eating habits has. The actual implementation of the project will start in 2024, targeting over 600,000 beneficiaries (students and parents) in Romania.

Our employees not only support the company's initiatives, but also become true ambassadors of change, actively contributing to the creation of an organizational culture centered on social responsibility and environmental protection.

A good part of the projects were supported by the direct participation of our colleagues from stores, platforms and support services, supporting social causes being a representative part of the Auchan employees' experience through the Personal Sustainability Program."

Cécile Coldea
CSR Specialist Auchan Retail Romania

10.1 COMMUNITY ENGAGEMENT

We endorse the well-being of the community through responsible and supportive initiatives, aligning ourselves with the UN Sustainable Development Goals to cheer these ideals. One of the central pillars of our sustainability strategy is „Social and Societal Commitments”. The active involvement of our company and colleagues is part of our sustainability strategy and we encourage and we give reasons to be proud of their valuable contributions.

An example of our commitment is the collaboration with the Bank for Food Collection and Distribution, through which we donated 40,892 kg of food and 676,037.40 Lei. In 2023, we launched a new partnership with the Food Bank, installing donation boxes at cash registers. We collect over 128,000 lei (25,730 euros)** during the reporting period* and we managed to support the communities via Food Banks in Romania.

We also actively participated in social projects that support Romanian students finishing their education and give young people from underprivileged backgrounds the tools they need to start working and create better futures. We support a range of individuals by collaborating with partners, clients, and staff. Through all of our programs, we support environmental preservation, the promotion of a healthy diet, the decrease of food waste, and the delivery of social assistance. Together with the "Sărbătoarea Gustului" (Feast of Taste) Association, we prepared the execution

of the healthy eating project in all Romanian schools throughout the reporting period**. Auchan Romania and the "Sărbătoarea Gustului" (Feast of Taste) Association implemented the initiative, which was approved by the Ministry of Education in Romania and funded by the Auchan Foundation with more than 80,000 euros.

This program serves as a didactic support for the „healthy eating and a healthy lifestyle” module that is part of the school curriculum. It was created for all third-graders in Romania. More than 170,000 educational booklets will be given to students starting in the fall of 2023. Students will also attend Taste Lessons, which are sponsored by Auchan store representatives and the "Sărbătoarea Gustului" (Feast of Taste) Association and teach them about responsible consumption, regenerative agriculture, healthy eating, and food waste. Finally, fresh items (fruits and vegetables, dry fruit mixes) from Auchan Filieres, which is made in Romania with local producers, will also be given to students throughout the session.

The Toy Collection Campaign, which took place in May 2023, is one of the annual local CSR campaigns. The goal of this program was to provide toys to kids from low-income households. The „Ana and Children” Association was the campaign's beneficiary NGO. Enough toys were gathered to make 300 packages, which were then given out at the Association's locations in Fundulea, Urlați, and Bucharest.



* Calculation made at the EURO-LEI exchange rate on 29th of December, 2023, 1 euro = 4.9746 lei

** Between 1st of January and 31st of December, 2023

10.2 SOCIAL IMPACT – DONATIONS TO PARTNER

In 2023*, we continued to strengthen our commitment to local communities by supporting various social projects and solidarity campaigns. The social impact of these initiatives was significant, reflected in the support of **87 social projects and in total donations of 3,007,103.73 Lei** (equivalent to 604,491.56 Euros**). This amount results from the annual budget allocated to investments in community and CSR projects and the corporate tax facilities in Form D177.

Titi the Forester campaign results

Titi, the plush animal, played the role of a forester in the 2023 CSR campaign. With a donation of more than 450,000 lei (90,460 Euro**), we continued our sustainability and environmental preservation efforts by supporting the Viitor Plus association's „Adopt a tree” afforestation campaign.

Auchan gave 15 lei apiece to plant initiatives on affected land in Romania from the sales of each Titi Pădurarul plush beaver, which was also created responsibly from recycled plastic bottles. The campaign was active between 2nd of November, 2022, to 31st of March, 2023.

Thus, two hectares of land in Breasta, Dolj County, will be forested with 10,000 trees in 2024. Each seedling planted will capture, in the next 50 years, 1,100 kg of CO₂, which means that thanks to them Auchan contributes to reducing the carbon footprint by 11,000 tons of CO₂.



* Between 1st of January and 31st of December, 2023

** Calculation made at the EURO-LEI exchange rate on 29th of December, 2023, 1 euro = 4.9746 lei

Morning Glory Campaign

In 2023, in partnership with Morning Glory, we implemented a textile campaign in all Auchan stores. Our customers also participated in this campaign by purchasing these products, Auchan donating part of the sales to supply with hot meals the children from

disadvantaged backgrounds in the aid of the Casa Buna Association. Most of the children live in the Ferentari neighborhood of Bucharest, where they participate every weekend in the Saturday Kindergarten, a program to prevent school dropout of the Casa Buna Association.



Back to School 2023

We continued to support the development of children from vulnerable backgrounds, through the Back to School 2023 campaign. Between 2nd of August and 19th of September, for the sales of eco-friendly own brand supplies purchased by customers, **we donated 100,000 lei** (the equivalent of 20,100 Euro*) for the construction of a new building area, designed as a non-formal education center, of the school in Dorobanțu

village, Calarasi County, within the program „Present! For the future”, carried out by the EduAct association. In the context of the increasing school dropout, 127 students deprived of privileges will thus have the chance for a better future through access to education.

10 Auchan volunteers also participated in the construction of the new annex of the center as part of the #nuepreațrziu Personal Sustainability Program (PSP).



* Calculation made at the EURO-LEI exchange rate on 29th of December, 2023, 1 euro = 4.9746 lei

World Food Day

In October, on the occasion of World Food Day, we collaborated with our customers to support the Amurtel Bio Garden²³. The Amurtel Bio Garden supports the food security and resources of the children in the AMURTEL Family residential center in the village of Pânătau, Buzau County and for other vulnerable people.

All proceeds from the sale of dishes made according to Răzvan Exarhu's recipes for three days were donated to support this project. **Thus, Auchan customers contributed 15,000 lei (the equivalent of 3,015 Euro*) to the Association's efforts.**



* Calculation made at the EURO-LEI exchange rate on 29th of December, 2023, 1 euro = 4.9746 lei
²³The Amurtel Help Association is already a long-standing partner of Auchan, in 2022 being one of the 3 winners of the call for projects initiated by the Auchan Foundation to promote access to quality and healthy food, with special attention paid to disadvantaged categories. The association won the support of Auchan and the necessary support for the „School in the Orchard” project, which focuses on providing educational and food support for disadvantaged communities.

Pink October 2023

Breast cancer prevention and prompt treatment are critical, and raising awareness of these factors is also crucial. Auchan donated 30% of the sales of Inextenso goods using the Pink October label to the OncoHelp Association during Breast Cancer Awareness Month in October.

The money raised during the 11th – 25th of October campaign was used to buy medical equipment that was required for patient care and prevention.



Vino alături de noi pentru un Octombrie Roz, pentru speranță și viață!

Prevenția și tratamentul cancerului mamar sunt extrem de importante și în egală măsură este esențial să conștientizăm acest lucru împreună.

Între 11 și 25 octombrie, Auchan donează 30% din vânzările produselor marcate cu eticheta Octombrie Roz către Asociația OncoHelp!*

Vino și tu alături de noi, cumpără produsele campaniei, pentru un Octombrie Roz, pentru speranță și pentru viață!

*Pentru achiziția de dispozitive medicale necesare în procesul de prevenție și tratament al pacienților.

Inextenso and you
OCTOMBRIE ROZ
LUNA CONȘTIENTIZĂRII CANCERULUI MAMAR

asociația **OncoHelp** **auchan.ro** **Auchan**

Food collection

Auchan, together with its customers, supported **the National Food Collection** organized by the Food Bank between 15th and 27th of December, 2023. The „Facts for a Better Future” campaign aimed to combat food waste and support disadvantaged communities. As part of this campaign, over 15 tons of non-perishable food were collected in Auchan stores across the country, reaching the associations in Neamt, Bacau, Iasi, Suceava and Botosani, which distributed them to people in need.



11 EU Taxonomy



1. Introduction

This report has been prepared to describe the information submitted pursuant to Article 8 of the Taxonomy Regulation (Regulation (EU) 2020/852) to be included in the Non-Financial Statement of **Auchan Romania S.A. („Auchan”)** for the financial year 2023.

The information complies with the reporting requirements under Art. 8 of the Taxonomy Regulation and Art. 10 para. (2) of the Delegated Act (Commission Delegated Regulation (EU) 2021/2178) and subsequent amending acts, Delegated Regulation (EU) 2021/2139, Delegated Regulation (EU) 2022/1214, Delegated Regulation (EU) 2023/2485 and Delegated Regulation (EU) 2023/2486.

2. Article 8 Taxonomy Regulation

The Taxonomy Regulation is a key component of the European Commission’s action plan to redirect capital flows towards a more sustainable economy. It is an important step towards achieving carbon neutrality by 2050, in line with EU targets, as the Taxonomy is a classification system for sustainable economic activities.

In the next section, we, as a non-financial enterprise, present the share of turnover, capital expenditure (CAPEX) and operating expenditure (OPEX) for the 2023

reporting period, which are associated with economic **activities aligned** with the two environmental objectives (climate change mitigation and climate change adaptation) **and eligible** 6 environmental objectives in accordance with Article 8 of the Taxonomy Regulation and subsequent delegated acts.

Following the internal assessment, **7 eligible secondary activities** were identified under the Taxonomy Regulation for which **alignment** was made to the first two environmental objectives – **climate change mitigation and adaptation**.

An economic activity shall be considered **taxonomy-eligible** if it is described in delegated acts adopted pursuant to Articles 10(3), 11(3), 12(2), 13(2), 14(2) and 15(2) of Regulation (EU) 2020/852, irrespective of whether or not that economic activity fulfils all the technical screening criteria provided for in those delegated acts.

An economic activity is considered **Taxonomy-aligned** if it contributes substantially to one or more of the environmental objectives, does not significantly harm any of the other environmental objectives and complies with minimum social safeguards.

3. Overview

Art. 8 (2) Regulation on taxonomy in conjunction with art. 10 para. (2) of the Delegated Act

Proportion of ineligible, eligible and aligned economic activities from the perspective of the Taxonomy for Auchan (by turnover, CAPEX and OpEx)				
		Eligibility – Financial Year 2023		Alignment – Financial Year 2023
KPIs	Total (RON)	Share of economic activities eligible for the Taxonomy (%)	Share of economic activities not eligible for the Taxonomy (%)	Share of eligible economic activities aligned with the Taxonomy (%)
Turnover	7,255,097,289	0.13%	99.87%	0.13%
Capital expenditures (CapEx)	212,962,842	50.03%	49.97%	40.94%
Operating expenses (OpEx)	1,212,193,285	0%	100%	0%

4. Description of activities

Auchan Romania S.A. (hereinafter Auchan), based in Bucharest, entered the Romanian market in 2006 and has in its portfolio 31 hypermarkets, 2 concept discounters, 7 supermarkets, 8 ultra-proximity stores, 391 My Auchan stores in partnership with Petrom, 1 Darkstore Cluj Digital store, located throughout Romania. The company also owns 2 logistics platforms located in Stefanesti, Ilfov and Călan, Hunedoara. The headquarters are located in Bucharest, 25 Braşov Street, sector 6.

The company’s main activity consists of Retail trade in non-specialized stores, with predominant sale of food, beverage and tobacco products according to NACE code 4711. This activity has been identified as **ineligible** pentru for the Taxonomy.

Instead, the following were identified as **eligible secondary activities**:

Income-generating sub-activities:

Water supply activities, sewerage works, waste management and pollution activities:

- » 5.5 Collection and transport of non-hazardous waste in separate fractions at source

Construction and real estate activities:

- » 7.7 Purchase and ownership of buildings

Non-income-generating secondary activities:

Construction and real estate activities:

- » 7.2 Renovation of existing buildings
- » 7.3 Installation, maintenance and repair of energy efficiency equipment
- » 7.5 Installation, maintenance and repair of instruments and devices for measuring, regulating and controlling the energy performance of buildings
- » 7.6 Installation, maintenance and repair of renewable energy technologies

Environmental protection and restoration activities:

- » 2.3 Collection and transport of non-hazardous and hazardous waste.

These secondary activities related to 2023 are eligible and aligned with the taxonomy, according to the assessment carried out:

- » 5.5 Collection and transport of non-hazardous waste in separate fractions at source
- » 7.2 Renovation of existing buildings
- » 7.3 Installation, maintenance and repair of energy efficiency equipment
- » 7.5 Installation, maintenance and repair of instruments and devices for measuring, regulating and controlling the energy performance of buildings
- » 7.6 Installation, maintenance and repair of renewable energy technologies
- » 7.7 Acquisition and ownership of buildings

This 2023 sub-activity is eligible for the Taxonomy, as assessed (2023 reporting only requires eligibility analysis as defined in the Taxonomy):

- » 2.3 Collection and transport of non-hazardous and hazardous waste.

The turnover related to the income-generating secondary activities **eligible and aligned** with the taxonomy is RON 9,134,324, which represents a share of **0.13% of the total turnover**.

The value of the amount of investments related to the eligible secondary activities **aligned** with the taxonomy is **87,181,820 RON**, a share of **40.94%** of the total value of investments, and the operational expenses related to the secondary activities **eligible and aligned** for the taxonomy represent **0%** of the total value of operational expenses representing a total of **0 RON**.

4.1. Taxonomy-eligible economic activities and their assessment for alignment

Section. 1.2.2.1 point (a) of Annex I to Art. 8 Delegated act

An economic activity is considered eligible for the Taxonomy if it fits the description of the activity presented in the EU Taxonomy. In order to identify eligible activities within **Auchan Romania**, we have carried out a full assessment of our activities and compared these activities with the description of the economic activities/products listed in Annexes I or II of the EU Climate Taxonomy Delegated Acts and the activities listed in Annexes I, II, III and IV of the EU Environment Delegated Acts.

The activities identified as eligible and aligned together with the results of their assessment are presented below.

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4.1.1. Economic activities assessed for the Taxonomy

Economic activity	Environmental objective	Eligible	Aligned
2.3 - Collection and transport of non-hazardous and hazardous waste	Climate change mitigation	Yes	Alignment not reported for 2023**
	Adaptation to climate change		
	Water and marine resources		
	Circular economy		
	Pollution prevention and control		
	Biodiversity and ecosystems		
5.5 - Collection and transport of non-hazardous waste in separate fractions at source	Climate change mitigation	Yes	Yes
	Adaptation to climate change		
	Water and marine resources		
	Circular economy		
	Pollution prevention and control		
	Biodiversity and ecosystems		
7.2 - Renovation of existing buildings	Climate change mitigation	Yes	Yes (partially)***
	Adaptation to climate change		
	Water and marine resources		
	Circular economy		
	Pollution prevention and control		
	Biodiversity and ecosystems		
7.3 - Installation, maintenance and repair of energy efficiency equipment	Climate change mitigation	Yes	Yes
	Adaptation to climate change		
	Water and marine resources		
	Circular economy		
	Pollution prevention and control		
	Biodiversity and ecosystems		

Substantial contribution	DNSH	Compliance with minimum social guarantee requirements*
-	Alignment not reported for 2023**	
-		
-		
Yes		
-		
-		
-	N/A	Yes
Yes	-	
-	N/A	
-	N/A	
-	N/A	
-	N/A	Yes
-	Yes	
Yes	-	
-	Yes	
-	Yes	
-	N/A	Yes
-	Yes	
Yes	-	
-	N/A	
-	N/A	
-	Yes	
-	N/A	

Economic activity	Environmental objective	Eligible	Aligned
7.5 - Installation, maintenance and repair of instruments and devices for measuring, regulating and controlling the energy performance of buildings	Climate change mitigation	Yes	Yes
	Adaptation to climate change		
	Water and marine resources		
	Circular economy		
	Pollution prevention and control		
	Biodiversity and ecosystems		
7.6 - Installation, maintenance and repair of renewable energy technologies	Climate change mitigation	Yes	Yes
	Adaptation to climate change		
	Water and marine resources		
	Circular economy		
	Pollution prevention and control		
	Biodiversity and ecosystems		
7.7 - Acquisition and ownership of buildings	Climate change mitigation	Yes	Yes
	Adaptation to climate change		
	Water and marine resources		
	Circular economy		
	Pollution prevention and control		
	Biodiversity and ecosystems		

According to the analysis carried out, during the reporting period 1 January 2023 – 31 December 2023, the following activities carried out by Auchan contribute significantly to one of the two environmental objectives (Adaptation to climate change / Climate change mitigation) and do not significantly harm any of the other 5 environmental objectives defined in Article 17 of Regulation (EU) 2020/852, Respectively:

- » Climate change mitigation
- » Adaptation to climate change
- » Sustainable use and protection of water and marine resources

- » Transition to a circular economy
- » Pollution prevention and control
- » Protection and restoration of biodiversity and ecosystems

Taxonomy-aligned (sustainable) activities are:

- » Activity 5.5 - Collection and transport of non-hazardous waste in separate fractions at source
- » Activity 7.2 - Renovation of existing buildings
- » Activity 7.3 - Installation, maintenance and repair of energy efficiency equipment
- » Activity 7.5 - Installation, maintenance and repair of

Substantial contribution	DNSH	Compliance with minimum social guarantee requirements*
-	Yes	Yes
Yes	-	
-	N/A	
-	N/A	
-	N/A	
-	N/A	
-	Yes	Yes
Yes	-	
-	N/A	
-	N/A	
-	N/A	
-	N/A	
-	Yes	Yes
Yes	-	
-	N/A	
-	N/A	
-	N/A	
-	N/A	

- instruments and devices for measuring, regulating and controlling the energy performance of buildings
- » Activity 7.6 - Installation, maintenance and repair of renewable energy technologies
 - » Activity 7.7 - Acquisition and ownership of buildings

The results of the DNSH analysis and the results of the verification of the fulfillment of the minimum social guarantees can be found in the following tables below.

* See below tables with DNSH assessment results and social criteria
** For the environmental objective „Transition to a sustainable economy“, reporting for 2023 requires only the eligibility analysis as defined in the Taxonomy.
*** One of the buildings renovated by Auchan Romania complies with the alignment conditions, adhering to the principles and recommendations described in the European regulations.

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4.1.2. DNSH analysis result

1. Collection and transport of non-hazardous waste in separate fractions at source	
Environmental objectives assessed according to technical criteria Substantial contribution	Result
Adaptation to climate change	Yes – Meets the criteria
Environmental objectives assessed according to the DNSH principle	Result
Climate change mitigation	N/A – there are no DNSH requirements for this objective
Sustainable use and protection of water and marine resources	N/A – there are no DNSH requirements for this objective
Circular economy, including waste prevention and recycling	Yes – fără prejudicii
Prevention and control of air, water or soil pollution	N/A – there are no DNSH requirements for this objective
Protection and restoration of biodiversity and ecosystems	N/A – there are no DNSH requirements for this objective

The activity makes a substantial contribution to the Climate Change Adaptation objective and does not significantly harm the other 5 objectives, according to the assessment carried out. In this regard, DNSH evaluation was also carried out on minimum social criteria.

2. Renovation of existing buildings	
Environmental objectives assessed according to technical criteria Substantial contribution	Result
Adaptation to climate change	Yes – Meets the criteria
Environmental objectives assessed according to the DNSH principle	Result
Climate change mitigation	Yes – no prejudice
Sustainable use and protection of water and marine resources	Yes – no prejudice
Circular economy, including waste prevention and recycling	Yes – no prejudice
Prevention and control of air, water or soil pollution	Yes – no prejudice
Protection and restoration of biodiversity and ecosystems	N/A – there are no DNSH requirements for this objective

The activity partially makes a substantial contribution to the Climate Change Adaptation objective and does not cause significant harm to the other 5 objectives, according to the assessment carried out. In this regard, DNSH evaluation was also carried out on minimum social criteria.

3. Installation, maintenance and repair of equipment for energy efficiency	
Environmental objectives assessed according to technical criteria Substantial contribution	Result
Adaptation to climate change	Yes – Meets the criteria
Environmental objectives assessed according to the DNSH principle	Result
Climate change mitigation	Yes – no prejudice
Sustainable use and protection of water and marine resources	N/A – there are no DNSH requirements for this objective
Circular economy, including waste prevention and recycling	N/A – there are no DNSH requirements for this objective
Prevention and control of air, water or soil pollution	Yes – no prejudice
Protection and restoration of biodiversity and ecosystems	N/A – there are no DNSH requirements for this objective

The activity makes a substantial contribution to the Climate Change Adaptation objective and does not significantly harm the other 5 objectives, according to the assessment carried out. In this regard, DNSH evaluation was also carried out on minimum social criteria.

4. Installation, maintenance and repair of instruments and devices for measuring, regulating and controlling the energy performance of buildings	
Environmental objectives assessed according to technical criteria Substantial contribution	Result
Adaptation to climate change	Yes – Meets the criteria

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Environmental objectives assessed according to the DNSH principle	Result
Climate change mitigation	Yes – no prejudice
Sustainable use and protection of water and marine resources	N/A – there are no DNSH requirements for this objective
Circular economy, including waste prevention and recycling	N/A – there are no DNSH requirements for this objective
Prevention and control of air, water or soil pollution	N/A – there are no DNSH requirements for this objective
Protection and restoration of biodiversity and ecosystems	N/A – there are no DNSH requirements for this objective

The activity makes a substantial contribution to the Climate Change Adaptation objective and does not significantly harm the other 5 objectives, according to the assessment carried out. In this regard, DNSH evaluation was also carried out on minimum social criteria.

5. Installation, maintenance and repair of renewable energy technologies	
Environmental objectives assessed according to technical criteria Substantial contribution	Result
Adaptation to climate change	Yes – Meets the criteria

Environmental objectives assessed according to the DNSH principle	Result
Climate change mitigation	Yes – no prejudice
Sustainable use and protection of water and marine resources	N/A – there are no DNSH requirements for this objective
Circular economy, including waste prevention and recycling	N/A – there are no DNSH requirements for this objective
Prevention and control of air, water or soil pollution	N/A – there are no DNSH requirements for this objective
Protection and restoration of biodiversity and ecosystems	N/A – there are no DNSH requirements for this objective

The activity makes a substantial contribution to the Climate Change Adaptation objective and does not significantly harm the other 5 objectives, according to the assessment carried out. In this regard, DNSH evaluation was also carried out on minimum social criteria.

6. Purchase and ownership of buildings	
Environmental objectives assessed according to technical criteria Substantial contribution	Result
Adaptation to climate change	Yes – Meets the criteria

Environmental objectives assessed according to the DNSH principle	Result
Climate change mitigation	Yes – no prejudice
Sustainable use and protection of water and marine resources	N/A – there are no DNSH requirements for this objective
Circular economy, including waste prevention and recycling	N/A – there are no DNSH requirements for this objective
Prevention and control of air, water or soil pollution	N/A – there are no DNSH requirements for this objective
Protection and restoration of biodiversity and ecosystems	N/A – there are no DNSH requirements for this objective

The activity makes a substantial contribution to the Climate Change Mitigation objective and does not cause significant harm to the other 5 objectives, according to the assessment carried out. In this regard, DNSH evaluation was also carried out on minimum social criteria.

4.1.3. Result of the verification of the fulfillment of the minimum social criteria

Auchan carries out an economic activity aligned with the OECD Guidelines for Multinational Organisations and the UN Guiding Principles on Business and Human Rights (including gender equality and child labour, as well as the principles and rights set out in the eight fundamental conventions identified in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work and the Charter of Fundamental Rights). International Human Rights Authority).

Summary - Fulfillment of the minimum social criteria	Result
Commitment to respect for human rights	Yes
Human rights reflected in operational policies and procedures and embedded throughout the organization	Yes
Human rights background check process to identify, prevent and mitigate human rights impacts in operations and supply chain	Yes
Complaints mechanism (including legal rights of legal action in court)	Yes
External communication on how to address human rights impacts	Yes

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Summary - Fulfillment of the minimum social criteria		Result
Identifying and addressing negative human rights impacts through legitimate processes		Yes
Tax Risk Management Policy		Yes
Health and Safety Policy		Yes
Labour policy (Labour Code)		Yes
Policies that set standards for responsible business conduct:	GDPR – Processing of personal data	Yes
	Anti-Corruption Policy	
	Whistleblowing mechanism/procedure	
	ESG procurement policy/procedure	
	Trade union policy – collective bargaining – employment contract	

4.2. Decisions in identifying the eligibility and alignment of our activities

The main (retail) business **is not eligible**.

However, **7 eligible secondary activities** have been identified, both income-generating and non-income-generating:

- » 2.3 Collection and transport of non-hazardous and hazardous waste (only the eligibility analysis was carried out, according to the definition of the taxonomy for the year 2023)
- » 5.5 Collection and transport of non-hazardous waste in separate fractions at source
- » 7.2 Renovation of existing buildings
- » 7.3 Installation, maintenance and repair of energy efficiency equipment
- » 7.5 Installation, maintenance and repair of instruments and devices for measuring, regulating and controlling the energy performance of buildings

- » 7.6 Installation, maintenance and repair of renewable energy technologies
- » 7.7 Acquisition and ownership of buildings

For alignment, the following were performed:

- » **DNSH assessment** for secondary activities;
- » **Verification of the fulfillment of the minimum social criteria;**
- » **A study assessing the risk and climate vulnerability** of the activities was also carried out for the DNSH analysis.

The assessments carried out found that **6 activities contribute substantially to climate change adaptation**, without prejudice to the other 5 environmental objectives and meet the minimum social criteria.

The following secondary activities of Auchan are aligned to the taxonomy at the level of the 2023 financial year and contribute to the following KPIs:

Activity	Turnover	Capital expenditure (CAPEX)	Operational expenditure (OPEX)
5.5 Collection and transport of non-hazardous waste in separate fractions at source	7,286,755	-	-
7.2 Renovation of existing buildings (partially)	-	20,659,828	-
7.3 Installation, maintenance and repair of energy efficiency equipment	-	66,482,842	-
7.5 Installation, maintenance and repair of instruments and devices for measuring, regulating and controlling the energy performance of buildings	-	4,500	-
7.6 Installation, maintenance and repair of renewable energy technologies	-	34,650	-
7.7 Acquisition and ownership of buildings	1,847,569	-	-
Total	9,134,324	87,181,820	-

4.3. CapEx Plan

The CapEx plan includes the list of Taxonomy-eligible economic activities in 2023 and provides information on the CapEx planned for their financing with the aim of increasing sustainability over the next 5 years. The CapEx plan for eligible activities is based on the most recent business plan approved by the company's management, while the time horizon reflects the five-

year period for a CapEx plan referred to in Annexes 1 to 5 to Commission Delegated Regulation (EU) 2020/852. Planned CapEx may be subject to revision and change.

For the 2023 financial year, **eligible non-income-generating activities have been included** in a CapEx plan, as found in the table below:

Eligible economic activity	CAPEX 2023 in RON	Year of completion of the investment for which the expenditure was incurred in 2023	Total CapEx planned to be invested by 2028 (next 5 years ²⁴) RON
Activity 2.3 – Collection and transport of non-hazardous and hazardous waste	10,433,053	2024	0
Activity 7.2 – Renovation of existing buildings	29,585,961	2028	199,609,500
Activity 7.3 – Installation, maintenance and repair of energy efficiency equipment	66,482,842	2028	295,376,000

²⁴ În cazul în care criteriile tehnice de examinare relevante sunt modificate înainte de finalizarea planului CapEx, întreprinderile nefinanciare fie actualizează planul în termen de doi ani pentru a se asigura că activitățile economice menționate sunt aliniate la criteriile tehnice de examinare modificate la finalizarea planului, fie retratează numărătorul ICP CapEx.

Eligible economic activity	CAPEX 2023 in RON	Year of completion of the investment for which the expenditure was incurred in 2023	Total CapEx planned to be invested by 2028 (next 5 years ²⁴) RON
Activity 7.5 – Installation, maintenance and repair of tools and devices for measuring, regulating and controlling the energy performance of buildings	4,500	2023	0
Activity 7.6 – Installation, maintenance and repair of renewable energy technologies	34,650	2024	21,000,000
Total	106,541,006		515,985,500

5. Turnover, CapEx and OpEx

Key performance indicators („KPIs”) include turnover KPI, CapEx KPI, and OpEx KPI. For the 2023 reporting period, KPIs must be disclosed for Taxonomy-eligible and Taxonomy-ineligible activities (Art. 10(2) of the Delegated Act).

Section. 1.2.1 (a), (b) of Annex I to Art. 8 Delegated act

The setting of KPIs shall be determined in accordance with Annex I to Art. 8 Delegated Act. We determine the taxonomy-eligible KPIs in accordance with legal requirements and describe our accounting policy in this regard as follows:

Turnover KPI

Definition - The share of Taxonomy-eligible economic activities in total turnover has been calculated as part of the net turnover derived from products and services associated with Taxonomy-eligible economic activities (numerator) divided by net turnover (denominator), for the financial year 01.01.2023 to 31.12.2023.

The denominator of the turnover KPI is based on the net turnover according to the Profit and Loss Account (F20), row 1 (Net turnover).

The turnover KPI numerator is defined as net turnover derived from products and services associated with Taxonomy-eligible economic activities.

CapEx KPIs

Definition - CapEx KPI is defined as Taxonomy-eligible/ aligned CapEx (numerator) divided by total CapEx (denominator – Notes to the annual Individual Financial Statements for the financial year ended 31.12.2023, Note to Fixed Assets – Property, Plant and Equipment, Total Increases).

OpEx KPIs

Definition - OpEx KPI is defined as OpEx (numerator) eligible/aligned for the taxonomy divided by the total OpEx (denominator – Profit and Loss Account (F20), row 22 (Personnel expenses), - row 11.1 External benefit expenses – ct.611, 612, 624, 628, see Balance as of 31.12.2023).

Total OpEx consists of uncapitalised direct costs relating to research and development, building renovation measures, short-term lease, maintenance and repairs and any other direct expenses related to the day-to-day servicing of assets, properties, plant and equipment.

5.1. Climate risk analysis

This assessment took into account both current climate conditions and future scenarios, while analysing adaptation measures already in place. The study identified potential risks through a comprehensive vulnerability analysis, based on sensitivity and exposure to critical climate variables.

Potential climate risks identified include floods and cloud breaks, drought and heat waves, wildfires, storms, landslides, earthquakes, sea level rise and changes in average rainfall, soil moisture and air humidity. The analysis showed that the adaptation measures already implemented have significantly reduced the vulnerability of Auchan Romania's sites.

The company has implemented a number of proactive measures aimed at reducing these risks. These include watershed-level projects for water management and flood prevention, as well as the application of anti-seismic standards in the design and construction of buildings. The locations have been equipped with modern firefighting equipment and emergency response plans have been developed. Also, all buildings comply with the latest regulations and legal standards,

some of them benefiting from the international BREEAM certification, which guarantees the quality and durability of the constructions.

Sensitivity and vulnerability analyses demonstrated that, with the implementation of these adaptation measures, the significant hazards for Auchan Romania's sites were considerably reduced. Seismic risks, for example, are managed through integrated technical measures during construction, and the risk of forest fires is mitigated by applying strict fire protection rules, according to Law 48/2006. Flood protection is ensured by appropriate hydrotechnical constructions and special measures to protect urban areas.

Auchan Romania operates in a sustainable way, integrating rigorous measures to adapt and reduce climate risks. Through a proactive approach and compliance with the highest legal and technical standards, the company ensures the protection of its sites and the safety of its operations in the long term, while contributing to a safer and more resilient environment for the communities in which it operates

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5.2. Auchan KPIs Turnover

Financial year	Year 2023		Substantial contribution criteria							DNSH criteria (Does Not Significantly Harm)											
Economic activities (1)	Code (a) (2)	Turnover (3)	Proportion of Turnover (4)	Climate change mitigation (5)	Climate change adaption (6)	Water (7)	Circular economy (8)	Pollution (9)	Biodiversity (10)	Climate change mitigation (11)	Climate change adaption (12)	Water (13)	Circular economy (14)	Pollution (15)	Biodiversity (16)	Minimum safe-guards (17)	Proportion of Taxonomy aligned (A.1.) or eligible (A.2.) turnover, year 2022 (18)	Category (enabling activity or) (19)	Category (transitional activity) (20)		
Text		RON	%	D; N; N/EL (b)(c)	D; N; N/EL (b)(c)	D; N; N/EL (b)(c)	D; N; N/EL (b)(c)	D; N; N/EL (b)(c)	D; N; N/EL (b)(c)	D/N	D/N	D/N	D/N	D/N	D/N	D/N	%	Enabling	Transitional		
A. TAXONOMY-ELIGIBLE ACTIVITIES																					
A.1. Environmentally sustainable activities (Taxonomy-aligned)																					
Collection and transport of non-hazardous waste in separate fractions at source	CCM 5.5/CCA 5.5	7,286,755	0.10%	N	D	N	N	N	N	D	D	D	D	D	D	D	%				
Acquisition and ownership of buildings	CCM 7.7/CCA 7.7	1,847,569	0.03%	N	D	N	N	N	N	D	D	D	D	D	D	D	%				
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		9,134,324	0.13%	0%	0.13%	0%	0%	0%	0%	D	D	D	D	D	D	D	%	Enabling			
Of which enabling		0	0%	%	0%	0%	0%	0%	0%	D	D	D	D	D	D	D	%				
Of which transitional		0	0%	%						D	D	D	D	D	D	D	%		Transitional		
A.2. Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (g)																					
				EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)												
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		0	0%	%	%	%	%	%	%												
Total (A.1 + A.2)		9,134,324	0.13%	%	%	%	%	%	%												
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																					
Turnover of Taxonomy-non-eligible activities (B)		7245,962,965	99.87%																		
Total (A + B)		7,255,097,289	100%																		

5.2. Auchan KPIs Turnover: CapEx

Financial year	Year 2023		Substantial contribution criteria							DNSH criteria (Does Not Significantly Harm)									
Economic activities (1)	Code (a) (2)	Turnover (3)	Proportion of Turnover (4)	Climate change mitigation (5)	Climate change adaption (6)	Water (7)	Circular economy (8)	Pollution (9)	Biodiversity (10)	Climate change mitigation (11)	Climate change adaption (12)	Water(13)	Circular economy (14)	Pollution (15)	Biodiversity (16)	Minimum safeguards (17)	Proportion of Taxonomy aligned (A.1.) or eligible (A.2.) turnover, year 2022 (18)	Category (enabling activity or) (19)	Category (transitional activity) (20)
Text		RON	%	D; N; N/EL (b)(c)	D; N; N/EL (b)(c)	D; N; N/EL (b)(c)	D; N; N/EL (b)(c)	D; N; N/EL (b)(c)	D; N; N/EL (b)(c)	D/N	D/N	D/N	D/N	D/N	D/N	D/N	%	Enabling	Transitional
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
Renovation of existing buildings	CCM 7.2/ CCA 7.2/ CE 3.2	20,659,828	9.70%	N	D	N	N	N	N	D	D	D	D	D	D	D	%		
Installation, maintenance and repair of energy efficiency equipment	CCM 7.3/ CCA 7.3	66,482,842	31.22%	N	D	N	N	N	N	D	D	D	D	D	D	D	%		
Installation, maintenance and repair of tools and devices for measuring, regulating and controlling the energy performance of buildings	CCM 7.5/ CCA 7.5	4,500	0.002%	N	D	N	N	N	N	D	D	D	D	D	D	D	%		
Installation, maintenance and repair of renewable energy technologies	CCM 7.6/ CCM 7.6	34,650	0.02%	N	D	N	N	N	N	D	D	D	D	D	D	D	%		
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		87,181,820	40.94%	0%	40.94%	0%	0%	0%	0%	D	D	D	D	D	D	D	%		
Of which enabling		0	0%	%	0%	0%	0%	0%	0%		D	D	D	D	D	D	%	Enabling	
Of which transitional		0	0%	%						D	D	D	D	D	D	D	%		Transitional

5.2. Auchan KPIs Turnover: CapEx

Financial year	Year 2023		Substantial contribution criteria							DNSH criteria (Does Not Significantly Harm)											
Economic activities (1)	Code (a) (2)	Turnover (3)	Proportion of Turnover (4)	Climate change mitigation (5)	Climate change adaption (6)	Water (7)	Circular economy (8)	Pollution (9)	Biodiversity (10)	Climate change mitigation (11)	Climate change adaption (12)	Water(13)	Circular economy (14)	Pollution (15)	Biodiversity (16)	Minimum safeguards (17)	Proportion of Taxonomy aligned (A.1.) or eligible (A.2.) turnover, year 2022 (18)	Category (enabling activity or) (19)	Category (transitional activity) (20)		
Text		RON	%	D; N; N/EL (b)(c)	D; N; N/EL (b)(c)	D; N; N/EL (b)(c)	D; N; N/EL (b)(c)	D; N; N/EL (b)(c)	D; N; N/EL (b)(c)	D/N	D/N	D/N	D/N	D/N	D/N	D/N	%	Enabling	Transitional		
A. TAXONOMY-ELIGIBLE ACTIVITIES																					
A.2. Taxonomy-Eligible but not environmental sustainable activities (not Taxonomy-aligned activities) (g)																					
				EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)												
Collection and transport of non-hazardous and hazardous waste	CE 2.3	10,433,053	4.90%	N/EL	N/EL	N/EL	EL	N/EL	N/EL											%	
Renovation of existing buildings	CCM 7.2/ CCA 7.2/ CE 3.2	8,926,133	4.19%	EL	EL	N/EL	EL	N/EL	N/EL											%	
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		19,359,186	9.09%	0%	0%	0%	9.09%	0%	0%											%	
A. CapEx of Taxonomy eligible activities (A.1+A.2)		106,541,006	50.03%	0%	0%	0%	50.03%	0%	0%											%	
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																					
CapEx of Taxonomy-non-eligible activities		106,421,836	49.97%																		
Total (A + B)		212,962,842	100%																		

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Declaration of use	Auchan Romania S.A. reported in accordance with GRI Standards for the period 01.01.2023 – 31.12.2023
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI sectoral standard(s)	13.6: Use of pesticides; 13.9: Food security; 13.10: Food safety; 13.11: Animal welfare

GRI STAND-ARD/OTHER SOURCE	DISCLOSURE	LOCATION (Chapter/ Subchapter-Pg.)	INDUSTRY STANDARD			GRI SECTOR STANDARD REF. NO.
			Requirement(s) omitted	Reason	Explanation	

GRI 2: General Disclosures 2021	2-1 Organizational details	About Auchan Romania (pg. 29)	A gray cell indicates something that does not apply. This only relates to the 'Omission' and 'GRI Sector Standard ref. no.' columns.			
	2-2 Entities included in the organization's sustainability reporting	About Auchan Romania (pg. 29)				
	2-3 Reporting period, frequency and contact point	About this report (pg. 8-9)				
	2-4 Restatement of information	Evaluation of material aspects (pg. 10-11)				
	2-5 External assurance	External assurance (pg. 61)				
	2-6 Activities, value chain and other business relationships	Our value chain (pg. 29-31)				
	2-7 Employees	Our Team (pg. 111-114)				
	2-8 Workers who are not employees	Our Team (pg. 113)				
	2-9 Governance structure and composition	Corporate governance (pg. 44-45)				
	2-10 Nomination and selection of the highest governance body	Corporate governance (pg. 44-45)				
	2-11 Chair of the highest governance body	Corporate governance (pg. 44-45)				
	2-12 Role of the highest governance body in overseeing the management of impacts	Risk management (pg. 46-47)				
	2-13 Delegation of responsibility for managing impacts	Risk management (pg. 46-47)				

GRI STAND-ARD/OTHER SOURCE	DISCLOSURE	LOCATION (Chapter/ Subchapter-Pg.)	INDUSTRY STANDARD			GRI SECTOR STANDARD REF. NO.
			Requirement(s) omitted	Reason	Explanation	
GRI 2: General Disclosures 2021	2-14 Role of the highest governance body in sustainability reporting	Corporate governance (pg. 44-45)				
	2-15 Conflicts of interest	Corporate governance (pg. 45)				
	2-16 Communication of critical concerns	Risk management (pg. 46-47)				
	2-17 Collective knowledge of the highest governance body	Corporate governance (pg. 44-45)				
	2-18 Evaluation of the performance of the highest governing body	Corporate governance (pg. 45)				
	2-19 Remuneration Policies	Corporate governance (pg. 45)				
	2-20 Process to determine remuneration	Corporate governance (pg.45); Remuneration process (pg.119)				
	2-21 Annual total compensation ratio	Employee satisfaction and well-being (pg.119)				
	2-22 Statement on sustainable development strategy	CEO Message (pg. 7)				
	2-23 Policy commitments	Ethics and compliance (pg. 49-50); Strategia noastră de sustenabilitate în relație cu ODD; Cei 4 piloni, (pg. 58)				
	2-24 Embedding policy commitments	Our sustainability strategy in relation to the Sustainable Development Goals (pg. 57)				
	2-25 Processes to remediate negative impacts	Risk management (pg. 46-47)				
	2-26 Mechanisms for seeking advice and raising concerns	Risk management (pg. 46-47)				
	2-27 Compliance with laws and regulations	Environmental Risk Management (pg. 48)				
	2-28 Membership associations	Collaborations and associations (pg. 34)				

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GRI STAND- ARD/OTHER SOURCE	DISCLOSURE	LOCATION (Chapter/ Subchapter-Pg.)	INDUSTRY STANDARD			GRI SECTOR STANDARD REF. NO.
			Requirement(s) omitted	Reason	Explanation	
GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	Stakeholder dialogue (pg. 12-14)				
	2-30 Collective bargaining agree- ments	Our Team (pg. 111)				
Material topics						
GRI 3: Material Topics 2021	3-1 Process of establishing the material subjects	Evaluation of material aspects (10-11)				
	3-2 List of material subjects	Materiality matrix (16-23)				
Economic and social impact						
GRI 3: Material Topics 2021	3-3 Management of the material subjects	Economic Impact (pg. 32) Certificări, asocieri & premii (pg. 33); Guvernanța fiscală (pg. 53) Gestionarea consumurilor de electricitate și gaz natural (pg. 86); Impactul social – Donații către parteneri (pg. 143-147);				
GRI 201	201-1 Direct economic value generated and distributed	Economic Impact (pg. 32)				
	201-3 Defined benefit plan obligations and other retirement plans	N/A				
	201-4 Financial assistance received from the government	N/A	a,b,c;	Information unavailable/ incomplete	Not applica- ble, no gover- nment finan- cial assistance received.	
GRI 203	203-1 Infrastruc- ture invest- ments and services supported	Certifications, Associations & Awards (pg. 33); Management of electricity and natural gas consumption (pg. 86); Social impact – Donations to partners (pg. 143-147);				
	203-2 Significant indirect economic impacts	We integrate, assess, train and develop people (pg. 125-134)				
GRI 207	207-1 Approach to tax	Tax governance (pg. 53)				

GRI STAND- ARD/OTHER SOURCE	DISCLOSURE	LOCATION (Chapter/ Subchapter-Pg.)	INDUSTRY STANDARD			GRI SECTOR STANDARD REF. NO.
			Requirement(s) omitted	Reason	Explanation	
	207-2 Tax governance, control and risk management	Tax governance (pg. 53)				
	207-3 Stakeholder engagement and management of concerns related to tax	N/A	a;	Information unavailable/ incomplete	No taxati- on-related stakeholder engagement processes	
	207- 4 Country- by-country reporting	N/A	a,b,c;	Confiden- tiality con- straints;	Data such as intra-group income tran- sactions are confidential and cannot be published. There are no company-le- vel taxes collected from customers on behalf of another tax authority. Other taxes or payments related to the industry are made according to the laws and regulations of Romania.	
GRI 415 Public Policy 2016	GRI 415-1 Political Contributions	Economic impact (pg. 32)				
Stakeholder dialogue & Dialogue with employee representatives						
GRI 3: Material Topics 2021	3-3 Management of the material subjects	Stakeholder dialogue (pg.12-14); We integrate, assess, train and develop people (pg. 125-134)				
Implementation of the sustainability strategy						
GRI 3: Material Topics 2021	3-3 Manage ment of the material subjects	Our sustainability strategy in relation to the Sustainable Development Goal (pg. 57)				
Logistics and mobility						
GRI 3: Material Topics 2021	3-3 Manage ment of the material subjects	Collaborations and associations (pg. 35)				

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			Requirement(s) omitted	Reason	Explanation	
Green buildings						
GRI 3: Material Topics 2021	3-3 Management of the material subjects	Certifications and recertifications (pg. 34) Biodiversity (pg. 107)				
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	Biodiversity (pg. 107)				
Responsability and ESG risk management						
GRI 3: Material Topics 2021	3-3 Management of the material subjects	Risk management (pg. 46-47); Environmental Risk Management (pg. 48);				
Anti-corruption						
GRI 3: Material Topics 2021	3-3 Management of the material subjects	Ethics and good business practices (pg. 50)				
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Ethics and good business practices (pg. 50)				
	205-2 Communication and training about anti-corruption policies and procedures	Ethics and good business practices (pg. 50)				
	205-3 Confirmed incidents of corruption and actions taken	Ethics and good business practices (pg. 50)				
GRI 206: Anti-competitive behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Ethics and good business practices (pg. 50)				
Cybersecurity & Protection of personal data						
GRI 3: Material Topics 2021	3-3 Management of the material subjects	Data security (pg. 53)				
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data security (pg. 53)				

GRI STAND-ARD/OTHER SOURCE	DISCLOSURE	LOCATION (Chapter/ Subchapter-Pg.)	INDUSTRY STANDARD			GRI SECTOR STANDARD REF. NO.
			Requirement(s) omitted	Reason	Explanation	
Ethics in supply and delivery processes & Sustainable relationships with suppliers						
GRI 3: Material Topics 2021	3-3 Management of the material subjects	Sustainable partnerships (pg. 31); Evaluation of suppliers on social criteria (p. 25)				
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that have been examined using environmental criteria	Sustainable partnerships				
	308-2 Negative environmental impacts in the supply chain and actions taken	N/A	a,b,c,d,e;	Information unavailable/incomplete	There is no data/information collected for this year.	
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	N/A	a,b;	Information unavailable/incomplete	Such information is not requested from suppliers. Lawsuits do not exist.	
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Evaluation of suppliers on social criteria (pg. 32)				
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Evaluation of suppliers on social criteria (pg. 32)				
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that have been screened using social criteria	Evaluation of suppliers on social criteria (pg. 32)				
	414-2 Negative social impacts on the supply chain and actions taken	Evaluation of suppliers on social criteria (pg. 32)				
The supply of raw materials						
GRI 3: Material Topics 2021	3-3 Management of the material subjects	Use of sustainable raw materials (pg. 65)				
Healthy products and nutritional quality						
GRI 3: Material Topics 2021	3-3 Management of the material subjects	Promote healthy nutrition and fight against food waste (pg. 62-64)				

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			Requirement(s) omitted	Reason	Explanation	
Removal of controversial substances						
GRI 3: Material Topics 2021	3-3 Management of the material subjects	Product quality and safety (pg. 66-67)				
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Product quality and safety (pg. 66-67)				
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Product quality and safety (pg. 66-67)				
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	N/A	a,b;	Information unavailable/ incomplete	No such data is currently collected.	
	417-2 Incidents of non-compliance concerning product and service information and labeling	N/A	a,b;	Information unavailable/ incomplete	No such data is currently collected.	
	417-3 Incidents of non-compliance concerning marketing communications	N/A	a,b;	Information unavailable/ incomplete	No such data is currently collected.	
GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022	Use of pesticides	Product quality and safety (pg. 66-67)				13.6
	Food Safety	Product quality and safety (pg. 66-67)				13.10
	Food security	Product quality and safety (pg. 66-67)				13.9
Local and seasonal products						
GRI 3: Material Topics 2021	3-3 Management of the material subjects	Local food and suppliers (pg. 68-69)				
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local	N/A				

GRI STAND-ARD/OTHER SOURCE	DISCLOSURE	LOCATION (Chapter/ Subchapter-Pg.)	INDUSTRY STANDARD			GRI SECTOR STANDARD REF. NO.
			Requirement(s) omitted	Reason	Explanation	
Financial accessibility for quality products						
GRI 3: Material Topics 2021	3-3 Management of the material subjects	Product quality and safety (pg. 66); Organic and vegan products (pg. 70); Combating food waste (pg. 72);				
Adaptation of diets & Animal welfare						
GRI 3: Material Topics 2021	3-3 Management of the material subjects	Organic and vegan products (pg. 70)				
GRI 13: Agriculture, Aquaculture & Fishing Sectors 2022	Animal health and welfare	Organic and vegan products (pg. 70)				
Awareness of responsible consumption and the impact of products on the environment						
GRI 3: Material Topics 2021	3-3 Management of the material subjects	Educating customers and employees (pg. 71); Organic and vegan products (pg. 70)				
GRI 403: Occupational Health and Safety 2018	403-6 Promotion of worker health	Educating customers and employees (pg. 71);				
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Educating customers and employees (pg. 71);				
Food waste						
GRI 3: Material Topics 2021	3-3 Management of the material subjects	Combating food waste (pg. 72)				
GRI 306: Waste 2020	306-4 Waste diverted from disposal	Combating food waste (pg. 72)				
Eliminating plastic						
GRI 3: Material Topics 2021	3-3 Management of the material subjects	Fight against plastic pollution (pg. 76-78); Reducing plastic in stores and warehouses (pg. 78-79)				

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GRI STAND-ARD/OTHER SOURCE	DISCLOSURE	LOCATION (Chapter/ Subchapter-Pg.)	INDUSTRY STANDARD			GRI SECTOR STANDARD REF. NO.
			Requirement(s) omitted	Reason	Explanation	
GRI 301: Materials 2016	301-1 Materials used by weight or volume	N/A	a;	Information unavailable/incomplete	No such data is currently collected.	
	301-2 Recycled input materials used	N/A	a;	Information unavailable/incomplete	No such data is currently collected.	
	301-3 Reclaimed products and their packaging materials	Reducing plastic in stores and warehouses (pg. 78-79)				
Product transparency and traceability						
GRI 3: Material Topics 2021	3-3 Management of the material subjects	Fight against plastic pollution (pg. 74-76)				
Carbon footprint impact of products						
GRI 3: Material Topics 2021	3-3 Management of the material subjects	Fight against plastic pollution (pg. 74-76)				
Greenhouse gases (GHGs) from transport and buildings & Carbon footprint impact of products						
GRI 3: Material Topics 2021	3-3 Management of the material subjects	Reducing the carbon footprint (pg. 80-85)				
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG Emissions	Carbon footprint structure – Scopes 1, 2 and 3 (pg. 85)				
	305-2 Energy indirect (Scope 2) GHG emissions	Carbon footprint structure – Scopes 1, 2 and 3 (pg. 85)				
	305-3 Other indirect (Scope 3) GHG emissions	Carbon footprint structure – Scopes 1, 2 and 3 (pg. 85)				
	305-4 GHG emission intensity	N/A	a,b,c,d;	Information unavailable/incomplete	No such data is collected/ calculated at the moment.	
	305-5 Reduction of GHG emissions	Reducing the carbon footprint (pg. 80-82) Climate Project (pg. 83-84)				

GRI STAND-ARD/OTHER SOURCE	DISCLOSURE	LOCATION (Chapter/ Subchapter-Pg.)	INDUSTRY STANDARD			GRI SECTOR STANDARD REF. NO.
			Requirement(s) omitted	Reason	Explanation	
	305-6 Emissions of ozone-depleting substances (ODS)	N/A	a,b,c,d;	Information unavailable/incomplete	No such data is collected/ calculated at the moment.	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	N/A	a,b,c;	Information unavailable/incomplete	No such data is collected/ calculated at the moment.	
Energy Efficiency & Water Management						
GRI 3: Material Topics 2021	3-3 Management of the material subjects	Management of elec- tricity and natural gas consumption (pg. 86-87) Water consumption				
GRI 302	302-1 Energy con- sumption within the organization	Management of electricity and natural gas consumption (pg. 86-87)				
	302-2 Energy consumption outside of the organization	N/A	a,b,c;	Information unavailable/incomplete	No such data is collected/ calculated at the moment.	
	302-3 Energy intensity	N/A	a,b,c,d;	Information unavailable/incomplete	No such data is collected/ calculated at the moment.	
	302-4 Reduction of energy consumption	Management of electricity and natural gas consumption(pg. 86-87)				
	302-5 Reductions in the energy requirements of products and services	N/A	a,b,c;	Information unavailable/incomplete	No such data is collected/ calculated at the moment.	
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water consumption (pg. 90)				
	303-2 Management of water dischargere- lated impacts	N/A				

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			Requirement(s) omitted	Reason	Explanation	
	303-3 Water withdrawal	N/A	a,b,c,d;	Not applicable	The water comes from the authorized and regulated distributor	
	303-4 Water discharge	N/A	a,b,c,d,e;	Not applicable	There are no direct water discharges from the company.	
	303-5 Water consumption	Water consumption (pg. 90)				
In-store waste management						
GRI 3: Material Topics 2021	3-3 Management of the material subjects	Waste management (pg. 91-93); Circular Economy solutions for customers (pg. 95-99)				
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste management (pg. 91-93)				
	306-2 Management of significant waste-related impacts	Waste management (pg. 91-93); Circular Economy solutions for customers (pg. 95-99)				
	306-3 Waste generated	Waste management (pg. 91-93)				
	306-4 Waste diverted from disposal	Waste management (pg. 91-93)				
	306-5 Waste directed for disposal	Waste management (pg. 91-93)				
Zero Waste & Management of unsold non-food items						
GRI 3: Material Topics 2021	3-3 Management of the material subjects	Combating food waste (pg. 72); Reducing plastic in stores and warehouses (pg. 78-79); Circular economy solutions for customers (pg. 95-99)				
GRI 301: Materials 2016	301-3 Reclaimed products and their packaging materials	Combating food waste (pg. 72); Reducing plastic in stores and warehouses (pg. 78-79); Circular economy solutions for customers (pg. 95-99)				

GRI STAND- ARD/OTHER SOURCE	DISCLOSURE	LOCATION (Chapter/ Subchapter-Pg.)	INDUSTRY STANDARD			GRI SECTOR STANDARD REF. NO.
			Requirement(s) omitted	Reason	Explanation	
GRI 306: Waste 2020	306-4 Waste diverted from disposal	Combating food waste (pg. 72);				
Soil artificialization related to hypermarkets and warehouses & Conservation of resources						
GRI 3: Material Topics 2021	3-3 Gestionarea subiectelor materiale	Biodiversity (pg. 107)				
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in or adjacent to protected areas and areas of high biodiversity value outside protected areas	Biodiversity (pg. 107)				
	304-2 Significant impacts of activities, products and services on biodiversity	Biodiversity (pg. 107)				
	304-3 Habitats protected or restored	N/A	a,b,c,d;	Not applicable	Auchan stores are not located near protected habitats	
	304-4 IUCN Red List species and National Habitat Conservation List species in areas affected by operations	N/A	a;	Not applicable	Unavailable / Incomplete	
Attractive working conditions and employee well-being						
GRI 3: Material Topics 2021	3-3 Management material subjects	Our Team (pg. 111-112); Responsible employer (pg. 119); Employee satisfaction and well-being (pg. 127) We integrate, assess, train and develop people (xx)				
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Our Team (pg. 111)				
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee satisfaction and well-being (pg. 119)				

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			Requirement(s) omitted	Reason	Explanation	
	401-3 Parental leave	Employee satisfaction and well-being (pg. 115)				
GRI 402 - Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Responsible employer (pg. 115-116)				
GRI 410 - Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Our Team (pg. 112); We integrate, assess, train and develop people (pg. 134)				
Anti-discrimination and diversity in the campaign & Professional equality between women and men						
GRI 3: Material Topics 2021	3-3 Management of the material subjects	Diversity, equality and inclusion (pg. 117)				
GRI 202: Market presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	N/A				
	202-2 Proportion of senior management hired from the local community	N/A	a,b,c,d;	Information unavailable / incomplete	No such data is collected/ calculated at the moment.	
GRI 405: Diversity and Equal Opportunities 2016	405-1 Diversity of governance bodies and employees	Diversity, equality and inclusion (pg. 117)				
	405-2 Ratio of basic salary and remuneration of women to men	Diversity, equality and inclusion (pg. 117)				
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Diversity, equality and inclusion (pg. 117)				
Training and development perspectives						
GRI 3: Material Topics 2021	3-3 Management of the material subjects	We integrate, assess, train and develop people (pg. 131-134)				
GRI 404 - Training and Education 2016	404-1 Average hours of training per year per employee	We integrate, assess, train and develop people (pg. 131-134)				

GRI STAND- ARD/OTHER SOURCE	DISCLOSURE	LOCATION (Chapter/ Subchapter-Pg.)	INDUSTRY STANDARD			GRI SECTOR STANDARD REF. NO.
			Requirement(s) omitted	Reason	Explanation	
	404-2 Programs for upgrading employee skills and transition assistance programs	We integrate, assess, train and develop people (pg. 131-134)				
	404-3 Percentage of employees receiving regular performance and career development reviews	We integrate, assess, train and develop people (pg. 131-134)				
Employee health and safety						
GRI 3: Material Topics 2021	3-3 Management of the material subjects	Health and safety at work (pg. 135-137)				
GRI 403 - Operational Health and Safety 2018	403-1 Occupational health and safety management system	Health and safety at work (pg. 135)				
	403-2 Hazard identification, risk assessment and incident investigation	Health and safety at work (pg. 135)				
	403-3 Occupational health services	Health and safety at work (pg. 136)				
	403-4 Worker participation, consultation, and communication on occupational health and safety	Health and safety at work (pg. 136)				
	403-5 Worker training on occupational health and safety	Health and safety at work (pg. 137)				
	403-6 Promovarea sănătății angajaților	Health and safety at work (pg. 136)				
	403-7 Prevenirea și atenuarea impactului asupra sănătății și securității în muncă legate direct de relațiile de afaceri	Health and safety at work (pg. 136)				

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			Requirement(s) omitted	Reason	Explanation	
	403-8 Workers covered by an occupational health and safety management system	Health and safety at work (pg. 135)				
	403-9 Work-related injuries	Health and safety at work (pg. 135)				
	403-10 Work-related ill health	Health and safety at work (pg. 135)				
Communication on the actions and the implemented sustainability strategy						
GRI 3: Material Topics 2021	3-3 Management of the material subjects	Personal Sustainability Program (pg. 36-40); Circular economy solu-tions for customers (pg. 95-99); Sustai-nable products (pg. 103-104)				
Local Communities						
GRI 3: Material Topics 2021	3-3 Management of the material subjects	Sustainable Communities (pg. 138-147)				
GRI 413: Local Communities 2016	413-1 Operations with local com-munity enga-gement, impact assessments, and development programs	Community engagement (pg. 142)				
	413-2 Operations with significant actual and potential negative impacts on local communities	N/A	a,b;	Information unavailable/ incomplete	No such data is collected/ calculated at the moment.	

SASB INDEX

Topic	Accounting Metrics	Result 2023	Category	Measure-ment unit	Code
Multi-line and specialty retailers and distributors					
Management in Retail & Distribution	(1) Total energy consumed	94,649,505	Quantitative	KwH	CG-MR-130a.1
	(2) Percentage of electricity consumed from the grid	100%		Percentage (%)	
	(3) Percentage of electricity consumed from renewable sources	0%		Percentage (%)	
Data security	Description of the identification approach and addressing data security risks.	Ethics and Good Practices Chapter Pg. (x)	Qualitative	Discussion and Analysis	CG-MR-230a.1
	(1) Number of data breaches	0	Quantitative	Number (no.)	CG-MR-230a.2
	(2) Percentage involving personal data leaks	0%		Percentage (%)	
	(3) The number of customers affected.*The submission shall include a description of the corrective actions implemented in response to the data breaches.	0		Number (no.)	
Workforce Diversity & Inclusion	(a) executive management employees	4 man and 1 woman (Board of Directors)	Quantitative	Percentage (%)	CG-MR-330a.1
	(b) non-executive management employees and	626 female managers and 486 male managers = 56% female managers vs 44% male managers			
	(c) other employees *The Entity shall describe its policies and programs to promote the equitable representation of employees in its global operations.	5018 females and 2371 males = 68% females vs. 32 % males			

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Topic	Accounting Metrics	Result 2023	Category	Measure-ment unit	Cod
Multi-line and specialty retailers and distributors					
Products, Sourcing, Packaging & Marketing	Revenue from products certified by third parties to ecological and/or social sustainability standards.	44,279,830 RON - only organic products	Quantitative	Value/ Percentage (%)	CG-MR-410a.1

Activity Metrics – Multi-Line and Specialty Retailers and Distributors				
Activity metric	Category		Unit of meas-urement	Code
Number: (1) retail locations and (2) distribution centers	Quantitative	» 438 stores (33 hypermarkets, 7 supermarkets, 8 My Auchan stores and 390 MyAuchan Petrom) » 32 Auchan Drive locations and 37 Click & Collect locations » 2 Logistics centers in Ștefanești and Călan - Deva	Number	CG-MR-000.A
Total area of: (1) retail location space and (2) distribution centers	Quantitative	» 298,858 m2 (47 Hyper, Super and proxi stores) » 91,000 m2 (built area for the 2 logistics centers) » Total: 389 858 m2	m²	CG-MR-000.B

Topic	Accounting Metrics	Result 2023	Category	Unit of meas-urement	Code
Food retailers and distributors					
Air emissions from refrigerants	Gross (Scope 1) emissions from refrigerants	8,698.86	Quantitative	Metric Tons (t)CO-e	FB-FR-110b.1
Food waste	(1) The amount of food waste generated, and	1035.3 tons	Qualitative + Quantitative	Analysis + Value	FB-FR-150a.1
	(2) Percentage diverted from the waste stream* The presentation includes the quantification methods used to calculate the amount of food waste generated.	5,061,821 products saved within the Zero Waste project	Qualitative + Quantitative	Analysis + Value	
Data security	(1) Number of withdrawal	7 recalls	Quantitative	Value	FB-FR-250a.2
	(2) Number of units withdrawn from the shelf	1,171 pieces			

Topic	Accounting Metrics	Result 2023	Category	Measure-ment unit	Code
Food retailers and distributors					
Products and healthy eating	Revenue from products labeled and/or marketed to promote health and nutrition attributes	44,279,830 RON - only organic products	Quantitative	Value/ Percentage	FB-FR-260a. 1
Labor Practices	Percentage of active labour covered by collective agreements	100%	Quantitative	Percentage	FB-FR-310a. 2
	The total amount of monetary losses resulting from legal proceedings associated with: (1) Labor law violations	0	Quantitative	Value	FB-FR-310a.4
	(2) Employment discrimination *The submission will include a description of the fines and corrective actions implemented in response to legal proceedings.	0			
Managing environmental and social impacts in the supply chain	Revenue from products certified by third parties to a standard of ecological or social sustainability	44,279,830 RON - only organic products	Quantitative	Value	FB-FR-310a. 2
	Percentage of revenue from: (1) eggs that come from a cage-free environment, and	56% of eggs sold are Cage free	Quantitative	Percentage %	FB-FR-430a.2
	(2) Pork produced without the use of gestation crates	There is no such detailed info			

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Topic	Accounting Metrics	Result 2023	Category	Unit of measurement	Code
Processed food					
Packaging lifecycle management	(1) the total weight of packaging,	2,282.5 tons of plastic (primary, secondary and tertiary Auchan own brand packaging + distribution packaging in stores + cash register and e-commerce bags)	Quantitative	Value/ Percentage (%)	FB-PF-410a.1
	(2) the percentage made from recycled or renewable materials	786.50 tons of recycled plastic (primary, secondary and tertiary Auchan own brand packaging + distribution packaging in stores + cash register and e-commerce bags)			



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* Where the relevant technical screening criteria are amended prior to the completion of the CapEx plan, non-financial undertakings shall either update the plan within two years to ensure that those economic activities are aligned with the amended technical screening criteria upon completion of the plan, or restate the CapEx KPI numerator.

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