



Auchan Retail Romania 2021

Sustainability *Report*

Openness. Confidence. Excellence. →

2021

Greetings!



Auchan Romania S.A.

25, Braşov Str. Nr. 25, 4th floor,
Room 1, Sector 6,
Bucharest

Contact

CSR Department Auchan Romania
comisieCSR@auchan.ro

Corina Dospinoiu - Head of CSR

E-mail: cdospinoiu@auchan.ro

Iuliana Mihăilescu - ESG & Reporting Manager

E-mail: imihailescu@auchan.ro

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Our mission

Auchan Romania

We focus on good, healthy and local by offering communities a reliable food offer, at the best prices!

We are committed, every day, to reinventing the customer experience by placing people at the center of our actions that embody our values.

Openness. Trust. Excellence.



D „Auchan Romania has always been working to provide good, accessible, tasty food to a large number of customers and at the same time with the smallest impact on the environment. All Auchan employees, united around our common values such as trust, openness and excellence, work every day to achieve this mission.

In addition to the responsible trade we carry out and the unique experience we offer to our customers, we make sure our business strategy focuses on community involvement and compliance with our commitments related to the environment, employees, customers and

society. We have implemented a full transformation of Auchan teams and all departments, including topics related to CSR, ethics and compliance in their jobs and actions. In this regard, we have implemented a CSR Policy* in which we have defined the strategic pillars for our company, which meets expectations from our stakeholders. The four pillars, on which we have continued to work throughout 2021, are:

- + Promote healthy nutrition and fight against food waste
- + Fight against plastic pollution
- + Reduce our carbon footprint
- + Social and societal commitments

It is our duty toward future generations to contribute, with the best possible impact, to the achievement of all the Sustainable Development Goals set by the United Nations and the Paris Agreement. In this report you will find all the projects and efforts that we, Auchan, have made in the past year, which will help us contribute to a better future for the communities where Auchan is present.

2021 was another proof of the professionalism and unconditional dedication of all Auchan Retail Romania teams. I would therefore like to congratulate all Auchan employees and encourage them to remain involved in the future!"

Ionut Ardeleanu

General Manager
Auchan Retail Romania

*Available at September 30, 2021.



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Introduction

+ About the report



About the report



”

In 2021 Auchan Romania celebrated 15 years of presence on the Romanian market.

This report presents information on governance, environmental, social and workplace aspects, as well as information on respect for human rights and the fight against corruption, representing strategic elements for our company.

The second sustainability report prepared by Auchan Romania S.A. includes qualitative and quantitative data on non-financial performance both for the period January 1, 2021 - December 31, 2021, and per sliding year, for the period October 1, 2020 - September 30, 2021, also marking an anniversary moment, opportune to reiterate our sustainability commitments and to communicate our progress so far.

The Sustainability Report was prepared in accordance with the internationally recognised framework for non-financial reporting – GRI Standards: Core version and

the specific criteria listed by the Order of the Minister of Public Finances no 1938/2016, the Communication from the European Commission “Guide to the Reporting of Non-Financial Statements” of 2017.

Auchan Romania S.A is part of **Auchan Retail** and together with **New Immo Holding** (which includes Fonciere Ceetrus and Nhood) they form **ELO**. The company also holds a 49.9% equity investment in **Oney Bank**. The former Auchan Holding (currently ELO) brings together two companies with complementary business lines: a food retailer (Auchan Retail) and a new company that offers services for all lines of real estate business (New Immo Holding). With the support of ELO, each business line takes a responsible approach to strengthen its positions in its core markets, making profound transformations to realize its vision.



The Auchan Romania S.A. report is structured in nine chapters, each covering a strategic area, as follows:

- In **"Our story"** you can find information about the history of Auchan Romania S.A., its vision and values, the evolution of the number of stores, the governance of the company, ethics, risk management, economic impact, supplier engagement but also information on the EU taxonomy.
- The **"Materiality analysis"** chapter presents information about the process of construction of the materiality analysis, the categories of stakeholders involved, the material themes identified as priorities for Auchan Romania S.A. and the materiality analysis graph.
- The **"Auchan Retail Sustainability Strategy"** chapter includes information about the extension and implementation of sustainable development policies, strategic pillars, the sustainable development goals to which Auchan Retail has adhered, but also examples of actions and projects undertaken in the past year, aligned with the Group's strategy and sustainable development goals.
- In the chapter **"Promote healthy nutrition and fight against food waste"** you can find information about the actions taken by Auchan Romania S.A. regarding this point, information about raw materials and responsible sources, the products and services of Auchan Romania S.A., food waste, as well as information about the education of customers and employees.
- In the chapter **"Fight against plastic pollution"** information can be found on concrete actions taken, combating plastic pollution, reducing plastic packaging, reducing plastic for own branded products, but also information on the waste management.
- In the **"Reduce our carbon footprint"** chapter, there is information about the concrete actions undertaken, the objectives assumed, greenhouse gas emissions, climate change, the structure of the carbon footprint as well as information on energy and water consumption.
- In the chapter **"Circular economy"** there is information about the actions taken by Auchan Romania S.A. and the major projects in which the company is involved.
- The chapter **"People"** presents information about the human resources policy, figures regarding the employees of Auchan Romania S.A., the retention policy, benefits, training, diversity and inclusion, but also information about occupational safety and health and the Personal Sustainability Program (PSP).
- In the chapter **"Sustainable Communities"** you can find information about the priorities of Auchan Romania S.A. regarding the support of the company, the community commitments assumed and data about the social impact of the company during the reporting period.





Materiality *analysis*

- + 1.1 Dialogue with our stakeholders
- + 1.2 Construction of the materiality analysis
- + 1.3 Materiality matrix
- + 1.4 Material themes





Materiality analysis

We believe it is of great importance to dialogue with stakeholders, therefore we involve them in different processes of our development.

We communicate with stakeholders in an efficient way and respond promptly to concerns related to common issues of interest.

This is the second Sustainability Report of Auchan Romania S.A., developed using the recommendations of GRI standards.

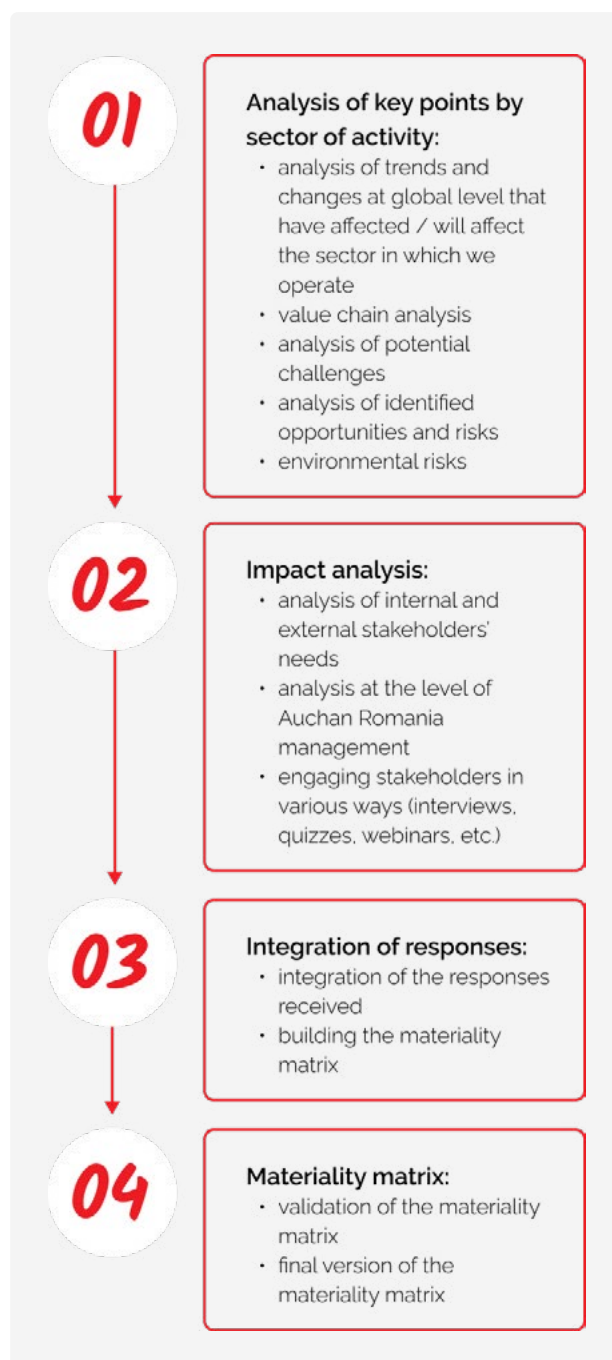
In order to establish the structure and content of our report, we internally reassessed the material themes identified in the previous year, respectively the areas where our company has a significant impact, after which we initiated the consultation with our stakeholders through three online questionnaires to find out what is their perception in relation to them.

In the consultation process we have included the following categories: employees, management, clients, partners and collaborators, NGOs or partners with whom we implement projects.

In addition to the questionnaires developed online, we used various methods of communication with stakeholders such as interviews and video consultations.

The consultation with the stakeholders is an ongoing activity, our colleagues from different departments being the ones who get feedback about the activity of Auchan Romania S.A., but also about what the stakeholders want to see in our country in the short and medium term.

Everything we receive as feedback is analysed within the company and, as far as possible, these recommendations are incorporated into the programs we develop and into our work.





Type of Stakeholders	Topics of interest	Actions
Customers	<ul style="list-style-type: none"> • Products (quality, availability, safety, assortment) • Affordable prices • Shopping experience • Customer education 	<ul style="list-style-type: none"> • Development of the "Filièrs" program, a long-term project, in partnership with producers in Romania • Our Auchan 2022 Strategy: Food Culture • Customers' Friend International Award and Customers' Friend Status - Superior Excellence • "Exarhu's Plate" Program • Loyalty program "My CLUB"
Employees	<ul style="list-style-type: none"> • Competitive salaries and benefits • Ethical workplace • Diverse and inclusive workforce • Well-being and benefits • Learning, development and growth • Career opportunities 	<ul style="list-style-type: none"> • Introduction in the organizational chart of the position of Employer Branding Responsible • Opening of the Auchan Refresh Excellence Centre • The "Compliance Week" event • Auchan StarTalents development programs • Personal Sustainability Program • Employee Engagement and Satisfaction Barometer
Suppliers of Auchan's own brand products	<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 85% of the suppliers are from Romania • 1000 own brand products • Regular audits carried out at Auchan chain product suppliers



<i>Type of Stakeholders</i>	<i>Topics of interest</i>	<i>Actions</i>
<p>Local producers/ farmers</p>	<ul style="list-style-type: none"> • Auchan Romania expectations regarding the volumes and quality of the products • Terms and conditions of delivery • Payment terms • Ethics and transparency 	<ul style="list-style-type: none"> • Implementation of the Blockchain Filières application for certain products, which ensures the complete traceability throughout the entire supply chain • Club of Emblematic Romanian Brands
<p>Local, national and international authorities and administrations</p>	<ul style="list-style-type: none"> • Taxes • Compliance reporting • Transparency • Ethics • Data security and confidentiality 	<ul style="list-style-type: none"> • Drafting financial and non-financial statements • Payment of taxes • Drafting the Sustainability Report
<p>Local communities and NGOs</p>	<ul style="list-style-type: none"> • Community commitment • Job opportunities • Sponsorships • Sustainability • Environmental impact • Food waste 	<ul style="list-style-type: none"> • 1.3M lei invested in community projects with Fara Foundation, "Wings for Life" Association, "Morning Glory, Morning Glory, we invest in Juniory" Campaign, permanent campaign together with The Bank for Collection and Food Distribution Association
<p>Mass-media</p>	<ul style="list-style-type: none"> • Ethics and transparency • Open dialogue • Quality of information • Collaboration 	<ul style="list-style-type: none"> • Corporate publications • Sustainability Reports Publication • Publication of press releases • Attending events and conferences



Materiality matrix

Following the materiality analysis, with the help of the stakeholders involved, we managed to discover the essential challenges, grouping the points into six main categories, which are partly found in the strategic pillars of Auchan Romania SA.



Types of production	Responsible Consumption	Governance	Sustainable Relationship	Store Management	Responsible Employer
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Material Themes

Types of production

- 1 Impact of product life cycle
- 2 Plastic removal
- 3 Carbon impact of products
- 4 Reduction of packaging and zero waste
- 5 The impact of products on the natural environments

Responsible Consumption

- 6 Financial accessibility for quality products
- 7 Transparency and traceability of products
- 8 Food Waste
- 9 Healthy products and nutritional quality
- 10 Controversial substances

Governance

- 11 Personal data protection
- 12 Transformation of offers
- 13 Embodying the CSR strategy
- 14 Fight against corruption
- 15 Duty of care and ESG Risk Management

Sustainable Relationship

- 16 Sustainable relationships with suppliers

Store Management

- 17 Water management
- 18 Greenhouse gas emissions from transport and buildings
- 19 Economic and social impact

Responsible Employer

- 20 Training and development perspectives
- 21 Professional equality between women and men
- 22 Employee health and safety
- 23 Fight against discrimination and diversity within the company
- 24 Attractive working conditions and employee well-being



Our story

- + 2.1 Auchan's vision and mission
- + 2.2 Auchan's values
- + 2.3 Governance and organization management
- + 2.4 Ethics and best practices in business
- + 2.5 Risk management
- + 2.6 Site security
- + 2.7 Response to Covid-19
- + 2.8 Economic impact/ Economic performance
- + 2.9 Reporting obligations under EU Taxonomy Regulation
- + 2.10 Value Chain
- + 2.11 Supplier engagement
- + 2.12 Awards, memberships and certifications
- + 2.13 Private label brands
- + 2.14 MyCLUB Auchan
- + 2.15 15 years together
- + 2.16 Future projects

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Our story

Auchan Retail

Auchan Retail was founded between 1960 and 1970, with the initial ambition to offer the widest possible range of products to as many people as possible. However, this business sphere, which targets large-scale retail, has been strongly influenced by changes such as the emergence of digital, food, environmental and economic transitions.

In order to be prosperous in this ever-changing environment and to facilitate adaptation to new conditions, we had to rethink our business model and structure our responsible commitments.

In this context, in 2019, we have launched the corporate project "Auchan 2022", the objective being to adapt to the new challenges, to the expectations of consumers and society through the measures taken and the directions assumed to encourage a sustainable development of our business.

This project should enable us to pursue our historic ambition to improve people's quality of life, Auchan being known as a brand that symbolizes the democratization of consumption.

Auchan Romania S.A. - The Big Picture



BUSINESS

- 139 shops
- 7,206,427,827 lei turnover (with VAT)
- 113,084,662 customers
- 314,124 daily customers
- average of 2,765,683 products sold daily



SUSTAINABLE PRODUCTS

- 1000 own-branded food products
- 60% of the local product range has the Nutriscore logo on the packaging
- over 100 food suppliers delivering locally



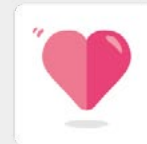
ENVIRONMENT

- 100% eco-friendly packaging for gastronomy and take-away
- 14,000 tons of collected and recycled wastes
- 100% freight transport by trucks with euro 5 and 6 engine types



EMPLOYEES

- 53% women in management positions
- 123,104 training hours for employees
- 8179 employees

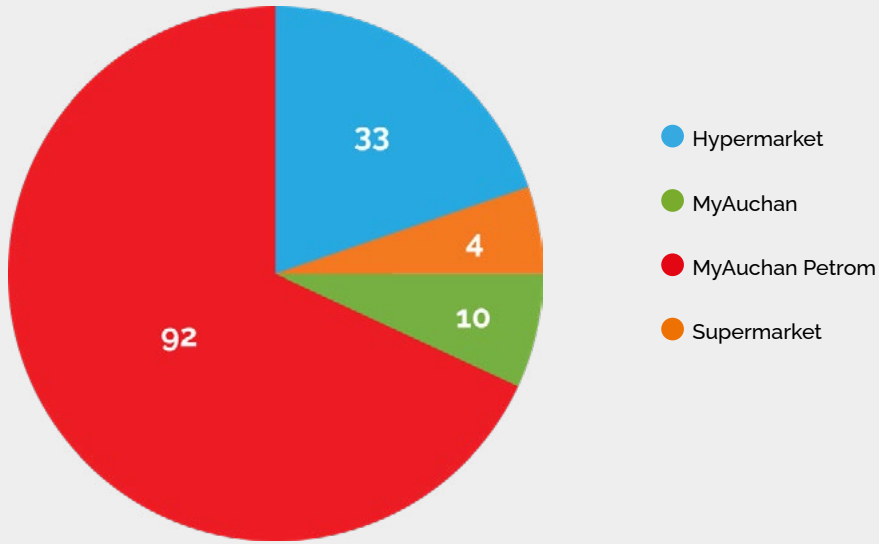


COMPANY

- 1,324,121 lei invested in social projects
- 42 social projects

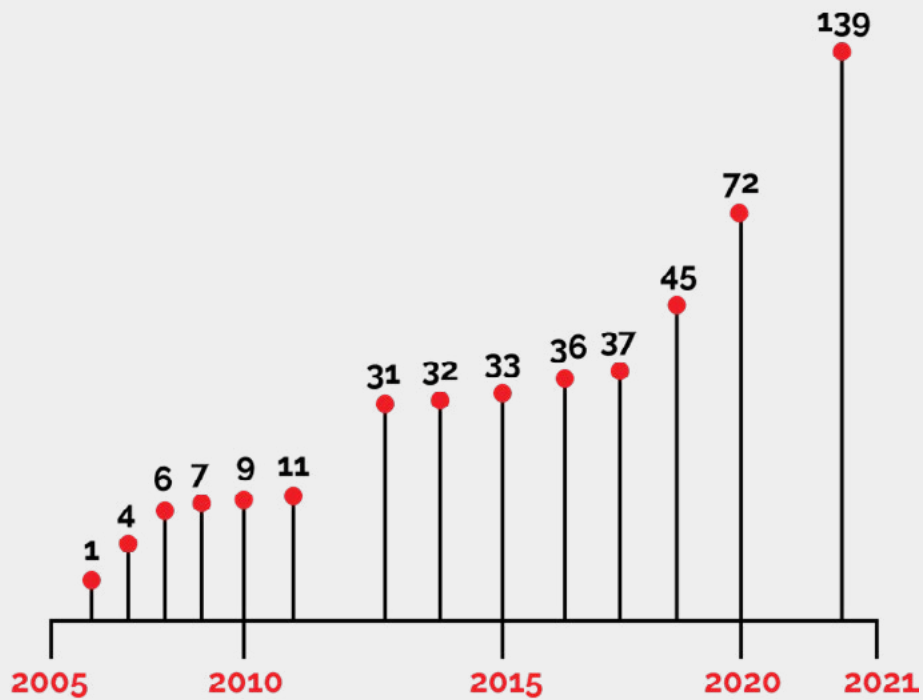


Auchan Romania S.A. - Our Presence¹



1. At 30 september 2021

Auchan Romania S.A. - Number of stores evolution²



2. All formats: hipermarket, supermarket, MyAuchan, MyAuchan Petrom



Auchan's vision and mission

The health and well-being of our customers is a priority for us, that's why we want to offer the highest quality products.

Auchan's food needs and customer preferences have always been our priority and our ideas are embodied in the way we think and grow our business.

Auchan Romania S.A. - Vision



We want all Auchan customers to find in our stores a wide range of **quality** products that cover all their needs and types of nutrition.



We want our own brand products to represent about **50%** of our offer.

We continue to support local production, which is why over **60%** of the number of items in the range of own branded food products are produced in Romania.



We want to offer a unique experience with an **omnicanal** business model that allows us to be as present online and offline through services such as **Auchan Drive**, active in **32** locations¹ și **Click&Collect**, active in **34** locations.²



We want to contribute to the health and well-being of our customers. Out of concern for them, we have developed the **Auchan filièrs**, long-term projects, with carefully selected local producers, through which we create a unique and varied offer for today's customer: fresh and quality products, grown with respect for the environment and people.



We want to offer our customers tasty and healthy products. Thus, **the recipes** for Auchan's own production of bakery, pastry and gastronomy are redesigned (less salt, oil, sugar). They are adapted to the needs of customers and take into account special diets such as sugar reduction (cakes without added sugar).



We want to create connections and experiences..

To respond to all our customers:

- we have developed the Auchan application for online orders
- we have expanded the project "Drive" in **32** supermarkets
- we opened a number of **92 MyAuchan** stores in Petrom stations³.

1, 2. At the end of 2021

3. At 30th September 2021



Auhan's values

Trust

This is key to a working relationship that is effective, considerate, and full of meaning, for all. In a constantly changing world, confidence drives us to forge deep and lasting relationships, every day.



Excellence

Working to the highest standards and cultivating a similar thinking in others. Being passionate about our products, services and relationships. Excellence guides us. We do not simply strive to do better, we want to give each and everyone the best there is.



Openness

Openness is a state of mind that makes all the difference and makes change possible.

Curiosity, enthusiasm, ability to challenge oneself to invent retailing of the future, that will change the lives of 8 billion inhabitants of this planet.





Governance and organization management

Auchan Retail adopted the Governance Rules and capacity of representation, implemented and respected by Auchan Romania S.A.

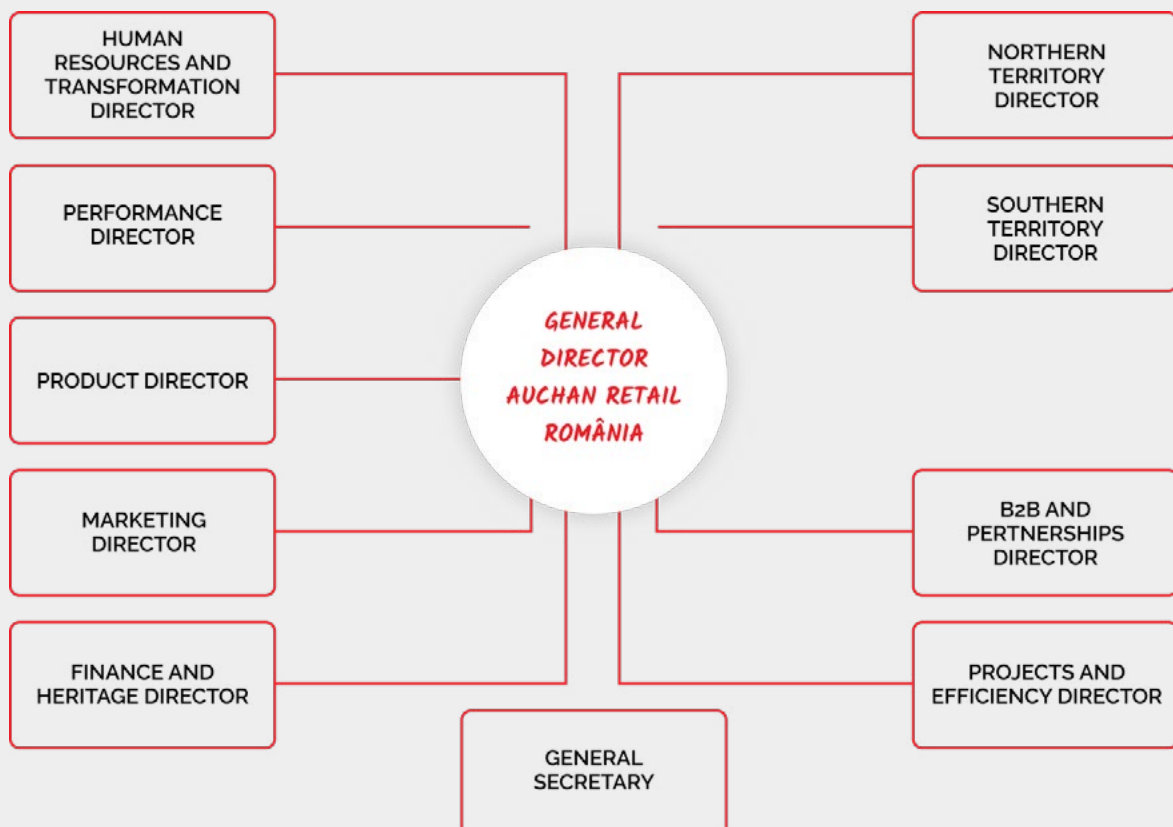
The Governance Rules set the Responsibility of the Board of Directors and the Executive Management to exercise a set of duties and practices in order to ensure the strategic directions of action, the achievement of the company's objectives, the risk management and the responsible use of resources.

The operative management of the company is ensured by the General Director to whom the **Board of Directors** has delegated powers of representation and authorized the subdelegation of part of those powers to the directors subordinated to the General Director. Decision-making powers and representation, thus subdelegated,

must be exercised in full accordance with the interests of the Company, the Corporate Governance Rules and with all the rules, regulations, strategies and policies of the Company, as well as with the provisions of the legislation in force.

The directors subordinated to the General Director provide the framework, operations and control mechanisms in order to achieve the objectives of the Company, by taking each and every measure necessary for the implementation and compliance with the legislative provisions applicable to the area of activity that each of them manages.

Auchan Romania S.A. - Organization of the General Dictatorate of the company





Ethics and best practices *in business*

In Auchan Retail we consider ethics a basis for the development of trust and long-lasting relationship with all customers, employees, suppliers, authorities and shareholders.

We operate in accordance with the values set by our Ethical Charter, which is the value guide of each employee, regardless of his position. In addition to this, we have developed and implemented two other governance documents in this sphere: the Internal Code of Ethics and the Code of Commercial Ethics, the latter being mandatory to be signed by each business partner with which Auchan works*.

We have also set up an Ethics Committee in charge of implementing our Ethics Charter. The Ethics Committee has an advisory and non-executive role, ensuring the supervision over the observance of Auchan Retail's mission and values, in our relations towards collaborators, business partners, the environment, society, but also towards the shareholders, by ensuring the sustainability of the business.

About the creation of the General Secretariat

In the past financial year, the General Secretariat was created, a department dedicated to the ambition to make our company a responsible actor, recognized for its societal commitment.

Thus, the General Secretariat brings together the key actors that ensure the correct functioning of the firm under the same team and facilitate their collaboration for a better organizational efficiency. The team of the General Secretariat makes every effort to develop the integrity culture throughout the Company, with all its employees. By creating procedures and policies, we highlight the rules and regulations for all employees and make sure that they are well understood but, above all, respected.

*At September 30, 2021.

→ During 2021 **there were no incidents** of compliance with GDPR legislation.





Arnaud Caulliez

General Secretary of Auchan Retail Romania

The mission of Auchan Romania SA is to make its products and services desirable and accessible to as many people as possible, oriented towards healthy eating and environmentally friendly.

By doing our job well, fulfilling our mission, means doing it responsibly, ensuring that our actions embody and reflect the values we carry: trust, excellence and openness. Auchan Retail's Ethical Charter, Code of Conduct and Code of Business Ethics are the reference documents that define the ethical framework in which we wish to exercise our responsibility towards all stakeholders. In March 2021, I joined the executive management of Auchan Romania SA to bring together and develop within the same team, the expertise of the company that allows us to ensure the smooth functioning of the company by spreading a culture of integrity and responsibility. This new organization allows us to accelerate the development of expertise and facilitate collaboration across the organization for greater positive impact, using three main levers of action: training, communication and control.

In 2021, two major projects illustrated the professionalism and enthusiasm of the General Secretariat teams to embody and disseminate our values, with the help of colleagues, to all stakeholders:

- ♦ Implementation of the security personnel competence development project by carrying out over 650 competence assessments, followed by the 15 modules training plan implementation (35 hours for each member of the security staff).
- ♦ Animating the compliance week where over 6100 employees participated (80% of the workforce) with the active contribution of the executive committee and the entire management team of Auchan Romania S.A.



Key points related to ethics and compliance

We are committed to conducting business in an exemplary manner, in accordance with the laws, regulations in force and with the principles established in our Code of Ethics.

We are also committed to continuously informing and training our employees on these topics, to strengthen our societal commitment in Romania.

In accordance with this commitment, in the period **01-05 November 2021** we organized the first **"Compliance Week"** event at company level, in which we targeted:

- to expand our employees' knowledge on topics;
- strengthen "Tone from the top" and share our ambitions;
- to recall the role of the entire Auchan team in the themes of compliance;
- to support and at the same time strengthen procedures and good practices implemented at company level.

Ethics and compliance - Main aspects

<p>+ The Code of Ethics, our value guide, also provides clear specifications regarding the anti-corruption topic.</p>
<p>+ At company level, a "speak-up" policy is implemented, which establishes an alert channel, through which employees, customers or suppliers of Auchan can report, under the protection of anonymity, any incident or behaviour contrary to the legislation in force or to the requirements of the Ethics Charter.</p>
<p>+ Before engaging in a relationship with a client or third party, a due-diligence process is initiated.</p>
<p>+ All our contracts with suppliers contain anti-corruption clauses.</p>
<p>+ There is a "Gifts and Invitations" procedure in place, as well as a conflict-of-interest procedure.</p>
<p>+ At the company level the "Code of Anti-Corruption Conduct" was being implemented, the process to be completed in the second quarter of 2022.</p>



The Department of Compliance and Economic Security of Auchan Romania was created in January 2020, with the mission of responding to some legal obligations, especially those of the French extraterritorial law Sapin 2. The creation of a dedicated department responds especially to the will of Auchan Retail, but also to the Steering Committee of Auchan Romania, in order to make our company a responsible and recognized actor for its societal commitment.

Our missions are both preventive and curative. The preventive actions we carry out are related to the enforcement of local and international legislation and regulations. In this way, we mobilize and prepare teams, especially on the challenges related to the fight against corruption and fraud. To prevent this from happening, we always check the integrity of the third parties whom we work or plan on working with.

These mandatory checks, along with monitoring throughout the entire business relationship, are part and parcel of the referencing process.

Due to the involvement of all the company's departments and stores, starting with 2020 we have verified the integrity of 100% of the third parties with whom Auchan Romania collaborates.

Curative activities mean analysing and closing reports on ethical violations. The incidents are brought to our attention by the whistle-blowers through our new tool launched in May 2021, SpeakUp:

<https://auchan.whispli.com/ro/speakup>

Auchan's management commitment is summarized by claiming the principle of zero tolerance for corruption, as it is clearly formulated in the company's Code of Ethics.

We are proud to have organized the first local "Compliance Week" event within Auchan Retail in November 2021, attended by over 80% of our employees. An incredible mobilization around various topics, such as ethics and the fight against corruption, which proves that, for the management of Auchan Romania and also for all our employees, Compliance is everyone's job!



Maelle Hamon

Compliance and Economic Security Director
Auchan Retail Romania



Key figures of Compliance Week

Key figures of Compliance Week



7,737 employees divided into **46** teams



1,461 views per article



A percentage of **80.32%** of employees have responded to the questionnaires



2 articles in the all-time top with over **2,100** views



Mobilization

- Headquarters **90.36%**
- Stores **79.68%**
- Warehouses **69.51%**



A very good overall impression with a score of **4.65/5** after collecting feedback



Risk management

A risk is an event that, if allowed to materialize, could have a negative impact on the operations of our company, blocking the achievement of goals while disrupting the company's day-to-day activities.

In order to prevent such events, we have implemented a risk management program, and our main goal is to ensure that the most significant risks for our company are identified, evaluated and managed using the most effective methods.

The main objectives of our risk management program are to reduce the impact and/or probability of occurrence of the main risks by defining and implementing a mechanism for identifying, analysing, evaluating and controlling/monitoring them.

In order to manage this process, we have set up a special department dedicated to Internal Risk and Control, whose activity focuses on the management of the internal control system, as well as on the mapping and management of the universe of risks identified at company level.

Within the risk management activities, we carefully identify and manage all the risks:

- Strategic
- Operational
- Part of the information systems
- Financial
- Legal compliance

From the point of view of risk mapping, they are divided into:

- + GENERAL RISKS
- + FRAUD AND CORRUPTION RISKS
- + CSR RISKS





Site security

Our main concern is the safety and security of our customers and employees, providing a safe environment during their shopping activities, respectively a job where they carry out their activity in conditions of maximum safety.

We have implemented in all our stores a set of measures designed to supplement the level of security that reduce the risk of events with a potential negative impact on our customers, employees and / or the integrity of Auchan's assets.

Some of the additional measures we implemented:

- ♦ There is a contract with an external security service provider in all Auchan locations;
- ♦ All Auchan stores are equipped with surveillance systems (CCTV – closed-circuit television), fire systems / alarms, as well as authorized anti-burglary systems;
- ♦ The perimeters of Auchan's commercial spaces are secured and constantly supervised both through the video monitoring systems and by the staff dedicated to providing security services;
- ♦ Evacuation routes in case of potential incidents are clearly delineated in all spaces operated by Auchan to facilitate a fast and efficient evacuation process;
- ♦ All Auchan stores are equipped with fire extinguishing equipment (fire extinguishers, hydrants, automatic sprinkler fire extinguishing systems);
- ♦ The spaces operated by Auchan benefit from personnel specialized in evacuation and firefighting activities.





The response to COVID-19

Since the beginning of the Covid-19 health crisis, our priority has been the safety and health of our employees and customers; therefore we have implemented significant measures.

From the beginning, we have focused on providing protective equipment to ensure safe working conditions for our employees and a safe shopping experience for our customers.

Safety in stores

We have implemented and monitored a series of integrated sanitization protocols and participated in the maintenance process throughout 2021. Its main purpose was to replace the air filters in the ventilation system. Our disinfection protocols are aimed at:

- shopping carts
- payment terminals
- automatic cash registers
- conveyor belts
- registration areas
- POS

Product safety

Product safety is one of our main concerns, included in the Quality Charter.

Our research shows that in both 2020 and 2021, our customers are prioritizing safety over other aspects of the products, so employees (cheese, meat and sausage serving services). These additional measures have provided a high degree of security for the entire supply activity of our customers who have continued to enjoy our usual selection of products.





Employee safety

We continue to monitor the implementation and adherence to sanitization protocols that keep our employees safe during the Covid-19 health crisis and offered them the opportunity to choose to be vaccinated against this new virus as part of a campaign organized at country level by competent authorities.

We suspended physical meetings and conferences, and store managers took on the additional responsibility of ensuring employees were safe to carry out their daily activities (temperature monitoring and checking cold symptoms).

After returning to the office, we implemented new protocols and rules to monitor everyone's well-being:

scanning the body temperature at the entrance and double-checking for exceeding body temperature with the mobile thermometer.

Also, throughout 2021, employees were encouraged to work from home, proving the hybrid work system to be highly efficient.

Last but not least, all stores, warehouses and offices managed by Auchan obtained the Safe Guard certification. The attestation confirms compliance with and correct implementation of the best safety practices against the spread of COVID-19.

Economic Impact - Economic performance

Net turnover		6,332,744,367 Lei
Production sold		82,753,956 Lei
Staff expenses		511,748,013 Lei
Expenses with taxes, fees and assimilated payments		37,570,640 Lei
Total income		6,336,784,970 Lei
Total expenses		6,217,838,793 Lei
Tax		33,056,990 Lei
Net Profit		85,275,770 Lei



Reporting obligations under the EU Taxonomy Regulation

Following the adoption of the European Green Deal, it was necessary to have uniform criteria on the reporting of economic activities that can be considered environmentally sustainable, criteria that ensure increased transparency and coherence of the classification of these activities and limiting the risk of environmental disinformation.

The provisions of EU Regulation 2020/852, apply from January 1, 2022 to financial reporting published in the previous financial year (2021) and introduces six thematic objectives:

- ♦ climate change mitigation,
- ♦ adaptation to climate change,
- ♦ sustainable use of water,
- ♦ the protection of water and marine resources,
- ♦ the transition to a circular economy,
- ♦ pollution prevention and control, as well as the protection and restoration of biodiversity and ecosystems.

For the time being, taxonomy is only developed for the first two environmental objectives out of the six presented in the Regulation. From this perspective, Auchan Romania S.A. analysed the economic activities of the Company with the purpose of certifying whether they are environmentally sustainable.

This involved the identification of the Company's activities according to the classifications mentioned in the Taxonomy, verification of their eligibility from the perspective of the Taxonomy Regulation, examining whether these activities meet the technical criteria included in the Taxonomy, i.e. the substantial contribution to one or more of the environmental objectives and the lack of material injury to one of the environmental objectives.

As a result of analysing the turnover, fixed tangible and intangible assets, as well as the costs of exploitation in terms of the activities eligible under the Taxonomy, we have determined the share of activities considered sustainable from the total financial elements.

Net turnover

To determine the percentage used in the calculation of the Green turnover, an analysis was carried out at centralized ELO Group level. Share of revenues from eligible activities in the Auchan Retail sphere was 0.4%. At Auchan Romania S.A. level, we used the same percentage as the one calculated by Auchan Retail in order to determine the Green turnover for 2021.

The total value of turnover in the year 2021 was 6,332,744,367 lei, and the value of Green turnover was 25,330,977 lei.

Tangible and intangible assets

Capital expenditure (CapEx) on eligible activities represents acquisitions of fixed assets for sustainable activities that are eligible for the taxonomy, in particular activities that:

- ♦ improve energy efficiency (insulation, low water consumption)
- ♦ refer to instruments and tools for measuring, regulating and controlling the energy performance of buildings (thermostats, energy management services, sun visors, etc.), or renewable energy technologies (solar PV systems, wind turbines, etc.).

The share of capital expenditure on assets associated with economic activities that qualify as environmentally sustainable is as follows:

- ♦ Buildings: 19,468,687 lei (33% of total building purchases 2021);
- ♦ Equipment: 13,076,161 lei (21% of the total equipment purchases in 2021);



Operating costs

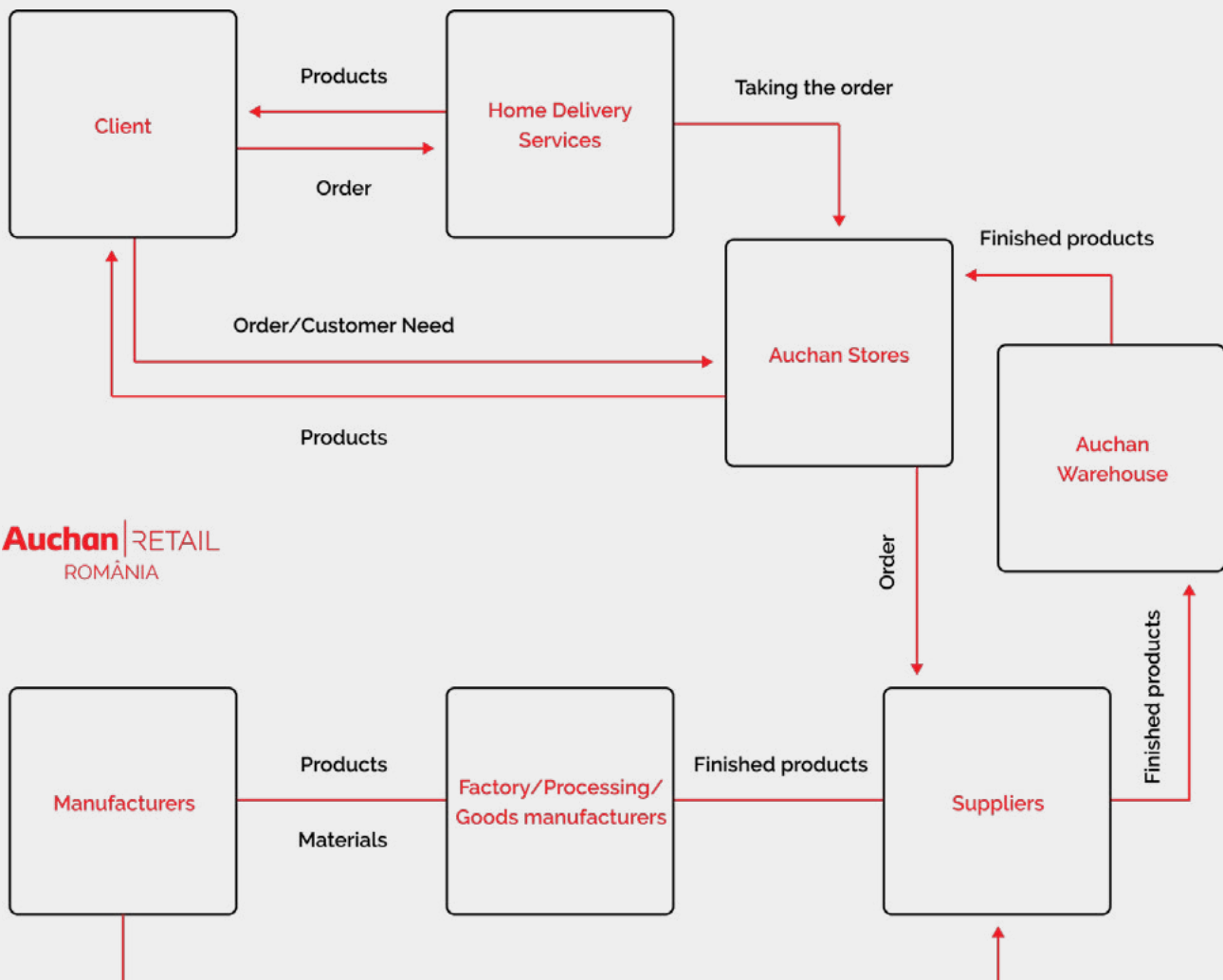
Operating expenses (OpEx) refer to "eligible" capital expenditure (CapEx) for the purposes of taxonomy. The share of operating expenses related to processes associated with economic activities that qualify as environmentally sustainable is 1% of the total other expenditure executed by third parties. The value is 1,809,423 lei which represents organic (biodegradable) waste costs.

The financial data used to calculate the instalments were taken from the financial statements prepared for the year ended on December 31, 2021. Therefore, the amount of turnover, capital and operating expenses is reconciled with the financial statements.

Value chain

We operate on a "phygital" business model that ensures our presence both online and physically, which is why our customers can combine different methods, depending on their preferences: they can enjoy a traditional food shopping experience or they can have a complete online experience by placing the order on digital platforms with door-to-door delivery or products pick-up from the store or from the Drive points in the stores.

Value chain





We are also available on different platforms such as Glovo and Takeaway.

In addition, in 2021 we became partners in the quick delivery online personal shopping platform, FAN Delivery, with over 7,000 products. Through the platform, customers have access to a wide range of products - from cosmetics to pharmaceuticals, flowers, office supplies, books or supermarket products. Until the end

of 2021, all orders benefited from transport with a fixed cost: 1 RON.

In total, on September 30, 2021, we had a physical presence in Romania of 92 Petrom station stores, 10 proximity stores, 4 supermarkets and 33 hypermarkets. We are still working on our project to expand our MyAuchan brand to about 400 Petrom stations.





Supplier engagement

Auchan has the historical ambition to improve people's quality of life and to distinguish itself by promoting good, healthy and local products.

To ensure that we do not lose our values of trust and excellence to our customers, we consider the following process when selecting our future collaborators:



Our employees are constantly in contact with third parties outside Auchan such as suppliers, customers or partners, etc. We are organized to ensure that everyone is competent in their work so that these third parties do not pose a risk in the context of a possible or existing collaboration. For example, everyone must take all possible measures to prevent the risk of fraud and corruption. For this purpose, we perform integrity checks on third parties, for Level 1 by purchasing teams and stores, and for Level 2 by the compliance and economic security team.

These measures have been implemented both to comply with the Sapin 2 legislation in force and to improve the performance and security of the company.

Moreover, this process is also applied to our own brands and additional audits (social / quality, etc.) are conducted to provide both quality and ethical products to our customers.

We provide geographic certification of our products and adapt our recipes according to the location of our store to best meet the needs of our customers in different parts of the country.

We audit local producers who supply raw materials for our own production, who must meet the highest possible standards of quality and social commitment, as stipulated in our Code of Ethics.



Andrei Bucșe

Representative of Dry Fruits Transilvania SRL, local producer

The fact that we are part of the large family of Auchan's own brand suppliers represents esteem, honour and the permanent obligation to provide only products that comply with our basic principles: quality, safety, health.

Through our collaboration, we form a solid bridge between the thousands of local suppliers in Romania, who have the opportunity to capitalize on the fruits of their labour, at fair, competitive prices and the final consumers of Auchan brand products who choose to purchase Romanian authentic products.

We are permanently connected to our common values so that the products made by us are representative of the Auchan brand and found in as many shopping carts as possible, satisfying the choice made.

We support a healthy lifestyle, that's why all the products offered are natural, carefully and patiently selected by our staff, thus supporting a small community.

Our story

Supplier engagement



All Auchan partners must adhere to our Code of Commercial Ethics, and their products must comply with the principles set out in the Quality Charter.

We encourage suppliers to adopt sustainable practices in their operations. That is why we designed a blockchain app for certain local supplier products in 2020 and started rolling it out in 2021 to ensure full traceability across the supply chain.

Auchan's spring water, for example, is a new entry on the local market and benefits from a QR code that allows customers to track the traceability of our product from factory to store.

At the moment there are five different QR codes for Auchan Spring Water, each code representing a bottle size.



→ In 2021 there were **24 Auchan filièrs**, the local production includes among others, vegetables and fruits.





Awards

As in previous years, our sustainability efforts have been recognized by the community through important awards.

Business Review Awards

The "Medical Support Units - Bucureștii Noi and Cluj Sala Polivalentă" project became a finalist in the **top 5** of the category Best CSR Initiative.

3rd Edition Community Index

We are honored to receive **four silver awards** for the investments allocated in the last year in environmental protection, support for disadvantaged people and health. Thus, the "Zero Waste" program, the fundraising campaign "Titi the Beaver", the campaign for collecting and recycling used food oil and the "Medical Support Units - Bucureștii Noi and Cluj Sala Polivalentă" were recognized and awarded with silver medals.

CSR Awards Gala in Romania

We obtained **1st place** in the "Health" category for the "Medical Support Units - Bucureștii Noi and Cluj Sala Polivalentă" project and **a Mention award** in the "Environment" category for the "Zero Waste" project.





Memberships

Auchan is part of the following associations/groups:

THROUGH THE AUCHAN RETAIL FRAMEWORK

- ♦ UN Global Compact
- ♦ The Fashion Pact
- ♦ European Plastic Pact

THROUGH AUCHAN ROMANIA S.A.

- ♦ AMRCR - Association of Large Commercial Networks in Romania
- ♦ Association of Retailers for the Environment
- ♦ CCIFER - French Chamber of Commerce and Industry in Romania
- ♦ AmCham - The American Chamber of Commerce in Romania
- ♦ FIC - Foreign Investors Forum;
- ♦ FBAR - Federation of Food Banks in Romania



Two of the products from the Cosmia Bio range, Auchan's exclusive brand dedicated to beauty, hygiene and body care, have been recognized as the winners of the 2021 "Voted Product of the Year Competition", in the Body Care - bio products category.

Voted Product of the Year is an international concept that awards innovative products, currently operating in over 40 countries. This year's study was conducted online by Exact Business Solutions and included 23 categories.

Certifications

In 2021, we completed the Safe Guard certification process conducted by Bureau Veritas. The certifications obtained confirm compliance and correct implementation of the best safety practices against the spread of COVID-19 in all spaces managed by the company.

Thus, Auchan hypermarkets and supermarkets, MyAuchan proximity stores, headquarters, office spaces of stores, as well as own warehouses were labelled Safe Guard, being marked as safe spaces for shopping.

„Since the beginning of the pandemic, the safety of our customers and employees has been a priority for us.

We have constantly adapted to all regulations and have constantly expanded our plans for protective measures to ensure maximum protection for those who visit our stores every day.

Confirmed by a complex and rigorous verification, these measures will continue to be implemented in our spaces to ensure all customers can enjoy safe shopping.”



Tiberiu Dănețiu

Marketing Director of Auchan Retail Romania



After an extensive research and verification process, the ICERTIAS (International Certification Association) organization has awarded our company the international Customers' Friend distinction and the status of Customers' Friend - Superior Excellence, thus confirming the implementation and oversight of best practices in customer relations.

This recognition is the culmination of the 15 years of hard work and dedication by each employee. Whether working in stores, platforms or central services, each employee contributes to building the company's reputation, communicating with customers, enabling the customer experience, and building customer trust.



Private label brands





MyCLUB Auchan

We launched in 2021 MyCLUB Auchan, a loyalty program with multiple benefits for customers such as on-the-spot discounts when shopping, bonuses collected with loyalty cards, personalized offers and loyalty points that give access to a wide range of benefits and experiences.

Enrolment in the loyalty program is done through a loyalty card. Loyalty cards are available both digitally via the Auchan application or auchan.ro and physically directly from stores, the cash registers or Customer Service.

MyCLUB Auchan is a program that offers users a unique combination of benefits and experiences: discounts on products from onsite weekly offers, the opportunity to collect bonuses on loyalty cards that can be used according to customer preferences, as well as loyalty points for in-stores or online transactions.

In addition, MyCLUB Auchan allows customers to choose to receive personalized offers according to their buying habits and consumer preferences.





For 15 years, it has been our concern to offer our customers the widest selections of products, the lowest prices and the highest level of shopping experience.

Thanks to today's launch of our loyalty program and the integration of all our recent advancements in the digital and shopping experience topics, we take a step forward.

- Our customers are the heart of MyCLUB Auchan; we want to reward them, inspire them, provide them with exceptional experiences, involve them and plan a variety of programs and activities together with them.
- In stores or online, regardless of whether or not they live in a city where Auchan is located, Romanians who are enrolled in the program can use their loyalty card when shopping to access a range of important discounts, personalized offers, exclusive products, services and experiences.
- We offer easy-to-use omnichannel loyalty program with tangible additional benefits.



Tiberiu Dănețiu

Marketing Director of Auchan Retail Romania

Our story

15 years together





15 years together

Over the past 15 years, our achievements in meeting our goals and working with our employees, partners and customers have made us happy and spurred us to continue to positively impact our stakeholders.

In 2006, we excitedly opened the first Auchan store in Romania, beginning a success story for the Romanian retail industry. Together with our employees, we have built a responsible company through commitment and passion. Our [mission](#), values and ethics have guided our further development.

We started with the desire to make a positive contribution to society and improve the quality of life of our customers, colleagues and partners. We have developed various positive impact projects that contribute to the healthy development of local communities.

The quality, safety, diversity and freshness of local producers offered through the "filières" program, in partnership with carefully selected local producers, but also the responsibility, loyalty and innovation are the achievements we are proud of. The attention to every detail remains a fundamental element for our vision of the future!



15 YEARS OF TRANSFORMATIONS IN AUCHAN ROMANIA



2020

Takeover of 400 Petrom stations. New company project, "Auchan 2022: Food Culture" launched. Implementation of Nutriscore. Development of local filièrs and partnerships. Launch of employer brand that promises "Enjoying life"

2018

A sustained process of digitalization and e-commerce begins

2017

Signing the partnership with Petrom. Opened first store in Petrom Militari gas station in Bucharest and launch of the MyAuchan format

2013

Takeover of 20 "Real" Hypermarkets

2006

Opening of the first Romanian Auchan Hypermarket in Titan



Ioana Toşa

Executive Management Member

I love Auchan because it is a place where I am always encouraged to contribute with ideas and proposals and where I can learn from my own mistakes.

At Auchan, I learned that retail is about emotion beyond products, prices and services. It is about experience and responsibility. It is about us, people.



Liviu Istrate

Auchan Piteşti Bradu Employee

I chose to stay at Auchan because I developed myself here and also grew professionally.

The biggest challenge so far has been to take over the position. I have more responsibilities, but I also have more things to learn.



Alina Istrate

Auchan Bucharest Pallady Employee

This year I celebrate 15 years of being part of the great Auchan family, together with the company. I'm happy to be able to do what I love every day as a united team.



Mihai Abutnăriței

Auchan Bucharest Drumul Taberei Employee

I joined the Auchan team in 2014. I started as a Bakery packer, and since 2019 I have also been working part-time as a cashier because what I like most about my job is the interaction with customers.

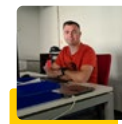


Maria Țugui

Auchan Suceava Employee

Since I've been in Auchan I've learned that every challenge is a path to success.

I recommend Auchan as an employer because it teaches you to live like a big family, grow, develop, be creative and be happy.



Liviu Bogdan

Auchan Central Services Employee

I chose Auchan because it was recommended to me as an employer, and now I also recommend this company for the atmosphere within the teams.

I can say that Auchan changed my life because it provided stability and gave me the confidence that I could achieve my life goals.

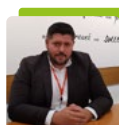


Mihaela Bucur

Auchan Central Services Employee

I chose to be part of this team because I feel that we are all guided by the same values and principles while facing challenges that make me go beyond my limits.

Together we grew and achieved countless successes. Over time, I realised that I have a second family here.

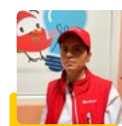


Constantin Buznea

Auchan Cluj Employee

Every day I think about how I can do my job better, and that motivates me.

Auchan changed my life. I feel more confident today. I learned that if you put your heart into something, YOU WILL SUCCEED.

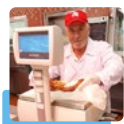


Valentina Constantin

Auchan Bucharest Cotroceni Employee

My greatest achievement so far has been winning the "Best Artist Auchan Romania" contest. After that, we had the most beautiful experience and at the same time the biggest professional challenge so far: the participation in the 2018 "Best Artist Auchan Retail" competition in Lille, France. After being part of the team for about 10 years, I have learned that dreams can really come true.



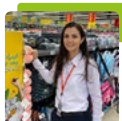


Paul Safciu

Auchan Bucharest Berceni Employee

I conduct my day-to-day business in a caring, open and fair manner with my colleagues and clients.

Every day I try to overcome myself and respond quickly to even the most unusual requests.



Eliza Cojoacă

Auchan Timisoara North Employee

The most beautiful experience I had was opening the Auchan Craiova store in 2011.

I will never forget the feeling of openness and pride I had for my summer job in front of my clients, friends and family.



Ionela Barbu

Auchan Bucharest Militari Employee

My greatest achievement so far was being promoted Team Leader of my team. This position has been retained through gradual development.

My first job was as a packer at Auchan. I recommend Auchan because it is a responsible company and provides development opportunities for its employees.



Mădălina Mălinaș

Auchan Cluj Iulius Mall Employee

Auchan changed my life. I learned how ambition and motivation will always help me.

I am motivated by results and I smile every day. This is the place where I discovered that if you do what you love, you will succeed.

I feel at home here because I've been with this company for 8 years.



Paul Pantea

Auchan Timisoara South Employee

As a manager, I always want to be the best role model not only for my team but also for the people around me.

My biggest professional challenge so far has been working on a completely different project alongside my previous job.



Iulian Cozma

Auchan Central Services Employee

I enjoy working at Auchan because it is a strong company that is constantly evolving and gives me the opportunity to grow professionally.

I recommend Auchan to anyone looking for a healthy culture and results-oriented company.



Future projects

Auchan modernizes its infrastructure to best meet the needs of today's customers and support the company's development goals.

Localism and freshness are at the heart of our strategy. Therefore, Auchan Romania stepped up its activities by opening its second logistics campus in Romania, the Călan Campus.

This new logistics center serves the stores in the Northwest part of the country, which represent more than 30% of the total volume managed by the logistics platforms. The Călan - Hunedoara location is strategic for several reasons. First of all, this location allows us to significantly reduce the number of kilometres travelled to supply our stores in the Northwest of the country, making a real contribution to reducing our carbon footprint.

Another important reason was that we wanted to create value for the communities in which we operate. This investment will create more than 150 jobs in the area and meet the needs of the local residents.

Moreover, our need to develop the project carried out together with our partner, Petrom, contributed to the development of this logistics center. Today, Petrom and MyAuchan Petrom stores in the Northwest area are served by a logistics platform in Băcia, 8 km away from Călan. This campus allows us to focus our activities in one place.

Last but not least the decisive factor for the success of such a project is the Deva team, who has accumulated a lot of experience in logistics and was able to provide high-performance services to the stores.

The benefits of the Regional Logistics Campus:

LEVEL OF SERVICE

- ✦ Improving the quality of logistic services for stores
- ✦ Reduction of overall delivery time
- ✦ Transport optimization
- ✦ Freshness of the merchandise
- ✦ Diversification of logistics activity on the NW area

SUSTAINABILITY

- ✦ Reducing carbon emissions
- ✦ Buildings with a class A energy performance label
- ✦ Renewable energy in the near future (photovoltaic panels project)

SUPPORTS DEVELOPMENT

- ✦ Multi-format
- ✦ Includes new feeds
- ✦ Structure that allows future extension
- ✦ Stock mutualization
- ✦ Contribute to the local economy

CONTINUOUS IMPROVEMENTS

- ✦ Simplifying the management of internal activities
- ✦ Implementation of the approval system
- ✦ Efficient packaging management
- ✦ Optimization of logistics processes



We are a developing company, we are trying to increase our logistics ability to support new store openings, we are focusing on extending the availability of our merchandise, throughout all touch points and working to reduce our carbon footprint from logistics activities.

These are simply a number of motivations for which we decided to open a new logistics campus.

There are multiple benefits expected following the implementation of the project:

- ✦ Sufficient logistics space to increase the number of stores served by logistics platforms
- ✦ Improving the level of service offered to customers in the Northwest area of Romania
- ✦ Increasing the degree of freshness of the stock both for ultra-fresh products and for industrial products
- ✦ Reducing the level of CO2 emissions by shortening supply routes.



Teodor Șerban

Efficiency and Projects Director of Auchan Retail Romania



Sustainability *strategy*

+ 3.1 Auchan's Retail Sustainability Strategy

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ROMANIA





Auchan Retail Sustainability Strategy

The expansion and implementation of our sustainable development policies are priorities at Auchan Retail level, but also locally, being at the same time imperative to our success.

Our goal is to enable our company, representing the democratization of consumption, to pursue its historic goal of improving people's quality of life.

On September 21, 2016, Auchan Retail joined the United Nations Global Compact.

Our priorities in the area of corporate social responsibility and sustainability are aligned with the UN Sustainable Development Goals. We promote healthy lifestyles and fight against food waste, tackle plastic pollution, take action to reduce our carbon footprint, and promote social and societal commitments.

This ambition is reflected in our two strategic pillars:

- To be the benchmark player actively committed to good, healthy and local products through the selection and the design of a unique, fair and responsible offer.
- Bringing people together and providing enriching experiences to improve the quality of life of residents.

Pillars of CSR and sustainability strategy





- In 2021, we have further expanded our "Zero Waste" project to 14 proximity stores (supermarkets and MyAuchan) and have integrated Artificial Intelligence algorithms into all 47 Auchan stores in the country.
- In 2021, we continued to encourage food donations through our partnership with the "Bank for Food Collection and Distribution".



- The packaging of Auchan's (our own range) gastronomy products is now 100% "Eco Friendly".
- 100% biodegradable bags in the fruit and vegetable aisle.



- In January 2021, the "A new life" project, which focuses on the circular economy of textiles, was launched. By the end of the year, 12 shop-in-shops were opened across the country.
- In addition, the textile collection and recycling project, which started in 2020, continued throughout 2021. The project aims to reduce textile pollution by recycling of textiles or donating them to the Red Cross.
- Through a joint project along with our partners, Aqua Carpatica and Fairy, we continued to collect and recycle used oil, collecting over 220,000 litres of cooking oil last year.
- In 2021, all our freight suppliers used only vehicles that meet Euro 5 or Euro 6 standards.
- Within the "Zero Waste" project we saved 4,212 tons of CO2 from waste.



- In 2021, we invested in the endowment and arrangement of the dining room in the new boarding school of the Special Technological High School for the Deaf in Cluj Napoca.
- During 2021, we continued our collaboration with the FARA Foundation, whose main purpose is to combat poverty through education. In this regard, an amount exceeding 300,000 RON was collected from donations.
- We support 42 special projects.



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ROMANIA

Promote healthy nutrition and fight against food waste

- + 4.1 Our products and services
- + 4.2 Customer and employee education



Promote healthy nutrition and fight against food waste

Food waste is a significant problem nowadays, studies show that approximately one-third of the food produced globally is wasted.

Food waste is responsible for 8% of global greenhouse gas (GHG) emissions, according to a United Nations Food and Agriculture Organization study.

Combating food waste is therefore a key strategic component, for which we have implemented measures along the entire value chain, such as measuring

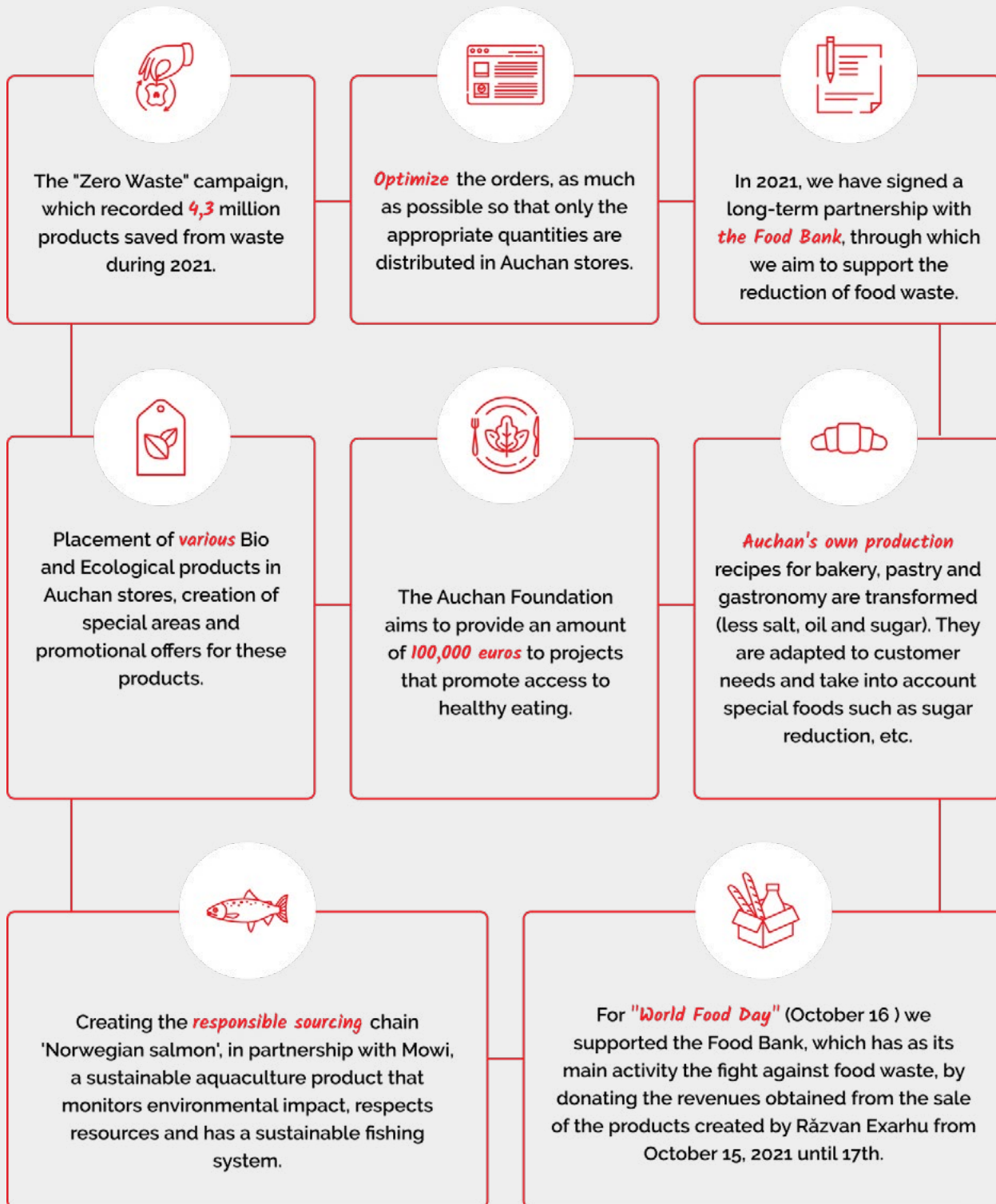
and reducing losses, redistribution, employees and customers awareness, transforming or reusing waste and solidarity promotion.

Promoting healthy eating is a commitment to meeting consumer expectations for healthy, local, quality food and promoting good nutrition.





Concrete actions carried out in this regard





Food Waste

Combating food waste is one of the three battles we fought for in 2020 for the 2022 horizon. This is incorporated into our Responsible Quality Charter and is implemented through measures along the entire value chain.

We consider all stakeholders in the Company and we are committed to improving our operational processes in the activities of all parties in this value chain. We aim to discourage our suppliers from wasting food and take further action where necessary.

Action against food waste

According to government statistics, every Romanian throws away an average of 129 kilograms of food each year, including cooked meals, fruits and vegetables, bakery products, dairy products and meat.

To minimize food waste in all aspects of our operations, we strive to reduce "markdowns" (lowering the original price of goods to increase sales) and streamlining our procurement processes.

→ **Our fight against food waste** supported by our Quality Charter, focuses on five dimensions.

→ In 2021 we signed a long-term partnership with **the Food Bank**, through which we aim to reduce food waste.

Collaboration with retailers

We are developing partnerships to extend the use date ("use by dates") of our own products.

Specialization in fight against waste along the supply chain

Special attention is paid to assortment management along the entire value chain, both in the product department and in stores. Products should meet customer needs as best as possible and special attention is paid to the quantity of products offered. For example, small stores reduced the orders so that the expiration date is not exceeded.

Increasing customer awareness

We are developing many communication tools to support awareness of food waste. We upload zero waste recipes on our social media pages and encourage #zerowaste cooking with leftovers. Our "zero waste" areas demonstrate the importance of avoiding food waste.





Development of new concepts

Zero Waste is one of many innovative solutions being used to combat food waste. Based on software solutions, it is an organized system for selling products that are close to the expiration date at lower prices.

In 2021, we extended this project to all hypermarkets, supermarkets and all MyAuchan stores in the country, and from December 2021 all stores work with artificial intelligence technology.

In total, these record improvements saved 4.3 million products and 3.1 million meals, and avoided 3,858 tons of CO2 emissions from waste*.

We encourage consumers to avoid food waste while saving money by offering "zero waste" areas supplied with products that are nearing their expiry date, but are in perfect condition for consumption.



Organizing product donations to associations

Where permitted by law, Auchan Romania donates food through local non-profit organizations and food banks. In Romania, 19 tons of food worth 317,594 Lei were donated to the Food Bank in 2021.

Gabriel Sescu, President of the Federation of Food Banks in Romania:

"The mission of the Romanian Food Banks is to recover the food that is still good for consumption and restore its value by providing it to non-profit organizations.

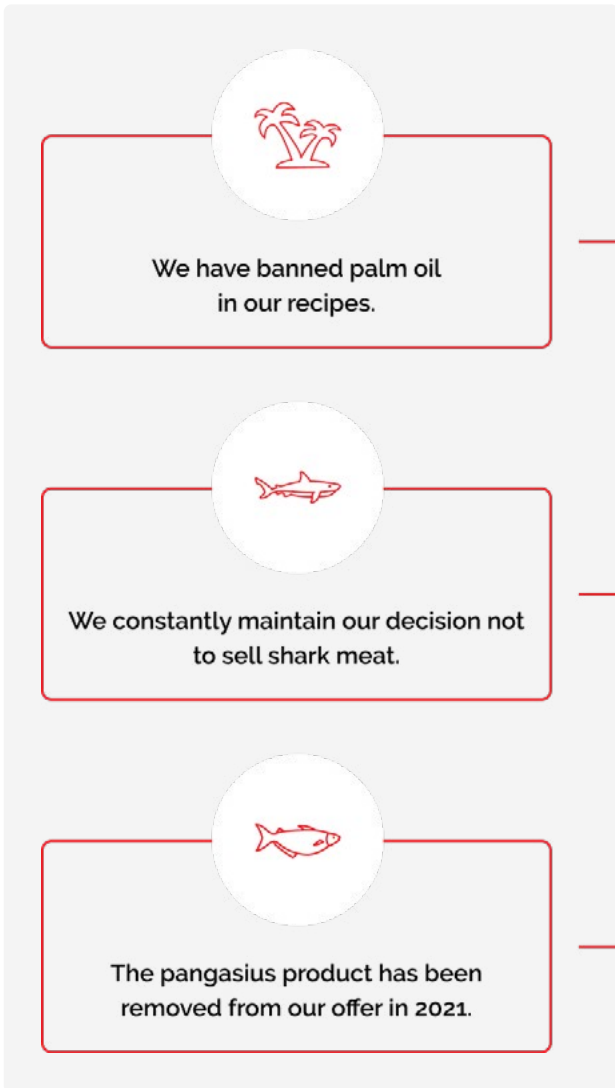
We are grateful to our partner, Auchan Romania, for all the support it offers us in our daily activity and for the collective fight against food waste, poverty and social exclusion, thus contributing to the common good."

*For the January 1, 2021 - December 31, 2021 reporting period.



Raw materials from responsible sources

We strive to create products that our customers can recognize and trace, and we are focused on selecting responsible raw materials from farm to fork.





Our products and services

Satisfying customer needs is our first priority. That is why we always try to complement our own range with high quality products from sustainable suppliers.

Overall, our goal is to provide fresh products that guarantee a healthy diet and which is part of a short supply chain, products on the local market and from local suppliers or producers. We have focused primarily on regionally supply chains to reduce our overall carbon footprint. At the same time, we are constantly working to offer our customers a wide range of good,

tasty and healthy products, rewriting food recipes from our gastronomy, bakery and pastry aisles to eliminate unhealthy ingredients and promote responsible consumption.

Our products and services

Own brand products - approx. 1,000 products, with 550 items in addition to 2020.	3 local partnerships for the purchase of chicken meat.
90 own brand bio food products. 23 products developed in Romania and 67 imported.	All own brand food products are developed in collaboration with GFSI-accredited manufacturers or with suppliers who are externally audited from a Quality and Social point of view before starting the collaboration.
Over 85% of our suppliers come from Romania.	60% of the local product range has the Nutri-score label on the packaging.
77% of beef, pork and mutton come from Romanian farms and 96% of poultry meat comes from Romanian farms.	Total of 24 Auchan filièr, including 5 filièr added in 2021 = organic egg filièr, trout filièr, roe and sardines filièr, dairy filièr, international salmon filièr.







Mihai Toader

Own Brand Responsible Auchan Retail Romania

In 2021, Auchan Romania accelerated the level of development of its own food brand products by adding over 500 new products to its range, being the retailer in Romania with the largest evolution in this regard compared to 2020, according to GFK. More importantly, over 80% of these items are developed in Romania with Romanian producers.

- ✦ In this way, we reaffirm our desire to create value in Romania and contribute significantly to the development of our country's agro-food sector. Also in 2021, we continued to promote healthy lifestyles not only through carefully selected ingredients, but also through Nutri-score labels on product packaging. Starting with the end of 2021, we offer our customers Romanian flavoured products under the new brand "La masa in Romania", which will also be on the shelves of our stores in 2022.
- ✦ The ranges were also supplemented with local dairy and frozen products, as well as processed fish. We build long-term partnerships with small and medium-sized manufacturers under the Filièrs umbrella, providing our customers with full traceability to the manufacturing process.
- ✦ During our local development process for our own brand products, we have integrated a series of measures that allow us to eliminate the use of materials such as PVC and black carbon in our packaging. We think of our 360 degree model of our products, from packaging to ingredients. All of this is done in strong partnerships with our suppliers, with our customers and communities at the heart of our decisions-making.



Auchan | RETAIL
ROMANIA

The fight against *plastic pollution*

- + 5.1 Combating plastic pollution
- + 5.2 Plastic reduction in stores
- + 5.3 Plastic reduction for own brand-products
- + 5.4 Waste management



The fight against plastic pollution

Plastic pollution is a global problem. Of 9.2 bil. tons of plastic produced between 1950 and 2017, about 7 bil. tons ended up in landfills, according to the United Nations.

Our 2022 goal is to have 100% reusable, recyclable or compostable packaging for our own branded products and to completely eliminate plastic packaging in our fresh food and fruit and vegetable departments by 2022.

We are committed to reducing our use of plastics and reducing pollution. This commitment also requires voluntary action involving employees at all stages of the product lifecycle. We are aligned with the group-level objective of reducing plastic pollution in line with the signing of the European Plastic Pact.

The European Plastic Pact aims to simplify the use and disposal of single-use plastic packaging and products in order to minimize their environmental impact. The reduction of plastics is at the heart of our CSR objectives within the Fight Against Plastic Pollution Policy, available at September 30, 2021. At the same time, it is our strategic goal to make all Auchan branded packaging reusable, recyclable or compostable in the coming years.



Concrete actions to achieve this commitment:

- Formal reaffirmation of commitment at group level by signing the European Plastics Pact in March 2020.



- Launch of the Actual Green collection that aims to reduce plastic pollution by promoting a range of single-use products made of sustainable materials.



- 2020 campaign to replace plastic packaging for own branded products with cardboard.



Combating plastic pollution

Reducing plastics and plastic packaging

Currently, plastic is present throughout the life cycle of the product in the retail sector: production, transportation, packaging and customer logistics.

We are committed to reducing plastic waste and promoting a circular economy across the value chain through concrete and measurable initiatives.

The *Auchan Retail* Plastic Panorama

There are plastics-related issues all along the value chain



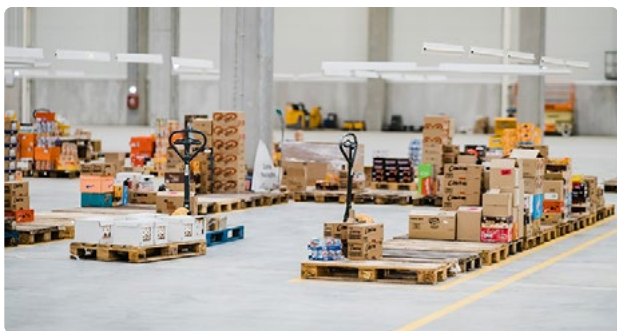
<p>As of May 1st, 2021, we have removed all single-use plastic packaging.</p>	<p>The entire range of packaging for gastro, takeaway, butchery, fisheries and bakery/pastry is now from sustainable sources.</p>	<p>We are still working on plastic reduction of the packaging of own-branded products.</p>
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Plastic reduction in stores

We know and understand the complexity of the problem and we adopt only solutions that demonstrate environmental benefits, that do not create additional plastic waste and help producers and customers.

We are committed to reducing plastic along our supply chain, including our logistics processes. Therefore, we have made the following commitments at the group level:



WE OFFER ALTERNATIVES

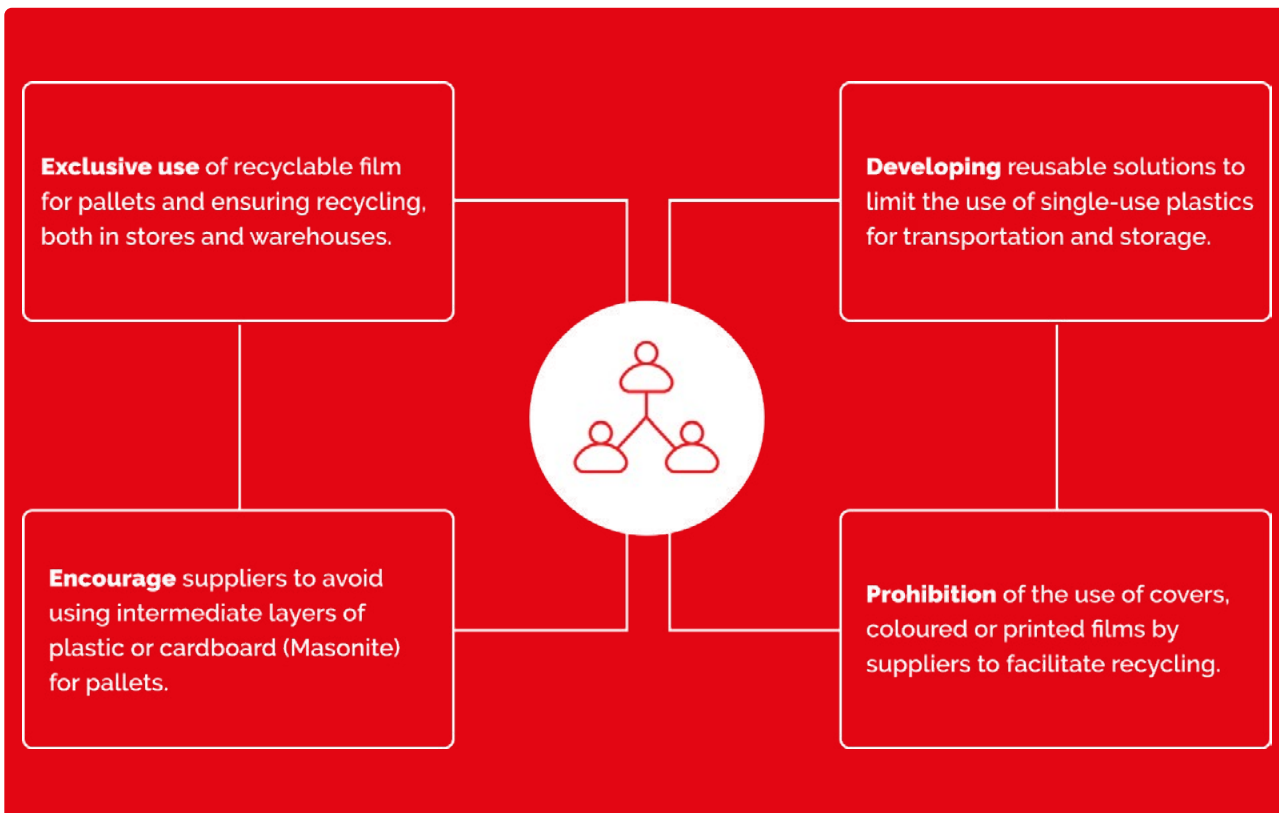
- ♦ of reusable packaging for fruit and vegetables.

WE RETHINK

- ♦ our packaging solutions for the gastronomy perimeter, with the aim of replacing different types of plastic with some compostable or recyclable materials.

WE DIVERSIFY

- ♦ our offer with new alternatives to replace plastic products for our customers to have eco-friendly tableware. In 2021, we reached our goal by phasing out the sale of single use plastic cutlery, plates and casseroles. We have replaced them with easily recyclable cardboard, bamboo, paper and other alternatives.





Country stores and warehouses use recyclable pallet film. We are actively working to develop an action plan to further reduce the use of plastics in logistics.

We are a long-standing partner of CHEP in promoting and leveraging sustainable logistics models. Using CHEP's reusable pallets for freight transport reduces waste and carbon emissions while preserving and protecting the planet's limited natural resources

CHEP
A Brambles Company

Sustainability Certificate

By using the pooling services offered by CHEP from January to December 2021 we hereby certify the contribution of **S.C. AUCHAN ROMANIA S.A.** to protecting the environment and to promoting a sustainable logistics model. Together we have succeeded in:

<p>+ Saving wood resources by 530.702dm³ ≈ 513 trees saved</p>	<p>+ Diminishing CO₂ emissions by 530.525kg ≈ 580.925 km travelled by car</p>	<p>+ Reducing waste by 43.366kg ≈ daily wastes generated by 33.323 europeans</p>
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Alejandro Tostado
Sustainability & Government Affairs Lead, Europe

Gabriel Ivan
Country General Manager
CHEP Romania

Calculations based on Life Cycle Assessment (LCA) of CHEP Euro pallet versus the white-wood equivalent. CHEP LCAs are independently peer-reviewed and ISO 14044 compliant. CHEP timber sources are 100% certified sustainable by the Forest Stewardship Council (FSC) and the Programme for the Endorsement of Forest Certification (PEFC).





Plastic reduction for own brand-products

In 2021, we have made major progress in reducing plastic, even in the pandemic context.

We have replaced the plastic packaging for gastro, bakery, pastry, fishery, butchery perimeters with eco-friendly packaging and optimized the range of packaging considering the specifications of each perimeter.

We also developed a new range of writing instruments made from recycled materials. This further demonstrates our commitment to reduce plastic in our own branded products.



We have also launched a new range of pans and pots made from 100% recycled aluminium cans, according to the principle „Nothing is lost, everything is transformed“. The cookware alloy is made from recycled aluminium cans and the product packaging is made from 100% recycled FSC certified paper.

Environmentally friendly packaging

We have two major directions in which we registered progress so far:

- the transformation of the packaging in our own production area
- Action Plan to reduce packaging consumption for own brand product range.



- A new material was introduced for paper bags in the Pastry/Bakery department. This material mimics cellulose, is made mostly from corn starch and is **100% compostable**.
- We have reduced the number of stamps on Cheeses and Olives district casseroles. In addition, we introduced the biodegradable bag for olives in December.
- We reduced plastic in Gastronomy area packaging by **36%**.



Waste Management

Waste management is an important topic for our company.

This process has reached a high level of maturity and has been internally enforced by procedures providing clear responsibilities at the store level, logistics platforms and headquarters for separate collection, registration and reporting of waste generated by our company's actions.

We defined and implemented mechanisms to ensure waste reduction and traceability at all stages.

In addition to the educational programs for our employees, we continued to make our customers

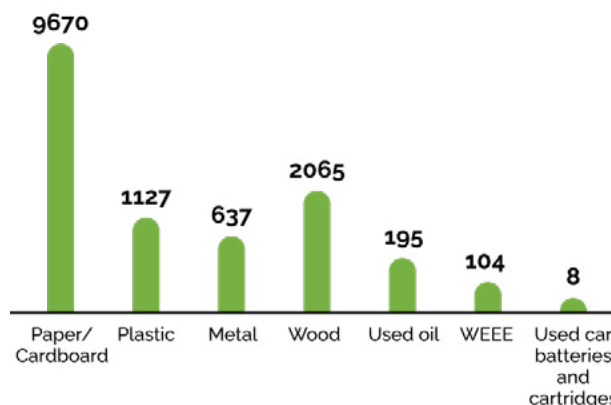
aware of waste separation through various projects and initiatives. All our stores along with the headquarter are equipped with dedicated areas and specific containers marked for waste separation.

In 2021, **13,800** tons of waste was recycled or used for energy recovery at store level.

EcoTree Platform

In 2021, we integrated the EcoTree platform to improve volume management and ensure traceability of waste. EcoTree can sell all type of waste, regardless of quantity or origin.

In addition, the entire collection process is automated so that all authority reporting documents are automatically generated and detailed reports can be extracted at local, regional and national levels.



*Waste recycled (tons)



Recycling of batteries and light bulbs

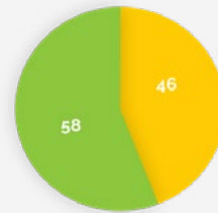
Batteries and light bulbs contain compounds such as mercury, lead and lithium that are hazardous to human health and also having environmental consequences. Disposing of batteries with household waste can result in leakage into soil and groundwater, reaching plants and animals, and possibly into the human body after consuming products of plant or animal origin. The health effects caused by consumption of such toxic compounds are often irreversible.

To mimic these effects and protect the health of our customers and the environment, we are using special bins to collect used batteries and light bulbs at all of our stores in Romania.

Recycling of WEEE products

Auchan currently has shops across the country where customers can recycle their electrical appliances and household items. End-of-life items are recycled by authorized collectors or converted into new products. We also have seasonal redemption campaigns where our customers can get discount coupons when they bring WEEE products into the store.

→ In 2021, **8,038 KG** of car batteries and used cartridges were recycled in hypermarkets and supermarkets in the country.



■ Total Non-hazardous WEEE
■ Total Hazardous WEEE

→ In 2021, a total of **104 tons** of WEEE waste were collected and recycled. Of this, **46 tons** was hazardous waste and **58 tons** was non-hazardous waste.





Reduce our *carbon footprint*

- + **6.1** Carbon footprint
- + **6.2** Carbon footprint structure
- + **6.3** Energy and water consumption management (gas, electricity, fuels)
- + **6.4** Management of environmental risks



Carbon footprint

Climate change, caused by the large amount of carbon emissions generated by human activities, is a major challenge we are facing nowadays. We are committed to reduce our carbon footprint at both the individual and industry level. This requires the fastest and most concrete actions.

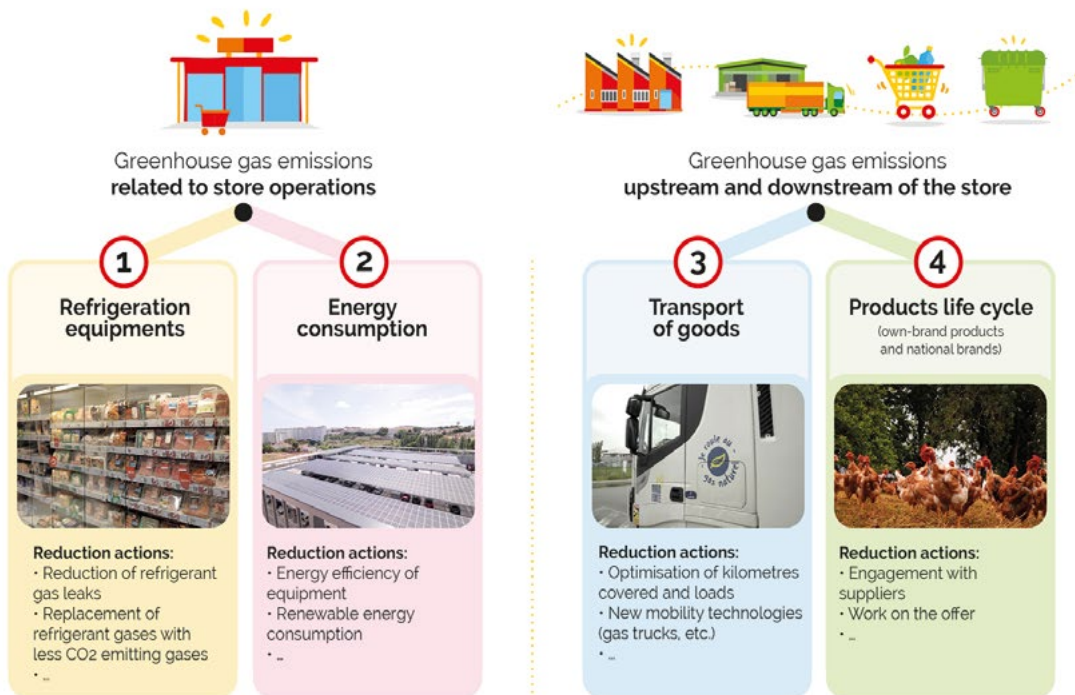
Reducing greenhouse gas emissions and fighting climate change are Auchan's priorities.

Renewable and low-carbon energy are promoted to reduce the carbon footprint, with objectives such as:

- + **20%** reduction of greenhouse gas emissions from the transport of goods;
- + **50%** of energy from low carbon/green energy;
- + **25%** reduction of the energy consumption of the stores (based on 2014 values, for a constant perimeter).

The fight against global warming at Auchan Retail

Reducing our greenhouse gas emissions with both in-store and out-of-store levers





Concrete actions to achieve this commitment:





Greenhouse gas emissions

Climate change is one of the world's greatest challenges with a direct impact on quality of life. At the international level, Auchan Retail aims to reduce its carbon footprint across its entire value chain (all 3 scopes).

Concrete Actions:

- Auchan Retail has committed to reduce its greenhouse gas emissions from energy consumption by **20%** by 2022 compared to 2014 values.

Climate change

We strongly believe that transparency and honest improvement plans are the right way to tackle climate change. As such, climate change awareness and actions

to reduce our carbon footprint are incorporated into our overall CSR policy defined at Group level.

The score we obtained in 2020 through the audit conducted by **CDP (Carbon Disclosure Project)** was maintained in 2021 (**score B**), in a context of stricter assessment criteria, thus proving Auchan's advanced level of climate management.

At ELO Group level (the company that owns Auchan Retail), all the actions implemented in 2021 led to an improvement in non-financial ratings. In terms of ESG performance, independent evaluation by **Moody's ESG Solutions** revealed an **A1 sustainability rating** based on an overall score of **62/100**. Thus, at group level, there was an increase of 13 points compared to previous year and 25 points compared to 2018. In 2021, this dynamic has placed ELO Group in the Top 150 of all companies globally assessed by Moody's ESG Solutions and ranked 3rd among European distributors of food and non-food products.

Objectives for 2022



To reduce the carbon emissions generated through the transport of goods by up to 20% by the end of 2022.



To reduce energy consumption in our stores by 25% by the end of 2022 (goal achieved for the period 2014-2020).



Carbon footprint structure

The national CO₂ emissions calculated by Auchan Romania for 2021 represented **89,946 tons** of CO₂ equivalent*.

The resulting amounts were calculated according to the three scope definitions and limits as follows:

Scopes:

SCOPE 1

- Emissions from gas and refrigerant consumption (**17,678.47 tons CO₂**).
- **16%** decrease compared to 2020.

SCOPE 2

- Emissions from electricity and heating consumption (**50,033.38 CO₂**).
- **17%** decrease compared to 2020.

SCOPE 3

- For Scope 3, we made a partial calculation that included only the freight transport. This resulted in an amount of **22.234,11 tons CO₂****.

This is the first year where our company used this calculation method for Scope 3, and we will consider it as a reference year for the future. Reducing our carbon footprint is one of our commitments at group level to combat climate change. Using rail transport wherever possible and supplying stores with Euro 5 and Euro 6 trucks and vehicles based on biofuels or electricity were part of the measures implemented to reduce the carbon footprint generated by transport activities.

In order to further reduce our carbon footprint, we started a test project in Bucharest in 2021, using only electric vans for proximity deliveries.



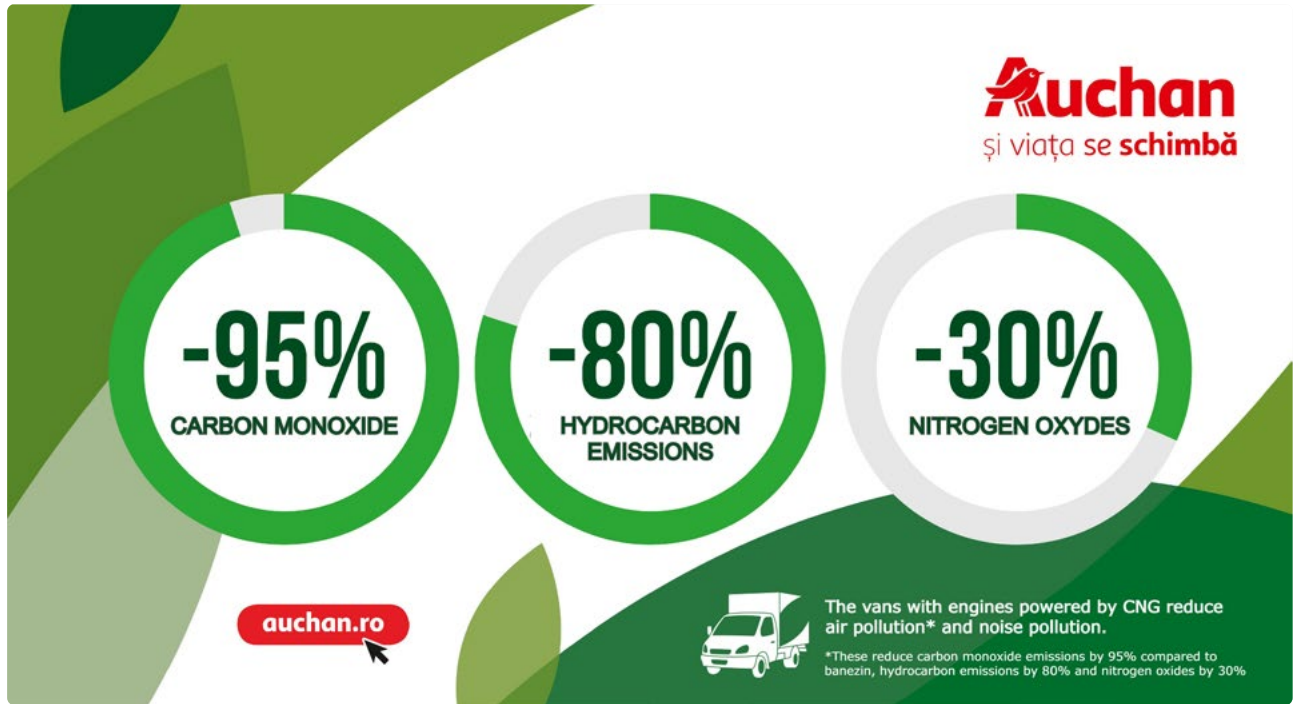
Efficient loading of trucks by reducing empty spaces on trailers also makes a considerable contribution to reducing our carbon footprint. We also apply environmental clauses in our contracts with transport service providers to ensure that the vehicles used to supply the Auchan locations are equipped with Euro 5 and Euro 6 engines.

*No calculation of the carbon footprint of products.

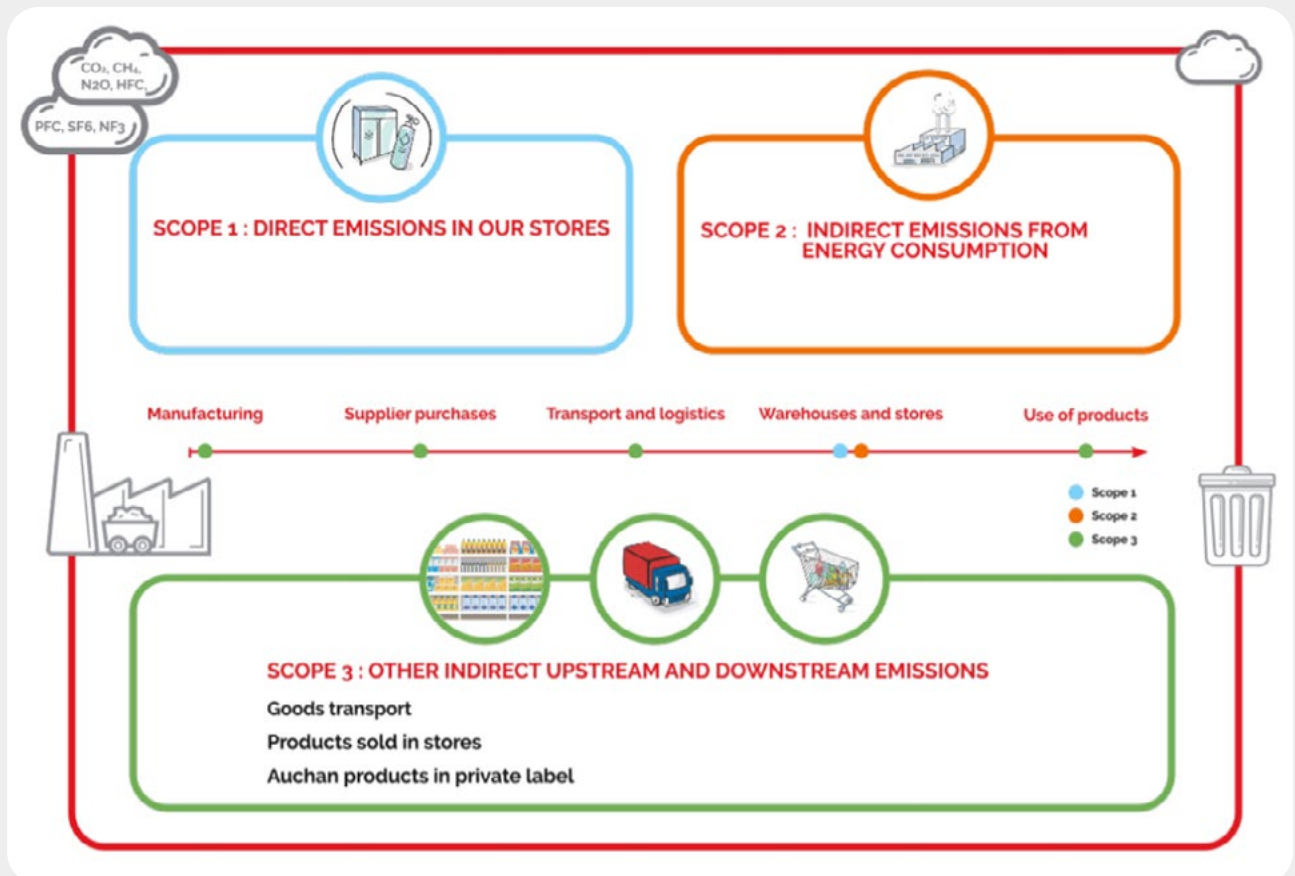
**For the October 1, 2020 - September 30, 2021 reporting period.



By using biofuel trucks, we are reducing annual carbon emissions in the supply chain, as follows:



We are reducing greenhouse gas emissions throughout our value chain.





Energy and water consumption management (gas, electricity, fuels)

In 2021, we saved around **1,5 million kWh** thanks to our energy efficiency projects and initiated an audit program for **5 Auchan stores** for finding solutions to reduce electricity consumption.

As a result of the audit conducted as part of the energy management plan, several measures were implemented, including:

- At five locations, the old roofs were replaced with new systems with lower heat transfer coefficients.
- The refrigeration installation (including shop windows) has been replaced with new technology (using CO2) in three locations. This change intended to reduce the environmental impact by reducing water and electricity consumption.
- The energy performance has increased due to replacing the fluorescent lighting system with an LED lighting system.
- New high-efficiency air conditioning systems have been installed, replacing the old ones to reduce electricity and gas consumption while improving customer's comfort.

Energy, gas, water



ENERGY (kWh)



GAS (kWh)



WATER (m³)

	ENERGY (kWh)	GAS (kWh)	WATER (m³)	
2021	Hypermarkets	112,902,022.00	24,125,753.00	446,962.00
	Supermarkets, My Auchan, Warehouses	13,082,573.00	2,337,725.00	55,750.00
	Total	125,984,595.00	26,463,468.00	502,712.00
2020	Hypermarkets	117,034,669.00	21,946,426.00	479,742.00
	Supermarkets, My Auchan, Warehouses	4,592,043.00	0,00	7,703.00
	Total	121,626,712.00	21,946,426.00	487,445.00

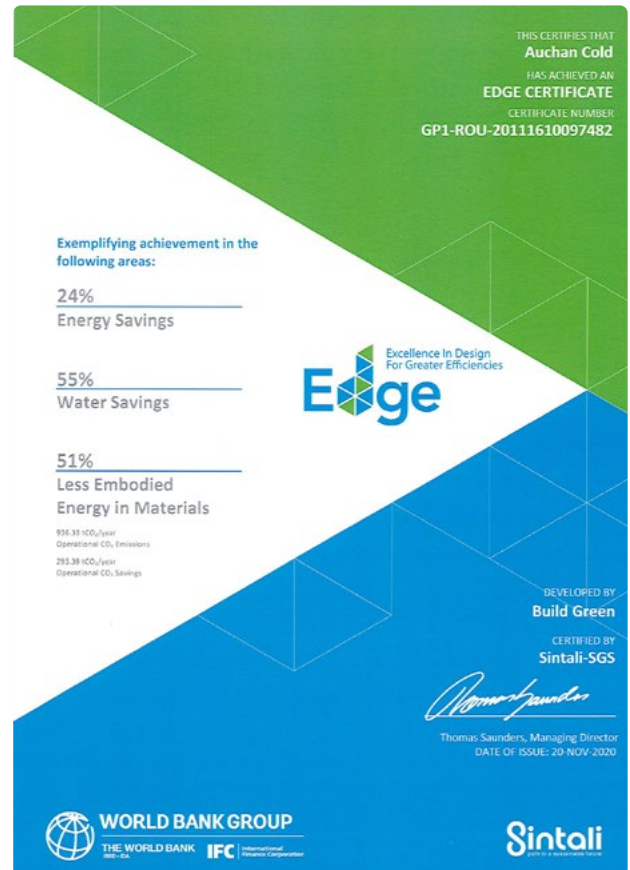
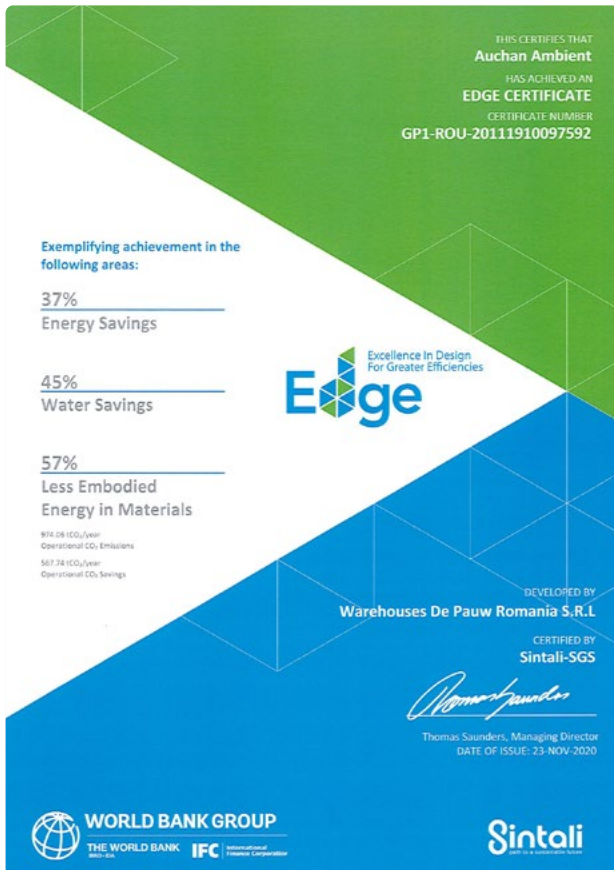
Reduce our carbon footprint

Energy and water consumption management (gas, electricity, fuels)



The „EDGE” certification of the Auchan Ambient and Auchan Cold warehouse buildings in Ștefănești de Jos confirms that Auchan's Logistics Department operates in green buildings, with an efficiency of at least 20% in terms of energy, water and energy consumption, compared to the standard building of the area.

The EDGE system was created by The International Finance Corporation and is part of the World Bank's program to support the construction of green buildings to reduce the carbon footprint in the construction sector.



Freight transport in Auchan Romania S.A.



FREIGHT TRANSPORT

October 2019 – September 2020

October 2020 – September 2021

Total km travelled	8,886,391	8,521,662
Loading (tons)	370,552	494,711
Number of trucks used	34,311	43,989
CO ₂ (Tons)	22,265.35	22,234.11



Management of *environmental risks*

Activities in the field of environmental protection are documented through operational procedures implemented as part of our environmental management system.

➔ **No environmental incidents were recorded** during the entire reporting period.





Circular economy

- + **7.1** "A new life" ("O nouă Viață") by Auchan
- + **7.2** "My mother recycles too" ("Și mama reciclează")
- + **7.3** Textile collection and recycling project
- + **7.4** Used oil collection and recycling project



Circular economy

Considering the activity that our company carries out, we believe that not only the use of natural resources and raw materials, but also the consumption of finished products must be done in a responsible way.

In order to reduce the impact of waste on the environment and to preserve raw materials for future generations, we adhere to the principles of recycling, repair and reuse. We implemented several important environmental protection measures aimed at managing waste and conserving natural resources.

"A New Life ("O nouă viață")" by Auchan

Continuing our mission to encourage a responsible lifestyle, we became the first local retailer to implement a circular economy project for clothing items.

Since February 2021, in addition to the hypermarkets' existing clothing collection, we introduced a selection of pre-worn clothes in perfect condition for sale through local partnerships with stores that specialize in clothing recycling.

The new circular economy „A new life ("O nouă viață")" by Auchan project represented a premiere on the local retail market and it is part of our company's strategy to reduce its carbon footprint by reusing clothes.



Circular economy

"A new life" ("O nouă Viață") by Auchan



The textile industry is responsible for 10% of greenhouse gas emissions, and only 1% of textile products worldwide are recycled.

Based on the three principles of the circular economy - reducing, reusing and recycling, this project encourages customers to buy used clothing to contribute to a more sustainable future.

"A new life ("O nouă viață")" is, first of all, Auchan's ambition to reaffirm its continuous and constant involvement in Social Responsibility projects. It is a project for people who want a responsible society in terms of using resources, including clients with a healthy and environmentally friendly lifestyle.

- ✦ "A new life ("O nouă viață")" is a way of life and a manifesto for a circular economy, considering that the textile industry is one of the most polluting industries in the world. For us, this project was both a challenge and a great source of pride. When the project started, the sale of second-hand clothing in hypermarkets did not exist. Auchan was the first company to open up this path in Romania.



Mirela Cojocaru

Textile & Home Deco Purchasing Group Coordinator of
Auchan Retail Romania



"A new life ("O nouă viață")" is my soul project and a very ambitious project for the Romanian retail market. The project has grown significantly in one year and now reaches 12 concept stores within Auchan hypermarkets across the country. The rapid development of this project was possible thanks to the openness and involvement of our colleagues from the stores. This CSR concept is developed internationally by Auchan Retail.

In Romania, we have adapted to the local market by collaborating with specialized partners such as:

- ✦ LaMajole
- ✦ Monique Investment

Behind our partners stands an entire industry that ultimately recycles and reuses all products in the process. Customers are encouraged to contribute to a more sustainable future by purchasing second-hand clothing that has gone through a very careful selection process and at very affordable prices. I wish this trend to become a habit for customers in Romania as well.



Camelia Dincă

Textile Manager Auchan Retail Romania

Circular economy

"My mother recycles too" ("Și mama reciclează")



By the end of December 2021, there were 12, "A new life ("O nouă viață")" shops in 12 Auchan hypermarkets from eleven cities. We aim to further expand the project to all Auchan hypermarkets in the country, completing in this manner the already existing actions to reduce textile pollution.

➔ **Results:** in the first year after launch, through the 'A new life ("O nouă viață")' project over 200,000 items have been sold, saving 480 tons of CO2 from being released into the atmosphere.

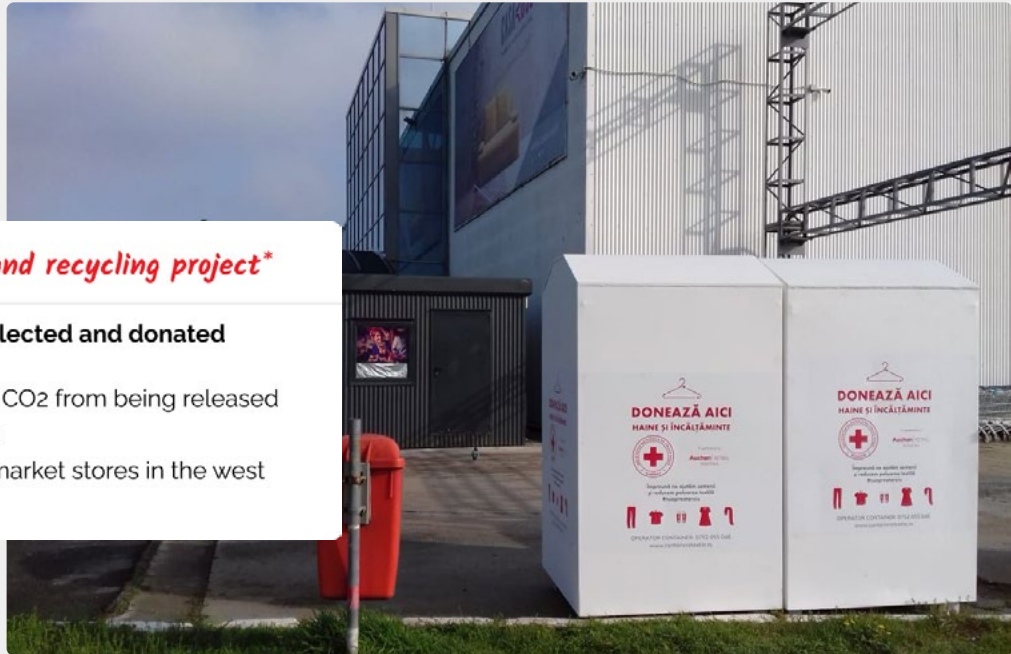
Results of our circular economy projects



My mother recycles too*

- 1.2 million cans collected**
- + 5 tons of recycled aluminium**
- + 1.2 million vouchers offered to customers**
- + Present in 22 cities**

*01 January – 31 December 2021



Textile collection and recycling project*

53 tons of clothes collected and donated

- + Avoided **190** tons of CO2 from being released into the atmosphere
- + Present in **12** hypermarket stores in the west of the country



Used oil collecting and recycling project*

220,000 litres of used oil collected

- + **220** billion litres of water saved from contamination
- + The amount of water saved is equivalent to the need of Bucharest citizens to survive for **165** years
- + **150,000** customers involved in the campaign so far
- + The collected oil is transformed into biogas, and the plastic bottles are also recycled

*01 January – 31 December 2021



People

- + **8.1** Employees
- + **8.2** Recruitment and retention policy, personal rotation, benefits granted
- + **8.3** Diversity and inclusion
- + **8.4** Auchan Refresh, our employee evaluation, development and training program
- + **8.5** Personal Sustainability Program



The company's ethical values are reflected in everything we do at Auchan Romania. "Enjoy life" is not just a message written on paper, it is the emotion that we at Auchan feel every day at work. Passion defines us in every profession in the company. That is why we pay special attention to the satisfaction level of Auchan employees and that we monitor every 2 years. The best advertising campaign for us is even the real feedback of those over 8,000 people who work in the company.

I firmly believe that we also have a social role in people's lives, more than an economic one. We invest in developing the best possible job and having an ongoing and transparent dialogue about expectations with our teams. This is the key to our success in providing a motivational work environment where all employees feel encouraged to grow and get involved. We provide an inclusive and safe work environment for all employees because professional ethics are embedded in our company's DNA and reflected in our day-to-day activities.

In 2021, more than ever, we came closer to people and observed their needs. We are constantly working on a balance between life and work, and the psychological well-being of our employees is our top priority. This year, for the first time, we have introduced free psychological support sessions as a benefit to support employee needs.

Development is an ongoing process, and the Human Resources Department invests in the constant training of employees, providing equal opportunities for development and specialized training for each profession, both for technical and soft skills. In 2021, we opened the Auchan Refresh Center of Excellence to create personalized development plans for our employees. By 2023, we want every person in the company to benefit from the participation in a personalized program like this.



Adina Nanu

Human Resources and Transformation Director
of Auchan Retail Romania



Employees

Our employees are the most important resource for the development of Auchan Retail.

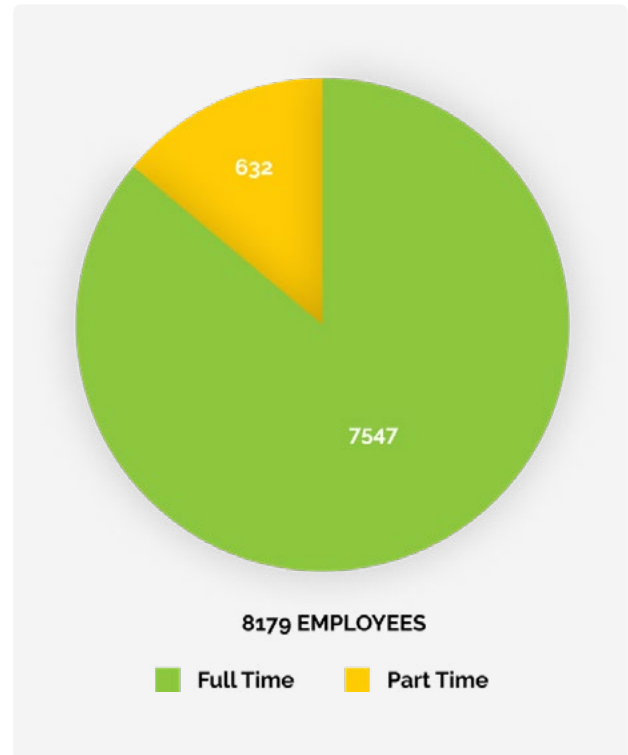
For 60 years, Auchan Retail has leveraged its ability to innovate, apply policies of accountability and involvement, share knowledge, and share results.

- Over **50** different professions, opportunities for all ages and all over the world.
- At Auchan, we provide a complete career management program from entry to retirement and beyond.

With over **8,000 employees** across the country, we are one of the largest employers in Romania. People are also the company's most valuable asset.

"I am feeling good", "I am evolving" and "My contribution matters" are the three most important challenges that we aim to focus on for our employees now and in the years to come.

"Auchan changes life" is Auchan Retail's new vision in all the countries where it operates, based on his three values of trust, openness and excellence



→ In 2021, we have introduced the **Employer Branding Responsible role** in the organizational chart with the mission to improve the quality of life of employees from two perspectives:

- **internal** - concrete actions that contribute to the image employees have of the company;
- **external** - the image that a potential candidate has of Auchan as an employer, projected outside the company.



Auchan is a promoter of professional and career opportunities where the vision of both junior and senior employees is appreciated and valued.

We have created a series of films under the **"My Job"** umbrella to better define what some professions entail, both inside and outside the organization, and to enhance our reputation as an employer. We work in over **50 professions**, so we pay special attention to each employee. The results of our work show that some of Romania's best professionals perform in every profession that is part of Auchan.

We conduct regular satisfaction surveys across the organization, and from the survey was conducted in 2020, we launched a series of actions and projects in 2021 to improve the areas valued by our employees.

One of the actions born out of the **BES (Barometer of Engagement and Satisfaction)** was launching a "Refresh" for all professional uniforms. This action resulted from employees' desire to improve their work equipment, both in front of customers and partners, and to upgrade the image of the company. The project of updating the uniforms was carried out with internal resources and is an additional proof of our entrepreneurial spirit that we support and which our employees embrace.

In order to strengthen the team spirit and create the feeling of belonging, we have started various challenges and competitions for our teams in 2021, meant to recognize and reward the participatory spirit.

"Compliance Week" was an extensive communication project that brought together over 6,000 colleagues who actively participated in contests on ethics and compliance issues. This approach strengthens our ambition to be a responsible and recognized actor for our societal commitments and is also an important lever for standing out as an employer.

The 15 year anniversary of Auchan Romania was also a great opportunity to be proud of our talented employees behind the "15 people at 15 years" campaign, published both on internal and external channels. Also, during

the anniversary period, an internal raffle was organized, where 15 colleagues won 15 campervan trips, giving them the chance to enjoy a unique and modern holiday through the country.

"I firmly believe that real employer branding is done by each and every one of us who works at Auchan. It is an honour to discover wonderful and talented people every day through the mission I have, together with my team and to bring out the talents of everyone. We have many talented colleagues both at work and in their free time. On the job, they are accomplished professionals in their fields of activity; outside of work, they are colleagues who "enjoy life" in various fields (sports, music, crochet, cooking, painting, etc.).

Every employer branding action we do must contribute to the company's achievement and maintaining the status of top favourite employer on a daily basis."



Alina Andrei
Employer Branding Responsible
of Auchan Retail Romania



Recruitment and retention policy; *personnel rotation, benefits granted*

We have developed a special procedure for recruiting new employees. For example, our internal procedure includes basic ethical principles such as transparency, equal opportunity and diversity. Also, the policy includes the roles and responsibilities of our colleagues in charge of internal or external recruitment of available positions at the company.

Employee satisfaction is very important for us.

That is why our employees enjoy multiple advantages:

- ♦ meal vouchers,
- ♦ holiday bonus,
- ♦ medical, dental and life insurance,
- ♦ loyalty bonus and gifts for various events (Easter, Christmas),
- ♦ days off and bonuses for special occasions,
- ♦ Bookster corner.

More details about our human resource policy can be found in the 2020 Sustainability Report, available [here](#).



For us, sustainability means care and rigour in respecting the principles of ethics, objectivity and equity for all external candidates and for all employees. It means providing transparent and defined career, training and development opportunities. Therefore, in order to maintain high standards, we have introduced modern evaluation methodologies (psychometric tests, standardized tests, empirical assessments such as “assessment centre”) into our human capital process.

- ♦ In 2021 we launched the Auchan Refresh Excellence Center. It brings together all projects of assessment, training and personalized accompaniment for employees responsible for transformation to support their leap to the next professional level as efficiently as possible.
- ♦ For a sustainable approach to our talent acquisition strategy, we launched the Auchan Star Talents program dedicated to integration of people with disabilities, youth from disadvantaged backgrounds, and recent graduates. In 2022 we will expand these programs by addressing several social or professional categories and facilitating professional retraining.



Aurelia Mihai

Recruitment and Development Responsible of Auchan Retail România

People

Recruitment and retention policy, personal rotation, benefits granted



Professional training

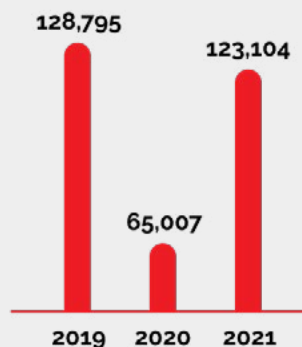
Our employees are continuously trained, with a total of **113,739 hours** of training completed in 2021. In addition, **9,365 hours** were delivered to new employees for induction courses, which led to a total of **123,104 hours** of employee training.

→ In 2021, still under pandemic conditions the number of training hours doubled compared to 2020. This performance was possible due to the implementation of the training methodology in self-learning systems






Victories in training for 2021 - Volume recovery and Vocational Schools Reopening

- Goal achieved: **1h training/employee/month** vs 0.91h in 2019
- **98%** of employees with at least one training course
- Training hours **doubled** compared to 2020, still under pandemic conditions
- Redesign of Vocational Schools and Courses (Commercial Management, Security, Butchery, Bakery/Pastry, Fishery, Gastronomy and Fruit and Vegetables), Auchan's traditional elements

TOTAL ANNUAL HOURS



Training 2021 - Company and management transformation

 <p>Management transformation</p> <ul style="list-style-type: none"> → Inflections and ME workshops facilitated with 1000 managers → Roadmap Leadership Journey for 18 employees with potential → Online and offline public Speaking - 87 people → Work-from-home Management - 68 participants 	 <p>Customer centricity</p> <ul style="list-style-type: none"> → Accompanying Loyalty training path (awareness + loyalty cards) 7,808 training hours = 7,362 participations 	 <p>Project Management agility and culture</p> <ul style="list-style-type: none"> → 100% customized Project Management for Auchan - 115 people 	 <p>Digital transformation</p> <ul style="list-style-type: none"> → First steps in E-learning via Elucidat (CSR, Ethics, Food Culture, Product Department: Nuggets, etc.) → Handbooks and Courses 	 <p>Responsibility Culture (CSR and Compliance)</p> <ul style="list-style-type: none"> → Over 85% employees included in CSR training 21,612 training hours & 15,243 participations → Compliance: Ethics, Sapin Law, Anti corruption, Economic Security, Antitrust 5,917 training hours & 3,835 participations
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Building a sustainable business is a process of learning, relearning and, more or less, unlearning. Fortunately, at Auchan, continuous specialization is a strength point for both managers and employees. It is part of our work ritual. In 2021, 98% of our employees attended at least one training course.

We are glad to say that the course hours doubled compared to 2020 (even under pandemic conditions).

In a company characterized by the diversity of professions, projects, processes, products and their permanent transformation, we are proud of the general mobilization of teams both around the commercial and vocational schools, but also of the awareness training on CSR and Compliance topics and Cultural Transformation. We are characterized by constant learning and all we have to do is keep improving ourselves.



Ioana Olteanu

Training Responsible Auchan Retail Romania



Diversity and inclusion

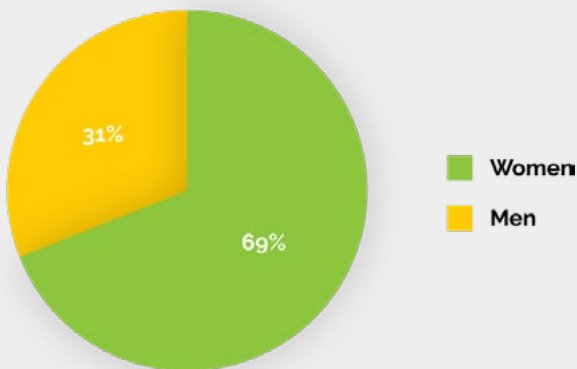
Diversity and inclusion are at the heart of our culture.

For many years, we have built an inclusive workplace to ensure that our colleagues have access to the same promotion and development opportunities, building teams that deliver long-term value. We promote diversity, equality and an inclusive work environment, as guaranteed by our Ethics Charter and our Ethics Committee, which oversees compliance with these

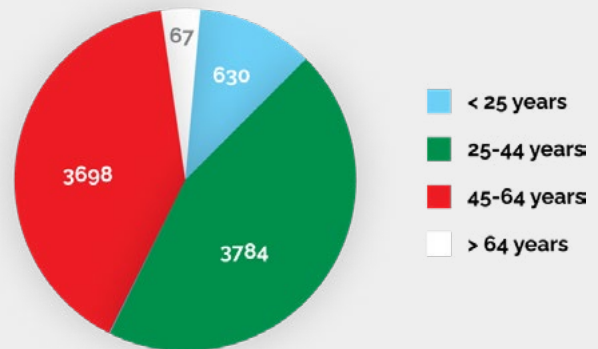
principles in our daily activities.

Auchan's customers have various needs on a daily basis. Therefore, we rely on a diverse workplace that reflects our communities to best meet the expectations of each customer. We are committed to promoting diversity and turning it into a true driver of performance.

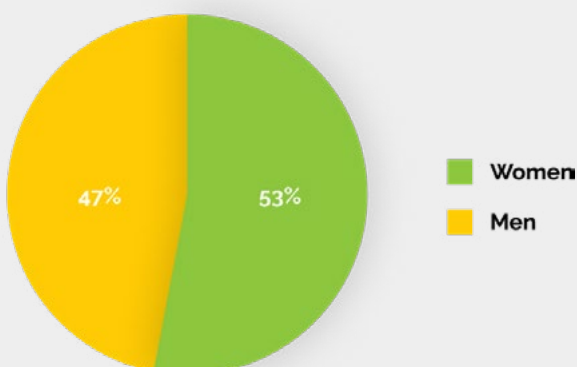
Gender distribution*



Age distribution*



Management distribution*



 **106 EMPLOYEES WITH DISABILITIES**

*At September 30, 2021.



Auchan StarTalents programs



PUPILS AND HIGH SCHOOLS AND VOCATIONAL SCHOOLS ALUMNI

We contribute to the training and promotion of young people in all the professions we practice in our stores.

In collaboration with high schools and vocational schools in the cities where we operate, we accept pupils for professional internships and we provide them the opportunity to start their career at Auchan.



COLLEGE STUDENTS AND YOUNG GRADUATES

We developed the Auchan Trainee program for students and young graduates who want to kick start their careers. We also offer the Commercial Department Manager Trainee Program (MDC Trainee) for people in the early stages of their careers in the modern retail industry. This program provides participants with the opportunity to quickly develop both specific business and management knowledge and the necessary skills to become a successful manager.



IT & E-COMMERCE

We are further developing in the IT and E-commerce sector, launching new projects and updating our digital tools. Therefore, we are constantly looking for new talents and we approach people at the beginning of their careers.



SOCIAL INCLUSION

We identify employment, training and development opportunities for youth from disadvantaged backgrounds and people with disabilities in the areas where Auchan is present. We work with specialists to provide personalized experience through their integration and assumption of professional roles within our teams.



RETRAINING

We support the requalification of our employees as well as the integration of new employees into one of the teams in our stores. Therefore we provide training opportunities for unqualified staff for bakery, pastry, gastronomy or fishery departments.



ROMANIANS WHO WANT TO RETURN IN THEIR COUNTRY

We want to offer well-paid jobs to Romanians who want to return to their country. They will be treated with respect and supported in their professional and personal development. Therefore, we provide real time information about all the available jobs through the "Jobs" section accessible on the Auchan Romania website.



Auchan Refresh, our employee evaluation, development and training program

Our employees believe in continuous learning and improvement and want to be up to date in their jobs. These wishes are granted through the Auchan Refresh project.

The Auchan 2022 Culture Food company project, as well as the Strategic Program 2026, involves cultural transformation, employee development and team alignment for the future of work.

We want to improve our effectiveness by being more aligned with our ambitions, more demanding in achieving performance standards, and being more focused on our goals.

We, the Auchan employees, are the first ambassadors of the brand, our knowledge and passion for our job contribute equally not only to the realization of the company project, but also to the joy and fulfilment we feel in our activities, at work.

Auchan Refresh responds to market trends and job changes, providing employees with integrated solutions for not only the evaluation process, but also for coaching and training our teams. We are doing everything to ensure the best professional development of the teams.



Aurelia Mihai

Recruitment and Development Responsible of Auchan Retail Romania



The jobs in our stores are changing and we need our teams to be able to support this evolution. In this regard, we have adapted and enriched our HR strategy, policies and methods. We have conducted assessment and development projects for specific teams or role types.

We will extend this approach to all company's jobs through Auchan Refresh (Auchan Romania Center of Excellence), under whose umbrella we will design and implement evaluation, development and training projects and programs.

Auchan Romania has assumed the employer's promise to "Enjoy life". This basis ensures that employee assessment procedures are of the highest standards of objectivity, fairness and accuracy. Also, it ensures that each employee benefits from feedback and coaching sessions, so that these actions support individual careers, development plans and goals as much as they support our company's vision and strategy.



Adina Nanu

Human Resources and Transformation Director of Auchan Retail Romania



Health and safety at work

Employees safety is our top priority. We periodically evaluate the risks of occupational injury and illness and we adapt our prevention measures accordingly.

During the reporting period, 58 occupational accidents with a total of 437 days of annual leave were registered.



Personal Sustainability Program

In 2021, our employees have decided to participate in activities focused on environmental protection and social solidarity through an internal survey as part of our Personal Sustainability Program.

As a result, CSR embodied by the company and its employees has taken on a new meaning. Any employee has the opportunity to get involved in social responsibility activities, either individually or with company support.

In accordance with the Collective Labour Agreement, we support our employees' engagement by offering one day per year for CSR projects and/or 2 days for volunteering activities.



→ **CSR objective:** At least 3,000 colleagues involved in CSR projects or volunteering by the end of 2021.

→ **CSR Day in the company represents projects that Auchan coordinates in stores or Central Services.**

Employees who want to participate in sustainability activities must submit an online request for a „CSR Day” or a “Volunteer Day”.

PSP (Personal Sustainability Program) Results in 2021

Colleagues involved in CSR Projects in 2021 = 3901

BLOOD DONATION

+ 576 people

VOLUNTEERING

+ 22 days

CSR COMPANY PROJECTS

+ 3,303 people



Last year, we started implementing CSR actions step by step. We wanted to focus on two aspects that we consider very important: helping less fortunate children and blood donation.

It all started when colleagues from the Red Cross Hunedoara asked us for help with 15 fully equipped backpacks for the children of the Family Network Homes in Orăștie. Following the discussions, I was informed that 28 children live in those homes.

At that moment, I realized that we could do more for these children. We decided to make a collection of school supplies with my colleagues at the Deva store so that all 28 children receive backpacks fully equipped with books in good condition or new ones, pencils and sweets to properly start a new school year. So we started the action "School - A new beginning!" which was a success and through which we collect the necessities for these children.

Together with the Red Cross volunteers, we decided to offer these backpacks in person. The moment when children receive them, the way they looked at us and their joy spoke louder than words. It was worth all the effort because I felt like we were bringing happiness to those kids with each piece.

I am happy to promote and participate in such wonderful activities. I sincerely thank all my Auchan Deva colleagues for responding to this call. I am proud of you!



Simona Frantuzi

Human Resources Specialist Auchan Deva



One of the projects I worked on with my colleagues was “Donate a Book”, which sparked a series of strong emotions in me and showed me that a noble cause can mobilize more people for the same purpose and in a relatively short time.

The aim of this project was to promote reading as a fun leisure activity, but also to facilitate access to books / information for children from disadvantaged backgrounds, such as the children from “Ana și Copiii” Association.



The enthusiasm of our colleagues and the openness in such actions united us as a team and made us realize that together we can build many beautiful things for the people around us.

We have decided to support the “Ana și Copiii” Association because we have seen the dedication of the volunteers, their involvement and the joy of working with these children. We could not be indifferent to the children who come from single-parent families, from families with parents working abroad or from families with difficult medical situations.



Cristina Hromiuc

Human Resources Responsible Auchan Berceni



Knowing that every action, regardless of size is extremely important and has an impact on the environment and the community, we have carried out more than **30 actions and we brought together 3901 colleagues involved in CSR and Volunteering under the Personal Sustainability Program**

→ **The target for 2021 has been exceeded by 30%.**

We want to shape and influence responsible behaviour among our clients and the community by setting an example through the actions that we take. For example, our volunteering programs are available and we want to increase the number of participants in our actions and campaigns.



→ **The Personal Sustainability Program is constructed around the following themes:**

- Environment
- Healthy nutrition/Culture Food
- Food solidarity
- Social solidarity

It was a fantastic mobilization of employees to achieve cultural transformation from their desire to be more aligned and focused on responsible actions.

Our CSR projects in brief:

Blood donation campaign

- **365 donors**
- **164 litres** of blood collected = **1,095 lives** saved
- Shops involved - **13 hypermarkets**



The WEEE collection campaign from the headquarters and warehouse

- campaign period: **November 15 - 29, 2021**
- number of employees involved: **53 employees**
- **185 pieces of WEEE** collected (290 kg)

In order to promote circular economy principles and to support the Romanian education system, we have donated IT equipment for several years to "Workshops Without Borders (Ateliere Fără Frontiere)", which are being refurbished and donated to schools.

In 2021 we responsibly transferred **3,241 kg** of electrical and electronic equipment to the partner, preventing environmental pollution with **68,121 kg of CO2 emissions** through reuse and recycling.

→ **To encourage the responsible and sustainable spirit of employees, we have launched the "Volunteer's Guide" procedure, which describes the criteria by which each collaborator can "Volunteer".**



A few years ago, I started to buy school supplies for 1 or 2 children at the beginning of the school year. Why? Starting school involves many costs for parents, and unfortunately not everyone can afford to give their children everything they want. I am sensitive when it comes to children and social differences.

That is why every year, at school opening, I want to see how happy a child is when they go to school with a new school bag, a pencil box in which they have everything they need and the most beautiful notebook covers.

This is a personal project, thus in 2021, with the help of my sister and a friend who is also a colleague, I managed to bring joy to 2 children.

I try to share this experience with those around me as well. Each of us can help someone. Each of us can make someone smile at least once a year. I feel fulfilled when I do these things, and the feelings of joy remain imprinted in my memory especially when I remember how joyfully these children unpacked their school bags.



Mădălina *Mălinaș*

Team leader, Auchan Cluj Iulius



Until last year I worked as a member and volunteer for the Carpathian Mountain Association, as well as for the Florin and Friends Association, in the service of the mountains. I am a mountain hiking enthusiast, often finding myself on mountain tops. The mountain trips offer me inner peace but also are good for my mental and overall health. That is why, through my actions, I want to return the favour to nature and also contribute to the development of mountain tourism. There is a lot to say about this topic and a lot to do in this area: restoration and maintenance of mountain tourist routes (markings, remarks, cleaning and maintenance of trails, maintenance and construction of mountain refuges, etc.).

**We, mountain enthusiasts, have a saying:
DO YOURSELF A FAVOR, BECOME A
VOLUNTEER!**



Florin Octavian *Preda*

Multipurpose seller operator, Auchan Ploiești



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ROMANIA

Sustainable Communities

- + 9.1 General information
- + 9.2 Social impact



General information

To honour our ambitions, we have aligned our social responsibility priorities with the United Nations Sustainable Development Goals. One of the pillars on which we focus is "Social Commitments and Society".

We believe we have a responsibility to our communities and this approach encourages, promotes and cultivates responsible behaviour in our employees as well and gives them a real sense of pride in their profession.

In 2021 we continued to encourage food donations through our partnership with Banca pentru Alimente. We took part in social projects designed to support students in Romania and prevent school dropout and we supported young people from disadvantaged categories to (re)enter the workforce and brought a smile to children with serious illnesses, hospitalized for a long term.

We are constantly trying to show solidarity with communities and, through our actions, to reach out to

vulnerable groups. We involve stakeholders (customers, employees, and partners) in order to support as many beneficiaries as possible.

Through all the activities undertaken, we aimed to protect the environment, promote healthy eating, reduce food waste and develop impactful social projects.

→ The total value of donations in 2021 has reached the value of **1,324,121 RON (267,499 EUR)***, an increase of **272%** compared to 2020.



*For the January 1, 2021 - December 31, 2021 reporting period.



Social impact

In 2021, we have developed and continued important partnerships with organizations such as:

- ♦ **Fara Foundation**, which provides support and specialized services to mitigate the consequences of poverty. **Our contribution: 443,370 RON (89,570 EUR) within the TITI campaign and 56,771 RON (11,469 EUR) within the "Morning Glory, Morning Glory, we invest in Juniory" campaign.**
- ♦ **Viitor Plus**, a non-profit organization involved in sustainable development. **Our contribution: 88,667 RON (17,913 EUR).**
- ♦ **Narada Association** designs and adapts initiatives that contribute to lowering the illiteracy rate in Romania and bringing education into the 21st century. **Our contribution: 81,460 RON (16,457 EUR).**
- ♦ **The "Bank for Food Collection and Distribution" Association (Asociația Banca pentru Colectarea și Distribuirea Alimentelor)** whose main objective is to combat food waste. **Our contribution: 25,000 RON (5,050 EUR) and donated products worth: 249,040 RON (50,311 EUR).**
- ♦ **Touched Association**, a charity that provides material and moral support to marginalized women and their children. **Donated products worth: 51,066 RON (10,316 EUR).**
- ♦ **Special Technological High School for the Hearing-Impaired Cluj-Napoca.** **Donated products worth: 27,073 RON (5,469 EUR).**
- ♦ **Remember Enescu Cultural Foundation**, carrying out cultural programs, recitals, master classes, concerts, galas. **Amount donated: 24,637 RON (5,000 EUR).**
- ♦ **The "Wings for Life" Association ("Asociația Aripă spre Viață")** aims to improve care conditions for children and young people affected by leukaemia, cancers and other serious diseases. **Donated products worth: 8,983 RON (1,815 EUR).**



Community Commitments and Local Community Support

Auchan Romania aims to be actively involved in the development of local communities. In this regard, we have started multiple social projects.

Arrangement of the social canteen in the Special High School for the Hearing-Impaired

We have invested in equipping and arranging the dining room inside the new boarding school for the Special Technological High School for the Hearing-Impaired in Cluj-Napoca, thus offering to over **150 students** modern conditions for dining in a fully equipped space.



"The mission of our school is to offer children with hearing impairment optimal conditions of education, accommodation and meals. Thank you for helping us welcome the students in a particularly beautifully arranged dining area, equipped with all necessities, warm, welcoming and set up with enthusiasm, creativity and dedication by the Auchan team."



Nicoleta Dunca

Director of the Special Technological High School for the Hearing Impaired in Cluj



"Titi the beaver" fundraising campaign

In 2021, we continued our collaboration with FARA Foundation, whose main goal is to combat poverty through education.

The foundation provides educational, familial, and social support to children and their families from underprivileged communities. In this sense, an amount exceeding 300,000 LEI was collected from donations from the sale of the Titi beaver toy.



"Titi the beaver is more than a cute toy, it is a symbol of compassion for those who bought it and to whom we are thankful. We wish, together with Auchan, to continue to provide support for social, educational and professional integration for the 300 vulnerable children in the "Preventing and Combating Poverty through Education" program.

We thank the entire team of Auchan professionals for their support and involvement in changing the lives of vulnerable people and the community."



Roxana Grip & Regina Bulai

FARA Foundation Executive Management Team





Supporting the renovation of Sascut High school

Supporting education is an important aspect of our CSR activity, being one of the sustainable development objectives to which we have adhered. Additionally, the need to combat environmental problems led us to expand our environmental-friendly **school supplies** offer (Auchan brand products made from recycled plastic) and to donate **10%** from the revenues to support education. Thus, in 2021, the number of this type of products increased by **50%** compared to last year.

Moreover, we donated 10% of revenues from our own brand of eco-friendly office supplies to support the modernization of a high school in Bacău county. Thus, through a partnership with the Narada Organization, we financially supported the refurbishment of the "Jaques M. Elias" Technological High School classrooms from Sascut, contributing to the creation of an appropriate learning environment for over 400 students.



narada

Auchan
și viața se schimbă

Fundraising campaign on World Food Day

Another project focused on the well-being of communities was carried out between 15 and 17 October 2021, under the slogan "Eat with us and help others", marking World Food Day with a fundraising campaign.

All revenues from the sale of the four healthy dishes developed by Razvan Exarhu were donated to Banca pentru Alimente, as we aimed to help the association achieve its goal of combating food waste.



Support for children in hospitals

The health and well-being of communities is also a strategic priority for our company.

We joined "Aripi spre viață" Association through the project "June 1st for hospitalized children", we donated packages with toys, hygiene items and food products to **250 children suffering from chronic diseases.**

The project was addressed to the children admitted in the two major hospitals in Bucharest, Fundeni Clinical Institute and M.S. Curie Emergency Clinical Hospital for Children.



"In this project, we received the support of Auchan and partners to create a complete package with care and hygiene products, sweets, juices and toys, a package that means a lot to a hard-pressed family and immense joy to a child who is hospitalized for more than a month, goes through difficult treatments and fights with great courage to defeat cancer or other serious illness."



Nicoleta Stoenescu

President of the Wings for Life Association



"Morning Glory, Morning Glory, we invest in Juniory" campaign

Supporting vulnerable communities is part of our desire to have a positive social impact.

Between October - December 2021, we started the Morning Glory Campaign, a campaign through which T-shirts and mugs personalized with Răzvan Exarhu's expressions and jokes were sold in Auchan stores.

The campaign was intended to support children from disadvantaged backgrounds, thus 15% of the total value of the products purchased were donated to FARA Foundation.

Over 300 children, aged 3 to 11, from the localities of Baia, Preutești, Bogata and Bahna Arin, from Suceava county, benefited from the campaign, receiving clothing and shoes for the winter, as well as food during the Christmas time.

"We feel very good when we do good deeds together with the continuously growing audiences who wake up every morning at quarter to five with us. We are, of course, proud to be part of this generous project through which we are able to help children coming from disadvantageous communities.

In other words, Morning Glory, Morning Glory, We are proud initiatory/And they're happy that they can/ To help the juniory. We'll still do it, 'cause we can."



Răzvan Exarhu
Producer of Morning Glory, Rock FM





2021 was a year full of challenges, but also full of success for our company and our employees. The common theme for all our projects was "engagement", as entire teams took part in the Personal Sustainability Program and adopted the same sustainable mentality that is reflected in our overall strategy. Almost half of our colleagues have spent at least one day to sustainability, CSR and volunteering activities.

We have also initiated what will become "Auchan's largest sustainability project", the Climate Project. The project brings together at the same table our Product, Logistics and Technical teams, along with other relevant professionals from the countries where Auchan is present. The aim is to prepare the roadmaps for our ambitious climate goals, which will align with the Paris Agreement.

We continued our strong commitment to fight food waste: we have completed the implementation of our Zero Waste project in all supermarkets and shops. One of the main objectives of the project was to become a more data-driven company by including artificial intelligence algorithms, allowing us to combat food waste with the help of advanced technology, while also offering our customers more accessible products considering the current macroeconomic challenges.

We have also launched with the support of our product teams the "A new life" project, a unique circular economy initiative in Romania that introduced pre-worn textiles in our stores, making us pioneers and leaders among retail companies present in Romania. This project is part of our constant efforts to influence consumer behaviour and integrate more responsible choices.

We always make sure that sustainability is constantly reflected in our training programs and product development. Our entire team has been trained in all aspects of food waste, plastic reduction and the power of healthy food.

We still have a long way to go, but I have full confidence that we are on the right track to achieve our sustainability goals. We will continue to dedicate ourselves to create strong alliances with our business partners and local producers, NGOs, public authorities, while orienting our business towards a sustainable business model, circular economy and obviously towards a more responsible approach towards production and consumption.



Corina Dospinoiu

CSR Responsible of Auchan Retail Romania



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Appendix

+ 10.1 GRI indicators





Tabel Indicatori GRI

Presentation	Page	Info, comments, chapters
GRI Standard	GRI 101: Foundation 2021 General Disclosures GRI 102: General Disclosures 2021	
Organizational profile		
102-1 Name of the organization	8	About the report.
102-2 Activities, brands, products and services	17: 57	The Big picture; Our products and services.
102-3 Location of headquarters	2	General details
102-4 Location of operations	17: 57	Our story; Our products and services.
102-5 Ownership and legal form	8	Joint stock company - S.A. - About the report.
102-6 Markets served	17-18: 57	The Big picture; Our products and services.
102-7 Scale of the organization	21	Governance and organization management.
102-8 Information on employees and other workers	17: 34-36	The Big picture; Supplier engagement.
102-9 Supply chain	32	Value chain.
102-11 Precautionary Principle or approach	49-50	Auchan Retail Sustainability strategy.
102-13 Membership of associations	38	Awards, memberships and certifications
Strategy		
102-14 Statement from senior decision-maker	5	CEO Statement
Ethics and integrity		
102-16 Values, principles, standards and norms of behaviour	19-20	Auchan's vision and mission; Auchan's values
Governance		
102-18 Governance structure	21	Governance and organization management.
102-19 Delegation authority	21	Governance and organization management.
102-20 Executive-level responsibility for economic, environmental, and social topics	21	Governance and organization management.
102-21 Consulting stakeholders on economic, environmental, and social topics	34-36	Supplier engagement.
102-22 Composition of the highest governance body and its committees	21	Governance and organization management.
102-24 Nominating and selecting the highest governance body	21	Governance and organization management.
102-26 Role of highest governance body in setting purpose, values, and strategy	21	Governance and organization management.



Presentation	Page	Info, comments, chapters
Governance		
102-29 Identifying and managing the economic, environmental and social impact	30-31	Economic impact; Reporting obligations under the EU Taxonomy Regulation
102-30 Effectiveness of risk management processes	27-28	Risk management; Site security.
Stakeholder involvement		
102-40 List of stakeholders	11	Stakeholder dialogue.
102-42 Identifying and selecting stakeholders	11	Stakeholder dialogue.
102-43 Approach to stakeholder engagement	12-13	Construction of materiality analysis.
Reporting practices		
102-46 Defining report content and topic boundaries	8; 12-13; 15	About the report; Construction of materiality analysis; Material themes;
102-47 List of material topics	15; 19-20	Material themes; Auchan's vision and mission; Auchan's values.
102-49 Changes in reporting	N/A	There are no significant changes in the list of material subjects and subject boundaries compared to previous reporting periods.
102-50 Reporting period	8	01/01/2021-31/12/2021; 1/10/2020 - 30/09/2021.
102-52 Reporting Cycle	8	Annual reporting and sliding year reporting
102-53 Contact point for questions related to the report	2	CSR Department Auchan Romania comisieCSR@auchan.ro
102-54 Claims of reporting in accordance with the GRI Standards	7; 10-12	About the report; Construction of materiality analysis.
102-55 GRI Content Index	112-116	GRI Indicators Table.
GRI Standard		
GRI 103: Management approach 2021		
103-1 Explanation of the material topic and its boundary	14-15	Materiality analysis - Material themes.
103-2 The management approach and its components	49-50	Auchan Retail Sustainability Strategy.
GRI Standard		
Specific disclosures		
GRI 200 series - Economic themes		
GRI 201: Economic performance 2021		
201-1 Direct economic value generated and distributed	30	Economic impact.
GRI Standard		
GRI 205: Anti-Corruption 2021		
205-1 Operations assessed for risks related to corruption	22-27	Ethics and best practices in business; Risk management.
205-2 Communication and training about anti-corruption policies and procedures	22-27	Ethics and best practices in business; Risk management.
205-3 Confirmed incidents of corruption and actions taken	24	Key points related to ethics and compliance
GRI Standard		
GRI 206: Anti-Competitive behaviour 2016		
206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	22-24	Ethics and best practices in business; Key points related to ethics and compliance;



Presentation	Page	Info, comments, chapters
Reporting practices		
GRI Standard		
GRI 300 series - Environment themes		
GRI 302: Energy 2021		
302-1 Energy consumption within the organization	76-77	Energy and water consumption management (gas, electricity, fuels)
302-4 Reduction of energy consumption	71-77	Carbon footprint; Carbon footprint structure; Energy and water consumption management (gas, electricity, fuels)
GRI Standard		
GRI 303: Water and Effluents 2021		
Water consumption	76-77	Energy and water consumption management (gas, electricity, fuels)
GRI Standard		
GRI 304: Biodiversity 2021		
304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	N/A	N/A
304-2 Significant impacts of activities, products, and services on biodiversity	57-58	Our products and services.
GRI Standard		
GRI 305: Emissions 2021		
305-1 Direct (Scope 1) GHG emissions	74-75	Carbon footprint structure.
305-2 Energy indirect (Scope 2) GHG emissions	74-75	Carbon footprint structure.
305-3 Other indirect (Scope 3) GHG emissions	74-75	Carbon footprint structure.
305-5 Reduction of GHG emissions	71-75	Carbon footprint; Carbon footprint structure.
GRI Standard		
GRI 306: Waste 2021		
306-2 Waste by type and disposal method	68-69	Waste management.
306-4 Transport of hazardous waste	80-84	Circular economy.
GRI Standard		
GRI 307: Environmental compliance 2021		
307-1 Non-compliance with environmental laws and regulations	78	Management of environmental risks
GRI Standard		
GRI 308: Supplier environmental assessment 2021		
308-1 New suppliers that were screened using environmental criteria	32-36	Value chain; Supplier engagement.
308-2 Negative environmental impacts in the supply chain and actions taken	32-36	Value chain; Supplier engagement.
GRI Standard		
GRI 400 series - Social Themes		
GRI 401: Employment 2021		
401-1 New employee hires and employee turnover	N/A	N/A
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	89-91	Recruitment and retention policy; personnel rotation, benefits granted



Presentation	Page	Info, comments, chapters
Reporting practices		
GRI Standard <i>Standard GRI</i>		
GRI 402: Labour/Management Relations 2021		
402-1 Minimum notice periods regarding operational changes	89-91	Recruitment and retention policy; personnel rotation, benefits granted
GRI Standard <i>Standard GRI</i>		
GRI 403: Occupational Health and Safety 2021		
403-1 Workers representation in formal joint management-worker health and safety committees	28; 96-101	Site security; Personal sustainability program.
403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	29-30; 96-101	The response to Covid-19; Personal sustainability program.
403-3 Workers with high incidence or high risk of diseases related to their occupation	94-101	Auchan Refresh, our employee evaluation, development and training program; Personal sustainability program.
403-4 Health and safety topics covered in formal agreements with trade unions	94-101	Auchan Refresh, our employee evaluation, development and training program; Personal sustainability program.
403-5 Worker training on occupational health and safety	29; 94-101	The response to Covid-19; Auchan Refresh, our employee evaluation, development and training program; Personal sustainability program.
403-6 Promotion of worker health	60; 94-101	Customer and employee education; Auchan Refresh, our employee evaluation, development and training program; Personal sustainability program.
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationship.	29; 60; 94-101	The response to Covid-19; Customer and employee education; Auchan Refresh, our employee evaluation, development and training program; Personal sustainability program.
GRI Standard <i>Standard GRI</i>		
GRI 404: Training and Education 2021		
404-1 Average hours of training per year per employee	89	Recruitment and retention policy; personnel rotation, benefits granted
404-3 Percentage of employees receiving regular performance and career development reviews	89	Recruitment and retention policy; personnel rotation, benefits granted
GRI Standard <i>Standard GRI</i>		
GRI 405: Diversity and Equal opportunity 2021		
405-1 Diversity of governance bodies and employees	92	Diversity and inclusion.
GRI Standard <i>Standard GRI</i>		
GRI 406: Non-discrimination 2021		
406-1 Incidents of discrimination and corrective actions taken	92	Diversity and inclusion.
GRI Standard <i>Standard GRI</i>		
GRI 412: Human rights assessment 2021		
412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	N/A	N/A
GRI Standard <i>Standard GRI</i>		
GRI 413: Local communities 2021		
Operations with local community engagement, impact assessments, and development programs	80-84; 103-110	Circular Economy, Sustainable Communities.
GRI Standard <i>Standard GRI</i>		
GRI 414: Supplier Social Assessment 2021		
414-1 New suppliers that were screened using social criteria	32-36	Value chain; Supplier engagement.
414-2 Negative social impacts in the supply chain and actions taken	32-36	Value chain; Supplier engagement.



Presentation	Page	Info, comments, chapters
Reporting practices		
GRI Standard <i>Standard 415</i>		GRI 415: Public policy 2021
415-1 Political contributions	N/A	No political contributions
GRI Standard		GRI 2016
102-15 Key impacts, risks, and opportunities	27-28	Risk management; Site security.
102-44 Key topics and concerns raised	14-15	Material themes.

Sustainability

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