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**Sustainability**  
*Report*

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Eating well and living better while preserving the planet.

# Contents

<b>INTRODUCTION</b>	<b>5</b>	<b>PROMOTE HEALTHY NUTRITION AND FIGHT AGAINST FOOD WASTE</b>	<b>61</b>
1.1. CEO's Message	5	5.1. Use of Sustainable Raw Materials	63
1.2. About the Report	6	5.2. Product Quality and Safety	64
1.3. Assessment of Material Aspects	7	5.3. Local Food and Suppliers	66
1.3.1. Methodology	7	5.4. Organic and Vegan Products	67
1.3.2. Stakeholder Dialogue	14	5.5. Educating Customers and Employees	68
1.3.3. Materiality Matrix	19	5.6. Fighting against Food Waste	69
<b>OUR STORY</b>	<b>27</b>	<b>FIGHTING AGAINST PLASTIC POLLUTION</b>	<b>72</b>
2.1. About us, in numbers	28	6.1. Reducing Plastic usage in Stores	73
2.2. Our Vision	29	6.2. Reducing Plastic usage in Logistics	75
2.3. Auchan Romania's Mission	30	6.3. Plastic reduction for own-brand products	76
2.4. Auchan Romania's Business	31	<b>REDUCING OUR CARBON FOOTPRINT</b>	<b>79</b>
2.4.1. About Auchan Romania	31	7.1. Carbon Footprint Structure - Scope 1, 2, and 3	81
2.4.2. Our Value Chain	31	7.2. Climate Project	83
2.4.3. Sustainable Suppliers	33	7.3. Consumption management	87
2.4.4. Economic impact	33	7.4. Waste Management	89
2.5. Certifications, Collaborations, Awards	34	7.5. Circular Economy	90
2.5.1. Certifications and Recertifications	34	7.6. Biodiversity	98
2.5.2. Collaborations and Associations	36	<b>PEOPLE</b>	<b>101</b>
2.5.3. Awards	38	8.1. Our Team	102
<b>GOVERNANCE AND ORGANIZATION MANAGEMENT</b>	<b>41</b>	8.2. Responsible Employer	103
3.1. Corporate Governance	42	8.3. Diversity, equality and inclusion	104
3.2. Risk Management	44	8.4. Employee satisfaction and well-being	105
3.3. Environmental Risk Management	45	8.5. Integrate, assess, train, and develop people	108
3.4. Ethics and Best Practices in Business	46	8.6. Health and Safety at Work	113
3.4.1. Ethics and Compliance	46	8.7. Personal Sustainability Program (PSP)	114
3.4.2. Data Security	47	<b>SUSTAINABLE COMMUNITIES</b>	<b>117</b>
3.4.3. Supplier Evaluation on Social Criteria	48	9.1. Community Engagement	118
<b>SUSTAINABILITY STRATEGY</b>	<b>51</b>	9.2. Social Impact - Donations to Partners	120
4.1. Our sustainability strategy in relation to the Sustainable Development Goals	53	<b>GRI TABEL INDEX</b>	<b>127</b>
4.1.1. Our 4 Strategic Pillars	54	<b>SASB INDEX</b>	<b>134</b>
4.2. EU Taxonomy	55		
4.3. Sustainability Ratings	57		
4.4. EU Directive on Corporate Sustainability Reporting (CSRD)	58		
4.5. External Assurance	59		



GRI 2-22

## 1.1 CEO'S MESSAGE

“ Dear colleagues, partners and customers,

*On behalf of the entire Auchan team, I am delighted to share with you our results for 2022, reflected in our latest sustainability report. It is a privilege to reflect on our progress and continue our journey towards a more responsible tomorrow. This edition of our sustainability report presents an open and detailed overview of efforts to actively contribute to this goal.*

*In a year marked by challenges and opportunities, we focused on aspects that we can improve considerably, in order to reduce our impact on the environment, but also to bring our contribution to the harmonious development of the communities in which we operate.*

*As trusted partners for our communities, we have supported initiatives that support people, especially disadvantaged ones. With every action, we want to redefine standards of social engagement, inspiring others to join our efforts. Thus, in 2022, we supported no less than 93 social projects, with over 2.5 million lei, having a direct and sustainable impact on people's lives.*

*In full awareness of climate change, we have taken a proactive approach and invested in innovative solutions to reduce greenhouse gas emissions, in line with the company's global decarbonization plans. Thanks to constant efforts to optimize the supply chain and adopt more efficient solutions, we were able to reduce our carbon emissions by 7% in the period covered by this report compared to the previous year. We have also considerably reduced our gas, electricity and water consumption.*

*In 2022, we implemented strict plastic waste management policies and introduced environmentally friendly packaging*

*to minimise impacts on ecosystems. In addition, we have introduced sustainably sourced natural trees into our stores, avoiding deforestation and helping to preserve ecosystems. In addition, we have taken steps to exclude products that could endanger marine species and forests. At the same time, we have supported biodiversity through afforestation and conservation projects of natural habitats.*

*We understand the importance of adopting a healthy lifestyle and reducing food waste. That's why we've continued to direct efforts toward providing quality, healthy food to ensure that every meal is an opportunity to preserve culinary identity, support social interactions, and promote proper nutrition. Through innovative initiatives and strategic partnerships, about which I invite you to find out more in the pages of the report, we have been able to donate hundreds of thousands of kilograms of food to those in need and educate communities about the importance of maintaining a balanced diet.*

*Every action we took in 2022 reflected our mission to create sustainable value for communities and the environment. Together, we have created an ecosystem of values and initiatives that support this mission. Our achievements would not have been possible without the commitment of every colleague, partner and client. Looking to the future, we are committed to maintaining this momentum and continuing to develop innovative solutions for future challenges.*

*With gratitude for every contribution and hope that we will continue to build a better future for us all. ”*

**Ionuț Ardeleanu**  
CEO Auchan Retail Romania

## 1.2 ABOUT THE REPORT

The third edition of Auchan Romania's Sustainability Report provides a comprehensive perspective on how we manage the impact of our activities on the environment, society, and the economy, in accordance with the highest international standards and norms.

In this report, you will discover our efforts in promoting a responsible and ethical supply chain, as well as the actions taken to protect the environment and support local communities. Furthermore, the report highlights initiatives to improve the quality of life for employees and all those involved in our activities:

- » **Governance:** Our commitment to transparent and responsible governance, ensuring ethical conduct and active engagement within our community.
- » **Environmental Aspects:** Our continuous efforts to reduce our environmental impact by optimizing our supply chain, implementing energy efficiency measures, and promoting responsible resource use.
- » **Social Aspects and Human Rights:** Our commitment to upholding human rights, including labor protection, safe working conditions, and the promotion of diversity and inclusion within the organization.
- » **Anti-Corruption Efforts:** Auchan Romania actively combats corruption in all its forms and makes every effort to ensure an ethical and transparent business environment.

The reporting period covered by the report is from October 1, 2021, to September 30, 2022 (sliding year), providing both qualitative and quantitative information regarding the company's non-financial performance. Additionally, we have included a range of other data, such as financial data, reported from January 1, 2022, to December 31, 2022, due to their relevance to the information presented.

The methodology for preparing this report involved the use of internationally recognized standards in non-financial reporting, particularly the Global Reporting Initiative (GRI) Standard, version 2021. This standard guided us in selecting relevant information and essential aspects for comprehensive reporting and increased transparency. Furthermore, this edition of our sustainability report aligns with the reporting of Sustainable Development Goals and conforms to the requirements of the SASB standard. We have also integrated the European Commission's 2017 Guidelines on Non-Financial Reporting and adhered to the specific criteria outlined in Order No. 1938/2016 of the Ministry of Public Finance.

The information presented in the report is structured into nine chapters, each covering strategic areas and topics of major importance to Auchan Romania.

<sup>†</sup>The SASB standards identify sustainability issues most relevant for investor decision-making across 77 industries. Starting from August 2022, the International Sustainability Standards Board (ISSB) of the IFRS Foundation has incorporated the SASB standards.

## 1.3 ASSESSMENT OF MATERIAL ASPECTS

### 1.3.1. Methodology

GRI 3-1; GRI 3-3

Our sustainability report has been developed in accordance with the recommendations of the GRI (Global Reporting Initiative) standards, using the Core option, and aims to meet the relevant external reporting frameworks' requirements, such as the Task Force on Climate-related Financial Disclosures (TCFD), EU Taxonomy or EU Directive on Corporate Sustainability Reporting (CSRD), even though its rules will be applicable starting from 2024. Thus, a new feature of this report is the assessment of material aspects based on the concept of „double materiality“. This approach allows the impact assessment of our activities on the environment, society, and the economy (impact materiality) as well as the financial influence that external factors have on our company (financial materiality).

The process of developing this report was rigorous and involved two essential stages. In the first stage, we analyzed the material aspects identified in previous reports, focusing on areas where we have a significant impact. In the second stage, we conducted a detailed value chain analysis to identify new risks and opportunities so that we could improve our sustainability approach. We also considered the perspectives of key stakeholders with whom we interacted during a dedicated workshop.

#### The identified material aspects and their significance for Auchan Romania

After a thorough analysis of our value chain and business model, we have identified seven essential strategic directions and 46 topics, representing material aspects of significant relevance for Auchan Romania:

- » **Responsible Employer:** We focus on creating a positive and equitable working environment for our employees, promoting diversity, inclusion, and professional development.
- » **Production Practices:** We have a responsibility to the environment and seek to adopt sustainable production practices, reducing our impact on natural resources and promoting responsible use of raw materials.
- » **Sustainable Relationships:** We aim to build sustainable and trust-based relationships with our business partners and collaborators, based on ethical principles and social responsibility.
- » **Circular Economy:** We encourage solutions implementation and initiatives for a circular economy, where resources are used efficiently, and waste is reduced, repaired, reused, or recycled.
- » **Responsible Consumption:** Educating and involving our customers in making responsible consumption decisions is a priority, promoting informed and sustainable choices.
- » **Store Management:** We focus on operational optimization and efficiency in our stores, reducing energy and resource consumption, and creating environmentally friendly spaces.
- » **Governance:** We adopt responsible, transparent, and ethical corporate governance, continuously seeking to improve our sustainability performance.

<sup>2</sup>In 2015, the Financial Stability Board established TCFD with the aim of addressing the financial markets' requirements for more detailed and consistent reporting on climate-related matters. In 2017, TCFD presented its guidelines in four key areas: governance, strategy, risk management, and setting objectives and metrics. These recommendations establish a common framework that both companies and investors can use to develop climate-related information and to assess and manage their exposure to climate change-related risks.

<sup>3</sup>The European Union has adopted the Sustainable Finance Action Plan, which includes the Corporate Sustainability Reporting Directive (CSRD). This directive represents an amendment to the existing legislation on non-financial reporting (NFRD), imposing more detailed reporting requirements regarding companies' impact on the environment, society, and the economy. CSRD is based on the European Sustainability Reporting Standards (ESRS), consisting of a set of 12 standards developed by the European Lab for Financial Reporting Advisory Group.

<sup>4</sup>The concept of „double materiality“ was officially proposed by the European Commission in the Non-Financial Reporting Supplement on Climate-Related Information, published in June 2019. It encourages a company to assess materiality from two perspectives: 1) „the measure necessary for an understanding of the company's development, performance, and position“ and „in the broader sense of value impact on the company“; 2) the environmental and social impact of the company's activities on a wide range of stakeholders. The concept also involves the need to assess the interconnectivity of these two perspectives.

In the process of identifying and evaluating material aspects, we closely collaborated with our key stakeholders, including employees, management, customers, business partners, NGOs, and other partners with whom we implement projects. Through a well-structured questionnaire, we collected feedback

from these stakeholders, allowing us to better understand their sustainability concerns and priorities.

This approach ensures that our sustainability report accurately reflects the aspects that are important to both our internal and external community.

## RESPONSIBLE EMPLOYER

### Employee Health and Safety

- » At Auchan Romania, the health and safety of our employees are paramount. Through the rigorous implementation of workplace health and safety procedures and careful assessment of the risks of illness and occupational accidents, we ensure that our employees work in a safe environment. Additionally, we are open to feedback and continually adapt preventive measures to ensure that we continuously address their needs and concerns.

### Employee Well-being

- » We understand the importance of our employees' well-being and provide them with a pleasant working environment. To maintain a high level of employee satisfaction, we offer a generous package of benefits and multiple perks designed to enhance their workplace experience.

### Anti-Discrimination

- » At Auchan Romania, we strongly promote a culture of non-discrimination and inclusion. Through our Code of Ethics and our Ethics Committee, we continually monitor operations to prevent any form of discrimination.

### Social Dialogue

- » We invest in our development and aim to have an ongoing and transparent dialogue with our teams and employee representatives based on their expectations.

### Professional Development

- » We invest in the development of our employees, providing them with equal opportunities for continuous training and specialized courses to enhance both their technical and personal skills. We aim for every employee to have the opportunity to advance in their career and reach their maximum potential within our organization.

### Professional Equality

- » We encourage diversity, professional equality, and gender equality, working to build an inclusive work environment where every employee has fair access to development and advancement opportunities.

### Inclusion of Vulnerable Individuals

- » We have a proactive approach to hiring individuals with disabilities, aiming to integrate them into our daily activities. We are firmly against any form of workplace harassment and we are committed to providing a balance between the personal, social, and professional lives of our employees. We also support both young and older individuals, offering opportunities for development.

### Commitment to Local Communities

- » We understand the importance of social responsibility and actively engage with local communities. We invest in projects that have a positive impact on these communities, supporting disadvantaged groups, promoting education, and encouraging health. We are proud of making significant contributions to the sustainable development of these communities.

## PRODUCTION PRACTICES

### Carbon Footprint of Products

- » At Auchan Romania, we are firmly dedicated to improving sustainability within our production activities. One of our primary objectives is to include sustainable products in our offer, which have a reduced impact on carbon emissions during the production process.

### Environmental Impact of Products

- » We understand our responsibility to the environment and focus on promoting sustainable production. Consequently, we work towards developing eco-friendly, organic, and bio products. Simultaneously, we concentrate on providing consumers with relevant and comprehensive information about responsible products and consumption patterns that contribute to environmental protection.

### Local and Seasonal Products

- » We are committed to offering quality and healthy products to our customers. To achieve this, we actively engage in selecting and designing a unique range of products based on local and seasonal produce. Through this, we support local communities and reduce the environmental impact by minimizing long-distance transportation.

## SUSTAINABLE RELATIONSHIPS

### Ethics in Procurement and Delivery Processes

- » We highly value and encourage partnerships based on ethical principles and social responsibility. That's why we have implemented the „Code of Business Ethics” for all our business partners, a document that includes clauses related to crucial aspects such as the prohibition of child labor and forced labor, compensation practices, anti-discrimination, anti-corruption, and concern for environmental protection.

### Sourcing Raw Materials

- » We place a strong emphasis on sustainable farming practices and the selection of high-quality raw materials. From farm to fork, we focus on using ethically sourced raw materials so that we can offer our customers authentic products with easy traceability.

### Sustainable Supplier Relationship

- » We aim to build sustainable relationships and expand collaborations with local suppliers. We seek to develop long-term partnerships based on trust and transparency, which bring mutual benefits and stimulate the sustainable development of local communities. In this regard, we actively work on developing a protocol between our stores and the product department to facilitate an easier listing methodology for local suppliers, thereby giving them the opportunity to showcase their products within our network.

## CIRCULAR ECONOMY

### In-store Waste Management

- » We support proper waste management in our stores, strictly adhering to company-established procedures and complying with national laws and regulations.

### Zero Waste

- » We have implemented „Zero Risipă” corners in all types of Auchan stores and actively engage in educating and training employees to promote sustainable practices and reduce waste.

## Reducing Plastic Usage

- » We are committed to significantly reducing the amount of plastic used and promoting a circular economy throughout the value chain. We address this challenge through concrete and measurable actions aimed at promoting more responsible resource use.

## Management of Unsold Non-Food Items

- » We aim to increase awareness among our customers and employees regarding the circular economy. Through collaboration with stakeholders, we develop relevant and effective programs for managing and reusing unsold non-food items.

## Product Lifecycle Impact

- » We actively engage in reducing the product lifecycle impact, from production to use and disposal. We continuously improve our own-brand products to be sustainable and encourage national brands to adopt similar approaches.

## Support for Sustainable Practices Implementation

- » We support positive changes in the industry by implementing sustainable practices. We engage in initiatives to avoid the use of palm oil, pangasius fish, and the sale of shark meat, considering their impact on ecosystems and resource sustainability.

## RESPONSIBLE CONSUMPTION

### Food Waste

- » At Auchan, we are determined to promote responsible consumption and contribute to building a more sustainable and balanced future. This commitment is reflected in a series of innovative initiatives and projects aimed at combating food waste and ensuring the quality, safety, and sustainability of our products. We use advanced technologies to minimize losses and to use resources efficiently. Additionally, we emphasize the awareness of our employees and customers regarding the importance of reducing food waste.

### Healthy and Nutritious Products

- » We carefully select products to ensure a balanced composition using carefully chosen ingredients, thus encouraging a healthy lifestyle and proper nutrition.

### Elimination of Controversial Substances

- » We take responsibility for eliminating controversial substances from our products and ensure that all products sold in our store chain meet the highest standards of safety and hygiene.

### Responsible Consumption Awareness

- » By promoting healthy eating and nutritional education, we are committed to improving the lives of our customers and increasing awareness of healthy eating habits.

### Transparency and Product Traceability

- » We are transparent in our communication process, providing clear information about the origin of raw materials and the life cycle of our products so that Auchan customers can make informed decisions and enjoy reliable/safe/high-quality products. We also work continuously to improve the quality of our services and focus on the prompt and efficient management of sensitive situations such as recalls or complaints.

### Animal Welfare

- » We educate customers about plant-based product alternatives that align with our environmental and health concerns. Additionally, we are working on a dedicated animal welfare policy and promoting sustainable fishing

## Financial Accessibility for Quality Products

- » We want quality products to be accessible to everyone, regardless of income or financial resources. Thus, we ensure that our offering includes diverse options tailored to the needs of each segment of the population.

## Diet Adaptation

- » In the spirit of adapting to customer requirements, we are developing specific products for various dietary types and lifestyles, considering both environmental factors and various health needs.

## STORE MANAGEMENT

### Energy Efficiency

- » We continuously assess the energy efficiency of our stores, aiming to reduce both costs and environmental impact. Periodically, we implement improvements to production equipment and refrigeration systems to decrease energy consumption and contribute to combating climate change.

### Water Resource Management

- » We focus on reducing water consumption through responsible and sustainable management practices. By applying efficient water-use measures, we intend to reduce our environmental impact and protect valuable natural resources.

### Resource Conservation

- » We incorporate significant environmental protection measures into all our projects, considering the conservation of precious natural resources. We are committed to harmonizing with the environment, protecting biodiversity, and vulnerable ecosystems.

### Logistics and Mobility

- » We strive to optimize transportation and reduce the carbon footprint of our logistics operations. We continually modernize our logistics infrastructure to better meet customer needs while promoting sustainable and eco-friendly mobility.

### Green Buildings

- » We support the concept of green buildings for their efficiency, aiming to obtain BREEAM or EDGE certifications. We are committed to greening our constructions and obtaining BREEAM<sup>5</sup> or EDGE certifications.

### Carbon Product Impact

- » We are aware of the climate risks associated with products and focus on reducing their impact on the carbon footprint. We encourage and promote sustainable products to meet the demands of environmentally conscious consumers.

### Greenhouse Gas Reduction

- » We have a firm commitment to reducing greenhouse gas emissions through energy efficiency, transitioning to renewable energy sources, and optimizing transportation throughout the Auchan network.

### Soil Protection

- » To minimize the impact on soils and the environment, we use lands as responsibly as possible and support the protection of sensitive natural areas. We implement rainwater management solutions and promote green and sustainable construction.

<sup>5</sup>Building Research Establishment Environmental Assessment Methodology

## Social and Economic Impact

- » We consider both the social and economic impact of the company, which can result from improper store management.

## GOVERNANCE

### Anti-Corruption

- » We have developed and implemented an Anti-Corruption Code of Conduct that applies to all our employees, regardless of their position within the company or the location in which they work. Through this code, we ensure that all employees adhere to the highest standards of integrity and ethics in business relationships.

### Data Protection

- » We are committed to ensuring the security and confidentiality of personal data entrusted to us or generated internally. We implement rigorous policies and procedures to ensure that customer, employee, and partner data are protected in accordance with legal requirements and regulations.

### Transformation of Offerings

- » We pay special attention to transforming our offerings to integrate social, societal, and environmental concerns into our business activities. We commit to developing responsible products and services that support sustainability and the well-being of the communities in which we operate.

### Stakeholder Dialogue

- » We prioritize effective and open communication with all stakeholders to understand and promptly address common concerns and issues of interest. We engage stakeholders in our development processes and consider their feedback for the continuous improvement of our practices.

### ESG Management and Risk Management

- » We are aware of the importance of managing ESG (Environmental, Social, Governance) risks for the long-term success of the company and society. We monitor and promptly address these risks to ensure the integrity and sustainability of our operations.

### Cybersecurity

- » We invest in advanced IT systems and place a high emphasis on cybersecurity to protect both our internal data and the information of our customers and partners.

### Corporate Social Responsibility (CSR) Strategy

- » We prioritize the successful expansion and implementation of our CSR strategy, which is essential for achieving our sustainability objectives and responsible engagement in the community.

### CSR Communication

- » We communicate coherently and clearly our CSR strategy and mission to increase the awareness and engagement of our employees and customers in our social responsibility actions.

### Sponsorship and Philanthropy

- » We meet the needs of vulnerable communities by engaging in projects that support environmental protection, promote healthy eating and reduce food waste, and provide social support.

## Results of Materiality Assessment

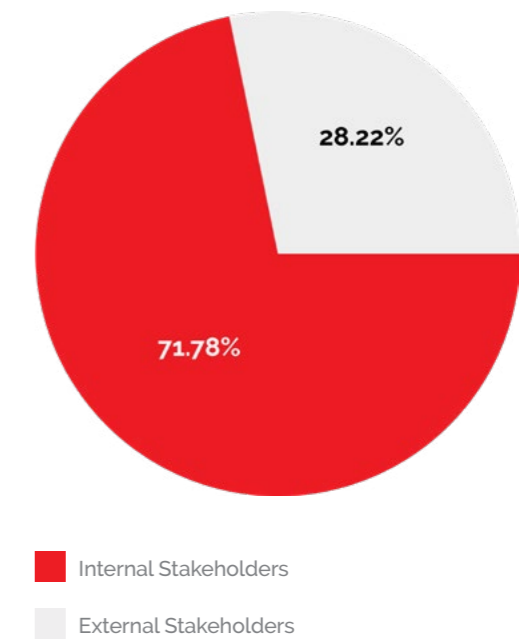
In identifying the significant material aspects for our company and determining their relevance, we conducted a rigorous analytical process. In collaboration with five of our key stakeholders from relevant domains such as governance, procurement, legal, sustainability, and environmental risk management, the identified material aspects were analyzed from both their impact on society and their financial impact, as well as their long-term relevance.

In this regard, we organized a focus group with the participation of all key stakeholders and distributed a questionnaire to gather and evaluate their feedback. The results obtained from this analytical process were systematized and categorized into a materiality matrix, providing us with a clear picture of the priority aspects for our company.

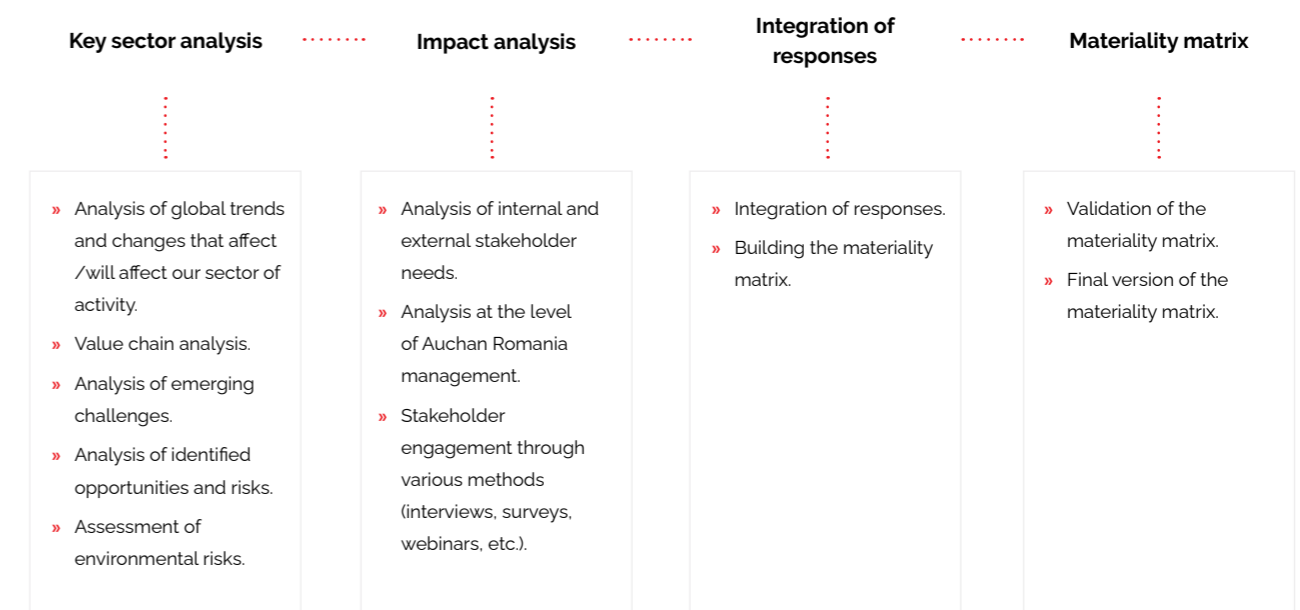
Additionally, we took into consideration the feedback received from materiality surveys completed by secondary stakeholders, both internal and external. Consequently, each material aspect was analyzed based on its financial influence on our business and its impact on society.

We are committed to assimilating the feedback received from all our stakeholders and take into account the recommendations received. To the extent possible, we incorporate these recommendations into the programs we develop and into our activities.

Respondents



## THE PROCESS OF CONSTRUCTING A MATERIALITY ANALYSIS.



### 1.3.2. Stakeholder Dialogue

GRI 2-29

We actively engage with stakeholders because we believe in the value of dialogue and their involvement in critical stages of our evolution. For us, effective

communication with stakeholders is a priority, and providing prompt responses to their concerns regarding common interest issues is essential.

STAKEHOLDER DIALOGUE PROCESS		
Stakeholder Type	Topics of Interest	How We Communicate and Interact
Customers and residents of Romania	<ul style="list-style-type: none"> <li>» Products (quality, availability, safety, assortment)</li> <li>» Affordable prices</li> <li>» Shopping experience</li> <li>» Educating customers</li> </ul>	<ul style="list-style-type: none"> <li>» Supply chain and own brand products</li> <li>» Customers' Friend international distinction and Customers' Friend status - Superior Excellence</li> <li>» „Farfuria lui Exarhu” program</li> <li>» „My CLUB” loyalty program</li> </ul>
Employees	<ul style="list-style-type: none"> <li>» Competitive compensation and benefits</li> <li>» Ethical workplace</li> <li>» Diverse and inclusive workforce</li> <li>» Wellbeing and benefits</li> <li>» Learning, development and growth</li> <li>» Career opportunities</li> </ul>	<ul style="list-style-type: none"> <li>» Meetings with employee representatives</li> <li>» Agora Committees</li> <li>» Cultural Transformation Human Project</li> <li>» Employee Engagement and Satisfaction Barometer</li> <li>» Auchan Refresh Center of Excellence</li> <li>» „Compliance Week” event</li> <li>» Auchan StarTalents nursery programs</li> <li>» Personal Sustainability Program (PSP)</li> <li>» Executive Scholarship – Master of Business Administration (MBA)</li> <li>» Auchan International Management Program (AIM)</li> </ul>
Suppliers of Auchan private label products	<ul style="list-style-type: none"> <li>» Terms and conditions of delivery</li> <li>» Payment terms</li> <li>» Ethics and transparency</li> <li>» Cooperation towards innovation</li> </ul>	<ul style="list-style-type: none"> <li>» Over 85% suppliers from Romania</li> <li>» Over 700 own brand products developed in Romania.</li> <li>» Regular audits carried out at Auchan chain product suppliers</li> <li>» Products that respect special diets (gluten-free, sugar-free, Bio, Eco, etc.)</li> </ul>
Local producers/farmers	<ul style="list-style-type: none"> <li>» Auchan Romania's expectations regarding product volumes and quality</li> <li>» Terms and conditions of delivery</li> <li>» Payment terms</li> <li>» Ethics and transparency</li> </ul>	<ul style="list-style-type: none"> <li>» Development of the „Filières” program, a long-term partnership with producers in Romania.</li> <li>» Implementation of blockchain applications for certain supply chain products, ensuring complete traceability.</li> <li>» The Club of Emblematic Romanian Brands.</li> </ul>

Local, National, and International Authorities and Administrations	<ul style="list-style-type: none"> <li>» Taxes</li> <li>» Compliance reporting</li> <li>» Transparency</li> <li>» Ethics</li> <li>» Data security and confidentiality</li> </ul>	<ul style="list-style-type: none"> <li>» Preparation of financial and non-financial statements</li> <li>» Payment of taxes and contributions</li> <li>» Preparation of Sustainability Reports</li> <li>» Adherence to laws and employee rights</li> </ul>
Local Communities and NGOs	<ul style="list-style-type: none"> <li>» Community engagement</li> <li>» Employment opportunities</li> <li>» Sponsorships</li> <li>» Sustainability</li> <li>» Environmental impact</li> <li>» Food waste and food waste reduction</li> <li>» Safe shopping</li> </ul>	<ul style="list-style-type: none"> <li>» Investment of 2.6 million Lei in community projects, including fundraising campaigns, product donations, and financial support for community programs</li> <li>» Ongoing campaign with the <b>Romanian Federation of Food Banks (FBAR)</b></li> <li>» Circular economy projects</li> <li>» International call for projects with grants of up to 100,000 euros</li> <li>» National blood donation campaigns</li> </ul>
Mass-media	<ul style="list-style-type: none"> <li>» Ethics and transparency</li> <li>» Open dialogue</li> <li>» Information quality</li> <li>» Collaboration</li> </ul>	<ul style="list-style-type: none"> <li>» Communications for CSR activities</li> <li>» Publication of Sustainability Reports</li> <li>» Issuing press releases</li> <li>» Participation in events and conferences</li> </ul>
Investors	<ul style="list-style-type: none"> <li>» Profitability</li> <li>» Financial stability and performance</li> <li>» Sustainable performance</li> <li>» Risk management</li> <li>» Ethics and transparency</li> </ul>	<ul style="list-style-type: none"> <li>» Annual shareholders' meeting</li> <li>» Financial community meetings</li> <li>» Participation in conferences and forums</li> <li>» Regular calls and in-person meetings</li> <li>» Thematic calls upon request</li> <li>» Annual financial reports</li> </ul>
Auchan Retail Group	<ul style="list-style-type: none"> <li>» Profitability</li> <li>» Reputation</li> <li>» Sustainability</li> </ul>	<ul style="list-style-type: none"> <li>» Reporting</li> <li>» Periodic conferences</li> <li>» Meetings and calls</li> </ul>





#### Stakeholder Perception of Our Sustainability Initiatives

In our effort to ensure a comprehensive and transparent approach to materiality assessment, we have created online questionnaires that have allowed us to gather valuable insights from our stakeholders. These questionnaires have provided us with an opportunity to receive feedback on our sustainability activities and how we communicate with them. In addition to the materiality assessment questionnaires, we have decided to expand this stakeholder consultation by launching a reputation questionnaire. This initiative has enabled us to better

understand their perception of our sustainability efforts and to learn how they envision our short and medium-term evolution.

Stakeholder consultation and engagement represent an ongoing activity in which our colleagues from various departments interact directly with stakeholders and gather valuable information about how Auchan Romania's activities are perceived by them. This internal collaboration helps us become more responsive and adaptable to the needs and expectations of those we interact with.



STAKEHOLDER CONSULTATION METHOD	RESULT/GOAL
Reputation online questionnaire addressed to employees, customers, and external collaborators of Auchan Romania (contractors, suppliers, NGOs, professional associations)	 Analysis of Auchan's image and reputation among employees and the public <b>(509 responses)</b>
Online questionnaire addressed to non-key stakeholders, both internal and external	 Quantifying the company's impact on society for each identified material aspect <b>(509 responses)</b>
Focus group with the company's key stakeholders	 Identifying material aspects and relevant strategic directions for the company <b>(5 responses)</b>
Online questionnaire addressed to key stakeholders of the company	 Quantifying the financial impact on the company for each identified material aspect <b>(5 responses)</b>

Key Figures from the **Reputation Analysis:**

**89.90%**

of respondents appreciate Auchan's activities and image (32.60% to a great extent and 56.60% to a very great extent). Moreover, **51%** of them consider Auchan to have the best reputation compared to competitor retailers, with the main reasons being the quality of services or products, services provided by employees to customers, and environmental responsibility..

Over **70%**

of respondents believe that suitable activities for the retail industry are **environmental protection projects and activities promoting Romania**. Furthermore, over **65%** consider **important projects related to arts and culture or projects supporting sports** to be important.

Auchan's promotion of environmental responsibility in areas such as healthy eating, combating food waste, plastic pollution, carbon footprint reduction, climate impact reduction, and circular economy is known and strongly supported by **88.05%** of respondents.

**82.17%**

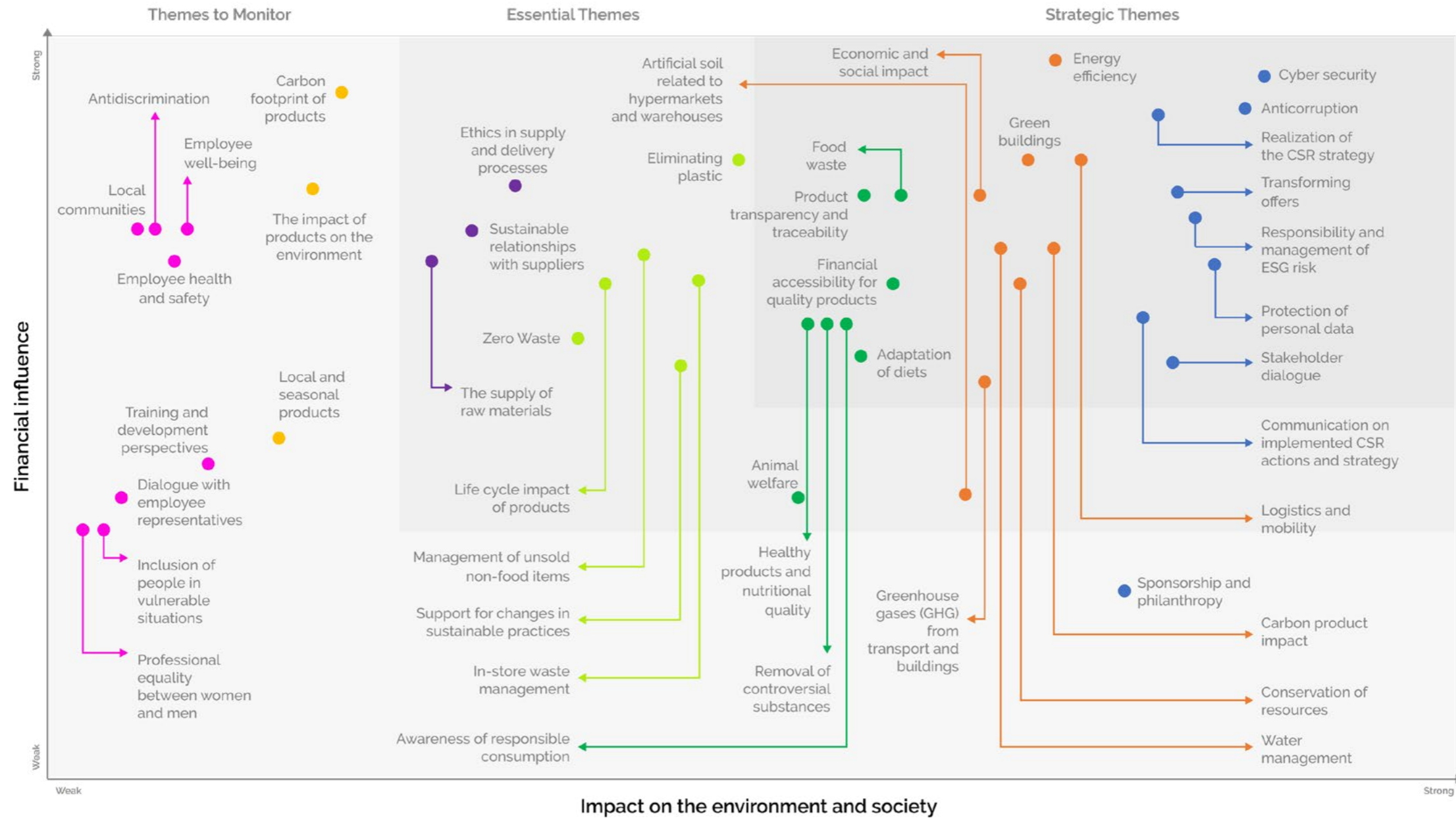
of responses indicate that Auchan is a transparent and open-to-dialogue company, and **81.82%** indicate that it is a company demonstrating fairness in business.

**80.51%**

of respondents consider that Auchan offers a good quality-price ratio, and **79.80%** consider that it is a company interested in customer satisfaction, to a great extent and very great extent.



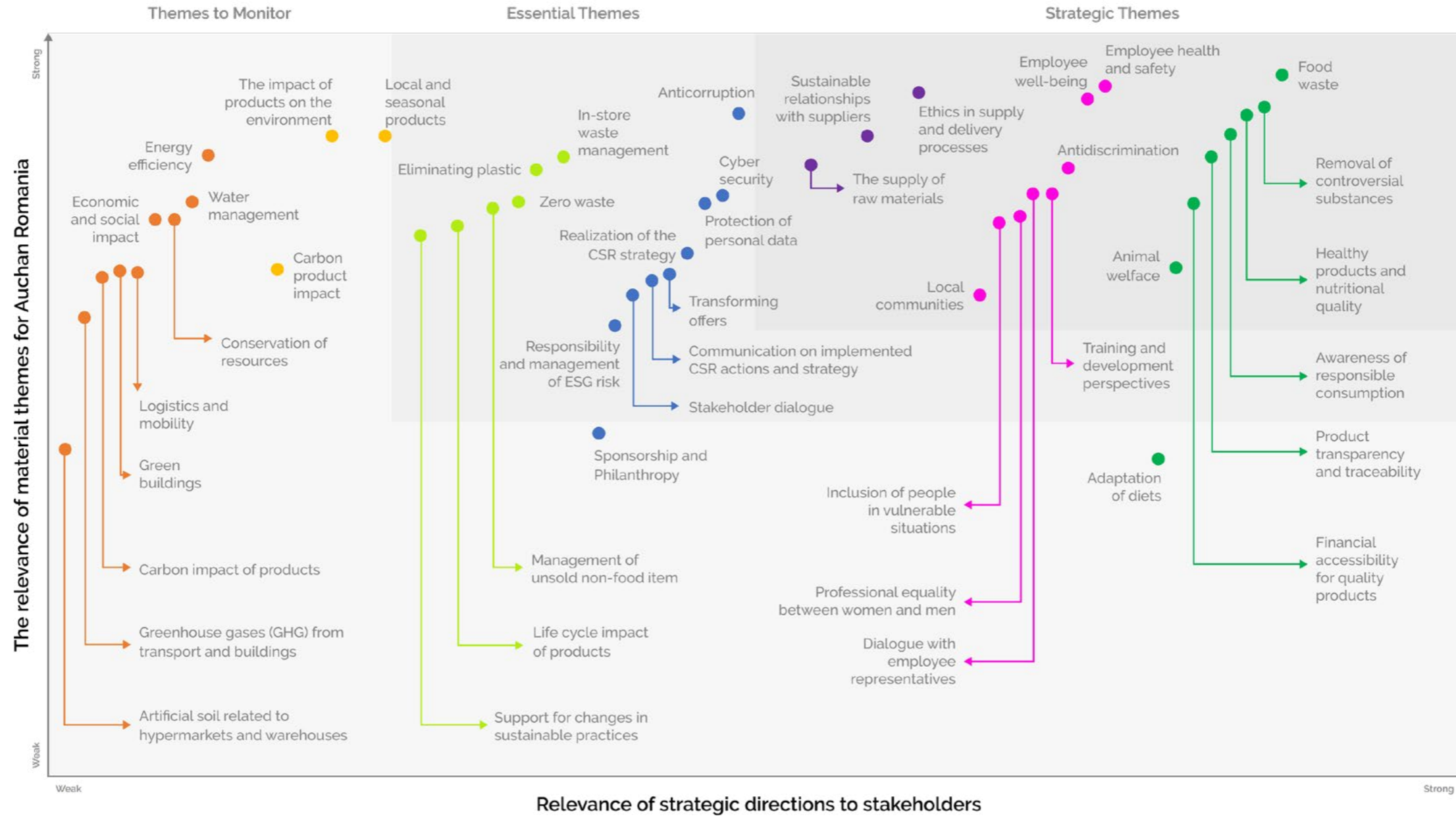
## THE DUAL MATERIALITY MATRIX FROM THE PERSPECTIVE OF KEY STAKEHOLDERS



**DOUBLE MATERIALITY ASSESSMENT FROM THE PERSPECTIVE OF KEY STAKEHOLDERS**

Responsible employer	Production	Sustainable relationships	Circular Economy	Responsible consumption	Store management	Governance
1. Training and development perspectives	1. Carbon footprint of products	1. Ethics in supply and delivery processes	1. Eliminating plastic	1. Food waste	1. Carbon product impact	1. Cyber security
2. Attractive working conditions and employee well-being	2. The impact of products on the environment	2. Sustainable relationships with suppliers	2. In-store waste management	2. Product transparency and traceability	2. Energy efficiency	2. Anticorruption
3. Employee health and safety	3. Local and seasonal products	3. The supply of raw materials	3. Support for changes in sustainable practices	3. Financial accessibility for quality products	3. Conservation of resources	3. Protection of personal data
4. Anti-discrimination and diversity within the company			4. Management of unsold non-food items	4. Adaptation of diets	4. Logistics and mobility	4. Responsibility and management of ESG risk
5. Local communities			5. Life cycle impact of products	5. Awareness of responsible consumption and the impact of products on the environment	5. Greenhouse gases (GHG) from transport and buildings	5. Transforming offers to integrate social, societal and environmental issues
6. Dialogue with employee representatives			6. Zero waste	6. Removal of controversial substances	6. Economic and social impact	6. Realization of the CSR strategy
7. Inclusion of people in vulnerable situations				7. Healthy products and nutritional quality	7. Green buildings	7. Stakeholder dialogue
8. Professional equality between women and men				8. Animal welfare	8. Water management	8. Communication on implemented CSR actions and strategy
					9. Artificial soil related to supermarkets and warehouses	9. Sponsorship and philanthropy

# AUCHAN'S MATERIALITY MATRIX



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

Store management	Production	Circular Economy	Governance	Sustainable relationships	Responsible employer	Responsible consumption
1. Energy efficiency	1. The impact of products on the environment	1. In-store waste management	1. Anticorruption	1. Ethics in supply and delivery processes	1. Employee health and safety	1. Food waste
2. Water management	2. Local and seasonal products	2. Eliminating plastic	2. Cyber security	2. Sustainable relationships with suppliers	2. Attractive working conditions and employee well-being	2. Removal of controversial substances
3. Conservation of resources	3. Carbon product impact	3. Zero waste	3. Protection of personal data	3. The supply of raw materials	3. Anti-discrimination and diversity within the company	3. Healthy products and nutritional quality
4. Economic and social impact		4. Management of unsold non-food items	4. Realization of the CSR strategy		4. Training and development perspectives	4. Awareness of responsible consumption and the impact of products on the environment
5. Carbon impact of products		5. Life cycle impact of products	5. Transforming offers to integrate social, societal and environmental issues		5. Dialogue with employee representatives	5. Product transparency and traceability
6. Logistics and mobility		6. Support for changes in sustainable practices	6. Communication on implemented CSR actions and strategy		6. Professional equality between women and men	6. Financial accessibility for quality products
7. Green buildings			7. Stakeholder dialogue		7. Inclusion of people in vulnerable situations	7. Animal welfare
8. Greenhouse gases (GHG) from transport and buildings			8. Responsibility and management of ESG risk		8. Local communities	8. Adaptation of diets
9. Artificial soil related to supermarkets and warehouses			9. Sponsorship and Philanthropy			

**MAIN MATERIAL ESG ASPECTS - ENVIRONMENT, SOCIAL, GOVERNANCE**

Environment	Social	Governance
» Food waste	» Employee health and safety	» Anticorruption
» Energy efficiency	» Attractive working conditions and employee well-being	» Ethics in supply and delivery processes
» The impact of products on the environment	» Anti-discrimination and diversity within the company	» Cyber security

## 02 *our Story*



## 2.1 ABOUT US, IN NUMBERS



### BUSINESS

**440**

stores\*

**7,388,303,107**

lei turnover (with VAT)\*\*

**321,878**

daily clients\*

**2,562,567**

products sold daily\*



### ENVIRONMENT

**100%** eco-friendly packaging for  
gastronomy and take-away departments\*\*

**26,000** tons of waste generated with  
**11,972** tons of recycled or recovered waste\*

Freight transport **100%** with Euro 5 and 6  
engine trucks\*\*



### SUSTAINABLE PRODUCTS

**775**

own brand products developed in  
Romania\*

**97**

organic and ecological own-brand  
products, of which **22** local products\*

Over **100**

food suppliers delivering  
locally\*



### EMPLOYEES

**55%**

women in management positions\*

**103,180**

employee training hours\*

**7,806**

employees\*



### SOCIETY

**2,587,990**

lei invested in social projects\*\*

**93**

social projects\*

\* Between 1st of October, 2021 and 30th of September, 2022

\*\* Between 1st of January and 31st of December, 2022

## 2.2 OUR VISION

Global changes and events in recent years have led to numerous transformations in terms of nutrition, digitalization, economics, and the environment, with mass distribution also undergoing significant changes. All of these have generated a need for people and processes to adapt to the new expectations of citizens and our customers. In this context, we have formulated our Vision for 2032, which is „Eating well & living better, while protecting the earth.“

In summary, at Auchan, we aim to continue promoting healthy eating through our exclusive offerings, develop more Auchan supply chains, and contribute to a better life for our customers and the communities in which we operate, all while respecting and protecting the planet.

Three years ago, we launched the ambitious „Auchan 2022“ company project, with clear objectives to strengthen our position as a reference player in the field of quality, healthy, local products, based on a unique, fair, and responsible offering. Another important goal of this project was to create enriched experiences for customers, thereby improving their quality of life.

To continue our progress and commitment, the company has declared its 2032 Vision, titled „Eating well & living better, while protecting the earth.“ Through this vision, we aim to give full meaning to the retail profession and reaffirm our commitment to preserving the planet and the community.

Within this project, Auchan products and emotion are considered central elements of the strategy. The company has developed a dedicated approach to the quality, health, and sustainability of local products, with



a special focus on the food sector, where priority is given to local food professions and services. Products under the „Auchan Filières“ brand are a clear example of this effort, representing the company's strong commitment to environmental respect and animal welfare. Through demanding and sustainable agricultural partnerships, Auchan shares values with local producers, supporting responsible agricultural production supply chains. The number of these partnerships has significantly increased, from 13 in 2020 to almost 41 in 2022. Additionally, the range of non-food products is a strong differentiating factor for us.

To ensure accessibility and customer satisfaction, we have developed an omnichannel system that successfully combines the best aspects of physical experiences and online shopping. In this way, we meet the diverse needs of customers, offering accessibility, flexibility and convenience to their preferred products.

## 2.3 AUCHAN ROMANIA'S MISSION

Our mission is to make our products and services desirable and accessible to as many people as possible, based on healthy nutrition and environmental care. The two essential pillars on which we build every day are Auchan products and emotion. We emphasize human connection, genuine care for both employees and their personal and professional needs, as well as for our customers and partners.

We strongly believe that each of us actively contributes to fulfilling our mission and creating a pleasant experience for our customers, helping us achieve our ambition of becoming the preferred brand of our employees, customers, partners, citizens, and shareholders.

We are dedicated to bringing joy and sustainability into the lives of as many people as possible by offering

products and services that promote healthy eating and respect for the environment. We are proud to contribute to the development of a more responsible and connected community through our values.

In 2022, we defined a new vision focused on two fundamental pillars: Products and Emotion. We aspire to be a trustworthy and high-quality partner, offering diverse and accessible products while providing memorable and emotional experiences for our customers.

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



### TRUST

This is the 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, the ability to challenge oneself to invent retailing of the future, that will change the lives of 8 billion inhabitants of this planet

## 2.4 AUCHAN ROMANIA'S BUSINESS

### 2.4.1. About Auchan Romania

GRI 2-1

Auchan Romania S.A. is part of Auchan Retail together with New Immo Holding (which includes Foncière Ceetrus and Nhood), forming the ELO group. Additionally, the company holds a 49.9% capital investment in Oney Bank. The ELO group (formerly Auchan Holding) brings together two companies with complementary business lines: a food retailer (Auchan Retail) and a company providing services for all real estate business lines (New Immo Holding). With the support of ELO, each business line adopts a responsible approach to strengthen its position in its main markets, making significant transformations to achieve its vision.

*This sustainability report focuses exclusively on the sustainability activities and actions of Auchan Romania.*

### 2.4.2. Our Value Chain

GRI 2-6

Our innovative „phygital” (digital and physical) business model allows us to offer our customers the flexibility to choose from various shopping methods, combining the traditional in-store shopping experience with online shopping options. Our customers can choose to enjoy the traditional in-store shopping experience at our stores or they can choose a fully online experience. They can place orders on our digital platforms and have them delivered to their door or pick them up in person at our stores or at our Drive points within our stores. This ensures that we can meet our customers' individual preferences.

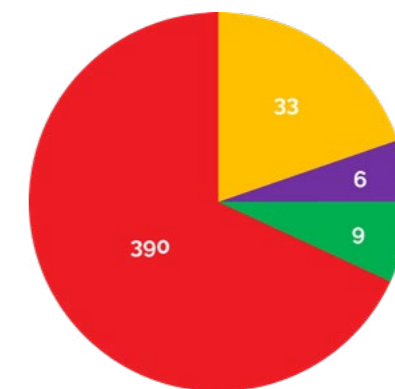
*We continue to maintain 32 Auchan Drive locations and 34 Click&Collect locations to offer customers a variety of convenient and fast shopping options.*

Regarding the expansion of our store network, we are proud to report a significant increase in the total number of Auchan Romania stores, which has grown from 139 to 438 registered stores as of September 30, 2022. This success is mainly due to our goal of expanding the MyAuchan store network within Petrom Stations, with 300 new units opened in 2022.

\*Between 1st of October, 2021 and 30th of September, 2022

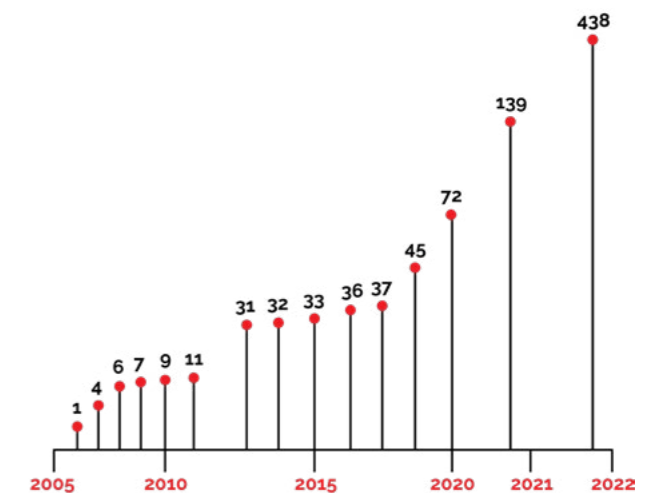
In addition to these, we have opened two supermarkets, a large-format concept - over 2000 sq. m, demonstrating our commitment to providing a variety of store formats based on the local needs of our customers. However, we also consider network optimization, and in this regard, one MyAuchan store (Obregia) was closed. Out of the 438 stores opened in Romania, 33 are hypermarkets, 6 are supermarkets, 9 are MyAuchan stores, and the remaining 390 are MyAuchan Petrom stores.

Out of the 438 stores opened in Romania:



- MyAuchan Petrom
- Supermarkets
- My Auchan stores
- Hypermarkets

The evolution of the number of stores:





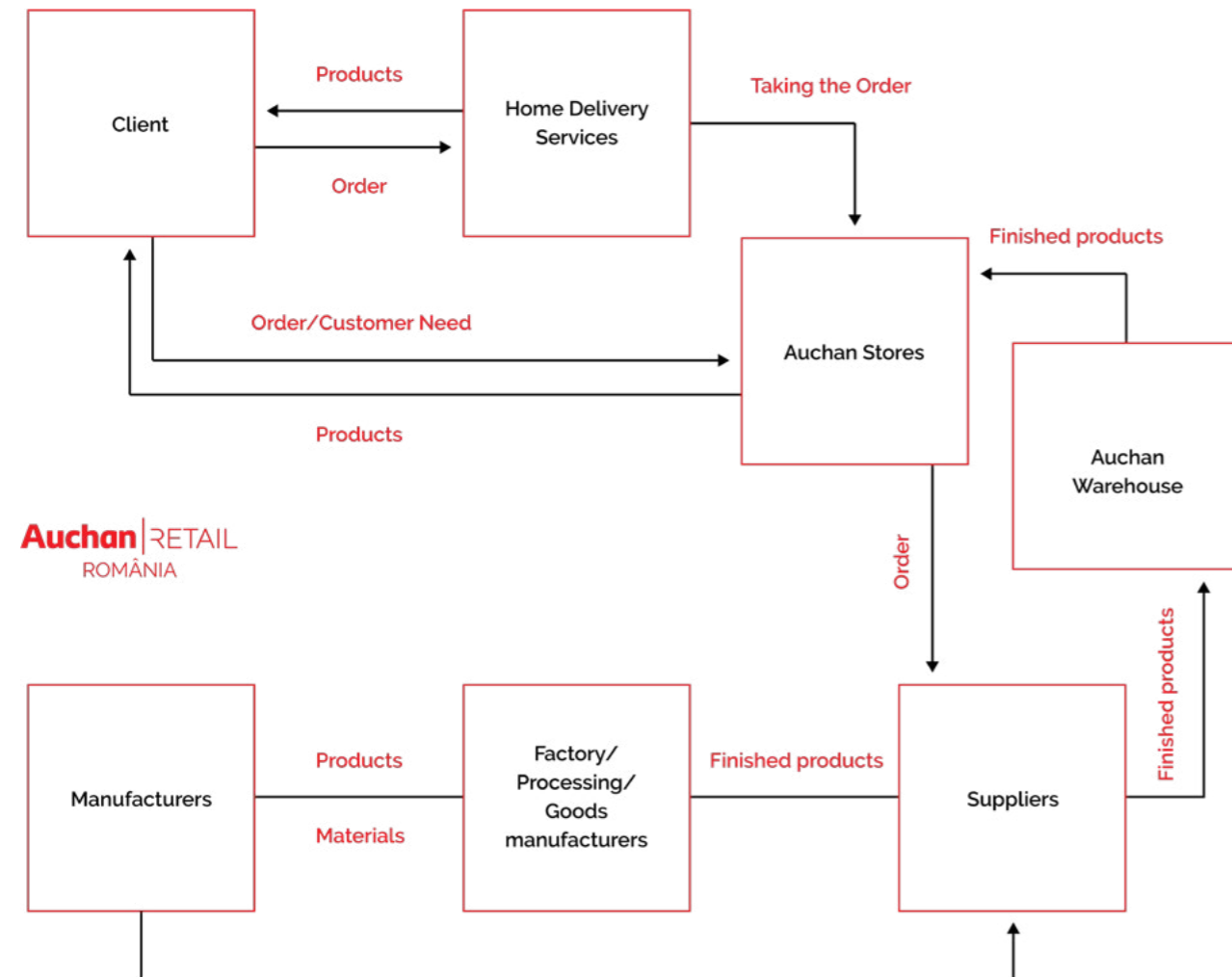
In 2022, we intensified our efforts to provide customers with a more accessible and convenient shopping experience through collaborations with various delivery platforms. We are committed to responding to the ever-changing needs and preferences of consumers, thus adapting to the dynamic retail environment.

As part of this initiative, we collaborate with multiple recognized delivery platforms such as Glovo, Tazz, FAN Delivery, and LolaMarket. Through these partnerships, we expanded the range of options available for our customers, allowing them to order our products directly from these platforms, with fast and secure delivery to their preferred locations.

In the first part of 2022, we had a successful collaboration with Takeaway. This collaboration provided us with

valuable opportunities to expand our presence in the delivery market, benefiting all parties involved. However, in June 2022, Takeaway decided to withdraw from the Romanian market. Nevertheless, we have learned a lot from this experience and have used the knowledge gained to improve and optimize future collaborations with other delivery platforms.

*Collaborating with delivery platforms also entails additional responsibilities regarding sustainability and environmental impact. We are aware of the importance of proper waste management generated by this type of delivery and are seeking to implement eco-friendly solutions to minimize our environmental footprint.*



### 2.4.3. Sustainable Suppliers

GRI 308-1; GRI 408-1; GRI 409-1

Auchan Romania is committed to protecting the environment and society and takes all necessary measures to support this goal. For example, for many years, in our purchasing practices, the „Code of Business Ethics” is mandatory and signed by every business partner we work with. The document contains clauses regarding child labor, forced labor, payment practices, anti-discrimination, anti-corruption, and environmental clauses (ensuring that our partners protect natural resources).

Furthermore, starting with 2021, we introduced environmental clauses in our contracts with logistics suppliers to ensure that the vehicles used to supply Auchan stores are equipped with Euro 5 and Euro 6 engines. During the reporting period\* 100% of our logistics suppliers used this type of truck.

Last but not least, in 2022, we require all our company's suppliers to obtain Ecovadis certification, with 72 certified suppliers by the end of the year.

### 2.4.4. Economic impact

GRI 201-1

#### ECONOMIC PERFORMANCE OF AUCHAN ROMANIA IN 2022 AND 2021

6,937,753,430 Lei	2022**	Net turnover	2021	6,332,744,367 Lei
7,388,303,107 Lei	2022	Turnover with VAT	2021	7,214,344,619 Lei
97,014,682 Lei	2022	Production sold	2021	82,753,956 Lei
565,886,191 Lei	2022	Expenses with employees	2021	511,748,013 Lei
35,186,590 Lei	2022	Expenses with taxes, duties and similar payments	2021	37,570,640 Lei
6,988,419,925 Lei	2022	Total income	2021	6,336,784,970 Lei
6,860,392,328 Lei	2022	Total expenses	2021	6,217,838,793 Lei
27,108,869 Lei	2022	Tax on profit	2021	33,056,990 Lei
100,321,597 Lei	2022	Net profit	2021	85,275,770 Lei

\*Between 1st of October and 30th of September 2022.

\*\*Between 1st of January and 31st of December, 2022.

## 2.5 CERTIFICATIONS, COLLABORATIONS, AWARDS

### 2.5.1. Certifications and Recertifications

#### SafeGuard Re-certification

To continue ensuring the safety of our customers' purchases, Auchan Romania conducted a SafeGuard recertification in 2022. As a result, Auchan hypermarkets and supermarkets, MyAuchan stores, the offices and employee spaces of the stores, as well as our warehouses, obtained the label for safe shopping spaces, benefiting from the SafeGuard marking.

In December 2020, Auchan Romania obtained the first SafeGuard certification, carried out by the audit company Bureau Veritas, for complying with and correctly implementing the best safety practices to prevent the spread of COVID-19 in all areas managed by the company.

By obtaining and maintaining the SafeGuard certification, we demonstrate our deep commitment to the safety and well-being of our customers and employees. Additionally, our commitment to safety extends beyond shopping spaces. Auchan Romania has implemented appropriate measures throughout its logistics network, ensuring that products reach stores in optimal safety and hygiene conditions.



#### BREEAM Certification

In 2022, we obtained the BREEAM certification- VERY GOOD for the construction of our new Logistics Warehouse in Deva-Călan. The BREEAM certification process benefits from special attention in the leasing contract between Auchan and the Building Owner of the logistics warehouse, in line with Auchan Retail Romania's Sustainability strategy. The recognition brought by the BREEAM certification highlights the value of our high-performance constructions throughout their lifecycle, from construction to use and renovation.

BREEAM is not only the most used building assessment method in the world from an environmental perspective, but also a testament to our long-term commitment for being a responsible player in sustainability.



**Levente Gall**  
Director of Călan Logistic Campus

*Receiving this certification is just one aspect of our effort to make the Călan Logistic Campus a recognized place for sustainability. We have an area dedicated to packaging management: we collect waste selectively in all operational spaces and areas, we have dedicated bins, we collect, bale, and send cardboard and foil packaging for recycling.*

*We also have a building with multiple facilities for drivers such as meeting rooms and a generous open space for operational teams. Aligned with Auchan's vision, we aim to implement a photovoltaic panel system, which, in addition to a building with an A energy class, will bring added sustainability value.*

**BREEAM®** Code for a Sustainable Built Environment [www.breem.com](http://www.breem.com)

**Final Certificate**  
The assessment of:  
**Centru Logistic Calan**  
40, 1 Decembrie Street  
Calan  
Hunedoara  
335300  
Romania

has been carried out according to Technical Manual:  
**BREEAM International New Construction 2016**  
**Industrial**  
Shell and Core  
and based on the Assessment Report produced by:  
**ADP**  
has achieved a score of **61.8%**

**Very Good**

Certificate Number: **BREEAM-0090-6768** Issue: **01**

**BRE Global Limited is accredited by UKAS. The assessment process is certified by BRE Global Limited in accordance with the requirements of Scheme Document SD123**

14 September 2022 Date of Issue  
Auchan Romania Client for the Assessment

*C. Butcher* Signed for BRE Global Ltd., Catherine Butcher  
**Adrian Pop** Licensed Assessor

**Wincon** Architect  
**AP55** Assessor Number

**Wincon** Developer

SD123 Cert. No. BREEAM-0090-6768

BF1228 Rev 2.0 Page 1 of 2 © BRE Global Ltd, 2017

<sup>9</sup>BREEAM (Building Research Establishment Environmental Assessment Method) is a global sustainability standard and rating system established in the United Kingdom in 1990, which allows the assessment of individual buildings, communities, and infrastructure projects. It is a trusted brand used to this day for over 500,000 buildings and currently applied in more than 83 countries, certifying the quality of a building and its environmental performance

## 2.5.2. Collaborations and Associations

### Pilot Project in partnership with Poșta Română for selling products in post offices

Together with Poșta Română, we began a partnership in 2022 to test the sale of food and non-food products in post offices across the country. The project started with a pilot phase in 4 post offices in Pitești and represented an opportunity for both us and the national postal services company to test an innovative business model.

Initially, the „by Auchan” product range available in post offices consisted of approximately 150 products, including grocery items, sweets, beverages, snacks, and non-food items. Later on, the product range expanded to several hundred items, displayed on a sales area of 10-12 square meters inside the post offices.

Our collaboration began in 2020, during the pandemic lockdown. The initial partnership supposed providing nationwide home delivery services for orders placed on the auchan.ro online store, through the „StaiAcasă Plus”

service, a dedicated door-to-door delivery solution offered by Poșta Română.

One year after the start of the pilot program, the two partners decided to close the project. The decision was made following internal analyses by Poșta Română, which may have concluded that some of the national company's internal objectives were not achieved. However, for both Auchan Retail Romania and his partner, it was a good opportunity to test this business model.

From our company's perspective, we have once again validated the agility with which we managed to envision and implement a new partnership-based commerce model in a very short time, conducted in unconventional spaces, predominantly featuring Romanian products. We successfully ensured the timely supply of useful products to nearby customers. On the other hand, we had to take into account the specific nature of our partner's activities and the complexity of their operations



### Tour of Romania

Since 2019, Auchan Retail Romania has been the main partner of the Tour of Romania, as part of a long-standing collaboration with the Romanian Cycling Federation. Through this partnership, we actively engage in the development of sports in Romania, continuing our responsibility programs dedicated to Romanian society and promoting a healthy lifestyle through sports and nutrition.

The Tour of Romania, one of the most prestigious cycling competitions in Southeastern Europe, took place last

year from September 6th to 11th, covering a fabulous route of over 800 km that showcased numerous tourist areas in Romania. The caravan crossed cities such as Bistrița, Târgu Mureș, Făgăraș, Curtea de Argeș, and Bucharest.

For the first time in the competition's history, Romanian cycling and landscapes could be watched internationally by over 100 million people, as the Tour of Romania 2022 was broadcast in 50 countries through Eurosport TV channel



### 2.5.3. Awards

We are delighted by the recognition of our efforts and commit to continuing to develop sustainable projects and initiatives.

#### Business Review Awards and Progressive Awards Gala

Our „Zero Risipă” project was appreciated and became a finalist in two important categories: „Sustainability Project of the Year” and „Best Sustainability Initiative.” Additionally, Auchan Romania was a finalist in the „Best International Retailer” category for our activities in 2021.



#### Romanian CSR Awards 2022 Competition

Our Personal Sustainability Program (PSP) achieved second place in the „Internal CSR Campaigns”, category, recognizing our commitment to encourage and support employee involvement in socially impactful initiatives



#### Sustainability in Business Gala

We received three distinctions at the gala: „Leadership in Sustainability”, „Sustainability Brand of the Year” for our overall activities, and „Project of the Year” in the „Waste and Resource Management” category for our used cooking oil collection and recycling program.



#### „Rising in the Business Environment through Foreign Languages” Conference

At the conference, we received the „Business Without Borders” Trophy as recognition of our efforts to provide continuous education to our employees and facilitate their professional development.



#### CCIFER Awards

Our „ReShelf Solution” project was nominated in the „Innovation & Technology” category, recognizing our efforts to implement innovative solutions within the company's activities.



#### Sustainable Development Gala

At the gala organized by the Department for Sustainable Development within the Romanian Government, Auchan Romania was named the winner in the commercial companies' section, regardless of the field of activity, for our used cooking oil collection and recycling program, acknowledging our significant contribution to responsible waste management and environmental protection.



#### 4th Edition of the Community Index

We were honored to receive two silver distinctions and one gold distinction for the projects implemented in the past year related to diversity and inclusion, waste reduction, reuse, recycling or climate change. Our „Titi the Beaver” and „A New Life” campaigns received silver awards, and the Zero Waste program received a gold distinction.



Additionally, in June 2022, we are proud to announce that Exact Business Solutions awarded us the „Product of the Year” distinction for our 100% recycled aluminum pans from the Actual range (deep pan, wok pan, and grill pan), reaffirming our commitment to innovative and sustainable products.

<sup>7</sup>Corporate Social Responsibility

**03**

**Governance &  
*Organization  
Management***



### 3.1 CORPORATE GOVERNANCE

At Auchan Romania, we manage our business responsibly and ethically, taking into consideration the interests not only of the company, but also of the communities in which we operate and the impact on the planet. Our corporate governance rules are fundamental to ensuring transparency, integrity, and respect for our values and current regulations.

At the company level, decision-making and representation powers are exercised in line with our values and the commitment to act responsibly. We have a well-defined corporate governance system and ensure compliance with Governance Rules, maintaining the representation capacity implemented at the Auchan Retail level. This allows us to steer our actions in the right direction, manage risks, and use our resources responsibly.

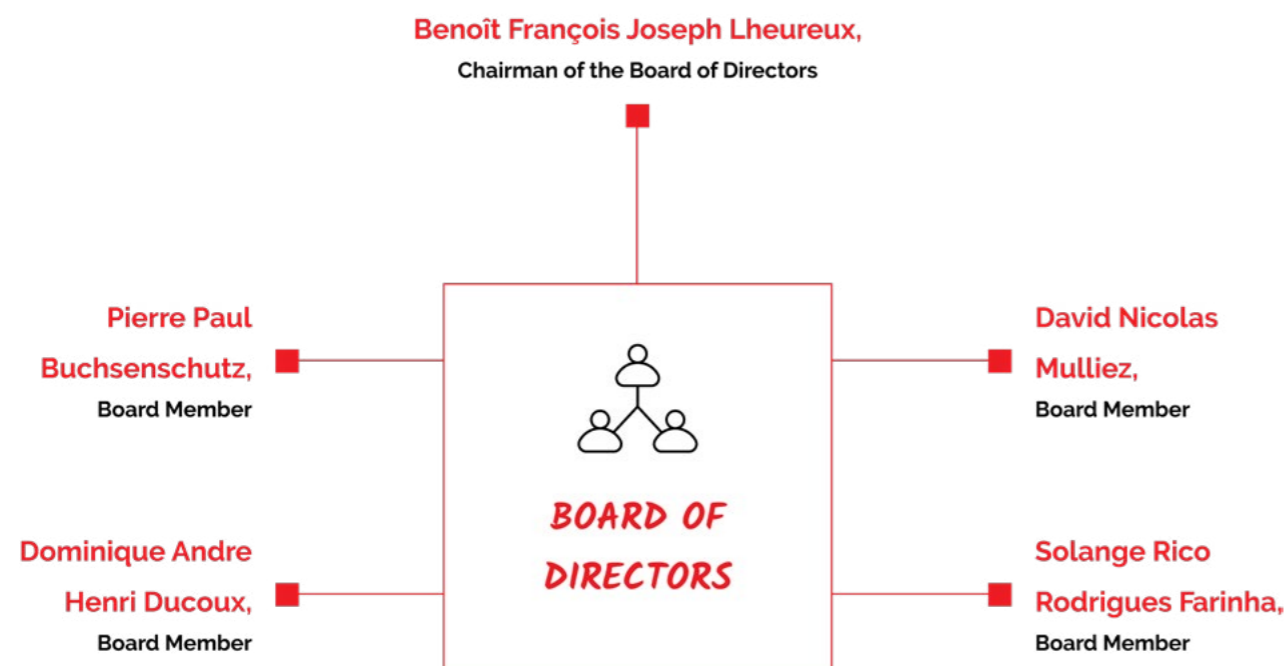
Our directors, reporting to the General Director, are responsible for ensuring a robust operational framework and efficient control to achieve our objectives sustainably. They take all necessary measures to implement and comply with relevant legislative provisions in the areas they oversee.

#### Structure and Composition of Leadership GRI 2-9

The company's leadership is ensured by the Board of Directors, consisting of 5 members:

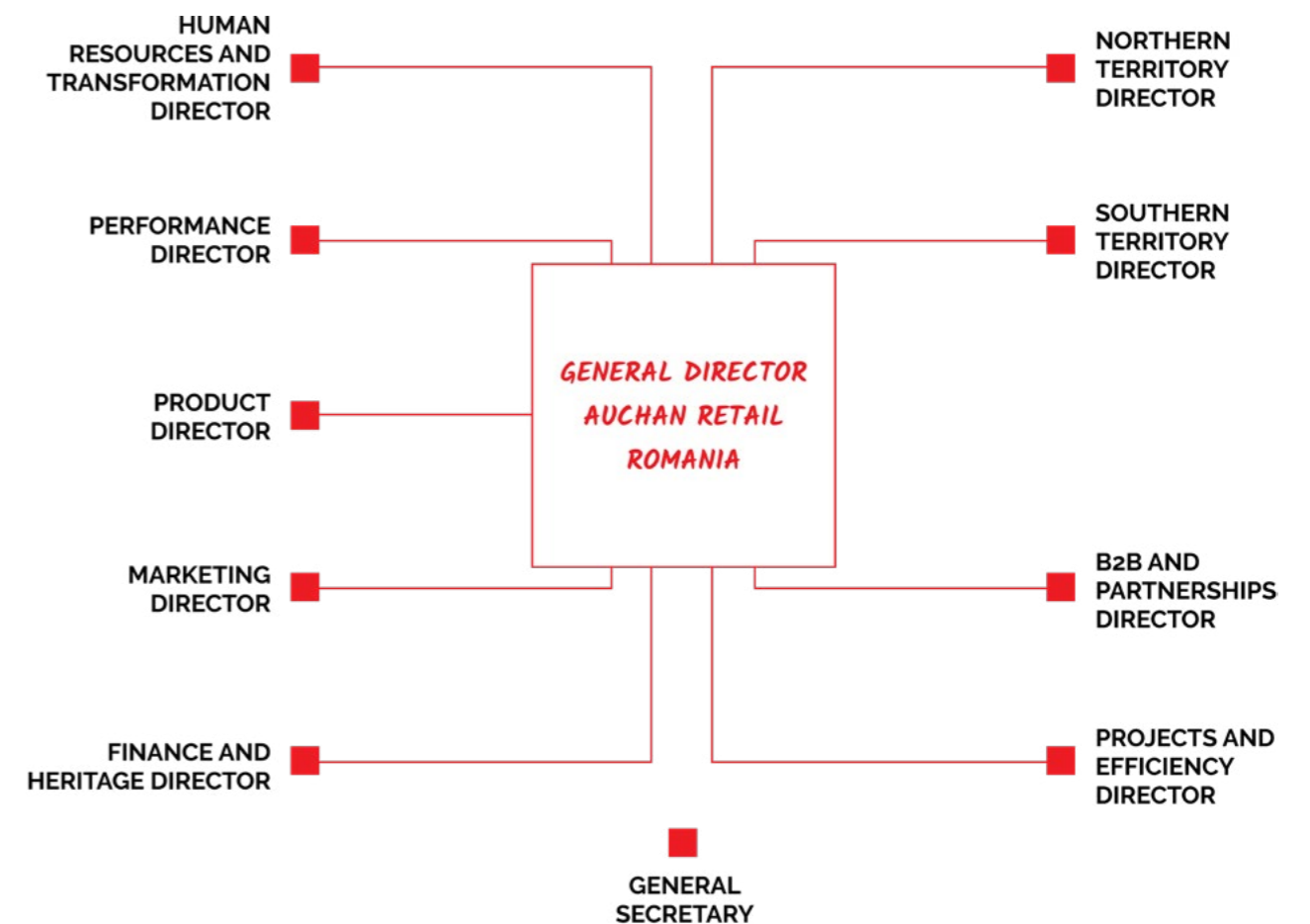
- » Benoît François Joseph Lheureux, Chairman of the Board of Directors
- » David Nicolas Mulliez, Board Member
- » Solange Rico Rodrigues Farinha, Board Member
- » Pierre Paul Buchsenschutz, Board Member
- » Dominique Andre Henri Ducoux, Board Member

No committees have been established within the Board of Directors at this time.



The Board of Directors and the executive management (the General Director and Members of the General Management) have a vital role in implementing our strategies, achieving objectives, and managing risks. The General Director, to whom representation duties have been delegated, is responsible for overseeing our day-to-day operations, ensuring their optimal execution.

Additionally, we delegate certain responsibilities to directors reporting to the General Director (Members of the General Management) to facilitate a more detailed and efficient approach to the various areas of activity we manage. To ensure coherent and responsible leadership, sub-delegated decision-making and representation authorities must act in full compliance with the company's interests, our corporate governance rules, and all relevant legal requirements.



#### Nomination and Selection of the Highest Governing Body GRI 2-10

According to the Constitution Document, the company is administered by a Board of Directors, consisting of 5 members\* (but may include up to 7 members), and their number is always odd, for a term of 4 years. Administrators can be re-elected to this position for a new 4-year term, without limitation on the number

of mandates granted to them. Any of the company's administrators can be natural or legal persons, Romanian or foreign, shareholders or not of the company.

The selection of the company's administrators is determined by the Ordinary General Assembly of Shareholders, during which the selection of a Chairman is made.

\* At September 30th, 2022

## 3.2 RISK MANAGEMENT

Risk management is a crucial component of our integrated approach to ensure the effective and sustainable operation of the company. The Board of Directors plays a central role in this process, being responsible for ensuring the existence of a solid internal control system. This system aims to assess and address major identified risks in line with our company's strategy and objectives. Furthermore, it ensures that the provided financial information is reliable and accurately reflects Auchan Retail Romania's results and activities.

A risk is defined as a potential event that, if materialized, can have a negative impact on our operations, disrupting the achievement of objectives and normal business operations. To prevent such situations, we have developed a risk management program, primarily focusing on identifying, evaluating, and managing the most significant risks to the company, using the most effective methods.

The main objectives of our risk management program are to reduce the impact and likelihood of major risks. This is achieved through the definition and implementation of a robust mechanism for identifying, analyzing, evaluating, and controlling/monitoring these risks.

To efficiently manage this process, we have a specialized Risk and Internal Control department that focuses on managing the internal control system and mapping and managing the universe of risks identified within the company.

In our risk management activities, we carefully examine all types of risks we face, including strategic, operational, cyber, financial, and compliance-related risks. The Risk and Internal Control Department collaborates closely with the Internal Audit team and other assurance and risk management services by country to identify and analyze these risks and regularly update risk maps.

We coordinate the implementation of mitigation plans, which are defined by the executive management (Members of the General Management) of Auchan Retail Romania, based on corresponding support teams in support services, regions/territories, and stores/warehouses.

Each year, we conduct risk map update exercises following the directions set by the Risk and Internal Control department, and the corresponding reports are presented according to the established schedule.

Through our ongoing efforts and the close involvement of all relevant departments, we ensure that risks are managed adequately, and we constantly adapt our strategies to successfully address any challenges



## 3.3 ENVIRONMENTAL RISK MANAGEMENT

We are committed to environmental protection and the integration of an efficient environmental management system into all our activities. Operational procedures are an essential component of this system, providing detailed documentation of our environmental protection activities.

Within the company, there is a well-defined structure for managing environmental risks. Each store has a designated environmental protection officer appointed by the store directors. Additionally, at the headquarter, there is an environmental protection officer responsible for ensuring coordinated and efficient control throughout the entire organization. These environmental protection officers play critical roles in implementing environmental protection policies. They perform important tasks such as preparing the documentation required for obtaining Environmental Authorization and reporting to the Environmental Protection Agency in accordance with authorization requirements. They also collaborate with authorized waste collection and recycling providers and implement preventive and corrective measures for proper waste management, including promoting selective waste collection.

At Headquarter, the environmental protection officer has a vital mission in centralizing and verifying the documentation received from environmental protection officers in the stores. He provides essential support to them and to the Accounting department in identifying and monitoring costs and expenses associated with this field.

Furthermore, we consistently promote the training and education of our employees regarding environmental protection, contributing to the development of a responsible organizational culture focused on sustainability. Through these measures and commitments, we ensure that environmental risk management is a strategic priority for Auchan Romania.



During the reporting period\*, no environmental incidents were recorded.



\* Between 1st of October, 2021 and 30th of September, 2022

## 3.4 ETHICS AND BEST PRACTICES IN BUSINESS

### 3.4.1. Ethics and Compliance

Auchan Retail firmly promotes ethics and business responsibility, committing to the continuous development of a comprehensive compliance program. This program, applicable to all Auchan subsidiaries, is tailored to the specificities of each country. Structured on three strong pillars, it has been implemented from 2019 to 2022 and is continually improved in response to relevant compliance events. The program relies on three essential pillars that have been promoted and developed throughout this timeframe and marked each year with various compliance-focused events:

#### ETHICAL CHARTER

We define our fundamental values and commitments clearly and transparently through the Ethical Charter. This serves as a guide for our employees, setting our moral and ethical standards.

#### ETHICAL CODE

We strengthen ethical behavior through the Ethical Code, which provides precise guidance on attitude and conduct in the professional environment. It covers aspects such as respect, integrity, diversity, and conflict of interest prevention.

#### COMMERCIAL ETHICAL CODE

In our business relationships, we follow the principles defined in the Commercial Ethical Code. This ensures fair, transparent, and ethical business relationships.

A significant step in supporting this effort was the implementation of **the Anti-Corruption Code** in June 2022. This document was developed to provide employees with a clear guide on ethical and legal behavior in specific situations. The practical purpose

of the Code is to equip employees with resources to address situations that arise in the course of their professional duties while maintaining integrity and ethics.

The **„Speak Up“** alert system is functional and professionally managed. Through sustained communication efforts, we have promoted this channel in all our locations, ensuring that all employees are informed about how they can anonymously report ethical or legal risks.

Additionally, we offer multiple channels for **collecting feedback from customers**. From online platforms like website chat, dedicated emails, or contact forms to Call Center services and in-store assistance, we provide various opportunities to maintain an open dialogue with our customers.

To align the counseling process with the alert mechanism and in line with our corporate objectives to strengthen Auchan Romania's position as a significant player in ethics and social involvement, the **Compliance Director** function was implemented at Auchan Retail Romania, starting November 1, 2021.

Regarding our evolution, the scope of responsibility of the **Economic Security Director** has been expanded to include compliance. Furthermore, we have created the position of **Compliance Officer**, starting May 1, 2022, to support the integration of international legislation with local laws, reflecting our commitment to compliance and adherence to standards in all our operations.

We consistently demonstrate a commitment to strict compliance with national laws and adherence to Auchan Group's fundamental principles and values, which is evident in our communications regarding the fight against corruption. These communications have been directed to both the 12 members of the Executive Management at the launch within Auchan Retail Romania and the entire Board of Directors at Auchan Retail's level.

Moreover, in June 2022, the Anti-Corruption Ethics Code was distributed to our entire active staff. The number of recipients of this information exceeded 7,600, and the implementation process is continuous, aimed at

including our future colleagues.

Our desire to prevent and combat corruption extends beyond Auchan Retail Romania's members and employees. We aim for all our business partners to share the same commitment, which is why we introduced the requirement to sign the Commercial Ethical Code in our contractual relationships.

We are determined to act with the utmost responsibility regarding compliance with both national and international laws. Our processes for implementing legal principles are handled promptly, followed by continuous improvement efforts. Our company's top priority has been finding the most effective methods for preventing and reducing risks, reflected in the following indicators:

- » We address the Sapin II and Whistleblower laws with serious consideration for cases of combating corruption and fraud. Auchan Retail Romania has not experienced inspections by competent authorities in France or Romania in this regard.
- » Devoir de Vigilance is a concern for us regarding human rights, animal welfare, and environmental protection. No inspections by competent authorities in these areas have occurred at Auchan Retail Romania.
- » Compliance with Competition legislation and the implementation of GDPR regulations for privacy protection are essential aspects. Until now, there have been no inspections by competent authorities in these areas. Additionally, our company has transparently communicated to the supervisory authority any incidents or actions that could affect individuals' privacy.
- » We also ensure compliance and quality for products we sell and pay special attention to health and safety in the workplace.

### 3.4.2. Data Security

GRI 418-1

Auchan Romania has implemented a set of internal policies and procedures to regulate how data security and confidentiality are ensured, whether entrusted or generated within the company. In accordance with legal requirements, we have designated a Data Protection Officer responsible for monitoring compliance with data protection regulations. This individual must be consulted on all matters related to personal data protection.

\* Between 1st of October, 2021 and 30th of September, 2022

*During the reporting period\*, an unauthorized processing of personal data incident was identified and reported to the National Authority for Personal Data Processing Supervision. Following this event, training and awareness processes for staff were reviewed to minimize the risk of a similar event occurring.*

*As a result, the internal regulatory framework related to the processing of personal data was revised and supplemented with new elements aimed at increasing the level of personal data security.*

*Additionally, 17 staff training sessions\* were conducted, focusing on areas of activity considered to have a high risk regarding personal data processing, either due to the volume of data processed or due to complex processing procedures.*

- » 1534 data erasing requests (right to be forgotten) from data subjects were recorded and processed.
- » 4 requests for access to personal data (right to access data) were recorded and processed.
- » The total number of justified complaints received regarding breaches of customer confidentiality, classified as:

**1,534**

Complaints received from external parties and substantiated by the organization

**0**

Complaints from regulatory bodies

**1**

The total number of data breaches identified, data thefts, or data losses related to customers

**3**

The average number of hours of data protection-related training per employee per year



### 3.4.3. Supplier Evaluation on Social Criteria

GRI 414-1; GRI 414-2

Our relationship with suppliers is based on respect for the environment and the community, and our sustainability commitments are seriously and closely monitored.

Regarding the evaluation on social criteria, we apply high standards to both private label suppliers and those in the supply chain. They must be certified according to recognized international standards, such as SA8000, BSCI, SMETA, ICS, ICTI, or undergo rigorous evaluations based on Auchan Retail's international checklist. These evaluations are conducted every 3 years for private label products and annually for supply chain suppliers. During the reporting period\* 17 such audits were conducted. We are pleased to announce that we did not identify real or potential negative social impacts among the identified suppliers or throughout the supply chain.

#### Compliance Week 2022, 2nd Edition

One of the initiatives through which we promote awareness of ethics and compliance within our company is „Compliance Week.” In 2022, this involved 7,683 Auchan Retail Romania employees organized into 61 teams. They actively participated in an interactive competition centered around ethics and compliance principles. This competition not only tested their knowledge and commitment but also created an interactive and educational atmosphere.

The project implementation took place from June to November 2022, under the auspices of the Compliance and Economic Security department, with participation from all areas of the company. The event was opened by top management figures from Auchan Retail and Auchan Retail Romania.

The topics presented in this 2nd edition included:

- » The fight against corruption, developed and presented by the Compliance Officer of Auchan Retail.
- » Due diligence regarding supplier selection and their products, developed and presented by the Compliance Officer responsible for implementing the extraterritorial law - Devoir de Vigilance within Auchan Retail.

- » Development of local supply chains for blueberries and poultry in line with Devoir de Vigilance law standards, topics developed and presented by Group Coordinators within Auchan Retail Romania.
- » Personal data protection, developed and presented by the Data Protection Officer of Auchan Retail.
- » The Speak Up channel: its role, dimensions, and the importance of alerts in preventing and combating actions that could negatively impact business practices not in line with the established ethics and compliance within the company, a topic developed and presented by the Compliance and Economic Security Director of Auchan Retail Romania.

Through this initiative, we aimed to emphasize our commitment as a responsible actor in the community and highlight that ethics and compliance are central values within our organization. The results were impressive, marking a significant success in developing a corporate culture based on integrity and responsibility.

**Urmăriți programul Săptămânii conformității și deveniți Campionul conformității**  
14 - 20 noiembrie 2022

**14 noiembrie** Conformitatea ne privește pe toți!  
Yves Claude, Președinte Auchan Retail; Pierre Buchsenschutz, Secretar General Auchan Retail; Stéphane Bernardeau, Director de Conformitate Auchan Retail; Ionuț Anelăușanu, Director General Auchan Retail România; Arnaud Cauliez, Secretar General Auchan Retail România

**15 noiembrie** Să luptăm împreună împotriva corupției!  
Stéphane Bernardeau, Director de Conformitate Auchan Retail

**16 noiembrie** Responsabilitatea noastră se reflectă și în produsele noastre!  
Claire Debet-Soris, Ofițer de Conformitate Auchan Retail

**16 noiembrie** Filierile responsabile românești  
Produs Auchan România responsabil: filiera noastră de afine  
Gabriel Borazan, Coordonator Grup Achiziții Fructe și Legume; Mihai Toader, Coordonator Grup Achiziții Peste și Comenziere

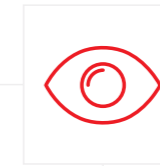
**17 noiembrie** Toți actorii pentru protecția datelor personale!  
Nino Carvelli, Responsabil cu Protecția Datelor Auchan Retail

**18 noiembrie** Cunoașteți SpeakUp?  
Mădăle Hamon, Director Adjunct Conformitate Auchan Retail; Director Conformitate și Securitate Economică Auchan Retail România

Vă așteptăm pe Birdy!

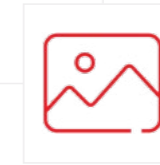
### KEY FIGURES OF COMPLIANCE WEEK 2022

**7,683**  
employees distributed  
in **61** teams



**412**  
views per article

**95.65%**  
rate of response to  
the questionnaire



**45**  
photos shared on  
internal channels

As part of our company project, with the ambition to become an actor recognized for its ethics and commitments to society, we have adopted and implemented, with applicability from October 2021, 2 procedures imposed at the level of the Auchan Retail Group, thus:

- » „Gifts and invitations” procedure - communicated on September 27, 2021
- » „Management and declarations of conflicts of interest” procedure - communicated on September 27, 2021

The two procedures provide the framework for training, information and regulation regarding business ethics alongside:

- » **The anti-corruption code of conduct** - communicated on July 22, 2022



91% of employees read and signed the document and tested their knowledge (>80% correct answers) regarding the Anti-corruption Code of Conduct by July 31, 2022.

Starting August 1, 2022, all new Auchan employees are required to read this Code and pass the test following the implementation methodology.

Thus, this process is ensured by the Human Resources department that has integrated the mandatory training directly into the „Induction” modules for new employees in the company.

Employees who could not participate in the implementation campaign were also included in this continuous process of tracking the progress of the training.

**04** **Sustainability**  
*strategy*





**Corina Dospinoiu**  
Auchan Sustainability Director

*For us, sustainability is how we define our purpose and impact in an ever-changing world. In a present marked by complex challenges, we have deeply re-evaluated and redefined the way we manage our business. For this purpose, we have outlined a strategy, where sustainability is part of every decision, perimeter and job.*

*For us, nutrition means a source of health and joy for people and for creating social bonds. That's why promoting healthy nutrition and fighting food waste are central aspects of our sustainability strategy. Through initiatives such as our project - „Zero Risipă” which aims to reduce food waste, we have been able to bring tangible changes in our customers' consumption habits and help to reduce social inequities related to access to healthy food.*

*Another major direction in our sustainability strategy is the fight against plastic pollution. We have made significant commitments to reduce the use of plastic in our products by promoting sustainable and environmentally friendly alternatives. We know that every action counts, and we are determined to continue the transformations in this scope.*

*But perhaps the most ambitious assumed objective is reducing our carbon footprint. We know that climate change is one of the biggest challenges of our time, and that's why we have set a clear goal: to reduce our carbon emissions by 46% for Scope 1 and 2 and 25% for Scope 3 by 2030.*

*In addition, our social and societal commitments are essential. We have been part of the UN Global Compact since 2016 and take responsibility for our communities by incorporating the Sustainable Development Goals into our activities. We support social projects and initiatives that benefit them, contributing to the well-being of all.*

*Sustainability is one of the most important factors in the transformation of the current business model. We are a strong community of colleagues who are passionate and driven to create positive impact and a sustainable company culture. That is why we are proud to encourage the active involvement of our colleagues in the community through the Personal Sustainability Program (PSP). In 2022, more than 6,000 of us have engaged in various CSR projects.*

*Sustainability is an opportunity to create real, tangible value throughout the supply chain and for communities, ensuring that future generations will have the resources they need to live better.*

*This is the path we are determined to walk, and our commitment to this journey is stronger than ever. But this journey is not only ours, but that of every Auchan colleague, partner and customer.*

**Together, we eat better, live healthier and protect the planet!**

## 4.1 OUR SUSTAINABILITY STRATEGY IN RELATION TO THE SUSTAINABLE DEVELOPMENT GOALS

Considering the importance of sustainable development, we have outlined a comprehensive strategy to guide our efforts at both the local and group levels. This strategy is essential for our ongoing success and achieving our vision of Eating well and living better while preserving the planet. Our sustainable development strategy is built upon key pillars that guide our efforts to bring about positive change in the communities where we operate.

- » *To be a reference point for what is good, healthy, and local by selecting and designing a unique range of products. We carefully choose the products we offer and focus on selecting those that authentically reflect the geographical region and promote sustainability in the supply chain.*
- » *To create relationships and experiences to improve the quality of life for residents. We understand that a better life means more than just quality products. We build authentic relationships with the communities where we operate and create valuable experiences that bring joy to people's lives.*

By signing the UN Global Compact back in 2016, we made a global commitment to sustainability and social responsibility. We align with the United Nations Sustainable Development Goals and focus on encouraging healthy lives, combating food waste, reducing plastic pollution, and reducing our carbon footprint.

This strategy guides us toward sustainable development and motivates us to continue growing responsibly and respectfully toward the environment and the communities in which we operate. We follow concrete directions with measurable results and impact.

### RESPONSIBLE SOURCING

We work closely with suppliers to ensure the quality and sustainability of our products. We promote local and ecological products to reduce our environmental impact.

### INNOVATIVE EXPERIENCES

We develop innovative solutions to improve our customers' experience while promoting sustainable consumption habits.

### SOCIAL RESPONSIBILITY

We actively engage with our communities, supporting social projects and initiatives that bring benefit to residents.

### CARBON FOOTPRINT REDUCTION

We implement sustainable practices and adopt solutions to reduce our carbon footprint.

### 4.1.1. Our 4 Strategic Pillars

GRI 3-3

PILLARS OF CSR AND SUSTAINABILITY STRATEGY			
Promote healthy nutrition and fight against food waste	Fight against plastic pollution	Reducing our carbon footprint	Social and societal commitments
			
Promote healthy nutrition and fight against food waste	Fight against plastic pollution	Reduce our carbon footprint	Social and societal commitments

CORRESPONDING SUSTAINABLE DEVELOPMENT GOALS			
			
			



## 4.2 EU TAXONOMY

The EU Taxonomy is a unique classification system within the European Union designed to assess economic activities from a sustainability perspective and their transition to a carbon-neutral economy. It provides a common assessment framework, enhances transparency, and uses a common language for market participants. The Taxonomy aims to help achieve the EU's environmental and climate objectives by setting specific criteria to define which activities can be considered environmentally sustainable.

The provisions of EU Regulation 2020/852, applicable to financial reporting published starting from January 1, 2022, for the preceding financial year (2021), introduce six thematic objectives:

- » Mitigating climate change.
- » Adapting to climate change.
- » Sustainable use and protection of water and marine resources.
- » Transition to a circular economy.
- » Pollution prevention and control.
- » Protection and restoration of biodiversity and ecosystems.

For an economic activity to be considered sustainable, it must significantly contribute to at least one of these objectives without prejudicing the others. Additionally, it must comply with social and governance safeguards and be in line with the technical criteria established by the European Commission.

This classification system aims to provide a mechanism to guide investments towards more sustainable activities, including those that significantly contribute to combating climate change and environmental protection. This is an essential component of the EU's commitments to addressing climate change and achieving the goals set in the Paris Agreement.

During the reporting period, specific reporting criteria were available only for the first two environmental objectives out of the six presented in the Regulation. Starting from 2024, reporting will include all six environmental objectives.

<sup>8</sup>Registration, Evaluation, Authorisation and Restriction of Chemicals  
<sup>9</sup>Classification, Labelling and Packaging

From this perspective, the company analyzed its economic activities to determine if they are environmentally sustainable. This process involved identifying the company's activities according to the classifications mentioned in the Taxonomy, verifying whether they are eligible or not according to the Regulation's Taxonomy, and examining whether these activities meet the technical criteria included in the Taxonomy, namely:

- » A substantial contribution to one or more environmental objectives.
- » Compliance with the „do no significant harm” (DNSH) principle for the other environmental objectives
  - » *The DNSH assessment involves a complex background assessment that includes studies and data on various aspects such as carbon footprint (at product/operational level), climate change adaptation, sustainable use and protection of water and marine resources, circular economy (reuse of materials, eco-design), pollution prevention and control (assessment of compliance with REACH<sup>8</sup>, CLP<sup>9</sup>, air, water, soil legislation), biodiversity and ecosystem protection (demonstrating compliance with environmental impact assessment and/or adequate assessment processes - Natura 2000 sites)*
- » Compliance with minimum social safeguards
  - » *The assessment of compliance with social safeguards involves evaluating the existence of policies and procedures demonstrating conformity with human rights norms and fundamental principles in the workplace.*

Considering the complexity of analyzing eligible and Taxonomy-aligned activities, the examination of technical criteria will continue until the end of 2023.

Considering the activities eligible according to the Taxonomy, we analyzed turnover, tangible and intangible assets, as well as operating expenses to determine the proportion of sustainable activities in the financial statement.

## CIFRA DE AFACERI

The analysis to determine the share of „green” turnover was conducted centrally for the ELO Group. The share of revenue from eligible activities was 0.3% within Auchan Retail.

**6,937,753,430 LEI**

The total turnover for 2022

Within Auchan Romania, the same proportion was applied to determine the turnover for sustainable activities in 2022.

**20,813,260 LEI**

The turnover for eligible activities

## TANGIBLE AND INTANGIBLE ASSETS

Capital expenditures (CapEx) represented capitalized costs for tangible assets, intangible assets, and real estate investments during the year. CapEx for eligible activities included acquisitions

that improve energy efficiency or are related to renewable technologies. The proportions for sustainable assets from capital expenditures were as follows:

Buildings:



**21,624,812 LEI**

(61% of total building acquisitions in 2022)

Equipment:



**83,502,017 LEI**

(59% of total equipment acquisitions in 2022)

## OPERATING EXPENSES

Operating expenses (Opex) represent directly uncapitalized costs, including maintenance, repairs, and other expenses necessary for the efficient operation of assets. Operating expenses were focused on eligible activities.

Financial values used in the calculation were extracted from the financial statements for the year ended on 31st December, 2022.

The proportion of operating expenses related to sustainable activities in the total of other expenses was 3%, amounting to **5,925,776 RON**.

Thus, the turnover value, capital expenditures, and operating expenses are consistent with the financial statements

These included:

- » Preventive and corrective HVAC maintenance.
- » Subscriptions for waste management application use.
- » Expenses for renting waste presses - cardboard and plastic pallets.
- » Waste management, collection, and recycling services (including used oil).
- » Battery recycling services.

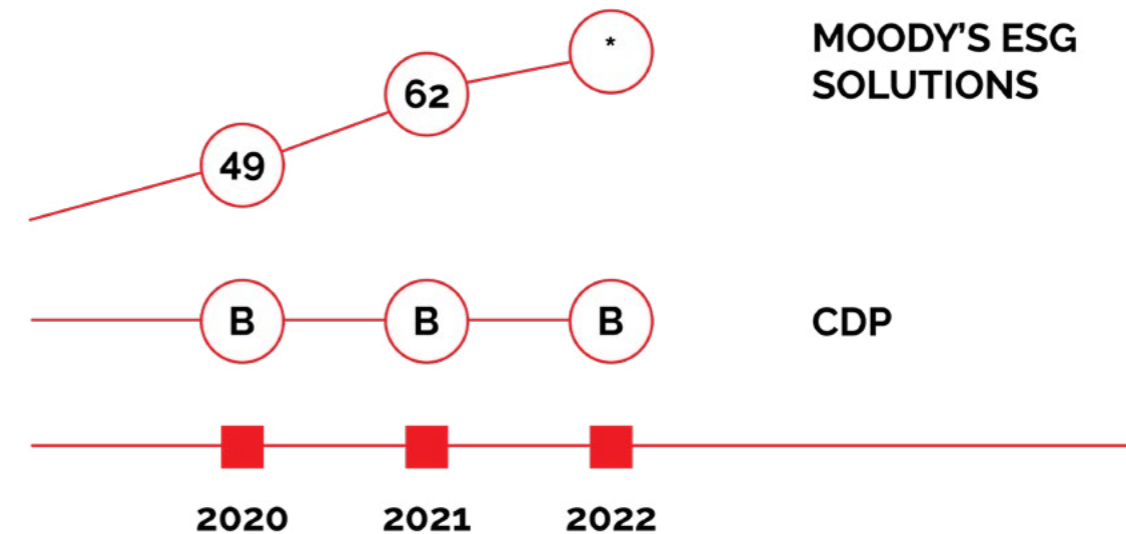
GRI 305-5

## 4.3 SUSTAINABILITY RATINGS

We firmly believe that transparency and an honest plan for continuous improvement in our activities are the way to address climate change. That's why carbon footprint reduction measures are incorporated into our overall sustainability policy defined at the Auchan Retail level.

At the ELO Group level (the parent company that owns Auchan Retail), actions taken in 2022 have led to improved non-financial ratings. In terms of ESG performance, following an independent evaluation by Moody's ESG Solutions, a sustainability rating of A1 was achieved based on an overall score of 62/100. This represented a 13-point increase within one year and a 25-point increase since 2018. In 2021, this dynamic placed ELO Group in the Top 150 of all companies evaluated by Moody's ESG Solutions globally and ranked 3rd among European distributors of food and non-food products.

The score we obtained in 2020 and 2021 in the CDP\* audit was maintained in 2022 (score B), despite stricter evaluation criteria. This demonstrates the advanced level of climate-related issue management within Auchan.



\*The results will be published during 2023.

\* CDP (formerly known as the Carbon Disclosure Project) is a popular voluntary reporting framework that companies use to disclose environmental information to stakeholders - either as part of ESG reporting or beyond ESG reporting. CDP evaluations are carried out annually.

## 4.4 EU DIRECTIVE ON CORPORATE SUSTAINABILITY REPORTING (CSRD)

To address the need to improve the quality and comparability of information published by companies, the European Commission proposed the Directive on Corporate Sustainability Reporting (CSRD). This proposal, adopted in April 2021, amends the current Non-Financial Reporting Directive (NFRD). In the context of this proposal, the Commission aims to:

- » Expand the scope of reporting obligations to all large companies and those listed on regulated EU markets.
- » Introduce more detailed reporting requirements and the obligation to audit the reported information.

To facilitate the publication of information required under the CSRD and enhance the coherence and comparability of this information, the European Commission has delegated the European Financial Reporting Advisory Group (EFRAG) to develop mandatory sustainability reporting standards at the EU level.

The first set of core standards was adopted in the second half of 2022, and a second set with additional details is planned to be available by October 2023. The developed standards will be built upon and contribute to global standardization initiatives.

It is anticipated that large organizations will begin applying these standards in their reports published in 2024, for the financial year 2023. Starting from January 2027, all companies listed on regulated EU markets (with more than 10 employees) will be required to report according to the new CSRD requirements.

At Auchan Romania, we are preparing to implement the new requirements by already introducing specific reporting elements in our sustainability reports



## 4.5 EXTERNAL ASSURANCE

The external assurance of this edition of the Auchan Romania Sustainability Report was conducted by independent auditors, a neutral and objective body, confirming not only the selection of relevant criteria but also the coherent presentation of key performance indicators of the company.

The basis of the external assurance report is the International Standard on Assurance Engagements 3000 („ISAE 3000”) - Assurance Engagements Other than Audits or Reviews of Historical Financial Information, in the limited assurance variant. This standard sets out the methodology for planning and implementing the assurance engagement by the independent auditor, aiming to provide external assurance on the accuracy and presentation of Key Performance Indicators in all material respects, in accordance with predetermined criteria.

The limited assurance engagement involves conducting interviews with key individuals responsible for compiling Key Performance Indicators and related information. Additionally, analytical procedures and other relevant methods are applied to validate the facts and ensure that the calculation and reporting processes comply with the established requirements.

The responsibility of Auchan Romania's management is essential in providing a solid foundation for sustainable performance assessment. This involves establishing and maintaining effective internal controls to minimize the risk of fraud or error in data collection and reporting. Adequate records are maintained to support each stage of the Key Performance Indicator calculation process, while the use of relevant estimates brings accuracy and consistency to their evaluation.

<sup>19</sup>External assurance can be provided at either a reasonable level or a limited level. The level of coverage reflects the extent and depth of the assurance process. A reasonable level of assurance indicates a more comprehensive process, which can be likened to a financial statement audit. Limited assurance, on the other hand, is more concise.

05

**Promote Healthy  
Nutrition and  
Fight Against Food  
Waste**





Considering that food choices influence not only our well-being but also the planet's future, Auchan Romania is committed to promote healthy nutrition and to fight against food waste. In turn, the sustainability report for the year 2022 reflects our ongoing efforts in this direction.

Promoting healthy nutrition is a fundamental pillar of our strategy because we are aware that our dietary choices have a significant impact on our health. With an extensive portfolio of sustainable products, we encourage customers to choose balanced nutrition

and enjoy high-quality products. We have developed projects and initiatives that promote the consumption of fresh and safe products sourced from local suppliers.

At the same time, the need to combat food waste is a priority in the current global context, where natural resources are limited, and poverty remains an issue. In our effort to be more responsible, we have developed policies and programs to reduce food waste and donate unsold products to vulnerable individuals. Thus, we support our communities and contribute to creating a sustainable and equitable future.

GRI 301-2

## 5.1 USE OF SUSTAINABLE RAW MATERIALS

Today's consumers show an increased interest in responsible consumption and expect brands to commit to environmental protection. In this context, numerous initiatives have emerged to bring about positive changes, such as reducing plastic usage, developing the second-hand products market, promoting the circular economy, and encouraging material recycling as manufacturing methods evolve.

To provide sustainable goods, following the „from farm to fork” principle, Auchan focuses on using raw materials from responsible sources. As such, we prohibit the use of palm oil and the sale of shark meat in our recipes. Furthermore, we have completely removed pangasius fish products from our product portfolio since 2021.



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



## 5.2 PRODUCT QUALITY AND SAFETY

To continue providing high-quality products tailored to market needs, we have developed a long-term quality strategy that focuses on customer responsibility, careful partner selection, and increased standards for suppliers and products. Additionally, we focus on promoting our own brand products, developing a diverse range of products, including assortment without added sugar, vegan, and environmentally friendly choices.

In 2022, significant efforts were dedicated to developing the Quality Strategy of Auchan Retail Romania for the period 2022-2026. Centered around three strategic pillars, namely products, operations, and control, it imposes high requirements on partner selection and promotes the organization's responsibility regarding our product's lifespan, with the ultimate goal of ensuring the safety and satisfaction of our customers.

### QUALITY STRATEGY OBJECTIVES 2022-2026:



#### COMMON OBJECTIVES WITH THE SUSTAINABILITY STRATEGY

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



#### MAIN ACTIONS

- » Implementation of the development framework for our exclusive products (Filières, own production, own brand);
- » Mapping suppliers in order to implement audits in accordance with Auchan Retail Romania's vigilance plan;
- » Defining roles and responsibilities and implementing tailored training programs for collaborators on the life cycle of our exclusive products;
- » Creation and implementation of a control authority for reporting;
- » Content update, redesign and implementation of the new high-demand store quality audit checklist;
- » Creation and implementation of CN1 and CN2 control grids for stores, using the same checklist for controls and audits.



#### OBJECTIVES

- » Responding to our customers' needs with products adapted to the market and with high quality requirements;
- » High requirements in the selection of partners process;
- » Responsibility of the entire organization for the product lifetime;
- » Safety and customer satisfaction;
- » Increasing the level of rigorousness for: Suppliers, Products, Operations;
- » Reducing the risk of penalties;
- » Continuous process improvement.

#### Auchan Private Labels

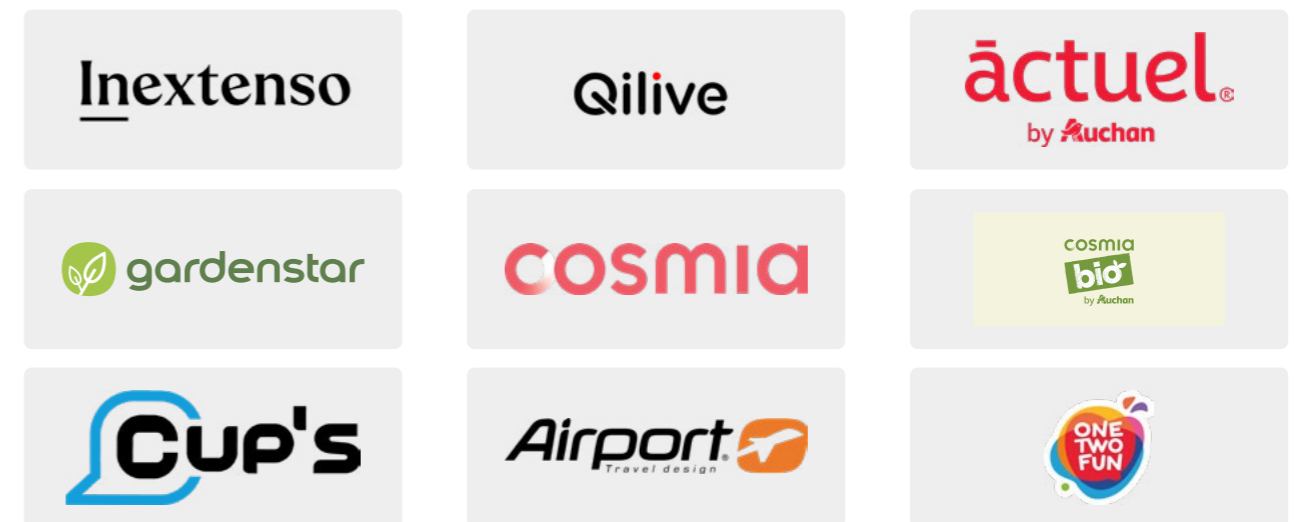
Within our sustainability strategy, we focus on developing our private label products, an opportunity that allows us to differentiate ourselves from competitors and provide our customers with a unique experience. Trust in the quality of these products and the implementation of a strong positioning strategy enable us to strengthen our market position and build a solid base of loyal customers.

We are proud of our efforts to create high-quality products that meet our customers' needs and contribute to environmental protection. At the same time, we continue to identify new opportunities to innovate and bring more sustainable solutions to our range of private label products.

Out of all the products available, approximately 60% are private label, totaling 98,948 products (including textiles). Furthermore, 97 of the food products are organic and ecological, with 22 of them coming from local producers, while 75 are imported\*.

For example, during the reporting period, we had a special launch of a private label „teddy bear” jelly range, which stands out for its absence of added sugar. Additionally, we undertook a significant initiative by creating a „Blacklist of Ingredients” applied to all our private label products in line with the group's standards.

## Private label brands



\* Between 1st of October, 2021 and 30th of September, 2022

## 5.3 LOCAL FOOD AND SUPPLIERS

In our activities, we have developed a strong relationship with local suppliers in Romania, and we are pleased to announce that we have signed over 100 contracts with them by the end of the reporting period\*. Furthermore, starting in 2022, we focused on developing a collaboration protocol between our stores and the Product Department in order to facilitate the listing process for new local suppliers.

Through the „Filières” program, which is based on close partnerships with carefully selected local producers, we ensure the quality, safety, diversity, and freshness of products for our customers. We also focus on competitive offers, innovation, and customer loyalty to meet their requirements with responsibility

and attention to details. Under this program, we build long-term partnerships with small and medium-sized producers, providing customers with complete transparency in the product creation process.



During the reporting period\*, we developed 30 filières in Romania, and our goal for 2023 is to establish 15 new filières, reaching a total of 100 filières by 2024.

### Auchan Romania Filières Products:

DEVELOPED FILIERS	
Fruits and vegetable	» Red fruits (blueberries, strawberries, raspberries, blackberries), apples, potatoes, celery, onions, garlic, tomatoes, zucchini, watermelons, mixed herbs, pickled cabbage.
Fresh products	» Seafood (Black Sea mussels), organic eggs (Galina Bio) organic beef and sausages.

The developed filières include various product categories, such as fruits and vegetables (including organic products for tomatoes and blueberries), fresh products (such as Black Sea seafood and organic eggs), as well as organic beef and sausages. In October 2022, we created the Black Sea mussels Filière and pickled cabbage Filière, both supplied by local producers. At the end of the same year, we launched a new filièrè for sausages.

Consistently, we promote our filières products through mass media, social networks, and our website, where we present our communities the story of Auchan’s local filières producers and specific information about how filières products are grown, cultivated, and harvested. We are committed to continuing to develop and support these local partnerships to provide our customers with high-quality products from safe and responsible sources.



\* Between 1st of October, 2021 and 30th of September, 2022

## 5.4 ORGANIC AND VEGAN PRODUCTS

We pay special attention to organic and vegan products, recognizing the importance of healthy eating for our customers. In an ongoing effort to provide tasty and fresh products, we innovate and improve our recipes.

At the same time, we aim to educate customers about plant-based products, promoting environmental and health awareness.

In 2022, we began working on our Animal Welfare and Sustainable Fishing policies, which were in the project stage and they are set to be implemented in 2023 and 2024. We have also included 323 vegan and vegetarian products in our sales range, including our own-brand vegan yogurts\*.



**Ana-Maria Deaconescu (Balan)**  
Auchan Own Brand & Filières  
Coordinator

Following closely the consumption trends of customers, but also the market trends, in 2022 we added vegan coconut yogurts to our product range. Our motivation was to offer consumers vegan choices and at the same time, healthy and delicious products. We were particularly captivated by the unique taste of the yogurts and the fascinating story of the producer, who started developing such products for himself and his family to consume, and then also expanded production to serve a retailer. The success of the new product range, made us work on the development of new vegan products. Therefore, we plan to add to our offer in 2023 vegan coconut desserts with fruit topping, vegan yogurt for athletes and vegan yogurt with granola.



Building on this concern, we launched the first sugar-free cakes, available in four different varieties: butter and chocolate cream, vanilla, plum jam and walnut meringue, dark chocolate mousse, and vanilla cream. These new types of cakes can be purchased from the pastry department in all Auchan hypermarkets. In addition, we improved 51 other bakery recipes\*.

### ACTIONS TO TRANSFORM OUR PRODUCT RANGE IN 2022

- » Launch of the „without added sugar” range in the pastry department
- » 20 new vegan products
- » The launch of potatoes filièrè, a product used in 16 recipes of Auchan’s own production
- » „World Food Day” campaign promoting the moderate consumption of animal products
- » Relaunch of the „Fresh” product range with 18 new products
- » Improving 51 baking and pastry recipes

\* Between 1st of October, 2021 and 30th of September, 2022

## 5.5 EDUCATING CUSTOMERS AND EMPLOYEES

One of our goals is to make a positive change in our customers' lives by promoting healthy eating and providing valuable nutrition information. We believe that education is the key to healthy eating and a balanced lifestyle. We are proud to be a retailer that takes responsibility for educating customers and employees in the field of healthy eating and creating a positive impact on our community.

We aim to be more than just a food product retailer. We aspire to be a partner in our customers' journey to a healthy life by providing them with relevant and accessible information about smart food choices.

To achieve this goal, we have created an environment where education is as important as the quality of our products. Our employees participate in regular training sessions and workshops to gain basic knowledge about healthy nutrition and stay updated on the latest research and nutrition trends.

In 2022, we organized almost 700 such training sessions. We provide our customers with informative materials, cookbooks with healthy recipes, and brochures with nutrition tips.

We want to contribute to a healthier and more balanced life for our entire community. Thus, in the 2021-2022 period, we conducted the following campaigns to promote healthy nutrition:



### #BIOTHURSDAY

A campaign conducted exclusively on social media, promoting BIO products every week and providing recipes with these products:

### „ZERO RISIPĂ PROGRAM”

We provided tips and tricks for managing food waste, recipes, and ways to keep fruits and vegetables fresh:

### „HEALTHY RECIPES”

We promoted a healthy lifestyle by using a wide variety of recipes, including vegan, vegetarian, lactose-free, and sugar-free recipes. We created recipes for all meals of the day, including healthy snacks and desserts:

### PROMOTING SEASONAL FRUITS AND VEGETABLES

We promoted the consumption of seasonal fruits and vegetables throughout the year, offering recipes and healthy fruit and vegetable-based drinks, as well as information about their benefits:

### „AUCHAN FILIÈRES”

We promoted products from the Auchan Filières supplied by local producers and farmers, providing information about the benefits of these products, recipes, and consumption suggestions.

## 5.6 FIGHTING AGAINST FOOD WASTE

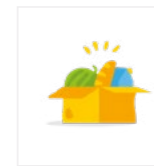
In our efforts to combat food waste, in 2021, we established a sustainable partnership with the Romanian Food Banks Federation, which operates a network consisting of 9 regional food banks. As part of this partnership, both our stores and warehouses donate food products close to their expiration date or surplus products, helping to provide food for those in need.



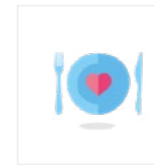
During the reporting period\*, we managed to donate a total of 48 tons of products to Food Banks, which distributed them to 123 partner NGOs. These organizations support over 100,000 vulnerable people in Romania, including the elderly, people with disabilities, children without family care, victims of domestic violence, and impoverished families.

Another important project implemented in our stores since 2021 is called „Zero Risipă”. This initiative equipped all our hypermarket, supermarket, and MyAuchan stores with a special area dedicated to preventing food waste. An essential aspect of this project was the introduction of an artificial intelligence algorithm that analyzes the behavior of each store separately in terms of sales rates, value retention, and volume changes in recent weeks, proposing appropriate discounts for each situation.

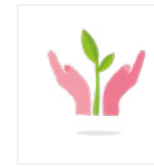
### RESULTS ACHIEVED\* THROUGH THE „ZERO RISIPĂ” PROJECT:



**5.5 MIL** products saved;



**4.2 MIL** meals saved;



**5,331 TONS** of CO<sub>2</sub> emissions avoided.

We constantly focus on training our employees to reduce food waste in our stores, recording a total of 2,135.8 hours of training about food waste reduction during the reporting period\*.

Additionally, we consistently communicate about this topic through internal channels and social media, where we have regular posts under the „Zero Risipă” label to increase awareness of responsible consumption.



\* Between 1st of October, 2021 and 30th of September, 2022

**06** **Fighting against**  
*Plastic Pollution*



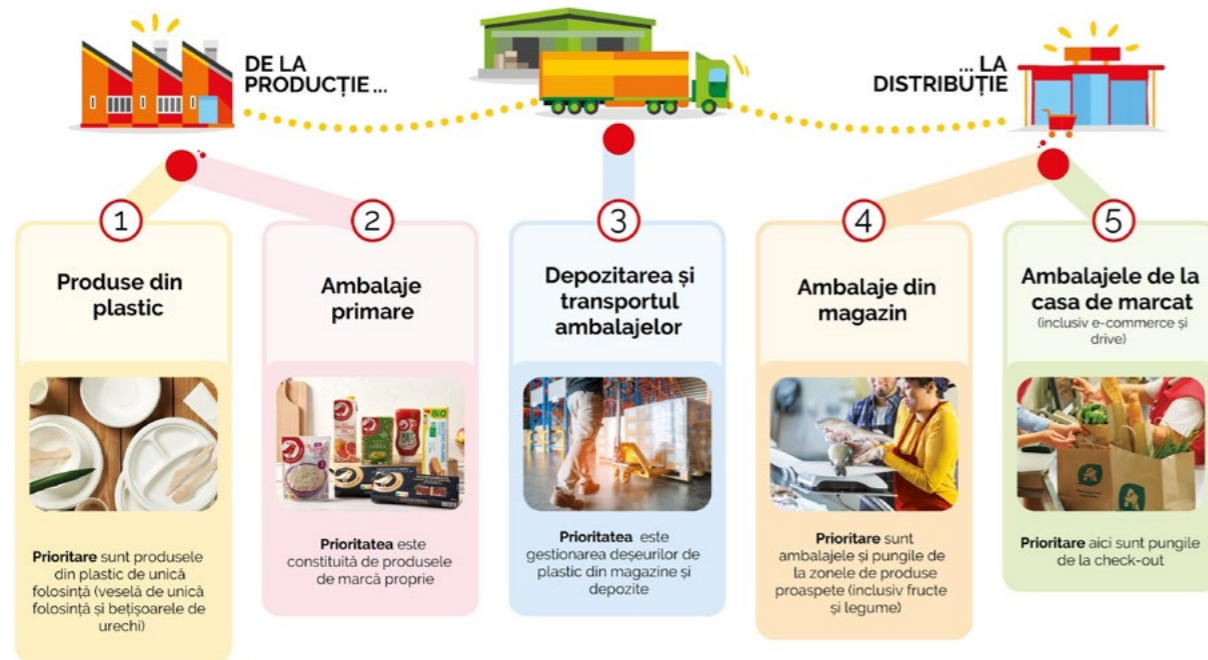
## 6.0 FIGHTING AGAINST PLASTIC POLLUTION

We recognize that plastic is ubiquitous in the life cycle of products, from production and transportation to packaging and distribution. Our actions are aimed at minimizing plastic waste and promoting a circular economy throughout our supply network.

A significant step in this direction was taken in 2022 when we initiated the development of a traceability solution for all types of plastic packaging associated with our products, including primary, secondary, and tertiary packaging. This initiative applies to our entire range of products and suppliers, generating a detailed record of the plastic pollution impact throughout the supply chain. Through this practical and concrete measure, we work to bring more transparency and accountability to plastic management in our industry.

Regarding single-use plastic products, we are dedicated to complying with environmental regulations and standards. Starting on May 1, 2021, in accordance with the legislation applied in Romania, we ceased selling these products in our stores. Thus, we align with the decision to gradually eliminate single-use plastic products, contributing to reducing their environmental impact.

Our range of own-brand products is produced in France, strictly adhering to European Union standards and regulations regarding plastic usage. This represents a significant measure to ensure that our products comply with environmental requirements and support the transition to a sustainable model.



GRI 301-3

## 6.1 REDUCING PLASTIC USAGE IN STORES

### Secondary and tertiary packaging, emphasis on waste in stores and warehouse

During the reporting period\*, we adopted permanent recycling solutions in our stores and warehouses. We used baling for secondary and tertiary plastic packaging waste, resulting in a remarkable quantity of over 800 tons of recycled plastic.

### National PET Collection Campaign

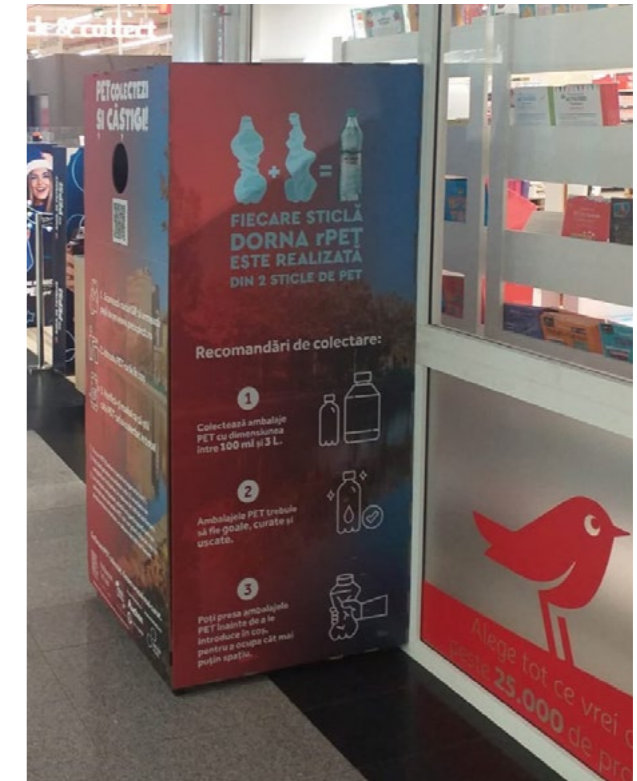
In partnership with Coca-Cola HBC Romania and GreenPoint Management, we launched the „PETcolectezi și câștigați” campaign in January 2022. The aim of this initiative was to raise awareness among consumers about the importance of separately collecting PET packaging. As part of this campaign, we set up special collection areas in all Auchan hypermarkets and supermarkets throughout the country. This was **the beginning of a strategic partnership for environmental protection.**



**Corina Dospinoiu**  
Sustainability Director at Auchan

*We launched this initiative as part of our Personal Sustainability Program. The campaign involved over 7,000 Auchan employees and customers. This effort highlighted the importance of small actions that, collectively, contribute to the significant changes the environment needs right now.*

*This campaign is one of our long-term strategic actions regarding the reduction of plastic usage and a promise to expand our efforts to increase awareness and accelerate the separate collection process, leading to recycling.*



Participants in the campaign had the opportunity to win monthly prizes based on the collection of PET packaging in intelligent bins placed in Auchan stores. Each collected PET packaging provided a chance to win prizes. Participants won one of the 15 Auchan shopping vouchers worth 100 lei every month. At the end of the campaign, the top three participants who collected the most PET packaging received a basket of Auchan products worth 500 lei each.



At the end of this campaign, **over 85,000 PET packaging items were collected and recycled.** Over 1,500 consumers joined the national „PETcolectezi și câștigați” campaign and recycled approximately 2 tons of PET packaging.

\* Between 1st of October, 2021 and 30th of September, 2022

**First Cosmetic Packaging Collection Campaign**

In collaboration with Garnier, Auchan initiated a campaign aimed at informing people about the value of recycling and the importance of reducing plastic waste, encouraging them to adopt more sustainable practices.

As part of this campaign, customers were able to bring plastic cosmetic packaging to Auchan hypermarkets for recycling. This included empty containers of various types, excluding bottles used for cosmetics and perfumes. Responsible customers were rewarded with Garnier hand sanitizer in exchange for the packaging they brought.



GRI 301-3

**6.2 REDUCING PLASTIC USAGE IN LOGISTICS**

**CHEP<sup>11</sup> Partnership**

In all our stores and warehouses throughout the country, we have adopted the use of recyclable films for our pallets as part of our strategy to minimize plastic usage in logistics operations. Together with CHEP, our long-

term partner, we have developed a sustainable logistics model, transporting goods using reusable pallets, significantly reducing waste and carbon emissions, thereby protecting valuable natural resources.



<sup>11</sup>Commonwealth Handling Equipment Pool

## 6.3 PLASTIC REDUCTION FOR OWN-BRAND PRODUCTS

For our own-brand products, our short-term objective is that 100% of our packaging to be reusable, recyclable, or compostable. We consider the entire value chain of our products, from production to distribution, to comprehensively address the issue of plastic pollution.

To achieve these goals, we have implemented concrete measures, such as reducing greenhouse gas emissions by optimizing refrigeration equipment, increasing the use of renewable energy, and optimizing transportation processes.

Regarding plastic packaging, we have initiated numerous actions to reduce its use. For example, within the Gastronomy perimeter, we focus on introducing and promoting reusable food packaging.

- » In the Pastry sector, we have successfully reduced plastic in packaging by 70% by implementing new types of packaging.
- » In the Gastronomy & Takeaway perimeter, we exclusively use 100% eco-friendly packaging starting from 2022.
- » Additionally, in the Butcher, Fish, and Fruits & Vegetables sectors, we offer biodegradable bags since 2021 to reduce the impact of plastic.

As we have observed an increasing demand for paper bags from sustainable sources, we have introduced such packaging in certain sectors.

- » In the InExtenso area, we provide FSC-certified paper bags for packaging needs (~30,000 pieces)\*.
- » Additionally, for online orders processed in Dark stores, we use FSC paper bags to meet customer requirements.

To support these efforts, we have included a list of prohibited plastic packaging in our requirements for developing new own-brand products.

We also continue to collect information from our suppliers regarding the components of our own-brand product packaging to ensure consistency and sustainability in our approach.



\* Between 1st of October, 2021 and 30th of September, 2022



**07** Reducing our  
*Carbon Footprint*





In the face of the immediate threat posed by climate change, driven by increased carbon emissions from human activity, addressing this issue becomes an imperative priority.

From this perspective, Auchan is committed to reducing its carbon footprint, both individually and industrially. Our actions are focused on reducing greenhouse gas emissions and mitigating the impact of climate change.

We have set ambitious goals to reduce our carbon footprint by promoting renewable sources and low-carbon emissions, including:

Reducing greenhouse gas emissions from merchandise transport by **20%**;

Ensuring that **50%** of the energy used comes from low-carbon or renewable sources;

Reducing the energy consumption of stores by **25%**, using 2014 as the base year and a constant perimeter.

Starting in 2022, we have made significant efforts to outline a strong and ambitious strategy to reduce the impact of our activities on climate change.

Central to our decarbonization efforts for own-brand products are a series of concrete measures aimed at reducing carbon emissions:

- » Promoting a flexitarian diet by encouraging plant-based product consumption.
- » Reducing reliance on deforestation by increasing purchases of raw materials from controlled sources.
- » Prioritizing products with sustainability certifications such as MSC/RSPO/Low CO2/No CO2, etc.

Through these integrated actions and our commitment to adopting sustainable and ecologically responsible practices, we aim not only to reduce our carbon footprint but also to have a significant positive impact in the fight against climate change.



## 7.1 CARBON FOOTPRINT STRUCTURE - SCOPE 1, 2, AND 3

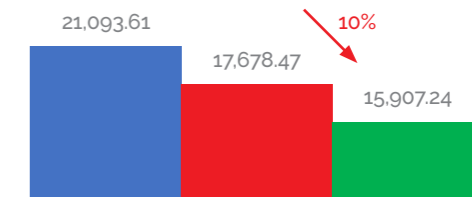
In 2022, Auchan Romania's national CO<sub>2</sub> emissions decreased by 7% compared to the previous year, with a total of 83,323 tons of equivalent emissions recorded.

These figures were prepared in accordance with the definitions and boundaries of the three scopes:

### SCOPE 1

Auchan recorded a significant 10% decrease in CO<sub>2</sub> emissions compared to 2021, quantifying 15,907.24 tons from the consumption of gases and refrigerants.

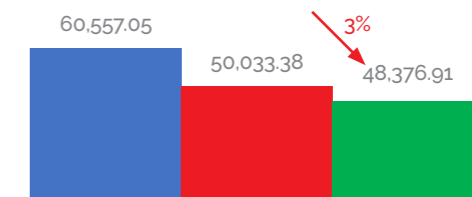
Total GHG Emissions for Scope 1



### SCOPE 2

Emissions resulting from electricity and heating consumption decreased by 3% compared to the previous year, totaling 48,376.91 tons of CO<sub>2</sub>.

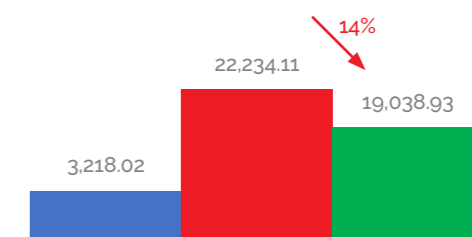
Total GHG Emissions for Scope 2



### SCOPE 3

Total CO<sub>2</sub> emissions for logistics flows between warehouses and stores were considerably reduced by 14% compared to 2021, calculated at 19,038.93 tons.

Total GHG Emissions for Scope 3



Legend: 2020 (blue), 2021 (red), 2022 (green)

Efficiency improvements in the transportation system have made a major contribution to reducing the carbon footprint. In 2022, we recorded a 22.36% increase in delivered parcels compared to the previous year (2021-2022), but a 12% decrease in the number of trucks used. We continue to optimize the delivery process through steps such as:

- » Standardizing the volume per pallet or rollbox, with an optimal number of boxes for each type of support.
- » Increasing the number of pallets based on the type of customer (Convenience Stores, Supermarkets, Hypermarkets, B2C, and B2B) and each type of truck (multi-temperature, single ambient temperature, 3.5t, 12t, 15t, or 20t).
- » Efficient routing through stores and destinations in geographical Life Zones.

In collaboration with logistics suppliers, we have included clauses in our contracts to control environmental impact and promote continuous improvement.

To reduce CO<sub>2</sub> emissions associated with transportation, we work with transport partners to examine their carbon footprint reduction plans and driver training programs, including traffic anticipation tactics, and maintaining constant speed to minimize accelerations and sudden braking. 90% of our suppliers use Euro 6 vehicles, while the remaining 10% use Euro 5 vehicles.

For convenience stores, one supplier uses CNG (Compressed Natural Gas) and electric vehicles, contributing to environmental impact reduction.



GRI 201-2; GRI 201-3; GRI 203-2; GRI 305-5

## 7.2 CLIMATE PROJECT

Since 2015, Auchan Retail has initiated a series of measures and action plans to reduce direct emissions from its stores in all countries where it operates. At the COP21 Conference in Paris, Auchan Retail committed to reducing its energy consumption by 20%, a goal achieved entirely in 2019.

In 2022, Auchan Retail's involvement in combating climate change significantly accelerated through the definition of a global strategy applicable to all countries where the company is present. The results of COP27 held in Sharm el-Sheikh confirmed the need to increase the relevance of the company's strategies in this direction.

In 2021, the company outlined a decarbonization trajectory covering its entire range of activities, including Scopes 1, 2, and 3. These goals were presented to the Science Based Targets Initiative (SBTi) for validation, with a deadline in 2023.

This trajectory is based on the following main directions:

- » Reducing direct emissions from stores by 46% by 2030 (encompassing Scopes 1 and 2, compared to 2019). This involves proactive measures regarding energy and refrigeration equipment. The commitments and action plans place Auchan Retail on a 1.5°C SBTi trajectory.
- » Reducing value chain-associated emissions by 25% by 2030 (referring to Scope 3, compared to 2020). This approach considers both upstream and downstream emissions of the supply chain.

Under the name „Climate Plan 2030”, Auchan Retail has defined a group-level strategy committed to reducing greenhouse gas emissions in line with the goals set in the Paris Agreement to limit global warming. This plan highlights four major areas of action: energy, refrigeration equipment, transportation, and product range.



For emissions associated with refrigeration equipment and natural gas consumption (Scope 1), Auchan Retail aims for a 90% reduction in emissions from refrigerant leaks and a 20% reduction in carbon footprint related to natural gas consumption by 2030.

Regarding Scope 2, which pertains to electricity consumption, the company aims to reduce its carbon footprint from energy consumed in stores by 20%. Additionally, by the year 2030, it intends to exclusively use renewable electricity.



In parallel, Auchan Retail Romania has set the goal of installing photovoltaic panels on the roofs of 16 stores by the end of 2025 as part of its initiative to generate energy from renewable sources.

\*The Science Based Targets Initiative (SBTi) provides companies with a clearly defined path to future-proof growth by specifying how much and how fast they need to reduce their greenhouse gas emissions. SBTi is a partnership between CDP, the United Nations Global Compact, the World Resources Institute (WRI) and the World Wide Fund for Nature (WWF).

For Scope 3, the strategy focuses on the product lifecycle and logistics transport solutions. Within this framework, Auchan Retail commits to reducing emissions along its value chain by 25% by the year 2030. This approach involves several measures, including the development of plant-based protein products, certification of sustainable products, optimization of production processes, and the implementation of innovative solutions for logistics transport.

Additionally, it aims to engage all suppliers in the common effort to reduce greenhouse gas emissions. Furthermore, the development of product Filieres and relationships with local producers will indirectly contribute to a reduced carbon footprint of products through a shorter supply chain.

Auchan pays special attention to informing and empowering customers regarding sustainable choices, representing a significant pillar of the Climate Plan, complementing Auchan's independent and collaborative actions with its suppliers.

In the non-food product sector, Auchan is committed to contributing to the goals set in the Climate Plan through robust circular economy projects, both by optimizing existing resources and developing new similar projects by 2030. These initiatives primarily aim to extend the product lifecycle and promote a circular consumption model in line with sustainability principles.

Regarding the reduction of emissions from logistics transport, Auchan's strategy is based on a series of innovative measures. This includes modifying the existing transportation mix with a focus on maritime and rail modes, efficient space utilization, and route optimization through advanced digital solutions. It also involves a gradual transition from fossil fuels to alternative sources, promoting more sustainable mobility.



In Romania, Auchan has initiated the process of optimizing truck routes, and transportation to proximity stores is carried out using compressed natural gas trucks, thereby reducing environmental impact.

Furthermore, the inauguration of the logistics warehouse in Călan significantly contributes to reducing CO2 emissions by optimizing supply routes and reducing transport distances. In the future,

Auchan plans a series of initiatives to support the decarbonization of transport and achieve the 25% emissions reduction goal in Scope 3



To ensure broad involvement in this direction, key employees participated in the „Climate Plan” training in 2022, which included aspects such as internal and external communication of climate changes, adapting product development processes to reflect climate change concerns, and informing customers about sustainable choices. In total, 512 training sessions were conducted as part of the project in 2022.

The „Climate Month” campaign held in October 2022 represented a comprehensive effort to raise awareness and mobilize people regarding climate change. With a series of initiatives aimed at employees and customers, Auchan sought to increase understanding of the impact of food on the environment, the effects of climate change, and measures that can be taken to counter these trends.

Through activities such as customer information sessions, campaigns to promote organic and vegan foods, and a program to optimize transport routes to reduce the carbon footprint of products, Auchan Retail

demonstrates a concrete commitment to a more sustainable and environmentally responsible business.

Internally, our employees have participated in „climate fresque” training, an accessible and interactive educational tool designed to explain the scientific elements underlying climate change for a better understanding of the impact of human activity on the environment.

From October 14 to 16, on the occasion of World Food Day, customers were able to purchase one of four vegan menus from the Gastro section of each Auchan hypermarket in the country. The menus were developed by Răzvan Exarhu, a radio, TV presenter and the host of the culinary show „Exarhu's Plate” (available exclusively on Auchan communication channels), with the aim of encouraging the consumption of plant-based protein foods as a measure to reduce the carbon footprint. All proceeds from the sale of these menus were donated to the partner NGO, the Food Bank

# SUSTENABILI ÎNTR-O LUNĂ CÂT ÎN FIECARE LUNĂ



ÎMPREUNĂ FACEM DIN AUCHAN CEA MAI IMPLICATĂ MARCĂ ÎN PROTEJAREA PLANETEI!



## DIRECȚIILE DE ACȚIUNE AUCHAN

### ENERGIE

Reducerea cu 40% a consumului de energie al magazinelor;  
Utilizarea a 100% energie electrică regenerabilă

### ECHIPAMENTE FRIGORIFICE

Reducerea cu 90% a emisiilor de gaze cu efect de seră asociate scurgerilor de gaze refrigerante

### TRANSPORTURI

Optimizarea umplerii și traseelor camioanelor;  
Noi soluții digitale;  
Surse de energie mai puțin poluante (biocarburanți, hidrogen etc.);  
Mobilitate sustenabilă

### PRODUSE

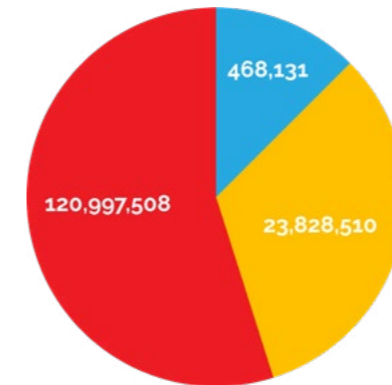
Construirea, împreună cu furnizorii, a unui eco-design al produselor, dezvoltarea de energii regenerabile, promovarea unei agriculturi sustenabile;  
Informarea și implicarea clienților noștri pentru un consum mai responsabil.

[www.auchan.ro](http://www.auchan.ro)

GRI 302-1; GRI 302-4; GRI 303-5

## 7.3 CONSUMPTION MANAGEMENT

Gas, electricity and water consumptions in 2022



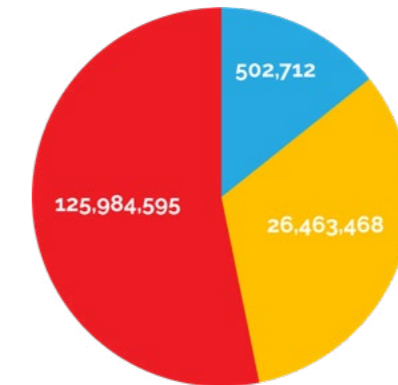
Electricity (kWh)  
Gas (kWh)  
Water (m³)

Auchan commits to reducing energy consumption through a comprehensive strategy that involves improvements in production equipment, refrigeration systems, and building refurbishments. These energy-saving measures are planned for both the short and long term to ensure sustainable efficiency.

In the long term, several significant initiatives have been identified:

- » Installation of LED lighting in sales and office areas to enhance energy efficiency.
- » Complete replacement of refrigeration equipment and refrigeration showcases, shifting from R404-type agents to CO2. This strategic action is environmentally motivated, as R404 has a high global warming potential (GWP) of 3,920, while CO2 has a GWP of only 1.
- » Improvement of energy efficiency by changing the roofing membrane, ensuring better impermeability and reducing energy losses.
- » Updating ventilation, heating, and air conditioning (HVAC) equipment with newer, more energy-efficient models.

Gas, electricity and water consumptions in 2021



Electricity (kWh)  
Gas (kWh)  
ApăWater

In the short term, Auchan has implemented effective actions\*:

- » Initiation of a lighting schedule based on natural light with operation at 33%, 66%, and 100% in stores, optimizing energy consumption.
- » Reduction of lighting in temperature-controlled warehouses and parking areas during the night, contributing to reduced consumption outside of operating hours.
- » Nighttime checks of production equipment, cooling equipment, etc., to identify and deactivate unused equipment, consolidating energy savings.
- » Conducting energy audits for several locations to identify other possible energy savings. A significant project initiated in 2022 is the installation of photovoltaic panels on the Logistic Warehouse in Ștefănești. This will generate renewable energy, contributing to the company's carbon footprint reduction. The completion of this project is scheduled for 2023.

\* Between 1st of October, 2021 and 30th of September, 2022

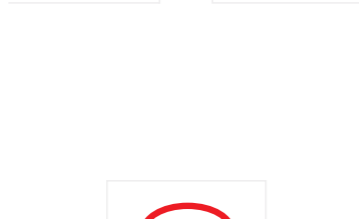
## INVESTMENT PLAN FOR REFRIGERATION EQUIPMENT, LED BULBS, HVAC EQUIPMENT AND ROOFING (Implementation started in 2022)

Project to change fluorescent type lighting to LED type lighting, for the sales area



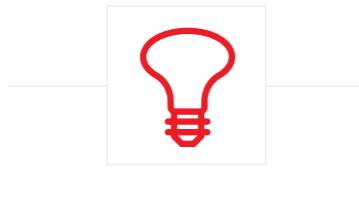
3 locations  
(Pitești Bradu, Bacău, Drumul Taberei)

Project to change fluorescent type lighting with LED type lighting, for fire escape lighting



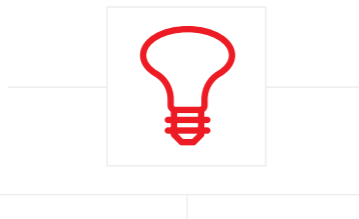
3 locations  
(Timișoara Nord, Iași, Timișoara Sud)

Project to change fluorescent type lighting with LED type lighting, for the office area



30 locations Auchan  
(Berceni, Cotroceni, Titan, Vitan, Crângași, Pallady, Ploiești, Pitești Găvana, Pitești Bradu, Galați, Brașov Vest, Brașov Coresi, Timișoara Iulius, Timișoara Nord, Timișoara Sud, Constanța Sud, Constanța Nord, Târgu Mureș Sud, Târgu Mureș Mall, Iași, Bacău, Suceava, Deva, Cluj Nord, Satu Mare, Craiova Craiovița, Craiova Electroputere, Sibiu, Oradea, Militari)

Lighting intensity adjustment system in the sales area



2 locations  
(Titan și Militari)

Investment value P1+P2+P3 **4,422,241 RON**

Changing HVAC equipment



6 locations  
(Pitești Bradu, Constanța Sud, Craiova Electroputere, Sibiu, Crângași, Galați)

Investment value P4 **3,620,642 RON**

Changing the refrigerating system from R404 freon to a CO<sub>2</sub> refrigeration system



17 locations  
(Timișoara Nord, Timișoara Sud, Constanța Sud, Constanța Maritimo, Sibiu, Craiova Electroputere, Sibiu, Cluj Iris, Suceava, Târgu Mureș Mall, București Pallady, Deva, Oradea, București Berceni, Brașov Vest, Craiova Craiovița)

Investment value P5 **108,709,370 RON**

**Total Investment Value**

**116,752,253 RON**

GRI 306-2; GRI 306-3; GRI 306-5

## 7.4 WASTE MANAGEMENT

Our Waste Management Procedure establishes clear responsibilities for the selective collection, recording, and reporting of waste in all aspects of our activities, from stores and logistics platforms to the central headquarters. To ensure efficient waste reduction and traceability at all operational stages, we have successfully implemented specific collection mechanisms.

Education and awareness are essential to us, which is why we focus on education programs regarding proper waste management practices for both our team and our customers. We have initiated numerous projects and activities to increase our customers' awareness of the importance of separate waste collection. In all stores and at the headquarters, we have implemented clearly marked spaces and containers for selective collection.

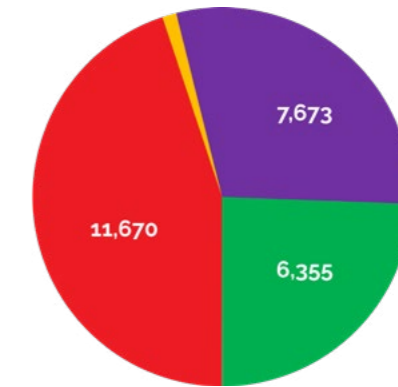


In 2022, at the level of our stores, we managed to recycle or energetically recover 11,972 tons of waste, representing a 13% decrease compared to the previous year. In total, we generated 26,000 tons of waste at the store level\*.

Among these:

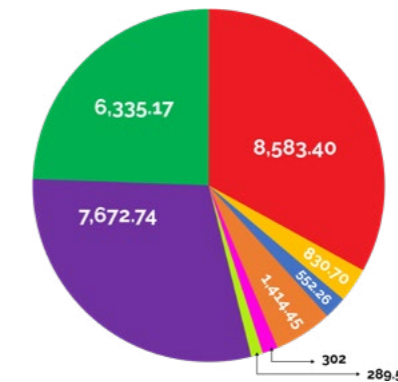
- » 7,673 tons of non-hazardous waste were incinerated for energy recovery, especially by-products of animal origin not intended for human consumption (SNCU).
- » 11,670 tons of non-hazardous waste, such as paper, plastic, metal, wood, and oil, were efficiently recycled.
- » 302 tons of hazardous waste, represented by WEEE (Waste Electrical and Electronic Equipment) and batteries, bulbs, and cartridges, were recycled.
- » 6,355 tons of non-hazardous waste that were directed to landfills, mainly household waste.

Total Quantity of Waste Generated:



- Non Hazardous Waste (recycled) (44,9%)
- Non Hazardous Waste (recovered energetically) (29,5%)
- Non Hazardous Waste (household) (24,4%)
- Hazardous Waste (1,2%)

Types of Waste Generated:



- Paper (33,0%)
- SNCU (food waste) (29,5%)
- Household (24,4%)
- Plastic (3,2%)
- Metal (2,1%)
- Wood (5,4%)
- WEEE (1,1%)
- Cooking Oil (1,3%)

Furthermore, we provide recycling locations for electronics and household items to our customers across the country. We collaborate with authorized collectors to ensure the recycling or transformation of discarded items into new and innovative products. Additionally, we conduct seasonal buyback campaigns, offering our customers discount coupons in exchange for WEEE products brought in for recycling.

\* Between 1st of October, 2021 and 30th of September, 2022

## 7.5 CIRCULAR ECONOMY

### A New Life by Auchan

In 2021, we became the first local retailer to launch a circular economy initiative for clothing, based on the principles of reduction, reuse, and recycling. In our stores, we created dedicated areas for selling textile products for a „second life.” The initiative continued to be successful in 2022, with a total of 430,000 items sold, double the previous year, representing 287 tons of textile material. This resulted in an equivalent saving of 1,033 tons of CO<sub>2</sub>, contributing to reducing our environmental impact.



2021	2022
200,000 products sold	430,000 productst sold
480 tons of CO <sub>2</sub> saved	1,033 tons of CO <sub>2</sub> saved

### „My Mother Recycles too” Campaign

Auchan, in collaboration with Can Pack Recycling and the Alucro Association, has been running the “Și mama reciclează” („My Mother Recycles too”) campaign since 2016. The project aims to encourage customers to recycle aluminum cans. The initiative has been running in 21 Auchan stores for over 5 years, and to date, 7.1 million cans (89 tons of recycled aluminum) have been collected. During the reporting period\*, 1.4 million cans (17 tons of recycled aluminum) were collected.



	UNITS	NO. TOTAL VOUCHERS OFFERED	TONS
TOTAL 2021	1,200,000	1,200,000	5
TOTAL 2022	1,426,000	1,389,573	17.8
TOTAL 2021-2022	2,626,000	2,589,573	22.8

\* Between 1st of October, 2021 and 30th of September, 2022

### Textile Collection and Recycling Campaign

Developed in collaboration with the Romanian Red Cross and Textrade, the campaign began in October 2020 and has had a significant impact over time.

By the end of the reporting period (September 30, 2022), we managed to collect almost 65 tons of clothing in the western part of the country (12 stores) using an efficient collection and sorting method. Used clothing and footwear are collected in specially designated bins located in store parking lots.

With the help of Textrade, the items are collected and taken to a sorting facility, where they are divided into two categories: usable clothing (sanitized and donated to the Romanian Red Cross) and worn/damaged items for recycling.

This initiative has not only saved resources but also avoided 388 tons of CO<sub>2</sub> emissions.



	QUANTITY 2021	QUANTITY 2022
Tons	53	108
Tons of CO <sub>2</sub> avoided	190	388

### Used Cooking Oil Collection and Recycling Campaign

The used cooking oil collection and recycling initiative, launched in 2019, continued to inspire active participation from our customers in supporting a more sustainable future.

During the reporting period\*, we collected 481,000 liters of used cooking oil in our participating stores (33 hypermarkets, 3 supermarkets, 1 MyAuchan) for subsequent recycling into biodiesel, resulting in 481,000,000,000 liters of water saved from contamination. Approximately 345,000 people responded to Auchan's call.



2021	2022
253,700 litres of collected oil	481,000 litres of collected oil
253,700,000,000 litres of saved water	481,000,000,000 litres of saved water
175,000 of dedicated customers	345,000 of dedicated customers

\* Between 1st of October, 2021 and 30th of September, 2022

### Used Pans Collection and Recycling Campaign

To protect the environment, we conducted a new edition of the used pans recycling campaign, offering our customers significant discounts on new pans in exchange for their old ones. Through this initiative, we efficiently and responsibly recycled a considerable quantity of used pans.

Customers who brought in an old pan to Auchan received a 50% discount on the Tefal Easy Plus pan range from April 15 to June 15, 2022. This campaign took place in 37 Auchan stores (33 hypermarkets and 4 supermarkets).

**Tefal** **Auchan**

**#NUEPREATARZIU, RECICLEAZĂ!**

**50% REDUCERE**

La gama de tigăi **Tefal Easy Plus** dacă aduci tigaia veche

**100% SIGUR**  
0% PLOMB  
0% CADMIU

**100% ALUMINIU RECICLAT**  
fără BPA

1. Predă tigaia veche la Serviciul Clienți și primești voucherul cu reducere 50%.
2. Alege produsul din gama Tefal Easy Plus din magazin.
3. Folosește voucherul când plătești orice produs din gama Tefal Easy Plus și primești pe loc reducerea de 50%.

**#nuepreatarziu PSP**  
Program de Sustinabilitate Personală  
Auchan.ro

**TIGĂIE WOK 28 CM**

**TIGĂIE GRILL 28 CM**

**TIGĂIE ADÂNCĂ CU CAPAC 24 CM**

**VOTAT PRODUSUL ANULUI 2022 PENTRU INOVAȚIE**

**ÎN CATEGORIA VASE DE GĂTIT**

**Tigăile **âctuel**®**  
by **Auchan**  
PRODUSUL ANULUI 2022

Studiu realizat online, de Exact Business Solutions pe 23 de categorii. În categoria "Vase de gătit", eșantionul a fost de 530 respondenți din mediul urban, utilizatori de internet, între 18 și 65 de ani. Eroarea maximă de eșantionare este +/- 4.3%. Studiul a avut loc în perioada 10.03.2022 - 18.04.2022. Criteriile de evaluare au fost: inovație, atractivitate, intenție de cumpărare. Criteriile de evoluare nu au avut în vedere calitatea, compoziția, disponibilitatea ori alte caracteristici ale produsului în afara celor anterior indicate. Produsele câștigătoare au fost votate de către consumatori dintre produse similare în categorie. Detalii pe [www.produsulanului.com](http://www.produsulanului.com).

**SE IMPLICĂ**  
www.tefal.ro

\* Between 1st of October, 2021 and 30th of September, 2022



### Product of the Year 2022

During the reporting period\*, three products from the Actuel range, dedicated to household care, were awarded in the „Product of the Year 2022”, competition in the Cookware category. Actuel pans, made from recycled aluminum, impressed with their increased resistance and exceptional safety during use. Each pan in this range was made by recycling no fewer than 43 aluminum cans, a responsible gesture for the environment, in line with our sustainability values. Characterized by clever design, the interior of the pans is covered with a non-stick coating, making cooking with a reduced amount of oil or grease easier.

Additionally, the extra protective layer with microcrystals applied to the exterior strengthens and seals the entire surface, providing remarkable durability. These pans are compatible with both traditional stovetops and induction cooktops. This recognition is evidence of our ongoing commitment to promoting the circular economy and offering high-quality, sustainable, and efficient products.

This recognition is proof of our constant commitment in promoting the circular economy and offering high-quality, sustainable, and efficient products.

**VOTAT PRODUSUL ANULUI 2022 PENTRU INOVAȚIE**

**ÎN CATEGORIA VASE DE GĂTIT**

**Tigăile **âctuel**®**  
by **Auchan**  
PRODUSUL ANULUI 2022

**100% ALUMINIU RECICLAT**  
fără BPA

Studiu realizat online, de Exact Business Solutions pe 23 de categorii. În categoria "Vase de gătit", eșantionul a fost de 530 respondenți din mediul urban, utilizatori de internet, între 18 și 65 de ani. Eroarea maximă de eșantionare este +/- 4.3%. Studiul a avut loc în perioada 10.03.2022 - 18.04.2022. Criteriile de evaluare au fost: inovație, atractivitate, intenție de cumpărare. Criteriile de evoluare nu au avut în vedere calitatea, compoziția, disponibilitatea ori alte caracteristici ale produsului în afara celor anterior indicate. Produsele câștigătoare au fost votate de către consumatori dintre produse similare în categorie. Detalii pe [www.produsulanului.com](http://www.produsulanului.com).

\* Between 1st of October, 2021 and 30th of September, 2022

\*\* „Product of the Year” is an international competition that recognizes innovative products and is currently held in over 40 countries. The study was conducted online from March 10, 2022, to April 18, 2022, by Exact Business Solutions and covered 23 product categories.

### Used Christmas Tree Collection and Recycling Campaign

In December 2022, over 30 Auchan stores in 17 cities hosted natural Christmas tree markets. The trees came from sustainably and responsibly managed nurseries.

We also initiated a program to collect used Christmas trees after the holidays to promote responsible resource use and recycling, especially for wood. We encouraged people to actively participate in environmental conservation by returning dried-out trees so they could be transformed into eco-friendly products.

Regardless of where they were purchased, all natural Christmas trees could be taken to Auchan collection points. Through a designated partner, all the collected trees were turned into compost or pellets



### Sale of Used Smartphones

Through collaboration between Auchan and Recommerce Group, reconditioned smartphones are sold in 30 Auchan hypermarkets located in Bucharest, Cluj, Craiova, Sibiu, Timișoara, Constanța, Brașov, Suceava, Bacău, Baia Mare, Deva, Galați, Oradea, Pitești, Satu Mare, and Târgu Mureș, as well as online on auchan.ro.

These phones cost up to 50% less than new devices, come with a 12-month warranty, are 100% functional, and in perfect cosmetic condition. Recommerce Group sells over 20 models of reconditioned smartphones in Romania.

Auchan was the first retailer to integrate reconditioned smartphones into its offering, pioneering the field of circular economy and sustainable electronic products in Romania. The first partnership for the distribution of refurbished smartphones was concluded by Auchan in 2020 with the Romanian start-up Fenix, specialized in smartphone refurbishment.

**i**

According to a Recommerce study, the environmental impact of a new iPhone 7, 32 GB is 58.2 kg of CO<sub>2</sub>. In comparison, a reconditioned iPhone generated only 7.35 kg.

Therefore, with each reconditioned smartphone, we help reduce our environmental impact by 50 kg of CO<sub>2</sub> emissions

During the reporting period, we sold **2,163** reconditioned smartphones\*.

### Sustainable Toys

To meet the needs and requirements of our customers for sustainable products, we have focused on developing approximately 50 sustainable products in recent years to reduce the environmental impact of toys and identify environmentally friendly options. In this direction, our entire range of wooden toys is FSC certified, using wood from sustainably managed forests. In addition, beach toys contain 15-20% bioplastics, and plush toys are made from 100% recycled polyester, with the „Titi the Beaver” plush toy range made from recycled PET bottles.



InExtenso - OEKO-TEX® Certified Textile Products  
 Auchan Retail became the first French retailer to obtain the prestigious OEKO-TEX®<sup>13</sup> label, with the entire range of home textile products under the Actuel brand and two-thirds of the InExtenso clothing certified according to this standard. The STANDARD 100® label thus becomes a sign of trust and quality for customers, ensuring that every component of the products (fabric, material, thread, buttons, and other accessories) has been tested and certified free of harmful substances to human health.

With the acquisition of this label, Auchan Retail can reduce the costs related to the quality control of finished products, as suppliers and their supply chains, also OEKO-TEX certified, ensure quality control in the earlier stages of production.

Auchan's next objective is to expand the range of OEKO-TEX certified products by obtaining „Made in Green”<sup>14</sup> certification for the entire range of Actuel bed and bath textiles.



<sup>13</sup>One of the most recognized labels for textiles certified without harmful substances worldwide is the OEKO-TEX® Standard 100.  
<sup>14</sup>In addition to the guarantees provided by OEKO-TEX 100® certification, the „Made in Green” label ensures that textile or leather products have been manufactured with environmental respect and responsible labor conditions.

\* Between 1st of October, 2021 and 30th of September, 2022



Another sustainable initiative by Auchan involves a range of travel items, including suitcases, travel bags, cosmetic bags, and backpacks made from recycled materials such as PET and polyester

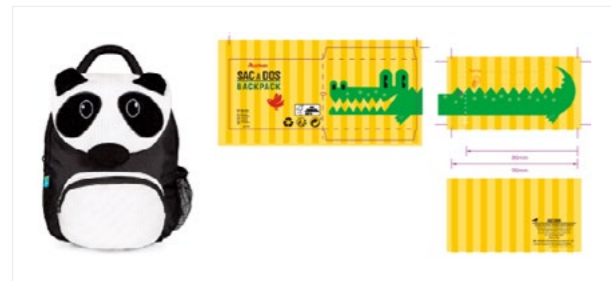


### Sustainable School Supplies

Annually, our school supplies offer includes an eco-friendly Auchan brand range, consisting of numerous products necessary for children and students, manufactured from as sustainable sources as possible.

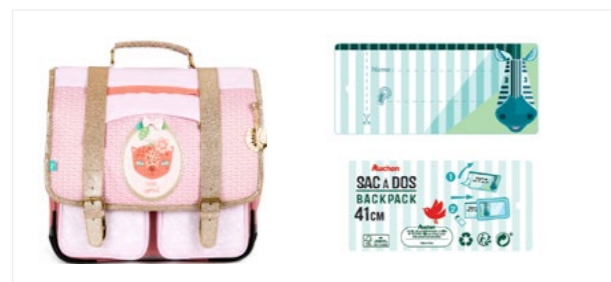
#### Backpacks for kindergarten

- » FSC certification of the packaging
- » The label can be reused as a badge
- » Warranty 3 years



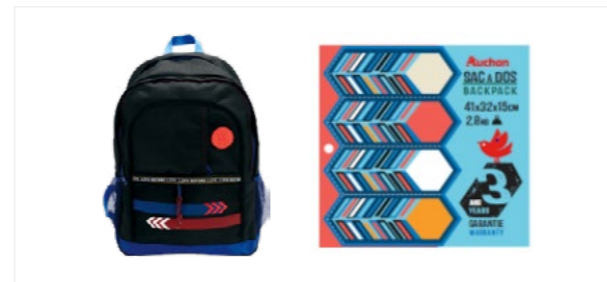
#### Backpacks for primary school

- » FSC certification of the packaging
- » The label can be reused as a badge
- » The backpack is made of recycled polyester
- » Warranty 3 years



#### Backpacks for high school and college

- » FSC certification of the packaging
- » The label can be reused as a bookmark
- » Warranty 3 years



#### Backpacks ECO concept

- » Selected manufacturing factories
- » Optimized backpack construction
- » Shipped without cellophane
- » Rainproof for 1 hour
- » FSC certification of the packaging
- » Made from 80% recyclable materials
- » Warranty 5 years



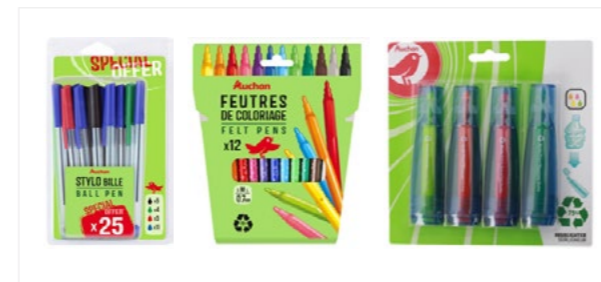
#### Gel pens

- » New pen design
- » Recycled and FSC certified packaging
- » Twice the usage rate



#### Recycled PET stationery range: pens, highlighters, pencils, colored pens

- » Recycled plastic or cardboard packaging, recycled plastic lids
- » Used FSC certified or recycled cardboard
- » Ink supplies included



#### Glue range

- » Rectangular glue: composed of 93% natural material with tube made of 85% recycled material and FSC certified packaging, also available in bulk range
- » Tube glue and tapes/sticks: 90% recycled plastic packaging and FSC certified cardboard.
- » Solvent-free adhesive
- » Recycled tube for glue sticks



#### Crayons

- » Removal of plastic packaging
- » Part of the new packaging could be used as a decoration for pencils



#### Desktop calculators

- » Removal of plastic packaging
- » New FSC certified packaging



#### Paints and watercolors

- » Removal of plastic packaging
- » Packaging made from 90% recycled materials



#### Rulers and measuring instruments

- » Removal of plastic packaging



#### Desk organizer

- » Product made from recycled material
- » FSC certified packaging



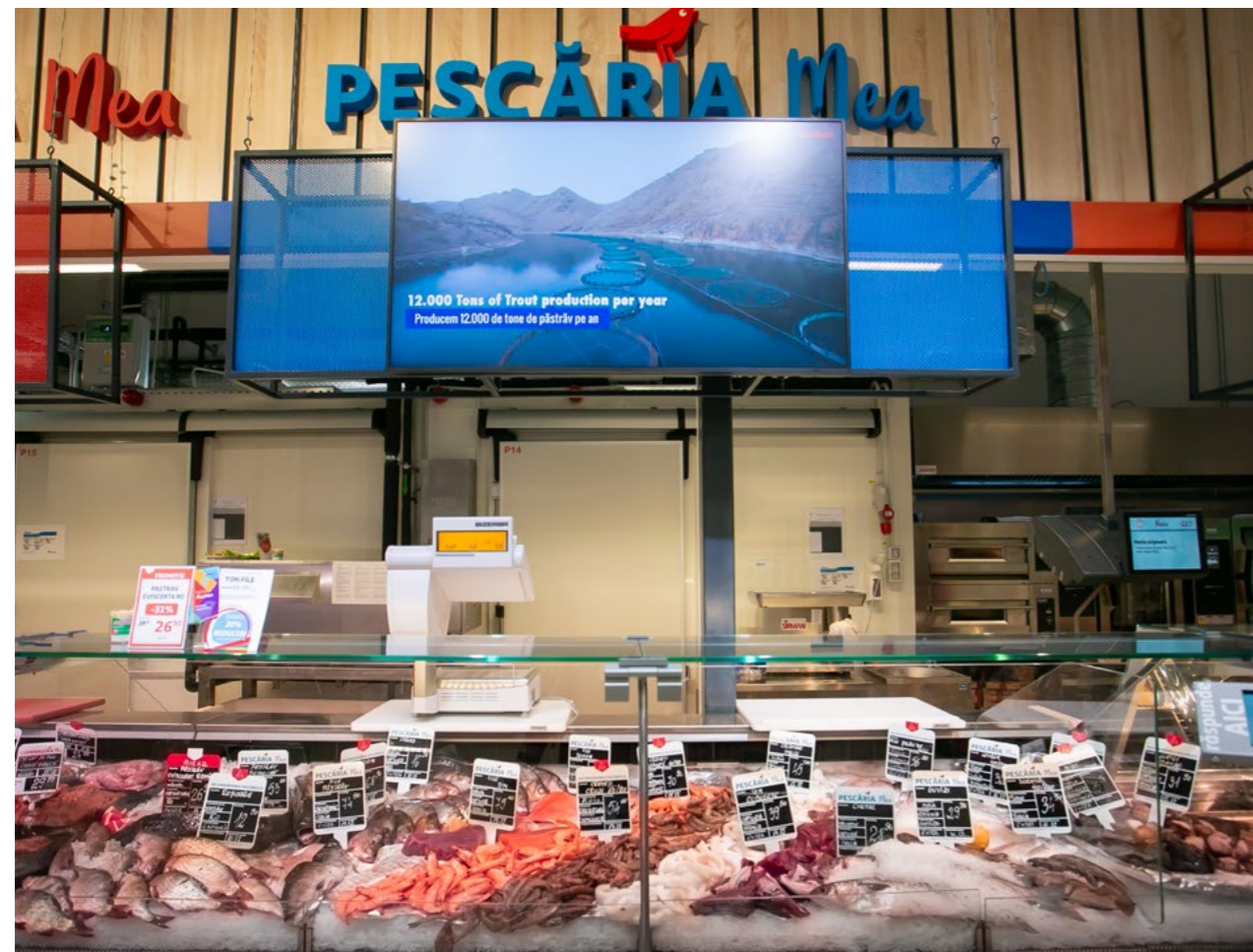
## 7.6 BIODIVERSITY

In 2022, we had 46.820 natural Christmas trees available for sale in our stores nationwide, sourced from sustainable commercial nurseries from two suppliers. The plantations are exclusively dedicated to conifers and Christmas trees, and the trees are grown on agricultural land unrelated to deforestation.

One of our core values is the careful selection of raw materials, focused on ethics and sustainability, including the protection of global biodiversity. To achieve this goal, we have taken significant measures, such as banning the use of palm oil in our gastronomic and bakery recipes or using exclusively RSPO-certified palm oil

where necessary. This initiative has been implemented for all private-label products and applied in our own production sectors, ensuring that we contribute to the conservation of the planet and its diversity.

Continuing our efforts to support sustainable practices and protect the marine environment, we have maintained our commitment not to sell shark meat in our stores. We have also made the decision to remove pangasius products from our offering starting in 2021, further strengthening our commitment to promoting responsible fishing and supporting aquatic biodiversity.



# 08 People



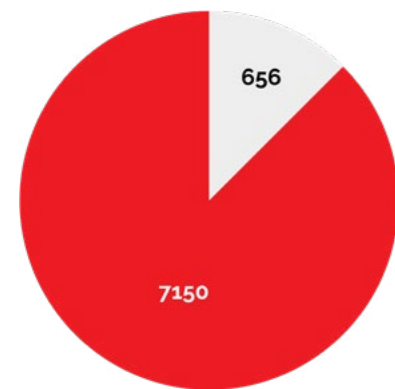
## 8.1 OUR TEAM



People are the most important component in Auchan Retail's development and success

People are at the core of Auchan Retail's evolution and success, as a company that has promoted a policy of responsibility and engagement for over 60 years globally and 17 years in Romania. During this time, we have harnessed the creativity and innovation of our employees, encouraging the exchange of knowledge and results.

7806 employees



Part time  
Full time

As one of the largest employers in Romania, with a widespread presence throughout the country, we are aware that our employees represent the company's most valuable resource. With a total of 7,806 employees\*, we rely on their experience and dedication to achieve our objectives.

Our promise to our employees, aligned with our vision of living better, is "Enjoying life." Under the umbrella of this promise, our values of trust, openness, and excellence come to life in all our processes and projects, improving the Auchan employee experience from hiring to leaving the company.

100% of our entire workforce is protected by the collective labor agreement, ensuring equitable and advantageous conditions for all our employees.



In 2022, we initiated a series of challenges and competitions designed to stimulate teamwork and camaraderie among our employees.

These events served a dual purpose, strengthening the bonds among team members and recognizing their merits and involvement in achieving the company's goals



\* Between 1st of October, 2021 and 30th of September, 2022

## 8.2 RESPONSIBLE EMPLOYER

Within the Auchan Group, we have developed a rigorous recruitment process for new employees, adhering to the highest ethical standards. Through this, we ensure that fundamental values such as openness, equal opportunities, and diversity are integrated into all aspects of our recruitment activities, both in internal procedures and in the daily activities of colleagues responsible for recruitment, whether internal or external.

Regarding the end time of time in company, Auchan provides employees with a notice period of 20 working days for executive positions and 45 working days for leadership positions. Additionally, employees have the possibility to resign without notice if the company does not fulfill its commitments



## 8.3 DIVERSITY, EQUALITY AND INCLUSION



Diversity, equality and inclusion are at the heart of our culture.

Promotion of diversity, equality, and inclusion is a fundamental component of our organizational culture. Over the years, we have created an inclusive working environment that provides all employees with equal opportunities for advancement and development. In doing so, we form teams that bring long-term value and uphold the values of diversity and equality. These principles are reflected in our Code of Ethics and are monitored by the Ethics Committee, ensuring their integration into all of our daily operations.

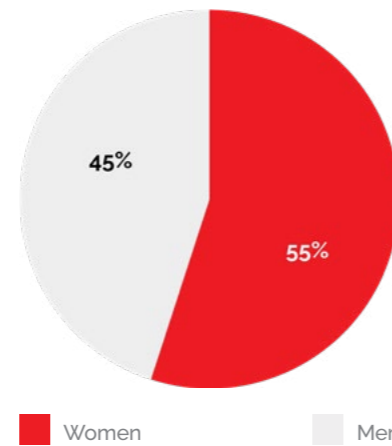
At Auchan, we are committed to respecting diversity and harnessing it as a driver for improved performance. Each local community is unique, and to meet the diverse needs of our customers, we rely on a diverse workforce that reflects this variety. Especially in Romania, women play a significant role, comprising 68% of our total workforce, and when it comes to leadership positions, at least 55% are held by women\*.

Furthermore, we are proud of the fact that during the reporting period\*, **no incidents of discrimination were recorded** within Auchan Romania. This demonstrates our unwavering commitment to promoting a non-discriminatory and inclusive work environment, supported by our robust policies.

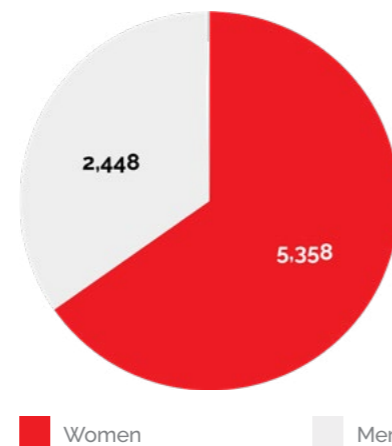


111 employees with disabilities

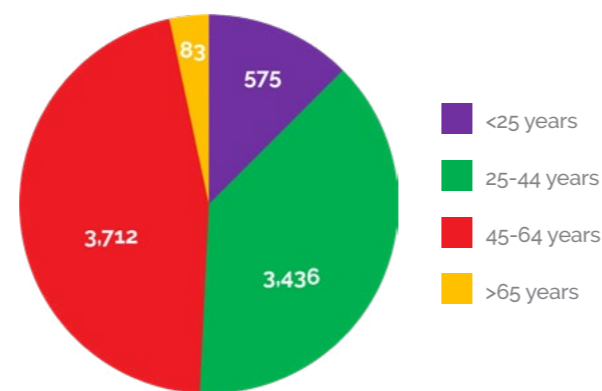
Management Gender Distribution



Gender Distribution



Age Distribution



\* Between 1st of October, 2021 and 30th of September, 2022

## 8.4 EMPLOYEE SATISFACTION AND WELL-BEING

### The remuneration process

GRI 2-19; GRI 2-20

Our remuneration policy is based on employee satisfaction, being an essential element in our strategy. We capitalize on remuneration to stimulate positive behavior, to motivate and develop the human resource, contributing to the consolidation of an attractive employer brand.

Our remuneration package consists of three essential components:

- » The fixed component
- » The variable component
- » Other financial and non-financial components

Our remuneration principles are focused on performance, contribution to results, level of professionalism and the importance of individual work:

- » Employee performance and results – achieving individual and collective goals, as well as efficiency in this process
- » Contribution and importance of work – individual participation in achieving results, passion, involvement and taking responsibility
- » The level of professionalism – the high standard of work of the employees, the level of demand and their autonomy

### Benefits

GRI 2-21; GRI 401-2

Our employees enjoy multiple advantages:

- » meal tickets
- » holiday bonus
- » medical, dental and life insurance
- » loyalty bonus and gifts for various events (Easter, Christmas)
- » days off and bonuses for special occasions
- » paid days off for volunteering and blood donation
- » Bookster corner
- » transport and parking settlement (under certain conditions)
- » discounts at external partners
- » qualification and professional development programs
- » wellness programs
- » personal development programs
- » flexible work schedule

The annual ratio between the total annual compensation for the highest-paid individual within the organization and the median total annual compensation for all employees (excluding the highest-paid individual) is **27**. The ratio between the percentage increase in total annual compensation for the highest-paid individual within the organization and the average percentage increase in total annual compensation for all employees (excluding the highest-paid individual) is **-0.98%**.

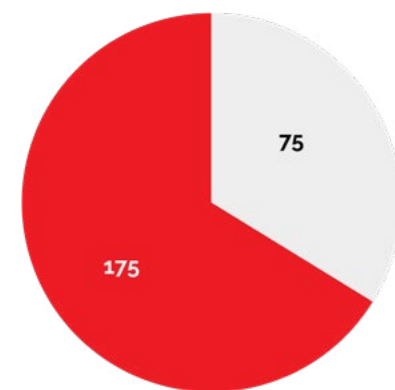


## Parental Leave

GRI 401-3

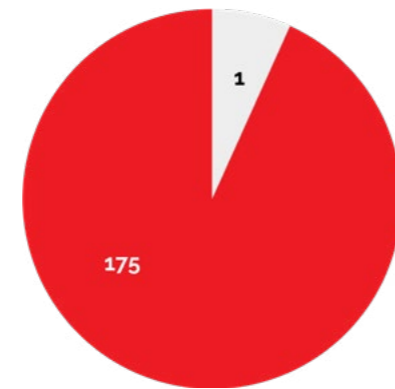
An important aspect of our commitment to work-life balance is parental leave, which we offer equally to both women and men. We believe that promoting gender equality and family values are crucial within our organization. In the past year\*, a significant number of employees have benefited from this leave and successfully returned to work afterward.

### The total number of employees who were entitled to parental leave

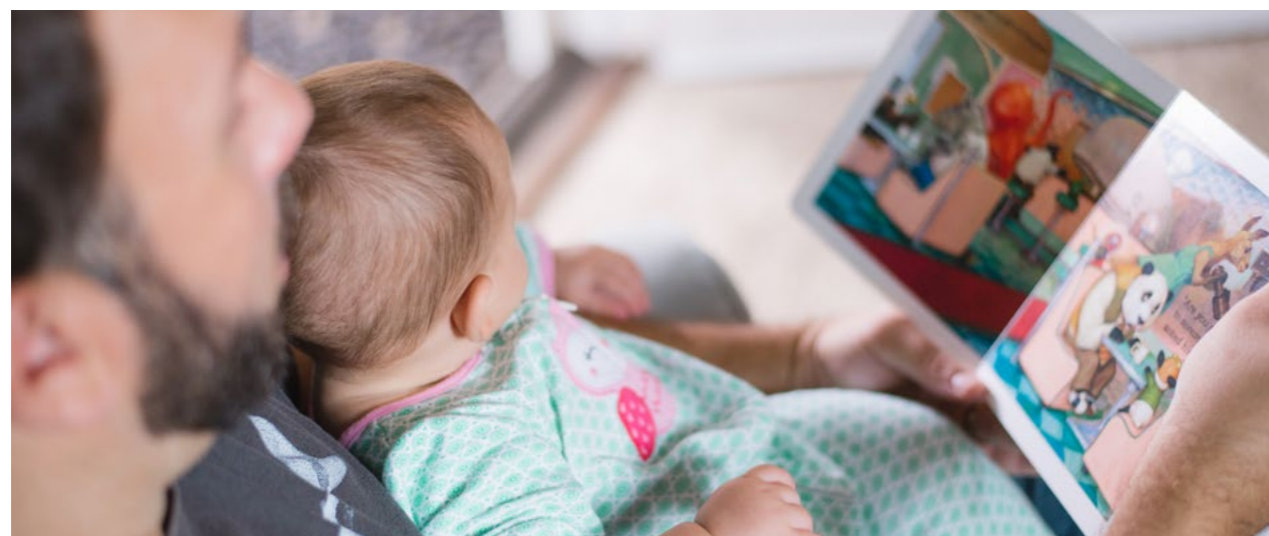
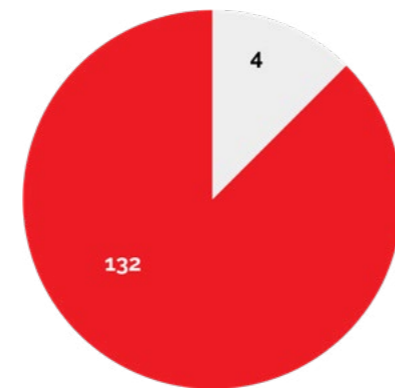


Legend:   
■ Women   
■ Men

### The total number of employees who benefited from parental leave



### The total number of employees who returned to work during the reporting period (1/10/2021 - 30/09/2022) after the end of parental leave



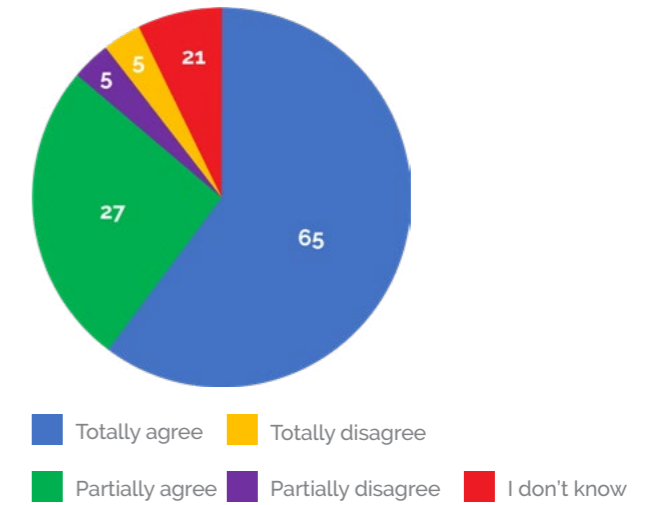
\* Between 1st of October, 2021 and 30th of September, 2022

## Engagement and Satisfaction Barometer (BES)

Assessing employee engagement and satisfaction is an essential component of our strategy. Through the Employee Engagement and Satisfaction Barometer (BES), we conduct periodic surveys to measure and monitor the satisfaction and engagement levels of our team. Through these customized periodic surveys, we ensure that our employees' voices are heard, and we take concrete actions to improve the work environment.

The results of these surveys reflect that the majority of our employees are proud of being part of the Auchan team and appreciate our efforts to be a responsible employer concerned about their well-being.

### Auchan acts as a responsible employer (socially, environmentally, etc.)



## Results of the 2022 Engagement and Satisfaction Barometer (BES)

BES 2022 BREAKDOWN RESULTS		
2022	2020	Item
91%	90%	» of the respondents declared themselves proud to work for Auchan Retail Romania
86%	90%	» would recommend Auchan as an employer and as a retailer
81%	>80%	» said that if they had the opportunity, they would apply again for a job at Auchan Retail Romania
92%	94%	» said that Auchan assumes the role of a responsible company and develops its offer considering social and environmental protection challenges
89%	95%	» replied that Auchan is a company that pays attention to the health and safety of its employees
92%	94%	» believe they can commit together with Auchan to face social and environmental challenges (healthy eating, reducing packaging and plastic, as well as the carbon footprint)
89%	>90%	» of the respondents stated that they feel supported, encouraged and understood by their manager
88%	>85%	» stated that they work in a pleasant work environment and consider Auchan an inclusive work environment
74%	70%	» of respondents believe that their salary reflects their performance

## 8.5 INTEGRATE, ASSESS, TRAIN, AND DEVELOP PEOPLE

For us, employees represent a treasure trove of expertise, competence, and growth potential. They are the driving force behind our performance, competitiveness, and continuous organizational development. We are committed to providing processes and programs for recruitment, integration, assessment, training, and development to the highest ethical and methodological standards. Objectivity, equal opportunities, diversity, trust, and teamwork are the guiding principles in all our actions.

To recruit and integrate human capital, we rely on the concepts of inclusion and acceleration. An inclusive approach helps us integrate a wide range of diverse profiles into our teams and support individuals with disabilities or from disadvantaged backgrounds. Through acceleration, we offer intensive integration, training, and development stages tailored to each category of talent.

### Auchan StarTalents

Under the umbrella of the Auchan StarTalents program, we aim to bring together our programs designed to attract and develop talents inclusively from diverse categories, contributing to strengthening our teams and promoting the rapid development of dedicated and talented individuals.

Through our programs, we have provided career launch opportunities for young individuals through internships and training programs. Additionally, we have implemented intensive development programs for early-career managers. Furthermore, we have taken responsibility for diversifying our teams by integrating individuals on the brink of retirement or already retired, as well as those with various disabilities. We have also supported young people facing difficult situations, offering them support and employment opportunities. We are convinced that every individual has the potential to shine and become a star in the constellation of professions offered by Auchan.



Within our StarTalents programs, we have initiated strategic partnerships with organizations specializing in identifying and integrating individuals with disabilities. Moreover, we have closely collaborated with multiple academic institutions and launched innovative dual education programs. Through partnerships with schools across the country, we have provided internship programs, laying the foundations for the future development of young talent. These initiatives not only support personal and professional development but also promote an inclusive and equitable working environment.

AUCHAN STARTALENTS PARTNERSHIPS *	
Dual education contracts	1
Number of children participating in dual education programs	31
School internship contracts	27
Number of students in internship (2021-2022)	455
Contracts with the company which is recruiting people with disabilities	1
Employees with disabilities	22
Contracts with universities	2



\* Between 1st of October, 2021 and 30th of September, 2022

**Auchan Refresh - Supporting Every Employee's Leap to the Next Level**

At Auchan, we have taken on the mission of creating opportunities for each employee to reach their maximum potential in a rapidly changing world. Through the Auchan Refresh program, we bring this vision to life, providing our employees with the resources and support they need to successfully navigate professional advancements and chart their path to personal and professional success.

Auchan Refresh is our center of excellence where we implement comprehensive programs for diagnosis, analysis, training, and development of our employees. When a profession undergoes changes in terms of responsibilities, skills, technologies, and tools, every

affected employee undergoes a rigorous assessment to determine their compatibility with the new profile required. Based on this assessment, employees undergo personalized training programs to develop the skills necessary for success in their new position or to align their careers with profiles and aspirations



**AUCHAN REFRESH PROGRAM RESULTS \***

**329**  
participating employees



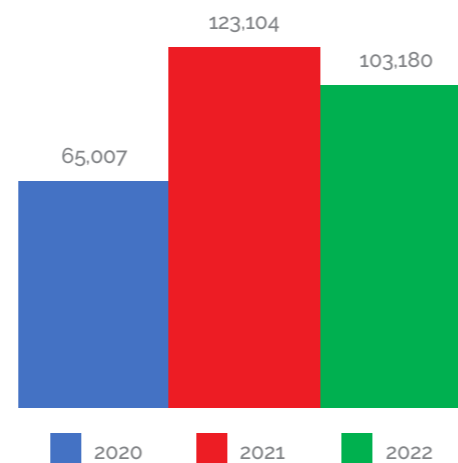
**5,922**  
hours within the Auchan Refresh program (evaluation projects, training, accompaniment, and personalized development of employees)

**Continuous Training**

We have continued to invest in the training of our staff, providing significant opportunities for development and career advancement. Thus, every member of our team benefits from training programs designed to contribute to their professional growth.

During the reporting period\*, we provided a total of 73,561 hours of training. Additionally, 29,479 hours of training were allocated for the induction courses for new employees, resulting in a total of 103,040 hours of training. Furthermore, we successfully achieved our goal of ensuring an average of 1.1 hours of training per month for each employee, compared to 1 hour recorded in 2021 and 0,91 hours in 2020.

The evolution of the total number of training hours



\* Between 1st of October, 2021 and 30th of September, 2022

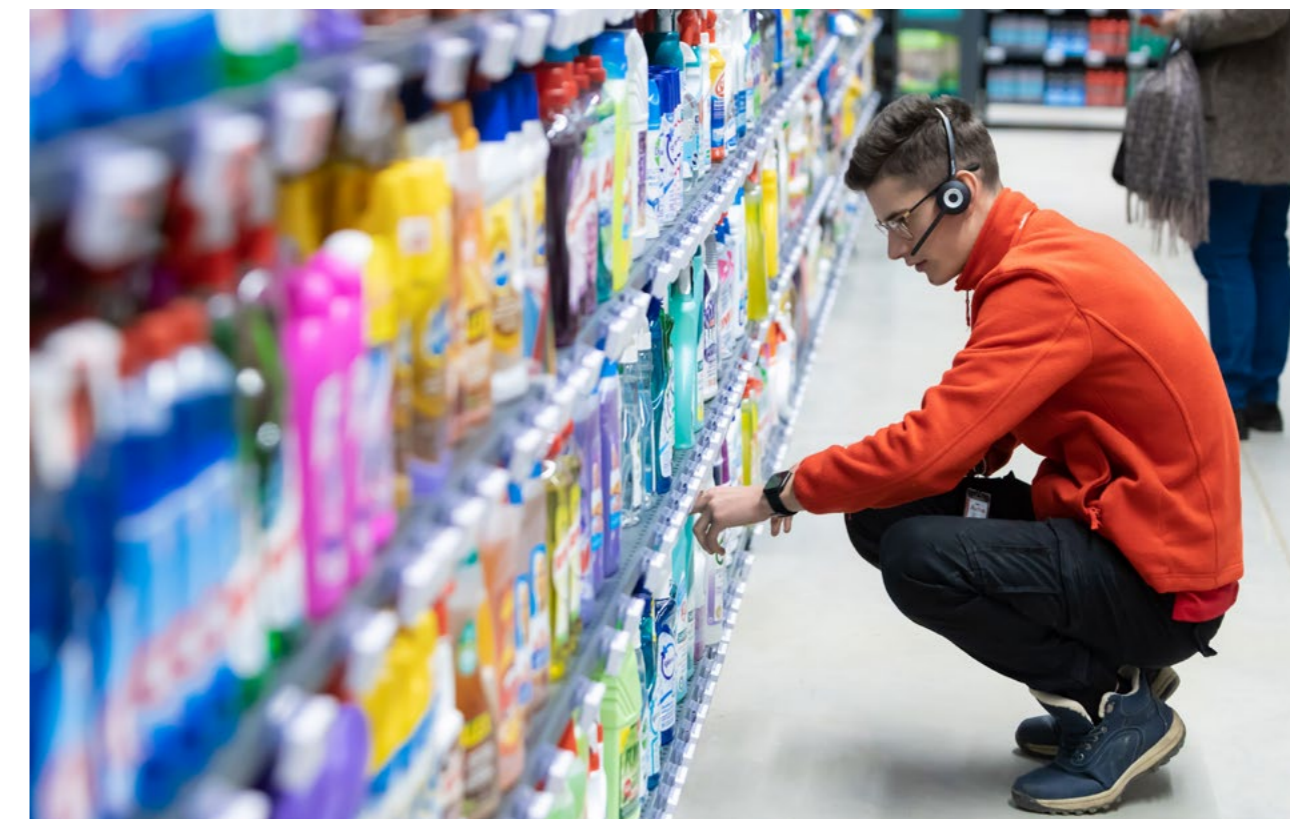
Regarding the types of training, in addition to profession-specific training, we focused on sustainability, compliance, and personal development themes. During the „Climate Month” event in 2022, our employees had the opportunity to participate in innovative training sessions called „climate fresco.” These interactive training sessions provided a detailed explanation of fundamental scientific concepts related to climate change. The goal was to enhance our team’s understanding of the impact of human activity on the environment and contribute to our team’s awareness of this vital aspect.



98.71% of our employees participated in at least one training session in 2022, reflecting their desire for development and skill enhancement.

**TYPES OF TRAINING SESSIONS HELD IN 2022**

Type of training	No. of allocated hours
Online/e-learning training	35.548
Training to combat food waste and plastic pollution	2.134
Training to raise awareness of the importance of a healthy diet	697
Climate change and impact training	512
Training on compliance, ethics, GDPR, mandatory from a legal and organizational point of view	31.404





### Supporting High Career Aspirations

At Auchan, we encourage employees with high aspirations, recognizing that those who excel and demonstrate hierarchical growth potential need opportunities to develop their skills and abilities.

To this end, we have created specialized training programs and paths that motivate and actively engage employees in their professional development. These initiatives are not only an essential part of our organizational culture but also contribute to preparing successful leaders for Auchan's future.

Among our premium programs are **Management Journey, Leadership Journey, the Auchan International Management Program (AIM), and the Executive MBA Scholarship**. These programs offer participants the opportunity to learn experientially in an accelerated manner, under the guidance of qualified trainers and in collaboration with prestigious educational institutions. Thus, participants are exposed to challenges of increased complexity and scope, preparing them for new career stages. These programs often include not only training but also psychometric or 360-degree assessments, coaching journeys, involvement in cross-national or international projects.



### EMBA Scholarship

In line with one of our fundamental values, EXCELLENCE, and our promise, „Enjoying Life“ we have taken on the responsibility of contributing to the training of future leaders within our organization through exceptional development programs. These programs not only support the personal development of participants but also have a direct impact on the performance of the departments and business lines they lead.

In this context, in June 2022, we proudly inaugurated the first edition of the **Executive Master of Business Administration (EMBA) Scholarship Competition at Auchan Romania**. Through this competition, we aim to offer the chance to follow a high-quality EMBA program to one employee per year. The selection of the winner is made following a rigorous evaluation and selection process, taking into account the competencies and potential of each candidate. The competition specifically targets Auchan Romania employees in leadership positions (directors).

The scholarship awarded covers all costs associated with participation in an EMBA program organized by a prestigious educational institution. This program will take place from November 2022 to June 2024, offering the beneficiary the opportunity to engage in a deep and comprehensive learning experience.

In 2022, following a rigorous selection process, the EMBA scholarship was awarded to **Mr. Andrei Anuşca**, who is **the Director of Shared Services Center - RUN IT**.



**Andrei Anuşca**  
Director of Shared Services Center - RUN IT

*I am excited because it is the first time in my career that I receive such support for my professional development. The last time I was supported to learn was during my university studies, and the help came from my family. Thank you!*

GRI 403-9; GRI 403-10

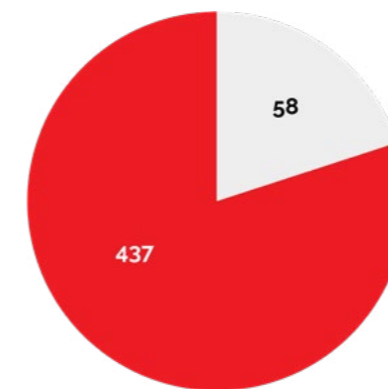
## 8.6 HEALTH AND SAFETY AT WORK

Health and safety at work are crucial elements in our operations. Through continuous efforts to identify, assess, and prevent risks, we ensure that every employee enjoys a safe and healthy working environment.

### Occupational Health and Safety Indicators

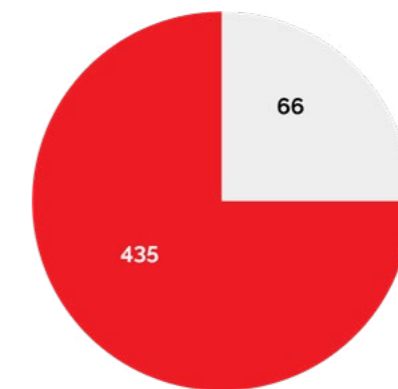
During the reporting period\*, we recorded a total of 66 workplace accidents, compared to 58 in the previous year. However, the number of days of sick leave associated with these accidents decreased from 437 in 2021 to 435 in 2022.

2021:



■ Annual leave  
■ Work accidents

2022:



■ Annual leave  
■ Work accidents

### Occupational Health and Safety Management System

Although we have not yet implemented an Occupational Health and Safety Management System according to ISO 45001, employee safety remains a priority. We have implemented procedures addressing occupational safety and health by regularly assessing associated risks and adapting preventive measures based on feedback and results.

### Occupational Health Services

GRI 403-4

Occupational health services are essential for identifying and eliminating workplace hazards. Through regular medical examinations, workplace evaluations, and training workers on preventive measures, we ensure minimal health and safety risks. We ensure the quality of these services through clear regulations for medical service providers, proper staff training, and continuous program monitoring.

\* Between 1st of October, 2021 and 30th of September, 2022

### Training on Health and Safety Issues

GRI 403-5

We provide a variety of job-specific health and safety training, personalized based on workplace and specific risks. These include general introductory training, on-the-job training, and additional training, ensuring that our employees are aware of risks and preventive measures.

### Promoting Employee Health

GRI 403-6

We have introduced collective health insurance benefits, ensuring employee access to medical services. Additionally, we facilitate access to non-occupational medical services through wellness programs, psychological, and dental assistance.

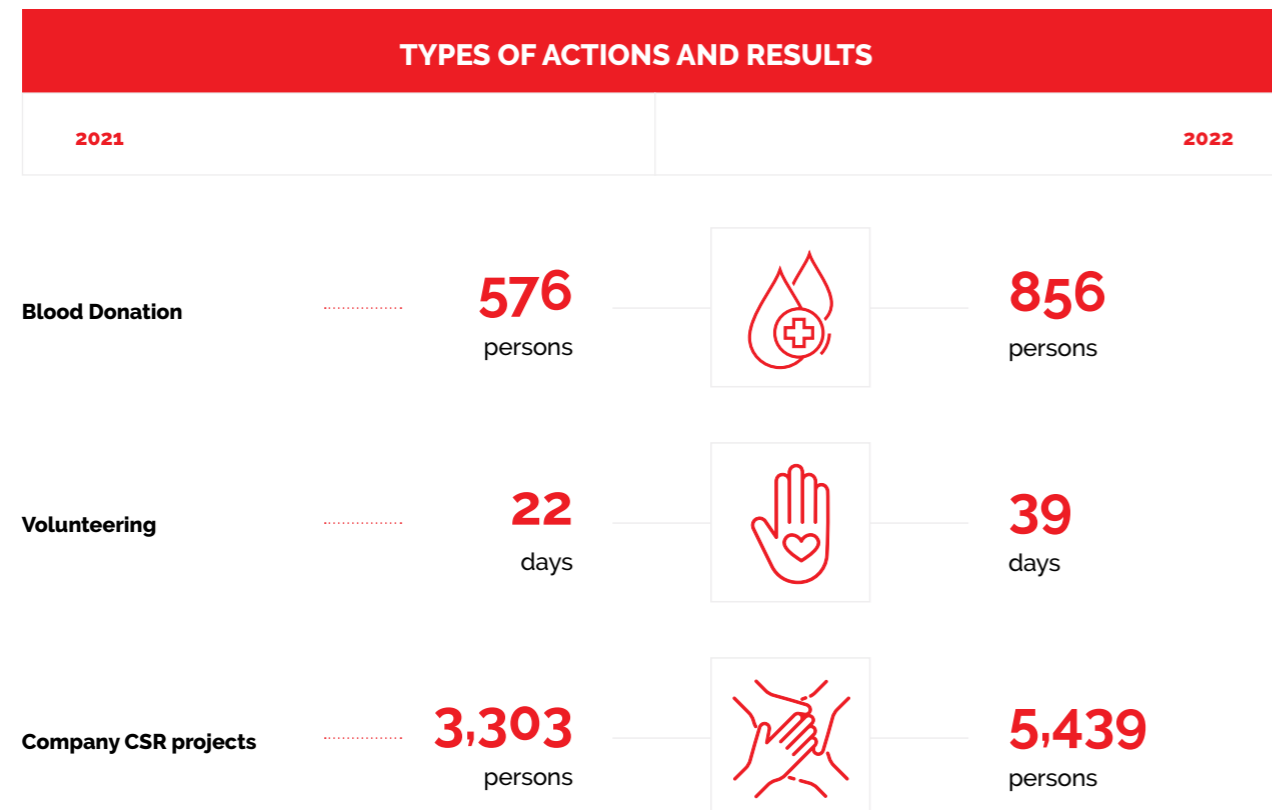
## 8.7 PERSONAL SUSTAINABILITY PROGRAM (PSP)

At Auchan, employees are encouraged to actively engage in the community by providing one day per year for CSR (Corporate Social Responsibility) projects and/or two days for volunteering activities, in accordance with the Collective Labor Agreement provisions.

The company coordinates CSR projects in its stores and at the headquarters, and employees are encouraged to participate in these activities and record their presence through an online application.



During the period covered by the current report\*, the number of employees involved in CSR actions reached an impressive figure of 6,334, nearly double compared to the previous year, 2021, when 3,901 employees were involved in 55 CSR actions.



\* Between 1st of October, 2021 and 30th of September, 2022

The main causes supported through the company's and its employees' CSR actions included:

### 924 COLLEAGUES INVOLVED

Environmental protection/conservation (cleaning or improving degraded natural areas)

### 1,075 COLLEAGUES INVOLVED

Promoting healthy eating/reducing food waste (raising awareness of balanced nutritional diets, practicing sports, highlighting local culinary heritage, seasonality of products)

### 861 COLLEAGUES INVOLVED

Food solidarity/aid for disadvantaged individuals (employees involved in food collection for the Romanian food bank network; employees involved in supporting Ukrainian refugees)

### 3,977 COLLEAGUES INVOLVED

Diversity and inclusion (sports events for people in need or with disabilities; activities in hospitals; blood donation; facilitating physical and social access for people with disabilities; assistance for professional integration)



09

**Sustainable**  
*communities*



## 9.1 COMMUNITY ENGAGEMENT

We support the well-being of the community through responsible and compassionate initiatives, aligning with the United Nations' Sustainable Development Goals to support these ideals. One of the central pillars of our sustainability strategy is „Social and Society Commitments.” This strategy encourages responsible engagement among our employees, providing them with a genuine sense of pride for their contributions.



During the reporting period\*, we supported 93 social projects with a total value of 2,587,990 Lei, demonstrating our community commitment.

Furthermore, we continued our collaboration with the Food Collection and Distribution Bank to promote food donations, donating a total of 121,391.72 kg of food worth 1,463,758.47 Lei.

We also participated in social projects that supported Romanian students, worked to prevent school dropout, helped disadvantaged youth enter the workforce, and brought joy to sick children spending extended periods in hospitals.

We focus on supporting communities and assisting the disadvantaged, concentrating on our core priorities. We collaborate with partners, clients, and employees to support a variety of people. We encourage environmental protection, promote healthy eating, reduce food waste, and provide social assistance through all our initiatives.



### Responsible & Compassionate

Auchan Retail advocates for peace and makes every effort to uphold its mission. At the group level, the situation is monitored daily, with the safety of teams, customers, and activities being the top priority.

In Ukraine, Auchan teams have shown courage and done everything possible to keep stores open and thus meet the basic needs of the local population.

In parallel, several countries within the Auchan Retail group have mobilized to aid refugees. In Romania, there was a collective effort with significant public involvement to support people arriving from Ukraine, and Auchan Retail Romania did not stand aside.

### Support at the Border

Colleagues from stores near the borders of the country organized efforts to assist with transportation, heating solutions, and basic needs coverage.

Auchan stores in Constanța, in a project carried out in collaboration with Save the Children, donated monthly, starting from March 2022, food products worth 20,000 Lei for the social canteen organized at the Isaccea border crossing. The products were used to prepare hot meals.

### Help for Refugees Arriving in Bucharest

The Auchan Crângași hypermarket donated and transported ready-to-eat food products, as well as hygiene products, to those arriving by train from the border in Bucharest.

### Help for our colleagues from Ukraine

In a quick donation drive organized at the headquarters and in stores, to which Auchan Romania employees promptly responded, 722 packages were collected in just 3 days - a total of 46 pallets, including warm clothing for men, women, and children, sleeping bags and blankets, as well as hygiene products and disposable tableware.

### Mobilizing Our Customers

Together with the Food Bank, we organized a product collection campaign called „Humanitarian Aid for Refugees in Romania”. During this campaign, our customers had the opportunity to donate packaged and non-perishable food products as well as non-food products. The campaign took place both in-store and online.



10,264 refugees, beneficiaries through 123 NGOs, were supported through this campaign with a total of 39.2 tons of products.\*

Furthermore, from the beginning of the humanitarian crisis, Auchan stores have remained in constant contact with authorities, providing the necessary resources to address specific needs.



We stand by the refugees from Ukraine with any humanitarian aid we can provide

RESPONSABILI ȘI SOLIDARI

\* Between 1st of October, 2021 and 30th of September, 2022

\* Between 1st of October, 2021 and 30th of September, 2022

## 9.2 SOCIAL IMPACT - DONATIONS TO PARTNERS



In 2022\*, we continued our involvement in supporting social projects, significantly increasing our impact compared to the previous year. We supported a total of 93 social projects, compared to 42 in 2021. With increased financial effort, the total value of our donations reached 2,587,990 RON (equivalent to 517,598 EUR), marking a significant evolution of 95% compared to the previous year.

Within this sustained effort, we conducted highly important solidarity campaigns that had a major impact on our communities:

### Healthy Eating Project Call

The Auchan Foundation adopted a more consistent and visible approach within the actions in each country where we are present. We directed our efforts towards promoting access to quality and healthy food, with special attention to disadvantaged categories. This involved more than just the eating process; it also encompassed essential aspects such as:

- » The pleasure of eating;
- » Preservation of culinary identity and traditional recipes;
- » Support for social interaction;
- » Promotion of healthy nutrition.

Our mission is to support projects related to healthy and accessible food that also contribute to social cohesion. In this regard, we initiated an international call for projects, held from October 20, 2021, to January 31, 2022. Non-governmental organizations, school associations, and universities with projects related to „Healthy Eating” had the opportunity to apply for a grant of up to 100,000 Euros.

\* Between 1st of October, 2021 and 30th of September, 2022



Within this call, 45 non-governmental organizations and institutions in Romania proposed projects to the Auchan Foundation. The three winning projects were:

- » „Ana și copiii” Association, which obtained funds to equip the new educational center with kitchen and necessary equipment for preparing daily hot meals for its 100 beneficiaries;
- » The Amurtel Aid Association, with the „School from the Orchard” project, focusing on providing educational and food support for disadvantaged communities;
- » The FARA Foundation, which received support for involving vulnerable children, youth, and families in cultivating vegetable gardens, greenhouses, and orchards, promoting both sustainability and social inclusion.



**Didi Ananda Devapriya**  
President of the Amurtel Aid Association

The funding from Foundation Auchan France for the “Orchard School” came at a critical juncture in the AMURTEL Bio Garden and for the 39 children at AMURTEL Family and Fountain of Hope. Without the extra support that the project provided, and the really wonderful, dedicated, innovative and knowledgeable team that involved students from the Horticulture Faculty Bucharest that it attracted, AMURTEL may simply have been overwhelmed with the problems created by pests and land overuse, and may have been forced to close the social farm, after more than 10 years of production.

This would have been such a loss, especially at a time when being able to guarantee access to healthy, safe food for the children in our social projects is even more important, as some of our funding has been reduced, and we are trying to find ways to become more self-sustaining long term.

Our greenhouses were attacked by ground cricket pests, but our dedicated team has been able to research and test solutions that will, over time, regenerate the earth’s productivity and eliminate the pests.

Meanwhile, the activities that Auchan made possible for 1000 direct beneficiaries in the Orchard School from Bucharest and Buzău, have been deeply satisfying. The project involved educational workshops especially for the pupils in schools from the 2 locations, offering opportunities to spend meaningful time in nature, learning about healthy plant based food, the new black gold, the compost, community gardens, and the cycles of nature. It has given such an important opportunity to build a community sharing values around nature.

We are very grateful for the timely and generous support from Auchan that has effectively saved the social farm, and brought so much enrichment to the lives of children and people in the Livada Comunitară Mărțișor community.

It has been very exciting to see composting becoming more accepted, understood and attractive in the community, as it is mostly unheard of in urban areas in Bucharest.



\* Between 1st of October, 2021 and 30th of September, 2022

## Equipping Hospital Oncological Departments

During the period of February 4th to 6th, 2022, in honor of World Cancer Day, we conducted a fundraising campaign under the slogan „Pâine pentru viață!” (Bread for Life!). Specifically, 30% of the proceeds from the sale of all types of sourdough bread (60,500 Lei) were donated to the „Aripi Spre Viață” Association with the purpose of acquiring oncological medical equipment for the Fundeni Clinical Institute and the Marie Curie Emergency Hospital for Children.

Through this initiative, we aimed to contribute, along with our employees and customers, to support and

strengthen the efforts of organizations fighting against cancer. Our goal was to raise awareness about the special care that patients need and promote the importance of maintaining a healthy lifestyle through proper nutrition, a key pillar in preventing various health conditions.

The beneficiaries of this project were children and young people in the oncology departments of the Marie Curie and Fundeni hospitals, and the donation was used to equip these institutions with specialized medical equipment, such as vital signs monitors, blood product warming devices, infusion pumps, injectors, and portable vein illumination devices.

**Pâine pentru viață!**  
**30%**  
din încasări donate  
pentru **aparatură**  
**medicală oncologică**

4-6 februarie  
în limita stocurilor

ASOCIAȚIA ARIPI SPRE VIAȚA  
#nucreatariu PSP  
Program de Sustenabilitate Personală

## Planting with “Titi the Forester”!

Our aim was to reforest degraded lands by planting trees and shrubs to create a greener and more prosperous future. The plush beaver Titi the Forester has become a symbol of our commitment and support for communities and the environment. This initiative has raised over 140,000 euros to date, funds that have been directed towards supporting education in disadvantaged environments, making a significant contribution to equal opportunities for all children.

Starting in November 2022, for every „Titi the Forester” plush toy sold, we committed to planting a tree, contributing 10,000 trees and shrubs to the regeneration of areas affected by desertification in Romania (campaign period: November 2, 2022 - March 31, 2023).

Specifically, from the sales of each Titi the Forester plush beaver, responsibly made from recycled plastic bottles, we pledged to donate 15 Lei for planting actions in various counties in Romania, in partnership with the NGO ViitorPlus.

Already a symbol of Auchan’s support, the Titi plush beaver has helped raise over 140,000 euros, which has been donated to support education in disadvantaged environments.

**Auchan**

**Plantăm cu Titi Pădurarul!**  
**Pentru viitorul nostru!**

Pentru fiecare jucărie din pluș Titi Pădurarul vândută, Auchan plantează un copac. Împreună cu Titi și Viitor Plus, împădurim terenurile degradate cu 10.000 de arbori și arbuști, pentru un viitor mai verde!

**Auchan donează 15 lei**  
Pentru reimpădurirea terenurilor degradate.

**29,9 LEI**

VIITOR PLUS  
adoptă un copac  
#nucreatariu PSP  
Program de Sustenabilitate Personală

Campania se desfășoară între 2 noiembrie 2022 - 31 martie 2023, în limita stocului disponibil.  
[www.auchan.ro](http://www.auchan.ro)

## The Big Toy Collection for Children

We mobilized to give toys to as many children as possible! On June 1st, we invited colleagues from Central Services and other Auchan stores across the country to join the national campaign „The Big Toy Collection for Children” so that together, we could bring smiles to as many children from disadvantaged backgrounds in Romania.

The packages were then donated to several NGOs and placement centers across the country, including the Metropolis Philanthropic Foundation, Mia's Children Association, and the „Prichindelul” Complex of Services



## Campaign to Support the Construction of Family Homes

In 2022, in honor of the „Back to School” initiative, we donated 10% of sales from our own-brand eco-friendly stationery products to the Habitat for Humanity Romania Association. This donation aimed to support the construction of decent homes and create a family-friendly environment for the development of preschoolers and school children in the town of Berceni, Prahova County.

The beneficiaries of this effort are families in precarious financial situations, for whom the association is building homes on the construction site in Berceni. These families

have low incomes and live in difficult conditions, in homes that have deteriorated significantly. Furthermore, these houses are not connected to sewage and gas networks, significantly affecting the quality of life of these people.

As a result of our campaign, a total of 70,000 Ron was donated to the Habitat for Humanity Romania Association to support their efforts in these important projects. In addition, our employees from Central Services and stores had the opportunity to actively engage in these actions and participate in the construction of these homes.



## International Food Day with Environmental Care!

From October 14th to 16th, 2022, in the context of World Food Day, Auchan hypermarkets across the country offered customers the opportunity to purchase one of the four vegan menus developed by Răzvan Exarhu to encourage the consumption of plant-based protein foods, a crucial measure for reducing the carbon footprint associated with food production.

In an approach that combines environmental care and social responsibility, all proceeds generated from the

sale of these special menus were directed to a trusted partner, the Food Bank NGO.

On October 16, 2022, in honor of „International Food Day,” a donation of 17,000 Lei was made, representing all the proceeds obtained from the sale of lacto-ovo vegetarian and healthy menus prepared according to the recipes of Răzvan Exarhu.



**10**

**GRI**

*Table Index*





GRI STANDARD	INDICATOR NUMBER AND NAME	CHAPTER/EXPLANATIONS	PAGES
GRI 2: General Disclosures 2021	2-1 Organizational details	About the Report; About Auchan Romania	6; 31
	2-2 Entities included in the organization's sustainability reporting	Governance and Organization Management	41
	2-3 Reporting period, frequency and contact point	About the Report	6
	2-4 Restatements of information	There were no restatements of information, mentioned in previous reports.	N/A
	2-5 External assurance	External Assurance	59
	2-6 Activities, value chain, and other business relationships	About us, in numbers; Our Value Chain; Local Food and Suppliers	28; 31; 66
	2-7 Employees	Our Team	102
	2-8 Workers who are not employees	Our Team	102
	2-9 Governance structure and composition	Governance and Organization Management	41
	2-10 Nomination and selection of the highest governance body	Governance and Organization Management	41
	2-11 Chair of the highest governance body	Governance and Organization Management	41
	2-12 Role of the highest governance body in overseeing the management of impacts	Risk Management	44
	2-13 Delegation of responsibility for managing impacts	Sustainability Strategy	51
	2-14 Role of the highest governance body in sustainability reporting	Governance and Organization Management	41
	2-15 Conflicts of interest	Governance and Organization Management	41
	2-16 Communication of critical concerns	Risk Management	44
	2-17 Collective knowledge of the highest governance body	Governance and Organization Management	41

GRI STANDARD	INDICATOR NUMBER AND NAME	CHAPTER/EXPLANATIONS	PAGES
	2-18 Evaluation of the performance of the highest governance body	Governance and Organization Management	41
	2-19 Remuneration policies	Employee satisfaction and well-being	105
	2-20 Process to determine remuneration	Employee satisfaction and well-being	105
	2-21 Annual total compensation ratio	Employee satisfaction and well-being	105
	2-22 Statement on sustainable development strategy	Auchan Romania's Mission; CEO's Message; Sustainability Strategy	30; 5; 51
	2-23 Policy commitments	Our Vision; Ethics and Best Practices in Business; Sustainability Strategy	29; 46; 51
	2-24 Embedding policy commitments	Sustainability Strategy	51
	2-25 Processes to remediate negative impacts	Risk Management	44
	2-26 Mechanisms for seeking advice and raising concerns	Ethics and Best Practices in Business	46
	2-27 Compliance with laws and regulations	Environmental Risk Management; Responsible Employer;	45; 103
	2-28 Membership associations	Certifications, Collaborations, Awards	34
	2-29 Approach to stakeholder engagement	Stakeholder Dialogue	14
	2-30 Collective bargaining agreements	Our Team	102
	GRI 3: Material topics 2021	3-1 Process to determine material topics	Methodology
3-2 List of material topics		Materiality Matrix	19
3-3 Management of material topics		Methodology; Our 4 Pillars	7; 54
GRI 201: Economic performance 2016	201-1 Direct economic value generated and distributed	Economic impact	33
	201-2 Financial implications and other risks and opportunities due to climate change	Climate Project	83

GRI STANDARD	INDICATOR NUMBER AND NAME	CHAPTER/EXPLANATIONS	PAGES
	201-3 Defined benefit plan obligations and other retirement plans	Proiectul Climat	83
	201-4 Financial assistance received from the government	During 2022, no financial assistance was received from the government.	N/A
<b>GRI 202: Market presence 2016</b>	202-2 Proportion of senior management hired from the local community	Diversity, equality and inclusion	104
<b>GRI 203: Indirect Economic Impacts 2016</b>	203-1 Infrastructure investments and services supported	Social impact – Donations to Partners	120
	203-2 Significant indirect economic impacts	Climate Project; Community Engagement	83; 118
<b>GRI 205: Anti-corruption 2016</b>	205-1 Operations assessed for risks related to corruption	Ethics and Best Practices in Business	46
	205-2 Communication and training about anti-corruption policies and procedures	Ethics and Best Practices in Business	46
	205-3 Confirmed incidents of corruption and actions taken	Ethics and Best Practices in Business	46
<b>GRI 206: Anti-competitive behaviour 2016</b>	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Ethics and Best Practices in Business	46
<b>GRI 301: Materials 2016</b>	301-2 Recycled input materials used	Use of Sustainable Raw Materials	63
	301-3 Reclaimed products and their packaging materials	Fighting against Food Waste; Reducing Plastic usage in Stores; Reducing Plastic usage in Logistics; Plastic reduction for own-brand products;	69; 73; 75; 76
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	Consumption Management	87
	302-4 Reduction of energy consumption	Consumption Management	87
<b>GRI 303: Water and effluents 2018</b>	303-5 Water consumption	Consumption Management	87

GRI STANDARD	INDICATOR NUMBER AND NAME	CHAPTER/EXPLANATIONS	PAGES
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	Carbon Footprint Structure - Scope 1, 2, and 3	81
	305-2 Energy indirect (Scope 2) GHG emissions	Carbon Footprint Structure - Scope 1, 2, and 3	81
	305-3 Other indirect (Scope 3) GHG emissions	Carbon Footprint Structure - Scope 1, 2, and 3	81
	305-5 Reduction of GHG emissions	Climate Project; Sustainability Ratings	83; 57
<b>GRI 306: Waste 2020</b>	306-2 Management of significant waste-related impacts	Fighting Food Waste; Circular Economy	69; 90
	306-3 Waste generated	Waste management	89
	306-4 Waste diverted from disposal	Fighting food waste; Circular Economy	69; 90
	306-5 Waste directed to disposal	Waste management	89
<b>GRI 308: Supplier environmental assessment 2016</b>	308-1 New suppliers that were screened using environmental criteria	Sustainable Suppliers	33
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	Our Team	102
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee satisfaction and well-being; Integrate, assess, train and develop people	105; 108
	401-3 Parental leave	Employee satisfaction and well-being	105
<b>GRI 402: Labour/Management relations 2016 GRI</b>	402-1 Minimum notice periods regarding operational changes	Responsible Employer	103
<b>403: Occupational health and safety 2018</b>	403-2 Hazard identification, risk assessment, and incident investigation	Risk Management	44
	403-3 Occupational health services	Health and Safety at Work; Personal Sustainability Program	113; 114

GRI STANDARD	INDICATOR NUMBER AND NAME	CHAPTER/EXPLANATIONS	PAGES
	403-4 Worker participation, consultation, and communication on occupational health and safety	Integrate, assess, train and develop people; Personal Sustainability Program	108; 114
	403-5 Worker training on occupational health and safety	Health and Safety at Work; Personal Sustainability Program	113; 114
	403-6 Promotion of worker health	Educating Customers and Employees; Health and Safety at Work; Personal Sustainability Program	68; 113; 114
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Educating Customers and Employees; Personal Sustainability Program	68; 114
	403-9 Work-related injuries	Health and Safety at Work	113
	403-10 Work-related ill health	Health and Safety at Work	113
<b>GRI 404: Training and education 2016</b>	404-1 Average hours of training per year per employee	Employee satisfaction and well-being; Integrate, assess, train and develop people	105; 108
	404-2 Programs for upgrading employee skills and transition assistance programs	Employee satisfaction and well-being; Integrate, assess, train and develop people	105; 108
	404-3 Percentage of employees receiving regular performance and career development reviews	Integrate, assess, train and develop people	108
<b>GRI 405: Diversity and equal opportunity 2016</b>	405-1 Diversity of governance bodies and employees	Diversity, equality and inclusion	104
<b>GRI 406: Non-discrimination 2016</b>	406-1 Incidents of discrimination and corrective actions taken	Diversity, equality and inclusion	104
<b>GRI 408: Child labour 2016</b>	408-1 Operations and suppliers at significant risk for incidents of child labor	Sustainable Suppliers	33
<b>GRI 409: Forced or compulsory labour 2016</b>	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Sustainable Suppliers	33

GRI STANDARD	INDICATOR NUMBER AND NAME	CHAPTER/EXPLANATIONS	PAGES
<b>GRI 413: Local communities 2016</b>	413-1 Operations with local community engagement, impact assessments, and development programs	Community Engagement	118
	413-2 Operations with significant actual and potential negative impacts on local communities	Social impact – Donations to Partners	120
<b>GRI 414: Supplier social assessment 2016</b>	414-1 New suppliers that were screened using social criteria	Supplier Evaluation on Social Criteria	48
	414-2 Negative social impacts in the supply chain and actions taken	Supplier Evaluation on Social Criteria	48
<b>GRI 415: Public policy 2016</b>	415-1 Political contributions	No political contribution was made during 2022;	N/A
<b>GRI 416: The health and safety of our clients 2016</b>	416-1 Evaluation of the impact on health and safety of product and service categories	Product Quality and Safety Organic and Vegan Products; Educating clients and employees	64; 67; 68
<b>GRI 417: Marketing and labeling 2016</b>	417-1 Requirements for product and service information and labeling	Product Quality and Safety Local food and suppliers; Organic and Vegan Products	64; 66; 67
<b>GRI 418: Customer privacy 2016</b>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Ethics and Best Practices in Business	46
<b>GRI 13</b>	13.9 Food security	Product Quality and Safety Organic and Vegan Products	64; 67
	13.10 Food safety	Organic and Vegan Products	64

## 10.2 SASB INDEX

SECTOR	TOPIC	INDICATOR
Food Retailers & Distributors	Air Emissions from Refrigeration	Gross global Scope 1 emissions from refrigerants
	Energy management	(1) Operational energy consumed
		(2) Percentage grid electricity
	Food Waste Management	Food Waste Management Amount of food waste generated, percentage diverted from the waste stream
	Data Security	(1) Number of data breaches
		Description of approach to identifying and addressing data security risks
Labour Practices	Percentage of active workforce covered under collective bargaining agreements	
Multiline And Specialty Retailers & Distributors	Workforce Diversity & Inclusion	Percentage of gender and racial/ethnic group representation for (1) management and (2) all other employees

DATE/INFORMATION	U.M.	CODE
15,907.24	Metrci tons (t) CO-e	FB-FR-110b.1
120,997,508	Percentage (%)	FB-FR-130a.1
100%		
7,673 tons	Analysis + Value	FB-FR-150a.1
1	Percentage (%) / Value	FB-FR-230a.1
Description included in the chapter „Ethics and best practices in business“	Analysis	FB-FR-230a.2
100%	Percentage (%)	FB-FR-310a.2
(1) 55% Women in management positions (2) 68.64% women out of all other employees	Percentage (%)	CG-MR-330a.1

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