

EU CODE OF CONDUCT ON RESPONSIBLE FOOD BUSINESS AND MARKETING PRACTICES

ESSELUNGA S.P.A.
REPORT SUBMITTED ON JULY 24TH, 2024

Type of business/sector <i>(E.g. retail, dairy)</i>	Sustainability dimension <i>(E.g. environmental, social)</i>	Code aspirational objective <i>(1-7)</i>	Individual commitments with baseline	Progress on KPIs and goals (qualitative and/or quantitative)	Additional information (optional) <i>(E.g. partnerships, geographical coverage, sharing best practices, links with other COM initiatives, with other reporting initiatives)</i>	Comments (optional) <i>(E.g. enablers, ideas on how to improve)</i>
Retail / Food & Beverage / Home & Personal Care	Health / Social	1	Promote healthy and correct lifestyles: Increase of more than 30% in the sales volume of Equilibrio and BIO product lines	<ul style="list-style-type: none"> ▪ Percentage of increase in volumes of products sold in the Equilibrio and BIO product lines compared to 2018: +9% 	<ul style="list-style-type: none"> ▪ Esselunga Group Consolidated Financial Statements as at 31 December 2023 - Consolidated non-financial report (https://www.esselunga.it/media/investor-relations/financial-releases/2024/Esselunga-Group-Consolidated-Financial-Statements.pdf): § 2.3.2 Objectives in the field of sustainability, § 6.1.3 Product quality and safety, § 6.1.5 Innovation, sustainable products and healthy lifestyles ▪ Esselunga website – Sustainability – Our Strategy: (https://www.esselunga.it/it-it/sostenibilita/la-strategia.html) ▪ Esselunga website – Company – Certifications: (https://www.esselunga.it/it-it/sostenibilita/csr-e-certificazioni.html#accordion-e356c2f1e8-item-86ecdbfc74) ▪ Esselunga Sustainability Report 2023: 	

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					https://www.esselunga.it/it-it/sostenibilita/area-download/bilancio-sostenibilita-2023.html#1	
Retail / Food & Beverage / Home & Personal Care	Health / Social	1	<p>Promote excellence and innovation: Innovation of more than 1,500 Esselunga brand products to enhance and balance their nutritional characteristics</p>	<ul style="list-style-type: none"> ▪ Number of new or revised products since 2018: 1,841 	<ul style="list-style-type: none"> ▪ Esselunga Group Consolidated Financial Statements as at 31 December 2023 - Consolidated non-financial report (https://www.esselunga.it/media/investor-relations/financial-releases/2024/Esselunga-Group-Consolidated-Financial-Statements.pdf): § 2.3.2 Objectives in the field of sustainability, § 6.1.3 Product quality and safety, § 6.1.5 Innovation, sustainable products and healthy lifestyles ▪ Esselunga website – Sustainability – Our Strategy: (https://www.esselunga.it/it-it/sostenibilita/la-strategia.html) ▪ Esselunga Sustainability Report 2023: (https://www.esselunga.it/it-it/sostenibilita/area-download/bilancio-sostenibilita-2023.html#1) 	

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Retail / Food & Beverage / Home & Personal Care	Health / Social	1	<p>Promote excellence and innovation: Revision of over 250 recipes to improve and balance the nutritional characteristics of Esselunga brand products</p>	<ul style="list-style-type: none"> ▪ Number of revised recipes since 2018: 197 	<ul style="list-style-type: none"> ▪ Esselunga Group Consolidated Financial Statements as at 31 December 2023 - Consolidated non-financial report (https://www.esselunga.it/media/investor-relations/financial-releases/2024/Esselunga-Group-Consolidated-Financial-Statements.pdf): § 2.3.2 Objectives in the field of sustainability, § 6.1.3 Product quality and safety, § 6.1.5 Innovation, sustainable products and healthy lifestyles ▪ Esselunga website – Sustainability – Our Strategy: (https://www.esselunga.it/it-it/sostenibilita/la-strategia.html) ▪ Esselunga Sustainability Report 2023: (https://www.esselunga.it/it-it/sostenibilita/area-download/bilancio-sostenibilita-2023.html#1) 	
Retail / Food & Beverage / Home & Personal Care	Environmental	3	<p>Fight Climate Change: 70% reduction in indexed greenhouse gas emissions (considering, for electricity purchases, the specific emission factors reported by suppliers) - Market Based</p>	<ul style="list-style-type: none"> ▪ Percentage reduction in indexed emissions since 2018: -60,2% 	<ul style="list-style-type: none"> ▪ Esselunga Group Consolidated Financial Statements as at 31 December 2023 - Consolidated non-financial report (https://www.esselunga.it/media/investor-relations/financial-releases/2024/Esselunga-Group-Consolidated-Financial-Statements.pdf): § 2.3.2 Objectives in the field of sustainability, § 7.3 Climate Change ▪ Esselunga website – Sustainability – Our Strategy: (https://www.esselunga.it/it-it/sostenibilita/la-strategia.html) ▪ Esselunga website – Company – Certifications: (https://www.esselunga.it/it-it/sostenibilita/csr-e-certificazioni.html#accordion-1f17763789-item-d27e05951f) (https://www.esselunga.it/it-it/sostenibilita/csr-e-certificazioni.html#accordion-3d819b05c7-item-3a23c6fd56) ▪ Esselunga Sustainability Report 2023: (https://www.esselunga.it/it-it/sostenibilita/area-download/bilancio-sostenibilita-2023.html#1) 	

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Retail / Food & Beverage / Home & Personal Care	Environmental	3	<p>Fight Climate Change: 25% reduction in indexed greenhouse gas emissions (considering, for power purchase, national average emission factors) - Location Based</p>	<ul style="list-style-type: none"> ▪ Percentage reduction in indexed emissions since 2018: -8,7% 	<ul style="list-style-type: none"> ▪ Esselunga Group Consolidated Financial Statements as at 31 December 2023 - Consolidated non-financial report (https://www.esselunga.it/media/investor-relations/financial-releases/2024/Esselunga-Group-Consolidated-Financial-Statements.pdf): § 2.3.2 Objectives in the field of sustainability, § 7.3 Climate Change ▪ Esselunga website – Sustainability – Our Strategy: (https://www.esselunga.it/it-it/sostenibilita/la-strategia.html) ▪ Esselunga website – Company – Certifications: (https://www.esselunga.it/it-it/sostenibilita/csr-e-certificazioni.html#accordion-1f17763789-item-d27e05951f) (https://www.esselunga.it/it-it/sostenibilita/csr-e-certificazioni.html#accordion-3d819b05c7-item-3a23c6fd56) ▪ Esselunga Sustainability Report 2023: (https://www.esselunga.it/it-it/sostenibilita/area-download/bilancio-sostenibilita-2023.html#1) 	<p>This data increased from the previous year due to the deterioration of the “national energy mix”, a factor used to calculate greenhouse gas emissions. For further information see page 167 of Esselunga Sustainability Report 2023 (https://www.esselunga.it/it-it/sostenibilita/area-download/bilancio-sostenibilita-2023.html#1)</p>
Retail / Food & Beverage / Home & Personal Care	Environmental	4	<p>Promote circular packaging: ≥85% of Esselunga brand product packaging made of recycled, recyclable or compostable material</p>	<ul style="list-style-type: none"> ▪ Percentage by weight of Esselunga-branded product packaging made of recycled, recyclable and 	<ul style="list-style-type: none"> ▪ Esselunga Group Consolidated Financial Statements as at 31 December 2023 - Consolidated non-financial report (https://www.esselunga.it/media/investor-relations/financial-releases/2024/Esselunga-Group-Consolidated-Financial-Statements.pdf): § 2.3.2 Objectives in the field of sustainability, § 7.4 Packaging and material consumption ▪ Esselunga website – Sustainability – Our Strategy: (https://www.esselunga.it/it-it/sostenibilita/la-strategia.html) ▪ Esselunga Sustainability Report 2023: (https://www.esselunga.it/it-it/sostenibilita/area-download/bilancio-sostenibilita-2023.html#1) 	<p>The target considers both Esselunga-produced and third-party Esselunga-branded reference packaging and was refined in</p>

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				compostable material: 85%		2022 to account for: - changes in Conai guidelines - the exclusion of labels (as they are no longer considered packaging) - perimeter and calculation refinements.
Retail / Food & Beverage / Home & Personal Care	Social	5	Support people in training and career development: Provide over 620,000 hours of training per year	<ul style="list-style-type: none"> ▪ Annual training hours provided: 682.027 	<ul style="list-style-type: none"> ▪ Esselunga Group Consolidated Financial Statements as at 31 December 2023 - Consolidated non-financial report (https://www.esselunga.it/media/investor-relations/financial-releases/2024/Esselunga-Group-Consolidated-Financial-Statements.pdf): § 2.3.2 Objectives in the field of sustainability, § 5.1.5 Training and development of people ▪ Esselunga website – Sustainability – Our Strategy: (https://www.esselunga.it/it-it/sostenibilita/la-strategia.html) ▪ Esselunga Sustainability Report 2023: (https://www.esselunga.it/it-it/sostenibilita/area-download/bilancio-sostenibilita-2023.html#1) 	
Retail / Food & Beverage / Home & Personal Care	Health / Social	5	Incentivize the well-being of the people who work in the organization: Maintain and improve the management systems in place to ensure the health and safety of employees	<ul style="list-style-type: none"> ▪ Maintaining and improving the management systems in place (UNI ISO 45001 Certification - in 2018 BS 	<ul style="list-style-type: none"> ▪ Esselunga Group Consolidated Financial Statements as at 31 December 2023 - Consolidated non-financial report (https://www.esselunga.it/media/investor-relations/financial-releases/2024/Esselunga-Group-Consolidated-Financial-Statements.pdf): § 2.3.2 Objectives in the field of sustainability, § 5.1.8 Occupational Health and Safety ▪ Esselunga website – Sustainability – Our Strategy: (https://www.esselunga.it/it-it/sostenibilita/la-strategia.html) ▪ Esselunga website – Company – Certifications: (https://www.esselunga.it/it-it/sostenibilita/csr-e-certificazioni.html#accordion-3e303cfec2-item-87aa85d647) 	

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				OHSAS 18001) to ensure employee health and safety: Yes	<ul style="list-style-type: none"> ▪ Esselunga Sustainability Report 2023: (https://www.esselunga.it/it-it/sostenibilita/area-download/bilancio-sostenibilita-2023.html#1) 	
Retail / Food & Beverage / Home & Personal Care	Social / Environmental	7	<p>Managing a responsible supply chain: Development of the Esselunga Code of Conduct and signing up by 100% of suppliers of Esselunga-branded products with conduct of sample audits to verify compliance</p>	<ul style="list-style-type: none"> ▪ Percentage of Esselunga-branded product suppliers adhering to the Esselunga Code of Conduct: - 	<ul style="list-style-type: none"> ▪ Esselunga Group Consolidated Financial Statements as at 31 December 2023 – Consolidated non-financial report (https://www.esselunga.it/media/investor-relations/financial-releases/2024/Esselunga-Group-Consolidated-Financial-Statements.pdf): § 2.3.2 Objectives in the field of sustainability, § 6.2.3 Responsible supply chain management ▪ Esselunga website – Sustainability – Our Strategy: (https://www.esselunga.it/it-it/sostenibilita/la-strategia.html) ▪ Esselunga Sustainability Report 2023: (https://www.esselunga.it/it-it/sostenibilita/area-download/bilancio-sostenibilita-2023.html#1) 	<p>In 2022, the percentage of Esselunga branded suppliers signing up to the Esselunga Code of Conduct was 97%. In 2023, the Supplier Code of Conduct was incorporated into the framework contract for branded suppliers rendering the KPI no longer applicable</p>
Retail / Food & Beverage / Home & Personal Care	Health / Environmental	7	<p>Sustainable Fishing: 100% of Esselunga brand packaged, frozen and long-life seafood products for</p>	<ul style="list-style-type: none"> ▪ Percentage of packaged, frozen and long-life Esselunga branded 	<ul style="list-style-type: none"> ▪ Esselunga Group Consolidated Financial Statements as at 31 December 2023 – Consolidated non-financial report (https://www.esselunga.it/media/investor-relations/financial-releases/2024/Esselunga-Group-Consolidated-Financial-Statements.pdf): § 2.3.2 Objectives in the field of sustainability, § 6.2.5 Animal Welfare ▪ Esselunga website – Sustainability – Our Strategy: 	<p>In 2023, the perimeter of the data included in the reporting of this objective</p>

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			which certification is available	seafood products certified Sustainable Fishing: 60,3%	<p>(https://www.esselunga.it/it-it/sostenibilita/la-strategia.html)</p> <ul style="list-style-type: none"> ▪ Esselunga website – Sustainability – Sustainable fishing: (https://www.esselunga.it/cms/sostenibilita/benessere-animale/pesca-ecosostenibile.html) ▪ Esselunga Sustainability Report 2023: (https://www.esselunga.it/it-it/sostenibilita/area-download/bilancio-sostenibilita-2023.html#1) 	was refined to include only those items that meet the term “Sustainable Fishing”, that is, those that are actually fished and are not raised through aquaculture. Therefore, compared to what is reported in the Sustainability Report 2022, data from 2018 to 2022 have been adjusted to align with the perimeter applied in 2023.
Retail / Food & Beverage / Home & Personal Care	Health / Environmental	7	Sustainable Fishing: 100% of fresh products from the yellowfin tuna and swordfish lines certified as sustainable	<ul style="list-style-type: none"> ▪ Percentage of fresh products from the yellowfin tuna, and swordfish lines certified Sustainable Fishing: 100% 	<ul style="list-style-type: none"> ▪ Esselunga Group Consolidated Financial Statements as at 31 December 2023 – Consolidated non-financial report (https://www.esselunga.it/media/investor-relations/financial-releases/2024/Esselunga-Group-Consolidated-Financial-Statements.pdf): § 2.3.2 Objectives in the field of sustainability, § 6.2.5 Animal Welfare ▪ Esselunga website – Sustainability – Our Strategy: (https://www.esselunga.it/it-it/sostenibilita/la-strategia.html) ▪ Esselunga website – Sustainability – Sustainable fishing: (https://www.esselunga.it/cms/sostenibilita/benessere-animale/pesca-ecosostenibile.html) 	In 2023, the scope of data included in the reporting of this objective was refined to include only those items that meet the

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				<ul style="list-style-type: none"> Esselunga Sustainability Report 2023: (https://www.esselunga.it/it-it/sostenibilita/area-download/bilancio-sostenibilita-2023.html#1) 	<p>term “Sustainable “Wild-caught fish”. Therefore, farmed fish (salmon, Esselunga and Naturama supply chains of fish raised in Italy) were excluded because they are farmed and not caught. It should be noted that these products are aligned with the goal of obtaining 100% products from sustainable supply chains.</p>
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Manna Grotti

Il Presidente Esecutivo di Esselunga S.p.A.