

EU CODE OF CONDUCT ON RESPONSIBLE FOOD BUSINESS AND MARKETING PRACTICES

ESSELUNGA S.P.A.
REPORT SUBMITTED ON SEPTEMBER 20TH, 2023

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 lines compared to 2018: +10% 	<ul style="list-style-type: none"> ▪ EsseLunga Group Consolidated Financial Statements as at 31 December 2022 - Consolidated non-financial report (https://www.esselunga.it/content/dam/istituzionale20/azienda/investor-relations/new/EsseLunga-Bilancio-Consolidato-2022-ENG.pdf): § 2.3.2 CSR objectives, § 6.3.1 Product quality and safety, § 6.3.3 Healthy lifestyles ▪ EsseLunga website – Sustainability – Our Strategy: (https://www.esselunga.it/cms/sostenibilita/bilancio-di-sostenibilita-2022.html#50.html) ▪ EsseLunga website – Sustainability – “La Persona e la Collettività” section – Goals 2025: (https://www.esselunga.it/cms/sostenibilita/la-persona-e-la-collettivita/obiettivi-2025.html) ▪ EsseLunga website – Sustainability – Your contribution: 	Target modified from last year due to the elimination of the CheJoy line.

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					<ul style="list-style-type: none"> (https://www.esselunga.it/cms/sostenibilita/il-tuo-contributo.html) Esselunga website – Company – Certifications: (https://www.esselunga.it/cms/azienda/certificazioni/certificazione-per-il-biologico.html) Esselunga Sustainability Report 2022: (https://www.esselunga.it/cms/sostenibilita/bilancio-di-sostenibilita-2022.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: 1,458 	<ul style="list-style-type: none"> Esselunga Group Consolidated Financial Statements as at 31 December 2022 - Consolidated non-financial report (https://www.esselunga.it/content/dam/istituzionale20/azienda/investor-relations/new/Esselunga-Bilancio-Consolidato-2022-ENG.pdf): § 2.3.2 CSR objectives, § 6.3.1 Product quality and safety, § 6.3.4 Innovation and sustainable products Esselunga website – Sustainability – Our Strategy: (https://www.esselunga.it/cms/sostenibilita/bilancio-di-sostenibilita-2022.html#50.html) Esselunga website – Sustainability – “Il nostro Mestiere” section – Goals 2025: (https://www.esselunga.it/cms/sostenibilita/il-nostro-mestiere/obiettivi-2025.html) Esselunga Sustainability Report 2022: (https://www.esselunga.it/cms/sostenibilita/bilancio-di-sostenibilita-2022.html#1) 	It should be noted that the target has not changed but has only been split into two separate targets.

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Retail / Food & Beverage / Home & Personal Care	Health / Social	1	<p>Promote excellence and innovation:</p> <p>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: 192 	<ul style="list-style-type: none"> Esselunga Group Consolidated Financial Statements as at 31 December 2022 - Consolidated non-financial report (https://www.esselunga.it/content/dam/istituzionale20/azienda/investor-relations/new/Esselunga-Bilancio-Consolidato-2022-ENG.pdf): § 2.3.2 CSR objectives, § 6.3.1 Product quality and safety, § 6.3.4 Innovation and sustainable products Esselunga website – Sustainability – Our Strategy: (https://www.esselunga.it/cms/sostenibilita/bilancio-di-sostenibilita-2022.html#50.html) Esselunga website – Sustainability – “Il nostro Mestiere” section – Goals 2025: (https://www.esselunga.it/cms/sostenibilita/il-nostro-mestiere/obiettivi-2025.html) Esselunga Sustainability Report 2022: (https://www.esselunga.it/cms/sostenibilita/bilancio-di-sostenibilita-2022.html#1) 	It should be noted that the target has not changed but has only been split into two separate targets.
Retail / Food & Beverage / Home & Personal Care	Environmental	3	<p>Fight Climate Change:</p> <p>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: -61,9% 	<ul style="list-style-type: none"> Esselunga Group Consolidated Financial Statements as at 31 December 2022 - Consolidated non-financial report (https://www.esselunga.it/content/dam/istituzionale20/azienda/investor-relations/new/Esselunga-Bilancio-Consolidato-2022-ENG.pdf): § 2.3.2 CSR objectives, § 9.3.1 Climate Change Esselunga website – Sustainability – Our Strategy: (https://www.esselunga.it/cms/sostenibilita/bilancio-di-sostenibilita-2022.html#50.html) Esselunga website – Sustainability – “Il Pianeta” section – Goals 2025: (https://www.esselunga.it/cms/sostenibilita/il-pianeta/obiettivi-2025.html) Esselunga website – Sustainability – Your contribution: (https://www.esselunga.it/cms/sostenibilita/il-tuo-contributo.html) Esselunga website – Company – Certifications: (https://www.esselunga.it/cms/azienda/certificazioni/sistema-di-gestione-ambientale.html) Esselunga Sustainability Report 2022: (https://www.esselunga.it/cms/sostenibilita/bilancio-di-sostenibilita-2022.html#1) 	The climate change target, after the 30% reduction in indexed emissions was achieved, was updated by setting -70% as the target to be reached.

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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: -20,4% 	<ul style="list-style-type: none"> Esselunga Group Consolidated Financial Statements as at 31 December 2022 - Consolidated non-financial report (https://www.esselunga.it/content/dam/istituzionale20/azienda/investor-relations/new/Esselunga-Bilancio-Consolidato-2022-ENG.pdf): § 2.3.2 CSR objectives, § 9.3.1 Climate Change Esselunga website – Sustainability – Our Strategy: (https://www.esselunga.it/cms/sostenibilita/bilancio-di-sostenibilita-2022.html#50.html) Esselunga website – Sustainability – “Il Pianeta” section – Goals 2025: https://www.esselunga.it/cms/sostenibilita/il-pianeta/obiettivi-2025.html Esselunga website – Sustainability – Your contribution: (https://www.esselunga.it/cms/sostenibilita/il-tuo-contributo.html) Esselunga website – Company – Certifications: (https://www.esselunga.it/cms/azienda/certificazioni/sistema-di-gestione-ambientale.html) Esselunga Sustainability Report 2022: (https://www.esselunga.it/cms/sostenibilita/bilancio-di-sostenibilita-2022.html#1) 	New target
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 compostable material: 83% 	<ul style="list-style-type: none"> Esselunga Group Consolidated Financial Statements as at 31 December 2022 - Consolidated non-financial report (https://www.esselunga.it/content/dam/istituzionale20/azienda/investor-relations/new/Esselunga-Bilancio-Consolidato-2022-ENG.pdf): § 2.3.2 CSR objectives, § 9.3.2 Packaging and material consumption Esselunga website – Sustainability – Our Strategy: (https://www.esselunga.it/cms/sostenibilita/bilancio-di-sostenibilita-2022.html#50.html) Esselunga website – Sustainability – “Il Pianeta” section – Goals 2025: https://www.esselunga.it/cms/sostenibilita/il-pianeta/obiettivi-2025.html Esselunga website – Sustainability – Your contribution: (https://www.esselunga.it/cms/sostenibilita/il-tuo-contributo.html) Esselunga Sustainability Report 2022: (https://www.esselunga.it/cms/sostenibilita/bilancio-di-sostenibilita-2022.html#1) 	The target was changed from 100 percent by 2025 to 85 percent considering both Esselunga-produced and third-party Esselunga-branded reference packaging as a result of:



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						<ul style="list-style-type: none"> - 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	<p>Support people in training and career development: Provide over 620,000 hours of training per year</p>	<ul style="list-style-type: none"> ▪ Annual training hours provided: 577.003 	<ul style="list-style-type: none"> ▪ Esselunga Group Consolidated Financial Statements as at 31 December 2022 - Consolidated non-financial report (https://www.esselunga.it/content/dam/istituzionale20/azienda/investor-relations/new/Esselunga-Bilancio-Consolidato-2022-ENG.pdf): § 2.3.2 CSR objectives, § 5.3.3 Training and development of people ▪ Esselunga website – Sustainability – Our Strategy: (https://www.esselunga.it/cms/sostenibilita/bilancio-di-sostenibilita-2022.html#50.html) ▪ Esselunga website – Sustainability – “La Persona e la Collettività” section – Goals 2025: (https://www.esselunga.it/cms/sostenibilita/la-persona-e-la-collettivita/obiettivi-2025.html) ▪ Esselunga Sustainability Report 2022: (https://www.esselunga.it/cms/sostenibilita/bilancio-di-sostenibilita-2022.html#1) 	<p>The target, following the pandemic events, was changed from 650,000 hours to 620,000 hours.</p>
Retail / Food & Beverage / Home & Personal Care	Health / Social	5	<p>Incentivize the well-being of the people who work in the organization: Maintain and improve the management systems in place to</p>	<ul style="list-style-type: none"> ▪ Maintaining and improving the management systems in place (UNI ISO 45001 Certification - 	<ul style="list-style-type: none"> ▪ Esselunga Group Consolidated Financial Statements as at 31 December 2022 - Consolidated non-financial report (https://www.esselunga.it/content/dam/istituzionale20/azienda/investor-relations/new/Esselunga-Bilancio-Consolidato-2022-ENG.pdf): § 2.3.2 CSR objectives, § 5.3.6 Occupational Health and Safety ▪ Esselunga website – Sustainability – Our Strategy: (https://www.esselunga.it/cms/sostenibilita/bilancio-di-sostenibilita-2022.html#50.html) 	

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			ensure the health and safety of employees	in 2018 BS OHSAS 18001) to ensure employee health and safety: Yes	<ul style="list-style-type: none"> Esselunga website – Sustainability – “La Persona e la Collettività” section – Goals 2025: (https://www.esselunga.it/cms/sostenibilita/la-persona-e-la-collettivita/obiettivi-2025.html) Esselunga website – Company – Certifications: (https://www.esselunga.it/cms/azienda/certificazioni/sistema-di-gestione-salute-sicurezza-lavoro.html) Esselunga Sustainability Report 2022: (https://www.esselunga.it/cms/sostenibilita/bilancio-di-sostenibilita-2022.html#1) 	
Retail / Food & Beverage / Home & Personal Care	Social / Environmental	7	<p>Managing a responsible supply chain:</p> <p>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: 97% 	<ul style="list-style-type: none"> Esselunga Group Consolidated Financial Statements as at 31 December 2022 - Consolidated non-financial report (https://www.esselunga.it/content/dam/istituzionale20/azienda/investor-relations/new/Esselunga-Bilancio-Consolidato-2022-ENG.pdf): § 2.3.2 CSR objectives, § 7.3.1 Responsible supply chain management Esselunga website – Sustainability – Our Strategy: (https://www.esselunga.it/cms/sostenibilita/bilancio-di-sostenibilita-2022.html#50.html) Esselunga website – Sustainability – “Il nostro Mestiere” section – Goals 2025: (https://www.esselunga.it/cms/sostenibilita/il-nostro-mestiere/obiettivi-2025.html) Esselunga Sustainability Report 2022: (https://www.esselunga.it/cms/sostenibilita/bilancio-di-sostenibilita-2022.html#1) 	In 2022, Esselunga required all suppliers of branded products to sign up the Code of Conduct.
Retail / Food & Beverage / Home & Personal Care	Health / Environmental	7	<p>Sustainable Fishing:</p> <p>100% of Esselunga brand packaged, frozen and long-life seafood products for which certification is available</p>	<ul style="list-style-type: none"> Percentage of packaged, frozen and long-life Esselunga branded seafood products certified Sustainable Fishing: 78% 	<ul style="list-style-type: none"> Esselunga Group Consolidated Financial Statements as at 31 December 2022 - Consolidated non-financial report (https://www.esselunga.it/content/dam/istituzionale20/azienda/investor-relations/new/Esselunga-Bilancio-Consolidato-2022-ENG.pdf): § 2.3.2 CSR objectives, § 7.3.3 animal Welfare Esselunga website – Sustainability – Our Strategy: (https://www.esselunga.it/cms/sostenibilita/bilancio-di-sostenibilita-2022.html#50.html) Esselunga website – Sustainability – “Il nostro Mestiere” section – Goals 2025: (https://www.esselunga.it/cms/sostenibilita/il-nostro-mestiere/obiettivi-2025.html) 	It should be noted that the target has not changed but has only been split into two separate targets.



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Retail / Food & Beverage / Home & Personal Care	Health / Environmental	7	<p>Sustainable Fishing: 100% of fresh products from the yellowfin tuna, swordfish and salmon lines and Esselunga and Naturama lines of fish raised in Italy certified as sustainable</p>	<ul style="list-style-type: none"> ▪ Percentage of fresh products from the yellowfin tuna, swordfish and salmon lines and Esselunga and Naturama supply chains of fish farmed in Italy certified Sustainable Fishing: 100% 	<ul style="list-style-type: none"> ▪ Esselunga Group Consolidated Financial Statements as at 31 December 2022 - Consolidated non-financial report (https://www.esselunga.it/content/dam/istituzionale20/azienda/investor-relations/new/Esselunga-Bilancio-Consolidato-2022-ENG.pdf): § 2.3.2 CSR objectives, § 7.3.3 animal Welfare ▪ Esselunga website – Sustainability – Our Strategy: (https://www.esselunga.it/cms/sostenibilita/bilancio-di-sostenibilita-2022.html#50.html) ▪ Esselunga website – Sustainability – “Il nostro Mestiere” section – Goals 2025: (https://www.esselunga.it/cms/sostenibilita/il-nostro-mestiere/obiettivi-2025.html) ▪ Esselunga website – Sustainability – Sustainable fishing: (https://www.esselunga.it/cms/sostenibilita/benessere-animale/pesca-ecosostenibile.html) ▪ Esselunga Sustainability Report 2022: (https://www.esselunga.it/cms/sostenibilita/bilancio-di-sostenibilita-2022.html#1) 	It should be noted that the target has not changed but has only been split into two separate targets.

Marina Caprotti

Il Presidente Esecutivo di Esselunga S.p.A.