



Corporate sustainability

This annual report features a separate sustainability chapter for the very last time. We are now getting ready for a fully integrated version, in the knowledge that sustainability is the common thread guiding all our activities. Now more than ever.

The **27 sustainability objectives** that we set last year indicate how we intend to make progress here. Via our products, we support our customers to live and consume more consciously. We inform and activate, based on a strong scientific basis and our own concrete experiences.

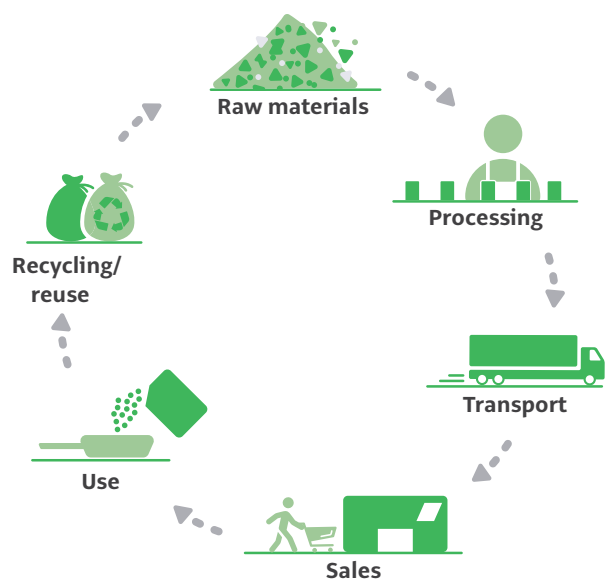
A new wind has been blowing for quite a while, not only in the world, but also at our company. It is becoming

increasingly clear how we link together across products. In the current annual report, we focus on 7 sustainability objectives targeting our **customers**, our own **processes** and the impact on our **environment**. For example, we are working on a protein shift away from animal-based food and on more sustainable product packaging. We are optimising production processes, working on restoring ecosystems and on reducing our direct greenhouse gas emissions. In the next annual report we will make our **sustainability strategy** even more explicit.

Read more about our sustainable achievements at www.colruytgroup.com.

Sustainability throughout the value chain

As a retailer with our own production departments, we have an impact throughout the supply chain. With this come many opportunities to make our activities more sustainable. We are committed to innovation and collaboration to continuously reduce our environmental footprint, based as far as possible on scientific methodologies. Moreover, our unique position in the chain enables us to connect the various partners within it, to inspire them and to act as a driver for a sustainable evolution.



- **Raw materials.** As a retailer, we use our economic drive to stimulate positive social, environmental and animal-friendly practices at the producers, farmers and suppliers from whom we purchase our raw materials and products.
- **Processing.** Our goal is to both reduce the environmental footprint of our products and increase our positive social impact. We are also working to improve the nutritional values of our private-label products.
- **Transport.** We organise our goods transport as efficiently and safely as possible, with respect for the environment and our surroundings.
- **Sales.** We are always looking for the most sustainable solutions for keeping our products cool, for energy consumption in our stores, for customer and employee mobility, and more.
- **Use.** With 'Step by step', we inform and activate our customers towards consciously making more sustainable choices.
- **Recycling/reuse.** Following the principles of the circular economy, we want to reuse, upgrade or recycle the residual flows of our products and packaging as much as possible.

7 material sustainability topics and 6 SDGs

In 2022, we surveyed our - internal and external - stakeholders on various sustainability themes. The result is a matrix showing how 'material' each topic is for Colruyt Group. Highest-scoring topics are healthy products, product safety and quality, working conditions in the chain, emissions, energy management, responsible sourcing and fair and sustainable trade. We link these seven material topics to the matching Sustainable Development Goals, our chosen framework for reporting on our achievements.

Topic	SDG
Healthy products	SDG 3 – Good health and well-being
Product safety and quality	SDG 12 – Responsible consumption and production
Working conditions in the chain	SDG 8 – Decent work and economic growth
Emissions	SDG 13 - Climate action
Energy management	SDG 7 – Affordable and clean energy
Responsible sourcing	SDG 12 – Responsible consumption and production
Fair and sustainable trade	SDG 2 – Zero hunger SDG 12 – Responsible consumption and production

We also report on **SDG 6 – Clean water and sanitation**, given the importance we attach to this in our business strategy.

Of course, we also remain committed to the other SDGs. For example, we consider **Peace, justice and strong institutions (SDG 16)** and **Partnerships for the goals (SDG 17)** as levers for achieving all the other SDGs. We work closely with our partners and suppliers, always with mutual respect and on the basis of dialogue and trust.



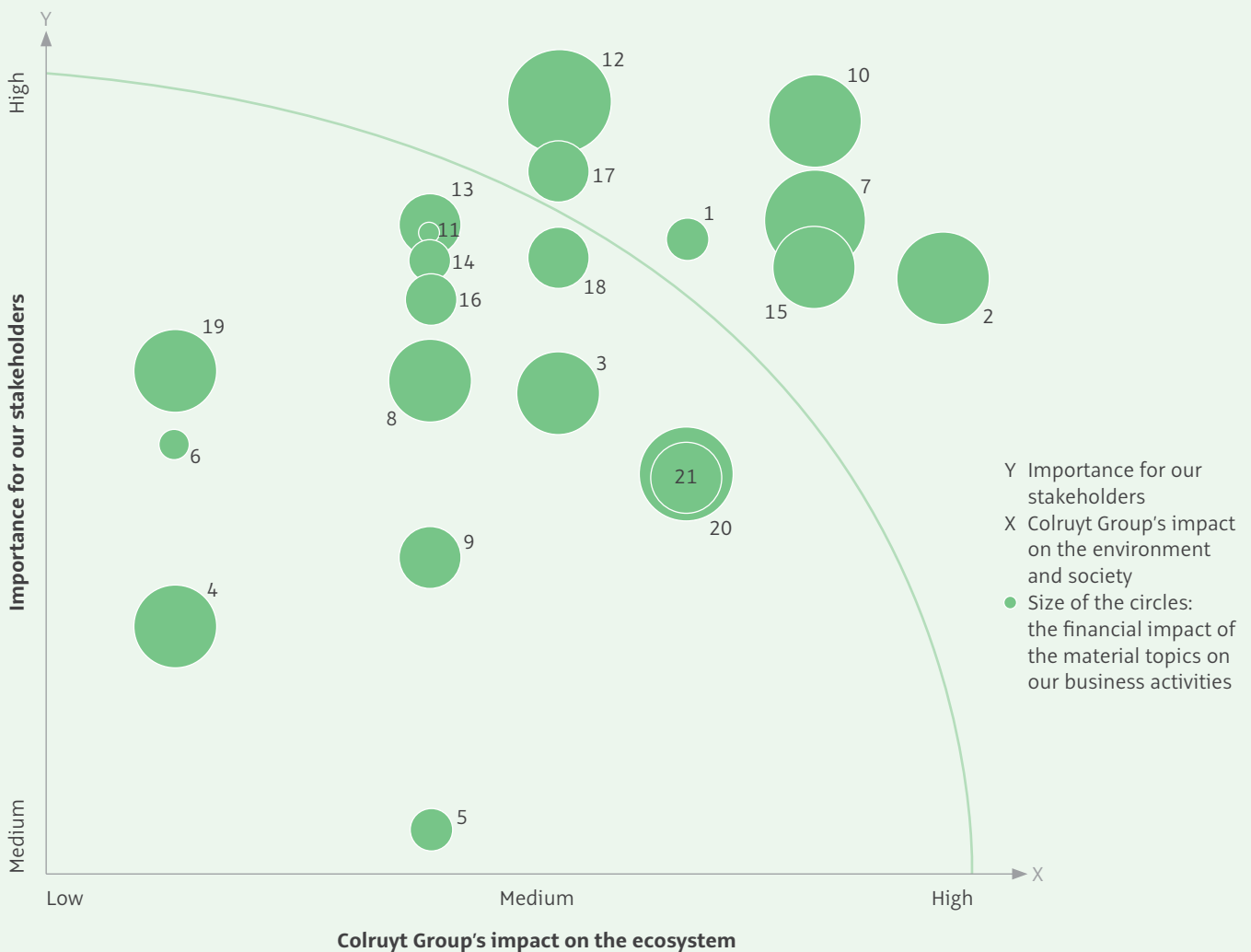
Materiality matrix

Our materiality matrix is the visual representation of three dimensions.

• **First dimension** (the vertical y-axis): based on international frameworks (GRI, SASB, SDGs) and our own sustainability strategy, we selected 21 topics where we can make a difference as a company. We asked 355 stakeholders which topics have the highest priority for them, plotting the results on the vertical axis.

• **Second dimension** (the horizontal x-axis): Colruyt Group's impact on the environment and society. Based on input from recognised sources like SASB, MSCI and GRI, we analysed the risks and opportunities in the retail sector, plotting these results on the horizontal axis.

• **Third dimension** (the size of the circles): the financial impact of the topics on Colruyt Group. This reflects the principle of double materiality, weighing up both the impact of our business and the impact on our business.



- 1 Healthy products
- 2 Product safety and quality
- 3 Product transparency and responsible sales practices
- 4 Development and training
- 5 Local involvement
- 6 Diversity and inclusivity
- 7 Working conditions in the chain

- 8 Safety, health and well-being at Colruyt Group
- 9 Animal welfare
- 10 Emissions
- 11 Biodiversity
- 12 Energy management
- 13 Food loss
- 14 Sustainable packaging

- 15 Responsible sourcing
- 16 Waste management
- 17 Fair and sustainable trade
- 18 Sustainable transport
- 19 Water management
- 20 Data security and customer privacy
- 21 Sound governance

Sustainability reporting

This presentation of non-financial information and diversity is based on Articles 96, §4 or 119, §2 of the Belgian Code on Companies and Associations, implemented by the Belgian Law of 03/09/2017 transposing EU Directive 2014/95/EU.

More sustainable stories

Visit www.colruytgroup.com and discover our sustainable achievements, through the eyes of our passionate colleagues and partners.





1. Accessible food for everyone?

As a food retailer, we have leverage over the day-to-day physical and digital interactions with our customers. We want to help deploy these levers for the benefit of vulnerable target groups in society. Among other things, we want to make balanced and healthy food available to everyone by focusing on quality and affordable offerings, awareness-raising and appropriate infrastructure.

SDG 2

Our goal is to make balanced and healthy food accessible to everyone, especially those struggling (financially). We do this not only through the product ranges in our stores, but also by donating food to social organisations and through a project for socially vulnerable families with children. To ensure food security, we work directly with Belgian farmers, with our joint efforts focusing on sustainable agricultural practices, product innovation and agreements on quality and volumes.

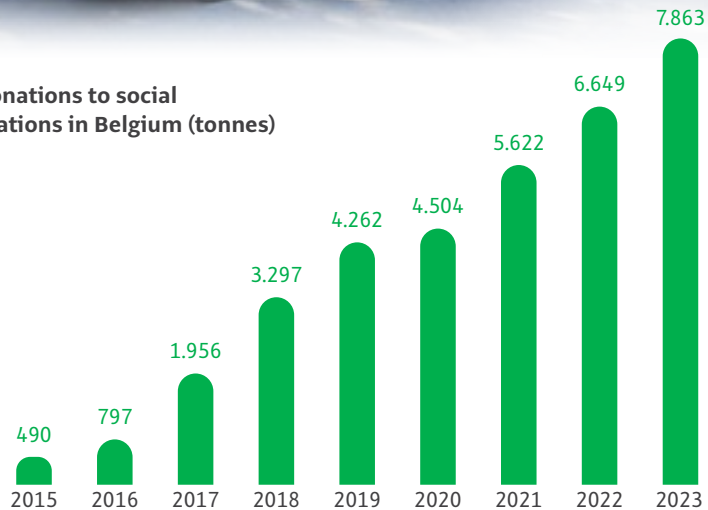
You can find the overview of all our sustainability indicators from p. 120.

Food donations to social organisations

In 2023, we sold 97,2% of our fresh produce. We are constantly on the lookout for beneficial ways of distributing the remaining food. For example, we donated **7.863 tonnes of surplus food** to Belgian social organisations such as the Food Banks and Foodsavers. The organisations receive the products directly from 386 Bio-Planet, Colruyt, Okay and Cru stores or pick them up at the distribution centres and Collect&Go picking centres.



Food donations to social organisations in Belgium (tonnes)



Dinner is served at 1-2-3 euros

Helping families struggling financially to put a balanced, tasty and budget-friendly meal on the table every day is the aim of the 'Dinner is served at 1-2-3 euros' project, a collaboration between Colruyt Lowest Prices, various social agencies and local authorities. Those who sign up receive a **bi-weekly recipe booklet** with six easy, kids-proof recipes and accompanying shopping lists. Each recipe costs a maximum of 1, 2 or 3 euros per portion. Since 2016, **9.400 families** in **280 municipalities** have taken part.



2. Partnerships with Belgian farmers

To ensure sustainable food production, we are working closely with various partners within the Belgian agri-food sector through a series of supply chain and innovation projects. Our goal is to combine our expertise with that of farmers and other key players such as slaughterhouses and dairies. We strive for mutual respect, genuine commitment and infectious entrepreneurship. By means of a long-term collaboration, we offer farmers a degree of security through clear and transparent agreements. Continuously learning from each other, we regularly consult with our partners to make joint progress on product innovation and sustainability.



Continuing strong partnerships

- Thanks to intensive cooperation with **17 Belgian poultry farmers** and 3 chain partners, we are able to permanently offer a wide range of 'welfare chickens' meeting higher animal standards in our Colruyt stores, thus helping improve the welfare of the standard chicken on the Belgian market. Each partner in the chain receives proper compensation for the added value provided.
- Colruyt, Okay and Spar customers can buy 13 dairy products sourced from our partnership with Belgian dairy company Inex and more than **300 dairy farmers** who are guaranteed a set price for their milk for five years. In 2023, they sold just under 30% of their milk within this partnership, versus 18,8% in 2019.
- For certain organic vegetables, Bio-Planet, Colruyt and Okay work together with **De Lochting, a non-profit sheltered company and organic farm** in Roeselare. Together, we have taken steps over the past three years to minimise food waste by better aligning ordering and production quantities.
- For 35% of their beef, Colruyt and Okay work together with **185 cattle farmers** belonging to the producer organisations Vlaams Hoevevond, En Direct De Mon Elevage and Les Saveurs d'Ardenne.
- **Three Belgian fruit growers** grow the **apple varieties Magic Star and Coryphée** exclusively for Colruyt Group. To support them in developing a profitable crop, we provide them with a sales guarantee and a correct price. We process any fruit not suitable for sale into apple juice, apple cake or apple chips.
- Together with **17 Belgian potato growers**, we select varieties that thrive in our local soils, with a view to extending the Belgian potato season.
- Working together with **seven organic crop farmers**, the Molens van Oudenaarde flour mill and the Atelier du Pain and De Trog bakeries, we grow high-quality organic baking wheat, which we process into four types of sourdough bread sold at Bio-Planet.
- To always be able to offer Belgian organic pork at Bio-Planet and Colruyt, we work directly with **six organic pig breeders**.

Innovative Belgian crops

As a Belgian company, Colruyt Group wants to offer the widest possible range of Belgian products. Together with several farmers, we are experimenting with growing certain fruit varieties newly introduced or reintroduced to Belgium. For example, from the beginning of June until the end of August 2023, Belgian Charentais melons were on offer at Colruyt, Okay and Spar stores. These Belgian melons are picked ripe and travel fewer food miles than the French variety. In addition, experiments with substrate, the reuse of water and green energy generation were also conducted. We are also backing research projects to grow more **legumes, soy** and **quinoa** in Belgium.





SDG 3

A healthy mind in a healthy body is what Colruyt Group strives for in its health strategy. As a retailer, we want to make a positive difference to the health and well-being of our customers and employees alike. To achieve this, we are taking a broad approach (physical, mental and social well-being), underlined by a commitment to preventive health.

We want to help strengthen support in health matters and make it easier to consume consciously. This ranges from products to services like advice, guidance and training, in which the physical and digital reinforce each other.

To promote our preventive health strategy, we are building a broad and accessible offering through our brands. In addition to our health initiatives within the food component, we also focus on (para)pharmacy with the Newpharma online pharmacy, on movement with the Jims fitness chain and bicycle specialist Bike Republic, on guidance with the Yoboo health platform, and on education with Colruyt Group Academy.

You can find the overview of all our sustainability indicators from p. 120.

1. Balanced nutrition offerings

Offering our customers a balanced range of products, we are using the Internet and leaflets to reach out to them with recipes focused on a balanced diet.

Healthier product range

Together with our suppliers and our own production departments, we have improved the nutritional composition and value of many private-label products, across all product categories. This resulted in 258 improved products in 2023, accounting for:

- 252 tonnes less sugar
- 20 tonnes less salt
- 90 tonnes of added fibres
- 215 tonnes less fat
- 80 tonnes less saturated fats



33 Boni products achieved a better Nutri-Score.

Less sugar in Boni breakfast cereals

We have reduced the sugar content in nine of our eleven Boni Selection breakfast cereals for children and adults. That amounts to 84,6 tonnes less sugar each year. In consultation with nutritionists, product developers and suppliers, we have adapted recipes without replacing sugar with sweeteners. In so doing, we get our customers used to a less sweet taste, found to be just as tasty in tasting tests.

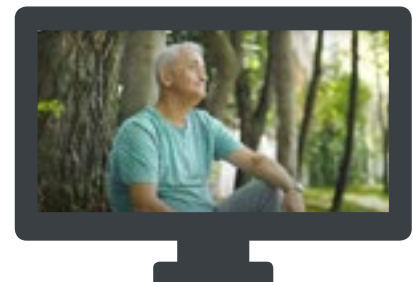


2. Guiding consumers towards a more balanced lifestyle

To help our customers switch to a healthier lifestyle, we inform, inspire and guide them. For this, working together and developing our knowledge is of the utmost importance. For the latter, we use scientific research as much as possible, both in our own data insights and in collaborations with specialists, healthcare providers and suppliers in the field.

(Pre-)type 2 diabetes support

Based on a strong collaboration between Colruyt Group Academy, Bio-Planet, the Jims fitness chain and Yoboo health platform, we have launched several initiatives to support people with (pre-)type 2 diabetes in adopting a healthier lifestyle. For example, in partnership with the Diabetes League, we have developed a comprehensive website with products and recipes, and an online course on the role played by lifestyle in preventing and treating type 2 diabetes. The course focuses on the importance of nutrition, an active lifestyle, sleep and stress. Customers were also able to visit Bio-Planet stores for guided tours.



3. Safe and healthy working environment

As an employer, we want to create a safe and healthy working environment for our employees, where attention is paid to mental and social well-being and a healthy work-life balance, so that our employees feel good.



Physical well-being

- In addition to our full-blown first aid courses, at Colruyt Lowest Prices we are offering a course focusing on **CPR techniques**. This means that employees can now intervene – before emergency services arrive – if someone in a store or on a parking lot is in a life-threatening condition. In 2023, **253 employees** from 127 different stores took the course.
- We aim for zero occupational accidents by prioritising risk analysis and prevention, an approach that has paid off. The **885 occupational accidents** recorded in 2023: this is 31 fewer occupational accidents than in the previous year.
- All Colruyt Lowest Prices stores have replaced their **ladders** used to fill shelves with a safer and more ergonomic alternative: the UP.
- Jims has launched a pilot project to prevent injuries and accidents among logistics workers by teaching them on-the-job warm-up exercises and **ergonomic lifting techniques**.
- Colruyt Group staff get a **30% discount on a Jims fitness subscription**. At our headquarters in Halle, Jims also organises free bootcamps during the summer.
- Each autumn, employees can sign up for a **free flu vaccination**. In 2023, 3,006 employees did so.

Mental well-being

- We are continuing to roll out our course on **unwanted transgressive behaviour**. In 2023, we held **133 sessions** for 1.598 employees, 50 more than the year before. Prioritising **awareness-raising**, we aim to get employees to talk with each other, creating the openness needed to set boundaries.
- **The Connection** assists employees with personal or family problems. While not directly providing psychological support, this neutral service offers a listening ear and can refer employees to external professional help if necessary.
- The Connection contacted **3.553 employees on long-term sick leave** last financial year, outside the statutory reintegration process.
- **Confidential advisers** help with problems at work such as conflicts, stress or mobbing.
- Our **'Shocking Events' support team** helps employees cope with a shocking event at work, such as an accident, a hold-up or a death.
- Our group is fully committed to an extensive in-house training programme focused on the **personal growth** of our employees. Read more on p. 104.

Social well-being

- 62,9% of our employees have voluntarily joined the Solidarity Fund, our social fund that intervenes *inter alia* in cases of long-term illness. Last year, the fund disbursed 1.230.119 euros.
- We held the fourth edition of CaraRock, our **own 'rock rally'**, in 2023, giving bands with one or more Colruyt Group employees a chance to go on stage, and allowing colleagues within the whole group to connect with each other.





SDG 6

As water is an indispensable resource for both humans and nature, it is crucial to use it sparingly.

For our own operations, we apply circular water management, reflecting our commitment to avoiding and reducing water consumption. As long as the water quality can be guaranteed, we choose to use (treated) rainwater and wastewater. We replenish water supplies by letting rainwater filter down into the aquifer. We only discharge into the sewer system as a last resort.

We also aim for the production of our products to not cause any irresponsible water pollution or water shortages in the countries of origin.

You can find the overview of all our sustainability indicators from p. 120.

1. Circular water consumption

In 2023, our main activities in Belgium consumed 620.769 m³ of water. By maximising the reuse of rainwater and wastewater, our dependence on mains water and water from wells decreased to 59,4%.

>>By 2030, **50%** of our total water consumption in Belgium (excluding drinking water for sale) should come from rainwater and wastewater.



To achieve this goal, one of our projects is to optimise the water treatment plant at our Dassenveld distribution centre and connect it to our Wilgenveld headquarters. The water treatment plant at our Stroppen site is to be further expanded.

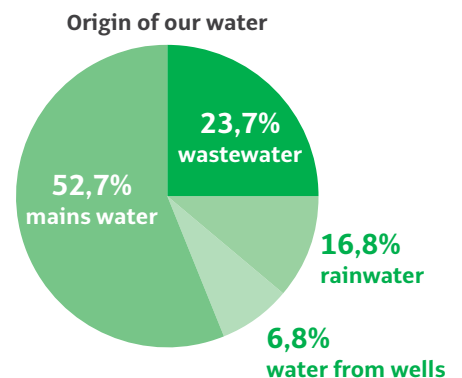


Conscious use of water

By increasingly switching from mains water to rainwater, we are further reducing our water footprint. Thanks to our **'Water Balance'** project, we have **smart ways of processing data** on how much we consume of each type of water, how much water is left in our tanks, how much precipitation is falling ... The results from all water meters are shown in a **dashboard**. Where necessary, we install additional water meters to gain even more insights.

(Re)using rainwater

- In late 2021, we commissioned a new **water treatment plant** in Halle for three sites: our Dassenveld distribution centre, the Elbeek site and our Wilgenveld headquarters. For 2023 as a whole, the plant treated **33.848 m³ of water, turning it into drinking water.**
- The capacity of the **water basin** used to collect rainwater at our Dassenveld distribution centre is **9.500 m³.**
- In 2023, we produced **113.559 m³ of drinking water from wastewater** from our meat processing company Fine Food Meat, representing a water recovery rate of 50,7%.



2. Preserving and protecting water supplies

Our goal is to keep as much water as possible within the natural water cycle and out of the sewer system. We strive to minimise our impact on surface water and the underlying groundwater.

- To allow **rainwater to filter into the ground**, we opt for permeable hard surfaces, wadis, infiltration trenches and wells on our sites.
- In cases where the subsoil is unsuitable for letting water filter down through it, we **buffer** the water on our own sites during downpours before gradually discharging it later.
- We use **green roofs** on our buildings to ensure that some of the rainwater falling on the roof is retained and evaporates.
- We also make careful use of groundwater in **water catchment areas** where we pump up water to produce drinking water.
- Naturally, we also always meet **wastewater discharge standards**.



3. Reducing the water footprint of our offerings

Water is indispensable for the production of the products we sell. To ensure the availability and quality of water worldwide – and especially in high-risk areas –, we are systematically striving to reduce the water footprint of our products and services, working with producers and partners to ensure that our footprint does not exceed the natural capacity of local catchment areas.

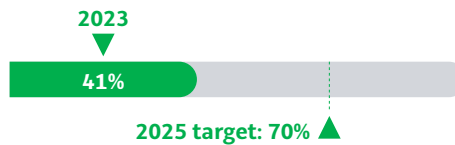
Water consumption for growing fruit and vegetables

Colruyt Group is part of the **Sustainability Initiative Fruit and Vegetables (SIFAV)**. One of its objectives is to ensure sustainable water use in the fresh fruit and vegetable supply chain.

- As a first step, we have **mapped the water risk** within our value chain. 41% of the volume of our fresh fruit and vegetables comes from countries with a high water risk (countries with high water risk regions according to the WWF's Water Risk Filter).
- We intend to implement **independent audits or water standards*** by 2025 for 70% of the volume of fruit and vegetables from high water risk countries.

* According to the SIFAV Basket of Good Water Management Standards.

»By 2025, **70%** of our fresh fruit and vegetables from high water risk regions should meet a water standard.



Water management in our own agricultural activities

We also pay attention to water management in our own agricultural activities, taking targeted initiatives to consciously manage our water resources. For example, in 2023, a 10.000 m³ water basin and 4 ponds totalling 6.500 m³ were commissioned at our **organic vegetable farm Het Zilverleen** in Alveringem. This **permanently available water supply** helps reduce the impact of long dry periods on (organic) vegetable production.



Avoiding and reducing energy consumption

With our energy reduction plan, we intend to reduce the energy consumption of our activities in Belgium and Luxembourg relative to revenue by 20% by 2030 compared to base year 2009. Read more on p. 114 about how we avoid emitting greenhouse gas emissions.

>>By 2030, we consume **20%** less energy in Belgium and Luxembourg than in 2009, relative to our revenue.



SDG 7

Our energy policy focuses on avoiding and reducing consumption. In addition, we consciously choose sustainable alternatives such as renewable electricity (from wind turbines and solar panels) and green hydrogen as energy carrier.

Our reduction plan contributes to reducing our CO₂ emissions by tackling our largest areas of energy consumption, among them heating, cooling, lighting and mobility.

You can find the overview of all our sustainability indicators from p. 120.

Raising awareness

Through campaigns focusing on energy-saving, we are raising our employees' awareness to the fact that they too can contribute to reducing energy consumption through their behaviour. We focus on simple actions that make a difference, such as keeping doors closed, de-icing freezers or turning off lights.

Energy-efficient buildings

For more than a decade, we have built all our new stores as low-energy, combining excellent insulation and airtightness with energy-efficient cooling technologies (like cold rooms and freezer cases), heat recovery and LED lighting. In short: they consume very little energy. We now have 156 newly built and 123 renovated energy-saving stores. We are also taking action in our distribution centres, head offices and production sites.

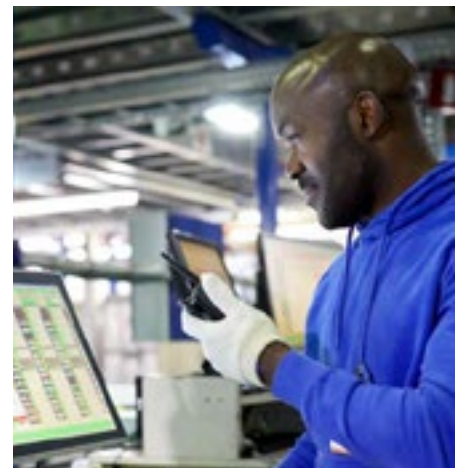
- Our new distribution centre in Ollignies, designed to be as energy-efficient as possible, was delivered at the beginning of 2024. Here, **high-speed gates** in a separate airlock in front of the reception area help limit the temperature difference between reception and storage. And **motion sensors** ensure that the LED lighting is turned on only when there is actual activity.
- At our head office in Halle, we have installed **magnetic alarms** on the fire doors. These doors close automatically to limit air flows and thus avoid energy loss.

We will be taking delivery of our new **Fine Food Cheese** production building in Halle in early 2025. Here too, we are taking many energy-saving measures:

- **Heating.** The new production building will be heated entirely with energy

recovered from the cooling system (low temperature). For sanitary hot water (high temperature), a booster heat pump will further increase the temperature of the recovered heat.

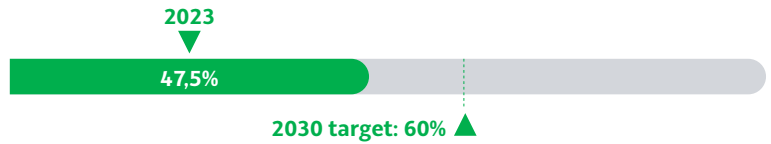
- **Cooling.** For cooling, we will use propane that adjust automatically via speed-controlled compressors.
- **Ventilation.** We regulate the temperature also by recovering cold air on the workfloors and warm air in the offices and dressing rooms. By measuring the CO₂ content in the offices, we can control the ventilation in a very targeted way.
- **Temperature adjustment.** An automatic sun blind uses solar heat in the winter and keeps the heat out in the summer.



Using energy smartly

We believe that energy consumers, in addition to generation facilities, play an important role in balancing the **load on the public distribution grid**. We are getting ready for increasing demand peaks for renewable energy with a **BESS (Battery Energy Storage Systems)** pilot project in our central buildings. Here, we store sustainably generated electricity in a ~2MW/2MWh battery, releasing it only when electricity use is high or when the renewable energy supply is insufficient to compensate our consumption. This allows us to shift our energy consumption maximally to periods of high green electricity production.

>>By 2030, **60%** of our total energy consumption should come from non-fossil energy sources.



Producing and using renewable energy

We remain committed to increasing the share of renewable energy, for instance by greening our vehicle fleet and using non-fossil heating. **99% of our electricity consumption is green.**

- Use and sourcing of renewable electricity: **278.917 MWh**
- Solar electricity generated by Colruyt Group: **18.175 MWh**





SDG 8

We conduct our business in an inclusive and people-oriented manner, based on integrity, trust and respect for everybody's rights. Our core focuses in this respect is decent work, a stimulating working environment and decent working conditions, both for our own employees and at producers, suppliers and partners.

As a development-oriented organisation, we believe it is important that we continue to grow together, as humans, as a company and as society. Via an extensive training programme, we provide our employees with numerous opportunities to develop their personal and professional skills. Young and old can attend the Colruyt Group Academy offering a wide range of workshops, lectures and webinars. And via our Collibri Foundation, we are investing in the education and training of young people in Belgium and abroad.

You can find the overview of all our sustainability indicators from p. 120.

1. Working at Colruyt Group

We consciously opt for creating long-term employment and offering decent work, to which every employee can make a positive contribution. By creating a healthy, safe work context where everyone can be the best version of themselves, we strive to build a long-term relationship with each and every employee.

Long-term workforce

The **experience, motivation and skills** of **skilled employees** are crucial to successfully implementing our business strategy and remaining competitive. Recruiting and retaining suitable employees - especially in a difficult labour market - is a major challenge. That is why we offer, among other things, training for specific profiles, distribute work within our departments and support services, and focus on retention. We also invest in career development and a healthy work-life balance.

	Number of FTE employees (full-time equivalent)		
	Financial year 2022/23	Financial year 2023/24	Headcount development
Belgium	28.332	29.295	+963
Luxembourg	157	177	+20
France	2.369	2.622	+253
Other countries	677	743	+66
Total Colruyt Group	31.535	32.837	+1.302

An inclusive workplace where everyone counts

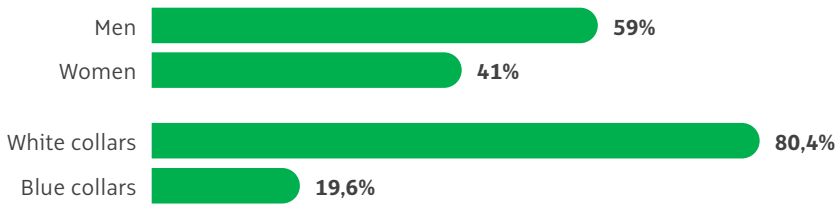
We strive to be an **inclusive organisation** where everyone is welcome, feels heard and can be themselves. Inclusion is essential to allow **diversity** to grow. We appreciate the fact that every individual is a mix of unique characteristics, such as age, language, ethnicity, gender, convictions, faith, sexual preference or mental or physical disability. As an organisation, we aim to remove as many barriers as possible and to **support one another without distinction or discrimination**. We are convinced that the constructive interplay of our employees' diverse talents, skills, personalities and experiences constitutes fertile ground for creating added value together.

>> **By 2030, all employee-related processes should be inclusive.**

- Colruyt Group includes **100 different nationalities**.
- During the two-day **'Intercultural communication'** training course, employees bridge the values and norms of different cultures. They experience for themselves how important the cultural context is for good communication in the workplace and beyond.
- We are testing software that analyses our vacancy texts, simplifies them where necessary and provides suggestions for removing gender bias. We use language that is as neutral and inclusive as possible in our vacancies, so that they remain in line with our values.
- At the beginning of 2024, Minister Gwendolyn Rutten and the Agency for Integration visited Colruyt Group and drew inspiration for a **'turbo plan'** to help newcomers get employed more quickly. 880 employees took language lessons last year, representing an investment of 1,2 million euros.
- We put our shoulders to the wheel of the **Strong Women's Work** project, which promotes the right to work for women in poverty. This gave us greater insight into structural barriers that can hinder employment for people in vulnerable contexts. On 28 March 2023, we also supported the **Women in Data** event, aimed at female tech enthusiasts.



Demographic composition of the workforce



Year	Younger than 20	Between 20 and 30	Between 30 and 40	Between 40 and 50	Between 50 and 60	Older than 60
2022/23	0,7%	17,8%	28,6%	25%	23,3%	4,6%
2023/24	0,6%	17,1%	28%	25,1%	24%	5,2%

More than remuneration alone

Our employees can count on a **competitive salary package**. In addition, we want them to benefit financially from the company's growth. Under an annual capital increase system that has been in operation since 1987, our employees can subscribe to shares in Colruyt Group NV on attractive terms. These capital increases are proposed by the Board of Directors and approved by an Extraordinary General Meeting. The shares remain blocked for five years. In 2023, 1.490 employees subscribed to 271.202 shares, resulting in a **capital contribution of 8,8 million euros**.

Profit-sharing

Every year since the 1990s, Colruyt Group has let all employees in Belgium **share in the profits** – insofar as financial results have allowed – as a token of appreciation for their efforts. A separate system operates for employees in France, in line with French legislation.

For the 2023/24 financial year – subject to approval by the General Meeting – the total profit-sharing amounts to 25,21 million euros, divided as follows: a payment of 2,86 million euros profit participation in cash as determined pursuant to the law of 22 May 2001 concerning employee participation in the capital

of entities and the establishment of a profit bonus for employees, as well as a payment of 22,35 million euros pursuant to collective labour agreements 90 and 90bis regarding non-recurring results-related benefits.

Since financial year 2001/02, Colruyt Group has shared more than 480 million of profits with its own employees. On top of this, we pay out annual bonuses to middle and senior management based on the group's profits. For financial year 2023/24, these profit bonuses amount to gross 16,1 million euros.

Financial year 2023/24

* Profit participation (in million EUR)...	2,86
* Result bonus (in million EUR).....	22,35
* Total profit-sharing (in million EUR).....	25,21
* Number of entitled employees.....	25.413

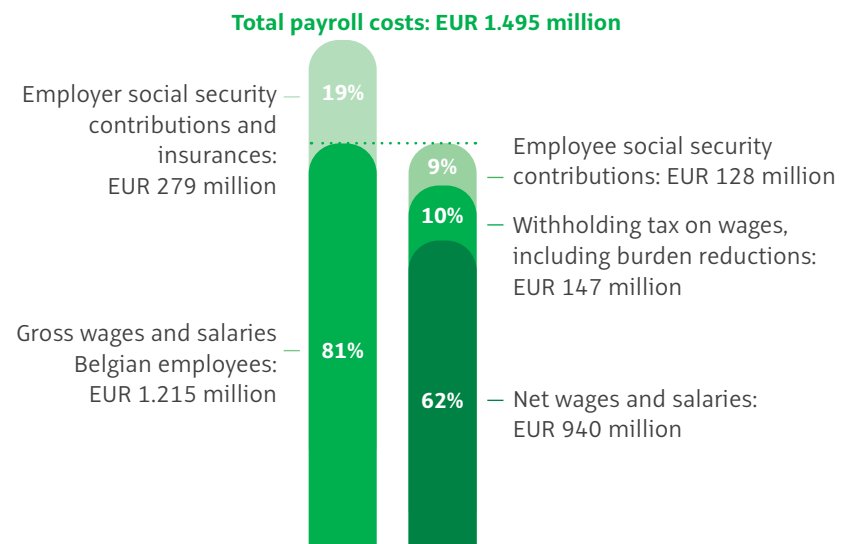
The stated remuneration amounts are gross amounts from which the following deductions are made when paying out to employees:

- Profit participation: 13,07% solidarity contribution and 7% participation tax.
- Result bonus (collective labour agreement 90): 13,07% employee social security contribution. Employer social security contributions of 7,37 million euros are also due on the results bonus (CLA 90).

Evolution of employees' capital contribution

Year	Amount (in million EUR)	Number of shares
2019	15,9	380.498
2020	10,3	222.372
2021	7,3	184.228
2022	5,4	238.500
2023	8,8	271.202

Overview of payroll costs in Belgium (financial year 2023/24)



2. Learning and developing together

As a consciously development-oriented organisation, we encourage lifelong learning and development, both professional and personal, for everyone.

Employee training and learning programmes

We are continuously optimising our employee training offerings to boost their quality and meet current learning needs. In 2023, the emphasis in our group was on workplace training, digital skills and learning resources, and employee support training for managers.



In addition to professional training, we are investing in training focused on our staff's personal, mental, emotional, physical and spiritual development. Armed with a good knowledge of themselves and their stressors, employees promote their own resilience and that of their colleagues.

- In financial year 2023/24, we invested **40,8 million euros** in employee education and training, corresponding to 2,9% of the total wage bill.
- In the past financial year, **1.708 employees** attended one of the **59 different training courses** directed at **personal growth and health**.
- **300 employees** followed **dual learning** programmes, 25% more than last year.
- **873 students** did traineeships at Colruyt Group in financial year 2023/24. Six separate traineeship programmes enabled starters to gain more experience in the group.

Average number of training hours per employee

2022: 37,7
2023: 34,2

Total number of training hours (in millions)

2022: 1,1
2023: 1

Personalised learning platform

Degreed, a new learning platform that provides personalised suggestions on learning opportunities, was launched at the end of 2023. Either employees search out **relevant learning solutions** themselves or have training programmes proposed to them tailored to their specific needs. The new platform helps increase training quality by matching training better to learning needs.



Inspiring consumers via Colruyt Group Academy

In financial year 2023/24, **68.907 persons** participated in Colruyt Group Academy **workshops, lectures and webinars**. The 178 different themes were presented digitally or in one of the 11 facilities located across Belgium.



Training for young people via our Collibri Foundation

Via our Collibri Foundation, we contribute to the education, guidance and exchange of young people in socially vulnerable contexts. In 2023, we invested 1.110.155,50 euros in 21 training projects, giving 16.558 young people greater chances for successful futures. Read more starting on p. 88.



3. Decent working conditions in the supply chain

As a player on the international market, we take responsibility for decent working conditions at the producers of our private-label products, especially in high-risk countries.

Direct worker reporting

Colruyt Group sees sustainability as a process of continuous improvement. We ask all our suppliers to respect our Code of Conduct, and for risk countries we make provision for social audits (amfori BSCI).

In a search for ways to better map working conditions and human rights risks in our supply chains, with our partner &Wider we launched a pilot project on **direct worker reporting** in 2023. In collaboration with our South African citrus chain, we are surveying employees about their working conditions. Using direct worker reporting, we want to gain a better view of the working conditions within our chain from the workers' perspective, and then identify areas for improvement. We are also learning lessons with which to refine our due diligence system.

Social audits

As part of our ongoing efforts to increase **transparency** and **responsibility** in our supply chain, we became a member of SMETA Sedex in 2023. This will enable us to carry out a greater number of audits within our supply chain and consequently **supervise more broadly** the working conditions at our partners. We still continue to use amfori BSCI. When a producer fails to comply with the guidelines, the first thing we look at is how we can provide support to make the necessary improvements, inter alia through training, to enable us to continue the cooperation. In the persistent absence of improvements, this can lead to terminating the cooperation. We have a zero-tolerance policy for serious violations.

In 2023, 382 producers we work with in high-risk countries received at least one social audit. Compared to last year, this is an increase of 14,6% to 79%. This is because we are providing more resources internally for social audits and because we also accept SMETA audits. For 88% of producers in high-risk countries, the audit resulted in a positive assessment. **14 producers** have, after negative audits in 2022, significantly improved working conditions. We ceased cooperation with two manufacturers following violations of the Code of Conduct.

About amfori BSCI

We assess improvements based on the amfori audit scoring system, which ranges from A to E, with A as the highest score and E the lowest. Internally, Colruyt Group categorises scores from A to C as acceptable, and D and E as poor. We consider every transition from a D or E score to an A to C score as an improvement. Regardless of the specific social or human rights performance areas, we tend to monitor the supplier's overall social performance.

Sector initiatives

Via sector initiatives, we join forces with other players in the chain to bring about positive changes throughout the supply chain.

Sustainability Initiative Fruit and Vegetables (SIFAV)

Together with the other partners in the chain, we are contributing to a more sustainable supply chain for fresh fruit and vegetables, both ecologically and socially. Within SIFAV, we subscribe to the following targets for 2025:

- By 2025, we want 90% of fresh fruit and vegetables from high-risk areas to meet **social standards** that are verified by a third party. Last year, 79% of audited fruit and vegetable producers from high-risk areas already complied with the standards.
- We have mapped out the living wage gap for our banana chain. We are testing strategies with our chain partners to close the wage gap.

The World Bank's WGI index assesses multiple indicators for each country, to determine on this basis whether a country is a low-, medium- or high-risk area. This risk classification is also integrated into the amfori platform, which gives Colruyt Group automated insight into the risk status of the production origin of our business partners.

For fresh fruit and vegetables, we are testing the **AgriPlace database** to gain insight into our chains, refine data and better map sustainability risks. We have tied objectives from sector-based initiatives to internal group-level objectives. In this way, we want to demonstrate not only our commitment to sector-based initiatives, but our desire to go even further.

Beyond Chocolate

The aim of the 'Beyond Chocolate' sector agreement, which we co-signed in 2018, is to improve the living conditions of cocoa producers by 2030, inter alia by guaranteeing them a living income. The cocoa farmers in our chain project in Ivory Coast already receive a **living income reference price** from us.





SDG 12

As a retailer, we impact the entire supply chain of the products we sell: from sourcing to production to distribution and consumption.

This takes the form of, inter alia, certification, sector initiatives, international chain projects and social and ecological themes. In this way, we make a sustainable difference in the regions from which we source our raw materials and products. Working closely with local players, we are committed to sustainable production, lower waste and food loss, circular packaging and construction methods, and attention to animal welfare.

Our sustainable savings programme rewards customers who buy products with lower environmental impacts.

You can find the overview of all our sustainability indicators from p. 120.

1. Responsible sourcing

We want to use our economic 'clout' to promote positive social, environmental and more animal-friendly practices among the producers, farmers and suppliers from whom we purchase our raw materials and products, both at home and abroad.

We hold human rights in high regard and expect the same from our partners. We apply due diligence whenever possible to prevent, limit or stop human rights violations. Read more about our human rights policy at www.colruytgroup.com, under 'Shareholders' information'.

Certification of private-label products

For raw materials known to pose significant sustainability risks, we systematically opt for **sustainability certificates** focused on social and environmental aspects for the private-label products (Boni and Everyday) we sell in Belgium, France and Luxembourg.

- **Wild-caught fish, shellfish and crustaceans: 99,5%** has an MSC (Marine Stewardship Council) label, a positive assessment from the ILVO (Flanders Research Institute for Agriculture, Fisheries and Food) or a positive assessment by the ISSF (International Seafood Sustainability Foundation) for canned tuna.
- **Farmed fish, shellfish and crustaceans: 99,1%** is certified with ASC (Aquaculture Stewardship Council) or Bio.
- **Coffee: 100%** certified (Rainforest Alliance, Bio, Fairtrade).
- **Chocolate and products containing cocoa: 100%** certified (Rainforest Alliance, Bio, Fairtrade).
- **Palm oil and palm kernel oil: 100%** RSPO-certified (Roundtable on Sustainable Palm Oil).
- **Soy in animal feed: 100%** offset by RTRS (Round Table on Responsible Soy Association) credits.
- **Soy in food: 100%** of the soy coming from Asia and South America – where soy farming is associated with deforestation risk – and **100%** of the soy derivatives are certified (RTRS, ProTerra, Bio) or offset by purchased RTRS credits.
- **Wood, charcoal and paper: 100%** certified with FSC (Forest Stewardship Council), PEFC (Programme for the Endorsement of Forest Certification Schemes) or Der Blaue Engel (specifically for paper).
- **Cotton: 100%** of Dreambee's cotton products are certified with BC (Better Cotton) or GOTS (Global Organic Textile Standard). **82 items** at Colruyt Lowest Prices (underpants, vests, socks) are certified with GOTS.



International chain projects

Via international chain projects, we are working with family farmer organisations in developing regions to bring the most sustainable possible products to market. Transparency and good prices are central. In 2023, we were active in 11 international supply chain projects that resulted in 43 private-label products. We are linking these supply chain projects to training projects for local young people under the flag of our Colibri Foundation.

Cocoa from Ivory Coast

From August 2020 to June 2023, we supported 102 farmer families in Ivory Coast who supplied the cocoa for our **Boni 72% dark chocolate bar**. They received a **living income reference price**, as well as support for increasing biodiversity and resilience to climate change. This project ran in collaboration with the IDH Sustainable Trade Initiative, producer Puratos, development organisation Rikolto, certification organisation Fairtrade, the Ivorian cooperative ECSP and the Agro-Insight and Access Agriculture training centres. Through this direct chain with a focus on living income, we are working towards the objectives in the Beyond Chocolate agreement. After the project ended in June 2023, we decided to use this model **to scale up and thus contribute to living incomes via all our Boni chocolate bars**.



More sustainable cashew nuts from Benin

The Boni and Boni Bio cashew nuts in our stores come from Benin. In 2019, we launched an **international chain project** there in collaboration with the Belgian Development Agency Enabel. We work together with the URCPA-AD cooperative, which has 2.200 members from 116 villages, and with a local processing company. The first harvest took place in 2019. After the 2023 harvest, **700 tonnes of organic cashew nuts** reached the Colruyt, Bio-Planet and Okay stores, accounting for 100% of the quantity ordered for Boni Bio in 2023. From the 2024 harvest, we have ordered 1.550 tonnes of raw organic cashew nuts and 400 tonnes of conventional cashew nuts from the cooperatives.

Further integrating sustainability goals

Building on insights and experiences from sector initiatives and chain projects, we have developed targets, which we intend to integrate in the future into all our commercial chains.

»By 2025, **70%** of our products from high-water-risk regions should meet a water standard.

»By 2030, we should eliminate deforestation and land use conversion for products from high-risk chains.

Sector initiatives

Sector initiatives see us **joining forces with other chain players** to bring about positive changes throughout the supply chain, in particular in the regions where we source raw materials and products. This allows us to raise the sustainability bar **a lot higher while maintaining a level playing field**.

Sustainability Initiative Fruit and Vegetables

Representing Belgian retailers, Colruyt Group is part of the sector initiative **SIFAV (Sustainability Initiative Fruit and Vegetables)**. Together with the other supply chain partners, we are contributing to a more sustainable supply chain for fresh fruit and vegetables.

Some SIFAV 2025 goals:

- 25% less CO₂ emissions for avocados, tangerines and green beans.
- 25% reduction in food loss for blueberries, avocados and bananas.

- A reduction in water consumption to best-practice levels in three selected river catchment areas in Peru, South Africa and Spain.
- Independent audits or water standards for 70% of the volumes of vegetables and fruit from high-water-risk countries.
- 90% of the fruit and vegetables from medium- to high-risk areas to meet specific, third-party-verified environmental and social standards.

Beyond Chocolate

The **'Beyond Chocolate'** sector agreement, which we co-signed in 2018, improves the living conditions and incomes of cocoa producers. All Belgian chocolate already meets a certification standard. At Colruyt, we've already reached the 2025 target (100% certification). The ambition is for the Belgian chocolate sector to ensure that cocoa farmers earn a living wage by 2030.

2. More animal welfare

We continuously strive for better living conditions for all animals intended for consumption – including by-products – in the first place for our private-label products.

- 100% of our private-label fresh and prepared meat products come from **animals stunned before slaughter**. In 2023, all Belgian slaughterhouses which supply our meat processing company Fine Food Meat directly or our stores via our suppliers were subjected to unannounced animal welfare inspections.
- Colruyt Lowest Prices and Okay were the first Belgian retailers to commit to **higher animal welfare criteria for broiler chickens** by 2026. In July 2022, the first **welfare chickens** reared to these criteria arrived on Colruyt meat shelves (18,9% of chicken items) and at Okay (15% of fresh chicken items). At Colruyt, this amounted to 26,5% of the total volume of fresh chicken in 2023, at Okay to 8%. Most of this volume comes from an exclusive partnership with 17 Belgian chicken farmers who are applying the criteria of the **Better Chicken Commitment (BCC)** step by step. The animals enjoy daylight and 40% more space, there has been a switch to a slower-growing breed, and the eggs are hatched on-farm (NestBorn).



- Bio-Planet sells only **eggs from male-chick-friendly hatcheries** without chick culling. Millions of male chicks are killed every year in Europe because they are of little economic or ecological interest. Thanks to the **Seleggt** method, a chick's sex can be determined in the egg after only nine days of incubation, without damaging the egg. The male chick eggs are removed from the hatching circuit and processed into animal feed.
- All **fresh rabbit meat** at Colruyt, Spar and Solucious comes from rabbits reared in more **animal-friendly park systems**. The meat for Colruyt and Solucious is also 100% Belgian, meaning that the rabbits do not spend too much time in a lorry. To guarantee sufficient supply, Spar also imports park-bred rabbits from the Netherlands.

Stunning lobsters with the CrustaStun

In autumn 2023, Cru was the first retailer in Belgium to introduce the **Crustastun** technology for painlessly stunning lobsters and crabs. Being unconscious, they experience no pain during cooking. Last year, 13% of Cru's lobsters were sold live. In this way, the Crustastun provided a **more animal-friendly solution** for the remaining 87% of lobster sales. Being sold in cooked form only, all crabs are sold pre-stunned.

MSC Awards focuses on versatility

On 3 October 2023, the Marine Stewardship Council (MSC) awarded its **Sustainable Fresh Fish Awards** for Belgium. With these awards, this quality label for wild-caught fish wants to draw attention to the unique sustainability performance of organisations in the Belgian fishing sector. Last year, Colruyt Group was selected as **best supermarket for fresh fish**. For years, we have not sold non-farmed fish whose populations are endangered or threatened. MSC guarantees traceability and controls, enabling customers to always make conscious, more sustainable choices.

Direct partnership for a more sustainable chain

For **35% of the beef sold**, Colruyt Lowest Prices and Okay have been working since April 2019 directly with three producer organisations that focus on the Belgian white-blue variety. This collaboration means that the animals are born and raised on the same farm, where they stay their entire lives. The cows graze **outside for at least half the year**.

To support Belgian breeders of white-blue cattle, we guarantee the purchase of a fixed number of animals. This offers them greater stability and financial security. In 2023, we and these beef farmers together organised two beef tastings in our stores. The farmers then provide a brief explanation of our direct collaboration and how they look after for the animals on their farms. In this way, we are keen to provide our customers with **direct information** bringing them closer to the product.

3. Resource-saving use of raw materials

As a retailer, we use natural resources to produce products and materials and to run our stores and operations. Every year, we work hard to reduce our residual waste and avoid food loss. We do this by making our products, packaging and services more circular and upgrading our residual flows. For this, we follow circular economy principles, recycling and reusing available raw materials over and over again. In doing so, we use the R-ladder as a guide: refuse, rethink, reduce, reuse, recircle, recycle and recover.

Smarter packaging

For our private labels, we opt for the most environment-friendly packaging. Where possible, we attempt to replace, make thinner or shrink (part of) the packaging. In addition, our packaging is made with a view to easy **recycling or reuse**. Finally, we opt for packaging made with **recycled, renewable or certified materials**. Innovative packaging is also enabling us to extend the shelf life of fresh produce. Thanks to this combined approach, we were able in 2023 to **switch** 4.907 tonnes of packaging to more sustainable materials. Additionally, we **replaced** 1.991 tonnes of non-recyclable packaging with recyclable alternatives. Whenever possible, we just do away with packaging. In this way, we placed 113 tonnes less packaging material on the market in 2023.

>>By 2025, our PET beverage containers should consist of **50%** recycled PET.



>>By 2025, all household packaging of our private-label products should be reusable or recyclable.



- Since last year, all eggs in Colruyt and Okay stores are no longer delivered in closed packaging but in a **new box with a tear-out edge**, which fits better on store shelves. This intervention saves 455 tonnes of packaging material a year.
- Since April 2023, black and white pudding, meat balls and pâté have been sold in Colruyt Group in recyclable beige trays. Thus, we save some 13 tonnes of virgin plastic every year.
- Colouring the XPS trays for fresh meat in the Colruyt butchers departments dark grey instead of black permits **better sorting** in waste-sorting centres. A potential of 67,2 million recyclable trays annually.

Avoiding and reducing food loss

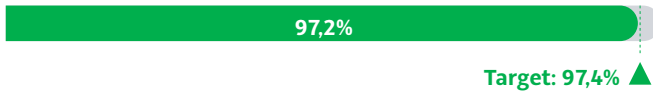
We are constantly looking for ways to reduce food waste. In Belgium in 2023, we sold 97,2% of our fresh food products thanks to **efficient inventory management** and **optimal storage**. This year, we just missed our revenue-linked target figure of 97,4%. A combination of higher sales and the further **professionalisation** of the food banks enabled us to donate 7.863 tonnes of food in 2023, 921 tonnes more than in 2022.

44,7% of our unsold but still consumable products were destined for **human consumption or animal feed**. The share of food surpluses going to human consumption increased to 25,4%. The share with no other useful application fell by 5,7% to 55,1%. Of this, 48,2% is destined for fermentation, with just 6,9% incinerated. We thus made good progress in our efforts to circularise surplus food.

Our store employees are trained and coached to donate as many unsold products as possible to social organisations. As a result, we were able to donate a record amount of **7.863 tonnes of surplus food** in 2023.

With the support of Circular Flanders, we convert the brewers' spent grain (draff) from a partner brewery into **plant-based meat substitutes**. The organic draff is processed into fibre- and protein-rich products that we sell at Bio-Planet.

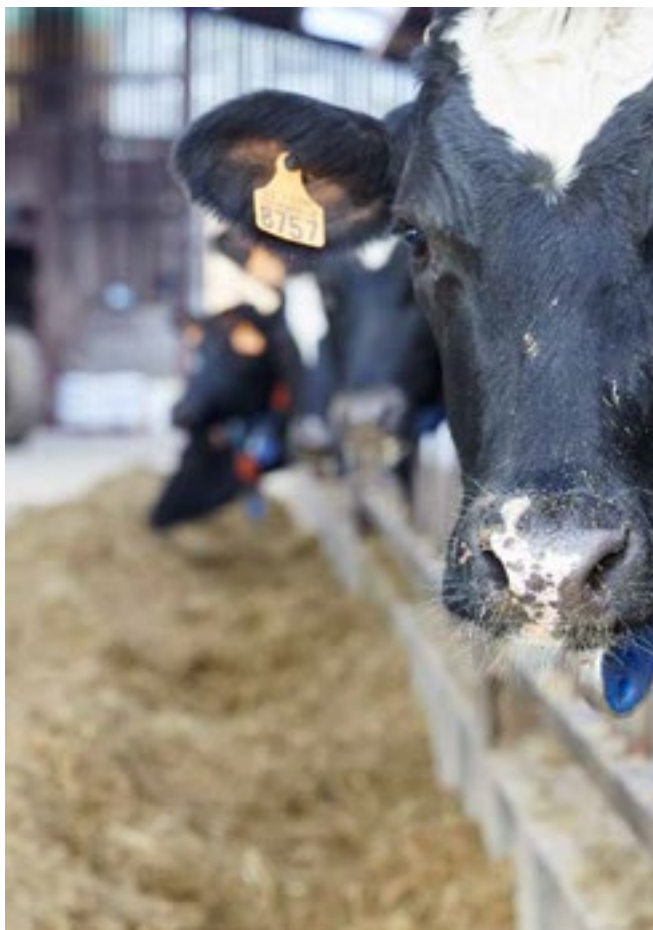
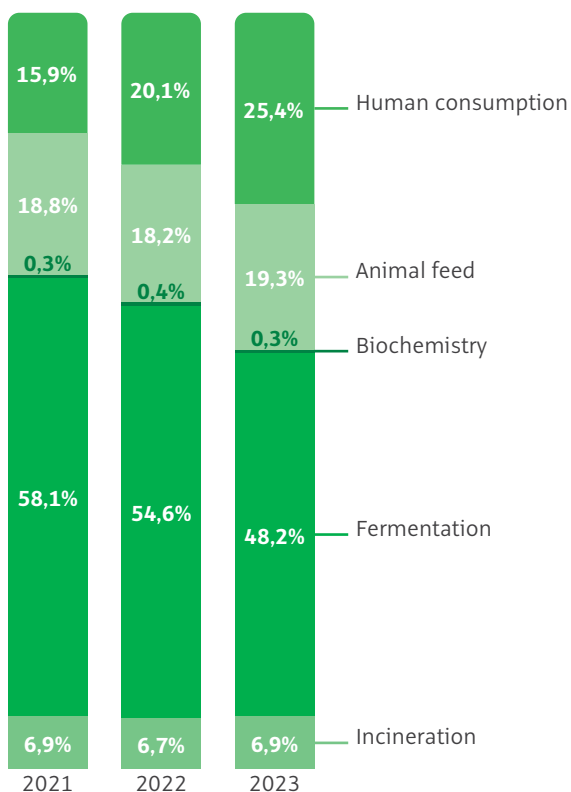
>> In Belgium, we aim to sell at least **97,4%** of our fresh food products.



>> By 2025, at least **40%** of our unsold but still consumable products should be consumed by humans or animals (in Belgium).



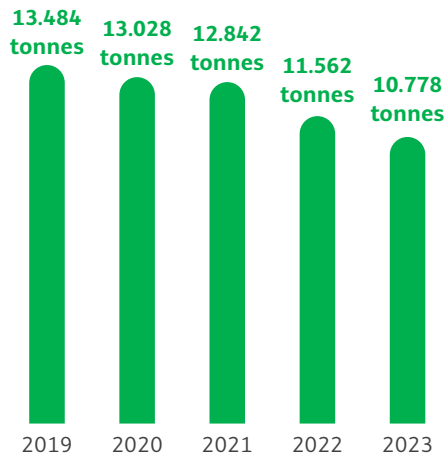
Destination of food surpluses



Avoiding and reducing waste

Last year, our waste decreased by **4.627 tonnes** (-6,3%) to 68.674 tonnes (excluding construction waste). At 85,9%, we achieved our **highest recycling rate** ever. Residual waste with no possibility of reuse and therefore incinerated decreased to **10.778 tonnes**, the lowest level since we started measuring in 2003.

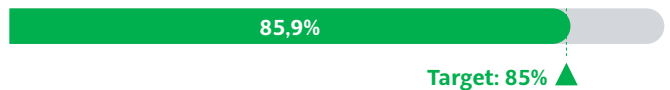
Evolution of the amount of residual waste (tonnes)



>> Every year, we reduce our amount of waste per million euros of revenue.

>> We recycle at least **85%** of our residual streams.

(= wood, PMD, glass, burlap, metal, hard plastics, plastic, cardboard, bread, meat, fermentation - meat excluded -, high-calorific residual waste and residual waste)



We shall continue to commit to extensive waste sorting in our stores and return centres. Colruyt Lowest Prices store employees are made aware of the importance of recycling, including with an information video.

Circular construction and renovation

In all our construction and renovation projects, we try to **reuse** as much material as possible. Where this is not possible, **high-quality recycling** is the preferred alternative. We are testing new materials and techniques for circular construction, like click façade systems and flexible interior walls, using life cycle assessments (LCAs) to map the full environmental impact. This enables us to address our reuse and recycling process in a structured fashion from design through to production, in full transparency with all construction partners.

- A key aspect of circular building is maintaining a **good inventory of all materials used**, their lifecycles and their environmental impact. Year by year, we are building up our inventory for both construction and furnishing materials as we construct, renovate or demolish buildings. By effectively reusing recycled material ourselves, our intention is for all our buildings and installations to be **fully circular** by 2050.
- The pile heads of the foundations of the renovated Colruyt Temse building incorporate **carbonated granules** that partly replace the cast concrete.
- We have started looking for **biobased building materials from our own residual flows**. During the total reconstruction of Bio-Planet Tournai, we replaced the classic timber frame construction with constructions made of CLT panels. These panels are not only more practical thanks to their solid character, but also have a lower environmental impact and save on a layer of OSB panelling and a layer of paint during the inside finishing.
- These panels are not only more practical thanks to their solid character, but also have a lower environmental impact and, thanks to their aesthetics, also reduce the use of other materials.

- Until now, aerated concrete contained 0% post-consumer recycled material. Working together with producer Xella, processor Chap-yt and research bureau Vito in a VLAIO (Flemish innovation and entrepreneurship) project, we have succeeded in producing aerated concrete consisting of 20% **recycled aerated concrete** from the demolition of Colruyt Deinze. These aerated concrete blocks are being used for the first time at Colruyt Temse.

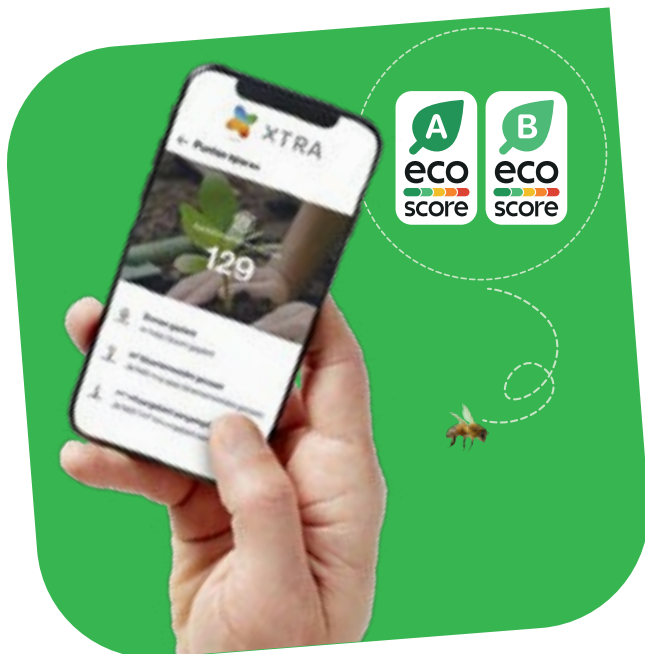


- Colruyt Group has signed the **Flemish Concrete Agreement** to reduce the use and environmental impact of concrete. With the **Living Lab Circular Concrete**, we are examining how we can find the most sustainable concrete mixture for each application, using as much as possible recycled materials and reusable prefabricated elements.



As part of the **European ICEBERG project**, we are conducting research with 34 partners from ten countries on the recycling of building materials from demolition (urban mining). The demolished concrete of the former Colruyt Zoersel and Colruyt Deinze stores has been partly used to analyse carbonation concrete, and partly converted into **CO₂-negative Carbstone blocks** that were used this year during the construction of Colruyt Temse. These blocks will remain 100% recyclable in the future.

4. Conscious consumption



We are helping our customers consume more consciously through our range of products and services. And with visual labels like the Nutri-Score, the Eco-score and the 'Step by Step' icons in the stores and on the shelves of almost all food products, this is done in a simple and accessible way.

Nutri-Score

The Nutri-Score calculation method was revised at the beginning of 2024 to make it even more reliable. In all, around 40% of the food products received different scores that better reflect the real nutritional value. For example, the Nutri-Score takes more account of the levels of sweeteners, sugar, salt, fibre and (un)saturated fats. In this way, semi-skimmed and skimmed milk now score better than whole milk. Consumers will therefore be able to make even healthier food choices.

Producers have until the end of 2025 to adjust the Nutri-Scores on their packaging where necessary. The scores according to the new calculation are already listed on our websites and in the Xtra app.

Eco-score

To guide our customers towards diets with a lower environmental impact, in March 2021 we were the first retailer to introduce the Eco-score in Belgium: a simple colour and letter code representing a **product's environmental impact**. Today, of all Belgian retailers, we have made the most progress in its rollout.

- Customers can consult the Eco-scores of 10.000 A-brand products and 4.800 private-label products in the Xtra app and on all Colruyt Group **websites**.
- At Colruyt Lowest Prices, Bio-Planet and Okay, the Eco-scores are marked on the **price labels**.

- We are backing the Eco-score with **advertising** on TV, radio, online and in our stores. Our brochures list the Eco-score and the story behind it for more and more products.
- The Eco-score is already found on the packaging of **more than 750 private-label** products.
- Market research shows that **51%** of Belgian consumers knows what the **Eco-score** is, an increase of 10% in one year. 72% have confidence in the Eco-score.
- 32% of customers is pleased that Colruyt Group is attentive to the Eco-score. More than a quarter (27%) uses the Eco-score as a **guideline** for shopping more consciously, 22% take it into account when shopping.

Saving points for the environment

In November 2022, Colruyt Group launched a savings programme rewarding customers for buying low-impact products. Any product with an A or B Eco-score earns points. On gaining 100 points in the Xtra app, customers can have a tree planted, a square metre of nature reserve protected or of flower meadow sown, can help train a wildlife detective or can attend a workshop at Colruyt Group Academy on a sustainability topic. For this, we are joining forces with BeeOdiversity, GoodPlanet, Bûûmplanters and Nassonia.

More than 1 in 3 Belgians has already heard mention of the sustainable savings programme. About 1 in 5 Belgians has already discovered the sustainable savings programme in the Xtra app.

Between 31 March 2023 and 31 March 2024, 43.625 customers made use of their collected points. This allows us, together with our partners, to create 90.842 m² of flower meadow, plant 59.322 trees and create an additional 23.151 m² of nature reserve. We are also supporting the training of 5.680 small wildlife detectives in schools.





Kies makkelijk milieubewust.

Zo gaan we samen voor een schoner **milieu**, stap voor stap.





SDG 13

To arm ourselves against climate change, we investigate and implement measures at various levels. Our reduction targets focus initially on the short and medium term, with an ambition level validated by the Science Based Targets initiative

- By 2030, we want to emit 42% less direct greenhouse gases than in 2021.
- By 2027, 77% of our suppliers will have scientifically based climate targets.
- By 2030, the products we sell will emit 42% less greenhouse gases during use than in 2021.

From SDG 13 Climate Action, we wish to refer readers to the EU Taxonomy section on p. 128, where we share more information about Colruyt Group's activities for the environmental objectives of climate mitigation and adaptation that qualify for and are aligned with the EU Taxonomy.

You can find the overview of all our sustainability indicators from p. 120.

Forward-looking climate actions

We focus on the broad climate transition, in which energy reduction and zero-emission mobility ambitions are given a prominent place. In the coming financial year, we will continue to work on a comprehensive climate transition plan in which we try to look ahead to horizon 2050. We are also taking targeted action to capture CO₂ in the future via natural solutions. These do not replace mitigation actions, but rather offer a complementary solution for emissions from processes and installations that we have difficulty decarbonising today.

1. Avoiding and reducing greenhouse gas emissions: scopes 1 and 2 ⁽¹⁾

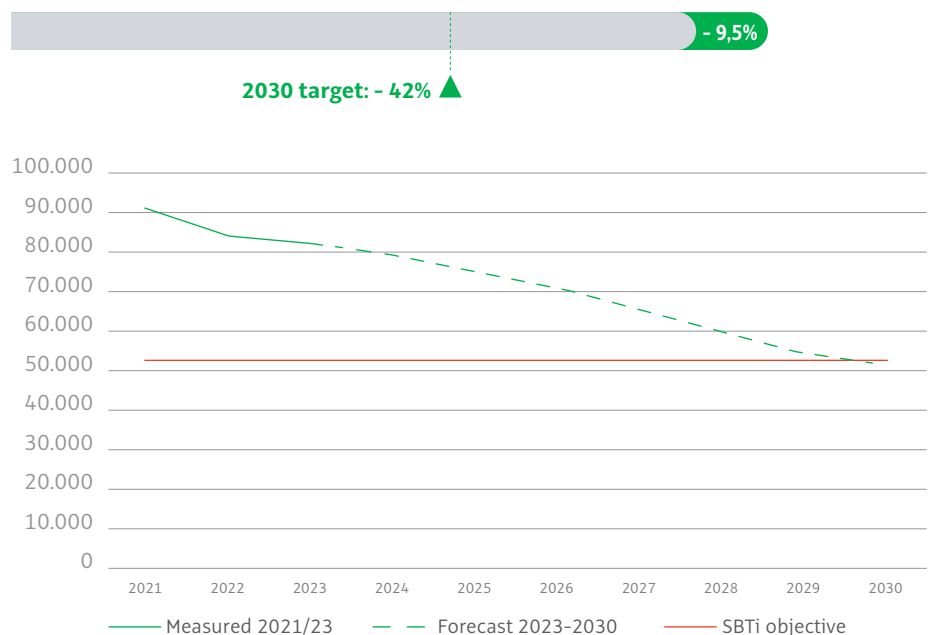
Thanks to the many projects in our CO₂ reduction plan, we have already been able to present very good results in recent years: between 2008 and 2020, we reduced our greenhouse gas intensity in scopes 1 and 2 by more than 40%. We monitor our impact through analyses and set up reduction initiatives where we have the greatest impact.

To continue our efforts in a credible manner, last year we set new **emission reduction targets** with 2030 in sight, which were approved by the Science Based Targets initiative (SBTi). This validation confirms that our ambitions contribute to the Paris climate agreement to limit global temperature rise to maximum 1,5 °C. We shall maintain this scientifically-based effort also after 2030.

Our scope 1 and 2 action plans focus on three hotspots – **cooling, heating and mobility** – in which we emit the most greenhouse gases. And where the bulk of our efforts are directed for reducing these emissions.

>>By 2030, we should emit **42%** less direct greenhouse gases (in absolute values) than in 2021.

By 2023, we had already achieved 9,5% or 7.827,8 tonnes of CO₂eq.



(1) Scope 1 covers the direct emissions caused by our own building, transport and product-related activities. Scope 2 covers the indirect emissions released when generating the energy we purchase.





»By 2035, **100%** of all freight transport – by and for Colruyt Group – throughout the value chain should be zero-emission.

Climate-friendly cooling

In 2017, we started switching to **natural refrigerants** in our Bio-Planet, Colruyt and Okay stores. Since then, 223 stores in Belgium and Luxembourg have been fitted with installations running on propane or propene or CO₂ cooling. These emit 90% less CO₂eq than installations running on synthetic refrigerants. The switch is expected to be complete by 2030. Thanks to our artificial intelligence-based **leak detection system**, we can detect refrigerant leaks early, thereby also limiting our climate impact. In our logistics chain, we use self-developed **liquid ice containers** for fresh produce and frozen foods, with a much smaller climate footprint than refrigerated carts running on CO₂. We now avoid more than **35.000 tonnes of CO₂eq emissions** a year compared to 2016, when we used only CO₂ cooling carts. .



Food stores equipped with natural refrigerants



Heating

We continue to renovate our stores, adding extra insulation and turning them into low-energy stores. By now, 33,4% of our Colruyt, Okay, Okay Compact, Bio-Planet and Cru food stores –157 different locations in all – are already equipped with heat recovery systems. 24,7% of food stores, that is 27 stores more than in the previous year, do not use fossil fuels at all.

Zero-emission freight transport

All transportation performed for Colruyt Group by our own drivers, suppliers and transport partners will be completely emission-free by 2035. Specifically, this covers the delivery of goods to our distribution centres, stores and customers. We shall make our own freight transport zero-emission by 2030 using **battery-electric and hydrogen-electric vehicles** that emit zero greenhouse gases when travelling. By 2035, we will have taken the next step: our freight transport will then run entirely on green electricity and green hydrogen.

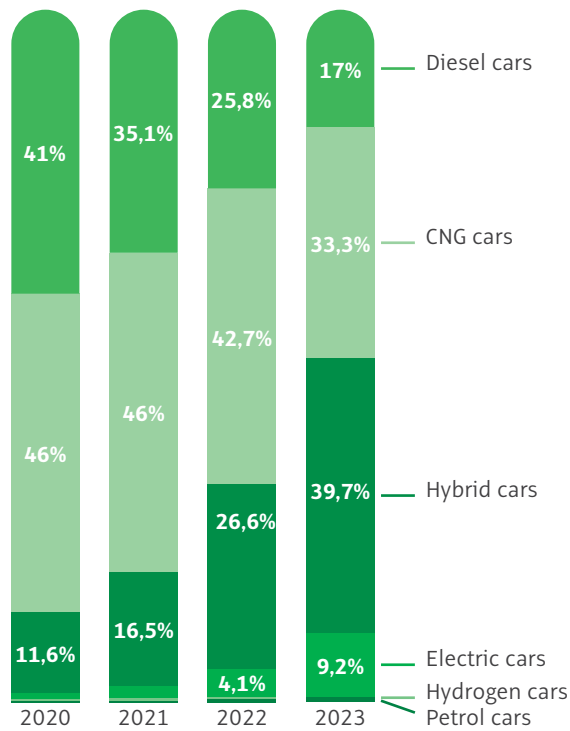
We currently have one electric and one hydrogen 44-tonne truck. Together, they drove more than 60.000 kilometres in the past financial year. In addition, the first Colruyt Lowest Prices suppliers are also taking the step towards zero-emission transport. Solucious too has since 2023 had five **electrically refrigerated trucks**, which together travelled 43.847 kilometres in the past financial year. We are fully committed to bicycle deliveries in urban areas, accounting for 67.196 bicycle kilometres in the 2023/24 financial year.



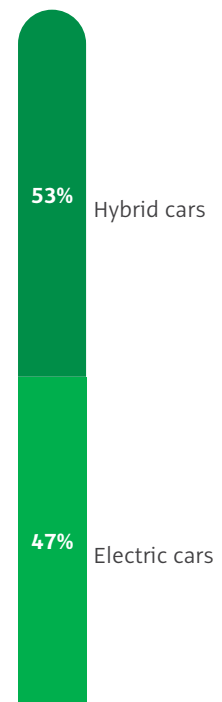
Zero-emission company vehicles

In the 2023/24 financial year, we continued the **electrification** of our commercial vehicles. In this way, 39,7% of our fleet already drives hybrid, 13,1% more than in the previous financial year. The share of fully electric cars has more than doubled in one year, to 9,2%. In the last quarter of this financial year, more than two thirds of our newly ordered cars were fully electric. We naturally support the federal government's goal of a complete switch to 100% zero-emission company vehicles by 2026, provided that sufficient charging points are available. The existing fleet will still contain hybrid and fossil-powered vehicles after 2026, but no new ones will be added. Their number will visibly decrease year by year.

Company vehicles in our fleet



Orders for 2024/25

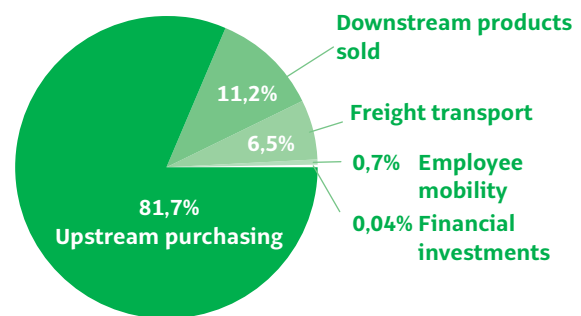


2. Avoiding and reducing greenhouse gas emissions: scope 3 (1)

Our activities also generate **indirect greenhouse gas emissions** throughout the value chain. We identify the processes and product categories with the greatest impact on climate change. For example, we expect our suppliers to reduce their CO₂ emissions and to pursue scientifically based targets to limit those emissions. We motivate and inform our customers through the Eco-Score and via the Protein Shift. We are decarbonising our transport and making further efforts in the fields of deforestation, packaging, circular materials and responsible sourcing.

We monitor our indirect greenhouse gas emissions based on the **Organisation Environmental Footprint (OEF)**, the recognised method of the European Commission. This allows us to assess the environmental footprint of our activities and products more broadly than when just looking at the 'Climate Change' impact category.

Distribution of greenhouse gas emissions in scope 3



>>By 2030, the products we sell (electro and fossil fuels) should emit **42%** less greenhouse gases during use than in 2021.



(1) Scope 3 consists of the indirect emissions – linked to our activities – that take place in the value chain, both at our suppliers and customers.

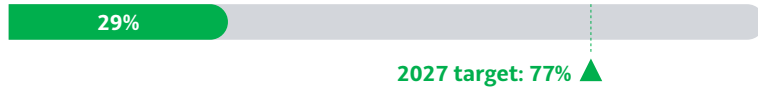




SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

»By 2027, **77%** of our suppliers (by purchase figures) in the 'purchased products and services' category should have scientifically validated climate targets within the framework of the Science Based Targets initiative.



More plant-sourced foods

Since 2022, we have been closely watching the ratio between vegetable and animal protein contents, following a methodology we have developed in consultation with the Flemish government, KU Leuven and Sciensano. The results of our monitoring in 2023 correspond to the Flemish government and KU Leuven's measurements of protein purchases, as determined in the EI-MEET study. This research monitors on an annual basis the evolution of protein intake and protein purchases.

Over the past year, Colruyt Group took several initiatives around plant-sourced foods:

- We use **draff**, a residual product of beer brewing, as a basis for fibre and protein-rich plant products that we sell at Bio-Planet.
- During the **Legumes Week** in February 2024, we promoted a more plant-based offering in our company canteens. A month later, we were the main sponsor of the **Veggie Challenge**.
- Colruyt Group Academy offers specific workshops, such as 'Discovering plant-based cuisine', where **vegetable cooking** is centre-stage.
- Bio-Planet and Seppe Nobels have jointly introduced new Belgian classics with **vegetables in the leading role**. A series of plant-based end-of-year recipes also followed later.
- In December 2023, Bio-Planet and Solucious were main sponsors of the **Protein Festival**, aimed at food industry professionals.
- Customers buying products with good **Eco-Scores** receive points that they can allocate to a good cause. Read more on p. 112.



»By 2028, **60%** of the proteins in the products we sell will come from plant sources and **40%** from animal sources.



Mobility of goods and employees

- **Smart transport planning** and a **93% load factor** for the trucks delivering goods to our stores have enabled us to optimise freight truck travel to and from all our store formats. This way, we avoid unnecessary journeys and fuel use.
- Every day, **22,5%** of employees **commute** by bicycle, up **1,5%** on last year. Some 6.300 employees cover an average of 7 kilometres each way, representing over 85.000 kilometres a day.
- At the end of 2023, a pilot project around a **mobility budget** started for employees not opting for company cars. Since then, these employees have received more advantageous mobility budgets in place of a gross car premium, which they can use to organise their own sustainable mobility autonomously and flexibly. Public transport tickets, shared mobility, a bicycle and housing costs are all eligible. The mobility budget is a valuable alternative to the company car for making alternative mobility more attractive and accessible. The pilot received a positive evaluation and the mobility budget will therefore be rolled out further in 2024.



3. Removing greenhouse gases from the atmosphere

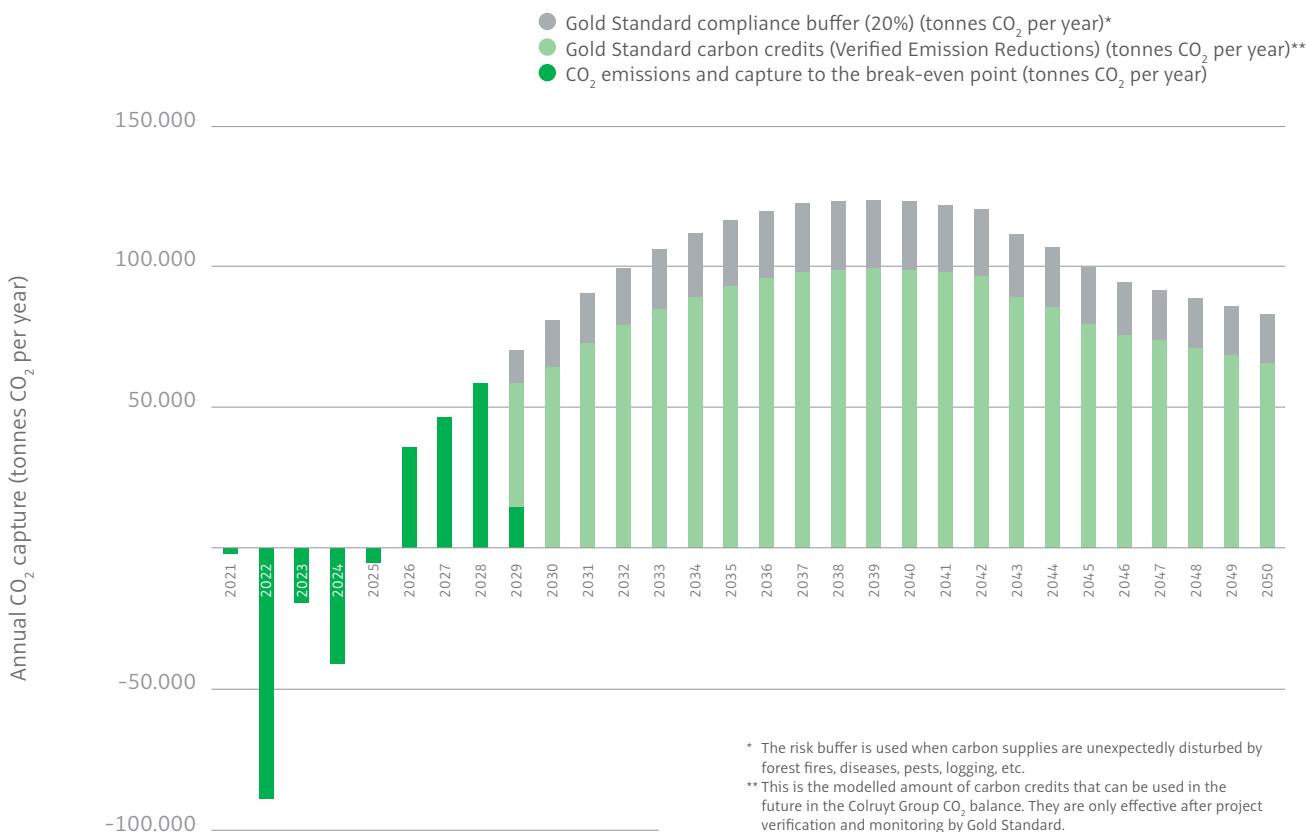
In addition to the measures to reduce our greenhouse gas emissions, we are committed to CO₂ capture via natural solutions.

Forest in the Democratic Republic of the Congo

Trees extract CO₂ from the air and store them in their biomass. Trees also contribute to biodiversity, water management, temperature regulation, landscape, and so much more. We can say that forest planting is one of the most versatile solutions against climate change. That is why in 2021 we started planting a forest in the Democratic Republic of the Congo, with the aim of eventually planting 10.000 hectares. By the end of March 2024, we had already planted 6,4 million trees on 4.383 hectares.

>>By 2030, we aim to have **net zero emissions** in scopes 1 and 2. By then, we shall be removing at least as much greenhouse gas from the atmosphere as we emit.

Forecast CO₂ balance afforestation project in the Democratic Republic of the Congo



As with most afforestation projects, the land is prepared for planting, initially releasing (biogenic) CO₂. As soon as the planted trees have stored more CO₂ than the original vegetation, we can speak of **net CO₂ storage** and we can then offset our own (fossil) CO₂ emissions.

We have chosen to have our afforestation project validated by an independent party, applying the **Gold Standard criteria**. In the long term, this will produce certified carbon credits that we can use as **CO₂ offsets** for our own activities (scope 1 & 2)

or elsewhere in the chain (scope 3). This will enable us to substantiate our net-zero claim.

This commitment is in addition to our own reduction targets. Only after extensive reduction can we compensate the remaining emissions with carbon credits from our afforestation project. Whereas last year we reported only the effective CO₂ storage through tree growth, the figures from this year onwards also include the initial CO₂ emissions at the planting stage.



Both ecologically and socially, we want to create added value for and with the local communities of the Congolese province of Kwango.

- **Employment:** to plant the forest, we are employing several hundred local workers for at least five years. This number rises to over 1.000 in peak periods.
- **Agro-economy:** we stimulate local agricultural production. In this way, the local population is no longer dependent on logging for their income. We have begun working with the local population to grow cassava and vegetables. Last year, we also provided training in beekeeping and 17 beehives were populated with honeybees. We expect the first honey in August 2024.
- **Infrastructure:** we built a bridge across the Konzi River, connecting the communities on the two banks. We are also conducting demographic studies for the construction of schools and medical centres.
- **Biodiversity:** by planting different (native) tree species, we are creating a bio-diverse tropical forest with varied animal habitats. To prevent logging and burning, we have appointed about ten local brigadiers, with responsibility for preventing and extinguishing small fires and inspecting firebreaks.



Carbon farming

In 2022, together with Vlaams Hoesverund and Inagro, we launched various pilot projects around 'carbon farming' or 'carbon-conscious agriculture'. This offers ways to bind carbon in agricultural soils through alternative crop rotations and new cultivation techniques. This not only removes carbon from the air, but also makes the soil more fertile and resistant to erosion, drought and flooding, thereby killing two birds with one stone. Since then, a whole raft of initiatives have been taken:

- A **meadow screen** of 500 trees and shrubs was planted.
- By consciously opting for **crop rotation**, the soil remains covered in winter and the various crops can bind more CO₂.
- An intensive exchange of **knowledge and experience** takes place between the different partners.

We are keen to further improve soil health by broadening the project and the collaboration, among other things by focusing on **regenerative agriculture**, where the remains of old crops support new crops. In this way, in addition to the potential storage of carbon, we can also count the benefits in terms of soil quality and soil health.



What is Gold Standard?
Gold Standard is the highest standard for climate projects in order to guarantee that a project makes an effective and substantial contribution to climate change. Our afforestation project in the Democratic Republic of the Congo is currently '**Gold Standard listed**', meaning that all documentation has been submitted, but neither the project nor its impact have yet been certified by Gold Standard itself or an external auditor. The project was audited at the beginning of March 2024 and we are working on validating the project design. The certification process can be consulted in the impact register at www.goldstandard.org (id: GS12214 - GSF Registry).

4. Adapting to climate change

At Colruyt Group, we have long been committed to mitigating the effects of climate change, primarily **heatwaves, water shortages and flooding**. Following the study we conducted in 2023 on the physical risks of our own operations, we continue to focus on:

- **Circular water management:** by collecting, purifying and reusing wastewater and rainwater, we are less dependent on the available city water. Read more on p. 98.
- **Protecting water resources:** by permeabilising hard surfaces, water buffering and permitting targeted infiltration, we maintain the natural water cycle and avoid flooding. Read more on p. 99.
- **Climate-conscious building:** when constructing our buildings, we consider factors such as flooding and orientation to the sun.
- **Resilient cooling systems:** we choose cooling systems that can withstand high peak temperatures, especially for our key facilities.

Read more about our risk management from p. 98 onwards.

Our sustainability indicators

SDG 2 indicators ⁽¹⁾	Further details of our efforts can be found in the SDG 2 chapter	2021	2022	2023
Balanced nutrition for all				
Food donated to social organisations (in tonnes)	Calendar year	5.622	6.942	7.863
% fresh produce actually sold	Calendar year	96,98	96,83	97,23

(1) These indicators relate to the Bio-Planet, Colruyt and Okay food stores in Belgium.

SDG 3 indicators	Further details of our efforts can be found in the SDG 3 chapter	2021	2022	2023
Balanced nutrition tailored to customer needs ⁽¹⁾				
# products with improved nutritional composition	Calendar year	240	171	258
Reduction in fats (in tonnes)	Calendar year	251,1	112,3	215,0
Reduction in saturated fats (in tonnes)	Calendar year	116,8	66,1	79,8
Reduction in sugar (in tonnes)	Calendar year	228,1	166,9	252,2
Reduction in salt (in tonnes)	Calendar year	34,4	14,8	19,7
Added fibre (in tonnes)	Calendar year	39,1	39,0	90,3
# Boni Selection items with an improved Nutri-Score	Calendar year	50	41	33
Safe and healthy working environment				
% employees who have joined the Solidarity Fund	Financial year	69,00	67,63	62,86
Amount paid out by the Solidarity Fund (in EUR)	Financial year	1.400.162	1.348.064	1.230.119
# Lost-time incidents (LTI)	Financial year	969	916	885
LTI frequency rate (LTIFR) ⁽²⁾	Financial year	25,30	22,75	24,98
LTI severity rate ⁽³⁾	Financial year	0,69	0,54	0,60
# long-term sick employees contacted by The Connection	Financial year	2.935	3.516 ⁽⁴⁾	3.553

(1) The scope of the indicators on nutritional composition covers our private-label brands Boni Selection and Everyday and the meat products in the butcher's section and meat aisles of Colruyt and Okay.

(2) The ratio of the total number of occupational accidents (at work) resulting in total unavailability of at least one day, not including the day of the accident, multiplied by 1.000.000 to the hours worked including course hours and hours for union activities.

We perform these measurements for the following staff categories: employees, (vocational) trainees, student workers & Saturday workers.

(3) The ratio of the number of calendar days lost due to occupational accidents (at work) multiplied by 1,000 to the hours worked including course hours and hours for union activities. We perform these measurements for the following staff categories: employees, (vocational) trainees, student workers & Saturday workers.

(4) Due to missing figures, the 2022 figure was corrected.

SDG 6 indicators ⁽¹⁾	Further details of our efforts can be found in the SDG 6 chapter	2021 ⁽¹⁾	2022 ⁽¹⁾	2023 ⁽²⁾
Circular water management				
Total water consumption (in m ³)	Calendar year	583.679	634.619	620.769
% rainwater and wastewater. 2030 target: 50%	Calendar year	33,21	38,16	40,57
Recycled wastewater (in m ³)	Calendar year	106.074	149.778	147.407
Reducing the waterprint of our offerings				
% of our fresh potatoes/fruit/vegetable products from high-water-risk regions which meet a water standard. 2025 target: 70%	Calendar year		22	41

(1) The 2021 and 2022 data was adjusted based on a more correct dataset, the one also used to calculate the 2023 data.

(2) The scope of these indicators includes water consumption in Belgium for all company distribution centres (including Collect&Go, Solucious and Newpharma), office buildings, data centres and all Colruyt Lowest Prices, Okay, Okay Compact, Bio-Planet, Cru, Dreamland and Dreambaby stores.

SDG 7 indicators

Further details of our efforts can be found in the SDG 7 chapter

2021

2022

2023

The scope of these indicators is the consolidated scope of Colruyt Group unless otherwise indicated

Avoiding and reducing energy consumption				
Total energy consumption of Colruyt Group (in MWh)	Calendar year	633.200	607.024 ⁽²⁾	587.119 ✓
Total energy consumption of Colruyt Group in Belgium and Luxembourg (in MWh)	Calendar year	580.015	555.411 ⁽²⁾	522.588
Energy intensity (in MWh per EUR million revenue) ⁽¹⁾	Calendar year	63,0	56,1 ⁽²⁾	54,1 ✓
Energy intensity in Belgium and Luxembourg (in MWh per EUR million revenue) ⁽¹⁾	Calendar year	61,3	55,3 ⁽²⁾	52,9
% decrease normalised energy consumption vs.2009. 2030 target: 20%			10,4	13,5
Producing and using renewable energy				
Total energy consumption from fossil sources (in MWh) ⁽³⁾	Calendar year	356.483	328.023	308.202 ✓
Fuel consumption from crude oil and petroleum products (in MWh)	Calendar year	91.947	104.803 ⁽²⁾	111.741
Fuel consumption from natural gas (in MWh)	Calendar year	263.181	219.393 ⁽²⁾	192.506
Fuel consumption from other non-renewable sources (in MWh)	Calendar year	1.021	1.542 ⁽²⁾	936
Consumption of purchased electricity, heat, steam and cold from non-renewable sources (in MWh)	Calendar year	334	2.284 ⁽²⁾	3.018
Total energy consumption from nuclear sources (in MWh)	Calendar year	0	0	2
Total energy consumption from renewable sources (in MWh)	Calendar year	276.717	279.001 ⁽²⁾	278.917 ✓
Fuel consumption from renewable sources incl. biogas, green hydrogen, etc. (in MWh)	Calendar year	77	84	77
Consumption of purchased electricity, heat, steam and cold from renewable sources (in MWh)	Calendar year	276.641	265.752 ⁽²⁾	269.111
Consumption of self-produced renewable energy (excl. fuels) (in MWh)	Calendar year	10.485	13.166	9.729
% renewable sources in our total energy consumption	Calendar year	43,7	46,0 ⁽²⁾	47,5
% renewable electricity in our total electricity consumption	Calendar year	99,8	99,1 ⁽²⁾	98,9
Offering renewable energy				
# Colruyt Group sites with charging stations	Financial year	159	230	401

✓ The quality and accuracy of these figures are assured by an external auditor (limited assurance), in accordance with ISAE 3000 (the standard for assurance over non-historical financial information). These indicators have a [SYMBOL]. Please refer to the independent auditor's report on p. 139.

- (1) For this indicator, the numerator and denominator (total energy consumption divided by revenue) are not fully aligned. Energy consumption was calculated on a calendar year basis, as opposed to revenue which was calculated on a financial year basis to be consistent with the financial data listed in the annual report. This implies that Dreambaby NV was still considered in the numerator of this indicator, while the denominator excludes it, as it is reported as a discontinued operation at the end of the financial year. However, Colruyt Group states that this does not significantly affect the indicator of MWh energy consumption per EUR million of net revenue.
- (2) Due to missing figures for the French entities at the time, the consumption figure for 2022 has been corrected.
- (3) To avoid double counting, self-produced and -consumed electricity and heat from the combined heat and power installations are included only under the natural gas consumption needed to operate the CHP installations.

SDG 8 indicators

Further details of our efforts can be found in the SDG 8 chapter

2021

2022

2023

Working at Colruyt Group ⁽¹⁾

# employees at Colruyt Group as a whole	Financial year	32.996	33.384	33.827
Evolution of employee count (net growth)	Financial year	51	388	551
Average length of service (in years)	Financial year	10,27	11,00	11,08
# student workers who have worked for Colruyt Group in the past year	Financial year	8.949	10.432	10.987
# over-45s recruited	Financial year	410	565	565
% women in leadership positions	Financial year	28,01	28,57	28,59
# job switches (internal)	Financial year	727	786	690
# employees subscribing to the capital increase	Financial year	1.606	1.489	1.490
Total profit-sharing amount (in million EUR)	Financial year	20,40	0	25,21
% employees represented by a social consultative body	Financial year	94,00	93,40	92,05
% employees covered by a collective labour agreement	Financial year	100	100	100
% full-time employees	Financial year	78,43	78,76	83,75
% part-time employees	Financial year	21,57	21,24	16,25
% employees on permanent contracts	Financial year	98,20	99,00	98,76
% employees on fixed-term contracts	Financial year	1,80	1,00	1,24

Inclusive workplace

Average gender pay gap (incl. fringe benefits)/FTE	Financial year	-	2,27	3,57
# nationalities	Financial year	89	94	100

Learning and developing together ⁽¹⁾

Investment in education and training (in million EUR)	Financial year	39,10	37,74	40,83
% payroll invested in education and training	Financial year	2,82	2,61	2,92
# individual participants in personal growth and health training courses	Financial year	1.548	2.702	1.708
# different personal growth and health training courses	Financial year	55	82	59
# employees in a dual learning programme	Financial year	211	240	300
# trainees	Financial year	710	476	873
# trainee programmes	Financial year	14	8	6
# Colruyt Group Academy centres	Financial year	11	11	11
# participants in Colruyt Group Academy workshops and events for consumers	Financial year	23.501	41.458	68.907
# different Colruyt Group Academy events and courses for consumers	Financial year	152	149	178
Investment amount (in EUR) Colibri Foundation	Calendar year	907.846	1.152.935	1.110.156
# Colibri Foundation training projects	Calendar year	18	18	21
# young people directly involved in Colibri Foundation training projects	Calendar year	10.480	11.202	16.558
Average number of training hours per employee	Financial year	27,00	37,26	34,16
Total number of training hours during the year (in millions)	Financial year	1,02	1,12	1,04

Working conditions in the supply chain ⁽²⁾

# producers monitored in at-risk countries	Calendar year	485	404	382
% producers in at-risk countries receiving at least one audit	Calendar year	81,00	64,35	79,00
% producers in at-risk countries with an acceptable social audit result	Calendar year	96	90	88
# producers moving up from poor to acceptable results compared with previous year	Calendar year	5	7	14
# producers with whom cooperation was terminated due to a violation of the Code of Conduct	Calendar year	5	1	2

(1) These indicators relate to Colruyt Group Belgium, unless stated otherwise.

(2) The indicators on correct working conditions in the supply chain relate to producers of our private-label products.

SDG 12 indicators

Further details of our efforts can be found in the SDG 12 chapter

2021

2022

2023

Responsible sourcing

Fish

Total # wild-caught fish, shellfish and crustacean products	Calendar year	199	199	200
Total % MSC-certified wild fish, shellfish and crustacean products	Calendar year	85,4	82,4	85,0
Total % MSC-certified or ILVO/ISSF-verified (specifically tuna) wild-caught fish, shellfish and crustacean products	Calendar year	98,5	98,9	99,5
# farmed fish, shellfish and crustacean products	Calendar year	111	106	117
% ASC- and BIO-certified farmed fish, shellfish and crustacean products	Calendar year	94,6	98,1	99,1

Coffee

# coffee products	Calendar year	105	141	125
% certified coffee beans purchased (Rainforest Alliance, BIO, Fair Trade)	Calendar year	100	100	100
% certified coffee products (Rainforest Alliance, BIO, Fair Trade)	Calendar year	100	100	100

Cocoa

# products containing cocoa	Calendar year	310	329	329
% certified products containing cocoa (BIO, Fair Trade)	Calendar year	99,5	99,5	100
% certified chocolate bars and tablets	Calendar year	100	100	100

Soy for food

# tonnes of soy products for food	Calendar year	882,70	923,86	933,93
% GMO-free (without the use of GMO technologies)	Calendar year	100	100	100
# tonnes soy in TIER 1 (on the basis of soy present in the product)	Calendar year	454,70	518,03	520,91
% TIER 1 soy with sustainability certification (Tier 1 ⁽¹⁾)	Calendar year	64,30	54,31	42,18
% TIER 1 soy with sustainability certification and/or from Europe or North America	Calendar year	88,80	87,82	79,96
% TIER 1 soy offset by purchased RTRS credits	Calendar year	11,20	12,18	20,04
# tonnes soy in TIER 5 ⁽²⁾ (on the basis of soy derivatives present in the product)	Calendar year	428,10	405,84	430,27
% TIER 5 soy certified or offset by purchased RTRS credits (Tier 5 ⁽²⁾)	Calendar year	100	100	100

Soy for feed

Volume of soy for feed used in meat and dairy production (in tonnes)	Calendar year	41.246	37.778	32.050
% soy for feed offset by RTRS credits	Calendar year	100	100	100

(1) Tier 1: more than 5% soy present in the product.

(2) Tier 5: less than 5% soy or soy derivatives present in the product.

SDG 12 indicators (continued)

Further details of our efforts can be found in the SDG 12 chapter

2021

2022

2023

Palm oil

Volume of palm oil marketed (in tonnes)	Calendar year	4.661,0	4.899,5	5.585,0
% RSPO-certified palm oil: mass balance	Calendar year	1,1	1,5	2,0
% RSPO-certified palm oil: segregated	Calendar year	98,6	98,0	96,5
% conventional palm oil offset by RSPO credits	Calendar year	0,3	0,5	1,5
% RSPO-certified palm oil	Calendar year	100	100	100
Volume of palm kernel oil marketed (in tonnes)	Calendar year	1.009,3	499,3	521,0
% RSPO-certified palm kernel oil: mass balance	Calendar year	41,9	72,0	31,5
% RSPO-certified palm kernel oil: segregated	Calendar year	58,1	28,0	68,5
% conventional palm kernel oil offset by RSPO credits	Calendar year	0	0	0
% RSPO-certified palm kernel oil	Calendar year	100	100	100

Wood

# products containing at least 60% wood	Calendar year	246	237	160
% certified wood products (FSC or PEFC)	Calendar year	100	100	100

Paper

# paper products	Calendar year	295	314	366
% certified paper products (FSC, PEFC or Der Blaue Engel)	Calendar year	100	100	100

Cotton

% GOTS- or BCI-certified Dreambee cotton products	Calendar year	100	100	100
# GOTS-certified cotton products (briefs, vests, socks) at Colruyt	Calendar year	64	80	82

Supply chain projects

# active supply chain projects	Calendar year	8	8	11
# products from supply chain projects in our stores	Calendar year	46	41	46
# farmers indirectly involved in the supply chain projects (via cooperation projects)	Calendar year	49.864	45.011	46.303
# farmers directly involved in the supply chain projects (directly in the chain)	Calendar year	2.320	2.176	2.505

Animal welfare

% fresh eggs from cage-free or free-range hens	Calendar year	100	100	100
% products containing eggs from cage-free or free-range hens	Calendar year	100	100	100
% fresh rabbit meat from parks (excluding ready-made dishes) supplied via Fine Food Meat	Calendar year	100	100	100
% fresh rabbit meat from parks (excluding ready-made dishes)	Calendar year	100	100	100
% animals stunned before slaughter	Calendar year	100	100	100

SDG 12 indicators (continued)

Further details of our efforts can be found in the SDG 12 chapter

2021

2022

2023

Resource-saving use of raw materials

Smarter packaging ⁽¹⁾

Volume packaging material transitioned to sustainable materials (in kg)	Calendar year	15.023	2.480.220	4.907.068
Volume packaging material transitioned from non-recyclable to recyclable packaging (in kg)	Calendar year	82.861	1.490.078	1.990.994
Volume packaging material removed from the market (in kg)	Calendar year	20.669	113.792	113.024
% rPET ⁽²⁾ in private-label beverages. 2025 target: at least 50%	Calendar year	33,62	34,67	38,00
% unsold food incinerated or fermented. 2025 target: max. 60%	Calendar year	65,0	61,3	55,1

Combating food waste ⁽³⁾

% unsold food for human consumption	Calendar year	15,9	20,8	25,4
% unsold food used as animal feed	Calendar year	18,8	18,1	19,3
% unsold food used in the biochemical industry	Calendar year	0,3	0,4	0,3
% unsold food incinerated or fermented	Calendar year	65,0	60,8	55,1

Avoiding and reducing waste ⁽³⁾

% recycling rate. Target: at least 85%	Calendar year	85,04	85,59	85,92
% products actually sold (fresh and frozen)	Calendar year	96,98	96,83	97,23
% unsold food incinerated or fermented. 2025 target: max. 60%	Calendar year	65,0	61,3	55,1

Conscious consumption

% Belgian consumers indicating they know the Eco-score	Financial year		41	51
# private-label products whose packaging lists the Eco-score	Financial year		500	750

(1) The packaging indicators relate to our private-label products.

(2) rPET is recycled PET plastic (polyethylene terephthalate), a material often used to replace new PET (aka virgin PET), such as plastic bottles and food containers

(3) The food loss and waste indicators relate to Colruyt Group's retail activities in Belgium and Luxembourg: our store formats, our distribution centres and Fine Food's production centres, as well as the (limited) waste from our office buildings in Halle. Construction waste is not included.

SDG 13 indicators

Further details of our efforts can be found in the SDG 13 chapter

2021

2022

2023

Greenhouse gas emissions

Greenhouse gas emissions scope 1 (in tonnes CO ₂ eq)	Calendar year	90.556 ⁽³⁾	83.307 ⁽³⁾	81.336 ✓
Share of greenhouse gas emissions (scope 1) regulated through emissions trading (%)	Calendar year	0%	0%	0%
Greenhouse gas emissions scope 2 (location-based) (in tonnes CO ₂ eq)	Calendar year	30.514 ⁽³⁾	34.665 ⁽³⁾	28.930 ✓
Greenhouse gas emissions in scope 2 (market-based) (in tonnes CO ₂ eq)	Calendar year	232 ⁽³⁾	652 ⁽³⁾	803 ✓
% reduction of greenhouse gas emissions in scope 1 and 2 (market-based), versus base year 2021. 2030 target: 42%	Calendar year	-	7,5 ⁽³⁾	9,5
Greenhouse gas intensity - market-based (scopes 1 and 2, in tonnes CO ₂ eq per million EUR revenue) ⁽¹⁾	Calendar year	9,1 ⁽³⁾	7,8 ⁽³⁾	7,6 ✓
Greenhouse gas emissions scope 3 (in tonnes CO ₂ eq) ⁽⁴⁾	Calendar year	6.735.951 ⁽³⁾	6.692.827 ⁽³⁾	6.175.232
i. Upstream purchasing	Calendar year	5.504.873 ⁽³⁾	5.431.628 ⁽³⁾	5.042.512
ii. Downstream products sold	Calendar year	802.514 ⁽³⁾	760.942 ⁽³⁾	688.936
iii. Freight transport	Calendar year	400.562 ⁽³⁾	456.822 ⁽³⁾	399.407
iv. Employee mobility	Calendar year	26.316 ⁽³⁾	40.200 ⁽³⁾	42.022
v. Financial investments	Calendar year	1.686 ⁽³⁾	3.234 ⁽³⁾	2.354
Total greenhouse gas emissions (in tonnes CO ₂ eq) - location-based	Calendar year	6.857.021 ⁽³⁾	6.810.799 ⁽³⁾	6.285.498
Total greenhouse gas emissions (in tonnes CO ₂ eq) - market-based	Calendar year	6.826.739 ⁽³⁾	6.776.786 ⁽³⁾	6.257.371
% suppliers affiliated to the Science-Based Targets initiative (by purchase rate. 2027 target: 77%) ⁽²⁾	Calendar year	-	28,50	28,96 ⁽²⁾

✓ The quality and accuracy of these figures are assured by an external auditor (limited assurance), in accordance with ISAE 3000 (the standard for assurance over non-historical financial information). Please refer to the independent auditor's report on p. 139.

(1) For this indicator, the numerator and denominator (total greenhouse gas emissions divided by revenue) are not fully aligned. Greenhouse gas emissions were calculated on a calendar year basis, as opposed to revenue which was calculated on a financial year basis to be consistent with the financial data listed in the annual report. This implies that Dreambaby NV was still considered in the numerator of this indicator, while the denominator excludes it, as it is reported as a discontinued operation at the end of the financial year. However, Colruyt Group states that this does not significantly affect the indicator of tonne CO₂eq per million EUR of net revenue.

(2) The indicator refers to the representation of suppliers in procurement costs. The calculation of this indicator covers over 90% of the purchase figure. The calculation method was slightly modified due to a more accurate dataset, so the figures are not fully comparable with those of 2022.

(3) Data for the base year 2021 and for 2022 was recalculated against the previous reporting year. Read more on p. 127.

(4) As of this reporting year, we also include Roelandt NV and Codifrance SAS. As this addition is below the threshold for recalculation, it does not trigger any historical recalculation.

Removing greenhouse gases from the atmosphere

# trees planted in the Democratic Republic of the Congo ⁽¹⁾	Financial year	531.735 ⁽²⁾	4.338.469 ⁽²⁾	6.408.251
# hectares planted with trees in the Democratic Republic of the Congo ⁽¹⁾	Financial year	420 ⁽²⁾	3.430 ⁽²⁾	4.383
Net CO ₂ sequestration through forest planting in the Democratic Republic of the Congo (tonnes of CO ₂) ⁽¹⁾	Financial year	0	0 ⁽³⁾	0 ⁽³⁾

(1) Cumulative

(2) By using a more comprehensive method of calculation, an error was found in the figures for 2021 and 2022. This has been corrected.

(3) One can only speak of net CO₂ storage once the planted trees have stored more CO₂ than the original vegetation.

Mitigation plan scope 1 and 2

% food stores equipped with natural refrigerants ⁽¹⁾	Financial year	35,7	43,0	47,4
% food stores equipped with heat recovery ⁽¹⁾	Financial year	19,9	27,4	33,4
% food stores without fossil fuels ⁽¹⁾	Financial year	10,2	19,8	24,7
% low-energy stores in total retail building stock ⁽²⁾	Financial year	42,5	47,3	59,4
% rotations with liquid ice containers ⁽³⁾	Financial year	93,9	97,6	96,2
% refrigerant leakage rate	Calendar year	3,8	4,0	3,4
% zero-emission company vehicles	Financial year	-	4,4	9,4

(1) The indicators for stores using natural refrigerants, heat recovery and not using fossil fuels refer to the Bio-Planet, Colruyt and Okay food stores in Belgium and Luxembourg.

(2) The indicator for low-energy stores refer to the Bio-Planet, Colruyt, Cru and Okay stores in Belgium and Luxembourg.

(3) The indicator for liquid ice containers relates to the food retail trade of Bio-Planet, Colruyt and Okay in Belgium and Luxembourg.



Mitigation plan scope 3				
% employees cycling to work	Financial year	19,5	21,0	22,5
% employees coming to work by public transport	Financial year	5,8	6,3	6,9
% employees carpooling to work	Financial year	4,0	4,0	4,0
# truck journeys saved by the use of barges in Belgium	Financial year	4.836	4.448	3.498
% outgoing deliveries in the early morning, evening and at night	Financial year	46,2	46,0	46,8
% load factor outgoing deliveries for Colruyt	Financial year	94,0	93,9	93,1
# own zero-emission freight vehicles in operation	Financial year	-	-	14
% own zero-emission tractor units, box trucks and vans	Financial year	-	-	2,19
% kilometres travelled by own zero-emission freight vehicles	Financial year	-	-	1,48



Organisational boundaries

The Colruyt Group entities and activities falling within the scope are comparable to the scope of financial reporting according to the principle of financial control. For this reason, all entities accounted for using the equity method are excluded from this exercise. Emissions from joint ventures and associates are accounted for in the 'Financial investments' category in scope 3.

Where significant structural changes occur mid-year that materially impact our scope 1 and 2 greenhouse gas emissions (i.e. an acquisition or divestment), we shall reflect this change in the inventory on a best effort basis for a full reporting year, so as to maintain consistency with the recalculated base year. The last day of the reporting period determines the scope for the entire reporting period, so as to maximise comparability across the years.

Restatement of historical data

Certain significant structural organisational changes took place in 2023: Degrenne Distribution SAS was fully included in the consolidation scope, Dreamland NV and DATS 24 NV are no longer included. Certain emission factors have been updated and the emission factors for the residual mix are now used for the market-based emissions in scope 2. The data (scopes 1 and 2) for base year 2021 and for 2022 have been recalculated to reflect these changes. For scope 3 also, a number of methodological improvements and improved data quality (mainly for the calculation of the product portfolio) have led to a recalculation and thus a slightly adjusted base year. Dreamland NV and DATS 24 NV were removed from the historical data. The details of Degrenne Distribution SAS have not yet been added. The threshold for recalculation is 5%.

Methodology

We report our scope 1, 2, and 3 greenhouse gas emissions data based on the Greenhouse Gas (GHG) Protocol Corporate Standard. CO₂ emission data are in the form of a calculated CO₂ equivalent, defined as actual CO₂ emitted plus equivalent emissions of other relevant greenhouse gases defined by the GHG Protocol.

For defining the scope 3 emissions, we identified the categories with the greatest impact and relevance for Colruyt Group, according to the guidelines of the Greenhouse Gas Protocol and the Corporate Value Chain Accounting and Reporting Standard. The categories 'Upstream leased assets', 'Processing of sold products' and 'Downstream leased assets' turned out to be immaterial during this screening and/or do not match the nature of our activities.

Emission factors

The emission factors used in our calculation are applied in a hierarchical manner. This means that – when looking for an emission factor – we first consult the ADEME databases (Base Carbone v23.2 and Agribalyse v3.1 for food products). For location-based emission factors for electricity, we look to the International Energy Agency (IEA, 2023 edition), for the residual mix (market-based) we use the AIB values (European Residual Mixes) where available. If not available, the IEA emission factors are applied. Especially for the impact of non-food products, we use Ecoinvent v3.9 and Agri-Footprint. The databases used in this exercise are updated regularly. We are working towards integrating more primary supplier data to increase the quality of our data.

EU Taxonomy

Classification system for sustainable activities

The European Taxonomy Regulation ('EU Taxonomy') is part of the action plan for **funding the European Green Deal**. In this Green Deal, the European Union states among other things its ambition to reduce greenhouse gas emissions to net zero by 2050, making the EU **climate-neutral**. To achieve the stated targets, the European Commission foresees redirecting capital flows toward sustainable economic activities.

The EU Taxonomy is a **classification system** to determine whether an economic activity can be considered sustainable. It thus helps companies, as well as investors or policymakers, identify sustainable economic activities. Moreover, the regulation includes a **.financial reporting requirement**.

The EU Taxonomy currently focuses on **six environmental targets** for which companies must report on how their economic activities contribute to their achievement:

1. **Climate change mitigation (CCM)**
2. **Climate change adaptation (CCA)**
3. **The sustainable use and protection of water and marine resources (WTR)**
4. **The transition to a circular economy (CE)**
5. **Pollution prevention and control (PPC)**
6. **Protection and restoration of biodiversity and ecosystems (BIO)**

Reporting year 2023/24

For reporting year 2023/24, companies are asked to identify which of their economic activities are potentially environmentally sustainable ('**eligible activities for the taxonomy**') with regard to the first two environmental objectives: **climate change mitigation and adaptation**. Like last year, we reviewed these eligible activities against **the technical screening criteria** while also assessing **the minimum safeguards**. We thus identified the activities that are effectively environmentally sustainable according to the EU Taxonomy ('**Taxonomy-aligned activities**').

In contrast to the 2022/23 reporting year, this year we also identified eligible activities for the **other four eligible environmental objectives (water, the circular economy, pollution and biodiversity)** set forth in the EU Taxonomy. These objectives are defined in detail in the Commission Delegated Regulation (EU) 2023/2486 ('**Delegated Regulation**'). As of next financial year, we will assess these activities against the corresponding technical screening criteria, thus reporting both eligible and Taxonomy-aligned activities for all six environmental objectives.

Ultimately, the EU Taxonomy can be seen as a **financial reporting requirement**. The European Union requires the proportion of turnover, capital expenditure (CapEx) and operating expenditure (OpEx) related to these eligible and aligned economic activities to be reported.

We would like to add that EU Taxonomy reporting is and remains **new and quite complex**, with legislation and market practice still evolving. We are therefore closely monitoring developments, while in the meantime organising ourselves as best as possible to comply with this new reporting requirement.

Scope of application for Colruyt Group

We evaluated the economic activities of **.all our fully consolidated companies**. Colruyt Group also invests indirectly in many sustainable economic activities listed in the EU Taxonomy but these investments are in associates outside the scope of the group's fully consolidated companies. For example, together with Korys, we are investing in the energy holding company Virya Energy whose main activity is the production of renewable energy and hydrogen. Below we refer briefly and separately to **Virya Energy's voluntary EU Taxonomy reporting**.

Eligible activities under the EU Taxonomy

For the European Union, the EU Taxonomy prioritises economic activities able to make the most relevant contribution to the six environmental objectives. Colruyt Group is mainly active in food and non-food retail and wholesale, as well as food service. As these economic activities were not included in the Delegated Climate Regulation, **our group's main activities are outside its scope**. One exception is **Bike Republic, our bicycle chain**. In addition, within Colruyt Group we perform several important **group support activities** that do qualify for EU Taxonomy reporting.

In the past two reporting years, we identified eligible activities for the **first two environmental objectives: climate change mitigation and adaptation**. These activities contribute primarily to climate mitigation. Building on that exercise, for the first time this reporting year we have also identified the **eligible activities for the other four environmental objectives: water, the circular economy, pollution and biodiversity**. The following table provides **an overview of the eligible activities** for reporting year 2023/24.

One important change from last financial year is that we no longer consider the activities **CCA 05.03 'Construction, expansion and operation of wastewater collection and treatment' and CCA 08.02 'Computer programming, consulting and related activities'** as eligible activities due to the Commission's narrow interpretation (cf. Commission Notice C/2023/305). Last year's financial figures are also corrected accordingly in this annual report (see below).

Voluntary EU Taxonomy reporting by Virya Energy

Virya Energy is not part of our consolidated reporting and is therefore **not included in Colruyt Group's EU Taxonomy reporting**. Although the energy holding company is not currently within the scope of the EU Taxonomy, Virya Energy itself **voluntarily reports** on its **eligible activities**. For more information, please see the Virya Energy website.

EU Taxonomy-aligned activities.

Technical screening criteria

To determine whether the eligible activities are also aligned with the EU Taxonomy, we analyse the activities in depth, testing them against the technical screening criteria. For each environmental objective, these ambitious criteria set the conditions for determining that an activity ...

- ... makes a substantial contribution to one of the six environmental objectives (**'substantial contribution'**);
- ... does no significant harm to the five other environmental objectives (**'do no significant harm'** or **'DNSH'**).

For the reporting year 2023/24, we tested eligible activities for the environmental objectives of climate mitigation and adaptation against the applicable technical screening criteria. For this, we were able to once again build on last year's exercise. The following table summarises the activities meeting or not meeting the **technical screening criteria (substantial contribution as well as DNSH)**, while also briefly explaining the assessment of the criteria at activity level. For the requirements listed in Annex A of the Delegated Climate Regulation, we refer to the comprehensive risk assessment exercise conducted this reporting year on the **physical impact of climate change on our corporate activities** and their corresponding assets. In this, we considered climate projections until 2050 and evaluated both existing and future adaptation measures. The analysis confirmed that we have this risk under control and that existing adaptation solutions are effective. More details on the full risk analysis can be found in the Corporate Governance chapter (3. Risk Management and Internal Control) and on our website www.colruytgroup.com.



Activity Number	Activity Name	Colruyt Group's main activities	Assessment using the technical screening criteria	EU Taxonomy-aligned activities
Climate change mitigation and adaptation				
CCM 01.01	Afforestation	Forest planting in the Democratic Republic of the Congo	The technical screening criteria were assessed favourably, thanks in part to a well-supported afforestation plan and associated documentation. Furthermore, climate benefits are being analysed, while its permanent nature is ensured. An audit has also been conducted by a third party. The project is also achieving a demonstrable improvement in terms of water resources and biodiversity, while pollution is being avoided.	✓
CCM 03.06	Manufacture of other low-carbon technologies	Liquid ice container: self-developed refrigerated cart based on a frozen but liquid mixture ('liquid ice')	This constitutes a substantial contribution to the reduction of greenhouse gas emissions, as confirmed in an externally verified and quantitative LCA analysis. In addition, the principles of the circular economy are met, while the use of hazardous materials is avoided. Finally, an EIA (environmental impact assessment) screening was conducted.	✓
CCM 04.09 new	Transmission and distribution of electricity	Medium voltage cabinets	Due to the relatively low financial materiality of the activity and high complexity of the technical screening criteria, not all criteria have yet been evaluated in detail.	
CCM 06.04	Operation of personal mobility devices, cycle logistics	<ul style="list-style-type: none"> • Activities of Bike Republic, our bike chain • Making purchased bikes available to employees within the 'Bike to work' programme and leasing bikes through a flex budget 	The activities of our bicycle chain Bike Republic meet the technical screening criteria, primarily because of the nature of the activities (cf. substantial contribution). This also applies to the bike programmes for our employees. As part of these activities, we are also taking measures in accordance with the principles of the circular economy, both by properly maintaining the bikes and by reusing the bikes themselves, parts or materials.	✓
CCM 06.05	Transport by motorbikes, passenger cars and light commercial vehicles	Company-operated vehicles, in particular company cars	The electric cars, plug-in hybrids and hydrogen cars in our fleet meet the substantial contribution criteria through their low CO ₂ emissions. Partly in consultation with suppliers, DNSH criteria were also assessed positively, such as those of the circular economy (e.g. % recyclable) and pollution (e.g. Euronorm requirements or rolling noise emissions).	✓
CCM 06.06	Freight transport services by road	Company operated heavy goods vehicles	Our company operated electric vans and tractors meet the technical screening criteria. The criteria have a similar structure to Activity CCM 06.05.	✓
CCM 06.15	Infrastructure enabling low-carbon road transport and public transport	Charging infrastructure for heavy goods vehicles	The technical screening criteria were assessed positively. The infrastructure is designed for vehicles with no CO ₂ exhaust emissions. Furthermore, the close environmental impact monitoring by the environmental department is important. In addition, the principles of the circular economy are met and pollution avoided where appropriate.	✓

Activity Number	Activity Name	Colruyt Group's main activities	Assessment using the technical screening criteria	EU Taxonomy-aligned activities
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Climate change mitigation and adaptation

CCM 07.01 new	Construction of new buildings	New construction project including the sale of part of the building	A positive assessment of alignment with all technical screening criteria for the construction of our buildings, especially by the DNSH criteria, has not yet been given.	
CCM 07.02	Renovation of existing buildings	Renovation of branches and sites	A positive assessment of alignment with all technical screening criteria for the renovation of our existing buildings has not yet been given. We are currently analysing the requirements, checking how we can meet them over time.	
CCM 07.03	Installation, maintenance and repair of energy efficiency equipment	LED Lighting	The technical screening criteria have been met for LED lighting. This refers to the individual measure 'Installation and replacement of energy-efficient light sources'. In addition to Appendix A for climate adaptation, compliance with Appendix C was also confirmed for the DNSH criteria.	✓
CCM 07.04	Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	Charging stations for electric vehicles	The technical screening criteria were met for this activity, mainly because of the nature of the activities. According to the substantial contribution criteria, these must be charging stations for electric vehicles. Except for Appendix A for climate adaptation, no other DNSH criteria apply.	✓
CCM 07.06	Installation, maintenance and repair of renewable energy technologies	Solar panels	In relation to solar panels, our activity meets the technical screening criteria, again mainly because of the nature of the activities. Except for Appendix A for climate adaptation, no other DNSH criteria apply. The solar panels installed as part of the new construction projects aligned with activity CCM 07.07 are included under that activity.	✓
CCM 07.07	Acquisition and ownership of buildings	<ul style="list-style-type: none"> • Purchase of land and buildings • Buildings under own management, as well as the rights of use of buildings recognised in our balance sheet pursuant to IFRS 16 • New construction projects for own use 	<p>The activity is aligned with the technical screening criteria of activity CCM 07.07 for new construction projects conducted in the reporting year. Those buildings are intended for own use and not for sale. The main focus when assessing alignment with the criteria is on the energy performance of the buildings. Furthermore, the DNSH criteria for climate adaptation in Appendix A apply.</p> <p>The government has not defined the term 'nearly-zero energy buildings' (NZEB) for industrial buildings (nor is this the case in our neighbouring countries). Therefore, we derive an energy requirement from the other energy performance requirements of these buildings (applicable from 2025) to apply the EU Taxonomy criterion of 10% better performance. See also Questions 9, 145 and 146 in Commission Notice C/2023/267.</p>	✓
CCM 08.01	Data processing, hosting and related activities	Data centre management	This activity was not considered aligned because not all technical screening criteria were met. For the substantial contribution criteria, verification by an independent third party was lacking.	

Water, the circular economy, pollution and biodiversity

WTR 02.02	Urban wastewater treatment	Water treatment plant at Halle and its expansion	<i>Eligible activity.</i> <i>Assessment of technical screening criteria as of 2024/25.</i>	
CE 03.02	Renovation of existing buildings	Renovation of branches and sites	<i>Eligible activity.</i> <i>Assessment of technical screening criteria as of 2024/25.</i>	

Minimum safeguards

In addition to the technical screening criteria, the EU Taxonomy's minimum safeguards must also be met. These mainly relate to **human rights, anti-corruption, taxation and fair competition**. The minimum safeguards require organisations to establish processes in alignment with the **OECD Guidelines for Multinational Enterprises** and the **UN Guiding Principles on Business and Human Rights**.

Colruyt Group's commitment to the minimum safeguards of the EU Taxonomy is resolutely in line with these guidelines. We **assessed** minimum safeguards **at group level**, including taking account of the report of the **Platform on Sustainable Finance** (cf. Final Report on Minimum Safeguards). This complements the EU Taxonomy.

See the Corporate Governance chapter for more information on corporate/sustainable governance at Colruyt Group. We also refer to the following policy texts at www.colruytgroup.com: Human Rights Policy, Anti-Bribery and Corruption Policy, and Tax Policy.

EU Taxonomy key performance indicators (KPIs)

The EU Taxonomy legislation includes a **financial reporting requirement** on the allocation of financial flows to eligible and aligned activities. For these activities, companies are asked to report on the proportion of **turnover, capital expenditures (CapEx) and operating expenditures (OpEx)**.

As mentioned earlier, our **main activities do not come under the scope** of the EU Taxonomy. As a result, a large share of our corporate activities does not currently qualify for calculating the KPIs. That said, our ambition for our retail activities is to be a point of reference for sustainable business and an inspiration for conscious consumption, throughout the value chain.

To **avoid double counting**, we have always followed our financial reporting processes, eliminating intra-group transactions at the consolidated level. The complete overview of all financial information for our eligible and EU Taxonomy-aligned activities is available below (see Overview of Financial KPIs).

Turnover

Turnover in terms of the EU Taxonomy definition corresponds to the **consolidated revenue of Colruyt Group**, to be found in the consolidated income statement in the financial report⁽¹⁾. In accordance with accounting policies and IFRS standards, revenue from **discontinued operations** (activities related to DATS 24 NV, Dreamland NV and Dreambaby NV) has not been included. Our valuation rules can be found in Note 1. Significant accounting policies (see the Financial Report) chapter.

For reporting year 2023/24 (like the previous year), eligible turnover relates to the **operations of our bike chain Bike Republic**. This accounts for 0,39% of our total consolidated turnover compared to 0,42% last year. Since the activities of our bicycle chain passed the technical screening criteria test, the aligned turnover also corresponds to 0,39%.

(1) "Turnover" in terms of the EU Taxonomy definition is referred to as "revenue" by Colruyt Group in its financial report.

CapEx

The **CapEx reported under the EU Taxonomy** includes capital expenditure and investments resulting from business combinations for tangible and intangible assets, including capitalised development costs and assets corresponding to a right of use and excluding goodwill. The **investments in DATS 24 NV, Dreamland NV and Dreambaby NV** that meet the CapEx definition have been taken into account until the date they were classified as discontinued operations.

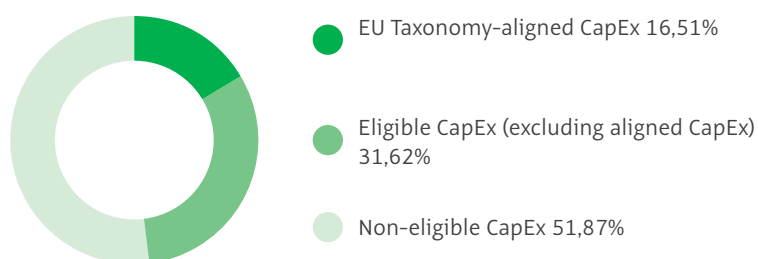
Reported CapEx as part of the EU Taxonomy may differ from **other investments listed in the annual report**. Colruyt Group also uses further '*alternative performance measures*' to provide insight into its investments.

The **total CapEx for calculating the financial KPIs** can be reconciled directly with the items reported in Note 10. *Intangible assets* and 11. *Property, plant and equipment* (see Financial Report section) and is composed as follows:

(in million EUR)	Note	2023/24
Intangible assets	10.	
Acquisitions		54,3
Acquisitions through business combinations		0,9
Property, plant and equipment	11.	
Acquisitions		400,4
Acquisitions through business combinations		62,8
CapEx elimination from Sale & Leaseback transactions		-10,5
Total CapEx EU Taxonomy		507,8

A variance between total CapEx according to the EU Taxonomy definition and acquisitions of fixed assets in Notes 10 and 11 is the result of eliminating the CapEx from sale & leaseback transactions. These amounts are eliminated to avoid double counting.

For reporting year 2023/24, total CapEx for the EU Taxonomy was EUR 507,8 million. **Total eligible CapEx** ended up at 48,13%, of which 16,51% was **aligned CapEx**. This compares with last year's eligible CapEx of 56,21% , of which 15,01% was aligned CapEx.



The sale of DATS 24 NV to Virya Energy reduces the reported CapEx of the activities **CCM 06.15 and CCM 07.04**. Furthermore, the allocation of CapEx to the activity **CCM 07.02** has been refined. For example, renovation projects are now included in which work on the building envelope is being carried out and which can therefore eventually be aligned with the EU Taxonomy. A significant share of the projects previously also included in activity CCM 07.02 is now included in activity **CE 03.02**.

Finally, the allocation of CapEx to activity CCM 07.07 has been tightened. As mentioned above, for industrial buildings we derive an energy requirement from the existing energy performance requirements when applying the technical screening criteria of the EU Taxonomy. In addition, we include not only the purchase of buildings, but also of land.

In February 2023, Colruyt Group went ahead with **issuing a green retail bond** for the first time, following the principles of the International Capital Market Association (ICMA). In line with the obligations associated with the issuance of this retail bond, Colruyt Group has since published its **allocation report** on our website www.colruytgroup.com. On the basis of the claimed use of the proceeds of the issue in this report, the EU Taxonomy requires us to explain its share in the reporting. Specifically, we deduct these amounts from the **aligned CapEx** reported in FY 2022/23 (see following table). This adjustment results in EUR 24,7 million or 4,72% aligned CapEx for the previous financial year when taking the retail bond into account. For FY 2023/24, at the time of preparing the annual report, the allocation process had not yet been finalised.

Key Performance Indicator	Unit	2022/23	2022/23, adjusted following the issue of the green bond	2023/24
CapEx	million EUR	524,0	524,0	507,8
EU Taxonomy-aligned CapEx	%	15,01	4,72	16,51
Eligible CapEx, excluding EU Taxonomy-aligned CapEx	%	41,20	41,20	31,62
Non-eligible CapEx	%	43,79	43,79	51,87

OpEx

The **OpEx definition for the EU Taxonomy** is limited to:

- research and development
- building renovation measures
- short-term leases
- maintenance and repair
- other direct expenses related to the day-to-day maintenance of property, plant and equipment by the company or third parties, which are necessary to ensure the continued and effective operation of these assets

In accordance with accounting policies and IFRS standards, the operating costs of **discontinued operations** (activities related to DATS 24 NV, Dreamland NV and Dreambaby NV) were not included, either for FY 2022/23 or for FY 2023/24. In the reported figures for FY 2022/23, only the activities related to DATS 24 NV were considered discontinued operations.

The above interpretation does not correspond to how Colruyt Group monitors and reports OpEx in the annual financial report. For OpEx according to the EU Taxonomy definition, **the calculation method applied in FY 2022/23** will be used **unchanged** in FY 2023/24. The **OpEx for reporting year 2023/24** can be aligned with the items reported in Notes 5 and 10 and is composed as follows:

(in million EUR)	Note	2023/24
Rental and rental-related charges	5.	52,5
Maintenance and repairs	5.	94,9
Internal personnel costs related to maintenance and repairs		37,1
R&D costs	10.	45,8
Elimination double countings		-3,1
Total OpEx EU Taxonomy		227,2

Of total OpEx, the **OpEx of eligible activities** under the EU Taxonomy is 10,85% and of **aligned activities** 3,07%. This compares to 10,09% and 2,27% last year, respectively.

Although the calculation method has not changed from last year, the allocation of OpEx to the activity **CCM 07.02** was further refined. Since this activity is basically carried out on a project basis, we no longer include OpEx. As explained earlier, we no longer consider activity **CCA 08.02** as an eligible activity. This activity included a relatively significant OpEx. Finally, the sale of DATS 24 NV to Virya Energy also has an impact on activity **CCM 07.04**.

Not all financial flows related to OpEx can currently be extracted from our systems. As a result, some of the reported OpEx was calculated based on financial and operational parameters.

Overview of financial KPIs

Turnover FY 2023/24

Economic activities (1)	Code (2)	Turnover (3) in million EUR	Proportion of turnover 2023/24 (4) %	Substantial contribution criteria						DNSH criteria ('Does No Significant Harm')							Minimum safeguards (17) Y/N	Proportion of Taxonomy-aligned (A.1.) or -eligible (A.2.) turnover, 2022/23 (18) %		Category enabling activity (19) E	Category transitional activity (20) T
				Climate Change Mitigation (5) Y/N/n.el	Climate Change Adaptation (6) Y/N/n.el	Water (7) Y/N/n.el	Pollution (8) Y/N/n.el	Circular Economy (9) Y/N/n.el	Biodiversity (10) Y/N/n.el	Climate Change Mitigation (11) Y/N	Climate Change Adaptation (12) Y/N	Water (13) Y/N	Pollution (14) Y/N	Circular Economy (15) Y/N	Biodiversity (16) Y/N	%					
A. TAXONOMY-ELIGIBLE ACTIVITIES																					
A.1 Environmentally sustainable activities (Taxonomy-aligned)																					
Operation of personal mobility devices, cycle logistics	CCM 06.04	42,1	0,39%	Y	n.el	n.el	n.el	n.el	n.el	Y	Y	Y	Y	Y	Y	Y	0,42%				
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		42,1	0,39%														0,42%				
Of which enabling		0,0	0,00														0,00	E			
Of which transitional		0,0	0,00														0,00		T		
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																					
				el/n.el	el/n.el	el/n.el	el/n.el	el/n.el	el/n.el												
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		0,0	0,00														0,00				
Turnover of Taxonomy-eligible activities (A.1. + A.2.)		42,1	0,39%														0,42%				
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																					
Turnover of Taxonomy-non-eligible activities (B)		10.802,7	99,61%																		
TOTAL		10.844,8	100,0%																		

Economic activities (1)	Code (2)	CapEx (3) in million EUR	CapEx share, 2023/24 (4) %	Substantial contribution criteria						DNSH criteria (Does No Significant Harm)							Minimum safeguards (17) Y/N	Proportion of Taxonomy-aligned (A.1.) or -eligible (A.2.) CapEx, 2022/23 (18) %	Category 'enabling activity' (19) E	Category 'transitional activity' T
				Climate Change Mitigation (5) Y/N/ n.el	Climate Change Adaptation (6) Y/N/ n.el	Water (7) Y/N/ n.el	Pollution (8) Y/N/ n.el	Circular Economy (9) Y/N/ n.el	Biodiversity (10) Y/N/ n.el	Climate Change Mitigation (11) Y/N	Climate Change Adaptation (12) Y/N	Water (13) Y/N	Pollution (14) Y/N	Circular Economy (15) Y/N	Biodiversity (16) Y/N					
A. TAXONOMY-ELIGIBLE ACTIVITIES																				
A.1 Environmentally sustainable activities (Taxonomy-aligned)																				
Afforestation	CCM 01.01	0,8	0,16%	Y	n.el	n.el	n.el	n.el	n.el	Y	Y	Y	Y	Y	Y	Y	Y	0,18%		
Manufacture of other low-carbon technologies	CCM 03.06	1,6	0,32%	Y	n.el	n.el	n.el	n.el	n.el	Y	Y	Y	Y	Y	Y	Y	Y	0,21%	E	
Operation of personal mobility devices, cycle logistics	CCM 06.04	2,8	0,56%	Y	n.el	n.el	n.el	n.el	n.el	Y	Y	Y	Y	Y	Y	Y	Y	1,22%		
Transport by motorbikes, passenger cars and light commercial vehicles	CCM 06.05	29,9	5,89%	Y	n.el	n.el	n.el	n.el	n.el	Y	Y	Y	Y	Y	Y	Y	Y	4,03%		T
Freight transport services by road	CCM 06.06	0,8	0,16%	Y	n.el	n.el	n.el	n.el	n.el	Y	Y	Y	Y	Y	Y	Y	Y	0,25%		
Infrastructure enabling low-carbon road transport and public transport	CCM 06.15	0,0	0,01%	Y	n.el	n.el	n.el	n.el	n.el	Y	Y	Y	Y	Y	Y	Y	Y	0,20%	E	
Installation, maintenance and repair of energy efficiency equipment	CCM 07.03	3,7	0,73%	Y	n.el	n.el	n.el	n.el	n.el	Y	Y	Y	Y	Y	Y	Y	Y	0,07%	E	
'Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)'	CCM 07.04	1,5	0,29%	Y	n.el	n.el	n.el	n.el	n.el	Y	Y	Y	Y	Y	Y	Y	Y	0,88%	E	
Installation, maintenance and repair of renewable energy technologies	CCM 07.06	2,1	0,42%	Y	n.el	n.el	n.el	n.el	n.el	Y	Y	Y	Y	Y	Y	Y	Y	0,47%	E	
Acquisition and ownership of buildings	CCM 07.07	40,4	7,96%	Y	n.el	n.el	n.el	n.el	n.el	Y	Y	Y	Y	Y	Y	Y	Y	7,51%		
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1.)		83,7	16,51%															15,01%		
Of which enabling		8,9	1,75%															1,83%	E	
Of which transitional		29,9	5,89%															4,03%		T
A.2. Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																				
				el/n. el	el/n. el	el/n. el	el/n. el	el/n. el	el/n. el											
Transmission and distribution of electricity	CCM 04.09	0,5	0,11%	el	n.el	n.el	n.el	n.el	n.el									0,10%		
Transport by motorbikes, passenger cars and light commercial vehicles	CCM 06.05	11,6	2,28%	el	n.el	n.el	n.el	n.el	n.el									2,17%		
Freight transport services by road	CCM 06.06	4,9	0,97%	el	n.el	n.el	n.el	n.el	n.el									0,32%		
Construction of new buildings	CCM 07.01	3,4	0,67%	el	n.el	n.el	n.el	n.el	n.el									0,00%		
Renovation of existing buildings	CCM 07.02	31,3	6,16%	el	n.el	n.el	n.el	n.el	n.el									16,80%		
Acquisition and ownership of buildings	CCM 07.07	94,4	18,60%	el	n.el	n.el	n.el	n.el	n.el									21,81%		
Renovation of existing buildings	CE 03.02	14,4	2,84%	n.el	n.el	n.el	n.el	n.el	n.el											
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		160,5	31,62%															41,20%		
CapEx of Taxonomy-eligible activities (A.1. + A.2.)		244,2	48,13%															56,21%		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																				
CapEx of Taxonomy-non-eligible activities		263,6	51,87%																	
TOTAL		507,8	100,00%																	



Economic activities (1)	Code (2)	OpEx (3) in million EUR	OpEx share, 2023/24 (4) %	Substantial contribution criteria						DNSH criteria ('Does No Significant Harm')							Minimum safeguards (17) Y/N	Proportion of Taxonomy-aligned (A.1.) or -eligible (A.2.) OpEx, 2022/23 (18) %	Category enabling activity (19) E	Category transitional activity T
				Climate Change Mitigation (5) Y/N/ n.el	Climate Change Adaptation (6) Y/N/ n.el	Water (7) Y/N/ n.el	Pollution (8) Y/N/ n.el	Circular Economy (9) Y/N/ n.el	Biodiversity (10) Y/N/ n.el	Climate Change Mitigation (11) Y/N	Climate Change Adaptation (12) Y/N	Water (13) Y/N	Pollution (14) Y/N	Circular Economy (15) Y/N	Biodiversity (16) Y/N					
A. TAXONOMY-ELIGIBLE ACTIVITIES																				
A.1 Environmentally sustainable activities (Taxonomy-aligned)																				
Manufacture of other low-carbon technologies	CCM 03.06	2,3	1,02%	Y	n.el	n.el	n.el	n.el	n.el	Y	Y	Y	Y	Y	Y	Y	Y	0,60%	E	
Operation of personal mobility devices, cycle logistics	CCM 06.04	0,7	0,30%	Y	n.el	n.el	n.el	n.el	n.el	Y	Y	Y	Y	Y	Y	Y	Y	0,32%		
Transport by motorbikes, passenger cars and light commercial vehicles	CCM 06.05	3,2	1,40%	Y	n.el	n.el	n.el	n.el	n.el	Y	Y	Y	Y	Y	Y	Y	Y	1,05%		T
Freight transport services by road	CCM 06.06	0,8	0,35%	Y	n.el	n.el	n.el	n.el	n.el	Y	Y	Y	Y	Y	Y	Y	Y	0,10%		
Infrastructure enabling low-carbon road transport and public transport	CCM 06.15	0,0	0,00%	Y	n.el	n.el	n.el	n.el	n.el	Y	Y	Y	Y	Y	Y	Y	Y	0,13%	E	
Installation, maintenance and repair of renewable energy technologies	CCM 07.06	0,0	0,00%	Y	n.el	n.el	n.el	n.el	n.el	Y	Y	Y	Y	Y	Y	Y	Y	0,06%	E	
OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1.)		7,0	3,07%															2,27%		
Of which enabling		2,3	1,01%															0,79%	E	
Of which transitional		3,2	1,41%															1,05%		T
A.2. Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																				
				el/n. el	el/n. el	el/n. el	el/n. el	el/n. el	el/n. el											
Transport by motorbikes, passenger cars and light commercial vehicles	CCM 06.05	7,5	3,30%	el	n.el	n.el	n.el	n.el	n.el									3,33%		
Freight transport services by road	CCM 06.06	9,5	4,18%	el	n.el	n.el	n.el	n.el	n.el									3,94%		
Data processing, hosting and related activities	CCM 08.01	0,5	0,24%	el	n.el	n.el	n.el	n.el	n.el									0,55%		
Construction, extension and operation of wastewater collection and treatment	WTR 02.02	0,1	0,06%	n.el	n.el	el	n.el	n.el	n.el											
OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2.)		17,6	7,79%															7,83%		
OpEx of Taxonomy-eligible activities (A.1. + A.2.)		24,6	10,85%															10,09%		
B. TAXONOMY NON-ELIGIBLE ACTIVITIES																				
OpEx of Taxonomy-non-eligible activities		202,6	89,15%																	
TOTAL		227,2	100,00%																	

Row	Nuclear energy related activities	YES/NO
1.	The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	YES/NO
2.	The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies.	YES/NO
3.	The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades.	YES/NO

Row	Fossil gas related activities	YES/NO
4.	The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels.	YES/NO
5.	The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	YES/NO
6.	The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels.	YES/NO

Independent auditor's assurance report

Scope

We have been engaged by Colruyt Group (hereafter the "Company") to perform a limited assurance engagement in accordance with the International Standard on Assurance Engagements Other Than Audits or Reviews of Historical Financial Information ("ISAE 3000 revised"), hereafter referred to as "the Engagement", and to report on the sustainability indicators listed in Appendix 1 (the "Subject Matter"), included in the Annual Report ("the Report") of Colruyt Group for the year ended 31 March 2024.

Other than as described in the preceding paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the Report, and accordingly, we do not express an opinion on this information.

Criteria applied by Colruyt Group

In preparing the Annual Report, Colruyt Group has adhered to the principles of the Sustainable Development Goals (SDGs) and has applied the criteria of the Greenhouse Gas Protocol, supplemented by its own developed criteria as described in the Report (hereafter "the Criteria").

Colruyt Group's responsibilities

Colruyt Group's management is responsible for selecting the Criteria, and for presenting, in all material respect, the Subject Matter in accordance with those Criteria. This responsibility includes establishing and maintaining internal controls, maintaining adequate records, and making estimates that are relevant to the preparation of the Subject Matter, such that it is free from material misstatement, whether due to fraud or error.

EY's responsibilities

Our responsibility is to express a limited assurance conclusion on the presentation of the Subject Matter based on the evidence we have obtained.

We conducted our limited assurance engagement in accordance with the International Standard on Assurance Engagements Other Than Audits or Reviews of Historical Financial Information ("ISAE 3000 revised"). Those standards require that we plan and perform our engagement to express a conclusion on whether we are aware of any material modifications that need to be made to the Subject Matter in order for it to be in accordance with the Criteria, and to issue a report. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error.

A limited assurance engagement undertaken in accordance with ISAE 3000 revised involves assessing the suitability of the Company's use of the Criteria as the basis for the preparation of the Subject Matter, assessing the risks of material misstatement whether due to fraud or error, responding to the assessed risks as necessary in the circumstances, and evaluating the overall presentation of the Subject Matter.

A limited assurance engagement is more limited in scope than a reasonable assurance engagement in relation to the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks. A limited assurance engagement consists of making inquiries, primarily of persons responsible for preparing the Subject Matter and related information and applying analytical and other appropriate procedures. A higher level of assurance, i.e., reasonable assurance, would have required more extensive procedures.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our limited assurance conclusion.

Our Independence and Quality Control

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants, and have the required competencies and experience to conduct this assurance engagement.

Our firm applies International Standard on Quality Management 1, which requires us to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

Description of procedures performed

Procedures performed in a limited assurance engagement vary in nature and timing and are less extensive than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

A limited assurance engagement consists of making enquiries, primarily of persons responsible for preparing the Subject Matter and related information, and applying analytical and other appropriate procedures.

Although we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide

assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

Our procedures included amongst other:

- Obtaining an understanding of the reporting processes for the Subject Matter ;
- Evaluating the consistent application of the Criteria ;
- Assessing the appropriateness of the Company's own criteria in terms of its relevance, completeness, reliability, impartiality and clarity ;
- Interviewing management and relevant staff that are responsible for data collection, data aggregation, and for carrying out internal controls of the Subject Matter;
- Interviewing relevant staff that are responsible for reporting the Subject Matter in the Report;
- Obtaining internal and external documentation that reconciles with the Subject Matter;
- Performing analytical review of the data and trends in the Subject Matter ;
- Performing limited test of details, and reconciling this information with underlying invoices or other evidence ;
- Evaluating the overall presentation of the Subject Matter in the Report.

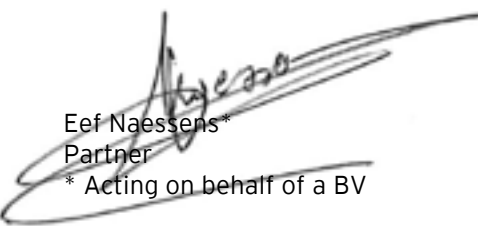
We also performed such other procedures as we considered necessary in the circumstances.

Conclusion

Based on our limited assurance engagement, nothing has come to our attention that makes us believe that sustainability indicators listed in Appendix 1 included in the Annual Report of Colruyt Group for the year ended 31 March 2024, are not presented, in all material respects, in accordance with the Criteria.

Diegem, 29 July 2024

EY Bedrijfsrevisoren BV
Represented by



Eef Naessens*
Partner
* Acting on behalf of a BV

25EN0007

Appendix 1 - List of KPIs over which limited assurance is provided:

KPI	Value	Unit	Time period in Scope
Scope 1 GHG emissions	81.336	Tonnes CO ₂ equivalents ("TCO ₂ eq")	1/1/2023-31/12/2023
Scope 2 GHG emissions location-based	28.930	TCO ₂ eq	1/1/2023-31/12/2023
Scope 2 GHG emissions market-based	803	TCO ₂ eq	1/1/2023-31/12/2023
Scope 1 & 2 GHG intensity ratio	7,6	TCO ₂ eq per million EUR of net turnover	Numerator: 1/1/2023-31/12/2023 Denominator: 1/4/2023-31/3/2024
Total energy consumption of Colruyt Group	587.119	Megawatt-hour ("MWh")	1/1/2023-31/12/2023
Total energy consumption from fossil sources	308.202	MWh	1/1/2023-31/12/2023
Total energy consumption from non-fossil sources	278.917	MWh	1/1/2023-31/12/2023
Energy intensity	54,1	MWh per million EUR of net turnover	Numerator: 1/1/2023-31/12/2023 Denominator: 1/4/2023-31/3/2024