

## EU CODE OF CONDUCT ON RESPONSIBLE FOOD BUSINESS AND MARKETING PRACTICES

ESSELUNGA S.P.A.  
REPORT SUBMITTED ON JULY 30<sup>TH</sup>, 2025

Type of business/sector <i>(E.g. retail, dairy)</i>	Sustainability dimension <i>(E.g. environmental, social)</i>	Code aspirational objective <i>(1-7)</i>	Individual commitments with baseline	Progress on KPIs and goals (qualitative and/or quantitative)	Additional information (optional) <i>(E.g. partnerships, geographical coverage, sharing best practices, links with other COM initiatives, with other reporting initiatives)</i>	Comments (optional) <i>(E.g. enablers, ideas on how to improve)</i>
Retail / Food & Beverage / Home & Personal Care	Health / Social	1	<b>Promote healthy and correct lifestyles:</b> Increase of more than 30% in the sales volume of Equilibrio and BIO product lines	<ul style="list-style-type: none"> <li>Percentage of increase in volumes of products sold in the Equilibrio and BIO lines compared to 2018: +8%</li> </ul>	<ul style="list-style-type: none"> <li>Esselunga Group Consolidated Financial Statements as at 31 December 2024 - (<a href="https://www.esselunga.it/media/investor-relations/financial-information/2025/Esselunga-Group-Consolidated-Financial-Statements.pdf">https://www.esselunga.it/media/investor-relations/financial-information/2025/Esselunga-Group-Consolidated-Financial-Statements.pdf</a>): § 3.3.7.2 Healthy and affordable products</li> <li>Esselunga website – Sustainability – Our Strategy: (<a href="https://www.esselunga.it/it-it/sostenibilita/la-strategia.html">https://www.esselunga.it/it-it/sostenibilita/la-strategia.html</a>)</li> <li>Esselunga website – Company – Certifications: (<a href="https://www.esselunga.it/it-it/sostenibilita/csr-e-certificazioni.html#accordion-e356c2f1e8-item-86ecdbfc74">https://www.esselunga.it/it-it/sostenibilita/csr-e-certificazioni.html#accordion-e356c2f1e8-item-86ecdbfc74</a>)</li> </ul>	

Retail / Food & Beverage / Home & Personal Care	Health / Social	1	<p><b>Promote excellence and innovation:</b> Innovation of more than 1,500 EsseLunga brand products to enhance and balance their nutritional characteristics</p>	<ul style="list-style-type: none"> <li>Number of new or revised products since 2018: <b>2,225</b></li> </ul>	<ul style="list-style-type: none"> <li>EsseLunga Group Consolidated Financial Statements as at 31 December 2024 - (<a href="https://www.esselunga.it/media/investor-relations/financial-information/2025/EsseLunga-Group-Consolidated-Financial-Statements.pdf">https://www.esselunga.it/media/investor-relations/financial-information/2025/EsseLunga-Group-Consolidated-Financial-Statements.pdf</a>): § 3.3.7.2 Healthy and affordable products</li> <li>EsseLunga website – Sustainability – Our Strategy: (<a href="https://www.esselunga.it/it-it/sostenibilita/la-strategia.html">https://www.esselunga.it/it-it/sostenibilita/la-strategia.html</a>)</li> </ul>	
Retail / Food & Beverage / Home & Personal Care	Health / Social	1	<p><b>Promote excellence and innovation:</b> Revision of over 250 recipes to improve and balance the nutritional characteristics of EsseLunga brand products</p>	<ul style="list-style-type: none"> <li>Number of revised recipes since 2018: <b>202</b></li> </ul>	<ul style="list-style-type: none"> <li>EsseLunga Group Consolidated Financial Statements as at 31 December 2024 - (<a href="https://www.esselunga.it/media/investor-relations/financial-information/2025/EsseLunga-Group-Consolidated-Financial-Statements.pdf">https://www.esselunga.it/media/investor-relations/financial-information/2025/EsseLunga-Group-Consolidated-Financial-Statements.pdf</a>): § 3.3.7.2 Healthy and affordable products</li> <li>EsseLunga website – Sustainability – Our Strategy: (<a href="https://www.esselunga.it/it-it/sostenibilita/la-strategia.html">https://www.esselunga.it/it-it/sostenibilita/la-strategia.html</a>)</li> </ul>	



Retail / Food & Beverage / Home & Personal Care	Environmental	3	<b>Fight Climate Change:</b> 70% reduction in indexed greenhouse gas emissions (considering, for electricity purchases, the specific emission factors reported by suppliers) - Market Based	<ul style="list-style-type: none"> <li>Percentage reduction in indexed emissions since 2018: <b>-56.3%</b></li> </ul>	<ul style="list-style-type: none"> <li>Esselunga Group Consolidated Financial Statements as at 31 December 2024 - (<a href="https://www.esselunga.it/media/investor-relations/financial-information/2025/Esselunga-Group-Consolidated-Financial-Statements.pdf">https://www.esselunga.it/media/investor-relations/financial-information/2025/Esselunga-Group-Consolidated-Financial-Statements.pdf</a>): § 2.2.6 E1-4: Targets related to climate change mitigation and adaptation</li> <li>Esselunga website – Sustainability – Our Strategy: (<a href="https://www.esselunga.it/it-it/sostenibilita/la-strategia.html">https://www.esselunga.it/it-it/sostenibilita/la-strategia.html</a>)</li> <li>Esselunga website – Company – Certifications: (<a href="https://www.esselunga.it/it-it/sostenibilita/csr-e-certificazioni.html#accordion-1f17763789-item-d27e05951f">https://www.esselunga.it/it-it/sostenibilita/csr-e-certificazioni.html#accordion-1f17763789-item-d27e05951f</a>) (<a href="https://www.esselunga.it/it-it/sostenibilita/csr-e-certificazioni.html#accordion-3d819b05c7-item-3a23c6fd56">https://www.esselunga.it/it-it/sostenibilita/csr-e-certificazioni.html#accordion-3d819b05c7-item-3a23c6fd56</a>)</li> </ul>	The baseline value was recalculated considering the GWP of the sixth assessment of the Intergovernmental Panel on Climate Change (IPCC).
Retail / Food & Beverage / Home & Personal Care	Environmental	3	<b>Fight Climate Change:</b> 25% reduction in indexed greenhouse gas emissions (considering, for power purchase, national average emission factors) - Location Based	<ul style="list-style-type: none"> <li>Percentage reduction in indexed emissions since 2018: <b>-16.7%</b></li> </ul>	<ul style="list-style-type: none"> <li>Esselunga Group Consolidated Financial Statements as at 31 December 2024 - (<a href="https://www.esselunga.it/media/investor-relations/financial-information/2025/Esselunga-Group-Consolidated-Financial-Statements.pdf">https://www.esselunga.it/media/investor-relations/financial-information/2025/Esselunga-Group-Consolidated-Financial-Statements.pdf</a>): § 2.2.6 E1-4: Targets related to climate change mitigation and adaptation</li> <li>Esselunga website – Sustainability – Our Strategy: (<a href="https://www.esselunga.it/it-it/sostenibilita/la-strategia.html">https://www.esselunga.it/it-it/sostenibilita/la-strategia.html</a>)</li> <li>Esselunga website – Company – Certifications: (<a href="https://www.esselunga.it/it-it/sostenibilita/csr-e-certificazioni.html#accordion-1f17763789-item-d27e05951f">https://www.esselunga.it/it-it/sostenibilita/csr-e-certificazioni.html#accordion-1f17763789-item-d27e05951f</a>) (<a href="https://www.esselunga.it/it-it/sostenibilita/csr-e-certificazioni.html#accordion-3d819b05c7-item-3a23c6fd56">https://www.esselunga.it/it-it/sostenibilita/csr-e-certificazioni.html#accordion-3d819b05c7-item-3a23c6fd56</a>)</li> </ul>	The baseline value was recalculated considering the GWP of the sixth assessment of the Intergovernmental Panel on Climate Change (IPCC).
Retail / Food & Beverage / Home & Personal Care	Environmental	4	<b>Promote circular packaging:</b> ≥85% of Esselunga brand product packaging made of recycled, recyclable or compostable material	<ul style="list-style-type: none"> <li>Percentage by weight of Esselunga-branded product packaging made of recycled, recyclable and</li> </ul>	<ul style="list-style-type: none"> <li>Esselunga Group Consolidated Financial Statements as at 31 December 2024 - (<a href="https://www.esselunga.it/media/investor-relations/financial-information/2025/Esselunga-Group-Consolidated-Financial-Statements.pdf">https://www.esselunga.it/media/investor-relations/financial-information/2025/Esselunga-Group-Consolidated-Financial-Statements.pdf</a>): § 2.6.4 E5-3: Objectives relating to the use of resources and the circular economy</li> <li>Esselunga website – Sustainability – Our Strategy: (<a href="https://www.esselunga.it/it-it/sostenibilita/la-strategia.html">https://www.esselunga.it/it-it/sostenibilita/la-strategia.html</a>)</li> </ul>	Esselunga achieved the target, with 93% of the 25,237 tonnes of third-party branded and Esselunga-manufactured

				compostable material: <b>93%</b>		packaging made from recycled, recyclable or compostable products.
Retail / Food & Beverage / Home & Personal Care	Social	5	<b>Support people in training and career development:</b> Provide over 620,000 hours of training per year	<ul style="list-style-type: none"> <li>Annual training hours provided: <b>796,435</b></li> </ul>	<ul style="list-style-type: none"> <li>Esselunga Group Consolidated Financial Statements as at 31 December 2024 - (<a href="https://www.esselunga.it/media/investor-relations/financial-information/2025/Esselunga-Group-Consolidated-Financial-Statements.pdf">https://www.esselunga.it/media/investor-relations/financial-information/2025/Esselunga-Group-Consolidated-Financial-Statements.pdf</a>): § 3.1.7.4 Selection, retention and training</li> <li>Esselunga website – Sustainability – Our Strategy: (<a href="https://www.esselunga.it/it-it/sostenibilita/la-strategia.html">https://www.esselunga.it/it-it/sostenibilita/la-strategia.html</a>)</li> </ul>	
Retail / Food & Beverage / Home & Personal Care	Health / Social	5	<b>Incentivize the well-being of the people who work in the organization:</b> Maintain and improve the management systems in place to ensure the health and safety of employees	<ul style="list-style-type: none"> <li>Maintaining and improving the management systems in place (UNI ISO 45001 Certification - in 2018 BS OHSAS 18001) to ensure employee health and safety: <b>Yes</b></li> </ul>	<ul style="list-style-type: none"> <li>Esselunga Group Consolidated Financial Statements as at 31 December 2024 - (<a href="https://www.esselunga.it/media/investor-relations/financial-information/2025/Esselunga-Group-Consolidated-Financial-Statements.pdf">https://www.esselunga.it/media/investor-relations/financial-information/2025/Esselunga-Group-Consolidated-Financial-Statements.pdf</a>): § 3.1.6.1 Health and safety</li> <li>Esselunga website – Sustainability – Our Strategy: (<a href="https://www.esselunga.it/it-it/sostenibilita/la-strategia.html">https://www.esselunga.it/it-it/sostenibilita/la-strategia.html</a>)</li> <li>Esselunga website – Company – Certifications: (<a href="https://www.esselunga.it/it-it/sostenibilita/csr-e-certificazioni.html#accordion-3e303cfec2-item-87aa85d647">https://www.esselunga.it/it-it/sostenibilita/csr-e-certificazioni.html#accordion-3e303cfec2-item-87aa85d647</a>)</li> </ul>	
Retail / Food & Beverage / Home & Personal Care	Social / Environmental	7	<b>Managing a responsible supply chain:</b> Development of the Esselunga	<ul style="list-style-type: none"> <li>Percentage of Esselunga-branded product suppliers adhering to</li> </ul>	<ul style="list-style-type: none"> <li>Esselunga Group Consolidated Financial Statements as at 31 December 2024 - (<a href="https://www.esselunga.it/media/investor-relations/financial-information/2025/Esselunga-Group-Consolidated-Financial-Statements.pdf">https://www.esselunga.it/media/investor-relations/financial-information/2025/Esselunga-Group-Consolidated-Financial-Statements.pdf</a>): § 3.2.3 S2-1: Policies related to value chain workers; § 4.2.2 G1-3: Prevention and detection of active and passive corruption</li> </ul>	In 2023, the target was no longer applicable because the clauses of the



			Code of Conduct and signing up by 100% of suppliers of Esselunga-branded products with conduct of sample audits to verify compliance	the Esselunga Code of Conduct: -	<ul style="list-style-type: none"> <li>Esselunga website – Sustainability – Our Strategy: (<a href="https://www.esselunga.it/it-it/sostenibilita/la-strategia.html">https://www.esselunga.it/it-it/sostenibilita/la-strategia.html</a>)</li> </ul>	contractual standards of branded suppliers were also integrated with the Supplier Code of Conduct.
Retail / Food & Beverage / Home & Personal Care	Health / Environmental	7	<b>Sustainable Fishing:</b> 100% of Esselunga brand packaged, frozen and long-life seafood products for which certification is available	<ul style="list-style-type: none"> <li>Percentage of packaged, frozen and long-life Esselunga branded seafood products certified Sustainable Fishing: <b>95.7%</b></li> </ul>	<ul style="list-style-type: none"> <li>Esselunga Group Consolidated Financial Statements as at 31 December 2024 - (<a href="https://www.esselunga.it/media/investor-relations/financial-information/2025/Esselunga-Group-Consolidated-Financial-Statements.pdf">https://www.esselunga.it/media/investor-relations/financial-information/2025/Esselunga-Group-Consolidated-Financial-Statements.pdf</a>): § 4.3 Animal Welfare</li> <li>Esselunga website – Sustainability – Our Strategy: (<a href="https://www.esselunga.it/it-it/sostenibilita/la-strategia.html">https://www.esselunga.it/it-it/sostenibilita/la-strategia.html</a>)</li> <li>Esselunga website – Sustainability – Sustainable fishing: (<a href="https://www.esselunga.it/cms/sostenibilita/benessere-animale/pesca-ecosostenibile.html">https://www.esselunga.it/cms/sostenibilita/benessere-animale/pesca-ecosostenibile.html</a>)</li> </ul>	In 2023, the scope of the data included in the reporting was refined to include only those items that meet the term “Sustainable Fisheries”, i.e. those that are actually fished and not farmed through aquaculture.
Retail / Food & Beverage / Home & Personal Care	Health / Environmental	7	<b>Sustainable Fishing:</b> 100% of fresh products from the yellowfin tuna and swordfish lines certified as sustainable	<ul style="list-style-type: none"> <li>Percentage of fresh products from the yellowfin tuna, and swordfish lines certified Sustainable Fishing: <b>78.6%</b></li> </ul>	<ul style="list-style-type: none"> <li>Esselunga Group Consolidated Financial Statements as at 31 December 2024 - (<a href="https://www.esselunga.it/media/investor-relations/financial-information/2025/Esselunga-Group-Consolidated-Financial-Statements.pdf">https://www.esselunga.it/media/investor-relations/financial-information/2025/Esselunga-Group-Consolidated-Financial-Statements.pdf</a>): § 4.3 Animal Welfare</li> <li>Esselunga website – Sustainability – Our Strategy: (<a href="https://www.esselunga.it/it-it/sostenibilita/la-strategia.html">https://www.esselunga.it/it-it/sostenibilita/la-strategia.html</a>)</li> <li>Esselunga website – Sustainability – Sustainable fishing: (<a href="https://www.esselunga.it/cms/sostenibilita/benessere-animale/pesca-ecosostenibile.html">https://www.esselunga.it/cms/sostenibilita/benessere-animale/pesca-ecosostenibile.html</a>)</li> </ul>	In 2023, the scope of the data included in the reporting was refined to include only those items that meet the term “Sustainable



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*Marina Caprotti*

Il Presidente Esecutivo di Esselunga S.p.A.