



# Corporate sustainability



Discover some of our sustainability projects

Thanks to our unique position in the supply chain, we are able to create a positive spiral driven by our economic, social and ecological impetus, yielding long-term results. We believe that **our entrepreneurship is the engine for a sustainable evolution** and a **source of inspiration for everyone associated with us**.

For the second year in a row, our sustainability reporting is aligned with the Sustainable Development Goals of the United Nations. We selected seven objectives and elaborate on our vision, approach and concrete results in this chapter.

# SDG 2



We strive to make balanced and healthy nutrition more accessible to everyone all year round, especially for people in (financial) difficulties. We do this not only through our store offerings, but also via a project for vulnerable families with children and via food donations to social organisations.

We also want to work with the Belgian agricultural sector to create added value socially, economically and ecologically. We establish long-term partnerships in which we operate in a structural, efficient and respectful manner.

## I Balanced nutrition for all

### Food donations to social organisations

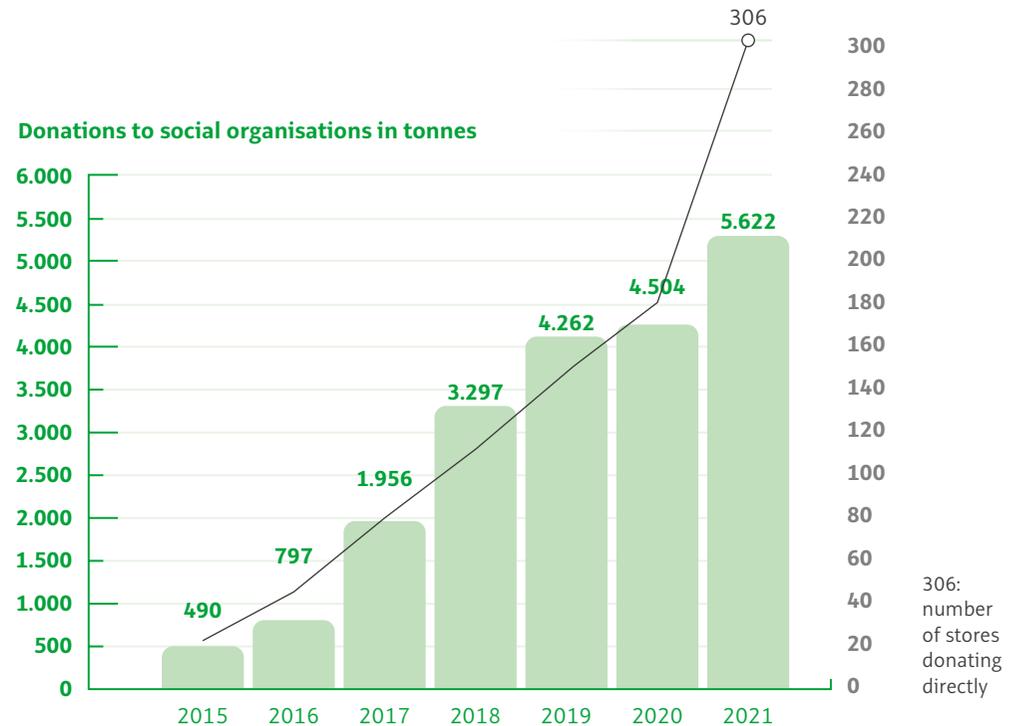
While having sold 96,98% of our fresh food in 2021, we are constantly on the lookout for ways of distributing the remaining food. For example, in 2021 we donated **5.622 tonnes of surplus food** to social organisations such as the Food Banks, Foodsavers, les Restos du Coeur, the Red Cross and other local organisations.

These receive the goods directly from our stores (Bio-Planet, Colruyt or OKay) or pick them up at our distribution centres and/or Collect&Go centres.



### Dinner is served at 1-2-3 euros

Making delicious and balanced food more accessible to families in financial difficulties. That is the purpose of our 'Dinner is served at 1-2-3 euros' project, a collaboration between Colruyt Lowest Prices, social agencies and local authorities. Vulnerable families with children can register without obligation, allowing them to receive a **biweekly Colruyt recipe booklet**, each containing six easy recipes and the accompanying shopping lists. Each recipe is good for 3 generous portions and costs at most 1, 2 or 3 euros per portion. Since 2016, **7.500 families in 200 municipalities** have already taken part in this project.



## Collaboration projects with Belgian farmers

We see the agricultural sector as an important partner with the common interest of stimulating the availability and consumption of Belgian products. With **products from more than 6.000 Belgian farmers** on our shelves, we work directly with no less than 600 Belgian farms, combining our expertise and together striving to boost the range of Belgian products and make it more sustainable. Over the past year, we focused on strengthening these partnerships in which each partner offers specific added value.

### Strengthening existing partnerships

- Several years ago, we joined forces with the non-profit organisation **De Lochting**, a sheltered workshop and organic farm in Roeselare, for our **organic vegetables**. In 2021, we set ourselves some clear targets, ranging from sustainable land use and growing policy to sustainable water and emission management.
- Apple varieties **Magic Star** and **Coryphée** – on sale exclusively at Colruyt, OKay and Spar – were developed specifically for Colruyt Group in cooperation with three Belgian fruit growers. We offer the growers guaranteed sales, pay a fair price and support them in developing a profitable crop. In addition, we reduce food waste by processing unsaleable crops into by-products such as apple juice, cake or sorbet.
- At the beginning of 2021, some **35 % of Colruyt beef** came from the 3 producer organisations with which we work directly (Vlaams Hoeverund, En Direct De Mon Elevage, Les Saveurs d'Ardenne).
- At Colruyt, OKay and Spar, customers will find 13 milk products coming from our **partnership** with the Belgian dairy company Inex and **330 dairy farmers**. They receive a stable price for their milk production for five years.
- We work directly with **16 Belgian potato growers**. Growers receive a fixed price and are thus less dependent on price fluctuations.

### Successful first organic bread wheat harvest

Eight Belgian partners – 5 organic farmers, the Molens van Oudenaarde flour mill, the Atelier du Pain bakery and our organic supermarket Bio-Planet – joined forces in 2021 to grow high-quality organic bread wheat for processing into organic A to Z Belgian bread. This new supply chain will provide a guaranteed outlet for each of the partners involved, and is expected to also give a boost to Belgian organic wheat growing.

After a first successful harvest, the bread has been on Bio-Planet shelves since December 2021. The success of this first harvest is also an incentive for other organic farmers to opt for quality bread wheat varieties and join the supply chain project: two further farmers have signed up, doubling the number of hectares to 24.



# SDG 3

3 GOOD HEALTH AND WELL-BEING



We are strongly committed to health and well-being, whether physical, mental or social. We want to play a leading role here, helping strengthen the social support base around health.

As a retailer, we also have a social role to play in promoting a healthy lifestyle among our customers and employees. That's why we help them make more conscious choices easily.

## I Balanced nutrition tailored to your needs

We offer our customers an **appropriate and balanced range** of products, tailored as far as possible to everyone's needs and requirements. We also raise awareness to the importance of balanced nutrition through services such as digital tools and training.

### Healthier assortment

- Over the past calendar year, we once again **improved the nutritional composition of our assortment** across all product categories, resulting in **240 improved products** and accounting for:
  - 228 tonnes less sugar
  - 34 tonnes less salt
  - 251 tonnes less fat
  - 117 tonnes less saturated fats
  - 39 tonnes of added fibres
- 50 Boni products got a better Nutri-Score
- We offer recipes with an extra focus on a balanced diet both online and through flyers and cookbooks.



**228 tonnes**  
less sugar



**34 tonnes**  
less salt



**39 tonnes**  
added fibre

**251 tonnes**  
less fat



**117 tonnes**  
less saturated fats



### Wider assortment

By the end of the financial year, over 200 Colruyt Lowest Prices stores had a **parapharmacy department** where customers can buy **vitamins or food supplements**, for example. A dozen or so larger stores run shops-in-shops that also sell **sports nutrition**. In addition, customers can also have their Newpharma webshop orders delivered to their Colruyt store.



## Balanced nutrition for children

In 2017, Colruyt Group became a member of Belgian Pledge, an initiative through which we are committed to limiting marketing to children under 12 and subjecting it to strict criteria.

## Supporting consumers and employees

We support our customers and employees in achieving a **healthier lifestyle** through providing correct information, inspiration and insights. In an accessible and transparent manner based on scientific research, thereby providing them with the tools to make their own conscious choices and adopt sustainable, healthy habits.

- **100% of Boni and Spar products** show the **Nutri-Score**.
- Through the **Xtra app**, customers can access product info taking their dietary preferences into account.
- Colruyt Group was the main partner of the **VeggieChallenge** (an initiative of the non-profit association EVA) in March 2022, inspiring participants with tips and dishes to start eating more plant-based foods.
- At **Colruyt Group Academy**, consumers can attend various face-to-face or online workshops on health.
- At **Solucious Academy**, b2b clients (such as schools or care institutions) can access online videos on healthy eating.



## We offer online health programmes



In partnership with **SmartWithFood**, we have developed online health programmes for our employees and customers

- With the **Lifestyle Check**, a scientifically based questionnaire, employees are provided with information on their personal lifestyles. 700 employees have already participated.
- The **Medical Lifestyle Programme** is a medical check-up via an online questionnaire and blood test, after which participants have an online consultation with a doctor and health coach. 500 employees have already participated.
- The digital coaching programme **Hello Health** for people with metabolic syndrome was launched in 2021 with the support of the European EIT Food and EIT Health. Following a personal check, a coach, an app and an online community support participants in adopting a healthier lifestyle. The results of the short-term study are positive: participants are and feel healthier after taking the programme.





## I A safe and healthy working environment

We **maximise**  
our focus on  
**prevention**  
and **coaching**.

We want to create a safe and healthy working and living environment. An environment free of unhealthy or hazardous substances and negative environmental factors. And an environment that pays attention to mental and social well-being, allowing our employees to **feel good**.

- 69% of our employees have voluntarily joined the **Solidarity Fund**, our social fund that provides support in situations such as long-term sickness.
- We continue to strive for zero workplace accidents. We do this by investing maximum effort in prevention and in risk analyses of work-related accidents. Last year, **969 work-related accidents** occurred.
- **The Connection** provides counselling to employees on questions related to their social, physical or mental health.
- All Colruyt Lowest Prices stores have replaced their existing ladders with a safer and more ergonomic alternative: the UP.
- As part of the **Restart to work scheme**, The Connection contacted 2.935 long-term patients over the past financial year.
- We continue to expand our training and coaching offerings for employees, offering new courses on ergonomics, resilience, etc.
- Our **team for handling shocking events** is on permanent standby.

# SDG 6



Water is irreplaceable, whether for people or nature. This makes it one of the most precious resources and it is crucial to use it sparingly.

For years, we have applied circular water management with a view to achieving an optimal balance between sustainability and cost-efficiency.

We are doing everything to minimise our impact on groundwater and surface water, focusing primarily on prevention and reduction, and on reusing water, as long as water quality can be guaranteed. A further focus is on treating rainwater and wastewater for use as rinse or drinking water. Its discharge is seen as a last resort.

## I Circular water management

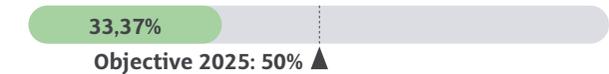
With every new construction or renovation project, we look at how we can minimise our water footprint as early as the design phase. In doing so, circular water management plays a key role, with the ultimate goal being **to close the water loop**.

In concrete terms, this means that we use water even more sparingly on our sites. We do this in several ways:

- by optimising existing installations
- by using the right type of water for the right purpose, for instance not using drinking water when this is not necessary
- by treating and reusing wastewater
- by collecting and using as much rainwater as possible, treated or not
- by buffering surplus rainwater or letting it soak into the groundwater



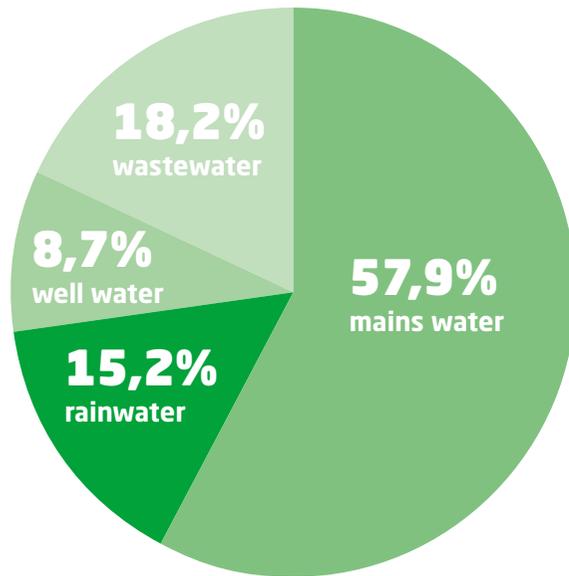
In 2021, **33,37%** of our consumed water came from rainwater and treated wastewater.



## Wastewater and rainwater treatment

- In 2021, we produced **101.943 m<sup>3</sup> of drinking water from wastewater** from our meat division Fine Food Meat. This represents a recovery rate of 56%.
- At Fine Food Meat, some of the rainwater collected is used in sanitary facilities, while some is treated to make it drinkable. Using the PURA (Purification of RAINwater) process, **we treated 7.732 m<sup>3</sup> of rainwater in 2021**.
- Over the past year, we expanded the **buffers** for capturing rainwater at our Dassenveld distribution centre by 400 m<sup>3</sup> to a **capacity of 8.600 m<sup>3</sup>**. We reuse rainwater for cooling systems and sanitary facilities.
- In 2021, we constructed a **water treatment plant** at our Dassenveld site. This plant treats the wastewater from the crate-washing facility, subsequently returning it to the circuit.

## 560.578 m<sup>3</sup> of water used in 2021 (Belgium)



### 500 water taps for drinking water

In March 2022, in collaboration with Robinetto, we started installing 500 water taps in the canteens of all Colruyt Lowest Prices, OKay and Bio-Planet stores, as well as at some of the group's production sites and headquarters buildings. In doing so, we are providing healthy drinking water to thousands of (store) employees in the most sustainable way. Read more about this on page 63.

### Reduction of sanitary water use

We are reducing our consumption of sanitary water in our headquarters buildings and renovated stores through the systematic installation of minimum flush flow devices.

## Reducing the water footprint of our product range

While agriculture is one of the biggest consumers of water, other sectors should not be ignored. We want to systematically reduce the water footprint of our range of products and services, while at the same time addressing eco-toxicity and eutrophication in fresh and salt water. To do this, we are working together with producers and partners.

### Partnerships

Through our partnership with SIFAV, a sustainability initiative for fruit and vegetables, we aim to reduce water consumption to best-practice levels in three selected river basins (in Peru, South Africa and Spain). In addition, we intend to set up independent audits or water standards for 70% of volumes coming from countries with a high water risk.

## Preserving and protecting water resources

To keep as much water as possible in the natural water cycle and out of the sewer system: that's our goal. At our sites, we strive for a minimal impact on surface water and groundwater. We opt for permeable paving and provide above- and below-ground systems such as wadis, infiltration ditches and pits to allow rainwater to soak into the ground. Only if the subsoil is unsuitable for letting it soak away, do we buffer the water on our own sites during downpours before discharging it later.

We also carefully handle groundwater in water catchment areas. And, of course, we also always meet wastewater discharge standards.

# SDG 7



In our energy policy, we are fully committed to avoiding and reducing energy consumption. In addition, we consciously choose sustainable alternatives such as renewable electricity (from wind turbines and solar panels) or green hydrogen as fuel.

In selecting such alternatives, we look at two things: how we can produce sustainable energy as a company, and how we can give consumers access to sustainable and affordable energy.

## I Lower energy consumption

Through our energy reduction plan, we intend to reduce the energy consumption of our activities in Belgium and Luxembourg by 20% by 2030 compared to base year 2009, in proportion to our – continuously growing – revenue. Our reduction plan provides for a structural approach to the largest energy consumers: **heating, cooling, passenger and freight transport, and lighting.**



**By 2030, 20% lower energy consumption than in 2009 (in proportion to revenue).**

In 2021, we already consumed 13,5% less energy.



## Low-energy stores

Since 2007, all new-built stores are low-energy stores. At present, 133 of our stores are low-energy ones. At the same time, we have already refurbished 88 stores in an energy-saving manner. By 2030, 90% of our 600 stores in Belgium will be low-energy stores.



## Mobility

We save a lot of fuel and truck movements by optimising the truck load factor (94% for deliveries to Colruyt stores) and using such alternatives as barges (4.836 truck trips saved in 2021). In addition, office workers can now work from home or in a regional office several days a week.



## Awareness and behavioural change

Through campaigns focusing on energy-saving, we make our employees aware 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. In addition, Colruyt Group Academy organises several workshops for individuals.

## I Using energy smartly

By 2030, at least 90% of electricity production and consumption at our central sites in Halle, Lot, Ollignies and Ghislenghien will occur synchronously, reducing the load on the public grid. We believe that in addition to energy production facilities, consumers can also play a crucial role in balancing the grid. We thus try to make the best use of renewable energy whenever it is available, among other things by flexibly controlling our production facilities and consumption.



**By 2030, at least 90% of electricity production and consumption at our central sites are set to occur synchronously.**

In 2021, we achieved a synchronicity rate of 78,5%.

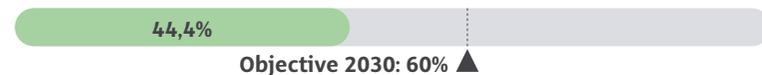


## I Producing and using renewable energy



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

In 2021, this was 44,4%.



- Solar electricity generation by Colruyt Group: **12.082 MWh**.
- Green electricity produced by Virya Energy and allocated to Colruyt Group: **949.336 MWh**.
- We continue to increase the share of non-fossil energy, e.g. by greening our vehicle fleet and investing in energy-efficient heating, such as heat recovery and heat pumps.

## I Offering sustainable energy



**Via DATS 24, we are helping make green electricity available to the residential and business market.**

- We accelerated the rollout of our network of **charging stations**, for instance on store carparks: by the end of the financial year, there were **232** of them, each with 2 charging points.
- In January 2022, we opened the largest charging bay in Belgium on the carpark of our headquarters in Halle, with 54 charging stations and 1 fast charger.
- Since April 2021, DATS 24 has also been supplying green electricity to residential customers.
- DATS 24 is preparing to open 5 new hydrogen filling stations in 2022.
- Together with Belgian gas grid operator Fluxys, Virya Energy is developing an **industrial plant** in Zeebrugge **to produce hydrogen**. Read more about this on page 100.



# SDG 8



Here at Colruyt Group, we do business in an inclusive and people-oriented manner, based on integrity and trust, and with respect for one another's rights. Key concepts are decent work, a stimulating work environment and a transparent supply chain.

As a consciously development-oriented organisation, we offer our employees numerous opportunities to further develop their personal and professional skills, for instance through an extensive range of training courses. Besides the development of our staff, we also target other groups, such as consumers and young people, running specific programmes for them in the Colruyt Group Academy and Collibri Foundation.

We also attach great importance to the right working conditions, within both our company and our supply chain.

## I Working at Colruyt Group

Promoting **sustainable job creation and decent work** where every employee can make a positive contribution, we want to form a long-term relationship with every one of our employees. To this end, we create an optimal work context in which everyone can make the most of their skills.

### A sustainable workforce

Through numerous tools and levers (training, personal development plans, teamwork, new learning solutions, consultation moments, etc.), we encourage our employees to invest in the **long-term development of their careers**. We also pay close attention to a healthy work-life balance.

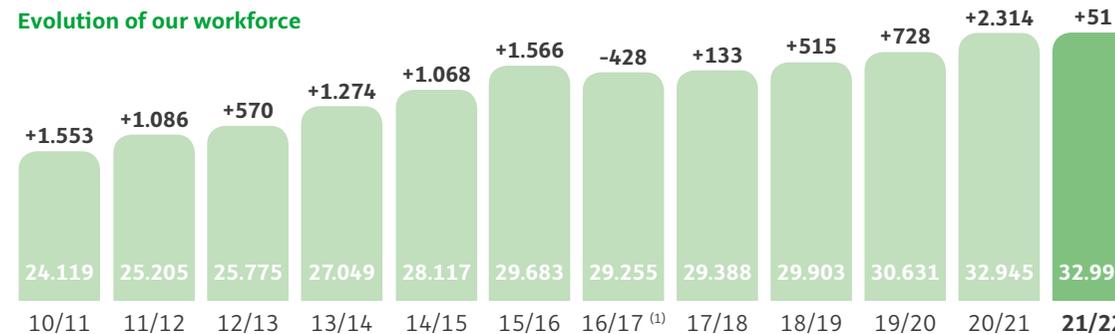
- **Fifth most attractive employer:** in 2022, we were ranked the fifth most attractive Belgian employer in the leading Randstad Employer Brand Research. This is our highest position ever.
- Colruyt Group India is certified as a **Great Place to Work** by the Great Place to Work® Institute.
- Beginning in 2022, we have enshrined the possibility for office workers to **telework** several days a week.
- Many Colruyt and OKay store employees are already able to specify their available hours via a system of 'self-rostering', thus exercising greater control over their schedules.
- Our well-being survey shows that 82% of our employees are satisfied with their jobs.

On 31 March 2022,  
we had  
**32.996**  
employees.

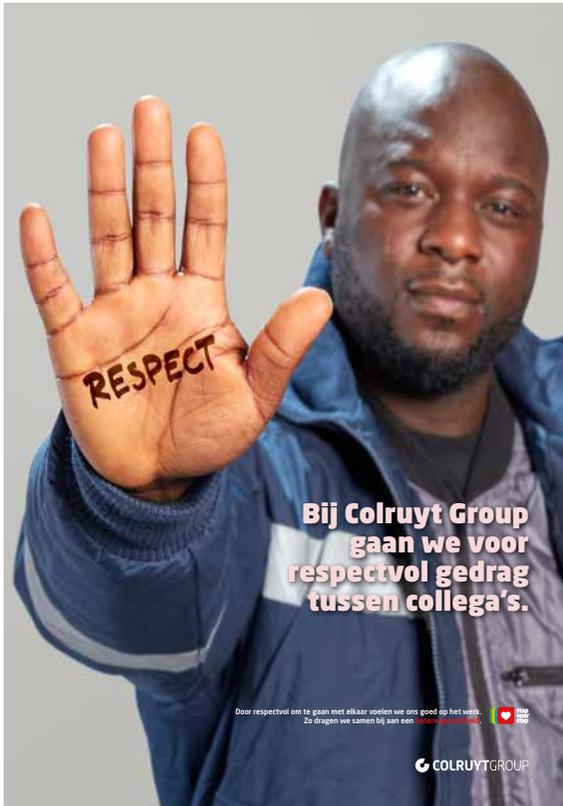
Average length  
of service is  
**10,27 years.**

In 2022, we were  
ranked the **fifth most**  
attractive employer.

### Evolution of our workforce



(1) Sale of the French food service business Pro à Pro (-1.837 employees).



## A diverse and inclusive workplace

We believe in the **power of diversity**. Colruyt Group stands for an inclusive corporate culture based on the added value of diversity. We have a clear-cut **non-discrimination policy**.

- In our **training offerings**, we focus on multicultural teams and intercultural communication.
- In 2021, we conducted several **awareness-raising campaigns** around transgressive workplace behaviour.
- Our **selection process** is open to all, regardless of age, cultural background, disability, ethnicity, gender, marital status, political beliefs, religion or sexual orientation. The best candidate is selected in an objective and professional manner.

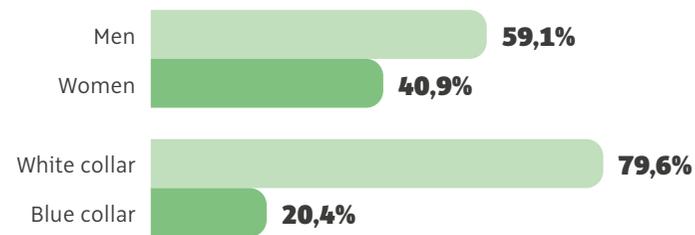
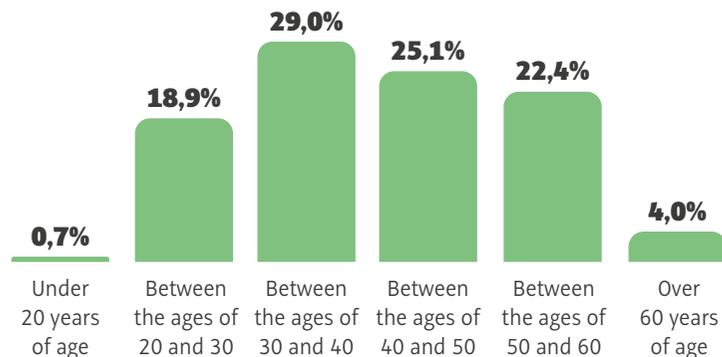
Our group counted

**89 nationalities** in 2021



## Engaging in constructive dialogue

- Colruyt Group has a longstanding tradition of **communicating respectfully** with employees and social partners.
- As the first point of contact for employees, line managers receive training on engaging in constructive dialogue.
- Our staff training programme includes courses on respectful communication and giving feedback.
- 94% of our employees are represented through a social consultative body or covered by a **collective agreement**.



## More than just remuneration

Our employees can count on a competitive salary package. Moreover, we would like them to benefit financially from the growth of the company and have them participate in our business. We do this by distributing part of our profits in the form of **profit sharing** and by allowing our employees to subscribe to the annual **capital increases** on preferential terms.

- 20,42 million euros of profit sharing or 5,4% of company profits were distributed to 26.679 employees in Belgium
- **1.606** employees subscribed to **184.228** shares in 2021



## Profit sharing

As a token of appreciation for everyone's contribution and dedication, Colruyt Group lets all employees in Belgium **share in the profits**. A separate system applies for employees in France, in accordance with French legislation. For the 2021/22 financial year, subject to approval by the General Assembly, total profit sharing will amount to EUR 20,42 million, distributed as follows: a distribution of EUR 1,27 million of profit sharing in cash as defined by the law of 22 May 2001 on employee participation in the capital of companies and establishing a profit-sharing bonus for employees, as well as a distribution of EUR 19,15 million under Collective Labour Agreements Nos. 90 and 90bis on non-recurring results-related benefits. From the 2001/02 financial year to date, Colruyt Group has allowed employees to share in the profits for a total of EUR 457,36 million.

In addition, we pay annual bonuses to middle and senior managers based on the group's profit. For financial year 2021/22, these profit-related bonuses amount to EUR 2,82 million gross.

### 2021/22 financial year

Profit sharing (in million EUR)	1,27
Results-related bonus (in million EUR)	19,15
<b>Total amount of profit sharing (in million EUR)</b>	<b>20,42</b>
Number of entitled employees	26.679

The specified payments are gross amounts subject to the following deductions upon payment to the employees:

- Profit sharing: 13,07% as a solidarity contribution and 7% participation tax
- Results-related bonus (CLA 90): 13,07% employee social security contribution. Employer social security contributions are also due on the results-related bonus (CLA 90) (EUR 6,32 million in 2021/22 and EUR 7,47 million in 2020/21)

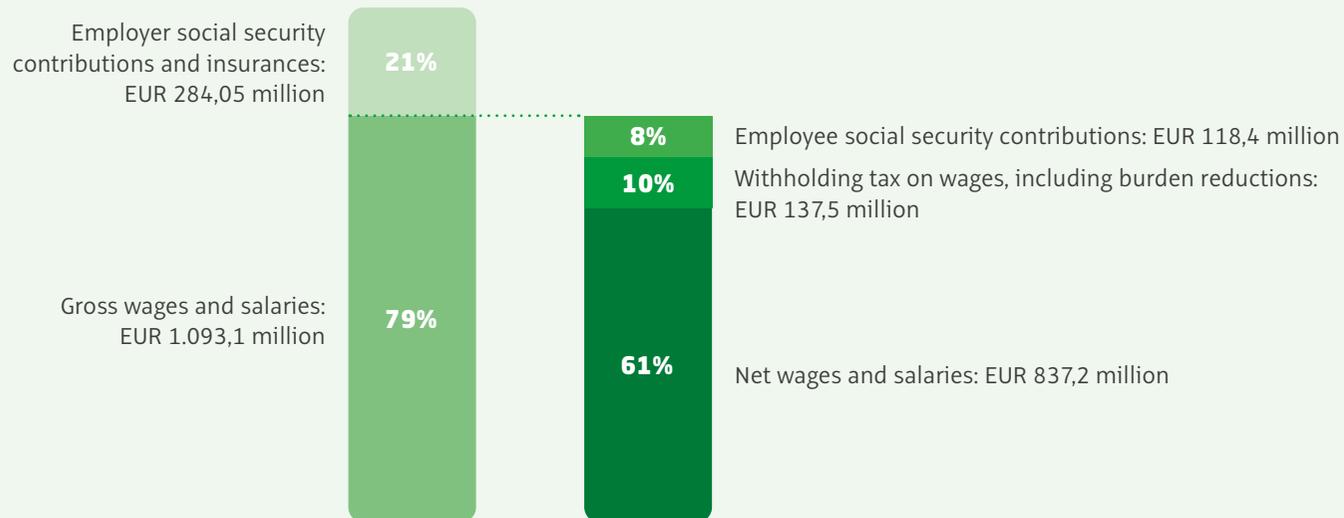
Year	Amount in million EUR	Number of shares
2019	15,9	380.498
2020	10,3	222.372
2021	7,3	184.228

## Capital increases reserved for staff

To enable employees to participate in the growth of the company, we have been encouraging them to **participate in the company's capital since 1987**. Through an **annual capital increase** reserved for staff, they can subscribe to shares in the parent company Etn. Fr. Colruyt NV on attractive terms within a legal framework. Shares remain blocked for five years. These capital increases are proposed by the Board of Directors and approved by an Extraordinary General Meeting.

As part of the capital increase for financial year 2021/22 in December 2021, 1.606 employees subscribed to 184.228 shares, representing a capital contribution of EUR 7,34 million. Since 1987, group employees have subscribed to 22,98 million shares in their own company or the parent company, for a total amount of EUR 273,1 million.

## Total payroll costs in Belgium: **EUR 1.377,2 million** (2021/22 financial year)





## I Learning and developing together

Lifelong learning and development are embedded in Colruyt Group's DNA. We **structurally invest in learning and development opportunities**, encouraging self-development at both a professional and personal level.

**Three levers** are used to support lifelong learning and development within our company:

- Providing a safe and challenging learning environment
- Cultivating a growth mindset, where learning something new is perceived as positive
- The realisation that you can (re)learn something and develop yourself anywhere and anytime

## In 2021, we invested **39,1 million euros** in employee education and training

### Education and training for employees

- In 2021, **2,82% of the total payroll** was invested in education and training.
- Growing **e-learning** share: one fifth of former face-to-face training courses replaced by online versions.
- **1.548 employees** took part in personal growth training in the last financial year.
- A **revamped training offer** responding to staff needs, with new courses on stress and resilience, overcoming fear of speaking or dealing with undesirable behaviour.

### Inspiring consumers via Colruyt Group Academy

- Due to the corona restrictions, Colruyt Group Academy was again only able to hold face-to-face workshops to a limited extent in 2021. However, online workshops continued to take place, reaching a total of **23.501 participants**.

- Colruyt Group Academy invested heavily in overhauling its offering, introducing new topics, formats and working methods (learning communities, on-demand, face-to-face or online) as of spring 2022.
- An increasing number of workshops target **sustainability topics** such as the environment and health.
- **10 Colruyt Group Academy centres** across Belgium.

### Empowering young people via the Collibri Foundation

- In 2021, support for **18 training projects** in 11 countries.
- **EUR 907.846** invested in 2021.
- **10.480 young people** reached directly in 2021.

## We continue to **strive for 100% good working conditions**

### Working conditions in the supply chain

As a retailer, we take responsibility for **proper working conditions** at our producers. For example, we ask suppliers of private-label products to sign the **amfori BSCI Code of conduct**, committing them to respect universal human rights. Compliance with the code of conduct is monitored via certificates, social initiatives and/or social audits. If it appears that the trading partner needs support, we look together at how we can make improvements. What if there is no will to create good working conditions? Then we stop the cooperation.

#### Supplier commitments

- We use the **amfori BSCI Code of conduct** as a benchmark for all suppliers of our private-label products.
- Our code of conduct endorses universal principles of **international human rights treaties**. These must be respected, *inter alia* with regard to the **minimum age** for employees, the right to fair wages, exclusion of child and forced labour, guaranteed safe and healthy working conditions, and a ban on discrimination.

#### Auditing working conditions

- Working conditions at 81% of our producers were audited in 2021. Among other reasons, this lower percentage was due to Covid restrictions and a renewed process at amfori BSCI.
- 96% of producers in high-risk countries received a positive audit. In the remaining 4%, an improvement process was initiated.



# SDG 12



As a retailer with our own production units, we have an impact on all links in the supply chain: from sourcing, via production, to distribution and consumption.

Through certification, sector initiatives and international supply chain projects, we are making a sustainable difference in the regions where we source raw materials and products. Closer to home, we are making a positive difference through sustainable production initiatives, attention to animal welfare, and through reducing and avoiding waste and food losses.

In addition to responsible production and the resource-saving use of raw materials, we also focus on responsible consumption, providing information, inspiration and handy tools such as the Eco-score.

## I Responsible sourcing

We want to use our economic power to initiate a positive social and environmental spiral in the regions where we source our raw materials and products. Both at home and abroad. We do this through innovation, certification, international supply chain projects and sector initiatives.

### Certification of private-label products

With regard to private-label products and their raw materials with an acknowledged significant impact on sustainability, we systematically opt for sustainability certifications that take social and ecological aspects into account.

- **Wild-caught fish, shellfish and crustaceans:** 98,5% MSC (Marine Stewardship Council) label, a positive assessment by ILVO (Flanders Research Institute for Agriculture, Fisheries and Food) or a positive assessment by ISSF (International Seafood Sustainability Foundation) for canned tuna.
- **Farmed fish, shellfish and crustaceans:** 94,6% certification with ASC (Aquaculture Stewardship Council) or BIO.
- **Coffee:** 100% certified (Rainforest Alliance, Organic, Fairtrade).
- **Products containing cocoa:** 99,5% certified (Rainforest Alliance, Organic, Fairtrade).
- **Palm oil and palm kernel oil:** 100% RSPO-certified (Roundtable on Sustainable Palm Oil).
- **Soy in animal feed:** 100% offset by RTRS credits (Round Table on Responsible Soy), 67,8% of which were purchased from a cooperative we supported in its transition to more sustainable soy.
- **Soy in food:** if the soy in our own-brand products comes from an at-risk area or if they are soy derivatives, they are certified or offset by purchased RTRS credits.
- **Wood, charcoal and paper:** 100% certified with FSC (Forest Stewardship Council), PEFC (Programme for Endorsement of Forest Certification Schemes) or Blaue Engel (specifically paper).
- **Cotton at Dreambaby:** 100% BCI- (Better Cotton Initiative) or GOTS- (Global Organic Textile Standard) certified.



## Sector initiatives and international supply chain projects

We also make a positive and sustainable difference in production regions through sector initiatives and international supply chain projects. Transparency and cooperation with all supply chain players play a key role here.

//  
**The added value of sector initiatives is that together (with other retailers and partners) we can greatly raise the bar on sustainability while still maintaining a level playing field**

Looking at international supply chain projects, we always work closely with the local producers and all other supply chain players to bring the most sustainable product to market. In 2021, we were active in **8 international supply chain projects** that resulted in **46 private-label products**. We also systematically combine these supply chain projects with training projects for local young people under the banner of our Colibri Foundation.

### Sector initiative: Sustainability Initiative Fruit & Vegetables

Colruyt Group is part of the Sustainability Initiative Fruit & Vegetables (**SIFAV**), representing Belgian retailers on its steering committee. We are working with SIFAV and other supply chain partners from the fruit and vegetable sector to develop a sustainability strategy for 2025.

### A few SIFAV goals by 2025:

- Reducing the carbon footprint by 25% across three products.
- Reducing food loss and waste by 25% across three products.
- Reducing water use to best practice levels in three selected river basins in Peru, South Africa and Spain.
- Conducting independent audits or imposing water standards for 70% of volumes from high water risk countries.
- Having 90% of our fruit and vegetables from medium- to high-risk areas meet specific environmental and social standards verified by a third party.

### Sector agreement: Beyond Chocolate

The 'Beyond Chocolate' sector agreement, which we co-signed in December 2018, aims to sustainably improve the living conditions of cocoa producers by 2030. Specifically, all Belgian chocolate must meet a certification standard by 2025. For our private-label products, this target was already achieved in 2021: **100% of our private-label products containing cocoa are certified.**

The goal for 2030 is different: to guarantee cocoa farmers a living income. Here again, we are already making progress thanks to our **cocoa supply chain project in the Ivory Coast**. Starting in June 2020, we have been supporting 102 farmer families in two Ivorian villages for three years. They supply the cocoa for our **Boni 72% pure chocolate bar**. It has been in our stores since October 2021. The cocoa farmers are paid a living income reference price for this.

They also receive support to boost biodiversity and resilience to climate change. The intention is to later scale up this supply chain project to cover the whole Boni chocolate bar range, as part of Beyond Chocolate. In this way, we want to contribute to the goal of zero deforestation and a living income for cocoa farmers.



This project is running in collaboration with the IDH Sustainable Trade Initiative, the producer Puratos, development organisation Rikolto, certification organisation Fairtrade, the Ivorian cooperative ECSP and the training centres Agro-Insight and Access Agriculture.



## More animal welfare

We are continuously working to improve the living conditions of all animals intended for consumption (including by-products).

- All fresh meat and meat preparations of our own brands in our stores come from animals that were **anaesthetised** before **slaughter**. All Belgian slaughterhouses supplying meat to our Fine Food Meat processing company were subject to unannounced animal welfare inspections in 2021.
- In August 2021, Colruyt Lowest Prices and OKay committed – as the first Belgian retailers – to **higher animal welfare criteria for broiler chickens**. The animals are now getting daylight and 40% more space, and a switch to a slower-growing breed is being made. The switch is being done incrementally and will be completed by 2026 at the latest.
- After successful pilot projects in 2020 and 2021, we also decided to include the new method of hatching eggs in the producer's house (**Nestborn** and the similar **One2Born** method) in the chicken meat specifications for Colruyt and OKay butchers by 2026. A first in Belgium!
- In 2021, 35% of Colruyt beef came from three Belgian producer organisations with whom we work directly. Together with the breeders we are committed to the **welfare of the cows**. We require that they **be able to graze outside for at least half the year**, and that the animals are born and spend the rest of their lives on the same farm.
- The **fresh rabbit meat** at Colruyt, OKay, Spar, Solucious and Cru is guaranteed to come from rabbits from animal-friendly park systems. The meat for Colruyt, OKay and Solucious is also **100% Belgian**, meaning that the rabbits do not spend too much time in a truck.



## Innovative sea farm

Also by developing new initiatives ourselves, we can steer the production and consumption of goods in a more sustainable direction. For example, we want to meet the rising demand for sustainable protein-rich food through an innovative sea farm, Westdiep, off the Belgian coast. With the necessary permits in our pocket, **we started construction in early 2022** of the first phase of this first Belgian commercial sea farm, where we will cultivate mussels using hanging culture technology. After placing the buoys, we started **placing the first 50 longline installations** in spring 2022, in cooperation with the West Flemish company GEOxyz. If all goes well, the first mussels will be in our stores in summer 2023.

## Resource-saving use of raw materials

We are continuously working to reduce residual waste and avoid food loss. We do this by **making our range of products, packaging and services more circular and upgrading our residual streams**, working to the principles of the circular economy and recycling and reusing the available raw materials again and again. In doing so, we use the R-ladder as a guide: refuse, rethink, reduce, reuse, recircle, recycle and recover.



**By 2025, we want all household packaging for our private-label products to be reusable, recyclable, compostable or biodegradable.**

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

## Smarter packaging

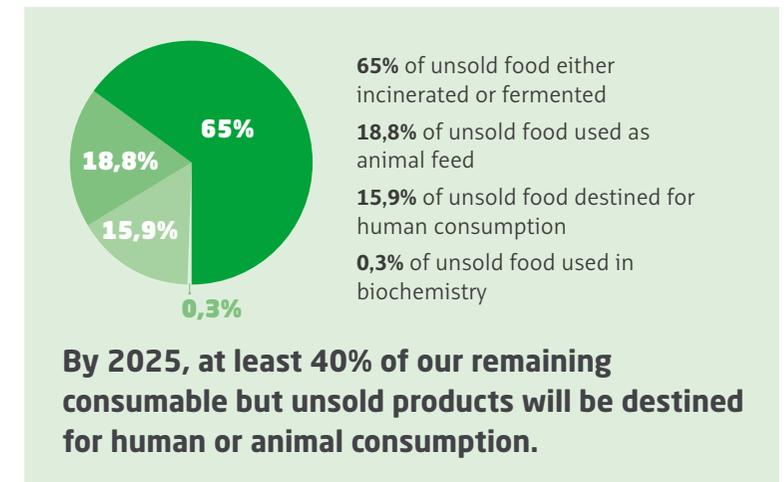
For our own brands, we choose the best packaging for the environment for each product. Whenever possible, we just do away with packaging. For those products that do get packaged, we try to replace or reduce (part of) the packaging. In addition, our packaging is made with a view to easy recycling after use. Finally, whenever possible, we choose packaging made with recycled or renewable materials.

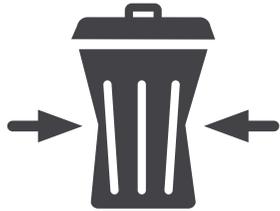
- In March 2022, Colruyt Group signed the Flemish government's **Green Deal Anders Verpakt**, the goal of which is to avoid or reuse single-use packaging.
- In early 2022 at Fine Food Meat, we introduced new recyclable packaging for meat destined for the OKay stores.
- The packaging of frozen meals, fresh prepared meals and snacks and fresh fish, inter alia, has been changed from black to transparent or light packaging materials, making some 75 tonnes of packaging material available for recycling.

## Working together to fight food loss

We are constantly looking for ways to reduce food waste, on the one hand by focusing on avoiding food surpluses (thanks to efficient stock management), and on the other by reusing food surpluses (animal feed, biochemistry, human consumption).

- In 2021, we sold 96,98% of our fresh produce. The sales in fresh produce decreased, while waste in fresh produce remained virtually unchanged. As a result, the percentage of sold fresh produce decreased and we did not reach our target of selling at least 97,4% of our fresh produce as of 2021. In 2022 we will do our utmost to achieve this ambition.
- In 2021, we saw a slight decrease in the total tonnage of food losses by 121 tonnes (-0,37%) to 32.951 tonnes.
- The proportion of surplus food going to human consumption rose to 15,9% in 2021. By contrast, the proportion without any useful application (incineration) fell to 7%.
- In collaboration with the Brussels city farm Eclo, we conducted a successful test to grow **mushrooms on bread residues from Bio-Planet**. The mushrooms were temporarily available for sale at Cru as of October 2021.





**3.708 tonnes**  
less waste in 2021

## Working together for less waste

- The total tonnage of waste dropped by 3.708 tonnes (-4,42%) to 80.217 tonnes.

**As of 2021, we will have our tonnage of waste per million euros of sales decrease annually.**

- Residual waste (waste not reused and thus incinerated) is already down for the seventh year in a row, to 12.878 tonnes (- 1,5%).

**We continued to meet our goal of recycling at least 85% of our waste in 2021.**

## Circular construction and renovation

Every year, we carry out a lot of construction and remodelling projects. We try to reuse or recycle as many materials as possible to reduce waste and consume fewer primary raw materials. We are also continuously researching and testing new structural materials and building systems for circular construction (click wall systems, flexible interior walls, dismantlable roof panels, etc.).

- **Built to reuse:** when renovating stores, we use a **checklist** covering more than 1.300 shop-fitting materials and components that we are able to reuse (shelving, cabling, lighting, steps, shopping cart parks, etc.).
- In 2019, we signed the Green Deal on Circular Construction. As a 'Doer in Flanders' we are working on the **'high-quality recycling of aerated concrete'**.
-  In the context of the European ICEBERG project, we are working with 34 partners from ten countries to research **reuse of building materials** (urban mining) and the application of new circular building materials and techniques developed within the project. For example, in collaboration with the research centre VITO and a manufacturer of our earlier cast concrete floors, we are making new carbonation blocks that absorb rather than release CO<sub>2</sub> during production.
- **We are working closely with universities and research institutions.** In 2021, we collaborated on three master's theses at UHasselt university on circular metal, insulation and selective demolition. We are also partnering a master's thesis at UGent university on decoupling concrete sandwich panels.
- **We are mapping our impact digitally.** In cooperation with VITO and OVAM, we are working on **optimising the Belgian tool Totem** for measuring the environmental impact of our building stock. We are working together with producers and recycling companies to develop material passports for our structural building materials and with the European Levels tool to map our circularity, enabling us to structurally address our reuse and recycling in a transparent and future-oriented way, together with all building partners.



## I Conscious consumption

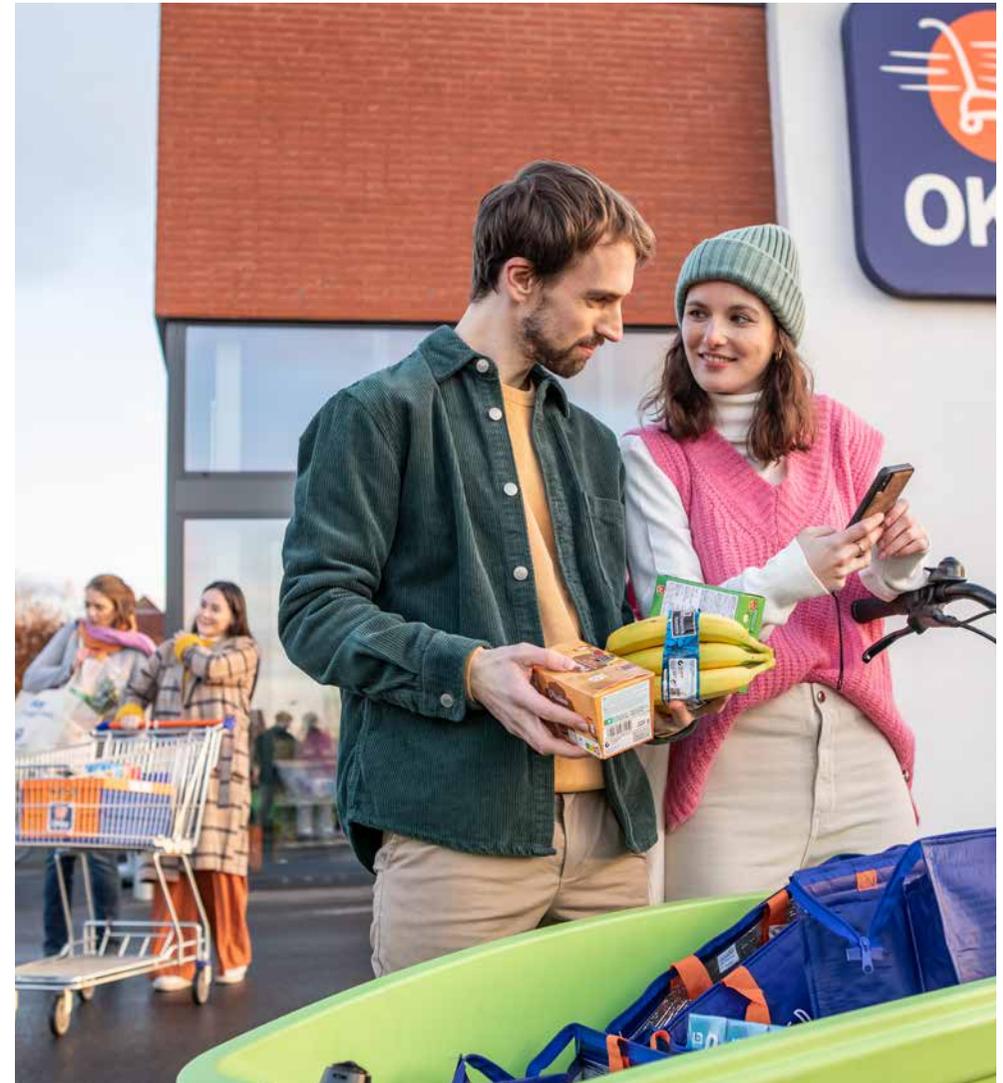
Both through our range of products and services and through information and inspiration, we are helping our customers to consume consciously.



### 1 year Eco-score: guide to making more environmentally conscious choices

In March 2021, we were the first retailer to launch the Eco-score in Belgium. The Eco-score displays the environmental impact of food products through a simple colour and letter code, allowing customers to easily make more environmentally conscious choices.

- By the end of March 2022, **almost half of all food products** at Bio-Planet and Colruyt already received an Eco-score. Both private-label products and products from national brands receive a score.
- Customers can consult the **Eco-score** on various **apps** and on Colruyt Group's **websites**: MyColruyt, SmartWithFood, Xtra, Bio-Planet.be and Colruyt.be.
- By the end of March 2022, the Eco-score was already featured on the **packaging of more than 100 private-label products** (Boni Selection, Boni Selection Bio and Graindor). On some, we also visualise how the Eco-score was calculated.
- Colruyt Group's own recent market research shows that more than 50% of Belgians have already seen or heard about the Eco-score. They are also good at linking the Eco-score to the environmental footprint: an important first step towards making a real impact on consumer behaviour.



### Protein shift: attention to vegetable products

In April 2021, our store formats Colruyt Lowest Prices, OKay and Bio-Planet, our food service specialist Solucious and spin-off SmartWithFood signed the **Flemish Green Deal 'Protein shift on our plate'**. The target of this Green Deal is to achieve a ratio of 60% plant and 40% animal proteins on our plates. The signatories undertake to work together to achieve this protein transition through accessible communication and a wide range of plant-based products.

# SDG 13



We work day-in, day-out to minimise our impact on the climate, always with an eye to long-term results. We monitor our greenhouse gas emissions (such as CO<sub>2</sub>, methane or nitrous oxide) in accordance with the three scopes of the internationally recognised Greenhouse Gas (GHG) Protocol.

- **Scope 1:** direct emissions caused by our own building-, transport- and production-related activities.
- **Scope 2:** indirect emissions released when generating the energy we purchase.
- **Scope 3:** indirect emissions that occur in the value chain. For example: emissions in external production, customers travelling to our stores, waste processing, etc.

## Scope 1 and 2: avoiding and reducing greenhouse gas emissions



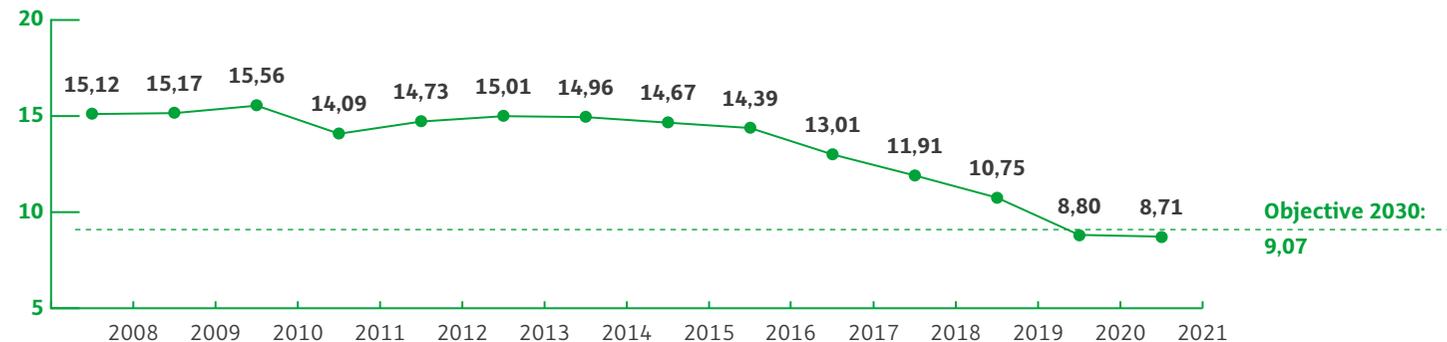
In 2008, we prepared a CO<sub>2</sub> balance sheet for the first time. We drew up a **CO<sub>2</sub> reduction plan**, launching our first projects between 2011-2015. These focus on four hotspots: **cooling, heating, energy and mobility**. With the following results: our greenhouse gas emissions (in scope 1 and 2) decreased in recent years in both relative and absolute terms. A trend we would like to continue.

Faster than expected, we have also managed to meet our current reduction target: **40% reduction by 2030, versus base year 2008 and relative to revenue**. Following changes in the calculation methods to become more in line with the Greenhouse Gas Protocol, we recalculated our emissions data back to the base year. The reasons for this included a significant shift of emissions from scopes 1 and 2 to scope 3 (well-to-tank emissions), more detailed data input and updated emission factors. In addition, we have also expanded

our organisational perimeter in line with the principle of financial control (more info on this can be found in the indicators on page 193).

This meant that we retroactively met our intensity target as early as 2020: **a great reflection of our longstanding commitment** to mitigating climate change. Today we are even more convinced of the need to tighten our reduction targets. Colruyt Group is thus committed to setting new emission reduction targets in accordance with the criteria and methodology of the **Science-Based Targets Initiative (SBTI)**. In the coming months we will submit our targets, with a view to formal validation by the end of this year. In our next Annual Report, we will report for the first time on these new targets.

Tonnes CO<sub>2</sub> eq per million EUR turnover





## Climate-friendly cooling

In 2017, we started switching to **natural refrigerants** in our stores. Since then, 158 stores have already been equipped with installations running on propane or propene. These emit 90% less CO<sub>2</sub> than installations running on synthetic refrigerants. The transformation is expected to be completed by 2030. We now also **detect** any **cooling leaks** much earlier thanks to a new artificial intelligence-based monitoring system that we developed ourselves in 2021. We are also opting for climate-friendly innovations in our logistics chain: we continue to roll out our self-developed **liquid ice containers** for fresh produce (7.176 containers) and frozen foods (2.411 containers), while in 2021 we also introduced a new type of **cool box** for **Collect&Go** emitting far less CO<sub>2</sub> than the earlier refrigerated carts.



## Heating

Through extensive insulation and energy-saving techniques such as heat recovery and heat pumps, we are bringing down energy consumption in our stores and the recovered heat is enough to heat the stores. 88 stores have already been equipped with heat recovery. 45 stores are now operating completely free of fossil fuels.

We also avoid a lot of energy consumption by working with cold rooms and closed refrigeration units in our stores.



## Greener vehicle fleet

We are continuing our efforts to make our passenger transport fleet greener. 46% of vehicles run on CNG, 16% have hybrid engines, 1,6% run on electricity and 0,3% on hydrogen. We are also conducting tests on running trucks on electricity and hydrogen.

## Renewable energy

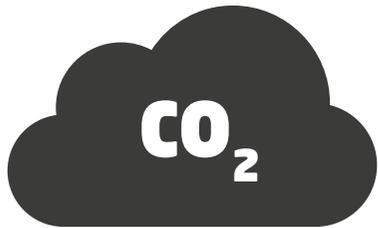
- As far as possible, the energy we use comes from renewable sources. Our electricity consumption is **100% green**.
- We ourselves produce green electricity from **solar energy** and are investing in onshore and offshore **wind energy** via Vinya Energy.
- We are trying to maximise consumption at times when green electricity production is high. In 2021, the synchronicity rate was 78,5%.

Read more about renewable energy on pages 162-163.



## Scope 1 and 2: capturing greenhouse gas emissions through afforestation

While remaining committed to further emissions reductions, we are also committed to CO<sub>2</sub> capture, capturing at least the equivalent of our remaining emissions through **planting trees**.



From 2030,

## net-zero emissions

within scope 1 and 2 of the Greenhouse Gas Protocol. The sum of the greenhouse gases we emit (+) and the CO<sub>2</sub> we remove from the atmosphere (-) is then 0

### New forest in the Democratic Republic of Congo

In concrete terms, in 2021 we started planting **10.000 hectares of forest** – involving more than 12 million trees. We are doing this in the province of **Kwango** in the Democratic Republic of Congo, in close cooperation with the local population and local organisations.

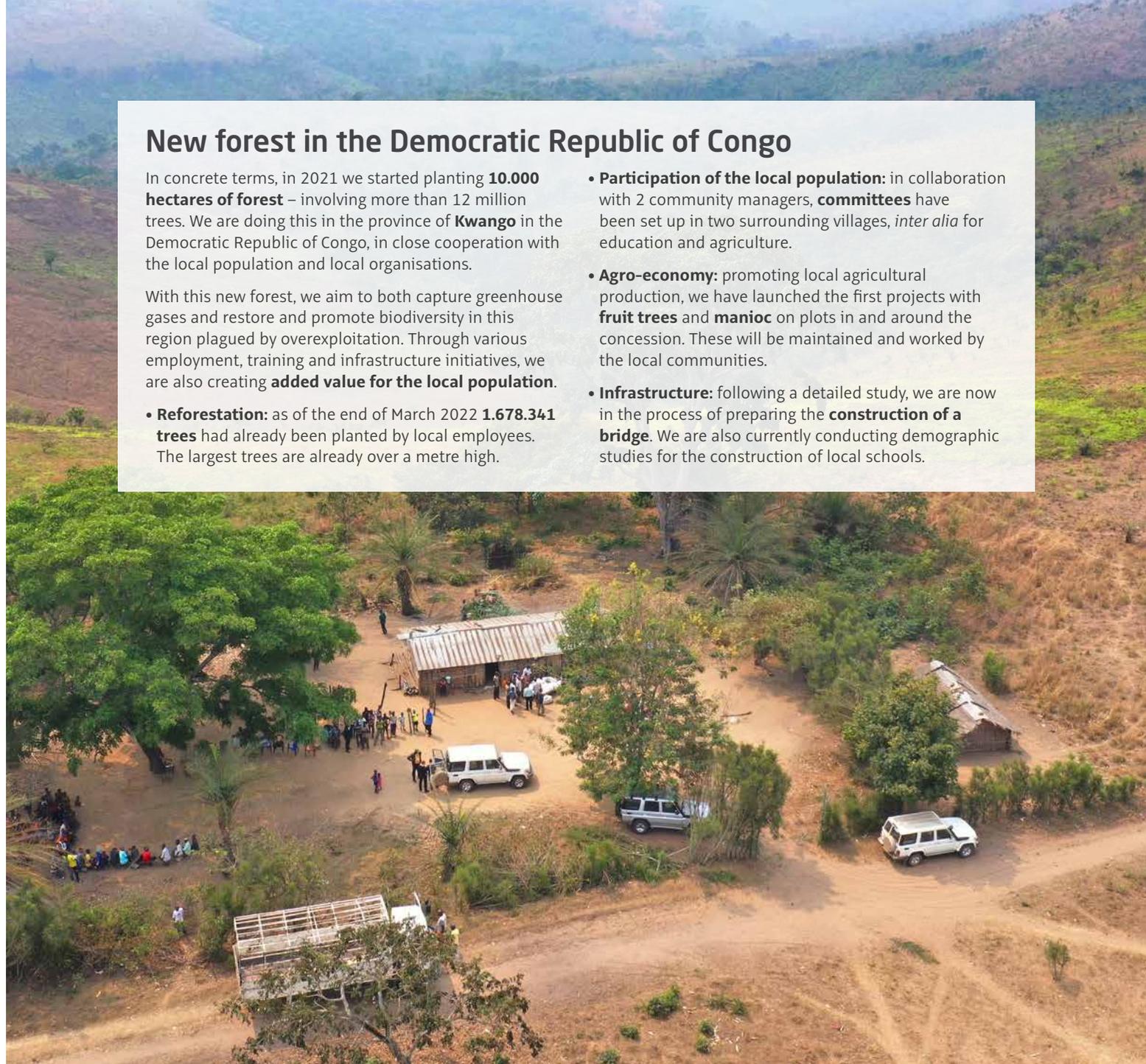
With this new forest, we aim to both capture greenhouse gases and restore and promote biodiversity in this region plagued by overexploitation. Through various employment, training and infrastructure initiatives, we are also creating **added value for the local population**.

• **Reforestation:** as of the end of March 2022 **1.678.341 trees** had already been planted by local employees. The largest trees are already over a metre high.

• **Participation of the local population:** in collaboration with 2 community managers, **committees** have been set up in two surrounding villages, *inter alia* for education and agriculture.

• **Agro-economy:** promoting local agricultural production, we have launched the first projects with **fruit trees** and **manioc** on plots in and around the concession. These will be maintained and worked by the local communities.

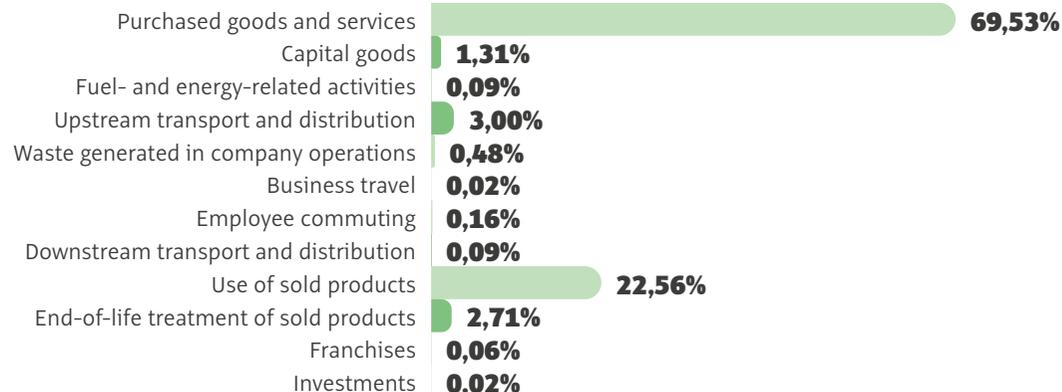
• **Infrastructure:** following a detailed study, we are now in the process of preparing the **construction of a bridge**. We are also currently conducting demographic studies for the construction of local schools.



## Scope 3: Avoiding and reducing greenhouse gas emissions

Our activities also involve indirect greenhouse gas emissions. For instance, the **products** on our shelves and the materials we use have an indirect impact on the climate. Using life cycle assessments, we look at the overall life cycle of these products and materials. Working closely with our suppliers, we are tackling the factors with the greatest impact on climate change first. In addition to products and materials, we are also working on making the **mobility** of our goods, customers and employees more sustainable.

Every two years we conduct an Organisational Environmental Footprint (OEF) audit, in accordance with the recognised methodology of the European Commission. This allows us to assess the environmental impact of our activities more broadly than when just looking at the impact category 'Climate Change'.



Last year, we took stock of our scope-3 emissions based on 2020 data. In terms of size, scope 3 accounts for about 99% of our total emissions throughout the value chain, whereas scopes 1 and 2 account for just 1%. Qualitative capture of primary data is an ongoing challenge for any retail company. While intending to release more absolute data for scope 3 in the future, we first want to further increase data quality for the highest-impact categories, in cooperation with our business partners.



### More sustainable products

- **Promoting plant-based nutrition:** in April 2021, Colruyt Lowest Prices, Bio-Planet, OKay, SmartWithFood and Solucious signed the Flemish government's 'Green Deal Protein Shift on Our Plates', undertaking to offer even more plant-based foods and advice (recipes, inspiration) and thereby introducing consumers to plant-based alternatives to animal protein.
- **Choosing more environmentally consciously with the Eco-score:** thanks to the Eco-score we launched in 2021, customers can now easily make more environmentally conscious choices.
- **Curbing deforestation:** for products and raw materials with known deforestation problems, we systematically opt for sustainability certifications guaranteeing sustainable forest management (cocoa, palm oil, soy, coffee) for our private-label brands such as Boni and Everyday.

Read more about sustainable products under SDG 12 on page 170 ff.

### Mobility of goods, customers and employees

- Thanks to the use of barges in Belgium, 4.836 truck trips were saved.
- Excellent 94% load factor on outbound deliveries to Colruyt stores.
- **Last-mile delivery:** formulas such as Cru, Solucious and Collect&Go are experimenting with cargo bikes.
- DATS 24 is systematically expanding its **network of charging stations** for electric cars, especially on supermarket carparks. By the end of the financial year, we had installed 232 charging stations. We now also offer shared cars at 12 Colruyt Lowest Prices carparks.
- Making commuting more sustainable: 38 million car miles saved by cyclists, commuters and carpooling.
- Since the beginning of 2022, our office workers can now work two days a week **away from their base office** (at home or in a regional office).

# EU Taxonomy

## Classification system for sustainable activities

With the **European Green Deal**, the European Union has undertaken to reduce greenhouse gas emissions to net-zero by 2050, thereby becoming **climate-neutral**. To achieve this ambitious target, the European Commission has launched an **action plan on financing sustainable growth**, which includes the EU Taxonomy. The primary focus is on reorienting capital flows toward sustainable economic activities, integrating sustainability into risk management, and promoting transparency and long-term thinking.

On 22 June 2020, the EU Taxonomy Regulation (EU) 2020/852 ('**EU Taxonomy**') was published. **The EU Taxonomy is an EU classification system for sustainable activities:** a framework determining which economic activities can be considered ecologically sustainable. The regulation took effect on 12 July 2020. Colruyt Group is required to report for the first time in financial year 2021/22.

The EU Taxonomy Regulation defines **six environmental objectives** to which economic activities should contribute:

1. **Climate change mitigation**
2. **Climate change adaptation**
3. **The sustainable use and protection of water and marine resources**
4. **The transition to a circular economy**
5. **Pollution prevention and control**
6. **The protection and restoration of biodiversity and ecosystems**

## Reporting year 2021/22

For reporting year 2021/22, companies are called on to identify which of their economic activities could potentially be environmentally sustainable (**'eligible'**), taking into account the first two EU-defined environmental objectives: climate change mitigation and adaptation. Delegated Act (EU) 2021/2178 (**'Delegated Act'**) requires only the share of turnover, capital expenditure (CapEx) and operating expenditure (OpEx) of these eligible economic activities to be reported.

## Scope

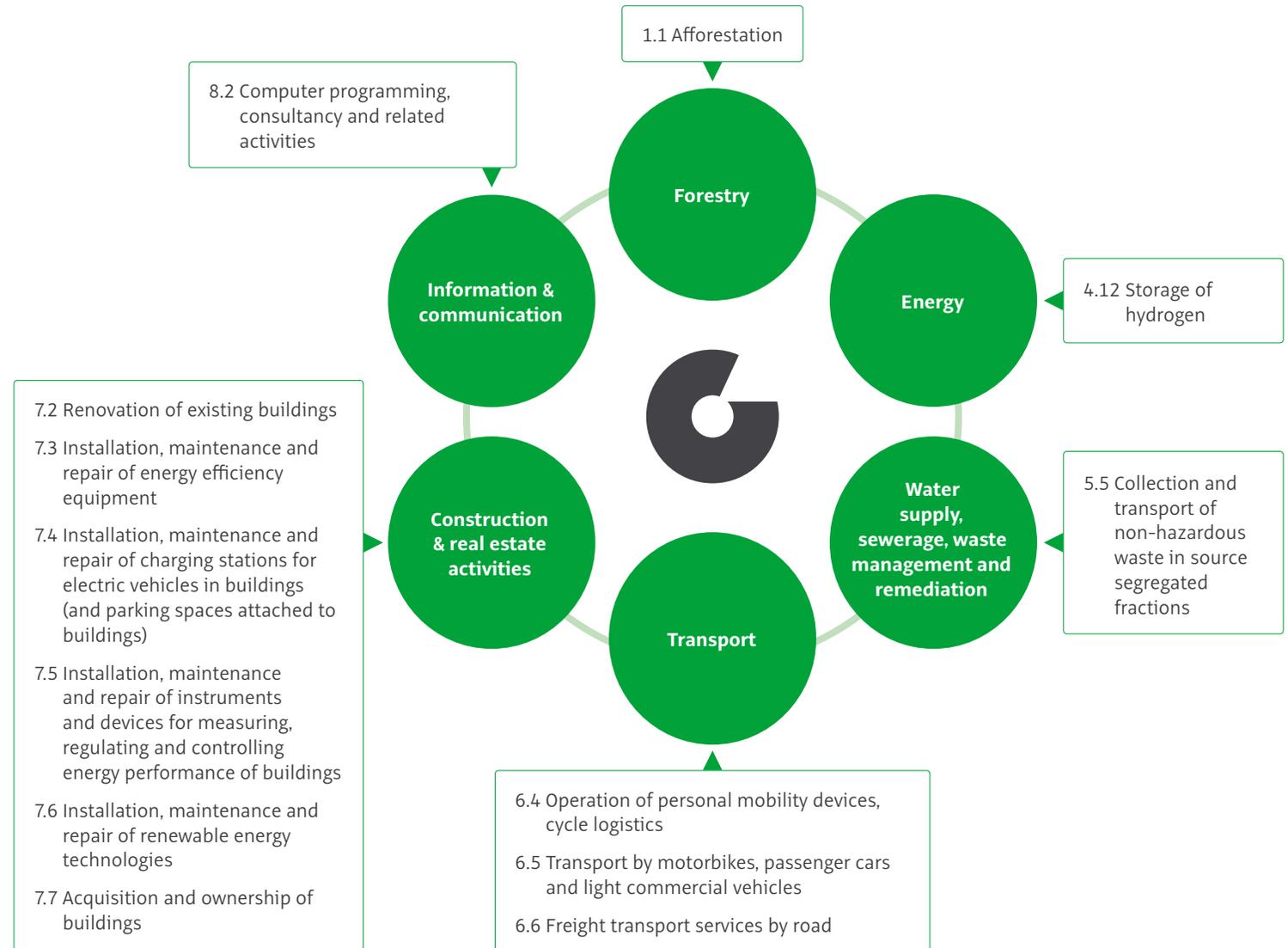
The evaluation of these economic activities was done for all companies that are fully consolidated. Colruyt Group also invests indirectly in many sustainable economic activities whose disclosure is required by the Delegated Climate Act (EU) 2021/2139 (**'Delegated Act'**), but these investments are in associated companies outside the group of 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 wind energy and green hydrogen.

In its voluntary EU Taxonomy reporting, Virya Energy reveals that its largest eligible activities are Production of electricity from wind power (4.3), Production of electricity from hydropower (4.5), and Infrastructure for low carbon transport (water transport) (6.10). For each of its eligible activities, Virya Energy reports figures exceeding 95% in each key performance indicator (revenue, CapEx and OpEx). For more detailed information on this voluntary reporting, please consult the Virya Energy website.

## Eligible activities

Colruyt Group is mainly active in food and non-food retail and wholesale, as well as food service. However, these economic activities were not included in the Delegated Climate Act, meaning that our group's main activities are outside its scope.

Nevertheless, we have analysed all our economic activities in line with the definitions established by the Delegated Climate Act. The following Colruyt Group economic activities are eligible under the EU Taxonomy:



See next page for more detailed information.

Activity number	Activity Name	Application for Colruyt Group
1.1	Afforestation	Provide for forest creation through our afforestation project in the Democratic Republic of Congo
4.12	Storage of hydrogen	Operation of hydrogen installations at DATS 24 filling stations
5.5	Collection and transport of non-hazardous waste in source segregated fractions	Separate collection and transport activities of non-hazardous waste in separate or mixed fraction for the purpose of preparing it for reuse or recycling. This includes the collection of recyclable paper
6.4	Operation of personal mobility devices, cycle logistics	Sales activity of Bike Republic, as well as the provision of company bicycles to employees
6.5	Transport by motorbikes, passenger cars and light commercial vehicles	This activity includes Colruyt Group's fleet of Category M1 vehicles (passenger cars), N1 (commercial vehicles weighing less than 3.5 tonnes) and L (two- and three-wheeled vehicles and quads)
6.6	Freight transport services by road	This activity covers Colruyt Group's fleet of Category N1 vehicles (weighing less than 3.5 tonnes), N2 (weighing between 3.5 and 12 tonnes) or N3 (more than 12 tonnes). This covers all such vehicles operated by Colruyt Group
7.2	Renovation of existing buildings	Preparation of construction and renovation of Colruyt Group buildings
7.3	Installation, maintenance and repair of energy efficiency equipment	This activity includes renovation measures such as green roofs and LED lighting
7.4	Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	This activity includes all installation work, maintenance and repairs performed by DATS 24 on the charging stations
7.5	Installation, maintenance and repair of instruments and devices for measuring, regulating and controlling energy performance of buildings	This includes Colruyt Group's energy monitoring system
7.6	Installation, maintenance and repair of renewable energy technologies	This activity includes the installation, maintenance and repair of electric heat pumps and solar panels
7.7	Acquisition and ownership of buildings	Purchasing real estate and exercising ownership of Colruyt Group's real estate
8.2	Computer programming, consultancy and related activities	This includes all large IT projects, in which programming, consultancy and other related activities are undertaken

Colruyt Group is also involved in several other economic activities defined under the EU Taxonomy. However, in financial year 21/22 these made little or no contribution to revenue, capital expenditure (CapEx) or operating expenditure (OpEx) as determined by the EU Taxonomy and are therefore classified as 'ineligible' economic activities. The following economic activities are involved:

- 3.10 Manufacture of hydrogen
- 4.25 Production of heat/cool using waste heat
- 6.13 Infrastructure for personal mobility, cycle logistics
- 8.1 Data processing, hosting and related activities
- 8.2 Data-driven solutions for GHG emissions reductions
- 11.1 Education

## Key performance indicators (KPIs) from the EU Taxonomy

The Delegated Act only requires companies to report the share of turnover, capital expenditures (CapEx) and operating expenditures (OpEx) of eligible economic activities.

Since retail, our main activity, is not included as a sector in the current Delegated Climate Act, a large part of our economic activities does not qualify for the calculation of the KPIs. However, as a retailer, we remain committed to sustainable business practices and conscious consumption. For the eligible economic activities, we are disclosing for the first time their share of total net revenue, CapEx and OpEx.

### Revenue

**0,21%** of Colruyt Group's **revenue** is eligible. This revenue comes mainly from the sale of cycles in our Bike Republic cycle chain and also includes limited revenue from the sales of electricity for electric charging stations.

### Capital Expenditure (CapEx)

Colruyt Group has eligible capital expenditure (**CapEx**) of **64,11%**. This mainly relates to investments in buildings (both their acquisition and renovation), installation, maintenance and repair costs related to buildings, transport and energy efficiency technologies. In addition, eligible CapEx also covers our investments in hydrogen and IT projects. With regard to the acquisition and ownership of buildings, the rights of use under IFRS 16 are also included.

### Operating expenditure (OpEx)

Finally, **3,15%** of operating expenditure (**OpEx**) is eligible. This mainly involves expenditure on maintenance and repairs in the context of building renovation and transport.

### Eligible and non-eligible CapEx



## Accounting principles

We used the **accounting principles** defined by the EU Taxonomy to calculate the denominator in the above KPIs.

The **turnover** defined by the EU Taxonomy corresponds to the consolidated turnover that can be found in Note 3 of the Financial Report.

As for the **CapEx** calculation, the EU Taxonomy states that all acquisitions of property, plant and equipment and intangible assets for depreciation and amortisation are to be included, as well as acquisitions of property, plant and equipment and intangible assets from new business combinations and additions of IFRS 16 right-of-use assets. Of our acquisitions disclosed in Notes 10 and 11 of the Financial Report, we have therefore not taken into account asset acquisitions and right-of-use adjustments to arrive at the definition of CapEx required by the EU Taxonomy.

Finally, the EU Taxonomy requires that the denominator of the **OpEx** shall cover direct non-capitalised costs that relate to research and development, building renovation measures, short-term lease, maintenance and repair, and any other direct expenditures relating to the day-to-day servicing of assets of property, plant and equipment by the undertaking or third party to whom activities are outsourced that are necessary to ensure the continued and effective functioning of such assets. At Colruyt Group, this corresponds to operating income, expenses, services and miscellaneous goods and employee benefits. These expenses are reflected in Notes 4, 5 and 6 of the Financial Report.

To avoid double counting in the above KPIs, intra-group transactions were eliminated at the consolidated level in each case.

## Disclosures aligned with the EU Taxonomy

As of financial year 2022/23, we will report on the alignment of the first two aforementioned environmental objectives, as well as the other four environmental objectives. In doing so, eligible economic activities will be weighed according to the technical criteria associated with one or more of the six environmental objectives. In addition, they must not cause significant damage to the other five environmental objectives, while compliance with minimum safeguards in terms of human and labour rights and standards must be ensured.

We expect, on the one hand, that on the basis of this further harmonisation a number of economic activities that are currently identified as eligible will fall away. On the other hand, we suspect that certain of our economic activities will contribute to the other four environmental objectives.

We are setting up the necessary internal processes to be able to report on this alignment in the next reporting period.

# Our indicators



## Indicators SDG 2

		2019	2020	2021
<b>Balanced nutrition for all</b>				
Food donated to social organisations (in tonnes)	Calendar year	4.262	4504	<b>5.622</b>
% Fresh produce actually sold	Calendar year	97,21	97,33	<b>96,98</b>

*With regard to food surpluses and donations, Colruyt, Bio-Planet and OKay food stores are in scope.*

## Indicators SDG 3

		2019	2020	2021
<b>Balanced nutrition tailored to your needs</b>				
# Products with improved nutritional composition	Calendar year	134	206	<b>240</b>
Reduction in fats (in tonnes)	Calendar year	135,6	151,1	<b>251,1</b>
Reduction in saturated fats (in tonnes)	Calendar year	72,7	109,5	<b>116,8</b>
Reduction in sugar (in tonnes)	Calendar year	195,8	88,4	<b>228,1</b>
Reduction in salt (in tonnes)	Calendar year	22,8	38,4	<b>34,4</b>
Added fibre (in tonnes)	Calendar year	60,5	38	<b>39,1</b>
# Boni Selection items with an improved Nutri-Score	Calendar year	29	87	<b>50</b>
<b>Support for consumers and employees</b>				
% of Boni products featuring the Nutri-Score on the packaging	Calendar year	51,7	91	<b>100</b>
% of Spar products featuring the Nutri-Score on the packaging	Calendar year	-	29	<b>100</b>

<b>Safe and healthy working environment</b>				
% Employees who have joined the Solidarity Fund	Financial year	67,2	65,0	<b>69,0</b>
Amount paid out by the Solidarity Fund (in EUR)	Financial year	1.129.072	1.128.950	<b>1.400.162</b>
# Work-related accidents	Financial year	874	860	<b>969</b>
Frequency rate of work-related accidents	Financial year	23,3	22,72	<b>25,30</b>
Severity rate of work-related accidents	Financial year	0,64	0,59	<b>0,69</b>
# Long-term sick employees contacted by The Connection	Financial year	3.228	1.814	<b>2.935</b>

*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.*



## SDG 6 - SDG 7

Indicators SDG 6		2019	2020	2021	Objective
<b>Circular water management</b>					
Total water consumption (in m <sup>3</sup> )	Calendar year	605.846	592.468 <sup>(1)</sup>	<b>560.578</b>	
% Rainwater and wastewater	Calendar year	27,2	29 <sup>(1)</sup>	<b>33,4</b>	50% by 2025
Recycled wastewater at Fine Food Meat (in m <sup>3</sup> )	Calendar year	96.926	109.199	<b>101.943</b>	
Drinking water produced in the PURA drinking water installation	Calendar year	972	4.242	<b>7.732</b>	

(1) When calculating the figures for 2021, it was found that there was an error in the calculation method for 2020.

The scope of these indicators is water consumption in Belgium, excluding drinking water destined for sale.

Indicators SDG 7		2019	2020	2021	Objective
<b>Lower energy consumption</b>					
% Reduction in energy consumption (relative to revenue)	Calendar year	8,7	11,8	<b>13,5</b>	20% by 2030
Energy consumption (MWh per million EUR revenue)	Calendar year	58,9	57,0	<b>55,9</b>	51,7% by 2030
Electricity consumption of Colruyt Group in Belgium and Luxembourg (MWh)	Calendar year	230.724	235.320	<b>234.697</b>	
<b>Producing and using renewable energy</b>					
% Average synchronisation rate for central sites	Calendar year	70	72	<b>78,5</b>	90% by 2030
% Energy consumption from non-fossil fuels	Calendar year	44	44,7	<b>44,4</b>	60% by 2030
% Electricity consumption from non-fossil sources	Calendar year	100	100	<b>100</b>	Aim for 100%
% Non-fossil energy from own or local production units	Calendar year	100	100	<b>100</b>	100% by 2030
Colruyt Group electricity production from solar (MWh)	Calendar year	7.550	10.319	<b>12.082</b>	
Green electricity production by Virya Energy allocated to Colruyt Group (MWh)	Calendar year	-	1.135.562	<b>949.336</b>	
Avoided CO <sub>2</sub> emissions through our investments in green energy (in tonnes)	Calendar year	-	295.348	<b>233.537</b>	
<b>Offering renewable energy</b>					
# Electric charging stations	Financial year	122	147	<b>232</b>	
# Sites with electric charging stations	Financial year	115	135	<b>159</b>	
# DATS 24 filling stations with CNG pumps	Financial year	76	84	<b>88</b>	
# Public DATS 24 hydrogen filling stations	Financial year	1	1	<b>1</b>	

The scope of these indicators is Colruyt Group Belgium and Luxembourg, unless otherwise indicated.



Indicators SDG 8		2019	2020	2021
<b>Working at Colruyt Group</b>				
# Employees at Colruyt Group as a whole	Financial year	30.631	32.945	<b>32.996</b>
# New employees (net growth)	Financial year	728	2.314	<b>51</b>
Average length of service (in years)	Financial year	9,79	9,84	<b>10,27</b>
# Student workers who have worked for Colruyt Group in the past year	Financial year	8.258	8.484	<b>8.949</b>
# Nationalities	Financial year	91	89	<b>89</b>
# Over-45s recruited	Financial year	465	506	<b>410</b>
% Women in leadership positions	Financial year	25,6	27	<b>28</b>
# Job switches	Financial year	812	791	<b>727</b>
# Employees subscribing to the capital increase	Financial year	2.166	2.205	<b>1.606</b>
Total profit-sharing amount (in million EUR)	Financial year	27,8	28,5	<b>20,4</b>
% Employees represented by a social consultative body	Financial year	97,3	94,4	<b>94,0</b>
% Employees covered by a collective bargaining agreement	Financial year	-	-	<b>100</b>



Indicators SDG 8		2019	2020	2021
<b>Learning and developing together</b>				
Investment in education and training (in million EUR)	Financial year	38,8	32,1	<b>39,1</b>
% payroll invested in education and training	Financial year	3,04	2,41	<b>2,82</b>
# Individual participants in personal growth training courses	Financial year	1.759	1.562	<b>1.548</b>
# Different personal growth training courses	Financial year	58	73	<b>55</b>
# Employees in a dual learning programme	Financial year	206	185	<b>211</b>
# Trainees	Financial year	585	395	<b>710</b>
# Traineeship programmes	Financial year	8	10	<b>14</b>
# Colruyt Group Academy centres	Financial year	11	10	<b>10</b>
# Participants in Colruyt Group Academy workshops for consumers	Financial year	52.602	5.361	<b>23.501</b>
# Different courses for consumers	Financial year	190	192	<b>152</b>
Investment amount (in EUR) Collibri Foundation	Calendar year	808.593	798.860	<b>907.846</b>
# Training projects Collibri Foundation	Calendar year	14	14	<b>18</b>
# Young people directly involved in Collibri Foundation training projects	Calendar year	6715	9.350	<b>10.480</b>
Average number of training hours per employee	Financial year	-	-	<b>27</b>
Total number of training hours during the year (in millions)	Financial year	-	-	<b>1,02</b>
<b>Working conditions in the supply chain</b>				
# Producers monitored in at-risk countries	Calendar year	430	487	<b>485</b>
% Producers in at-risk countries receiving at least one audit	Calendar year	100	97	<b>81</b>
% Producers in at-risk countries with an acceptable social audit result	Calendar year	90	95	<b>96</b>
# Producers moving up from poor to acceptable results compared with previous year	Calendar year	31	19	<b>5</b>
# Producers with whom cooperation was terminated due to a violation of the Code of Conduct	Calendar year	9	3	<b>5</b>

*The scope of these indicators is Colruyt Group Belgium, unless indicated otherwise.  
The figures on working conditions in the supply chain relate to producers of our private-label products.*



# SDG 12

Indicators SDG 12		2019	2020	2021	Objective
<b>Responsible sourcing</b>					
<b>Fish</b>					
Total # wild-caught fish, shellfish and crustacean products	Calendar year	186	197	<b>199</b>	
Total % MSC-certified wild-caught fish, shellfish and crustacean products	Calendar year	83,3	84,3	<b>85,4</b>	
Total % MSC-certified or ILVO/ISSF (specifically tuna) verified wild-caught fish, shellfish and crustacean products	Calendar year	87,1	96,4	<b>98,5</b>	
# Farmed fish, shellfish and crustacean products	Calendar year	92	102	<b>111</b>	
% Farmed fish, shellfish and crustacean products ASC- and BIO-certified	Calendar year	85,9	92,2	<b>94,6</b>	
<b>Coffee</b>					
# Coffee products	Calendar year	130	125	<b>105</b>	
% Certified coffee beans purchased (UTZ, Rainforest Alliance, Organic, Fair Trade)	Calendar year	99,3	99,6	<b>100</b>	
% Certified coffee products (UTZ, Rainforest Alliance, Organic, Fair Trade)	Calendar year	96,9	97	<b>100</b>	
<b>Cocoa</b>					
# Products containing cocoa	Calendar year	279	301	<b>310</b>	
% Certified products containing cocoa (UTZ, Organic, Fair Trade)	Calendar year	90,3	98	<b>99,5</b>	
% Certified chocolate bars	Calendar year	100	100	<b>100</b>	



Indicators SDG 12		2019	2020	2021	Objective
<b>Responsible sourcing</b>					
<b>Soy food</b>					
# Tonnes of soy food products	Calendar year	-	1046,7	<b>882,7</b>	
% GM-free (without the use of GM technologies)	Calendar year	-	100	<b>100</b>	
# Tonnes soy in TIER 1 (on the basis of soy present in the product)	Calendar year	-	619	<b>455</b>	
% TIER 1 soy with sustainability certification	Calendar year	-	49	<b>65</b>	
% TIER 1 soy with sustainability certification and/or from Europe or North America	Calendar year	-	91	<b>88,8</b>	
% TIER 1 soy offset by purchased RTRS credits	Calendar year	-	9	<b>11</b>	
# Tonnes soy in TIER 5 (on the basis of soy derivatives present in the product)	Calendar year	-	428	<b>428</b>	
% TIER 5 soy certified or offset by purchased RTRS credits	Calendar year	-	100	<b>100</b>	
<b>Soy feed</b>					
Volume of soy feed used in meat, dairy and egg production (in tonnes)	Calendar year	33.100	33.100	<b>41.246</b>	
Volume of soy feed purchased in Brazil with RTRS credits (in tonnes)	Calendar year	33.100	33.100	<b>41.246</b>	
% Soy feed offset by RTRS credits	Calendar year	100	100	<b>100</b>	
% RTRS credits purchased from a cooperative that we have supported in its transition to more sustainable soy	Calendar year	-	-	<b>68</b>	
<b>Palm oil</b>					
Volume of palm oil marketed (in tonnes)	Calendar year	5.005,5	4.947,3	<b>4.661</b>	
% Palm oil RSPO: Mass Balance	Calendar year	29	12,8	<b>1,1</b>	
% Palm oil RSPO: Segregated	Calendar year	68,1	84,9	<b>98,6</b>	
% Conventional palm oil offset by RSPO credits	Calendar year	2,9	2,3	<b>0,3</b>	
% RSPO-certified palm oil	Calendar year	-	100	<b>100</b>	
Volume of palm kernel oil marketed (in tonnes)	Calendar year	703,2	485,3	<b>1.009,3</b>	
% Palm kernel oil RSPO: Mass Balance	Calendar year	14,7	23,4	<b>41,9</b>	
% Palm kernel oil RSPO: Segregated	Calendar year	7,8	30,2	<b>58,1</b>	
% Conventional palm kernel oil offset by RSPO credits	Calendar year	77,5	46,4	<b>0</b>	
% RSPO-certified palm kernel oil	Calendar year	-	100	<b>100</b>	



# SDG 12

Indicators SDG 12		2019	2020	2021	Objective
<b>Responsible sourcing</b>					
<b>Wood</b>					
# Products containing at least 60% wood	Calendar year	310	235	246	
% Certified wood products (FSC or PEFC)	Calendar year	97,7	100	100	
<b>Paper</b>					
# Paper products	Calendar year	211	233	295	
% Certified paper products (FSC, PEFC or Der Blaue Engel)	Calendar year	100	99,6	100	
<b>Charcoal</b>					
% Certified charcoal products	Calendar year	100	100	100	
<b>Cotton</b>					
% Dreambee cotton products GOTS- or BCI-certified	Calendar year	87	91	100	
# Cotton products (briefs, vests, socks) at Colruyt, GOTS-certified	Calendar year	12	12	64	
<b>Supply chain projects</b>					
# Active supply chain projects	Calendar year	7	7	8	
# Products from supply chain projects in our stores	Calendar year	40	40	46	
# Farmers involved in supply chain projects (indirectly via cooperatives)	Calendar year	33.140	43.864	49.864	
# Farmers involved in supply chain products (directly in the chain)	Calendar year	-	2.174	2.320	
<b>Animal welfare</b>					
% 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 preparations)	Calendar year	100	100	100	



# SDG 12

Indicators SDG 12		2019	2020	2021	Objective
<b>Resource-saving use of raw materials</b>					
% Recycling rate	Calendar year	83,98	85,27	<b>85,06</b>	At least 85% by 2021
% Fresh produce actually sold	Calendar year	97,21	97,33	<b>96,98</b>	At least 97,4% by 2021
% Food lost to incineration and fermentation	Calendar year	69,0	66,8	<b>65,0</b>	Maximum 60% by 2023
<b>Working together to fight food loss</b>					
<b>Indicator</b>					
% Unsold food for human consumption	Calendar year	-	-	<b>15,9</b>	
% Unsold food used as animal feed	Calendar year	-	-	<b>18,8</b>	
% Unsold food used in the biochemical industry	Calendar year	-	-	<b>0,3</b>	
% Unsold food incinerated or fermented	Calendar year	-	-	<b>65</b>	
<b>Circularity in packaging</b>					
Volume of packaging material where a transition has occurred (sustainable materials now used) (in kg)	Calendar year	12.060,00	-	<b>15.023,07</b>	
Volume of packaging material where a transition has occurred from non-recyclable to recyclable packaging (in kg)	Calendar year	-	-	<b>82.860,54</b>	
Volume of packaging material removed from the market (in kg)	Calendar year	36.475,50	88.804,23	<b>20.668,96</b>	
% RPET in private-label beverages	Calendar year	-	22	<b>33</b>	At least 50% by 2025

*The scope of these indicators is Retail Belgium and Luxembourg and includes the waste streams from our store formats in both countries, our distribution centres and the Fine Food production centres, as well as the (limited) waste streams from our office buildings in Halle. Construction waste is not included. As for (household) packaging, we only consider our own brands, on which we have a direct impact.*



Indicators SDG 13		2019	2020	2021	Objective
<b>Scope 1 and 2: Avoiding and reducing greenhouse gas emissions</b>					
% Reduction of greenhouse gas emissions relative to revenue compared to base year 2008 <sup>(1)</sup>	Calendar year	28,9	41,8	<b>42,4</b>	40% by 2030
Total greenhouse gas emissions (in tonnes of CO <sub>2</sub> eq)	Calendar year	-	-	<b>87.547</b>	
CG greenhouse gas emissions in Scope 1 (in tonnes of CO <sub>2</sub> eq)	Calendar year	-	-	<b>87.296</b>	
CG greenhouse gas emissions in Scope 2 (market-based) (in tonnes of CO <sub>2</sub> eq)	Calendar year	-	-	<b>251</b>	
<i>(1) Due to adjustments in our calculation methodology and organisational scope, we recalculated the base year 2008. The values for 2019 and 2020 have been retroactively adjusted as a result.</i>					
<b>Cooling, heating, energy and mobility</b>					
% Food stores equipped with natural refrigerants	Financial year	-	-	<b>35,7</b>	
% Food stores equipped with heat recovery	Financial year	-	-	<b>19,9</b>	
% Food stores without fossil fuels	Financial year	-	-	<b>10,2</b>	
% Low-energy stores in total retail stock	Calendar year	-	-	<b>42,5</b>	
% Rotations with liquid ice containers	Financial year	73,9	85,8	<b>93,9</b>	
Refrigerant leakage rate	Financial year	-	-	<b>3,81</b>	
% Company cars running on alternative fuels	Financial year	50,7	59,0	<b>64,5</b>	
% Own trucks and vans running on alternative fuels	Financial year	-	-	<b>31</b>	



# SDG 13

Indicators SDG 13		2019	2020	2021	Objective
<b>Scope 1 and 2: Capturing greenhouse gas emissions through afforestation</b>					
# Trees planted in DRC	Financial year	-	-	<b>1.678.341</b>	
<b>Scope 3: Avoiding and reducing greenhouse gas emissions</b>					
<b>Employee mobility</b>					
# Regional offices	Financial year	11	11	<b>11</b>	
% Employees who come to work by bicycle	Financial year	-	-	<b>19,5</b>	
% Employees who come to work by public transport	Financial year	-	-	<b>5,8</b>	
% Employees who carpool to work	Financial year	-	-	<b>4,0</b>	
<b>Freight Mobility</b>					
# Truck journeys saved by the use of barges in Belgium	Financial year	4.998	5.062	<b>4.836</b>	
% Load factor inbound deliveries for Colruyt	Financial year	76,7	76,1	<b>76,3</b>	
% Load factor outbound deliveries from Colruyt	Financial year	94,0	94,0	<b>94,0</b>	

*The indicators for Liquid Ice Containers refer to the food retail sector in Belgium and Luxembourg (Bio-Planet, Colruyt and OKay).*

*The indicators for stores using natural refrigerants, heat recovery and not using fossil fuels refer to the food stores of Bio-Planet, Colruyt and OKay in Belgium and Luxembourg.*

*The indicators for low-energy stores refer to the stores of Bio-Planet, Colruyt (Belgium), Cru, OKay, Dreambaby and Dreamland.*

## Results of 2021

A significant part of emissions from natural gas consumption for 2021 (32%) is based on calculations. If necessary, this will be corrected in the coming year's sustainability reporting based on the actual factors.

### Emission factors

The emission factors used in our calculation are applied in a hierarchical manner. This means that when we are looking for an emission factor we will first consult the ADEME database. For electricity, Colruyt Group has specified the local energy mix. Emission factors are used of the IEA, which defines factors

based on the location and how energy is generated. We use ECO Invent especially for numbers regarding production. For all emission factors that cannot be found in one of the above sources, we use DEFRA. The databases used in this exercise are updated on a regular basis.

### Recalculation of emissions

The threshold for recalculation is 5%. If Colruyt Group modifies the calculation formula for a specific power (e.g. because more detailed information is available) it will be checked whether this significantly changes the emission values. If necessary, the historic data is recalculated according to the updated data and/or methodology.

### Organisational boundaries

To identify the entities and activities of Colruyt Group in scope, we applied the 'financial control' principle. This principle states that operations that are fully consolidated in financial accounts should be taken in scope. Additionally, emissions from joint ventures where partners have joint financial control are accounted for based on the "equity share" approach (%).