

FOR PEOPLE, ANIMALS AND NATURE

COOP GROUP PROGRESS
REPORT 2024





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FOREWORD

[GRI 2-22]

Dear readers

"IN THE AREA OF SUSTAINABILITY, THE COOP GROUP CAN LOOK BACK ON MANY SIGNIFICANT MILESTONES."

Philipp Wyss

Chairman of the Coop

Group Executive Committee

In the area of sustainability, the Coop Group can look back on many significant milestones: sustainability has been enshrined in our Articles of Association and corporate profile since 1973, making it an integral part of our business activities. Since 1 January 2024, it has been one of the top three strategies of the Coop Group, in line with our new strategy structure. It influences our actions and operations, setting projects in motion across the group and thus driving us



forward. For instance, in 2024, we expanded our sustainable range in both Retail and Wholesale to over 21 500 items. In the Logistics sector, our company-owned railway, Railcare, is operating three new locomotives that have a 40% greater transport capacity, enabling us to shift even more traffic from road to rail. In 2024, the Transgourmet national subsidiaries conducted “green business partner conferences” across Europe to raise awareness among their business partners and derive measures to combat climate change.

The sustainability report for the 2024 financial year (1 January 2024 to 31 December 2024) was approved by the Delegate Assembly of the Coop Group Cooperative on 22 May 2025. It illustrates the developments in sustainability during the 2024 financial year. This includes detailed information on the progress towards our sustainability targets and actions, as well as transparent information on material issues in the three pillars: sustainable product ranges, environmental and climate protection, and employees and social commitment. In addition, we take a clear stance on current, socially-relevant sustainability topics through our position papers.

As a cooperative operating both nationally and internationally, respecting, protecting and promoting human rights is a central value and a core element of our corporate responsibility. Therefore, we are firmly committed to implementing socially responsible working conditions. This applies not only within the Coop Group itself; we also continuously improve social conditions within our global supply chains. In doing so, we are guided by various organizations and conventions that form the basis for our internal guidelines and directives. These establish compliance with and implementation of human rights for employees and business partners and set clear requirements for socially responsible production. Through the analysis and documentation of potential risks in the supply chains, we identify the relevant production stages and countries where compliance with socially responsible working conditions is critical. We safeguard compliance and implementation with training courses and audits, with international standards, by supporting local projects and by annually surveying the implementation of social standards.

This report guides readers through 26 fields of activity across our three pillars of sustainability. We have identified, grouped and prioritized these 26 fields of activity as material sustainability topics for the Coop Group for the 2022-2026 strategy period. For the 26 material topics, we specified targets and measures for all business areas that are reviewed annually by the Coop Group Board of Directors in order to identify any follow-up measures. As a sustainability pioneer, going forward this means we will continue taking responsibility for the three pillars in a consistent manner throughout the Group. The same goes for those issues that present major challenges for us. We are exploiting Group-wide synergies and striving to find overarching solutions for all business areas, with respect to issues such as deforestation, transparency and energy supply.

“WE ARE EXPLOITING GROUP-WIDE SYNERGIES AND STRIVING TO FIND OVERARCHING SOLUTIONS FOR ALL BUSINESS AREAS, WITH RESPECT TO ISSUES SUCH AS DEFORESTATION, TRANSPARENCY AND ENERGY SUPPLY.”

Joos Sutter Chairman of the
Coop Group Board of Directors

In the field of climate protection, we are working both within the Coop Group and together with our business partners to collectively reduce the emissions that occur in the upstream and downstream stages of our supply chains.

Our supermarket business continues to be the clear focus of our commitment to sustainability. We currently offer the widest range of sustainable products on the market and were able to increase our net sales from sustainable products in the Coop Group to 6.4 billion Swiss francs in 2024. Other milestones included the 35th anniversary of our very first sustainability own-label brand Oecoplan and the increase in our net sales of organic products to 2.2 billion Swiss francs within the Coop Group.

Humans, animals and nature are all benefiting from this today – and will continue to do so with ongoing new milestones in the future.



Joos Sutter
Chairman of the Coop Group
Board of Directors



Philipp Wyss
Chairman of the Coop Group
Executive Committee

OUR STRATEGY

As a Swiss cooperative with a tradition stretching back more than 160 years, the Coop Group's focus is on its members and its customers. We firmly enshrine sustainability in our core business and line management.

The 2022–2026 sustainability strategy, adopted in 2021, firmly embeds sustainability as an overarching theme for all business areas of the Coop Group. All subsidiaries address the issues defined by the sustainability strategy that are relevant to their business activities and set targets for these issues. An issue is relevant to a subsidiary if either the subsidiary offers products

or services that contribute to the issue or the impact of the subsidiary is large enough when measured against the entire Coop Group. In the case of company expansions, for example through acquisitions of companies, their business activities are analysed with regard to the material topics and target agreements are introduced for the next possible calendar year. Whenever possible, the target agreements of all Coop Group companies relate to the same baseline year (2021). If this is not possible, we show and explain the deviation. We disclose any adjustments and corrections of the figures for the previous year, stating the reasons for these, and their effects. [GRI 2-2 & 2-4]



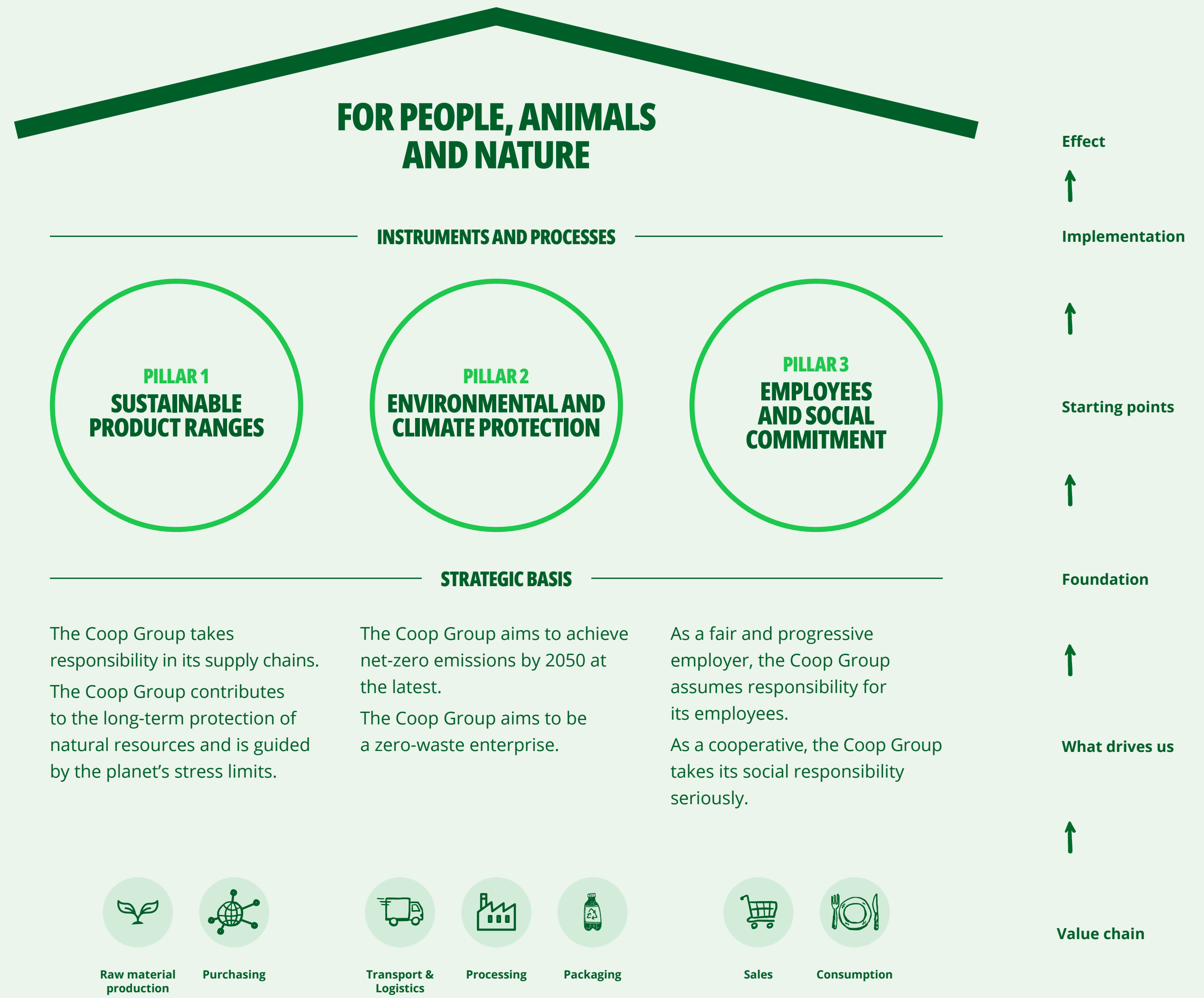
FOCUS UP TO 2026

The focus of the 2022-2026 sustainability strategy is on sustainable products, environmental and climate protection as well as commitment to our employees and to society.

Our core business activities range from the purchasing and processing of products in the food and non-food area to sales in our bricks-and-mortar and online channels. We conducted a comprehensive, risk-based review to identify the positive and negative effects from a sustainability perspective on the various levels of our value chain, and derived areas for action and focal areas from these. [GRI 2-6]

Legal basis

The Coop Group Progress Report 2024 aims to meet the requirements for non-financial reporting as per Article 964b of the Swiss Code of Obligations. Regarding climate reporting, the Coop Group has, for the first time, prepared a report in accordance with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), as stipulated in the Swiss Ordinance on Climate Disclosures. This can be found appended to the present report from page 183 onwards.



OUR MATERIAL TOPICS

[GRI 3-1, 3-2]

In 2023, based on the requirements of the European Sustainability Reporting Standards (ESRS), we conducted a dual materiality assessment for the entire Coop Group Cooperative, covering the 26 fields of activity defined by the Coop Group's sustainability strategy. The aim was to consider sustainability aspects from two perspectives: the impact of our corporate behaviour on the environment and people (inside-out / impact materiality) and the risks and opportunities that arise for our company from the sustainability aspects (outside-in / financial materiality). The results of our materiality analysis help us determine opportunities and risks and support us in deciding

where to focus our resources. The various sustainability topics should not be considered in isolation – they are increasingly interlinked and can influence each other. By revising the dual materiality assessment within the framework of the ESRS over the course of 2025, the material impacts as well as risks and opportunities for the Coop Group will be identified. These will be processed in the future according to ESRS specifications and included in the further development of the sustainability strategy. For example, the results are intended to be incorporated into the development of multi-year targets for the next strategy period starting in 2027.

COOP GROUP MATERIALITY MATRIX

The results of the 2023 analysis are shown in our materiality matrix. The matrix ranks the sustainability topics according to the degree of influence the Coop Group has on people, animals and the environment, and the influence each sustainability topic has on the business success of the Coop Group.

The key issues are transparency, human rights and fair working conditions, sustainability standards in raw material procurement, deforestation- and conversion-free supply chains, as well as greenhouse gas emissions in Scope 3 and climate change.

Before preparing the report for the 2024 reporting year, we internally reviewed the materiality assessment conducted in 2023 and identified no need for adjustments.

Impact of the Coop Group's business activities on people, the environment and the economy (impact materiality)	Highly significant			<ul style="list-style-type: none"> Transparency Human rights and fair working conditions Sustainability standards in the procurement of raw materials Deforestation- and conversion-free supply chains Scope 3 greenhouse gas emissions and climate change 	
	Significant		<ul style="list-style-type: none"> Resource consumption in the product ranges Closing, slowing down and reducing material cycles 	<ul style="list-style-type: none"> Scope 3 water consumption Overfishing and promoting sustainable fisheries Biodiversity along supply chains Soil health Animal welfare Sustainable consumption 	<ul style="list-style-type: none"> Anti-corruption and compliance
	Moderate		<ul style="list-style-type: none"> Energy Scope 1-2 greenhouse gas emissions and climate change Plastic use (in product ranges) and sustainable packaging Partnerships to promote the common good Charitable commitment Regional products and traditional production methods 	<ul style="list-style-type: none"> Own personnel and working conditions Diversity Education Workplace health Organic farming 	
	Small	<ul style="list-style-type: none"> Water consumption in operations 			
		Small	Moderate	Significant	Highly significant

Importance and impact on the Coop Group's business success (financial materiality)

MANAGEMENT STRUCTURE & ORGANIZATION

OUR ORGANIZATIONAL STRUCTURE

The Coop Group, which has a cooperative structure, is managed by a Board of Directors which has ten members. They represent the interests of the Delegate Assembly, the most senior governance body of the Coop Group. One of the members represents the concerns of the Coop Group employees. In 2024, the Coop Group Board of Directors comprised four women and six men. Under-represented social groups and the sustainability expertise of members are not specifically taken into account when members are selected. The [Articles of Association](#) clearly state that the individual members must be independent. Nomination and selection of the members of the Board of Directors is also specified in the Articles of Association and is undertaken by the Delegate Assembly. The Coop Group's operational management is undertaken by a seven-strong Executive Committee. Since May 2021, Joos Sutter has been the Chairman of the Board of Directors. Chairman of the Executive Committee, also since May 2021, is Philipp Wyss. The Chairman of the Board of Directors has no operational functions within the Coop Group. [GRI 2-9, 2-10, 2-11, 2-17]

The members of the Board of Directors and all Coop Group employees are obliged to disclose conflicts of interest. More information is set out in the Code of Conduct of the Board of Directors and in our internal guidelines on anti-corruption policies. Further information can also be found in the [Code of Conduct for Employees](#), which forms the basis for our internal anti-corruption guidelines. Additional mandates, roles, and offices held by members of the Board of Directors and the Executive Committee are also published annually in the Coop Group Annual Report. The Board of Directors has its own code of conduct to avoid conflicts of interest and to maintain good governance practice. [GRI 2-15]

GOVERNANCE

The Board of Directors of the Coop Group holds responsibility for the sustainability strategy. Once a year, the Board of Directors reviews the status of sustainability target attainment and sets out measures for subsequent years. The Executive Committee of the Coop Group and the management bodies of the individual business units are operationally responsible for addressing the material topics, setting targets and implementing measures. The annual reporting for the attention of the Board of Directors is prepared there, and the measures are defined and implemented. One member of the Executive Committee is responsible for each of the three pillars of the sustainability strategy. So that matters of material importance are considered, all three business areas of the Coop Group – Retail, Production and Wholesale – are integrated into working groups tasked with implementing measures. Group-wide, the material topics are coordinated by the Sustainability Team, which forms part of the General Secretariat of the Coop Group. In all business units, experts are designated for each material topic, with responsibility for the content of measures implemented. [GRI 2-13, 2-14, 2-16]

RESPONSIBILITY

As a group with a wide product range and global supply chains, the challenge lies in keeping track of actual and potential negative impacts of our business operations, supply chains and other business relationships and employing our resources appropriately in order to prevent, mitigate, cease and remediate them. Therefore, when undertaking due diligence, we are guided by the due diligence guidelines and process of the Organisation for Economic Co-operation and Development (OECD). Fulfilment of due diligence is assured by the Sustainability and Business Policy team. [GRI 2-12]

As an internationally active cooperative, respecting, protecting, and promoting human rights is a core element of our corporate responsibility. Therefore, we are firmly committed to implementing socially responsible working conditions. We aim to continuously improve social conditions both within the Coop Group and our global supply chains. In doing so, we take our lead from the UN Guiding Principles on Business and Human Rights as well as the relevant conventions and principles issued by the United Nations (UN), the Organisation for Economic Co-operation and Development (OECD) and the International Labour Organization (ILO). Our binding guidelines and directives for employees and business partners firmly establish compliance with and implementation of human rights and set clear requirements for socially responsible production. Through the analysis and documentation of potential risks in the supply chains, we identify the relevant production stages and countries where compliance with socially responsible working condi-

tions is critical. We safeguard compliance and implementation with training courses and audits, with international standards, by supporting local projects and by annually surveying the implementation of social standards. Find out more in our [Mission Statement](#). The same General Terms and Conditions for Goods Deliveries apply to all business partners. All offers of new products for our listing are given the same impartial consideration by those responsible in accordance with a standardized procedure. We give preference to products manufactured in an especially environmentally friendly and socially responsible manner. We regularly train our employees on topics regarding business relationships and anti-corruption. [GRI 2-22, 2-24]

The Coop Group's commitments to eliminate negative impacts are outlined in the [Policy Paper on Due Diligence](#), the [Policy Statement on Human Rights and Environmental Protection](#), and the [Code of Conduct for Business Partners](#).

Reporting offices exist for investigating and dealing with negative impacts. In addition to the reporting office of the Coop Group, the Bell Food Group and the Transgourmet national subsidiaries have their own reporting offices. Our reporting process, via the Reporting Office, is aimed at enabling our employees, business partners and stakeholders along the supply chain to report illegal or unethical conduct. All actors in the supply chain can therefore submit complaints via the reporting offices. Among other things, violations of criminal law, antitrust law, employment law or infringements of data protection can be reported to us. Furthermore, certain

companies' social services have separate procedures concerning sexual harassment, bullying, discrimination, and abuse of power.

The Bell Food Group and the Transgourmet national subsidiaries have their own procedural regulations for the reporting procedures of their reporting offices. The Coop Group's most relevant procedures for addressing negative impacts can be viewed [here](#). Additionally, we engage in regular dialogue with our stakeholders. Information on this is provided in the [Anti-Corruption Policy Paper](#) and the [Code of Conduct for Business Partners](#). As part of internal compliance reporting, the effectiveness of the grievance procedure is monitored. This includes regular evaluation and analysis of complaints received and the remedial actions taken. Examples of the effectiveness of the procedure are documented and include feedback from stakeholders to ensure that the measures achieve the desired success and can be continuously improved.

More information: [Coop Group's Reporting Office](#), [Rules of Procedure for the Coop Group's Reporting Office](#), [Coop Group's Code of Conduct](#). [GRI 2-25, 2-26]

SUSTAINABLE DEVELOPMENT GOALS

The UN Sustainable Development Goals (SDGs) set global priorities and targets up to 2030 intended to get the world on course towards sustainability and tackle the current economic, social and environmental challenges. As an international company, through our material topics we incorporate global goals, contributing to their achievement in the private sector.

Major influence is exerted through our business activities on goals related to our supply chains or consumption.

A relevant influence is present through our business activities on goals that are indirectly related to the use of natural resources or social issues.

MAJOR INFLUENCE



Organic
Fair trade
Raw materials



Organic, fair trade, raw materials, resources, deforestation, biodiversity, water use, supply chain emissions, soil health, fisheries, animal welfare, packaging

RELEVANT INFLUENCE



Fair trade



Health management



Training and professional development



Diversity



Partnership-oriented fair trade



Supply chain emissions, biodiversity, deforestation, water use, soil health, emissions in operations



Fisheries
Organic
Raw materials



Animal welfare, deforestation, biodiversity, raw materials, packaging



PILLAR 1

SUSTAINABLE PRODUCT RANGES

We design our range to promote sustainable consumption, prevent negative impacts on people and the environment at the production and processing stage and preserve natural resources for future generations.

VISIBLE TRANSPARENCY

MANAGEMENT APPROACH [GRI 3-3]

The Coop Group focuses on regional and national supply chains, but we do also source goods from outside Switzerland and Europe where necessary. Depending on the countries and regions which we purchase products from, our business relationships can potentially impact the people and the environment in these areas. Accordingly, we see it as our responsibility to know our business partners and to develop a common understanding of how to minimize the risks and impacts in the respective region of origin of our products. This requires clear guidelines for procurement, which we regularly review and adapt. We want to know where our products come from and the conditions in which they were produced. Our supply chains sometimes involve many stages, making it challenging to maintain sustainability standards. To boost transparency and traceability, we continually analyse our existing supply chains and adapt them to new insights.

Examples of this include measures for water usage in the cultivation of products that require a lot of water, or the implementation of social audits in regions where the enforcement of workers' rights is at risk. Wherever possible, we implement the measures on the basis of international standards, audits or other systems. This enables a recurring and standardized review of the impact the measures are having. We also discuss the risks and impacts with external partners such as NGOs so that we can take their experience and assessment into account when we select measures. To enable our customers to make transparent buying decisions, origin, product contents and manufacturing conditions must be clear, and visible on the packaging. We also publish our commitment in the annual Progress Report and report openly and honestly on our targets and whether we have achieved them.



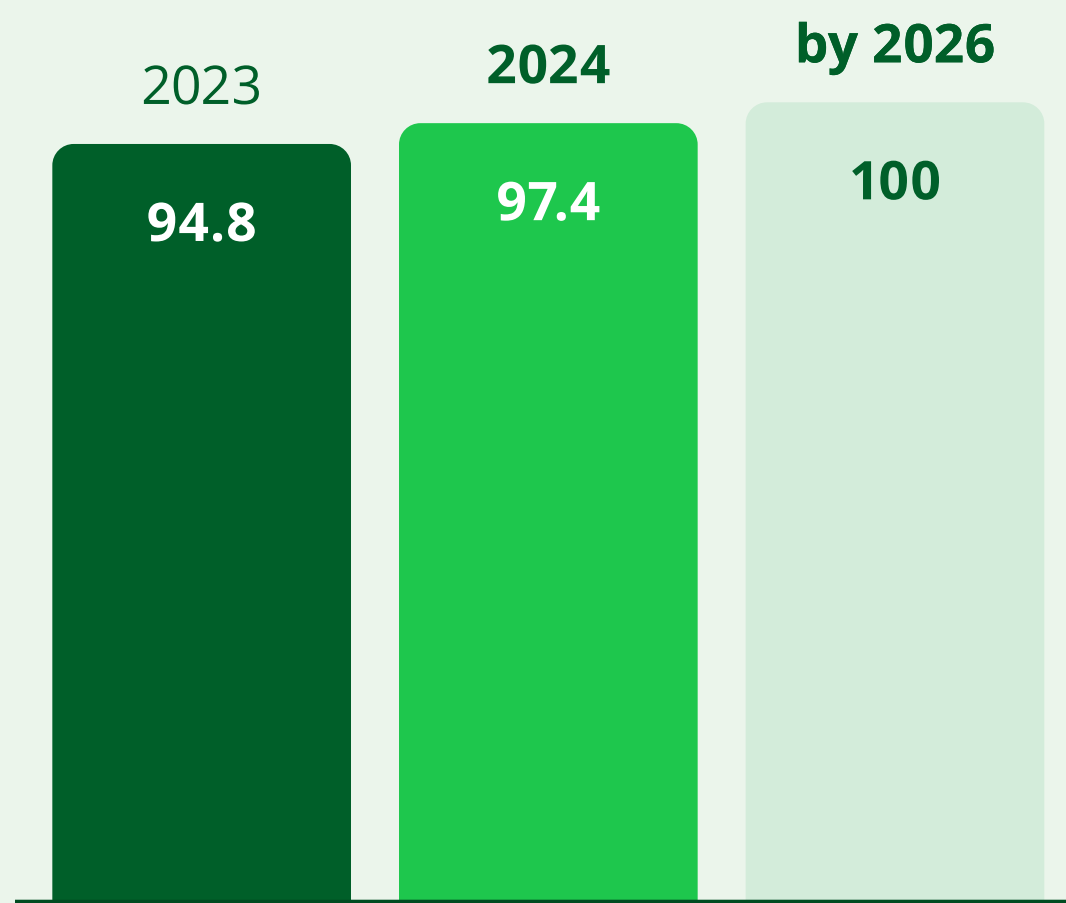
FIELD OF ACTIVITY 1: WE CREATE TRANSPARENCY AND EXERCISE DUE DILIGENCE IN OUR SUPPLY CHAINS

Alignment with UN Sustainable
Development Goals



TARGET 1: RETAIL

FOR 100% OF CRITICAL RAW MATERIALS USED IN OUR OWN-LABEL BRANDS WE HAVE TRANSPARENCY AND TRACEABILITY ALONG THE SUPPLY CHAIN.



Progress as a percentage

97.4%

Accepted standards: [Policy Paper on Critical Raw Materials](#)

COMMENTS

In 2024 we had information that ensures transparency and traceability for 97.4% of the critical raw materials used in our own-label brands.

More information: [Policy Paper on Due Diligence](#)

NOTE

This percentage is based on the results of the individual business units weighted according to their share of total Group sales in 2023.

TARGET 2: RETAIL

EVERY YEAR WE DISCUSS CURRENT SUSTAINABILITY TOPICS WITH OUR STRATEGICALLY IMPORTANT BRAND SUPPLIERS.

COMMENTS

In 2024, we discussed climate strategy, transparency and due diligence with all 101 strategically important suppliers of branded products to the Coop supermarkets.

More information: [Policy Paper on Due Diligence](#)

Coop Group compliance with laws and regulations [GRI 2-27]

Number of material non-compliance incidents resulting in a fine or non-monetary sanction during the reporting year	0
Number of fines paid during the reporting period for non-compliance incidents in the reporting year	0
Number of fines paid during the reporting period for non-compliance incidents in previous reporting years	0
Amount of fines paid during the reporting period for non-compliance incidents in the reporting year	0
Amount of fines paid during the reporting period for non-compliance incidents in previous reporting years	0

The Coop Group operates in a wide business area, which means it has to comply with a large number of laws and regulations in various different legal fields. Regular monitoring is carried out directly by its subsidiaries and divisions. The Coop Head Office is involved in an advisory capacity if non-compliance occurs. For updates on non-compliance, the Coop Head Office utilizes surveys.

The data for the 2024 reporting year could not be fully collected. For instance, at Transgourmet Deutschland GmbH & Co. OHG, only those subsidiaries were considered that are most relevant in terms of both number of employees and sales. Therefore, the aforementioned companies are not yet fully reflected in the figures.

New suppliers to Retail that were screened using environmental criteria [GRI 308-1]

Percentage of new suppliers that were evaluated using environmental criteria	88.3%
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Assessment of the health and safety impacts of Coop Group product and service categories [GRI 416-1]

Number of product and service categories assessed to determine potential improvements to health and safety impacts	709
Number of product and service categories in which improvement measures were introduced following the assessment	579

Incidents of non-compliance concerning the health and safety impacts of Coop Group products and services [GRI 416-2]

Number of incidents of non-compliance with regulations resulting in a fine or sanction	29
Number of incidents of non-compliance with regulations resulting in a warning	110
Number of incidents of non-compliance with voluntary codes of conduct	26

It is not possible to completely avoid individual non-compliance incidents. If non-compliance is identified, it is systematically rectified as part of the incident management process.

Requirements of the Coop Group for product and service information and labelling [GRI 417-1]

The following product and service information and labelling requirements apply to Coop Group processes.

Own-label brands in Retail and Wholesale

For own-label brands, the legally required information and the additional information demanded by Coop regarding origin and composition/substances is stipulated in accordance with the guidelines and provided by suppliers. The responsibilities pertaining to this information are set out in the individual guidelines.

The legally required information on application/use and on disposal is stipulated in accordance with the guidelines and provided by suppliers. The responsibilities pertaining to this information are set out in the individual guidelines.

At Bell Food Group

The legally required information and information relevant to customers on origin, composition/substances, use/usage and disposal is stipulated in accordance with internal requirements, and is provided by the suppliers. The responsibilities pertaining to this information are specified in the individual guidelines/processes. The details provided by the suppliers and the implementation of this relevant information are subject to internal checks.

Number of significant product or service categories	610
Number of significant product or service categories checked with regard to product and service information and labelling	479

Incidents of Coop Group non-compliance concerning product and service information and labelling [GRI 417-2]

Number of incidents of non-compliance with product and service information regulations resulting in a fine or sanction	8
Number of incidents of non-compliance with product and service information regulations resulting in a warning	68
Number of incidents of non-compliance with voluntary codes of conduct concerning product and service information	14

It is not possible to completely avoid individual non-compliance incidents. If non-compliance is identified, it is systematically rectified as part of the incident management process.

Incidents of Coop Group non-compliance concerning marketing and communication [GRI 417-3]

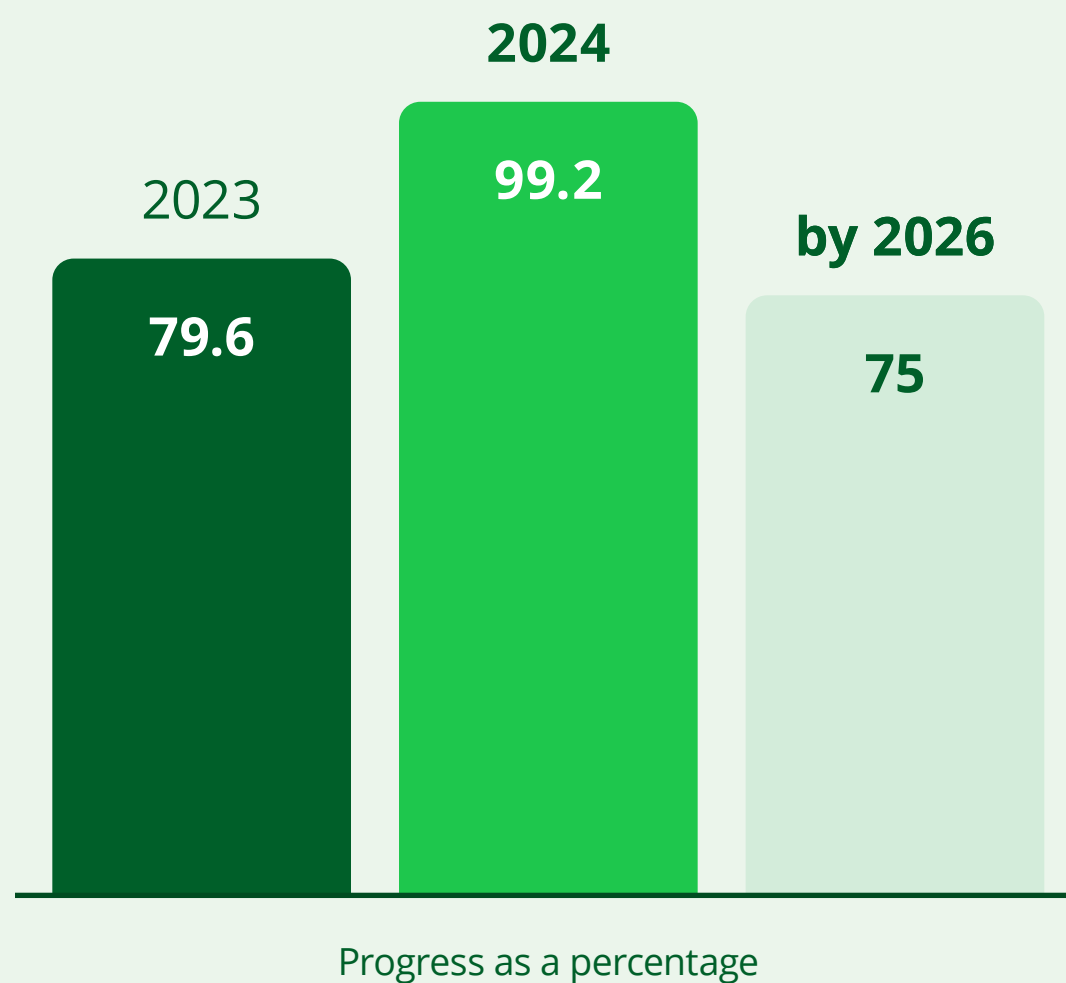
Number of incidents of non-compliance with marketing and communication regulations resulting in a fine or sanction	13
Number of incidents of non-compliance with marketing and communication regulations resulting in a warning	2
Number of incidents of non-compliance with voluntary codes of conduct for marketing and communication	1

MEASURES

- Production locations available for inspection: Production locations that manufacture clothing and household textiles for Coop own-label brands, published on Open Supply Hub
- Eco-score: Information on the environmental impact of over 2000 own-label brand food products at coop.ch
- Guideline on Sustainable Sourcing: binding for 100% of our suppliers of own-label and branded items
- Own-label brands Naturaplan and Naturafarm: traceability back to the farm, with ID code/name of producer on the packaging
- Own-label brand Naturaline bio & fair: traceability through numerical code beyond production stages
- Internal resources: organizational unit dedicated to supply chain management

TARGET: PRODUCTION

FOR 75% OF OUR CRITICAL RAW MATERIALS WE HAVE TRANSPARENCY AND TRACEABILITY ALONG THE SUPPLY CHAIN.



Accepted standards: [Policy Paper on Critical Raw Materials](#)

COMMENTS

A great success: in 2024 we had information that ensures transparency and traceability for 99.2% of the critical raw materials used in our own-label brands. We therefore exceeded the target for 2026.

More information: [Policy Paper on Due Diligence](#)

NOTE

This percentage is based on the results of the individual business units weighted according to their share of total Group sales in 2023.

New suppliers to Production that were screened using environmental criteria [GRI 308-1]

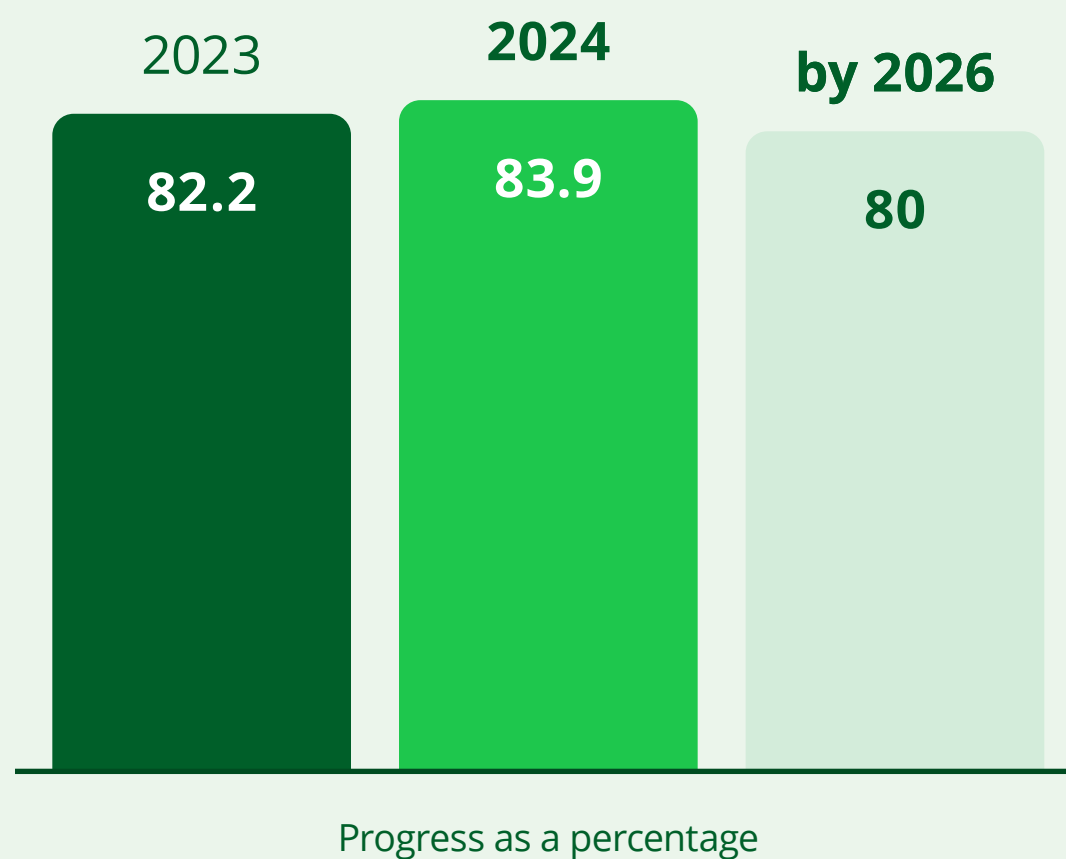
Percentage of new suppliers that were evaluated using environmental criteria	99.6%
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MEASURES

- Supply chain transparency: promotion of transparency and traceability by making switches and optimizations in supply chains
- Critical raw materials: compliance with sustainable minimum standards, traceability back to cultivation and production, compliance with animal welfare standards

TARGET: WHOLESALE

FOR 80% OF CRITICAL RAW MATERIALS USED IN OUR OWN-LABEL BRANDS WE HAVE TRANSPARENCY AND TRACEABILITY ALONG THE SUPPLY CHAIN.



Accepted standards: [Policy Paper on Critical Raw Materials](#)

COMMENTS

A great success: in 2024 we had information that ensures transparency and traceability for 83.9% of the critical raw materials used in our own-label brands.

NOTE

This percentage is based on the results of the individual business units weighted according to their share of total Group sales in 2023. The target value for 2026 of this multi-year target has been adjusted.

New suppliers to Wholesale screened using environmental criteria [GRI 308-1]

Percentage of new suppliers evaluated using environmental criteria	60.4%
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MEASURES

- Traceability all the way back to production: expansion and promotion of our own-label brand Origine/Ursprung/Vonatur
- Ongoing expansion of data collection, including product origin
- Critical raw materials: compliance with sustainable minimum standards, guaranteed traceability back to cultivation and production, compliance with animal welfare standards

FAIR TRADE FOCUSING ON PEOPLE

MANAGEMENT APPROACH [GRI 3-3]

The Coop Group is committed to respecting human rights and ensuring fair working conditions at all stages of our supply chains. Because of this, we scrutinize processes: the cultivation of raw materials, processing, trade. To combat poverty and ensure appropriate manufacturing conditions, we have been partnering with Max Havelaar since 1992. The Fairtrade label designates sustainably cultivated fair-trade products from the global south. Minimum prices enable higher and stable incomes. The Fairtrade premium supports the creation and expansion of local infrastructures, safety or health projects, training and education, as well as quality improvements. In addition to our commitment to Fairtrade, by setting clear requirements for our business partners we safeguard social

standards, especially in risk countries. In this, we are guided by the assessment of the global organization Amfori. Amfori and Fairtrade Max Havelaar are two important stakeholders with whom we regularly discuss current challenges and approaches when it comes to protecting workers in our supply chains. Moreover, we are engaged in specific local projects aimed at increasing wages and incomes to a level that provides a living wage or income, regardless of economic conditions and under certain agricultural circumstances (Living Wage/Living Income). Long-term trade relationships with producers also assure them they can rely on sales of their goods. Each year, we invest in the expansion of our Fairtrade range and prioritize fairly produced products.



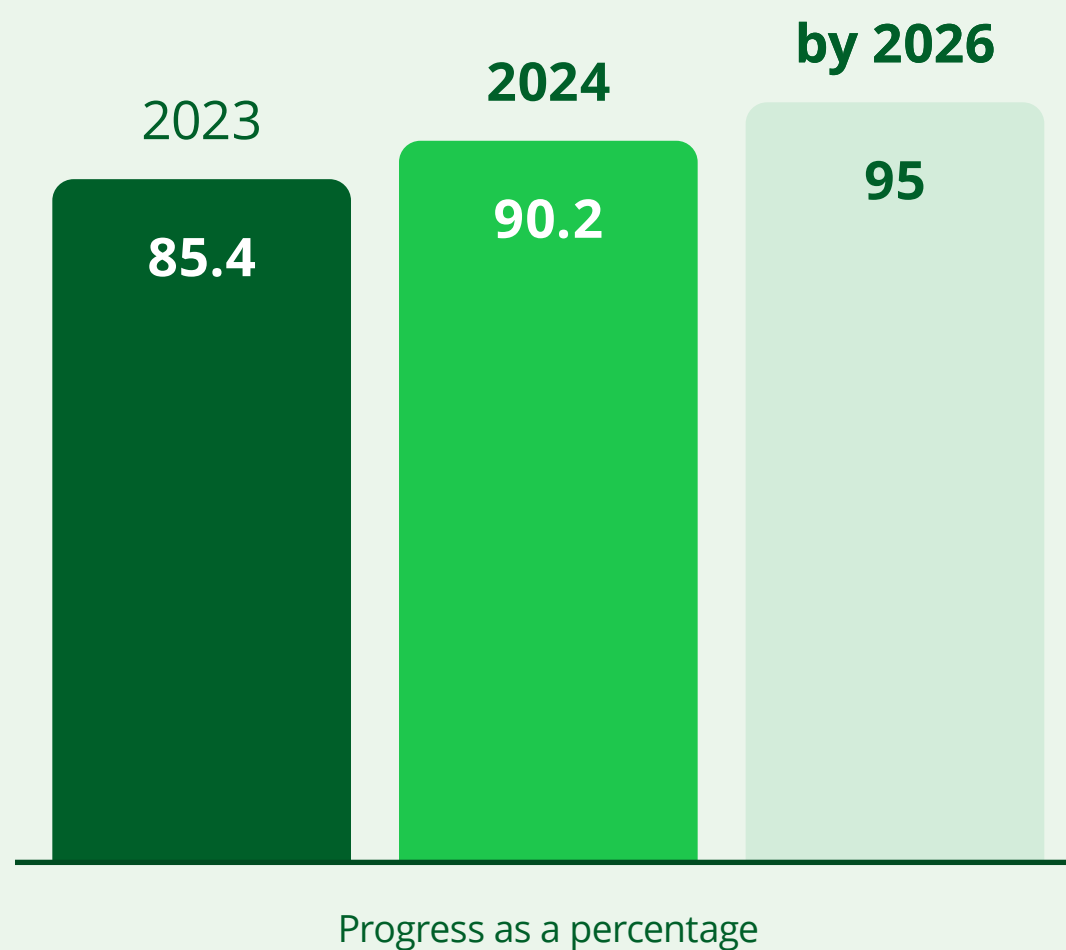
FIELD OF ACTIVITY 2: WE ARE COMMITTED TO RESPECTING HUMAN RIGHTS AND FAIR WORKING CONDITIONS

Alignment with UN Sustainable Development Goals



TARGET 1: RETAIL

95% OF OUR OWN-LABEL BRAND SUPPLIERS WITH PRODUCTION FACILITIES IN RISK COUNTRIES CAN PROVIDE A CURRENT SOCIAL STANDARDS AUDIT REPORT OR CERTIFICATE.



Accepted Standards: amfori BSCI, SA8000, ETI/Sedex/SMETA, RBA, ICTI, RJC, FWF, TFS, ICS, WRAP, Fair for Life, For Life, Fairtrade Standard for Small-scale Producer Organisations, Fairtrade Standard for Hired Labour, Fairtrade USA Capture Fisheries Standard

COMMENTS

In 2024, 90.2% of our own-label brand suppliers with production facilities in risk countries were able to provide evidence of a current social standards audit or certificate.

NOTE

This multi-year target has been adjusted. A current social standards audit or certificate is required, regardless of its rating.

New suppliers to Retail screened using social criteria [GRI 414-1]

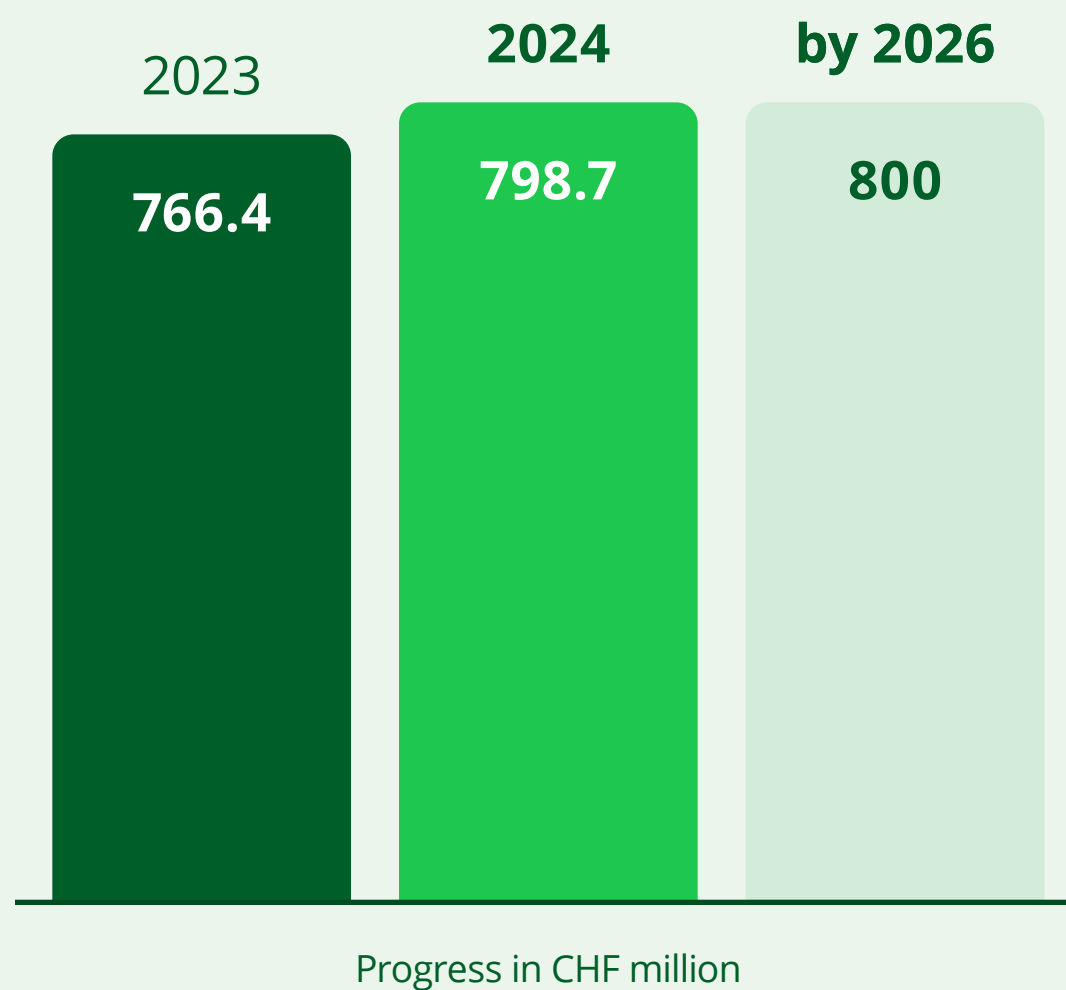
Percentage of new suppliers evaluated using social criteria	93.3%
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Negative social impacts in the Retail supply chains and measures implemented [GRI 414-2]

Number of suppliers assessed for social impacts	611
Number of suppliers identified as having significant actual and potential negative social impacts	5
Percentage of suppliers identified as having significant actual and potential negative social impacts with whom improvements were agreed after the assessment:	60%
Percentage of suppliers identified as having significant actual and potential negative social impacts with whom business relations were terminated as a result of the assessment	0%

TARGET 2: RETAIL

WE ARE INCREASING NET SALES FROM FAIR TRADE PRODUCTS IN THE FOOD SECTOR (INCLUDING FLOWERS) TO 800 MILLION SWISS FRANCS.



Accepted standards: Fairtrade Max Havelaar, UTZ/Rainforest Alliance

COMMENTS

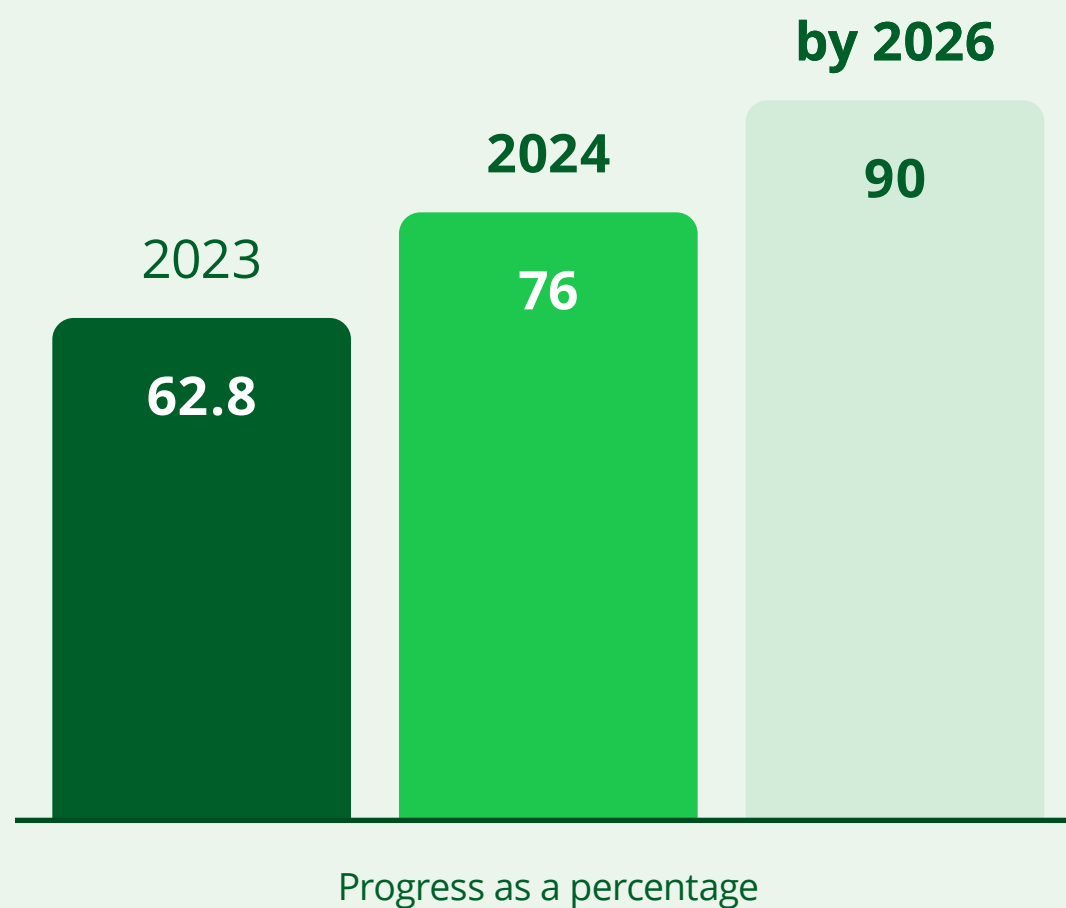
In 2024 we increased our Fairtrade net sales to 798.7 million Swiss francs and are the world's largest supplier of Fairtrade-certified products.

MEASURES

- Risk Map: publication of a risk map detailing our involvement in risk products
- Code of Conduct: prohibits any form of exploitation, extortion, bribery or corruption
- Mission Statement: clear stance on human rights and protecting the environment
- Long-standing business relationships with Swiss service providers and producers
- Living Income and Living Wage: implementation of specific projects in the countries of production
- Product range expansion: addition of more Fairtrade products and Fairtrade Sourced Ingredients (FSI) to the range

TARGET 1: PRODUCTION

90% OF OUR SUPPLIERS WITH PRODUCTION FACILITIES IN RISK COUNTRIES CAN PROVIDE A CURRENT SOCIAL STANDARDS AUDIT REPORT OR CERTIFICATE.



Accepted standards: amfori BSCI, SA8000, ETI/Sedex/SMETA, RBA, ICTI, RJC, FWF, TFS, ICS, WRAP, Fair for Life, For Life, Fairtrade Standard for Small-scale Producer Organisations, Fairtrade Standard for Hired Labour, Fairtrade USA Capture Fisheries Standard

COMMENTS

In 2024, 76.0% of our own-label brand suppliers with production facilities in risk countries were able to provide evidence of a current social standards audit or certificate.

NOTE

This multi-year target has been adjusted. A current social standards audit or certificate is required, regardless of its rating.

New suppliers to Production screened using social criteria [GRI 414-1]

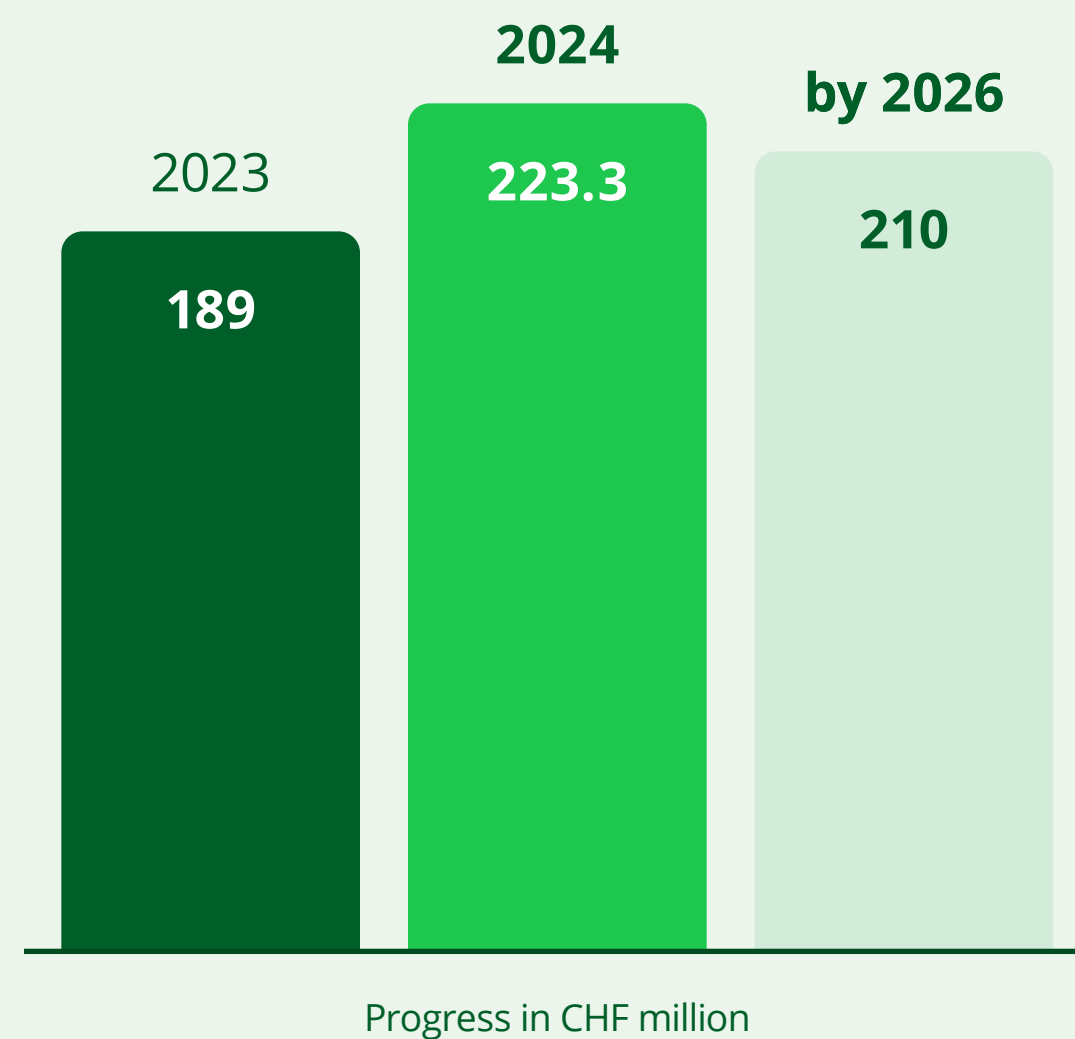
Percentage of new suppliers evaluated using social criteria	99.6%
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Negative social impacts in the Production supply chains and measures implemented [GRI 414-2]

Number of suppliers assessed for social impacts	653
Number of suppliers identified as having significant actual and potential negative social impacts	90
Percentage of suppliers identified as having significant actual and potential negative social impacts with whom improvements were agreed after the assessment:	11.1%
Percentage of suppliers identified as having significant actual and potential negative social impacts with whom business relations were terminated as a result of the assessment	0%

TARGET 2: PRODUCTION

WE ARE INCREASING NET SALES FROM FAIR TRADE PRODUCTS TO 210 MILLION SWISS FRANCS.



Accepted standards: Fairtrade Max Havelaar, Fair Trade USA, Fair for Life, gebana, claro fair trade, GEPA Fair+, UTZ/ Rainforest Alliance

COMMENTS

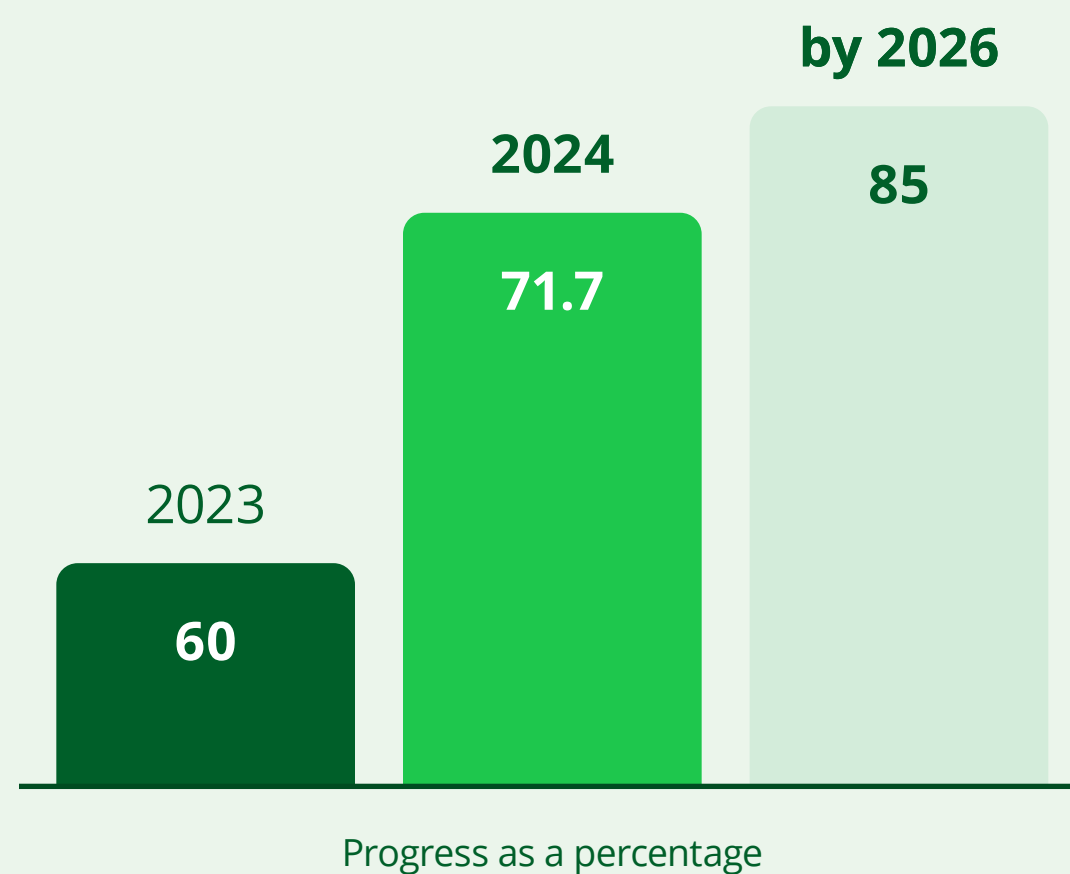
A great success: having achieved Fairtrade net sales of 223.3 million Swiss francs, we exceeded both our annual target and our 2026 target.

MEASURES

- Mission statement: clear stance on human rights and protecting the environment
- Steadily increasing use of fairly produced and traded raw materials and products with social added value
- Bell Food Group: risk management concerning due diligence obligations

TARGET: WHOLESALE

85% OF OUR OWN-LABEL BRAND SUPPLIERS WITH PRODUCTION FACILITIES IN RISK COUNTRIES CAN PROVIDE A CURRENT SOCIAL STANDARDS AUDIT REPORT OR CERTIFICATE.



Accepted Standards: amfori BSCI, SA8000, ETI/Sedex/SMETA, RBA, ICTI, RJC, FWF, TFS, ICS, WRAP, Fair for Life, For Life, Fairtrade Standard for Small-scale Producer Organisations, Fairtrade Standard for Hired Labour, Fairtrade USA Capture Fisheries Standard

COMMENTS

In 2024, 71.7% of our own-label brand suppliers with production facilities in risk countries were able to provide evidence of a current social standards audit or certificate.

NOTE

This multi-year target has been adjusted. A current social standards audit or certificate is required, regardless of its rating.

New suppliers to Wholesale screened using social criteria [GRI 414-1]

Percentage of new suppliers evaluated using social criteria	60.5%
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Negative social impacts in the Wholesale supply chains and measures implemented [GRI 414-2]

Number of suppliers assessed for social impacts	341
Number of suppliers identified as having significant actual and potential negative social impacts	50
Percentage of suppliers identified as having significant actual and potential negative social impacts with whom improvements were agreed after the assessment:	0%
Percentage of suppliers identified as having significant actual and potential negative social impacts with whom business relations were terminated as a result of the assessment	0%

MEASURES

- Mission Statement: clear stance on human rights and protecting the environment
- Product range expansion: addition of more Fairtrade products and Fairtrade Sourced Ingredients (FSI) to the range

FOCUS ON RAW MATERIALS

MANAGEMENT APPROACH [GRI 3-3]

The Coop Group focuses on local and regional supply chains, but we do also source goods from outside Switzerland and Europe where necessary. Depending on the countries and regions which we purchase products from, our business relationships can potentially impact the people and the environment in these areas. Accordingly, we see it as our responsibility to know our business partners and to develop a common understanding of how to minimize the risks and impacts in the respective region of origin of our products. This requires clear guidelines for procurement, which we regularly review and adapt. We also take targeted measures. Wherever possible, we implement these measures on the

basis of international standards, audits or other systems. This enables a recurring and standardized review of the impact the measures are having. We also discuss the risks and impacts with external partners such as NGOs so that we can take their experience and assessment into account when we select measures. Together with our stakeholders, we have identified the critical raw materials in our sourcing, and the biggest environmental and social challenges encountered in their production. It is our aim to consistently implement sustainable minimum standards in cultivation and production for all critical raw materials, and so minimize our negative impact.



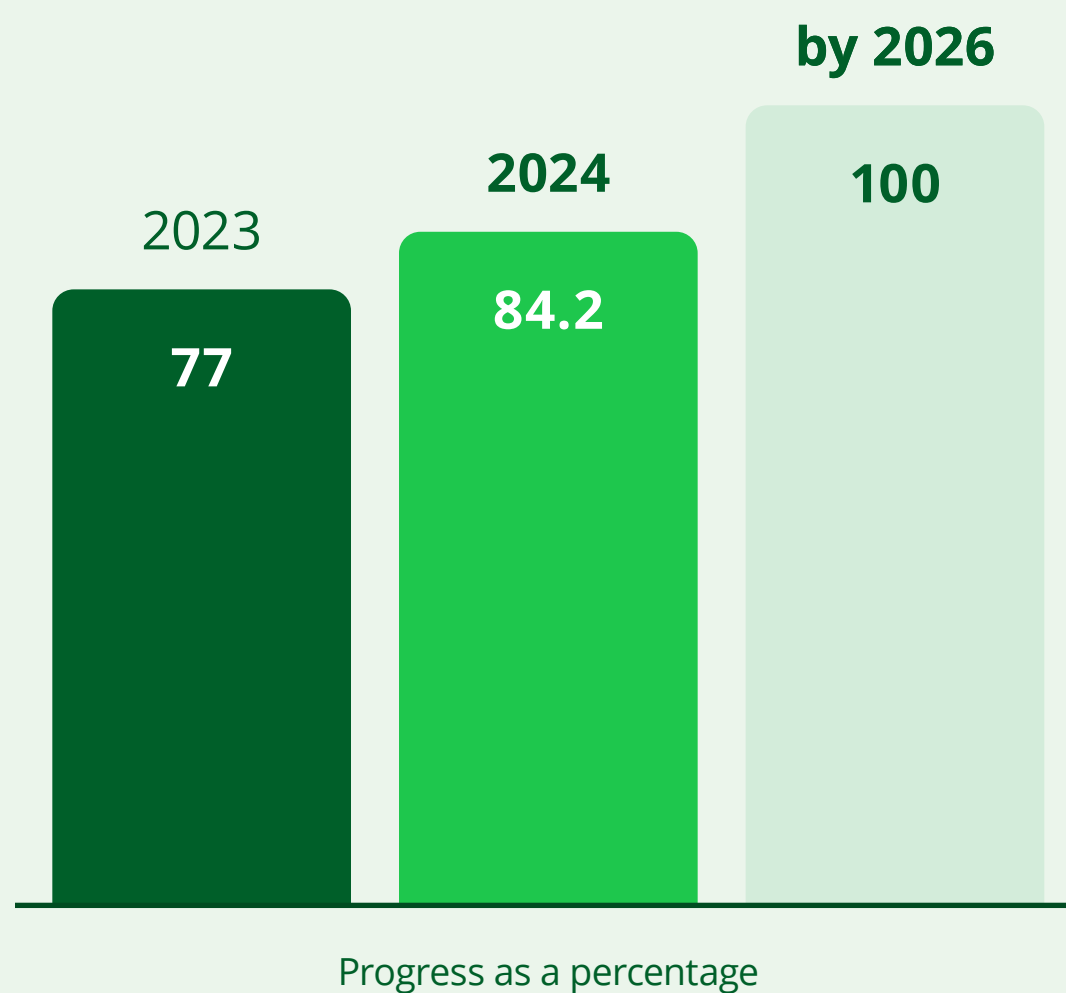
FIELD OF ACTIVITY 3: WE APPLY SUSTAINABILITY STANDARDS IN THE PROCUREMENT OF RAW MATERIALS

Alignment with UN Sustainable Development Goals



TARGET: RETAIL

FOR 100% OF CRITICAL RAW MATERIALS USED IN OUR OWN-LABEL BRANDS WE HAVE MINIMUM SUSTAINABILITY STANDARDS. THIS EXCLUDES MEAT, MILK AND EGGS (SEE SEPARATE ANIMAL WELFARE TARGET).



Accepted standards: Information about the accepted standards for each raw material is in the [Raw Materials Roadmap for Retail](#)

COMMENTS

By 2024, 84.2% of the critical raw materials used in our own-label brands (excluding meat, milk, and eggs) will meet sustainable minimum standards.

Further information about the individual raw materials can be found in the [Raw Materials Roadmap for Retail](#).

More information on raw materials can be found in our [Policy Paper on Critical Raw Materials](#).

NOTE

This percentage is based on the results of the individual business units weighted according to their share of total Group sales in 2023. Starting from 2024, gold and cane sugar will be classified as critical raw materials.

Negative environmental impacts in the Retail supply chain and measures implemented [GRI 308-2]

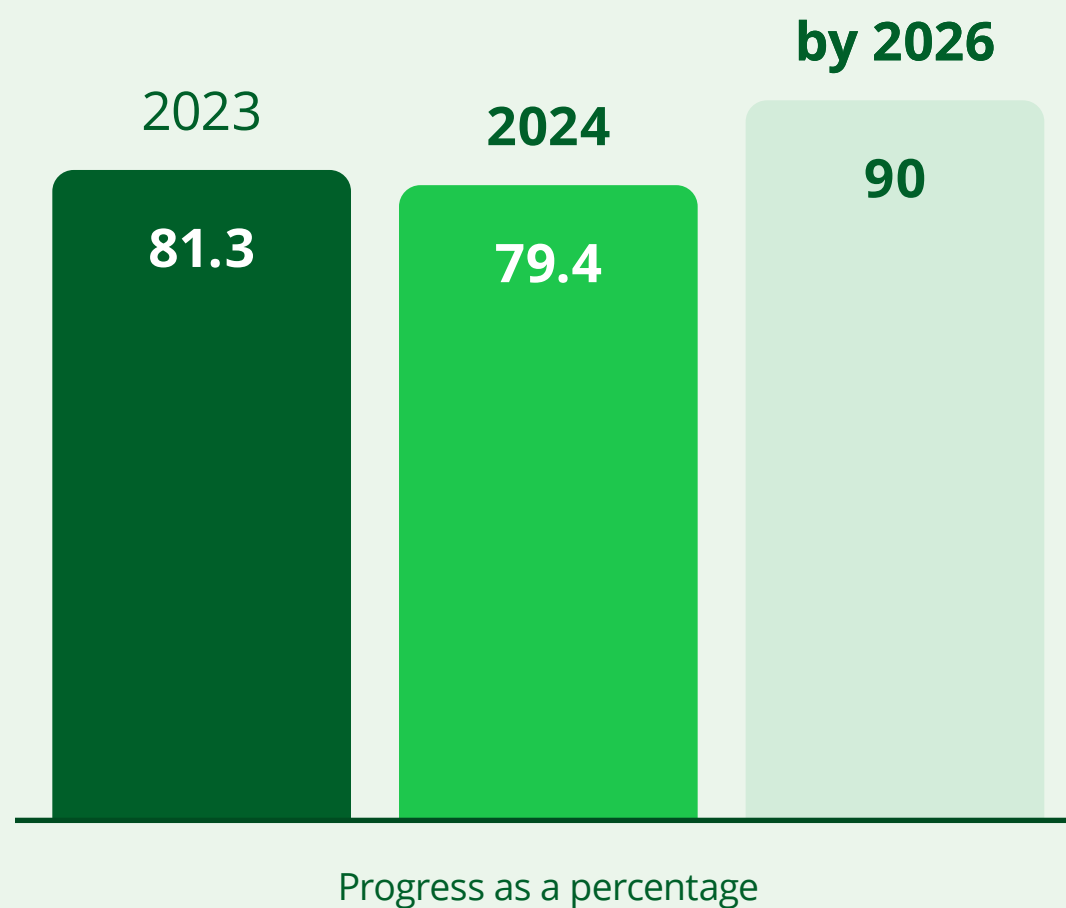
Number of suppliers assessed for environmental impacts	880
Number of suppliers identified as having significant actual and potential negative environmental impacts	220
Percentage of suppliers identified as having significant actual and potential negative environmental impacts with whom improvements were agreed after the assessment	42.3% (= 93 out of 220 suppliers)
Percentage of suppliers identified as having significant actual and potential negative environmental impacts with whom business relations were terminated as a result of the assessment	0.5%

MEASURES

- Projects: delivery of sourcing projects funded by the Coop Sustainability Fund
- Critical raw materials: consistent implementation of sustainability standards in cultivation and production
- Review by WWF: review and approval of our targets for critical raw materials
- Business relationships: fair, long-term and trusting business relationships created and maintained
- Industry commitment: commitment to the development and refinement of sustainable minimum standards through active involvement in appropriate bodies
- Long-standing partnerships: partnerships with WWF, Fairtrade Max Havelaar and Bio Suisse
- Guideline on Sustainable Sourcing: binding for 100% of our suppliers of own-label and branded items
- Mission Statement: clear stance on human rights and protecting the environment

TARGET: PRODUCTION

FOR 90% OF CRITICAL RAW MATERIALS USED WE HAVE MINIMUM SUSTAINABILITY STANDARDS. THIS EXCLUDES MEAT, MILK AND EGGS (SEE SEPARATE ANIMAL WELFARE TARGET).



Accepted standards: Information about the accepted standards for each raw material is in the [Raw Materials Roadmap for Production](#)

COMMENTS

By 2024, 79.4% of the critical raw materials used in our own-label brands (excluding meat, milk, and eggs) will meet sustainable minimum standards.

Further information on the individual raw materials can be found in the [Raw Materials Roadmap for Production](#).

More information on raw materials can be found in our [Policy Paper on Critical Raw Materials](#).

NOTE

This percentage is based on the results of the individual business units weighted according to their share of total Group sales in 2023. Starting from 2024, gold and cane sugar will be classified as critical raw materials.

Negative environmental impacts in the Production supply chain and measures implemented [GRI 308-2]

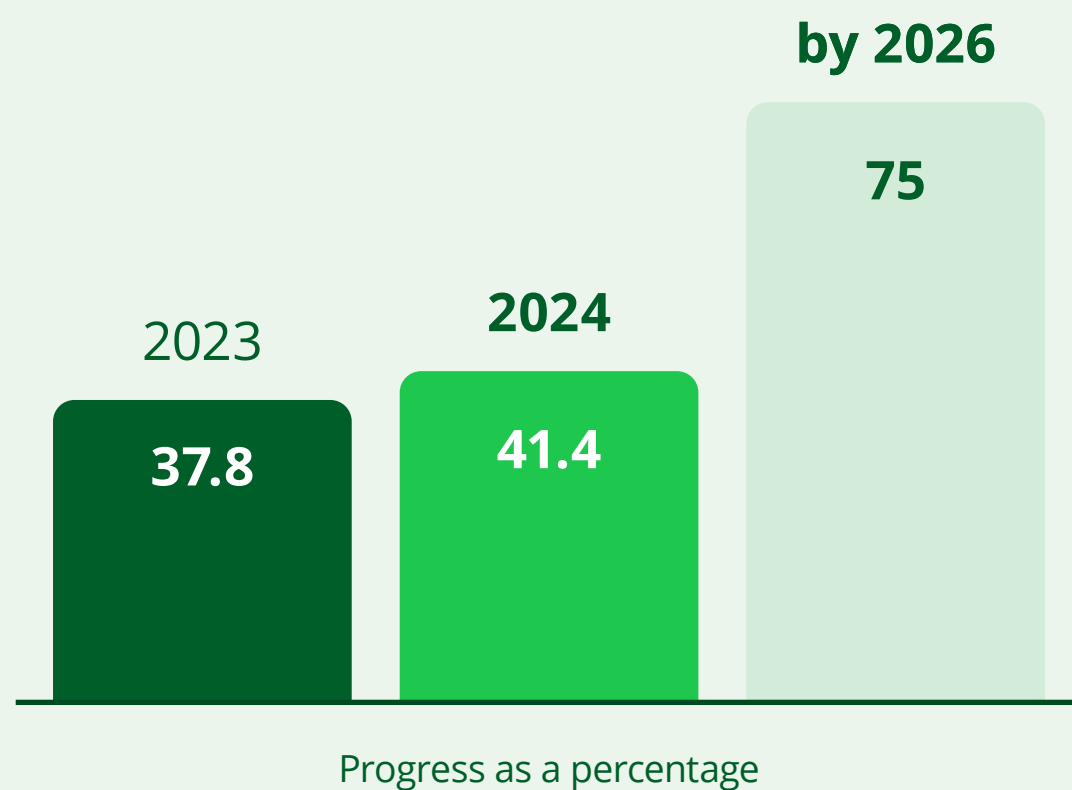
Number of suppliers assessed for environmental impacts	671
Number of suppliers identified as having significant actual and potential negative environmental impacts	110
Percentage of suppliers identified as having significant actual and potential negative environmental impacts with whom improvements were agreed after the assessment	9.1%
Percentage of suppliers identified as having significant actual and potential negative environmental impacts with whom business relations were terminated as a result of the assessment	0%

MEASURES

- Critical raw materials: consistent implementation of sustainability standards in cultivation and production
- Business relationships: cultivation of direct business relationships with producers and long-standing partnerships with suppliers
- Mission Statement: clear stance on human rights and protecting the environment
- Projects: delivery of sourcing projects funded by the Coop Sustainability Fund

TARGET: WHOLESALE

FOR 75% OF CRITICAL RAW MATERIALS USED IN OUR OWN-LABEL BRANDS WE HAVE MINIMUM SUSTAINABILITY STANDARDS. THIS EXCLUDES MEAT, MILK AND EGGS (SEE SEPARATE ANIMAL WELFARE TARGET).



Accepted standards: information about the accepted standards for each raw material is in the [Raw Materials Roadmap for Wholesale](#)

COMMENTS

By 2024, 41.4% of the critical raw materials used in our own-label brands (excluding meat, milk, and eggs) will meet sustainable minimum standards.

Further information on the individual raw materials can be found in the [Raw Materials Roadmap for Wholesale](#).

More information on raw materials can be found in our [Policy Paper on Critical Raw Materials](#).

NOTE

This percentage is based on the results of the individual business units weighted according to their share of total Group sales in 2023. Starting from 2024, gold and cane sugar will be classified as critical raw materials.

Negative environmental impacts in the Wholesale supply chain and measures implemented [GRI 308-2]

Number of suppliers assessed for environmental impacts	868
Number of suppliers identified as having significant actual and potential negative environmental impacts	322
Percentage of suppliers identified as having significant actual and potential negative environmental impacts with whom improvements were agreed after the assessment	36.3%
Percentage of suppliers identified as having significant actual and potential negative environmental impacts with whom business relations were terminated as a result of the assessment	0%

MEASURES

- Critical raw materials: consistent implementation of sustainability standards in cultivation and production
- Business relationships: fair, long-term and trusting business relationships created and maintained
- Mission Statement: clear stance on human rights and protecting the environment

PROTECTING RESOURCES FOR FUTURE GENERATIONS

MANAGEMENT APPROACH [GRI 3-3]

As part of our sustainability strategy, we are committed to protecting natural resources and embracing the concept of planetary boundaries. As a retailer and wholesaler, we see our responsibility as lying primarily in the area of resource-efficient production. Nevertheless, we are committed to limiting our environmental footprint as much as possible at all stages of our supply chains – from raw material extraction to processing, trading, consumption, reuse and disposal. An economy embedded in natural material cycles with minimum resource consumption, whose development is not at the expense of other regions or future generations, contributes to resource

conservation. To promote sales of sustainable products, we pursue the overriding objective of steadily increasing our sustainability sales year on year and offering the broadest range of sustainable products. With our “Circular Economy Strategy”, we have adopted a holistic approach that helps us to close loops in all business areas. The same applies to products and their durability, which is particularly important in our electrical and electronics ranges. In order to implement effective concepts, we work together with specialist organizations and WWF, incorporating their expertise into our activities.



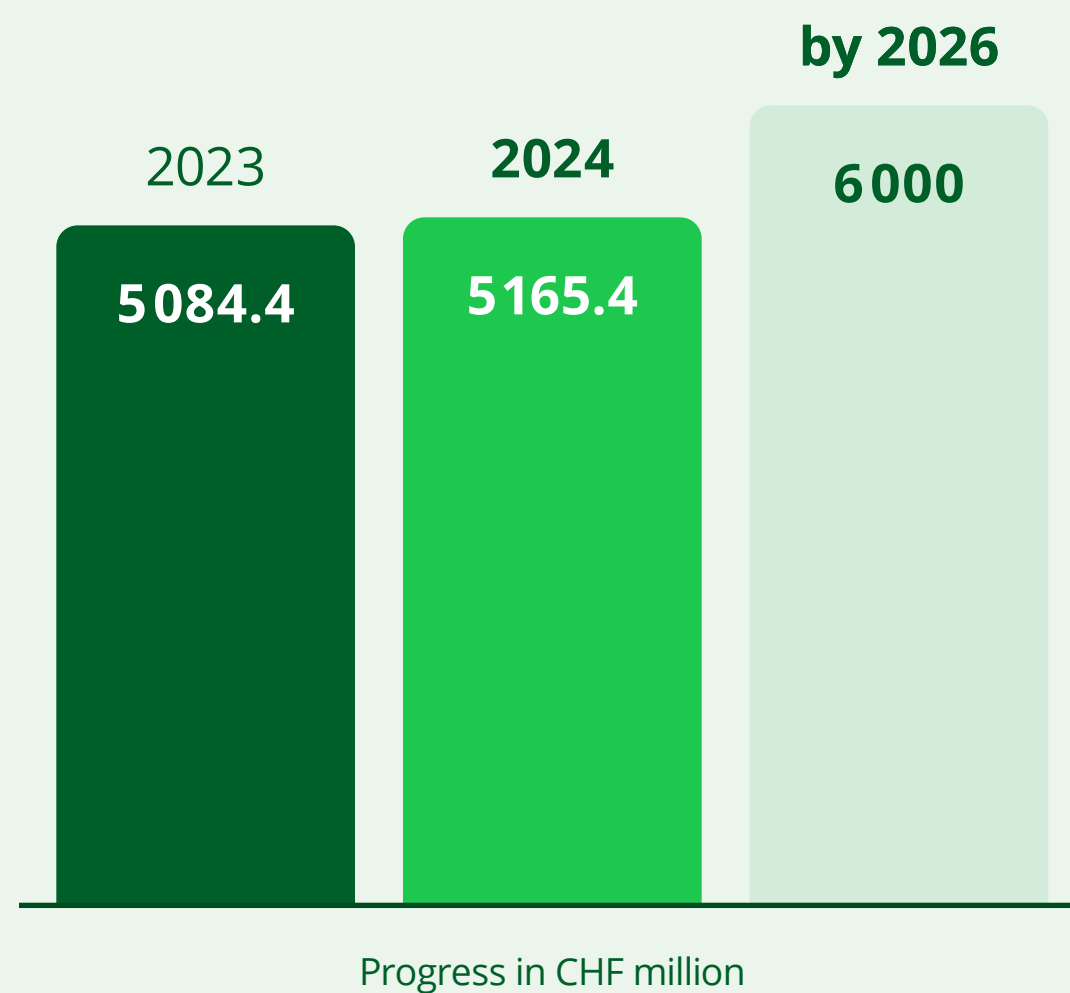
FIELD OF ACTIVITY 4: WE PROMOTE THE REDUCED CONSUMPTION OF RESOURCES IN OUR PRODUCT RANGES

Alignment with UN Sustainable
Development Goals



TARGET: RETAIL

WE ARE INCREASING NET SALES OF SUSTAINABLE PRODUCTS TO 6 BILLION SWISS FRANCS.



COMMENTS

In 2024 we increased our net sales of sustainable products to 5.16 billion Swiss francs.

More information: [Natural resources](#)

NOTE

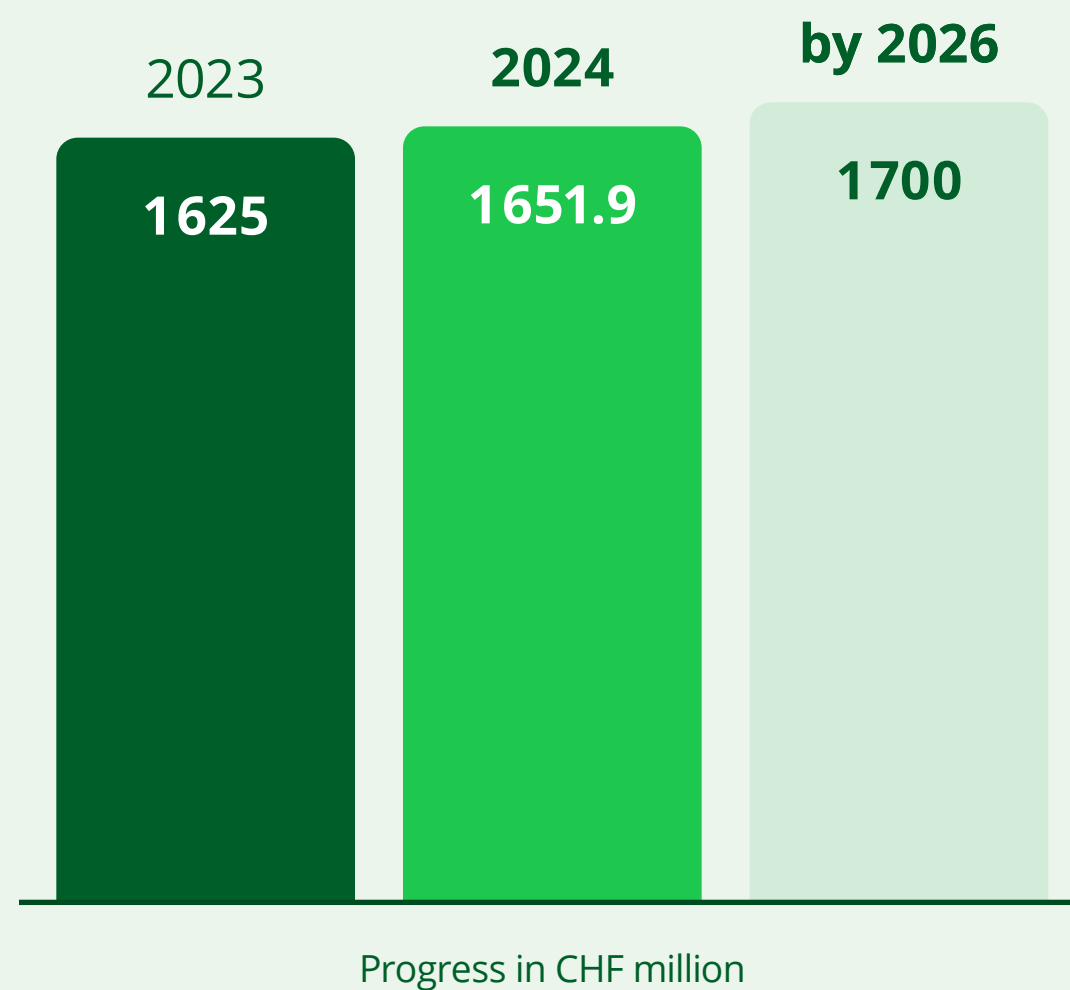
This multi-year target has been adjusted. As of the 2024 reporting year, multi-year targets for net turnover will be reported as net sales. This applies to all net turnover targets in this report. From the 2024 reporting year onwards, net sales from sustainable products in the non-food segment will no longer be reported separately.

MEASURES

- Research: collaboration with Sativa Rheinbau and GZPK to research organic seed varieties
- Process targets: work on process targets defined with WWF in the areas of water, biodiversity and critical raw materials
- Projects: delivery of projects funded by the Coop Sustainability Fund that contribute to preservation of biodiversity and the sustainable use of water
- Standards: promotion of water and soil standards for the cultivation of critical raw materials

TARGET: PRODUCTION

WE ARE INCREASING NET SALES OF SUSTAINABLE PRODUCTS TO 1.7 BILLION SWISS FRANCS.



COMMENTS

In 2024, we achieved net sales from sustainable products of 1.65 billion Swiss francs.

More information: [Natural resources](#)

NOTE

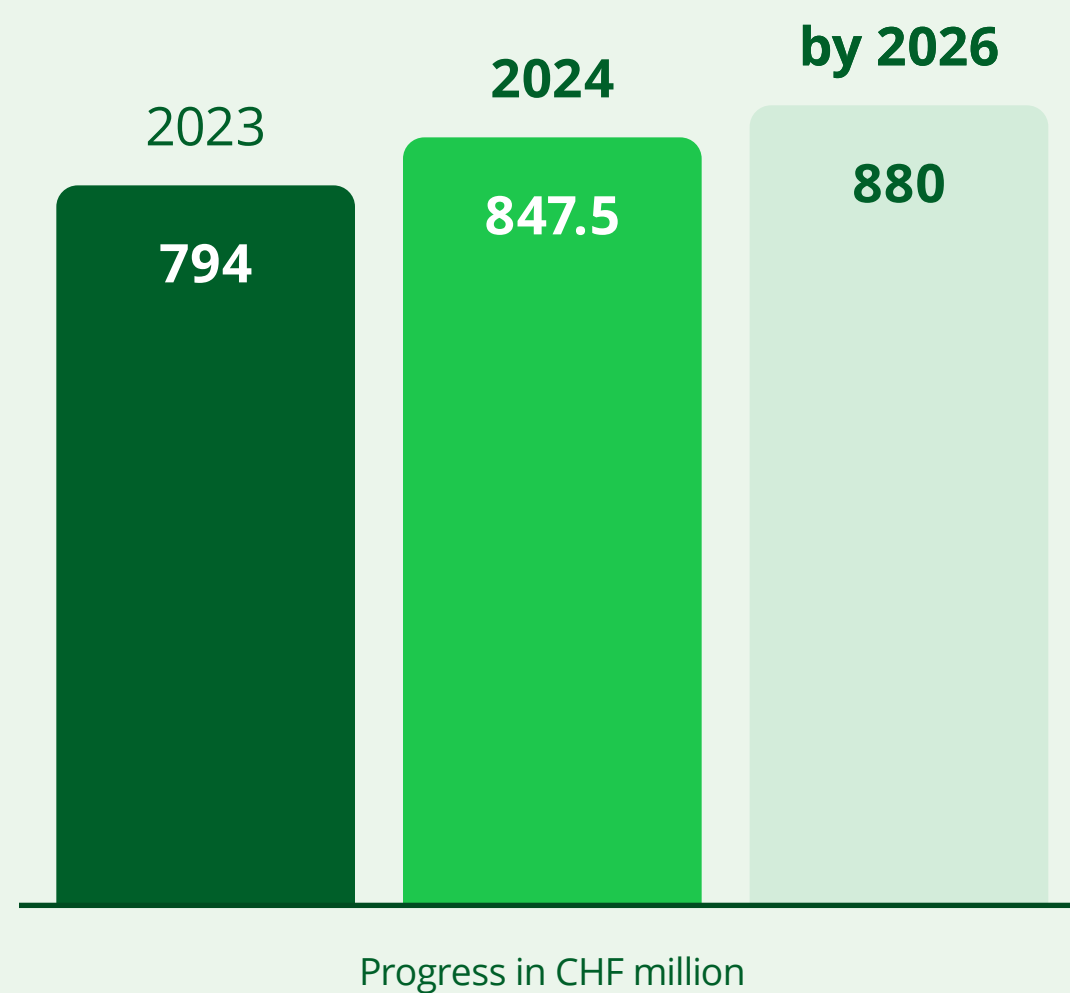
This multi-year target has been adjusted.

MEASURES

- Standards: promotion of water and soil standards for the cultivation of critical raw materials

TARGET: WHOLESALE

**WE ARE INCREASING
NET SALES OF SUSTAINABLE
PRODUCTS TO 880 MILLION
SWISS FRANCS.**



COMMENTS

A great success: in 2024, we increased our net sales of sustainable products to 847.5 million Swiss francs.

More information: [Natural resources](#)

NOTE

This multi-year target has been adjusted.

MEASURES

- Standards: promotion of water and soil standards for the cultivation of critical raw materials

COMBATING DEFORESTATION AND CONVERSION

MANAGEMENT APPROACH [GRI 3-3]

We are committed to deforestation- and conversion-free supply chains. As product groups, meat, coffee, cocoa, palm oil, soya and wood make up a large proportion of our ranges and are a major component of our supply chains. Given the increased risk of deforestation of tropical rainforests and conversion of biodiverse ecosystems in the countries of origin for these raw materials, we pay particular attention to these six raw materials with regard to deforestation and conversion. We also class them as critical raw materials, which means we take a

holistic approach to dealing with them. Our targets are based on [WWF's Imported Deforestation report](#), the [Accountability Framework Initiative \(AFI\)](#), [Preferred by Nature](#) and Coop's own risk assessment of our supply chains. Together with the sector organizations for these raw materials, we are committed to standardized and strict framework conditions in order to prevent deforestation and conversion. Accordingly, we are involved in initiatives that enhance traceability in supply chains and pursue common approaches.



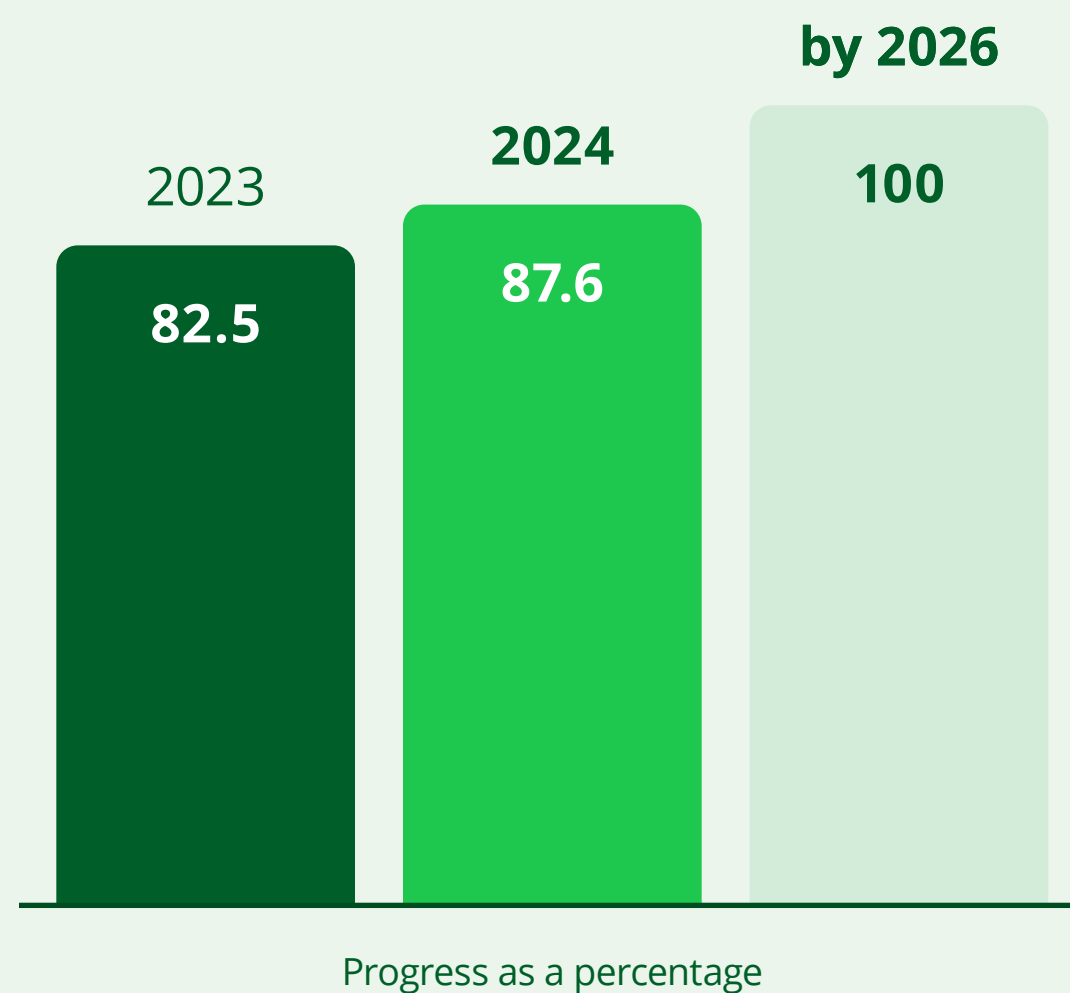
**FIELD OF ACTIVITY 5:
WE ENSURE THAT OUR
SUPPLY CHAINS ARE FREE
OF DEFORESTATION AND
CONVERSION RISKS**

Alignment with UN Sustainable Development Goals



TARGET: RETAIL

WE ENSURE THAT 100% OF THE CRITICAL RAW MATERIALS USED IN OUR OWN-LABEL BRANDS THAT COULD ENCOURAGE DEFORESTATION (SOYA, PALM OIL, COFFEE, COCOA, MEAT, WOOD AND PAPER) COME FROM DEFORESTATION-FREE AND CONVERSION-FREE SOURCES.



Criteria to be met:

[Policy Paper on Deforestation and Conversion](#)

COMMENTS

In 2024, 87.6% of the critical raw materials used in our own-label brands that have a high deforestation risk will meet the criteria for deforestation- and conversion-free supply chains.

More information:

[Policy Paper on Deforestation and Conversion](#)

NOTE

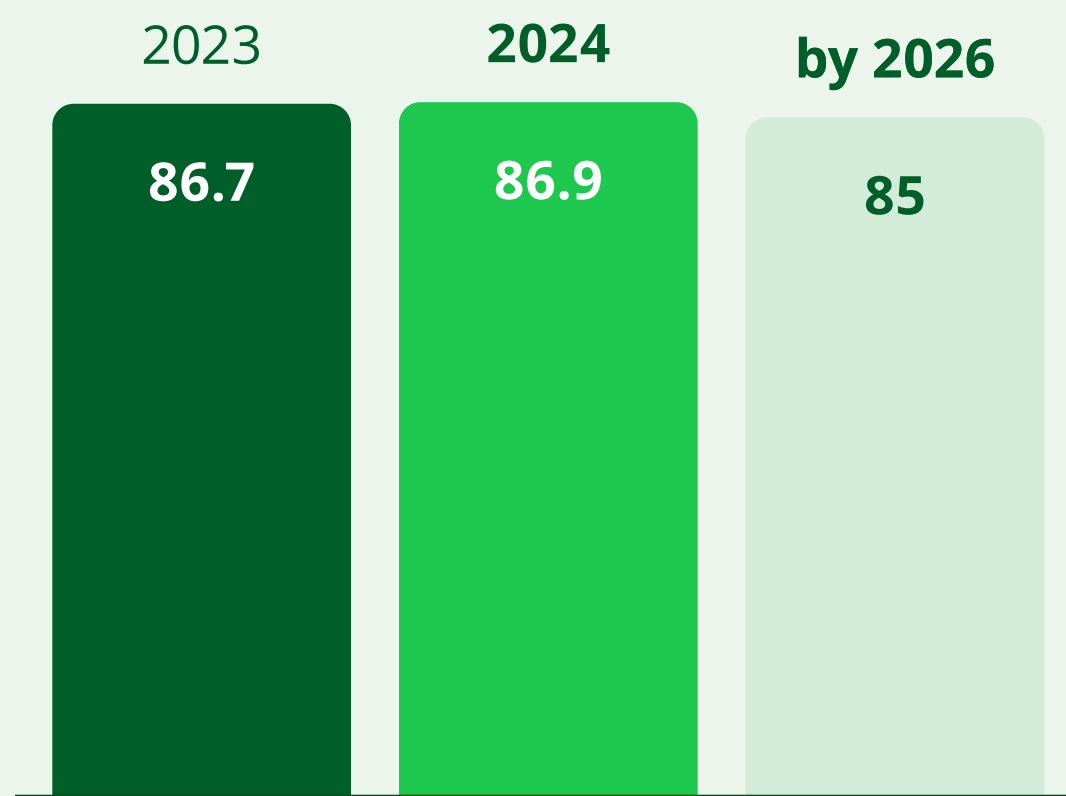
This percentage is based on the results of the individual business units weighted according to their share of total Group sales in 2023.

MEASURES

- Critical raw materials: consistent implementation of sustainability standards in cultivation and production
- Projects: delivery of concrete projects locally, in direct partnership with farmers and their organizations
- Supplier audit: systematically ascertaining the proportion of business partners with publicly visible voluntary commitments to deforestation and conversion-free supply chains
- Guidelines: Guideline on Sustainable Sourcing, Guideline on Palm Oil and Guideline on Wood and Paper Products: binding for 100% of our suppliers of own-label and branded items
- Industry commitment: development of and collaboration with industry organizations
- Range selection: peat exit plan to protect moors

TARGET: PRODUCTION

WE ENSURE THAT 85% OF THE CRITICAL RAW MATERIALS USED THAT COULD ENCOURAGE DEFORESTATION (SOYA, PALM OIL, COFFEE, COCOA, MEAT, WOOD AND PAPER) COME FROM DEFORESTATION AND CONVERSION-FREE SOURCES.



Progress as a percentage

86.9%

Criteria to be met:

[Policy Paper on Deforestation and Conversion](#)

COMMENTS

In 2024, 86.9% of the critical raw materials used that could encourage deforestation originated from deforestation-free and conversion-free sources.

More information:

[Policy Paper on Deforestation and Conversion](#)

NOTE

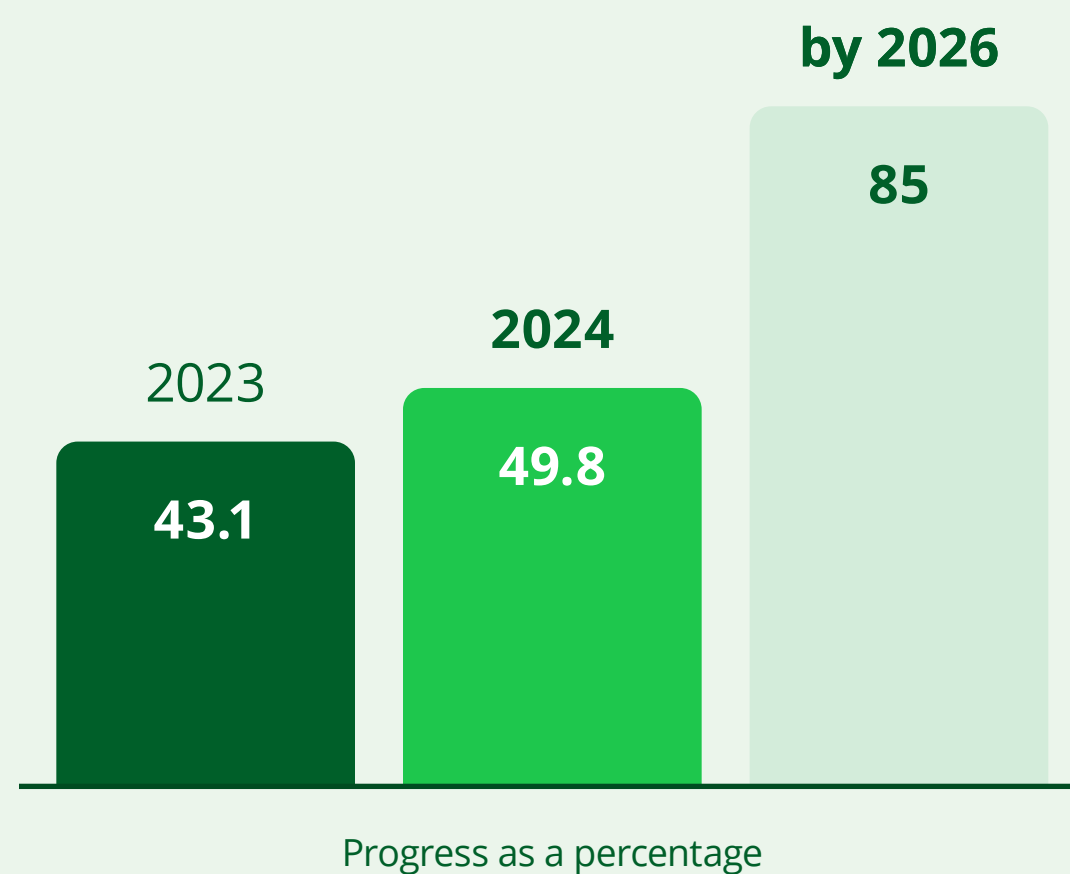
This percentage is based on the results of the individual business units weighted according to their share of total Group sales in 2023.

MEASURES

- Critical raw materials: consistent implementation of sustainability standards in cultivation and production
- Supplier audit: systematically ascertaining the proportion of business partners with publicly visible voluntary commitments to deforestation-free and conversion-free supply chains

TARGET: WHOLESALE

WE ENSURE THAT 85% OF THE CRITICAL RAW MATERIALS USED IN OUR OWN-LABEL BRANDS THAT COULD ENCOURAGE DEFORESTATION (SOYA, PALM OIL, COFFEE, COCOA, MEAT, WOOD AND PAPER) COME FROM DEFORESTATION-FREE AND CONVERSION-FREE SOURCES.



Criteria to be met:

[Policy Paper on Deforestation and Conversion](#)

COMMENTS

In 2024, 49.8% of the critical raw materials used in our own-label brands that have a high deforestation risk will meet the criteria for deforestation- and conversion-free supply chains.

More information:

[Policy Paper on Deforestation and Conversion](#)

NOTE

This percentage is based on the results of the individual business units weighted according to their share of total Group sales in 2023.

MEASURES

- Critical raw materials: consistent implementation of sustainability standards in cultivation and production
- Supplier audit: systematically ascertaining the proportion of business partners with publicly visible voluntary commitments to deforestation-free and conversion-free supply chains

COMMITMENT TO BIODIVERSITY

MANAGEMENT APPROACH [GRI 3-3]

The greater the biodiversity within an ecosystem, the better nature is able to adapt to changing environmental conditions. Biodiversity is essential to the life, survival, and development of all living beings. Since it is declining, the issue of biodiversity is becoming increasingly relevant. To protect nature, prevent damage to the natural ecosystems and counteract the attendant challenges of the future, we have enshrined the issue of biodiversity in our strategy and, by promoting organic farming,

are committed to preserving biodiversity through projects and as part of our cooperation with WWF. Our measures are risk-based and rooted in our basic stance on biodiversity. When defining measures, we prioritize regions where the threat to biodiversity is high, and raw materials whose cultivation has a particularly large impact on biodiversity. In assessing the impacts, we rely on our partnership with WWF and established international standards.



FIELD OF ACTIVITY 6: WE ARE COMMITTED TO PRESERVING BIODIVERSITY ALONG OUR SUPPLY CHAINS.

Alignment with UN Sustainable
Development Goals



RETAIL

WE ADOPT SPECIFIC MEASURES AND IMPLEMENT CONCRETE PROJECTS FOR THIS MATERIAL TOPIC.

COMMENTS

In 2023 we carried out a risk analysis of the entire range for biodiversity risks and identified hotspots. This will provide the basis for setting further targets for Retail, as part of our partnership with WWF. In the long term, in the next target period from 2027 onwards we aspire to set quantitative targets for the whole Coop Group, thereby committing to the Science Based Target for Nature (SBTN).

More information: [Policy Paper on Biodiversity](#) and [Policy Paper on Due Diligence](#)

MEASURES

- Promotion of organic farming
- Long-standing partnership: partnership with Pro Specie Rara since 1999 to promote biodiversity in crops and livestock
- Process targets: work to achieve process targets defined with WWF in the area of biodiversity
- Analysis: ongoing analysis of the raw materials we source and of our products for biodiversity risks
- Range selection: biodiversity-friendly products in our ranges, such as Pro Specie Rara, IP-SUISSE and Hochstamm Suisse
- Projects: delivery of projects funded by the Coop Sustainability Fund to promote biodiversity

PRODUCTION

WE ADOPT SPECIFIC MEASURES AND IMPLEMENT CONCRETE PROJECTS FOR THIS MATERIAL TOPIC.

COMMENTS

In the long term, in the next target period from 2027 onwards we aspire to set quantitative targets for the whole Coop Group, thereby committing to the Science Based Target for Nature (SBTN).

More information: [Policy Paper on Biodiversity](#) and [Policy Paper on Due Diligence](#)

MEASURES

- Promotion of organic farming
- Future projects planned: analysis of the raw materials we source and of our products for biodiversity risks

WHOLESALE

WE ADOPT SPECIFIC MEASURES AND IMPLEMENT CONCRETE PROJECTS FOR THIS MATERIAL TOPIC.

COMMENTS

In the long term, in the next target period from 2027 onwards we aspire to set quantitative targets for the whole Coop Group, thereby committing to the Science Based Target for Nature (SBTN).

More information: [Policy Paper on Biodiversity](#) and [Policy Paper on Due Diligence](#)

MEASURES

- Promotion of organic farming
- Future projects planned: analysis of the raw materials we source and of our products for biodiversity risks

ORGANIC FROM THE OUTSET

MANAGEMENT APPROACH [GRI 3-3]

Organic agriculture is considerate of people, animals and nature. By relying on robust varieties, varied crop rotation and dispensing with chemical-synthetic pesticides, growth regulators and hormones, as well as protecting the climate, organic farming helps preserve biodiversity and soil fertility. Smaller numbers, more space in the barn and access to the outdoors increase animal welfare. As market leaders we

therefore keep expanding our organic range every year, with the aim of promoting organic cultivation, encouraging consumers to make more environmentally conscious decisions and, through environmentally friendly production, protecting our natural resources – the soil, water and air. We see our responsibility as holistic and therefore contribute to knowledge creation in organic farming through research projects with our partners.



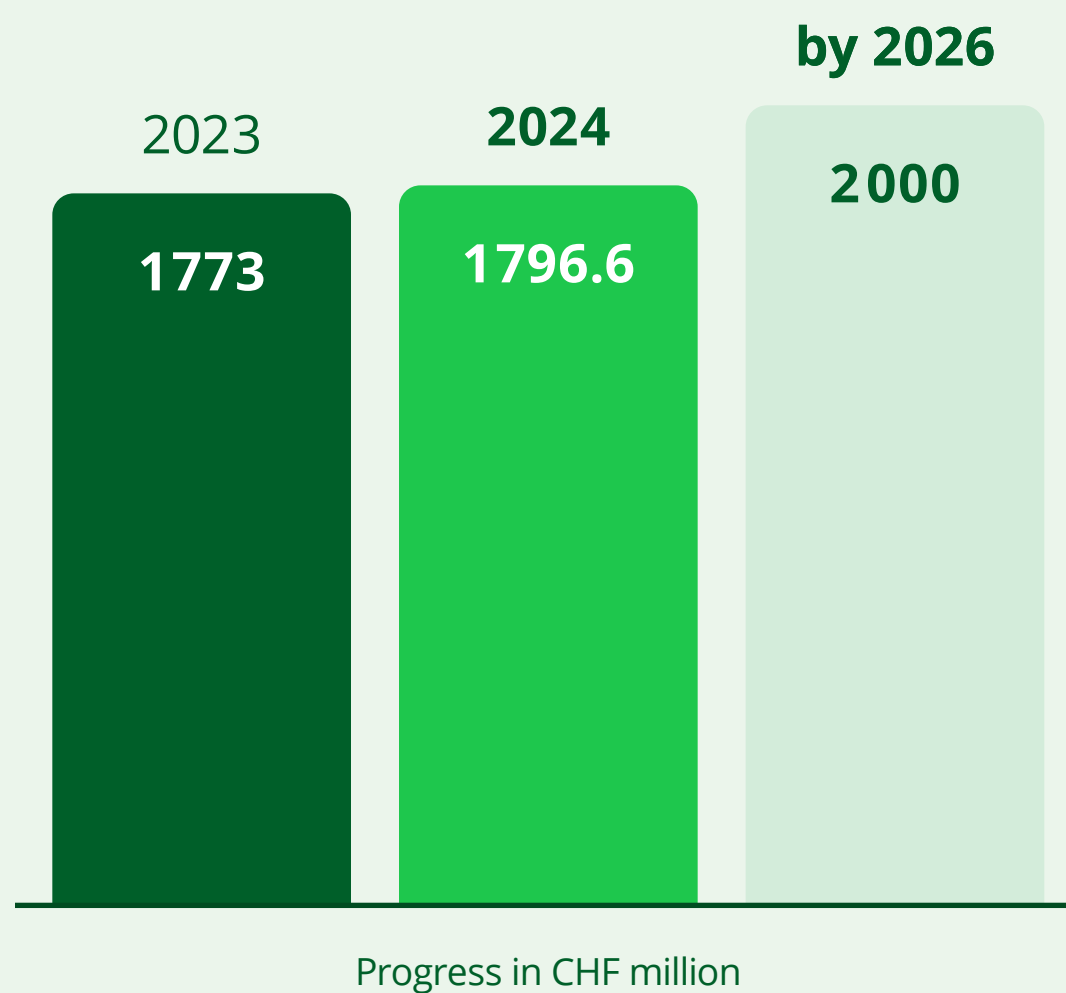
FIELD OF ACTIVITY 7: WE PROMOTE ORGANIC FARMING

Alignment with UN Sustainable Development Goals



TARGET: RETAIL

WE ARE INCREASING NET SALES OF ORGANIC PRODUCTS IN THE FOOD SECTOR TO 2 BILLION SWISS FRANCS.



Accepted standards: Bio Suisse Bud, Bio Bud, Bud auxiliaries, EU organic logo, Demeter

COMMENTS

In 2024, we increased our net sales of organic products to 1.79 billion Swiss francs.

NOTE

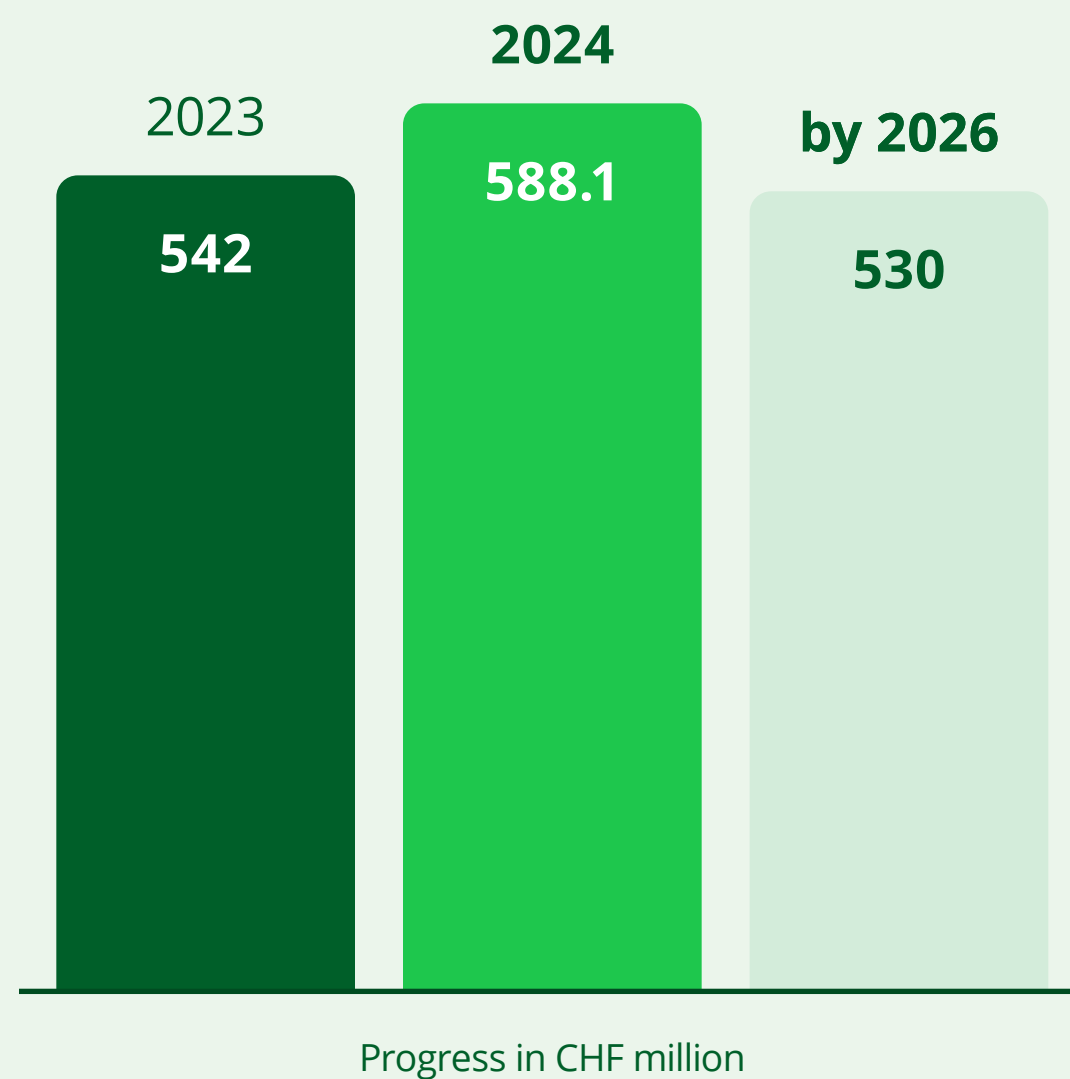
This multi-year target has been adjusted.

MEASURES

- Projects: delivery of projects funded by the Coop Sustainability Fund that contribute to preserving biodiversity
- Product range expansion: constant expansion of the organic and Demeter ranges
- Sales promotion: active marketing of our own-label organic brands Naturaplan and Naturaline
- WWF review and approval of our target for organic products
- Cooperation: cooperation and purchasing projects with the Research Institute of Organic Agriculture (FiBL)
- Long-standing partnership: strategic partnership with Bio Suisse since 1993
- Projects: delivery of projects funded by the Coop Sustainability Fund to promote organic agriculture

TARGET: PRODUCTION

**WE ARE INCREASING
NET SALES OF ORGANIC
PRODUCTS TO 530 MILLION
SWISS FRANCS.**



Accepted standards: Bio Bud, Bio Suisse Bud, Bud auxiliaries, Demeter, EU organic logo

COMMENTS

A great success: having generated total net sales of organic products of 588.1 million Swiss francs, we exceeded the target for 2026.

NOTE

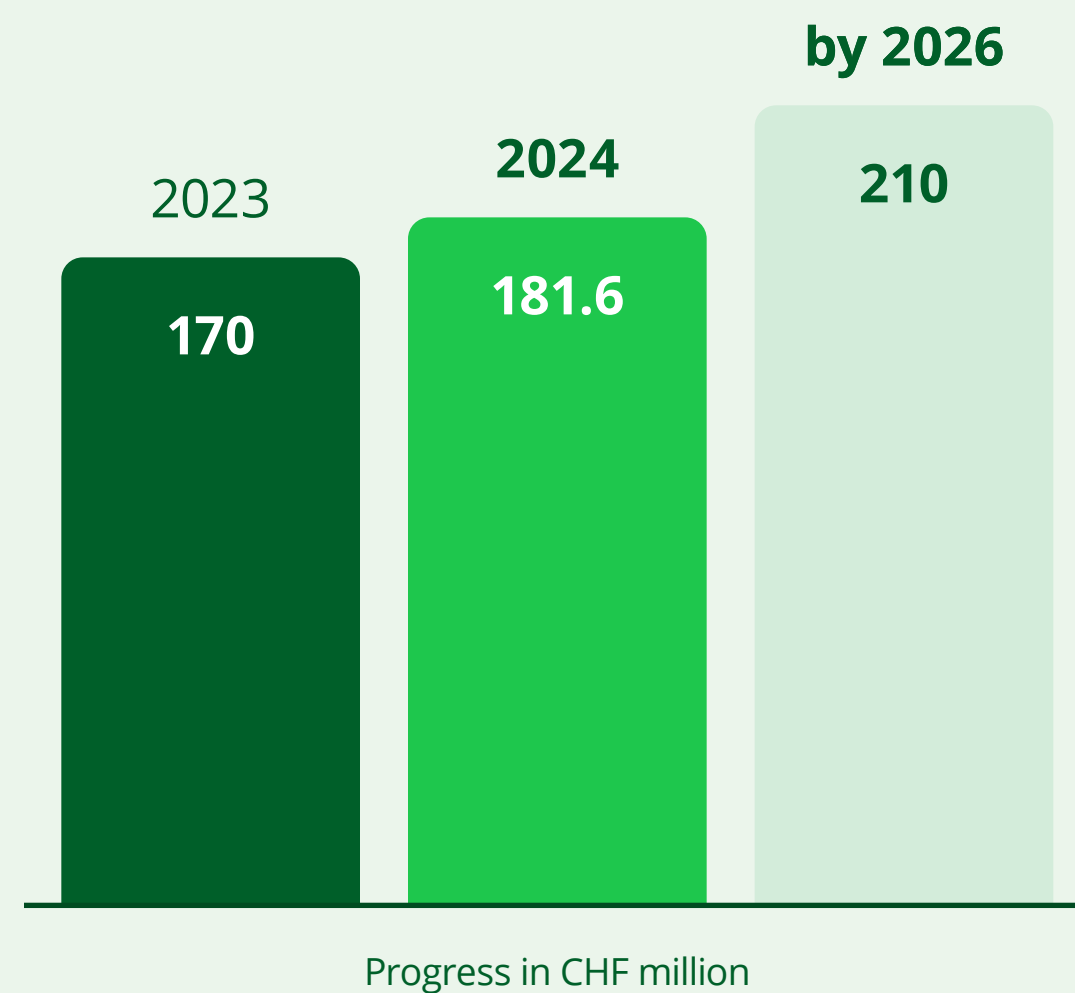
This multi-year target has been adjusted.

MEASURES

- Organic raw materials: ongoing switch to and greater use of organically produced raw materials
- Promotion of an organic approach: various Fund projects and measures to promote organic agriculture

TARGET: WHOLESALE

**WE ARE INCREASING
NET SALES OF ORGANIC
PRODUCTS IN THE
FOOD SECTOR TO 210 MILLION
SWISS FRANCS.**



Accepted standards: Bio Suisse Bud, Bio Bud, Bud auxiliaries, EU organic logo, Bioland, Naturland, AMA Biosiegel Herkunft Österreich, Demeter

COMMENTS

In 2024, we increased our net sales of organic products to 181.6 million Swiss francs.

NOTE

This multi-year target has been adjusted.

MEASURES

- Product range expansion: ongoing expansion of our range of organic products
- Range of own-label organic brands: promotion and expansion of our Natura own-label organic brand with country-specific and international products

REDUCING WATER IN CROP CULTIVATION

MANAGEMENT APPROACH [GRI 3-3]

As an international company, we bear responsibility for protecting natural resources: due to the increasingly transnational complexity of supply chains in the food and textile industries, some of our products, depending on their country of origin, may be associated with a high level of water stress. To ensure the sustainable use of limited fresh-water resources in our supply chains, we are tackling the issue of water throughout the Coop Group. In our three business areas, we

require the fulfilment of a water standard in the production of all fresh and process fruit and vegetables originating from water-critical catchment areas. In retailing, these requirements also apply to the purchase of flowers and plants. In the case of cotton, we rely on sustainably certified organic cotton that meets the additional water-management requirements of Bio Suisse. We regularly involve WWF and other stakeholders when defining targets and measures.



FIELD OF ACTIVITY 8: WE REDUCE OUR WATER FOOTPRINT IN OUR SUPPLY CHAINS

Alignment with UN Sustainable
Development Goals



RETAIL

WE ADOPT SPECIFIC MEASURES AND IMPLEMENT CONCRETE PROJECTS FOR THIS MATERIAL TOPIC.

COMMENTS

We want to ensure right now that water is used sparingly in the cultivation of our fruit and vegetables, both fresh and processed, as well as the cultivation of our flowers and plants. Therefore, we have set ourselves targets for the implementation of water and soil standards that have been reviewed and approved by WWF. For more information, see the [Raw Materials Roadmap for Retail](#). In the long term, in the next target period from 2027 onwards we aspire to set quantitative targets for the whole Coop Group, thereby committing to the Science Based Target for Nature (SBTN) initiative.

More information: [Policy Paper on Water](#)

MEASURES

- Projects: delivery of projects funded by the Coop Sustainability Fund that contribute to sustainable water use
- Pesticide Guideline: guideline with its own blacklist for pesticide use binding on 100% of our suppliers of fruits & vegetables as well as flowers & plants for our own-label brands
- Standards: consistent implementation of water and soil standards for fresh and processed fruit and vegetables
- Supporter of the Swiss Water and Climate Forum benefiting regional projects which address water and climate issues
- Process target: work to achieve process targets defined with WWF in the area of water
- Audit and drafting of measures: Coop Retail water footprint calculation using WWF methodology conducted in 2022 and 2023, and continuous work on developing measures

PRODUCTION

WE ADOPT SPECIFIC MEASURES AND IMPLEMENT CONCRETE PROJECTS FOR THIS MATERIAL TOPIC.

COMMENTS

We want to ensure right now that water is used sparingly in the cultivation of our fruit and vegetables, both fresh and processed, as well as the cultivation of our flowers and plants. For more, see the [Raw Materials Roadmap for Production](#).

More information: [Policy Paper on Water](#)

MEASURES

- Pesticide Guideline: guideline with its own blacklist for pesticide use binding on 100% of our suppliers of fruits & vegetables as well as flowers & plants for our own-label brands
- Standards: consistent implementation of water and soil standards for fresh and processed fruit and vegetables

WHOLESALE

WE ADOPT SPECIFIC MEASURES AND IMPLEMENT CONCRETE PROJECTS FOR THIS MATERIAL TOPIC.

COMMENTS

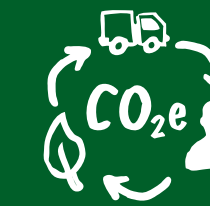
We want to ensure right now that water is used sparingly in the cultivation of our fruit and vegetables, both fresh and processed, as well as the cultivation of our flowers and plants. For more, see the [Raw Materials Roadmap for Wholesale](#).

More information: [Policy Paper on Water](#)

MEASURES

- Standards: consistent implementation of water and soil standards for fresh and processed fruit and vegetables

EMISSIONS IN THE SUPPLY CHAIN



FIELD OF ACTIVITY 9: WE ARE REDUCING OUR CO₂E EMISSIONS IN OUR SUPPLY CHAINS

MANAGEMENT APPROACH [GRI 3-3]

Anthropogenic global warming is one of the biggest social challenges of the coming years. As a global company, we are aware of our responsibility, which is why we are committed to climate action. We want a national and international climate policy that limits the global increase in temperatures to significantly below 2 °C. We are committed to the Swiss Federal Council's net-zero targets and revised our climate strategy in

2022. Our group-wide annual reduction paths for greenhouse gas emissions are based on science, in line with the requirements of the Science Based Target Initiative (SBTi). Therefore, we are committed to reducing both our direct emissions and upstream and downstream emissions within our supply chains. We intend to cooperate more with suppliers that have also committed to science-based reduction targets.

Alignment with UN Sustainable
Development Goals



RETAIL

WE ADOPT SPECIFIC MEASURES AND IMPLEMENT CONCRETE PROJECTS FOR THIS MATERIAL TOPIC.

COMMENTS

In 2024 we once again calculated our footprint for the entire Coop Group. Work on specific reduction measures is underway, and our science-based climate targets have been validated by the Science Based Targets initiative (SBTi).

Coop Group's indirect GHG emissions (Scope 3) [GRI 305-3]

Gross volume of other indirect GHG emissions (Scope 3) in tonnes of CO ₂ equivalent	22 633 056
The gases included in the calculation are	CO ₂ , CH ₄ (fossil and biogenic), N ₂ O, HFCs, CFCs
Categories and activities relating to other indirect GHG emissions (Scope 3) that are included in the calculation	Categories 1, 2, 3, 4, 5, 6, 7, 8, 9, 11, 12, 14 and 15 according to the GHG Protocol
Baseline year	2022
Emissions in baseline year in tonnes of CO ₂ equivalent	29 879 735

At present, the Scope 3 emissions for the years 2023 and 2024 are not comparable with the emissions in the baseline year (2022). For the calculation of the Scope 3 emissions for 2023 and 2024, both an improved data collection and a shift in methodology from IPCC AR5 to IPCC AR6 were undertaken. For this reason, the 2022 baseline year was revised and updated during the 2025 calendar year, which will improve comparability for the future.

Having committed to the Science Based Targets initiative (SBTi) in 2022, we have taken 2022 as our baseline year. The indirect GHG emissions (Scope 3) were calculated in accordance with ISO 14064 and with the Greenhouse Gas (GHG) Protocol guidelines. The following databases were used:

- DEFRA 2024
- WFLDB v.3.9
- ecoinvent 3.9.1

Due to the earlier data deadline and the calculations for the CO₂e emissions in Scope 3, the calculations were based on the rolling procurement data from November 2023 through to the end of October 2024 and adjusted in line with the 2024 sales figures. For the Scope 3 categories that are not calculated using procurement values, the year 2024 is considered for calculation, or the data is estimated based on the 2023 value.

MEASURES

- Process targets: work to achieve process targets defined with WWF in the area of supply chain emissions
- We are promoting increased collaboration with strategically important suppliers who set themselves ambitious climate targets and are committed to climate action.
- Offsetting: offsetting the emissions caused by our imported air freight (which is kept to a minimum), in partnership with WWF
- Critical raw materials: consistent implementation of sustainability standards in cultivation and production
- Supplier audit: systematically ascertaining the proportion of business partners with publicly visible voluntary commitments to deforestation and conversion-free supply chains
- Analysis: analysis of our supply chains by 2026 with regard to high-risk provenance, identifying products from regions with a high risk of soil degradation and defining appropriate measures
- Development of specific measures in Scope 3 in collaboration with industry associations and labelling organizations

PRODUCTION

WE ADOPT SPECIFIC MEASURES AND IMPLEMENT CONCRETE PROJECTS FOR THIS MATERIAL TOPIC.

COMMENTS

In 2024 we once again calculated our footprint for the entire Coop Group. Work on specific reduction measures is underway, and our science-based climate targets have been validated by the Science Based Targets initiative (SBTi).

MEASURES

- Critical raw materials: consistent implementation of sustainability standards in cultivation and production
- Supplier audit: systematically ascertaining the proportion of business partners with publicly visible voluntary commitments to deforestation-free and conversion-free supply chains
- Development of specific measures in Scope 3 in collaboration with industry associations and labelling organizations

WHOLESALE

WE ADOPT SPECIFIC MEASURES AND IMPLEMENT CONCRETE PROJECTS FOR THIS MATERIAL TOPIC.

COMMENTS

In 2024 we once again calculated our footprint for the entire Coop Group. Work on specific reduction measures is underway, and our science-based climate targets have been validated by the Science Based Targets initiative (SBTi).

MEASURES

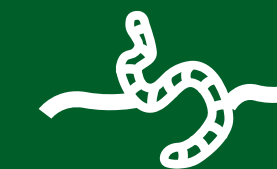
- Critical raw materials: consistent implementation of sustainability standards in cultivation and production
- Supplier audit: systematically ascertaining the proportion of business partners with publicly visible voluntary commitments to deforestation-free and conversion-free supply chains
- Development of specific measures in Scope 3 in collaboration with industry associations and labelling organizations

SOIL HEALTH

MANAGEMENT APPROACH [GRI 3-3]

Supplying the world's steadily growing population with the food it needs depends crucially on the quality and fertility of the soils. Soil fertility influences climate change as, after the oceans, soil is the world's second-largest carbon sink. Furthermore, two thirds of all species live below the surface of the earth, so soil condition has a direct and indirect impact on biodiversity. As an international company, we bear

responsibility for protecting natural resources and preserving soil health. We are committed to an agriculture that preserves soil fertility, sees soil biodiversity as the basis for life, and maintains equilibrium in natural ecosystems. Therefore, we tackle the issue throughout the Coop Group, by promoting organic agriculture, implementing sustainability standards, and through our guideline on pesticide use.



FIELD OF ACTIVITY 10: WE ENSURE THAT SOIL HEALTH IS MAINTAINED

Alignment with UN Sustainable
Development Goals



RETAIL

WE ARE PLANNING SPECIFIC MEASURES AND PROJECTS FOR THIS MATERIAL TOPIC OVER THE NEXT FEW YEARS.

More information: [Policy Paper on Soil](#)

MEASURES

- Process targets: work on process targets defined with WWF in the areas of water and biodiversity
- Promotion of an organic approach: promotion of organic agriculture
- Standards: systematic implementation of sustainable minimum standards for critical raw materials in cultivation and production
- Analysis: analysis of our supply chains by 2026 with regard to high-risk provenance, identifying products from regions with a high risk of soil degradation and defining appropriate measures
- Pesticide Guideline: guideline with its own blacklist for pesticide use binding on 100% of our suppliers of fruits & vegetables as well as flowers & plants for our own-label brands

PRODUCTION

WE ARE PLANNING SPECIFIC MEASURES AND PROJECTS FOR THIS MATERIAL TOPIC OVER THE NEXT FEW YEARS.

More information: [Policy Paper on Soil](#)

MEASURES

- Promotion of an organic approach: promotion of organic agriculture
- Standards: systematic implementation of sustainable minimum standards for critical raw materials in cultivation and production
- Pesticide Guideline: guideline with its own blacklist for pesticide use binding on 100% of our suppliers of fruits & vegetables as well as flowers & plants for our own-label brands

WHOLESALE

**WE ARE PLANNING
SPECIFIC MEASURES AND
PROJECTS FOR THIS
MATERIAL TOPIC OVER
THE NEXT FEW YEARS.**

More information: [Policy Paper on Soil](#)

MEASURES

- Promotion of an organic approach: promotion of organic agriculture
- Standards: systematic implementation of sustainable minimum standards for critical raw materials in cultivation and production

SUSTAINABLE **FISHING** AND MARINE CONSERVATION

MANAGEMENT APPROACH [GRI 3-3]

According to the UN Food and Agriculture Organization (FAO), 34% of global fish stocks are currently overfished, and a further 60% are on the verge of overfishing. If certain species are missing in the sensitive ocean food chain, the composition of naturally occurring animal and plant species and the equilibrium of marine ecosystems is severely disrupted, accelerating the loss of marine biodiversity. At the Coop Group, we support sustainable fishing and are committed to

scientifically based quotas and carefully managed fishing methods. As a founding member of the WWF Seafood Group, we have our entire range of fish and seafood regularly audited for sustainability by WWF. We implement sustainability standards in our ranges and, through the Coop Sustainability Fund, promote research into alternative feed in fish farming. Advancing existing international standards is also very important to us, and we are actively involved in projects in this area.



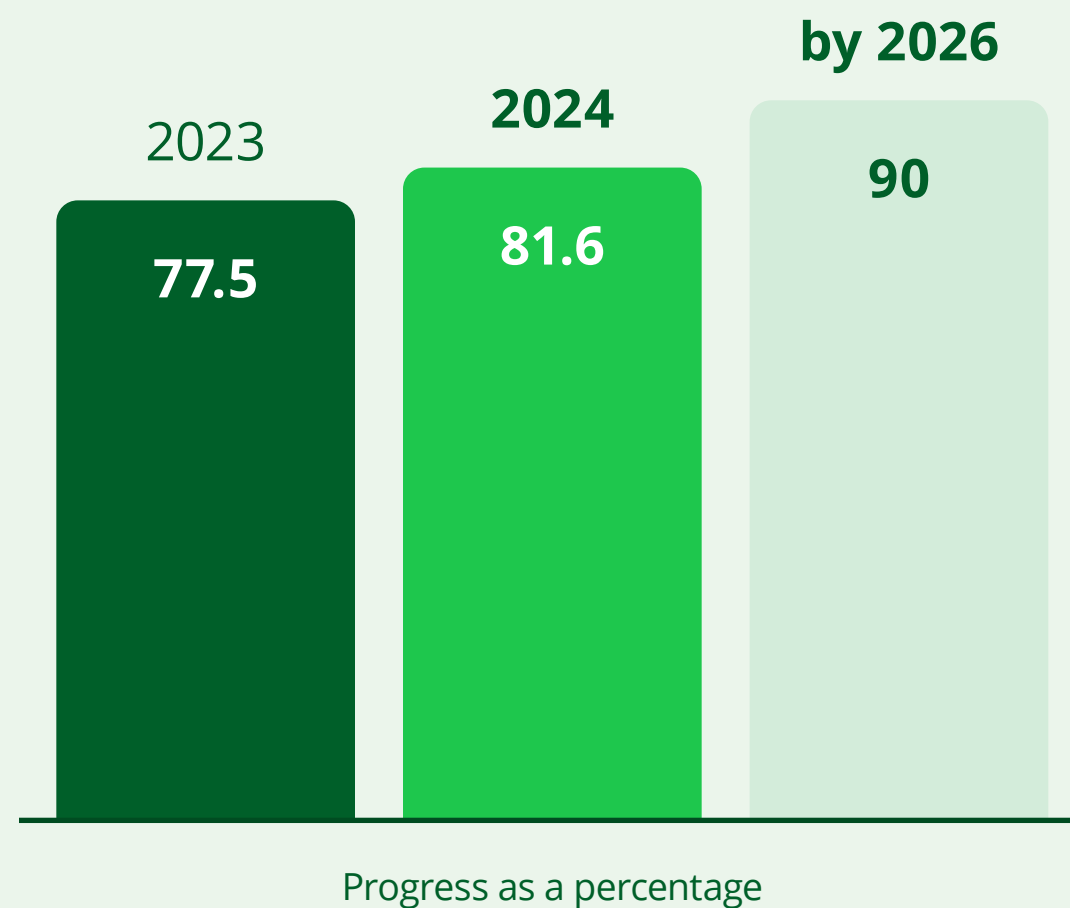
**FIELD OF ACTIVITY 11:
WE ARE COMMITTED
TO COMBATING THE
OVERFISHING OF OUR
OCEANS AND TO
SUSTAINABLE FISHERIES**

Alignment with UN Sustainable Development Goals



TARGET: RETAIL

WE IMPLEMENT MINIMUM SUSTAINABILITY STANDARDS FOR 100% OF THE FISH AND SEAFOOD USED IN OUR OWN-LABEL BRANDS.



Accepted standards: information on the accepted standards in the [Raw Materials Roadmap for Retail](#)

COMMENTS

By 2024, 81.6% of the fish and seafood used in our own-label brands will meet minimum sustainability standards.

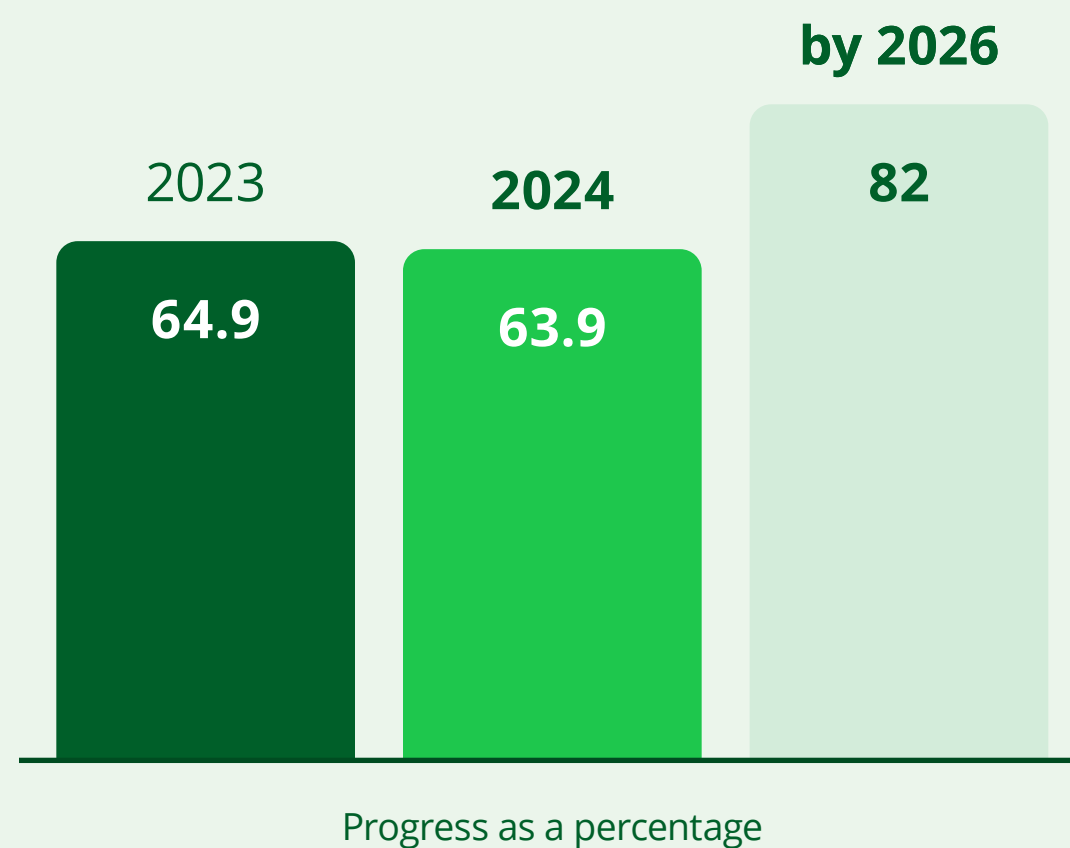
More information: [Policy Paper on Fisheries](#)

MEASURES

- Review of the range by WWF: annual review and assessment of the entire fish and seafood range by WWF
- Review of targets by WWF: WWF review and approval of our target for fish and seafood
- Guideline on Sustainable Sourcing Fish and Seafood and Animal Welfare No-go List: binding for 100% of our suppliers of own-label and branded items
- Transparency for customers: shopping guide prepared together with WWF provides a transparent overview of sustainable fish
- Range selection: range ASC- or MSC-certified
- Projects: delivery of projects funded by the Coop Sustainability Fund in the fish and seafood sector

TARGET: PRODUCTION

WE IMPLEMENT MINIMUM SUSTAINABILITY STANDARDS FOR 90% OF THE FISH AND SEAFOOD USED IN OUR OWN-LABEL BRANDS.



Accepted standards: information about the accepted standards in the [Raw Materials Roadmap for Production](#)

COMMENTS

By 2024, 63.9% of the fish and seafood used in our own-label brands will meet minimum sustainability standards.

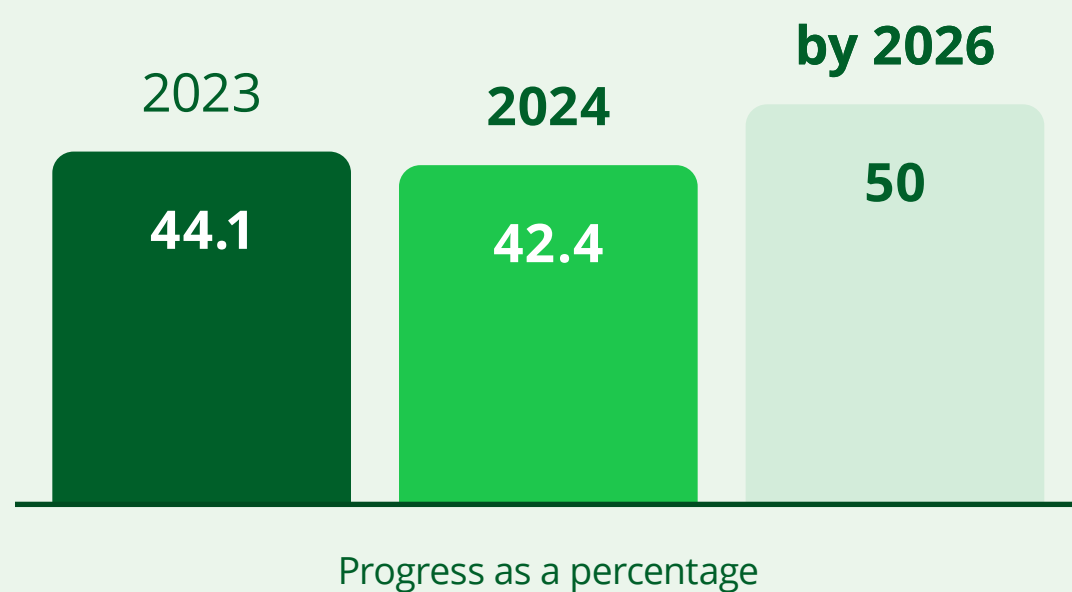
More information: [Policy Paper on Fisheries](#)

MEASURES

- Standards: systematic implementation of sustainable minimum standards for critical raw materials in cultivation and production
- Review of the range by WWF: annual review and assessment of the entire fish and seafood range by WWF
- Bell Food Group: promotion of responsible food sourcing with new “Don’ts” list of products originating from critically endangered species, or which are produced under inhumane conditions or using practices involving cruelty to animals

TARGET: WHOLESALE

WE IMPLEMENT MINIMUM SUSTAINABILITY STANDARDS FOR 75% OF THE FISH AND SEAFOOD USED IN OUR OWN-LABEL BRANDS.



Accepted standards: information on the accepted standards in the [Raw Materials Roadmap for Wholesale](#)

COMMENTS

By 2024, 42.4% of the fish and seafood used in our own-label brands will meet minimum sustainability standards.

More information: [Policy Paper on Fisheries](#)

NOTE

This percentage is based on the results of the individual business units weighted according to their share of total Group sales in 2023.

MEASURES

- Range review: advice and support from WWF with the annual review of the fish and seafood own-label range
- Standards: systematic implementation of sustainable minimum standards for critical raw materials in cultivation and production

FOR BETTER ANIMAL WELFARE

MANAGEMENT APPROACH [GRI 3-3]

Eggs, milk and meat: since we want these raw materials to come only from animals raised under humane conditions, we have firmly enshrined animal welfare in our strategy. Animal welfare refers both to the health and well-being of livestock and their ability to engage in natural behaviours. To ensure humane animal husbandry practices have been followed, we are committed to stringent, recognized animal welfare standards, promote innovative solutions for improving husbandry, and create a distinctive profile through various

projects and schemes to promote animal welfare. Together with Swiss Animal Protection SAP, we have meticulously reviewed and evaluated existing animal welfare programmes. Additionally, we have developed a no-go list because we are committed to consistently fulfilling our responsibility. As a result, we are transparent and have a clear stance towards our suppliers regarding production methods and products that do not meet the Swiss definition of animal welfare.



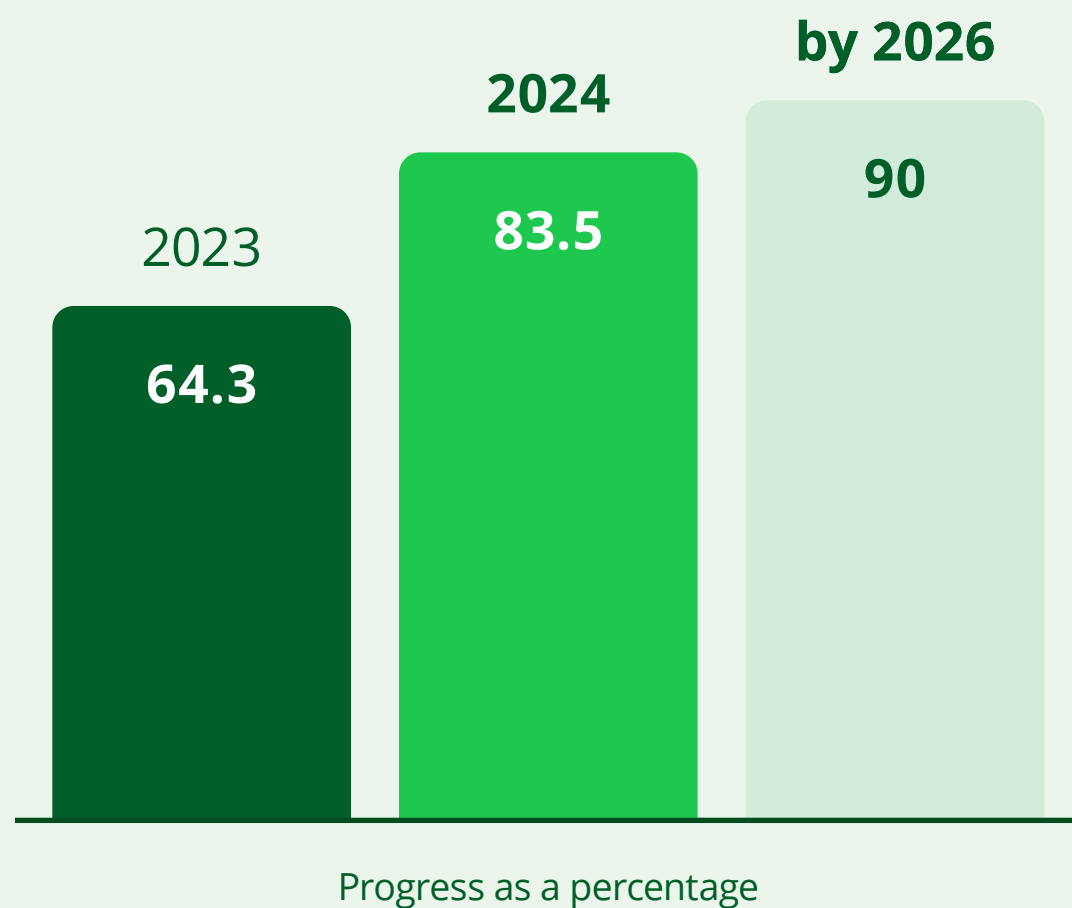
FIELD OF ACTIVITY 12: WE PROMOTE ANIMAL WELFARE

Alignment with UN Sustainable
Development Goals



TARGET: RETAIL

90% OF RAW MATERIALS OF ANIMAL ORIGIN USED IN OUR OWN-LABEL BRANDS ARE PRODUCED ACCORDING TO AN ENHANCED ANIMAL WELFARE STANDARD.



Accepted standards: [Animal welfare matrix](#)

COMMENTS

By 2024, 83.5% of the raw materials of animal origin used in our own-label brands will meet an enhanced animal welfare standard.

More information: [Raw Materials Roadmap for Retail](#)

NOTE

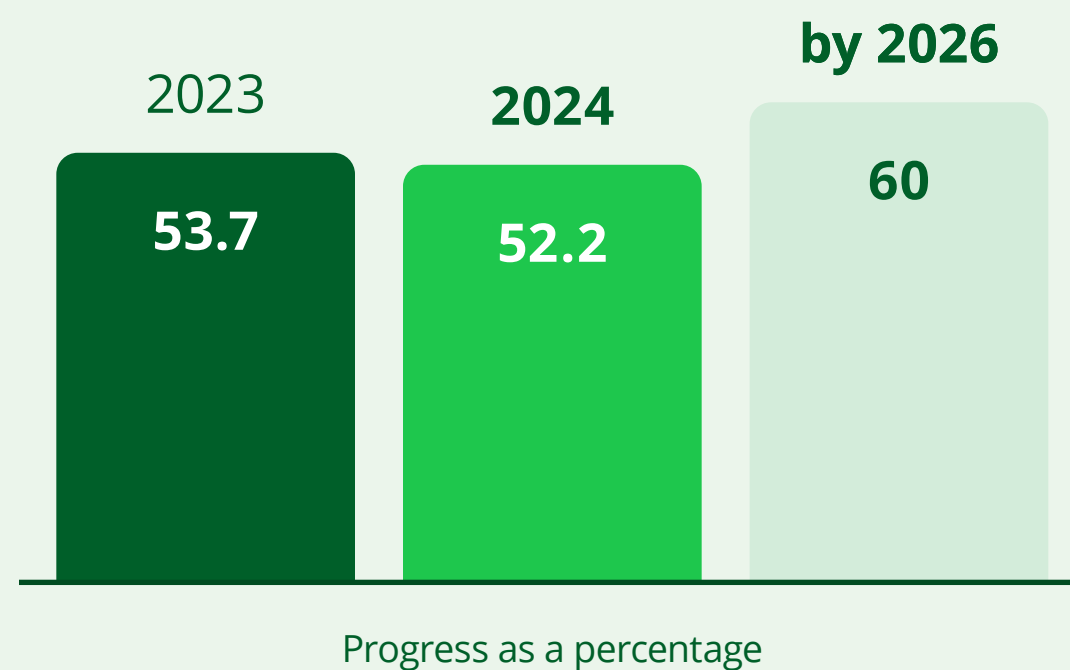
This percentage is based on the results of the individual business units weighted according to their share of total Group sales in 2023.

MEASURES

- Animal Welfare No-Go List: binding for 100% of our suppliers of own-label and branded items
- Projects: delivery of projects funded by the Coop sustainability fund to promote animal welfare

TARGET 1: PRODUCTION

60% OF RAW MATERIALS OF ANIMAL ORIGIN USED IN OUR PRODUCTION FACILITIES IN SWITZERLAND ARE PRODUCED ACCORDING TO AN ANIMAL WELFARE STANDARD.



Accepted standards: [Animal welfare matrix](#)

COMMENTS

By 2024, 52.2% of the raw materials of animal origin used in our production facilities in Switzerland will meet an enhanced animal welfare standard.

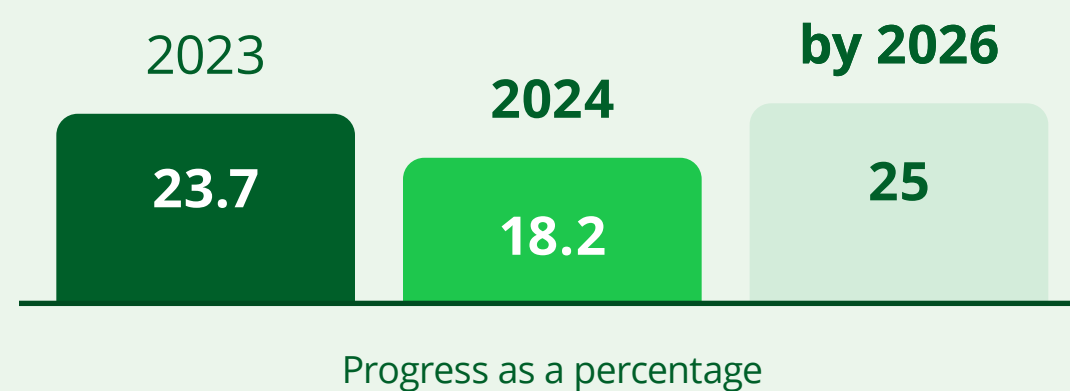
More information: [Raw Materials Roadmap for Production](#)

NOTE

This percentage is based on the results of the individual business units weighted according to their share of total Group sales in 2023.

TARGET 2: PRODUCTION

25% OF RAW MATERIALS OF ANIMAL ORIGIN USED IN OUR PRODUCTION FACILITIES ABROAD ARE PRODUCED ACCORDING TO AN ANIMAL WELFARE STANDARD.



Accepted standards: [Animal welfare matrix](#)

COMMENTS

By 2024, 18.2% of raw materials of animal origin used in our production facilities abroad will meet an enhanced animal welfare standard.

More information: [Raw Materials Roadmap for Production](#)

NOTE

This percentage is based on the results of the individual business units weighted according to their share of total Group sales in 2023.

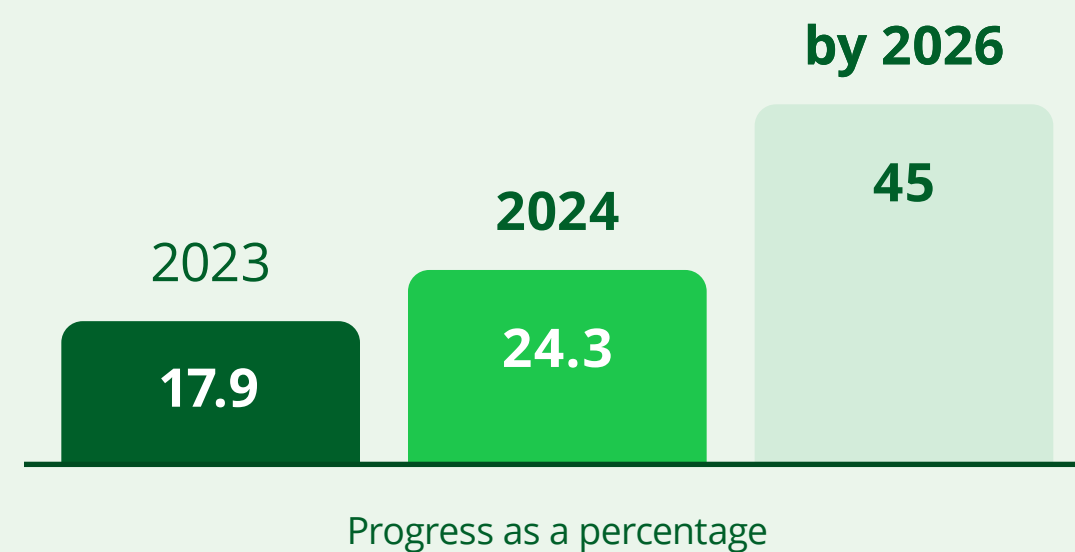
The target value for 2026 of this multi-year target has been adjusted.

MEASURES

- Animal Welfare No-Go List: binding for 100% of our suppliers of own-label and branded items
- Projects: delivery of projects funded by the Coop sustainability fund to promote animal welfare

TARGET: WHOLESALE

45% OF RAW MATERIALS OF ANIMAL ORIGIN USED IN OUR OWN-LABEL BRANDS ARE PRODUCED ACCORDING TO AN ENHANCED ANIMAL WELFARE STANDARD.



Accepted standards: [Animal welfare matrix](#)

COMMENTS

In 2024, 24.3% of the raw materials of animal origin used in our own-label brands meet an enhanced animal welfare standard.

More information: [Raw Materials Roadmap for Wholesale](#)

NOTE

This percentage is based on the results of the individual business units weighted according to their share of total Group sales in 2023.

MEASURES

- Animal Welfare No-Go List: binding for 100% of our suppliers of own-label and branded items



PILLAR 2

ENVIRONMENTAL AND CLIMATE PROTECTION

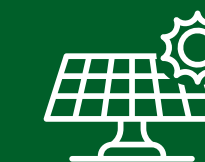
For effective environmental and climate protection, we are committed to science-based climate targets as well as targets validated by the Science Based Targets initiative (SBTi). We are lowering our energy consumption, investing in sustainable mobility and logistics solutions, and reducing our emissions and our water consumption. We collaborate with suppliers who are also committed to science-based climate targets. With our commitment to closed material cycles and innovative packaging solutions, we aspire to make efficient use of natural resources and protect the environment.

REDUCING ENERGY CONSUMPTION

MANAGEMENT APPROACH [GRI 3-3]

In all our business activities, at the sales outlets, in logistics, at the manufacturing companies, and in wholesale, we require energy. Our energy consumption, or rather the procurement of energy, causes greenhouse gas emissions. Our energy consumption, or rather the procurement of energy, causes greenhouse gas emissions. We therefore continue to reduce our energy consumption and to use renewable energy sources. We are rapidly increasing the number of photovoltaic units to generate solar energy on the roofs of our sales outlets, manufacturing companies and distribution centres. By investing

in photovoltaic units, we aim to meet over 40% of our electricity requirements at our Swiss sites with self-generated solar energy by 2050. To further reduce our electricity consumption, we use energy efficiently with measures such as efficient lighting and electrical appliances. When we carry out new builds and renovations, we consistently rely on renewable energies for building heating and utilize our waste heat for heating and air conditioning. In our distribution centres and production facilities we are continuing to switch to renewable heating and we largely forgo fossil fuels in our rented properties.



FIELD OF ACTIVITY 13: WE REDUCE OUR ENERGY CONSUMPTION

Alignment with UN Sustainable
Development Goals



TARGET: RETAIL

WE ARE ADOPTING SPECIFIC MEASURES AND IMPLEMENTING CONCRETE PROJECTS THAT CONTRIBUTE TO OUR SBTI-VALIDATED CLIMATE TARGETS FOR THIS MATERIAL TOPIC.

Coop Group energy consumption [GRI 302-1]

Fuel consumption from non-renewable sources:

Amount in MWh	828 340
Fuel types used	Heating oil, natural gas, liquefied petroleum gas (LPG), diesel, petrol

Fuel consumption from renewable sources:

Amount in MWh	131 860
Fuel types used	Biodiesel, biogas, hydrogen, wood pellets, wood chips

Electricity consumption

Amount in MWh	1 557 199
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Electricity from our photovoltaic systems

Total production amount in MWh	66 312
Own consumption amount in MWh	61 039
Amount of electricity sold in MWh	5 273

Heating consumption

Amount in MWh	508 164
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Cooling consumption is not recorded and reported as this figure is not relevant to the Coop Group business activities. The Coop Group does not buy in cooling, but generates it via cooling appliances. The electricity used by the cooling appliances is included in the reported electricity amount. Steam consumption is not reported as this figure is not relevant to the Coop Group's business activities. The Coop Group produces the required steam itself. The heating consumption needed to produce the steam is included in the reported heating amount. As its own consumption is high, the Coop Group sells only a very small amount of the excess electricity that is produced by our photovoltaic systems.

Total energy consumption within the Coop Group

Amount in MWh	2 649 083
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In Retail, electricity and heating consumption and transport data is recorded as separate figures. The methods used to record the various types of energy consumption vary and are explained below:

- Electricity is purchased and invoiced centrally via an external service provider. Thus the electricity data for Retail is recorded centrally and can be assigned to each location by means of a specific ID. The electricity consumption figure for the preceding year is obtained at the beginning of each calendar year. As not all electricity consumption data for the current reporting year is available at the time of reporting, the data collection period has been adjusted. Instead of the calendar year (January to December 2024), we are looking at the period from December 2023 to November 2024.
- Heating consumption is either measured by energy monitoring, read manually or estimated. Energy monitoring is used at all locations where an energy metering system is installed. At retail outlets where there is no energy metering system, the annual heating consumption is extrapolated using the sales area and a representative distribution of the energy sources used. Conservative assumptions are used for the purposes of this extrapolation.

In the distribution centres, hotels and Panofina (formerly Coop bakeries), there is a designated person responsible for recording heating consumption. They record the data either by reading the meter or using the figures from invoices sent by external service providers. The data is then entered directly into the energy management system.

The energy used for transport is recorded as the amount of motor fuel consumed. At the beginning of each calendar year, in every relevant business unit, a designated person records and reports the motor fuel consumption figure for the previous calendar year. Due to the delay in invoicing, not all the heating energy consumption data for the current reporting year is available at the time of reporting. In these instances, we make an informed estimate based on the consumption data from the corresponding period of the previous year. This approach is applied as necessary in both the Retail area and in the production facilities and Wholesale.

For production facilities which belong to the Coop Cooperative and those of the Bell Food Group, there is a designated person responsible for data recording, just as in the distribution centres, hotels and Panofina (formerly Coop bakeries). Electricity for the production facilities that belong to the Coop Cooperative is centrally purchased and recorded along with the electricity for Retail. Here, too, the data collection period has been adjusted, as mentioned for Retail. The Bell Food Group conducts its own energy monitoring for its production facilities. This data includes electricity, heating and motor fuel consumption and is recorded and reported every January for the previous calendar year.

In Wholesale, for each Transgourmet national subsidiary there is a designated person responsible for recording electricity and heating consumption and transport data. The data is recorded and reported every January for the previous calendar year via the energy management system.

The calorific values of fuels are sourced from the Department for Environment, Food & Rural Affairs (DEFRA) or the Federal Office for the Environment (FOEN). Specific annual heating consumption figures are from the Swiss Society of Engineers and Architects (SIA).

Energy intensity within the Coop Group [GRI 302-3]

Energy intensity ratio in MWh per CHF million	78.6
Organization-specific parameters used to calculate the ratio	Coop Group net sales in CHF
Energy types included in the energy intensity ratio	Electricity, heating energy and motor fuel

The ratio includes only the energy used within the organization.

COOP GROUP ENERGY REDUCTIONS [GRI 302-4]

Reductions in energy consumption directly attributable to energy saving and energy efficiency initiatives, in MWh	56 771
Energy types included in the reductions	Electricity, heating energy and motor fuel
Reference/basis: Previous year	2023
Energy consumption in the previous year in MWh	2 592 313

Information on the energy use recording methodology can be seen under GRI 302-1. The basis for calculating the reduction in energy consumption is the previous year. Using this basis, we are able to identify or explain the reasons for the changes in energy consumption.

TARGET: PRODUCTION

WE ARE ADOPTING SPECIFIC MEASURES AND IMPLEMENTING CONCRETE PROJECTS THAT CONTRIBUTE TO OUR SBTI-VALIDATED CLIMATE TARGETS FOR THIS MATERIAL TOPIC.

MEASURES

- Planning and optimization of new buildings and renovations of warehouses, production sites and head offices in accordance with ecological requirements and the Minergie standard
- Construction of photovoltaic units on manufacturing facilities and increase in rate of self-sufficiency for electricity
- Continued use of waste heat and cold occurring in production processes
- Use of renewable energies to generate heat (e.g. wood chippings or heat pumps)
- Low-CO₂ electricity generation and optimization of the electricity mix at production sites outside Switzerland
- Energy consumption analyses to identify scope for optimization in processing, and appropriate measures

TARGET: WHOLESALE

**WE ARE ADOPTING
SPECIFIC MEASURES AND
IMPLEMENTING CONCRETE
PROJECTS THAT CONTRIBUTE
TO OUR SBTI-VALIDATED
CLIMATE TARGETS FOR
THIS MATERIAL TOPIC.**

MEASURES

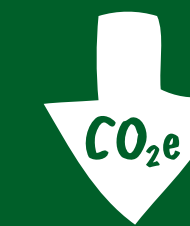
- Expansion of LED usage
- Use of waste heat and heat recovery systems
- Expansion of photovoltaic units
- Planning and optimization of new buildings and renovations of warehouses, sales outlets and head offices in accordance with ecological requirements and the Minergie standard
- Low-CO₂ energy generation
- Renewable energy sources to generate heat

OPERATIONAL EMISSIONS

MANAGEMENT APPROACH [GRI 3-3]

As a retailer, wholesaler, and food producer, the Coop Group produces a significant emissions footprint each year. In light of this, we committed to the SBTi initiative in 2022. Our climate targets were validated by SBTi in 2024. A small proportion of our emissions are generated in Scopes 1 and 2. Nevertheless, as part of our commitment, it is important that we reduce these emissions to zero. This includes the reduction of emissions from directly controlled sources, such as vehicles, cooling systems or heating, and emissions from energy purchases, such as electricity or heat. We offset emissions from business trips, coop.ch delivery trips, air freight and business vehicles through climate protection projects along

our own supply chain. In order to reduce emissions in upstream and downstream processes along our value chain in the long term, we are working together with strategically relevant suppliers who are committed to science-based climate targets. Along our supply chains we are delivering projects to reduce CO₂e emissions. We discuss our climate commitment with our partner WWF and other stakeholders from the scientific and NGO community transparently on an annual basis. In this way, we ensure that our goals are target-oriented. We also exchange ideas with other similarly committed companies in order to harmonize measures, measurement methods and indicators in a targeted manner.



FIELD OF ACTIVITY 14: WE ARE AVOIDING AND REDUCING OUR CO₂ EMISSIONS

Alignment with UN Sustainable Development Goals



TARGET 1: RETAIL

AS THE COOP GROUP, WE ARE REDUCING CO₂E EMISSIONS IN SCOPE 1 AND SCOPE 2 IN ABSOLUTE TERMS BY 21% COMPARED WITH 2022.

COMMENTS

A great success for the Coop Group: the CO₂e emissions of the Coop Group fell by 27.1% in 2024 compared with 2022, meaning we achieved our target for 2026.

Coop Group's direct GHG emissions (Scope 1) [GRI 305-1]

Gross volume of direct GHG emissions (Scope 1) in tonnes of CO ₂ equivalent	203 296
Gases included in the calculation	all gases according to GRI 305-1
Biogenic CO ₂ emissions in tonnes of CO ₂ equivalent	34 875
Baseline year for the calculation	2022
Emissions in baseline year in tonnes of CO ₂ equivalent	222 533

Having committed to the Science Based Targets initiative (SBTi) in 2022, we have taken 2022 as our baseline year. In 2024, an adjustment was made to the baseline year emission value. The two subsidiaries Riedhart Handels GmbH and Gastro Profi GmbH of Transgourmet Austria have now been taken into account. Moreover, our refrigerant emissions from wholesale were calculated based on total fill quantities rather than on refill quantities. Further corrections were made in the areas of heating energy and transport.

The source of the emission factors for fuels is the "Advanced User Set 2024" from the Department for Environment, Food & Rural Affairs (DEFRA). The source of the refrigerant global warming potentials (GWP) is the factsheet from the Federal Office for the Environment (FOEN) on the main refrigerants, as last updated in September 2020. The source of the refrigerant global warming potentials (GWP) is the factsheet from the Federal Office for the Environment (FOEN) on the main refrigerants, as last updated in September 2020. The "operational control" approach was used. Emissions were calculated strictly in accordance with the GHG Protocol guidelines. The calculation was carried out using ESG software. All fully consolidated business units in the Retail business area are taken into account. Units with only individual office spaces are not included. For the Wholesale area, the GHG emissions from nine business units are reported, which account for approximately 95% of sales. The remaining subsidiaries or investments are not considered, as they are not relevant in the context of overall energy consumption and total emissions. All production sites for Bell Food Group Ltd are recorded. Individual office spaces and storage areas are not included as they are not relevant compared to the energy-intensive production sites.

Coop Group indirect energy-related GHG emissions (Scope 2) [GRI 305-2]

Gross volume of location-based indirect GHG emissions (Scope 2) in tonnes of CO ₂ equivalent	171 687
Gross volume of market-based indirect energy-related GHG emissions (Scope 2) in tonnes of CO ₂ equivalent	45 606
Gases included in the calculation	all gases according to GRI 305-2
Baseline year for the calculation	2022
Market-based emissions in the baseline year in tonnes of CO ₂ equivalent	119 052

Having committed to the Science Based Targets initiative (SBTi) in 2022, we have taken 2022 as our baseline year. In 2024, an adjustment was made to the baseline year emission value. The two subsidiaries Riedhart Handels GmbH and Gastro Profi GmbH of Transgourmet Austria have now been taken into account. The source of the emission factors for electricity is

ecoinvent 3.9.1 and, for the residual mix, the Association of Issuing Bodies (AIB), as last updated for 2024. The “operational control” approach was used. Emissions were calculated strictly in accordance with the Greenhouse Gas (GHG) Protocol guidelines. The calculation was carried out using ESG software. All fully consolidated business units in the Retail business area are taken into account. Units with only individual office spaces are not included. For the Wholesale area, the GHG emissions from nine business units are reported, which account for approximately 95% of sales. The remaining subsidiaries or investments are not considered, as they are not relevant in the context of overall energy consumption and total emissions. All production sites for Bell Food Group Ltd are recorded. Individual office spaces and storage areas are not included as they are not relevant compared to the energy-intensive production sites.

Coop Group GHG emissions intensity [GRI 305-4]

Greenhouse gas emissions intensity ratio in tonnes of CO ₂ e per CHF million	7.38
Organization-specific parameters used to calculate the ratio	Coop Group net sales in CHF
Greenhouse gas emissions included in the intensity ratio	Direct GHG emissions (Scope 1) and market-based indirect energy-related GHG emissions (Scope 2)
Gases included in the calculation	All gases

Reduction of GHG emissions within the Coop Group [GRI 305-5]

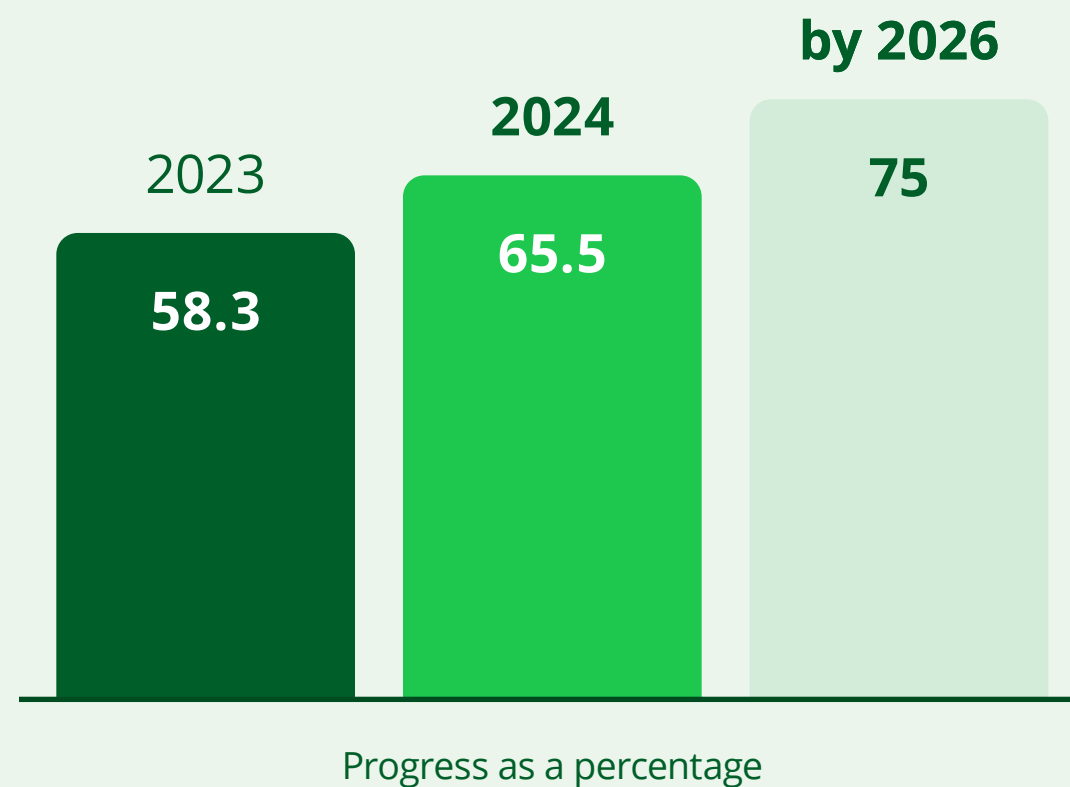
Greenhouse gas emission reductions directly attributable to emissions reduction initiatives, in tonnes of CO₂ equivalent	35 902
Gases included in the calculation	all gases
Basis/reference: previous year	2023
Emissions in the previous year in tonnes of CO₂ equivalent	284 804
Greenhouse gas emissions included in the calculation	Direct GHG emissions (Scope 1) and market-based indirect energy-related GHG emissions (Scope 2)

The basis for calculating the greenhouse gas emission reduction is the previous year. Using this basis, we are able to identify and explain the reasons for the changes in emissions. The reduction in emissions compared with the previous year cannot be viewed solely as a direct result of emissions reduction initiatives. External factors, such as a mild winter or limited production, also influence emissions trends. However, the reductions were achieved through measures such as: in transport, the use of biogenic fuels was increased in comparison to the previous year. In heating consumption, the replacement of fossil fuels with renewable sources continued. In the production facilities, various optimization measures led to a reduction in the amount of fossil fuel used.

Emissions were calculated strictly in accordance with the Greenhouse Gas (GHG) Protocol guidelines. The calculation was carried out using ESG software.

TARGET 2: RETAIL

75% OF OUR STRATEGICALLY IMPORTANT SUPPLIERS CONFIRM THE IMPLEMENTATION OF SCIENCE-BASED CLIMATE TARGETS.



COMMENTS

By 2024, 65.5% of our strategically important suppliers will pursue science-based climate targets.

Suppliers which contribute to around 80% of sales are considered to be our strategically important suppliers. This means we are aiming to achieve the largest possible effect with our target. This percentage is based on the results of the individual business units weighted according to their share of total Group sales in 2021.

NOTE

By science-based climate targets, we mean emission reduction targets for Scope 1, Scope 2 and Scope 3 that contribute to limiting global warming to well below 2 °C by 2050. The data collected in relation to this target also includes suppliers recognized as “committed” according to the criteria of the Science Based Targets initiative (SBTi).

MEASURES

- Commitment to the Science Based Targets initiative (SBTi) and the attendant reduction in emissions according to science-based reduction pathways
- We discussed our commitment to the SBTi in advance with our partner, WWF, and it is explicitly welcomed and supported by WWF. Therefore, the targets set will be included in the performance agreement with WWF in the area of climate protection.
- Pioneer in hydrogen mobility, having founded the H2 Mobility association and constructed Switzerland’s first public hydrogen filling station
- Promotion of electromobility
- Use of carbon-neutral biodiesel from organic waste for our trucks (e.g. frying oil from our manufacturing companies and restaurants)
- Sustainable Construction Guidelines for New Builds and Conversions
- Founding member of WWF Climate Savers and now a Climate Partner of WWF
- Reducing air freight to the absolute minimum
- Conscious offsetting of emissions caused by air freight, coop.ch delivery trips, and business trips
- Delivery of climate protection projects according to Gold standard with WWF
- Switch to natural refrigerants
- Utilization of waste heat
- Expansion of photovoltaic units
- Renewable energy sources to generate heat

TARGET: PRODUCTION

AS THE COOP GROUP, WE ARE REDUCING CO₂E EMISSIONS IN SCOPE 1 AND SCOPE 2 IN ABSOLUTE TERMS BY 21% COMPARED WITH 2022.

COMMENTS

In the area of our CO₂e emissions, we as the Coop Group pursue an overarching goal. Our progress towards this target can be seen in the “Retail” section.

MEASURES

- Switch to natural refrigerants
- Utilization of waste heat
- Expansion of photovoltaic units
- Renewable energy sources to generate heat
- Sustainable Construction Guidelines for New Builds and Conversions

TARGET 1: WHOLESALE

AS THE COOP GROUP, WE ARE REDUCING CO₂e EMISSIONS IN SCOPE 1 AND SCOPE 2 IN ABSOLUTE TERMS BY 21% COMPARED WITH 2022.

COMMENTS

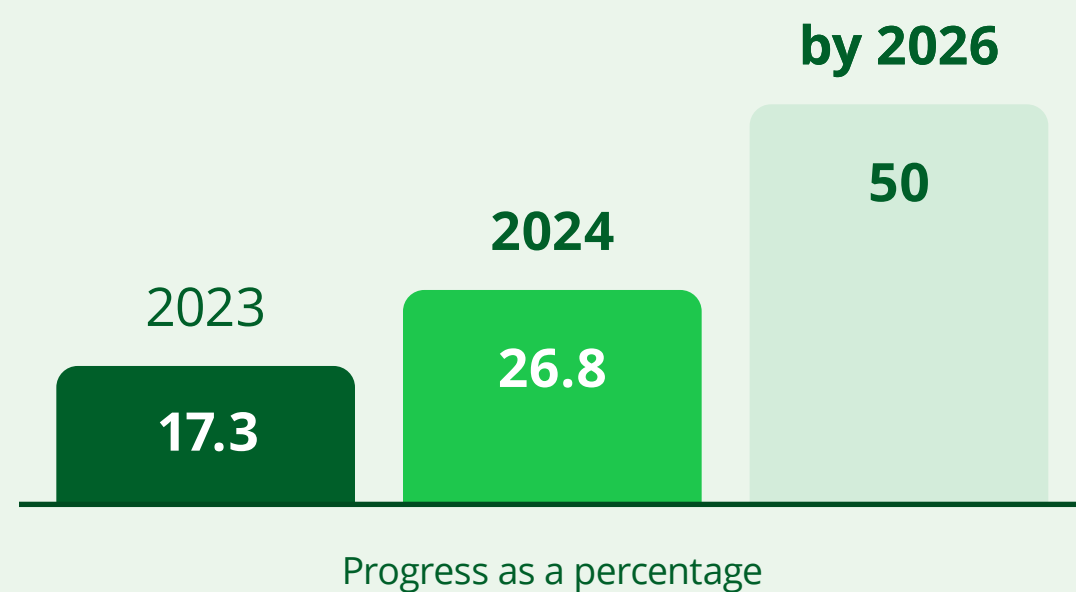
In the area of our CO₂e emissions, we as the Coop Group pursue an overarching goal. Our progress towards this target can be seen in the “Retail” section.

MEASURES

- Ongoing conversion of the truck fleets of all national subsidiaries to low-emission fuels
- Efficiency gains in logistics
- Switch to natural refrigerants
- Expansion of LED usage
- Use of waste heat and heat recovery systems
- Planning and optimization of new buildings and renovations of warehouses, sales outlets and head offices in accordance with ecological requirements and the Minergie standard
- Expansion of photovoltaic units
- Renewable energy sources to generate heat

TARGET 2: WHOLESALE

50% OF OUR STRATEGICALLY IMPORTANT OWN-LABEL BRAND SUPPLIERS CONFIRM THE IMPLEMENTATION OF SCIENCE-BASED CLIMATE TARGETS.



COMMENTS

By 2024, 26.8% of our strategically important suppliers will pursue science-based climate targets.

Own-label brand suppliers which contribute to around 80% of sales are considered to be our strategically important own-label brand suppliers. This means we are aiming to achieve the largest possible effect with our target. This percentage is based on the results of the individual business units weighted according to their share of total Group sales in 2021.

NOTE

By science-based climate targets, we mean emission reduction targets for Scope 1, Scope 2 and Scope 3 that contribute to limiting global warming to well below 2 °C by 2050. The data collected in relation to this target also includes suppliers recognized as “committed” according to the criteria of the Science Based Targets initiative (SBTi).

MEASURES

- Commitment to the Science Based Targets initiative (SBTi) and the attendant reduction in emissions according to science-based reduction pathways

ENVIRONMENTALLY FRIENDLY FREIGHT TRANSPORT

Goods transport is another important topic for the Coop Group. Our goods have to be transported to our retail and wholesale outlets daily. On the one hand, this causes emissions and, on the other, it means we are reliant on having good infrastructure. By switching the goods we transport more than 90 kilometres to rail, we are reducing the climate impact of our logistics in Switzerland and placing substantially less strain on road systems. We use alternative fuels such as biodiesel from waste or biogas and are committed to innovative fuels such as hydrogen. We are reducing air freight to an absolute minimum. Where air freight in the retail sector is unavoidable and for business trips and coop.ch deliveries, we take

responsibility by investing in climate protection projects with WWF along our own supply chains. Furthermore, we encourage our customers to purchase products that have travelled shorter distances by basing our range around seasonal and regional products. We use low-emission transport both in Switzerland and in the European countries where we are active in the wholesale trade. We regularly involve our stakeholders in the area of climate protection in our action planning. This provides us with valuable input. We are also part of the “lean&green” network, where we exchange ideas with companies which have similar goals and visions for greater sustainability in transport.



FIELD OF ACTIVITY 15: WE ARE SWITCHING OUR DOMESTIC FREIGHT FROM ROAD TO RAIL, TOGETHER WITH RAILCARE

Alignment with UN Sustainable Development Goals



TARGET: RETAIL

WE ARE REDUCING THE CO₂E EMISSIONS OF OUR OWN TRANSPORT BY 14% COMPARED WITH 2022.

COMMENTS

A great success: by 2024, we have been able to reduce the CO₂e emissions of our own transport by 21.2% compared with 2022.

NOTE

This multi-year target has been adjusted. As of the 2024 reporting year, we are pursuing an emissions reduction target in our own transport.

MEASURES

- Consistently shifting our goods transport from road to rail for distances in excess of 90 kilometres
- Use of HVO (Hydrotreated Vegetable Oils) in diesel trucks
- Use of hydrogen trucks
- Use of electric trucks
- Use of carbon-neutral biodiesel from organic waste for our trucks
- Analysis system for optimizing driving behaviour of our diesel trucks
- Fund project: advancing the development of a nationwide hydrogen filling station network in Switzerland with the H2 Mobility Switzerland association
- Cargo sous terrain (CST): switching goods transport underground - initiation and co-development of the project from the outset

PRODUCTION

**WE ARE PLANNING
SPECIFIC MEASURES AND
PROJECTS FOR THIS
MATERIAL TOPIC OVER
THE NEXT FEW YEARS.**

MEASURES

- Shifting our freight transport from road to rail

TARGET: WHOLESALE

**WE ARE REDUCING THE CO₂E
EMISSIONS OF OUR OWN
TRANSPORT BY 11%
COMPARED WITH 2022.**

COMMENTS

By 2024, we have been able to reduce the CO₂e emissions of our own transport by 1.6% compared with 2022.

NOTE

This multi-year target has been adjusted. As of the 2024 reporting year, we are pursuing an emissions reduction target in our own transport.

MEASURES

- Greater efficiency in logistics, switching goods transport
- Ongoing conversion of the truck fleets of all national subsidiaries to low-emission fuels

CLOSING MATERIAL CYCLES

MANAGEMENT APPROACH [GRI 3-3]

The manufacture and sale of consumer goods and food require resources that we procure globally. The potential of the circular economy is vast: we aim to reduce our consumption of resources and use materials as efficiently and for as long as possible in closed cycles. Therefore, we are implementing innovative projects for the use of by-products of food production and closing packaging cycles in logistics with

reusable packaging. We rigorously separate the company's unavoidable own waste so that we can recycle these reusable materials. We are cutting food waste to an absolute minimum, with flexible ordering systems. We donate goods which are still in perfect condition that we do not sell to social institutions. Products no longer fit for consumption are used as animal fodder or recycled at biogas plants.



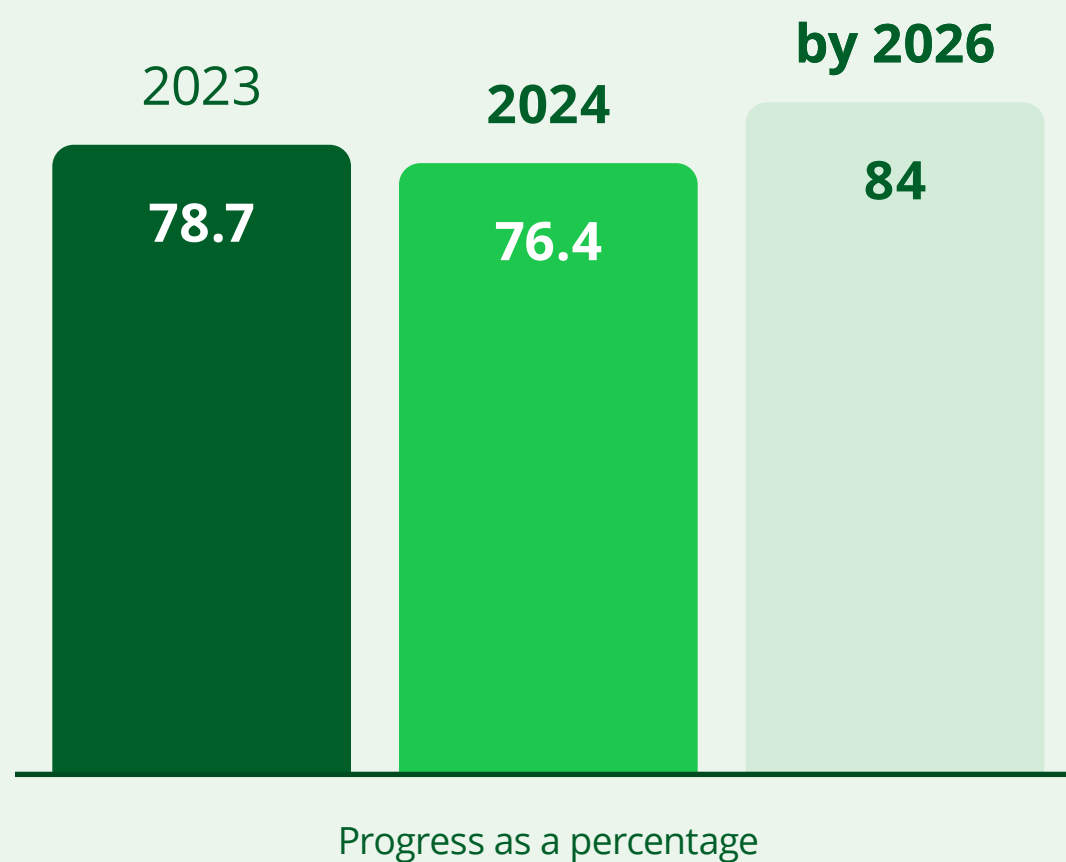
FIELD OF ACTIVITY 16: WE CONSISTENTLY CLOSE, SLOW DOWN AND REDUCE OUR MATERIAL CYCLES

Alignment with UN Sustainable
Development Goals



TARGET 1: RETAIL

WE KEEP OUR WASTE RECYCLING QUOTA AT 84% MINIMUM.



COMMENTS

In 2024, we achieved a recycling rate of 76.4%.

More information: [Policy Paper on the Circular Economy](#)

Waste generation and significant waste-related impacts in Retail [GRI 306-1]

Waste comes mainly from packaging materials (outer packaging, transport packaging, etc.), food waste and packaging returned by customers. The majority of the waste returned is PET drinks bottles, plastic bottles, waste electrical equipment, etc. In total, 31 different types of waste are generated. The majority of the waste from end packaging and products which are no longer usable and are returned by customers is amassed at the sales outlets. This waste is sorted and taken to the distribution centres, where it is recycled or used for energy recovery. In Retail, no hazardous waste is generated that poses a direct risk to human health or the environment.

The records of waste generated by the Coop Group as a whole primarily relate to waste generated internally. In both Retail and Wholesale, a proportion of the waste is returned to Coop by customers.

Management of significant waste-related impacts in the Coop Group [GRI 306-2]

As part of its multi-year sustainability targets, the Coop Group has quantitative targets for its reusable materials quota (recycled waste as a percentage of total waste generated). In all business segments there are strict guidelines on what reusable materials quota needs to be achieved by the end of the current target period 2022–2026. We are aiming to reduce the resources we use and also to close material cycles. We are pursuing this target by implementing a variety of measures, both to reduce packaging (primary, secondary and tertiary packaging: avoiding packaging as long as product protection is ensured, reducing the amount of (plastic) packaging material, transitioning to reusable systems, using recycled materials and ensuring that

packaging materials can be recycled), and to create high added value by converting sidestreams into marketable products. As part of the circular economy concept, in 2022 and 2024 projects were launched that focus on transitioning to the most environmentally friendly packaging systems and piloting new appliance services in the Retail formats, and on creating high added value by converting industrial sidestreams into marketable products. Where waste and recyclables are transferred to third parties for processing, the primary focus is on the legal requirements in the countries where they are located. In Switzerland, particularly in Retail, internal audits are carried out of companies which process particularly critical waste such as plastics, organic waste and paper/cardboard.

In Retail, the waste and recyclables generated in every retail format, sales outlet and distribution centre are recorded in a centralized online tool monthly or annually, depending on the significance of the amounts generated at the location. The information is supplied by the waste management service providers. Depending on the recording intervals, the data is evaluated and discussed annually or every four months. In Production, the waste generated is also recorded in a centralized online tool, with the data supplied by the waste management service providers. The Bell Food Group has its own systems for recording waste. In Wholesale, generated waste is recorded annually using data supplied by the waste management service providers, and reported to the Coop Group.

Waste generated in Retail [GRI 306-3]

Total weight of waste generated in metric tonnes	151 280
of which paper/cardboard	48 580
of which general waste	35 832
of which organic waste (excluding food)	74
of which food waste	40 002
of which plastic and other packaging materials	12 401
of which glass	12
of which wood	3 310
of which other waste	11 070

Context-specific information on the way that data is compiled is reported under GRI 306-2.

Waste diverted from disposal in Retail [GRI 306-4]

Waste diverted from disposal:

Total weight of waste diverted from disposal in metric tonnes	113 005
of which paper/cardboard	48 580
of which general waste	4
of which organic waste (excluding food)	74
of which food waste	39 750
of which plastic and other packaging materials	12 401
of which glass	12
of which wood	1 452
of which other waste	10 733

Waste redirected for disposal:

Total weight of waste directed to disposal in metric tonnes	38 275
of which paper/cardboard	0
of which general waste	35 828
of which organic waste (excluding food)	0
of which food waste	252
of which plastic and other packaging materials	0
of which glass	0
of which wood	1 858
of which other waste	337

Hazardous waste:

Hazardous waste prepared for reuse in metric tonnes	811
Hazardous waste recycled in metric tonnes	0
Hazardous waste diverted to other recovery operations in metric tonnes	21

Non-hazardous waste:

Non-hazardous waste prepared for reuse in metric tonnes	939
Non-hazardous waste recycled in metric tonnes	111 234
Non-hazardous waste diverted to other recovery operations in metric tonnes	0

Context-specific information on the way that data is compiled is reported under GRI 306-2.

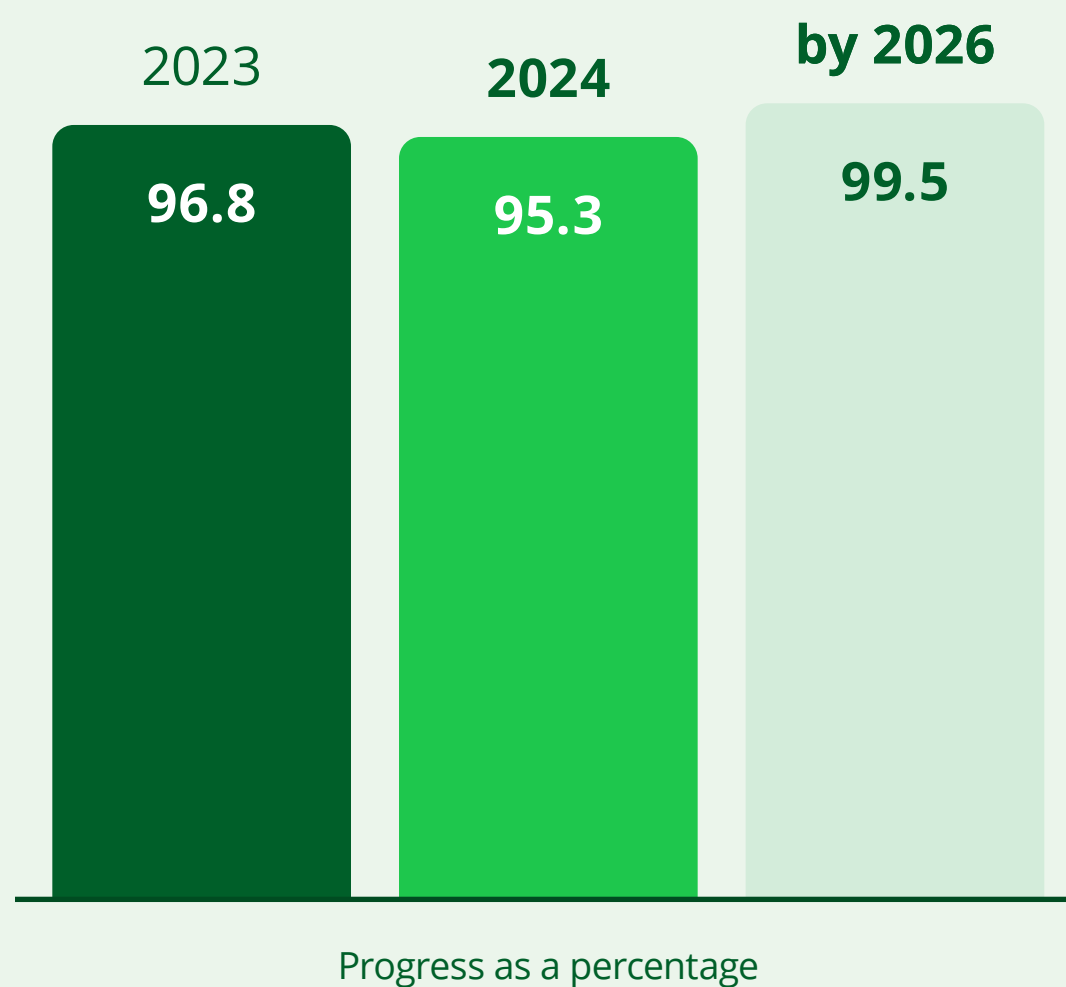
Waste directed to disposal in Retail [GRI 306-5]

Total weight of non-hazardous waste directed to disposal in metric tonnes	32 366
Total weight of hazardous waste directed to disposal in metric tonnes	5 909

Context-specific information on the way that data is compiled is reported under GRI 306-2.

TARGET 2: RETAIL

WE AVOID FOOD WASTE AND ENSURE THAT 99.5% OF FOOD FROM OUR FOOD SALES OUTLETS IS CONSUMED BY HUMANS. AT THE SAME TIME WE AIM TO DOUBLE THE VOLUME OF FOOD WE DONATE.



COMMENTS

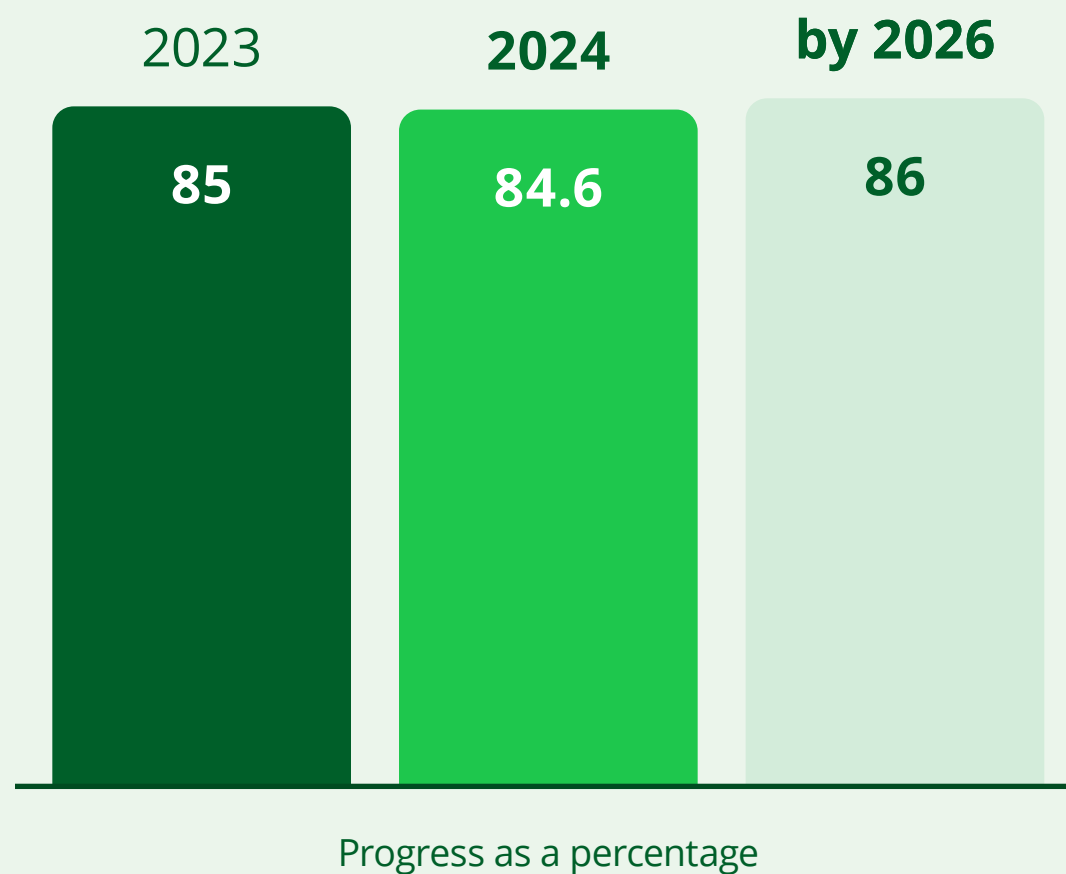
In 2024, 95.3% of food was consumed by humans.

MEASURES

- Projects: delivery of projects funded by the Coop Sustainability Fund in the field of circular economy and to prevent food waste
- Each point of sale has a disposal concept specific to it and the specialist format involved
- Monthly recording of materials separately collected and recycled at sales outlets
- Sparing use of resources, promotion of their reuse through targeted waste management and the circular economy: reduction in volume of household waste, optimization of materials (taking due account of longevity, repairability, modularity) and increase in recycling rate
- Partnership with Swiss Recycle
- Organic waste is transformed into animal feed, biogas, biodiesel for our trucks, and the digestate into compost and liquid fertilizer for agriculture
- Guideline: Guideline on secondary packaging

TARGET 1: PRODUCTION

WE KEEP OUR WASTE RECYCLING QUOTA AT 86% MINIMUM.



COMMENTS

In 2024, we achieved a recycling rate of 84.6%.

More information: [Policy Paper on the Circular Economy](#)

Waste generation and significant waste-related impacts in Production [GRI 306-1]

The majority of waste generated at the manufacturing companies consists of outer packaging and transport packaging as well as hygiene materials for product manufacturing. In addition to this, industrial sidestreams are generated, which are reused in the best possible way, creating as much value as possible. During the production of detergents, cleaning products and cosmetics, the Steinfels Swiss production facilities generate waste requiring specialist disposal. This is disposed of in an environmentally friendly manner in accordance with the applicable legislation. The Bell Food Group slaughterhouses generate animal by-products which require special handling to avoid epidemics (condemned animal materials categories 1-3). These are also disposed of properly and/or recycled to the highest possible level in accordance with legislation.

The records of waste generated by the Coop Group as a whole primarily relate to waste generated internally. In both Retail and Wholesale, a proportion of the waste is returned to Coop by customers.

Waste generated in Production [GRI 306-3]

Total weight of waste generated in metric tonnes	230 942
of which paper/cardboard	4 795
of which general waste	11 650
of which organic waste (excluding food)	208 652
of which food waste	614
of which plastic and other packaging materials	2 579
of which glass	4
of which wood	1 544
of which other waste	1 104

Context-specific information on the way that data is compiled is reported under GRI 306-2.

Waste diverted from disposal in Production [GRI 306-4]

Waste diverted from disposal:

Total weight of waste diverted from disposal in metric tonnes	195 477
of which paper/cardboard	4 795
of which general waste	0
of which organic waste (excluding food)	186 608
of which food waste	614
of which plastic and other packaging materials	1 455
of which glass	4
of which wood	1 292
of which other waste	709

Waste redirected for disposal:

Total weight of waste directed to disposal in metric tonnes	33 465
of which paper/cardboard	0
of which general waste	11 650
of which organic waste (excluding food)	20 044
of which food waste	0
of which plastic and other packaging materials	1 124
of which glass	0
of which wood	252
of which other waste	395

Hazardous waste:

Hazardous waste prepared for reuse in metric tonnes	0
Hazardous waste recycled in metric tonnes	0
Hazardous waste diverted to other recovery operations in metric tonnes	0

Non-hazardous waste:

Non-hazardous waste prepared for reuse in metric tonnes	1 074
Non-hazardous waste recycled in metric tonnes	2 830
Non-hazardous waste diverted to other recovery operations in metric tonnes	191 573

Context-specific information on the way that data is compiled is reported under GRI 306-2.

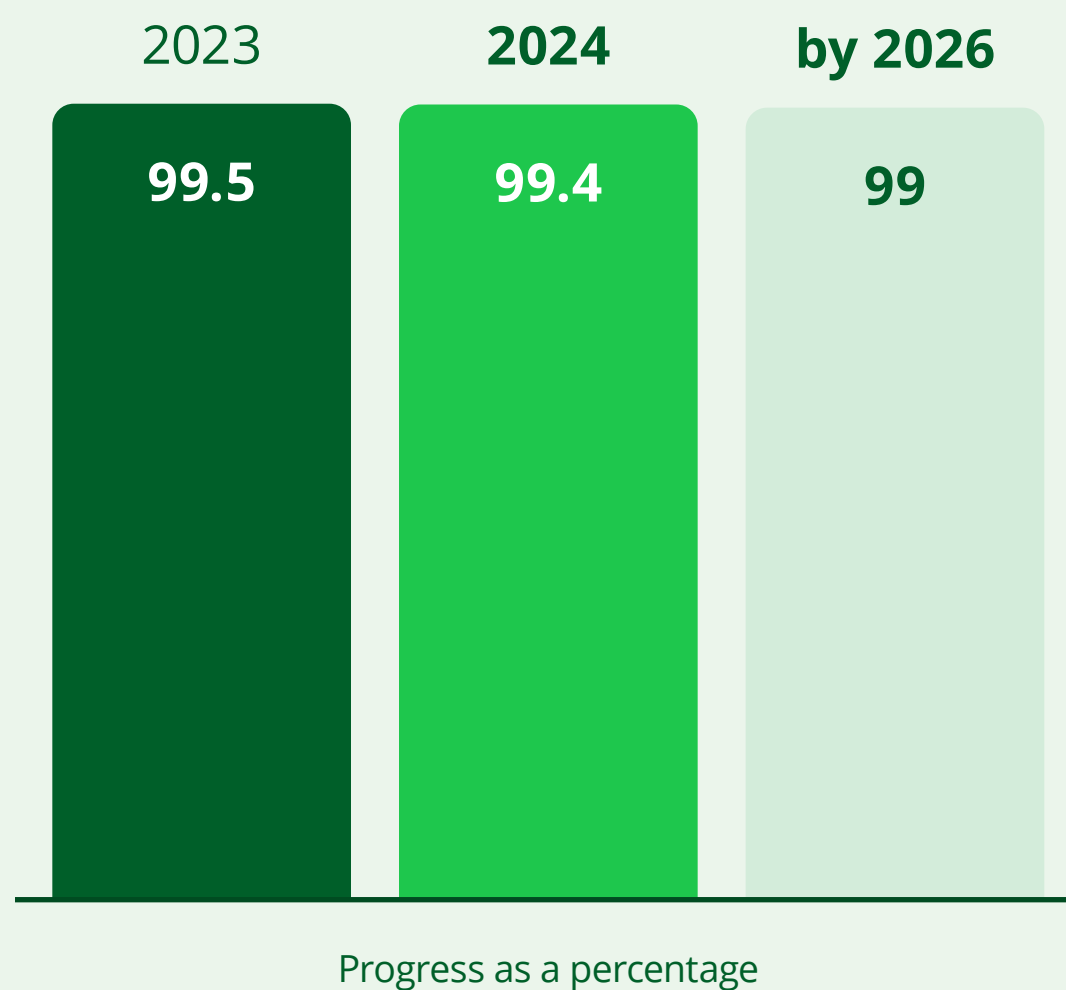
Waste directed to disposal in Production [GRI 306-5]

Total weight of non-hazardous waste directed to disposal in metric tonnes	30 070
Total weight of hazardous waste directed to disposal in metric tonnes	394

Context-specific information on the way that data is compiled is reported under GRI 306-2.

TARGET 2: PRODUCTION

**WE AVOID FOOD WASTE
AND ENSURE THAT 99%
OF FOOD PRODUCED REACHES
THE SALES CHANNELS.**



99.4%

COMMENTS

In 2024, 99.4% of food was consumed by humans,

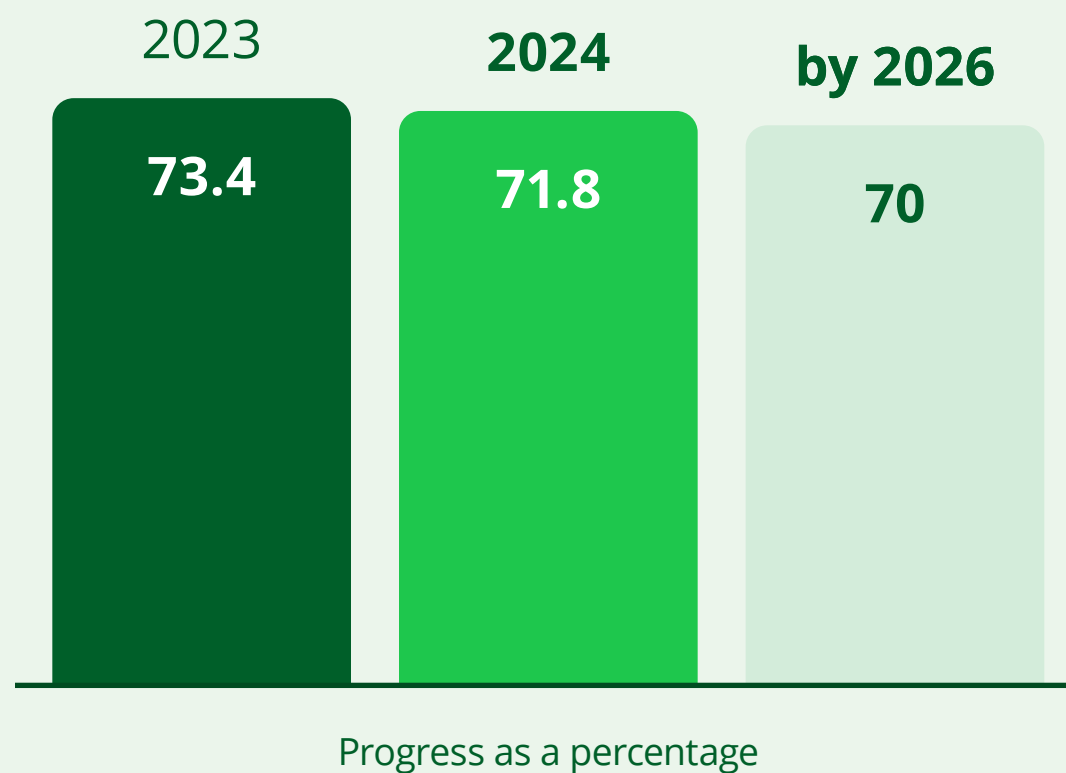
MEASURES

- Organic waste is transformed into animal feed, biogas, biodiesel for our trucks, and the digestate into compost and liquid fertilizer for agriculture
- Closure of product cycles

- Analysis of industrial sidestreams at all manufacturing companies
- Monthly recording of reusable materials separately collected and recycled
- Sparing use of resources, promotion of their reuse through targeted waste management and the circular economy

TARGET 1: WHOLESALE

WE KEEP OUR WASTE RECYCLING QUOTA AT 70% MINIMUM.



COMMENTS

In 2024, we achieved a recycling rate of 71.8%.

More information: [Policy Paper on the Circular Economy](#)

Waste generation and significant waste-related impacts in Wholesale [GRI 306-1]

Waste comes mainly from packaging materials (outer packaging, transport packaging, etc.), food waste and packaging returned by customers. The majority of the waste returned is PET drinks bottles, plastic bottles, waste electrical equipment, etc. In total, 31 different types of waste are generated. The majority of the waste from end packaging and products which are no longer usable and are returned by customers is amassed at the sales outlets. This waste is sorted and taken to the distribution centres, where it is recycled or used for energy recovery. In Wholesale, no hazardous waste is generated that poses a direct risk to human health or the environment.

The records of waste generated by the Coop Group as a whole primarily relate to waste generated internally. In both Retail and Wholesale, a proportion of the waste is returned to Coop by customers.

Waste generated in Wholesale [GRI 306-3]

Total weight of waste generated in metric tonnes	67 927
of which paper/cardboard	22 326
of which general waste	12 951
of which organic waste (excluding food)	1 382
of which food waste	9 085
of which plastic and other packaging materials	4 435
of which glass	855
of which wood	3 749
of which other waste	13 143

Context-specific information on the way that data is compiled is reported under GRI 306-2.

Waste diverted from disposal in Wholesale ^[GRI 306-4]

Waste diverted from disposal (recycling):

Total weight of waste diverted from disposal in metric tonnes	48 773
of which paper/cardboard	22 043
of which general waste	4 434
of which organic waste (excluding food)	1 235
of which food waste	9 071
of which plastic and other packaging materials	3 527
of which glass	855
of which wood	3 543
of which other waste	4 064

Waste redirected for disposal:

Total weight of waste directed to disposal in metric tonnes	19 154
of which paper/cardboard	283
of which general waste	8 517
of which organic waste (excluding food)	147
of which food waste	14
of which plastic and other packaging materials	908
of which glass	0
of which wood	206
of which other waste	9 079

Hazardous waste:

Hazardous waste prepared for reuse in metric tonnes	0
Hazardous waste recycled in metric tonnes	68
Hazardous waste diverted to other recovery operations in metric tonnes	78
Non-hazardous waste:	
Non-hazardous waste prepared for reuse in metric tonnes	0
Non-hazardous waste recycled in metric tonnes	44 318
Non-hazardous waste diverted to other recovery operations in metric tonnes	4 309

Context-specific information on the way that data is compiled is reported under GRI 306-2.

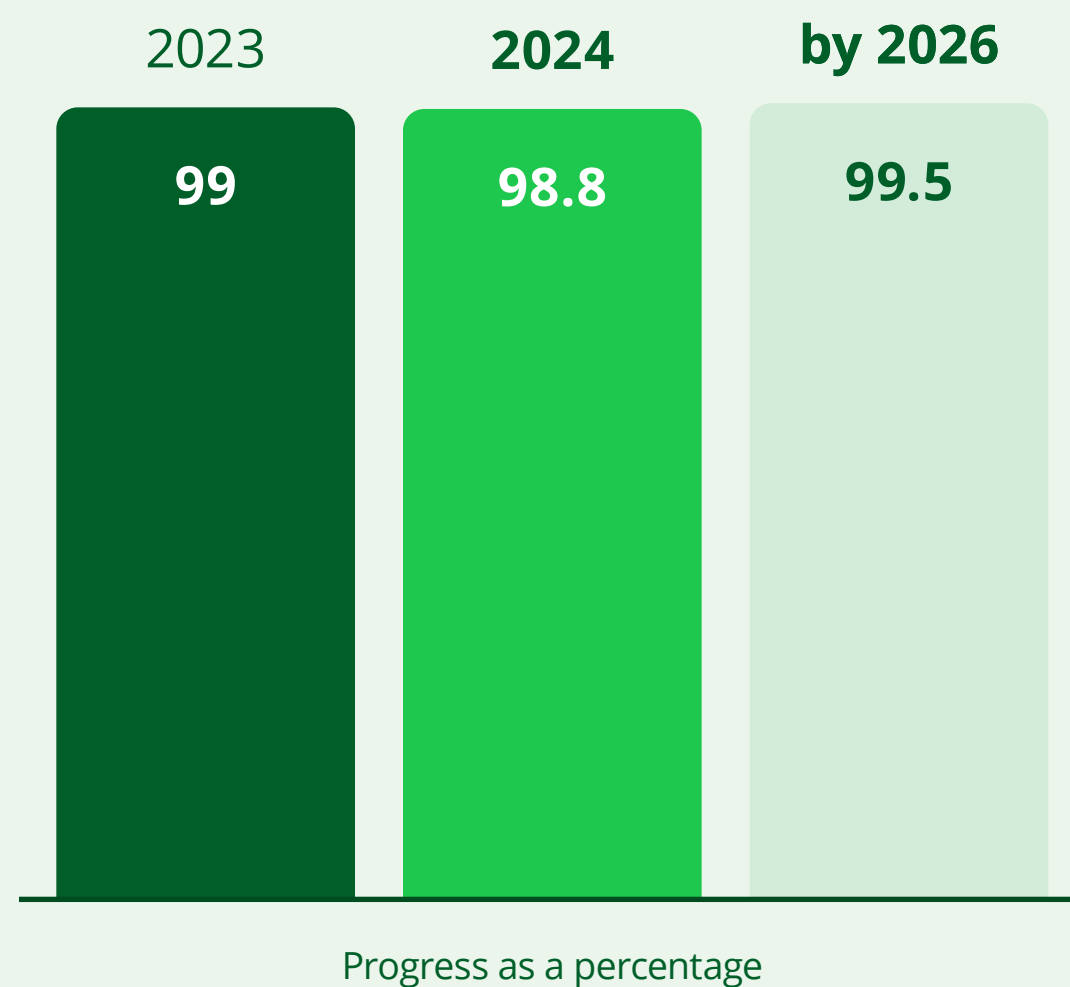
Waste directed to disposal in Wholesale ^[GRI 306-5]

Total weight of non-hazardous waste directed to disposal in metric tonnes	19 092
Total weight of hazardous waste directed to disposal in metric tonnes	62

Context-specific information on the way that data is compiled is reported under GRI 306-2.

TARGET 2: WHOLESALE

**WE AVOID FOOD WASTE
AND ENSURE THAT 99.5%
OF FOOD FROM OUR
FOOD SALES OUTLETS IS
CONSUMED BY HUMANS.**



COMMENTS

In 2024, 98.8% of food was consumed by humans,

MEASURES

- Recording of reusable materials separately collected and recycled
- Ongoing reduction in residual waste volume
- Sparing use of resources, promotion of their reuse through targeted waste management
- Food donation projects carried out by the Transgourmet national companies to help those in poverty

OPTIMIZING PACKAGING, REDUCING PLASTIC USE

MANAGEMENT APPROACH [GRI 3-3]

Plastic and packaging material that ends up in the environment is harmful to both water and soil health. As a responsible company, it is important to us to save resources and avoid waste. As such, we are continuously reducing and optimizing our packaging material and switching to sustainable alternatives. In so doing, we consider environmental footprint not just from a materials perspective: we consider the packaging in its entirety, in relation to its functions and its impact on shelf life,

contamination or damage to the product – to reduce potential food or product waste to an absolute minimum. By reducing and continuously optimizing our packaging materials, we can save not only resources but also a significant amount of energy used in manufacturing, transport, and disposal. We regularly discuss the latest innovations in packaging with representatives of the scientific community and packaging experts so that we can test and implement them promptly.



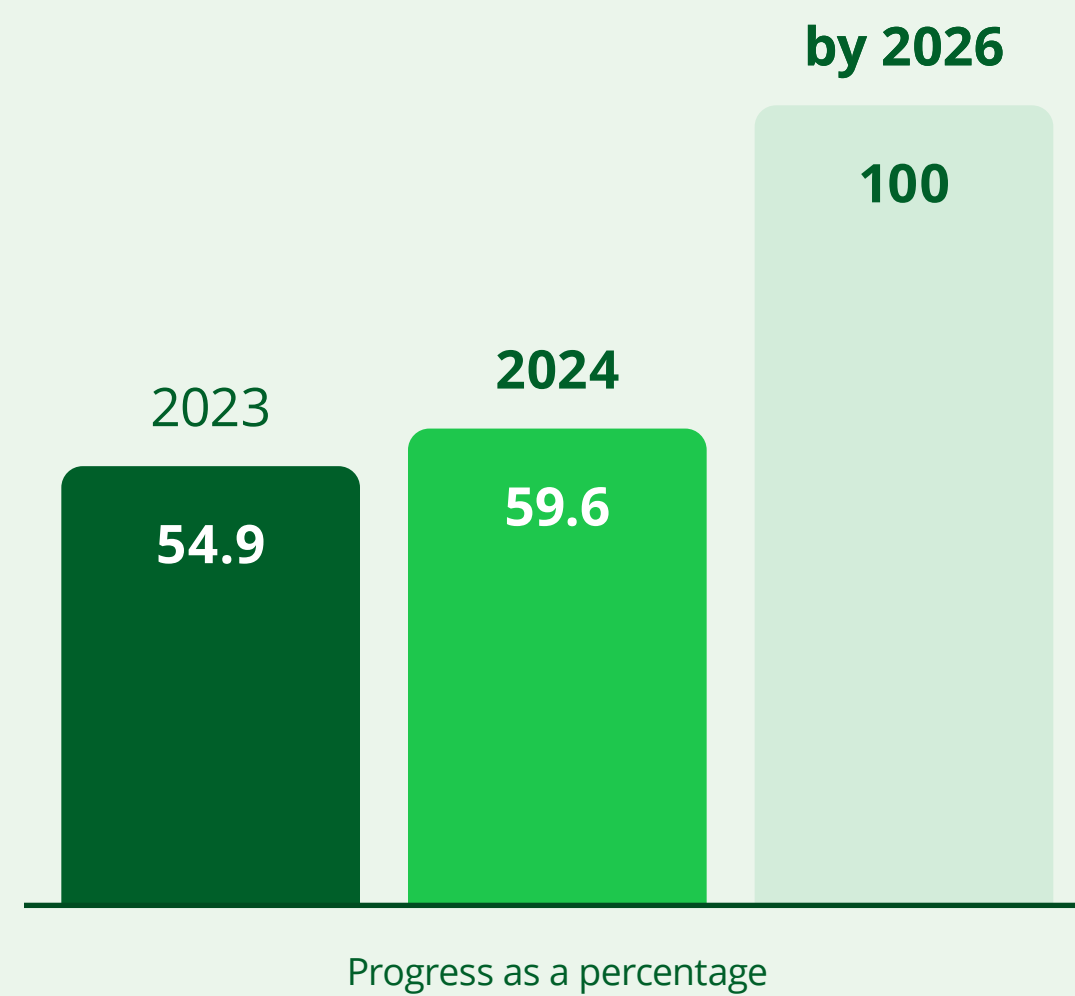
FIELD OF ACTIVITY 17: WE REDUCE OUR USE OF PLASTICS AND RELY ON SUSTAINABLE PACKAGING

Alignment with UN Sustainable
Development Goals



TARGET 1: RETAIL

100% OF OUR OWN-BRAND PRODUCTS ARE ECOLOGICALLY PACKAGED ACCORDING TO OUR PACKAGING GUIDELINES.



COMMENTS

In 2024, we increased the proportion of our ecologically packaged own-label brand products to 59.6%.

More information: [Policy Paper on Packaging and Plastic](#)

TARGET 2: RETAIL

WE ARE REDUCING THE AMOUNT OF PLASTIC USED IN OUR OWN-LABEL BRAND PACKAGING AND SINGLE-USE RANGES BY 20% COMPARED WITH 2021.

COMMENTS

In 2024, we achieved a 14.8% reduction in plastic used in our packaging. We were unable to reduce plastic consumption in our single-use ranges.

MEASURES

- Partnership with Swiss Recycle
- Steadily switching packaging to reduce plastic
- Expansion of range of unpackaged and reusable solutions in stores and in restaurants
- Packaging guideline: guideline with principles promoting sustainable packaging binding for 100% of our own-label brand suppliers

TARGET: PRODUCTION

**WE ARE REDUCING THE
AMOUNT OF PLASTIC USED
PER TONNE OF PRODUCT BY
15% COMPARED WITH 2021.**

COMMENTS

The amount of plastic used per tonne of product sold rose in 2024.

More information: [Policy Paper on Packaging and Plastic](#)

NOTE

The target value for 2026 of this multi-year target has been adjusted.

MEASURES

- Packaging guideline: guideline with principles promoting sustainable packaging binding for 100% of our own-label brand suppliers
- Use of reusable containers in Production

TARGET: WHOLESALE

WE ARE REDUCING THE AMOUNT OF PLASTIC USED IN OUR OWN-LABEL BRAND PACKAGING PER TONNE OF PRODUCT SOLD BY 10% COMPARED WITH 2021.

COMMENTS

In 2024, we reduced the amount of plastic used per tonne of product sold by 4.5%.

More information: [Policy Paper on Packaging and Plastic](#)

MEASURES

- Reduction of plastic in own-label brands: continued work on reducing the use of plastic in packaging for own-label brands

REDUCING WATER CONSUMPTION

MANAGEMENT APPROACH [GRI 3-3]

As an international company, we bear responsibility for protecting natural resources: this includes not just our commitment to the sustainable use of fresh-water resources in our products' supply chains, but also reducing

and optimizing our own water consumption. Therefore, we record the water footprint of our operations on an annual basis and identify the measures necessary to further reduce our water consumption.



FIELD OF ACTIVITY 18: WE REDUCE AND OPTIMIZE OUR OWN WATER CONSUMPTION

Alignment with UN Sustainable
Development Goals



RETAIL

WE ARE PLANNING SPECIFIC MEASURES AND PROJECTS FOR THIS MATERIAL TOPIC OVER THE NEXT FEW YEARS.

Interactions with water as a shared resource in the Coop Group [GRI 303-1]

Water is used both in the form of service water in a commercial context (cleaning, sanitary facilities) and in the form of process water used in production. Work is currently underway on establishing a group-wide means of systematically recording water withdrawals and effluent disposal. Based on the data currently available (see disclosures 303-3 to 303-5), we have made the assumption that water withdrawals and effluent disposal take place via the public service providers for water in each location. An in-depth check of water withdrawal records and an analysis of consumption and effluent disposal is due to be initiated in 2025 for all business areas. As part of this in-depth check, the process used to determine the effects of effluent and process water will be set out.

On the basis of planned process evaluations and the water consumption data, targets will be set in subsequent years. With regard to the current Coop Group sustainability strategy, this means that no targets have yet been set for the strategy period 2022–2026. Therefore as of 2023, depending on the relevance of the amounts, the water withdrawn, consumed and discharged will be measured for each location. Then, on

the basis of the data gained over the three years, targets will be set for the next period starting in 2027.

Management by the Coop Group of water discharge-related impacts [GRI 303-2]

An overview of all Coop Group locations with regard to effluent treatment plant discharge conditions is to be established in 2025. At present there is no centralized record of whether or not internally established water quality standards or water quality guidelines are used within the Coop Group. A process is to be initiated during 2025 to establish what standards and guidelines already exist. There are no known sector-specific standards for water discharge. As part of a detailed analysis planned for 2025, such standards are to be evaluated at selected subsidiaries, for example at Transgourmet Ibérica (on the topic of water stress), the Bell Food Group or Steinfels Swiss.

As far as can be determined from the data currently available, at the Coop Group locations there is no direct discharge of untreated water into open or underground bodies of water. Comprehensive collection of data on water discharge at all Coop Group locations is to be initiated in 2025.

Water withdrawal in Retail [GRI 303-3]

Total water withdrawal in cubic metres	1 443 396
Total water withdrawal via third parties in areas with water stress in cubic metres	0

The information on water withdrawal is provided by the water companies in each locality. A more detailed breakdown of the data will follow in 2025.

Water discharge in Retail [GRI 303-4]

Total water discharge in cubic metres	1 443 396
Total discharge in cubic metres of third-party water sent for use to other organizations	0
Number of cases in which the prescribed discharge limits for priority substances of concern were exceeded	0

How substances of concern are defined: as far as is known, all effluent discharge in the entire Coop Group takes place via the public sewerage networks. For these, effluent treatment plant discharge conditions apply. The method used to set the discharge limits for priority substances of concern is determined by the effluent treatment plants, where necessary. The data is extrapolated from the data on water withdrawal. No separate measurement of effluent discharge is carried out.

Water consumption in the Coop Group [GRI 303-5]

For the 2024 reporting year, water consumption, water withdrawal and water discharge are treated as equal. The information on water consumption, water withdrawal and water discharge from all areas including areas with water stress are reported under GRI 303-3 and GRI 303-4.

No data on water storage was collected for the 2024 reporting year. The collection of this data for subsequent years for the entire Coop Group will be part of a detailed analysis planned for 2025.

The data on water withdrawal is obtained via measurement (water meters). For the reporting year, the amount of water consumed and the amount of water discharged are set as equal to the amount of water withdrawn. The collection of this data for subsequent years for the entire Coop Group will be part of a detailed analysis planned for 2025.

MEASURES

- Process target: work to achieve process targets defined with WWF in the area of water

PRODUCTION

WE ARE PLANNING SPECIFIC MEASURES AND PROJECTS FOR THIS MATERIAL TOPIC OVER THE NEXT FEW YEARS.

Water withdrawal in Production [GRI 303-3]

Total water withdrawal in cubic metres	8 094 336
Total water withdrawal via third parties in areas with water stress in cubic metres	147 045

The information on water withdrawal is provided by the water companies in each locality. A more detailed breakdown of the data will follow in 2025.

Water discharge in Production [GRI 303-4]

Total water discharge in cubic metres	5 231 384
Total discharge in cubic metres of third-party water sent for use to other organizations	130
Number of cases in which the prescribed discharge limits for priority substances of concern were exceeded	0

How substances of concern are defined: as far as is known, all effluent discharge in the entire Coop Group takes place via the public sewerage networks. For these, effluent treatment plant discharge conditions apply. Specific discharge conditions are met, where necessary (e.g., effluent containing sugar at Pearlwater). The method used to set the discharge limits for priority substances of concern is determined by the effluent treatment plants, where necessary. The data is extrapolated from the data on water withdrawal. No separate measurement of effluent discharge is carried out.

WHOLESALE

WE ARE PLANNING SPECIFIC MEASURES AND PROJECTS FOR THIS MATERIAL TOPIC OVER THE NEXT FEW YEARS.

Water withdrawal in Wholesale [GRI 303-3]

Total water withdrawal in cubic metres	971 276
Total water withdrawal via third parties in areas with water stress in cubic metres	0

The information on water withdrawal is provided by the water companies in each locality. A more detailed breakdown of the data will follow in 2025.

Water discharge in Wholesale [GRI 303-4]

Total water discharge in cubic metres	963 706
Total discharge in cubic metres of third-party water sent for use to other organizations	29 177
Number of cases in which the prescribed discharge limits for priority substances of concern were exceeded	0

How substances of concern are defined: as far as is known, all effluent discharge in the entire Coop Group takes place via the public sewerage networks. For these, effluent treatment plant discharge conditions apply. The method used to set the discharge limits for priority substances of concern is determined by the effluent treatment plants, where necessary. The data is extrapolated from the data on water withdrawal. No separate measurement of effluent discharge is carried out.



PILLAR 3

EMPLOYEES AND SOCIAL COMMITMENT

As a cooperative geared towards sustainable, long-term corporate success, it is very important to us that we are an attractive and fair employer for our employees and that we take responsibility for society's health and well-being.

DIVERSITY TRULY MULTIFACETED

MANAGEMENT APPROACH [GRI 3-3]

We strive to create a working environment in which all employees are treated fairly, regardless of their gender, religious and sexual orientation or ethnic origin. Our open corporate culture allows people to develop and realize their potential with the company. Over 90 000 employees from around 130 countries work together towards the Coop Group's success. This diversity presents great opportunities and is the foundation of our success. At the Coop Group, everyone is seen as an individual with

unique skills. Inclusion is also important to us, and we endeavour to give the people in our company equal opportunities and rights. Equality also matters greatly to us: from equal pay and part-time employment models to increasing the share of women in management positions. When defining measures, we use recognized standards and certifications and take our employees' needs into account, with the involvement of the company's Welfare Service and Occupational Health Management.



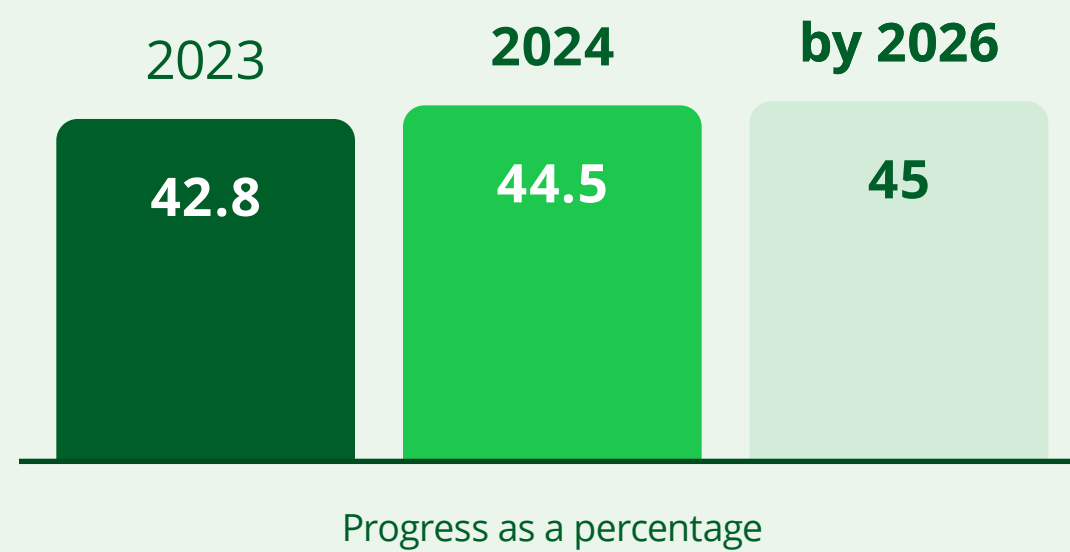
FIELD OF ACTIVITY 19: WE PROMOTE DIVERSITY AND EQUAL OPPORTUNITIES

Alignment with UN Sustainable
Development Goals



TARGET: RETAIL

**45% OF OUR MANAGERS
ARE WOMEN, AND 25%
OF SENIOR MANAGERS ARE
WOMEN.**



COMMENTS

In 2024, 44.5% of management positions were held by women. In middle and senior management we have achieved a female representation of 30.0%.

Employees of the Coop Group [GRI 2-7]

As at 31 December 2024, the Coop Group employed 97 040 people.

Number of employees of the Coop Group by region

Number of employees	Country
4 000	Austria
1	Andorra
60 678	Switzerland
68	China
247	Czech Republic
14 084	Germany
3 071	Spain
1 049	Principality of Liechtenstein
3 591	France
99	United Kingdom
10	Honduras
254	Hungary
123	Italy
80	Netherlands
4 758	Poland
4 895	Romania
12	Slovak Republic
14	India
6	Vietnam

Number of employees in Retail by type of employment and gender

	Women	Men
Number of full-time employees as of 31 December 2023	17 041	18 093
Number of part-time employees as of 31 December 2023	13 675	2 058

Number of employees in Production by type of employment and gender

	Women	Men
Number of full-time employees as of 31 December 2023	3 425	7 019
Number of part-time employees as of 31 December 2023	2 162	2 201

Number of employees in Wholesale by type of employment and gender

	Women	Men
Number of full-time employees as of 31 December 2023	9 770	17 406
Number of part-time employees as of 31 December 2023	2 849	1 341

The GRI indicator 2-7 is reported in terms of employee numbers (headcount). Generally, for HR-related GRI indicators, the figures at the end of the reporting period are used; where appropriate, and by way of exception, an average number of employees is used. The term “employees” covers all individuals who, on the evaluation date, are in a current employment relationship with a company of the Coop Group (incl. trainees, apprentices, work interns, or subcontractors). The following are not included: agency workers (Manpower, etc.), staff on fixed-term contracts ≤3 months (such as student helpers or holiday workers), as well as the Coop Group Board of Directors and external auditors. Based on this, only the employee categories “full-time” and “part-time” are distinguished, and the figures are not presented as employee categories “temporary” and “permanent”.

Fluctuations between reporting periods may occur, such as during the process of acquiring new companies. Within a reporting period, there may be minor seasonal fluctuations (Christmas, Easter, Black Friday) or holiday-related fluctuations.

Workers who are not employees of the Coop Group [GRI 2-8]

In 2024, 3 215 workers (full-time equivalents, FTE) who are not employees and whose work is controlled by the Coop Group worked for the Coop Group. The total number of workers who are not directly employed but whose work is controlled by our organization comprises persons who have concluded an employment contract with a subcontractor or are employed via temporary employment firms or agencies. The data is reported in terms of employee numbers (number of full-time equivalents, FTEs) and as an average value over the reporting year.

Temporary workers in Production cover the seasonal peaks that occur on public holidays and during the summer holiday period, for example. In Administration, temporary workers are used for special situations such as maternity cover and similar replacement arrangements. Subcontractor workers are employed under service contracts in Production only, but are not included in the calculation.

Workers operating via employment contracts with subcontractors are used in the case of Bell Switzerland, Hubers and Eisberg Hungary only. Temporary workers, on the other hand, can be found in nearly all business entities.

Within a reporting period, minor fluctuations may occur during seasonal business (such as at Christmas or Easter) or during holidays.

Proportion of senior management hired by the Coop Group from the local community [GRI 202-2]

In 2024, 72.0% of the senior managers deployed by the Coop Group at significant locations of operation were hired locally. "Senior management" is defined as: individuals of the Coop Cooperative who belong to the top tier of management (management levels 0 to 2) and individuals with equivalent management levels within Production and Wholesale.

The geographical definition for "local" refers to the country of the location of operation and, in exceptional cases, if the operation is located in a border region, also to the neighbouring countries. All locations at which a consolidated company of the Coop Group performs activities and workers engage in activities, including sales outlets, logistics, production, and administration, are deemed significant locations of operation.

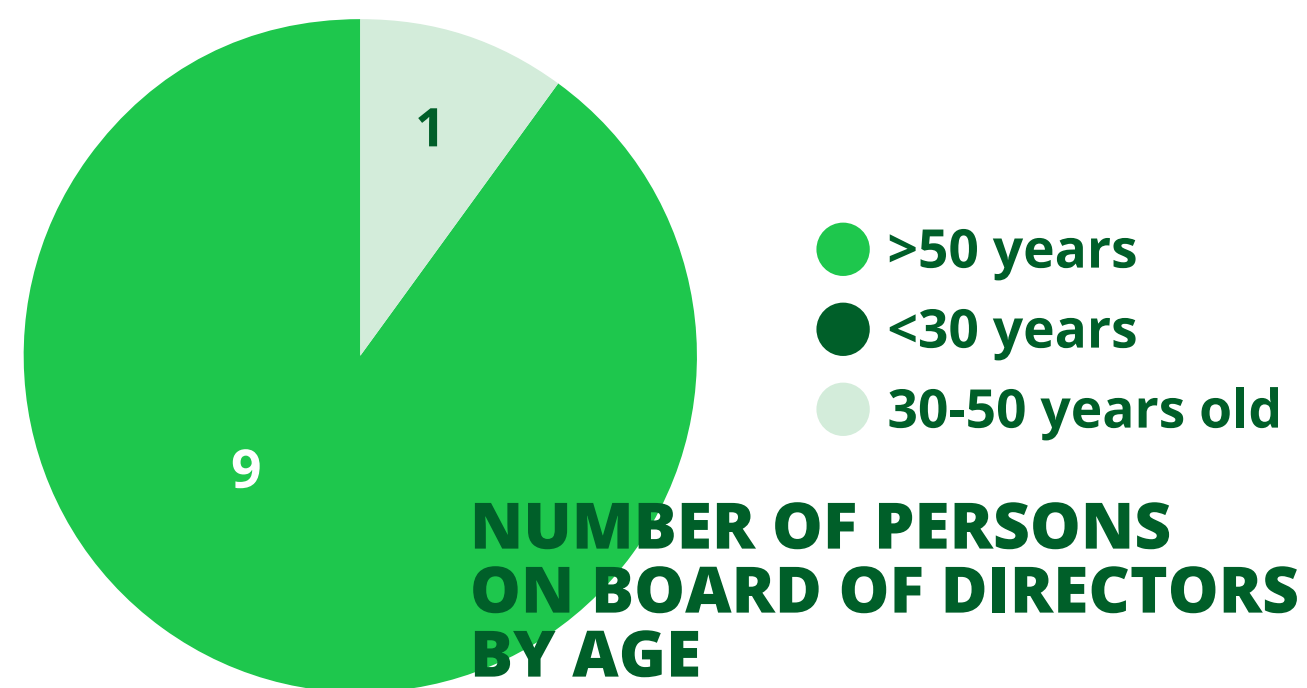
Parental leave in Retail [GRI 401-3]

The return to work rate for employees who took parental leave is 90.2%

	Women	Men
Number of employees entitled to parental leave in 2024	909	591
Number of employees who took parental leave in 2024	836	549
Number of employees who returned to work after parental leave ended	725	524
Number of employees who returned to work after parental leave ended and were still employed 12 months after their return to work	607	443

Diversity of Coop Group governance bodies and Retail employees [GRI 405-1]

Coop Group Cooperative Board of Directors:



Number of employees in Retail:

	Women	Men
Under 30 years old	7 021	6 029
30-50 years old	14 825	9 186
Over 50 years old	8 870	4 936

The indicators for employees by age and gender refer exclusively to the employed workers according to GRI 2-7. Non-employed workers are disregarded.

Ratio of basic salary and remuneration of women to men in Retail [GRI 405-2]

In 2023, Coop was once again awarded “Fair Compensation” certification by the Swiss Association for Quality and Management Systems (SQS) for the Coop business units. The certificate confirms that Coop’s remuneration policy satisfies the criteria for compliance with fair compensation. This is also proof that, at Coop, all employees have the same opportunities, regardless of gender or background. In 2024, Coop successfully passed the annual audit following its certification for the “Fair Compensation” certificate.

Other subsidiaries such as Fust, Update Fitness, The Body Shop and Railcare were awarded their own certificates.

All locations at which a consolidated company of the Coop Group performs activities and workers engage in activities, including sales outlets, logistics, production and administration, are deemed significant locations of operation. No distinction is made between “significant” and other locations of operation.

Incidents of discrimination and corrective actions taken in Retail [GRI 406-1]

In 2024, 34 incidents were recorded in Retail. In accordance with the internal Company Regulations CR 556, formal investigation procedures that were officially initiated after a written complaint was registered are deemed incidents of discrimination. Investigation procedures are divided into four key themes: sexual harassment, bullying, discrimination and abuse of power at the workplace. In practice, discriminatory comments can also be part of a bullying investigation. In terms of statistics, however, such incidents are solely categorized as bullying. For the sake of simplicity and completeness, the formal investigation procedures in relation to bullying and discrimination, based on the annual national statistics of the Coop Welfare Service, are included in the data collection for GRI 406-1.

The investigation procedure includes:

- considering any immediate measures to protect all persons involved
- notifying the persons involved of the commencement of proceedings (such notification may be withheld in justified instances)
- examining the circumstances and making the necessary clarifications
- interviewing the persons involved as well as any witnesses as promptly as possible (interviews are minuted and the minutes given to the interviewee for review)
- documenting all stages of the investigation in writing
- documenting the results of the investigation and writing a concluding report
- any necessary sanction proposals or proposals for suitable measures

The investigation is concluded, and the persons involved are notified accordingly. The concluding report is sent to the following decision-making persons: HR Management National, HR Management Sales Region/Head Office/Trading and the management of the organizational division. These decision-makers then decide on the definitive consequences and actions.

More information:

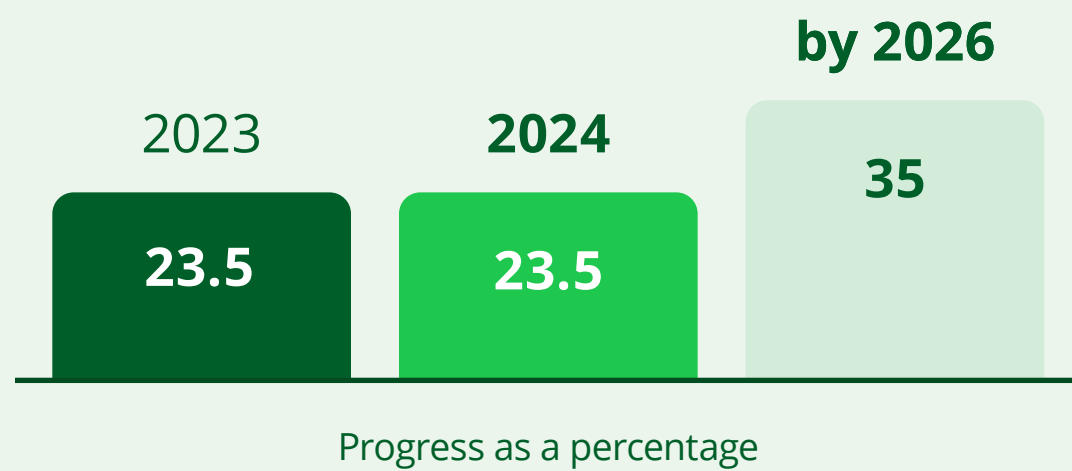
www.coopjobs.ch (available in German, French and Italian), [Policy Paper on Sustainable Personnel Management](#)

MEASURES

- Maternity leave: 18 weeks (on full pay)
- Paternity leave: 15 days, to be taken within one year of birth
- HR system: recording of gender choice
- Preliminary workplace integration apprenticeships: programme for refugees and young people who have recently arrived in Switzerland
- Training and e-learning: training on bullying, sexual harassment, discrimination and abuse of power at the workplace, as well as e-learning courses in an array of languages

TARGET: PRODUCTION

35% OF OUR MANAGERS ARE WOMEN, AND 20% OF SENIOR MANAGERS ARE WOMEN.



COMMENTS

In 2024, 23.5% of management positions were held by women. In middle and senior management we have achieved a female representation of 16.5%.

Parental leave in Production [GRI 401-3]

The return to work rate for employees who took parental leave is: 95.7%

	Women	Men
Number of employees entitled to parental leave in 2024	15	31
Number of employees who took parental leave in 2024	15	31
Number of employees who returned to work after parental leave ended	13	31
Number of employees who returned to work after parental leave ended and were still employed 12 months after their return to work	8	27

Diversity of employees in Production [GRI 405-1]

Number of employees in Production:

	Women	Men
Under 30 years old	97	2 482
30-50 years old	392	7 369
Over 50 years old	227	4 240

The indicators for employees by age and gender refer exclusively to the employed workers according to GRI 2-7. Non-employed workers are disregarded.

Ratio of basic salary and remuneration of women to men in Production [GRI 405-2]

In 2023 Coop was once again awarded “Fair Compensation” certification by the Swiss Association for Quality and Management Systems (SQS) for the Coop business units. The certificate confirms that Coop’s remuneration policy satisfies the criteria for compliance with fair compensation. This is also proof that, at Coop, all employees have the same opportunities, regardless of gender or background. In 2024, Coop successfully passed the annual audit following its certification for the “Fair Compensation” certificate.

The Bell Food Group locations in Switzerland have also been awarded the certificate. No group-wide solution is currently planned for Bell Food Group. All locations at which a consolidated company of the Coop Group performs activities and workers engage in activities, including sales outlets, logistics, production and administration, are deemed significant locations of operation. No distinction is made between “significant” and other locations of operation.

Incidents of discrimination and corrective actions taken in Production [GRI 406-1]

For 2024, 3 cases were recorded in Production. Two of these cases were recorded for the manufacturing companies of the Coop Cooperative. The same definitions and procedures apply as for Retail.

Bell Food Group provides a confidential, anonymous whistleblower reporting platform for workers, customers, suppliers and business partners to enable them to report breaches of the Code of Conduct. When an incident is reported, a defined process is implemented. This includes investigations, measures and the imposition of sanctions. No confirmed cases were registered via this Reporting Office in 2024. There were no known outstanding cases as at 31 December 2024. This does not include incidents recorded via the HR departments of business entities.

More information:

www.coopjobs.ch (available in German, French and Italian), [Policy Paper on Sustainable Personnel Management](#), [Whistleblowing Reporting Office of Bell Food Group](#)

TARGET: WHOLESALE

30% OF OUR MANAGERS ARE WOMEN.



Progress as a percentage

COMMENTS

In 2024, 31.3% of management positions were held by women.

Parental leave in Wholesale [GRI 401-3]

The return to work rate for employees who took parental leave is: 73.8%

	Women	Men
Number of Wholesale employees entitled to parental leave in 2024	3 366	6 417
Number of Wholesale employees who took parental leave in 2024	446	267
Number of Wholesale employees who returned to work after parental leave ended	272	254
Number of Wholesale employees who returned to work after parental leave ended and were still employed 12 months after their return to work	361	248

Diversity of employees in Wholesale [GRI 405-1]

Number of employees in Wholesale:

	Women	Men
Under 30 years old	1 719	3 056
30-50 years old	6 546	9 811
Over 50 years old	4 354	5 880

The indicators for employees by age and gender refer exclusively to the employed workers according to GRI 2-7. Non-employed workers are disregarded.

Ratio of basic salary and remuneration of women to men in Wholesale [GRI 405-2]

The following applies to all Transgourmet national subsidiaries: since 2020, Coop has held the Swiss Association for Quality and Management Systems (SQS) “Fair Compensation” certification for the Coop Cooperative as part of the Coop Group. The “Fair Compensation” certificate confirms that Coop’s remuneration policy satisfies the criteria for compliance with fair compensation. This is also proof that, at Coop, all employees have the same opportunities, regardless of gender or background. In 2024, Coop successfully passed the annual audit following its certification for the “Fair Compensation” certificate.

Transgourmet Switzerland: Transgourmet Switzerland has held the “Fair Compensation” certificate from SQS since 2021.

Transgourmet Germany: At Transgourmet Germany and its subsidiaries EGV and Frischeparadies, a pay policy is implemented that ensures employees have the same opportunities regardless of ethnic origin and gender. Among other things, this also includes access to the same training programmes and equal participation by women and men in management roles.

Transgourmet Austria: All workers have the same opportunities regardless of gender or ethnic origin. Defined salary bandwidths apply for each position; they include a minimum starting salary and are published on an annual basis following statutory collective bargaining negotiations. There are also roles where compensation is based on the collective bargaining agreement; following the third year of affiliation, an overpayment of EUR 50 is guaranteed. No distinctions are made based on gender.

There are no additional disclosures on the ratio of basic salary and remuneration of women to men at Transgourmet France, Transgourmet Ibérica, Transgourmet Poland or Selgros România.

Incidents of discrimination and corrective actions taken in Wholesale [GRI 406-1]

In 2024, two incidents were recorded in Wholesale.

Transgourmet Switzerland: The defined process is implemented in the case of discrimination incidents. This includes investigations, measures and the imposition of sanctions. An action plan is implemented in accordance with internal processes. As at 31 December 2024 there were no known outstanding cases.

Transgourmet Austria: The two incidents of discrimination that were reported via the whistleblower platform in 2024 were concluded, and the individual incidents are no longer the subject of any measures. Each individual case was considered in detail.

No incidents of discrimination were recorded at Transgourmet France, Transgourmet Ibérica or Selgros România in 2024. There is no information on the status of any incidents and the measures taken at Transgourmet Germany or Transgourmet Poland.

MEASURES

- Raising employee awareness of justice issues with various training and e-learning courses (gender equality, measures to ensure non-discrimination in recruitment)

TRAINING AND PROFESSIONAL DEVELOPMENT

EFFECTIVE TALENT DEVELOPMENT

MANAGEMENT APPROACH [GRI 3-3]

To us, sustainability means first and foremost having a forward-looking mindset. Therefore, we regard nurturing our specialists as essential to the company's success. As an exemplary and diverse provider of apprenticeships, we would like to give our trainees the best possible grounding for the world of work, in all areas. Through targeted and effective talent management, at the Coop Group we offer our employees clear prospects for the future. We identify suitable promotion and professional

development opportunities for all our employees, to equip them for new challenges and tasks: as well as a wide range of internal development opportunities, we also support external training and professional development. We attach importance to the individual benefit for employees who complete the training and particularly encourage our employees in Switzerland to undertake courses leading to a nationally recognized qualification.



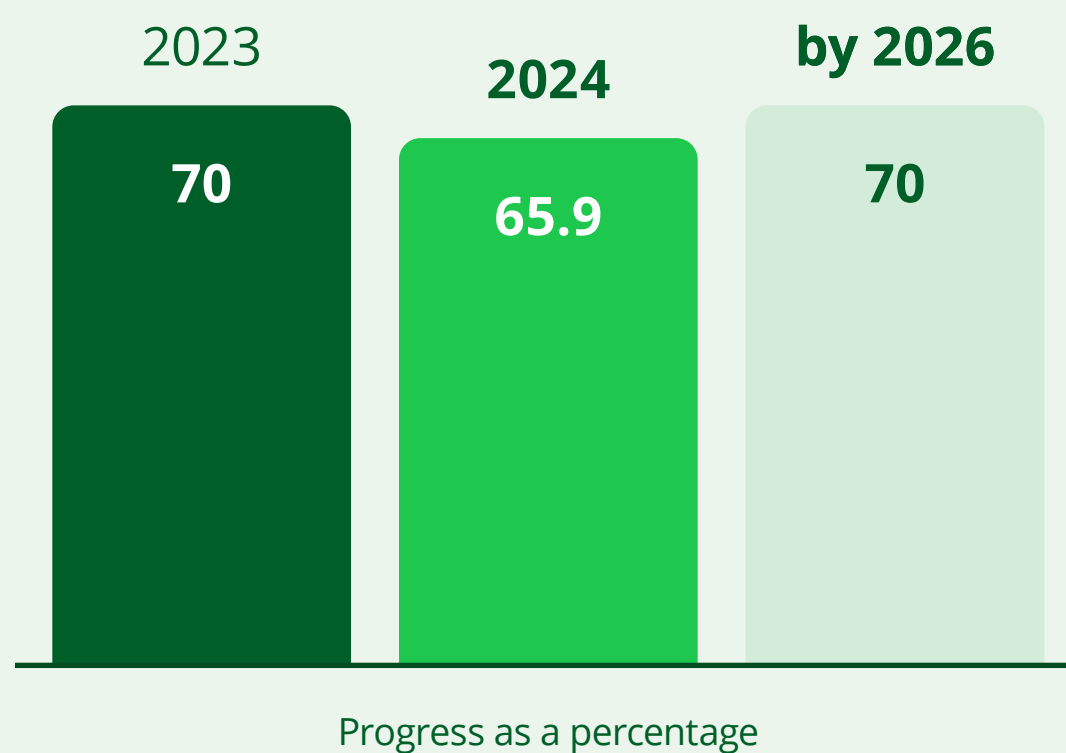
FIELD OF ACTIVITY 20: WE INVEST IN OUR EMPLOYEES

Alignment with UN Sustainable
Development Goals



TARGET 1: RETAIL

EACH YEAR WE OFFER A TRAINING POSITION TO AT LEAST 2000 PEOPLE. 70% OF OUR TRAINEES STAY WITH US AFTER THEY HAVE FINISHED THEIR TRAINING.



COMMENTS

With 2445 apprentices, we trained more apprentices than any other business in the Swiss retail sector in 2024 and we were able to keep 65.9% of apprenticeship graduates in employment after finishing their training.

TARGET 2: RETAIL

ALL EMPLOYEES TAKE PART IN AT LEAST ONE TRAINING OR PROFESSIONAL DEVELOPMENT OPPORTUNITY EACH YEAR, MANAGERS TAKE PART IN FOUR.

COMMENTS

In 2024, 84.4% of our employees and 75.0% of our employees in management positions completed the intended number of training and professional development courses.

NOTE

The data collected on training ratios refers exclusively to directly employed workers. The annual target values for this multi-year target have been adjusted.

Average hours spent on training and professional development each year per employee in Retail ^[GRI 404-1]

In 2024, workers employed in Retail completed a total of 579 091 hours of training and professional development. An average of 12.3 hours of training were undertaken per person.

	Employed women	Employed men
Total hours of training and professional development undertaken in 2024	281 638	297 453
Average hours of training undertaken	9.8	16.2

The basis for calculation of the disclosures listed under GRI 404-1 is the average number of employees, excluding apprentices. A number of companies do not publish any data on training hours; the disclosures on average training hours undertaken are therefore distorted.

Programmes for upgrading employee skills and transition assistance programmes in Retail [GRI 404-2]

Coop employees benefit from a comprehensive range of internal and external training programmes. Around 400 internal courses on a wide variety of specialist and management topics can be attended at one of the approximately 15 Coop training centres. In addition, a further 250 or so e-learning courses are available at any time regardless of location. For career starters, the Coop Campus provides a wide range of topics and opportunities during the onboarding process. This includes specialist courses at career starter level, development programmes and coaching in preparation for future leadership roles. Long-standing, experienced employees can deepen their skills by sharing experience with experts and via courses offered up to university

of applied sciences level. Where specialist skills need to be developed, Coop supports its employees both in terms of time and financially when attending external training.

More information:

www.coopjobs.ch (available in German, French and Italian)

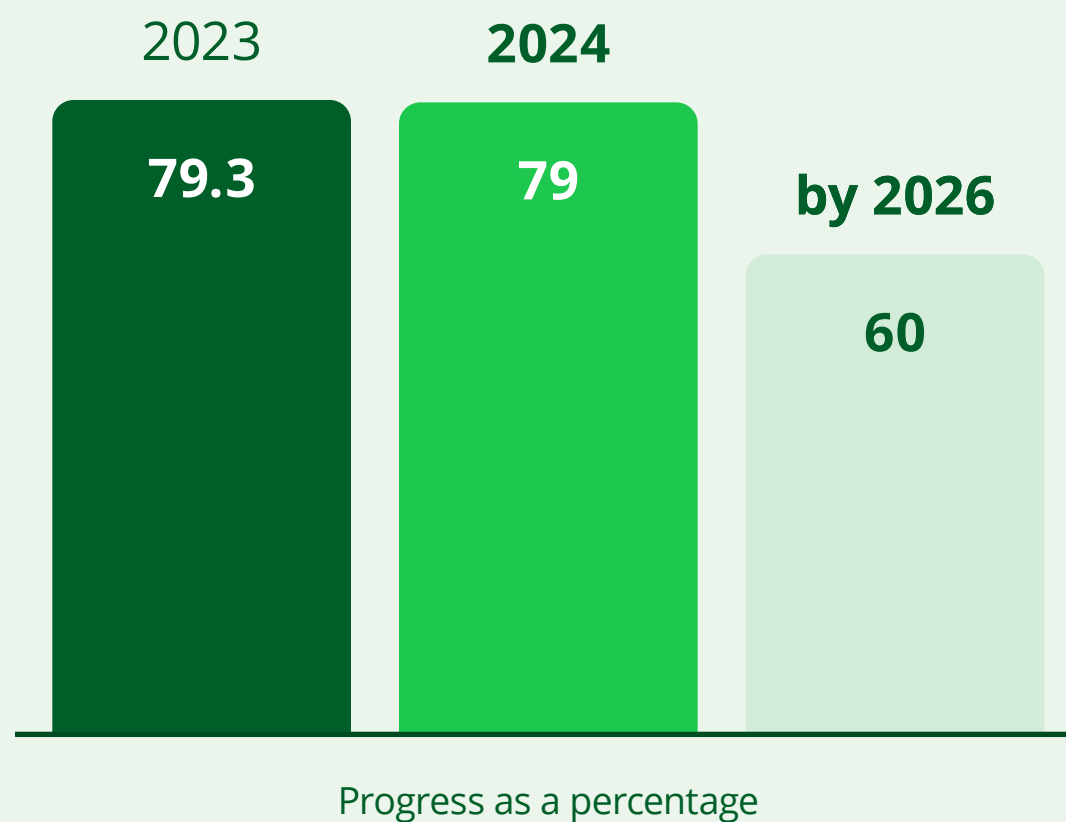
Coop employees leaving the company benefit from a range of course and support opportunities, such as preparation for retirement. In the event of extensive restructuring programmes, they benefit from a range of job coaching and job centre measures.

Percentage of employees in Retail receiving regular performance and career development reviews [GRI 404-3]

The percentage of employees in Retail receiving regular performance reviews and career development reviews in 2024 was 92.0%. This figure is not broken down by gender. Only an overall figure is available.

TARGET 3: RETAIL

60% OF OUR MANAGEMENT POSITIONS ARE FILLED BY INTERNAL CANDIDATES.



COMMENTS

79.0% of our management positions were filled internally in 2024.

More information:

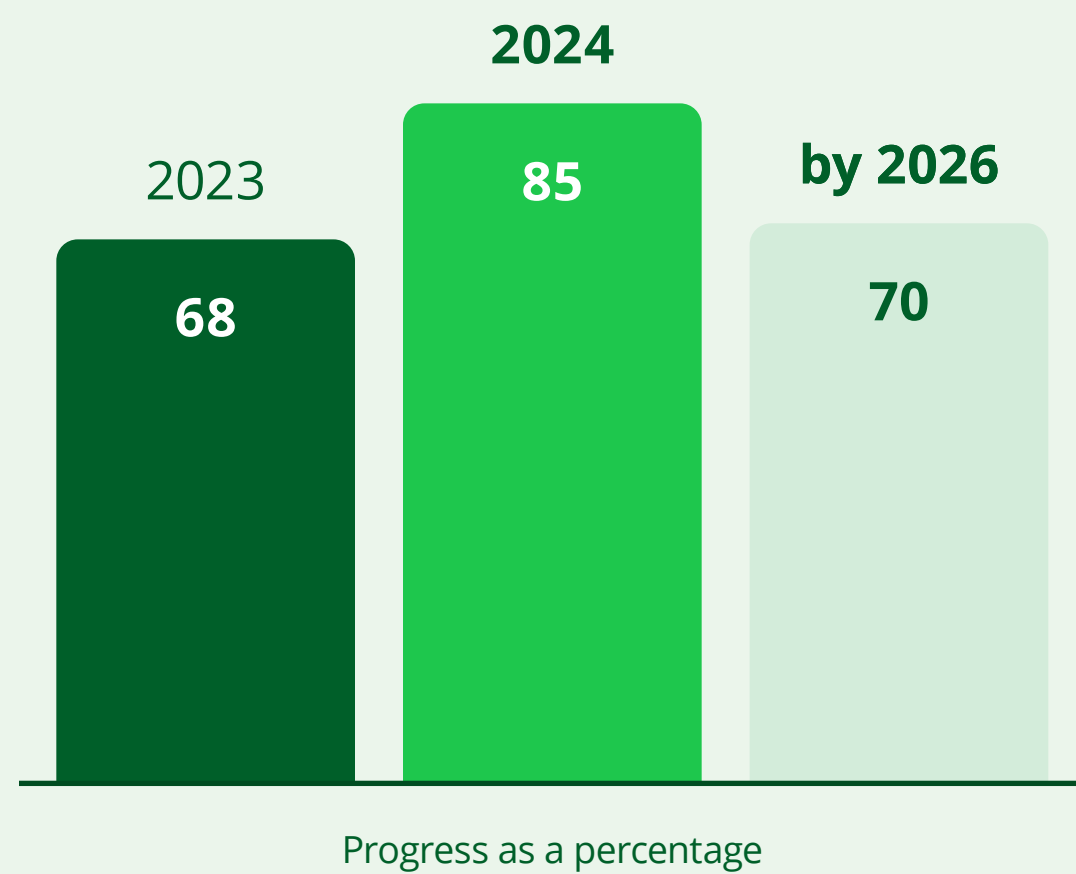
[Coop Cooperative Collective Employment Agreement](#),
[Policy Paper on Sustainable Personnel Management](#)

MEASURES

- Solid professional training: foundation for long-term career success
- Wide range of opportunities: trainees, language placements, exchange programmes with partner firms, practical training placements for academically weak school leavers
- Feedback culture: regular performance and development reviews for all employees
- Application process: new, state-of-the-art application option via WhatsApp
- Coop Campus: current offering of internal courses, leadership training and e-learning
- Programme for career changers – facility supervisor, baker/pastry chef, driver, meat and fish employee, chef

TARGET 1: PRODUCTION

EACH YEAR WE OFFER A TRAINING POSITION TO AT LEAST 2000 PEOPLE. 70% OF OUR TRAINEES STAY WITH US AFTER THEY HAVE FINISHED THEIR TRAINING.



85.0%

COMMENTS

In 2024, there were 206 apprentices, and we were able to keep 85.0% of apprenticeship graduates in employment after they completed their training.

TARGET 2: PRODUCTION

ALL EMPLOYEES TAKE PART IN AT LEAST ONE TRAINING OR PROFESSIONAL DEVELOPMENT OPPORTUNITY EACH YEAR, MANAGERS TAKE PART IN FOUR.

COMMENTS

In 2024, 85.2% of our employees and 84.3% of our employees in management positions completed the intended number of training and professional development courses.

NOTE

The annual target values for this multi-year target have been adjusted.

Average hours spent on training and professional development each year per employee in Production ^[GRI 404-1]

In 2024, workers employed in Production completed a total of 18 162 hours of training. An average of 1.3 hours of training were undertaken per person.

	Employed women	Employed men
Total hours of training and professional development undertaken in 2024	5 676	12 486
Average hours of training undertaken	1.1	1.5

The basis for calculation of the disclosures listed under GRI 404-1 is the average number of employees, excluding apprentices. A number of companies do not publish any data on training hours; the disclosures on average training hours undertaken are therefore distorted.

Programmes for upgrading employee skills and transition assistance programmes in Production ^[GRI 404-2]

Bell Food Group offers various internal and external development measures. Close cooperation with the Coop Campus is maintained in Germany, Austria, Switzerland and Liechtenstein. To foster greater networking and the dissemination of uniform principles, development measures for the non-German-speaking area will be more centrally coordinated in the future. In all other cases, training programmes are provided on a country-specific basis. Bell Food Group's HR development concept was revised and adopted by the Group Executive Board in 2024.

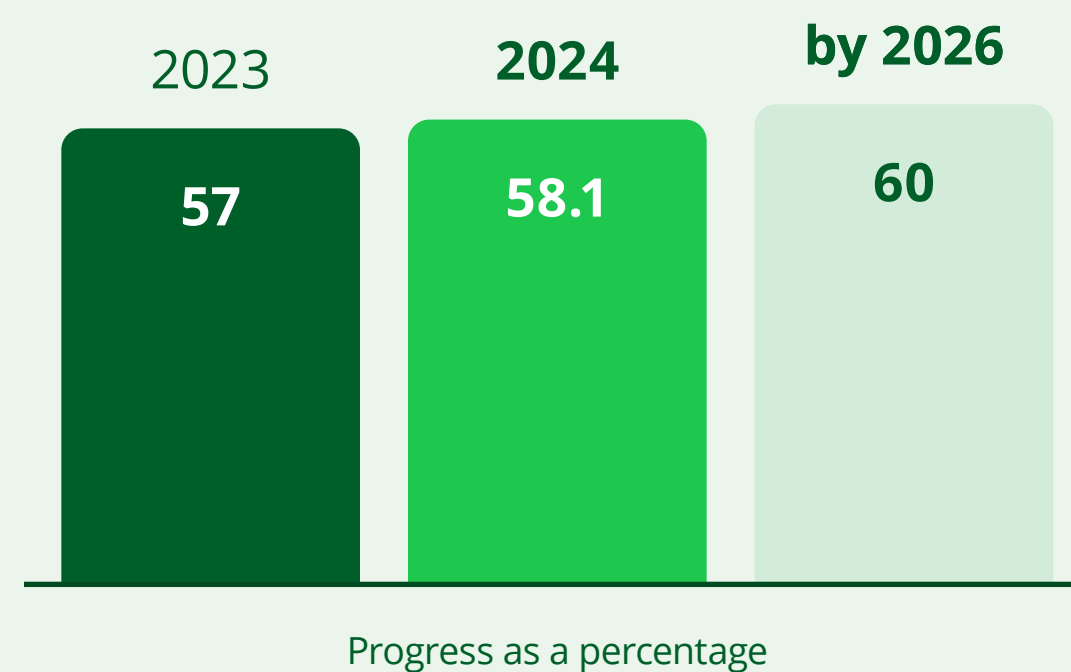
Transition assistance programmes that facilitate continued employability and the transition to retirement, or provide support in the event of redundancy, include the following: "Bow career" concept, models for partial retirement and succession management for managers within all business units of Bell Food Group. Individual solutions are sought in all cases.

Percentage of employees in Production receiving regular performance and career development reviews ^[GRI 404-3]

The percentage of employees in Production receiving regular performance reviews and career development reviews in 2024 was 69.1%. This figure is not broken down by gender. Only an overall figure is available.

TARGET 3: PRODUCTION

60% OF OUR MANAGEMENT POSITIONS ARE FILLED BY INTERNAL CANDIDATES.



COMMENTS

58.1% of our management positions were filled internally in 2024.

More information:

[Coop Cooperative Collective Employment Agreement](#), [Bell Food Group Information](#), [Policy Paper on Sustainable Personnel Management](#)

MEASURES

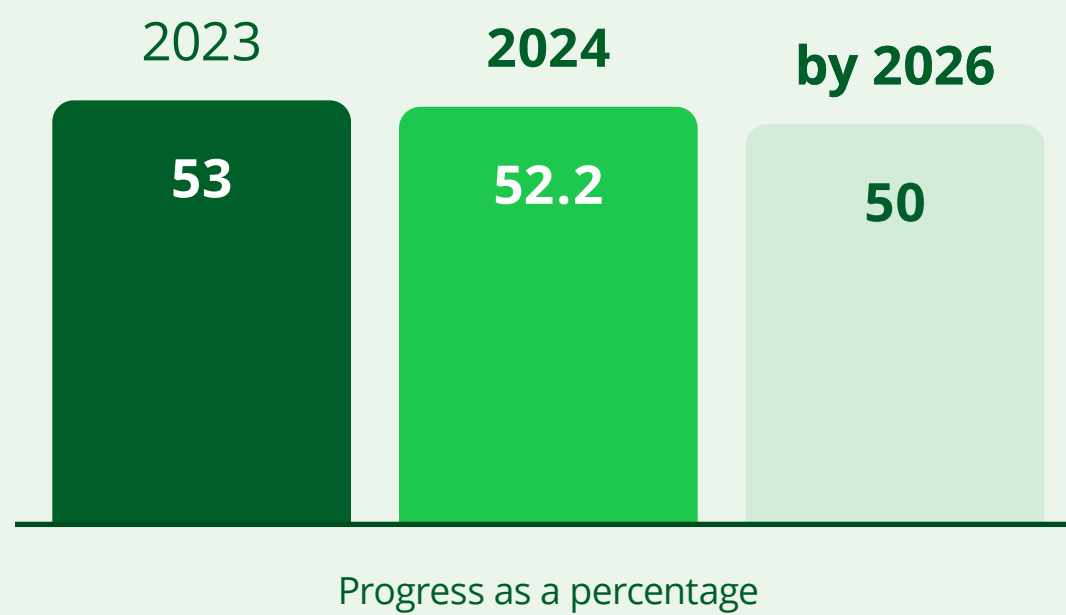
- Solid professional training: promotion of basic training and dual training in all work areas
- Vocational training fairs: attendance at vocational training fairs
- Advanced training: offering numerous training courses
- Feedback culture: regular performance and development reviews for 100% of employees
- Programme for career changers – facility supervisor, baker/pastry chef, driver, meat and fish employee, chef

TARGET 1: WHOLESALE

EACH YEAR WE OFFER A TRAINING POSITION TO AT LEAST 700 PEOPLE.

50% OF OUR TRAINEES STAY WITH US AFTER THEY HAVE FINISHED THEIR TRAINING.

52.2%



COMMENTS

In 2024, there were 821 apprentices, and we were able to keep 52.2% of apprenticeship graduates in employment after they completed their training.

TARGET 2: WHOLESALE

ALL EMPLOYEES TAKE PART IN AT LEAST ONE TRAINING OR PROFESSIONAL DEVELOPMENT OPPORTUNITY EACH YEAR, MANAGERS TAKE PART IN FOUR.

COMMENTS

In 2024, 88.2% of our employees and 84.9% of our employees in management positions completed the intended number of training and professional development courses.

NOTE

The annual target values for this multi-year target have been adjusted.

Average hours spent on training and professional development each year per employee in Wholesale ^[GRI 404-1]

In 2024, workers employed in Wholesale completed a total of 340 123 hours of training and professional development. An average of 11.4 hours of training were undertaken per person.

	Employed women	Employed men
Total hours of training undertaken in 2023	162 600	177 523
Average hours of training undertaken	13.3	10.1

The basis for calculation of the disclosures listed under GRI 404-1 is the average number of employees, excluding apprentices. A number of companies do not publish any data on training hours; the disclosures on average training hours undertaken are therefore distorted.

Programmes for upgrading employee skills and transition assistance programmes in Wholesale ^[GRI 404-2]

Transgourmet Switzerland: More than 60 internal training and development courses are available. In addition, employees can use the Coop Campus. This is complemented by career changer programmes and support with adult education. In addition, there are specific offerings on the topics of resilience and preparing for retirement, for example.

Transgourmet Germany: At Transgourmet Germany and its subsidiaries, an extensive professional development offering is available. This includes:

- Training via the Transgourmet Campus
- “PEP – personality and prospects for young talent” programme
- Management development programmes for all levels
- Project management training
- Qualification for sales force deployments
- Financial support for various training programmes
- Trainee programmes for external career starters aiming to take up an operational management position
- Training for aspiring managers
- Initial training plans for new employees
- Individual training programmes

At Transgourmet Germany, there are part-time models for older employees as a form of transition assistance, which facilitate the maintenance of employability and support career endings due to retirement.

Transgourmet France: The training modules offered are developed based on a skills-oriented approach. This approach enables persons to develop the knowledge required for their profession, enabling them to remain employable in the long term. In the event of impending retirement, specific courses on preparing for retirement are organized.

Transgourmet Ibérica: Training programmes and courses are developed in partnership with external and internal specialists. These are concentrated on sales techniques, product development, language, leadership and cooperation. At Transgourmet Ibérica, there are no transition assistance programmes provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.

Transgourmet Austria: Each manager is tasked with conducting employee appraisals with all employees in their respective area of responsibility. This is the basis for shared skill analysis as well as further skill development. It enables employees to prepare for taking on new roles and areas of responsibility and supports them in terms of performing their day-to-day work.

If required, professional assistance is provided for reorientation or repositioning in the case of key roles and long-term employees. Early retirement planning for employees about to retire is part of the annual employee appraisal. This is particularly important in relation to management roles, given the need to ensure timely succession planning.

Transgourmet Poland: The available training opportunities comprise on-site training, remote training and e-learning aimed at improving management, personal and social skills. Product, process and legal training is also available. At Transgourmet Poland, there are no transition assistance programmes provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.

Selgros România: Training programmes and courses are developed in partnership with external and internal specialists. The "AGER+" internal succession planning programme is aimed at continuous employee development in order to utilize and retain existing potential. This includes interviews and assessments as well as the setting out of development

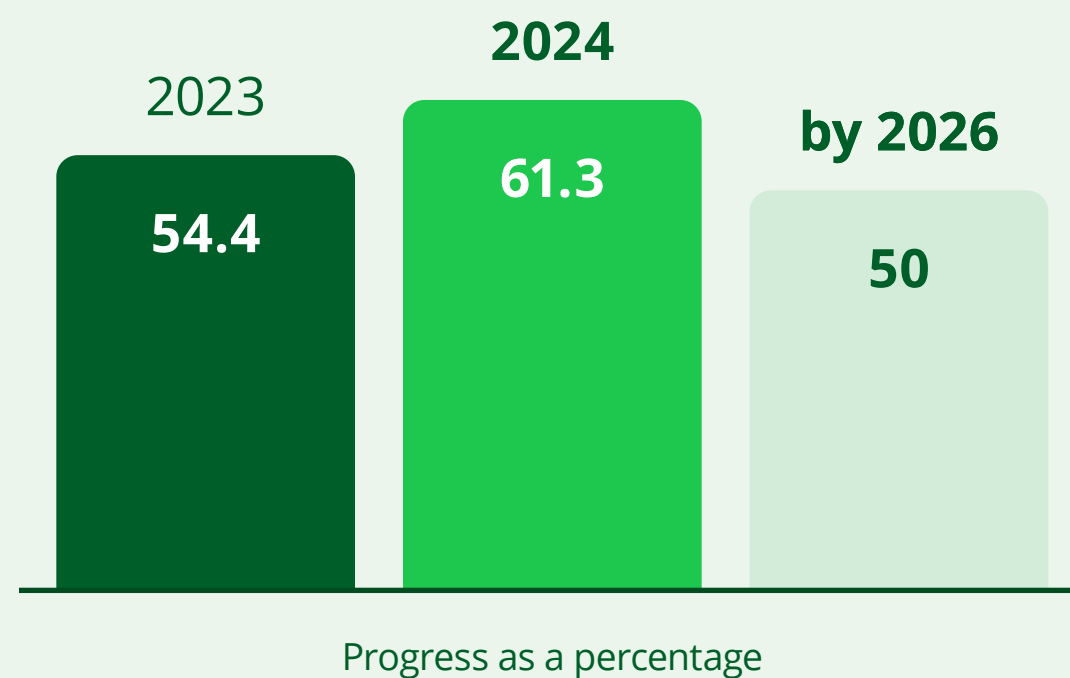
objectives and concrete development measures. A similar programme specifically for talented purchasers exists on the procurement side. In addition, a skills development programme is provided in order to ensure that vacant positions at the next level up can be filled. At Selgros România, there are no transition assistance programmes provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.

Percentage of employees in Wholesale receiving regular performance and career development reviews [GRI 404-3]

The percentage of employees in Wholesale receiving regular performance reviews and career development reviews in 2024 was 62.0%. This figure is not broken down by gender. Only an overall figure is available.

TARGET 3: WHOLESALE

50% OF OUR MANAGEMENT POSITIONS ARE FILLED BY INTERNAL CANDIDATES.



61.3%

COMMENTS

A great success: with 61.3% of management positions filled internally in 2026, we achieved our target.

MEASURES

- Solid professional training: cooperation with vocational training centres, vocational colleges and training companies as well as dual training
- Vocational training fairs: attendance at vocational training fairs and careers information days in schools

- Expansion of the training programme: trainees and interns
- Talent management: increase in individual promotion and continued employment rate
- Courses and supervisors: expansion of training run by trainee supervisors and of the range of courses
- Seminars: comprehensive seminar programme covering a wide range of subjects
- Resilience: additional training courses on crisis management
- Transgourmet Campus: training platform with e-learning courses

WORKPLACE HEALTH

MANAGEMENT APPROACH [GRI 3-3]

The health of our employees is of fundamental importance to the company's success. Accordingly, we are committed to our employees' occupational health and safety. We train our employees, and our apprentices in particular, on occupational health and safety. We provide any personal protective equipment needed. Employees must wear and use this equipment in accordance with the requirements. Both our managers and our trainers have access to training documents on hazard identification and risk assessment and we encourage them to raise awareness of these issues among their

employees and apprentices. Satisfied employees are part and parcel of a successful company. Therefore, we are dedicated to ensuring that our employees feel content at Coop and to keeping the rate of turnover low. Employees throughout the Coop Group in Switzerland have various opportunities to take part in sports events at a discounted rate. Our hope is that this will inspire our employees to do sport and reap the health benefits. Similar offerings, some of them run by the company, are available at the Bell Food Group and the Transgourmet national subsidiaries.



FIELD OF ACTIVITY 21: WE CARE ABOUT THE HEALTH OF OUR EMPLOYEES IN THE WORKPLACE

Alignment with UN Sustainable
Development Goals



TARGET: RETAIL

WE KEEP OUR TURNOVER RATE FOR EMPLOYEES ON A MONTHLY SALARY LOW AT A MAXIMUM OF 15%.



COMMENTS

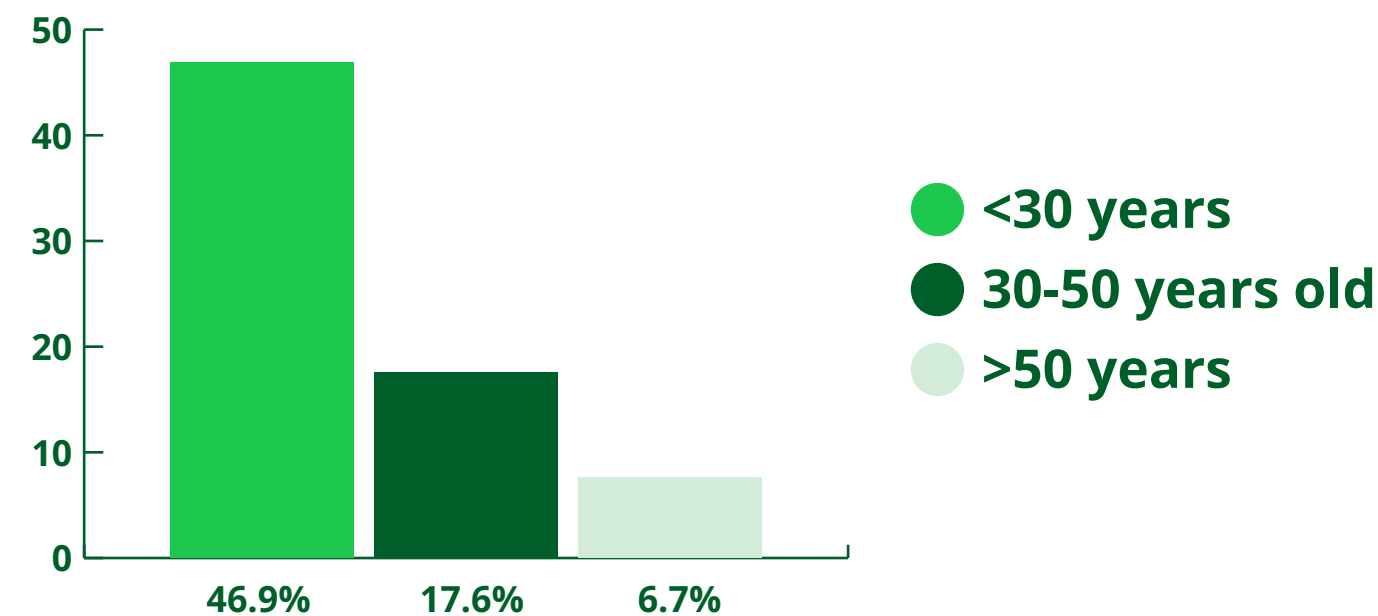
A great success: with a turnover rate of 14.8%, we have achieved our target for 2026.

New employee hires and employee turnover in the Coop Group [GRI 401-1]

New employee hires by age and gender

Age	Number of women	Number of men
Under 30 years old	3 188	4 524
30-50 years old	3 481	4 675
Over 50 years old	905	960

Rate of new employee hires by age group*



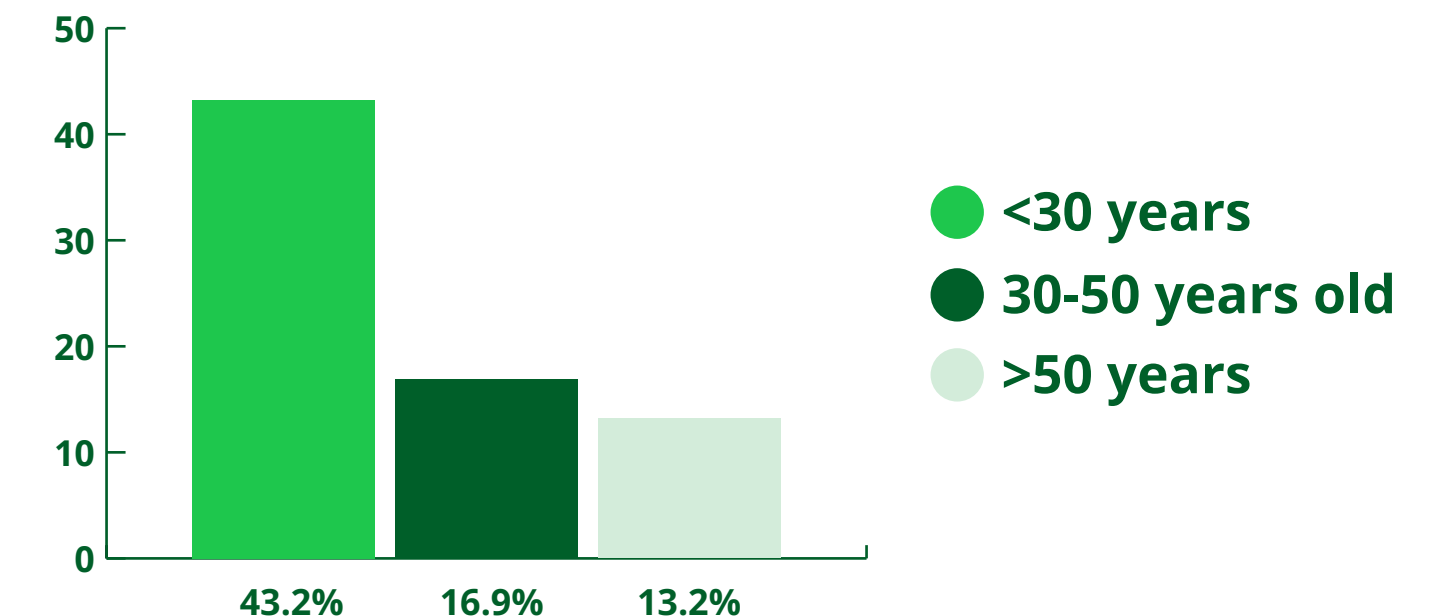
NOTE

The annual target value for the multi-year target for turnover rate has been adjusted. The multi-year target for needs-based health programmes will no longer be tracked as of the 2024 reporting year.

Leavers by age and gender

Age	Number of women	Number of men
Under 30 years old	3 440	3 664
30-50 years old	3 512	4 310
Over 50 years old	1 942	1 740

Rate of employee turnover by age group*



*The entry and turnover rates by age group refer to the average number of employees in the respective age group during the reporting year (excluding trainees)

Benefits provided to full-time Retail employees that are not provided to temporary or part-time employees [GRI 401-2]

Employees benefit from attractive discounts and employment conditions as well as additional fringe benefits. More information on the key benefits can be found at: www.coopjobs.ch (available in German, French and Italian)

All locations at which a consolidated company of the Coop Group performs activities and workers engage in activities, including sales outlets, logistics, production and administration, are deemed significant locations of operation. No distinction is made between “significant” and other locations of operation.

Minimum notice periods regarding operational changes in the Coop Group [GRI 402-1]

The minimum notice period which employees of the Coop Group Cooperative and their representatives are typically given before the implementation of significant operational changes that may materially impact them is four weeks in the vast majority of cases.

Hazard identification, risk assessment and incident investigation in Retail [GRI 403-2]

The risk assessment of workplaces and systematic investigation of incidents are elements of the various safety systems that are implemented on an almost group-wide basis at Coop in Switzerland (sector solutions, individual solutions). They are based on recognized methods and implemented by trained personnel. This may take place via external, certified service providers. Workplaces not involving particular risks constitute an exception. The risk assessment is carried out systematically for all relevant workplaces and based on a method that uses the latest technology available.

To evaluate and continuously improve the management of workplace health and safety, the defined measures and accident statistics are aggregated and assessed annually. This may take place in cooperation with the accident insurer or directly via the specialist units. The specialist units are consulted for the regular review of safety guidelines.

Coop Group workers have a range of options available for reporting on workplace health and safety matters. As a general rule, they can approach their line manager. However, the various security service teams, staff councils, internal welfare services and internal audit reporting unit can also be contacted.

In principle, all employees have the opportunity to intervene in hazardous situations and to interrupt the task until the hazardous situation is resolved.

Incidents must always be reported, irrespective of the degree of severity and the employment status of the person affected. Specialist trained personnel assess the reports and conduct an examination in accordance with the severity of the incident. Annually produced accident statistics enable smaller but recurring incidents to be identified. This can be used to derive and define measures for avoiding such incidents in future. The emphasis is on close cooperation with the accident insurer. Where appropriate, findings are exchanged on a group-wide basis in order to avoid future incidents. Regular internal and/or external audits as well as safety patrols round off the safety measures and ensure effective prevention. The internal safety specialists are available group-wide.

Worker participation, consultation and communication on occupational health and safety in Retail [GRI 403-4]

Preventive action and safety measures apply to all workers, irrespective of the nature of their employment relationship. Coop Group workers have a range of options for discussing workplace health and safety as well as putting forward suggestions and ideas. As a general rule, they can approach their line manager; however, the various security service teams, staff councils, internal welfare services and the internal audit reporting unit can also be contacted anonymously. The internal specialists are trained in accordance with the regulations of the Federal Coordination Commission for Occupational Safety (FCOS). External contracting partners are consulted where expertise is not available internally within the Group. Furthermore, employees can also submit reports to public bodies on an anonymous basis. The topic of occupational health and safety is addressed by various committees. This may be done with the Executive Committee, depending on the Group area. Generally speaking, however, it takes place during the negotiations on the collective employment agreement based on reports from employees or based on official interventions.

Worker training on occupational health and safety in Retail [GRI 403-5]

Training on the topic of workplace health and safety takes place on a regular basis and virtually everywhere within the Coop Group. New joiners are informed about security and safety measures on most induction days.

Prevention and mitigation of occupational health and safety impacts directly linked by business relationships in Retail [GRI 403-7]

Our in-house principles also apply to our business partners. These principles are laid down in the Code of Conduct and in the General Terms and Conditions for Goods Deliveries.

Work-related injuries in the Coop Group [GRI 403-9]

Employees:

Number of fatalities as a result of work-related injuries	0
Number of high-consequence work-related injuries	112
Number of recorded work-related injuries	4 749
Number of hours worked	142 365 133

Accident and illness data were collected group-wide for sustainability reporting for the first time in the 2023 reporting year. In defining the categorization of work-related injuries, the figures are subject to country-specific differences. Group-wide reporting of these indicators is still under development.

Within Wholesale, the key figures for the 2024 reporting year have not yet been collected in full in all areas. To ascertain work-related injuries within the GRI 403-9 framework, the following definition was developed for the Coop Group. It deviates in some respects from the Global Reporting Initiative/GRI definitions:

- 403-9ai & 403-9bi: Fatalities as a result of work-related injuries include all deaths reported to the insurer
- 403-9aaii & 403-9bii: High-consequence work-related injuries are defined as all cases involving an absence of more than 112 days for the Coop Cooperative. For the other companies, distinctions are made in accordance with country-specific legislation.
- 403-9aiii & 403-9biii: Work-related injuries encompass all claims reported to the insurer.

The data from certain business divisions deviate from this definition. Data collection will be further improved in the 2025 reporting year to ensure consistent reporting within the Coop Group.

Workers who are not employees but whose work and/or workplace is controlled by the Coop Group:

Number of fatalities as a result of work-related injuries	0
Number of high-consequence work-related injuries	36
Number of recorded work-related injuries	255
Number of hours worked	2 246 018

The definition of accidents and illnesses for non-employed staff members follows the definition used for employees of the respective company. Data for non-employed staff were extensively collected for the 2024 reporting year for the Coop Cooperative and a few other units within the group. Data collection will be further improved in the 2025 reporting year to ensure consistent reporting within the Coop Group. The measures to minimize the risks of fatalities and injuries, defined through regular audits and incident assessments, are generally recorded electronically, so that they can be monitored. These measures are many and varied. Common measures include retrofitting technical facilities, machinery, or workflows and providing personal protective equipment. Data collection will be further improved in the 2025 reporting year to ensure consistent reporting within the Coop Group.

Rates

Rate of fatalities among employees	0
Rate of high-consequence work-related injuries among employees	0.8
Rate of recordable work-related injuries among employees	33.4

The rates were calculated on the basis of 1 000 000 hours worked. Workers who are not employees were not considered when calculating the rates, as no data were collected at manufacturing companies that are not part of the Coop Cooperative, nor in Wholesale.

The main types of work-related injuries (includes employees and workers who are not employees): bruising, falls, cuts, sprains/twists, pulled muscles, contusions, swelling, fractures and tears. The companies of the Coop Group comply with national legislation, which serves as the basis for guidelines and directives. These include standards or processes for conducting risk assessments and checks and describe how these are to be carried out. Furthermore, internal audits and hazard assessments are conducted at each location according to standardized procedures and documentation, with reference also to the analysis of accident statistics from insurers. Across

the Group, activities in the different work areas vary greatly. This results in various hazards which, in 2024, led to significant injuries, chiefly involving machinery or means of transport.

All locations have standardized documents that set out the measures; measures are evaluated on a regular basis based on these documents. They include structural, specialist as well as social measures to support workers. The measures are implemented in various ways, for instance via digital training, prevention campaigns, further training and group training. The measures defined through regular audits and incident assessments are generally recorded electronically, so that they can be monitored. These measures are many and varied.

In terms of the GRI 403-9 disclosures, all workers based on GRI 2-7 and GRI 2-8 are taken into account. However, workers who left during the year as well as fixed-term hourly paid employees that are not included in GRI 2-7 are also covered.

For the Coop Cooperative, the data is prepared by the accident insurer Suva based on actual incident reports/cases. Generally, the data for the Coop Group is prepared by the accident insurer concerned, based on actual incident reports/cases. Depending on the company and country involved, these are not cases notified to an accident insurance company, but those reported to entities such as the state labour inspectorate or social insurance institution.

Work-related ill health in the Coop Group [GRI 403-10]

Employees:

Number of fatalities as a result of work-related ill health	0
Number of cases of recordable work-related ill health	23

Accident and illness data was collected group-wide for sustainability reporting for the first time in the 2023 reporting year. Typically, there are some differences between these indicators depending on each country. Group-wide reporting of these indicators is still under development. Within Whole-

sale and Bell Food Group, the key figures for the 2024 reporting year have not yet been collected in full in all areas. The various business segments may have applied different definitions for the accident categories when collecting data for the 2024 reporting year. Data collection will be further improved in the 2025 reporting year to ensure consistent reporting within the Coop Group.

Main types of work-related ill health:

- For the 2024 reporting year, there are few cases of illness under investigation within the Coop Cooperative, and most of those involve allergic reactions.
- Within Bell Food Group, the most frequent types of work-related ill health are recorded and assessed for each country. Workplace safety standards and practices are individually governed at the local level at each location.
- No data on the types of work-related ill health is available for some Transgourmet national subsidiaries for the 2024 reporting year. The reason is a lack of information on the part of insurers or company agreements that prohibit the communication of data. According to the available data, in Wholesale, musculoskeletal disorders are among the most significant types of work-related ill health.

Workers who are not employees but whose work and/or workplace is controlled by the Coop Group:

Number of fatalities as a result of work-related ill health	0
Number of cases of recordable work-related ill health	1

As data on GRI 403-10 was collected for the first time in 2023, the figures on non-employed workers of Bell Food Group and some Transgourmet national subsidiaries are not yet complete for the 2024 reporting year. Data collection will be further improved in the 2025 reporting year to ensure consistent reporting within the Coop Group.

Work-related hazards that involve a risk of ill health vary depending on the professional field and activity. No data is collected for Bell Food Group on work-related hazards that involve a risk of ill health, or on measures to eliminate these hazards. At various Transgourmet national subsidiaries, the hazards were defined through in-house risk analysis or defined as such by the respective legislation in force. This includes the manual handling of heavy items, bad posture, and other consequences associated with monotypic work methods.

No comprehensive data is available from Transgourmet national subsidiaries on the question of which of these risks caused illness or contributed to illness in 2024. The available data is focused on the handling of heavy items and failure to wear protective clothing.

All locations have standardized documents that set out the measures; measures are evaluated on a regular basis based on these documents. They include structural, specialist as well as social measures to support workers. The measures are implemented in various ways, for instance via digital training, prevention campaigns, further training and group training. The measures defined through regular audits and incident assessments are generally recorded electronically, enabling them to be monitored. The measures derived are many and varied.

In addition to GRI 2-7 and GRI 2-8, workers who left during the year and fixed-term hourly paid employees are also included in the disclosures. Contrary to the GRI 2-7 and GRI 2-8 data, the disclosures for GRI 403-10 do not include the following companies: Coop Vitality AG, Eurogroup Far East Ltd., Halba, Transgourmet Ibérica, and a few subsidiaries of Transgourmet Germany.

For the Coop Group, particularly in Switzerland, 403-10a data is collected by the accident insurance company in compliance with Annex I of the Accident Insurance Ordinance (AIO) and the relevant definitions of occupational illnesses. If an occupational illness cannot be clearly identified in accordance with Annex I of the AIO, the affected person is subject to the Health Insurance Act and is not included in this disclosure. Depending on the company and country, these are not cases reported to accident insurers but internal data collected, for instance.

MEASURES

- Attractive employment conditions: Code of Conduct, collective employment agreement, benefits and discounts, Meet and Eat events
- Job Center: all employees affected by restructuring receive an internal job offer
- Prevention: Investigating viable prevention measures for employees with a high rate of absence
- Work-life balance: working hours (41-hour week) and holidays (employees: five weeks; apprentices: six weeks)
- Training courses: training module “Health-promoting leadership for managers” and training module “Safety in stores for managers in retail”
- Ergofit programme: early detection and training for employees in the Logistics Business Unit
- Build-up of resources: decision to increase personnel of specialist unit “Occupational Health Management”

TARGET: PRODUCTION

WE KEEP OUR TURNOVER RATE FOR EMPLOYEES ON A MONTHLY SALARY LOW AT A MAXIMUM OF 15%.



COMMENTS

A great success: with a turnover rate of 12.6%, we have achieved our target for 2026.

NOTE

The annual target value for the multi-year target turnover rate has been adjusted. The multi-year target for needs-based health programmes will no longer be tracked as of the 2024 reporting year.

Benefits provided to full-time employees in Production that are not provided to temporary or part-time employees [GRI 401-2]

The benefits provided to full-time and part-time employees are the same. In most cases there are country-specific differences. All locations at which a consolidated company of the Coop Group performs activities and workers engage in activities, including sales outlets, logistics, production and administration, are deemed significant locations of operation. No distinction is made between “significant” and other locations of operation.

Hazard identification, risk assessment and incident investigation in Production [GRI 403-2]

Responsibility for workplace safety at Bell Food Group lies with business and area managers. Each site has its own workplace safety concept, which as a minimum matches the respective legal requirements. Risks to employees are systematically assessed in order to implement effective prevention and protection measures.

Regular training on workplace safety, strict adherence to statutory regulations and clear codes of conduct are key elements of the safety strategy. In addition, medical examinations are performed at multiple sites. With a view to continuous improvement, health and safety processes are subject to regular internal and external audits.

We do not distinguish between directly and indirectly employed persons. Preventive action and safety measures apply to all workers, irrespective of the nature of their employment relationship.

Bell Food Group attaches great importance to health and safety in the workplace in the context of the “TopX” improvement management system. Feedback from employees, which is actively sought and obtained through regular shop floor meetings, is a key component of this commitment. In addition, workers can report any work-related hazards and dangerous situations to their line managers directly.

In terms of the guidelines and procedures for enabling workers to leave work situations that in their view could cause injuries or illnesses, as well as for the investigation of work-related incidents, the legal requirements of the countries where the sites are located are implemented by Bell Food Group. The responsibility for these matters lies with business and area managers.

Worker participation, consultation and communication on occupational health and safety in Production [GRI 403-4]

We do not distinguish between directly and indirectly employed persons. Preventive action and safety measures apply to all workers, irrespective of the nature of their employment relationship. No systematic collection takes place for Bell Food Group. Responsibility for achieving targets and implementing the defined actions in relation to health lies with HR heads, who in turn report to the Head of Human Resources at Bell Food Group. Overall responsibility for workplace safety at Bell Food Group lies with business and area managers; see GRI 403-2.

Worker training on occupational health and safety in Production [GRI 403-5]

We do not distinguish between directly and indirectly employed persons. Preventive action and safety measures apply to all workers, irrespective of the nature of their employment relationship.

No systematic collection takes place for Bell Food Group. Overall responsibility for workplace safety at Bell Food Group lies with business and area managers; see GRI 403-2.

Prevention and mitigation of occupational health and safety impacts directly linked by business relationships in Production [GRI 403-7]

Contractors who are carrying out work on the production site receive safety instructions and commit to complying with these rules by means of a signature.

MEASURES

- Attractive employment conditions: Code of Conduct, collective employment agreement, benefits and discounts, Meet and Eat events
- Health and safety: Occupational Health Management and safety at work
- Equal pay analysis: performance of equal pay analyses to eradicate inequalities

TARGET: WHOLESALE

WE KEEP OUR TURNOVER RATE FOR EMPLOYEES ON A MONTHLY SALARY LOW AT A MAXIMUM OF 20%.



COMMENTS

A great success: with a turnover rate of 18.1%, we have achieved our target for 2026.

NOTE

The annual target value for the multi-year target turnover rate has been adjusted. The multi-year target for needs-based health programmes will no longer be tracked as of the 2024 reporting year.

Benefits provided to full-time employees in Wholesale that are not provided to temporary or part-time employees [GRI 401-2]

Transgourmet Switzerland: Employees benefit from attractive discounts and employment conditions as well as additional fringe benefits. They can view the relevant information on the Transgourmet intranet. All locations at which Transgourmet performs activities and workers engage in activities, including cash & carry warehouses, logistics, production and administration, are deemed significant locations of operation.

Transgourmet Germany: All Transgourmet Germany workers are entitled to the same benefits. All locations are deemed significant locations of operation in accordance with "Fiscal Code (AO) §12 Permanent establishments".

Transgourmet France: All Transgourmet France workers are entitled to the same benefits. All locations are deemed significant locations of operation.

Transgourmet Ibérica: All Transgourmet Ibérica workers are entitled to the same benefits. The 70 cash & carry stores and six distribution platforms and their area of influence are deemed significant locations of operation.

Transgourmet Austria: Transgourmet Austria does not offer life insurance cover to full or part-time employees. There is a health programme as well as a health officer for each location of operation. The programme can be accessed by all workers with a valid employment contract. Entitlement to unpaid parental leave is laid down in Austrian law. All rules regarding the topic of statutory maternity protection, unpaid parental leave and part-time parental leave are set out in the Austrian Maternity Protection Act and Parental Leave Act. Occupational pension provision is governed by Austrian law. Transgourmet Austria has concluded a contract with the VBV pension fund and all employees are covered by this occupational pension scheme. The contributions made are used to build up capital, which is paid out in the form of a retirement, survivor's, incapacity or disability pension in the event of a benefit case. Significant locations of operation for Transgourmet Austria,

according to the OECD Model Tax Convention, include all 16 Transgourmet Austria locations, including the cash & carry warehouses, Traun head office, Wolfau beverage production site, Bruck an der Mur coffee roasting plant and two subsidiaries Riedhart GmbH in Wörgl and Gastro Profi GmbH in Alkoven.

Transgourmet Poland: Life insurance, medical care, incapacity for work and disability insurance, parental leave, pension provision and other benefits are offered as standard to full-time employees of Transgourmet Poland. 19 wholesale warehouses, a food service warehouse and a head office are deemed significant locations of operation for Transgourmet Poland.

Selgros România: All Selgros România workers are entitled to the same benefits.

Hazard identification, risk assessment and incident investigation in Wholesale [GRI 403-2]

Country-specific differences exist in Wholesale.

All Transgourmet national subsidiaries have one or more trained persons responsible in the respective area. They conduct evaluations and control measures in accordance with the national legislation. This work is regularly examined through internal and external audits. Standardized processes are applied in the evaluation, including checklists, assessments and other tools.

The results of the evaluations are set out in specific documents and, if necessary, measures are introduced on that basis. Each national subsidiary location also has standardized processes that comprise regular inspections, reviews and corrections and prescribe a clear line on communication.

Employees are regularly informed about hazards by the responsible staff during occupational safety training and specially designated briefings. Workers can report hazards through various channels, with no consequences for their disclosure in any case. Reports can be made directly to the local site management, anonymously via a post box, or at reporting offices.

Via training material and regular training sessions, workers are notified of what risks they are exposed to, how to deal with them and avoid them, and whom they can contact in specific cases. Confidential contact persons and clearly defined communication channels are available at the locations for this purpose. Furthermore, prevention campaigns are implemented, training is offered and tutorial videos are provided. In all cases, workers are protected from retaliation.

Where possible, the investigation of work-related incidents is based on national guidelines and requirements, for which the responsible personnel receive continuous training. Sources of risk are identified through internal and external audits as well as systematic inspections. Corrective measures are formulated by responsible prevention specialists through projects, including time frames, cost analysis and continuous review. Everything is documented and recorded nationally; if applicable, it is included in training material.

Worker participation, consultation and communication on occupational health and safety in Wholesale [GRI 403-4]

At the Transgourmet national subsidiaries, employee participation in the development, implementation and performance assessment of the management system for health and safety in the workplace follows national guidelines and laws where possible and is managed by responsible working parties. Members of these groups are participating companies (for non-employed workers), trade unions and HR managers. By means of standardized documents and regular training, information can be passed on to as well as submitted by workers. This exchange takes place via company-wide

communication channels. Transgourmet Austria is excluded from these disclosures, as no data was available from Transgourmet Austria for the 2024 reporting year.

At all national subsidiaries, the structure of, and target group for formal employer/worker committees for occupational health and safety are based on the legal requirements in each country or the guidelines defined by the individual national subsidiary.

Worker training on occupational health and safety in Wholesale [GRI 403-5]

Trained personnel provide training digitally via e-learning platforms but also on site. On-site training includes patrols of the respective location, introductions to the topic of protective equipment and the use of machinery, as well as other task-specific training. As well as an introduction programme and additional mandatory training, workers are required to take refresher courses on a regular basis. Those who are not employed receive the training in accordance with national requirements and the requirements of the job.

Prevention and mitigation of occupational health and safety impacts directly linked by business relationships in Wholesale [GRI 403-7]

At all locations, the relevant committee organizes compliance with the rules and controls. These are set out in concept

papers, process descriptions and contracts. The persons responsible check and inspect the processes on site on a regular basis. Communication channels and agreements with business partners are clearly defined and all rules are followed.

MEASURES

- Attractive employment conditions: social benefits in the event of childbirth or marriage, special leave in crisis situations, enabling working from home
- Health and safety: individual health management systems, specific to each national subsidiary

SUSTAINABLE CONSUMPTION OVER THE LONG TERM

MANAGEMENT APPROACH [GRI 3-3]

We set up a fund to invest in a sustainable future back in 2003. The present-day Coop Sustainability Fund was founded in 2007. Together with partners, we support various research, development and awareness-raising projects in Switzerland and abroad by making long-term investments in the future. These include numerous projects to raise consumer awareness of sustainable consumption, but also research projects in

organic agriculture and the development of environmentally friendly production methods, climate protection projects and the establishment of sustainable value chains. Since 2003, we have invested around 324 million Swiss francs in these areas. In supporting the search for innovative solutions we are making consumption more sustainable and are giving something back to society.



FIELD OF ACTIVITY 22: WE RAISE AWARENESS OF SUSTAINABLE, HEALTHY CONSUMPTION

Alignment with UN Sustainable
Development Goals



TARGET: RETAIL

THE COOP SUSTAINABILITY FUND COMMITS AT LEAST CHF 16 MILLION EACH YEAR TO SUSTAINABILITY PROJECTS THAT BENEFIT OUR CUSTOMERS.

COMMENTS

Through the Coop Sustainability Fund, we delivered and supported 113 sustainability projects to the tune of 16.85 million Swiss francs in 2024. We therefore achieved our target.

MEASURES

- Commitment in Switzerland and abroad: investments in numerous projects in Switzerland and abroad
- Project implementation: awareness projects for sustainable consumption, research projects and climate protection projects

PRODUCTION

**WE ADOPT SPECIFIC
MEASURES AND IMPLEMENT
CONCRETE PROJECTS
FOR THIS MATERIAL TOPIC.**

COMMENTS

The social commitment of the Coop Cooperatives manufacturing companies is integrated into the target for Retail.

As part of the Coop Group, Bell Food Group and its subsidiaries implement specific measures and concrete projects, such as a project to raise awareness of breast cancer in Hungary and food donations for people affected by poverty in Germany and Switzerland.

TARGET: WHOLESALE

EACH YEAR WE IMPLEMENT PROGRAMMES AND CAMPAIGNS TO PROMOTE HEALTHY EATING.

COMMENTS

A total of 27 projects on the promotion of healthy eating were implemented at the Transgourmet national subsidiaries in 2024. All Transgourmet national subsidiaries implemented at least one project in 2024. These include:

- Campaigns and partnerships to raise awareness of sustainability topics in restaurants
- Internal and external communication on topics such as healthy eating and food waste
- Awareness campaigns for children and young people on the topic of healthy eating
- Workshops, seminars and training courses

PARTNERSHIPS FOR GREATER COMMON GOOD



FIELD OF ACTIVITY 23: WE FOSTER STRONG PARTNERSHIPS TO PROMOTE THE COMMON GOOD

Alignment with UN Sustainable Development Goals



MANAGEMENT APPROACH [GRI 3-3]

Together with our partner organizations, we achieve our own and wider goals. We rely on long-term partnerships that enable us to develop and expand a compelling, sustainable range. We also cultivate valuable and enduring dialogue with our stakeholders, our business partners, and organizations and initiatives in Switzerland, Europe and the production countries. Through exchanges with non-governmental organizations,

offices and associations, we are able to identify socially relevant issues, build knowledge and continually improve. We have had close strategic partnerships with a few organizations for many years. These include Bio Suisse, the Research Institute of Organic Agriculture (FiBL), Swiss Animal Protection (SAP), the Swiss Red Cross (SRC), the Swiss Society for Nutrition Research and WWF.

TARGET: RETAIL

EVERY YEAR WE AWARD CONTRACTS FOR PRODUCTS AND SERVICES TO SOCIAL INSTITUTIONS AND WORKSHOPS THAT EMPLOY PEOPLE WITH DISABILITIES.

COMMENTS

We achieved our target in 2024, awarding contracts with a total value of 10.3 million Swiss francs to social institutions, among them the Brändi Foundation and Bürgerspital Basel (Basel citizens' hospital).

More information: [Partners and Stakeholders, Policy Paper on Social Responsibility](#)

MEASURES

- Long-standing partnerships: partnership with the food banks Schweizer Tafel and Tischlein deck dich
- Long-standing partnership and process targets: partnership with WWF and work on jointly defined process targets for greater commitment to climate protection and water conservation, biodiversity and critical commodities
- Increased volume of food donated to Schweizer Tafel and Tischlein deck dich food banks
- Fundraising campaign with SRC: 2x Christmas campaign for people affected by poverty in Switzerland

PRODUCTION

**WE ADOPT SPECIFIC
MEASURES AND IMPLEMENT
CONCRETE PROJECTS
FOR THIS MATERIAL TOPIC.**

WHOLESALE

**WE ARE PLANNING
SPECIFIC MEASURES
AND PROJECTS FOR THIS
MATERIAL TOPIC OVER
THE NEXT FEW YEARS.**

CHARITABLE COMMITMENT TO SOCIETY



FIELD OF ACTIVITY 24: WE PROMOTE CHARITABLE COMMITMENT

Alignment with UN Sustainable
Development Goals



MANAGEMENT APPROACH [GRI 3-3]

As a cooperative, we consider it our responsibility to play our part in the sustainable development of society. We are keen to encourage volunteering and, through our Coop Sustainability Fund, invest in projects that benefit the general public. With Coop Aid for Mountain Regions we have been supporting families and businesses in the Swiss mountain regions since

1942. We support the three organizations Schweizer Tafel, Tischlein deck dich and Aufgetischt statt Weggeworfen (ASW) with food donations and have been a partner of the Swiss Red Cross since 2015. Each year, we invest in projects that benefit the mountain regions, education, use of leisure time and the health of our population.

TARGET: RETAIL

EVERY YEAR, TO BENEFIT THE WELL-BEING OF OUR SOCIETY AS A WHOLE, WE GET INVOLVED WITH THE "TAG DER GUTEN TAT" (DAY OF GOOD DEEDS) AND OTHER PROJECTS FOCUSING ON SUPPORTING THE MOUNTAIN REGIONS, EDUCATION, LEISURE ACTIVITIES AND THE HEALTH OF OUR POPULATION.

COMMENTS

In 2024, together with around 700 associations and the people of Switzerland, we initiated and implemented hundreds of thousands of good deeds as part of the Day of Good Deeds, which encourages volunteering in Switzerland. With the Coop Mountain Areas Sponsorship Programme, we dedicated 9.01 million Swiss francs to 238 projects in 2024. To ensure that the funds could be invested entirely in projects benefiting the population, we also assumed all the administrative costs in 2024, which came to 627 000 Swiss francs.

More information: [Policy Paper on Social Responsibility](#)

MEASURES

- Emergency aid: donations for disaster relief in Switzerland and abroad
- 1 August campaign: Annual donation campaign for projects in the Swiss mountain regions
- Fund project: Support for the 2 x Christmas campaign for people affected by poverty in Switzerland
- Fund project: Transfer of experience and knowledge on the subject of nutrition, protecting the oceans, production and renewable energies at Tropenhaus Frutigen
- Fund project: with the Fit4future health promotion programme, we supported events for children, teachers and parents as well as sports camps

PRODUCTION

AS A COOPERATIVE, WHICH INCLUDES OUR MANUFACTURING COMPANIES, SWITZERLAND IS THE FOCUS OF OUR SOCIAL COMMITMENT. OUR COMPANY AS A WHOLE IS INTENSELY COMMITTED TO SOCIETY IN SWITZERLAND.

COMMENTS

We report on the manufacturing companies that belong to the Coop Cooperative in the section on Retail.

WHOLESALE

**WE ARE PLANNING
SPECIFIC MEASURES
AND PROJECTS FOR THIS
MATERIAL TOPIC OVER
THE NEXT FEW YEARS.**

MEASURES

- Food donations
- Financial donations to charitable organizations

TRULY REGIONAL

MANAGEMENT APPROACH [GRI 3-3]

Regional products boost regional value creation and diversity. They also promote structurally weak regions. We offer attractive sales opportunities to smaller, artisanal producers in particular. In so doing, we support value creation in the individual regions, as well as local and transparent products with the shortest possible transport routes. Furthermore,

Swiss products satisfy the more stringent social and environmental Swiss minimum standards. We aspire to offer a local, seasonal range of authentic flavours for every region and we promote regional foods through our Miini Region own-label brand as well as products from the Swiss mountain regions through Pro Montagna.



FIELD OF ACTIVITY 25: WE PROMOTE REGIONAL PRODUCTS AND TRADITIONAL PRODUCTION

Alignment with UN Sustainable
Development Goals



RETAIL

WE ADOPT SPECIFIC MEASURES AND IMPLEMENT CONCRETE PROJECTS FOR THIS MATERIAL TOPIC.

COMMENTS

For regional, traditionally made products, with our Miini Region and Pro Montagna own-label brands and as a partner of the Pro Specie Rara Foundation we are committed to heirloom varieties and species and to long-term collaboration with Slow Food. In 2024, we generated sales of 153.8 million Swiss francs from regional products (Miini Region) and 38.0 million Swiss francs from Pro Montagna products.

More information: [Policy Paper on Social Responsibility](#)

Proportion of Coop Group spending on local suppliers [GRI 204-1]

In 2024, we awarded orders for 82.6% of the total sales of the Coop Group to suppliers in the region in which the locations of operation are based. The geographical definition of “local” involves: suppliers from the respective country in which the corporate entity operates. All locations at which a consolidated company of the Coop Group performs activities and workers engage in activities, including sales outlets, logistics, production and administration, are deemed significant locations of operation. No distinction is made between “significant” and other locations of operation.

NOTE

We define a region as a geographically identifiable, medium-sized area that is regarded as cohesive, i.e. can be distinguished from other regions by specific features. Medium-sized denotes a size between local or communal, and national level.

Miini Region products are not bound by cantonal or municipal borders – they can also come from areas which can be clearly defined by specific historical, cultural or geographical conditions from the customers' point of view. The products must be produced in a territorially defined region of Switzerland, the Principality of Liechtenstein or other countries close to the border, such as in Ticino, Engadine, Bernese Oberland, Seeland, or Markgräflerland (Germany). Businesses located in other countries close to the border must be no more than 30 kilometres from the Swiss border.

The definition of a Miini Region product's region of origin and distribution is always specific to an individual product, manufacturing company or supplier. Pro Montagna products must be made with raw materials from, and processed in mountain zones I – IV or the summer pasture regions. The products must also meet all the requirements of the "Mountain and Alpine Pasture Ordinance, BAIV" (SR 910.19). Additional, brand-specific requirements also apply.

MEASURES

- Own-label brands: targeted promotion of our own-label brands Miini Region and Pro Montagna
- Partnership: partnership with the Swiss Association for Regional Products to promote transparency and clear labelling of regional products
- Sales volume: increase in sales of Swiss products
- Long-standing business relationships: long-standing business relationships with Swiss service providers and producers
- Long-standing partnership: partnership with Slow Food Switzerland for encouragement of traditional production methods and traditional products extended by a further three years
- Projects: delivery of awareness-raising projects funded by the Coop Sustainability Fund

PRODUCTION

**WE ARE PLANNING
SPECIFIC MEASURES
AND PROJECTS FOR THIS
MATERIAL TOPIC OVER
THE NEXT FEW YEARS.**

MEASURES

- Bell Food Group: focus on regional production sites and products in the cantons of Valais and Graubünden in Switzerland

WHOLESALE

WE ADOPT SPECIFIC MEASURES AND IMPLEMENT CONCRETE PROJECTS FOR THIS MATERIAL TOPIC.

MEASURES

- Product range expansion: expansion, diversification and promotion of regional range specific to each country
- Cooperation: increased cooperation with local and regional producers as well as business partners
- Own-label brand: promotion of our own-label brand Origine/ Ursprung/Vonatur, for which each product is backed by a product and producer history

PARTNERSHIP-BASED BUSINESS RELATIONSHIPS

MANAGEMENT APPROACH [GRI 3-3]

The Coop Group is a significant business partner in various different supply chains, particularly in Switzerland. As a cooperative, we are conscious of this responsibility. We cultivate partnership-based and long-standing relationships with our business partners. We seek to bring about cooperation based on mutual trust and respect and are committed to transparency and fairness. We ensure that the provisions of competition law are observed and attach great importance to tackling corruption. Our buyers are prohibited from accepting gifts or cash payments. Our employees undertake not to accept any gifts, commissions and loans or cash payments from business partners to offer them the same. Coop also does not aid or abet tax offences. We are committed to efficient, fair competition. Before any contract is signed, Coop's business partners are informed of the terms and conditions for supplying our company, the manner in which new products are launched, the marketing required and the product communication strategy. We apply

the same prices and conditions to all suppliers for the same service and the same General Terms and Conditions for Goods Deliveries (GTCG) apply to all business partners. All offers of new products for our listing are given the same impartial consideration by those responsible in accordance with a standardized procedure. We give preference to products manufactured in an especially environmentally friendly and socially responsible manner. We maintain an open dialogue with all stakeholders and all target groups and take their concerns seriously. We regularly train our employees on topics regarding business relationships and anti-corruption. We openly inform our business partners about new developments. In return, we expect open communication about any delivery bottlenecks, innovations or problems with quality. The sums our partners are asked to pay for sales promotion measures are based on clearly defined communication and advertising services or on our special sales promotion activities.



FIELD OF ACTIVITY 26: OUR ACTIONS ARE TRANSPARENT AND PARTNERSHIP-ORIENTED

Alignment with UN Sustainable
Development Goals



RETAIL

WE ADOPT SPECIFIC MEASURES AND IMPLEMENT CONCRETE PROJECTS FOR THIS MATERIAL TOPIC.

More information: [Code of conduct](#)

Operations of the Coop Group assessed for risks related to corruption [GRI 205-1]

Various processes are used to deal with and assess corruption risks. Some of these processes are listed below, with reference made to documents in which these processes are described.

- [Anti-Corruption Policy Paper](#): The annual analysis and assessment of compliance risks at Group companies covers corruption (bribery and conflicts of interest) as well as other topics. This risk assessment involves determining and evaluating the most pertinent risks. It is then used as the basis for all further measures intended to deal with corruption.
- Internal anti-corruption guidelines and processes: employees are made aware of the specific regulations and processes that are relevant to them, and these can be easily accessed by all employees.

- Internal control system: during the well-established annual quality evaluation of the internal control system at business process level, operational risks and risks associated with financial reporting and compliance are assessed. The effectiveness of the checks carried out to cover these risks is also assessed. General IT checks are included in the above assessments.
- Internal Audit: as an independent and impartial body, Internal Audit is mandated by the Board of Directors and the Audit Committee to check compliance with guidelines and regulations, the appropriateness and effectiveness of the internal control system and other aspects.
- [Coop Group Code of Conduct](#)

Measures of Coop Group on communication and training about anti-corruption policies and procedures [GRI 205-2]

All members of the Board of Directors have been informed about the anti-corruption guidelines and procedures. Updates on anti-corruption are regularly provided at the Board of Directors' meetings, ensuring that all members of the Board are trained in this topic. The internal anti-corruption guidelines and procedures of the Coop Cooperative were revised in 2024. The other Group companies are currently evaluating their anti-corruption guidelines and processes. Exposed employees within the companies of the Coop Group have been informed about the current internal anti-corruption guidelines and processes. The compliance training for employees, which will also cover anti-corruption in the future, is currently being revised.

The majority of Group companies have codes of conduct for business partners or regulations that clearly prohibit acts of corruption in connection with the company. These codes of conduct have been agreed with the business partners. Additionally, our Anti-Corruption Policy Paper is publicly available.

Further information: [Anti-Corruption Policy Paper](#), [Coop Group Code of Conduct](#), [Code of Conduct for Business Partners](#)

Confirmed incidents of corruption and actions taken in the Coop Group [GRI 205-3]

Total number and nature of confirmed incidents of corruption	0
Total number of confirmed incidents in which employees were dismissed or disciplined for corruption	1
Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption	1

No public legal cases regarding corruption were brought against the Coop Group or its employees in 2024. No such cases were already in progress.

Legal actions for anti-competitive behaviour, antitrust, and monopoly practices in the Coop Group [GRI 206-1]

Total number of legal actions pending or completed during the reporting period regarding anti-competitive behaviour and violations of antitrust and monopoly legislation in which the organization has been identified as a participant	1
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Between 2010 and 2013, the French competition authority investigated violations of antitrust regulations in the pork sector. On 16.07.2020, a fine was imposed on the Bell companies, against which an appeal was lodged. The fine had to be paid despite the appeal. In 2024, the court determined that the fine was too high. The fine was corrected, and the excess amount paid was reimbursed.

Operations and suppliers of the Coop Group at significant risk for incidents of forced or compulsory labour [GRI 409-1]

Suppliers at significant risk for forced or compulsory labour are factories and/or primary producers.

Geographical regions in which operations or suppliers are considered at risk include Central and South America, Africa, Southern and Eastern Europe, the Middle East and Asia.

Our own locations of operation are covered by the [Policy Statement on Human Rights and Environmental Protection](#). This sets out what is expected of our company as well as our own employees. In addition, there is the [Coop Group Code of Conduct](#) and the associated reporting office to which violations can be reported. Finally, we have a [Policy Paper on Sustainable Personnel Management](#), which refers to clearly regulated conditions of employment. We expect our suppliers to respect human rights, as set out in the policy statement on human rights and environmental protection as well as in the [Guideline on Sustainable Sourcing](#). In addition, the [amfori BSCI Code of Conduct](#) applies. These requirements

are reviewed in production locations in amfori-BSCI risk countries with social audits. Furthermore, we are guided by the OECD due diligence process in order to identify potential and actual negative impacts and take corresponding measures. More information is available in the [Policy Paper on Due Diligence](#). This also includes cooperation with stakeholders and membership of initiatives and organizations that campaign for the protection of human rights. Finally, we focus on compliance with minimum standards for critical raw materials; in terms of primary production we also support projects on site, thus reducing the probability of forced or compulsory labour. Find out more in our [Policy Paper on Critical Raw Materials](#)

Political contributions by the Coop Group [GRI 415-1]

In 2024, the Coop Group made no political contributions in the form of financial contributions or non-cash benefits.

Substantiated complaints concerning breaches of customer privacy and losses of customer data of the Coop Group

[GRI 418-1]

Total number of substantiated complaints received concerning breaches of protection of customer data	1
of which complaints from external parties	0
of which complaints from supervisory authorities	1
total number of identified cases of data theft and data losses involving customer data	0

MEASURES

- Internal resources: organizational unit dedicated to supply chain management
- Financial support for the Swiss Social Economy Forum 2024, which inspires, connects and creates spaces for dialogue
- Stakeholder Forum: holding of our annual Stakeholder Forum, with representatives of NGOs, associations and offices

PRODUCTION

**WE ARE PLANNING
SPECIFIC MEASURES
AND PROJECTS FOR THIS
MATERIAL TOPIC OVER
THE NEXT FEW YEARS.**

COMMENTS

We report on this material topic as the Coop Group under the section on Retail.

WHOLESALE

**WE ADOPT SPECIFIC
MEASURES AND
IMPLEMENT CONCRETE
PROJECTS FOR THIS
MATERIAL TOPIC.**

COMMENTS

We are diversifying the local range of fruit and vegetables and promoting our Origine/Ursprung/Vonatur own-label brand.

As the Coop Group, we report further information on this crucial topic in the section on Retail.

COOP AND ITS STAKEHOLDERS

[GRI 2-29]

As well as our employees, our stakeholders in upstream and downstream stages of the value chain are vital to our success and the implementation of our sustainability strategy. We regularly hold a Coop Stakeholder Forum, which allows direct and in-depth dialogue with representatives of our five key stakeholder groups. It is an opportunity to take stock of what stakeholders expect and want of us, and incorporate these in our targets and measures. The insights gained from dialogue with our stakeholders are reflected in our Materiality Analysis.



TAX CONCEPT AND ECONOMIC VALUE

Our tax strategy is part of the Coop Group Business Management/Controlling manual (abbreviated to BM/C manual). It sets out binding instructions for accounting, controlling and finance, including taxes, for the entire Coop Group. It also obliges all users to comply with all legal standards applicable to them. With the BM/C manual, we commit to comply with all national and, where applicable, supranational legal requirements and to pay the legally required amount of tax in all jurisdictions in which we conduct business. This enables these states to make local investments in sustainability projects, among others. In this way, we fulfil our responsibility with regard to taxes and our tax strategy is in line with our sustainability strategy.

The tax strategy is part of our internal and confidential corporate strategy. For this reason it is not subject to consultation with our external stakeholders – unlike our sustainability strategy, which is discussed publicly. To comply with tax regulations, we maintain regular and transparent dialogue

with the relevant tax authorities. Our political standpoint, which also encompasses our stance on tax issues, is represented indirectly through our membership of the industry organization IG Detailhandel Schweiz and the business association SwissHoldings.

The Coop Group's Executive Committee approves the tax strategy and regularly reviews it to check whether it needs updating. This should only be the case if economic, legal or social trends, developments or changes make it necessary. On behalf of the Board of Directors, our internal auditors continuously carry out checks regarding compliance with tax requirements. The internal auditors also serve as a reporting unit for internal stakeholders who have concerns about potentially unethical or illegal behaviour. In some countries, there are also channels set up specifically for this purpose, which can be used to report any kind of negligent and unethical behaviour – even anonymously. External stakeholders are requested to contact the Coop Group Media Unit if they have concerns. Information regarding taxes is verified during the annual audit by an external auditor as well as by audits of the tax administrations of the countries in which we are active.

The individual Group companies are obliged to report all the main known tax risks to the Group tax department. The Group tax department, which is based at Coop, monitors the Coop Group's tax risks on an ongoing basis. These are reported annually to the Board of Directors by the most senior person in charge of the Coop Group's taxes. It is within this context that deliberations and decisions are made on how to deal with the individual risks. [GRI 207-1, 207-2, 207-3]

2024 saw the Coop Group receive tax concessions and credits totalling 2 009 621 Swiss francs. To the best of our knowledge, no state has a stake in any of our subsidiaries. The economic value of the Coop Group Cooperative is published transparently in the [Annual Report of the Coop Group](#). [GRI 201-4]

OUR STAKEHOLDER ENGAGEMENT

[GRI 2-29]

As well as our employees, our stakeholders in upstream and downstream stages of the value chain are vital to our success and the implementation of our sustainability strategy.

We hold an annual Coop Stakeholder Forum, which allows direct and in-depth dialogue with representatives of our five key stakeholder groups. It is an opportunity to take stock of what stakeholders expect and want of us, and incorporate these in our targets and measures. We transparently inform stakeholders about the follow-up of their inputs. In bilateral, topic-specific exchanges, we involve them in working on issues and, in particular, in defining and evaluating suitable instruments for remedying negative impacts of our business activities on the environment or society. In 2024, for instance, we introduced a sustainability scoring system for the sale of fish and seafood within the Transgourmet national subsidiaries in collaboration with WWF, from which we derived sustainability targets, and continued to advance our strategy for living incomes and wages with Fairtrade International.

At the Coop Stakeholder Forum in November 2024, we discussed improving the communication of sustainability achievements with our stakeholders. We will include the concrete proposals for measures in our planning.

Following the 2023 business partner conference on the Coop Group's climate strategy, we initiated the first projects in 2024 to enhance our collective sustainability performance. Furthermore, in the autumn of 2024, one year after the business partner conference, we conducted a survey. In this survey, we asked whether the business partners who have not committed to the SBTi have taken any further steps towards an SBTi commitment.

Our manufacturing companies and the Transgourmet Group are also in constant dialogue with public bodies, associations and organizations as well as employees, customers and suppliers.



ISSUES AND CONCERNS OF OUR KEY STAKEHOLDERS

[GRI 2-29]



OUR ADDITIONAL COMMUNICATION CHANNELS



Producers/ Suppliers



Regular personal meetings, meetings with cooperatives, constant dialogue via various communication channels and platforms



Identifying challenges in production/product chain = potential for improvement

Employees

Personal and regular meetings, trainings, e-learnings, dialogue on committees, digital, interactive internal communication

Feedback on actions, ideas for further engagement, needs and interests of customers

Customers

Digital media, print media, Coop member press, Coop Weekly, customer service, direct customer contact in sales outlets

Identifying social needs, scientific findings and global requirements early on

Partners

Regular personal meetings, constant sharing of expertise via various communication channels and platform meetings, conferences

Recognition of commitment to sustainability among the general public, identifying trends early on, driving forward innovations together

Society

Sustainability Progress Report, "Actions, not words", awareness and research projects, sponsorship events

Exemplifying, relaying and promoting values, working environment, attractiveness as an employer

GRI INDEX

The Coop Group is an internationally active cooperative based in Basel. The countries the Coop Group Cooperative operates in can be viewed in the [Annual Report of the Coop Group](#). In this PDF, you will find the Coop Group's annual Sustainability Report for the 2024 financial year (1.1.2024 to 31.12.2024, corresponding to the fiscal year). ^[GRI 2-1, 2-3]

In it, the Coop Group Cooperative reports in line with the GRI Standards for the period 1 January 2024 to 31 December 2024. This report has been available online since 23 May 2025. ^[GRI 1] It replaces last year's report, which was published on 10 June 2024. The report contains detailed information about our sustainability commitment and the degree of attainment of the Coop Group's multi-year targets for sustainability, broken down into its three business areas Retail, Production, and

Wholesale. An external audit was conducted by KPMG Ltd for selected indicators in the German version of this report.

^[GRI 2-3, 2-5]

➔ [The audit report of the German version can be viewed here.](#)

If you have questions about sustainability at Coop or about this report, please contact:

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KEY GRI INDICATORS NOT REPORTED

In the Sustainability Progress Report for 2024, we have collected and reported data for the reporting year 2024 in accordance with the GRI Standards. Some key figures for which no information is contained in the report are included in the GRI index in accordance with GRI requirements, including the reasons for omission. The values from the previous year can be found in the Sustainability Progress Report for 2023 and are therefore not presented again in this report. Selected key figures in the Coop Group Report on Climate Concerns 2024, as well as values related to our multi-year targets, are presented in a direct comparison for the previous year and the reporting year. ^[GRI 1]

GRI Index	Title	Page	Hyperlink/Section/Information
GRI 1	Foundation 2021		
GRI 2	General Disclosures 2021		
2-1	Organizational details	Page 173	GRI Index
2-2	Entities included in the organization's sustainability reporting	Page 6	Our strategy
2-3	Reporting period, frequency and contact point	Page 173	GRI Index
2-4	Restatements of information	Page 6	Our strategy
2-5	External assurance	Page 173	GRI Index
2-6	Activities, value chain and other business relationships	Page 7	Focus up to 2026
2-7	Employees	Page 113	Additional explanations regarding data collection are provided in the body text.
2-8	Workers who are not employees	Page 114	
2-9	Governance structure and composition	Page 10	Management structure & organization
2-10	Nomination and selection of the highest governance body	Page 10	Management structure & organization
2-11	Chair of the highest governance body	Page 10	Management structure & organization
2-12	Role of the highest governance body in overseeing the management of impacts	Page 10	Management structure & organization
2-13	Delegation of responsibility for managing impacts	Page 10	Management structure & organization
2-14	Role of the highest governance body in sustainability reporting	Page 10	Management structure & organization

GRI Index	Title	Page	Hyperlink/Section/Information
2-15	Conflicts of interest	Page 10	Management structure & organization, Information: GRI 2-15bii and 2-15biv are not disclosed. GRI 2-15biii is not relevant for the Coop Group due to the lack of a shareholder structure.
2-16	Communication of critical concerns	Page 10	Management structure & organization
2-17	Collective knowledge of the highest governance body	Page 10	Management structure & organization
2-18	Evaluation of the performance of the highest governance body	Page 10	Annual report
2-19	Remuneration policies		Annual report
2-20	Process to determine remuneration		Annual report
2-21	Annual total compensation ratio		We are currently developing a Group-wide process that incorporates the requirements of the ESRS, which in some aspects go beyond those of the GRI.
2-22	Statement on sustainable development strategy	Page 3	Foreword
2-23	Policy commitments		Principles and guidelines
2-24	Embedding policy commitments	Page 10	Management structure & organization
2-25	Processes to remediate negative impacts	Page 10	Management structure & organization
2-26	Mechanisms for seeking advice and raising concerns	Page 10	Management structure & organization
2-27	Compliance with laws and regulations	Page 16	
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2-29	Approach to stakeholder engagement	Page 168	Coop and its stakeholders
		Page 170	Our stakeholder engagement
		Page 171	Issues and concerns of our key stakeholders
2-30	Collective bargaining agreements		Annual report
GRI 201	Economic Performance 2016		
201-1	Direct economic value generated and distributed		Annual report
201-2	Financial implications and other risks and opportunities due to climate change		Annual report
201-3	Defined benefit plan obligations and other retirement plans		Annual report
201-4	Financial assistance received from government	Page 169	Tax concept and economic value
GRI 202	Market Presence 2016		
202-1	Ratios of standard entry level wage by gender compared to local minimum wage		This GRI indicator is not reported as it is not relevant.
202-2	Proportion of senior management hired from the local community	Page 114	
GRI 203	Indirect Economic Impacts 2016		
203-1	Infrastructure investments and services supported		We are currently developing a Group-wide process that incorporates the requirements of the ESRS, which in some aspects go beyond those of the GRI.
203-2	Significant indirect economic impacts		We are currently developing a Group-wide process that incorporates the requirements of the ESRS, which in some aspects go beyond those of the GRI.

GRI Index	Title	Page	Hyperlink/Section/Information
GRI 207	Tax 2019		
207-1	Approach to tax	Page 169	Tax concept and economic value
207-2	Tax governance, control, and risk management	Page 169	Tax concept and economic value
207-3	Stakeholder engagement and management of concerns related to tax	Page 169	Tax concept and economic value
207-4	Country-by-country reporting		Annual report
GRI 301	Materials 2016		
301-1	Materials used by weight or volume		This GRI indicator is not reported as it is not relevant.
301-2	Recycled input materials used		This GRI indicator is not reported as it is not relevant.
301-3	Reclaimed products and their packaging materials		This GRI indicator is not reported as it is not relevant.
GRI 407	Freedom of Association and Collective Bargaining 2016		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		We are currently developing a Group-wide process that incorporates the requirements of the ESRS, which in some aspects go beyond those of the GRI.
GRI 408	Child Labour 2016		
408-1	Operations and suppliers at significant risk for incidents of child labour		We are currently developing a Group-wide process that incorporates the requirements of the ESRS, which in some aspects go beyond those of the GRI.
GRI 410	Security Practices 2016		
410-1	Security personnel trained in human rights policies or procedures		We are currently developing a Group-wide process that incorporates the requirements of the ESRS, which in some aspects go beyond those of the GRI.

GRI Index	Title	Page	Hyperlink/Section/Information
GRI 411	Rights of Indigenous Peoples 2016		
411-1	Incidents of violations involving rights of indigenous peoples		We are currently developing a Group-wide process that incorporates the requirements of the ESRS, which in some aspects go beyond those of the GRI.
TOPICS AND MATERIAL TOPICS			
GRI 3	Material Topics 2021		
3-1	Process to determine material topics	Page 8	Our material topics
3-2	List of material topics	Page 8	Our material topics
TRANSPARENCY AND DUE DILIGENCE			
GRI 3	Material Topics 2021		
3-3	Management of material topics	Page 14	Visible transparency
GRI 308	Supplier Environmental Assessment 2016		
308-1	New suppliers that were screened using environmental criteria	Page 16 Page 19 Page 20	
GRI 416	Customer Health and Safety 2016		
416-1	Assessment of the health and safety impacts of product and service categories	Page 17	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Page 17	

GRI Index	Title	Page	Hyperlink/Section/Information
GRI 417	Marketing and Labelling 2016		
417-1	Requirements for product and service information and labelling	Page 17	
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417-3	Incidents of non-compliance concerning marketing communications	Page 18	
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414-2	Negative social impacts in the supply chain and actions taken	Page 22 Page 24 Page 26	
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GRI 3	Material Topics 2021		
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308-2	Negative environmental impacts in the supply chain and actions taken	Page 28 Page 30 Page 31	

SUSTAINABLE PRODUCTS

GRI 3	Material Topics 2021		
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DEFORESTATION AND CONVERSION

GRI 3	Material Topics 2021		
3-3	Management of material topics	Page 36	Combating deforestation and conversion

BIODIVERSITY

GRI 3	Material Topics 2021		
3-3	Management of material topics	Page 40	Commitment to biodiversity

GRI 304	Biodiversity 2016		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		We are currently developing a Group-wide process that incorporates the requirements of the ESRS, which in some aspects go beyond those of the GRI.
304-2	Significant impacts of activities, products and services on biodiversity		We are currently developing a Group-wide process that incorporates the requirements of the ESRS, which in some aspects go beyond those of the GRI.

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304-3	Habitats protected or restored		We are currently developing a Group-wide process that incorporates the requirements of the ESRS, which in some aspects go beyond those of the GRI.
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations		We are currently developing a Group-wide process that incorporates the requirements of the ESRS, which in some aspects go beyond those of the GRI.

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GRI 3	Material Topics 2021		
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GRI 306	Waste 2020		
306-1	Waste generation and significant waste-related impacts	Page 90 Page 94 Page 97	
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GRI 3	Material Topics 2021		
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MANAGEMENT SUMMARY

The Coop Group conducted an assessment of its climate-related risks and opportunities, based on the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). As a global company, it recognizes climate change as one of the greatest challenges and has set science-based climate targets that are in line with the Paris Agreement and have been validated by the Science Based Targets initiative (SBTi).

KEY FINDINGS

- **Physical risks** are particularly evident in food production due to climate change and extreme weather events.
- **Transition risks** mainly arise in the sourcing of raw materials, products and services, in retail distribution, and in relation to taxes and duties due to regulatory changes and increasing sustainability requirements.
- **Opportunities** exist primarily in the areas of food production and distribution in retail and wholesale. Competitive advantages and image improvements as well as resilience in supply chains are achieved through the implementation of sustainable strategies and a large, continually expanding sustainable product range.

STRATEGIC MEASURES

- **Risk minimization** through diversification of suppliers and investment in climate-resilient infrastructure
- **Maximizing opportunities** through the development and expansion of sustainable products and enhanced sustainability communication

These measures are integrated into the strategic planning and influence investment decisions as well as the implementation of the Coop Group's climate strategy.

CLIMATE PROTECTION MEASURES AND TARGETS

The Coop Group systematically integrates climate risks and opportunities into its corporate strategy. By setting targets and implementing measures, it strengthens its resilience, capitalizes on opportunities for sustainable growth, and makes an active contribution to global climate action. The measures and targets include:

- The commitment to science-based climate targets validated by the SBTi.
- Reducing energy consumption and transitioning to renewable energy sources with the target of covering over 40% of our own electricity needs at Swiss sites with self-generated solar energy by 2050.
- Reducing direct and indirect CO₂e emissions (Scope 1 and Scope 2) by 42% by 2030 compared to 2022.
- Reducing CO₂e emissions in the supply chain (Scope 3) by 30% by 2030 compared to 2022.
- Cooperation with partners such as WWF to implement climate protection projects outside our own value chain.

INTRODUCTION



CONTENT AND STRUCTURE OF THE REPORT

The focus of this report is to illustrate the climate-related risks, opportunities and impact of climate change on the Coop Group. It also outlines the impact of the Coop Group's business activities on the environment and people.

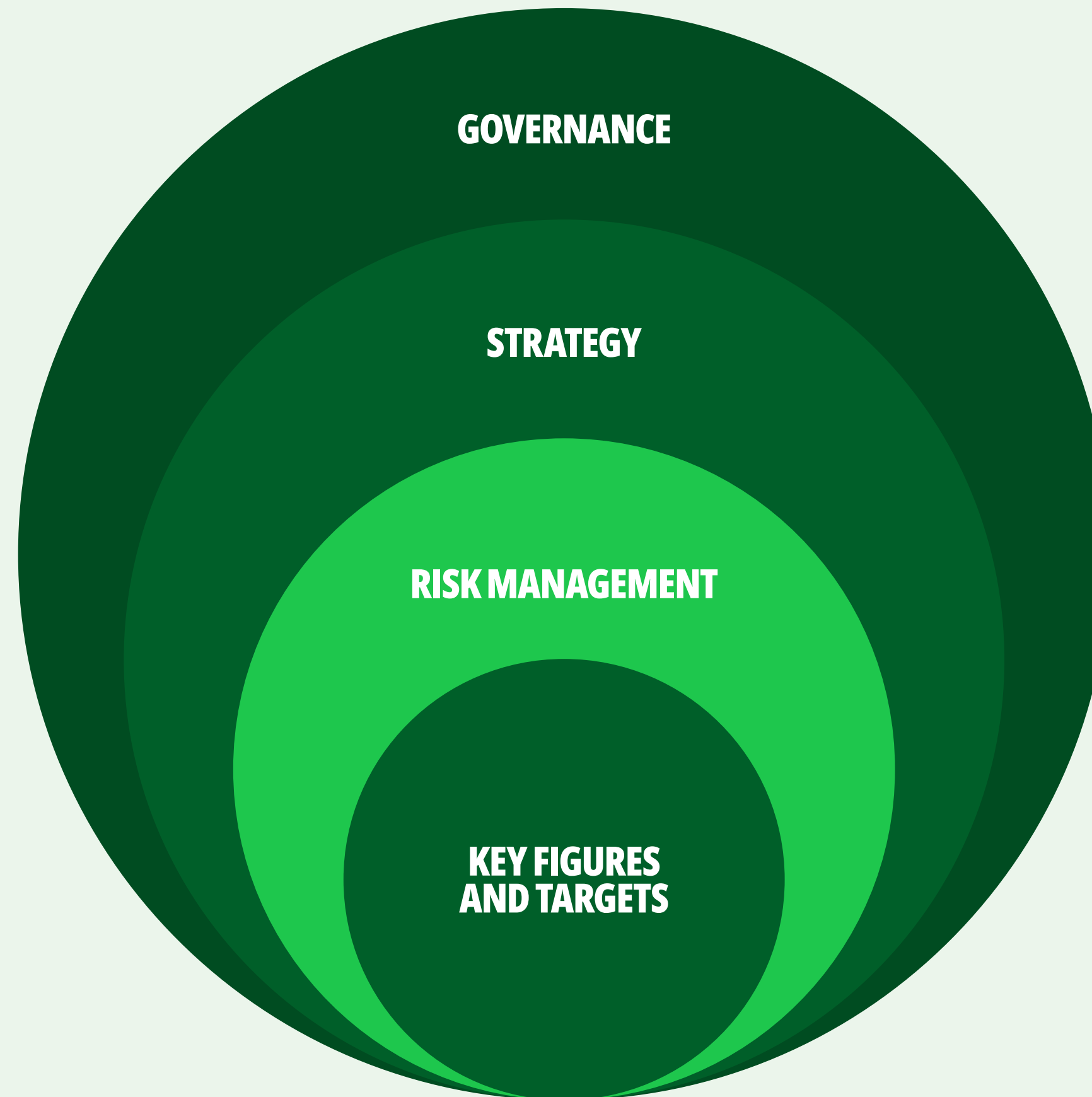
The resilience and success of our business system are based on the stable and long-term availability of various resources. Climate change impacts these resources as well as the economy and society in general. A good understanding of the interplay between our business activities and the issues of climate and climate change is therefore crucial for the long-term business success of the Coop Group.

We also need effective measures both within and outside our business operations to contain climate change. The report outlines how we, as the Coop Group, address these challenges and what strategies we implement to strengthen our resilience.

The principles and structure of the Task Force on Climate-related Financial Disclosures (TCFD)¹ serve as our basis for disclosure. The report is structured according to the recommendations of the TCFD (see Figure 1). It covers our governance structures, our strategy and risk management, as well as key figures and targets.

¹<https://www.fsb-tcfd.org/>

The report outlines how climate change scenarios could impact our business both internally and within our upstream and downstream value chains. It outlines our strategy to mitigate these potential impacts and to ensure our resilience, based on our understanding of the emerging challenges. In doing so, we recognize that our impact extends not only to the environment and climate change but also that climate change affects our business operations, which we take into account in our corporate governance, strategy and risk management.



GOVERNANCE

The governance of the organization in regard to climate-related risks and opportunities

STRATEGY

The actual and potential impacts of climate-related risks and opportunities on the business operations, strategy, and financial planning of the organization.

RISK MANAGEMENT

The procedures used by the organization to identify, evaluate and manage climate-related risks

KEY FIGURES AND TARGETS

Key figures and targets for evaluating and managing relevant climate-related risks and opportunities

Fig. 1: Overview of core topics recommended by TCFD for reporting²

²Original: <https://assets.bbhub.io/company/sites/60/2021/10/FINAL-2017-TCFD-Report.pdf>

CLIMATE CHANGES CHALLENGES

We recognize global warming as a major societal challenge in the coming years and are aware of our responsibility as a globally active company. This is why we are committed to climate protection and are interested in a national and international climate policy that limits the global rise in temperature to well below 2 °C.

GREENHOUSE EFFECT: ACCUMULATION OF GREENHOUSE GASES IN THE ATMOSPHERE

The atmosphere contains both natural and man-made greenhouse gases. The rising concentration of greenhouse gases leads to global warming, as they absorb some of the long-wave thermal radiation emitted by the Earth. Organizations such as the World Economic Forum³, the IPCC⁴ and the UN⁵ classify global warming as a challenge for current and future generations.

GREENHOUSE GASES

The main man-made greenhouse gases are carbon dioxide (CO₂), methane, nitrous oxide and fluorinated gases, collectively known as CO₂ equivalents (CO₂e). The main sources of CO₂ are the burning of fossil fuels such as coal, oil and gas, as well as deforestation, which both releases CO₂ and reduces natural CO₂ absorption. Methane primarily originates from agriculture, especially livestock farming, and the extraction of natural gas.

³<https://www.weforum.org/publications/the-global-risks-report-2021/>

⁴https://www.ipcc.ch/site/assets/uploads/2018/10/SR15_SPM_version_stand_alone_LR.pdf

⁵<https://www.un.org/en/global-issues/climate-change>

⁶<https://www.nccs.admin.ch/nccs/de/home/klimawandel-und-auswirkungen/schweizer-klimaszenarien/technical-report.html>

DIRECT CONSEQUENCES OF GLOBAL WARMING

The direct consequences of global warming that can be expected in Switzerland include drier summers, more hot days per year, heavier rainfall, winters with little snow and glacial retreat. Rising sea levels, threats to the biodiversity of flora and fauna and increasingly extreme weather events are examples of the global impact.⁶

INDIRECT CONSEQUENCES OF GLOBAL WARMING

Global warming also has indirect consequences for people and society. According to the Intergovernmental Panel on Climate Change (IPCC), these indirect consequences include

- an increase in hunger caused by crop failures and water crises in risk countries;
- the economic consequences of clearing climate-related damage caused by extreme weather events;
- health crises caused by rising temperatures and humidity;
- the potential loss of habitats, as these may become uninhabitable in coastal regions, for example, due to rising sea levels worldwide.⁷

CLIMATE PROTECTION AS AN ALL-ENCOMPASSING TASK

Global warming is affecting people in all walks of life. This is why climate protection needs to be viewed as an integrated, societal and social task. The implementation and enforcement of climate targets at the climate conference in Paris at the end of 2015⁸, the consistent reduction of annual greenhouse gas emissions and the limiting of global warming to well below 2 °C are not just ecological but also social obligations.

⁷https://www.ipcc.ch/site/assets/uploads/2018/02/SYR_AR5_FINAL_full.pdf

⁸<https://www.bafu.admin.ch/bafu/de/home/themen/klima/fachinformationen/klima--internationales/das-uebereinkommen-von-paris.html>

CLIMATE CHANGES RELEVANCE FOR COOP

Global warming is increasingly becoming a focal point in national and international politics. For example, Switzerland signed the Paris Agreement in 2015, and the Federal Council is committed to a target of net zero for Switzerland in its long-term climate strategy.⁹ In June 2023, the Swiss population approved the Federal Act on Climate Protection Goals, Innovation and Strengthening Energy Security (CIA). This regulates climate protection targets, promotes innovation and aims to secure the energy supply.¹⁰ At the international level, in July 2021 the EU Commission presented the “Fit for 55” package of measures, which comprises various legislative proposals and

political initiatives to head towards net zero 2050 at EU level.¹¹ As an internationally active company, we at the Coop Group are also affected by certain measures. However, it is not just political targets that are relevant for us. As a company with a large, broad-based value chain, we recognize the risks that global warming poses to people and nature within our value chain.

⁹<https://www.news.admin.ch/news/message/attachments/65879.pdf>

¹⁰<https://www.uvek.admin.ch/uvek/de/home/uvek/abstimmungen/klima-und-innovationsgesetz.html>

¹¹<https://www.consilium.europa.eu/de/policies/fit-for-55/>

GOVERNANCE



BOARD OF DIRECTORS AND EXECUTIVE COMMITTEE

The Coop Group, which has a cooperative structure, is managed by a Board of Directors which has ten members. They represent the interests of the Delegate Assembly, the most senior governance body of the Coop Group.¹² The Board of Directors of the Coop Group holds strategic responsibility for the sustainability strategy. In 2021, the Board of Directors approved the Coop Group's sustainability strategy for 2022-2026. This is based on three pillars: "sustainable product ranges", "environmental and climate protection" and "employees and social commitment".

¹²See Coop Group Annual Report 2024, Governance chapter

Once a year, the Board of Directors reviews the status of sustainability target achievement and sets out measures for the subsequent years. The Executive Committee of the Coop Group and the management bodies of the individual business units are operationally responsible for addressing the material topics, setting targets and implementing measures. The annual reporting for the attention of the Board of Directors is prepared there, and the measures are defined and implemented.

The senior management, the Chairman and the Vice-Chairwoman of the Board of Directors are informed biannually about current economic and political developments affecting

the Coop Group in the "Issue Monitor". The Issue Monitor includes the description and monitoring of relevant risks for the Coop Group, including climate-related risks. One member of the Executive Committee is responsible for each of the three pillars of the sustainability strategy. All three business areas of the Coop Group – Retail, Production and Wholesale – are integrated into working groups for the implementation of measures in order to consider material importance.

SUSTAINABILITY STEERING COMMITTEE

The operational implementation of the Coop sustainability strategy is led by the Sustainability Steering Committee (SC Sustainability), under the direction of Philipp Wyss (Chairman of the Executive Committee of the Coop Cooperative). Representatives from various business areas of the Coop Group are members of the SC Sustainability. The SC Sustainability meets annually, adopts motions and issues mandates to promote the sustainability performance of the Coop Group. In addition, there is a separate steering committee for each pillar of sustainability. These are held twice per year. They are each led by a member of the Coop

Cooperative Executive Committee and consist of members from various areas of Coop, similar to the SC Sustainability. The SC for Pillar 1 Sustainable product ranges is led by Andrea Kramer (Head of the Marketing/Purchasing Business Unit). Daniel Hintermann (Head of the Logistics Business Unit) leads the SC for Pillar 2 Environmental and climate protection. While SC Pillar 1 Sustainable product ranges and SC Pillar 2 Environmental and climate protection have so far focused on targets and measures, they should also address climate-related opportunities and risks in the future.

COOP SUSTAINABILITY DEPARTMENTS

The Sustainability and Business Policy organizational unit is located within the General Secretariat of the Coop Group, which in turn reports to the Chairman of the Executive Committee of the Coop Cooperative. The Sustainability and Business Policy organizational unit is responsible for developing and managing the sustainability strategy for the entire Coop Group. This includes both monitoring progress during implementation and identifying necessary measures to achieve the targets. The responsibility for implementing measures rests with the line managers of the various companies or business areas. These responsibilities also apply to the SBTi commitment signed by the Coop Group in 2022 as part of the sustainability strategy.

The Sustainability and Business Policy organizational unit is composed of various specialist teams. One of these is the Climate Strategy Team. This develops the foundations for the climate strategy, supports the climate targets of the Coop Group, monitors their progress and initiates corrective measures with the relevant individuals when necessary. The Climate Strategy Team is also responsible for identifying and assessing climate risks and opportunities. The Business Policy Team monitors regulatory developments on climate issues in Switzerland and the EU, thus enabling us to identify climate risks and opportunities at an early stage.

In addition to the Sustainability and Business Policy organizational unit, there are other, decentralized sustainability departments within the various companies and business areas. These are responsible for the operational implementation of the sustainability strategy and reporting. Furthermore, in all business units of the Coop Group, experts are designated for each material sustainability issue, leading the implementation of measures for the sustainability strategy and climate targets within their areas.

STAKEHOLDER ENGAGEMENT

As well as our employees, our stakeholders in upstream and downstream stages of the value chain are vital to our success and the implementation of our sustainability strategy. We hold an annual Coop Stakeholder Forum, which allows direct and in-depth dialogue with representatives of our key stakeholder groups. It is an opportunity to take stock of what stakeholders expect and want of us, and incorporate these in our targets and measures. At the 2019 and 2021 Stakeholder Forums, it became evident that climate is considered a central sustainability issue for the Coop Group.

In 2023, the Coop Cooperative held the “Green Business Partner Conference” with around 150 key business partners and various representatives from industry associations and label organizations. The aim was to assess the status of these stakeholders’ existing commitment to climate protection, to raise their awareness of climate change and to secure their commitment to their own science-based climate targets. In addition to securing business partners for their own SBTi commitment, specific bilateral measures were also required. Our manufacturing companies and the Transgourmet national

subsidiaries are also in constant dialogue with public bodies, associations and organizations as well as employees, customers and suppliers. Among other topics, the issue of climate is regularly addressed and discussed with stakeholders in great depth in this context. In 2024, the Transgourmet national subsidiaries also conducted “green business partner conferences” across Europe to raise awareness among their business partners and develop measures to combat climate change.

RISK MANAGEMENT



IDENTIFYING AND ASSESSING CLIMATE RISKS AND OPPORTUNITIES

In 2024, the Coop Group conducted its first assessment of climate risks and opportunities for its own business activities. The aim was to inform about the insights gained and to continue with in-depth analyses in this area from 2025 onwards, both in analysis and in reporting according to the European Sustainability Reporting Standards (ESRS). This comprehensive assessment enables us to better understand the various climate-related risks and opportunities and to respond to them in a targeted manner.

DEFINITIONS

Within climate-related risks, TCFD distinguishes between transition risks and physical risks. These can influence each other in various ways and lead to cascade effects.

Transition risks

The transition to a carbon-neutral economy entails changes in politics, law, technology and markets. This results in transition risks for businesses. Examples include:

- political and legal risks, such as new climate laws and litigation;
- technology risks through innovations such as renewable energies;
- market risks due to altered demand; and
- reputational risks arising from altered perceptions of customers and society. These perceptions relate to whether and how organizations contribute to or hinder the transition to a carbon-neutral economy.

Companies must adapt to avoid financial and reputational damage while simultaneously seizing the opportunities of a low-CO₂e economy.¹³

Physical risks

TCFD categorizes physical climate risks into acute and chronic risks. Acute risks are event-driven. They can cause direct damage to assets or have indirect effects on supply chains. Examples include extreme weather events such as cyclones, hurricanes and floods. Chronic risks, on the other hand, refer to long-term climate changes, such as persistently higher temperatures, rising sea levels and prolonged heatwaves. These physical risks can have significant financial implications for organizations by affecting the availability of water and food, operational processes, logistics and the safety of employees.¹³

¹³<https://assets.bbhub.io/company/sites/60/2021/10/FINAL-2017-TCFD-Report.pdf>

Opportunities

Climate action and adaptation to climate change offer opportunities for companies. This includes resource efficiency and cost savings, the use of low-emission energy sources, the development of new products and services, access to new markets and the strengthening of supply chain resilience. These opportunities vary by region, market and sector, enabling companies to enhance their competitiveness, develop innovative solutions and promote sustainable growth.¹³

¹³<https://assets.bbhub.io/company/sites/60/2021/10/FINAL-2017-TCFD-Report.pdf>

Regulatory environment

As an internationally active company based in Switzerland, the Coop Group is subject to various regulatory requirements regarding climate protection. These include Switzerland's Climate and Innovation Act (CIA) as well as the CO₂ Act and CO₂ Ordinance. Additional laws in Switzerland that regulate climate protection aspects and affect the Coop Group include the Federal Act/Ordinance on the Mileage-related Heavy Vehicle Charge (HVCA), as well as the Environmental Protection Act (EPA) and waste-related regulations. Within the framework of the Green Deal, numerous new regulations and directives have been adopted that also affect the Coop Group. For instance, these include the "Fit for 55" legislative package, the Corporate Sustainability Reporting Directive (CSRD), the EU taxonomy regulation and the EU Deforestation Regulation (EUDR).

ASSESSMENT APPROACH

Climate change presents material risks and opportunities for the Coop Group, with potential short, medium and long-term impacts on our entire value chain and thus on our business success.

The Coop Group will subsequently report as part of a group-wide analysis of climate risks and opportunities. Qualitative factors have been taken into account and various scenarios discussed by experts. The assessment primarily focuses on the extent to which a climate risk or opportunity can significantly impact the value-creating processes in the Coop Group and thus materially affect business success. This analysis has been conducted on a qualitative level. Metrics aligned with the strategy and risk management of the Coop Group have not been considered so far. Our eight value-creating processes

have been identified through an analysis of our business activities. In the analysis, transition risks, physical risks and opportunities were considered.

Assessment of physical risks, transition risks and opportunities

The assessment was conducted based on the following criteria:

- Likelihood of occurrence: How likely is it that the risk or opportunity will occur?
- Impact on business success: What potential financial, operational and reputational impacts can be expected?

Based on the combination of the likelihood of occurrence and impact, the assessment of risks and opportunities results in a classification as “low”, “medium” or “high”. The assessment of

risks and opportunities was conducted by internal experts. Qualitative factors have been taken into account and various aspects discussed. Current scientific findings, market trends, regulatory developments and internal company data have all been comprehensively integrated into the analysis.

The focus for transition risks has been placed on various 1.5 °C scenarios, as these have the greatest transitional changes as a

consequence. For the physical risks, experts analysed the “worst-case” scenario with global warming of 3.3 °C to 5.7 °C by 2100. This scenario would entail severe climate changes and thus poses the greatest physical risks. The experts focused on medium and long-term periods in their initial risk assessment (see Table 1). A more detailed analysis will be carried out in the future based on the time horizons from Table 1. This will enable a better assessment of how risks evolve over time.

	Transition risks	Physical risks
Time horizons	Short-term: 1–2 years Medium-term: by 2030 Long-term: by 2035	Short-term: by 2030 Medium-term: by 2040 Long-term: by 2050
Scenarios considered	“Net Zero Emissions by 2050 Scenario (NZE)” of the International Energy Agency IEA ¹⁴ and the various 1.5 °C scenarios of the Network for Greening the Financial System NGFS ¹⁵ : emission trajectory limits the temperature rise to below 1.5 °C by 2100.	SSP 5–8.5 scenario by IPCC ¹⁶ : “business-as-usual” scenario, no climate protection measures, doubling of CO ₂ e emissions by 2100 compared to current levels (as of 2023), rise in global average temperature of 4.4 °C [3.3 °C to 5.7 °C] by 2100 compared to 1850-1900.

Table 1: Considered time horizons and scenarios for identifying and assessing transition risks, physical risks and opportunities

¹⁴<https://iea.blob.core.windows.net/assets/89a1aa9a-e1bd-4803-b37b-59d6e7fba1e9/GlobalEnergyandClimateModelDocumentation2024.pdf>

¹⁵<https://www.ngfs.net/ngfs-scenarios-portal/>

¹⁶https://www.ipcc.ch/report/ar6/syr/downloads/report/IPCC_AR6_SYR_LongerReport.pdf

PROCESSES FOR MANAGING CLIMATE-RELATED RISKS

As of yet, there is no formal risk management process within the Coop Group concerning climate-related matters. A systematic process is being established to manage transition risks, opportunities and physical climate risks. As mentioned in the chapter on the Board of Directors and Executive Committee, the monitoring of climate risks and opportunities is conducted by the Executive Committee through the Issue Monitor. Climate risks are currently being addressed in the individual business areas of the Coop Group. The focus here is particularly on risks that are currently present. In the area of procurement, the responsible departments are already exploring alternative sourcing options, thus addressing the issue of raw material security.

COOP GROUP RISK MANAGEMENT

The Coop Group operates a standardized risk management system. Every three years – most recently in 2023 – the Executive Committee and the entire Board of Directors identify and analyse the main risks and main risk scenarios and determine the appropriate measures. The progress made in implementing the individual measures is reviewed each year. Major risks are defined as those that may have a lasting impact on the EBIT of the Coop Group. During the well-established annual quality evaluation of the internal control system at business process level, operational risks and risks associated with financial reporting and compliance are assessed. The effectiveness of the checks carried out to cover these risks is also assessed. The issue of climate change and sustainability has not yet been formally integrated into the regular risk management of the Coop Group. Their integration is currently being evaluated.

STRATEGY



IMPLEMENTATION OF THE SUSTAINABILITY STRATEGY IN THE COOP GROUP

In 2023, the Coop Group adopted its new strategy structure along with the new group vision “Together for our customers”. The strategic framework comprises three core dimensions: sustainability, digitalization and profitability. Sustainability is firmly embedded in all relevant strategies and processes.¹⁷ This increases the strategic importance of the 2022–2026 sustainability strategy, which was approved in 2021, and firmly integrates sustainability across all Coop Group business areas.

¹⁷<https://report.coop.ch/de/strategie/>

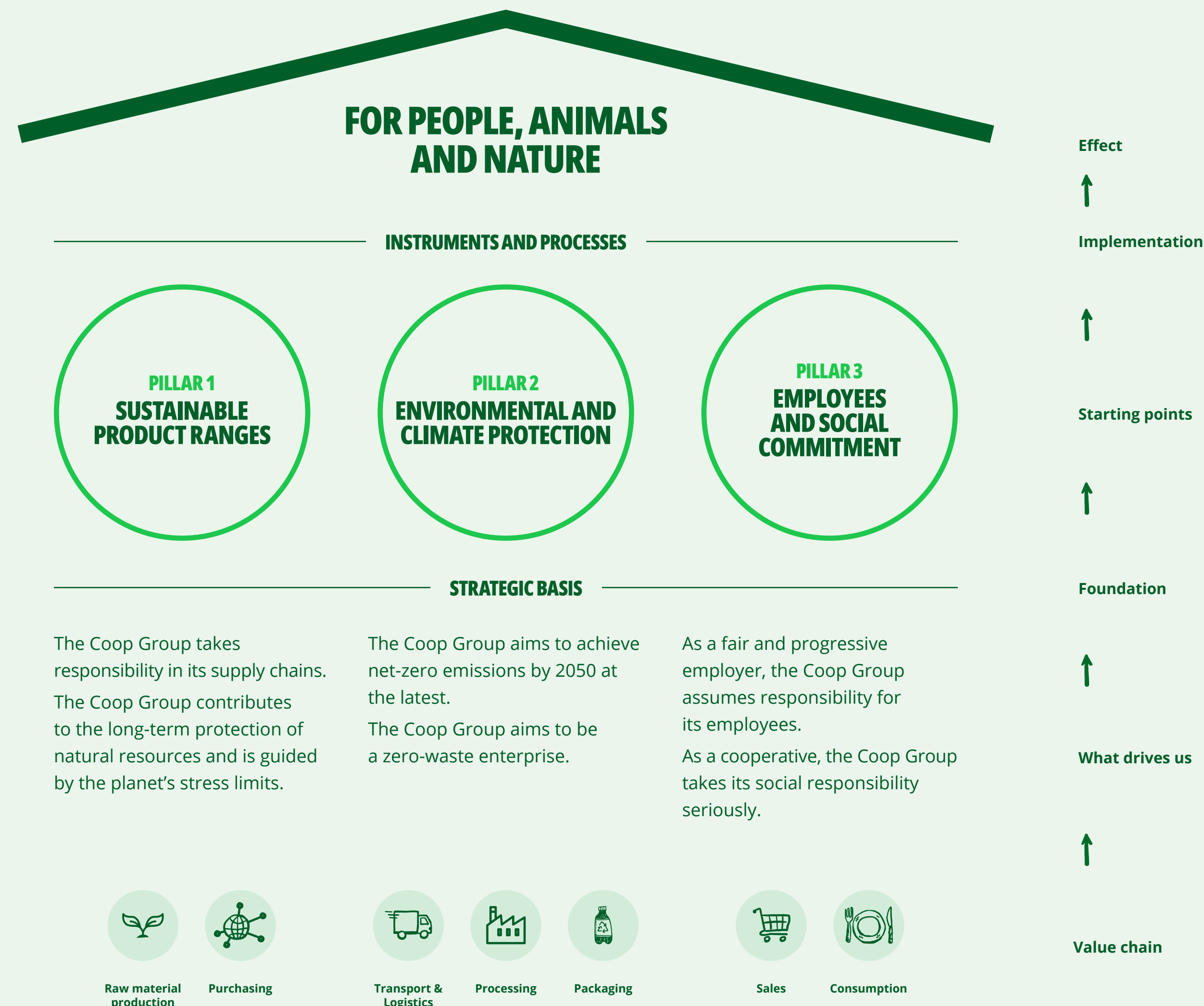


Fig. 2: The three pillars of the Coop Group's sustainability strategy¹⁸

¹⁸Coop Group Progress Report 2024

The sustainability strategy is based on three pillars: sustainable product ranges, environmental and climate protection, and employees and social commitment (see Fig. 2).

As a component of one of the three pillars, climate protection holds a central position and is embedded in the sustainability strategy through a climate strategy. As part of the climate strategy, ambitious climate targets are pursued. The Coop Group's commitment to the SBTi target of "net zero by 2050", communicated in 2022, reinforced its dedication to climate protection. With its climate strategy, the Coop Group is pursuing a clear reduction pathway. This is consistent with the Paris Agreement and the Federal Council's net zero target for

Switzerland. In doing so, the Coop Group minimizes its transition risks as we move towards a climate-neutral economy. By revising the dual materiality analysis within the framework of the ESRS over the course of 2025, the significant impacts as well as the risks and opportunities (including climate risks and opportunities) for the Coop Group will be identified. These will be processed in the future according to ESRS specifications and included in the further development of the sustainability strategy. For example, the results are intended to be incorporated into the development of multi-year targets for the next strategy period starting in 2027.

All subsidiaries address the issues defined by the sustainability strategy that are relevant to their business activities and set targets for these issues. An issue is relevant to a subsidiary if either the subsidiary offers products or services that contribute to the issue or the impact of the subsidiary is large enough when measured against the entire Coop Group. In the case of company expansions, for example through acquisitions of companies, their business activities are analysed with regard to the material topics and target agreements are introduced for the next possible calendar year.

VALUE-CREATING PROCESSES

For the assessment of risks and opportunities and their impact on the Coop Group, eight material value-creating processes were identified:

1. **Procurement of raw materials, products and services:**

Includes the global procurement of all goods and services required for our core business

2. **Food production:** Includes the manufacturing companies belonging to the Coop Group and the processing of food

3. **Logistics:** Covers the transport and storage of goods from the supplier to the point of sale

4. **Retail distribution:** Includes the sale of our products to end consumers in supermarkets/specialist stores and the sale of heating and mineral oil

5. **Wholesale distribution and third-party food production**

customers: Includes the sale of products to business customers, restaurants and third-party customers of our food production facilities

6. **Staff, staff development, insurance services and service**

offerings: Covers all activities related to our employees, employee development, internal services and insurance benefits

7. **Taxes and duties:** Includes our tax liabilities and duties to government institutions

8. **Property:** Comprises all our properties, including sales outlets, warehouses and administration buildings

OVERVIEW OF CLIMATE RISKS AND OPPORTUNITIES

Table 2 below summarizes the material climate risks and opportunities for each of the eight value-creating processes. It displays the assessment regarding the respective risk or opportunity level from “low” to “high” (see methodology in Assessment approach).

Value-creating process	Physical risks	Transition risks	Opportunities
Procurement of raw materials, products and services	medium	high	medium
Food production	high	medium	high
Logistics	medium	medium	medium
Retail distribution	medium	high	high
Wholesale distribution and third-party food	medium	medium	high
Staff, staff development, insurance services and service offerings	low	medium	medium
Taxes and duties	low	high	low
Property	medium	medium	low

Table 2: Value-creating processes and the physical and transition risks and opportunities

As mentioned in the “Assessment approach” chapter, the focus in risk assessment was placed on medium to long-term time horizons.

In general, it can be said that physical risks increase continuously over time. The further into the future the period under review extends, the more severe the impacts will become.

This is due to increasing warming and the associated intensified climate impacts such as extreme weather events.¹⁹

The evolution of transition risks over time is highly dependent on the timing of the implementation of measures. An early transformation path allows for a gradual adaptation of a company to the changing conditions. In this case, the transition risks are spread over a longer period of time. In contrast, a delayed implementation of climate protection measures leads to more drastic changes. This in turn increases the risks for companies.²⁰

Due to the impact of the time dimension on the extent of potential risks, an evaluation and assessment differentiated by time horizons is planned. Various 1.5 °C scenarios are considered for the transition risks (see Assessment approach).

ASSESSMENT SUMMARY

The comprehensive assessment of our value-creating processes has demonstrated that the Coop Group faces various climate-related risks and opportunities, which vary depending on the process. The following detailed explanation describes how the risks and opportunities are characterized and the potential impacts they may have on our company.

PHYSICAL RISKS

The process of food production is particularly susceptible to high physical risks.

- **Food production**

Characterization: Extreme weather events and long-term climate changes such as rising temperatures, increasing droughts and rainfall can impact agricultural productivity and lead to supply shortages and/or cost increases of agricultural raw materials

Impact: Production outages in our production facilities, quality reductions in our products, increased operating costs due to necessary adaptation measures, and investments in protective measures for our production facilities

The differentiated assessment of the climate-related impacts on our various raw materials, products and services has been identified as an important next step in analysis. The internal experts are aware that the impact will vary depending on the procurement market, manufacturing process and supply chain structure.

A detailed analysis of these differences and a systematic evaluation of the specific risks for the various business areas of the Coop Group are in the planning stages.

This in-depth investigation will enable us to focus on the material risks and develop targeted measures for risk minimization.

¹⁹https://www.ipcc.ch/report/ar6/syr/downloads/report/IPCC_AR6_SYR_LongerReport.pdf

²⁰<https://www.ngfs.net/ngfs-scenarios-portal/>

TRANSITION RISKS

The processes “Procurement of raw materials, products and services”, “Retail distribution” and “Taxes and duties” exhibit high transition risks.

- **Procurement of raw materials, products and services**

Characterization: Regulatory changes, such as stricter environmental regulations, emission rules and sustainability standards, can influence procurement

Impact: The need to switch suppliers and/or sourcing regions or adapt processes, increased compliance costs, potential penalties for non-compliance, and loss of reputation

- **Retail distribution**

Characterization: Shift in consumer preferences and regulatory requirements towards more sustainable and climate-friendly products and services, particularly in the case of fossil-fuel-driven vehicles; stricter advertising and product labelling regulations

Impact: Adjustment of the product portfolio, redesign of marketing strategies, potential revenue losses in emission-intensive products, and reputational risks

- **Taxes and duties**

Characterization: New and/or increasing (steering) taxes on transportation, the consumption of emission-intensive products, the use of fertilizers and/or pesticides in agriculture; tax increases to finance climate protection measures, increasing reporting obligations for non-financial reporting

Impact: Increased operating costs, increased product costs linked with potential impacts on demand, additional effort, and reputational risks for reporting

OPPORTUNITIES

Particularly in the processes of food production, and in retail and wholesale distribution.

- **Food production**

Characterization: Existing large procurement volume of sustainably produced raw materials (for example, sourcing of raw materials from organic farming or agroforestry by Halba), transparent supply chain and adherence to social standards along the supply chain

Impact: Lower risk of crop failure, resilient suppliers and supply chains, and enhanced reputation

- **Retail distribution**

Characterization: Increasing demand for a sustainable range in the market; existing large sustainable range across various retail formats of the Coop Group and its ongoing expansion

Impact: Customer acquisition and retention of various sustainability-oriented target groups in the respective retail formats

- **Wholesale distribution**

Characterization: Increasing demand for a sustainable range in the market, particularly in community catering (canteens, nursing homes, etc.); existing large sustainable range and its ongoing expansion

Impact: Customer acquisition and retention, as well as advantages in tenders, particularly those from government entities and community catering

STRATEGIC IMPLICATIONS

Characterizing the risks and opportunities enables the setting of targeted strategic priorities. Building on the qualitative results of this report, detailed analyses will be conducted in the coming years to specifically mitigate and manage risks concerning the Coop Group. The plan involves assessing potential financial impacts of physical risks on the locations of the Coop Group and on the most relevant raw materials/products for the Coop Group. Additionally, a systematic review of the financial impacts of climate-related risks and opportunities on the business, strategy and financial planning of the Coop Group should be conducted.

To minimize risk, the Coop Group is already adopting various measures such as diversifying suppliers, investing in climate-resilient infrastructure, and adapting business processes. With these measures, we aim to reduce vulnerability to climate-related disruptions. This is especially true for supply shortages as well as disruptions in logistics and production. Our aim is to ensure business continuity and to comply with regulatory requirements. To maximize opportunities, we are focusing on the development and expansion of sustainable products and services, as well as enhanced sustainability communication. In doing so, we aim to enhance our competitiveness, open up new markets and customer segments, differentiate ourselves from the competition, improve brand loyalty and thereby achieve long-term value enhancement.

STRATEGIC MEASURES OF THE COOP GROUP TO MITIGATE CLIMATE RISKS AND STRENGTHEN OUR RESILIENCE

Through our diverse sustainability efforts, we not only reduce our impact on the climate and the environment but also minimize the risks arising from climate change and the transition to a climate-friendly economy. Our efforts include a clear stance and various strategic measures.

Science-based climate targets and commitment to SBTi

For effective environmental and climate protection, we are committed to science-based climate targets validated by the Science Based Targets initiative (SBTi).

We are lowering our energy consumption, investing in sustainable mobility and logistics solutions, and reducing our emissions and our water consumption. We collaborate with suppliers who are also committed to science-based climate targets. With our commitment to closed material cycles and innovative

packaging solutions, we aspire to make efficient use of natural resources and protect the environment.

Minimum sustainability standards in the procurement of raw materials

Together with our stakeholders, we have identified the critical raw materials in our sourcing, and the biggest environmental and social challenges encountered in their production. It is our aim to consistently implement sustainable minimum standards in cultivation and production for all critical raw materials, and so minimize our negative impact.

Specifications for water usage

To ensure the sustainable use of limited fresh-water resources in our supply chains, we are tackling the issue of water throughout the Coop Group. In all business areas, we require

the fulfilment of a water standard in the production of all fresh and processed fruit and vegetables originating from water-critical catchment areas. In Retail, these requirements also apply to the purchase of flowers and plants. In the case of cotton, we rely on sustainably certified organic cotton that meets the additional water-management requirements of Bio Suisse.

Commitment to protecting natural resources

As an international company, we bear responsibility for protecting natural resources and preserving soil health. We are committed to an agriculture that preserves soil fertility, sees soil biodiversity as the basis for life, and maintains equilibrium in natural ecosystems. Therefore, we tackle the issue throughout the Coop Group, by promoting organic agriculture, implementing sustainability standards, and through our guideline on pesticide use.

As the market leader, we keep expanding our organic range every year, with the aim of promoting organic cultivation, encouraging consumers to make more environmentally conscious decisions and, through environmentally friendly production, protecting our natural resources – the soil, water and air. We see our responsibility as holistic and therefore contribute to knowledge creation in organic farming through research projects with our partners.

Commitment to preserving biodiversity

The greater the biodiversity within an ecosystem, the better nature is able to adapt to changing environmental conditions. To protect nature, prevent damage to the natural ecosystems and counteract the attendant challenges of the future, we have enshrined the issue of biodiversity in our strategy and, by promoting organic farming, are committed to preserving biodiversity through projects and as part of our cooperation with WWF.

Collaboration with business partners

The Coop Group focuses on regional and national supply chains, but we do also source goods from outside Switzerland and Europe where necessary. Depending on the countries and regions which we purchase products from, our business relationships can potentially impact the people and the environment in these areas. Accordingly, we see it as our responsibility to know our business partners and to develop a common understanding of how to minimize the risks and impacts in the respective region of origin of our products. This requires clear guidelines for procurement, which we regularly review and adapt. We also take targeted measures. Wherever possible, we implement these measures on the basis of international standards, audits or other systems.

Focus on regionality

Regional products boost regional value creation and diversity. They also promote structurally weak regions. We offer attractive sales opportunities to smaller, artisanal producers in particular. In so doing, we support value creation in the individual regions, as well as local and transparent products with the shortest possible transport routes.

Investments in awareness projects, research projects, and innovation projects

We set up a fund to invest in a sustainable future back in 2003. The present-day Coop Sustainability Fund was founded in 2007. Together with partners, we support various research, development and awareness-raising projects in Switzerland and abroad by making long-term investments in the future. These include numerous projects to raise consumer awareness of sustainable consumption, but also research projects in organic agriculture and the development of environmentally friendly production methods, climate protection projects and the establishment of sustainable value chains.

Discussion with specialist organizations

Coop works closely with WWF and other partners from the scientific and NGO community to ensure that the measures are effective and ambitious.

These measures help us mitigate and manage climate risks and capitalize on our opportunities in a targeted way. Listed below are some examples of specific, current mitigation measures and targets:

- We are consistently reducing energy consumption and focusing on renewable energies. To this end, photovoltaic systems are being installed across the entire Coop Group. For our Swiss locations, our target is to cover over 40% of our electricity needs with self-generated solar energy by 2050. To further reduce our electricity consumption, we use energy efficiently with measures such as efficient lighting and electrical appliances. When we carry out new builds and renovations, we consistently rely on renewable energies for building heating and utilize our waste heat for heating and air conditioning. In our distribution centres and production facilities we are continuing to switch to renewable heating and we largely forgo fossil fuels in our rented properties.

- In Switzerland, we are shifting retail transport from road to rail with our own rail company, Railcare. Additionally, in road freight transport, we aim to reduce CO₂e emissions by 14% in Retail and by 11% in Wholesale by 2026.
- We promote increased collaboration with strategically important suppliers who set themselves ambitious climate targets and are committed to climate action. By 2024, 65.5% of our suppliers in the Retail sector and 26.8% of our suppliers in Wholesale were already pursuing such targets. Additional concrete measures in Scope 3 are being developed in collaboration with industry associations and label organizations.
- Through our manufacturing company Halba, we promote diversified cultivation, such as agroforestry, for various raw materials including cocoa, cashews and coconuts.²¹ This not only enhances climate resilience but also promotes the storage of CO₂e from the air.

- To improve water management, 100% of our fruits and vegetables in retail and wholesale should be produced according to a water standard (SPRING, Alliance for Water Stewardship (AWS), Rainforest Alliance, Bio Suisse or Sustainability Initiative of South Africa SIZA) by 2026. As an example, in retail, all our avocados have been sustainably irrigated since 2022. Furthermore, the sourcing of water-critical fruits and vegetables from other countries is being examined. For retail, Albania is being established as an alternative region of origin to southern Spain for berry cultivation.

More information on our mitigation measures can be found in the Coop Group Progress Report 2024.²²

²¹<https://www.halba.ch/content/dam/halba/pdf/Agroforestry%20Policy%20and%20Action%20Plan%202024.pdf>

²²[Coop Group Progress Report 2024](#)

CLIMATE **KEY FIGURES** **AND TARGETS**



Effective climate protection requires transparency regarding our greenhouse gas emissions and the progress made towards achieving our climate targets. In this chapter, we disclose our key climate metrics, particularly direct emissions (Scope 1), indirect energy-related emissions (Scope 2) and other indirect emissions along the upstream and downstream value chains (Scope 3). This disclosure allows us to measure our performance, identify risks and take targeted measures to reduce our emissions.

In accordance with the SBTi guidelines, we report on our emissions data and track our progress against the targets set. Our climate strategy is based on science-based targets to achieve net zero emissions in the Coop Group by 2050 at the latest.

Table 3 below shows our greenhouse gas emissions for the years 2022, 2023 and 2024, as well as our targets by 2030 and 2050. It includes emissions from Scope 1, Scope 2 and Scope 3. We also present our total CO₂e emissions and our energy consumption.

	2024	2023	2022	Target 2030 vs. 2022	Target 2050 vs. 2022
Scope 1 CO₂e emissions	203 296 t	231 963 t	222 533 t*	-42%	-90%
CO₂e emissions Scope 2 market-based	45 606 t	52 841 t	119 052 t**	(annually 5.25%)	
Scope 3 CO₂e emissions	22 633 056 t	22 008 454 t	29 879 735***	FLAG: -30.3% Non FLAG: -25% Fuel sales: -42%	FLAG: -72% Non FLAG: -90%
CO₂e emissions total	22 881 958 t	22 293 258 t	30 221 320 t****	Scope-specific targets	Scope-specific targets
Total energy consumption	2 649 083 MWh	2 592 313 MWh	2 653 413 MWh		-

Table 3: Climate metrics and targets

* In 2024, an adjustment was made to the baseline year emission value (2022). The two subsidiaries of Transgourmet Austria, Riedhart Handels GmbH and Gastro Profi GmbH, have now been taken into consideration. Moreover, our refrigerant emissions from wholesale were calculated based on total fill quantities rather than on refill quantities. Further corrections were made in the areas of heating energy and transport.

** In 2024, an adjustment was made to the baseline year emission value (2022). The two subsidiaries of Transgourmet Austria, Riedhart Handels GmbH and Gastro Profi GmbH, have now been taken into consideration.

***For the calculation of the Scope 3 emissions for 2023 and 2024, both improved data collection and a shift in methodology from IPCC AR5 to IPCC AR6 were implemented, which is reflected in the results. For this reason, the 2022 baseline year will be revised and updated during the 2025 calendar year, which will enable comparability for the future.

****The metric consists of Scope 1, Scope 2 and Scope 3 combined. Comments: see */**/**

We used the “operational control” approach as per the Greenhouse Gas (GHG) Protocol to calculate CO₂e emissions.

The Scope 3 emissions were calculated in accordance with ISO 14064 and the GHG Protocol guidelines. Detailed information on the collection and calculation of energy consumption and emissions according to GRI for the 2023 and 2024 reporting years can be found in the Annex.

Currently, the Scope 3 emissions for the years 2023 and 2024 are not comparable with the emissions in the baseline year (2022). For the calculation of Scope 3 emissions for 2023 and 2024, both improved data collection and a shift in methodology from IPCC AR5 to IPCC AR6 were implemented, which is reflected in the results. For this reason, the 2022 baseline year

will be revised and updated during the 2025 calendar year, which will enable comparability for the future. For the moment, we cannot precisely measure the impact of our measures in Scope 3.

The effectiveness of the reduction measures for direct and energy-related emissions (Scope 1 and Scope 2) can be seen in the annual comparison of 2023/2024 (see Table 3). However, it must be noted that the reduction in emissions cannot be seen solely as a direct result of emissions reduction initiatives. External factors, such as a mild winter or limited production, also influence emissions trends. In 2024, we exceeded our annual emissions reduction target of 5.25% in Scope 1 and Scope 2.

The assessment and management of climate-related risks and opportunities have so far been based solely on qualitative factors. Therefore, no uniform metrics exist yet that align with the corporate strategy and existing risk management. Accordingly, climate-related performance metrics are not integrated into the performance-based bonus for the management employees of the Coop Group. Similarly, the Coop Group does not have internal CO₂ pricing. An exception is made in the supermarket business. Investments are made in climate protection projects along their own supply chains to the extent of the emissions generated by air freight, business trips and coop.ch deliveries. For this purpose, an internal carbon price of just under CHF 28 per tonne of CO₂e was charged in 2024.

DISCLAIMER

The 2024 Coop Group Report on Climate Concerns (hereinafter referred to as “this report”) focuses on climate-related risks and opportunities in accordance with the recommendations of the TCFD. This report contains current and forward-looking statements based on present expectations and assumptions regarding anticipated developments and other factors. They are neither historical facts nor guarantees of future performance, as they are subject to numerous assumptions, risks and uncertainties that may change over time. Forward-looking statements are based on knowledge available at the time they are made, and various factors may cause actual performance to differ materially from the performance expressed or implied in these forward-looking statements.

The Coop Group Cooperative does not guarantee their accuracy and is not obliged to update statements. The Coop Group Cooperative intends to further develop its disclosures in the future to provide stakeholders with meaningful information by adapting them to new facts and regulations that impact the changing climate landscape. Further details on other ESG (environmental, social and governance) topics are listed in the Coop Group Progress Report 2024.

ANNEX

ENERGY CONSUMPTION AND GHG EMISSIONS ACCORDING TO GRI

Coop Group energy consumption [GRI 302-1]

Total energy consumption within the Coop Group

	2023	2024
Amount in MWh	2 592 313	2 649 083

Fuel consumption from non-renewable sources

	2023	2024
Amount in MWh	859 248	828 340
Fuel types used	Heating oil, natural gas, liquefied petroleum gas (LPG), diesel, petrol	Heating oil, natural gas, liquefied petroleum gas (LPG), diesel, petrol

Fuel consumption from renewable sources

	2023	2024
Amount in MWh	101 534	131 860
Fuel types used	Biodiesel, biogas, hydrogen, wood pellets, wood chips	Biodiesel, biogas, hydrogen, wood pellets, wood chips

Electricity consumption

	2023	2024
Amount in MWh	1 506 363	1 557 199

Electricity from our photovoltaic systems

	2023	2024
Total production amount in MWh	Data not gathered	66 312
Own consumption amount in MWh	Data not gathered	61 039
Amount of electricity sold in MWh	Data not gathered	5 273

Heating consumption

	2023	2024
Amount in MWh	508 797	508 164

Cooling consumption is not recorded and reported as this figure is not relevant to the Coop Group business activities. The Coop Group does not buy in cooling, but generates it via cooling appliances. The electricity used by the cooling appliances is included in the reported electricity amount. Steam consumption is not reported either as this figure is not relevant to the Coop Group business activities. The Coop Group produces the steam required for its own consumption. The heating consumption needed to produce the steam is included in the reported heating amount. As its own consumption is high, the Coop Group sells only a very small amount of the excess electricity that is produced by its photovoltaic systems.

In Retail, electricity and heating consumption and transport data is recorded as separate figures. The methods used to record the various types of energy consumption vary and are explained below:

- Electricity is purchased and invoiced centrally via an external service provider. Thus the electricity data for Retail is recorded centrally and can be assigned to each location by means of a specific ID. The electricity consumption figure for the preceding year is obtained at the beginning of each calendar year. For the 2024 reporting year, it should be noted that at the time of reporting, not all electricity consumption data for the current reporting year will be available. For this reason, the data collection period has been adjusted. Instead of the calendar year (January to December 2024), we are looking at the period from December 2023 to November 2024.

- Heating consumption is either measured by energy monitoring, read manually or estimated. Energy monitoring is used at all locations where an energy metering system is installed. At retail outlets where there is no energy metering system, the annual heating consumption is extrapolated using the sales area and a representative distribution of the energy sources used. Conservative assumptions are used for the purposes of this extrapolation.

In the distribution centres, hotels and Panofina (formerly Coop bakeries), there is a designated person responsible for recording heating consumption. They record the data either by reading the meter or using the figures from invoices sent by external service providers. The data is then entered directly into the energy management system.

The energy used for transport is recorded as the amount of motor fuel consumed. At the beginning of each calendar year, in every relevant business unit, a designated person records and reports the motor fuel consumption figure for the previous calendar year. Please note that for the 2024 reporting year, due to the time delay in invoicing, not all heat energy consumption data for the current reporting year will be available at the time of report preparation. In these instances, we make an informed estimate based on the consumption data from the corresponding period of the previous year. This approach is applied as necessary in both the Retail area and in the production facilities and Wholesale.

For production facilities which belong to the Coop Cooperative and those of the Bell Food Group, there is a designated person responsible for data recording, just as in the distribution centres, hotels and Panofina (formerly Coop bakeries). Electricity for the production facilities that belong to the Coop Cooperative is centrally purchased and recorded along with the electricity for Retail. Here, too, the data collection period has been adjusted, as mentioned for Retail. The Bell Food Group conducts its own energy monitoring for its production facilities. This data includes electricity, heating and motor fuel consumption and is recorded and reported every January/February for the previous calendar year.

In Wholesale, for each Transgourmet national subsidiary there is a designated person responsible for recording electricity and heating consumption and transport data. The data is recorded and reported every January/February for the previous calendar year via the energy management system.

The calorific values of fuels are sourced from the Department for Environment, Food & Rural Affairs (DEFRA) or the Federal Office for the Environment (FOEN). Specific annual heating consumption figures are from the Swiss Society of Engineers and Architects (SIA)

Coop Group's direct GHG emissions (Scope 1) [GRI 305-1]

	2023	2024
Gross volume of direct GHG emissions (Scope 1) in tonnes of CO₂e	231 963	203 296
Gases included in the calculation	all gases according to GRI 305-1	all gases according to GRI 305-1
Biogenic CO₂ emissions in tonnes of CO₂e	27 766	34 875
Baseline year for the calculation	2022	2022
Emissions in baseline year in tonnes of CO₂e	222 533*	222 533*

*In 2024, an adjustment was made to the baseline year emission value. The two subsidiaries Riedhart Handels GmbH and Gastro Profi GmbH of Transgourmet Austria have now been taken into account. Moreover, our refrigerant emissions from wholesale were calculated based on total fill quantities rather than on refill quantities. Further corrections were made in the areas of heating energy and transport

Having committed to the Science Based Targets initiative (SBTi) in 2022, we have taken 2022 as our baseline year. In 2024, an adjustment was made to the baseline year emission value. The two subsidiaries Riedhart Handels GmbH and Gastro Profi GmbH of Transgourmet Austria have now been taken into account. Moreover, our refrigerant emissions from wholesale were calculated based on total fill quantities rather than on refill quantities. Further corrections were made in the areas of heating energy and transport.

The source of the emission factors for fuels is the “Advanced User Set 2024” from the Department for Environment, Food & Rural Affairs (DEFRA). The source of the refrigerant global warming potentials (GWP) is the factsheet from the Federal Office for the Environment (FOEN) on the main refrigerants, as last updated in September 2020. The “operational control” approach was used. Emissions were calculated strictly in accordance with the GHG Protocol guidelines. The calculation was carried out using ESG software. All fully consolidated business units in the Retail business area are taken into account. Units with only individual office spaces are not included. For the Wholesale area, the GHG emissions from nine business units are reported, which account for approximately 95% of sales. The remaining subsidiaries or investments are not considered, as they are not relevant in the context of overall energy consumption and total emissions. All production sites for Bell Food Group Ltd are recorded. Individual office spaces and storage rooms are not recorded, as they are not relevant compared to the energy-intensive production sites.

Coop Group indirect energy-related GHG emissions (Scope 2) [GRI 305-2]

	2023	2024
Gross volume of location-based indirect GHG emissions (Scope 2) in tonnes of CO₂e	183 307	171 687
Gross volume of market-based indirect energy-related GHG emissions (Scope 2) in tonnes of CO₂e	52 841	45 606
Gases included in the calculation	all gases according to GRI 305-2	all gases according to GRI 305-2
Baseline year for the calculation	2022	2022
Market-based emissions in baseline year in tonnes of CO₂e	119 052*	119 052*

*In 2024, an adjustment was made to the baseline year emission value. The two subsidiaries Riedhart Handels GmbH and Gastro Profi GmbH of Transgourmet Austria have now been taken into account.

Having committed to the Science Based Targets initiative (SBTi) in 2022, we have taken 2022 as our baseline year. In 2024, an adjustment was made to the baseline year emission value. The two subsidiaries Riedhart Handels GmbH and Gastro Profi GmbH of Transgourmet Austria have now been taken into account. The source of the emission factors for electricity is ecoinvent 3.9.1 and, for the residual mix, the Association of

Issuing Bodies (AIB), as last updated for 2024. The “operational control” approach was used. Emissions were calculated strictly in accordance with the Greenhouse Gas (GHG) Protocol guidelines. The calculation was carried out using ESG software. All fully consolidated business units in the Retail business area are taken into account. Units with only individual office spaces are not included. For the Wholesale area, the GHG emissions from nine business units are reported, which account for approximately 95% of sales. The remaining subsidiaries or investments are not considered, as they are not relevant in the context of overall energy consumption and total emissions. All production sites for Bell Food Group Ltd are recorded. Individual office spaces and storage areas are not included as they are not relevant compared to the energy-intensive production sites.

Coop Group's indirect GHG emissions (Scope 3) [GRI 305-3]

	2023	2024
Gross volume of other indirect GHG emissions (Scope 3) in tonnes of CO₂e	22 008 454	22 633 056
Gases included in the calculation	CO ₂ , CH ₄ (fossil and biogenic), N ₂ O, HFCs, CFCs	
Categories and activities relating to other indirect GHG emissions (Scope 3) that are included in the calculation	Categories 1, 2, 3, 4, 5, 6, 7, 8, 9, 11, 12, 14 and 15 according to the GHG Protocol	
Baseline year	2022	
Emissions in baseline year in tonnes of CO₂e	29 879 735*	

*For the calculation of the Scope 3 emissions for 2023 and 2024, both improved data collection and a shift in methodology from IPCC AR5 to IPCC AR6 were implemented, which is reflected in the results. For this reason, the 2022 baseline year will be revised and updated during the 2025 calendar year, which will enable comparability for the future.

Having committed to the Science Based Targets initiative (SBTi) in 2022, we have taken 2022 as our baseline year. The indirect GHG emissions (Scope 3) were calculated in accordance with ISO 14064 and with the Greenhouse Gas (GHG) Protocol guidelines.

	2023	2024
Databases used for the respective reporting year	<ul style="list-style-type: none"> • DEFRA 2022 • WFLDB v.3.9 • ecoinvent 3.9 	<ul style="list-style-type: none"> • DEFRA 2024 • WFLDB v.3.9 • ecoinvent 3.9.1

For the 2024 reporting year, it should be noted that due to the earlier data deadline and the calculations for the CO₂e emissions in Scope 3, the calculations will be based on the rolling procurement data from November 2023 through to the end of October 2024 and adjusted in line with the 2024 sales figures if necessary. For the Scope 3 categories that are not calculated using procurement values, the year 2024 is considered for calculation, or the data is estimated based on the 2023 value.