

FOR PEOPLE, ANIMALS AND NATURE

SUSTAINABILITY REPORT OF THE
COOP GROUP 2025



coop



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FOREWORD

[GRI 2-22]

Dear readers

**“SUSTAINABILITY IS ENSHRINED
IN THE DNA OF THE COOP GROUP.”**

Joos Sutter

Chairman of the Coop Group

Board of Directors

Sustainability has been enshrined in our Articles of Association and corporate profile since 1973, making it an integral part of our business activities in retail, wholesale and production. Since 1 January 2024, it has been one of the three key focal themes in the Coop Group's strategy, affecting all areas of the company. Sustainability influences our actions and operations, setting projects in motion across the Group and thus helping us to advance. In 2025, for



example, we opened the Railcare railway hub in Zurich. This enables us to supply the Coop stores in the city of Zurich by rail right up to the final kilometres. Halba is once again the most sustainable chocolate producer in Switzerland and ranks second worldwide in the Chocolate Scorecard 2025. In the wholesale sector, Transgourmet Germany commissioned a biogas filling station in 2025 as part of the “Hamburg wird grüner” (Making Hamburg greener) project. This means that all customers in and around Hamburg are supplied by biogas trucks. These are just a few examples out of many.

The sustainability report for the 2025 financial year (1 January 2025 to 31 December 2025) was approved by the Delegate Assembly of the Coop Group Cooperative on 7 May 2026. It illustrates the developments in sustainability during the 2025 financial year. These include detailed information on the status of our sustainability objectives and measures, as well as transparent information on the key issues within the three pillars of our sustainability strategy. In addition, we take a clear stance on current, socially relevant sustainability topics through our position papers, such as respect for and promotion of human rights. This is a core value and the foundation of our

corporate responsibility. We are committed to socially responsible working conditions within the Coop Group and along our global supply chains. In this way, we follow international standards such as the UN Guiding Principles, the Organisation for Economic Co-operation and Development (OECD), and the International Labour Organization (ILO). Our binding guidelines apply to employees and business partners and define clear requirements for socially responsible production. Through risk analyses, regular training, audits and annual surveys, we ensure compliance with and continuous improvement of social standards.

Our sustainability strategy is founded on three pillars: sustainable product ranges, environmental and climate protection, and employees and social commitment. For the strategy period 2022–2026 we have identified, grouped and prioritized 26 key sustainability topics for the Coop Group. Within these 26 fields of activity, we have defined objectives and measures for all business areas which are reviewed annually by the Coop Group Cooperative Board of Directors. The following report guides readers through these fields of activity and transparently presents our progress.

In 2025, we reviewed our sustainability priorities by conducting the double materiality assessment (DMA) in accordance with the European Sustainability Reporting Standards (ESRS). By analysing the impacts of our activities on the environment, as well as the potential risks and opportunities arising from the environment for our company, we have been able to gain comprehensive insights. In 2026, these findings will enable us to define our fields of activity and objectives for the next multi-annual objective period 2027–2031.

As a sustainability pioneer, we assume responsibility across the entire group and address the challenging issues ahead of us. In doing so, we deliberately harness synergies within the entire Group and develop overarching solution strategies – for instance in the areas of deforestation, transparency, and energy supply. In terms of climate protection, we are committed both within the Coop Group and in collaboration with our business partners to sustainably reducing emissions in the upstream and downstream stages of our value chains in accordance with the Paris Climate Agreement. In addition, we invest in projects outside our value chains that contribute to global climate protection.

"AN IMPORTANT MILESTONE IN 2025 WAS THE LAUNCH OF OUR NEW SUSTAINABILITY OWN-LABEL BRAND, NICE TO SAVE FOOD."

Philipp Wyss
Chairman of the Coop Group Executive Committee

In future we will also continue to focus our sustainability efforts on our core business – retail. We currently offer the widest range of sustainable products on the market and in 2025 were able to increase our net sales from sustainable products in the Coop Group to 6.9 billion Swiss francs. Our other milestones in 2025 included the launch of the new sustainable own-label brand “Nice to Save Food” for the utilization of by-products from industrial processing and the prevention of food loss, as well as increasing our net sales from organic products to 2.4 billion Swiss francs in the Coop Group.

We all benefit from this – people, animals and nature, today and 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 topics defined by the sustainability strategy that are relevant to their business activities and set targets for these topics. A topic is relevant for a subsidiary if either the corresponding products

and services or other activities exist, and the impact of the subsidiary is large enough compared to the overall 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 point out 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]



OUR CORE BUSINESS ACTIVITY

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 retail and wholesale 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]

THE COOP GROUP

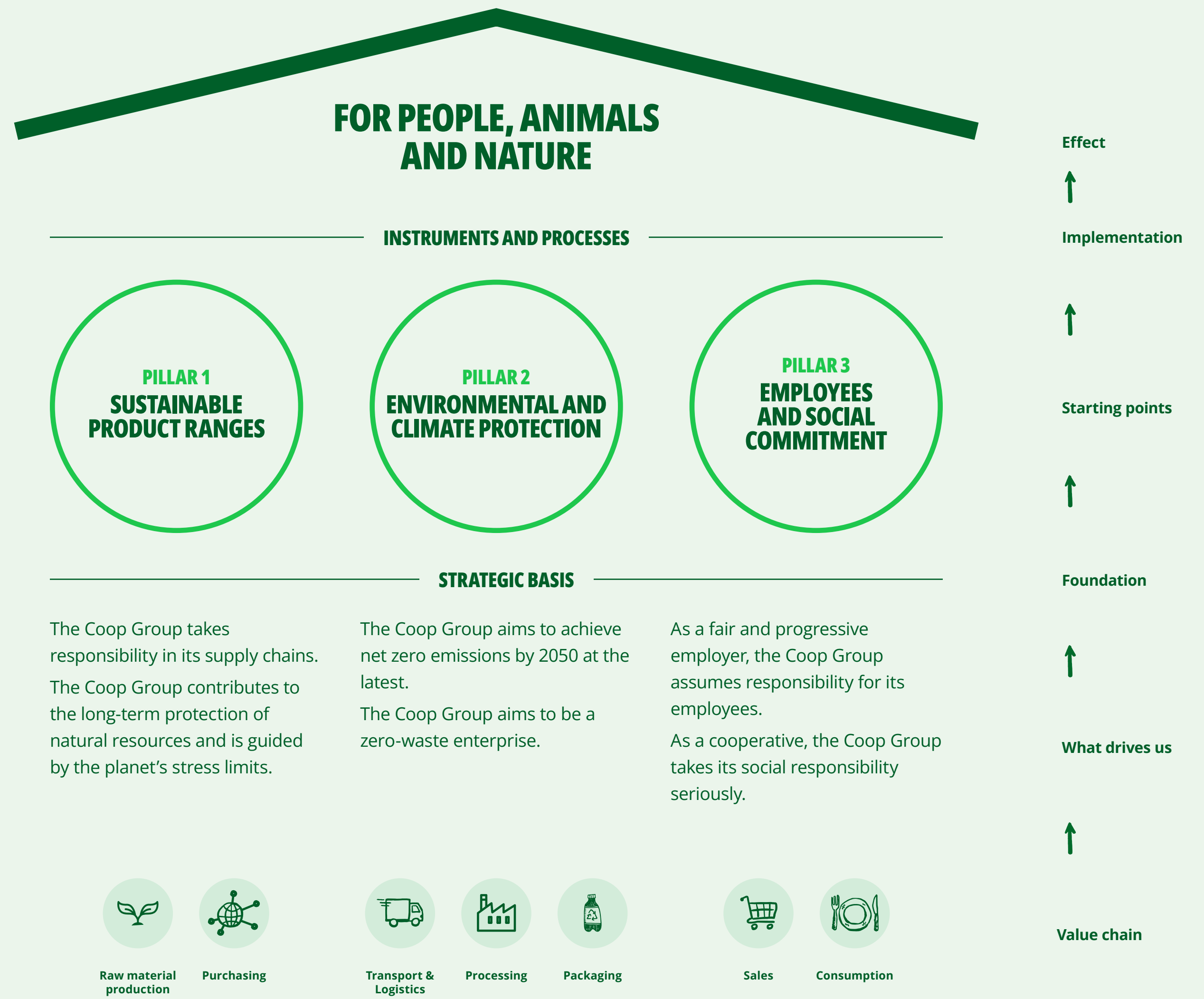


FOCUS UP TO 2026

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.

Legal basis

The Coop Group Sustainability Report 2025 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 prepared the 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 157](#) onwards.



OUR MATERIAL TOPICS

[GRI 3-1, 3-2 / ESRS 2 IRO-1, SBM-3]

PROCESS TO DETERMINE MATERIAL TOPICS

[GRI 3-1 / ESRS 2 IRO-1]

In preparation for future reporting under the Corporate Sustainability Reporting Directive (CSRD), a double materiality analysis (DMA) was carried out for the Coop Group in spring 2025 in accordance with the requirements of the European Sustainability Reporting Standards (ESRS), version dated 31 July 2023. Unlike the 2023 double materiality analysis, this year’s analysis was not limited to the 26 fields of activity enshrined in the Coop Group’s sustainability strategy but instead considered all potentially material topics. In addition, stakeholder representatives from the entire Coop Group were included, and selected subsidiaries were consulted (top-down approach).

In the DMA in accordance with ESRS, two aspects are once again taken into account: the materiality of the impacts of the

Prioritized stakeholders			Rating agencies			
Shareholders (Bell)	Research institutes e.g. universities	(Industry) associations/clubs e.g. Swiss Farmers Association	Foundations	Other business partners – sponsorships	Media	Other NGOs/wider society
Logistics partners	Business customers (B2B) e.g. retail, hotels, and staff canteens	Business customers (B2C)	End consumers	Board of Directors	Management	Politicians
Competitors	Suppliers	COOP			Employees/Works Council/Trade Unions	Auditors
Neighbourhood/local communities	Producers				Members of the cooperative/Regional Council & members of the Delegate Assembly	Landlords
Certification bodies	Nature				Authorities/offices e.g. enforcement authority	Insurance companies

[GRI 2-29]

company’s own business activities along the entire value chain (“materiality of impacts”) and financial materiality arising from changes in the social and physical environment affecting the company (“financial materiality”). From the outset, only potentially material topics were considered; potentially

immaterial topics were excluded from the assessment. The final validation of the DMA results was carried out by the steering committee for sustainability reporting and the Executive Committee of the Coop Group Cooperative. The DMA is reviewed once a year and – in the event of significant

internal or external changes in business activities – is revised accordingly.

To understand the company context, a company context analysis was first conducted regarding the organizational structure and the aggregated value-adding processes. The analysis revealed which business areas and activities need to be prioritized. In addition, the value chains in the three segments of Retail, Production and Wholesale were mapped. Relevant stakeholders were identified and prioritized according to the criteria “Influence on the company,” and “Interest in the company.” The two main stakeholder groups (affected stakeholders and users of the report) were taken into account. Further information on our stakeholder management can be found on p. 13. For each of the 11 prioritized stakeholder groups, internal company stakeholders were designated to represent their concerns and expectations.

To determine the actual and potential negative and positive impacts, risks and opportunities, possible impacts, risks and opportunities (IROs) were identified, based on the existing sustainability strategy and additional internal and external data sources. These data sources include the Coop Group Report on Climate Concerns 2024, Coop’s impact analysis, best practice analyses and industry trends.

For each IRO, parameters such as probability (actual/potential), positioning within the value chain (upstream, own activities, downstream), cause (direct, jointly caused, through business

relationship), and time horizon (short-term: 1 year, medium term: 1–5 years, long-term: >5 years) and scope (entire Coop Group or individual parts of the Coop Group) were defined. An initial assessment of the IROs was carried out in advance by subject specialists of the Coop Group. In a second step, the IROs were supplemented, refined and subsequently validated in a workshop-based approach involving around 40 internal experts and stakeholder representatives, and then reviewed by selected subsidiaries. The workshop discussed, among other things, the interdependencies between impacts and opportunities/risks, and to what extent measures taken could trigger additional adverse impacts or risks.

The **risks and opportunities** were assessed according to their “probability of occurrence” and the “potential scale of the financial impact”, based on the existing risk management approach of the Coop Group. Risks and opportunities were classified as material if they have a very large financial scale and a probability of at least 25%, or if they have a large financial scale and a probability of at least 50% (“financial materiality”).

Sustainability-related **impacts** were also assessed according to their “likelihood of occurrence,” as well as their “severity,” on a four-level scale ranging from low to very high. The severity is based on the factors “scale”, “scope”, and “irremediability” (the latter only for negative impacts). To determine the severity, the average of the ratings of these factors was calculated. All impacts with a very high severity, regardless of the

likelihood of occurrence, as well as impacts with a high severity and at least a medium likelihood of occurrence, were considered material (“materiality of impacts”).

The risks and opportunities were assessed in accordance with the evaluation logic of the Coop Group’s existing risk management approach. The integration of the process for identifying, evaluating and managing sustainability-related impacts and risks into the general risk management procedure of the Coop Group is currently under review.

LIST OF MATERIAL TOPICS [GRI 3-2 / ESRS 2 SBM-3]

A maximalist approach was chosen for defining the material sustainability topics: a sustainability aspect (topic, subtopic, sub-subtopic) is considered material if at least one identified impact, risk or opportunity has been classified as material based on the defined assessment methodology.

Due to the newly conducted DMA, there have been changes to the material topics compared to the previous year. The topics “Water consumption in operations” and “Training and professional development”, which were previously considered material and reported on in the Coop Group’s Sustainability Progress Report, are no longer assessed as material. Accordingly, no GRI data points on this subject are stated in the present report.

			Materiality	Positioning in the value chain
E1 CLIMATE CHANGE	Climate protection			
	Energy			
	Adaptation to climate change			
E3 WATER AND MARINE RESOURCES	Water	Water consumption		
	Marine resources	Extraction and use of marine resources		
E4 BIOLOGICAL DIVERSITY AND ECOSYSTEMS	Direct causes of biodiversity loss	Land use changes, freshwater and marine usage changes		
		Pollution		
	Impact on the condition of species			
	Impacts on the extent and condition of ecosystems			
E5 CIRCULAR ECONOMY	Resource inflows, including resource utilization			
	Waste			

KEY	
Materiality of impacts:	
Financial materiality:	
Upstream value chain:	
Own activity:	
Downstream value chain:	

			Materiality	Positioning in the value chain
S1 OWN WORKFORCE	Working conditions	Appropriate remuneration		
		Health protection and safety		
	Equal treatment and equal opportunities for all	Gender equality and equal pay for equal work		
		Diversity		
S2 WORKERS IN THE VALUE CHAIN	Working conditions	Appropriate remuneration		
		Health protection and safety		
	Other work-related rights	Child labour		
		Forced labour		
S4 CONSUMERS AND END-USERS	Information-related impacts for consumers and/or end-users	Access to (high-quality) information		
	Personal safety of consumers and/or end-users	Health protection and safety		
		Protection of children		
G1 CORPORATE POLICY	Corruption and bribery	Incidents		
	Animal welfare			
	Management of relationships with suppliers, including payment practices			
	Corporate culture			
	Promotion of the common good*			

*Company-specific topic

The findings from the new double materiality analysis 2025 will be included in the revision of the sustainability strategy and the definition of the new multi-year objectives for the Coop Group for the strategy period that will begin in 2027.

This sustainability report is based on the existing 2022–2026 Sustainability Strategy which focuses on the three pillars of sustainable product ranges, environmental and climate protection, and commitment to our employees and society. The materiality analysis conducted in 2022 identified 26 material topics, with each material topic assigned a field of activity.

The following matrix illustrates the connection between our previous 26 fields of activity and the 8 topics defined as material in the ESRS. In accordance with the new DMA 2025, the two topics “Water consumption in operations” and “Training and professional development” are no longer material. Therefore, the associated fields of activity are no longer reported on according to GRI.

Coop fields of activity	Allocation to the key ESRS topics							
	E1	E3	E4	E5	S1	S2	S4	G1
SUSTAINABLE PRODUCT RANGES								
Field of Activity 1: Visible transparency		●	●			●	●	
Field of Activity 2: Fair trade: Focus on people						●	●	
Field of Activity 3: Focus on raw materials		●	●			●	●	
Field of Activity 4: Protecting resources for future generations	●	●	●	●				
Field of Activity 5: Combating deforestation and conversion	●	●	●					
Field of Activity 6: Commitment to biodiversity			●					
Field of Activity 7: Organic from the outset		●	●				●	●
Field of Activity 8: Reducing water in crop cultivation		●						
Field of Activity 9: Supply chain emissions	●							

Coop fields of activity	Allocation to the key ESRS topics							
	E1	E3	E4	E5	S1	S2	S4	G1
Field of Activity 10: Soil health			●					
Field of Activity 11: Sustainable fishing and marine conservation		●	●					
Field of Activity 12: Better animal welfare								●
Environmental and climate protection	E1	E3	E4	E5	S1	S2	S4	G1
Field of Activity 13: Reducing energy consumption	●							
Field of Activity 14: Operational emissions	●							
Field of Activity 15: Environmentally friendly freight transport	●							
Field of Activity 16: Closing the material cycle				●				
Field of Activity 17: Optimizing packaging, reducing plastic use				●				
Field of Activity 18: Reducing water consumption	(no longer material according to DMA 2025)							
Employees and social commitment	E1	E3	E4	E5	S1	S2	S4	G1
Field of Activity 19: Diversity truly multifaceted					●			
Field of Activity 20: Training and professional development Effective talent development	(no longer material according to DMA 2025)							
Field of Activity 21: Workplace health					●			
Field of Activity 22: Sustainable consumption over the long term	●	●	●	●			●	●
Field of Activity 23: Partnerships for greater common good								●
Field of Activity 24: Charitable commitment to society								●
Field of Activity 25: Truly regional								●
Field of Activity 26: Partnership-based business relationships								●

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 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. In bilateral discussions, we involve them in working on specific topics. For example, we continued to implement our strategy for living incomes and wages with Fairtrade International in 2025.

In addition, in 2025, together with the IG Retail Sector, we launched a multi-stakeholder process to implement climate measures in Swiss agriculture. In doing so, we involved agricultural organizations, WWF and major food manufacturers. 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.



MANAGEMENT STRUCTURE & ORGANIZATION

OUR ORGANIZATIONAL STRUCTURE

The Coop Group, which has a cooperative structure, is managed by a ten-member Board of Directors. They represent the interests of the Delegate Assembly, the most senior governance body of the Coop Group Cooperative. One of the members represents the concerns of the Coop Group employees. In 2025 the Board of Directors of the Coop Group Cooperative comprised three women and seven men.

Under-represented social groups and the respective sustainability expertise are not specifically taken into account when selecting members. 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. Philipp Wyss has been the Chairman of the Executive Committee since May 2021. 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 and to observe good governance practice. 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. The other 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. [GRI 2-15]

GOVERNANCE

The Board of Directors of the Coop Group Cooperative 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 Sustainability Steering Committee (SC Sustainability) 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. All three business areas – Retail, Production and Wholesale – are considered in steering committees for the implementation of 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]

Respecting, protecting, and promoting human rights is a core element of our corporate responsibility as an internationally active cooperative. 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 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. More information on this can be found in the [Policy Statement on Human Rights and Environmental Protection](#). 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 2-24]

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: [Principles and guidelines](#), [Coop Group Reporting Office](#), [Rules of procedure of the Coop Group Reporting Office](#), [Coop Group Code of Conduct](#). [GRI 2-23, 2-25, 2-26]

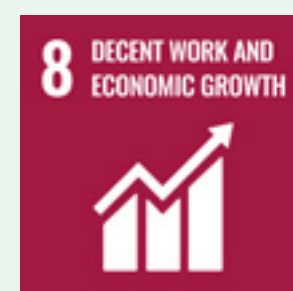
SUSTAINABLE DEVELOPMENT GOALS

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 these global goals in our strategies and spheres of action, 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 also source goods from outside Switzerland and Europe where necessary. Depending on the countries and regions from which we purchase products, 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, the origin, product contents and manufacturing conditions must be clear, and visible on the packaging. We also publish our commitment in the annual Sustainability Report and report openly and transparently 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



OBJECTIVE 1: RETAIL

FOR 100% 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

In 2025, we have information that ensures transparency and traceability for 98.4% of the critical raw materials used in our own-label brands.

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

NOTE

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

OBJECTIVE 2: RETAIL

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

COMMENTS

In 2025, 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]

	2025	2024
Number of material non-compliance incidents resulting in a fine or non-monetary sanction during the reporting year	0	0
Number of fines paid during the reporting period for non-compliance incidents in the reporting year	0	0
Number of fines paid during the reporting period for non-compliance incidents in previous reporting years	0	0
Amount of fines paid during the reporting period for non-compliance incidents in the reporting year	0	0
Amount of fines paid during the reporting period for non-compliance incidents in previous reporting years	0	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 legal fields. Regular monitoring is carried out directly by its subsidiaries and divisions. The Coop Head Office is involved in an advisory capacity in the event of non-compliance. For updates on non-compliance, the Coop Head Office utilizes surveys.

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

	2025	2024
Percentage of new suppliers evaluated using environmental criteria	95.0%	88.3%

Assessment of the health and safety impacts of various Coop Group product and service categories [GRI 416-1]

	2025	2024
Number of product and service categories assessed to determine potential improvements to health and safety impacts	721	709
Number of product and service categories in which improvement measures were introduced following the assessment	591	579

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

	2025	2024
Number of incidents of non-compliance with regulations resulting in a fine or sanction	27	29
Number of incidents of non-compliance with regulations resulting in a warning	54	110
Number of incidents of non-compliance with voluntary codes of conduct	35	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, suppliers must provide statutory information as well as additional details required by Coop (including origin, composition and usage/disposal) in accordance with the guidelines; responsibilities are specified therein.

In production (Bell Food Group)

The legally required information and requirements relevant for customers on origin, composition/substances, use/usage and disposal are stipulated in accordance with internal requirements, and are 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.

	2025	2024
Number of significant product or service categories	629	610
Number of significant product or service categories checked with regard to product and service information and labelling	487	479

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

	2025	2024
Number of incidents of non-compliance with product and service information regulations resulting in a fine or sanction	10	8
Number of incidents of non-compliance with product and service information regulations resulting in a warning	57	68
Number of incidents of non-compliance with voluntary codes of conduct concerning product and service information	24	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]

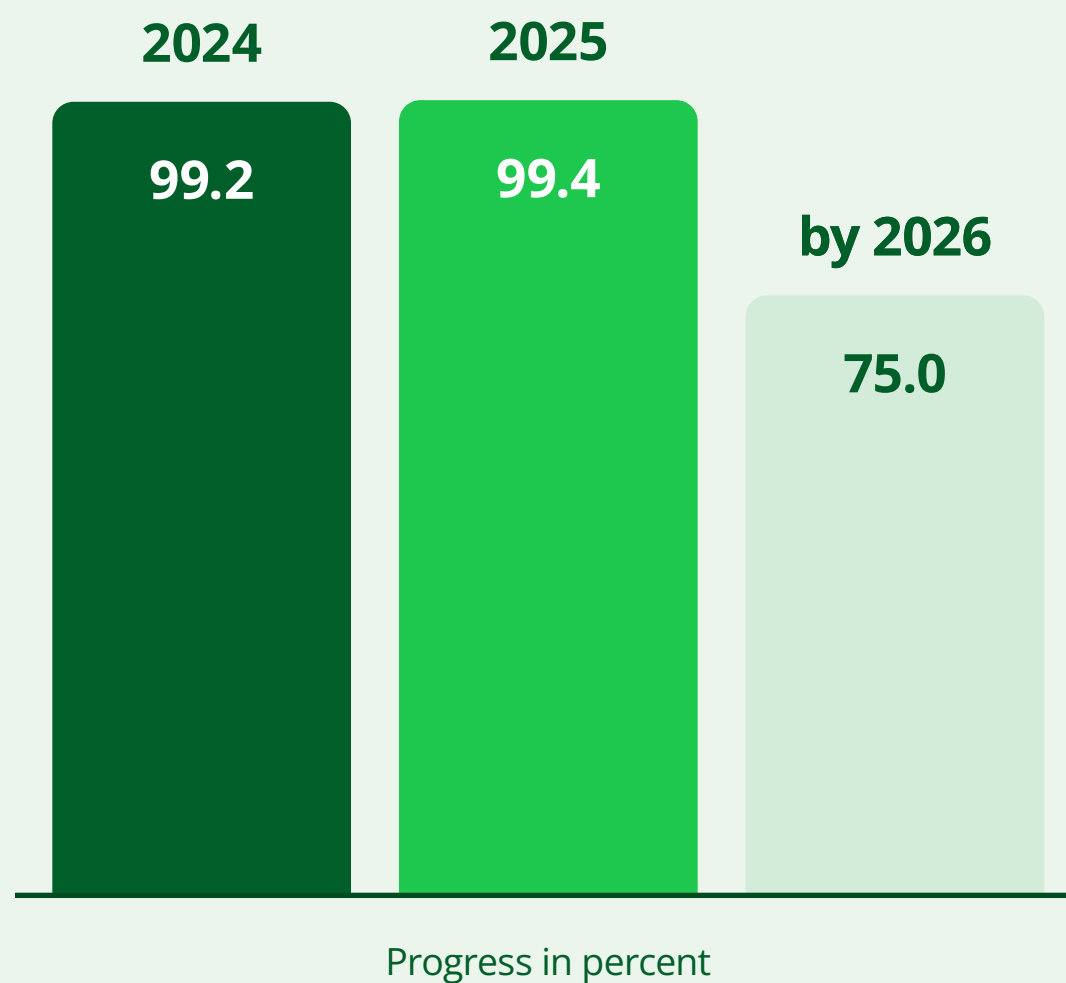
	2025	2024
Number of incidents of non-compliance with marketing and communication regulations resulting in a fine or sanction	7	13
Number of incidents of non-compliance with marketing and communication regulations resulting in a warning	4	2
Number of incidents of non-compliance with voluntary codes of conduct for marketing and communication	0	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 2 000 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

OBJECTIVE: 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 2025, we have information that ensures transparency and traceability for 99.4% 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 calculated on the basis of the results of the individual business units weighted according to their share of total Group sales in 2023.

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

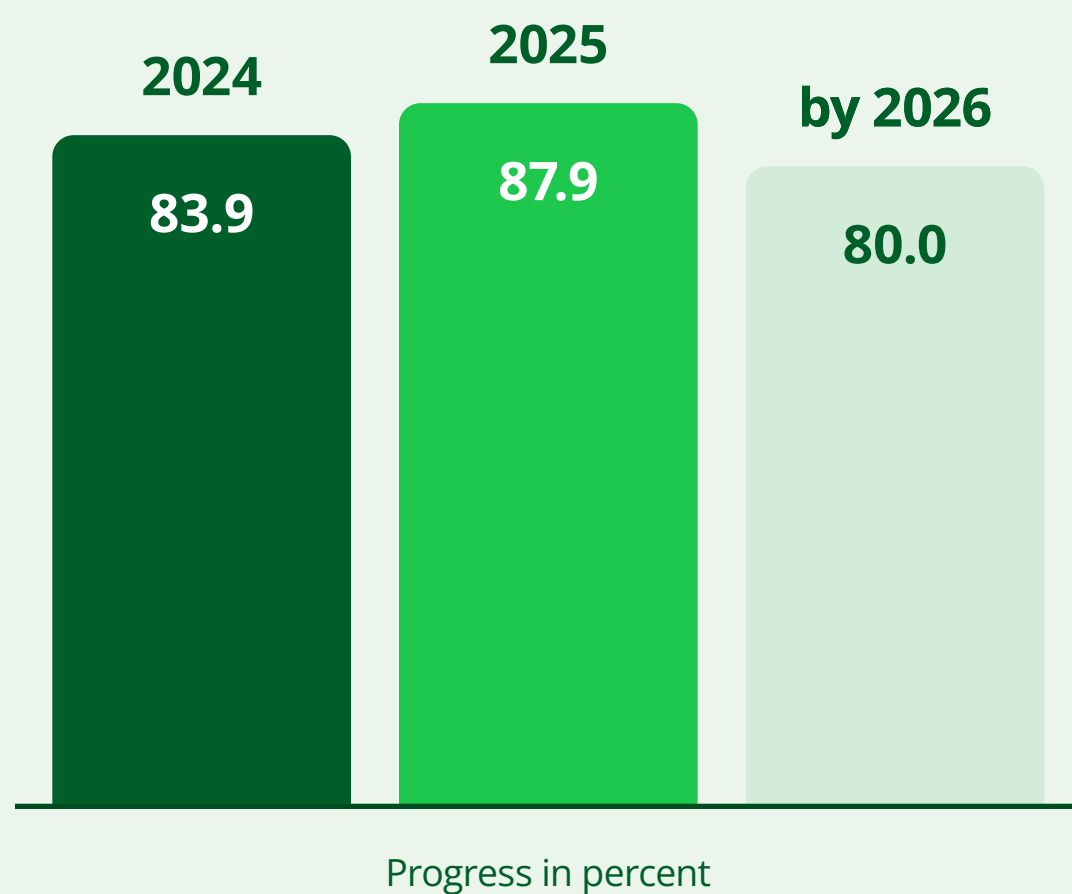
	2025	2024
Percentage of new suppliers evaluated using environmental criteria	85.8%	99.6%

MEASURES

- Supply chain transparency: promotion of transparency and traceability by making switches and optimizations in supply chains
- Critical raw materials: consistent implementation of sustainability certifications in the cultivation of our procurement projects

OBJECTIVE: 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 2025, we have information that ensures transparency and traceability for 87.9% of the critical raw materials used in our own-label brands.

NOTE

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

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

	2025	2024
Percentage of new suppliers evaluated using environmental criteria	38.8%	60.4%

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: traceability back to cultivation through the promotion of segregated certification systems

FAIR TRADE FOCUS 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 in the cultivation of raw materials, processing and 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.



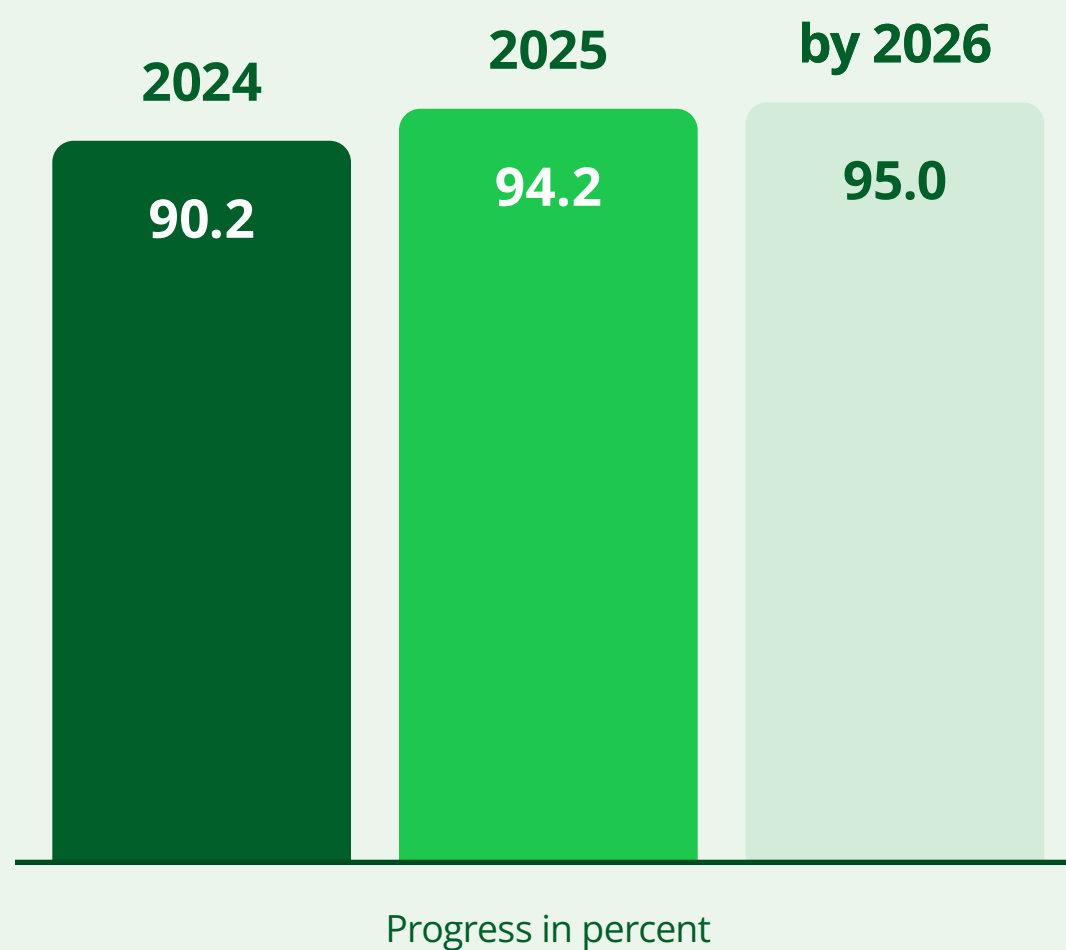
FIELD OF ACTIVITY 2: WE ARE COMMITTED TO RESPECTING HUMAN RIGHTS AND FAIR WORKING CONDITIONS

Alignment with UN Sustainable Development Goals



OBJECTIVE 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:

Guideline on Sustainable Sourcing Annex 2

COMMENTS

In 2025, 94.2% of our own-label brand suppliers with production facilities in risk countries were able to provide evidence of a valid social standards audit or certificate.

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

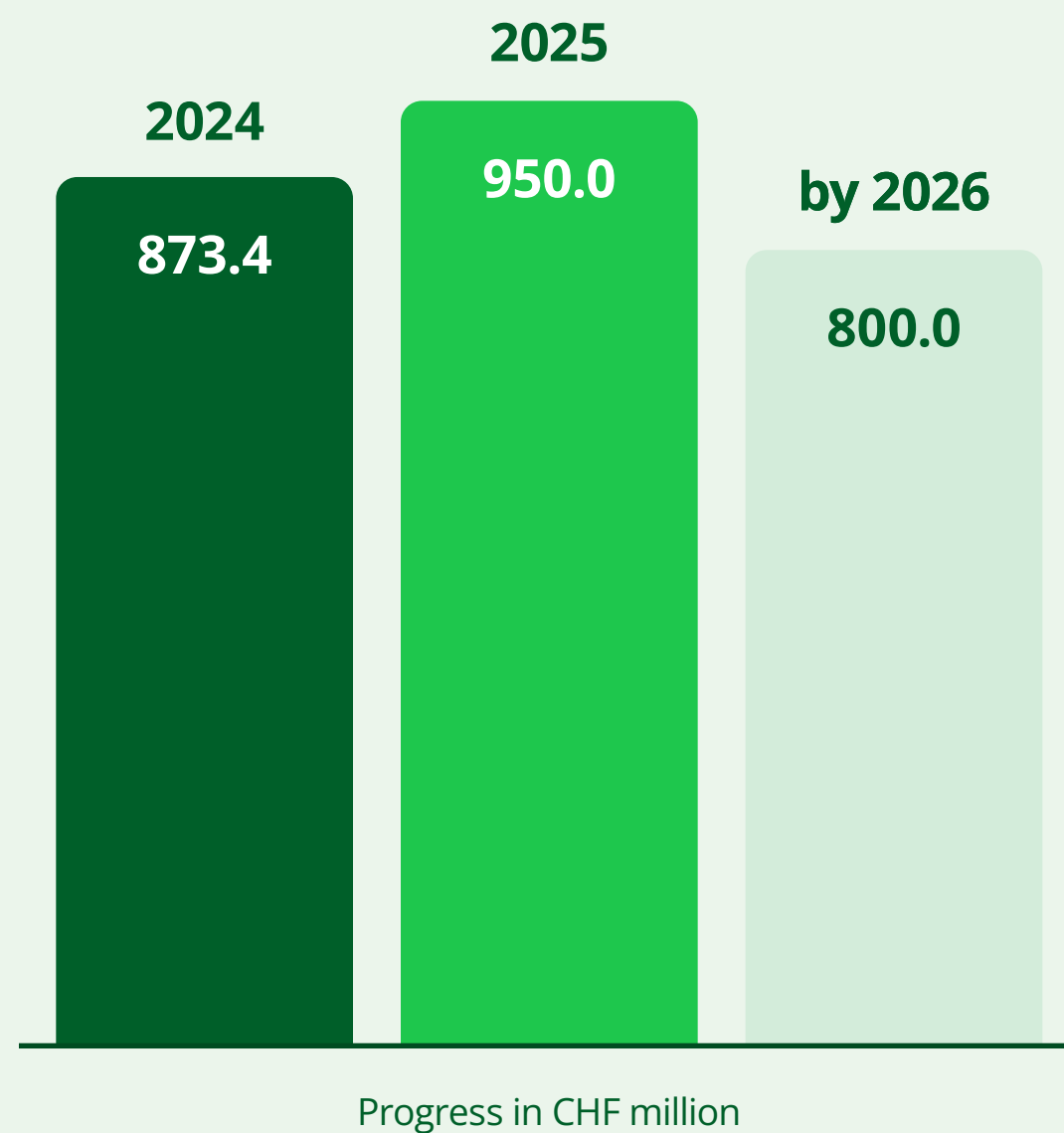
	2025	2024
Percentage of new suppliers evaluated using social criteria	100%	93.3%

Negative social impacts in the Retail supply chains and measures implemented [GRI 414-2]

	2025	2024
Number of suppliers assessed for social impacts	842	611
Number of suppliers identified as having significant actual and potential negative social impacts	7	5
Percentage of suppliers identified as having significant actual and potential negative social impacts with whom improvements were agreed after the assessment:	14.3%	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%	0%

OBJECTIVE 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

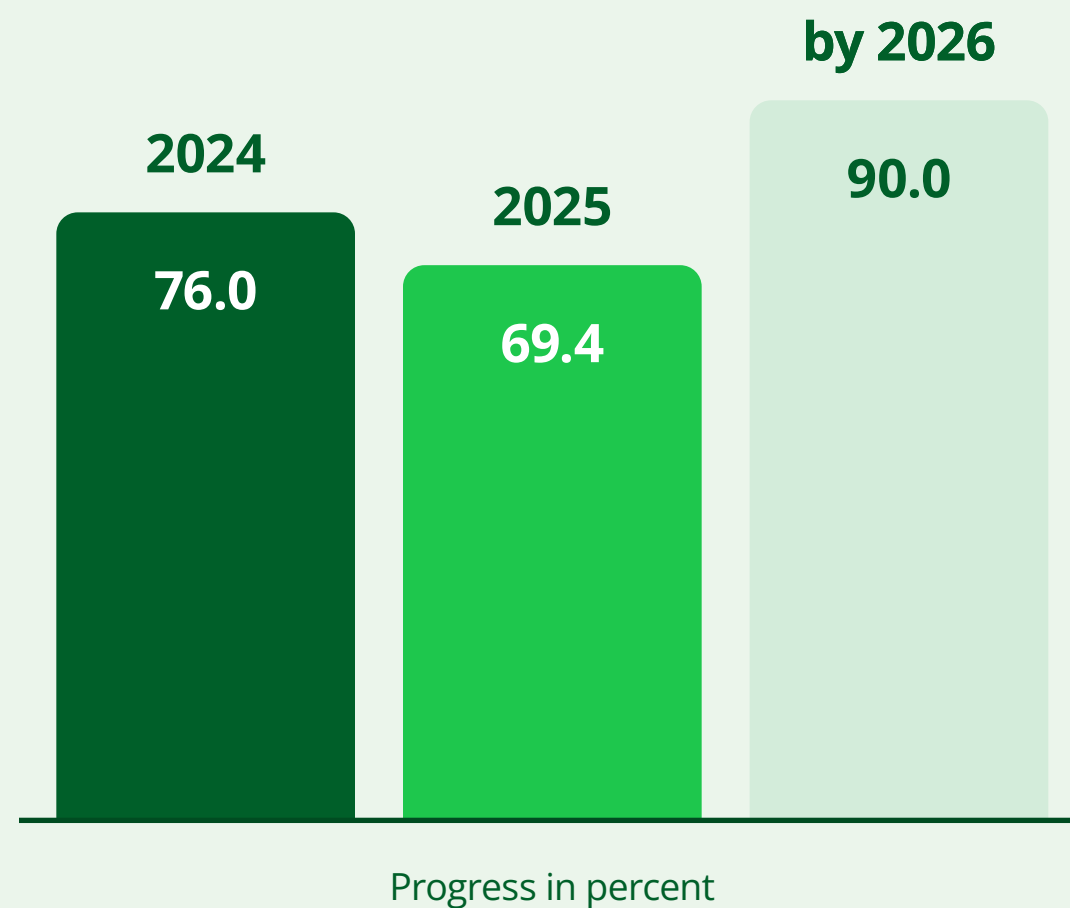
A great success: in 2025, we increased our net sales of Fairtrade products to 950 million Swiss francs. We therefore exceeded the target for 2026 and are now the world's largest supplier of Fairtrade-certified products. Due to a correction of the master data, the value for 2024 was increased.

MEASURES

- Impact Map: publication of a map detailing our involvement in risk products
- Code of Conduct for Business Partners: prohibits any form of exploitation, extortion, bribery or corruption
- Policy Statement on Human Rights and Environmental Protection: clear position on human rights and environmental protection
- Long-standing business relationships with Swiss service providers and producers
- Living Income and Living Wage: implementation of specific projects in the countries of production
- Expansion of range: addition of more Fairtrade products and Fairtrade Sourced Ingredients (FSI) to the range

OBJECTIVE 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 2025, 69.4% of our own-label brand suppliers with production facilities in risk countries were able to provide evidence of a valid social standards audit or certificate.

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

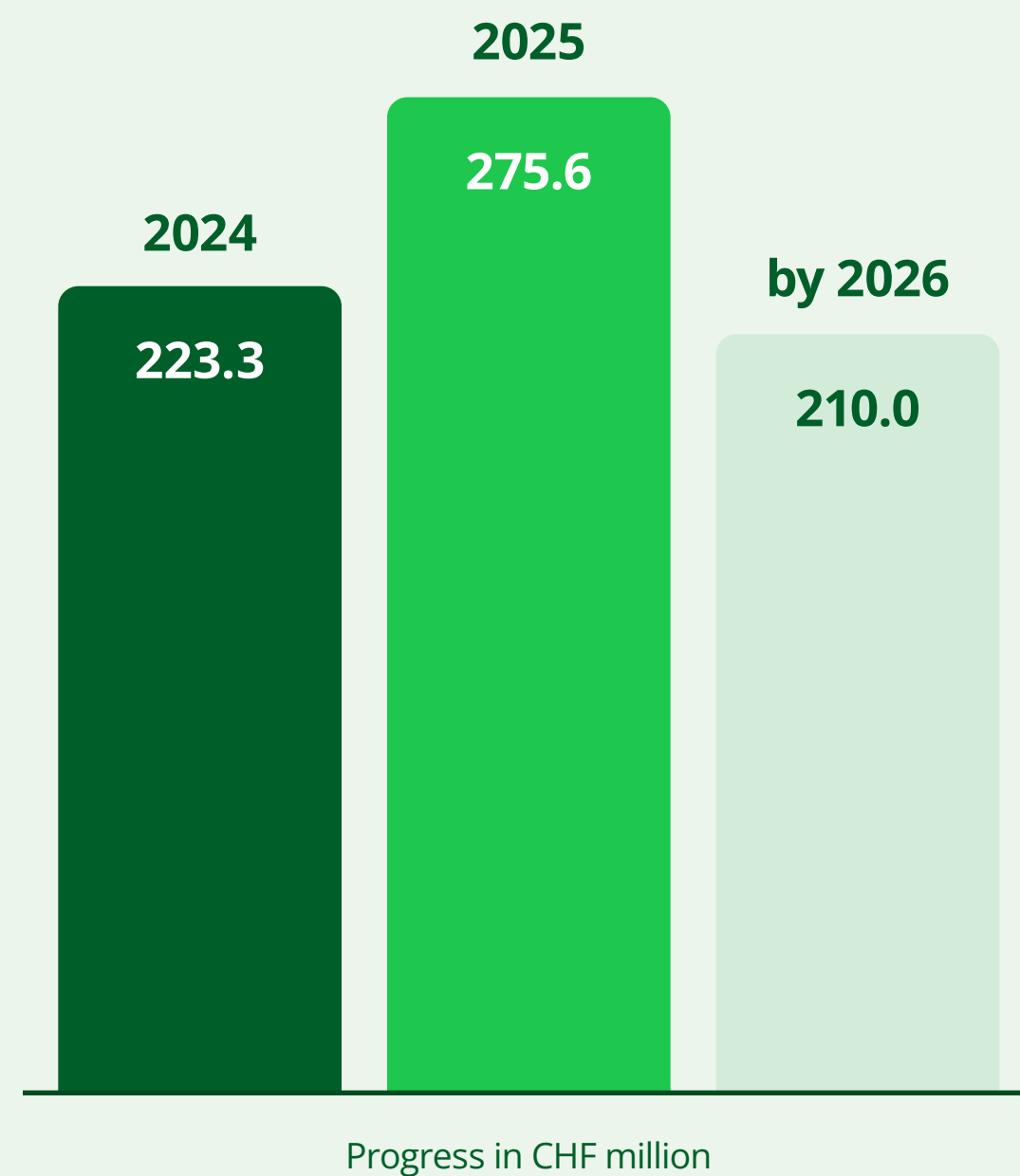
	2025	2024
Percentage of new suppliers evaluated using social criteria	85.4%	99.6%

Negative social impacts in the Production supply chains and measures implemented [GRI 414-2]

	2025	2024
Number of suppliers assessed for social impacts	252	653
Number of suppliers identified as having significant actual and potential negative social impacts	90	90
Percentage of suppliers identified as having significant actual and potential negative social impacts with whom improvements were agreed after the assessment:	11.1%	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%	0%

OBJECTIVE 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

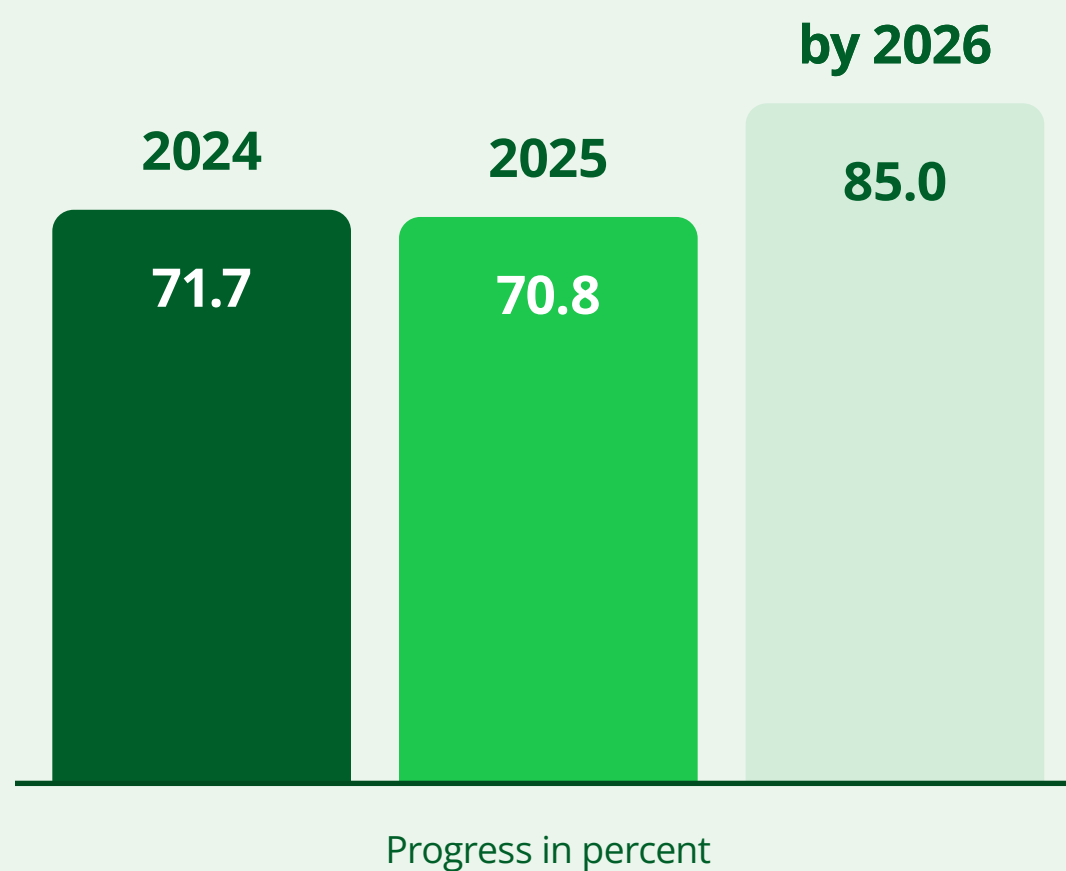
A great success: with Fairtrade net sales of 275.6 million Swiss francs, we exceeded our 2026 target.

MEASURES

- Policy Statement on Human Rights and Environmental Protection: clear position on human rights and environmental protection
- 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

OBJECTIVE: WHOLESAL

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 2025, 70.8% of our own-label brand suppliers with production facilities in risk countries were able to provide evidence of a valid social standards audit or certificate.

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

	2025	2024
Percentage of new suppliers evaluated using social criteria	38.9%	60.5%

Negative social impacts in the Wholesale supply chains and measures implemented [GRI 414-2]

	2025	2024
Number of suppliers assessed for social impacts	374	341
Number of suppliers identified as having significant actual and potential negative social impacts	49	50
Percentage of suppliers identified as having significant actual and potential negative social impacts with whom improvements were agreed after the assessment:	4.1%	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%	0%

MEASURES

- Policy Statement on Human Rights and Environmental Protection: clear position on human rights and environmental protection
- Expansion of range: addition of more Fairtrade products and Fairtrade Sourced Ingredients (FSI) to the range

RAW MATERIALS IN FOCUS

MANAGEMENT APPROACH [GRI 3-3]

The Coop Group focuses on local and regional supply chains, but we also source goods from outside Switzerland and Europe where necessary. Depending on the countries and regions from which we purchase products, 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. We aim to consistently implement sustainable minimum standards in cultivation and production for all critical raw materials and thus minimize our negative impact.



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

Alignment with UN Sustainable Development Goals



OBJECTIVE: 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: [Guideline on Sustainable Sourcing](#)

COMMENTS

In 2025, 86.0% of the critical raw materials used in our own-label brands (excluding meat, milk, and eggs) meet sustainable minimum standards.

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

NOTE

This percentage is calculated on the basis of the results of the individual business units weighted according to their share of total Group sales in 2023. Since 2024, cane sugar and gold have been classified as critical raw materials. In 2025, the need for action towards 100% minimum sustainability standards was identified, and from 2027, corresponding targets for cane sugar and gold will be pursued and reported.

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

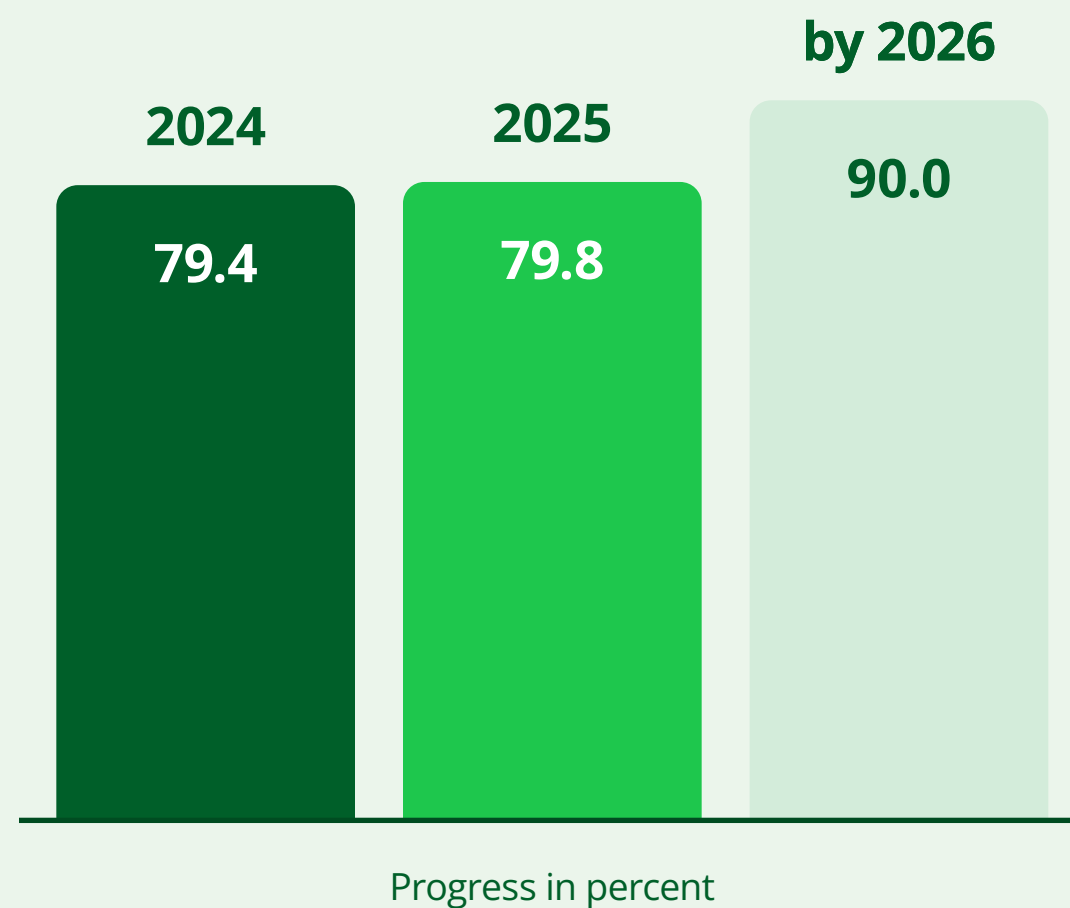
	2025	2024
Number of suppliers assessed for environmental impacts	792	880
Number of suppliers identified as having significant actual and potential negative environmental impacts	221	220
Percentage of suppliers identified as having significant actual and potential negative environmental impacts with whom improvements were agreed after the assessment	52.5% (= 116 out of 221 suppliers)	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%	0.5%

MEASURES

- Projects: implementation of sourcing projects funded by the Coop Sustainability Fund
- Critical raw materials: consistent implementation of sustainability standards in cultivation and production
- Review by WWF: assessment and endorsement of our goals regarding deforestation and the conversion of other natural ecosystems, as well as fish and seafood. Other natural ecosystems include, but are not limited to, savannahs, grassland, peatland areas and wetlands.
- Business relationships: fair, long-term and trusting business relationships created and maintained
- Industry commitment: commitment to the development 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
- Policy Statement on Human Rights and Environmental Protection: clear position on human rights and environmental protection

OBJECTIVE: 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: [Guideline on Sustainable Sourcing](#)

COMMENTS

In 2025, 79.8% of the critical raw materials used in our own-label brands (excluding meat, milk, and eggs) meet sustainable minimum standards.

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

NOTE

This percentage is calculated on the basis of the results of the individual business units weighted according to their share of total Group sales in 2023. Since 2024, cane sugar and gold have been classified as critical raw materials. In 2025 the need for action towards 100% minimum sustainability standards was identified, and from 2027, corresponding targets for cane sugar and gold will be pursued and reported.

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

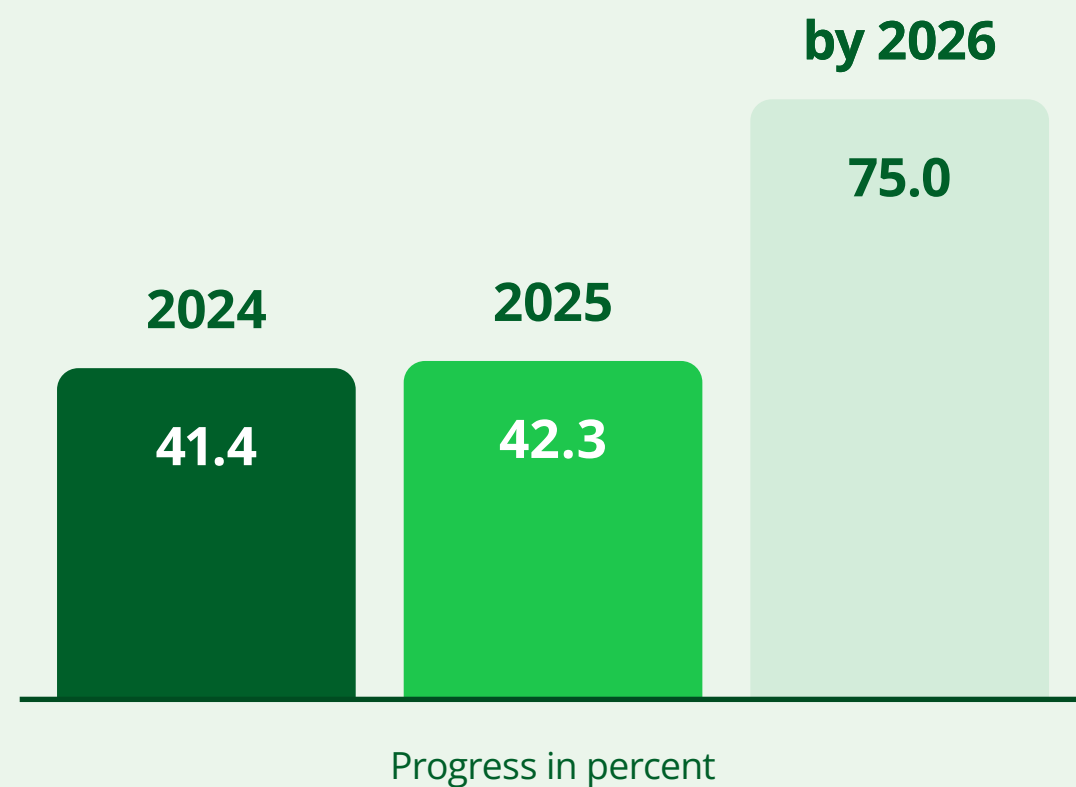
	2025	2024
Number of suppliers assessed for environmental impacts	391	671
Number of suppliers identified as having significant actual and potential negative environmental impacts	119	110
Percentage of suppliers identified as having significant actual and potential negative environmental impacts with whom improvements were agreed after the assessment	9.1%	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%	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
- [Policy Statement on Human Rights and Environmental Protection](#): clear position on human rights and environmental protection
- Projects: implementation of sourcing projects funded by the Coop Sustainability Fund

OBJECTIVE: 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: [Guideline on Sustainable Sourcing](#)

COMMENTS

In 2025, 42.3% of the critical raw materials used in our own-label brands (excluding meat, milk, and eggs) meet sustainable minimum standards.

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

NOTE

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

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

	2025	2024
Number of suppliers assessed for environmental impacts	778	868
Number of suppliers identified as having significant actual and potential negative environmental impacts	244	322
Percentage of suppliers identified as having significant actual and potential negative environmental impacts with whom improvements were agreed after the assessment	56.6%	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%	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
- [Policy Statement on Human Rights and Environmental Protection](#): clear position on human rights and environmental protection

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 the WWF, incorporating their expertise into our activities.



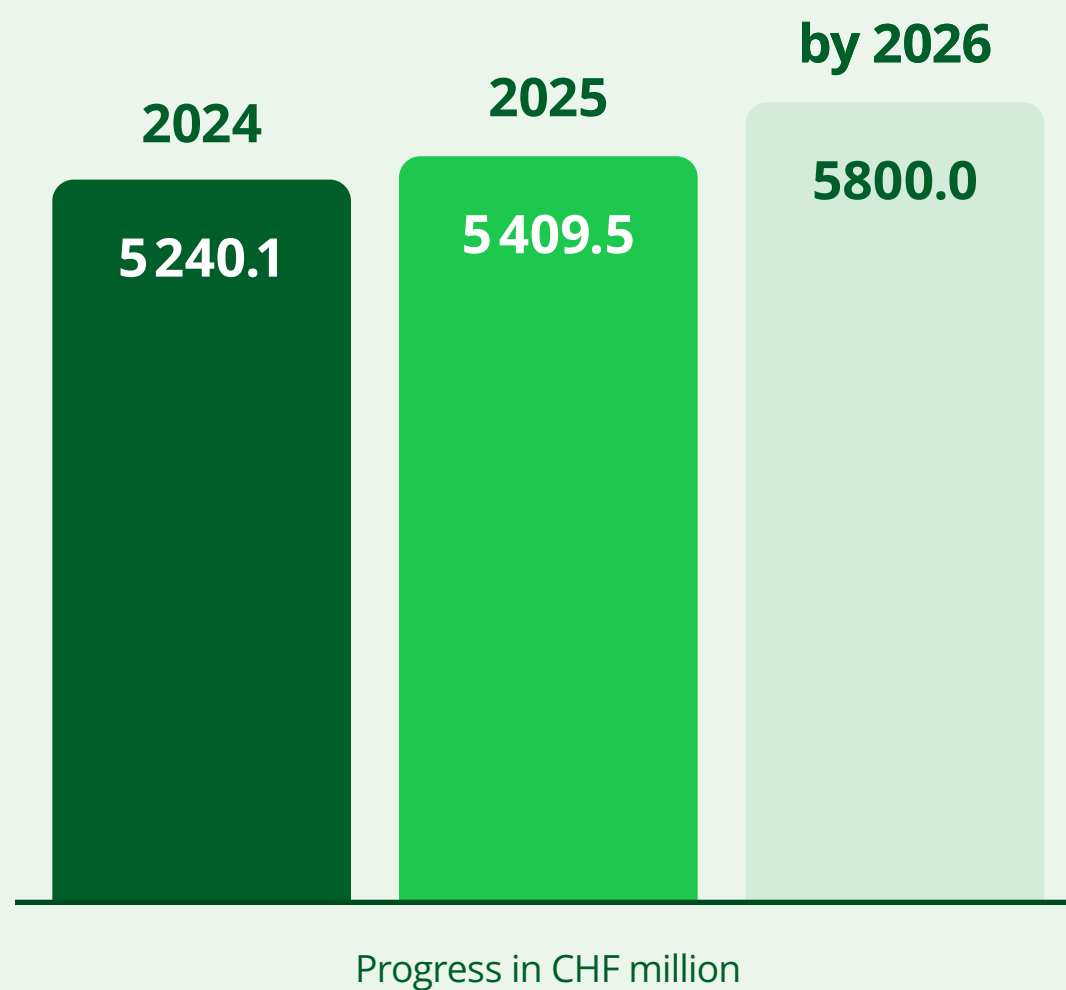
FIELD OF ACTIVITY 4: WE PROMOTE THE REDUCED CONSUMPTION OF RESOURCES IN OUR PRODUCT RANGES

Alignment with UN Sustainable
Development Goals



OBJECTIVE: RETAIL

WE ARE INCREASING NET SALES OF SUSTAINABLE PRODUCTS TO 5.8 BILLION SWISS FRANCS.



COMMENTS

In 2025, we increased our net sales of sustainable products to 5.4 billion Swiss francs. Due to a correction of the master data, the value for 2024 was increased.

More information: [Natural resources](#)

MEASURES

- Product range expansion: ongoing expansion of the sustainable product range
- 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
- Research: collaboration with Sativa Rheinbau and Getreidezüchtung Peter Kunz (GZPK) to research organic seed varieties

OBJECTIVE: PRODUCTION

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



COMMENTS

A great success: in 2025, we achieved net sales from sustainable products of 1.8 billion Swiss francs. We therefore exceeded the target for 2026.

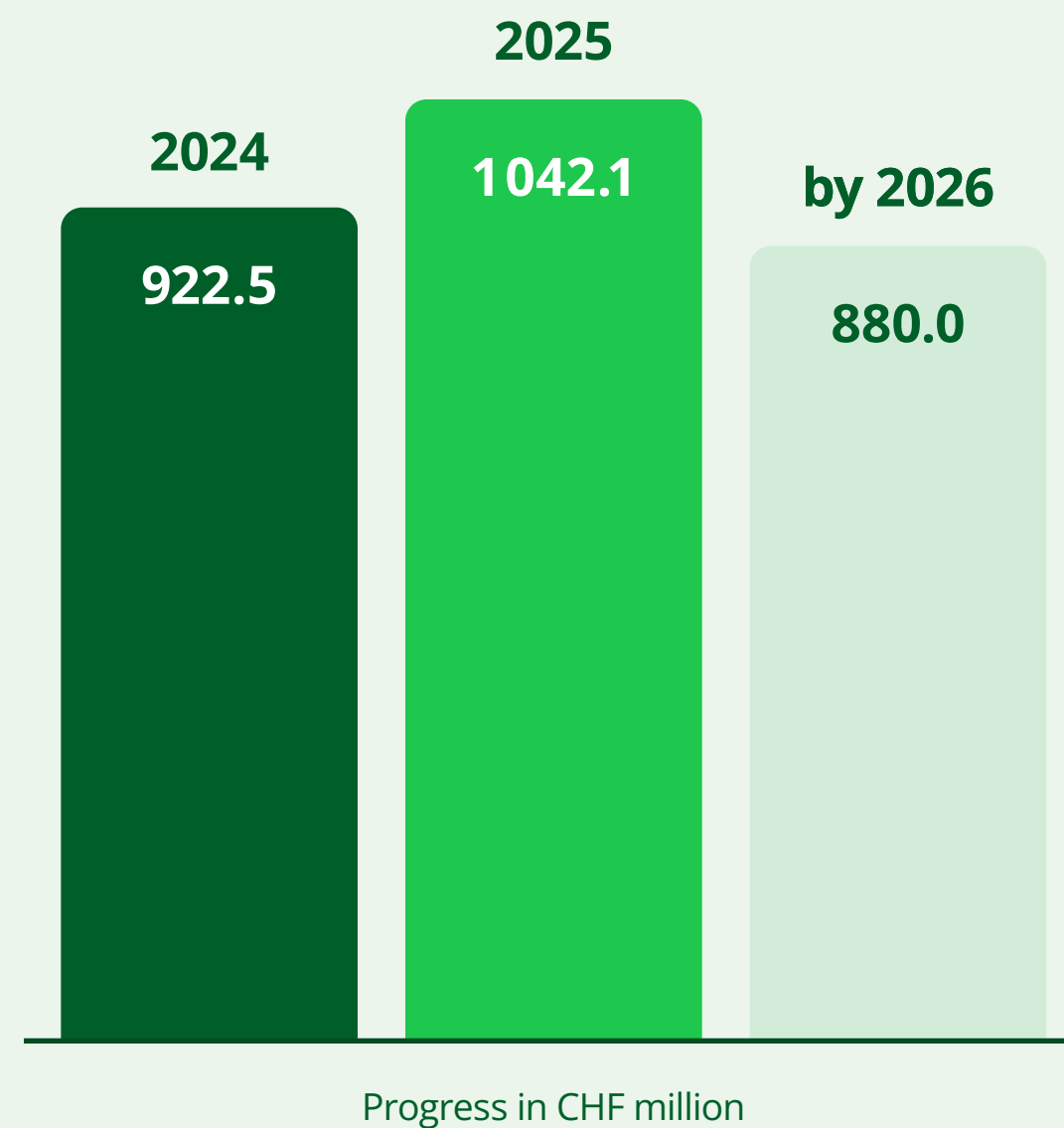
More information: [Natural resources](#)

MEASURES

- Product range expansion: ongoing expansion of the sustainable product range

OBJECTIVE: WHOLESALE

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



COMMENTS

A great success: in 2025, we increased our net sales of sustainable products to 1042.1 million Swiss francs. We therefore exceeded the target for 2026. Due to a correction of the master data, the value for 2024 was increased.

More information: [Natural resources](#)

MEASURES

- Product range expansion: ongoing expansion of the sustainable product range

COMBATING DEFORESTATION AND CONVERSION

MANAGEMENT APPROACH [GRI 3-3]

We are committed to deforestation- and conversion-free supply chains, particularly for meat, coffee, cocoa, palm oil, soya and wood. Given the increased risk of deforestation of tropical rainforests and conversion of biodiverse ecosystems in the countries of origin, we handle these raw materials with particular care and pursue a holistic approach. Our goals are aligned with international standards such as the [WWF Imported Deforestation report](#), the [Accountability Framework Initiative \(AFi\)](#), [Preferred by Nature](#), as well as our own risk assessment. In addition, as part of our SBTi climate targets, we have committed to ensuring deforestation-free sourcing for deforestation-critical raw materials from 2025. To this end, we work with industry organizations, participate in traceability

initiatives and rely on harmonized frameworks. Our strategy is anchored in the Guideline on Sustainable Sourcing and applies to both own-label brands and branded products. We promote certified raw materials and select recognized certifications for own-label brands that respect our cut-off date of 31.12.2015 (or 2018 for cocoa). We maintain an active dialogue with the most important brand suppliers to achieve progress. In addition, we participate in industry-specific platforms (e.g. cocoa, coffee, palm oil, soya) in order to develop ambitious goals for deforestation-free supply chains. Implementation of the EU Regulation for deforestation-free products (EUDR) assists us in achieving and continuously improving transparency and deforestation-free status in all relevant supply chains.



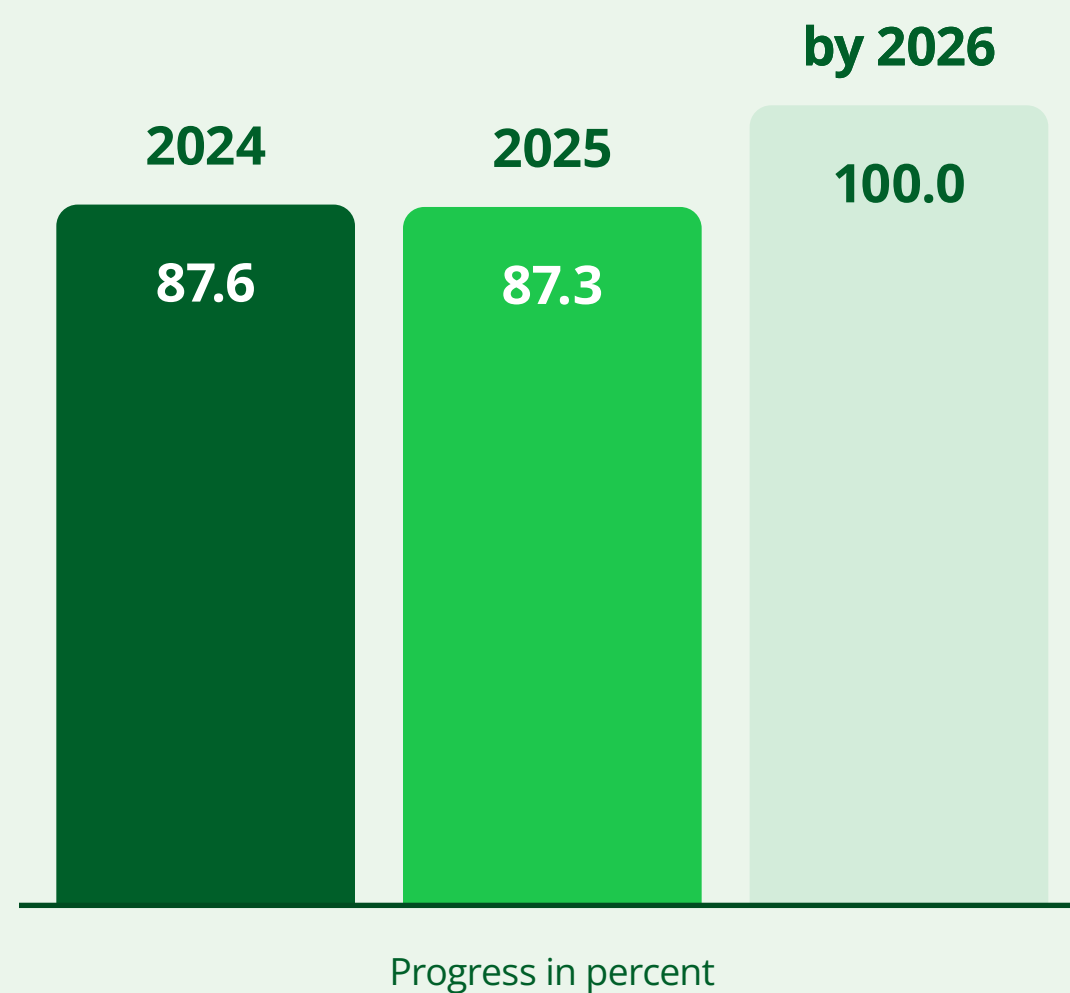
FIELD OF ACTIVITY 5: WE ENSURE THAT OUR SUPPLY CHAINS ARE FREE OF DEFORESTATION AND CONVERSION RISKS

Alignment with UN Sustainable Development Goals



OBJECTIVE: 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- AND CONVERSION-FREE SOURCES.



Criteria to be met:

[Policy Paper on Deforestation and Conversion](#)

COMMENTS

In 2025, 87.3% of the critical raw materials used in our own-label brands that have a high deforestation risk meet the criteria for deforestation- and conversion-free supply chains.

More information:

[Policy Paper on Deforestation and Conversion](#)

NOTE

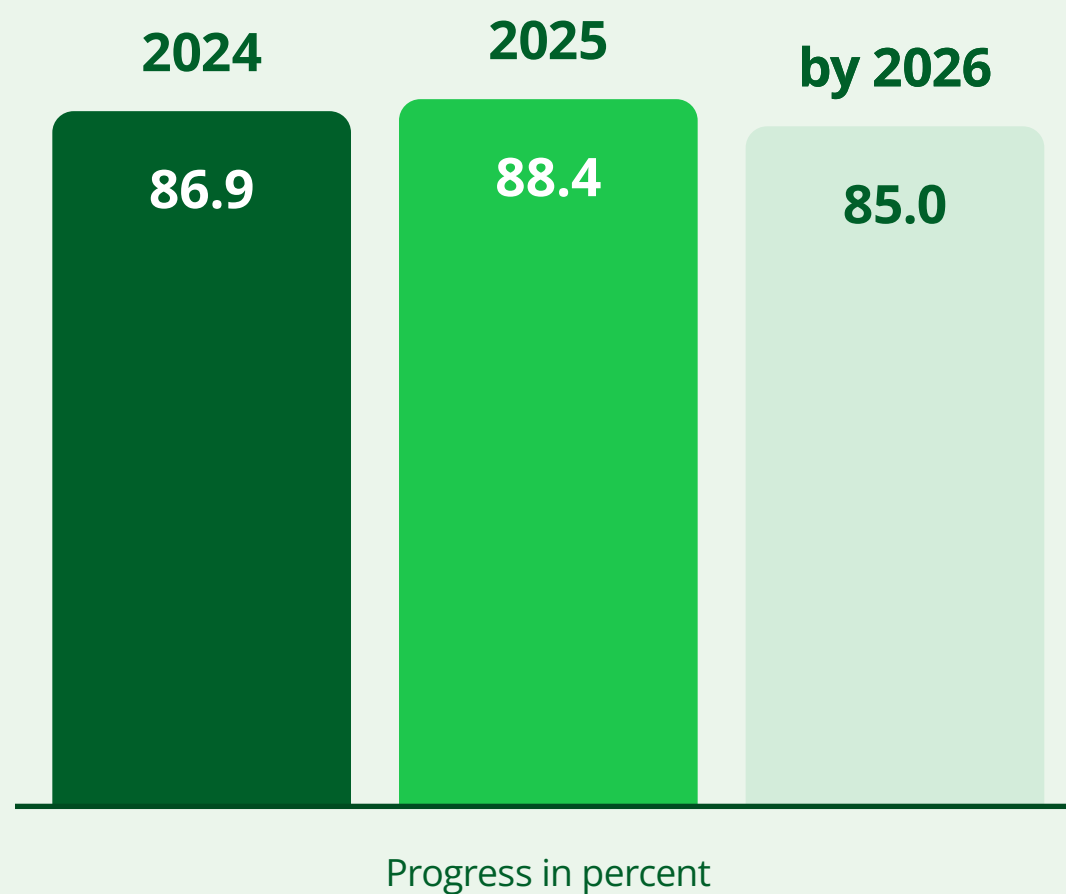
This percentage is calculated on the basis of the results of the individual business units weighted according to their share of total Group sales in 2023.

MEASURES

- Critical raw materials: consistent implementation of sustainability standards in cultivation and production
- Projects: implementation 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

OBJECTIVE: 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.



Criteria to be met:

[Policy Paper on Deforestation and Conversion](#)

COMMENTS

In 2025, 88.4% of the critical raw materials used that could encourage deforestation originated from deforestation- and conversion-free sources.

More information:

[Policy Paper on Deforestation and Conversion](#)

NOTE

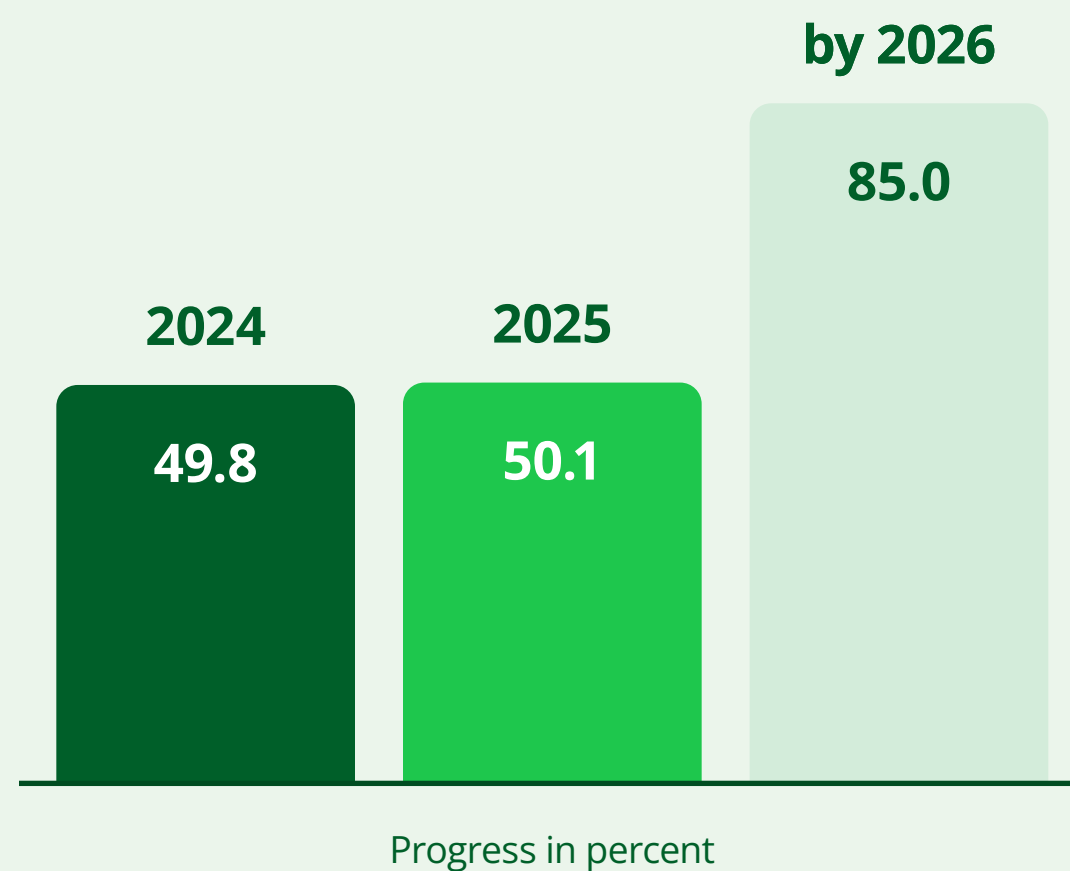
This percentage is calculated on the basis of the results of the individual business units weighted according to their share of total Group sales in 2023.

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- and conversion-free supply chains

OBJECTIVE: 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- AND CONVERSION-FREE SOURCES.



Criteria to be met:

[Policy Paper on Deforestation and Conversion](#)

COMMENTS

In 2025, 50.1% of the critical raw materials used in our own-label brands that have a high deforestation risk meet the criteria for deforestation- and conversion-free supply chains.

More information:

[Policy Paper on Deforestation and Conversion](#)

NOTE

This percentage is calculated on the basis of 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- 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 SECTOR, PRODUCTION, WHOLESALE

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.

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: implementation of projects funded by the Coop Sustainability Fund to promote biodiversity

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.



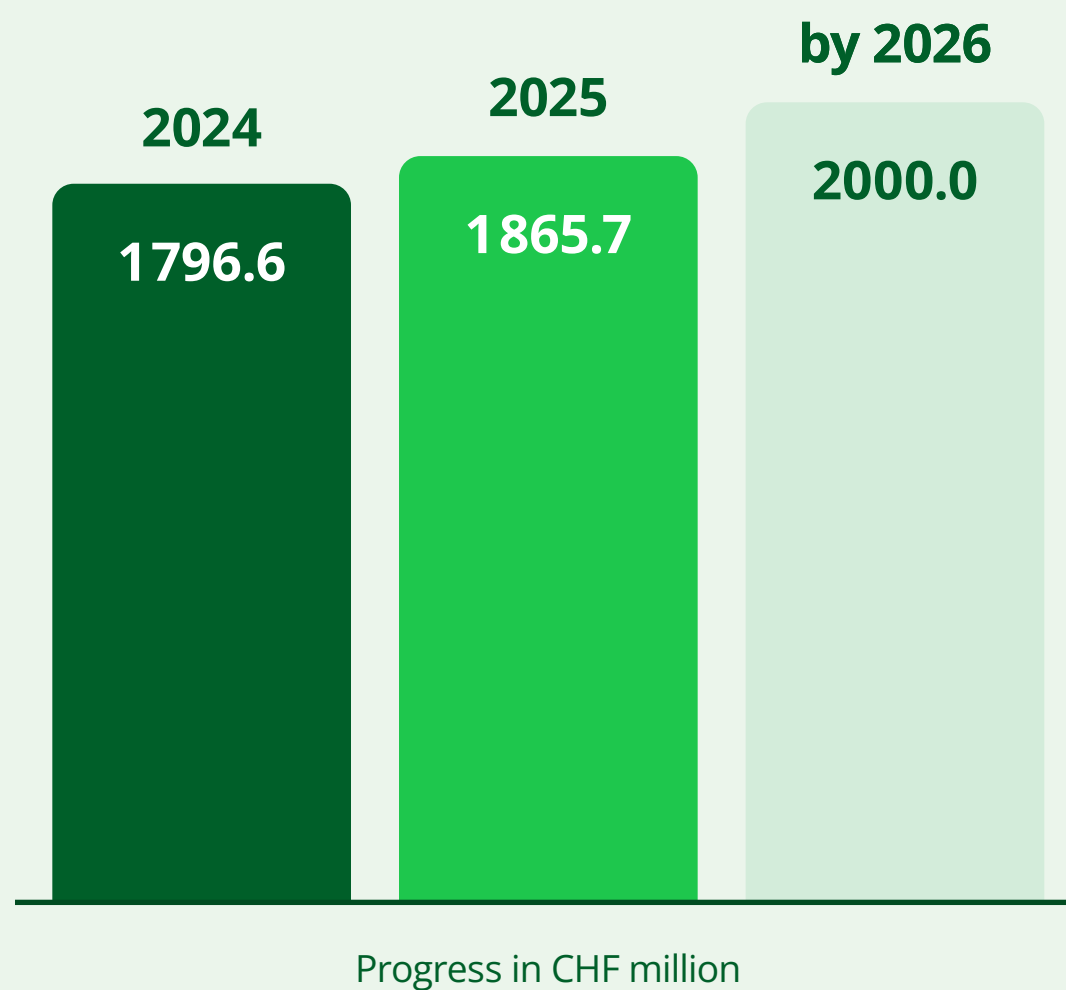
FIELD OF ACTIVITY 7: WE PROMOTE ORGANIC FARMING

Alignment with UN Sustainable Development Goals



OBJECTIVE: 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

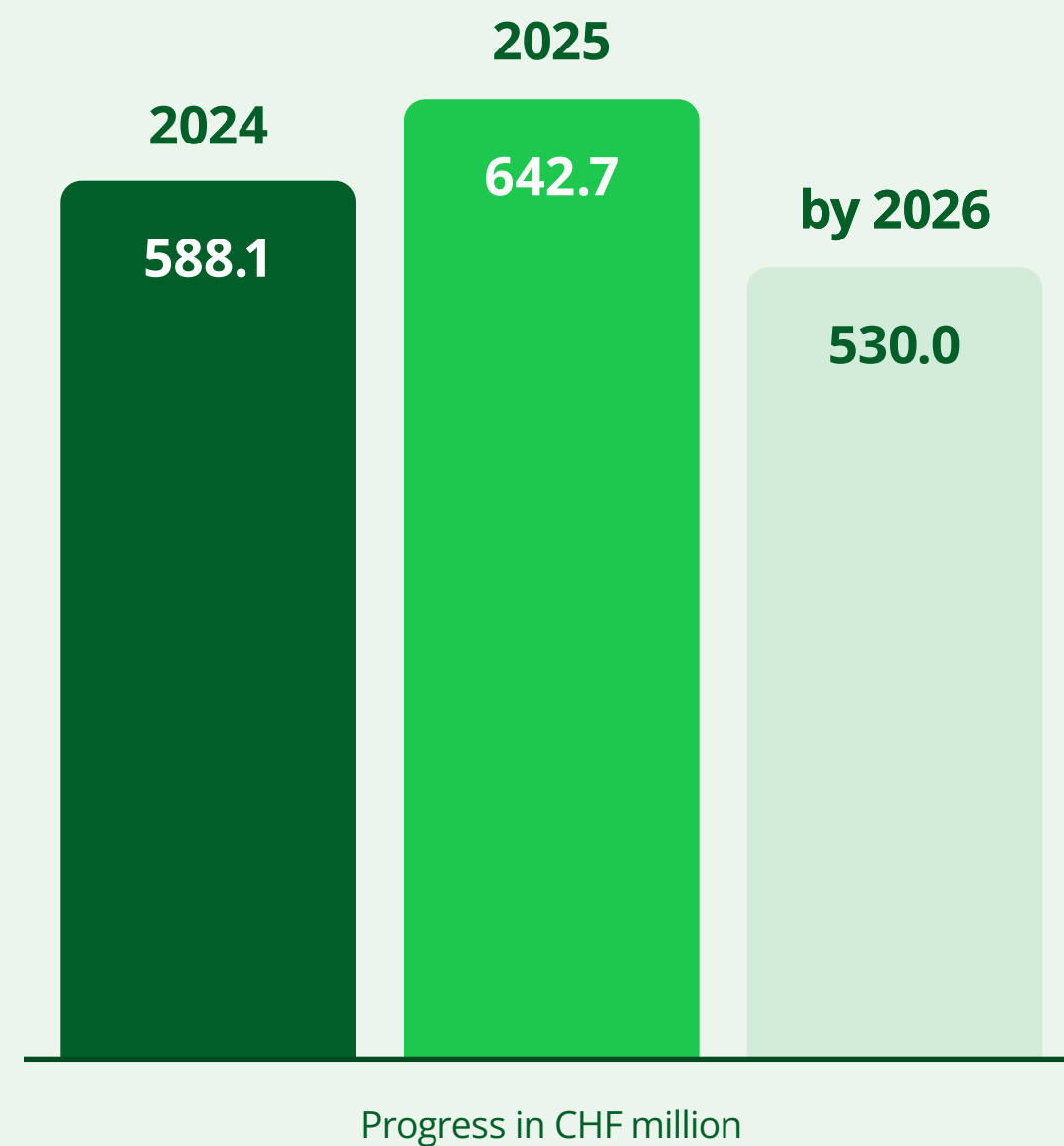
In 2025, we increased our net sales of organic products to 1.9 billion Swiss francs.

MEASURES

- Product range expansion: constant expansion of the organic and Demeter ranges
- Active marketing of our own-label organic brand Naturaplan
- 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: implementation of projects funded by the Coop Sustainability Fund to promote organic agriculture

OBJECTIVE: 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

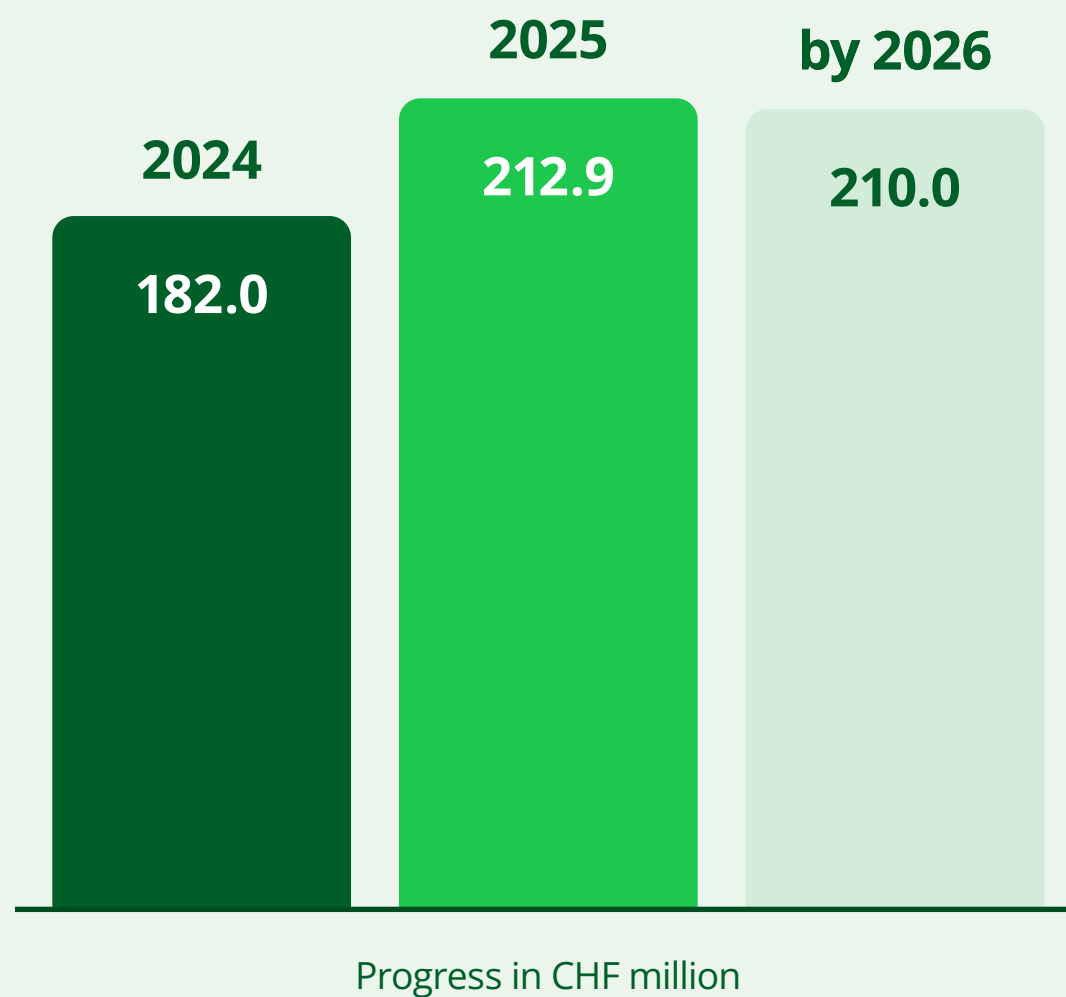
A complete success: in 2025, we generated total net sales of organic products of 642.7 million Swiss francs. We therefore exceeded the target for 2026.

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

OBJECTIVE: 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

A great success: in 2025, we increased our net sales of organic products to 212.9 billion Swiss francs. We therefore exceeded the target for 2026. Due to a correction of the master data, the value for 2024 was increased.

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 global complexity of supply chains in the food and textile industries, some of our products, depending on their country of origin, may entail risks relating to use of water in the country of origin. 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 processed fruit and vegetables originating from water-critical catchment areas. In the retail sector, 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.

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

MEASURES

- Projects: implementation 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 and vegetables as well as flowers and plants for our own-label brands
- Standards: consistent implementation of water and soil standards for fresh and processed fruit and vegetable varieties as well as for flowers and plants
- 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

Now already, we want to ensure that water is used sparingly in the cultivation of our fruit and vegetables, both fresh and processed.

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 and vegetables for our own-label brands
- Standards: consistent implementation of water and soil standards for processed fruit and vegetables

WHOLESALE

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

COMMENTS

Now already, we want to ensure that water is used sparingly in the cultivation of our fruit and vegetables, both fresh and processed.

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

MEASURES

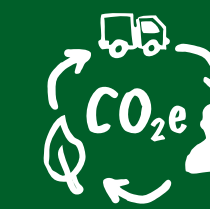
- Standards: consistent implementation of water and soil standards for fresh and processed fruit and vegetables

EMISSIONS IN THE SUPPLY CHAIN

MANAGEMENT APPROACH [GRI 3-3]

Man-made global warming is one of the biggest social challenges of the coming years and decades. 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 pathways for greenhouse gas emissions are based on science in line with the requirements of the Science Based Targets initiative (SBTi), and our climate targets were validated by SBTi

in 2024. We are committed to reducing not only our direct emissions, but also the upstream and downstream emissions within our supply chains. This also includes our objective of deforestation-free supply chains. We cooperate more closely with suppliers that have also committed to science-based reduction targets. Beyond our climate targets in Scope 1, 2 and 3, we work together with our long-standing partners, such as WWF and Fair Recycling, to make a positive contribution to climate protection. In doing so, we invest in projects outside our value chain that contribute to global climate protection.



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

Alignment with UN Sustainable
Development Goals



RETAIL

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

COMMENTS

In 2025 we once again calculated our footprint for the entire Coop Group. Our science-based climate targets have been validated by the Science Based Targets initiative (SBTi). Various reduction measures are being pursued.

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

	2025	2024
Gross volume of other indirect GHG emissions (Scope 3) in tonnes of CO₂ equivalent	20 540 608	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 CO₂ equivalent	29 879 735	

At present, the Scope 3 emissions are not comparable across the years. Improved data collection and a shift in methodology from IPCC AR5 to IPCC AR6 were undertaken in order to calculate Scope 3 emissions for 2023 and 2024. In 2025, we set up our Scope 3 calculation model in a new tool. For this reason, the baseline year 2022 as well as the year 2024 will be revised during the calendar year 2026 and recalculated with the new tool. In addition to the new calculation model, higher-quality raw data are used for these calculations. This will enable better reproducibility in 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 the Greenhouse Gas (GHG) Protocol guidelines based on the “operational control” approach of the GHG Protocol. The following databases were used:

- DEFRA 2022
- WFLDB v.3.9
- ecoinvent 3.9.1
- IEA 2021
- EEIO v1.1–2017
- ADEME 2018

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 2024 through to the end of October 2025 and adjusted in line with the 2025 sales figures. For the Scope 3 categories that are not calculated using procurement values, the year 2025 was used for the calculation or the data was estimated based on the 2024 value and extrapolated for 2025.

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 quality deterioration and defining appropriate measures
- Climate Alliance Food: letter of intention for the reduction of GHG emissions along the food value chain in Switzerland

PRODUCTION

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

COMMENTS

In 2025, we once again calculated our footprint for the entire Coop Group. Our science-based climate targets have been validated by the Science Based Targets initiative (SBTi). Various reduction measures are being pursued.

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- 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 2025, we once again calculated our footprint for the entire Coop Group. Our science-based climate targets have been validated by the Science Based Targets initiative (SBTi). Various reduction measures are being pursued.

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- and conversion-free supply chains
- Development of specific measures in Scope 3 in collaboration with industry associations and labelling organizations

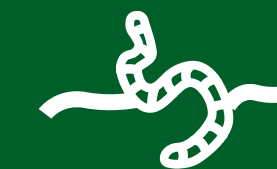
SOIL HEALTH



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 ground, 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 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 SECTOR, PRODUCTION, WHOLESALE

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

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

MEASURES

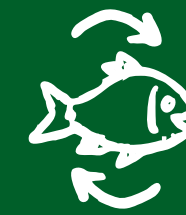
- Process targets: work on process targets defined with WWF in the areas of water and biodiversity
- Promotion of an organic approach: promotion of organic agriculture
- Standards: systematic implementation of sustainable minimum standards for critical raw materials in cultivation and production
- Analysis: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

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. As 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.



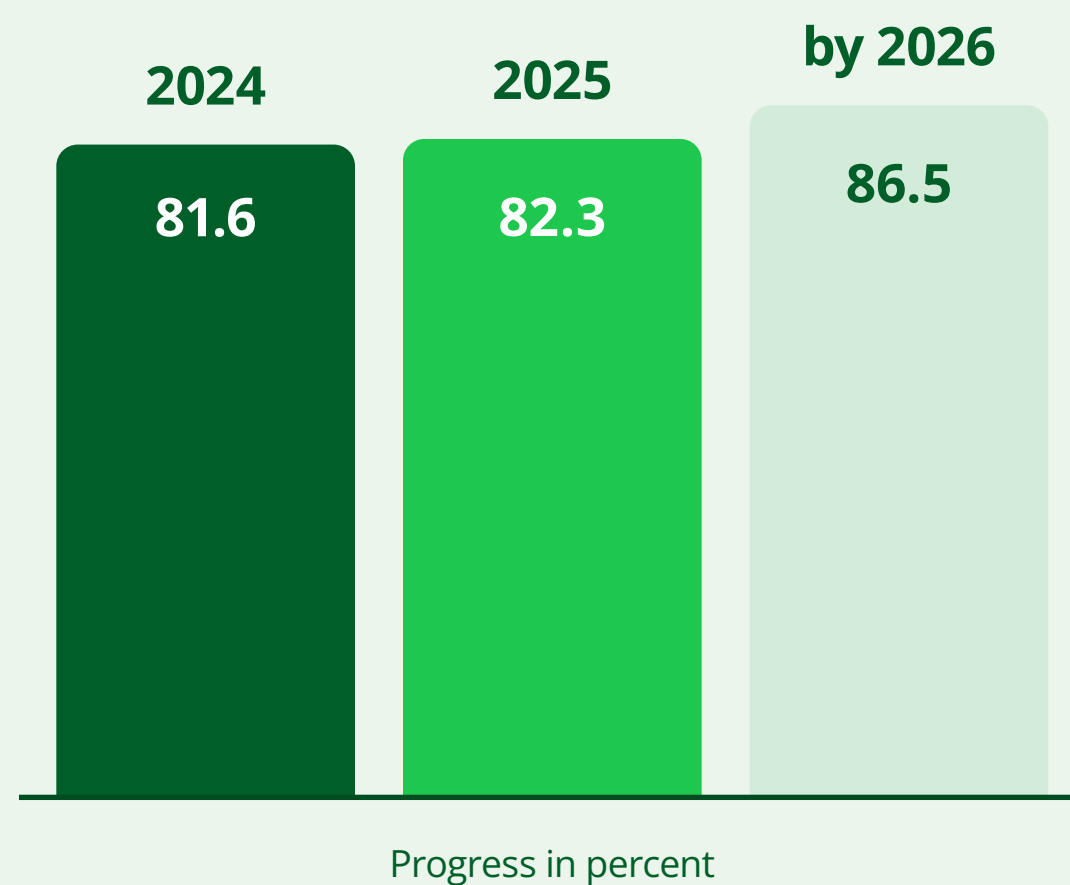
**FIELD OF ACTIVITY 11:
WE ARE COMMITTED
TO COMBATING THE
OVERFISHING OF OUR
OCEANS AND TO
SUSTAINABLE FISHERIES**

Alignment with UN Sustainable
Development Goals



OBJECTIVE: RETAIL

WE IMPLEMENT MINIMUM SUSTAINABILITY STANDARDS FOR 86.5% OF THE FISH AND SEAFOOD USED IN OUR OWN-LABEL BRANDS.



Accepted standards: [Guideline on Sustainable Sourcing](#)

COMMENTS

In 2025, 82.3% of the fish and seafood used in our own-label brands meet minimum sustainability standards. The target value for 2026 of this multi-year target has been adjusted.

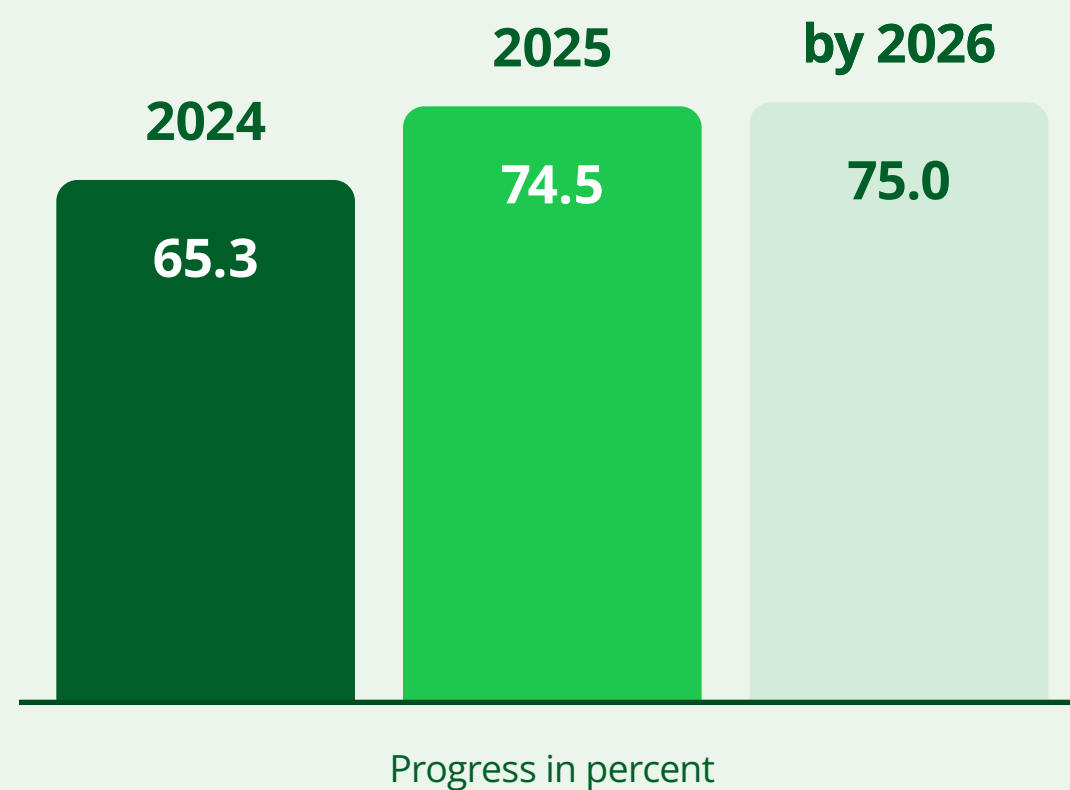
More information: [Policy Paper on Fisheries](#)

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 products
- Transparency for customers: shopping guide prepared together with WWF provides a transparent overview of sustainable fish
- Range selection: continuous expansion of the extensive ASC or MSC product range
- Projects: implementation of projects funded by the Coop Sustainability Fund in the fish and seafood sector

OBJECTIVE: PRODUCTION

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



Accepted standards: [Guideline on Sustainable Sourcing](#)

COMMENTS

In 2025, 74.5% of the fish and seafood used in our own-label brands will meet minimum sustainability standards. Due to a change in the calculation basis, the value for 2024 and the target value for 2026 have been adjusted.

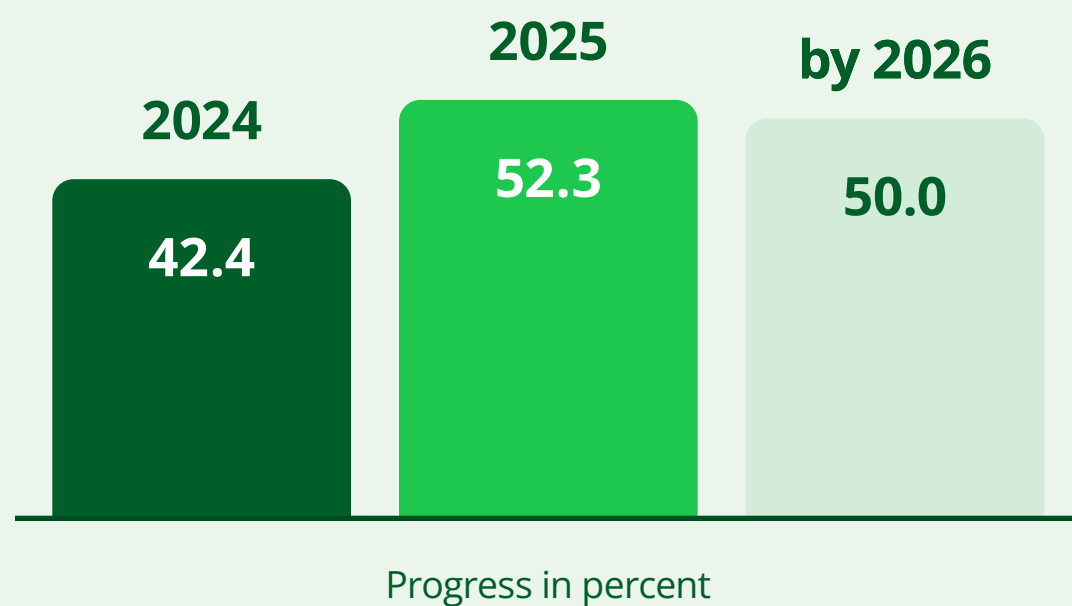
More information: [Policy Paper on Fisheries](#)

MEASURES

- Standards: systematic implementation of sustainable minimum standards for critical raw materials in their value chain
- 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 by implementing the objective of sustainable product ranges and the “Don’ts” list of products originating from critically endangered species, or which are produced under inhumane conditions or using practices involving cruelty to animals

OBJECTIVE: WHOLESALE

WE IMPLEMENT MINIMUM SUSTAINABILITY STANDARDS FOR 50% OF THE FISH AND SEAFOOD USED IN OUR OWN-LABEL BRANDS.



Accepted standards: [Sustainable Procurement Policy](#)

COMMENTS

A great success: in 2025, 52.3% of the fish and seafood used in our own-label brands meet minimum sustainability standards. We therefore exceeded the target for 2026.

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

NOTE

This percentage is calculated on the basis of 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 their value chain

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 are 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.



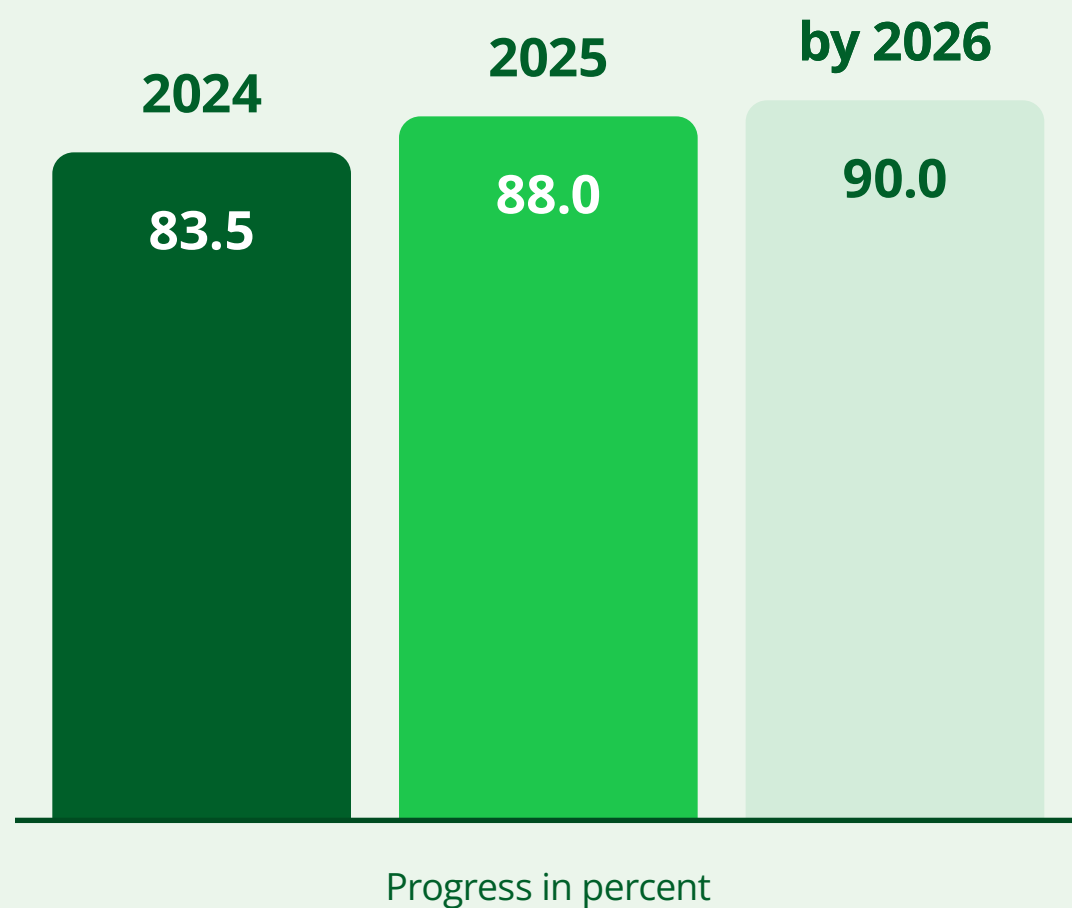
FIELD OF ACTIVITY 12: WE PROMOTE ANIMAL WELFARE

Alignment with UN Sustainable
Development Goals



OBJECTIVE: 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

In 2025, 88.0% of the raw materials of animal origin used in our own-label brands meet an enhanced animal welfare standard.

NOTE

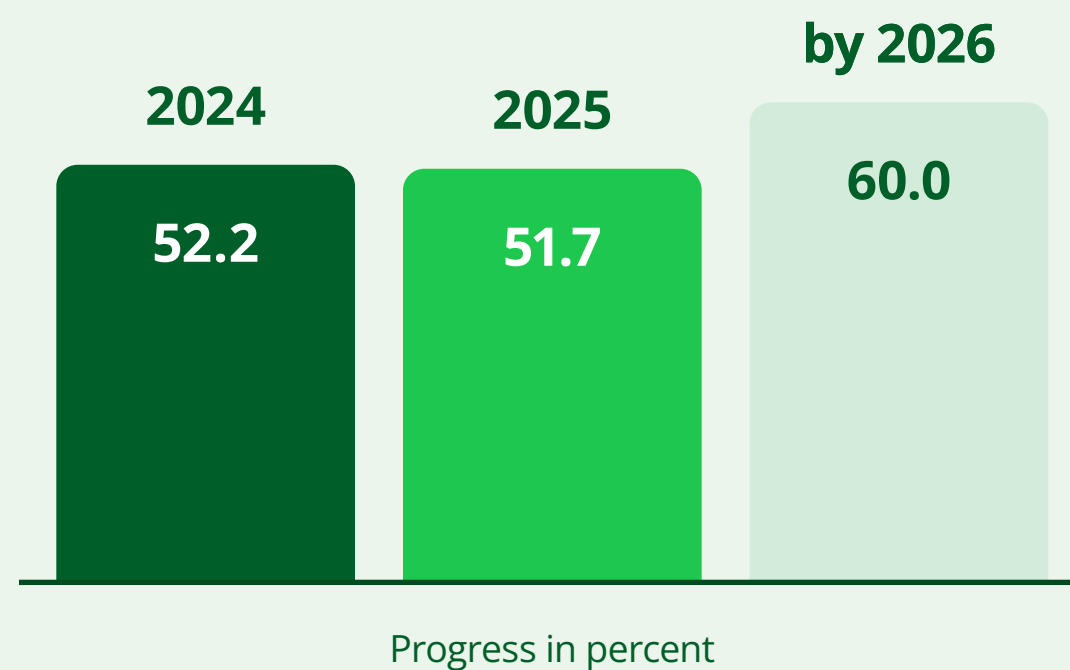
This percentage is calculated on the basis of the results of the individual business units weighted according to their share of total Group sales in 2023.

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

OBJECTIVE 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

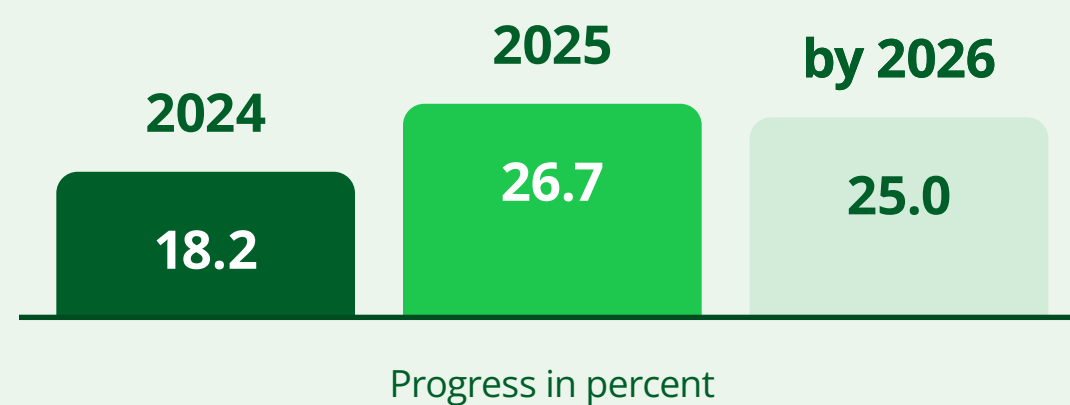
In 2025, 51.7% of the raw materials of animal origin used in our production facilities in Switzerland meet an enhanced animal welfare standard.

NOTE

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

OBJECTIVE 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

A great success: in 2025, 26.7% of raw materials of animal origin used in our production facilities abroad meet an enhanced animal welfare standard. We therefore exceeded the target for 2026.

NOTE

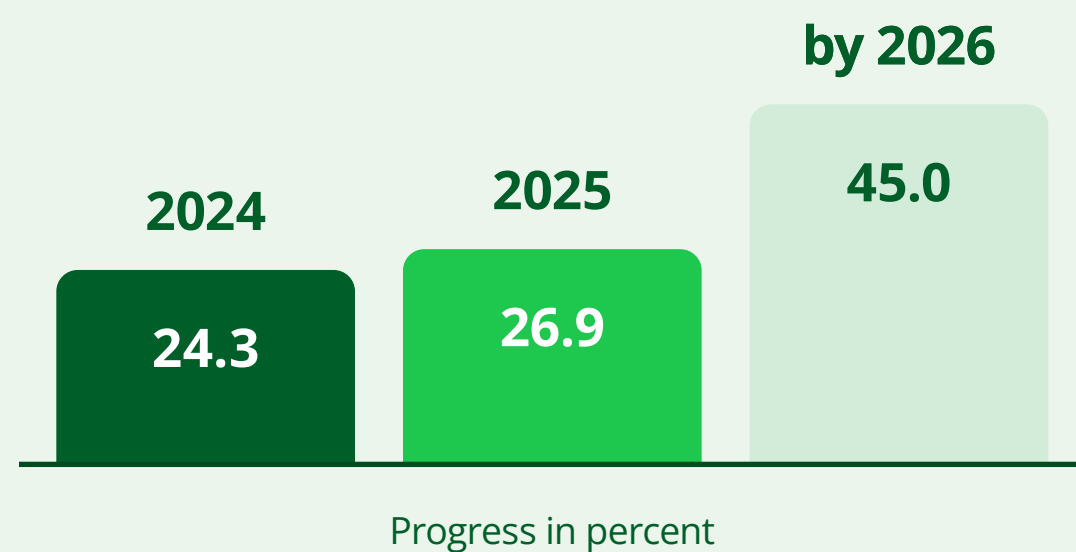
This percentage is calculated on the basis of the results of the individual business units weighted according to their share of total Group sales in 2023.

MEASURES

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

OBJECTIVE: 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 2025, 26.9% of the raw materials of animal origin used in our own-label brands meet an enhanced animal welfare standard.

NOTE

This percentage is calculated on the basis of 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 brand articles



PILLAR 2

ENVIRONMENTAL AND CLIMATE PROTECTION

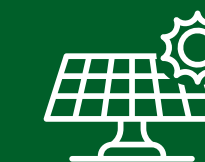
For effective environmental and climate protection, we are committed to science-based climate targets as well as targets validated by the Science Based Targets initiative (SBTi). We are reducing our energy consumption, investing in sustainable mobility and logistics solutions, and reducing our emissions 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. 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



OBJECTIVE: 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:

	2025	2024
Amount in MWh	834 552	828 340
Fuel types used	Heating oil, natural gas, liquefied petroleum gas (LPG), diesel, petrol	

Fuel consumption from renewable sources:

	2025	2024
Amount in MWh	122 354	131 860
Fuel types used	Biodiesel, biogas, hydrogen, wood pellets, wood chips	

Electricity consumption

	2025	2024
Amount in MWh	1 557 954	1 557 199

Electricity from our photovoltaic systems

	2025	2024
Total production amount in MWh	78 933	66 312
Own consumption amount in MWh	67 961	61 039
Amount of electricity sold in MWh	10 973	5 273

Heating consumption

	2025	2024
Amount in MWh	526 982	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 as this figure is not relevant to the Coop Group 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 small amount of the excess electricity that is produced by our photovoltaic systems.

Total energy consumption within the Coop Group

	2025	2024
Amount in MWh	2 682 220	2 649 083

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 2025), we consider the period from September 2024 to August 2025. It was verified using historical data that adjusting the period has a negligible impact on the results.
- 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. 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 2025), we consider the period from November 2024 to

October 2025. It was verified using historical data that adjusting the period has a negligible impact on the results.

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.

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 the Retail area, the production facilities and Wholesale. 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.

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 Group is centrally purchased and recorded along with the electricity for Retail. At Bell Food Group, this applies only to the production sites in Switzerland/Liechtenstein, but not to those in other countries. 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).

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

	2025	2024
Energy intensity ratio in MWh per CHF million	78.3	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]

	2025	2024
Reductions in energy consumption directly attributable to energy saving and energy efficiency initiatives, in MWh	- 33 137	56 771
Energy types included in the reductions	Electricity, heating energy and motor fuel	
Reference/basis	previous year	
Energy consumption in the previous year in MWh	2 649 083	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.

MEASURES

- Planning and optimization of new buildings and renovations of warehouses, points of sale and head offices in accordance with ecological requirements and the Minergie standard
- Use of 100% LED lighting in new sales outlets and ongoing conversion to LED in refurbished sales outlets
- Low-CO₂ energy procurement
- Construction of photovoltaic units on sales outlets and logistics centres and increase in rate of self-sufficiency for electricity
- Installation of closed refrigerating units and use of waste heat from cooling equipment

OBJECTIVE: 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

OBJECTIVE: WHOLESALE

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

MEASURES

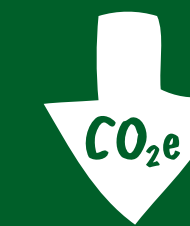
- Ongoing conversion to LED lighting
- Use of waste heat and heat recovery systems
- Expansion of photovoltaic units
- Planning and optimization of new buildings and renovations of warehouses, sales outlets and head offices in accordance with ecological requirements and the Minergie standard
- Low-CO₂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

REDUCING CO₂e 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 district heat. 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 implementing 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. In addition to our climate targets in Scope 1, 2, and 3, we are making a positive contribution to climate protection together with our long-standing partner WWF. In doing so, we invest in projects outside our value chain that contribute to global climate protection.



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

Alignment with UN Sustainable Development Goals



OBJECTIVE 1: RETAIL, PRODUCTION, 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. A great success for the Coop Group: in 2025, the CO₂e emissions of the Coop Group fell by 31.0% (2024: 27.1%) compared with 2022, meaning we achieved our target for 2026.

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

	2025	2024
Gross volume of direct GHG emissions (Scope 1) in tonnes of CO₂ equivalent	202 423	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 CO₂ equivalent	39 674	34 875
Baseline year for the calculation	2022	
Emissions in baseline year in tonnes of CO₂ equivalent	231 442	

Having committed to the Science Based Targets initiative (SBTi) in 2022, we have taken 2022 as our baseline year. In 2025, an adjustment was made to the baseline year emission value. The new Coop Group affiliates Pomona Group, Saviva AG and Pier 7 have also been included in the footprint. In addition, The Body Shop Switzerland AG was removed from the footprint, as it is no longer part of the Coop Group. Furthermore,

errors in the refrigerant data for Transgourmet France and Transgourmet Austria, as well as in the heat consumption data for Transgourmet Germany and EGV Lebensmittel für Großverbraucher AG, have been corrected.

The source of the emission factors for fuels is the “Advanced User Set 2024” from the Department for Environment, Food & Rural Affairs (DEFRA). The refrigerant global warming potentials (GWP) are taken from the factsheet of 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]

	2025	2024
Gross volume of location-based indirect GHG emissions (Scope 2) in tonnes of CO ₂ e	160 383	171 687
Gross volume of market-based indirect energy-related GHG emissions (Scope 2) in tonnes of CO ₂ e	39 718	45 606
Gases included in the calculation	all gases according to GRI 305-2	
Baseline year for the calculation	2022	
Market-based emissions in baseline year in tonnes of CO ₂ e	119 256	

Having committed to the Science Based Targets initiative (SBTi) in 2022, we have taken 2022 as our baseline year. In 2025, an adjustment was made to the baseline year emission value. The new Coop Group affiliates Pomona Group, Saviva AG and Pier 7 have also been included in the footprint. In addition, The Body Shop Switzerland AG was removed from the footprint, as it is no longer part of the Coop Group. In addition, errors in the district heating consumption data from Transgourmet Germany were corrected. The source of the emission factors for electricity is ecoinvent 3.10 and, for the residual mix, the

Association of Issuing Bodies (AIB), as last updated for 2024. For the calculation of market-based Scope 2 emissions, the contract instruments of the reporting year were taken into consideration, wherever possible. As some green electricity certificates from the reporting year were not yet available at the time of calculation, the certificates from the previous year were used instead, provided that no significant differences from the reporting year are to be expected. The emission factors for district heating are taken from treeze 2017. An exception is the emission factor "District heating (average)". The DEFRA 2024 emission factor is used here. If the district heating provider is known and supplies emission factors, the corresponding emission factor provided by the supplier will be used. 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 GHG emissions intensity [GRI 305-4]

	2025	2024
Greenhouse gas emissions intensity ratio in tonnes of CO ₂ e per CHF million	7.07	7.38
	(Scope 1: 5.91)	(Scope 2: 1.16)
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	

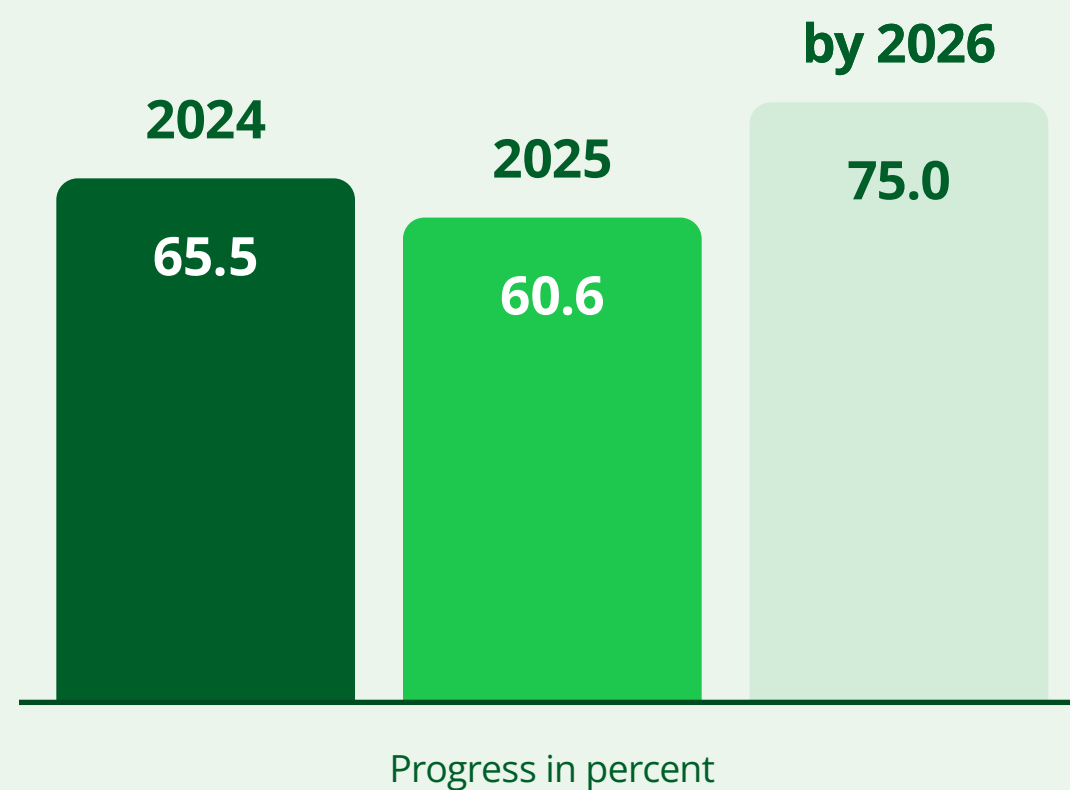
Reduction of GHG emissions within the Coop Group [GRI 305-5]

	2025	2024
Greenhouse gas emission reductions directly attributable to emissions reduction initiatives, in tonnes of CO₂ equivalent	6 761 (Scope 1: 873 Scope 2: 5 888)	35 902
Gases included in the calculation	all gases	all gases
Basis/reference	previous year	
Emissions in baseline year in tonnes of CO₂ equivalent	248 902 (Scope 1: 203 296 Scope 2: 45 606)	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 GHG Protocol guidelines. The calculation was carried out using ESG software.

OBJECTIVE 2: RETAIL

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



COMMENTS

In 2025, 60.6% of our strategically important suppliers pursued 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 calculated on the basis of the results of the individual business units weighted according to their share of total Group sales in 2021.

NOTE

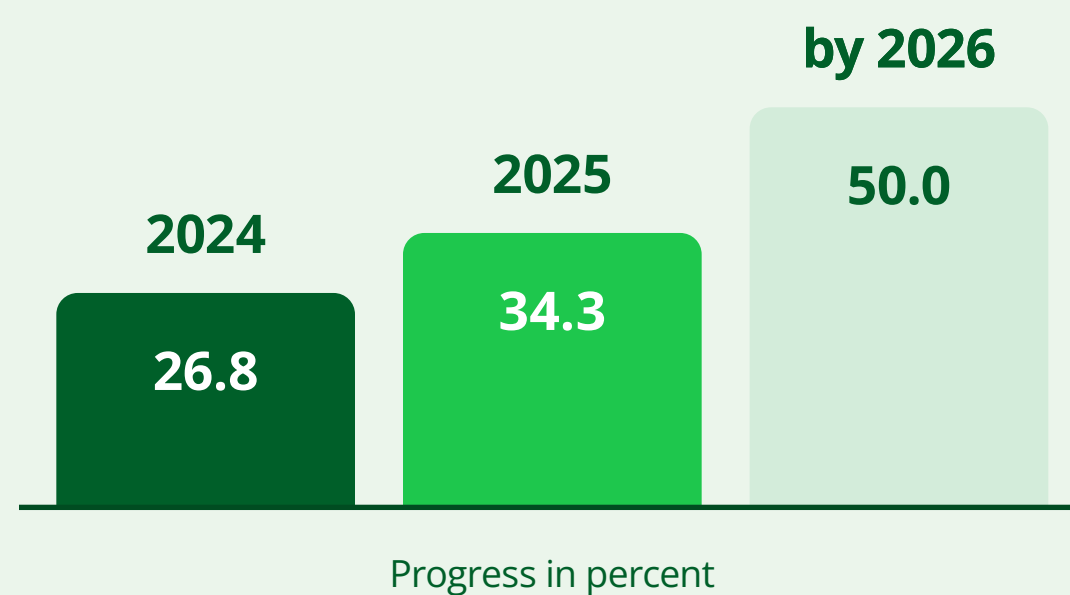
By science-based climate targets, we mean emission reduction targets for Scope 1, Scope 2 and Scope 3 that contribute to limiting global warming to well below 2 °C by 2050. The data collected in relation to this target also includes suppliers recognized as “committed” according to the criteria of the 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. The targets set are part of the performance agreement with WWF.
- Climate Alliance Food: letter of intention for the reduction of GHG emissions along the food value chain in Switzerland
- Pioneer in hydrogen mobility, having founded the H2 Mobility association and constructed Switzerland’s first public hydrogen filling station
- Fund project: continuation of climate protection project in Brazil with Fair Recycling
- Promotion of electromobility
- Use of 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
- Conscious investments in climate protection projects to take responsibility for emissions caused by unavoidable 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

OBJECTIVE 2: WHOLESALE

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



COMMENTS

In 2025, 34.3% of our strategically important suppliers pursued 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 calculated on the basis of 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
- Organization of green business partner conferences

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. 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



OBJECTIVE: RETAIL

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

COMMENTS

A great success: in 2025, compared with 2022, we reduced the CO₂e emissions of our own transport by 25.9% (2024: 21.2%).

NOTE

We are also implementing the listed measures in 2025 at the production facilities.

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 biodiesel from organic waste for our trucks
- Analysis system for optimizing driving behaviour of our diesel trucks

OBJECTIVE: WHOLESALE

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

COMMENTS

In 2025, we reduced the CO₂e emissions of our own transport by 10.0% (2024: 1.6%) compared with 2022.

MEASURES

- Efficiency gains in logistics
- Ongoing conversion to low-emission fuels
- Use of electric trucks
- Training and optimization for low-emission driving behaviour and route planning
- Launch of the “Making Hamburg greener” project at Transgourmet Germany with a fully biogas-converted truck fleet

CLOSING THE MATERIAL CYCLE

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 that we do not sell but which are still in perfect condition to social institutions. Products no longer fit for consumption are used as animal feed or recycled at biogas plants.



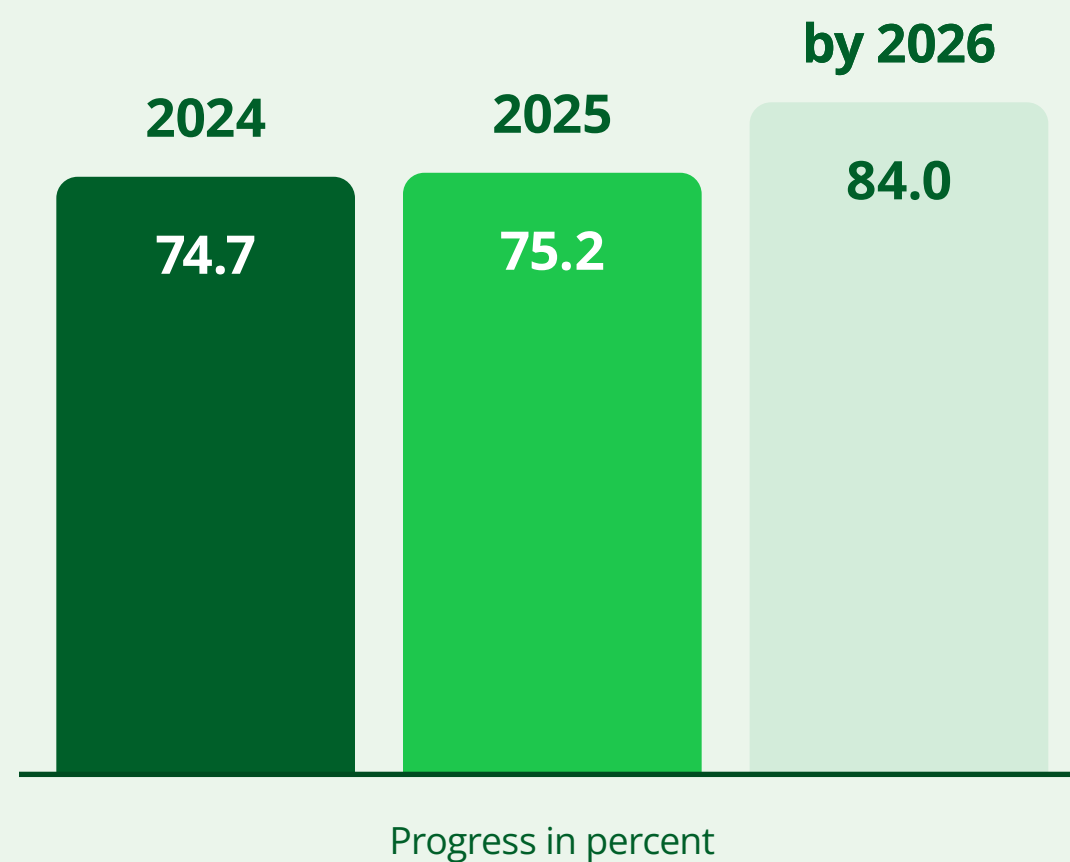
FIELD OF ACTIVITY 16: WE CONSISTENTLY CLOSE, SLOW DOWN AND REDUCE OUR MATERIAL CYCLES

Alignment with UN Sustainable Development Goals



OBJECTIVE 1: RETAIL

WE KEEP OUR WASTE RECYCLING QUOTA AT 84% MINIMUM.



COMMENTS

In 2025, we achieved a recycling rate of 75.2%.

Due to a calculation error, the value for 2024 was adjusted.

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. 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.

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, such as reducing packaging (primary, secondary and tertiary packaging) and utilizing by-products to create new marketable products. As part of the circular economy concept, from 2022 until 2025 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 the retail sector, waste and recyclables generated in each retail format are recorded. The information is supplied by the waste management service providers. 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]

	2025	2024
Total weight of waste generated in metric tonnes	149 674	151 280
of which paper/cardboard	48 758	48 580
of which general waste	35 560	35 832
of which organic waste (excluding food)	471	74
of which food waste	37 180	40 002
of which plastic and other packaging materials	12 252	12 401
of which glass	460	12
of which wood	3 732	3 310
of which other waste	11 261	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:

	2025	2024
Total weight of waste diverted from disposal in metric tonnes	112 521	113 005
of which paper/cardboard	48 758	48 580
of which general waste	0	4
of which organic waste (excluding food)	471	74
of which food waste	36 922	39 750
of which plastic and other packaging materials	12 252	12 401
of which glass	460	12
of which wood	2 917	1 452
of which other waste	10 741	10 733

Waste redirected for disposal:

	2025	2024
Total weight of waste directed to disposal in metric tonnes	37 153	38 275
of which paper/cardboard	0	0
of which general waste	35 560	35 828
of which organic waste (excluding food)	0	0
of which food waste	258	252
of which plastic and other packaging materials	0	0
of which glass	0	0
of which wood	815	1 858
of which other waste	520	337

Hazardous waste:

	2025	2024
Hazardous waste prepared for reuse in metric tonnes	844	811
Hazardous waste recycled in metric tonnes	0	0
Hazardous waste diverted to other recovery operations in metric tonnes	174	21

Non-hazardous waste:

	2025	2024
Non-hazardous waste prepared for reuse in metric tonnes	957	939
Non-hazardous waste recycled in metric tonnes	110 399	111 234
Non-hazardous waste diverted to other recovery operations in metric tonnes	147	0

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

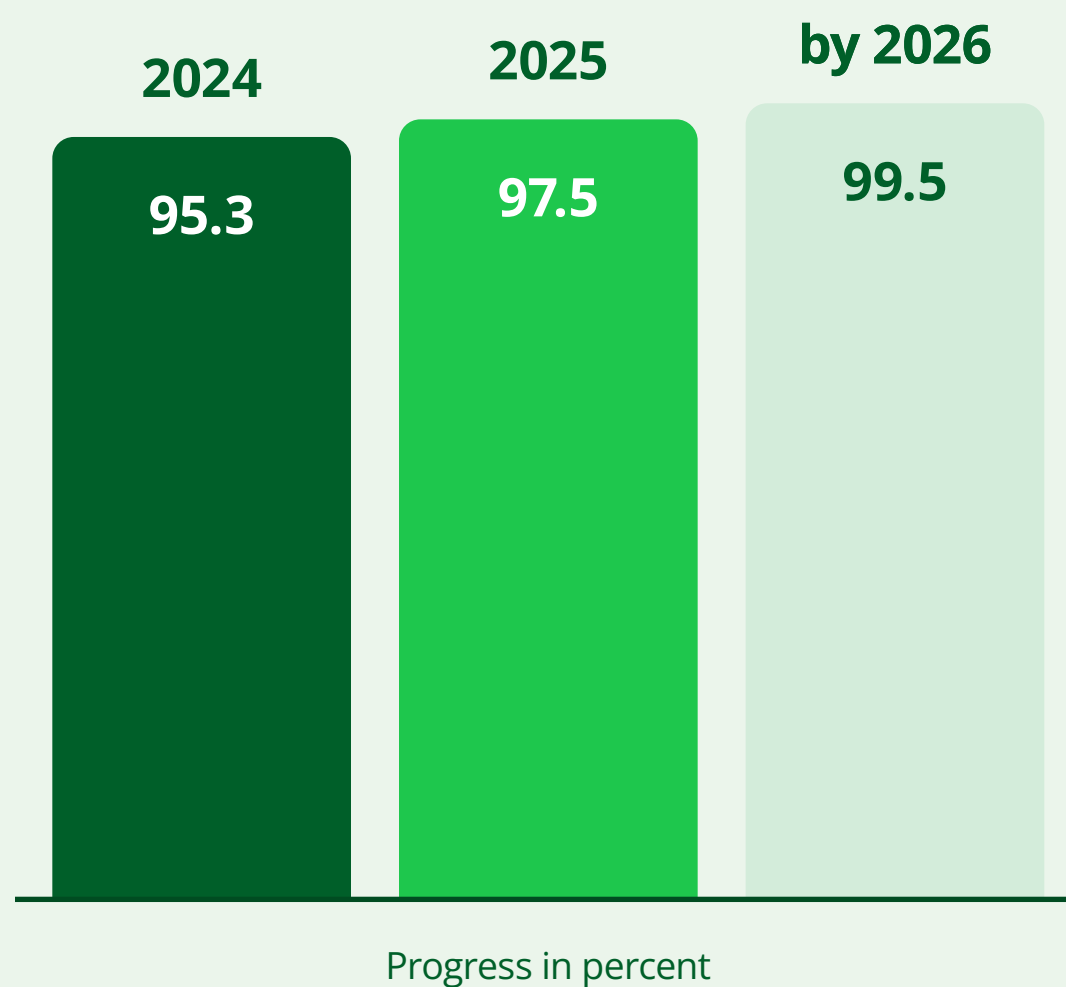
Waste directed to disposal in Retail [GRI 306-5]

	2025	2024
Total weight of non-hazardous waste directed to disposal in metric tonnes	32 672	32 366
Total weight of hazardous waste directed to disposal in metric tonnes	4 481	5 909

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

OBJECTIVE 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

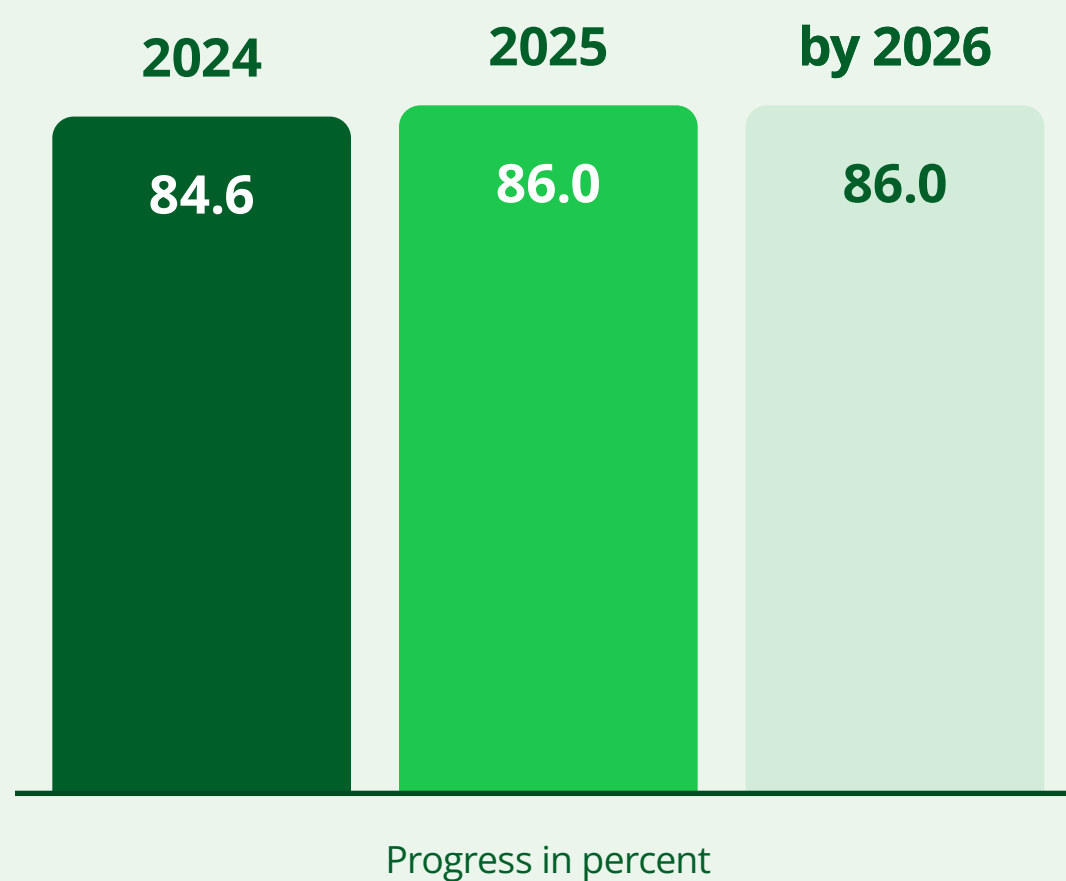
In 2025, 97.5% of food was consumed by humans.

MEASURES

- Process optimization in order management: sales outlet-based ordering system has been expanded
- Projects: implementation 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, reparability, 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

OBJECTIVE 1: PRODUCTION

WE KEEP OUR WASTE RECYCLING QUOTA AT 86% MINIMUM.



COMMENTS

A great success: in 2025, we achieved a recycling rate of 86%. We therefore exceeded the target for 2026.

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

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

Many waste and residual materials in our production facilities represent a valuable resource and can be recycled or purposefully channelled into a high-quality recovery process. The disposal of waste and residues at the production sites of Bell Food Group is fundamentally subject to both internal and external controls, particularly with regard to animal by-products. Depending on the risk level, the material will be reused or disposed of in accordance with legal requirements. The Bell Food Group slaughterhouses generate animal by-products, which at Bell Food Group make up the largest proportion of disposed waste by volume. They require special treatment (confiscates of class K1 – K3) and are disposed of properly and/or recycled to the highest possible level in accordance with legislation. Other waste includes packaging materials (outer packaging, transport packaging, etc.) and biomass waste. 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 records of waste generated by the Coop Group as a whole primarily relate to waste generated internally. Key elements of residual materials and disposal management for production plants of the Coop Group include site-specific disposal concepts, as well as the regular recording of separately collected recyclables according to defined fractions and recycling methods.

Waste generated in Production [GRI 306-3]

	2025	2024
Total weight of waste generated in metric tonnes	233 822	230 942
of which paper/cardboard	4 498	4 795
of which general waste	11 565	11 650
of which organic waste (excluding food)	211 811	208 652
of which food waste	684	614
of which plastic and other packaging materials	2 629	2 579
of which glass	1	4
of which wood	1 615	1 544
of which other waste	1 020	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:

	2025	2024
Total weight of waste diverted from disposal in metric tonnes	201 177	195 477
of which paper/cardboard	4 498	4 795
of which general waste	0	0
of which organic waste (excluding food)	192 460	186 608
of which food waste	684	614
of which plastic and other packaging materials	1 453	1 455
of which glass	1	4
of which wood	1 406	1 292
of which other waste	675	709

Waste redirected for disposal:

	2025	2024
Total weight of waste directed to disposal in metric tonnes	32 645	33 465
of which paper/cardboard	0	0
of which general waste	11 565	11 650
of which organic waste (excluding food)	19 351	22 044
of which food waste	0	0
of which plastic and other packaging materials	1 176	1 124
of which glass	0	0
of which wood	209	252
of which other waste	345	395

Hazardous waste:

	2025	2024
Hazardous waste prepared for reuse in metric tonnes	0	0
Hazardous waste recycled in metric tonnes	0	0
Hazardous waste diverted to other recovery operations in metric tonnes	0	0

Non-hazardous waste:

	2025	2024
Non-hazardous waste prepared for reuse in metric tonnes	1 220	1 074
Non-hazardous waste recycled in metric tonnes	2 806	2 830
Non-hazardous waste diverted to other recovery operations in metric tonnes	197 151	191 573

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

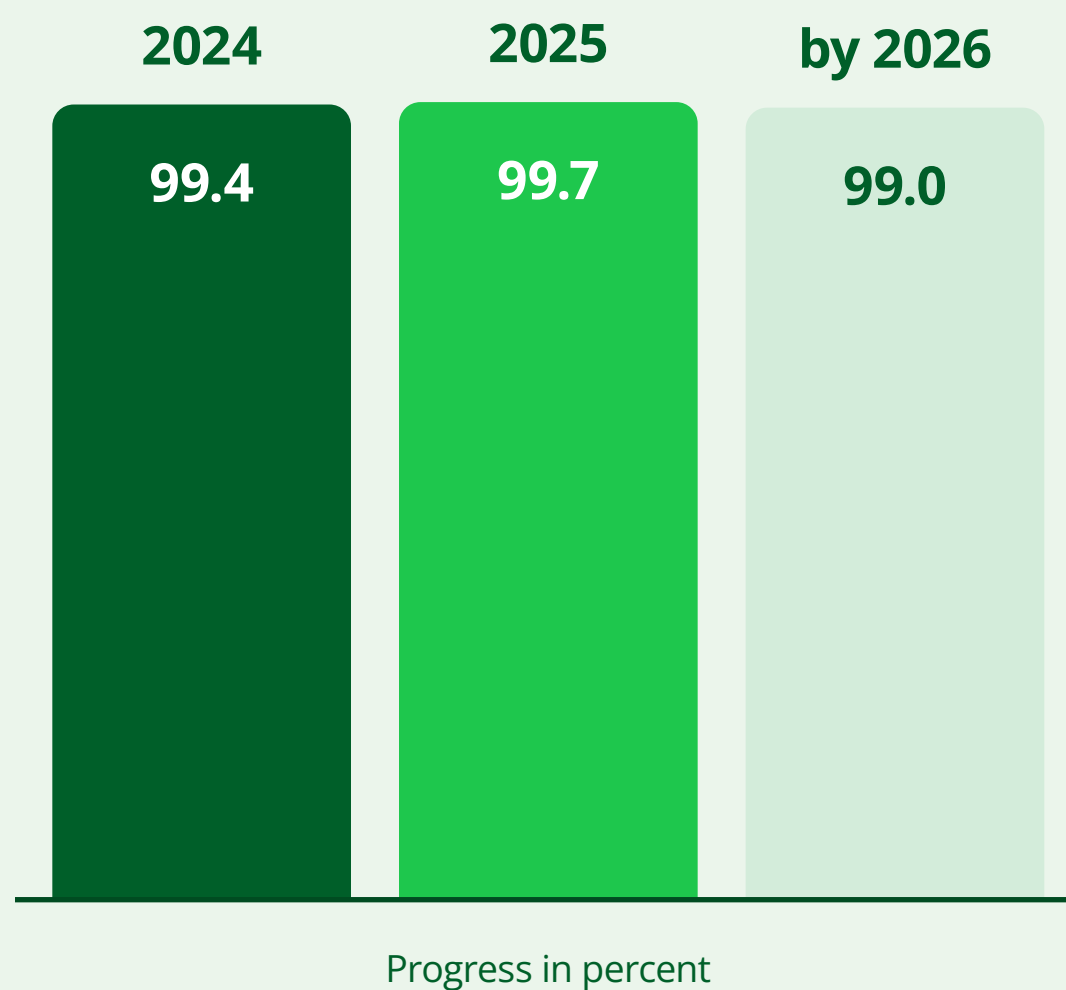
Waste directed to disposal in Production [GRI 306-5]

	2025	2024
Total weight of non-hazardous waste directed to disposal in metric tonnes	32 312	30 070
Total weight of hazardous waste directed to disposal in metric tonnes	333	394

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

OBJECTIVE 2: PRODUCTION

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



COMMENTS

A great success: in 2025, 99.7% of food was consumed by humans. We therefore exceeded the target for 2026.

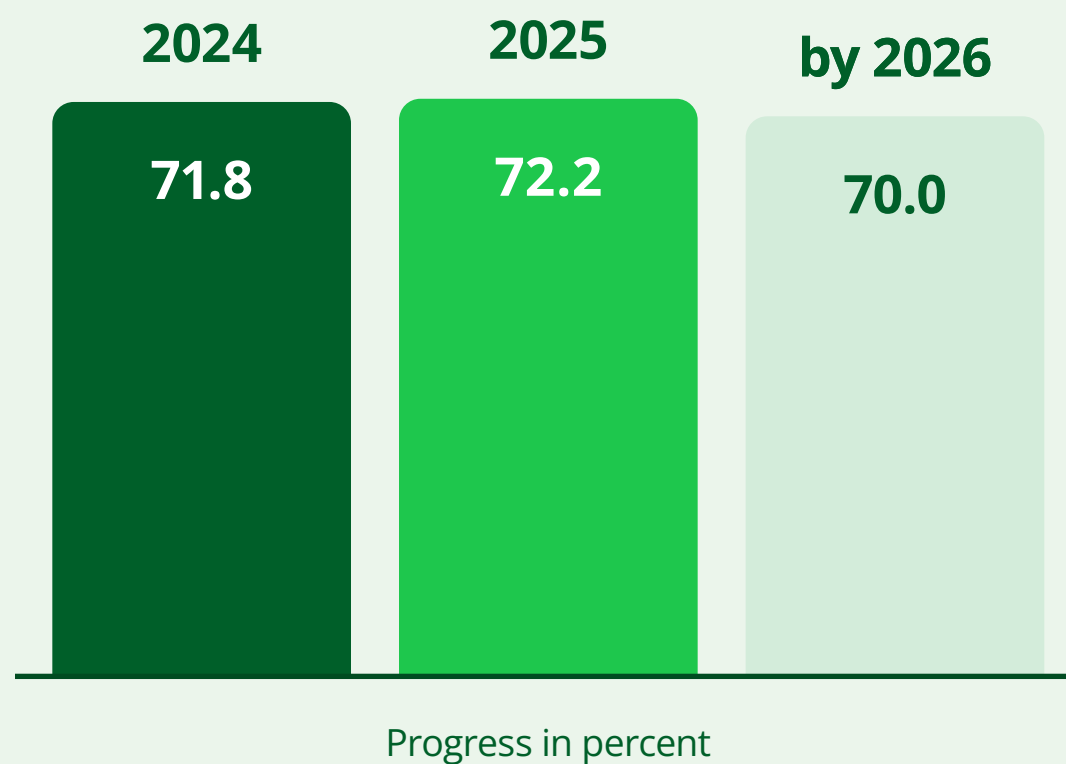
MEASURES

- 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

OBJECTIVE 1: WHOLESALE

WE KEEP OUR WASTE RECYCLING QUOTA AT 70% MINIMUM.



COMMENTS

A great success: in 2025, we achieved a recycling rate of 72.2%. We therefore exceeded the target for 2026.

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. This waste is sent for further processing (recycling or thermal utilization). 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]

	2025	2024
Total weight of waste generated in metric tonnes	63 772	67 927
of which paper/cardboard	21 003	22 326
of which general waste	10 178	12 951
of which organic waste (excluding food)	1 686	1 382
of which food waste	9 650	9 085
of which plastic and other packaging materials	3 998	4 435
of which glass	668	855
of which wood	2 327	3 749
of which other waste	14 262	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]

	2025	2024
Total weight of waste generated in metric tonnes	46 034	48 773
of which paper/cardboard	20 821	22 043
of which general waste	2 160	4 434
of which organic waste (excluding food)	1 568	1 235
of which food waste	9 635	9 071
of which plastic and other packaging materials	3 229	3 527
of which glass	667	855
of which wood	1 829	3 543
of which other waste	6 126	4 064

Waste redirected for disposal:

	2025	2024
Total weight of waste directed to disposal in metric tonnes	17 735	19 154
of which paper/cardboard	182	283
of which general waste	8 018	8 517
of which organic waste (excluding food)	118	147
of which food waste	15	14
of which plastic and other packaging materials	769	908
of which glass	1	0
of which wood	497	206
of which other waste	8 136	9 079

Hazardous waste:

	2025	2024
Hazardous waste prepared for reuse in metric tonnes	0	0
Hazardous waste recycled in metric tonnes	781	68
Hazardous waste diverted to other recovery operations in metric tonnes	5	78

Non-hazardous waste:

	2025	2024
Non-hazardous waste prepared for reuse in metric tonnes	0	0
Non-hazardous waste recycled in metric tonnes	38 786	44 318
Non-hazardous waste diverted to other recovery operations in metric tonnes	6 463	4 309

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

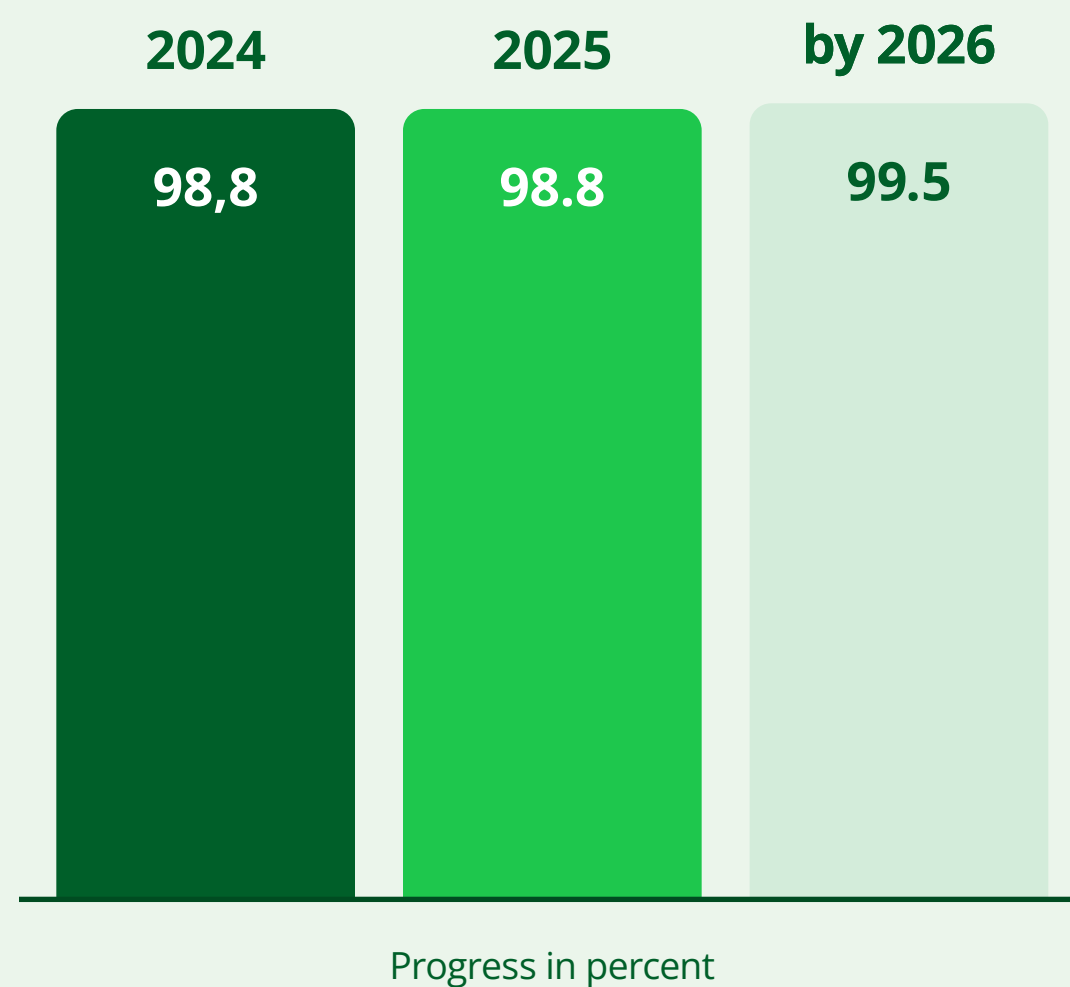
Waste directed to disposal in Wholesale ^[GRI 306-5]

	2025	2024
Total weight of non-hazardous waste directed to disposal in metric tonnes	17 663	19 092
Total weight of hazardous waste directed to disposal in metric tonnes	72	62

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

OBJECTIVE 2: WHOLESALE

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



COMMENTS

In 2025, 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

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 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.



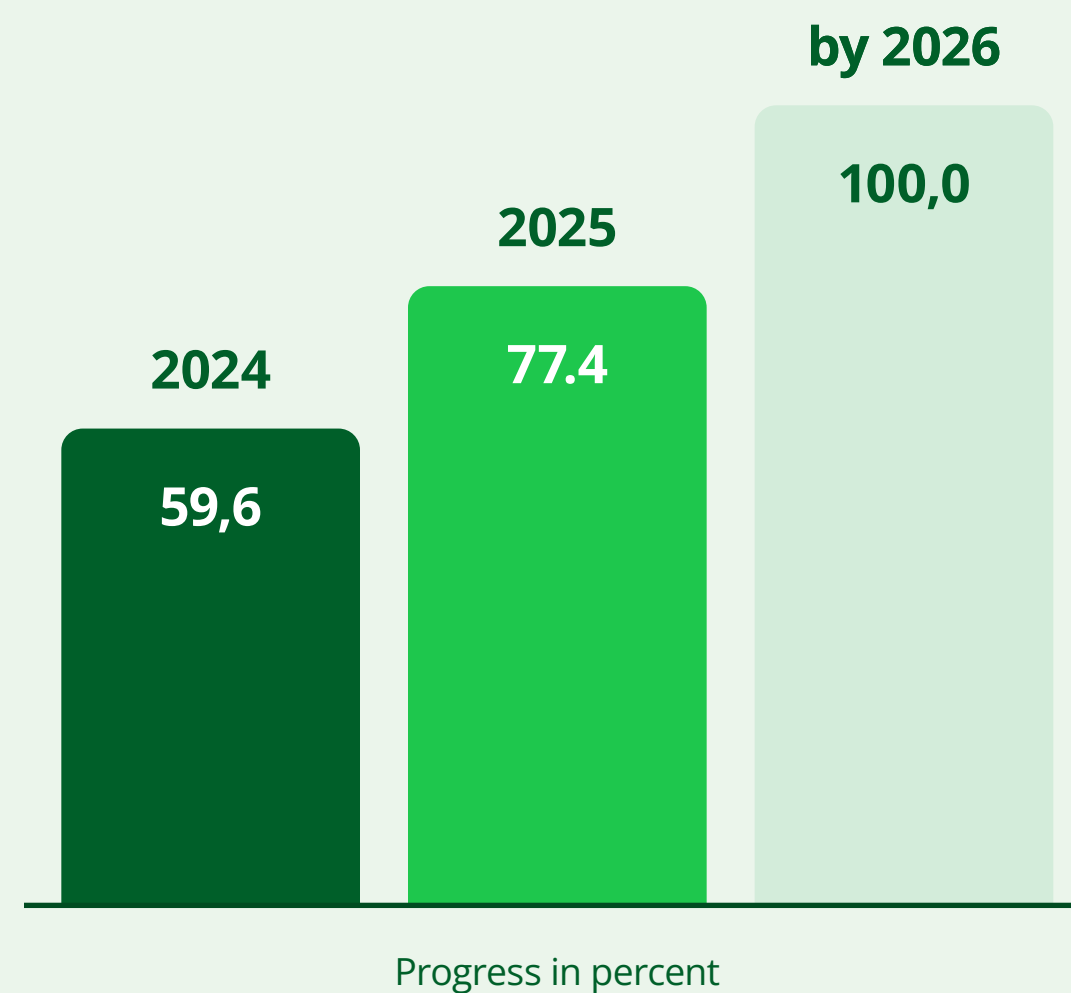
FIELD OF ACTIVITY 17: WE REDUCE OUR USE OF PLASTICS AND RELY ON SUSTAINABLE PACKAGING

Alignment with UN Sustainable
Development Goals



OBJECTIVE 1: RETAIL

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



COMMENTS

In 2025, we increased the proportion of our ecologically packaged own-label brand products to 77.4%.

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

OBJECTIVE 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 2025, compared to 2021, we reduced plastic in our own-label disposable ranges by 25.9% (2024: 14.8%). We were unable to reduce plastic consumption in our own-label brand packaging.

MEASURES

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

OBJECTIVE: PRODUCTION

**WE ARE REDUCING THE
AMOUNT OF PLASTIC USED
PER TONNE OF PRODUCT BY
12% COMPARED WITH 2021.**

COMMENTS

In 2025, we reduced the amount of plastic used per tonne sold by 4.0%. The target value for 2026 of this multi-year target has been adjusted.

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

MEASURES

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

OBJECTIVE: 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 2025, we reduced the amount of plastic used per tonne of product sold by 0.4%.

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

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. As part of the materiality assessment in line with the new requirements for sustainability reporting by the EU (CSRD), it has become

clear that the Coop Group (retail sector, Production, wholesale) does not consider its own water consumption to be material. The annual operational water footprint will therefore no longer be measured as of reporting year 2025, and its management will no longer be described. However, it is ensured that targeted measures for identified potential savings in water consumption continue to be implemented.



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

Alignment with UN Sustainable
Development Goals





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 97 000 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.



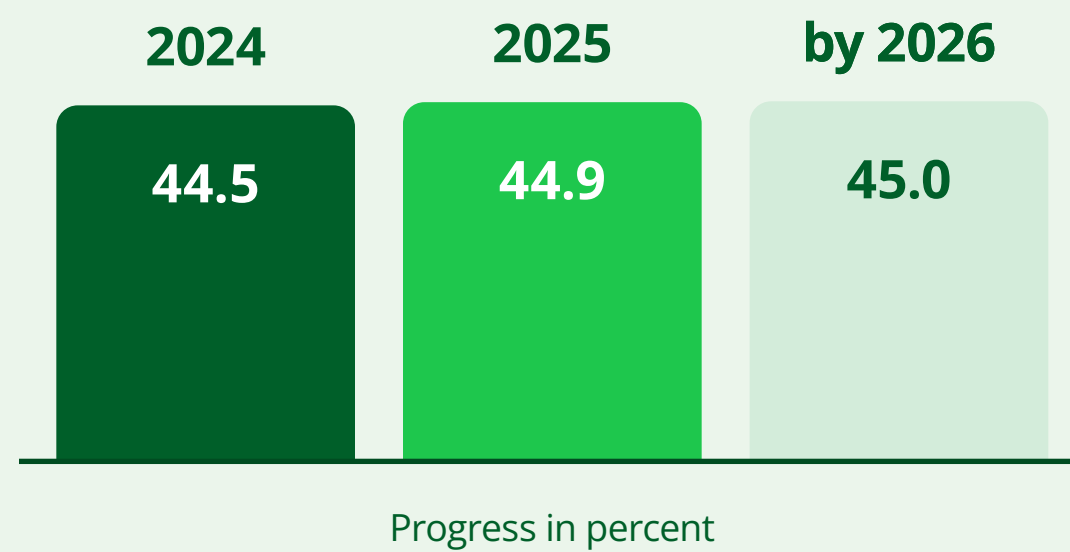
FIELD OF ACTIVITY 19: WE PROMOTE DIVERSITY AND EQUAL OPPORTUNITIES

Alignment with UN Sustainable
Development Goals



OBJECTIVE: RETAIL

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



COMMENTS

In 2025, 44.9% of management positions were held by women. In middle and senior management we have achieved a female representation of 32.0%.

Employees of the Coop Group [GRI 2-7]

As at 31.12.2025, 97 275 people were employed by the Coop Group (as at 31.12.2024: 97 040).

Number of employees of the Coop Group by region

Country	2025	2024
Andorra	1	1
China	64	68
Germany	13 978	14 084
France	3 610	3 591
Principality of Liechtenstein	1 095	1 049
United Kingdom	93	99
Honduras	10	10
India	12	14
Italy	135	123
Netherlands	88	80
Austria	3 939	4 000
Poland	4 062	4 758
Romania	4 806	4 895
Switzerland	61 804	60 678
Slovak Republic	12	12
Spain	3 296	3 071
Czech Republic	242	247
Hungary	23	254
Vietnam	5	6

Number of employees in Retail by type of employment and gender (as of 31.12.)

2025

NO. OF FULL-TIME EMPLOYEES

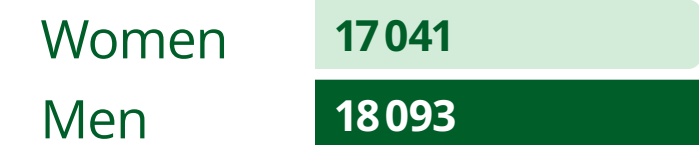


NO. OF PART-TIME EMPLOYEES



2024

NO. OF FULL-TIME EMPLOYEES



NO. OF PART-TIME EMPLOYEES



Number of employees in Production by type of employment and gender (as at 31.12.)

2025

NO. OF FULL-TIME EMPLOYEES



NO. OF PART-TIME EMPLOYEES



2024

NO. OF FULL-TIME EMPLOYEES



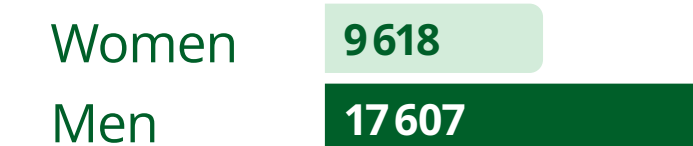
NO. OF PART-TIME EMPLOYEES



Number of employees in Wholesale by type of employment and gender (as at 31.12.)

2025

NO. OF FULL-TIME EMPLOYEES

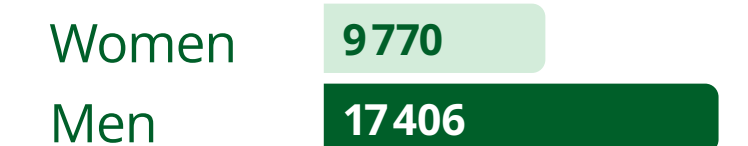


NO. OF PART-TIME EMPLOYEES



2024

NO. OF FULL-TIME EMPLOYEES



NO. OF PART-TIME EMPLOYEES



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, an average stock is used in exceptional cases. 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 Cooperative 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.

2025 3 098

2024 3 215

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

In 2025, 3 098 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.

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

Board of Directors of the Coop Group Cooperative (number of persons on Board of Directors by age):

	2025	2024
Under 30 years old	0	0
30-50 years old	1	1
Over 50 years old	9	9

Number of employees in Retail:

2025

UNDER 30 YEARS OLD



30-50 YEARS OLD



OVER 50 YEARS OLD

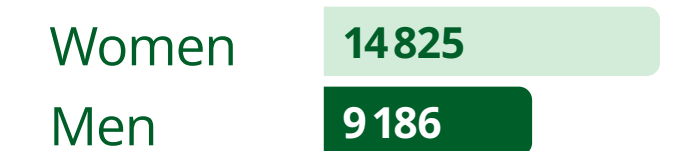


2024

UNDER 30 YEARS OLD



30-50 YEARS OLD



OVER 50 YEARS OLD



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 2025, Coop successfully passed the annual audit following its certification for the “Fair Compensation” certificate.

Other subsidiaries such as Fust, Update Fitness 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 operations.

2025 52 CASES

2024 34 CASES

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

In 2025, 52 cases were recorded in the retail sector. 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.

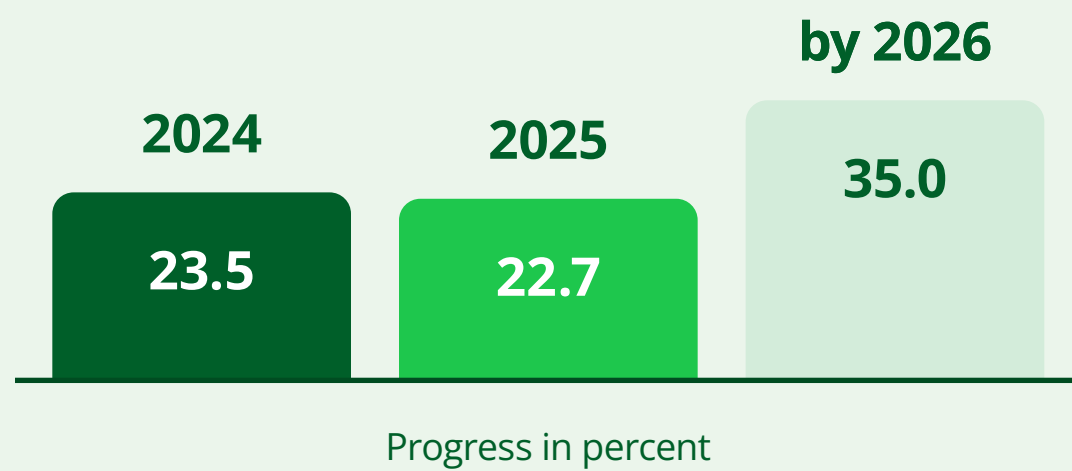
More information: www.coopjobs.ch,
[Policy Paper on Sustainable Personnel Management](#)

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 a range of languages

OBJECTIVE: PRODUCTION

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



COMMENTS

In 2025, 22.7% of management positions were held by women. In middle and senior management we have achieved a female representation of 16.1%.

Diversity of employees in Production [GRI 405-1]

Number of employees in Production:

2025

UNDER 30 YEARS OLD



30-50 YEARS OLD



OVER 50 YEARS OLD

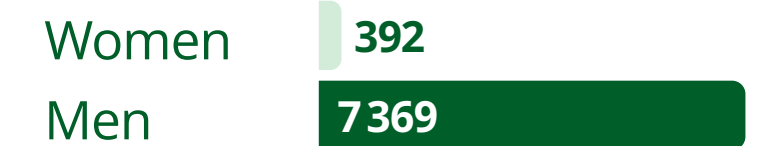


2024

UNDER 30 YEARS OLD



30-50 YEARS OLD



OVER 50 YEARS OLD



The indicators for employees by age and gender refer exclusively to the employed workers according to GRI 2-7. Non-employed workers are disregarded. Data collection was optimized for 2025, which is why there are greater deviations compared to the previous year.

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 2025, 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 operations.

2025 9 CASES

2024 3 CASES

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

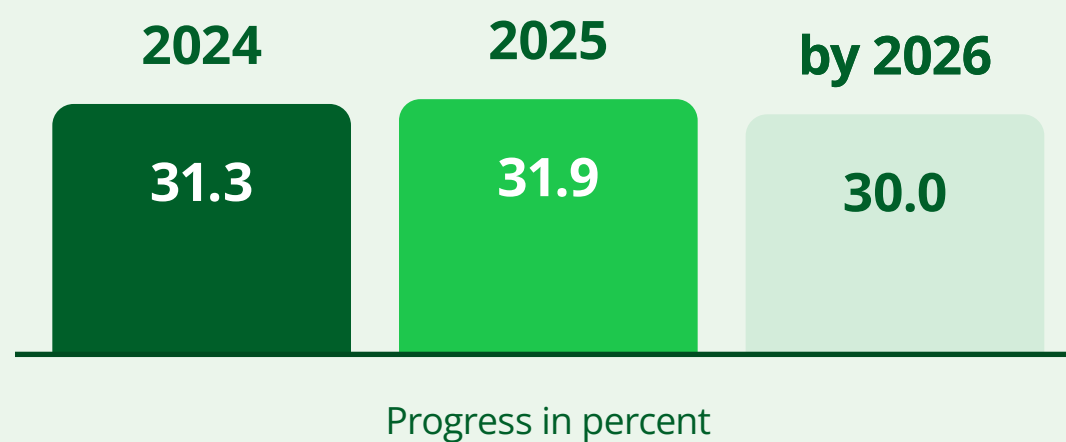
A total of 9 cases were recorded in the production facilities of the Coop Group in 2025. Reported cases are investigated and processed in the respective production facilities in accordance with the established reporting and clarification processes in place there. Bell Food Group provides a confidential, anonymous whistleblower reporting platform for workers, customers, suppliers and business partners to enable them to report breaches of the Code of Conduct. In 2025, 5 confirmed cases were registered via this BFG Reporting Office. There were no known outstanding cases as at 31 December 2025. This does not include incidents recorded via the HR departments of business entities.

More information:

[Whistleblowing Reporting Office of Bell Food Group](#)

OBJECTIVE: WHOLESAL

30% OF OUR MANAGERS ARE WOMEN.



COMMENTS

A complete success: in 2025 31.9% of management positions were held by women. We therefore exceeded the target for 2026.

Diversity of employees in Wholesale [GRI 405-1]

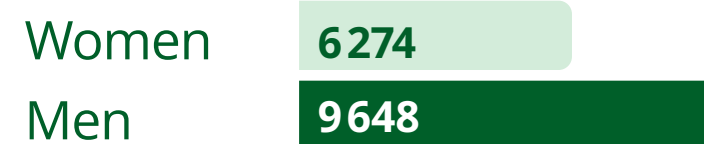
Number of employees in Wholesale:

2025

UNDER 30 YEARS OLD



30-50 YEARS OLD



OVER 50 YEARS OLD

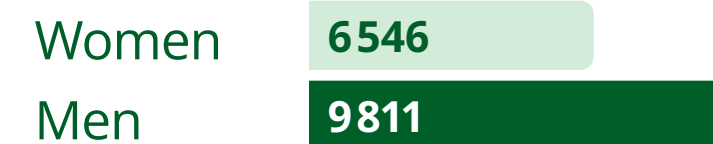


2024

UNDER 30 YEARS OLD



30-50 YEARS OLD



OVER 50 YEARS OLD



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]

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

Transgourmet Germany: Transgourmet Germany pursues a remuneration policy that gives workers 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.

2025 3 CASES

2024 2 CASES

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

In 2025, 3 cases were recorded in the wholesale sector.

Transgourmet Switzerland: in 2025, 1 case was recorded. 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. There were no known outstanding cases as at 31 December 2025.

Transgourmet Poland: in 2025, 2 cases were recorded. An action plan was implemented in accordance with the defined process. As at 31.12.2025, none of the cases remains open.

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 is considered in detail. In 2025, no discrimination incidents were recorded.

At Transgourmet France, Transgourmet Ibérica, Transgourmet Germany and Selgros România, in 2024 and 2025 no incidents of discrimination were recorded.

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

Effective talent management, as well as suitable training and professional development opportunities for our employees, are important topics throughout the Coop Group. As part of the materiality assessment in line with the new requirements for sustainability reporting by the EU (CSRD), it has become clear, however, that the Coop Group (retail sector, production, wholesale) does not consider the topic of training and skill development to be material. The average number of hours for

training and professional development, as well as the percentage of employees whose performance is regularly assessed, is therefore no longer collected and will not be reported for skills development programmes from the 2025 reporting year onwards. We will continue to report on the multi-year targets of our sustainability strategy for 2022–2026. Furthermore, it is ensured that targeted measures continue to be implemented.



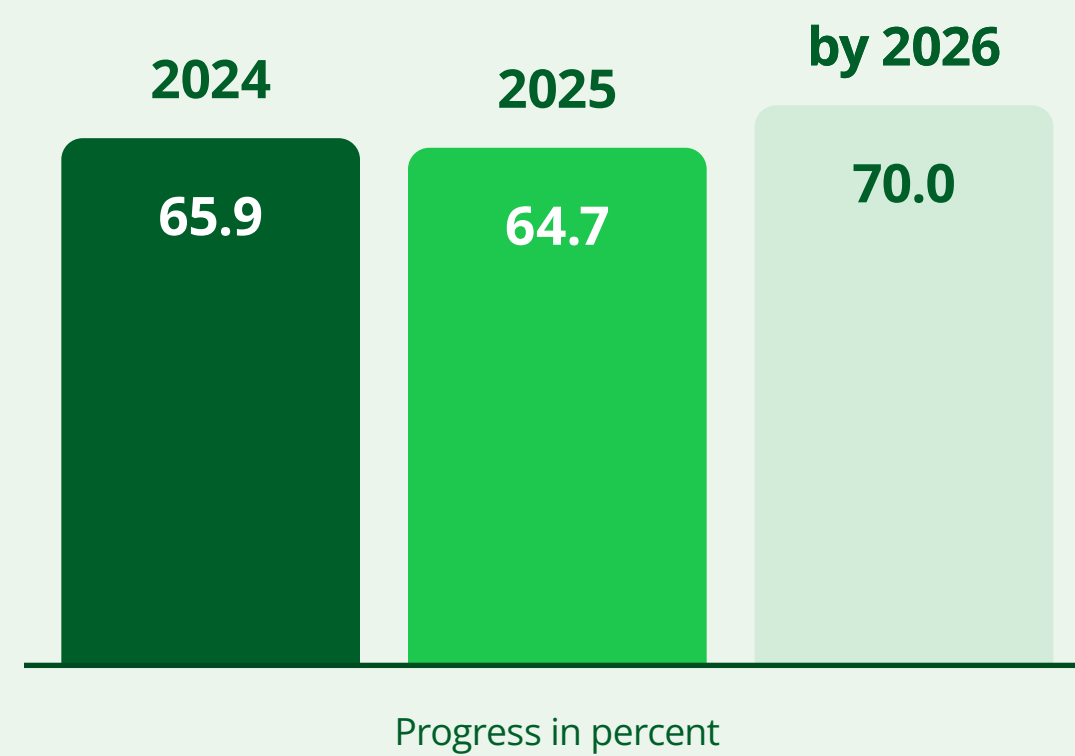
FIELD OF ACTIVITY 20: WE INVEST IN OUR EMPLOYEES

Alignment with UN Sustainable
Development Goals



OBJECTIVE 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

In 2025, we trained 2 549 apprentices in the Swiss retail sector. We were able to keep 64.7% of apprenticeship graduates in employment after finishing their training.

OBJECTIVE 2: RETAIL

**90% OF EMPLOYEES
TAKE PART IN AT LEAST ONE
(CONTINUED) PROFESSIONAL
DEVELOPMENT OPPORTUNITY
EACH YEAR, 75% OF
MANAGERS TAKE PART
IN THREE.**

COMMENTS

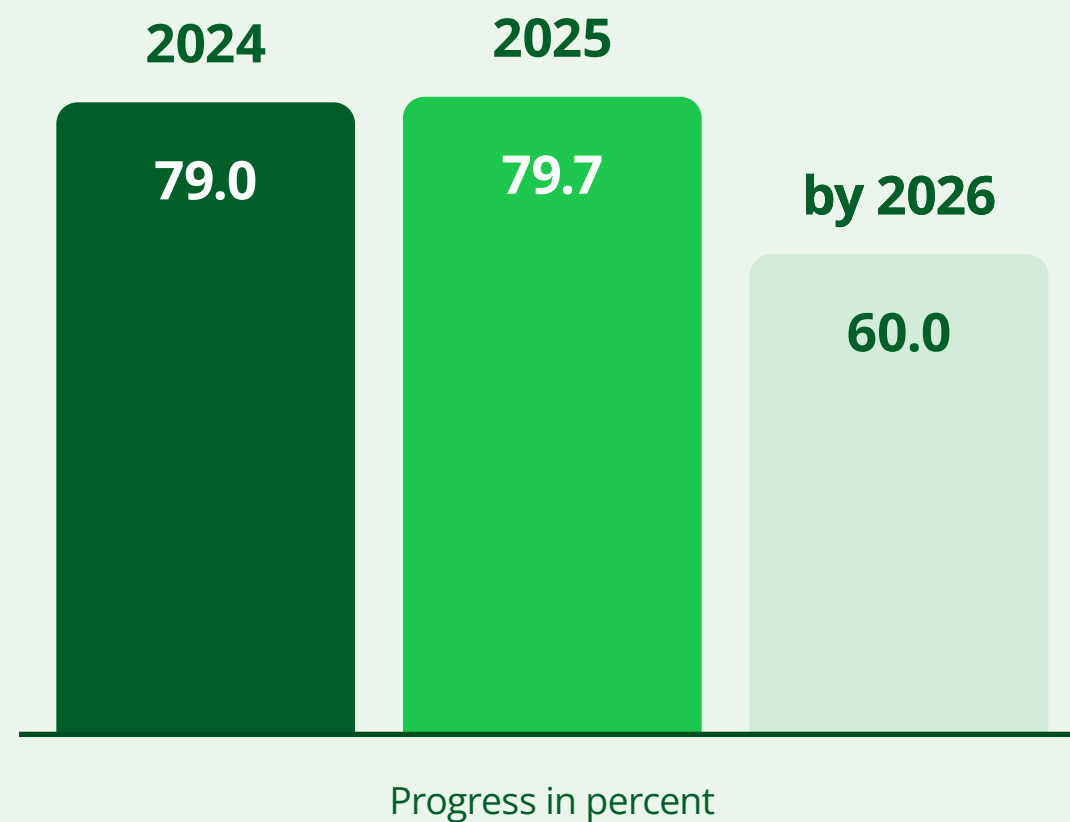
In 2025, 84.5% (2024: 84.4%) of our employees and 87.1% (2024: 86.1%) of our employees in management positions completed the intended number of training and professional development courses.

NOTE

The data collected on training ratios refers exclusively to directly employed workers. The target value for 2026 of this multi-year target has been adjusted.

OBJECTIVE 3: RETAIL

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



COMMENTS

A great success: with 79.7% of management positions filled internally, we exceeded our 2026 target.

More information:

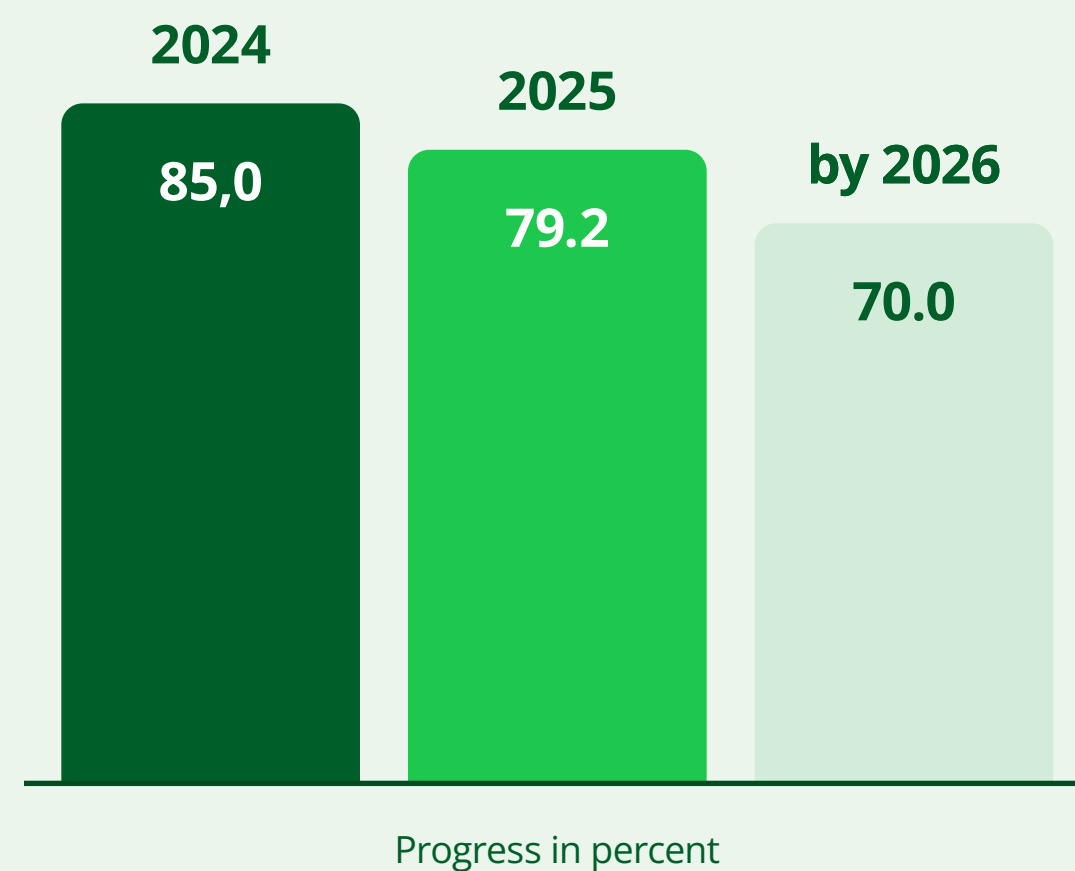
[Collective employment agreement Coop Group, Policy Paper on Sustainable Personnel management](#)

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

OBJECTIVE 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.



COMMENTS

In 2025, there were 203 apprentices. In 2025, we were able to employ 79.2% of apprenticeship graduates.

OBJECTIVE 2: PRODUCTION

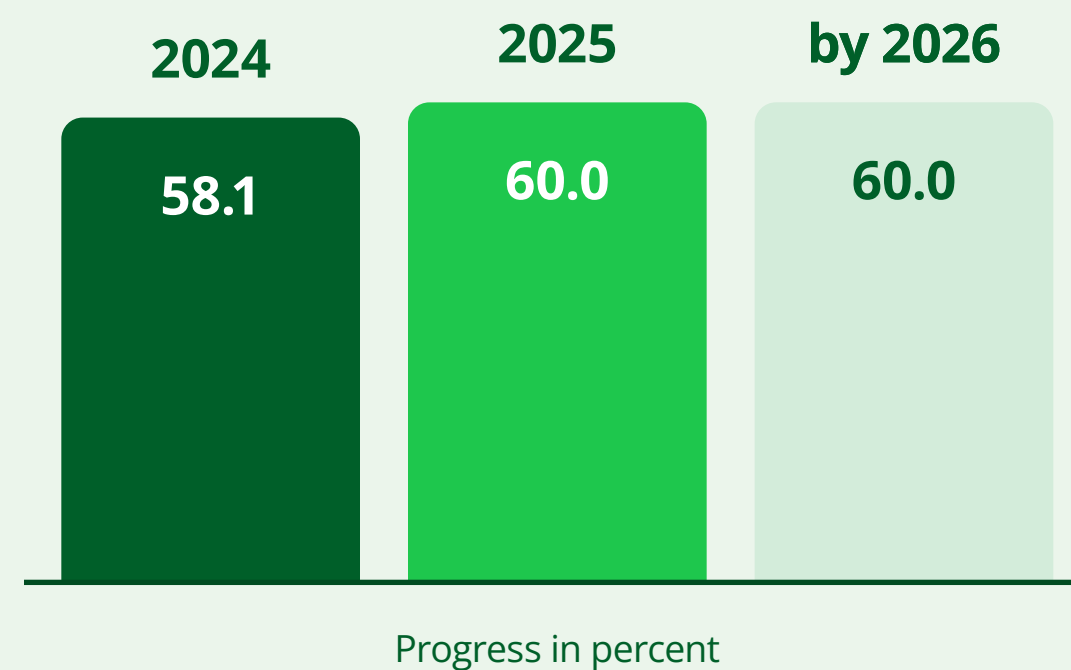
**90% OF EMPLOYEES
TAKE PART IN AT LEAST ONE
(CONTINUED) PROFESSIONAL
DEVELOPMENT OPPORTUNITY
EACH YEAR, 75% OF
MANAGERS TAKE PART
IN THREE.**

COMMENTS

In 2025, 84.7% (2024: 85.2%) of our employees and 83.7% (2024: 84.3%) of our employees in management positions completed the intended number of training and professional development courses. The target value for 2026 of this multi-year target has been adjusted.

OBJECTIVE 3: PRODUCTION

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



COMMENTS

A great success: with 60.0% of management positions filled internally, we achieved our 2026 target.

More information:

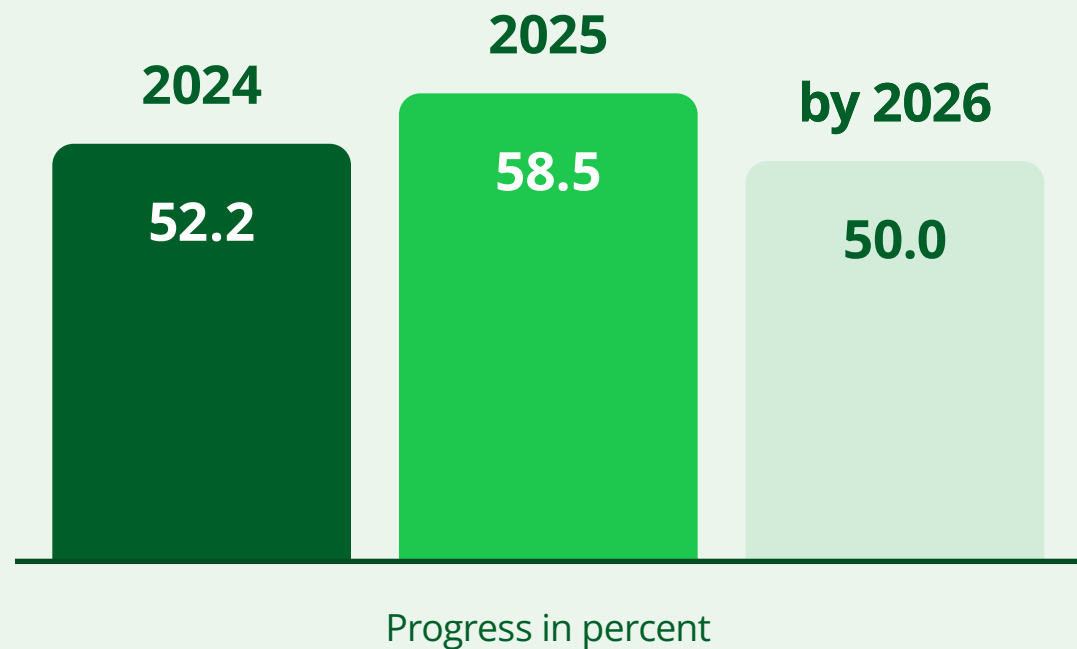
[Coop Cooperative Collective Employment Agreement](#),
[Bell Food Group Information](#),
[Policy Paper on Sustainable Personnel Management](#)

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

OBJECTIVE 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.



COMMENTS

In 2025, there were 878 apprentices. In 2025, we were able to employ 58.5% of apprenticeship graduates.

OBJECTIVE 2: WHOLESALE

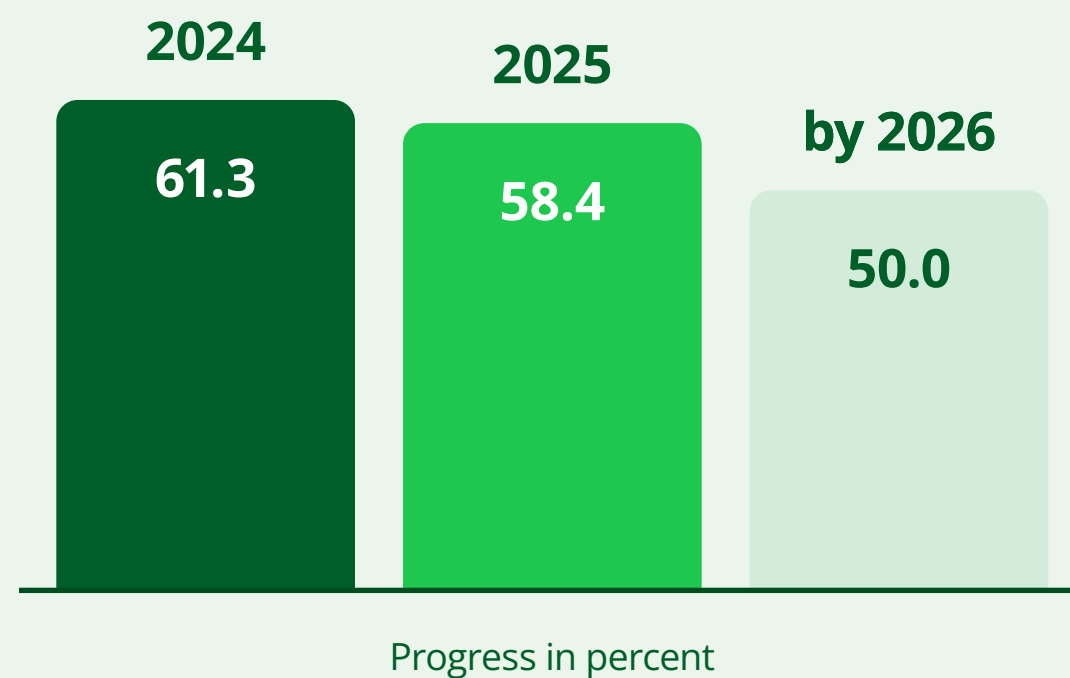
**90% OF EMPLOYEES
TAKE PART IN AT LEAST ONE
(CONTINUED) PROFESSIONAL
DEVELOPMENT OPPORTUNITY
EACH YEAR, 75% OF
MANAGERS TAKE PART
IN TWO.**

COMMENTS

In 2025, 87.0% (2024: 88.2%) of our employees and 91.7% (2024: 84.9%) of our employees in management positions completed the intended number of training and professional development courses. The target value for 2026 of this multi-year target has been adjusted.

OBJECTIVE 3: WHOLESALE

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



COMMENTS

A great success: with 58.4% of management positions filled internally, we achieved our 2026 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

HEALTH AT THE WORKPLACE

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



OBJECTIVE: RETAIL

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



COMMENTS

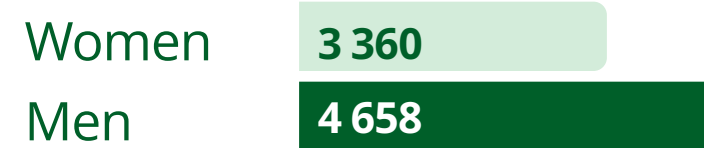
A great success: with a turnover rate of 14.5%, we achieved our target for 2026.

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

New employee hires by age and gender

2025

UNDER 30 YEARS OLD



30-50 YEARS OLD



OVER 50 YEARS OLD

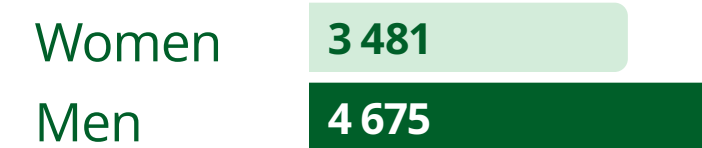


2024

UNDER 30 YEARS OLD



30-50 YEARS OLD



OVER 50 YEARS OLD



Rate of new employee hires by age group*

	2025	2024
Under 30 years old	47.4%	46.9%
30-50 years old	16.1%	17.6%
Over 50 years old	6.7%	6.7%

Leavers by age and gender

2025

UNDER 30 YEARS OLD



30-50 YEARS OLD

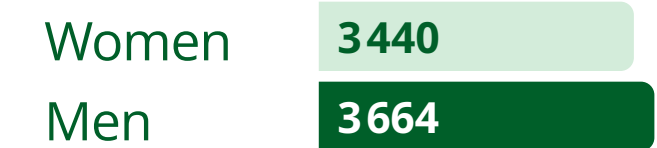


OVER 50 YEARS OLD

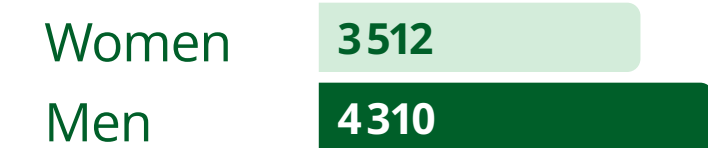


2024

UNDER 30 YEARS OLD



30-50 YEARS OLD



OVER 50 YEARS OLD



Rate of employee turnover by age group*

	2025	2024
Under 30 years old	35.1%	43.2%
30-50 years old	15.6%	16.9%
Over 50 years old	13.2%	13.2%

*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

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 operations.

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.

Employee 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 for Business Partners](#) and in the [General Terms and Conditions for Goods Deliveries](#).

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

Employees:

	2025	2024
Number of fatalities as a result of work-related injuries	1	0
Number of recorded work-related injuries	4 730	4 749
Number of hours worked	144 520 485	142 365 133

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 2025 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
- 403-9aiii & 403-9biii: work-related injuries encompass all claims reported to the insurer.

The data from certain business divisions deviates from this definition. Data collection will be further improved in the 2026 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:

	2025	2024
Number of fatalities as a result of work-related injuries	0	0
Number of recorded work-related injuries	330	255
Number of hours worked	5 789 180	2 246 018

The definition of accidents and illnesses for non-employed staff members follows the definition used for employees of the respective company. 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.

Rates

	2025	2024
Rate of fatalities among employees	0.0	0.0
Rate of recordable work-related injuries among employees	32.7	33.4

The rates were calculated on the basis of 1 000 000 hours worked.

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 2025, led to significant injuries, chiefly involving machinery or means of transport.

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. In parts of the Wholesale and Production business areas, no data is collected on workers who are not employees.

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 illnesses in the Coop Group [GRI 403-10]

Employees:

	2025	2024
Number of fatalities as a result of work-related ill health	0	0
Number of cases of recordable work-related ill health	29	23

Typically, there are some differences between these indicators depending on each country. Group-wide reporting of these indicators is still under development. Within Wholesale, the key figures for the 2025 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 2025 reporting year. Data collection will be further improved in the 2026 reporting year to ensure consistent reporting within the Coop Group.

Main types of work-related ill health:

- For the reporting year 2025, there are no work-related cases of illness in the retail sector.
- 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 are available for some Transgourmet national subsidiaries for the 2025 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.

Work-related hazards that involve a risk of ill health vary depending on the professional field and activity. At Bell Food Group, the assessment of work-related hazards that may pose a risk of illness, as well as the definition and coordination of preventive measures, is carried out in a decentralized manner within the respective business areas. 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 2025. 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, workers who left during the year and fixed-term hourly paid employees are also included in the disclosures. Contrary to the GRI 2-7 data, the disclosures for GRI 403-10 do not include the following companies: Coop Vitality AG 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”

OBJECTIVE: 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 13.3% we achieved our target for 2026.

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 the Bell Food Group performs activities and employees engage in activities, including sales outlets, logistics, production and administration, are deemed significant locations of operation. No distinction is made between “significant” and other operations.

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

As an employer, Bell Food Group takes responsibility for the health and safety of its employees across all areas of work. To adopt suitable preventive measures and protective precautions, all risks to which employees are exposed are assessed. In addition to compliance with legal requirements, such as regular independent inspections of the facilities, ongoing training

on occupational safety and health risks, as well as clear codes of conduct, are important measures to raise awareness and impart knowledge to employees. In addition, mandatory initial medical examinations and annual health checks are carried out for employees. Responsibility for occupational safety within the Bell Food Group is decentralized in the business areas. 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. To achieve continuous improvement, health measures and safety processes are regularly reviewed and monitored through internal and external audits at all sites. Site-specific indicators, such as absences and occupational accidents, are evaluated, analysed and appropriate measures are derived. 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. Bell Food Group attaches great importance to occupational safety and health protection within the framework of our “TopX” improvement management system.

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

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 draw a distinction between directly and indirectly employed persons. Preventive action and safety measures apply to all workers, irrespective of the nature of their employment relationship. 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 is decentralized and rests with the business areas; see GRI 403-2. No systematic, centrally

managed collection takes place at Bell Food Group in relation to workplace safety. Although there are currently no harmonized indicators for the entire group, these aspects are actively monitored and assessed. This has been solved in a decentralized way. 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.

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

We do not draw a distinction 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

OBJECTIVE: WHOLESALE

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



COMMENTS

In 2025, we had a turnover rate of 20.3%.

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 stores (incl. Saviva), 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: there is a health programme as well as a health officer for each operation facility. The programme can be accessed by all workers with a valid employment contract. 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. 20 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. All locations (24 stores, one distribution centre, two logistics warehouses) are deemed significant locations of operation for Selgros România.

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 both passed on to and submitted by workers.

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 inspections 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. We have invested around CHF 342 million in these areas since 2003. 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



OBJECTIVE: 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 102 sustainability projects to the tune of 16.86 million Swiss francs in 2025. We therefore achieved our target.

NOTE

We adopt specific measures and implement concrete projects for this material topic in Production. For example, by implementing internal initiatives to reduce food waste through the use of side streams, or through the apprentice event at Bell Food Group, focusing on food waste and animal welfare standards.

MEASURES

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

OBJECTIVE: 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 2025. All Transgourmet national subsidiaries implemented at least one project in 2025. 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
- Offers for employees, e.g. fruit baskets, access to apps with healthy recipe ideas, nutrition coaching

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 (SGE), the Swiss Table Foundation, Tischlein deck dich (Table Be Set) and WWF Switzerland.

OBJECTIVE: 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 2025, awarding contracts with a total value of 9.6 million Swiss francs to social institutions, including the Brändi Foundation and the Rütimattli Foundation.

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

PRODUCTION, WHOLESALE

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

MEASURES

- Systematic onward transfer of surplus food to social institutions
- Supporting social organizations through product donations, financial assistance and sponsorship
- Sponsorship partnerships with regional sports clubs

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.

OBJECTIVE: RETAIL, PRODUCTION

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 2025, together with around 800 associations and the people of Switzerland, we initiated and implemented hundreds of thousands of good deeds as part of the Day of Good Deeds – our social initiative – which encourages volunteering in Switzerland. Our project partners organized more than 180 public participation events. Thanks to donations from our customers, around 30 000 donation parcels with a value of 750 000 Swiss francs were handed over to Schweizer Tafel for people affected by poverty in Switzerland. With Coop Aid for Mountain Regions, we supported 212 projects to the tune of 8.5 million Swiss francs in 2025. To ensure that the funds could be invested entirely in projects benefiting the population, we also assumed all the administrative costs in 2025, which came to 642 000 Swiss francs.

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

MEASURES

- Emergency aid: donations for disaster relief in Switzerland
- 1 August campaign: annual donation campaign for projects in the Swiss mountain regions
- Longstanding main partner of the Umwelt Arena, an extracurricular learning centre for sustainability
- Support for the 2 x Christmas campaign for people affected by poverty in Switzerland
- Supporting events for children, teachers and parents as well as sports camps through the long-standing partnership with the Fit4future health promotion programme
- Raising awareness among young people about sustainable consumption through partnership with the Ökozentrum
- Long-standing partnerships with the food banks Schweizer Tafel and Tischlein deck dich to provide food donations for people affected by poverty in Switzerland
- Financial donations to charitable organizations, local clubs, schools and kindergartens
- Organization of cooking competitions at schools

WHOLESALE

**FOR THIS ESSENTIAL TOPIC,
WE ARE WORKING WITH
SPECIFIC MEASURES AND
PROJECTS.**

MEASURES

- Financial donations to charitable organizations
- Inviting disadvantaged individuals to concerts and supporting public welfare projects for our clients, e.g. donating school cones to underprivileged children
- Organization and support of “gusto”, the Swiss championship for trainee chefs in their 2nd and 3rd year of apprenticeship

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 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 SECTOR, PRODUCTION, WHOLESALE

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 2025, we generated net sales of 142.5 million Swiss francs from regional products (Miini Region) and 39.5 million Swiss francs from Pro Montagna products.

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

2025 **79.7%**

2024 **82.6%**

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

In 2025, we awarded orders for 79.7% of the total sales of the Coop Group to suppliers in the region in which the significant 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 operations.

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.

In terms of their region of origin, 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 regions of origin for items advertised as Miini Region products are the 16 defined regions. The location of the Miini Region manufacturing company determines which region is stated.

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 retail sector (supermarket): targeted promotion of our own-label brands Miini Region and Pro Montagna
- Partnership: partnership with the Swiss Association for Regional Products for promotion of transparency and clear labelling of regional products
- Sales volume: increase in sales of Swiss products
- Cooperation: long-standing collaboration with local and regional producers and business partners, including many family-run businesses
- Long-standing partnership: partnership with Slow Food Switzerland for encouragement of traditional production methods and traditional products
- Expansion of range: expansion, diversification and promotion of regional range specific to each country
- Own-label brands wholesale (Transgourmet): promotion of the own-label brand Origine/Ursprung/Vonatur, for which each product is backed by a product and producer history
- Projects: delivery of awareness-raising projects funded by the Coop Sustainability Fund

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. In doing so, we aim to collaborate in a spirit of trust and respect, with emphasis on 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 must strictly refuse any gifts, commissions and loans or cash payments from business partners and must make no such offers. 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 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 SECTOR, PRODUCTION, WHOLESALE

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

COMMENTS

In the field of anti-corruption, we as the Coop Group pursue overarching measures.

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. 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, which 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: Internal Audit – as an independent and impartial body – 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]

The internal anti-corruption guidelines and procedures of the Coop Cooperative were revised in 2024. The other Group companies have also adjusted their anti-corruption guidelines and processes in 2025. Our Anti-Corruption Policy Paper is publicly available.

Exposed employees within the companies of the Coop Group have been informed about the current internal anti-corruption guidelines and processes. The compliance training also includes the topic of anti-corruption. All employees newly appointed to a prominent position have received appropriate training. The employees in existing exposed positions will be trained in the coming months and years.

The Group companies have codes of conduct for business partners, which, inter alia, provide for a clear prohibition of acts of corruption in connection with the company. These codes of conduct have been agreed with the business partners.

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]

	2025	2024
Total number and nature of confirmed incidents of corruption	1	0
Total number of confirmed incidents in which employees were dismissed or disciplined for corruption	2	1
Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption	0	1

No public legal cases regarding corruption were brought against the Coop Group or its employees in 2025. There were no such cases pending.

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

	2025	2024
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	1

2024: between 2010 and 2013, the French competition authority investigated violations of antitrust regulations in the pork sector. On 16 July 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. 2025: with the acquisition of Saviva AG and its merger into Transgourmet Switzerland Ltd in 2024, the proceedings relating to central settlement with Markant for the former Saviva AG from 2020 were taken over before the Swiss Competition Commission (COMCO). Saviva has agreed an amicable settlement with COMCO.

Operations and suppliers of the Coop Group at significant risk for incidents of forced, compulsory or child labour and violations of the right to freedom of association and collective bargaining [GRI 407-1, 408-1, 409-1]

Suppliers with a significant risk of 1) incidents of forced or compulsory labour, 2) incidents of child labour, or 3) violations of employees' rights to freedom of association or to conduct collective bargaining are factories and/or primary producers. Geographical regions in which operations or suppliers are considered at risk include Central and South America, Africa, the Middle East and Asia.

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](#).

MEASURES

- Audits: periodic social audits in risk-prone regions, carried out by independent audit companies
- [Impact Map](#): publication of a map detailing our involvement in risk products
- We regularly train our employees on topics regarding business relationships and anti-corruption.

GRI INDEX

The Coop Group is an internationally active cooperative based in Basel. The countries the Coop Group operates in can be viewed in the [Annual Report of the Coop Group](#). In this PDF, you will find the annual Sustainability Report of the Coop Group for the financial year 2025 (1.1.2025 to 31.12.2025, in line with the financial year). [GRI 2-2, 2-3]

In this report, the Coop Group provides information in accordance with the GRI Standards for the period from 1 January 2025 to 31 December 2025. This report has been available online since 8 May 2026 [GRI 1]. It replaces last year's report, which was published on 23 May 2025. 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. For selected indicators in this report, an external audit was conducted by KPMG. [GRI 2-2, 2-5]

➔ [The audit report can be consulted here.](#)

This report is published in German, French, Italian and English. The German version is authoritative.

If you have questions about sustainability at Coop or about this report, please contact:

actions-not-words.ch

Email: Nachhaltigkeit@coop.ch

Marc Muntwyler

Head of Sustainability/Business Policy

Telephone switchboard: +41 61 336 66 66

Head office | Thiersteinerallee 12

P.O. Box 2550 | 4002 Basel

KEY GRI INDICATORS NOT REPORTED

With the [Coop Group Sustainability Report 2025](#), we collect and report the figures for the reporting year 2025 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. [GRI 1]

GRI Index	Title	Page	Hyperlink/Section/Information
GRI 1	Foundation 2021		
GRI 2	General Disclosures 2021		
2-1	Organizational details	page 150	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 150	GRI Index
2-4	Restatements of information	page 6	Our strategy
2-5	External assurance	page 150	GRI Index
2-6	Activities, value chain and other business relationships	page 7 page 8	Our core business activity For people, animals and nature
2-7	Employees	page 106	Additional explanations regarding data collection are provided in the body text.
2-8	Workers who are not employees	page 107	
2-9	Governance structure and composition	page 14	Management structure & organization for GRI 2-9c see Annual Report
2-10	Nomination and selection of the highest governance body	page 14	Management structure & organization
2-11	Chair of the highest governance body	page 14	Management structure & organization
2-12	Role of the highest governance body in overseeing the management of impacts	page 14	Management structure & organization
2-13	Delegation of responsibility for managing impacts	page 14	Management structure & organization
2-14	Role of the highest governance body in sustainability reporting	page 14	Management structure & organization

GRI Index	Title	Page	Hyperlink/Section/Information
2-15	Conflicts of interest	page 14	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 14	Management structure & organization
2-17	Collective knowledge of the highest governance body	page 14	Management structure & organization
2-18	Evaluation of the performance of the highest governance body	page 14	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	page 14	Management structure & organization
2-24	Embedding policy commitments	page 14	Management structure & organization
2-25	Processes to remediate negative impacts	page 14	Management structure & organization
2-26	Mechanisms for seeking advice and raising concerns	page 14	Management structure & organization
2-27	Compliance with laws and regulations	page 21	
2-28	Membership associations		Memberships

GRI Index	Title	Page	Hyperlink/Section/Information
2-29	Approach to stakeholder engagement	page 9 page 13	Coop and its stakeholders Our stakeholder engagement
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	page 157	Coop Group Report on Climate Concerns 2025
GRI 202	Market Presence 2016		
202-1	Ratios of standard entry level wage by gender compared to local minimum wage		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 301	Materials 2016		
301-1	Materials used by weight or volume		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.
301-2	Recycled input materials used		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 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	page 146	Partnership-based business relationships

GRI Index	Title	Page	Hyperlink/Section/Information
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408-1	Operations and suppliers at significant risk for incidents of child labour	page 146	Partnership-based business relationships
TOPICS AND MATERIAL TOPICS			
GRI 3	Material Topics 2021		
3-1/ESRS 2 IRO-1	Process to determine material topics	page 9	Our material topics
3-2/ESRS 2 SBM-3	List of material topics	page 9	Our material topics
TRANSPARENCY AND DUE DILIGENCE			
GRI 3	Material Topics 2021		
3-3	Management of material topics	page 18	Visible transparency
GRI 308	Supplier Environmental Assessment 2016		
308-1	New suppliers that were screened using environmental criteria	page 21 page 23 page 24	
GRI 416	Customer Health and Safety 2016		
416-1	Assessment of the health and safety impacts of product and service categories	page 21	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	page 21	

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GRI 417	Marketing and Labelling 2016		
417-1	Requirements for product and service information and labelling	page 21	
417-2	Incidents of non-compliance concerning product and service information and labelling	page 22	
417-3	Incidents of non-compliance concerning marketing communications	page 22	

HUMAN RIGHTS AND WORKING CONDITIONS

GRI 3 Material Topics 2021

3-3	Management of material topics	page 25	Fair trade: Focus on people
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GRI 414 Supplier Social Assessment 2016

414-1	New suppliers that were screened using social criteria	page 26 page 28 page 30	
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414-2	Negative social impacts in the supply chain and actions taken	page 26 page 28 page 30	
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RAW MATERIALS

GRI 3 Material Topics 2021

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GRI 308 Supplier Environmental Assessment 2016

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SUSTAINABLE PRODUCTS

GRI 3 Material Topics 2021

3-3	Management of material topics	page 36	Protecting resources for future generations
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DEFORESTATION AND CONVERSION

GRI 3 Material Topics 2021

3-3	Management of material topics	page 40	Combating deforestation and conversion
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BIODIVERSITY

GRI 3 Material Topics 2021

3-3	Management of material topics	page 44	Commitment to biodiversity
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GRI 101 Biodiversity 2024

101-2	Management of impact 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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101-6	Direct drivers of biodiversity loss		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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ORGANIC FARMING

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305-3	Other indirect (Scope 3) GHG emissions	page 55	
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305-5	Reduction of GHG emissions	page 79	Externally tested, only for Scope 1
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THE CIRCULAR ECONOMY			
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3-3	Management of material topics	page 86	Closing the material cycle

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3-3	Management of material topics	page 97	Optimizing packaging, reducing plastic

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3-3	Management of material topics	page 104	Diversity truly multifaceted
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401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	page 125 page 129 page 131	

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405-1	Diversity of governance bodies and employees	page 107 page 109 page 111	
405-2	Ratio of basic salary and remuneration of women to men	page 107 page 110 page 111	

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SUSTAINABLE CONSUMPTION

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COMMON GOOD

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SOCIETY

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COOP GROUP REPORT ON CLIMATE CONCERNS 2025



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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. The 2025 risk analysis of Coop real estate shows that certain locations exhibit increased exposure, particularly to flooding, heavy rainfall, windstorms and heat stress, with risks differing markedly between regions and tending to increase further in the long term.

- **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.

The material risks identified in the double materiality assessment (DMA) largely correspond in substance to the findings from the overarching qualitative analysis of 2024 regarding the value-adding processes of the Coop Group. What is new is that, by applying the metrics of strategic corporate risk management, no opportunities were classified as material.

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.

CONTENT AND STRUCTURE OF THE REPORT

In 2025, a double materiality assessment according to ESRS requirements was carried out for the Coop Group. It assessed both the impact of the Coop Group's business activities on the environment and climate as material, as well as the financial opportunities and risks for the Coop Group's business activities. The focus of this report is to illustrate the climate-related risks and opportunities of climate change on the Coop Group.

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

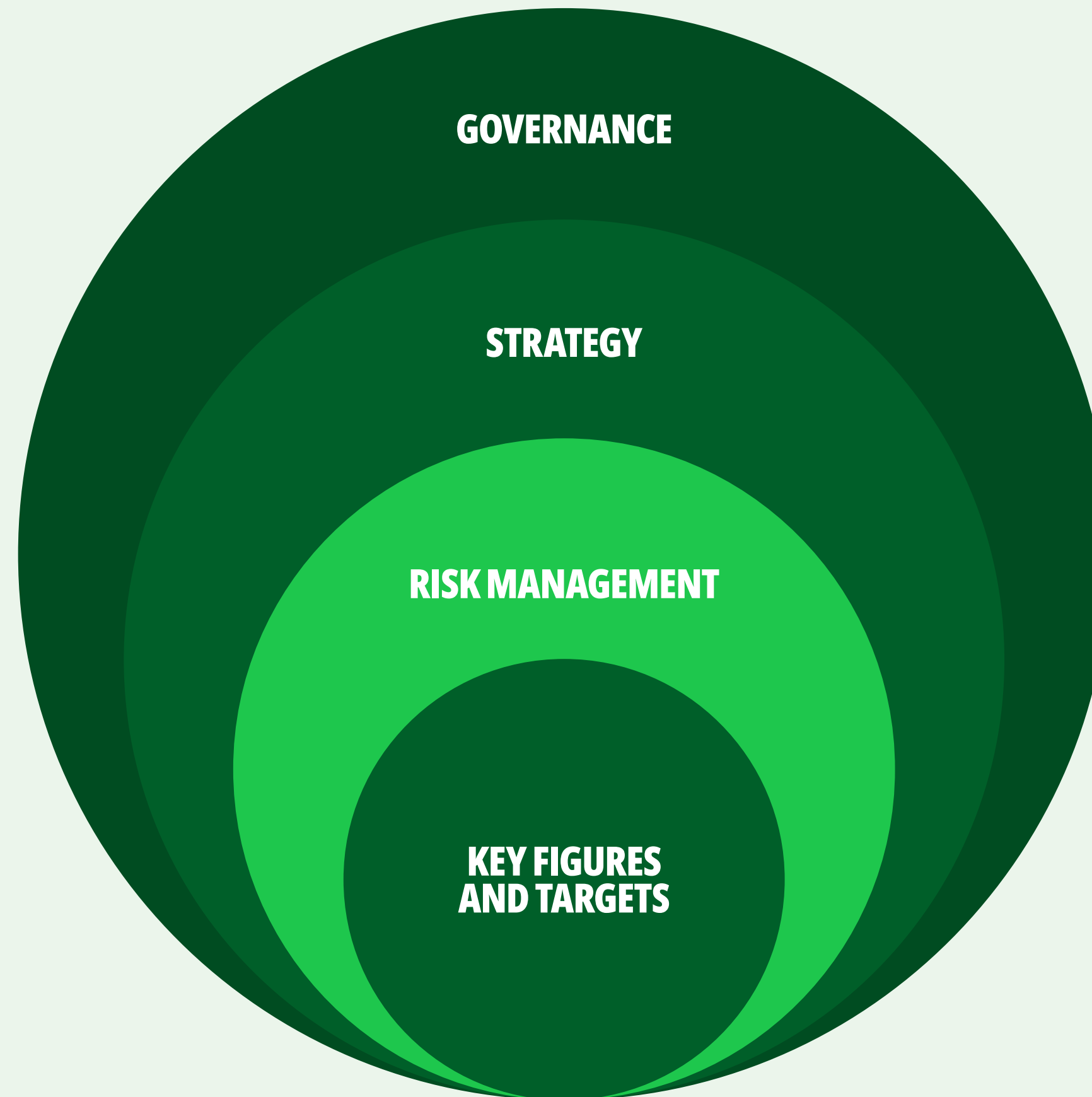
outlines how we, as the Coop Group, address these challenges and what strategies we implement to strengthen our resilience.

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.

As there is currently no official taxonomy standard for climate reporting in a machine-readable format in Switzerland, the Coop Group is exercising the right granted by the legislator to publish the report as a PDF. As soon as final taxonomy standards are available, appropriate means for climate reporting will be defined.

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 observe that our impact extends not only to the environment and climate change but also that climate change affects our business operations. We take these risks and opportunities into account in our corporate management, our strategy and our 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 CHANGE CHALLENGES

We recognize global warming as a major societal challenge in the coming years and decades 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/en/home/climate-change-and-impacts/swiss-climate-change-scenarios/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/en/climate>

CLIMATE CHANGES RELEVANCE FOR COOP

Global warming is repeatedly 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 entered into force on 1 January 2025¹⁰ and regulates the climate protection targets, promotes innovation and is intended to ensure energy supply.¹¹ At the international level, the EU Commission presented the “Fit for 55” package of measures in July 2021, which includes various legislative proposals and political initiatives. Most of these proposals have now been approved and are being implemented in order to move towards net zero 2050 at EU

level.¹² As an international company, the Coop Group is 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.newsd.admin.ch/newsd/message/attachments/65874.pdf>

¹⁰<https://www.bafu.admin.ch/en/climate>

¹¹<https://www.uvek.admin.ch/en>

¹²<https://www.consilium.europa.eu/en/policies/fit-for-55/>

BOARD OF DIRECTORS AND EXECUTIVE COMMITTEE

The Coop Group Cooperative is managed by a ten-member Board of Directors. They represent the interests of the Delegate Assembly, the most senior governance body of the Coop Group Cooperative.¹³ The Board of Directors of the Coop Group Cooperative is responsible 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”.

Once a year, the Board of Directors reviews the status of sustainability target achievement and sets out measures for the subsequent years. The Sustainability Steering Committee (SC Sustainability) 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.

¹³ See Coop Group Annual Report 2025, Governance chapter

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 Group 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 a year. They are each led by a member of the Coop Group

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, climate-related risks and opportunities are now also being addressed within the SCs.

COOP SUSTAINABILITY DEPARTMENTS

The Sustainability and Business Policy organizational unit is located within the General Secretariat of the Coop Group Cooperative, which in turn reports to the Chairman of the Executive Committee of the Coop Group 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 Group 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 climate protection measures. This marked the beginning of new forms of collaboration. As a result of the business partner conference, Transgourmet Germany, for instance, has founded the “Green Network”. Within this network, Transgourmet Germany, its customers and suppliers exchange ideas on climate protection measures along the supply chain, develop Scope 3 projects in partnership, and jointly implement climate action days.

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 communicate the findings obtained and to lay the foundation for further analyses. In 2025, climate risks and opportunities at Coop Group sites were systematically examined as part of an in-depth analysis. In addition, the material impacts, risks and opportunities related to climate change were identified within the framework of the double materiality assessment (DMA) according to ESRS. This comprehensive assessment enables the Coop Group 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;
- 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.¹⁴

¹⁴<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.¹⁵

¹⁵<https://assets.bbhub.io/company/sites/60/2021/10/FINAL-2017-TCFD-Report.pdf>

Regulatory Environment

The regulatory environment in the area of climate protection is evolving dynamically in both Switzerland and the EU. As an internationally active company based in Switzerland, the Coop Group is subject to various regulatory requirements regarding climate protection. These include the Climate and Innovation Act (CIA), which has been in force since 1 January 2025, as well as the revised CO₂ Act and the new CO₂ Ordinance, which set out concrete measures and sectoral reduction targets, for example in the building sector. 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). The reporting obligation under CSRD/ESRS does not currently apply to the Coop Group due to the Stop-the-Clock guideline dated 17 April 2025, but it has already been taken into account during preparations.

ASSESSMENT APPROACH

Climate change presents material risks and opportunities for the Coop Group, with potential short, medium and long-term impacts on the entire value chain and thus on business success.

In 2024, a Group-wide analysis of climate risks and opportunities was carried out for the first time. In this comprehensive analysis, qualitative factors were taken into account and various scenarios discussed by experts. The focus was on the assessment, i.e. 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 was conducted on a qualitative level. Metrics aligned with the strategy and risk management of the Coop Group were not considered in this context so far. The eight value-creating processes were identified through an analysis of business activities. In the analysis, transition risks, physical risks and opportunities were considered.

In 2025, as part of a double materiality assessment according to ESRS, the material climate risks and opportunities were identified using the metrics from the Coop Group risk management. In addition, a detailed analysis of physical climate risks and opportunities at the Coop Group's sites took place in 2025.

With these methodological enhancements, it is possible to identify climate-related risks and opportunities even more systematically and robustly, and to integrate them into the strategic management of the Coop Group.

Assessment of physical risks, transition risks and opportunities

Overall valuation 2024

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 were taken into account and various aspects discussed. Current scientific findings, market trends, regulatory developments and internal company data were all comprehensively integrated into the analysis.

The focus for transition risks was 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). The time horizons and scenarios from Table 1 provide the framework for future analyses.

Methodical extensions 2025

In the reporting year 2025, the previous qualitative valuation was expanded.

As part of the double materiality assessment according to ESRS, the material climate risks and opportunities were assessed using the metrics from the Coop Group risk management. The DMA was developed in several workshops together with representatives from various divisions of the Coop Group.

Likewise, in 2025, an in-depth analysis of physical climate risks and opportunities was carried out at more than 1 000 Coop Group locations. The analysis was conducted by CLIMADA Technologies and covers the natural hazards and scenarios relevant for ESRS/CSRD. More than 20 relevant natural hazards (including floods, storms, and heat) were considered, and various climate scenarios (baseline, RCP 2.6, 4.5, 8.5) as well as time horizons (2030, 2050, 2080) were analysed. The , in the form of location-specific risk ratings and potential damage estimates, serve as an additional basis for risk management and strategic decision-making within the Coop Group.

	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 2050 Long-term: by 2080
Scenarios considered	“Net Zero Emissions by 2050 Scenario (NZE)” of the International Energy Agency IEA ¹⁶ and the various 1.5 °C scenarios of the Network for Greening the Financial System NGFS ¹⁷ : emission trajectory limits the temperature rise to below 1.5 °C by 2100.	SSP 5–8.5 scenario by IPCC ¹⁸ : “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

¹⁶<https://iea.blob.core.windows.net/assets/89a1aa9a-e1bd-4803-b37b-59d6e7fba1e9/GlobalEnergyandClimateModelDocumentation2024.pdf>

¹⁷<https://www.ngfs.net/ngfs-scenarios-portal/>

¹⁸https://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 group-wide, formal and unified 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-owned production companies within the Coop Group conduct risk and vulnerability analyses as part of certifications such as International Featured Standards (IFS). They also assess risks that climate change poses to their operations. Most Coop-owned production companies have a good understanding of their specific climate risks and opportunities, and have developed processes and mitigation measures to address them.

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 reviewed as part of the regular revision of corporate risks.

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.¹⁹ 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.

¹⁹<https://report.coop.ch/en/strategy/>

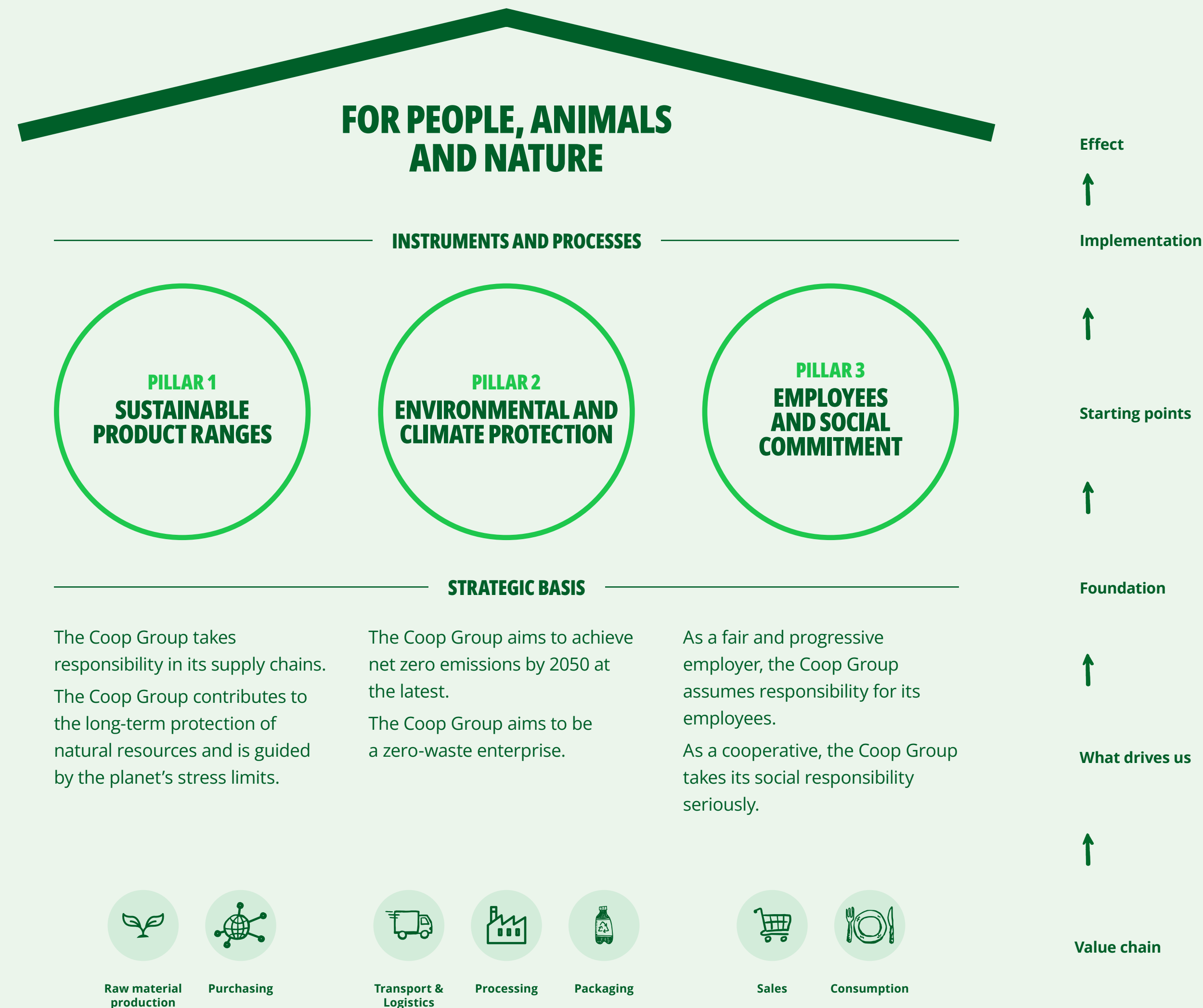


Fig. 2: The three pillars of the Coop Group’s sustainability strategy²⁰

²⁰Sustainability Report of the Coop Group 2025

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. In 2025, a double materiality assessment was carried out in accordance with the ESRS requirements. In this context, the topic ESRS E1/Climate change, including the subtopics climate protection, adaptation to climate change, and energy, was classified as material for the Coop Group (). The key impacts, risks and opportunities will be processed in the future according to ESRS specifications and included in the further development of the sustainability strategy. For example, the results will be fed into the ongoing development of the new multi-year objectives for the strategy period starting in 2027.

All subsidiaries address the topics defined by the sustainability strategy that are relevant to their business activities and set targets for these topics. A topic is material to a subsidiary if either the subsidiary offers products or services that contribute to the topic 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

RESULTS FROM THE CROSS-CUTTING ANALYSIS OF THE EIGHT VALUE-GENERATING PROCESSES

The following chapter presents the results of the overarching qualitative analysis. 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.²¹

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.²²

Due to the impact of the time dimension on the extent of potential risks, a differentiated analysis and valuation by time horizons was already carried out in part in 2025. Further expansion of these 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 was initiated. Both various company data were evaluated and discussions were held with the Coop-owned production companies in order to identify the most relevant agricultural raw materials. These raw materials should now be specifically examined in climate risk analyses. This in-depth investigation will enable us to focus on the material risks and develop targeted measures for risk minimization.

²¹https://www.ipcc.ch/report/ar6/syr/downloads/report/IPCC_AR6_SYR_LongerReport.pdf

²²<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

RESULTS FROM THE DOUBLE MATERIALITY ANALYSIS

In the double materiality assessment, various impacts and risks were classified as material, using the metrics from the Coop Group's strategic risk management. While the DMA addresses both perspectives (impacts and risks/opportunities), the climate report focuses on the risks and opportunities. The impact of the Coop Group on the environment and society will therefore not be discussed further at this point.

No significant opportunities have been identified.

The following risks have been identified as material:

- **Transition risk** Rising costs due to the shift to a more climate-friendly economy: increased operational and investment costs due to the necessary shift to climate-friendly technologies and processes, rising duties and taxes, as well as expanded reporting requirements. Additional risks arise from possible misinvestments in unsuitable technologies and dependence on specific technological solutions which may not be sufficiently scalable.

- **Physical risk** Risks in the value chain of food production: 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 production facilities, quality reductions in products, increased operating costs due to necessary adaptation measures for storage and transport, and investments in protective measures for production facilities.
- **Transitional risk** Financial and operational risks in the energy area: Rising energy costs (electricity, fuels and combustibles) are increasing the operations and transport costs of the Coop Group.

The material risks identified in the DMA largely correspond in substance to the findings from the overarching qualitative analysis of 2024 regarding the value-adding processes of the Coop Group. What is new is that, by applying the metrics of strategic corporate risk management, no opportunities were classified as material.

RESULTS FROM THE SITE ANALYSIS CONCERNING PHYSICAL CLIMATE RISKS

The results of the site analysis 2025 confirm the assessment from the comprehensive analysis of the eight value-adding processes: compared with other areas of risk, such as raw material sourcing or agricultural production, site-specific risks are less decisive for long-term business success. Nevertheless, there are regional differences in exposure, particularly regarding floods, heavy rainfall, windstorms, and heat. Sites with increased exposure and strategic significance are particularly highlighted by the analysis of potential financial damage.

Individual sites in the Swiss portfolio, especially in the Alpine regions, are subject to increased risks, particularly from river flooding and heavy rainfall. Within the international portfolio, which includes sites in several European countries, exposure to heat stress, water scarcity and windstorms varies significantly depending on the geographical location. Risks due to heat, drought and water stress will increase significantly for many locations, especially outside Switzerland, by 2080 and may impair operations and supply chains.

STRATEGIC IMPLICATIONS

Characterizing the risks and opportunities enables the setting of targeted strategic priorities. Building on the qualitative results of this report, detailed analyses have already been conducted, with further ones to follow in the coming years, in order to specifically mitigate and manage risks concerning the Coop Group. The results of the climate risk analysis of our sites provide an important basis for investment decisions. The planned assessment of potential financial impacts of physical risks on the raw materials/products most relevant for the Coop Group is also intended to serve as a basis for decision-making. 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 reducing 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. We aim to consistently implement sustainable minimum standards in cultivation and production for all critical raw materials and thus 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 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 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 are promoting increased collaboration with strategically important suppliers who set themselves ambitious climate targets and are committed to climate action. In 2025, 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.²³ 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 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.

Further information about our mitigation measures can be found in the Coop Group's Sustainability Report 2025.²⁴

²³<https://www.halba.ch/content/dam/halba/pdf/Agroforestry%20Policy%20and%20Action%20Plan%202024.pdf>

²⁴[Sustainability Report of the Coop Group 2025](#)

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. Our emission reduction targets are shown in Table 3. In addition to our emission reduction targets, as part of our SBTi-validated climate targets, we have committed to ensuring deforestation-free sourcing for our deforestation-critical raw materials from 2025. Additional information on this can be found in the Coop Group Sustainability Report, in the chapter “ ”.

Table 3 below shows our greenhouse gas emissions for the baseline year 2022, the previous year 2024 and the reporting year 2025, 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.

	2025	2024	2022	Target 2030 vs. 2022	Target 2050 vs. 2022
Scope 1 CO₂e emissions	202 423 t	203 296 t	231 442 t*	-42% (annually 5.25%)	-90%
CO₂e emissions Scope 2 market-based	39 718 t	45 606 t	119 256 t**		
Scope 3 CO₂e emissions	20 540 608 t (share FLAG: 54%).	22 633 056 t*** (Share FLAG: 53%).	29 879 735 t*** (FLAG share: 59%).	FLAG: -30.3% Non FLAG: -25% Fuel sales: -42%	FLAG: -72% Non FLAG: -90%
CO₂e emissions total	20 782 749 t***	22 881 958 t***	30 230 433 t* / ** / ***		
Total energy consumption	2 682 220 MWh	2 649 083 MWh	2 681 202 MWh		-

Table 3: Climate metrics and targets

*In 2025, an adjustment was made to the baseline year emission value. The new Coop Group affiliates Pomona Group, Saviva AG and Pier 7 have also been included in the footprint. In addition, The Body Shop Switzerland AG was removed from the footprint, as it is no longer part of the Coop Group. Furthermore, errors in the refrigerant data for Transgourmet France and Transgourmet Austria, as well as in the heat consumption data for Transgourmet Germany and EGV Lebensmittel für Großverbraucher AG, have been corrected. The adjustments affect both the results for Scope 1 and the “Total energy consumption” result.

**In 2025, an adjustment was made to the baseline year emission value. The new Coop Group affiliates Pomona Group, Saviva AG and Pier 7 have also been included in the footprint. In addition, The Body Shop Switzerland AG was removed from the footprint, as it is no longer part of the Coop Group. In addition, errors in the district heating consumption data from Transgourmet Germany were corrected. The adjustments affect both the results for Scope 2 and the “Total energy consumption” result.

*** At present, the Scope 3 emissions are not comparable across the years. Improved data collection and a shift in methodology from IPCC AR5 to IPCC AR6 were undertaken in order to calculate Scope 3 emissions for 2023 and 2024. In 2025, we set up our Scope 3 calculation model in a new tool. For this reason, the baseline year 2022 as well as the year 2024 will be revised during the calendar year 2026 and recalculated with the new tool. In addition to the new calculation model, higher-quality raw data are used for these calculations.

We used the “operational control” approach as per the 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 can be found in the notes.

At present, the Scope 3 emissions are not comparable across the years. Improved data collection and a shift in methodology from IPCC AR5 to IPCC AR6 were undertaken in order to calculate Scope 3 emissions for 2023 and 2024. In 2025, we set up our Scope 3 calculation model in a new tool. For this reason, the baseline year 2022 as well as the year 2024 will be revised during the calendar year 2026 and recalculated with the new

tool. In addition to the new calculation model, higher-quality raw data are used for these calculations. 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 2022 and 2025 (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. We just missed the annual emissions reduction target of 5.25% in Scope 1 and Scope 2 in 2025.

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 an internal CO₂ pricing system. An exception is Transgourmet Germany. A CO₂ price of EUR 12 per tonne of CO₂e is currently applied to Scope 1 and Scope 2 emissions there. The resulting amount is channelled into climate protection measures. A fixed budget is invested in climate protection projects along their own supply chains in the supermarket business. The money for this comes from various departments, each paying their share of the overall budget according to the emissions caused by their air travel.

DISCLAIMER

The 2025 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 does not guarantee their accuracy and is not obliged to update statements. The Coop Group 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 Sustainability Report 2025.

ANNEX

ENERGY CONSUMPTION AND GHG EMISSIONS ACCORDING TO GRI

Coop Group energy consumption [GRI 302-1]

Total energy consumption within the Coop Group

	2025	2024
Amount in MWh	2 682 220	2 649 083

Fuel consumption from non-renewable sources

	2025	2024
Amount in MWh	834 552	828 340

Fuel types used

Heating oil, natural gas, liquefied petroleum gas (LPG), diesel, petrol

Fuel consumption from renewable sources

	2025	2024
Amount in MWh	122 354	131 860

Fuel types used

Biodiesel, biogas, hydrogen, wood pellets, wood chips

Electricity consumption

	2025	2024
Amount in MWh	1 557 954	1 557 199

Electricity from our photovoltaic systems

	2025	2024
Total production amount in MWh	78 933	66 312
Own consumption amount in MWh	67 961	61 039
Amount of electricity sold in MWh	10 973	5 273

Heating consumption

	2025	2024
Amount in MWh	526 982	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. 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 2025), we are looking at the period from September 2024 to August 2025. It was verified using historical data that adjusting the period has a negligible impact on the results.
- 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. 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

2025), we are looking at the period from November 2024 to October 2025. It was verified using historical data that adjusting the period has a negligible impact on the results.

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.

Please note that for the 2025 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 the Retail area, the production facilities and Wholesale. 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.

For production facilities which belong to the Coop Group 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 Group 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]

	2025	2024
Gross volume of direct GHG emissions (Scope 1) in tonnes of CO₂ equivalent	202 423	203 296
Gases included in the calculation	all gases	all gases
Biogenic CO₂ emissions in tonnes of CO₂ equivalent	39 674	34 875
Baseline year for the calculation	2022	
Emissions in baseline year in tonnes of CO₂ equivalent	231 442*	

*In 2025, an adjustment was made to the baseline year emission value. The new Coop Group affiliates Pomona Group, Saviva AG and Pier 7 have also been included in the footprint. In addition, The Body Shop Switzerland AG was removed from the footprint, as it is no longer part of the Coop Group. Furthermore, errors in the refrigerant data for Transgourmet France and Transgourmet France, as well as in the heat consumption data for Transgourmet Germany and EGV Lebensmittel für Großverbraucher AG, have been corrected.

Having committed to the Science Based Targets initiative (SBTi) in 2022, we have taken 2022 as our baseline year. In 2025, an adjustment was made to the baseline year emission value. The new Coop Group affiliates Pomona Group, Saviva AG and Pier 7 have also been included in the footprint. In addition, The Body Shop Switzerland AG was removed from the footprint, as it is no longer part of the Coop Group. Furthermore, errors in the refrigerant data for Transgourmet France, as well as in the heat consumption data for Transgourmet Germany and EGV Lebensmittel für Großverbraucher AG, have been corrected.

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 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]

	2025	2024
Gross volume of location-based indirect GHG emissions (Scope 2) in tonnes of CO₂e	160 383	171 687
Gross volume of market-based indirect energy-related GHG emissions (Scope 2) in tonnes of CO₂e	39 718	45 606
Gases included in the calculation	all gases according to GRI 305-2	
Baseline year for the calculation	2022	
Market-based emissions in baseline year in tonnes of CO₂e	119 256*	

*In 2025, an adjustment was made to the baseline year emission value. The new Coop Group affiliates Pomona Group, Saviva AG and Pier 7 have also been included in the footprint. In addition, The Body Shop Switzerland AG was removed from the footprint, as it is no longer part of the Coop Group. In addition, errors in the district heating consumption data from Transgourmet Germany were corrected.

Having committed to the Science Based Targets initiative (SBTi) in 2022, we have taken 2022 as our baseline year. The source of the emission factors for electricity is ecoinvent 3.10 and, for the residual mix, the Association of Issuing Bodies (AIB), as last updated for 2024. For the calculation of market-based Scope 2 emissions, the contract instruments of the reporting year were taken into consideration, wherever possible. As some green electricity certificates from the reporting year were not yet available at the time of calculation, the certificates from the previous year were used instead, provided that no

significant differences from the reporting year are to be expected. The emission factors for district heating are taken from treeze 2017. An exception is the emission factor “District heating (average)”. The DEFRA 2024 emission factor is used here. If the district heating provider is known and supplies emission factors, the corresponding emission factor provided by the supplier will be used. 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's indirect GHG emissions (Scope 3) [GRI 305-3]

	2025	2024
Gross volume of other indirect GHG emissions (Scope 3) in tonnes of CO₂ equivalent	20 540 608	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 CO₂ equivalent	29 879 735*	

*At present, the Scope 3 emissions are not comparable across the years. Improved data collection and a shift in methodology from IPCC AR5 to IPCC AR6 were undertaken in order to calculate Scope 3 emissions for 2023 and 2024. In 2025, we set up our Scope 3 calculation model in a new tool. For this reason, the baseline year 2022 as well as the year 2024 will be revised during the calendar year 2026 and recalculated with the new tool. In addition to the new calculation model, higher-quality raw data are used for these calculations.

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 GHG Protocol guidelines.

	2025	2024
Databases used for the respective reporting year	WFLDB v3.9, ecoinvent v.3.9.1, DEFRA 2022, IEA 2021, EEIO v1.1–2017, ADEME 2018	

For the 2025 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 2024 through to the end of October 2025 and adjusted in line with the 2025 sales figures if necessary. For the Scope 3 categories that are not calculated using procurement values, the year 2025 was used for the calculation or the data was estimated based on the 2024 value and extrapolated for 2025.