



Exercising our territorial responsibility

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1. The Carrefour Group's territorial strategy

1.1 Context and challenges

The food retail sector is currently undergoing a series of significant changes, which are being exacerbated by various crises – including health, geopolitical and energy crises. These crises have a cumulative effect, accelerating changes in the sector.

2023 was marked in particular by sticky inflation worsened by the conflict in Ukraine and by tensions across the food chain as a result of climate change. In these difficult circumstances, consumers are anxious to protect their purchasing power; but at the same time they still want a diet that is good for their health and respectful of farmers, and well as being environmentally friendly. Increasingly, they are giving preference to food produced locally. It is vital that we take these various factors into account, such as their demands for affordable prices, new dietary behaviours, and the digitalisation of their patterns of consumption and their desire for short distribution channels.

The Carrefour Group is a major player in the regions in which it operates, in both urban and rural areas. Even in the most remote regions, our stores ensure that

all the essential products that people need for their everyday lives are accessible. The Group's stores all contribute to their host community's development in various ways, by creating direct and indirect jobs, developing local distribution networks, contributing to local business projects, and being part of environmental, social and aid initiatives – particularly food donations and combating food waste.

Furthermore, with the unveiling of its new 2026 Carrefour strategy, the Group reaffirmed its commitment to enabling all of the Group's customers to enjoy the best possible diet. In order to help its customers facing purchasing power challenges and to be able to respond to climate challenges, Carrefour must pursue an ambitious territorial responsibility policy that includes:

- deploying store formats,
- supporting sustainable agriculture,
- speeding up the development of short distribution channels.

1.2 1.2 Report summary

Carrefour Group has 4 commitments associated with its territorial responsibility:

- **Be a local retailer:** Carrefour is a local retailer, serving its customers in all the regions in which it is based. The Group aligns its formats with the specific needs and expectations of its host countries and communities (supermarkets, hypermarkets, cash & carry, specialist organic stores, etc.).
- **Develop sales of local products and partnerships with SMEs:** throughout the world, the Group's stores are widening their selections of local products and are sourcing their supplies from farmers, livestock rearers, SMEs and craftspeople who are based near to where customers themselves live.
- **Develop fair trade:** more broadly within its supply chains, Carrefour supports the development of fair trade. Carrefour is the first retailer to have been committed to fair trade for more than 20 years. Through this commitment, it helps improve the living conditions of producers and ensure the sustainable development of communities.

Exercise our activity in solidarity: Each aid campaign involves stores, in connection with local branches of charities (for example, Food Bank donations are collected in 1500 stores, with Food Bank volunteers). The Carrefour Foundation also supports aid projects in collaboration with charities out in the field. Created in 2000, it is part of the Group's food transition strategy and supports the stakeholders operating in the social and solidarity economy who are working to provide people all over the world with a healthier, more balanced and more diversified diet.

1.3 Coalitions and partnerships

Federation of French Enterprises and Entrepreneurs (FEEF): in 2022, Carrefour and the FEEF renewed their framework agreement on logistics penalties for three years.

Organisation of the Carrefour SME Show in partnership with the FEEF: small and very small companies from food and non-food sectors take part in the Carrefour SME and Innovation Show, in partnership with the FEEF. For store managers and purchasing teams, the aim is to increase the selections of products manufactured by small and very small French companies on the shelves of Carrefour stores.

Open AgriFood: Carrefour is a member of the Board of Directors and partner to the tenth edition of the Open Agrifood Forum. A hub for collaboration and dialogue, this think-tank brings together people from all sectors of the food industry. The two-day annual event seeks to find ways to steer the industry towards greater respect for people and the environment. A forum for ideas and innovations, Open Agrifood has also set up a "do-tank" – Open Agrifood Initiatives – which turns discussions and debates into real, collaborative projects.

Tech & organic: Carrefour is a partner of Tech & organic tradeshow, created by the Drôme Chamber of Agriculture. This tradeshow promotes the development of sustainable agricultural production practices. Tech & bio focuses on practical approaches through field demonstrations, testimonies from farmers and businesses, and farm visits.

Miimosa: to boost customer engagement in financing local producers and putting their products in its stores, Carrefour France initiated a crowdfunding test project with Miimosa, a crowd-funding platform for farming projects. In total, more than 250 projects were funded through this platform and over 100,000 euros was paid to the winners by Carrefour in late 2023.

FEEF D'or 2023: At the ceremony held on 19 September 2023, which honours the best collaborations between an SME and a retailer, the collaboration between Sabarot Wassner and the Carrefour Group was singled out as one of the ten best collaborations in this category.

1.4 Our organisational structure

1.4.1 Governance

- Public affairs departments. Regional responsibility is mainly implemented autonomously in each country through its own governance. Each country's public affairs department is responsible for implementing action plans at local level, supported by different country-specific departments. In France, for example, the public affairs department implements the initiative in close collaboration with the Carrefour Foundation and the teams from the brands' operational and regional departments located in the regions.
- The Carrefour Foundation manages projects at Group level. The Foundation is run by a Board made up of members: four members representing the founders, a personnel representative and four qualified external people. The Foundation's operations team reports twice a year to the Group's Board of Directors. It supports its decisions and ensures the Foundation's chosen initiatives are properly implemented.
- The Group & France Solidarity Division. In 2021, the Carrefour Group set up a Group and France Solidarity Division. The role of this division is to better articulate the various aid initiatives implemented across the Group as a whole. The Solidarity Division works closely with the Foundation to provide its charity partners with various levers for mobilisation. Carrefour's involvement with charities can therefore be achieved by getting stores or employees involved, or through philanthropic initiatives in the general interest. At international level, the division monitors the aid initiatives being implemented by various countries so as to better highlight them and measure their impact. The Solidarity Division in France has a dedicated team, which coordinates a dozen or so aid campaigns every year.

1.4.2 Scope

The Group's policy in relation to its regional responsibility is supported by local initiatives and action plans in the heart of the regions in which it operates. All the

Group's countries are required to implement action plans to improve their local anchoring under a "Local plan" that was launched in June 2020.

2. Be a local retailer

Group objective:

50,000 partner producers by 2026

2.1 Our performance

Indicators	Units	2020	2021	2022	2023	2023/2022
Number of Group stores	Number	13,048	13,894	14,348	14,390	0.3%
Number of Group hypermarkets	Number	1212	1,130	1,128	1,182	4.8%
Number of Group supermarkets	Number	3561	3574	3842	4146	7.9%
Number of convenience stores	Number	7827	8642	8573	8754	2.1%
Number of cash & carry stores	Number	448	440	541	584	7.9%
Number of partner producers involved in the food transition	Number	36,277	38,359	37,758	46,013	21.9%
Local and regional producers	Number	-	9841	11,945	11,838	(0.8)%

2.2 The Group's action plans

With a global network of 15,000 stores, Carrefour is a local retailer serving its customers in all the regions in which it is based. The Group aligns its formats with the specific needs and expectations of its host

countries and communities. Each store has the independence necessary to adapt its product assortment and portfolio of services to local needs and build close relationships with its customers.

2.2.1 Formats and services adapted to all regions

Carrefour has stores of all formats available for its customers: hypermarkets, supermarkets, convenience stores, cash & carry and soft discount. It offers an omnichannel route which makes provision for shopping in stores, online purchases, home deliveries and shopping pickups from retail or Drive outlets.

In France, city-centre Carrefour City and Carrefour Express stores are planned in line with local urban development conditions to make shopping easy for everyone, including in more remote neighbourhoods.

In suburban areas, Carrefour follows consumer movement patterns, always opening outlets as close to where people live and work as possible, with

hypermarket and cash-and-carry outlets addressing the social dynamic toward affordable pricing and breadth of choice. In rural areas, Carrefour Market, Proxi and Contact stores provide convenient shopping options for consumers living far away from the larger city stores. The Group's New Contact stores are now being deployed in four French regions. Designed specifically for rural and suburban areas, these outlets offer an expanded range of organic products and fresh produce, as well as an on-site eating area.

Carrefour is also expanding its online shopping offer in all regions so that everyone can access the broadest possible product range via its home delivery service.

Carrefour Group
14,930 stores
worldwide

France*
5,841
stores

Belgium
707
stores

Poland
841
stores

Romania
447
stores



Argentina
651
stores

Brazil
936
stores

Spain
1474
stores

Italy
1,490
stores

Other
countries
1705
stores

● Integrated countries / regions

● Franchised countries / regions

● Taiwan**

* Mainland France

** On 30 June 2023, Carrefour announced the completion of the sale to Uni-Président of its 60% stake in Carrefour Taiwan.

2.2.2 Measuring and strengthening the Group's regional anchoring

In 2018, the Carrefour Group's Public Affairs Directorate began work on an initiative to highlight its community involvement in France. The aim of this initiative is to measure and strengthen the Group's community anchoring through its various store formats (Carrefour City, Express, hypermarkets, Cash & Carry, Market stores, Convenience and e-commerce). By applying its performance indicators at regional level, the Group is able to highlight its local impact in several key areas: employment, income generated by the Group for local communities, customer numbers, the number of partner local companies and farmers, etc. The Group has also created specialist organic farming stores (Carrefour Bio, So.bio, Biomonde). In 2023, the Group had 138 specialist organic stores in France.

By 2026, the Group plans to double the quantities of fruit and vegetable that it sources via short and ultra-short supply chains (whereby the supplier is located less than 50 km from the store). By the end of 2023, 1855 producers – mainly market gardeners, fish farmers and suppliers of grocery products – had entered into partnerships with Carrefour under ultra-local contracts.

In France, this nationwide system has gone hand-in-hand with the launch of a fresh local fruit and vegetable format known as 'Potager City'. These new city-centre stores feature highly specialised fresh produce, on sale at prices customers would expect to find at a general store.

Illustration: launch of Potager City formats in France

At the beginning of 2023, the Group announced the opening of its first two Potager City stores in Paris to meet the basic food needs of city dwellers through a supply of quality fresh products at fair prices. With this format, Carrefour is seeking to prioritise taste with a wide variety of products, including ultra-fresh ones and products via short distribution channels whereby they are purchased directly from producers at the Rungis hub.

The stores sell as many as 100 different products over more than 50% of the total sales area. A significant share are seasonal fruit and vegetables – that way, customers can purchase them at optimal prices.

Potager City wants to meet the aims of consumers keen to enjoy a healthy diet. This means more than just eating organic: it now means short distribution channels, sourcing products locally and selling products made using sustainable farming practices. The banner will help the Group meet its aim of having certified sustainable products accounting for €8 billion of its income. This is in line with Carrefour's 2026 strategic plan.

2.2.3 Developing local projects to promote the food transition in the regions

In its Carrefour 2026 strategy, the Group sets out a series of objectives to promote sustainable and local agriculture:

- enhanced support for sustainable agriculture with a target of €8 billion in sales generated by certified sustainable products (organic, Carrefour Quality Lines, agro-ecology, sustainable fisheries, sustainable forest sourcing),
- the number of partner producers increased to 50,000,
- doubling in the quantities of fruit and vegetable that it sources via short and ultra-short supply chains (whereby the supplier is located less than 50 km from the store) in Europe,
- 65% increase compared with 2022 in sales of products of plant origin in Europe (€650 million).

As such, Carrefour engages in local projects in collaboration with stakeholders in the regions in which it operates (producers, SMEs, local authorities, urban areas, charities, etc.).

In France, these projects focus on the following priorities:

- Promoting organic products;
- Guaranteeing the quality of Carrefour brand products;
- Minimising the Group's environmental footprint and striving to make a positive impact.

3. Increase sales of local products and partnerships with SMEs

The Group's objectives:

50,000 producer partners in 2026

€8 billion in revenue by 2026 via certified sustainable products

3.1 Group performance

Indicators	Units	2020	2021	2022	2023	Change (22023/2022)
Number of partner producers	Number	36,277	38,359	37,758	46,013	21.9%
Organic farming	Number	2150	3538	3637	4997	37.4%
Carrefour Quality Lines	Number	25,843	24,980	22,176	16,872	(23.9)%
Regional and local	Number	-	9841	11,945	11,838	(0.8)%
Other collective actions	Number				12,306	New
Number of contracts with local SMEs or very small companies	Number	-	3,400	3,600	3,200	(11.1)%
Turnover from sales of organic products	Billions of euros		€2.7 billion	2,6Mds	€2.5 billion	(3)%

Scope: 95% of consolidated sales 2023

3.2 The Group's action plans

Carrefour continues to strengthen its partnerships with local businesses around the world. In particular, the Group is committed to helping small and medium-sized companies expand by implementing specific SME plans. Since 2020, all the Group countries have implemented SME action plans, designed to maintain and develop commercial relationships with small, medium-sized and very small companies in all food and non-food sectors, in the various countries in which the Group operates.

To strengthen cooperation between Carrefour and SMEs across all food and non-food industries, the Group intends to create a network of small, medium-sized and very small companies, connecting them to its stores and involving them in its growth. This programme is made up of a set of initiatives designed to increase trade and partnerships with local small, medium-sized and very small companies, facilitating the inclusion of local producers and promoting local products in stores.

Case study: Carrefour's SME plans

WRITTEN FORMALISATION

- compliance with the code of ethics
- creation of an SME contract (with a specific duration, a double mediation, a facility to help SMEs' cashflow, a specific e-mail address and a signature on 31 December
- buyer training



EXCHANGE PLATFORM

- single point of contact, SME club: creation of a unique and attractive identity of "Carrefour SME suppliers"

REMUNERATION

- Contract over several years
Price and therefore volume security

In France, for example, the Group's financial services company Finifac has developed credit solutions for SMEs and farmers. The Carrefour SME Club also promotes close relationships between the Group and its SME partners, with advantages such as direct access to in-store contacts and Carrefour's Marketing and Supplier listing departments.

To develop business with small, medium-sized and very small companies, each country has implemented project discussions and specific contracts. In France, to facilitate these partnerships, the Group has launched a simplified two-page ultra-local contract template that can be used by all stores. The contracts with these partners guarantee fair prices. Partner producers enjoy special relationships with Carrefour, enshrined by specific multi-year contracts with commitments in relation to price and volume, simplified 48-hour listing terms and faster payments within seven days.

In 2023 in France, the Group reasserted its commitment by signing more than 3200 contracts with local and regional small, medium-sized and very small companies and 1855 ultra-local contracts with French producers, mainly market gardeners, fish farmers and grocery suppliers.

Carrefour has also worked to make multi-annual agreements permanent. The three-year commitment provides all types of supplier with additional security.

Carrefour also offers financial support for various organic and/or agro-ecological projects. In 2019, the crowdfunding platform [JeParticipe.carrefour.com](https://www.jeparticipe.carrefour.com) was launched in partnership with MiiMOSA, to fund

agricultural projects associated with the food transition. In total, more than 250 projects were funded through this platform and over 100,000 euros were paid to the winners by Carrefour in late 2023.

In 2023, Carrefour developed the "Le Meilleur de nos régions" project, which aims to showcase iconic products from French regions in low-tourism areas. This concept was deployed at the end of 2023 in four hypermarkets in France.

In September 2022, an agreement on logistics penalties and making provision for a better quality supply chain was signed between Carrefour France and the FEEF. The purpose of this new agreement is twofold: improve logistics flows and make it easier to resolve disputes so that more products from very small, small and medium-sized suppliers are available in stores. This agreement, renewed for a period of 3 years, applies to food and non-food products produced by small and medium-sized companies with up to turnover of up to €200 million (national brand or own brand).

The five major commitments of the agreement are:

- No logistics or commercial surcharges for very small companies.
- One day's tolerance for deliveries by email: in the event of delivery delays equal to or less than one day for all deliveries made by email (deliveries of 1 to 5 pallets), no logistics surcharges will be invoiced by Carrefour.
- Greater visibility regarding promotion: 56 days before the delivery date, Carrefour will send the supplier a "booking order". Then no later than 20

working days before the delivery date, it will send the supplier a firm order so that the manufacturer can start planning its production process. To avoid “enthusiastic” orders being placed in the event of long-term stock outages, the supplier undertakes to deliver up to 120% of the volumes for last year over the same period.

- Evidence of damage suffered must be provided by the retailer within 30 days before invoicing. This is the starting point for discussions with the manufacturer.
- The Carrefour Group is committed to making relations easier between the retailer and its very small, small and medium-sized suppliers with a dedicated procurement contact person for each section at national level, a dedicated contact person for trade allowances and a dedicated contact person for administrative compensation. The FEEF undertakes to provide its members with an up-to-date list of contacts.

In addition to the support provided through contracts being introduced across sectors, Carrefour supports the relocation of sectors such as French raspberry and blueberry through its Foundation. In 2023, 29 sustainable and community farming projects were funded by the Foundation for a total of €2,246,740 (29% of the overall budget). The Carrefour Foundation helps ensure fair and regular remuneration for producers.

4. Developing fair trade

4.1 Group performance

Indicators	Units	2020	2021	2022	2023	2022/2021
Sales (incl. VAT) of fair trade products – Own brand and national brand	Millions of euros	111,198	126,855	137,167	122,515	(10.7)%

4.2 The Group's action plans

In France, Carrefour was the first mass-merchandising retailer back in 1998 to sell a fairtrade product: Malongo coffee made by small-scale producers. Many Max Havelaar®-certified products have since been added to Carrefour's shelves, alongside Alter Eco, Ethiquable, Lobodis and many other brands.

In 2023, more than €123 million in sales of fair trade products were generated by Carrefour stores worldwide. Product sales generated nearly €1.9 million in development bonuses for cooperatives, on top of the fairer retail price paid to producers, which have financed study grants, water purifiers, schools, a maternity unit, and more. Carrefour's own-brand organic farming range, launched in partnership with MaxHavelaar® now has 50 product listings, in five product categories: bananas, coffee, chocolate, honey and tea, 78% of which are made using organic farming methods.

5. Exercise our activity in solidarity

5.1 Group performance

Indicators	Units	2020	2021	2022	2023	Change 2023/2022
Distributions						
Number of meal equivalents distributed as unsold food	In millions of meals	77	44.1	45.6	48.7	6.6%
Weight of unsold products recovered through sales of food baskets in partnership with Too Good To Go in Europe	Tonnes	-	3,437	3,440	3,904	(0.1)% 13.6%
Foundation						
Annual budget	Millions of euros	6.75	6.75	6.75	6.75	-
Number of impact projects supported	Number	42	72	83	77	(7)%

5.2 Our action plans

For Carrefour, showing solidarity means helping people every day in the countries in which the Group operates. Drawing on its professional retailing activity and its knowledge of local conditions, Carrefour provides support for people of all social backgrounds and works with non-profit organisations to address a highly diverse range of issues at local, national and international level.

In 2023 – as is the case every year – numerous aid initiatives were organised in all countries in which the Group operates through various schemes including food collections, product-sharing and donations at checkouts. Carrefour is involved in a number of initiatives, including the Pièces Jaunes campaign (France),

the Food Banks (in all the countries in which it operates), Action Against Hunger (Italy), the Red Cross (Spain, Romania and Poland), Pink Ribbon (Italy), Aço da Cidadania (Brazil), Unicef (Argentina), animal protection organisations, etc.

Carrefour is one of the leading private donors in France (it donated the equivalent of 48 million meals in 2023). For example, when unsold goods are generated, they are sorted daily by the store teams, and healthy and authorised unsold goods are sent to local food aid charities. Globally, the Group & France Solidarity Division is also engaged in rolling out joint inclusivity campaigns across all of the Group's integrated countries.

Illustration:

A historic partner in the Food Bank collection scheme since 1995, Carrefour got its stores and employees involved in the 39th food bank donation campaign. Through these efforts and the commitment of its teams, the retailer wanted to remind people of the importance of solidarity and sharing at a time when the poorest members of society are even more vulnerable.

In addition to the donation campaign, which accounts for 10% of all the products given out every year by the Food Banks, Carrefour supports the association all year round by taking action in two main areas:

- donations of foodstuffs from warehouses and store collections,
- financial allocations via the Carrefour Foundation to promote healthy eating among vulnerable groups by funding education for healthy eating, such as the "Good Habits for Good Eating" programme.

5.2.1 The Carrefour Foundation

The Foundation's work is aligned with Carrefour's food transition strategy, by supporting the stakeholders of the social and solidarity economy who are working to provide people in France and abroad with a healthier, more balanced and more diversified diet.

Particularly sensitive to the difficulties being faced by people in the grips of the food transition and food insecurity, Carrefour earmarked €6.75 million in 2023 to the Carrefour Foundation, which was used to support 77 projects in the areas of sustainable and inclusive agriculture, solidarity-based anti-waste and societal commitment over the course of the year.

Among the 77 projects supported in 2023:

- 41 projects, 11 of which were international, concerned societal engagement,
- 30 projects, including 9 international ones, concerned sustainable and inclusive agriculture
- 6 projects concerned solidarity anti-waste,

The Carrefour Corporate Foundation works in the countries in which the Group operates: Argentina, Belgium, Brazil, Spain, France, Italy, Poland, and Romania. These entities draw on their local connections to work on aid initiatives with organisations in the field.

From application to final completion, projects follow four key stages:

- **Identification:** active in searching for charities which share the same ambitions and member of several project selection committees in the social and solidarity economy, the Foundation enquires about social innovations related to its three intervention programmes. The "Become a partner" form, available from its website (fondation-carrefour.org), is also a vehicle for new partnerships.
- **Selection and co-construction:** the Foundation works on codeveloping charity projects with their initiators and the country Carrefour teams. Discussions and meetings are held upstream to assess the projects' aims and their impacts.
- **Tracking and evaluation:** decidedly collaborative, the support involves both financial and technical support, defined by the Foundation and the teams located in the countries.
- **Financing:** the Foundation ensures that all applications are reviewed and grants are awarded to charities, with the approval of its Board of Directors.

Until December 2023, the mission focused on three programmes:

5.2.2 Sustainable and inclusive agriculture

We support agricultural sectors in transitioning over to more sustainable models, based on organic agriculture and agroecology, which contribute to more effective preservation of natural resources. To help farmers meet the challenge of a food transition that is accessible to everyone, we support their investment and training efforts. In order to promote employment, reconnect city dwellers with the land and increase biodiversity in cities, we are also committed to urban agriculture. This is a major challenge for increasingly dense cities, where 50% of the world's population already lives. For their inhabitants, maintaining natural areas in the city is essential.

Socially-responsible anti-waste initiative

Because 13 percent of the world's food waste is generated as a result of food retailers,¹ it is vital that unsold food be recovered. The Foundation also supports initiatives to tackle non-food waste along the entire length of the supply chain. By supporting processing networks, we are also responding to solidarity issues and enabling vulnerable people to consume better.

Societal commitment

The Carrefour Foundation supports initiatives that help establish a link between a healthy and balanced diet and health benefits. It wants to make it easier for everyone – people, associations and companies – to support this cause that we all have in common: an inclusive food transition.

Starting in January 2024, under its new mandate, the Carrefour Foundation will continue to promote access to food for all by supporting projects to address the food crisis and poverty and promote education about nutrition.

Since it was first set up, the Carrefour Foundation has also intervened in emergency humanitarian situations. In December 2023, to address rising food insecurity, Carrefour continued to support food aid groups with an additional 1 million meal equivalents for the end of the year, equating to more than €1.5 million worth of food. Since it was founded, it has provided more than €21 million worth of aid during humanitarian crises.

¹ *Food Waste Index, Report 2021, UN Environment Programme: <https://wedocs.unep.org/bitstream/handle/20.500.11822/35280/FoodWaste.pdf>*

In addition to the Group & France Solidarity Centre and the Carrefour Foundation, the Group's integrated countries implement their own aid initiatives targeting national and local charities. Four countries have their own foundation:

- Fundacion Carrefour Argentina focuses mainly on nutrition, education and the health of the younger generation, with programmes to build orchards, healthy food workshops, initiatives to help food banks provide food for those in need and medical and nutritional care in rural Argentina.
- Fundacion Solidaridad Carrefour in Spain focuses its action on sick and disabled children.

In 2023, the Carrefour Foundation launched a number of calls for projects to support local and international initiatives to promote sustainable and solidarity-based agriculture, as well as anti-waste initiatives and social engagement:

- Together for the Food Transition: in 2023, the Carrefour Foundation and Carmila launched the third edition of Ensemble pour la transition alimentaire, a call for projects designed to speed up the food transition. Ten winners committed to sustainable agriculture, tackling waste and educating people about nutrition received €10,000 worth of financial support to expand or sustain their food transition project. They will also get a campaign to raise their profile in one of Carmila's shopping centres in France – this will raise public awareness of the challenges posed by the food transition. In 2023, the employees of Carrefour France and Carmila were invited to vote for their own favourite charity: it received €3000 worth of funding.

Employee engagement

Carrefour aims to support and assist those of the Group's employees who wish to engage alongside associations. In September 2023, Carrefour established the Carrefour Solidarity programme, which allows all Group employees in France (head office, stores and warehouses) to commit two days per year of their working time to meeting the needs of the Group's partner associations (Restos du Coeur, Food Banks etc.). Since September 2023, 700 employees have registered on the commitment platform provided and 10% have been involved in charity initiatives. The Group wishes to gradually extend this scheme to all eight integrated countries.

In 2024, the Group also plans to launch a call for projects for employees engaged in an association. The programme will support ten winners who will receive funding of up to €10,000.



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