At Alcampo, we want to change life! That is why we work to make our vision come true: eat well and live better, taking care of the Planet, and we do so by being faithful to our values: trust, openness and excellence.
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«The Alcampo team at the origin (and at the center) of the experience and the emotion»
Eat well and live better, taking care of the Planet. This is our new Vision, which has been defined in 2022, a year not exempt from challenges caused by the economic, political and social reality of our environment, which we have faced with serenity, acting only as we understand that it is possible to act: responsibly and being faithful to our values.

Our new Vision includes the fundamentals of the company, as well as our reason for being, also stating the purpose of being the brand with meaning that our stakeholders, to whom we owe ourselves, want us to be.

The principles and foundations that support the Vision will allow us to continue on the path of value creation in each of the corners in which we passionately develop our business model.

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Paper

The year that has already started will be a historic year for Alcampo, a date that marks a turning point as it is a year of change, growth and steps forward in favor of the fight against climate change.

One of the milestones that we will experience will be the incorporation of the DIA stores, which will allow us to strengthen our physical presence and reach territories where we are not yet present, carrying our stores, which are spaces for life, pleasure and coexistence. This growth in our trade will come hand in hand with the drive and powerful development of the digital proximity project, through which we aspire to become the phygital food leader in Spain.
«The future looks exciting and encouraging, full of life, connections and shared emotion»

Américo Ribeiro, Country Director of Alcampo in Spain
Another of the projects that will mark a before and after for us is the *climate project*, through which **Alcampo will be carbon neutral in 2043** in the Scopes corresponding to our activity and through which, hand in hand with our suppliers, we will advance with forcefulness in the decarbonization of the supply chain.

These three projects will coexist in parallel with essential commitments and projects for us, such as the **cultural transformation of our teams**, which allows us to make the human project a reality where well-being, the capacity for decision and action, constant innovation and the creation of value, form part of the spirit of Alcampo.

Precisely, thanks to the women and men of Alcampo, we will be able to continue working every day so that our customers have access to a **quality basket and the best market price**, accompanying them in the purchase so that it is a unique experience, making information accessible necessary for their decision making, creating experiential spaces and offering a wide range of products and services. And always with the focus on promoting good nutrition, with fresh products and the Alcampo brand as the flag.

For all this, **collaboration with our business partners will be vital**, not only as product or service providers, but as **allies of change**. necessary to build, together, a fair and fruitful future for all. Thanks to the links created with the agri-food sectors of our environment and with social and environmental associations, we will continue to ensure our commitment to what is good, healthy and local.

We see an encouraging and exciting future, full of energy, connections and emotion, which we want to share with our clients, citizens, suppliers, shareholders and society in general in order to be a meaningful brand making our Vision come true: eat well and live better; **taking care of the planet**.
«Eat well and live better, taking care of the Planet. This is our renewed vision.»
key figures

- 4,771 million € sales figure¹ (+11% compared to the previous year).
- 115 million € investment.
- 62 million € dedicated to environmental improvements.
- 23 stores open (9 owned and 14 franchised).
- 80 hypermarkets and small hypermarkets.
- 235 supermarkets (130 of them franchised).
- 20,200 collaborators.

+5 million € destined to formation.

+16,000 shareholders.

31,2 million € distributed in premiums and shares among the workforce.

400 people have participated in development plans.

87% staff commitment ratio.

210,000 hours of training given.

1,500 corporate volunteer hours.

5,7% Cup of disability.

1,9 million members Club Alcampo.

100% hypermarkets

85% and supermarkets: online purchase collection points.

585,000 customer contacts.

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1. Sales figure with VAT.
2. This year the purchase figure includes fuel.
3. Suppliers with Spanish NIF, which represent almost 94% of the total.
3.721 million € in merchandise and fuel purchases.²

4.535
Spanish suppliers.³

Until

70,000 assortment references.

18,400 analysis and controls to suppliers and products.

20,500 references of fresh products.

3.700 own-brand products (170 from the Auchan Collection gourmet range).

256 Alcampo Controlled Production products.

450 vegan products.

2,250 references organic products.

1,400 bulk product references.

3.721

Removed from own brands

3.5 t saturated fat

y2.1 t the sal.

Alcampo Foundation:

12 projects supported with 235,000 €.

435 social audits to suppliers (audited plants).

38 zero waste centers

90% recovery rate (only 10% of the waste generated goes to landfill).

120 ecoparques.

16 corners of second-hand clothes.

-12.5% of food waste.

CO2eq emissions:

range 1

-79% off CO2eq emissions in relation to 2013.

reach 2

0% emissions (100% renewable energy since July 2018).

100% business units with ISO 50001:2018 certification.

85% of the trucks used are Euro 6 certified.

14,025 people trained in food waste.

avoided

16 t of containers and packaging.

69% of own-brand packaging are recyclable, compostable and/or reusable.

90% references of fresh products.

100% references of organic products.

1,400 references of fresh products.
Results 2022

Alcampo in 2022 reached a sales figure of €4,771 million, representing a growth of 11% compared to the previous year.

The company ended the year with 80 hypermarkets and small hypermarkets and 235 supermarkets (130 of them franchised), as well as 52 gas stations.

For its part, the investment amounted to €115 million, having been allocated to the renovation of facilities, digitization, openings and carrying out environmental improvements, to which €62 million have been allocated, more than half of total, including works such as improvement of the air conditioning installations, incorporation of more efficient refrigeration plants or electrical installations with lower consumption.

Alcampo endured the payment of €175 million in taxes.

4. Sales figure with VAT.
"The company's sales figure reached €4,771 million"
A project to advance in development

Alcampo closed an agreement with the DIA Group for the acquisition of more than two hundred supermarkets and a warehouse, located in the regions of Madrid, Aragón, Asturias, Castilla y León, Galicia, Cantabria, Navarra and the Basque Country; a strategic acquisition that will allow the company to accelerate its development and advance its ambition to become the phygital leader in Spanish food retail.

"Alcampo has acquired more than two hundred supermarkets and a warehouse from the DIA Group"

These stores will be integrated into the Alcampo network, reinforcing the company where it is present and encouraging new customers to access Alcampo brands, products and services both in physical stores and through the Internet where it is not. Online trade.
Proximity
digital

The digital proximity project that began in 2021 together with the company Ocado, has continued its evolution in 2022, the year in which € **6.4 million** have been invested in it, mainly oriented towards the incorporation of the In-Store Fulfillment (ISF), a fact that is already a reality in 38 stores, having increased productivity by 57%.

In the past year, following the calendar of planned activities, the crossing of the equator of the Customer Fulfillment Center (CFC) intelligent warehouse built in the Madrid town of San Fernando de Henares by Prologis was celebrated, anticipating its operation in 2024.

This warehouse will be a logistical benchmark and a fundamental lever to develop the Alcampo phygital trade project. Complemented with the incorporation of the In-Store Fulfillment (ISF) software in all the stores, it will make it possible to exceed the **3.5 million orders** in 2027.
The **good, the healthy and the local**

Having the objective of adding value to people in the area so that they eat well and live better means firmly promoting good nutrition and ensuring quality, also ensuring an affordable and personalized shopping basket. With a passion for the product and the search for the creation of solid ties with suppliers of local products, the Alcampo team wakes up every morning taking another step in its commitment to what is good, healthy and local.
Product and passion… passion for the product

The product, in a broad sense and from a holistic vision, is one of the backbones of Alcampo’s business model. Product is quality, it is innovation, training and knowledge. Product is a wide, affordable offer and a link with producers. Product is passion.

Market products and trade professionals: tandem for distinction

Alcampo offers an assortment of up to almost 70,000 references, with fresh products, basic for a balanced diet, being a priority for the company, having reached almost 20,500 references in 2022, a number that means having increased the supply of products by 11% with respect to the previous year.

In addition to taking care of the offer, Alcampo considers knowledge of the product essential, imparting professional training of excellence to ensure the enjoyment of the work of the collaborators and the best experience for the clients.

In this sense, the company works to deepen both the information provided to the client and the development of trade training. In the first case, the company offers through all its channels nutritional information, recipes, stories of the producers, tastings and activities around the product, especially in season.

Regarding trade training, more than 46,000 training hours have been given to 3,450 people through 95 face-to-face courses and 125 online.

In addition to these training modules, training has been launched at the origin of the product for professionals in each market, guided by the producers themselves, favoring the acquisition of knowledge through experience.

In 2022, experiential trainings have been carried out together with producers of sea bass, mussels, Iberian ham, wagyu meat, free-range eggs, cherries and stone fruits, trainings in which they have visited the rafts, the breeding estuaries of the sea bass and sea bream, animal farms and production centers or
In 2022 Alcampo has expanded the retail service of counter products launched in 2021, increasing both the number of stores where it is available, such as product purchase options, including in this case fish products, charcuterie and cheese. This service is a clear commitment to digital proximity and the creation of unique experiences for customers, who can live shopping online in close proximity to Alcampo’s trade professionals, who cut and prepare the products in the store according to the desires and preferences of each client.

In addition, the “in the skin of a farmer” program has continued to be developed, a unique opportunity for anyone from Alcampo, regardless of their profession, to get to know first-hand, at Opening Days (volunteering), the producers, especially locals from the primary sector, as well as their work and the product they develop, living this experience in their own skin.

In one year, a hundred collaborators have been able to visit producers of strawberries from Lepe (Huelva), citrus from Valencia and Murcia, tomato from Madrid, lamb from Aragon and summer artichoke from Zafarraya (Granada).

the cultivated fields. This immersive and exciting training, to which 70 people have accessed, has allowed us to take a further step towards product knowledge.

In 2022 Alcampo has carried out more than 18,400 analyzes and controls on suppliers and products that cover the entire supply chain.
In 1999 Alcampo began to sign a range of products with its sea - AC. It was the starting point of the development of your professional brand portfolio - pia, which has evolved year after year depending on the trends market forces, customer needs and the company's own commitments. Currently, the em - Presa offers almost 3,700 products labeled with the mythical bird of Alcampo, 170 of which are from the Auchan Collection gourmet range and some 250 from the basic range.

Alcampo products in the heart

Alcampo has continued to develop its brand Alcampo Producción Controlada in 2022, created in 2000 with the aim of recovering flavors and smells of yesteryear, always offering a plus in quality and traceability, as well as a clear added value in social and environmental aspects. The fi -

At the end of 2022, the company had an assortment of 256 products, of which 60 are organic.
Throughout the year it is worth noting the introduction and development of new products and the work carried out in favor of sustainability such as the in - inclusion of Blockchain technology in its free-range eggs, being the first Alcampo product to incorporate it, the elimination of plastic in packaging, or the clear commitment to Animal Welfare certification.
Lovers of good food and gastronomy, Alcampo has sponsored, for yet another year, the Community of Madrid Gastronomic Contest, organized by the Association of Cooks and Pastry Chefs of Madrid (ACYRE Madrid), which celebrated its XXIX edition where a dozen cooks competed for the position of best chef in the Community of Madrid, preparing dishes, among others, with products from Alcampo Producción Controlada and its own brand.

Oysters and cockles from the Rías Baixas

These oysters are raised in the Rías Baixas, where the shellfish collectors also catch the cockles practicing traditional fishing gear. These Galician products are some of the innovations introduced in 2022 under the Alcampo brand Controlled Production, as are organic apples and pears in bulk, strawberries from the province of Segovia to be marketed from May, or chickens and rotis stuffed with a Well-being certificate.

Animal Welfare.
Freedom of choice and enjoyment

Historically, Alcampo has prioritized the inclusion of products aimed at satisfying any need, any taste and any preference. This deep and broad assortment, for everyone, responds to the conviction to listen to the customer, work hand in hand with suppliers and innovate.

Organic products

Present on Alcampo’s shelves since 1998, organic products have reached 2,250 references, with almost 300 of the Alcampo and Alcampo Producción Controlada brands. In addition, organic products are sold in bulk in 11 stores, reaching an assortment of 132 references.

Gluten-free and lactose-free

The company has 1,345 gluten-free products (260 under its own brand) and 415 lactose-free (15 of them own-brand).
Fair Trade

In 2022, Alcampo celebrated the twentieth anniversary of its alliance with Oxfam Intermon, hosting the campaign #LaHistoriaQueQuerrásComprar in 190 of its centers, a fortnight dedicated to the promotion of Fair Trade.

Alcampo currently offers almost fifty references, among which you can find almost 40 of Oxfam's Tierra Madre brand rice, tea, coffee, cocoa or sugar, as well as another dozen references of products from other brands.

These certified products promote optimum working conditions for producers, equality between men and women and respect for the natural environment. The benefit resulting from its sale reverts to projects developed in the communities of origin, such as the creation of schools or health care, among others.

Own brand coffee with the Fairtrade seal

This own brand BIO coffee of Colombian origin is one of the six Fairtrade certified Alcampo products. To this coffee we must add another three more coffees and two teas incorporated in 2023, all of them BIO.
vegan products

Alcampo has incorporated vegan spaces in all its hypermarkets and several supermarkets, grouping differentiated modules with **specific signage** to make it easier for customers who follow a vegan diet to identify and purchase the products they want. This space has between two and four modules where you can find both products that require cold and dry food. In this framework and firmly committed to the assortment, Alcampo offers a range of almost **450 vegan products** (specific products that in their original preparation would contain animal protein and that has been replaced), of which a dozen are their own brand.

"Alcampo offers a range of almost 450 vegan products"

In order to provide the customer with clarifying information on **veggie trends**, food and also on the differences between vegan, vegetarian and flexitarian, a commercial brochure was created in August 2022: **"A journey through the veggie world"**.

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**Tofu Alcampo BIO**

Este “untable de tofu BIO” es one of the new vegan products of the Alcampo brand. It is made by a Spanish family business that manufactures foods of vegetable origin, which has its own soybean extraction plant in the province of Burgos, in such a way that, starting from the soybean, the smoothie that is obtained is used in making this product, allowing **control of the entire production process**, from the beginning to the final product.
A wide assortment to cover all needs

In addition to food, drugstore and perfume products, the company has other exclusive brands designed to cover all needs.

- **cosmia**
  - It is the brand for cosmetic products, with 400 references, of which twenty are organic.

- **Qilive**
  - It includes 700 technological products, 300 of them incorporated in 2022.

- **actuel**
  - It houses more than 3,660 references to dress homes, including kitchenware and household linen, of which it has 40 references made with organic cotton.
Inextenso

By AUCHANLAB

It offers more than 5,800 references of fashion garments and accessories, of which 50% have been conceived under clear sustainability standards within the framework of the sustainable textile policy published in 2020, through which it is committed to the environment from conception and manufacture, manufacture of the stores until their reuse and/or end of useful life, including supply and transport.

«50 One products Two Fun certified FSC or made from recycled plastic»
It is the brand of exclusive toys and games that can only be found in Alcampo. It reaches an assortment of more than 750 items among which you can find dolls, dinosaurs, board games or stuffed animals. With the focus on caring for the environment, under this brand, which offers the highest quality at the best price, you can find 50 products made of wood from FSC-certified sustainable forests or made from recycled plastic. In addition, 100% of One Two Fun packaging is made with certified cardboard from sustainably managed forests.

**julius the beaver**

This is Julio El Castor, a stuffed animal made from recycled material that is marketed under the One Two Fun brand. Julio, who is a forest ranger, is respectful of the environment and, furthermore, is responsible to society because with each sale of a stuffed animal in July, in the Christmas campaign, €2 has been allocated to the CRIS Contra el Cáncer Foundation, an organization with which Alcampo has collaborated since 2019 to support research into childhood cancer. Thanks to Julio the beaver, €17,250 have been donated to CRIS against Cancer. Before July, the collaboration with Fundación CRIS came from Famosa and Warner Bros, selling stuffed animals from the Somos Osos series, under the “Somos Osos Solidarios” campaign, for which more than €250,000 has been delivered to Fundación CRIS.
eat well and live better

Promoting good nutrition is the core of Alcampo's Vision that makes it act globally, starting with its assortment policy and the conception and development of its own brands and continuing with awareness and support for vulnerable groups that need support in this sense.

«Promoting good nutrition is the core of Alcampo's Vision»
Grassroots actions and innovations to eat well

Alcampo incorporates the nutritional perspective in the development or reformulation processes of its own brand products. In this sense, it has launched actions focused on improving the nutritional profiles of these products, focusing on nutrients with an impact on good nutrition, reducing saturated fats, sugars and salt and increasing components such as fiber whenever possible.

In addition to the basic conception in the new products, the existing ones are submitted to study and reformulation to advance in favor of nutritional improvement; Without going any further, in the last year, half a hundred own-brand products have been reformulated, eliminating 3.5 t of saturated fat and 2.1 t of salt.

Willing to contribute to the common good, through ANGED (National Association of Large Distribution Companies) and ACES (Association of Spanish Supermarket Chains), Al Campo has participated in the "Collaboration Plan to improve the composition of food and beverages and other measures", launched in 2016 by AESAN (Spanish Agency for Food Safety and Nutrition) which was completed in 2022 and whose objective was to reduce added sugars, salt and saturated fats from more than 3,500 products which in the average of the shopping basket contribute 44.5% of the total daily energy.

Less Sugar

These biscuits are one of the 6 references in the first "Less Sugar" range of their own brand, made with up to 85% less sugar compared to the average for similar products. Information on the percentage of reduced sugar is incorporated into the packaging to provide information to customers. In the specific case of these cookies, the percentages range from 49% less sugar to 85%. These cookies are made with ingredients such as millet, buckwheat, chia seeds, cinnamon, goji berries or green tea, always using coconut sugar instead of refined sugars or sweeteners to sweeten.
The pleasure of eating well

Communicating and creating experiences around good nutrition is a basic for Alcampo, which promotes and works to promote nutrition and with it quality of life. With this maxim, it has made almost five hundred publications on its social networks, also including information and messages in this regard in a hundred newsletters sent to clients and information available on the blog for clients.

Likewise, in addition to incorporating messages promoting good nutrition in its stores or in multiple commercial brochures, almost a dozen digital or interactive catalogs have been created to convey to customers Alcampo’s passion for eating well and living better, such as the special “Alcampo kitchen #ComesComesLives” with 50 recipes with own-brand products and Alcampo Controlled Production, “Enjoy your moment” with information, recipes, curiosities and stories of own-brand products such as herbal teas, coffee, or chocolate or “A new life. A good life”, an interactive digital brochure with information on responsible actions, food waste, sustainable textiles, zero waste, etc. In addition, the stores have included signage with information on the nutritional properties of categories and products.

Through training processes and structures, the promotion of good nutrition reaches the whole of the collaborators. On the one hand a campaign of awareness and training actions has been launched aimed at all the people of Alcampo in which, in addition to giving guidelines for a healthy diet, myths related to nutrition are banished or guidelines are given for eating in the job. Likewise, it should be noted that, after the training last year of 7,300 people, more than 15,000 collaborators have received training in the field of “culture food” aimed at know the gastronomy of the environment.

Merche La Leche

This is Merche and it's the milk. He is one of the 24 characters that represent healthy foods such as fruits, vegetables, fish and that have made up the Stikeez campaign, oriented towards play and learning. Launched at the end of August, this animation campaign was aimed at promoting healthy eating habits among children through these cute dolls. In addition to collecting them (they could either be received for free by purchasing or acquiring them) and keeping them in the Stikeez fridge created for that purpose, the collection was completed with a minibook and a game with playful and educational content.

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The goal of practicing healthy habits

In addition to promoting good nutrition, Alcampo works to promote good habits, such as practicing sports. And it does so by providing donations in money or kind for the development of sports activities and equipment around the stores, highlighting the Madrid Marathon or the sponsorship of the Alcampo-Scorpio 71 Athletics Club, which it has supported since 2008. Precisely Hand in hand with this Club, Alcampo has co-organized the sixteenth children’s race in Zaragoza in 2022, an action aimed at highlighting and infecting society with the values that sport imprints, in which 2,000 girls and boys participated.

Good nutrition for all:
Foundation Alcampo

In 2022, the Alcampo Foundation has supported 12 projects in favor of good nutrition, donating a total of €235,000 that have benefited 63,600 people in its first call called #Juntosnosnosalimentamosbien.

54 projects from social organizations have attended this call, all of them sponsored by an Alcampo collaborator.

The jury, made up of collaborators and experts in social entrepreneurship, valued the link between the projects and the promotion of good nutrition, highlighting those innovative initiatives, with a strong social impact, that understand food in its various dimensions: nutrition, identity and socialization.

Foundation Alcampo

discover our
12 projects
The 12 projects that the Fundacion Alcampo supports:

Enjoy it!

Presented by the Cádiz Food Bank Foundation in collaboration with Alcampo Sanlúcar. Support of €8,000 to co-finance healthy cooking workshops aimed at vulnerable people.

Feeding your future:

Presented by the Fundación Amigos de Galicia in collaboration with Alcampo Santia go. Support of €10,000 to co-finance an educational program on healthy eating habits aimed at vulnerable families.

ALASS program -
Diet, physical activity, Health and Sustainability:

Presented by the Aragon Health Research Institute Foundation in collaboration with Alcampo Los Enlaces. Support of €27,000 to co-finance the first year of execution of this research project, among 300 children and adolescents with the aim of improving eating habits.

Eat with sense:

Presented by Casal dels Infants de Barce canvas in collaboration with Alcampo Diagonal. Support of €27,000 to co-finance an educational program on healthy eating habits, aimed at vulnerable children and young people and their families.
Support of €27,000 destined to co-finance the launch of a solidarity market, destined to dignify and improve food aid for the benefit of its users.

Presented by the Altius Foundation in collaboration with Alcampo Moratalaz in Madrid. Support of €27,000 destined to co-finance the launch of a solidarity market, destined to dignify and improve food aid for the benefit of its users.

Support of €25,400 destined to finance the digitization of an educational program on eating habits and healthy living.

Presented by the Sofia Foundation in collaboration with Alcampo La Laguna in Tenerife. Support of €25,400 destined to finance the digitization of an educational program on eating habits and healthy living.

Market 1 Kilo of Help:

Presented by the Altius Foundation in collaboration with Alcampo Moratalaz in Madrid. Support of €27,000 destined to co-finance the launch of a solidarity market, destined to dignify and improve food aid for the benefit of its users.

Social Cooking:

Presented by CESAL with the collaboration of Alcampo La Vaguada de Madrid. Support of €27,000 destined to co-finance the development of cooking workshops, to promote the social inclusion of young immigrants through a shared cooking experience.

Have a healthy breakfast:

Presented by the Sofia Foundation in collaboration with Alcampo La Laguna in Tenerife. Support of €25,400 destined to finance the digitization of an educational program on eating habits and healthy living.

Purchase of a refrigerated truck:

Presented by the Zaragoza Food Bank Foundation in collaboration with Alcampo Utebo. Support of €27,000 to co-finance this essential resource in order to guarantee the collection and distribution of fresh food.
#togetherwefeedwell

Support for food security and sustainability:

Presented by the Asturias Food Bank Foundation in collaboration with Alcampo Gijón and Nalón. Support of €8,000 in order to improve the Bank's infrastructures.

Peep:

Presented by the Huerteco association in collaboration with Alcampo Burgos, with a support of €13,285 destined to co-finance an educational program aimed at the school population, which will contribute to the preservation of biodiversity and the promotion of local autochthonous products.

VOTE LAB:

Internet for Food: presented by the NGO Creática in collaboration with Alcampo Leganés, with a donation of €25,425 destined to co-finance the execution of a technological project, whose purpose is to develop prototypes applied to food in schools.

The mother who goes:

Presented by the Asindown Foundation of Valencia in collaboration with Alcampo Albo Raya, which has a donation of €10,000 to co-finance a training program through regulated training in the hospitality sector, aimed at improving the labor insertion of young people with Down syndrome and intellectual capacity disability.
Foundation Committee
Alcampo: open participation

The company has continued to involve its collaborators in the Foundation’s Project Evaluation Committees aimed at assessing the pre-selected projects and definitively validating the amount and modalities of income of the financial support provided by the Foundation, and suggesting recommendations. Recommendations to reinforce the social impact and/or sustainability of the project. In 2022, within the framework of the #Juntosnalimentamosbien call, 3 Committees were held with the participation of a total of 18 voluntary collaborators - through the Opening Days - to assess a total of 12 projects, all of which were approved by the members.

107 projects and more than €1.2 million

Since its creation in Spain in 2013, the Alcampo Foundation has contributed to the social and environmental improvement of the places where the company is present, having supported 107 projects to date with a budget of more than €1.2 million. Many of these projects, related to good nutrition, have been launched with the participation of more than 1,500 Alcampo workers who have carried out volunteer activities.
**Rooted to the earth and admiration for those who work it**

Alcampo believes in relationships forged with links and agreements that generate trust and value, based on transparency and in the long term. With these maxims, the company works hand in hand with its suppliers, driving the producers around its stores with strength and determination.

In 2022, it has made purchases of products and fuels from 4,535 Spanish suppliers for a value of €3,721 million, representing 94% of total product purchases.

These products are distributed in all Alcampo centers. In addition to these national purchases, the stores themselves make purchases from small local suppliers in their surroundings that supply products to said hypermarkets and supermarkets, having made purchases from 1,483 producers for a value of €185 million.

In the case of services, the percentage of Spanish suppliers rises to 97%, with a total of 2,580 suppliers to which services worth €500 million are contracted.
Quality figures as a guarantee of origin and tradition

Alcampo has increased the assortment of certified products with the differentiated quality seals Protected Designation of Origin (PDO) or Protected Geographical Indication (PGI) by 30%, reaching 310.

Likewise, it has carried out promotion and knowledge actions together with, among others, the PDO Nisperos Callosa d'en Sarriá, the PGI Castaña de Galicia, the PGI Ternera Gallega, PDO Vinos de Madrid, with whom several tastings have been carried out and cooking workshops with pairing or IGP Ternasco de Aragón, with whom the “pink meat” campaign was developed to value this meat by celebrating showcookings and customer tastings.

In addition to certified products from supplier brands, Alcampo houses 35 products of its own brand under the “Selection” umbrella that either have the DOP or PGI quality seal, or are of recognized origins, such as DOP Miel de la Alcarria, PGI Aubergine from Almagro or PGI roasted pepper from El Bierzo, among others.

Pan galego

This bread is IXP Pan Galego certified bread, and it is made in one of the Alcampo hypermarkets which, in January 2022, became the only hypermarket authorized to make and sell bread under the IXP Pan Galego, its bakery being one of the 22 workshops throughout Galicia with said authorization.
Stories that leave a mark

This is the story of Simón Martín, our supplier of Iberian sausages that we market under the Alcampo Producción Controlada brand.
It is the story of your company, your family, your effort, your efforts. The history of his project, his dream and his product that Alcampo customers can taste today. More than 40 stories like yours are available on the Footprint Blog.

Celebrate the richness of our products

Reinforcing its commitment to the conservation of the cultural and gastronomic legacy of Spain, the Alcampo centers signpost and highlight the products of their Autonomous Communities or provinces. In addition, the company has continued to create a digital brochure per month with the theme #AlimentamosLoLocal, to highlight the products of each zone.

It has also worked hand in hand with interprofessionals such as Interovic (Sheep and Goat Meat Interprofessional), to promote the national meat product by actively participating in campaigns such as “Closer is better”.

In addition, in 2022 promotional campaigns have continued to be carried out by Public Administrations and producer associations, to highlight and publicize

Fingerprint,
alcampocorporativo.es/blog-huella/
A blog born to honor the women and men behind each product.
produce products from regions such as Madrid, Andalusia, Extremadura, Castilla y León, Aragón and Castilla-La Mancha, which has been incorporated as a novelty into the campaigns. already underway Promotional campaigns have also been held in provinces such as Jaén under the slogan "I like Jaén", Granada under the slogan “Sabor Granada” or Las Palmas de Gran Canaria under the “Gran Canaria Me Gusta” program.

The Telde hypermarket (Gran Canaria), within the framework of said programme, has incorporated a stand in which the local agricultural cooperative “Direct Harvest” organic cultivators will be able to sell their products in Alcampo. This action means going a step further in its agreement with the Island Council to promote the development of local producers, incorporating 45 farmers on this occasion.

Undoubtedly, these promotions are linked to carrying out activities that result in the creation of relational capital, which is a breeding ground for shared growth, do and learning.
Experiences and alliances

Alcampo has the firm intention of creating environments with unique and incomparable experiences for all those who choose it to make their purchases and also for their professional development. To create unique experiences, beyond covering convenience, emotion is necessary, to excite and be moved. It is precisely the emotion of being better every day and adding value to society that makes the company create links and alliances for the common good and social justice, all of this by developing its business model in the only way it understands: with ethics and responsibility.
The team Alcampo at the origin (and center) of the experience and the emotion

"Alcampo is a certified Top Employer company, having renewed this recognition in 2022 (and 2023)"

Innovation, empowerment, development, diversity, well-being and participation are the basis of Alcampo's human resources project, which includes 20,200 people.

Alcampo is a certified TOP EMPLOYER company, having renewed this recognition in 2022 (and 2023). This seal recognizes the company for its Human Resources policy, as well as for the work environment it offers its collaborators.

¡Talento everywhere!

The development and growth of the company has made it possible to create more than 70 positions for Sales Managers in 2022, a key figure in Alcampo stores, to ensure success in commercial, economic and team management aspects.

The selected candidates receive training in these areas for a period of between 4 and 6 months to join, once they have finished, the management team of hypermarkets and supermarkets.

Having taken a further step in the commitment to job creation and equal opportunities, these profiles, usually aimed at young people with a university degree, have been opened to those with Higher Vocational Training or Intermediate Level studies related to commerce, such as Management of Sales and Commercial Spaces, Marketing of Food Products or Processes and Quality in the Food Industry.

Likewise, responding to the needs derived from the development of the Alcampo project where digital proximity and passion for the product are key, more than half a hundred manager positions have been created in areas related to logistics management, information systems, e-commerce, data and, of course, product.
Alliances for learning

In order to bring together the academic and business worlds and build bridges that facilitate access to employment and learning, Alcampo collaborates with more than 25 universities and business schools so that, in addition to participating in meetings and job fairs, its students can carry out internships in the company and also access tutoring of academic papers by Alcampo experts.

In this sense, Alcampo joined Alianza para la FP Dual in 2019 with the aim of promoting Dual Vocational Training in the company and promoting new projects of this formative modality.

Last year, thanks to the 5 collaboration agreements within the framework of promoting the employability of young people from Dual Vocational Training, 32 students did internships in Alcampo.

Internal promotion

Alcampo is aware of the need to seek and access talent from outside and within the company, who enriches and creates shared value. For this reason, in addition to creating attraction processes aimed at an audience outside of Alcampo, it also works to promote internal promotion.

In 2022, there have been 42 people who have reached managerial positions from employee categories.
Strengthen today's talent and cultivate tomorrow's

Throughout the year, 210,000 hours of training were given, in which 32% more was invested than in 2021, exceeding € 5 million. This amount was allocated to the maintenance and creation of an offer of 2,000 training modules, more than 700 in face-to-face format and more than 1,250 in digital format, having created more than 160 new modules in 2022.

These modules are hosted on the "ARE Learning Cloud" platform, which receives visits from 4,375 users per month. In addition to the modules created and intended for specialization in the different professions practiced in Alcampo, the company offers 100% of the workforce the possibility of accessing 80 modules framed in the development of skills such as active listening, work in team or creativity, among others.

Talent Development School as a lever for transformation

In addition to the work designed and executed in training, Alcampo has for years had the so-called "Talent Development School" aimed at accompanying the transformation and development of the company, implementing programs that promote individual and organizational learning.

Throughout 2022, more than 400 people have participated in all these programs that are carried out blended, combining physical actions and online learning. Always with the aim of innovating, last year the Serious Games program and learning simulators aimed at working on different competencies and personal skills have been incorporated.

Some of the programs developed have been:

walkway:

Aimed at grassroots collaborators, to train the skills that allow them to progress and take on new challenges.

Ball:

Aimed at those responsible to favor leadership, excellence, openness and transformation.
Keep it up:

Conceived to accompany future leaders in the acquisition of skills for transformation and digital leadership.

Lab to Grow

This development program is a talent accelerator, based on the AGILE culture and methodology, aimed at newly recruited managers. In 2022, 50 collaborators have participated in this program who have learned by immersion, internally and externally, about the main business models and current business trends, ending with the realization, as a team, of a real project associated with the company’s strategy.

«In 2022, 210,000 hours of training were given, in which more than €5 million were invested»

Auchan Leader:

Aimed at discovering the role of leader for managers and recently appointed managers, in training or new, which allows them to strengthen the skills and qualities of the Alcampo leadership model.
And speaking of transformation...

In a context of change, cultural transformation is presented as a strategic lever to evolve, adapt to the new reality and to be able to respond to a changing world.

In addition to the work carried out to digitize the entire workforce (72% of Alcampo's people use the digital media made available to them), the company launched a Cultural Transformation Project led by a multidisciplinary team that worked on the communication and promotion of transformative actions by the hand of a team of more than 300 people from the company who actively participated to facilitate a deployment that would impact 100% of the team.

Another of the programs launched in 2022 within the framework of cultural transformation was the so-called "Responsible Management" project, launched at the end of 2022, whose objective is to promote the autonomy, commitment and professional development of the women's team and men from the company, the cornerstone of transformation and success. In addition to training for managers, workshops have been carried out or planned for 2023 for the entire workforce and a gamified communication, support and reinforcement plan.
"The objective of Alcampo is to promote the autonomy, commitment and professional development of people."

Personalized accompaniment: coaching and mentoring

Alcampo has been working for years with processes. You are coaching and mentoring oriented above all to promote the process of individual and collective transformation in the company.

Both formulas provide specificity and adaptation to the personal reality of each user, which results in efficiency when following the objectives set.

Coaching is an accompaniment process, where the coach provokes reflection and encourages action to achieve the defined challenges. In Alcampo, an average of 20 per year they participate for four months in individual coaching processes.

In addition to this individual process, Alcampo launched team coaching, where the team works without hierarchies to achieve specific challenges or on the situation itself in general. working with the aim of knowing what you want to achieve, where you start from and what you are going to do to achieve it.

For its part, mentoring is based on the capitalization of the experience and values of Alcampo professionals to accompany other colleagues and transmit the knowledge to them. Two years after the creation of the "Mentoring Auchan" platform, more than 100 men - Toras and mentors, all of them with prior training in mentoring, are available to the group of managers who request this accompaniment.
Feel good. Connect

Alcampo implements actions to create work environments where well-being is a reality. Beyond the occupational risk prevention plans, the company works to incorporate measures and programs so that employees feel good, something that results in shared connection and enjoyment.

In this sense, last year it launched a Wellness Plan that covers the professional, physical, emotional, financial and social dimensions. One of the first steps taken was the incorporation of a flexible charging tool, giving all employees the option to receive their salary how and when they want without the need for intermediaries.

Likewise, a web page has been created with proposals and advice, the adaptation of the assortment of vending machines towards a healthier one in the centers has begun.

«The Alcampo Wellness Plan covers the professional, physical, emotional, financial and social dimensions»
Participate = Live (and enjoy) life Alcampo

The basis of Alcampo’s human resources policy has always been to encourage participation in the company from a broad point of view. To participate is to take responsibility, it is to know, it is to express an opinion and give feedback, it is to live and make Alcampo live.

One of the great participation projects is the voluntary shareholding, through which the collaborators can be shareholders of the company and participate in the good results. In 2022, the more than 16,000 Alcampo shareholders have accessed €12.5 million for participation in results.

In addition to this project in which 88% of the company participates, there are others aimed at the entire workforce, aimed at recognizing good personal and team results. Within this framework, almost €19 million (3.8 million in shares) have been distributed.

volunteering plan

Another of the star participation projects is corporate volunteering, or Opening Days, set up to share unforgettable experiences and connect with the immediate environment. In 2022 Alcampo has continued to develop its volunteer plan so that employees experience, first hand, the projects that the company supports and promotes, involving the teams from all the work centers. In total, over the course of a year, more than 650 people have participated in Opening Days for 1,500 hours.

Since its launch in 2018, more than 11,400 employees have participated in activities related to environmental and social improvement, as well as knowledge and experience of the product from its origin.
Objective: to excite the customer through the experience

Alcampo's purpose is to offer a differential and unique shopping experience to its customers, whether they opt for the physical store or the online platform or a harmonious combination of both.

In order to achieve its objective in stores conceived as spaces for life, pleasure and coexistence, Alcampo has reinforced its commitment to the gastronomic experience. In addition to the incorporation of experience classrooms after comprehensive reforms in the largest hypermarkets, the company has strengthened its prepared food counters as well as its bistros, which have reached ten in 2022.

To encourage and promote conscious purchasing, Alcampo has worked to reinforce information of interest to the customer, creating attractive and relevant content that meets the stated objectives. In 2022 the blog alcampo.es has been launched where customers can find content related to food, good habits, technology, home and decoration, babies or more, among others. In addition, experiential activities in the store have been resumed, such as tastings, showcooking events or activities for boys and girls, and the broadcast of live cooking workshops has been launched through social networks, networks that have been seen increased with the incorporation of TikTok.

Follow us on...!
In the field of e-commerce, work has been done to improve the phygital experience, having made progress in the objective of allowing the customer to manage their purchase how, when and where they want. Proof of this is that 100% of hypermarkets and 85% of supermarkets function as collection points, in addition to having other solutions such as ticket offices. In other words, customers can access an assortment of thousands of products typical of a hypermarket and pick up their purchase wherever they want.

Tenerife: two hypermarkets, island-wide service and more

This collection point with a convenience store opened at end of 2022 in Los Cristianos, a municipality located in the south of the island from Tenerife, an island where Alcampo has two hypermarkets located to the north. Open from Monday to Sunday, customers can collect orders placed through the website, opting for an assortment of 50,000 references. He

The new Alcampo.es point complements the collection service in the south of Tenerife, where there are also 24-hour ticket offices in the municipality of Las Chafiras. In addition, the Alcampo de La Laguna hypermarket manages the shipment of purchases to the island of La Gomera.

Club Alcampo

The Alcampo Club has reached 1.9 million members in 2022 and has increased the number of promotions and benefits for those who want to be part of Alcampo as a welcome gift, birthday gift, discounts cumulative in balance depending on purchases or access to exclusive events.
"39% of positions of responsibility are held by women"

"Alcampo is working on the III Equality Plan together with worker representatives"
The experience (and emotion) of building a fairer society

Taking care of the social dimension in business development is a maxim for Alcampo, who practices his activity ethically and firmly believes in building an egalitarian environment, supporting vulnerable groups and promoting actions that reduce the social gap.

Equality of opportunities

Alcampo is committed to diversity as a source of wealth, as well as equal opportunities with the maxim that an egalitarian society is a fairer society, and the commitment to be an agent of systemic change that society needs to evolve.

The company focuses its efforts on ensuring gender equality and developing projects for the inclusion of vulnerable groups.

We are all Alcampo

39% of positions of responsibility are held by women. This data, which could be improved and with concrete plans to make said improvement a reality, means that the presence of women in the management group has increased by two points compared to last year.

Alcampo is working on the third Equality Plan together with representatives of the workers, currently applying the current one that favors the co-responsibility of women and men and incorporates the gender perspective in the management of the company itself, in all its policies and at all levels.

In addition to ensuring equal participation and favoring the hiring of women in new selection processes, the company has developed the second edition of the program throughout 2022. Empowering Women’s Talent, aimed at women in the company and launched by Equipos & Talento, an initiative to develop leadership and female talent that aims to teach, share and inspire about gender equality and diversity. In the past year the number of participants rose to 60.

Alcampo received in 2022 precisely from the hand of Equipos & Talento the "Diversity Leading Company" seal of recognition granted for the global commitment to diversity. Likewise, the company is a signatory to the Woman’s Week Foundation Decalogue for Equality and is a company adhered to the "More women, better companies" initiative of the Ministry of Equality.

Within the framework of the energetic rejection of gender violence, Alcampo is part of "Companies for a society free of gender violence", supporting women victims through aid included in the Equality Plan itself, favoring employment and participating in awareness days such as the “Hay Salida” race.
A plural society without barriers

Alcampo has been implementing, for years, programs aimed at promoting the employability of groups with greater difficulty finding work, including people with disabilities. The company has ended 2022 with a disability rate close to 5.7%, a figure resulting from the 505 direct jobs and the 528 indirect, calculated from the more than €10 million destined to purchase goods and services from special employment centers.

Ensuring trade without barriers is also working so that the customer experience is equal. In 2003, the first own-brand products labeled in Braille were introduced, currently with more than 330 references with this literacy system.

Except in exceptional cases, all the stores have checkout counters with a special width so that they can be used by people who use wheelchairs and offer shopping trolleys that can be adapted to these chairs. In addition, in all the stores where there is an information desk and changing rooms, these are adapted, as well as in those where the scale area is not assisted.

Opportunities for all

At Alcampo we have been developing actions for years to promote, together with Fundación Secretariado Gitano, the training and employability of vulnerable young people. Last year we gave theoretical and practical training to 200 students through practical training in stores and training modules, some of them belonging to our online training catalogue, which Alcampo ceded to the Foundation. In addition to the training for traditional trades, training has been developed for technological and digital products in the hypermarkets of Almería, Albacete and Alicante. Of the total, 67 people have been hired.

All the hypermarkets and one supermarket per area of influence have magnetic induction loops to facilitate communication with customers with cochlear implants or hearing aids, as well as the SVisual sign language video interpretation system that allows communication in real time, with signing persons.
Alliances to alleviate the social gap

Alcampo has held different campaigns, all of them aimed at fighting to pa - bridging the social gap, contributing to the consec - traction to end poverty and reduce inequalities.

Breakfasts and Snacks
#With heart

Between October 3 and 9, the dé - top campaign "Breakfasts and Snacks with Heart" organized together with the Red Cross, Oney, Nhoo d and ACYRE Madrid. During the campaign period, in which 3,200 volunteers participated, Alcampo customers made donations worth more than €108,800, which added to the €100,000 do -

Funded by Alcampo and €6,000 from Oney and Nhoo d, the total amount delivered to the Red Cross exceeded €214,000.

Great Food Bank Collection

From November 25 to December 6, 2022, the largest solidarity event of the Food Banks was held to benefit the most disadvantaged people in Spain.

already: the Great Gathering organized by Fes - bal (Federation of Associations of Ban - of Food) and in which Alcampo participated for another year, collecting donations financial interests of customers, who can They could be done both at the checkout counters and on the online trading platform. In total, more than €240,000 was raised habien - of delivered Alcampo 80,000 €. Ade - Furthermore, for the first time since the COVID-19 crisis, Alcampo supported the collection of physical food during the weekend, being able to deliver more than 500,000 kg to the FESBAL food banks.
No Child Without a Toy

Alcampo once again celebrated its “No Child Without a Toy” campaign during Christmas 2022, ending with more than 11,700 new toys that were delivered to organizations around the 76 participating stores that, in turn, made them reach girls and boys who live in families in vulnerable situations. In addition, Alcampo donated more than 2,500 new toys, both for the organizations and for SAMUR-Civil Protection and Samur Social, with whom he has collaborated in Madrid for years so that boys and girls who live in shelters can access toys in Christmas.

School material collection campaign

For the second consecutive year, Alcampo has launched the most supportive return to school with a campaign to collect new school supplies held from August 31 to September 14, 2022, in 63 centers in its network in order to reduce close the social gap in childhood and mitigate the economic impact of buying school supplies for families at risk of exclusion. Throughout the campaign, more than 61,000 items were collected (44,600 units of school supplies donated by customers, to which are added 16,422 items donated by Alcampo for a value of more than €23,000).

A kilo of help

The Altius Foundation provides support to cover the basic needs of the most vulnerable families and develops job placement programs. In Alcampo, €1, €3 or €5 cards are sold to allocate to these programs, both in cash registers and in online stores. In 2022, €133,000 has been delivered to this Foundation.
Support for Ukraine

Alcampo has participated in solidarity actions aimed at covering the basic needs of people affected by the war in Ukraine, making direct donations of products or participating in fundraising campaigns.

In this sense, given the serious humanitarian situation, **Alcampo opened a way of collaboration with the Red Cross** to support the people of Ukraine who had to leave their country. Between March 10 and 31, 2022, donations of €1,3,5,10 and/or €20 could be made at the checkout counters of the stores and on the company’s website. At the end of the campaign, €206,400 was delivered to the Red Cross, with €60,000 coming from a donation from Alcampo and €146,400 from donations from Alcampo clients, suppliers and collaborators. The final amount was allocated to help the Ukrainian people both in Spain, Ukraine and border areas.

Regarding donations in kind, Alcampo collaborated in March 2022 with the Ukrainian embassy by delivering essential products and a pallet of FFP2 masks, all for a value of more than €32,000.

Along these same lines, Alcampo donated **warm clothing** for people with disabilities in Ukraine for a value of €4,000, an action carried out through the ONCE Foundation, an organization that works to improve the quality of life of people with disabilities and with which Alcampo has collaborated for more than a quarter of a century.
The purpose of this system is to strengthen the corporate ethical culture, reaching all interest groups, guaranteeing respect for the law, compliance with internal regulations, and the values and ethical principles included in the Alcampo Ethics Charter.

The Ethics Charter, which is the guide on which the behavior of all the people who are part of Alcampo is based and which includes the ethical standards of the organization, describing the most important principles that govern the relationship with each of the interest groups: clients, collaborators, external partners, shareholders and community.
In order to make the Ethics Charter accessible to all employees, the company prepared the Ethics Guide for day-to-day work, in which, through examples of specific situations that may arise in the course of daily activity, illustrates the practical application of each of the ethical principles.

The company has a Protocol of Good Practices for the Prevention of Illegal Conduct approved by the Board of Directors, whose purpose is to make Alcampo’s staff aware of the existence of certain illegal conduct and thereby establish general guidelines that must govern the behavior of the Company and all its employees (in their capacity as its agents), in the performance of the functions assigned to them and in their commercial and professional relations with third parties, acting in all moment in accordance with the Ethical Charter.

Alcampo also has an Ethics Committee since 2015, made up of members representing the different areas of the company, as well as an external advisor, with the aim of ensuring compliance with its Ethics Charter.
In 2021, the **Compliance and Duty of Vigilance Committee** was established, with the mission of guaranteeing compliance with laws, regulations and internal guidelines, with an emphasis on risk analysis that can have a significant impact on the organization.

The company also has a **Gift Policy in Invi** - which establishes the principles related to the offer and acceptance of gifts and invitations.

In 2022, Alcampo has taken another step in its commitment to combat and reject corruption and has created a **Code of Conduct** that defines the rules that must be observed by all the people who are part of the organization.

As a complement to all these management elements that include compliance management and ethics management, there is a **web channel for complaints**. Said channel is open to the general public with access available from www.alcampo.es and www.alcampocorporativo.

To ensure that the more than 20,000 collaborated - Alcampo employees know and share the ethical behavior defined by the company - sa, training and awareness actions are developed. Within this framework, in 2022 more than 3,000 people have received training on ethics, reaching a total of **17,650 people trained**;

It is also worth noting that in November 2022 Alcampo held Compliance Week hosting activities to publicize the compliance system among co -

Alcampo laboratories.
Control in the supply chain

In addition to all the exposed elements, Alcampo also applies the **Auchan Code of Commercial Ethics** in which, among other things, corruption is prohibited and it is required that certain conditions be guaranteed - manufacturing practices that respect human and labor rights. This ethical code is based on the principles established by the Universal Declaration of Human Rights of 1948, the OECD Guidelines, Declaration of the ILO of 1998 relative to the fundamental principles and rights - at work, as well as in the 8 fundamental conventions of the ILO. These commitments, are ins - are written within the framework of the **10 principles of the World Pact - United Nations dial - you give.** Its signature and commitment is mandatory for all those companies that want to be suppliers of products, for this reason it **has been signed by all the suppliers** and it has been verified through audits in those countries that are with - considered risky from the point of view of respect for Human Rights and workers' rights - pains.

In 2022, **social audits were carried out in 425 plants** whose ob - The objective is to know, through an external auditor, the performance of producers and manufacturers regarding compliance factors - social ity included in the Code of Business Ethics.
Dialogue to understand, to share, to change, to grow

Alcampo is committed to continuous dialogue with its stakeholders. The policies that the company develops are the result of listening and commitment to meet the demands and needs of all the groups with which it is related.

The interest groups have been identified based on the analysis of the value chain and the environment in which Alcampo carries out its activity, classifying them into: customers, employees, suppliers, shareholders, the community as a whole and the environment. (represented by the latter by various entities of a social and environmental nature).

In 2022, a materiality study was carried out with representatives of the media, local suppliers, and NGOs and Associations, to identify those issues that most concern stakeholders and that should be the focus of Alcampo's attention. Support for local producers, prevention of food waste, protection of biodiversity and Animal Welfare are the issues that have aroused the interest of the groups.

Materiality matrix. Relevance and consensus.
The voice of the women and men of Alcampo

In the case of collaborators, in addition to the dialogue through the more than 800 union representatives of the workers, the company has several more programs such as the so-called “Talent Conversations”, a permanent feedback tool through which Quarterly conversations where closeness and interest in the person prevail, as well as their individualized improvement and development plan.

Another of the tools used every two years is the Engagement and Satisfaction Barometer (BES), a tool adopted by Auchan Retail International in all the countries in which it is present. The purpose of this barometer is to find out the opinions, experiences and perceptions of the collaborators and, thus, achieve the best conditions so that the commitment to the company’s project becomes a reality that generates well-being, meaning at work and the creation of worth.

In the BES carried out in October 2022, 15,350 Alcampo employees participated, 86% of the workforce. The resulting commitment ratio was 87%. In this sense, it should be noted that the Red Retail index, calculated by Ipsos, shows a commitment figure of 77%.

This measurement has been adapted to the company’s own territorial organization, making it possible to know in depth the needs or desires of teams and to draw up the relevant action plans to cover them and meet the expectations of the company’s people.

5. Engagement and Satisfaction Barometer (BES).

The voice of customers

Alcampo has a large team of professionals to serve customers through physical channels, such as the stores themselves, or online.

In 2022, more than 585,000 customer contacts were served through calls, chat, messages, etc. and more than 27,000 surveys were carried out.

In 2022, more than 585,000 customer contacts were served through calls, chat, messages, etc. and more than 27,000 surveys were carried out.
The pressing need to act for the Planet entails, for Alcampo, the implementation of action plans focused on achieving measurable objectives in the short and medium term, setting priorities for action and developing specific projects in areas where the company can contribute worth. The decarbonisation of its own activity and work towards the decarbonisation of the supply chain is one of the company's lines of work and commitment, as well as the implementation of circular economy projects, the fight against food waste and the use of plastic as well as the conservation of biodiversity.
Ayudanos a reducir el consumo de plásticos

Puedes traer tu propio envase transparente
Climate Project: fight against climate change

The fight against climate change has been part of Alcampo’s essential objectives since 2008, when it took the first steps in its Decarbonisation Plan. For two years the company worked on identifying the main sources of direct CO2eq emissions generated by its activity, publishing in 2010 for the first time the Carbon Footprint for its hypermarkets and in 2013 for its supermarkets, using for its study and measurement of the GHG Protocol methodology. In this report, Alcampo presents for the first time the unified results of hypermarkets and supermarkets for Scopes 1 and 2, so the common base year becomes 2013. Scope 3 is included in the Carbon Footprint published annually by the company.
range 1

This scope groups the emissions related to natural gas, diesel and refrigerant gases, the latter being the main source of CO₂eq emissions in this Scope.

In 2022 CO₂eq emissions have been reduced in relation to the base year (2013) in absolute value by 78% and in relative value (per m² sales room) 79%, thanks to the improvement plans implemented. Improvement plans focused on leak control, replacement of refrigerant gases by others with less power to warm the atmosphere and the renovation of cold plants by others that are more efficient and capable of housing these new gases.

And in relation to 2021, emissions of this scope have increased by 2% in absolute and relative value, mainly due to the increase in refrigerant gas leaks from refrigerated food equipment.

"The fight against climate change has been part of Alcampo's essential objectives since 2008"
reach 2

This scope is related to CO₂eq emissions due to electricity consumption, a figure that has been zero since mid-2018 after having taken the step of using only and exclusively energy from renewable sources with a certificate of guarantee of origin in the all shops, warehouses and offices in Alcampo.

It should also be noted that Alcampo has ISO 50001: 2018 certification for all its business units and continues to work day by day to make its energy efficiency plan started in 2008 a reality.

Compared to the previous year, the company has reduced the consumption of kWh/m² in the sales room by 3%, a figure that reaches 20% in relation to the base year (2013).

The work carried out has been based on control, investment in increasingly efficient technologies and awareness actions, highlighting in this case that, since 2008, 12,000 people have received training on energy efficiency.

Regarding the investment, in 2022 improvements have been incorporated in cold areas, air conditioning and lighting for a value of more than €60 million, including closing cabinets for fresh and frozen products, which represents a 15% reduction in investment. consumption of electricity for food refrigeration, in the centers where these measures have been implemented.

Total Scope 2 hypermarkets and supermarkets.
Self-consumption project

After an association with Helexia, an energy services company of the Voltalia Group, Alcampo will implement self-consumption of photovoltaic energy in its centers. In 9 hypermarkets, photovoltaic panels will be installed on the roof, as well as on canopies located in the car parks. The project will have an installed capacity of 9,130 kWp, estimating that these plants will produce 13.3 GWh of photovoltaic energy annually, thus avoiding emissions of 3,000 t CO₂eq year.

Decarbonisation objectives

Regarding Scopes 1 and 2, Alcampo intends that by 2030 CO₂eq emissions due to its activity will have been reduced by 46% and be carbon neutral by 2043.

earth hour

One more year Alcampo joined Earth Hour to draw attention to the change they turned off their signs on March 26 at 8:30 p.m. Earth Hour is the voluntary blackout launched by the WWF organization that this year had the slogan "Move for the Planet", to remember that nature is the planet's life support system.

«Alcampo has invested +60 million euros in improvements in cold areas, air conditioning and lighting»
reach 3

The emissions of Scopes 1 and 2, directly linked to the operation of the Alcampo stores, account for 2% of the total emissions generated each year by the company, making it necessary to establish emission reduction plans linked to Scope 3.

With its sights set on the future, in 2030 Alcampo has set the goal of reducing CO2eq emissions by 25% due to the logistics and marketing of products. To this end, in 2023 it will begin to collect qualitative and quantitative information on the actions carried out by its suppliers to fight climate change, and ensure that by 2025 all suppliers have a Decarbonization Plan endorsed by an independent body and, in addition, they provide information on their Carbon Footprint as well as the degree of development of the established decarbonization plans.

«In 2025 all suppliers will have a Plan of Decarbonization»

Cruising speed in reducing emissions from transport

Alcampo is working on reducing CO2eq emissions from transport, both used from warehouses to its stores, and used to transport merchandise to customers.

As measures taken for environmental improvement, it should be noted that 85% of the trucks used are Euro 6 certified, having improved 10 percentage points compared to last year.

For home delivery, Alcampo continues to work with partners that use less polluting vehicles, something that is already a reality in 89 of its supermarkets, where they use motorcycles, tricycles, mopeds and electric vans to deliver at home. In the first half of 2023, Alcampo plans to incorporate its own fleet electric vehicles for its hypermarkets in the Community of Madrid.

In addition to what has been indicated, the company intends to promote sustainable urban mobility. For this reason, in addition to having seven charging points for electric vehicles (a project that will be expanded in 2023), it has developed a wide range of products for said mobility (scooters, electric bicycles and accessories) incorporating this assortment of up to 30 references in all its hypermarkets and in 25 supermarkets, whose display area is smaller, through catalogues.
Alliances for decarbonization. A plan for the future that starts today

The emissions linked to the commercialization of products represent more than 60% of the total emissions generated by Alcampo annually, which implies working hand in hand and in alliance with the producers.

As early as February 2023, Alcampo communicated to its suppliers, in the public act "Alianzas por la Decarbonización" the objectives for the future indicated in previous paragraphs, for which joint and coordinated work is necessary.

The main axes proposed to advance in the decarbonization plans are to improve agricultural and livestock practices, advance in energy efficiency and the use of renewable energies, reduce food waste, guarantee that raw materials come from sustainable sources and do not contribute to deforestation and take steps clear on ecodesign and circularity of products and packaging.

For its part, Alcampo will advance in the digitization of the exchange and monitoring of the emissions of its suppliers and in their accompaniment, as well as in the inclusion of a clause related to the reduction of emissions in the commercial agreements.

### Decarbonisation objectives

<table>
<thead>
<tr>
<th>Scopes 1 and 2</th>
<th>reach 3</th>
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</thead>
<tbody>
<tr>
<td>Reduction of emissions due to&lt;br&gt;Scopes 1 and 2 by 46% by 2030 and&lt;br&gt;be carbon neutral by 2043.</td>
<td>Reduce CO2 emissions from the supply chain by 25% by 2030.</td>
</tr>
</tbody>
</table>

Circular economy to create infinite value

For years Alcampo has been designing and executing plans to make its circular economy policy based on reduction, reuse and recycling and transformation of waste into new secondary raw materials a reality.

Horizon: zero waste

360 people have received training on waste management throughout the year, thus adding more than 7,600 employees with knowledge of this basic management to achieve Alcampo’s commitment: to be zero waste, an objective that is a reality in 38 centers, having added three to the existing ones in 2021. The waste generated in these 36 hypermarkets and two logistics platforms is recycled or recovered for energy, preventing it from going to landfill.

In this way, soil, air and water pollution is reduced, and the exploitation of new natural resources is also reduced, by transforming part of this waste into raw materials that are reintroduced into production processes.

The Zero Waste project began in 2013, since then the recovery rate has improved by more than 70%.

For the rest of the company’s centers, the recovery rate has improved two percentage points with respect to the previous year, rising to 90%; In other words, only 10% of the waste generated by Alcampo’s activity goes to the landfill.

Here we recycle everyone!

In addition to having 120 ecoparques to facilitate the segregation and recycling of waste for its customers, Alcampo has incorporated cartridge collection containers in all its stores that sell printers. Likewise, in 44 centers it has containers for used textile products, an action carried out by Cáritas which, in 2022, has collected 260 t of clothing from said containers.
Donations of non-food products

Based on the fact that products suitable for consumption but not for sale are not only for food (a subject that will be dealt with in the point dedicated to the fight against food waste), Alcampo has made significant progress in donut processes distribution of non-food products (drugstore, perfumery or bazaar) to charitable entities, having donated products worth €57,700 in 2022, which represents a contribution to the fight against waste from a global point of view.

"The recovery rate has improved by more than 70% since 2013"

dress recycling

In the case of textiles, it is worth noting the collaboration with Cáritas (re-fashion manager), an entity to which Alcampo donates garments from its stores that are suitable for use but not for sale, so that they are included in the reuse circuits, recycling and donation from Moda re-, having delivered more than 15 t in one year.
Products full of (second) life

Alcampo has continued to develop co-development and innovation projects to incorporate into its offer products that are either reused after adapting them, or are manufactured from the waste that Alcampo generates.

Going one step further in this project that makes the pillars of the circular economy such as reusing, repairing, renewing and recycling materials a reality, Alcampo has incorporated a counter in its centers in Marbella (Málaga) and Sant Boi (Barcelona) where, in addition to selling the aforementioned products, used products are repurchased and repair services are offered.

Regarding the products created from its own waste, Alcampo already incorporated in 2020 a universal substrate of its own brand in whose compost organic waste generated in stores is used, having continued in 2022 incorporating other new projects such as petfood or carcasses of security.

In the first case, Alcampo offers technological and second-hand products under its "New Life" project. In the case of the implementation of second-hand clothing corners Mora re- in collaboration with Cáritas, these have reached 16 during 2022, the year in which 8 new ones have been opened, reaching Autonomous Communities where they were not present, such as Aragon and Basque Country. These corners have an assortment of approximately 500 references of clothing for children, women, men and accessories, whose prices range between €2 and €30. Since it began its journey, more than 70,000 garments have been sold, 70,000 pieces that have not ended up in a landfill.

ReWARE, long live technology!

In addition to the sale of second-hand clothing, Alcampo is working in collaboration with the Spanish company Reware on a project for the sale of refurbished second-hand telephone and computer products, with the ultimate goal of generating less electronic waste and reducing the pollution and the exploitation of new natural resources.

This project, which took its first steps in 2019, has evolved remarkably. On the one hand, there are already 51 stores that have incorporated these "New Life" spaces where you can find, to a large extent, smartphones, computers, Macbooks and iPads, headphones or smartwatches.
"51 stores with renewed technology products"

Security casings that are again… casings

This project, launched in 2022 in a hypermarket in Barcelona (Sant Adrià), is developed in collaboration with a local supplier that, first of all, separates the different pieces based on their composition. On the one hand, it acts on the plastic materials to crush, granulate and extrude them in order to obtain a homogeneous product ready to be reinjected into the molds that will make up the new casings. On the other hand, they treat the rest of the components for their reuse or recycling in specialized plants. In this case, it is verified that the alarms work, as well as the tension of the springs, and the metallic bolts are classified according to criteria of length and composition.

Own brand petfood. Wow!

The new own-brand petfood is made with flour from meat by-products from Alcampo’s own butcher shops. These by-products, after their corresponding treatment, are transformed into flours that enrich the feed formula.

This project, which today is a reality, began to be developed in 2021 together with the managers Hisamar and Refood and the supplier of animal feed Elmubas.
Alcampo and you, without waste

Alcampo wants to contribute to ending food waste, a scourge for Humanity that results in global warming and the increase in the social gap.

To this end, the company has designed and undertaken different actions ranging from prevention and improvement of its processes, to customer awareness and staff training.

Since 2019, Alcampo has collaborated with Too Good To Go, an application through which users can save food packs that are reaching the end of their useful life, having saved more than 176,000 packs in one year in Alcampo’s own stores, which in environmental terms means having stopped emitting 440 t of CO₂eq into the atmosphere. Since 2019, 354,000 packs have been saved.

Another of the actions carried out is the reduction of the price of products with near expiration, applying discounts of between 10% and 50%.

Likewise, it makes donations of food products to Food Banks around each store, having donated products worth more than € 700,000 in 2022.

Knowledge as the basis of awareness

Within the framework of training and awareness, Alcampo has launched an animation project that aims to share information and good practices with the entire company, to ensure joint and team work with the aim of reducing food loss.

With regard to training, the company has created an e-learning training module on food waste in which 14,025 employees have participated, representing 69% of the workforce.

In addition, in order to work towards raising public awareness, in September 2022 Alcampo joined the Week against Food Waste under the slogan that has been with him for a long time: “Alcampo and you, without waste”. Showcooking, cooking workshops and training for all people who wanted to know more about waste were available, also launching a waste challenge for all Alcampo stores.

In 2022, all these measures have been consolidated and have resulted in a 12.5% reduction in food waste.
- Plastic + compromise

Due to its use, abuse and its persistence in the environment, plastic has become another of the battles to be fought in the fight against climate change and the preservation of biodiversity.

Alcampo took a step forward years ago, creating an action plan with clear, measurable goals, setting execution steps in the short and medium term that implied acting on its own packaging of own-brand products, as well as those of third parties that puts on the market.

In this sense, Alcampo has the commitment that by 2025 100% of its plastic containers will be recyclable, compostable and/ or reusable. The data speak for themselves: by the end of 2022 the goal was reached in 46% of containers of fresh products and 69% of own brand products. In addition, 100% of the box bags are reusable, recyclable and contain up to 80% recycled material.

From the waste itself.

«In 2022, food waste has been reduced by 12.5%»

I use my container and I use it again

Alcampo customers can bring their packaging to make purchases at the fresh produce and prepared food counters since 2020. This service, which was suspended during the pandemic, has once again been available in all stores.
Principles of eco-conception in own brand

100% of the own-brand containers presented in brik or that incorporate paper or cardboard in the container, have either FSC or PEFC certification, in both cases, certifying their origin from sustainable sources. This is one of the requirements to be met in own-brand products, being faithful to the principles of eco-design applied. In this sense, in addition to working on the design of containers, work is being done on redesign, incorporating improvements that allow the use of fewer raw materials, taking into account the entire life of the container. Throughout the past year, 16 t of containers and packaging have been avoided, a figure that amounts to 680 t counting from the start of the project, in 2008.

Own brand of reDISEÑO

Some examples of the improvements developed are having incorporated 50% recycled PET in the trays of seven sliced cooked ham and turkey references, having eliminated the plastic tab of disposable handkerchiefs, replacing it with a paper one, in such a way that improve recyclability or have incorporated 80% recycled PET in the tray of bacon strips, reducing 25% weight in the container.

Responsibility on a tray

At the end of 2022, a change was introduced in the packaging of prepared dishes that will mean avoiding the consumption of 35 t of plastic. Containers for taking food, made of plastic, were replaced by others made of natural fiber from sugarcane by-products.
Another of Alcampo's priorities is to promote the incorporation of recycled material into its packaging and reduce plastic packaging placed on the market by 50% by 2050. To date, 231 t have been saved per year in greengrocers and bakeries, having eliminated Porex in both cases, having opted for more sustainable alternatives, which provide greater recyclability, such as FSC-certified cardboard boxes and trays in the case of bakeries.

"To date, 231 t of plastic have been saved per year in greengrocers and bakeries"

Without packaging: bulk sale

Ten years after the first incorporation of a section for bulk sales, Alcampo offers this purchase option in practically all of its hypermarkets, offering almost 1,400 references.

Going one step further in its offer of bulk products, Alcampo has developed a project to expand the offer and renovation of spaces in five stores, such as Vaguada in Madrid or La Laguna in Tenerife, including a new range of frozen products such as fish, vegetables or fruits, among others, available in an assisted service located next to the renovated self-service hoppers.

Selling in bulk allows the customer to buy exactly the amount they need or want, resulting not only in their satisfaction but also in avoiding food waste. Also, selling in bulk reduces the amount of packaging.

The sea of sustainable

In November 2020, Alcampo introduced the first trolleys and baskets made with 25% waste from ropes and recycled fishing nets, something that is a reality in 70 hypermarkets and supermarkets.
Biodiversity, wealth and natural balance

Conserving biodiversity is essential to regulate the natural balance, maintain the production of ecosystems or protect water resources, among other benefits that make life possible. At Alcampo, work is being done in this regard in order to contribute, hand in hand with its suppliers, to the improvement of agricultural and livestock practices, one of the levers that has the greatest impact on the reduction of CO2 emissions and the conservation of forests and the recovery of animal and plant species, which nourish the ecosystem with infinite wealth.

insects vs. chemicals

In 2018 Alcampo started a project to prioritize the incorporation of fruit and vegetable products that come from a production in which the use of chemicals in the crop is minimized, completely eliminated in the conservation process. Thanks to the application of these techniques, such as the use of pheromones that confuse pests or the attraction of insects that are beneficial to the crop, increases biodiversity and reduces CO2eq emissions in the long term. In 2022 it has been possible to work with 15 products (11 of them Alcampo Producción Controlada) under these characteristics, something that is not always possible, especially if the weather conditions are not adequate.
our forests

The conservation of primary forests, natural CO₂eq sinks and biodiversity reservoirs are a priority for Alcampo, which is why it takes care of guaranteeing that the raw materials that the company consumes come from sustainable sources and do not contribute to deforestation.

Alcampo has a Forest Policy since 2017, currently under review, with the objectives of reducing risks related to sustainability associated with the commercialization of certain products and supporting forest restoration. 100% of the own-brand products made of wood or derivatives manufactured in Spain are certified with the FSC or PEFC seals.

With its sights set on the future, and ensuring that it advances in its Forest Policy, Alcampo has signed a collaboration agreement with the NGO Earthworm to establish its participation in the "Soybean Group Campaign", organized by the aforementioned NGO, which will aim to implement a collective strategy to ensure the supply of soybeans free of deforestation and conversion.

In 2022, out of a precautionary principle, Alcampo stopped marketing beef from Brazil, to fight against imported deforestation. The meat of Brazilian origin was only sold in the three hypermarkets in the Canary Islands.

Coffee and chocolate (certified): a perfect combination

50 of the 63 own-brand coffee references have the Rainforest Alliance seal and 30 of the 39 chocolate references are UTZ certified of sustainable agriculture.
Bosque Alcampo, space of life that gives life

Regarding forest restoration, Alcampo has been collaborating with the WWF organization since 2011 to recover a native holm oak grove in the municipality of Tembleque (Toledo). During the past year, support for the maintenance of the repopulated area has continued, placing structures that protect the trees. In addition, monitoring of the species has been planned, applying the “Monitoring Protocol for forest restoration projects” that the organization developed a few years ago with the Polytechnic University of Madrid, a control that will allow knowing how the created forest mass evolves, as a basis for adopting other necessary actions to provide feedback to the forest restoration project.

Together, for forest restoration!

With the final objective of recovering the ecological integrity of degraded lands, one more year, fifty volunteers and company volunteers went to the Alcampo forest to carry out maintenance tasks, planting 145 holm oak and kermes oak seedlings and removing those that did not survive after previous plantings.
Animal welfare, by principle

Alcampo has had an Animal Welfare Policy since 2020, having set goals up to 2026. In 2022, going one step further, Alcampo expanded its commitments to include 100% of products containing eggs as one of its ingredients, will come from hens not raised in cages or in combined systems in 2024 for the Alcampo Producción Controlada brand and in 2025 for the rest of the own brand. Likewise, the company has adhered to the European Chicken Commitment to guarantee that 100% of fresh and frozen chicken, as well as processed products (containing more than 50% chicken) meet the requirements set by said commitment for all their own brands and their exclusive brand To the Controlled Production field.

Regarding the achievement of set objectives, it should be noted that by the end of 2022, 100% of Alcampo Producción Controlada's suppliers met the Animal Welfare requirements set out in the policy based on 13 points and had adhered to the National Plan of Antibiotic Resistance. In fact, almost thirty meat products from Alcampo Producción Controlada have Welfair Animal Welfare certification.

The achievement of this goal complements the steps taken previously, such as the fact that since 2021 100% of the eggs under the Alcampo and Alcampo Producción Controlada brands come from hens that have not been raised in cages or in combined systems.
oceans to breathe

Alcampo has a Sustainable Fishing Policy based on four points: fight against illegal, unreported and unregulated (IUU) fishing, not commercialize species classified as “endangered” or “critically endangered” on the Red List of Threatened Species of the International Union for the Conservation of Nature, to ensure the sustainability and biodiversity of aquatic resources and ecosystems, through support for the creation and conservation of Marine Reserves, to avoid the accidental capture of species and prohibit the closure of shark fins and discard the rest of the body. The fourth point is based on the creation of alliances and the co-development of actions aimed at guaranteeing sustainable fishing and contributing to the common good.

In this regard, it favors the inclusion of certified fishery products, with 11 ASC (Aquaculture Stewardship Council) certified products and 55 MSC (Marine Stewardship Council) certified products, 10 of them private label.

First own-brand MSC tuna

Alcampo launched in November 2022 the first own-brand canned tuna from sustainable fishing Marine Stewardship Council in the Spanish market (MSC). The skipjack tuna (*Katsuwonus pelamis*) from the cannery, whose supplier is Frinsa del Noroeste, comes from the tuna fishery caught in the Indian Ocean by the vessels of the Basque company Pesquerias Echebastar. This Bermeo-based company obtained MSC sustainable fishing certification in 2018. It consists of six purse-seine vessels that land the tuna they catch in the Seychelles and elsewhere in the Indian Ocean.

"Seas Forever"

Between February 21 and 27, 2022 Alcampo joined, for another year, the “Mares Forever Week” organized by the MSC (Marine Stewardship Council), an international non-profit organization that establishes a series of standards with scientific basis and recognized worldwide in terms of sustainable fishing and traceability of fishery products. During those days, the products with the blue MSC seal were featured in all Alcampo centers, making the commitment to raising consumer awareness in favor of sustainable fishing a reality.
Recovery of species, conservation of ecosystems

Alcampo has continued working to incorporate add to the basket of its customers native varieties that favor the recovery of biodiversity and the establishment of population rural area.

For this reason, it has continued to maintain and promote Healing projects like Ma's tomatoes - drid or Mutxamel (Alicante), in both ca-sos recovered, as well as melons also from the Community of Madrid of which it has bought 8,800 Kg. Regarding the take-purchases have been reduced by half due to the weather, having acquired 2,580 kg of tomatoes from Mutxamel (Alicante) and 13,000 kg of tomatoes from Madrid.

In addition, in this case, throughout the month of July 2022 more than twenty res-taurantes, including centuries-old establishments with a Michelin star, taverns and even a pastry shop, and the Alcampo Vaguada bistro, celebrated the 2nd Madrid Tomato Week, an initial initiative promoted by the Madrid Institute for Rural, Agrarian and Food Research and Development (iMiDRA), the Association of Co-Filmmakers and Confectioners of Madrid (ACYRE Madrid) and Alcampo, with the aim of bringing quality local produce to the table, promoting the consumption of native tomatoes from nearby midity and connect the Madrid garden with the tables of the region's restaurants.

In addition to fruit and vegetable products, Alcampo collaborates with producers of - Celtic co of Galicia and black porc in Mallorca, two swine species that were about to disappear and were recovered by local farmers.

We support the recovery of the black Castilian hen!

In 2022, the Alcampo Foundation has approved the co-financing of the “Pío, Pío” Program of the Huerteco association, which works to publicize and recover the black Castilian chicken, which is the oldest chicken in the Iberian Peninsula; a species included in the Official Catalog of Livestock Breeds of Spain as an endangered avian breed and included in the National Program for the conservation, improvement and promotion of livestock breeds. In Huerteco they involve the little ones in working for the recovery of biodiversity, promoting, through the "Pío, Pío" program, the installation in educational centers of a portable chicken coop with 2 hens, while installing an incubator so that you can learn about the entire life cycle of a hen: from when she lays an egg until the chick is
Development Goals
Sustainable

The Sustainable Development Goals (SDGs) define global priorities and determine the global ambition for the year 2030, seeking to mobilize all of society around a set of common goals and objectives. The SDGs call for action to end poverty and create a dignified life with opportunities for all, within the limits of the Planet.

Alcampo has aligned its strategy with global priorities and has identified those SDGs that are a priority given the nature of its activity. The identification of the SDGs has been carried out by evaluating the impacts throughout its value chain and taking into account the opinion and priorities of its stakeholders.

For all these reasons, Alcampo has identified increasing the positive impact of its contribution to SDGs 2, 8, 12 and 13 as a priority.
<table>
<thead>
<tr>
<th>ODS</th>
<th>Meta</th>
<th>Alcampo Commitment</th>
<th>Indicators year 2022</th>
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</thead>
<tbody>
<tr>
<td>1.2</td>
<td>By 2030, reduce by at least half the proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions.</td>
<td>Contribute to the economic and social development of the communities in which Alcampo operates. Promote the social and labor inclusion of the most vulnerable groups.</td>
<td>20,200 employees. 16,000 shareholders. €31.2 million distributed among the staff. Purchases from 4,535 Spanish suppliers for a value of €3,771 million. Employment generation for vulnerable people: 771 jobs.</td>
</tr>
<tr>
<td>2.1</td>
<td>By 2030, end hunger and ensure access for all, in particular the poor and people in vulnerable situations, including children under 1, to safe, nutritious and sufficient food all year round.</td>
<td>Contribute to improving the nutrition of the most vulnerable people. Increase the volume of food donated by Alcampo and its customers. Support solidarity projects that contribute to promoting access to healthy food and the fight against malnutrition.</td>
<td>Food donations to social organizations worth €1,329,361. (contemplates Alcampo’s donations and those of its clients). Donations during the Breakfast and Snacks With Heart Campaign together with the Red Cross: delivery of €214,824 for the purchase of food for vulnerable families. Great Fesbal Food Collection: customer donations worth €241,207 and more than 504,095 kilos and a donation from Alcampo worth €80,000. The Alcampo Foundation has supported 12 projects that contribute to good nutrition, with a total donation of €235,210.</td>
</tr>
<tr>
<td>2.3</td>
<td>By 2030, double the agricultural productivity and incomes of small-scale food producers, in particular women, indigenous peoples, family farmers, herders and fishers, including through secure and equitable access to land, other production resources and inputs, and knowledge, financial services, markets, and opportunities to add value and obtain off-farm employment.</td>
<td>Promote the supply of Fair Trade products. Promote the supply of local and proximity products.</td>
<td>Agreements with 1,483 local producers and purchases for €185 million. Fair Trade Fortnight 2022: +7.80% increase in sales.</td>
</tr>
</tbody>
</table>
By 2030, ensure the sustainability of food production systems and apply resilient agricultural practices that increase productivity and production, contribute to the maintenance of ecosystems, strengthen the capacity to adapt to climate change, extreme weather events, droughts, floods and other disasters, and progressively improve the quality of land and soil.

By 2020, maintain the genetic diversity of seeds, cultivated plants, and farmed and domesticated animals and their corresponding wild species, including through good management and diversification of seed and plant banks at the national, regional, and international levels, and promote access to benefits arising from the use of genetic resources and associated traditional knowledge and their fair and equitable sharing, as internationally agreed.

### ODS 2.4

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<tbody>
<tr>
<td></td>
<td>100% of the Alcampo own brand eggs will come from hens not raised in cages.</td>
<td>In 2022, 100% of APC Brand suppliers of food of animal origin already meet the Alcampo Animal Welfare Requirements.</td>
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<tr>
<td></td>
<td>100% of the suppliers of food of animal origin of the exclusive brand Alcampo Producción Controlada, meet the Alcampo Animal Welfare Requirements.</td>
<td>In 2022, 100% of the suppliers of food of animal origin of the Alcampo Producción Controlada brand have adhered to the commitments officially published in the National Antibiotic Resistance Plan.</td>
</tr>
<tr>
<td></td>
<td>In 2025, 100% of the eggs from 100% of suppliers will come from hens not raised in cages or in combination systems.</td>
<td>Currently, 65% of the distributed units meet this requirement.</td>
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### ODS 2.5

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<tr>
<td></td>
<td>Develop projects for the recovery of seed varieties and native species.</td>
<td>In 2022, the project to recover native tomato and melon varieties from the Community of Madrid and Mutxamel tomatoes, in Alicante, has been developed.</td>
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<td></td>
<td>By 2020, ensure the sustainability of food production systems and apply resilient agricultural practices that increase productivity and production, contribute to the maintenance of ecosystems, strengthen the capacity to adapt to climate change, extreme weather events, droughts, floods and other disasters, and progressively improve the quality of land and soil.</td>
<td></td>
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<tr>
<td></td>
<td>By 2020, maintain the genetic diversity of seeds, cultivated plants, and farmed and domesticated animals and their corresponding wild species, including through good management and diversification of seed and plant banks at the national, regional, and international levels, and promote access to benefits arising from the use of genetic resources and associated traditional knowledge and their fair and equitable sharing, as internationally agreed.</td>
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<td>3.4</td>
<td>By 2030, reduce premature mortality from noncommunicable diseases by one third through prevention and treatment, and promote mental health and well-being.</td>
<td>Contribute to childhood cancer research.</td>
</tr>
<tr>
<td>3.9</td>
<td>By 2030, significantly reduce the number of deaths and illnesses caused by hazardous chemicals and by air, water and soil pollution and contamination.</td>
<td>Have an offer of healthy products. Reformulate own-brand products to reduce their salt, sugar and saturated fat content. Increase the supply of products of agricultural origin without pesticide residues.</td>
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<tr>
<td>4.4</td>
<td>By 2030, substantially increase the number of youth and adults who have the necessary skills, in particular technical and professional skills, to access employment, decent work and entrepreneurship.</td>
<td>Contribute to the professionalization and improvement of the employability of Alcampo employees and other groups.</td>
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<tr>
<td>5.2</td>
<td>Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.</td>
<td>Contribute to the eradication of gender violence. Support the labor inclusion of women victims of gender violence.</td>
</tr>
<tr>
<td>5.5</td>
<td>Ensure the full and effective participation of women and equal opportunities for leadership at all decision-making levels in political, economic and public life.</td>
<td>Achieve real equality in all spheres of company. Reach at least 40% of women in leadership positions.</td>
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<td>6.4</td>
<td>By 2030, significantly increase the efficient use of water resources in all sectors and ensure the sustainability of freshwater extraction and supply, to address water scarcity and significantly reduce the number of people suffering from lack of water.</td>
<td>Reduce water consumption in our centers.</td>
</tr>
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<td>7.2</td>
<td>By 2030, significantly increase the share of renewable energy in the mix of energy sources.</td>
<td>100% of the electricity consumed comes from renewable sources.</td>
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<tr>
<td>7.3</td>
<td>By 2030, double the global rate of improvement in energy efficiency.</td>
<td>Reduce energy consumption in our centers.</td>
</tr>
<tr>
<td>8.5</td>
<td>By 2030, achieve full and productive employment and decent work for all women and men, including youth and persons with disabilities, as well as equal pay for work of equal value.</td>
<td>Reach in 2024 a rate of inclusion of people with disabilities in the workforce of 4%.</td>
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<tr>
<td></td>
<td>Carrying out audits to 100% of the suppliers.</td>
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<tr>
<td>8.8</td>
<td>Protect labor rights and promote a safe and secure working environment for all workers, including migrant workers, particularly migrant women and people in precarious employment.</td>
<td>Reduce workplace accidents.</td>
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<tr>
<td>9.1</td>
<td>By 2030, ensure access for all people to adequate, safe and affordable housing and basic services and upgrade slums.</td>
<td>Implement a digital proximity model that is sustainable and accessible to all.</td>
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<td>10.2</td>
<td>By 2030, strengthen and promote the social, economic and political inclusion of all people, regardless of their age, sex, disability, race, ethnicity, origin, religion or economic situation or other condition.</td>
<td>Generate employment for people at risk of exclusion.</td>
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<tr>
<td>11.2</td>
<td>By 2030, provide access to safe, affordable, accessible and sustainable transport systems for all and improve road safety, including by expanding public transport, paying special attention to the needs of people in vulnerable situations, women, children, people with disabilities and the elderly.</td>
<td>Promote transportation systems that reduce pollution in cities.</td>
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<td>11.3</td>
<td>By 2030, increase inclusive and sustainable urbanization and capacity for participatory, integrated and sustainable planning and management of human settlements in all countries.</td>
<td>Facilitate the accessibility of all centers.</td>
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<tr>
<td>11.6</td>
<td>By 2030, reduce the negative per capita environmental impact of cities, including by paying special attention to air quality and the management of municipal and other waste.</td>
<td>Increase the waste recovery rate, reaching 100% of Zero Waste centers.</td>
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</tbody>
</table>

<p>| 12.2 | By 2030, achieve sustainable management and efficient use of natural resources. | 100% of plastic packaging will be recyclable and/or compostable and/or reusable by 2025. | 46% of the fresh product containers packaged in Alcampo are already recyclable; in the case of our own brand Alcampo, 69%. |
| | | Promote, whenever possible, the incorporation of recycled plastic in containers. | Reusable and recyclable checkout line bags with up to 80% recycled material. Bulk reusable bags, with 50% recycled plastic. |
| | | Reduce plastic packaging placed on the market by 30% in 2025 and 50% in 2030. | In 2022 we have reduced plastic by 14% of fresh products. |
| | | 100% of suppliers of own-brand wood products and derivatives must have the FSC or PEFC certificate. For non-own brand products, the risk associated with the country of origin will be taken into account. If the country of origin is classified as high risk, the supplier will be required to provide FSC or PEFC certificates. For those products from low-risk countries, their traceability will be required. | |
| | | 100% of the own-brand assortment will have been reformulated without palm oil or with palm oil from sustainable sources. | |</p>
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<tr>
<td>12.3</td>
<td>By 2030, halve global per capita food waste at retail and consumer levels and reduce food losses in production and supply chains, including post-harvest losses.</td>
<td>Reduce food waste by 25% by 2025.</td>
<td>Reduction of food waste by 12% in 2022.</td>
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<td>Donation of surplus food worth €711,000.</td>
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<td>14,025 employees trained in reducing food waste.</td>
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<td>12.4 and 12.5</td>
<td>By 2030, achieve the environmentally sound management of chemicals and all wastes throughout their life cycles, in accordance with agreed international frameworks, and significantly reduce their release to air, water and land in order to minimize its adverse effects on human health and the environment.</td>
<td>Continue promoting the circular economy and the segregation of waste in its centers, and achieve 100% of hypermarkets with Zero Waste in 2025.</td>
<td>38 Zero Waste centers.</td>
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<td>12.5</td>
<td>By 2030, significantly reduce waste generation through prevention, reduction, recycling and reuse activities.</td>
<td>Expand the number of second-hand clothing sales corners. Moda re- in alliance with Cáritas. Promote the sale of refurbished products.</td>
<td>We currently have 16 Moda re-corners in hypermarkets.</td>
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<td>51 centers sell Reware products, smartphones and refurbished electronics.</td>
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<td>12.6</td>
<td>Encourage companies, especially large corporations and transnational corporations, to adopt sustainable practices and incorporate sustainability information into their reporting cycle.</td>
<td>Publish the Activity and CSR Report.</td>
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<td>12.8</td>
<td>By 2030, ensure that people around the world have the relevant information and knowledge for sustainable development and lifestyles in harmony with nature.</td>
<td>Carry out communication and awareness campaigns.</td>
<td>Fair Trade promotion campaign.</td>
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<td>Campaign to promote Sustainable Fishing.</td>
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<td>Promotion campaigns for local and regional products.</td>
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<td>13.2</td>
<td>Incorporate climate change measures into national policies, strategies and plans.</td>
<td>Scopes 1 and 2 of our Carbon Footprint: Carbon neutral in 2043, and -46% in 2030, compared to 2019. Scope 3 of our Carbon Footprint: logistics and marketing of products: -25% in 2030, compared to 2020.</td>
<td>CO2eq emissions have been reduced in relation to the base year (2013) in absolute value by 78% and in relative value (per m² of sales room) by 79%. Since 2018 Scope 2 emissions are zero.</td>
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<td>13.3</td>
<td>Improve education, awareness and human and institutional capacity regarding climate change mitigation, adaptation to it, reduction of its effects and early warning.</td>
<td>Carry out awareness campaigns to involve stakeholders.</td>
<td>Participation in the Libera de Echoembes and SEO Birdlife campaigns and in WWF’s Earth Hour.</td>
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<td>14.2</td>
<td>By 2020, sustainably manage and protect marine and coastal ecosystems to avoid significant adverse impacts, including by strengthening their resilience, and take steps to restore them to restore the health and productivity of the oceans.</td>
<td>Contribute to eradicate illegal, unreported and unregulated (IUU) fishing.</td>
<td>Approval of suppliers, to guarantee legal compliance with our process and product quality requirements.</td>
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|       | Do not trade species classified as 'endangered' or 'critically endangered' on the IUCN Red List. | Analysis and daily control of legal requirements, emphasizing the control of minimum sizes. Through external inspectors in our warehouses and stores, controls and analysis of the products are carried out: correct compliance with legal requirements is verified and guaranteed. | Ensure the sustainability and biodiversity of aquatic resources and ecosystems, through:  
  • Creation and conservation of Marine Reserves.  
  • Reduction of bycatch3 and good practices fishing.  
  • Prohibition of shark finning (cutting off shark fins and discarding the rest of the body). |
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<td>14.4</td>
<td>By 2020, effectively regulate fishing exploitation and end overfishing, illegal, unreported and unregulated fishing and destructive fishing practices, and implement science-based management plans to restore fish stocks in the shortest possible period, at least reaching levels that can produce the maximum sustainable yield according to their biological characteristics.</td>
<td>Promote responsible practices.</td>
<td>Support and marketing of products from FIPs (Fishing Improvement Projects):</td>
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<td>Pota Argentina.</td>
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<td>Patagonian squid.</td>
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<td>Octopus.</td>
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<td>Tintorera / Swordfish.</td>
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<td>Commercialization of Redfish from recovery projects.</td>
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<td>Marketing of 11 ASC (Aquaculture Stewardship Council) certified products and 55 MSC (Marine Stewardship Council) certified products, 10 of them private label.</td>
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<td>15.2</td>
<td>By 2020, promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and significantly increase afforestation and reforestation globally.</td>
<td>Reduce risks related to sustainability associated with the commercialization of wood products and derivatives.</td>
<td>100% of the MDD managed in Spain and direct imports have the FSC or PEFC certificate.</td>
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<td>Eliminate palm oil from own-brand products in all those references in which it can be substituted, and ensuring, in those that cannot, that said oil should come from sustainable sources.</td>
<td>100% of own brand products managed in Spain without palm oil or with RSPO certificate.</td>
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<td>Support forest restoration.</td>
<td>11 years supporting the forest restoration project in Tembleque hand in hand with WWF.</td>
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<td>15.5</td>
<td>Take urgent and meaningful action to reduce the degradation of natural habitats, halt the loss of biodiversity and, by 2020, protect threatened species and prevent their extinction.</td>
<td>Promote the biodiversity of species.</td>
<td>3 seed recovery projects for tomatoes and melons from the Community of Madrid and tomatoes from Mutxamel (Alicante).</td>
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<td>16.1. Significantly reduce all forms of violence and the corresponding mortality rates worldwide.</td>
<td>Act ethically and responsibly, economically, socially and environmentally.</td>
<td>17,650 employees trained in ethics, 96% of the workforce.</td>
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<td>16.2. End abuse, exploitation, trafficking and all forms of violence and torture against children.</td>
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<td>All suppliers sign the Alcampo Commercial Code of Ethics.</td>
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<td>16.3. Promote the rule of law at the national and international levels and ensure equal access to justice for all.</td>
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<td>Social audits carried out in 435 plants in 2022.</td>
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<td>16.4</td>
<td>16.4. By 2030, significantly reduce illicit financial and arms flows, strengthen the recovery and return of stolen assets and fight against all forms of organized crime.</td>
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<td>16.5. considerably reduce corruption and bribery in all its forms.</td>
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<td>16.1, 16.2, 16.3, 16.4 and 16.5</td>
<td>17.17 Foster and promote the formation of effective alliances in the public, public-private and civil society spheres, taking advantage of the experience and strategies of obtaining resources of the alliances.</td>
<td>To be a company that generates alliances that contributes to sustainable development.</td>
<td>Member of the Spanish network of the Global Compact.</td>
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<td>Since 2018, 11,400 employees have participated in the Alcampo volunteer program.</td>
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<td>Collaborations with more than 100 NGOs and associations in 2022: projects developed with the Red Cross, Oxfam Intermón, Once, FSP, MSC, WWF, Cris Foundation, Cáritas, Altius, Gypsy Secretariat.</td>
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<td>Development of circular economy projects in collaboration with companies such as Saica Natur, Semillas Batlle, Elmubas and Chromium.</td>
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</table>
CSR and External Communication Department.
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rsc@alcampo.es
www.alcampocorporativo.es