



X5 SUSTAINABLE
DEVELOPMENT STRATEGY



Communities

Support local communities through increased social investments and charitable programmes

NATIONAL GOAL

Preservation of the population, health and well-being of people

SUSTAINABLE DEVELOPMENT GOAL



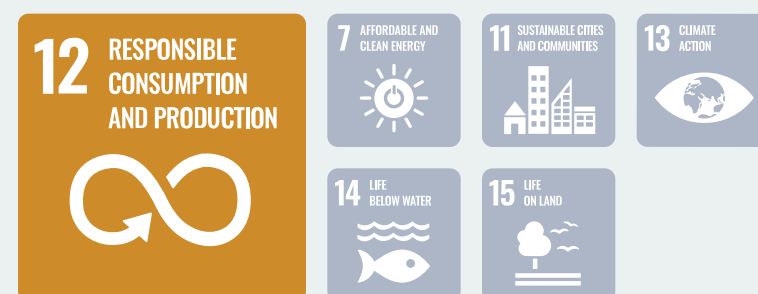
Planet

Promote rational use of resources and sustainable consumption

NATIONAL GOAL

Comfortable and safe living environment

SUSTAINABLE DEVELOPMENT GOAL



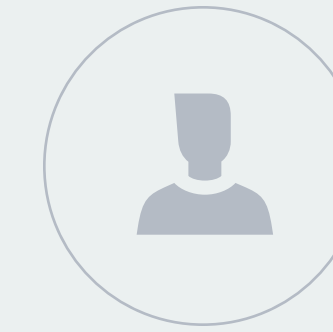
Health

Promote healthy lifestyle and ensure the availability of quality and healthy products

NATIONAL GOAL

Preservation of the population, health and well-being of people

SUSTAINABLE DEVELOPMENT GOAL



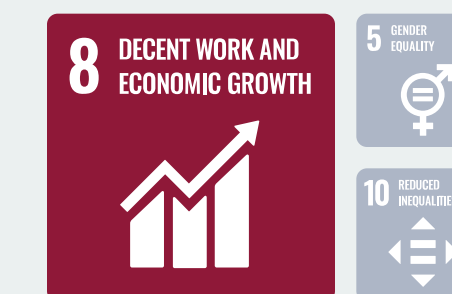
Employees

Ensure decent working conditions and equal opportunities for all employees

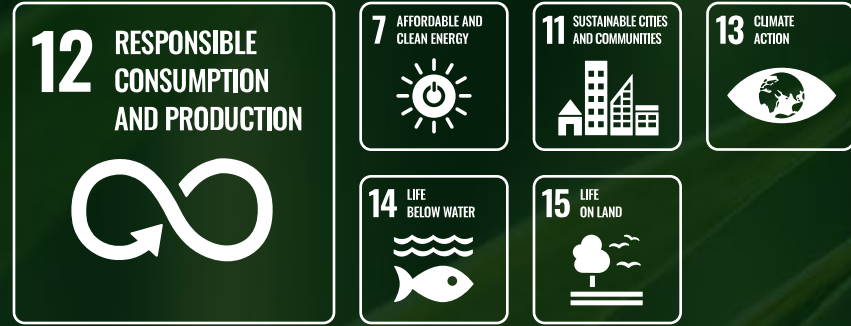
NATIONAL GOAL

Decent, efficient work and successful entrepreneurship

SUSTAINABLE DEVELOPMENT GOAL



X5 contributes to Sustainable Development Goals and to the Russian Federation's National Development Goals



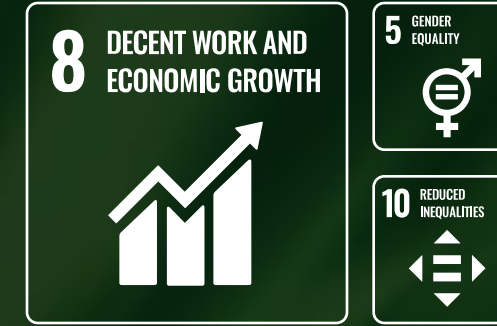
Planet

Promote rational use of resources and sustainable consumption



Health

Promote healthy lifestyle and ensure the availability of quality and healthy products



Employees

Ensure decent working conditions and equal opportunities for all employees



Communities

Support local communities through increased social investments and charitable programmes

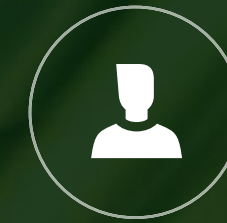
NATIONAL GOAL



Comfortable and safe living environment



Preservation of the population, health and well-being of people



Decent, efficient work and successful entrepreneurship



Preservation of the population, health and well-being of people

GOAL TO 2030

30% Reduce GHG emissions through improved energy efficiency

30% Reduce the ratio of waste generated

30% Increase the share of renewable and low-carbon energy used in X5 operations

Increase sales of healthy lifestyle products

Develop principles and practices to monitor that suppliers source goods responsibly

Enhance the recognition and appeal of X5 Group's employer brand and the employer brands of Company assets

Establish a safe, healthy workplace for all employees

10% Grow the number of beneficiaries of food aid programmes annually

X5 Group's strategic goals to 2025



Planet

Promote rational use of resources and sustainable consumption

⬆️ 15%

Reduce GHG emissions (Scope 1 and 2) intensity per sqm of selling space by 15% compared with 2019 through improved energy efficiency

⬆️ Reduction

Reduce other indirect (Scope 3) GHG emissions intensity compared with 2020, t of CO₂e per sqm of selling space

⬆️ 5%

The share of renewable and low-carbon energy used in X5 operations

⬆️ 15%

Reduction in the ratio of waste generated to retail sales compared with 2019

⬆️ up to 95%

The share of recyclable materials generated in own operations of X5's retail chains that is sent for recycling

⬆️ 25%

Increase in the proportion of food products sent for reprocessing when no longer in saleable condition prior to their expiry date

⬆️ 60%

of private-label packaging made sustainable¹

⬆️ up to 100%

of own production ready meal packaging made sustainable¹

⬆️ Improve water efficiency

and reduce pressure on water resources compared with 2022

¹ According to X5 Group's Recommendations on Sustainable Packaging



Health



Promote healthy lifestyle and ensure the availability of quality and healthy products

Higher sales of healthy lifestyle products



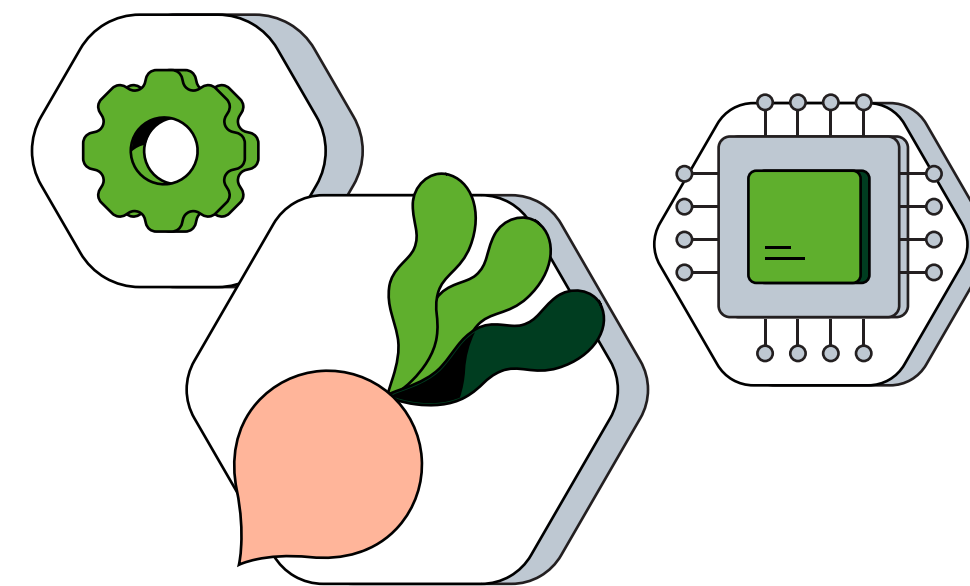
More regions

covered by Pyaterochka's healthy lifestyle lessons for school students



Continuous improvement

of a system to ensure the quality, freshness, and food safety of products

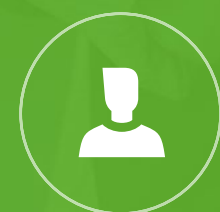


Develop

principles and practices to monitor that suppliers source goods responsibly



Employees



Ensure decent working conditions and equal opportunities for all employees

➤ at least **40 p.p.**

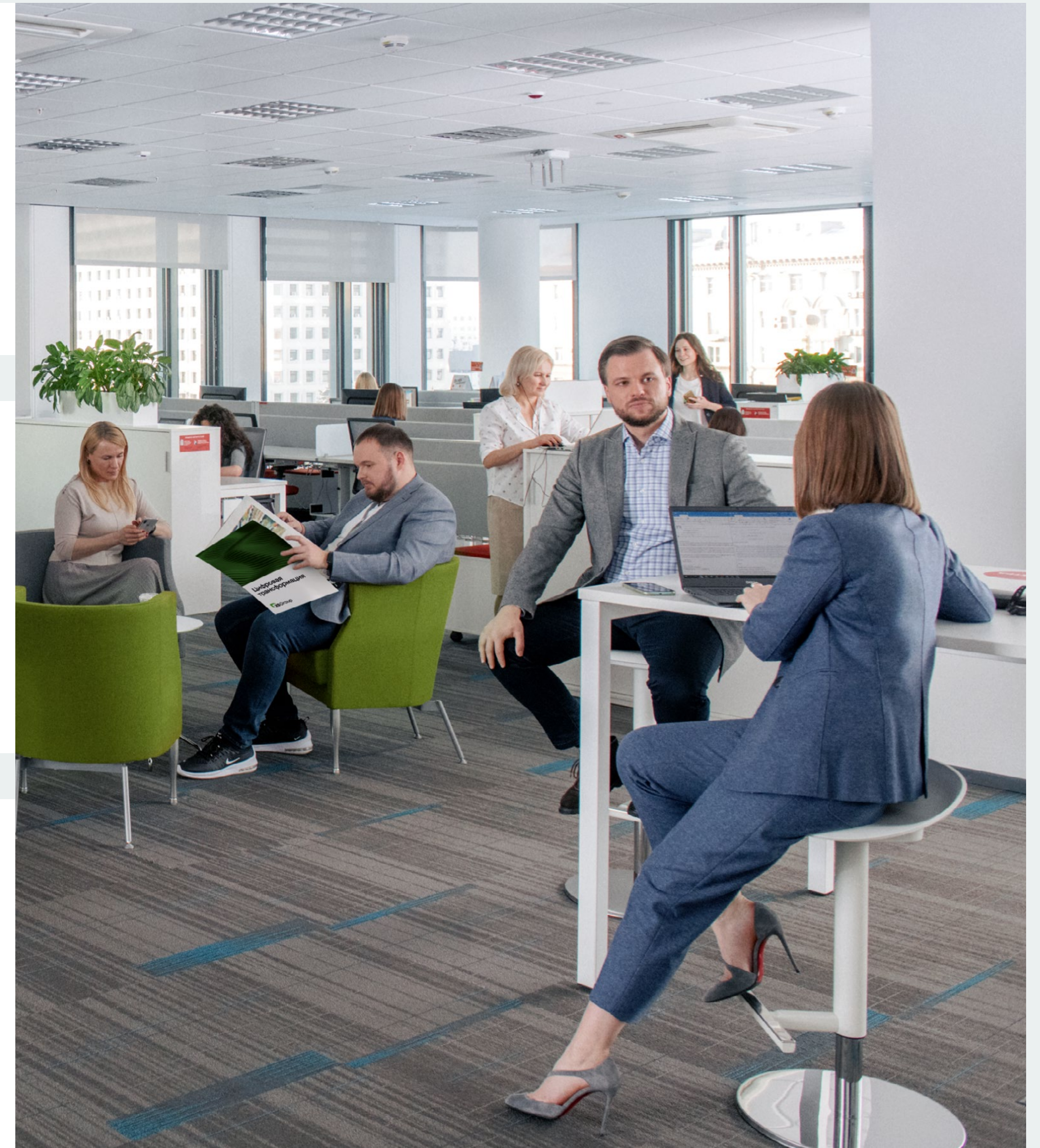
Maintain eNPS as the business grows

➤ at least **80%**

Maintain employee engagement rate as the business grows

⤴ **Enhance**

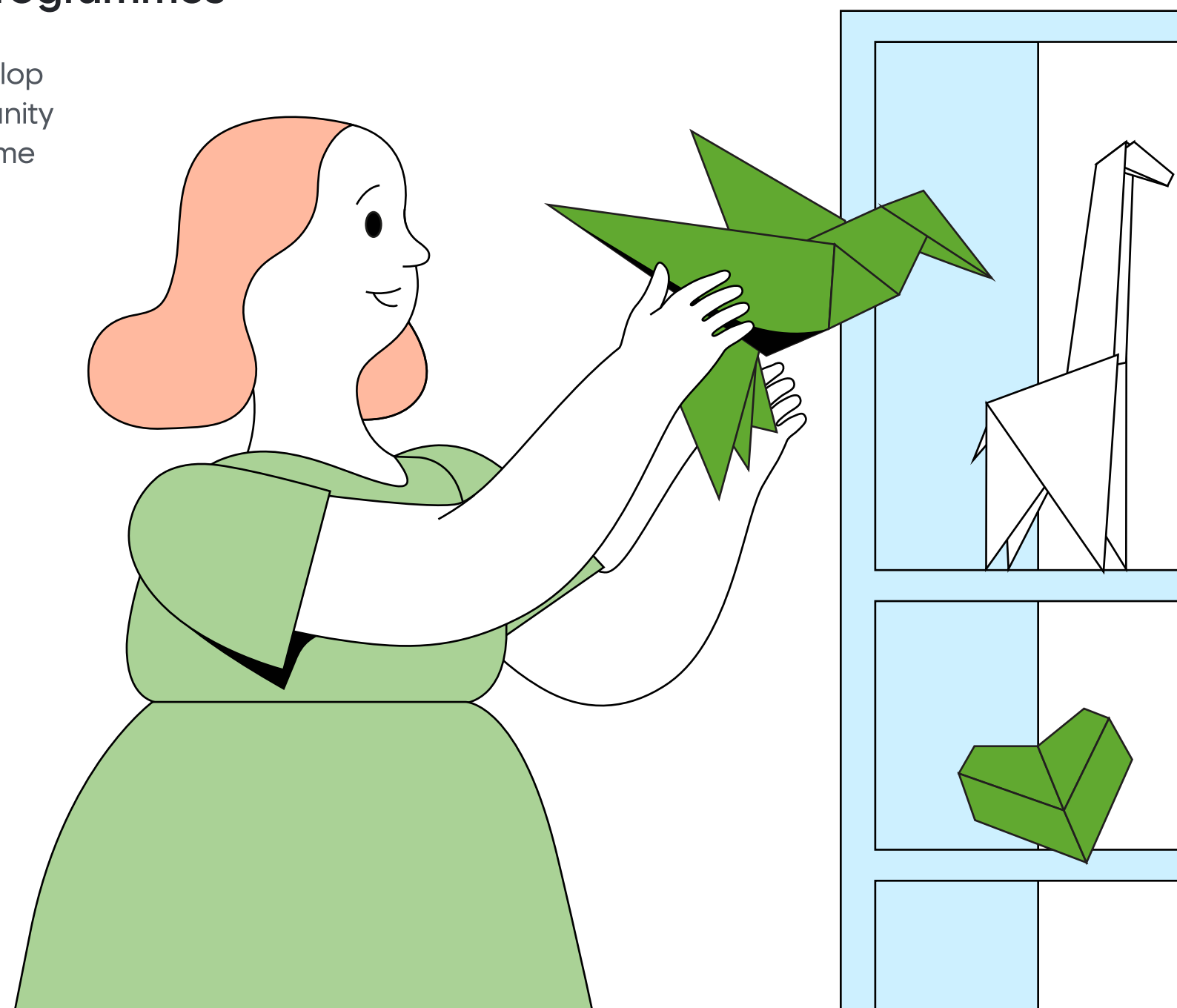
the recognition and appeal of X5 Group's employer brand and the employer brands of Company assets





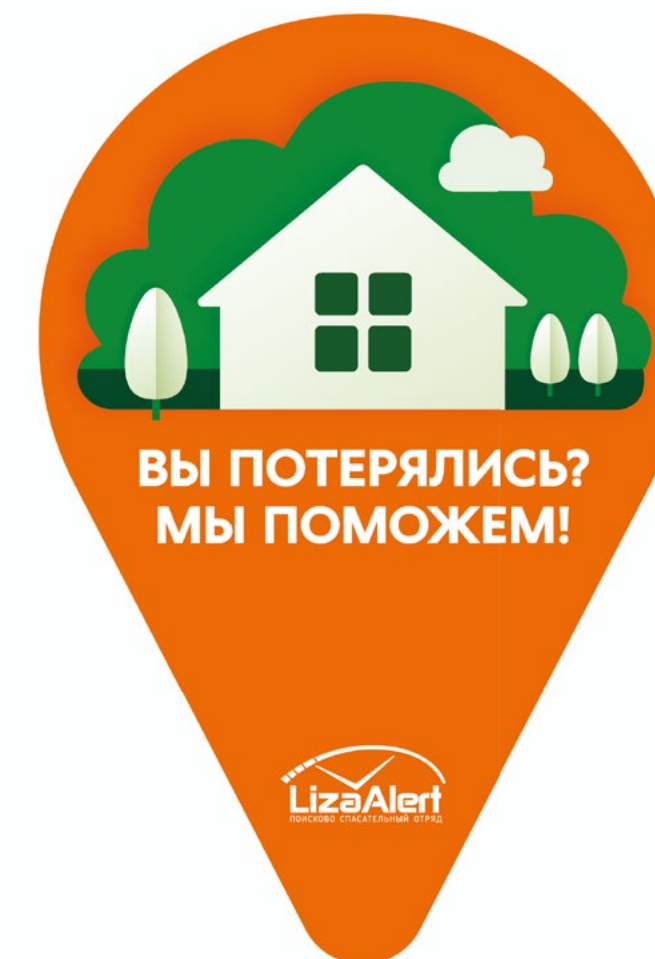
Expand community care programmes

In particular, develop the Local Community Centres programme at Pyaterochka



Roll out

the Safety Zone programme to all Pyaterochka and Perekrestok stores



10%

Grow the number of beneficiaries of food aid programmes by 10% annually

Build

a culture of inclusion by creating accessible stores and services

Develop

partnership programmes with small and medium-sized businesses, farmers, and local producers

Communities



Support local communities through increased social investments and charitable programmes