

October update - Leroy Merlin Ukraine

Leroy Merlin Ukraine has condemned Russia's military aggression against Ukraine from day one, with tragic consequences for the people. Since the beginning of the conflict, we have decided to :

- Stop all our supplies from Russia and Belarus
- Remove all russian and belarusian products from the market
- Cease all collaboration and relations with Russian and Belarusian companies

We put the protection and safety of our employees at the heart of our concerns, and more broadly those of the 700 families of our teams. From the first day of the conflict, we closed all 6 Leroy Merlin Ukraine stores so that our employees could take care of their families, while continuing to pay their salaries, in addition to immediate emergency financial assistance to help them find food and shelter.

We help to provide housing for all employees and their families by taking care of their transportation, food and health coverage.

We regularly send trucks of essential items to Ukraine.

To date, nearly 400 people have been accommodated outside Ukraine. A complete hotel has been rented in Poland where a dedicated team has been set up to help the refugees on the spot with administrative formalities and find a job.

Our solidarity fund has been allocated 25 million euros for the rehabilitation of housing for Ukrainian families.

In July, despite the bombing of a shopping centre, we decided to reopen a shop in Ukraine as a strong gesture of support for the local people, with essential products for home repair and maintenance, at "inflation-free" prices and with a free delivery service on condition.

Position of the group (reminder):

The ADEO group has condemned Russia's military aggression against Ukraine since day one.

Since the beginning of the conflict, ADEO has decided to :

- stop new investments by ADEO in Russia,
- stop the import of products from Russia,
- stop any financing to Leroy Merlin Russia.
- stand by the Ukrainian civilian population

ADEO supports Leroy Merlin Ukraine, all its Ukrainian collaborators, and the Ukrainian people through the daily commitment of its teams in the world to welcome refugees and to send essential products and

medicines, in collaboration with associations such as the Red Cross and UNICEF, and the ADEO Solidarity Fund.

More than anything, we want to see a rapid and peaceful resolution of the conflict, allowing all those who are suffering to find peace.

This position is continuously reassessed as the situation develops.