



SUSTAINABILITY PLAN DIA GROUP. 2021-2023



[Summary]

DIA

A distribution benchmark

DIA is neighbourhood supermarkets

We are an **integral part of towns and cities in Spain, Portugal, Argentina and Brazil** with a network of shops that puts us at the heart of communities. We are within a **15-minute walk from 65% of the Spanish population** and closer than any other supermarket chain to Portuguese, Brazilian and Argentinian shoppers.

We are an essential service

We sell food and other essential products, which means we cater to our customers' most basic demands. This gives us the opportunity to provide them with essential resources at affordable prices.

DIA is diversity

Our shops form part of the economic and social fabric of towns and cities and our teams reflect the diversity of backgrounds, options and skills existing in society.

We attract talent and offer opportunities for entrepreneurship

DIA hires locally and we have a presence throughout the entire territory, in the most vibrant economic hotspots and in the sleepest towns. Our franchisees choose us to do business with. The longevity and size of our franchise network prove that we serve their purpose.



A positive impact

We want our impact to go beyond our value chain. We want to contribute to the greater good.

The 2021-2023 Sustainability Plan is linked to the UN Sustainable Development Goals (SDGs).

The SDGs are the guideline for achieving global sustainable development. Any strategic definition geared towards sustainability can use them as a roadmap for providing the solution to highly complex challenges.

DiA aims to contribute to the SDGs as part of its new sustainability-focused management culture



A differential impact

We also aim to have a significant impact on two key social issues: access to food and workplace inclusion.

The Sustainability Plan builds on the strengths of the DIA business model to make a significant contribution to key social challenges.

The nature of our activity and the distinguishing features of the DIA distribution model enable us to collaborate on these challenges in a meaningful way.

To do this, we focus on three key lines of action: **food gap, we are local and workplace inclusion.**

We are local

Helping supply the community DIA is within a 15-minute walk of 65% of Spanish households.



Food gap

Helping millions of families at risk of poverty to bridge food, geographical and socio-economic gaps (low-cost healthy eating).



Workplace inclusion

Helping minimise the economic and social crisis by hiring and training individuals in vulnerable situations.



DIA

To be even closer

This Plan enables DIA to embark on a new path, working to develop our role as part of the solution to the challenges we all share.

These efforts will not only make us more competitive and resilient, but will reinforce our connection to the people who place their trust in DIA.

Our aim is to find new paths that bring us even closer to the people and the world around us.



A close-up photograph of two women holding a large, triangular slice of watermelon. The woman on the left has dark, curly hair and is wearing a denim jacket. The woman on the right has long, straight brown hair and is wearing a blue top. Both women are looking towards the camera with slight smiles. The watermelon slice is vibrant red with a green rind. The word "Día" is written in a large, white, sans-serif font across the center of the watermelon slice.

Día