



September 2022

## **ADEO POSITION UKRAINE-RUSSIA**

ADEO has condemned Russia's war against Ukraine since day one, which has tragic consequences for the population.

Since the beginning of the conflict, we have decided to :

- stop ADEO's new investments in Russia,
- stop the import of products from Russia.
- stop any financing to Leroy Merlin Russia.

In Ukraine, we put the protection and safety of our employees at the heart of our concerns, more widely those of the 700 families of our Ukrainian teams. From the first day of the conflict, we closed the 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 aid to help them find housing and food.

In Poland and Romania, our teams are involved on a daily basis, donating products, sending medicines and food in collaboration with associations such as the Red Cross.

We help to provide housing for all employees and their families by taking care of their transportation, food and health coverage. To date, nearly 400 people have been accommodated outside Ukraine. A complete hotel has been rented for six months in Poland, where a specific team has been set up to help the refugees on the spot with administrative formalities and find a job.

At the same time, we regularly send trucks of basic foodstuffs to Ukraine.

Our solidarity fund has been allocated 25 million euros for the rehabilitation of housing for Ukrainian refugees in the countries where we are present.

We stand by the Ukrainian people, support them, and in July we decided to resume an activity in Kiev, in order to bring products useful for everyday life.

