

## **Colruyt Group secures majority collective agreement on a job protection plan with respect to its integrated retail activities in France**

On June 16, 2025, Colruyt Group entered into a put option agreement (*promesse unilatérale d'achat*, under French law) with Groupement Mousquetaires for the proposed sale of 81 stores and 44 DATS 24 fuel stations forming part of its integrated retail activities in France. Groupement Mousquetaires was also granted the right to appoint one of its affiliates (independent retailers, *adhérents*) as its designee to take over each of the sites. Concurrently, and as a result of the proposed transaction, a plan to cease the operation all of integrated activities of Colruyt Group in France was initiated. Subsequently, additional put option agreements were entered into with Mouvement E. Leclerc and Coopérative U (which benefit from the same right as Groupement Mousquetaires to appoint one of their affiliates (*adhérents* or *coopérateurs*) to take over the sites), as well as Carrefour Proximité France, for a total of 19 shops and one DATS 24 fuel station, for the sale of both the business operations (including the automatic transfer of employees) and real estate assets (where applicable). Efforts to identify potential buyers are still ongoing for the remaining five stores and the warehouses of Dole Choisey, Rochefort-sur-Nenon and Gondreville-Fontenoy, which are not included in the aforementioned proposed transactions.

The employee representative bodies of Colruyt Retail France SAS have been informed and consulted on the proposed transactions. Concurrently, a job protection plan (*plan de sauvegarde de l'emploi*) was negotiated with the relevant employee representatives, leading to the signature of a majority collective agreement at the beginning of November, validated by the French employment authorities on 11 December 2025.

The implementation of such collective agreement, which would take place after closing of the proposed transactions, would result in a restructuring charge estimated at between EUR 55 million and EUR 65 million (before potential tax impacts) in the second half of the 2025/26 financial year, which will be presented in the consolidated income statement under 'Result from discontinued operations'. Colruyt Group's cash flow statement will be mainly impacted during the second half of the 2025/26 financial year as well as during the 2026/27 financial year.

Following the completion of the information and consultation procedures with the employee representative bodies of Colruyt Retail France SAS, the different put options granted by the aforementioned purchasers can now be exercised by Colruyt Group, which plans to exercise each of them during December 2025. This will lead to the execution of a binding asset purchase agreement with each of the aforementioned purchasers. The proposed transactions will remain subject to the prior approval of the French Competition Authority, where applicable. Closing of the proposed transactions is expected to occur in the last quarter of the 2025/26 financial year. Any financial impacts arising from the proposed transactions, together with other non-recurring items, will be recorded in the annual accounts and will depend, *inter alia*, on the outcome of ongoing efforts to identify purchasers for the remaining warehouses and shops.

CEO Stefan Goethaert adds: "*On behalf of the management, I would like to thank all the French employees involved for their commitment over the past years and especially in recent months. We acknowledge that this past period has been difficult and are fully aware of the human and social consequences. Thanks to the constructive collaboration of all parties involved in recent months, we have been able to reach the above-mentioned majority collective agreement.*"

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**About Colruyt Group**

Colruyt Group is a retail group that operates in the areas of expertise 'Food', 'Health & Well-being', 'Non-Food' and 'Energy', mainly in Belgium, but also in other countries including France and Luxembourg. Within the 'Food' area of expertise, this concerns Colruyt Lowest Prices, Okay, Comarkt/Comarché, Bio-Planet, Cru and the affiliated Spar Colruyt Group and Delitrateur stores. In France, in addition to Colruyt stores and DATS 24 filling stations, there are also affiliated Coccinelle, Coccimarket, Panier Sympa, Épi Service and VivÉco stores. There are more than 750 own stores and over 1.000 affiliated stores. Solucious, Culinoa, Valfrais and Délidis deliver foodservice and retail products to professional customers in Belgium (hospitals, SMEs, hospitality sector etc.). Colruyt Group Fine Food comprises industrial-scale production departments. The 'Health & Well-being' area of expertise mainly consists of Jims, fitness clubs located in Belgium and Luxembourg, and Newpharma Colruyt Group's Belgian online pharmacy active in various countries such as Belgium, France, Switzerland, the Netherlands, Germany and Romania. The 'Non-Food' area of expertise comprises the own stores Zeb, PointCarré, The Fashion Store and Bike Republic (mainly in Belgium) and the affiliated PointCarré stores. Furthermore, Colruyt Group's operations also cover print and document management solutions (through Symeta Hybrid) and strategic consultancy, enterprise architecture and programme management (through Myreas). Colruyt Group also holds interests, including in Virya Energy (of which DATS 24 has been a part since June 2023), Dreamland and BON. The group employs more than 33.000 employees and recorded a revenue of nearly EUR 11,0 billion in 2024/25. Colruyt Group NV is listed on Euronext Brussels (COLR) under ISIN code BE0974256852.