

PRESS INFORMATION FOLLOWING THE DECISION OF THE LILLE ADMINISTRATIVE COURT ON THE AUCHAN EMPLOYMENT PROTECTION PLAN

Villeneuve d'Ascq, September 23, 2025

Auchan has taken note of the decision rendered today by the Lille Administrative Court and wishes to clarify the following points:

- **This ruling in no way criticizes the quality of the employment protection plan**, nor the efforts and resources Auchan has deployed to avoid redundancies (internal redeployment plan and internal and external redeployment assistance), facilitate redeployment, or mitigate the consequences of departures.
- **The employment protection plan resulted from a collective agreement concluded on March 19, 2025**, and signed by the **CFDT**, **CFTC**, and **CGC** trade unions, representing, together, **74% of employees**. **It was validated by the DREETS** (Regional Directorate for Economy, Employment, Labor, and Solidarity) in March 2025.
- The annulment of the administrative decision stems from an interpretation of procedures that we contest (level of signature of the collective agreement and communication of useful information for the consultation of the works councils) and not from the substance (quality of the employment protection plan).

Auchan has decided to appeal this judgment by the Lille Administrative Court dated September 23, 2025. The case will be re-examined by the Douai Administrative Court of Appeal, which will render a decision within 3 months.

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