



Integrated
Report
2021

Innovation + Omnicanality + Sustainability

Company Development Levers



Company Development
Levers



Sustainability Report



- ↳ Materiality Analysis
- ↳ Strategic Sustainability Risks
- ↳ Sustainability Policy
- ↳ Zero Chronic Malnutrition
- ↳ Sustainable Trade
- ↳ Mi Planeta (Mi Planet)
- ↳ Vida Sana (Healthy Lifestyle)
- ↳ The Success of Grupo Éxito is in its People
- ↳ Somos Íntegros (We are Integral)

We are moved to nourish
opportunities for Colombia



Materiality Analysis

[GRI 103-1]

The Materiality Analysis that was presented in 2021 allowed us to identify what our stakeholders expect in the face of social, environmental and governance issues.

[GRI 102-47] We measure every two years in response to the constant change in the environment, market dynamics and stakeholder expectations, issues that may influence the relationship between stakeholders and the company. Similarly, this process allowed us to draw time horizons to validate whether the current issues of the sustainability strategy will continue in the short, medium and long terms.

The programs we carry out are aligned with materiality and issues prioritized by the different stakeholders: Board of Directors, Senior Management, Executive Committees, employees and associates, customers, suppliers, opinion leaders and the media, with the technical analysis of the sector and with the reference of the world's commerce leaders.

The measurement process was carried out by the Sustainability Division of the company, which was able to establish the prioritization of strategic issues from the following five steps:



1. Identification of topics

We collected external inputs such as: megatrends, Sustainable Development Goals, sustainability standards, and sustainability indexes of the topics.

We reviewed internal inputs such as: strategy, policies, and corporate risks, among others.



2. Selection of stakeholders to be consulted [GRI 102-21]

We developed a mapping solution for choosing key actors to be consulted to represent prioritized stakeholders.



3. Dialog with stakeholders [GRI 102-21]

We conducted interviews and surveys with each stakeholder group to identify their most relevant issues.



4. Cross reference and prioritization

We weighed the information collected in the previous stages and created a prioritization matrix.



5. Validation

We presented the materiality matrix to Senior Management and the Sustainability Committee of the Board of Directors, **[GRI 102-32]** for approval, in order to focus the management system on strategic issues.



Find out here how we related to our stakeholders and how they prioritized materiality topics. **[GRI 102-33] [GRI 102-43].**



Materiality Matrix [GRI 102-34]



Strategic Topics [GRI 102 – 47]

The topics presented below highlight the focuses that we consider strategic and relevant to continue nurturing opportunities for Colombia.



1. Climate Change

Management of the carbon footprint and promotion of sustainable mobility on the different fronts: logistics, employees and customers



2. Support of the local economy and inclusive growth

Promotion of local and non-intermediary purchases, favoring the productive communities and vulnerable populations in Colombia



3. Attraction, retention and development of human talent

Provision of associates with training, well-being and good conditions to develop their work and recognition of their work



4. Circular economy – packaging

Promotion of the different principles of the circular economy, such as reduction, redesign, reuse and recycling by enabling post-consumption programs, the correct management of waste in Grupo Éxito's facilities and the work toward eco-design



5. Influence in stakeholder evaluation and decision-making

Corporate and risk management, importance of economic, environmental and social impacts of Grupo Éxito



6. Diversity and inclusion

Promotion of respect for human rights, equal opportunities, and accessibility to inclusive employability facilities and programs



7. Protection of biodiversity

Protection of biodiversity through strategic management to achieve deforestation-free and pro-deforestation supply chains of conservation

Relevant Issues

8. To be informed about the geopolitical environment in the region
9. To facilitate the Fundación Éxito strategy
10. To manage the supply chain

Emerging Issues

11. Minimization of food waste
12. Democratization of healthy life-styles
13. Management of water resources
14. Animal welfare
15. Building and management of the real estate business in a sustainable manner

Transversal Issues

Transversal issues were not prioritized for analysis. However, they are managed across the company.

- Achievement of good governance practices
- Innovation
- Assurance of information security and cybersecurity
- Educating the consumer
- Management of ethics and compliance (habeas data)
- Digital transformation
- Creation public policy and alliances
- Contribution to a sustainable economic performance
- Management of health and safety at work
- Communication and relationship with stakeholders



Strategic Sustainability Risks

[GRI 102-15] [GRI 102-29] [GRI 102-31]

The main strategic risks associated with the company's sustainability were identified under the leadership of the Integrated Risk Management team. The ISO 31000 methodology was applied and had the subsequent validation of the Corporate Committee. This assessment is done every two years.

The risks encountered outlined the dimension of the impacts on the company and allowed us to establish control measures, as well as associated strategies for social, environmental and economic issues.



Climate change management

Physical risks related to extreme weather events and risks of market transition, reputation, rules and/or regulations



Protection of biodiversity

Risks of damage to biodiversity and/or deforestation linked to proprietary products (edible palm oil and meat products)



Discrimination – diversity and inclusion

Risks of non-compliance with commitments assumed by the company to promote of diversity and inclusion.



Social impacts in the supply chain

Risks of non-compliance by suppliers in the regulations and commitments assumed by the company concerning the protection of human rights and fundamental freedoms. This non-compliance is evidenced by the following actions: child labor, forced labor, discrimination, deprivation of freedom of association, non-payment of the minimum wage, and health and safety, among others.



Circular economy – packaging

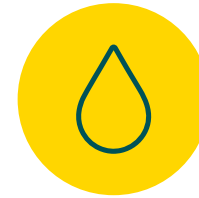
Economic and environmental risks related to non-packaging reduction (eco-design, bulk), reuse and recycling of packaging (mainly plastic)



We are moved to nourish opportunities for Colombia [GRI 103-1] [GRI 103-2]

In 2021, we continued with our impact actions: provide better nutrition to the children of the country, contribute to the development of our suppliers and co-create the best ideas with them. We prioritized the Colombian countryside, generating directed actions toward caring for our planet and raising awareness in our stakeholders to walk toward the same goal. We promoted and democratized healthy habits in the care of people's lives. We believe that, today more than ever, we are united in the well-being of our collaborators and therefore continue to build trust-based relationships with Colombian men and women.

This is why we orient our actions in light of the **Sustainability Policy**, is framed in the **Sustainable Development Goals** and obeys six objectives declared by the company. This year we reached very significant milestones.



Zero chronic malnutrition

Through the Fundación Éxito, we worked to achieve the first generation with zero chronic malnutrition in Colombia, as a path for equity.



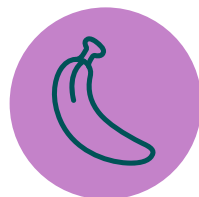
Sustainable trade

Together with our suppliers (men and women), we dedicated our efforts on supply chains that are sustainable, by generating programs that contribute to knowledge generation and development, and carrying out local and direct purchase.



Mi Planeta (My Planet)

We worked to reduce, mitigate and compensate the impacts of our operation on the planet, as well as to contribute to the generation of environmental awareness in the different stakeholders.



Vida Sana (Healthy Lifestyle)

We mobilized partners, customers, suppliers (men and women) toward healthier and more balanced lifestyles, through a portfolio of products and services that allow them to choose a healthy life.



Grupo Éxito's success is in its People

At Grupo Éxito, we improved the quality of life of our employees and associates; we promoted gender equity, diversity, inclusion and social dialog.



Somos Íntegros (We are Integral)

We built relationships of trust with our own stakeholders within the framework of integrated action, under the standards of corporate governance, ethics and transparency, as well as respect to human rights.



We are committed

to achieve the first generation with zero chronic child malnutrition in Colombia.

Zero chronic malnutrition



We work on these fronts to achieve this:

- Generation and dissemination of knowledge
- Generation of alliances and resources
- Communication and awareness
- Influence on public policy



Terrazas Verdes, a project with which we will grow seven tons of nutritious food for the community of Medellín in one year.

Childhoods with better nutrition and more opportunities

The focus on nutrition projects has been long-term and is one where one child or more children receive several food packages.

70,376

boys and girls

in 28 departments-regions of Colombia, children received better nutrition and complementary care, thanks to nutrition programs led by the Fundación Éxito.

45.83% fewer children than in 2020

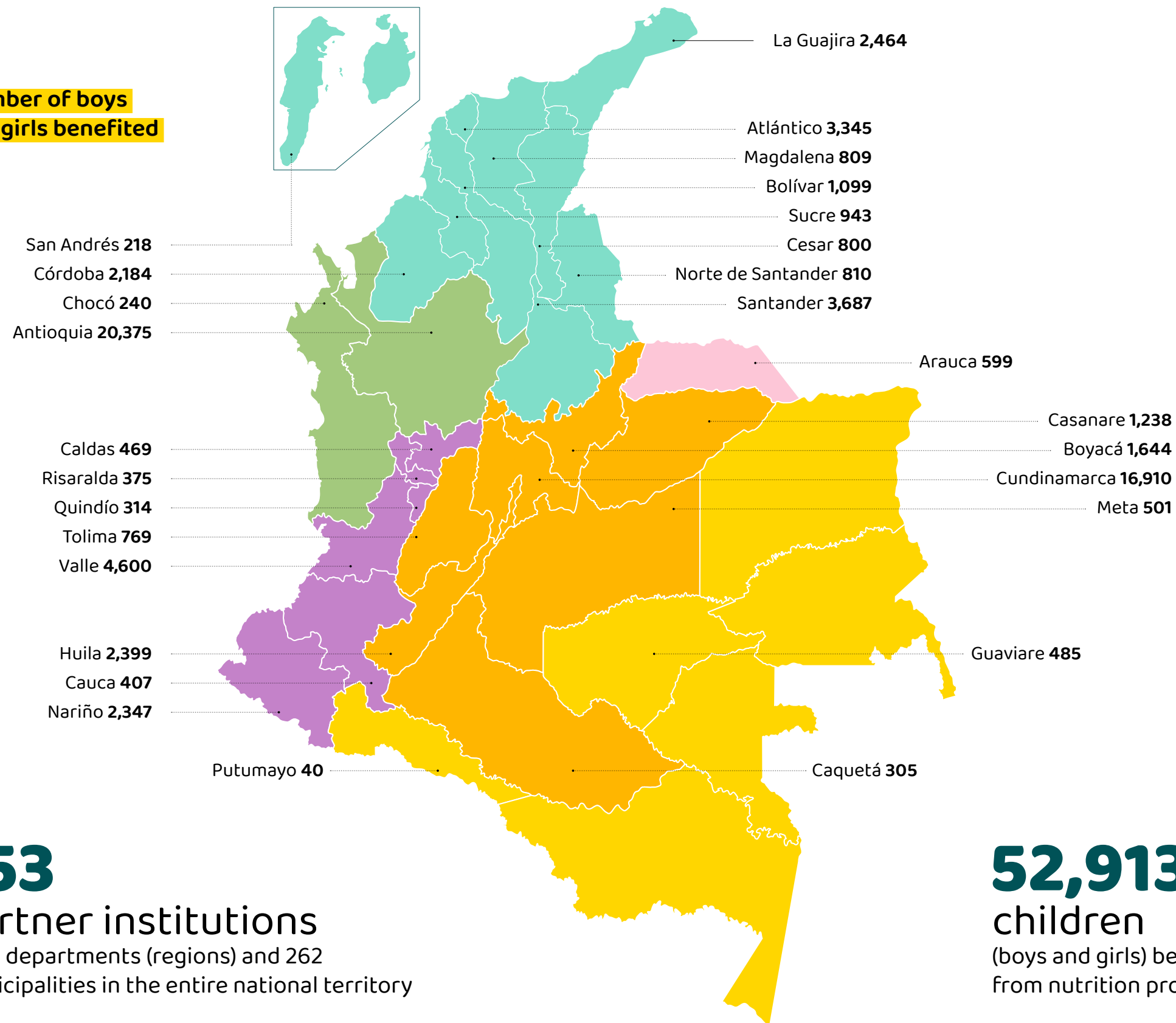
because of the pandemic, the Foundation prioritized a single delivery of food while the state supply was being delivered.

We delivered

217,341

food packages

Number of boys and girls benefited



153
Partner institutions
in 28 departments (regions) and 262 municipalities in the entire national territory

52,913
children
(boys and girls) benefited from nutrition programs.

Chronic malnutrition is a condition that affects the physical and cognitive development of children. **In Colombia, 10.8% of the childhood population suffers from chronic malnutrition.**



You can learn more **here**.



48,847
Children under two years of age received complementary food supplements during their first thousand days.

27.73% less than in 2020



4,066
Children between the ages of two and five received complementary food supplements during their first thousand days.

90.78% less than in 2020

Chronic child malnutrition: a gap to overcome for equity and competitiveness

Chronic malnutrition threatens children in more than half of Colombia.



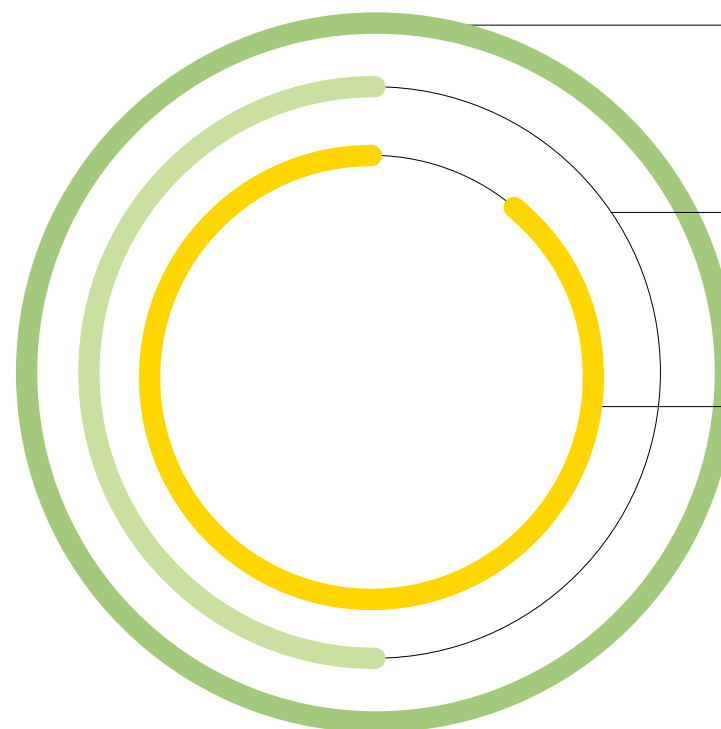
“Chronic malnutrition is evidence of accumulated nutritional deficiencies, access to health services and basic sanitation, among other factors that cause permanent and irreversible alterations in a person's cognitive and physical development. That, in turn, has an impact on the economic development and social capital of the country.”

Paula Escobar, Fundación Éxito Director

The [2021 Chronic Malnutrition Index](#), from the Fundación Éxito, analyzed available official data on **11 determinants of the disease in 1,076 municipalities and country townships**. A total of **45 municipalities** were not included due to the absence of data.

Depending on the behavior of the variables, departments and municipalities were classified into the categories of critical, low, medium, satisfactory and outstanding.

40,62% of Colombia's departments-regions were in the critical and low categories, and **18.76% in the middle category**, creating an alert that, in those territories, the conditions are met for chronic malnutrition in the population under 5 years of age.



100%
Central region departments with the highest number in the satisfactory and outstanding categories

50%
Departments of the Pacific region are in the critical and low categories

88.9%
Departments of Amazonia-Orinoquia are in the critical and low categories



Find out more about the results of the Chronic Malnutrition Index 2021 by department and municipality.



"In this space, we can generate life and development. We came from the countryside and now, here, we meet again, with it and with our roots."
Carlos Sánchez, Leader of Terrazas Verdes by Son Batá

On the roof terraces of the Comuna 13 hope for childhood is cultivated

"Terrazas Verdes" is born of a common desire among the Fundación Éxito, Grupo Éxito and Son Batá of getting closer to the community of the Comuna 13 district. The social project is still a pilot, and the proposal is to cultivate, in a year, 7 tons of onion, tomato and cucumber.

It all started with **Terraza Éxito** and later joined four more roof terraces to replicate the project in other neighborhoods of Medellín.

Terrazas Verdes offers the possibility of access to quality foods in sufficient quantity and it gives parents knowledge of what they can do to improve the well-being of their sons and daughters.



310 boys and girls of the community will have better nutrition.

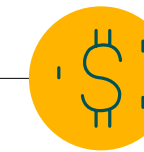
Ideas that are born, are grown and become solutions for childhood nutrition

During child nutrition month, the Fundación Éxito celebrated the 18th edition of the "Premio por la Nutrición Infantil" (Child Nutrition Award), which exalts projects and activities that contribute to the improvement of nutrition, especially in the first thousand days of life.

Distinctions were awarded in five categories:



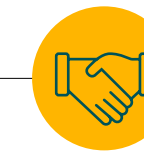
Family



Company



Research



Government



Media



10 territories, between departments-regions and municipalities, were recognized for their performance in the Virtual Lactathon 2021: Busbanza, Cundinamarca, Casanare, Chocó, Girardot, Maní, Nariño, Piedecuesta, Santander, Villa del Rosario.



Replay the full streaming of the 18th edition of the Child Nutrition Award.



124,586 donation certificates were given to customers who joined together to support child nutrition with their voluntary contributions.



We tell you here why to invest in childhood nutrition.

Wills that add up for the child nutrition of the country

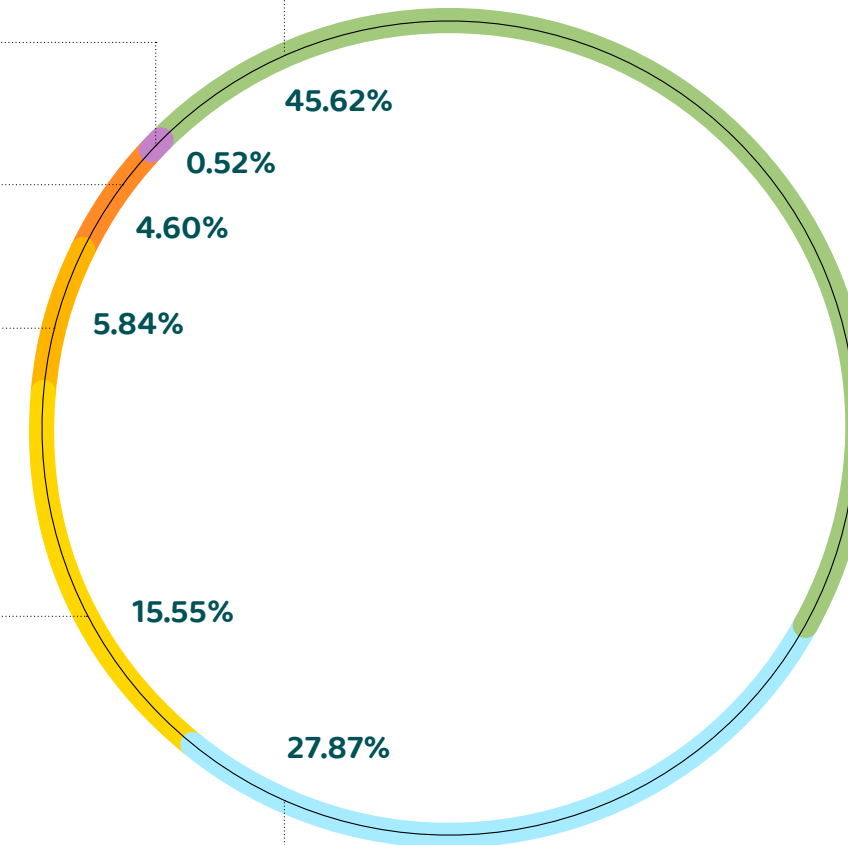
Fundación Éxito had a **total revenue of COP 31,921,369,286**, thanks to the support of various partners.

COP167,284,260
Other contributions

COP1,469,514,833
Donations by 35,492 associates-employees

COP1,863,908,482
Donations from suppliers and allies: 54 related companies, including 48 Grupo Éxito suppliers

COP4,964,823,163
Own resources



100% of social investment was dedicated to projects in favor of the community.

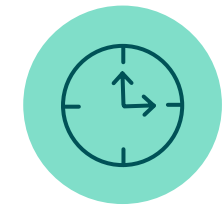
COP14,559,538,418

Donations from Grupo Éxito
COP 12,193,627,101 (sale of recyclable material)
COP 1,230,765,029 (donation from Grupo Éxito approved by shareholders)

COP8,896,300,130
Donations from customers (Goticas, cash and piggy-bags)



Contributions in cash
COP\$20,985,207,343



Volunteer time from collaborators and employees (men and women)
COP\$1,624,777



Donations of products and services
COP\$12,789,924,334



Management expenses
COP\$867,066,822



Around the world, 1/3 of the food is wasted. In Colombia, this figure reaches 9.7 million tons of food thrown out every year. Source: ABACO

Food donations from 432 from our stores around the country

158 Éxito

46 Éxito Express

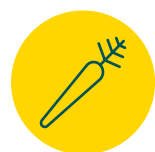
79 Carulla

60 Super Inter

61 Surtimax

28 Surtimayorista

Food donations for the benefit of people in a more vulnerable situation



1,395
Tons of food

Were donated to 23 food banks and 240 institutions.



170
Tons of non-food



58,531

Announcements

Through EatCloud, a digital platform that seeks to transform the food industry by managing donations.



Recovery of agricultural surpluses through Fundación Éxito

The Fundación Éxito financed the agricultural surplus recovery program (Reagro), whose management in Antioquia prevented the loss and waste of **1,917 tons of surplus** of farmers' crops for the benefit of **143,854 persons**.

Early childhood care in Valle del Cauca and Cauca

200
Community

mothers and fathers of Valle del Cauca and Cauca strengthened their skills in comprehensive early childhood care, through training sessions that seek to benefit 2,400 children in Cali and support the community.

“For me, this alliance is the union of wills for the benefit of the country's children. That Grupo Éxito is with us means a strength that helps build a bridge that unites reality with the hope of the educational agents to continue to provide quality care for children in Cali.”

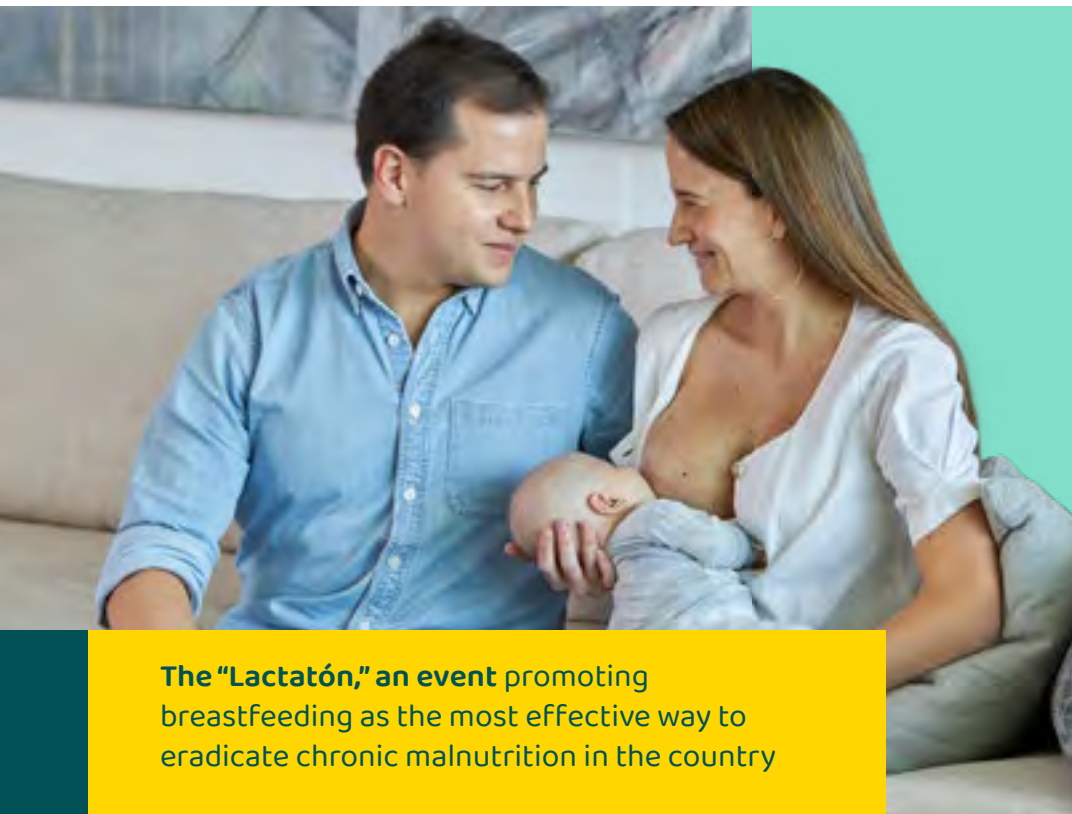
Lisep Castillo,
Early Childhood Coordinator of the Carvajal Foundation

Social mobilization in the "lactatón" (breastfeeding marathon) in the name of love

40,787 mothers and Colombian families

shared their experience in breastfeeding as a natural gift that drives the growth and development of children in Colombia.

360 territorial entities and **45** specialized allies and health entities of the Fundación Éxito participated.

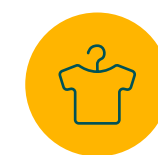


The "Lactatón," an event promoting breastfeeding as the most effective way to eradicate chronic malnutrition in the country

The Almarosa Foundation's purpose is to mobilize and sensitize women around self-care and early detection of breast cancer, the leading cause of death in women worldwide.

A statement in favor of life, love and health in the fight against #CancerMama

Breastfeeding for six or more months can reduce the risk of breast cancer in women.



1,600 marketed garments in 150 Éxito stores to disseminate the message of the fight against breast cancer.





“A scenario that reactivates, rebuilds in body and soul. An opportunity to erase the pain, anguish and worries of children in the light of a tragedy, and to do so with affection, love, and consciousness.”

Maria Juliana Ruiz,
Colombia's First Lady

Re-opening of the Little Angels Child Development Center in Providencia

COP50 million

by Fundación Éxito for the endowment of this space that protects early childhood, together with the Fundación Solidaridad por Colombia.

- In addition, the Fundación Éxito provided social and emotional support to the 153 families of the territory in partnership with The Fundación Aldeas Infantiles SOS.

Built in less than 90 days, this CDI will provide comprehensive care to 65 early childhood boys and girls.



You can learn more **here**.

Achievements 2021

- More than 70,000 children benefited in 28 departments and 262 municipalities of the country.
- Social investment surpassed COP20,985 million.
- We are funding the formulation of the 2021-2030 Ten-Year Plan for Breastfeeding and Supplementary Nutrition (public policy).
- Compliance with Foundation income sources, such as “Goticas,” recycling, and supplier campaigns
- Implementation of a food security program in the Comuna 13 of Medellín together with the communities

Challenges of 2022

- To maintain care and coverage
- To implement the relationship model with the beneficiary community
- To celebrate the 40 years of the Fundación Éxito
- To influence Colombia's presidential campaigns and get the zero malnutrition cause included in the National Development Plan
- To maintain sources of income, such as “Goticas,” recycling, as well as other campaigns with suppliers (men and women), strengthening digital income sources

We are moved by local and direct purchasing

and co-creation with our men and women suppliers.

Sustainable Trade



We work on these fronts to achieve this:

- Directing local trade
- Development of allies and suppliers
- Promotion of sustainable supply chains

We believe in Colombian hands that make local trade possible

To buy local is to choose our roots. It is to believe in Colombian hands, hands full of dreams and a hope that transforms a whole country, which unites millions of hearts and allows us to generate a multiplier effect for the economic and social development of Colombia.



Learn about our supplier manual here.

We work with

5,862 suppliers

in 27 departments in Colombia

• **2,968** commercial suppliers

• **1,412** real estate agents

• **1,320** suppliers of goods and services

• **162** direct and **228** indirect suppliers in the textile industry

“We started in my grandmother's kitchen 16 years ago and with the support of my family, we have reached thousands of homes with the handmade and natural recipe of our delicious fried plantains. Now, with Grupo Éxito, the story will be told on a national level, thanks to the excellent results we have had in the Valle region.”

David Arango,
Founder of Cope,
supplier of Grupo Éxito



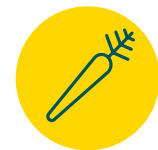
Click here to learn how David, led by Grupo Éxito, transformed Cope's reality.

Believe in Colombia

is creating transformation possibilities in the territories and to nourish the country with opportunities.

[GRI 103-1]

When we buy Colombian, we join forces. We value the common welfare over our own and join the thousands of people who work for Colombia.



89.39%
of fruits and vegetables

that we market in our stores are bought in-country

0.69% less than in 2020

Of these, **84.09%** are bought without intermediaries, through 782 farmers and peasant family associations.

A growth of **1,88%** compared to 2020



93.8%
of beef, pork, calf and buffalo

is traded locally

A growth of **1.96%** compared to 2020



81.3%
of fish and seafood

is purchased through national fishermen

A growth of **1.88%** compared to 2020

By means of direct purchase of "Panela Trebol" (hard sugar cane), in Andalucía, Valle del Cauca, **Grupo Éxito** contributes to the progress of more than 500 Colombian families that are moved by the love for their region and the country.



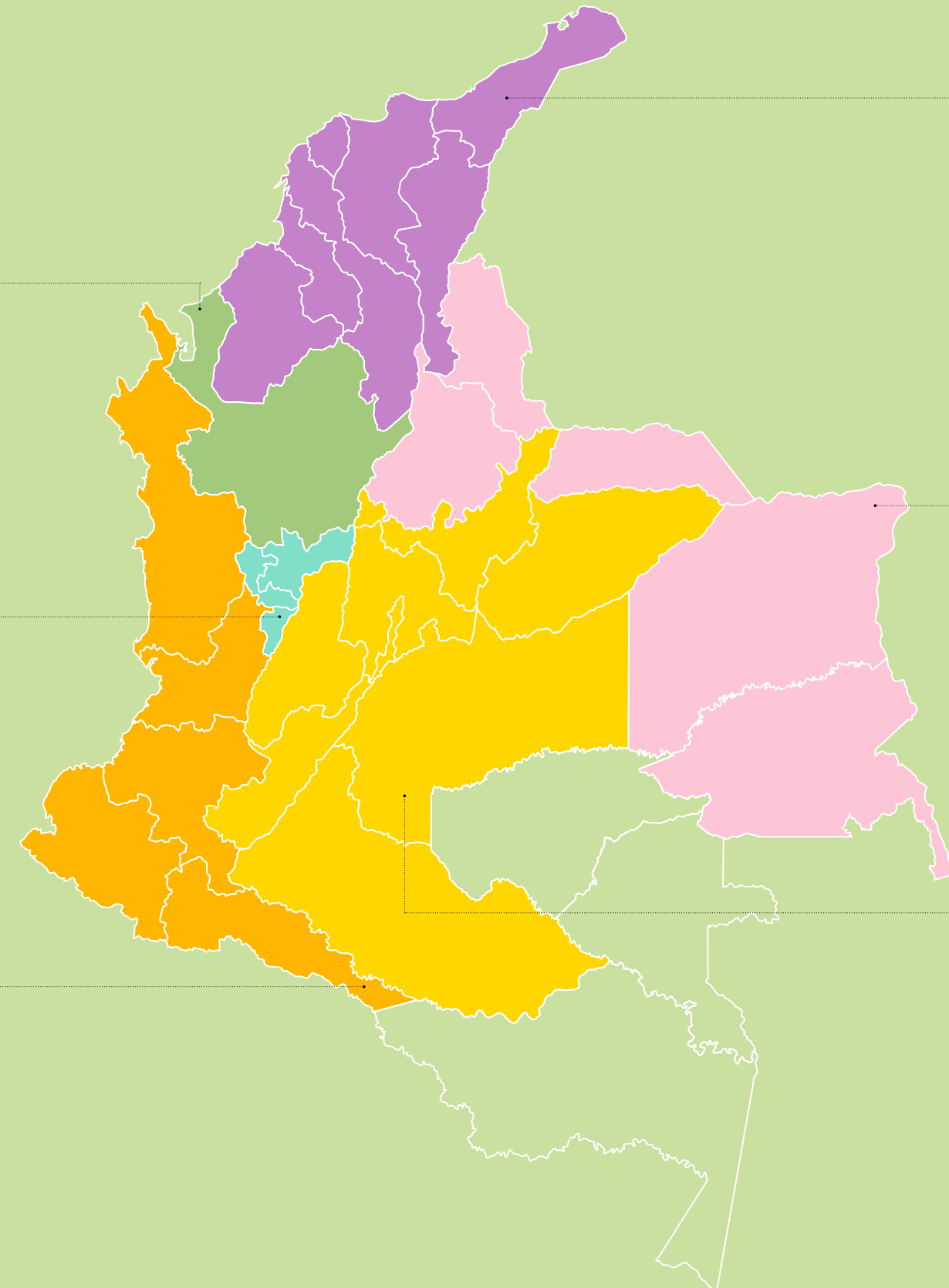
Click here
for more about this story.



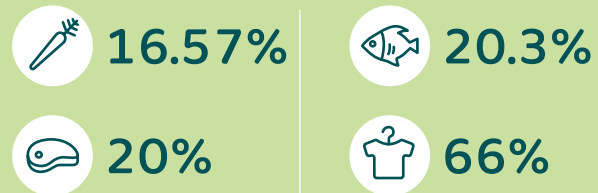


Believe in Colombia

it is creating possibilities



Antioquia



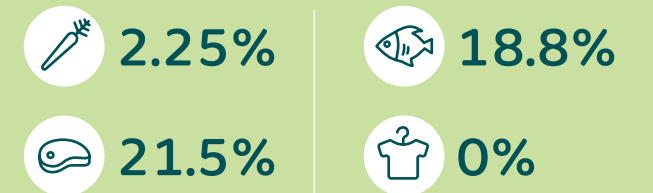
Caldas, Quindío and Risaralda



Cauca, Chocó, Nariño, Putumayo and Valle del Cauca



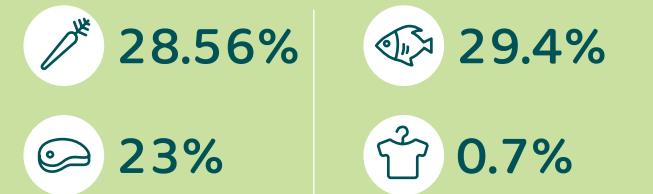
Atlántico, Bolívar, Cesar, Córdoba, La Guajira, Magdalena and Sucre



Arauca, Guainía, Norte de Santander, Santander and Vichada



Boyacá, Casanare, Cundinamarca, Huila, Meta, Tolima and Caquetá



- Fruits and Vegetables
- Meats
- Seafood
- Textiles

We support the reconstruction of the country's social fabric and the agricultural vocation of the PDET territories (for its acronym in Spanish).

We encourage support for Colombian producers, creating opportunities that reduce the intermediation chain and improve the conditions of national farmers and peasants.

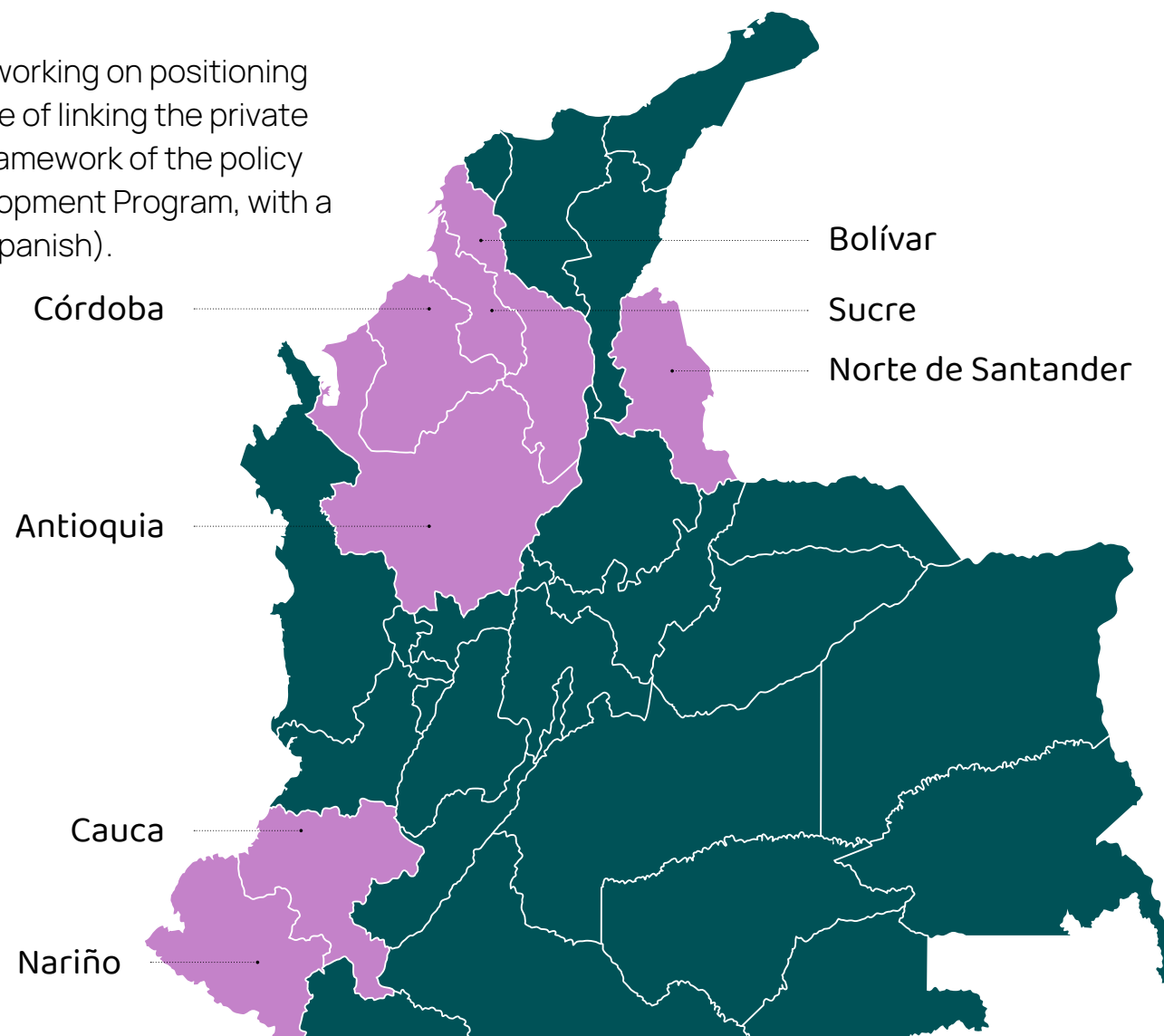
Together with the High Council Office, we are working on positioning and mobilizing support around the importance of linking the private sector to stabilization processes, within the framework of the policy of Peace with Legality, specifically in the Development Program, with a Territorial Approach (PDET, for its acronym in Spanish).

25,128 units

of ñame (yucca), onion, pineapple, avocado, red onion, tangerine, cucumber, lemon and papaya are acquired through communities that are part of the PDET (for its acronym in Spanish) and victims of the armed conflict present in these territories.

We support the reconstruction of the social fabric in:

- Montes de María, in the departments of Bolívar and Sucre
- El Carmen de Viboral, in the department of Antioquia
- Hacarí, in the department of Norte de Santander
- Patía and Santander de Quilichao, in the department of Cauca
- Valencia, in the department of Córdoba.



We bought 6,000 kilos of ñame (yucca) from the Constructores de Paz Foundation of El Salado, Bolívar. **Find out more here.**



"We are buying more and more fruits all the time, providing new opportunities to these communities that have been very permeated by the violence of the country and, with the support of Grupo Éxito, we have succeeded in continuing on the road to building a country, improving the profits of our small business and growing our production chain."

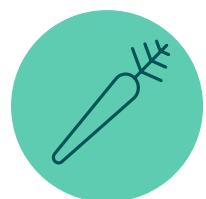
Demerk Andrés Cuesta Salazar,
Owner of "Jugos Massai"



Listen here, to the *Juntos construimos país* podcast how Demerk, it has transformed the reality of its region.

Alliances to strengthen direct local procurement

We work together with **24 peasant associations and foundations** that benefit farmers in **28 departments of the country**: Amazonas, Antioquia, Atlántico, Arauca, Bolívar, Boyacá, Caldas, Cauca, Caquetá, Casanare, Cesar, Córdoba, Cundinamarca, Huila, La Guajira, Magdalena, Meta, Nariño, Norte de Santander, Quindío, Risaralda, Santander, Sucre, Tolima and Valle del Cauca.



6.5 million of traded units throughout the year

Local procurement rebuilds social fabric and creates a virtuous chain of opportunities.

Coseche y venda a la fija (Harvest and secure sales)

With 743,594 units of agricultural products purchased from 10 suppliers during five peasant commercial round tables, we are the main ally of the National Government in the “Coseche y venda a la fija” program, a strategy aimed at improving income and life quality of Colombian men and women farmers.

70% less than in 2020



Salvaterra

We commercialized **1,384,179.2 units** of purple onion, cucumber, tangerine, pineapple and Tahiti lemon from PDET municipalities in Catatumbo and Cauca. **441 families** benefited.



Comproagro

We bought directly from **27,000 producers** in **29 departments or regions**

4,553,588 fruits and vegetables units sold



Opportunity growth for our suppliers

In alliance with different institutions such as EAFIT University, through EAFIT Social, Promotora de Comercio Social, the Medellín Mayor’s Office, the Centro Tecnológico de Antioquia and our corporate volunteer work, **250 companies** have participated in our training programs in digital environments, diversity and inclusion with a gender focus, ethics and sustainability, creative and inventive leadership, and continuous improvement projects, among others.

5 programs of supplier development with **126 hours** of training

7 corporate volunteers

We are allies with Comfama in the Conscious Capitalism formation program

We generated spaces for training, conversation, reflection and action with companies supplying our company that are working proactively and increasingly conscious and sustainable in the territory.



14 hours

of training in conscious capitalism, regenerative culture and behavioral sciences

Local procurement in the textile industry also



Buying local is bringing the best of each region to Colombian homes, it's feeling optimistic and delivering hope in all corners of the country.

Fashion made by Colombian hands and a generator of second opportunities

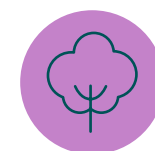


94.1% of the garments that we market are bought in Colombia.

0.43% less than in 2020

Of the **29,400,713 million garments** we sold, **81.90%** per year corresponds to our private labels. Of these, about **90%** is made in the country with **228** suppliers.

We exported close to **220,272** garments to five countries during 2021.



80% of the fabric used in making our private label clothing is Colombian. **5,768** garments were made of organic cotton, which represents **23.28%** of total sales.

We promoted **9,621** jobs of which **70.11%** is occupied by women in **162** textile shops located in eight departments.



Johana Bahamón + People, the collection inviting second chances with incarcerated persons. A total of 97 references that are 73,000 units in 58 stores in the country.

"This collection which reflects the values of our work, empathy, forgiveness and reconciliation is also an opportunity to make the importance of second opportunities visible and thus to destigmatize our prison population. Their talent and commitment is here."

Johana Bahamón, Director of the Fundación Acción Interna



Showroom of new products of microentrepreneurs of the Promoter of Social Commerce

We work with our Aliados Super Inter and Surtimax

The Surtimax and Super Inter “Aliados” program aims to generate win-win relationships that allow the growth of neighborhood and mom-and-pop stores.



1,473 commercial partners are part of the Aliados Surtimax and Aliados Super Inter programs.

219 Aliados Super Inter in Risaralda and Valle del Cauca

1,254 Aliados Surtimax in Antioquia, Atlántico, Bolivar, Boyacá, Cordoba, Cundinamarca, Sucre and Tolima

We support and co-create with our microentrepreneurs (men and women) in the country

Together with the Promotora de Comercio Social, an entity that accompanies the commercialization of products and the development of small entrepreneurs in Colombia, we believe in the country, in the possibilities and in the people. We value the work of national microentrepreneurs and the way they rise, every day, in a desire to continue transforming hundreds of realities.

271 microentrepreneurs sell their products in the Éxito, Carulla, Surtimax and Super Inter stores.

0.7% growth sales throughout the year through the Promotora de Comercio Social

Mi Surtii, the digital distributor for the development of shopkeepers (mom-and-pops)

Mobile application that seeks to digitize the traditional channel and support the Colombian shopkeepers, allowing them to place their orders without leaving their business.

3,000 Shopkeepers (mom-and-pops) registered in the mobile app



Contest Proveedores de Éxito 2021

an occasion for the voices that build a country

Co-creation, innovation and adaptation were the protagonists in the 13th edition of the competition.

This meeting strengthened the relationships of trust with our suppliers, strengthened ties and reminded us of the importance of working together to keep writing this story of opportunity generation. This year, we heard the voices that transform, create, encourage, make sense, innovate and build a country.

- **14 categories recognized** the best suppliers of the year: supply of goods and services, real estate ally, own brand, home bazaar, textile, electro-digital, fresh, big consumption, logistics, e-commerce, marketplace, sustainable development, SMBs and Proveedor de Éxito.

- The winners of each category were selected for their adaptability to change and innovate, their digital strategy, social component, environmental component, generation of value and logistical excellence, among other virtues.



You can meet the evening's winners **here**.



With the invitation to listen to the “voces que transforman,” our suppliers were called to the 13th edition of their Suppliers Contest, an event that was held in a hybrid scenario: virtual and in-person.

Alpina, winner of the sustainable development category

“Thank you, Grupo Éxito, for your interest in this type of initiatives that we generate from companies. With this project, for which we were recognized, we worked for the communities of Vichada through the cashew. We look forward to continuing to count on you.”

Marcela Rodríguez,
Director of the Modern Alpina Channel



Listen here to the audiobook with 12 voices that transform and generate hope.

Achievements of 2021 [GRI 103-2] [GRI 103-3]

- Through the supplier development program and in partnership with institutions such as EAFIT Social, Comfama, Medellín Mayor's Office and the Centro de Ciencia y Tecnología de Antioquia, we were able to contribute to the development of more than 140 suppliers and 350 employees.
- We made 89.53% of our purchases locally and 84% directly, favoring 782 domestic providers.
- We accompanied the Office of the High Council for Consolidation and Stabilization in the Creation of the Paissana brand, to transmit goods produced in PDET zones to consumers.

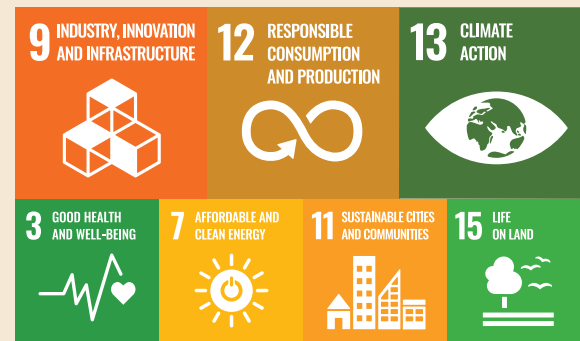
Challenges of 2022

- To consolidate the integral model for working with microentrepreneurs from reception to commercialization, supporting them in their development and strengthening, through strategic allies, our corporate volunteering and our model of sustainable development of suppliers
- To continue working with our suppliers to map supply chain risks
- To continue working on the geolocation of our suppliers

We are moved

by actions that help reduce, mitigate and offset our impact on the planet

Mi Planeta (My Planet)



We work on these fronts to achieve this:

- Taking actions that favor management of climate change
- Promoting the circular economy
- Leading initiatives for sustainable mobility
- Managing our real estate operation with sustainability standards
- Contributing to the protection of biodiversity
- Educating and mobilizing others toward the protection of the environment

We implemented new refrigeration systems that minimize the potential contribution to global warming, the effect of greenhouse gas emissions and the negative impact on the ozone layer.

We achieved our Environmental Corporate MEGA goal in advance

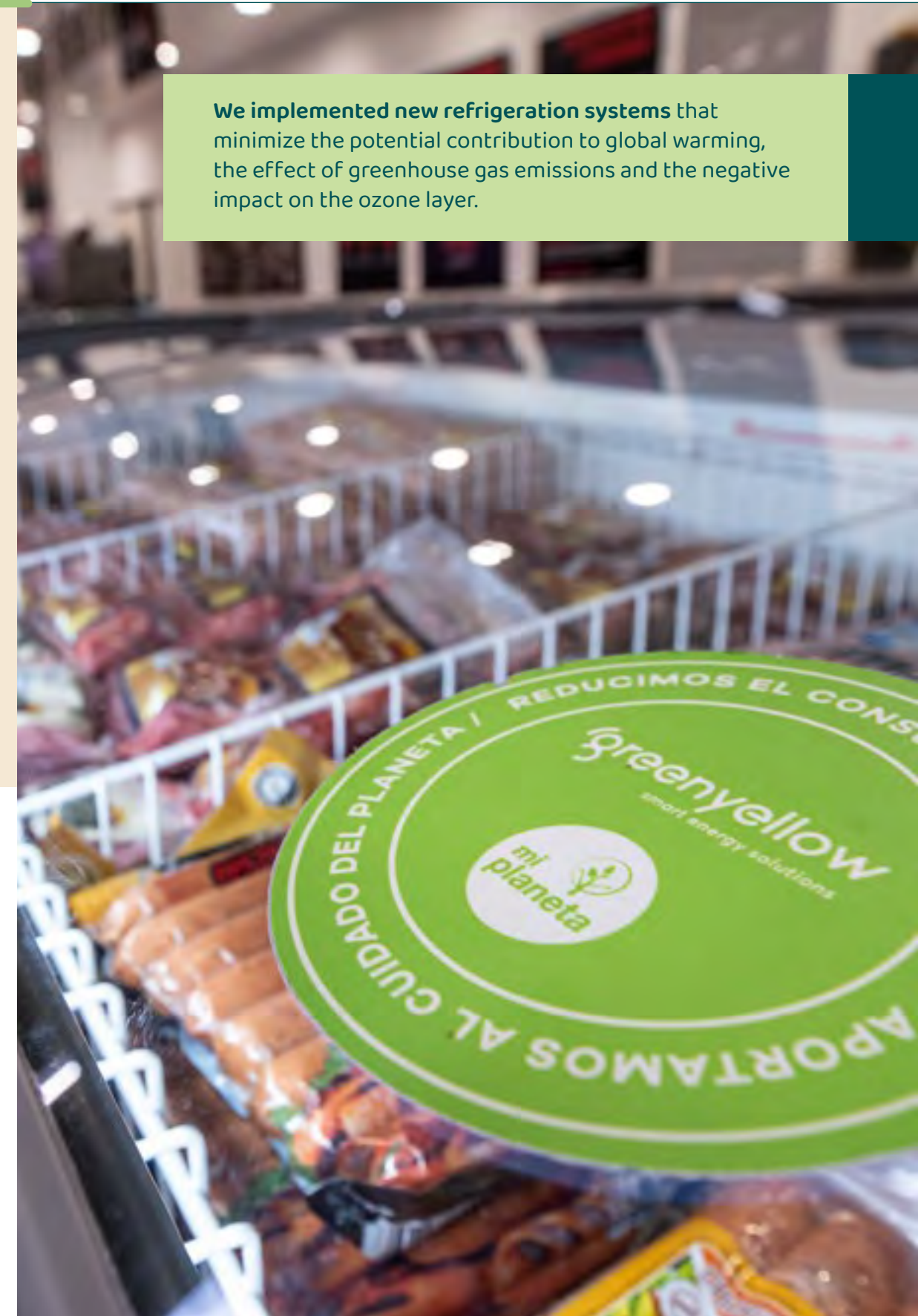
This year, our goal was achieved at

105.71%

before the set date, in relation with the MEGA proposed for 2023 was to reduce Scopes 1 and 2 emissions by 35%.

During 2021 we put ourselves new challenges

Environmental MEGA reduce the carbon footprint by 55% by 2025 (Scope 1 and 2)





We measured our carbon footprint; we mitigated it and work to compensate it

[GRI 103-1] [GRI 103-2]

We measure our carbon footprint following the GHG Protocol methodology, considering our businesses: retail, logistics operation, Éxito Industrias, real estate, and corporate headquarters.

We emitted

234,899.02

tons CO_{2e}q [GRI 305-5]



Scope 1* [GRI 305-1]

69.72%

161,413.83

Tons of CO_{2e}q by direct fuel emissions and refrigerant gases

-15.86% less than in 2020



Scope 2 [GRI 305-2]

20.72%

48,678.62

Tons of CO_{2e}q by emissions from electricity consumption of the National Interconnected Network**

-36.29% less than in 2020



Scope 3* [GRI 305-3]

10.67%

24,806.56

Tons of CO_{2e}q by other indirect emissions associated with disposal waste, corporate travel, transport in outsourced fleets

80.16% transport outsourced fleets
18.78% waste disposal
1.06% business trips

* Fire extinguishers were included this year

** We used XM published emission factor of 0.132 kgCO_{2e}/kWh. This factor decreased by 37 per cent compared to 2020.

We generated **3,350,516.60 kWh** of energy with solar projects, which prevents the emission of **596.25 tons of CO_{2e}q** into the atmosphere per year.

Energy consumption

[GRI 302-1] [GRI 302-3] [GRI 302-4]

Energy consumption MWh	2018	2019	2020	2021	% reduction 2021 vs . 2015
Conventional Energy	74,791.32	88,978.57	95,990.00	61,143.30	
Renewable Energy	340,600.79	305,805.22	321,923.591	315,702.64	
Total	415,392.11	484,783.79	471,913.59	376,845.94	-17.75%

This year, Colombia's emission factor decreased 40% from the previous year.

Total emissions vs 2015 ton CO_{2e}q

Scope/year	2018	2019	2020	2021	% reduction 2021 vs. 2015
Scope 1	237,537.55	246,312.20	191,449.88	161,413.83	-33.16%
Scope 2	43,762.02	69,281.05	76,448.19	48,678.62	-48.86%
Subtotal 1 and 2	281,299.56	315,593.25	267,897.60	210,092.45	-36.74%
Scope 3	0	8,187.42	3,490.64	24,806.56	
Total	281,299.56	323,780.67	271,388.70	234,899.015	-29.99%



Carulla has a renewable system in partnership with GreenYellow, through solar panels that prevent the emission of 100 tons of CO₂ per year, in Carulla SmartMarket, FreshMarket Oviedo and 140.



Guillermo Destefanis, Carulla Brand Manager, receives carbon neutral certification from Icontec.

Our brand Carulla FreshMarket

- Our Carulla Fresh Market brand has been consolidated as the first Latin America's carbon neutral food retailer.
- Carulla's Fresh Market format is **carbon neutral certified** by the Colombian Institute of Technical Standards and Certification (Icontec).

21 FreshMarket stores are carbon neutral.

- These stores have a new cooling system that avoids contributing to global warming, emissions of greenhouse gases and the negative impact on the ozone layer.



We are aligned with the **Paris Agreement** and the **Kyoto** and **Montreal protocols**.

We are the first retailer in Colombia to implement natural refrigerant gases

- During 2021, we reduced the **quantity of refrigerants** used in our cooling systems by **16.39%** compared to 2020.
- With this action, we succeeded in stopping the emission of **31,177.44 tons of CO₂e** to the atmosphere during the year.

2,058,409 m³ of water consumed in the year.



At **Éxito Wow Laureles**, Carulla FreshMarket 140 and 25 more stores, we implemented the natural refrigerant gas model to protect the planet.



Risks and opportunities derived from climate change

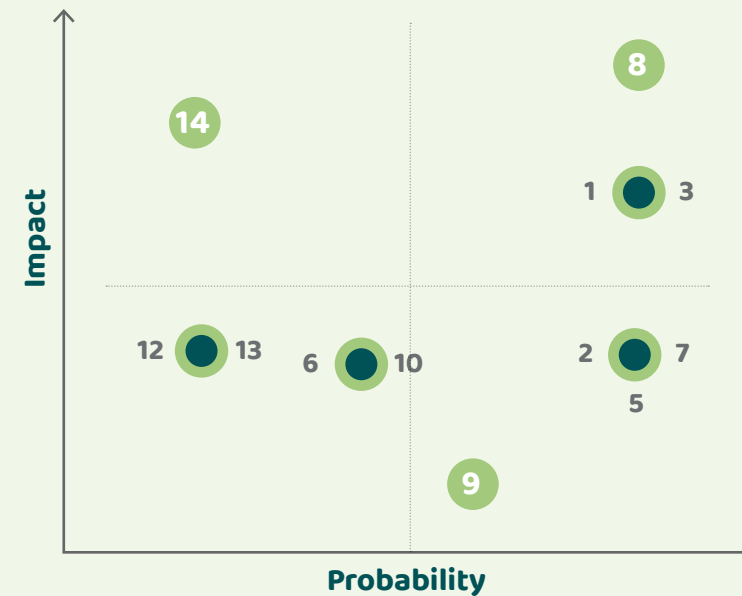
[GRI 102-15]

Following the recommendations of the Task Force for Climate-related Financial Disclosures (TCFD), we identified and rated the risks and opportunities of climate change in which there is the potential to generate substantial changes in the company's operations, revenues or expenses. The Company carried out risk probability and impact rating on the the company's EBIDTA.



Learn about our climate change policy here.

Risks



Opportunities



Risk	Risk Type	Risk Driver	Description of Risk
R8	Transition - Political and legal	Emerging regulations and standards	Restriction or prohibition of inputs, such as refrigerants, fuels, etc.
R1	Physical - Acute	Increased severity of extreme weather events	Interruption of continuity
R3	Physical - Chronic	Change in patterns of the business precipitation and extreme climatic variability	BI and relocation of supply chains

Risk	Probability			Impact		
	Baseline	IDEAM	2DS	Baseline	IDEAM	2DS
R8	Almost certain	Likely	Likely	Moderate	Major	Major
R1	Almost certain	Likely	Almost certain	Moderate	Major	Catastrophic
R3	Almost certain	Almost certain	Almost certain	Catastrophic	Catastrophic	Catastrophic

Opportunity	Opportunity Type	Opportunity Driver	Description of Opportunity
O1	Resilience	Adaptation to physical risks	Climate change adaptation plan
O3	Efficiency of resources	Adaptation to physical risks	Incorporation of technology using less polluting refrigeration systems
O4	Energy source	Decrease in prices of clean energy	Incorporation of low-carbon energy sources at competitive prices

Opportunities	Probability			Impact		
	Baseline	IDEAM	2DS	Baseline	IDEAM	2DS
O1	Likely	Likely	Likely	Major	Moderate	Moderate
O3	Almost certain	Almost certain	Almost certain	Moderate	Moderate	Moderate
O4	Almost certain	Almost certain	Almost certain	Major	Moderate	Moderate

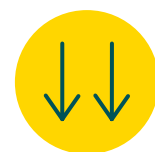


We promote Circular Economy

Reduce, reuse, and recycle



Find out here how we're moving toward retailing with less plastic.



Reduce

- We reduced **68% usage of plastic bags** at points of sale in post-consumption areas in relation to the 2015 baseline.
- **Zero use of styrofoam** in fruits and vegetables and prepared meals



Reuse
[GRI 301-1]

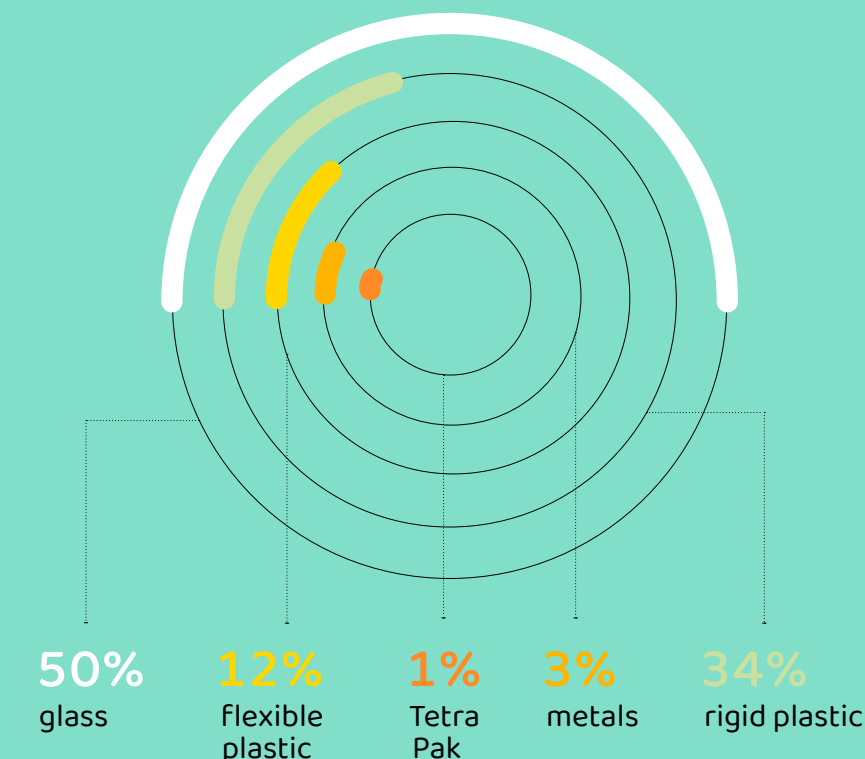
- **103,216 mesh bags** for the fruits and vegetables section were purchased by our customers in 247 stores (167 Éxito stores and 80 Carulla stores).
- **3,642,794 reusable bags** were acquired by our customers in all our stores.
- We delivered more than **7 million Puntos Colombia** to the customers who brought in their reusable shopping bags.



Recycle
[GRI 301-2]

- We promoted increased recycling of paper, cardboard, plastic, glass and metal packaging, in line with the goals set for the business sector by Resolution 1407 of 2018 and 1342 of 2020.
- **788.2 tons of material** were collected through the post-consumption model Soy RE, to close the glass packing cycle, Multilayer (Tetra Pak), aluminium, tinfoil, plastic rigid, and other plastics (through the alliance with "Botellas de Amor Foundation") in Medellín, Bogotá, Cali and Barranquilla.

Distribution of harvested material thanks to our customers' commitment and internal strategies



We delivered **39,433,737 Puntos Colombia** for recycling actions to **187,754 customers** who carried around **12 million containers**.

38,137 tons of material from other post-consumptions such as pesticides, bulbs, batteries and small appliances.

We are the retailer with the largest back-office recycling process in the country

[GRI 103-1] [GRI 103-2] [GRI 306-2]

Education to the consumer for the correct disposition of packaging through the inclusion of recycling pictograms in the private label packaging

20,975 tons of material recovered and marketed generated COP12,193,627,101.4 to promote child nutrition through the Fundación Éxito



16,208 tons of cardboard



1,004 tons of PET, kraft paper, newspapers, magazines, glass, and others



2,142 tons of scrap



453 tons of plastic hooks



1,168 tons of plastic



In partnership with Oasis Group and Celsia, we initiated the installation of an ecosystem infrastructure of sustainable, active and/or electric mobility in 31 Éxito and Carulla stores and Viva shopping centers.



Click here to learn how we properly dispose of waste [GRI 306-1]

We Properly Disposed Waste [GRI 306-3] [GRI 306-4] [GRI 306-5]

Type of waste (ton)/year	2018	2019	2020	2021
We recovered used cooking oil with a potential for exploitation and commercialization, coming both from the post-consumption of clients and from the operation itself.	26,772	149	111.74	124.79
We managed hazardous waste with the potential for use in incineration, stabilization, or other treatments for correct final disposition.	100	66	77.5	235.82
We took advantage of organic wastes with the potential for use in soil bioremediation.	0	12,000	10,949.1	9,554.29
We managed ordinary waste for landfills.	25,500	29,700	24,685	24,673

We managed food breakdown



17,307 losses and waste

1,565 food stuffs and non-waste food stuffs used for alternative purposes



Sustainable mobility, a commitment to air quality protection



33

EVs

for the delivery to domiciles from the Éxito and Carulla brands



6

gas-fuelled trucks

from our Logística, Transporte y Servicios Asociados company for the distribution of products that reduced the carbon footprint

LTSA received an award in the category of sustainability, technology and innovation from the Congress of the Colombian Federation of Road Cargo Transporters (Colfecar – for its acronym in Spanish) for its responsibility with the environment and for being a pioneer in the development of services at the forefront of the current needs of the market in Colombia.

We offer the possibility for our customers to purchase means of electric transportation right in our stores.

We build with international sustainable construction standards

Viva stores and shopping centers are LEED (Leadership in Energy & Environmental), granted by the Green Construction Council, which recognizes works with sustainable design, construction and real estate operation.



6

stores

(Éxito La Central, Éxito Mosquera, Éxito La Felicidad, Ensueño, Dual and Éxito Tunja).



4

Shopping Malls

Viva (Envigado, La Ceja, Wajiira, and Tunja)



“Working for a sustainable livestock farming requires committed livestock farmers, an industry that engages in conversations on these issues and a civil society who participates. Therefore, alliances generate strength and, with a partner like Grupo Éxito, transforming the country's livestock sector promises a very positive result.”

Camila Cammaert,
Sustainability Food systems Coordinator at WWF Colombia



We are committed to biodiversity in Colombia

[GRI 103-1] [GRI 103-2]

Our model exists in the departments of: **Atlántico, Bolívar, Boyacá, Caldas, Casanare, Cesar, Córdoba, Cundinamarca, Magdalena, Meta, Santander and Tolima.**

We transformed productive livestock practices

Satellite monitoring for reviewing expected minimums:

[GRI 304-2] [GRI 304-3] ecosystem conservation, animal welfare and meat quality

100%
of the direct suppliers of livestock have been monitored and 188 farms have been monitored by satellite in 13 departments of the country.

Don José has dedicated himself to cattle almost all his life. Cattle has given him well-being and sustenance for his whole family. Learn more about his history here.



The self-assessment of our palm oil and beef chains is carried out under the **recommendations of the Accountability Framework - AFI**



100%

of own-brand

palatable palm oil suppliers are certified with Roundtable for Sustainable Palm Oil (RSPO) or are in the process of certification..



100%

of our suppliers

meet the agricultural frontier criteria according to satellite monitoring by GANS.

- **Compliance with quality and safety standards** in accordance with Decree 1500 of 2007 for refrigerators
- **Satisfactory states of well-being** in productive practices, health, comfort, food and well-being

We work together with our suppliers for ecosystem conservation



The monitoring identified **46,544.93 hectares** of which 28% have forest areas



Since 2011, around **866 hectares of forests** have been created.



Field audit to ensure production in desired maximums



We evaluated criteria for safe working conditions, promoted healthy environments for workers and their families and conditions of decent and fair employment.



7 audited suppliers



14 farms



10,165 hectares



Achievements 2021

[GRI 103-2] [GRI 103-3]

- We renewed the Carulla Fresh-Market brand's certification in carbon-neutrality, in 2021 for the 21 stores.
- We plotted the carbon-neutrality projection for Grupo Éxito to the year 2035.
- We implemented the plan for rational use of plastic, stretch and pre-cut bags at cashiers. We reduced the company's carbon footprint by 37% compared to 2015.
- We implemented the conversion of 24 stores to more efficient technologies and natural refrigerant gases.
- We formalized a partnership with UK Pact and WWF to implement conservation actions within our livestock model.
- We monitored 100% of satellite livestock farms, ensuring respect for the agricultural frontier and zero deforestation.

Challenges for 2022

- To generate a policy for the protection of forests and biodiversity
- To continue strengthening the sustainable livestock model
- To update and deploy the eco-design guide for bottles and packaging
- To implement the project with UK Pact and WWF: methodology to identify potential on-farm conservation
- To expand the scope of measurement of our indirect carbon footprint (Scope 3)

We are moved

by the democratization of healthy living habits

Vida Sana

(Healthy Life-styles)



We work on these fronts to achieve this:

- Promotion of healthy living habits
- Education of customers, employees and suppliers in experiencing healthy life-styles
- Commercializing products and services that incentivize healthy life-styles

Taeq lanzó launched 23 organic products, some for customers with vegan preferences and some with local producers.

We offer natural products with nutritional benefits

The Taeq brand is one of our private labels. It has **286 balanced products**, differentiated for high quality and developed by a team of nutritionists of our company to care for the health, balance and well-being of clients, employees, partners and suppliers.

66 new products during 2021



Taeq, Colombia's second-largest healthy brand

100% of Taeq's Mass Consumption Products use the Voluntary Labeling System, Guideline Daily Amount for Customers to know the risky nutrients in food.

6,421 healthy food references reviewed by the team of nutritionists under FSA (Food Standards Agency) standards.

Taeq will be the star brand of the "A World in Harmony" format, which is a healthy and eco-friendly ecosystem that seeks to help persons adopt healthy lifestyles, through the benefits of the products and under the advice of a nutritionist

Nutrition, movement and consciousness at the “Vida Sana” Expo

The fifth edition of the “Vida Sana” expo was carried out through the Éxito and Carulla brands with digital platform experiences and more than **790** products in **100** stores of both brands.



24% growth in sales over 2020 sales

The Fair delivers the tools for **decision-making and implementation of health and wellness habits** through spaces that promote nutrition education, exercise and balance.

68,540 visitors in the landing web page of Éxito and Carulla

90% more compared to 2020

12 live events hand in hand with the “Escuela de Cocina Carulla,” Kibo, Natuchips, Eterna, Estefanía Borge with the masterclass Taeq, physician Jorge Enrique Rojas, Verónica Ospina and Manuel Leuman

Strengthening and working together with suppliers and allies

The expo, in addition to promoting healthy living habits, also encourages working with providers that enable co-innovation and development of new products with nutritional benefits.



87 brands

41 Suppliers

18 Microentrepreneurs



Listen here to the “Juntos construimos país” podcast the story of Superfúds.



“Connecting brands with customers and creating opportunities for those who work in them is creating bridges that build a country. These products are evidence of the support for entrepreneurs and of the promotion of organic products. The “Vida Sana” expo is the space for entrepreneurs to be known, so more jobs can be generated in the country.”

Sebastián Hernández, Superfúds, CEO



“Encuentra tu balance” in both Éxito and Carulla mobile apps.

“Encuentra tu balance” (Find your balance) is the Éxito and Carulla mobile applications feature that gives customers recommendations for a balanced consumption of food, based on a healthier life, in line with the recommendations of the food-based guides (GABA, by its acronym in Spanish) of the Colombian Ministry of Health and the Instituto Colombiano de Bienestar Familiar. In addition, it provides nutritional advice and delivers valuable content, such as recipes and discounts.

244,000 people have accessed this feature.

100,000 people have received guidance on their purchases.



At Carulla FreshMarket, we showcase a fresh, conscious and diverse experience with FoodMarket and Greenmarket.

We deliver information on healthy living habits to our customers through the Consumer Goods Forum

We are part of the “Se siente bien” (It Feels Good) project of the Consumer Goods Forum, an organization that brings together the CEOs of retailers, producers and service providers to “create better lives through better businesses,” and inform consumers about healthy and balanced health lifestyles, as well as strengthening personal and home care habits.

Activities in **168** points of sale of the companies participating

900,000 customers have participated in the activities carried out.

“A diet is varied when it includes all food groups and it is balanced when these food groups are included in the necessary proportions for an adequate supply of nutrients. Through the “Encuentra tu balance” (Find your balance) app feature, customers can find their balance and both criteria are integrated.”

Kelly Urrutia,
Grupo Éxito Nutritionist



We generate conversation spaces about the importance of good nutrition

Egan Bernal lived an experience with 200 beneficiary mothers and children from the Fundación Éxito and the Fundación Nutridar who participated in the “Alimentación, alma y mente” (Food, Soul and Mind) talk of the Taeq brand.

“Thanks to the balanced diet I have had in my life, I have not experienced any problems with my weight and height. I am sure there are millions of champions in my land, but some were not fortunate enough to grow up with adequate nutrition.”

Egan Bernal,
Professional Cyclist

Promoting a healthy lifestyle in our associates and employees [GRI 403-4]

Generation of connecting strategies between personal and working life due to situations arising from COVID-19

6,736
associates
and employees

participated in activities that contributed to the balance of being in all its dimensions: health, nutrition, emotional and psychosocial environments and finances.

We encourage a healthier life in our associates and employees through the “Vida Sana” (Healthy Living) podcast. In 30 episodes, we shared content on food, self-management of emotions and well-being.

We promote physical activity and sports

We sponsored sports events and professional teams as a way to encourage physical activity.



9
Sports personalities
sponsored in Barranquilla, Cartago, Cartagena, Cali, Chigorodó, Huila and Medellín

Ruta Colombia

We were part of “Ruta Colombia,” the biggest event for recreational cycling lovers in Colombia.



2,000
participants

L'Étape Colombia

2,000 cyclists

Achievements 2021

- We reached more than 244,000 users in the “Encuentra tu balance” feature of the Éxito and Carulla apps.
- We carried out a hybrid expo with the different work teams, with excellent results and good synergy. We were able to achieve great sales and customer connection.
- We had a portfolio of over 7,297 healthy products to offer our customers.

Challenges of 2022

- To position “Vida Sana” in the communication of the brands and exhibitions at the points of sale
- To achieve Taeq as a brand without any compliant alert seals, according to Resolution 810 of 2021, through product reformulation-improvements in formulas and benefits and stock rotation
- To implement Taeq’s image and exhibition change within the framework of the “Vida Sana” expo

We are moved

toward our associates and employees having a better life quality

The success of Grupo Éxito is in its people



We work on these fronts to achieve this:

- To develop our people in being, knowledge and actions
- To be attractive, diverse and inclusive
- To promote gender equity
- To encourage social dialogue



Thanks to our people, we give our maximum

Our achievements are the result of the commitment of a team of 35,490 associates, employees and co-workers who put their hearts into everything they do, who transform their maximum in their life habits.



We are united by difference, diversity and inclusion

“Grupo Éxito is a company in which we can all express ourselves freely. It is a happy place to work, because no one is excluded and, within my role, I am contributing to the generation of awareness that each person is different. In fact, I have received psychological, physical and emotional support throughout my process of being a transsexual woman.”

Nathalia Reyes Castro,
Assistant Cashier at Éxito, Unicentro, Cali

35,490 associates and employees present in 23 departments - regions in Colombia

[GRI 102-8] [GRI 103-1] [GRI 103-2]

28,931 associates and employees with indefinite term contracts

50.14% women

49.86% men

9,368 associates and employees in Antioquia

55.39% women

44.61% men

5,845 associates and employees in Caldas, Cauca, Nariño, Quindío, Risaralda and Valle del Cauca

47.61% women

52.39% men

4,923 associates and employees in Atlántico, Bolívar, Cesar, Córdoba, La Guajira, Magdalena and Sucre

42.21% women

57.79% men

1,369 associates and employees in Santander and Norte de Santander

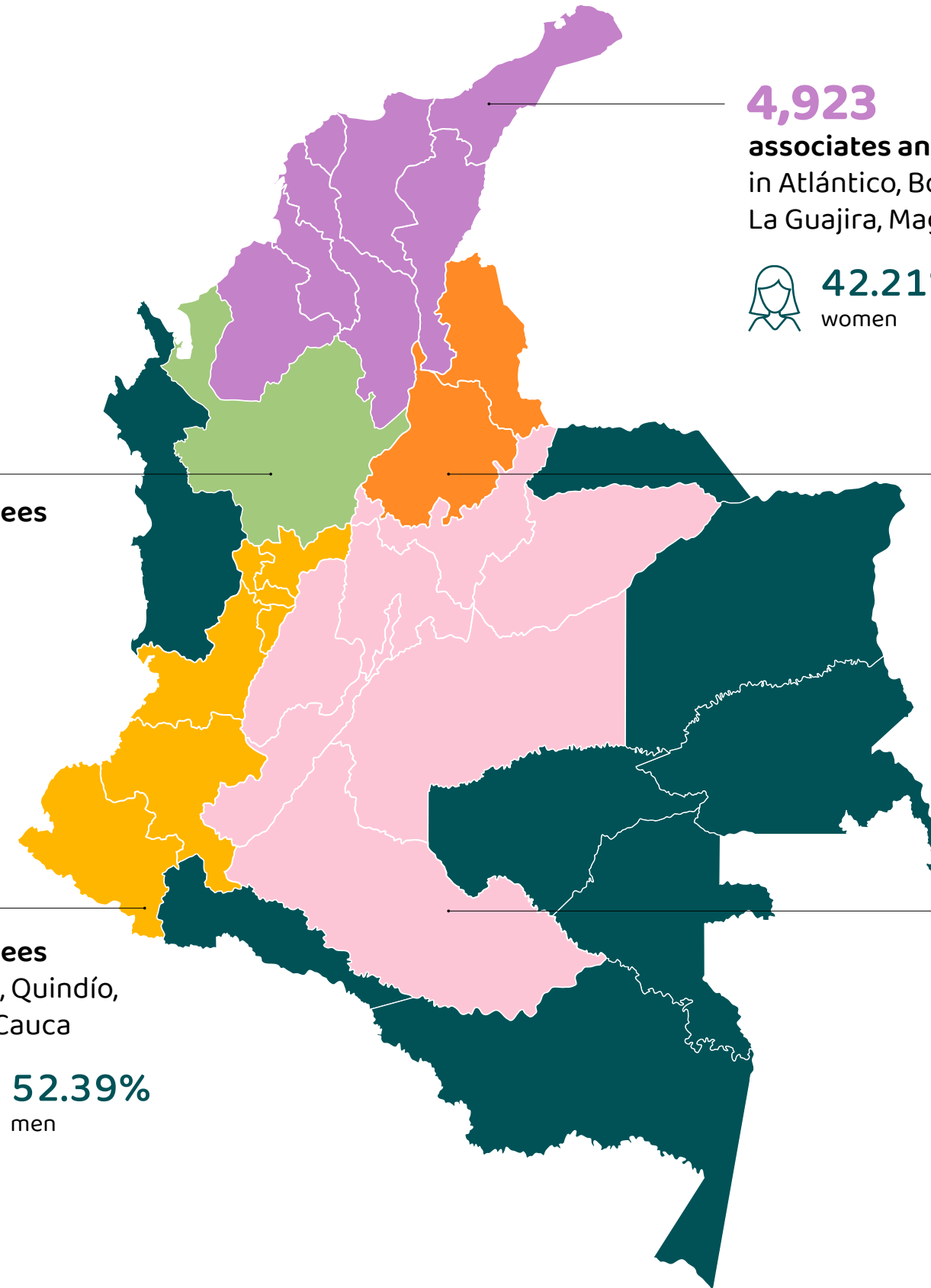
51.86% women

48.14% men

13,985 associates and employees in Bogotá, Boyacá, Caquetá, Casanare, Cundinamarca, Huila, Meta and Tolima

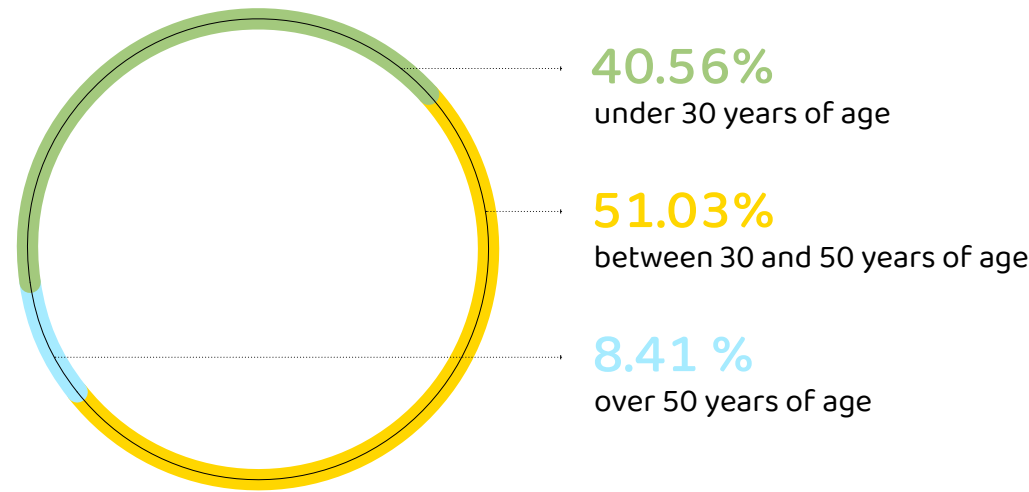
52.42% women

47.58% men





Distribution of associates and employees [GRI 405-1]



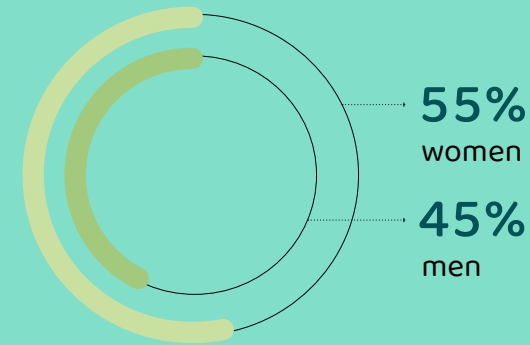
Country	Percentage of associates and employees	Percentage at levels 1, 2, 3, and 4
Colombia	99.20%	99.15%
Ecuador	0.01%	0.14%
United States	0.04%	0.13%
France	0.05%	0.13%
Others	0.7%	0.45%

0.99% associates and employees of diverse populations

0.44% associates and employees under conditions of disability

15,903 new hires [GRI 401-1]

Close up **COP\$468,542 invested** in selection, hiring and promotion processes of associates or employees

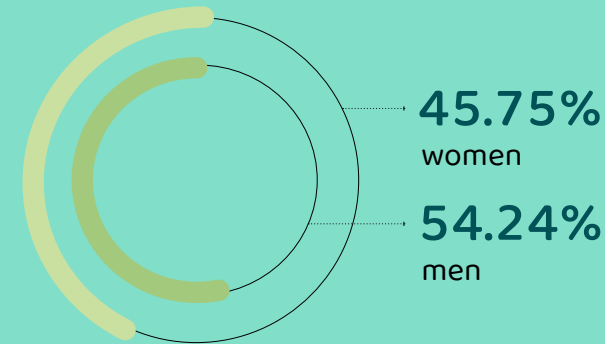


Hiring

0.01% in manager positions
0.08% in director positions
5.68% in supervisor positions
94.23% in operator positions

1,930 associates and employees promoted [GRI 405-1]

10.82% of the vacancies opened to the public were taken by employees within the company



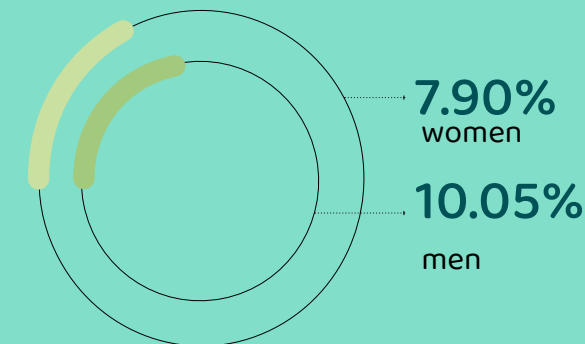
Promotions

0% in manager positions
6.01% in director positions
55.65% in supervisor positions
38.34% in operator positions

19.53% employee rotation

**]bXYZ]b]hY'Z']bXYZ]b]hY' hYfa' [FYU'Yf' h'U' b'cf' Yei' U'rc' ' a' cbh'g*

8'98%]bXYZ]b]hY' hYfa
6'76% j' c' i' b' h' U' f' m' f' c' h' U' h' j' c' b']bXYZ]b]hY' hYfa



Employee indefinite-term rotation

10.29% in manager positions
4.37% in director positions
6.94% in supervisor positions
9.93% in operator positions



Our people our biggest reason to smile



Education

We invested **COP\$10,507.64 million** to contribute to the personal and academic growth of our people and their children.

16,108 benefits granted

9.73% less than invested in 2020



Mi Pensión (My Retirement)

We accompanied **2,179** associates and employees at the time of carrying out the formalities of their pensions.

234 million invested in advisory services

Same investment than in 2020



Housing

We delivered **COP\$3,444.30 million** in loans for buying, building and improving housing.

911 benefits granted

27.95% more than Invested in 2020



Flexible working time

We gave time off to our associates and employees to enjoy themselves. **21,291** Off-hours for personal or family activities.

335,854 benefits granted

142.97% more benefits than in 2020

COP\$12,040.52 million invested



Salud

We invested **COP\$2,156.66 million** in health promotion and prevention programs of disease.

57,644 associates and employees and beneficiary families

803% more than invested in 2020



"Escuela de Economía" (School of Personal and Family Economics)

We trained **2,471** associates and employees in financial planning for the management of their homes and lives.

5.32% more than in 2020

"What I value most from the company is its human quality. We always help each other in the team and that becomes a chain of collaboration that contributes to the transformation processes."

Mariluz Henao Restrepo,
Service Ambassador, Super Inter Villa Olímpica, Pereira



Culture and entrepreneurship

We delivered

COP\$1,053.68 million

in entrepreneurship, use of free time, and creative expression programs.

31,930

benefits granted

8.71% less than in 2020



"Cambia tu ciclo" (Change your cycle)

635

associates and employees accessed motorbikes, bicycles or electric skateboards as alternative transportation.



Celebrations

COP\$31,720.05 million

invested in special day celebration programs for our employees and their families, with a total coverage of **100,151** benefits granted.



Trabajo en casa (Work from home)

100%

of the associates and employees in administrative posts worked from home because of the COVID-19 pandemic.

Due to measures taken from the national government, we implemented hybrid work (two days at the office and three days from home).



We recognized

5,074 associates and employees for their years of service to the organization.



Vínculos de amor (Bonds of love)

Benefits for the care of the children of our associates and employees

We accompanied our associates and employees (men and women) in their new stage of parenthood with the model-based tool of the Tool-Be system.



Birth or loss of a child at age of gestation



30 additional minutes of breastfeeding in some of the country's units (as established by provisions of the Law on the Adequacy of Lactation Rooms).



A total of **567** aids granted and **COP 160.43 million** invested

17,364 associates

and employees accessed benefits, such as birth aid, gestation-age child loss aid, "Vínculos de Amor" (Love Links) benefits, nutrition for growth, college and school aid, disability aid, and early childhood programs.

COP10,979.26 million invested

[GRI 401-3] Maternity and paternity benefits



Recreation and sports

We invested

COP\$16,046.18 million

in recreation and sports programs for our employees and their families.

33,717

benefits granted

27.95% more than invested in 2020



"Mi Renta" (My Income)

We accompanied **988** associates and employees in the process of preparing income statements, free of charge, appropriately, easily and safely, through the management and support of our strategic partner, Tributi.

14.38% more beneficiaries than in 2020



"Mejorate pronto" (Get well soon) [GRI 403-3]

We accompanied our COVID-19-infected partners by delivering kits containing books, hobbies, preferred foods, fruits and aromatics, among other gifts.

COP\$5,523,000 in investment



This was my first job and 40 years later, I can say that I have had the opportunity to train in customer service, staff management and oral expression, which favors my day-to-day work."

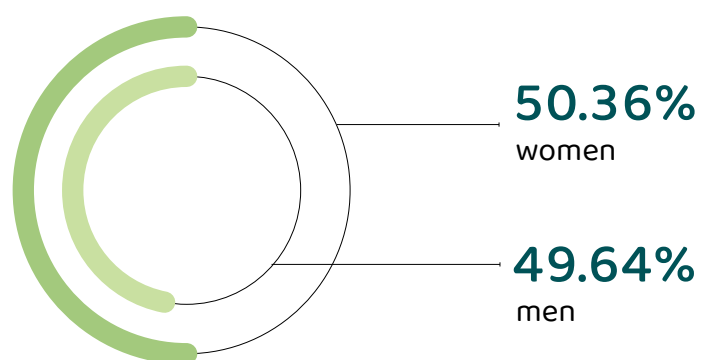
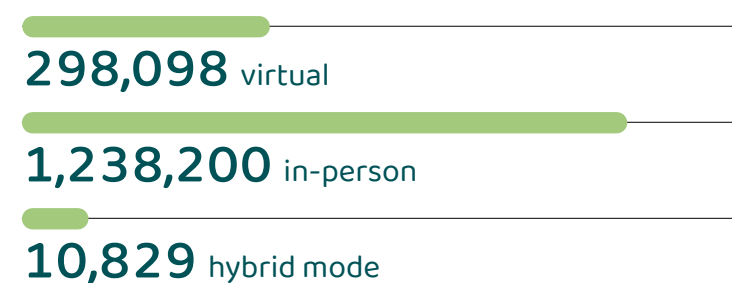
Gustavo Adolfo Zuluaga,
Leader in Meat Sales
at Éxito de Colombia, Medellín

We contributed to the self-development and of the actions of our associates and employees

[GRI 404-3]

We accompanied the training processes on corporate culture, organizational knowledge, and job performance through the courses offered by the Organizational Learning Unit.

1,547,127
virtual, in-person and hybrid mode
training hours



46,579
associates and employees
participated in training
process hours.

1,076
training hours
in manager positions

51,020
training hours
in director positions

374,256
training hours
in supervisor positions

1,120,776
training hours
in operator positions

COP\$68,649
average investment
in training per associate

43.59
average training hours
per associate
[GRI 404-1]



28,917
associates and employees
trained in development
and strengthening of their
corporate culture competences.
[GRI 404-2]



212
associates and employees
participated in courses on
business and company brands
to strengthen the performance
of their roles.



17,450
associates and employees
training on basic and
complementary skills for
adapting to their positions.

Our Marketing Vice President was recognized as the **most innovative marketer in Latin America** by the Adlatina communication portal and Scopen marketing consultant.

We are proudly diverse and inclusive

[GRI 103-1] [GRI 103-2]

We recognize that diversity in human resources is a major impact factor in the company's outstanding performance specifically in innovation, creativity, productivity and effectiveness.

Our cultural declaration is based on respect for and acceptance of differences in aspects, such as age, gender, abilities, ethnicity and beliefs; with this, we seek to ensure that, within the organization, there is a sensitivity to and essence of being inclusive.



We promoted **diverse work teams and accessible environments.**



We recognized, valued and respected all persons without distinction of gender, race, origin, social status, sexual orientation, disability, politics or religion.



We promoted empathy and value the exchange of ideas in a constructive manner with equal opportunities for all people.



"We joined the LGBTI Chamber of Commerce, reaffirming our commitment to achieving spaces where associates feel increasingly comfortable and secure."

Juan Felipe Montoya, Vice President of Human Resources



We promote labor inclusion

Since 2006, 4,000 people have been linked to the company through the diversity and inclusion strategy, which aims at the inclusion of diverse populations.



We have a human talent of 352 people from diverse populations:

113
youth at risk

37
victims of the armed conflict

34
demobilized individuals and family members

150
people in situations of disability after admission

9
military and family members

3
former prisoners

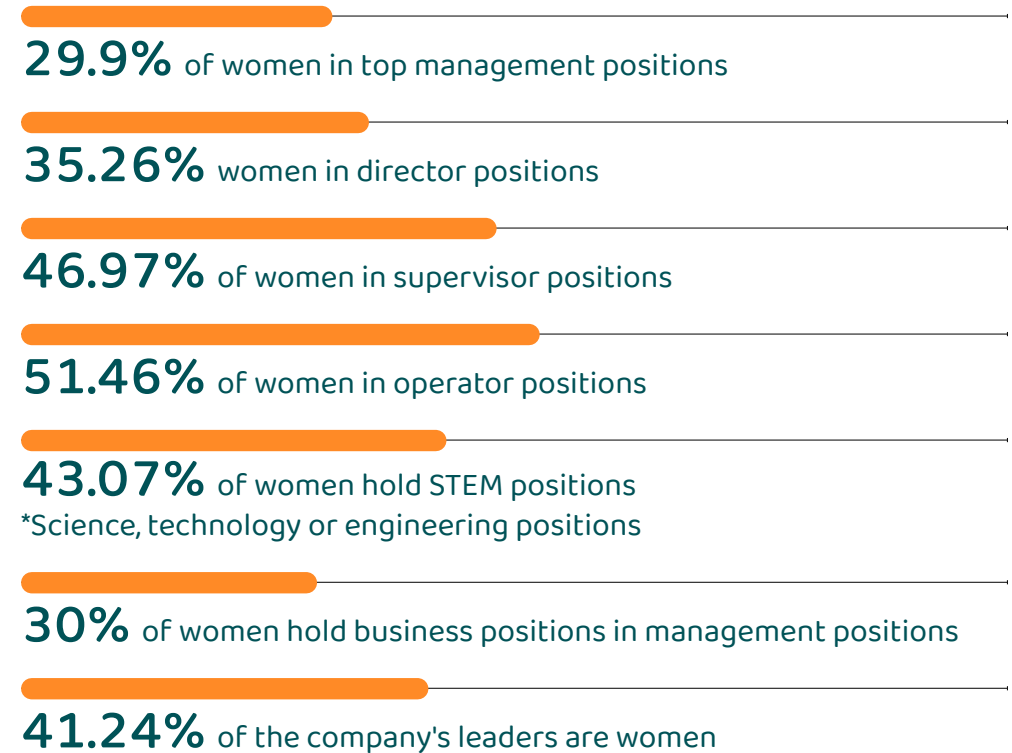
5
family members of incarcerated persons

1
ethnic diverse person



We are moving forward in closing gender gaps

Participation of women by position



30 women participated in "Mujeres líderes de la operación" (Women Leaders in Operations)

This is a program to accompany women who excel in their leadership role and in their personal and professional growth.



A journey to the heart of women leaders of our company. **Learn about** one of the stories here.

Salary Ratio [GRI 405-2]

Level/Gender	Ratio
Total Mean	0.98
Total Mean + Bonus	0.97
1 AND 2 F vs. m	0.68
3 ND 4 F vs. m	0.96
5, 6 and 7 F vs. m	1.03

We foster social dialogue [GRI 102-41] [GRI 407-1]

We recognized the right to trade union associations and the right to non-association of trade unions. We respected collective agreements and encouraged dialog.

We have **3 collective labor conventions**, which were creat-ed in 2020, and a Collective Employment Agreement for the Food Industry, which govern employees' labor conditions.



We delivered the **same economic benefits to 100% of our employees as those set out in collective agreements for the sake of maintaining equity.**

We protect the health and integrity of our associates and employees

	Number of associates and employees	Contractors
Fatalities	0	0
Occupational diseases [GRI 403-10]	60	NA
Accidents with lost time at work [GRI 403-9]	1,166	NA
Accidents without lost time at work [GRI 403-9]	325	NA

Lost Time Injury Frequency Rate

	2018	2019	2020	2021
Associates and employees	12.5%	8.28%	2.89%	3.68%
Contractors				



1,936 associates and employees participated in 4 health-related and safety at work training sessions. [GRI 403-5]



17,076 training hours in health and safety at work programs.



Learn about our health and safety policy here [GRI 403-1]



The sum of all men and women builds a better workplace.

A total of **300 leaders participated in the Leadership in Evolution program**, which seek to strengthen adaptive capacities and develop key competencies for transformation.

Leaders who are role models

We redesigned our leadership model, incorporating elements of adaptability, conversation, and decision-making.

96% of the associates and employees expressed a commitment of 91% and an E-NPS of 69%.

We cultivate talent



4,000 associates and employees were rated by **840** leaders within the planning process of talent throughout the country.



10,471 associates and employees were trained in **64** virtual assisted programs.



101 associates and employees benefited from the Professionalization Cycle Program, with which we reach all the brands and regions of the country.

Achievements of 2021

- We invested COP82,969.87 million in 797,209 targeted benefits to our associates and employees and their families.
- 96% of the associates and employees expressed their commitment.
- We were able to implement virtual, in-person and hybrid model training.

Challenges for 2022

- To achieve the Equipares Oro seal
- To achieve the Friendly Biz seal
- To move forward in the building of the Plan of Dignified Life that will benefit our associates and employees.

“I try to promote transformation among my team members, empowering them to become leaders of each of their processes, push their goals forward and focus on making things happen.”

Carolina Herrera Mendoza,
Marketing Coordinator,
B2B Business

We are moved

by the relationships of trust with our stakeholders

Somos íntegros

(We are integral)



We work on these fronts to achieve this:

- To promote good corporate governance practices
- To promote respect for human rights
- To facilitate diverse and inclusive environments
- To drive ethics and transparency standards
- To watch over the building of trust and promote one coherent communication process.

Grupo Éxito, among the **10 most sustainable food retailers in the world**, based on the Dow Jones Global Sustainability Index 2021 results. [GRI 102-12]

Sustainability Yearbook

Member 2022

S&P Global

We were recognized in the 2021 Social Procurement Manual Report



Our joint work for rural development with **Pomario**, our supplier of edible vegetables and flowers, has been recognized as a **success story in the 2021 Social Procurement Manual**, produced by **Yunus Social Business**, organization that leverages companies that contribute socially and invest their income in vulnerable communities.



“With a team of 30 farmers growing 10 tons of edible vegetables and flowers a month in areas that were previously destined for illicit crops, we work for social development and to keep ourselves united in solidarity.”

Luis Miguel Botero, Founder of Pomario



We remain one of the most sustainable retailers in the world

We were recognized for our standards in sustainability, assessed by the Down Jones Sustainability Index.



● We ranked in the industry's **89th percentile** and increased performance over previous years.



● We are the **ninth highest scoring company**.



● We had **significant growth in issues** such as health and nutrition, privacy protection, sustainable agricultural practices and genetically modified organisms.

This recognition keeps us as a reference, at regional and global levels, in the sector of large areas of food, reaffirming our own commitment to having operations with high standards of environmental, social and corporate governance sustainability.



Find out more **here**.

We promote and consolidate best practices in corporate governance



● We communicated the company's relevant financial and non-financial information on time manner through the relevant reporting mechanism on the corporate website and the media, in compliance with the duty of disclosure information.



● We implemented the measures promoted by the Dow Jones Sustainability Index and the Carbon Discussion Project-CDP, with the aim of aligning actions with the highest international standards in social, environmental, economic and corporate governance issues, to generate shared value for all stakeholders.



● We promoted diversity criteria in the election of our Board of Directors for the purpose of contributing to prosperity, business growth and the consolidation of better corporate governance.



Learn more in the Corporate Governance Report.

This year, we achieved an favorable **NPS score of 53 points, 11 points more than 2020.**

It moves us to contribute to the country's progress and of society, trying to be leaders in the economy, causing a positive impact on the environment and leaving a mark on the planet that offers possibilities for the future of the next generations.



We promote and advance toward a more diverse and inclusive society



9 stores transformed with accessible infrastructure.



We trained and sensitized **56,022** associates and employees (men and women) to adapt work equipment and the environment to more inclusive spaces with the disabled population.



We counted on **1,153** colleagues trained for interpretation of sign language.



We promote respect for human rights [GRI 102-12]

We reaffirmed our commitment to human rights aligned with the **United Nations Global Compact initiative**. Thus, we continued adopting the associated principles and tools, such as development of self-assessment, in partnership with the Danish Institute of Human Rights, the Confederation of Danish Industries, the Ministry of Economic Affairs and the Danish Global Compact Self Assessment Tool.



Together with our suppliers, we work for human rights [GRI 414] [GRI 308]

Through social audits of our own brand suppliers, we ensured the protection of human rights in our supply chain and promote environmental care, based on the Universal Declaration of Human Rights, the United Nations Global Compact, the International Labor Organization and the [Supplier Ethical Charter](#).

212 suppliers for private labels assessed

6 new branded vendors assessed

520 suppliers signed the Supplier Ethical Charter which defines standards necessary for our supply chain.



Learn about our human rights statement.



Viva Barranquilla and Éxito Metropolitano were recognized with the “Sello de Primera” Seal

With the First Meeting of Inclusive Enterprises—organized by the Mayor of Barranquilla framework—, the Viva Barranquilla Shopping Center and the Exito Metropolitano received the “**Sello de Primera**” recognition for being two companies committed to the inclusion of persons with disabilities in the labor market.

The Office of the President for the Participation of Persons with Disabilities awarded these businesses honorable mention for their support and commitment to the development of actions in favor of the protection of human rights, such as promoting the participation of persons with disabilities and their families in the Atlántico region.

The inclusion of disabled personnel in tasks such as security, cleaning, gardening and the operation at cashiers is one of the recognized actions.



Improvement of spaces for the enjoyment and comfort of people with disabilities, such as furniture, ramps and parking



Braille signaling and a tactile reading and writing system designed for blind people in bathrooms and corridors within the shopping centers and stores



Working with the Cuso Internacional NGO to generate employment opportunities for Colombian refugees, immigrants and returnees.



Find out more about the actions for which we gained this recognition.

We are co-leaders in the implementation of the Gender Parity Initiative

Within the Gender Parity Initiative framework promoted by the Ministry of Labor, the Inter-American Development Bank and the World Economic Forum, we represented the private sector in relation to gender equity actions.

- We worked with **37 organization** leaders in strategy design and working methodologies for closing gender gaps in Colombia.
- We contributed **to closing gender gaps** in the country.
- We accompanied the technical secretariat assigned to **consolidating IPG alliances** in the different regions of the country.



Learn more about added value to society here. **[GRI 102-11]**

We were recognized as a company committed to Integrity 100 by the Anti-Corruption Institute.

We communicated to our stakeholders the actions within the framework of transparency



We directed communication and awareness-raising actions on the policies of the business ethics program to 191 suppliers of goods and services, fundamental building allies of transparent, sustainable and high-value relationships.



We developed the annual communication plan "Soy Transparente" (I am Transparent), focused on recognizing in each leader and each employee contributions to adherence to an ethical corporate culture marked by a coherent behavior between thoughts, words and actions.



We shared the experience and compliance practices that generate value with the business sector, through spaces such as the Second Compliance Congress, led by the Medellín Chamber of Commerce and OlarteMoure.



We promoted standards of ethics and transparency

- We followed up the assessment of the risks of fraud, bribery and corruption in the processes that make up the value chain, under the requirements of the French Anti-Corruption Act (Sapin II Act) and the recommendations of the French Anti-Corruption Agency (AFA), to strengthen good practices of ethical relationships with third parties.
- We self-regulated the management of interests before the state authorities by means of formalization and dissemination of guidelines for action, consistent with the Transparency Program and the Code of Ethics and Conduct.



4,965 associates and employees trained in stores for the prevention of money laundering and terrorist financing.



38,867 associates and employees trained in the "Guardianes de Éxito" virtual module, an innovative training program around the proper management of the risks of fraud, bribery, corruption, ML/FT, processing of personal data and compliance with regulations.

We are among the top 15 most reputable companies in Colombia, according to MERCO.

The Corporate Reputation Business Monitor (MERCOC) presented the results of the 2021 study of MERCOC companies and leaders.

We were among the top 15 companies with the best reputation!

Companies, such as Grupo Éxito, Bavaria, Movistar, ISA, Postobon, Enel, Ecopetrol, Terpel, Sura Group, Grupo Nutresa, Grupo Argos and Grupo Bancolombia, with the value we generated to more than 45 million customers and users, 203,000 employees, 126,000 suppliers, 374,000 investors, close to 20% of Colombia's GDP and, indirectly, the whole Colombian society, understand more than ever how interconnected we are, how vulnerable we are and the importance of working together. That is why we have been joined for more than a year to work together in our commitment to the sustainable development of Colombia, seeking to move towards a more prosperous economy geared toward the fulfillment of the 2030 Agenda and the commitments of the Paris Agreement.

We are the number 1 company in the large area sector.

Financial Report	All figures expressed in millions of Colombian pesos (COP)
Earnings before taxes (EBT)	574,973
Declared taxes	100,292
Taxes paid in cash	71,810



"Pigmentos Urbanos" (Urban Pigments) was born from the interest to bring us closer to the communities around our warehouses, which have become the second home of Colombians and with this initiative, we want them to be the heart of the neighborhoods, a meeting place with those Colombian men and women who work for the well-being of the territories in which we are present.

Achievements of 2021

- According to the Dow Jones Sustainability Index, we were among the 10 most sustainable food retailers in the world.
- We implemented due diligence in human rights, which allows us to promote them with greater emphasis within the company.
- We conducted the human rights due diligence process.
- We made our first impact measurement in order to learn the monetary value we bring to society.

Challenges for 2022

- To implement the community analysis model in all the offices of the company
- To consolidate the corporate repudiation model
- To execute national actions within the framework of the relationship with communities.



Sustainable strategy in Uruguay and Argentina

Our teams in all the other South American countries in which we are present conducting initiatives that favor sustainability. These are some of the results:

Grupo Disco



- Promotion of the consumption of fruits and vegetables, through a campaign in the **fresh market stores**, together with the Agroeducación y Salud (MAES, for its acronym in Spanish) framed as part of the commemoration of the International Year of Fruits and Vegetables and, for World Food Day.
- A **60% reduction of waste**, thanks to the process that Disco Punta Carretas, together with the Abito company, developed to promote recycling and composting, giving waste an efficient, responsible and sustainable destination.

- Opening of **30% new vacancies** in the selection processes for persons with greater vulnerability, belonging to the MIDES (for its acronym in Spanish), program of the Ministry of Social Development.
- Accompaniment of the National Contest of Tale and Plastic Small Talents of Uruguay, in its 21st edition and the achievement of the current sponsorship of the Ministry of Education and Culture.
- Participation in the Punta Carretas Teletón, inviting customers to participate.
- Donation of Geant and MOTE clothing to social organizations, such as the Asociación Civil Avance, which works with children in vulnerable situations, and the NGO Por la Integración, which supports women who have suffered and are experiencing domestic violence, providing them with psychological support and a home.

Libertad

A proactive business for the environment

- Limitation and recovery of waste reduction of greenhouse gas emissions
- Improved energy efficiency
- Protection of biodiversity

A committed employer

- Promotion of diversity
- Preservation of health and labor well-being, facilitating the insertion and evolution of labor

A trusted partner

- Reinforcement of ethics and risk management
- Fight against corruption
- Sustaining local production and the development of SMEs

A local actor in solidarity

- Development of solidarity alliances
- More solidarity actions

A responsible chain

- Actions for consumer health
- Promotion of responsible consumption



Launched **"JUNTOS EN ACCIÓN,"** the Social Responsibility Program of Libertad



#PactoCircular is an integrated waste management program based on the circular economy to generate a cultural change in waste management

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403	10	Occupational diseases and ailments	83	FB-FR-310a.3		
404	1	Average training hours per year per employee	81			
404	2	Employee skills improvement programs and transition assistance programs	81			
404	3	Percentage of employees who receive periodic performance reviews and professional development	81			
405	2	Ratio of basic salary and remuneration of women to men	83	FB-FR-310a.1		
406	1	Cases of discrimination and corrective actions taken		FB-FR-310a.2		
407	1	Operations and suppliers whose right to freedom of association and collective bargaining could be at risk	83			
		"Fleet Fuel Consumed, Percent Renewable"	69	FB-FR-110a.1		
		Percentage of refrigerants consumed with a (null) potential for exhaustion of ozone layer	65	FB-FR-110b .2		
		Average rate of refrigerant emissions	64	FB-FR-110b .3		
		(1) Operating energy consumed, (2) percentage of grid electricity, (3) percentage of renewables	64	FB-FR-130a.1		
		Amount of food waste generated, percentage deviated from waste flow ²	68	FB-FR-150a.1		
		Product revenue with labelling or marketing that promotes health and nutrition attributes	72	FB-FR-260a.1		
		Analysis of the process of identification and management of products and related ingredients with the nutritional and health concerns of consumers	72	FB-FR-260a.2		
		Number of vehicles in the commercial fleet	69	FB-FR-000.C		

Audit of environmental indicators Almacenes Éxito S.A.

To the Shareholders and the Management of Almacenes Éxito S.A.

February 27, 2022

The external audit of the environmental indicators defined by Almacenes Éxito S.A. was carried out, this activity had as objective, to verify the conformity of the result of the indicators, with the defined criteria, evaluating the relevance, independence and measurement of the same.

The activity was carried out by competent personnel in training and experience. Environmental and Sanitary Engineer, Specialist in Occupational Risks and O.S., Lead Auditor, with 10 years of experience in exercises of this nature.

The scope of the audit exercise was:

Verification of the results of the environmental indicators established by ALMACENES ÉXITO S.A.

1. Water consumption

2. Carbon footprint

- Scope 1: Refrigerants, fuels (diesel, gasoline, LPG, natural gas, JET) and fire extinguishers.
- Scope 2: Conventional and renewable energy.
- Scope 3: Disposal of waste generated in the operation, outsourced transportation and business travel (land and air).

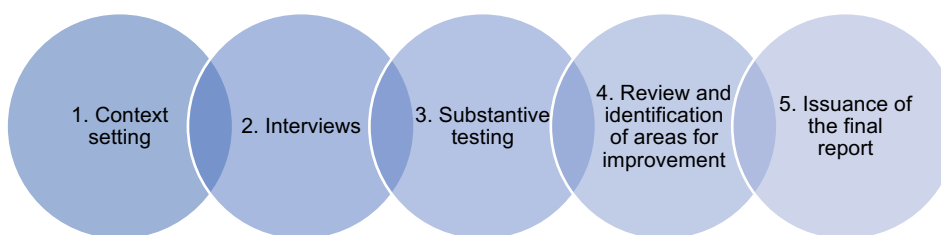
3. Waste management

- Collection of post-consumer recyclable material.
- Donation of food.

The audit was carried out according to the established schedule, meeting the planned objective, using random sampling, interviews and verification of documents and records.

The audit was carried out in five phases: context setting, interviews, substantive testing, review and identification of areas for improvement, and issuance of the final report:

Audit of environmental indicators Almacenes Éxito S.A.



1. Context setting

This refers to the initial verification of the information. In order to know the definition of the environmental indicators, information was requested (objective, goal, type, data, business, scope of data, formula, methodology, frequency of measurement, source of information and responsible area), through the technical data sheets and consolidated scorecard. **Annex 1. Environmental indicators 2021.**

In the audit, 100% of the indicators were verified; however, in order to evaluate the management of the source of the data, the initial sample was selected based on a simple random sampling. **Annex 2. Selected sample.**

2. Interviews

It refers to the explanation by the team responsible for each indicator, about the methodology used to generate data, information management, monitoring and improvement.

It begins with the opening meeting, in which those responsible for measuring the indicators are informed of the verification stages, methods, scope and objective of the environmental indicator audit. Subsequently, individual meetings are scheduled with each person responsible.

Once the meetings were scheduled with those responsible for 100% of the indicators. The meetings lasted approximately 40 minutes to one hour.

The purpose of these meetings was to validate with the team responsible for measuring the indicators, relevant information for the audit conclusions, validating the aspects listed in **Annex 3. Results of the interviews** and evidencing the source of the input data for the indicators.

3. Substantive tests

This refers to the mathematical calculations performed in order to verify the conformity of the results reported in the MERO software and/or final files. For the above, the sources of information for each indicator, databases and access to the MERO tool, in which all the information is consolidated, were requested.

Subsequently, the arithmetic measurement of the indicator was performed to verify whether the reported result was in accordance with the formulation and measurement method of the indicator. The result of the measurement exercise and the criteria used

Audit of environmental indicators Almacenes Éxito S.A.

can be seen in **Annex 4. Result of substantive tests.**

4. Review and identification of areas for improvement

Through the execution of phases 1, 2 and 3, the respective aspects for improvement were consolidated.

5. Issuance of the final report

The document is consolidated with the details of what was evidenced in the audit, subsequently, it is socialized to those responsible for the measurement of the indicators.

Audit conclusions

From the exercise carried out, it can be concluded that:

The environmental indicators included in the sustainability report for the year 2021, coincide with respect to the reports generated in the MERO software and databases supplied by Almacenes Éxito S.A. Likewise, the aspects of improvement evidenced, were timely reported to management.



Angélica Tatiana Ayala Romero
Ingeniera Ambiental y Sanitaria
Especialista en Riesgos Laborales y S.O.
Auditor Líder

THE UNDERSIGNED EXTERNAL AUDITOR OF THE

**FUNDACIÓN ÉXITO
NIT 890.984.773 – 6**

CONSIDERING THAT:

1. That in accordance with articles 2 and 10 of Law 43 of 1990, the matter - object of the Auditor's own certification function is information that can be extracted from the accounting books or the accounting system of the audited entity, that is, from **Fundación Éxito**.
2. That, in accordance with the legal provisions and existing jurisprudential pronouncements on the matter, the certification function is an activity typical of accounting science, which has the character of evidence when it deals with acts typical of the profession of Public Accountant, that is, when issued based on the accounting assertions of the records in the accounting books and in the accounting system.
3. That the information on the number of children cared for by the entity is not extractable information directly from the accounts of **Fundación Éxito** and must be accredited by the administration of the entity.
4. That, for the purposes of issuing this certification, the Administration of **Fundación Éxito**, provided the External Audit:
 - Consolidated File of the Projects executed during the 2021 period.
 - Listing count for each of the programs.
 - Number of beneficiaries per project.
 - Delivery number per project.
 - Number of amounts per project.

The above information was confirmed and reviewed by **Fundación Éxito**.

5. For the purposes of issuing this certification, the work of the External Audit consisted of a review of the information on the executed projects of the months subject to certification, in accordance with the assertions of existence, registration, rights and obligations in the extra-accounting book kept by **Fundación Éxito**.

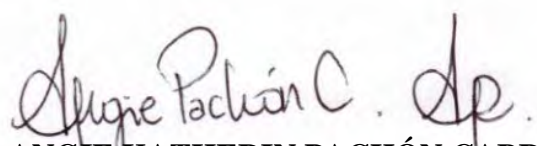
In accordance with the foregoing considerations, we hereby issue the certification requested by the Administration of **Fundación Éxito**.

CERTIFIES:

According to the information provided by *Fundación Éxito*, and the result of the selective tests carried out on the documents and records of the consolidated Projects executed during the 2021 term, in accordance with the International Auditing and Information Assurance Standards, I certify that the number of benefited children was for a total of seventy thousand three hundred and seventy-six (70,376), with an economic investment of \$18,582,289,857.

Given in Medellín, on February 28, 2022, at the request of the administration of the *Fundación Éxito*.

Sincerely,



ANGIE KATHERIN PACHÓN CABRERA

External Auditor

TP 191153-T

CER-0676-22

By delegation of

Kreston RM SA

Consultants, Auditors, Advisers

Kreston Colombia

Member of Kreston International Ltd.

To the Management of Almacenes Éxito S.A.

April 21, 2022

The external audit of the social indicators defined by Almacenes Éxito S.A. was carried out, this activity had as objective, to verify the conformity of the result of the indicators, with the defined criteria, evaluating the relevance, independence and measurement of the same.

The activity was carried out by competent personnel in training and experience. Environmental and Sanitary Engineer, Specialist in Occupational Risks and O.S., Lead Auditor, with 10 years of experience in exercises of this nature.

The scope of the audit exercise was:

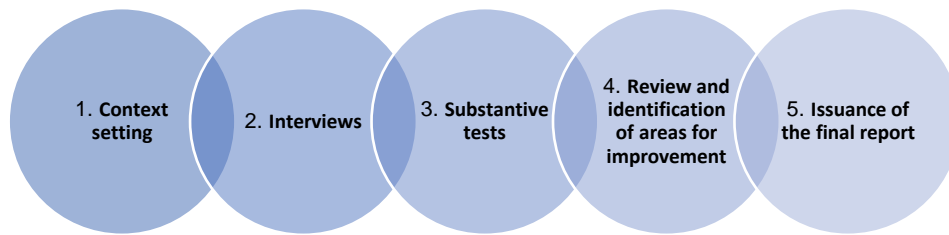
Verification of the result of the social indicators established by ALMACENES ÉXITO S.A.

Indicator	Specifications
Number of employees	<ul style="list-style-type: none"> • By gender. • By gender, age and department. • By employment category, age and gender. • Percentage by employment category and gender. • By job category and country of origin. • By job category and ethnic group. • By employment category and disability. • By employment category and vulnerable population. • By employment category and type of contract. • By type of contract, gender and age. • Percentage by type of contract and gender.
Number of employees trained	<ul style="list-style-type: none"> • By employment category, age and gender (in number and %). • By employment category and type of contract. • By employment category and country of origin. • By employment category and ethnicity. • By employment category and disability. • By employment category and vulnerable population.
Number of employees who have received a performance evaluation	<ul style="list-style-type: none"> • By employment category and gender, in number and percentage.
Unions and associations	<ul style="list-style-type: none"> • Information related to union contracts. • Information related to collective bargaining agreements and conventions. • Information related to employees trained in individual and collective relationships.
Number of employees by type of contract	<ul style="list-style-type: none"> • Employees with indefinite-term contracts by department, by number and percentage. • Employees with fixed-term contracts by department, by number and percentage.

Indicator	Specifications
Vacancies and costs	<ul style="list-style-type: none"> Information related to open vacancies. Average cost of a selection process.
Number of direct employees promoted	<ul style="list-style-type: none"> By gender.
Turnover	<ul style="list-style-type: none"> Initial number of employees by employee category. Final number of employees by labor category. Percentage of employee turnover by labor category. Average length of service by labor category.
Salary	<ul style="list-style-type: none"> Salary information by gender and organizational structure. Wage gap by gender and organizational structure.
Number of employees sensitized to diversity and inclusion issues	<ul style="list-style-type: none"> In number and percentage.
Occupational illnesses and diseases	<ul style="list-style-type: none"> Number of occupational diseases and illnesses by employee, by employee relationship and gender. Hours of incapacity due to occupational diseases of employees by link and gender. Number of occupational diseases with losses of one day by relationship and gender. Number of occupational diseases with losses of more than one day by link and gender. LTIFR rate. Describe the main types of occupational diseases and illnesses. Information on deaths resulting from an occupational disease or illness. Number of deaths resulting from an occupational disease or illness with a one-day loss. Number of deaths resulting from an occupational disease or illness with a loss of more than one day. Information related to health-related activities.
Workplace accidents	<ul style="list-style-type: none"> Number and percentage of workplace accidents with minor consequences for employees by relationship and gender. Number and percentage of workplace accidents with major consequences for employees by relationship and gender. Number of accidents with absenteeism of less than one day by relationship and gender. Number of accidents with absenteeism of more than one day by relationship and gender. Description of workplace accidents involving employees by relationship and gender. LTIFR rate. Deaths resulting from occupational injury by relationship and gender.

The audit was carried out according to the established schedule, fulfilling the planned objective, using random sampling, interviews and verification of documents and records.

The audit was carried out taking into account five phases, which include: contextualization, interviews, substantive tests, review and identification of areas for improvement and issuance of the final report:



1. Context setting

This refers to the initial verification of the information. In order to know the definition of the social indicators, information was requested (objective, goal, type, data, business, scope of data, formula, methodology, frequency of measurement, source of information and responsible area), through the technical sheets and consolidated scorecard. **Annex 1. Social indicators 2021.**

In the audit, 100% of the indicators were verified; however, in order to evaluate the management of the source of the data, the initial sample was selected based on a simple random sampling. **Annex 2. Selected sample.**

2. Interviews

This refers to the explanation by the team responsible for each indicator about the methodology used to generate data, information management, follow-up and improvement.

It begins with the opening meeting, in which those responsible for measuring the indicators are informed about the stages of verification, methods, scope and objective of the social indicators audit. Subsequently, individual meetings are scheduled with each person responsible.

Once the meetings were scheduled with those responsible for 100% of the indicators. The meetings lasted approximately 40 minutes to one hour.

The purpose of these meetings was to validate with the team responsible for measuring the indicators, relevant information for the audit conclusions, validating the aspects listed in **Annex 3. Results of the interviews and evidencing the source of the data**, input of the indicators.

3. Substantive tests

This refers to the mathematical calculations performed in order to verify the conformity of the results reported in the MERO software and/or final files. For the above, the sources of information for each indicator, databases and access to the MERO tool, in which all the information is consolidated, were requested.

Subsequently, the arithmetic measurement of the indicator was performed to check whether the reported result was in accordance with the formulation and measurement method. The result of the measurement exercise and the criteria used can be seen in

Annex 4. Result of substantive tests.

Due to the degree of confidentiality of the information, these calculations were performed during the interviews.

4. Review and identification of areas for improvement

Through the execution of phases 1, 2 and 3, the respective aspects for improvement were consolidated.

5. Issuance of the final report

The document is consolidated with the details of what was evidenced in the audit, subsequently, it is socialized to those responsible for the measurement of the indicators.

Audit conclusions

From the exercise carried out, it can be concluded that:

The social indicators for the year 2021, coincide with respect to the reports generated in the MERO software and databases supplied by Almacenes Éxito S.A. Likewise, the aspects of improvement evidenced, were timely reported to management.

A handwritten signature in black ink that reads "Tatiana Ayala".

Angélica Tatiana Ayala Romero
Environmental and Sanitary Engineer
Specialist in Occupational Risks and O.S.
Lead Auditor ISO 9001, 14001, 45001
External Auditor - Diversey

Integrated
Report
2021

